

PASTOR

UNITED EVANGELICAL CHURCH
3200 DILLON STREET,
BALTIMORE, MD 21224
(301) 276-0393

ACTIVITY REPORT TO THE CHURCH COUNCIL
ROBERT M. ARMSTRONG, PASTOR
JANUARY 1, 1994 - JANUARY 31-1994

SUMMARY AND HIGHLIGHTS

For JANUARY 1994, the Church showed an increase in attendance at regular Sunday services. Based on four weeks services attendance for these services in JANUARY was 3% above that during the month of JANUARY 1993.

The Council, in November 1992, looked into the development of an insurance approach to raising capital funds for repair of the building and replacement of capital equipment approved a basic proposal presented by Jon Grief providing the proposal was based on a less expensive proposal developed by Jon. This was to be reviewed in our meeting in May 1993 Jon did not appear for that meeting. Council approved an invitation to Jon to make a presentation at our March 1, 1994 meeting at 7:00PM. A call was made to Jon to confirm this date and time.

Because of the seriousness of Sexual Abuse for our Church and all UCC Churches and the fact that the correspondence shows our Church has no approved policy and questionable coverage, I have sent the material to Bill Single and asked for a legal opinion regarding the matters I raised in the correspondence which you have received.

The attached plan for next steps in the merger was reviewed and approved by our Council.

Pastor and Priscilla attended the Consultation XIX called the Ministry in Healing in Orlando Florida from January 2 to January 9th. 400 persons attended. This was the largest conference on healing to be sponsored by the United Church of Christ or any main line denomination. Much valuable information was obtained and will be used to formulate direction for our ministry in 1994 and especially our Lenten Servies on Healing.

While Bruce and Andrea Waters have indicated an interest in helping to develop a Young Adult Group for our church I have not gotten a positive commitment from them re the follow up. I am still working on this.

PROGRESS NOTES (These notes summarize progress in following a program recommended by the Pastor and presented to the Council in October 1990)

1. Systematic Approach to Ministry to the Shut-Ins

<u>VISITS TO SHUT-INS = 8;calls=6</u>	<u>December</u>	<u>14</u>
<u>VISITS TO SHUT-INS = 7 calls=4</u>	<u>January</u>	<u>11</u>
<u>VISITS TO HOSPITALS= 6;calls=0</u>	<u>December</u>	<u>6</u>
<u>VISITS TO HOSPITALS=15;calls=0</u>	<u>January</u>	<u>15</u>

2. Preaching Planned in Advance

We have been able to maintain a schedule of preaching planned in advance and to change the bulletin board regularly.

3. Implementation of Faith is Alive

The faith alive program has included recognition of the contribution of Otts Smith, January 16, and Marty Clement, January 30th.

4. Pastoral Support of Church Groups and Activities

The Pastor needs to check on the Girl Scouts. They have discontinued meeting since their leader delivered a child during the summer. This is a piece of incomplete business.

5. Deepening the Spiritual and Prayer Life of the Church

Marty Clement picked up her class for Young Mothers, beginning Sunday, January 30th and Priscilla her Bible Class, beginning January 30th.

6. SUPERPANTRY

As a result of the 3rd Interfaith Music Festival, SEARCH, under the Chairmanship of Jon Spencer will have enough money to fund SUPERPANTRY at our church this Spring. The program will be held on Fridays beginning March 18, and 25, April 8, 15, 22, and 29, May 6 and 13th. Graduation will take place on May 15th.

7. Developing a Community "Think-Tank":

A meeting will be set up in February to plan our next events.

8. Developing a Young Adult Group:

Bruce and Andrea Waters have volunteered to help organize and develop a program for Young Adults as a follow up to our fall program called REMEMBER WHEN. I have not however, got a firm, final commitment from them to lead this group.

9. Getting Better Media Exposure

Two large ads in the Guide will be scheduled prior to Lent to promote the Lenten Services on healing.

OBSERVATIONS

1. Church Attendance, New Members Class, New Members Committee

a. Attendance

Church attendance statistics indicate that for January

our attendance at Sunday Morning Worship increased 3% when compared to January 1993.

New Members Class

We need to continue to work at building our approach to the single young adults and to families who have children and who fall in the age range of 20 to 40 years of age. We must continue to work on building the membership class. We are asking those who wish to become members to contact the Pastor or the office. The following new members were received on January 23, 1993 at the 10:30 service. Bertha Benser, Ken Williams, Linda Williams, and Louis Parker Jr.

c. New Members Committee

The new members Committee met on Wednesday, April 21st at 4:00PM. Our next meeting will be in the summer or fall of 1993. In the Spring of 1994 we will join with the Spiritual Life Committee to look at the issue of how we can grow our church.

The Committee met on October 26, 1991 and approved a "Bring A Friend to Church Program" for Sunday, October 27th. This program can be promoted in the bulletins for the last Sunday in NOVEMBER -DECEMBER 1993. We need to review this proposal. One key to our recruitment effort is a New Member Survey Form in which we try to identify the skills of new members and put them to work. Necessary for this is the computer so that we can record the interests of all members of the church including new members. Harvey informed the Committee that we can obtain the Stewart Directory at the local Library and obtain all the Real Estate Transfers into our neighborhood.

In previous meetings the Committee suggested that we develop more imaginative advertising in the "Guide". It also recommended that we find out about new people moving into the community, and develop an "Ask the Pastor" column in the "Guide". So far we have been unable to implement this. This report is included because it reminds us of unfinished business.

2. Committees

a. Committee on Fundraising

Jon Greif, of Berkshire Life Insurance Company distributed to the Council in the November 1992 meeting, material describing the idea of selling Insurance which can be left to the church in the form of a capital gift. Members were enthusiastic about his presenting a plan for presentation to a subsequent meeting of the Council. Council received his report and agreed to proceed with this program subject to a final presentation to the Council in which we spell out the method. Jon said he was willing to meet with us in our May meeting to forward this project but did not show up. Council approved meeting with Jon at our next meeting at 7:00PM on March 1, 1994 to look again at this program.

b. Acquiring a Computer and Office Re-design

The computer has been installed in the office. This work has been completed. John Price is teaching the Pastor, Millie and Cass how to use the computer and working to improve our use of it in dealing with the mailing list for envelopes as well as in sharpening our approach to accounting. John is also setting up a system to computerize our entire record system. This work is now in process. Members of the office re-design committee include Harvey Jacob, Millie Slecta, Grace Fader, Sam Jones, and George Hammerbacher.

c. Spiritual Life Committee

The proposed Worship Book which included the service for Baptism, Lord's Supper, etc. has been given to Jim Pate to develop a model and get the costs. Florence Gundlach and Margaret Myrick presented to the Council a proposed folder which will be given to parents following the baptism of children so that they will know about the program of our church. This program is designed to help raise these new children in the nurture and love of the Lord.

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JANUARY 1, 1994 - JANUARY 31-1994

RECOMMENDATIONS

1. Rehabilitation of the Office

With the leadership of our Committee, we will be completing the reorganization of the office. We must go thru the desk and files and reorganize these so our office can be more efficient.

2. Complete Record Retention Policy for Review and Approval by the Council. John Price is moving again on plans to computerize our record system.

3. Develop a policy to protect our church from potential law suits re sexual abuse of members and especially children. The training tapes re sexual abuse ordered from the Episcopal Church have arrived. Included is a set of forms for implementing church policy.

Because of the seriousness of this matter, I have requested a review of our insurance policy by Bill Single. We need his legal judgement and recommendation in this matter. Bill has indicated his willingness to give us a written recommendation regarding this matter.

5. The attached plan involving the proposed merger with the Bethel Church was approved at our January meeting and will be used to guide our Committee in discussing the merger with the Committee of Bethel Church at our next meeting with the Bethel Committee.

6. The proposed Worship Book was approved for printing and presented at our next meeting with a price for publication.

7. The revised schedule of dates below for D.C. Impact was approved at our January Council meeting along with approval of dates to be agreed upon in August 1994. Per Kayla Martin of D.C. Impact (301-589-1349) Spring Dates; April 16 and 17, April 24, April 30th and May 1, 1994. A letter to D.C. Impact was sent to request their check for the fall dates.

**STATISTICAL REPORT
JANUARY 1994**

	Total
VISIT SINGLE INDIVIDUALS & SHUT-INS=7; Calls=4	<u>11</u>
Margaret Kelly Call 1-11	
Bill Voelker Call 1-11	
Ruth Pearce Call 1-11	
Darlene Waters 1-11	
Margaret Kelly 1-12	
Bill Voelker 1-12	
Otts Smith Call 1-12	
Otts Smith, Elaine Smith, Darlene Waters 1-13	
Lil Sauer 1-20	
Colleen Schrader 1-20	
Willis Schrader 1-22	
PARISH VISITOR'S CALLS	<u>4</u>
VISITS TO HOSPITALS=15;calls=0	<u>15</u>
Charles Waters St. Joseph's 1-9	
John Bond Key 1-9	
Elaine Smith Key 1-9	
Hilda Mallon Church Home 1-10	
Charles Waters St. Joseph's 1-11	
Elaine Smith Key 1-12	
Marianne Carrigan Key 1-14	
Marianne Carrigan Key 1-15	
Elaine Smith Hopkins 1-17	
Elaine Smith Hopkins 1-18	
Elizabeth Erdman Good Sam 1-20	
Marianne Carrigan Key 1-20	
Elaine Smith Hopkins 1-21	
Elizabeth Erdman Good Sam 1-22	
Louis Parker Sr. St. Joseph's 1-26	
COMMITTEE MEETINGS	<u>0</u>
COUNCIL MEETINGS	<u>1</u>
33ND Meeting 1-25-94	
CONGREGATIONAL MEETING	<u>1</u>
January 30, 1994	
ADMINISTRATIVE MEETINGS = 4:Calls=1	<u>5</u>
Jeanette Haley Call 1-24	
Ben Long 1-24	
Jon Grief 1-24	
Church and Society 1-25	
Carol Borkman 1-29	
COUNCIL MEMBER INTERVIEWS	<u>0</u>
GROUP MEETINGS	<u>2</u>

Confirmation 1-27
Youth Choir 1-27

BAPTISMS=1, Counselling=2, Party=0 3
Colleen Carrigan Counselling 1-23
Willis Schrader Counselling 1-22
Ryan Willis Schrader Baptism 1-30

WEDDINGS=0 Counselling=2 Renewal of Vows=0 2
Toni Posluszny-Tom Gabbert 1-12 Counselling
Sherri Stein - Wayne Preston 1-26 Counselling

FUNERALS=3, Visit to Funeral Home=4, Counselling=2 9
Margaret Hennell Family Counselling 1-10
Margaret Hennell Charles Zeiler's Funeral 1-11
Margaret Hennel Family Reception Squires 1-11
Hilda Mallon Charles Zeiler's 1-12 Visit
Hilda Mallon Funeral Church 1-14
Charles Waters Family Counselling 1-13
Charles Waters Hoffman Skarda Visit 1-13
Charles Waters Funeral Church 1-15
Charles Waters Reception Family Restaurant 1-15

COUNSELLING SESSIONS 0

CONFERENCE MEETINGS 0

SUNDAY ATTENDANCE - JANUARY 1994

<u>8:00AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>
<u>1993</u>	<u>48</u>	<u>48</u>	<u>57</u>	<u>42</u>	<u>52</u>	<u>00</u>	<u>247</u>
<u>1994</u>	<u>36</u>	<u>42</u>	<u>32</u>	<u>29</u>	<u>32</u>	<u>00</u>	<u>171</u>
<u>Net</u>	<u>-12</u>	<u>- 6</u>	<u>-25</u>	<u>-13</u>	<u>-20</u>	<u>00</u>	<u>- 76</u>
<u>10:30AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>
<u>1993</u>	<u>87</u>	<u>57</u>	<u>92</u>	<u>100</u>	<u>111</u>	<u>00</u>	<u>447</u>
<u>1994</u>	<u>85</u>	<u>51</u>	<u>66</u>	<u>63</u>	<u>112</u>	<u>00</u>	<u>377</u>
<u>Net</u>	<u>- 2</u>	<u>- 6</u>	<u>-26</u>	<u>-37</u>	<u>+ 1</u>	<u>00</u>	<u>- 70</u>
<u>1993-1994-14</u>	<u>- 12</u>	<u>- 51</u>	<u>-50</u>	<u>-19</u>	<u>00</u>	<u>00</u>	<u>- 146</u>

1993-1994 % Change January 1994

%Change in Sunday attendance for JANUARY = -21%

COMPARISON JANUARY TO JANUARY -1993 AND 1994

	<u>TOTALS FOR THE MONTH (SUNDAY ONLY)</u>						
<u>1993-</u>	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>	
<u>1994</u>	<u>-146</u>						
<u>%</u>	<u>- 21%</u>						
<u>1993</u>	<u>JULY</u>	<u>AUGUST</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	
<u>1994</u>							

**COMPARATIVE INCOME IN THOUSANDS
TO DATE 1-31-94**

<u>MONTH</u>	<u>YEAR</u>		<u>CUMULATIVE</u>			<u>%act</u>		<u>94</u> <u>act</u>	<u>% bud</u>	
	<u>88</u>	<u>89</u>	<u>90</u>	<u>91</u>	<u>92</u>	<u>% 93</u> <u>act</u>	<u>%</u>		<u>a</u>	<u>% b</u>
JAN	6.8	6.5	5.0	5.4	6.8	7.2	63			
FEB	12.1	13.2	10.0	12.1	14.0	13.4	59			
MAR	19.4	21.6	14.7	23.3	25.9	23.2	68			
APR	27.0	33.5	27.1	33.4	38.4	42.7	94			
MAY	43.0	36.7	32.0	43.0	47.0	53.3	94			
JU	50.5	39.7	38.2	50.0	58.1	61.6	91			
JULY	57.3	48.6	44.3	60.8	64.5	67.9	86			
AUG	66.5	53.0	50.1	66.3	76.6	75.4	83			
SEPT	76.9	59.7	63.4	77.9	89.3	85.2	83			
OCT	98.4	80.9	80.3	97.4	121.6	105.4	78			
NOV	102.1	91.1	88.8	106.9	131.0	114.5	84			
DEC	114.8	108.5	112.6	136.2	139.7	144.0	106			

NUMBERS FOR EACH MONTH ARE TOTALS UP TO AND INCLUDING THAT MONTH I.E. 91.1 POSTED FOR NOVEMBER 89 INDICATES THE TOTAL FOR ALL SOURCES OF INCOME TO THAT POINT OR FOR \$91,000.

NEXT STEPS IN MERGER PLAN WITH BETHEL CHURCH
January 30, 1994

1. Meeting with Rev. Glenn Rogers on February 1, 1994 at 10:30AM with Rev. Armstrong
2. Meeting of Merger Committee on Wednesday, February 9th to review next steps with the Bethel Committee.
3. Approval of Joint Ash Wednesday Services on Wednesday Evening February 16, 1994.
4. Approval of Joint Lenten Services on Wednesday Evenings at United and at Noon at Bethel. Announcement of Joint Services to be made in the Guide.
5. Approval of invitation from our Ladies Groups to the Ladies at Bethel to participate in joint meetings.
6. Meeting of Pastor Armstrong and Dr. Tom Hamilton on Wednesday, February 2, 1994 at 1:30PM to review our merger plans and to talk about sexual abuse policy in the local church.
7. Financial Plan for support of Pastor of Bethel at United.
8. Financial Plan for sale of the Bethel Church.
9. Timetable for the merger approval.
10. Legal review of merger agreement.

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FEBRUARY 1, 1994 - FEBRUARY 28, 1994

SUMMARY AND HIGHLIGHTS

For FEBRUARY 1994, the Church showed an increase in attendance at regular Sunday services. Based on three weeks services and not counting February 13, 1994 attendance for these services in FEBRUARY was 8% above that during the month of FEBRUARY 1993. Because of extreme cold, snow, and icy weather, services were cancelled on Sunday, February 13, 1994. This was the worst weather in Baltimore in twenty five years. In spite of bitter weather our attendance held for February 1994.

Council, in November 1992, looked into the development of an insurance approach to raising capital funds for repair of the building and replacement of capital equipment approved a basic proposal presented by Jon Grief providing the proposal was based on a less expensive proposal developed by Jon. This was to be reviewed in our meeting in May 1993 Jon did not appear for that meeting. Council approved an invitation to Jon to make a presentation at our March 1, 1994 meeting at 7:00PM. A call was made to Jon to confirm this date and time.

Because of the seriousness of Sexual Abuse for our Church and all UCC Churches and the fact that the correspondence shows our Church has no approved policy and questionable coverage, I have sent the material to Bill single and asked for a legal opinion regarding the matters I raised in the correspondence which you have received.

The draft of a proposed Policy governing relationships in our church and including sexual relationships is attached and forwarded to you for your review and action.

The minutes of our meeting with the Bethel Committee on February 23rd is attached.

While Bruce and Andrea Waters have indicated an interest in helping to develop a Young Adult Group for our church I have not gotten a positive commitment from them re the follow up. I am still working on this.

PROGRESS NOTES (These notes summarize progress in following a program recommended by the Pastor and presented to the Council in October 1990)

1. Systematic Approach to Ministry to the Shut-Ins

<u>VISITS TO SHUT-INS = 7</u>	<u>calls=4</u>	<u>January</u>	<u>11</u>
<u>VISITS TO SHUT-INS = 12</u>	<u>calls=2</u>	<u>February</u>	<u>14</u>
<u>VISITS TO HOSPITALS=15</u>	<u>calls=0</u>	<u>January</u>	<u>15</u>
<u>VISITS TO HOSPITALS= 5</u>	<u>calls=0</u>	<u>February</u>	<u>5</u>

2. Preaching Planned in Advance

We have been able to maintain a schedule of preaching planned in advance and to change the bulletin board regularly.

3. Implementation of Faith is Alive

The faith alive program has included recognition of the contribution of John Strong and Art Jones, February 20th, and Lester Wolf, February 28th.

4. Pastoral Support of Church Groups and Activities

The Pastor needs to check on the Girl Scouts. They have discontinued meeting since their leader delivered a child during the summer. This is a piece of incomplete business.

5. Deepening the Spiritual and Prayer Life of the Church

Marty Clement picked up her class for Young Mothers, beginning Sunday, January 30th and Priscilla her Bible Class, beginning January 30th. The first teaching in the church was on the Presence Light. It was planned by Carol Borkman, Marty Clement, and the Pastor. All children in the Sunday School attended. Children make models of the Presence Light which were designed by Wil Myrick. The purpose of this teaching is to help children to understand and feel comfortable worshipping in church.

6. SUPERPANTRY

As a result of the 3rd Interfaith Music Festival, SEARCH, under the Chairmanship of Jon Spencer will have enough money to Fund SUPERPANTRY at our church this Spring. The program will be held on Fridays beginning March 18, and 25, April 8, 15, 22, and 29, May 6 and 13th. Graduation will take place on May 15th.

7. Developing a Community "Think-Tank":

A meeting has been scheduled for March 9th at noon at St. Brigid's to plan our next events.

8. Developing a Young Adult Group:

Bruce and Andrea Waters have volunteered to help organize and develop a program for Young Adults as a follow up to our fall program called REMEMBER WHEN. I have not however, got a firm, final commitment from them to lead this group.

9. Getting Better Media Exposure

Two large ads in the Guide have been scheduled prior to Ash Wednesday in Lent to promote the Lenten Services on healing.

OBSERVATIONS

1. Church Attendance, New Members Class, New Members Committee

a. Attendance

Church attendance statistics indicate that for February our attendance at Sunday Morning Worship increased 8% when compared to January 1993 and not counting the service on February 13th which was cancelled. On Sunday, February 13th, services were cancelled due to icy conditions, snow, and extreme cold.

New Members Class

We need to continue to work at building our approach to the single young adults and to families who have children and who fall in the age range of 20 to 40 years of age. We must continue to work on building the membership class. We are asking those who wish to become members to contact the Pastor or the office.

c. New Members Committee

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2. Complete Record Retention Policy for Review and Approval by the Council. John Price is working now on computerizing our record system.

3. Develop a policy to protect our church from potential law suits re sexual abuse of members and especially children. The training tapes re sexual abuse ordered from the Episcopal Church have arrived. These have proved to be very ridged but might be used for a study committee of the Council. Included for your review is a proposed policy on relationships which is directed toward all relationships in the church including those involving adult members and children. It is my recommendation that this Policy be used as a starting point for our Council and that the final product for our review and approval be the result of action by the Council itself upon recommendation of a Committee such as the Spiritual Life Committee.

Because of the seriousness of this matter, I have requested a review of our insurance policy by Bill Single. We need his legal judgement and recommendation in this matter. Bill has indicated his willingness to give us a written recommendation regarding this matter.

4. The attached is a record of minutes of the Committee meeting of February 23rd with representatives of Bethel.

6. The proposed Worship Book was approved for printing and will be presented at our next meeting with a price for publication. Jim Pate was ill in February and could not complete this job.

STATISTICAL REPORT

FEBRUARY 1994

	Total
VISIT SINGLE INDIVIDUALS & SHUT-INS=12; Calls=2	<u>14</u>
Bertha Loomis 2-3-94	
Willis Shrader 2-4-94 Cancelled Weather Call	
Bill Voelker 2-4	
Millie and Jim Slechta 2-8 Aberdeen, Md.	
Howard Frolich 2-8 Shrewsbury, Pa.	
Grace Fader re Frolich Call 2-8	
Rob Gundlach 2-8	
Evelyn Violi 2-9	
Ruth Pearce 2-4	
Jim Pate re Howard Jenkins 2-13	
Willis Schrader 2-18	
Colleen Carrigan 2-18	
Thelma Swain 2-24	
Joyce & Mel Hammerbacher 2-25	
 PARISH VISITOR'S CALLS	 <u>4</u>
 VISITS TO HOSPITALS=5;calls=0	 <u>5</u>
John Malko Hopkins 2-2-94	
Howard Frolich Shrewsbury Village Call from Barbara Moose 2-4	
Ruth Pearce Harbor Hospital 2-13	
Elaine Smith Key Center 2-13	
Darlene Waters Church Home 2-18	
 COMMITTEE MEETINGS	 <u>0</u>
 COUNCIL MEETINGS	 <u>1</u>
33ND Meeting 1-25-94	
No Council Meeting in February 1994 (weather-ice)	
 CONGREGATIONAL MEETING	 <u>1</u>
 ADMINISTRATIVE MEETINGS = 6:Calls=2	 <u>8</u>
Glen Rogers 2-1-94	
Karen Fields, Key Center Call 2-1-94	
Tom Hamilton 2-2-94	
Jeanette Haley 2-2-94 Call	
SUPERPANTRY Cindy Meyers 2-3-94	
Lester Wolf 2-9-94	
Commission on Health and Welfare 2-15	
Negotiations Bethel 2-22	
 COUNCIL MEMBER INTERVIEWS	 <u>0</u>
 GROUP MEETINGS	 <u>12</u>
Confirmation 2-3	
Youth Choir 2-3	
Confirmation Teaching Tiffany Jones 2-16	
Confirmation 2-10	
Youth Choir 2-10	

Ash Wednesday Services Bethel 2-16	
Ash Wednesday Services United 2-16	
Confirmation 2-17	
Youth Choir 2-17	
Lent Healing Services 2-23	
Confirmation 2-24	
Youth Choir 2-24	
BAPTISMS=2, Counselling=0, Party=0	<u>2</u>
Heather Frey Baptism Franklin Sq Hospital 2-14	
James Ryan Farris Baptism	
WEDDINGS=0 Counselling=5 Renewal of Vows=0	<u>5</u>
Toni Posluszny-Tom Gabbert 1-12 Counselling	
Sherrri Stein - Wayne Preston 2-3 Counselling	
Helen Lubinski Counselling 2-3	
Toni Posluszny-Tom Gabbert 2-17 Counselling	
Toni Posluszny-Tom Gabbert 2-24 Counselling	
FUNERALS=3, Visit to Funeral Home=0, Counselling=3	<u>6</u>
May Getz -Call from Paul Bauersfeld 2-10	
May Getz Call from Tom Skarda 2-10	
May Getz Funeral Skarda 2-14	
Heather Frey - Randy Frey 2-15	
Heather Frey - Church Funeral 2-17	
James Knickmann - Charlton Funeral 2-22	
COUNSELLING SESSIONS	<u>0</u>
CONFERENCE MEETINGS	<u>0</u>

SUNDAY ATTENDANCE - FEBRUARY 1994

<u>8:00AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>
<u>1993</u>	<u>46</u>	<u>52</u>	<u>23</u>	<u>43</u>	<u>00</u>	<u>00</u>	<u>164</u>
<u>1994</u>	<u>45</u>	<u>00*</u>	<u>47</u>	<u>30</u>	<u>00</u>	<u>00</u>	<u>122</u>
<u>Net</u>	<u>- 1</u>	<u>- 52</u>	<u>+24</u>	<u>-13</u>	<u>00</u>	<u>00</u>	<u>- 42</u>
<u>10:30AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>
<u>1993</u>	<u>82</u>	<u>112</u>	<u>72</u>	<u>123</u>	<u>00</u>	<u>00</u>	<u>389</u>
<u>1994</u>	<u>86</u>	<u>00*</u>	<u>101</u>	<u>113</u>	<u>00</u>	<u>00</u>	<u>300</u>
<u>Net</u>	<u>+ 4</u>	<u>-112</u>	<u>+29</u>	<u>-10</u>	<u>00</u>	<u>00</u>	<u>- 89</u>

1993-1994+ 3 -164 + 53 -23 00 00 - 131

*Church Closed - bad weather, ice, worst in 25 years

1994 % Change February 1994

%Change in Sunday attendance for February = +8%

(without considering church closure Sunday 2-13-94 because of weather)

LENTEN SERVICES

Ash Wednesday 2-24-1993 76

Ash Wednesday 2-16-1994 59 bad weather (ice)

Lenten Healing Service 2-23-94 31 (bad weather -freezing rain,& wind)

COMPARISON JANUARY TO JANUARY -1993 AND 1994

	<u>TOTALS FOR THE MONTH (SUNDAY ONLY)</u>					
<u>1993-</u>	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>
<u>1994</u>	<u>-146</u>	<u>+17</u>				
<u>%</u>	<u>- 21%</u>	<u>+ 8%</u>				
<u>1993</u>	<u>JULY</u>	<u>AUGUST</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>
<u>1994</u>						

**COMPARATIVE INCOME IN THOUSANDS
TO DATE 1-31-94**

<u>MONTH</u>	<u>YEAR</u>		<u>CUMULATIVE</u>			<u>%act</u>		<u>94</u> <u>act</u>	<u>% bud</u>	
	<u>88</u>	<u>89</u>	<u>90</u>	<u>91</u>	<u>92</u>	<u>% 93</u> <u>act</u>	<u>%</u>		<u>a</u>	<u>% b</u>
JAN	6.8	6.5	5.0	5.4	6.8	7.2	63			
FEB	12.1	13.2	10.0	12.1	14.0	13.4	59			
MAR	19.4	21.6	14.7	23.3	25.9	23.2	68			
APR	27.0	33.5	27.1	33.4	38.4	42.7	94			
MAY	43.0	36.7	32.0	43.0	47.0	53.3	94			
JU	50.5	39.7	38.2	50.0	58.1	61.6	91			
JULY	57.3	48.6	44.3	60.8	64.5	67.9	86			
AUG	66.5	53.0	50.1	66.3	76.6	75.4	83			
SEPT	76.9	59.7	63.4	77.9	89.3	85.2	83			
OCT	98.4	80.9	80.3	97.4	121.6	105.4	78			
NOV	102.1	91.1	88.8	106.9	131.0	114.5	84			
DEC	114.8	108.5	112.6	136.2	139.7	144.0	106			

NUMBERS FOR EACH MONTH ARE TOTALS UP TO AND INCLUDING THAT MONTH I.E. 91.1 POSTED FOR NOVEMBER 89 INDICATES THE TOTAL FOR ALL SOURCES OF INCOME TO THAT POINT OR FOR \$91,000.

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

February 22, 1994

Dear Council Member:

Here is the second draft of a proposed policy re abuse for your review and our discussion in our next Council Meeting of March 1, 1994. In this draft we attempt to clarify some of the wording in response to reactions from our Council members to the first try. This document uses the covenant relationship as a beginning point for our Council discussions. This document sees sexual exploitation as just one form of abuse and violation of that covenant relationship in the course of a church's mission and tries to set that form of exploitation in perspective. Whatever policy we come up with should be the product of our Council's thinking. We may need a Council Committee to review this issue and take the next step in development of our Church Policy regarding all relationships in our church.

Kindest Personal Regards,

Robert M. Armstrong
Pastor

2ND DRAFT

UNITED EVANGELICAL CHURCH
3200 DILLON STREET, BALTIMORE, MD, 21224

POLICY

The Covenant Relationship

The relationships among Pastors, Council Members, Church School Teachers, Volunteer Leaders and people who have an association with our church is based upon trust. Repeatedly, scripture asserts that religious leadership is a covenantal relationship that presumes the trustworthy exercise of power by church leaders in behalf of those in their care. The role of discipleship involves shared expectations that church leaders will use their skills and authority for the wholeness and well-being of others.

Because leadership in a church is a covenantal relationship, unethical behavior is a tragic betrayal of trust and an abuse of power. All who enter relationships with church leaders trust themselves to one whom they expect will provide for their care, safety and justice. Leadership oversight is a privilege and a trust. This is especially the case for those who are vulnerable and need protection and safe-keeping. Such persons entrust religious leaders with representative and symbolic power in light of the office of ministry and the God in whose name leaders dare to speak, preach, pray, and bless.

Power in church relationships is inevitably unbalanced because of the power associated with the office of leader as well as the actual power that leaders have in relationships and especially in contexts in which persons trust that their vulnerability will be honored. Persons in religious leadership, like all others in healing professions who have access to people in their most vulnerable moments, are always responsible for keeping appropriate boundaries and assuring the safety of those in their trust.

While scripture often links the appropriate exercise of power and ministry, we live in a culture that is uncomfortable with acknowledging the reality of power. The Council hopes this policy will help those in religious leadership in any group or organization in our church to acknowledge the responsibility accompanying the exercise of power with which they are entrusted as disciples. Church Leaders are far more likely to abuse such power when they fail to acknowledge it.

Fundamental Principles of Ethical Conduct at United Evangelical Church:

- A. In all matters, Pastor and Church Leaders are to maintain practices that give glory to Christ, advance the goals of the Church, and nurture, challenge, and protect the welfare of church members, parishioners, clients, and all persons associated with the church.
- B. Leaders are to act in a manner that upholds the honor, integrity, morality, and dignity of the Faith.
- C. Leaders are to limit their ministry to those positions and responsibilities for which they are qualified.
- D. Leaders are to conduct themselves in a manner that assures security and confidentiality and avoids conflicts of interest.
- E. Leaders are to demonstrate respect, honesty, and fairness when interacting with colleagues and persons in related work or professions. At all times they stand for the values of the church.
- F. Leaders are to maintain competency in their work.
- G. In personal as well as professional relationships Leaders are to have honest and sincere motives, upholding the peace, unity, and purity of the Church, and sharing faith, hope, and love with all people.
- H. Leaders are to maintain covenantal faithfulness and trust in all of their relationships.
- I. Leaders are to respect and be sensitive to the vulnerability of others and avoid exploitation in all relationships.

TO; Glen Rogers

FROM: Bob Armstrong *BA*

DATE: 2-25-94

SUBJECT: Draft of Minutes of the Meeting of 2-23-94

Glen. Here is a a draft of the minutes of our last meeting for your review. Let me know of any changes which you feel should be made before we distribute them. Lets get together soon to plan next steps.

UNITED EVANGELICAL - BETHEL PLANNING COMMITTEE
2-22-94 AT 7:30PM

PRESENT:

United Evangelical; George Hammerbacher, President, Harvey Jacob, Financial Secretary, Clarence Rowell, Vice President, Bill Voelker, Treasurer, Robert M. Armstrong, Pastor

Bethel; Cheryl Jordan, Ph.d, Treasurer, Clarence L. Pitz, Vice President, Glen Rogers, Pastor

ABSENT: Samuel F. Poole, President

Following a tour of the United Evangelical facility, Pastor Armstrong opened the meeting with prayer. He said that there had been a request to move our discussions forward and toward dealing with the specifics of bringing these churches together. In the materials which have been submitted as a part of the historical record of our discussions, we included a review of the concept of how the ministers saw their working relationship shaping up. He also said that there had been a request from Bethel as well as United for the laypersons to meet without the Pastors. The Pastors then withdrew.

When the meeting reassembled, Bill Voelker said that the Committee had been talking about a new concept. Rather than thinking about a merger with all its legal ramifications, the group began to discuss the concept of consolidation. In this way the Bethel Church could establish its own committee to sell the present property and make a decisions as to what to do with the proceeds and members of Bethel could simply join United in a consolidated church by a letter of transfer and a formal reception.

Discussion of this concept followed. The Committee expressed its concern for the pain of the Bethel people in seeing their church closed and the possibilities of easing the pain of this process. What kinds of symbols would be helpful for Bethel members to take with them in the new consolidation? Would there be a need for inclusion of the name Bethel in the newly formed church? Would we need an official name change? The suggestion was made that the name Bethel be included on the mast head of the Church bulletins.

Bill Voelker talked about identifying the names of Bethel people in the computer list of church members so that they could be easily identified. He also said that United was computerizing membership lists and church records from 1873. Pastor Rogers said that Bethel's records went back to the early 1900's. These records could be incorporated into the new computer data base at United so that they would be accessible to those needing information.

The Committee then discussed the role of the Pastors. Pastor Rogers said he envisioned a cathedral type ministry of two Pastors each using his gifts to serve the mission. Pastor Armstrong pointed out that we had defined the areas of ministry in the document which had been distributed to the Committee members. Pastor Rogers said that he did not want to be an Assistant Pastor but wanted to share a role as Pastor in the new church. In response to the questions of Bill Voelker, Pastor Armstrong and Pastor Rogers shared some of their ideas on the way in which the joint ministry might work out. Pastor Armstrong made the point that in our discussions we needed to firm up the nature of the call to this new ministry. That is a piece of unfinished business. In the discussion Pastor Armstrong made the point that the Order of Worship was important to him and especially because it affirms the past history of worship and because of the repetitions included which affirm certain basic teaching points in the worship of the church which were there when he came and have been reaffirmed during his ministry. It was clear that while there needed to be a plan for ministry, that that plan needed to be flexible. Both ministers are work oriented people and need room to use their talents to forward the ministry.

The Committee then talked about next steps. The first step is for the Bethel Committee to think about the concept of consolidation as an option to a legal merger and share their thinking with the total Committee. The Pastors need to clarify how they would see the nature of the call and how it would work. This must follow a clarification of the mission of the new United church. We talked about keeping in touch with each other in this next period of time should any questions arise and so we can deal with them directly. Bethel will try to have a proposal to present to their church one way or the other at a meeting shortly after Easter so that we can keep our talks moving and resulting in clarification and decision making. We agreed to have a follow up meeting soon to take the next steps.

Respectfully submitted,

Robert M. Armstrong, Pastor

SUNDAY ATTENDANCE - APRIL 1993

<u>8:00AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total</u>	<u>Net</u>
1992	60	72	55	38	0	0		225
1993	65	49	58	52	0	0		224
Net	+ 5	-23	+ 3	+ 14	0	0		- 1

<u>10:30AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total</u>	<u>Net</u>
1992	80	226	211	157	0	0		674
1993	168	212	86	154	0	0		620
Net	+ 88	-14	-125	- 3	0	0		- 54
1992-1993	+93	-37	-122	+ 11	0	0		- 55

1992-1993 % Change April
 % Change in Sunday attendance for April = -06%

COMPARISON JANUARY TO JANUARY -1992 AND 1993

	<u>TOTALS FOR THE MONTH (SUNDAY ONLY)</u>					
<u>1992-</u>	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>
1993	-35	-152	-45	-55		
%	- 6%	- 21%	-10%	-06%		

<u>1992</u>	<u>JULY</u>	<u>AUGUST</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>
1993						

<u>Ash Wednesday</u>	<u>Healing Services for Lent</u>							
1992		<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>
	96	58	49	48	43	48		
1993		<u>52</u>	<u>63</u>	<u>12*</u>	<u>62</u>	<u>57</u>		
Net	-20	-4	+14	-36	+19	+ 9		

*Bad Weather
 Total to date 3-28-93 eliminate third service - bad weather
 1992 294
 1993 310
 Net + 16 5% increase (not considering third service in 1992 and 1993 as it was affected by weather)

	<u>Palm Sunday</u>	<u>Tableau</u>	<u>Tenebrae</u>	<u>Good Friday</u>	<u>Easter</u>
1992	300	202	62	65	266
1993	<u>233</u>	<u>141</u>	<u>64</u>	<u>56</u>	<u>261</u>
	-67	-61	+ 2	-9	- 5

*Major losses in Palm Sunday and Tableau

UNITED EVANGELICAL CHURCH, 3200 DILLON ST., 21224 (276-0393)

LENTEN SERIES - 1994 - Each Wednesday Evening at 7:30PM.

AMAZING GRACE - PRAYER AND HEALING IN THE NEW TESTAMENT

"Very truly I tell you, the one who believes in me will also do the works that I do, and, in fact, will do greater works than these because I am going to the Father." John 14:12

Date:	Scripture:	Sermon:	Preacher:
Feb 16	Luke 11:1-4, Matt 6:9-13	Fear Not!	Priscilla
ASH WEDNESDAY	Lay Reader:	Marty Clement	
Feb 23	Luke 18:1-8, Luke 11:5-10	Ask!	Priscilla
	Lay Reader:	George Finnerty	
March 2	Matt 9:35, 10:1-8	Heal!	Priscilla
	Lay Reader:	Florence Gundlach	
March 9	James 5:13-16, Luke 5:17-26	Forgive!	Priscilla
	Lay Reader:	Harvey Jacob	
March 16	Psalm 103, John 9:1-8	Be Well!	Priscilla
	Lay Reader:	Mildred Gronberg	
March 23	Acts 3:1-10	Peter and John Heal a Lame Man	Pastor
	Lay Reader:	Cass Young	
March 27	PALM SUNDAY - 8:00AM and 10:30AM Confirmation 10:30AM 9:45AM O'Donnell Square "Blessing of the Palms"		
-March 30	TABLEU - 8:00PM - a re-enactment of the Last Supper by members of the congregation		
-March 31	HOLY THURSDAY - COMMUNION at 7:30PM		
-April 1	GOOD FRIDAY SERVICE 9:00AM. Procession of the Cross at 10:30AM from St. Brigid's		
-April 3	EASTER - HE IS RISEN! 6:00AM SUNRISE SERVICE AND 10:30AM WORSHIP!		

50% of the Gospels (Matthew, Mark, Luke, John and Acts) deal with spiritual experiences including healing. Therefore we Christians must give attention to the significance of prayer and its power for personal and institutional healing. The final healing is experienced in death or the transition into the eternal life where Jesus fulfills his promise of health, wholeness and abundant life for all of his children. The forgiveness of sin is one of his greatest healing gifts. "The past is finished and gone. Everything is fresh and new. Friends believe the good news of the gospel. In Jesus Christ we are forgiven."

United Evangelical Church
United Church Of Christ
3200 Dillon Street
Baltimore, Md. 21224

1-26-94

Dear Council Member,

At our meeting on January 25, 1994 we overlooked a request from Cindy Myers, from Super Pantry, asking to use Friendship Hall for a Super Pantry Reunion on Thursday, February 3, 12 to 2 p.m. They will not use the kitchen, she will be ordering pizzas to be brought in.

She also would like to begin Super Pantry on Friday, March 18, countinuing until Friday, May 13, 1994. The Graduation will be on Sunday, May 15, time to be determined.

If there is any objections to approval to her request, please let me know.

Thank you,

Cass Young

QUESTIONS AND ANSWERS CONCERNING HEALING IN THE CHRISTIAN CHURCH

WHY DO WE HEAL?

ANS: BECAUSE JESUS SAID SO AND THE APOSTLES HEALED (SEE ATTACHED)

"THEN JESUS WENT ABOUT ALL THE CITIES AND VILLAGES, TEACHING IN THEIR SYNAGOGUES, AND PROCLAIMING THE GOOD NEWS OF THE KINGDOM, AND CURING EVERY DISEASE AND EVERY SICKNESS....THEN HE SAID TO HIS DISCIPLES THE HARVEST IS PLENTIFUL BUT THE LABORERS ARE FEW; THEREFORE ASK THE LORD OF THE HARVEST TO SEND OUT LABORERS INTO HIS HARVEST. (MATT 10:1-15)

"THEN JESUS SUMMONED HIS DISCIPLES AND GAVE THEM AUTHORITY OVER UNCLEAN SPIRITS TO CAST THEM OUT, AND TO CURE EVERY DISEASE AND SICKNESS.....THESE TWELVE JESUS SENT OUT WITH THE FOLLOWING INSTRUCTIONS:GO TO THE LOST SHEEP OF THE HOUSE OF ISRAEL. AS YOU GO, PROCLAIM THE GOOD NEWS THE KINGDOM OF HEAVEN IS AT HAND. CURE THE SICK, RAISE THE DEAD, CLEANSE THE LEPERS, CAST OUT DEMONS. YOU RECEIVED WITHOUT PAYMENT; GIVE WITHOUT PAYMENT...IF ANYONE WILL NOT WELCOME YOU OR LISTEN TO YOUR WORDS, SHAKE OFF THE DUST FROM YOUR FEET AS YOU LEAVE THAT HOUSE OR TOWN. TRULY I TELL YOU, IT WILL BE MORE TOLERABLE FOR THE LAND OF SODOM AND GOMORRAH ON THE DAY OF JUDGEMENT THAN FOR THAT TOWN." (MATT 10:1-15)

DO WE HAVE THE AUTHORITY TO HEAL?

ANS: JESUS TELLS US WE HAVE THE ABILITY AND PAUL TELLS US WE ALL HAVE THE GIFT.

"VERY TRULY, I TELL YOU, THE ONE WHO BELIEVES IN ME WILL ALSO DO THE WORKS THAT I DO AND IN FACT WILL DO GREATER WORKS THAN THESE, BECAUSE I AM GOING TO THE FATHER." (JOHN 14:12)

"NOW THERE ARE VARIETIES OF GIFTS BUT THE SAME SPIRIT; AND THERE ARE VARIETIES OF SERVICES BUT THE SAME LORD;.....BUT IT IS THE SAME GOD WHO ACTIVATES ALL OF THEM IN EVERYONE." I COR 12:1-31

DO YOU HAVE TO BE TRAINED TO HEAL?

ANS: HEALING, AS PAUL SAYS, IS A GIFT WHICH EVERYONE HAS. IT IS ONE OF THE MANY GIFTS PEOPLE RECEIVE WHO HAVE BEEN BAPTIZED IN THE HOLY SPIRIT. (I COR 12:1-31)

WHY DO WE PRAY?

ANS: BECAUSE JESUS TAUGHT US TO PRAY. HE GAVE US THE LORD'S PRAYER AS THE MODEL FOR ALL CHRISTIAN PRAYER. (MATT 6:9-15)

WHAT ARE OUR EXPECTANCIES IN PRAYER?

ANS: JESUS ASSURES US THAT IF WE ASK FOR ANYTHING IN HIS NAME, HE WILL DO IT.

"I WILL DO WHATEVER YOU ASK IN MY NAME, SO THAT THE FATHER MAY BE GLORIFIED IN THE SON. IF IN MY NAME YOU ASK ME FOR ANYTHING, I WILL DO IT." (JOHN 14: 13-14)

"SO I SAY TO YOU ASK AND IT WILL BE GIVEN TO YOU; SEARCH AND YOU WILL FIND; KNOCK AND THE DOOR WILL BE OPEN FOR YOU. FOR EVERYONE WHO ASKS RECEIVES AND EVERYONE WHO SEARCHES FINDS, AND FOR EVERYONE WHO KNOCKS THE DOOR WILL BE OPENED." (LUKE 11: 9-10)

WHY DO WE LAY HANDS ON PEOPLE FOR HEALING?

ANS: JESUS TAUGHT US TO BY EXAMPLE (SEE ANALYSIS). TOUCH WAS BASIC TO THE CHRISTIAN TRADITION OF HEALING AS ILLUSTRATED IN THE LETTER OF JAMES AND THE ACTS OF THE APOSTLES. EVEN PAUL WAS HEALED BY THE LAYING ON OF HANDS BY ANANIAS.

"ARE ANY AMONG YOU SUFFERING? THEY SHOULD PRAY. ARE ANY AMONG YOU CHEERFUL THEY SHOULD SING SONGS OF PRAISE. ARE ANY AMONG YOU SICK? THEY SHOULD CALL FOR THE ELDERS OF THE CHURCH AND HAVE THEM PRAY OVER THEM, ANOINTING THEM WITH OIL IN THE NAME OF THE LORD. THE PRAYER OF FAITH WILL SAVE THE SICK AND THE LORD WILL RAISE THEM UP; AND ANYONE WHO HAS COMMITTED SINS WILL BE FORGIVEN." (JAMES 5:13-16)

"AND BY THE HANDS OF THE APOSTLES WERE MANY SIGNS AND WONDERS WROUGHT AMONG THE PEOPLE." (KJV ACTS 5:12) "THERE CAME A MULTITUDE OUT OF THE CITIESBRINGING SICK FOLKS AND THEM WHICH WERE VEXED WITH UNCLEAN SPIRITS AND THEY WERE HEALED EVERYONE." (KJV ACTS 5:16)

THE LORD SAID TO ANANIAS "GET UP AND GO TO THE STREET CALLED STRAIGHT AND.....LOOK FOR A MAN....NAMED SAUL (PAUL). AT THIS MOMENT HE IS PRAYING, AND HE HAS SEEN IN A VISION A MAN NAMED ANANIAS COME IN AND LAY HIS HANDS ON HIM SO THAT HE MIGHT REGAIN HIS SIGHT.AND THE LORD SAID TO HIM "GO FOR HE (PAUL) IS AN INSTRUMENT WHOM I HAVE CHOSEN."(ACTS 9:10-15)

PAUL VISITED HIM (PUBLIUS' FATHER WHO HAD DYSENTERY) AND CURED HIM "BY PRAYING AND PUTTING HIS HANDS ON HIM." (ACTS 28:8)

IS LAYING ON OF HANDS THE ONLY WAY TO HEAL?

ANS: CERTAINLY NOT. JESUS HEALED BY THE WORD, EXORCISM, PRAYER, PEOPLE'S FAITH ETC. (SEE ATTACHED) DOCTORS, NURSES, PSYCHOLOGISTS, AND OTHER HEALTH PROFESSIONALS ALSO HEAL.

JESUS REMINDS US THAT HIS WILL FOR US IS HEALTH, WHOLENESS AND THE ABUNDANT LIFE. JESUS SAID "I CAME THAT THEY MAY HAVE

LIFE AND HAVE IT ABUNDANTLY" (JOHN 10:10b) SO THAT GOD WANTS US WELL. OTHERWISE, JESUS WOULD NOT HAVE CURED ANYONE. ALL MEMBERS OF THE HEALING PROFESSIONS SERVE GOD'S PURPOSE. GOD IS THE LORD OF LIFE, AND THESE HEALERS DO SO WHETHER THEY ARE OR ARE NOT CHRISTIANS.

ARE WE SAYING PEOPLE SHOULD NOT NOT AVAIL THEMSELVES OF STANDARD MEDICAL PROCEDURES?

ANS: CERTAINLY NOT. WE RECOGNIZE THAT GOD IS THE LORD OF LIFE AND GOD WANTS US WELL. WE DO NOT TELL GOD HOW TO HEAL OR WHAT METHOD TO USE. WE PRAY AND LAY ON HANDS AND LEAVE THE RESULTS TO GOD.

SHOULD WE PRAY FOR HEALING FOR A TERMINALLY ILL PERSON?

ANS: CERTAINLY.

SINCE GOD'S WILL FOR US IS HEALING AND ABUNDANT LIFE, WE KNOW THAT HE FULFILLS HIS PROMISES IN THE ETERNAL LIFE BY RESTORING TO US THE GIFT OF WHOLENESS. AS RECORDED IN THE NEW TESTAMENT, JESUS CLEARLY DEMONSTRATES THIS TRUTH. IN HIS RESURRECTION HE APPEARED TO PETER, AND TO THE TWELVE, TO JAMES (HIS BROTHER), TO PAUL, AND TO OVER 500 CHRISTIANS. (I COR 15:3-8) MOST OF OUR LIFE IS LIVED IN THE ETERNAL LIFE AND NOT HERE ON EARTH. WE MAKE THE JOURNEY OF LIVING FROM DEATH IN THIS WORLD TO THE ETERNAL LIFE. THEREFORE PRAYER FOR THE HEALING OF A DYING PERSON IS QUITE APPROPRIATE.

UNITED EVANGELICAL CHURCH
3200 DILLON STREET,
BALTIMORE, MD 21224
(301) 276-0393

ACTIVITY REPORT TO THE CHURCH COUNCIL
ROBERT M. ARMSTRONG, PASTOR
MARCH 1, 1994 - MARCH 31, 1994

SUMMARY AND HIGHLIGHTS

For MARCH 1994, the Church showed an increase in attendance at regular Sunday services. Based on three weeks services and not counting the second Sunday in March 1993 and 1994 attendance for these services in MARCH was 13% above that during the month of MARCH 1993. Losses in attendance in the Lenten services including Ash Wednesday for 1994 are due to the cold, ice, and rainy weather conditions and the decision of the women of the church not to sell cakes, pies, etc. during the Lenten season along with the increasing fear of coming out at night. The Tableau showed an increased attendance primarily from people who are not members of the church. The Lenten Series along with the work of Pat Kelly is a very positive evangelical program in terms of getting new people to attend the church. This is reflected in the decision of five new adults to join the church on Sunday, April 10th.

Council, in November 1992, looked into the development of an insurance approach to raising capital funds for repair of the building and replacement of capital equipment approved a basic proposal presented by Jon Grief providing the proposal was based on a less expensive proposal developed by Jon. This was to be reviewed in our meeting in May 1993 Jon did not appear for that meeting. Council approved an invitation to Jon to make a presentation at our March 1, 1994 meeting at 7:00PM. Due to our heavy Council schedule, a call was made to Jon to change this date and time to April 5, 1994.

Because of the seriousness of Sexual Abuse for our Church and all UCC Churches and the fact that the correspondence shows our Church has no approved policy and questionable coverage, I have sent the material to Bill Single and asked for a legal opinion regarding the matters I raised in the correspondence which you have received.

The draft of a proposed Policy governing relationships in our church and including sexual relationships is attached and forwarded to you for your review and action.

A proposal containing principles in negotiation with the Bethel Church is attached along with the record of their meeting of March 7, 1994.

While Bruce and Andrea Waters have indicated an interest in helping to develop a Young Adult Group for our church I have not gotten a positive commitment from them re the follow up. I am still working on this.

A summary of the Baby Boost Program for April 21, 1994 is attached.

A copy of a letter of commendation from the THINK TANK to John Cain, Councilman of the First District, is attached. This is regarding his work in City Council to invalidate the City's contract with Mr. Hackerman re the Pulaski Incinerator and to create a moratorium on the building of incinerators for the next five years.

PROGRESS NOTES (These notes summarize progress in following a program recommended by the Pastor and presented to the Council in October 1990)

1. Systematic Approach to Ministry to the Shut-Ins

<u>VISITS TO SHUT-INS = 12;calls=2</u>	<u>February</u>	<u>14</u>
<u>VISITS TO SHUT-INS = 21;calls=1</u>	<u>March</u>	<u>22</u>
<u>VISITS TO HOSPITALS= 5;calls=0</u>	<u>February</u>	<u>5</u>
<u>VISITS TO HOSPITALS=11;calls=0</u>	<u>March</u>	<u>11</u>

2. Preaching Planned in Advance

We have been able to maintain a schedule of preaching planned in advance and to change the bulletin board regularly.

3. Implementation of Faith is Alive

The faith alive program has included recognition of the contribution of Elizabeth Erdman, March 6th, John Lenning, March 13th, Christina Clapin, March 20th, and Van Gensler, March 27th.

4. Pastoral Support of Church Groups and Activities

The Pastor needs to check on the Girl Scouts. They have discontinued meeting since their leader delivered a child during the summer. This is a piece of incomplete business.

5. Deepening the Spiritual and Prayer Life of the Church

Marty Clement picked up her class for Young Mothers, beginning Sunday, January 30th and Priscilla her Bible Class, beginning January 30th. The first teaching in the church was on the Presence Light on February 20th. It was planned by Carol Borkman, Marty Clement, and the Pastor. All children in the Sunday School attended. Children made models of the Presence Light which were designed by Wil Myrick. The purpose of this teaching is to help children to understand and feel comfortable worshipping in church. The next teaching will be on Easter, April 3rd. It will be on the meaning of the CROSS.

6. SUPERPANTRY

As a result of the 3rd Interfaith Music Festival, SEARCH, under the Chairmanship of Jon Spencer will have enough money to Fund SUPERPANTRY at our church this Spring. The program began on Friday March 18, and 25, April 8, 15, 22, and 29, May 6 and 13th. Graduation will take place on May 15th or May 22nd. Interviews with prospective participants have gone well.

7. Developing a Community "Think-Tank":

A meeting was held on March 9th at noon at St. Brigid's to plan our the Blessing of the Palms on Palm Sunday at O'Donnell Square, and the Procession of the Cross on Good Friday April 1st. Carol Flannagan Vicar of Holy Evangelists' shared with us her experience on the Governor's Commission on Sexual Abuse.

8. Developing a Young Adult Group:

Bruce and Andrea Waters have volunteered to help organize and develop a program for Young Adults as a follow up to our fall program called REMEMBER WHEN. I have not however, got a firm, final commitment from them to lead this group.

9. Getting Better Media Exposure

Two large ads appeared in the Guide to promote the Lenten Services on healing and the Tableau. We also had in the paper two announcements of the SUPERPANTRY and the visit of Pat Kelly to our Church on March 20th.

OBSERVATIONS

1. Church Attendance, New Members Class, New Members Committee

a. Attendance

Church attendance statistics indicate that for March our attendance at Sunday Morning Worship increased 13% when compared to March 1993.

New Members Class

We need to continue to work at building our approach to the single young adults and to families who have children and who fall in the age range of 20 to 40 years of age. We must continue to work on building the membership class. We are asking those who wish to become members to contact the Pastor or the office so they can be received on Sunday, April 10, 1994 at 10:30AM. Five new persons have indicated their desire to affiliate with the church.

c. New Members Committee

The new members Committee met on Wednesday, April 21st at 4:00PM. Our next meeting will be in the summer or fall of 1993. In the Spring of 1994 we will join with the Spiritual Life Committee to look at the issue of how we can grow our church.

The Committee met on October 26, 1991 and approved a "Bring A Friend to Church Program" for Sunday, October 27th. This program can be promoted in the bulletins for the last Sunday in NOVEMBER -DECEMBER 1994. We need to review this proposal. One key to our recruitment effort is a New Member Survey Form in which we try to identify the skills of new members and put them to work. Necessary for this is the computer so that we can record the interests of all members of the church including new members. Harvey informed the Committee that we can obtain the Stewart Directory at the local Library and obtain all the Real Estate Transfers into our neighborhood.

In previous meetings the Committee suggested that we develop more imaginative advertising in the "Guide". It also recommended that we find out about new people moving into the community, and develop an "Ask the Pastor" column in the "Guide". So far we have been unable to implement this. This report is included because it reminds us of unfinished business.

2. Committees

a. Committee on Fundraising

Jon Greif, of Berkshire Life Insurance Company distributed to the Council in the November 1992 meeting, material describing the idea of selling Insurance which can be left to the church in the form of a capital gift. Members were enthusiastic about his presenting a plan for presentation to a subsequent meeting of the Council. Council received his report and agreed to proceed with this program subject to a final presentation to the Council in which we spell out the method. Jon said he was willing to meet with us in our April meeting to forward this project. Council approved meeting with Jon at our next meeting at 7:00PM on April 5, 1994 to look again at this program.

b. Acquiring a Computer and Office Re-design

The computer has been installed in the office. This work has been completed. John Price is teaching the Pastor, Millie and Cass how to use the computer and working to improve our use of it in dealing with the mailing list for envelopes as well as in sharpening our approach to accounting. John is also setting up a system to computerize our entire record system. This work is now in process. Members of the office re-design committee include Harvey Jacob, Millie Slecta, Grace Fader, Sam Jones, and George Hammerbacher.

c. Spiritual Life Committee

The proposed Worship Book which includes the service for Baptism, Lord's Supper, etc. has been given to Jim Pate to develop a model and get the costs and is ready for presentation in our meeting. Florence Gundlach and Margaret Myrick presented to the Council a proposed folder which will be given to parents following the baptism of children so that they will know about the program of our church. This program

is designed to help raise these new children in the nurture
and love of the Lord.

ACTIVITY REPORT TO THE CHURCH COUNCIL
ROBERT M. ARMSTRONG, PASTOR
MARCH 1, 1994 - MARCH 31, 1994

RECOMMENDATIONS

1. Rehabilitation of the Office

With the leadership of our Committee, we will be completing the reorganization of the office. We must go thru the desk and files and reorganize these so our office can be more efficient.

2. Complete Record Retention Policy for Review and Approval by the Council. John Price is working now on computerizing our record system.

3. Approval of a policy which was given at the last meeting for your review. This is directed toward all relationships in the church including those involving adult members and children. It is my recommendation that this Policy be approved and we begin to use it as a training device and get all Council members, staff, and leaders in the church to sign or initial that they have received read a copy.

4. Attached is a record of "Principles for Negotiating" our consolidation with Bethel. I recommend that we approve this document and discuss with Bethel setting up a joint worship service followed by a meeting of the members of the two churches to consider the mission of a consolidated ministry. This would be followed by a simple luncheon and could be held on a Sunday in May or June 1994. The joint worship service would be held on Sunday at 10:00A.M. Our Committee needs to share this document with Pastor Rogers and to use it in our next joint meeting with their Committee.

6. The Worship Book and Baptism folder are ready to be presented today with a price for publication.

7. The description of the Baby Boost Program is attached. It will be held on April 21 from 10:00AM - 4:00PM. As a mission it is designed to reach 20-25 young mothers and their children.

8. Review of letter of commendation of Councilman John Cain of the First District for his work on the Pulaski Incinerator.

9. Pastor's request for vacation time on Sunday, May 15th, to attend nephew's wedding and on June 5th to officiate at the wedding of his son in San Francisco. Deacon Max Hoffman has agreed to preach on those dates.

10. It is my understanding that Council does not want to participate in the "Make a Difference Campaign" of the United Church of Christ. I believe that we should focus on making

our budget for 1994 and not allow our energy or effort to be diverted from that cause. We are the front line mission of the church. I need your formal approval of that position.

11. I recommend that we ask Pat Kelly to lead a service for us during the final three weeks of Lent in 1995 and ask Council approval to extend the invitation.

STATISTICAL REPORT
MARCH 1994

	Total
VISIT SINGLE INDIVIDUALS & SHUT-INS=17; Calls=1	<u>18</u>
Marcella Surdel Call 3-2-94	
Hattie Dieteman 3-3	
Margaret Waltimeyer Meridian N.H. 3-3	
Sis Becker East Point N.H. 3-3	
Margaret Fitzburger Greenery N.H. 3-3	
Marianne Carrigan 3-6	
Marie and John Malko 3-6	
Howard Frolich Shrewsbury N.H. 3-10 (G. Fader, F. Klima)	
Scott Mitchell Diagnostic Ctr. 3-11	
Carolyn Rada and Charlie 3-13	
Amelia Gladys Moltz 3-16	
Edna Miller 3-17	
Naomi and Julius Will 3-23	
Lillian Smith 3-25	
Minnie Bark 3-25	
Evelyn Young 3-28	
Pat Levie 3-29	
Wil Mack 3-30	
 PARISH VISITOR'S CALLS	 <u>4</u>
VISITS TO HOSPITALS=11;calls=0	<u>11</u>
Cal Gundlach Church Home 3-6	
Cal Gundlach Church Home 3-9	
Edward Sansom Shock Trauma 3-16	
John Williams Hopkins 3-24	
John Williams Hopkins 3-24	
George Finnerty Key 3-25	
John Williams Hopkins 3-28	
Edward Young Harbor 3-29	
Anna Price Good Sam 3-29	
Richard Jones Key 3-31	
Elaine Smith Key 3-31	
 COMMITTEE MEETINGS	 <u>0</u>
COUNCIL MEETINGS	<u>1</u>
34TH Meeting 3-1-94	
 CONGREGATIONAL MEETING	 <u>1</u>
ADMINISTRATIVE MEETINGS = 9:Calls=2	<u>11</u>
John Deckenbach 3-2-94	
SUPERPANTRY Interviews 3-4	
Carolyn Boitnott Call 3-7	
SEARCH 3-7-94	
Ministerium 3-8	
Carol Puzone Hopkins 3-9	
Hatten Center Birthday 3-9	
THINK TANK 3-9	

Ben Long re Shannon Call 3-9
Ben Cardin 3-14
Bill Voelker 3-18

COUNCIL MEMBER INTERVIEWS

0

GROUP MEETINGS

19

Lenten Service 3-2
Confirmation 3-3
Youth Choir 3-3
World Day of Prayer 3-4
Lenten Service 3-9
Bethel Lenten Service 3-9
Confirmation 3-10
Youth Choir 3-10
Lenten Service 3-16
Bethel Lenten Service 3-16
Confirmation 3-17
Youth Choir 3-17
SUPERPANTRY 3-18
Lenten Service 3-23
Confirmation 3-24 -Test
Youth Choir 3-24
SUPERPANTRY 3-25
TABLEAU 3-30
Tennebrae-Communion 3-31

BAPTISMS=0, Counselling=0, Party=0

0

WEDDINGS=1 Counselling=4 Renewal of Vows=0

5

Jill Kwartia-Daniel France Counselling 3-3
Helen Lubinski Counselling 3-15
Barbara Deasel-Ray Hopka 3-22 Counselling
Toni Posluszny-Tom Gabbert 3-25 Rehearsal Counselling
Toni Posluszny-Tom Gabbert 3-26 Wedding

FUNERALS=1, Visit to Funeral Home=0, Counselling=0

1

John Jeskulski David Webber Funeral Home 3-25

COUNSELLING SESSIONS

0

CONFERENCE MEETINGS

0

SUNDAY ATTENDANCE - MARCH 1994

<u>8:00AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>	
<u>1993</u>	<u>51</u>	<u>0*</u>	<u>46</u>	<u>50</u>	<u>00</u>	<u>00</u>	<u>147</u>	<u>147</u>
<u>1994</u>	<u>46</u>	<u>56</u>	<u>57</u>	<u>48</u>	<u>00</u>	<u>00</u>	<u>207</u>	<u>151*</u>
<u>Net</u>	<u>- 5</u>	<u>+ 56</u>	<u>+11</u>	<u>- 2</u>	<u>00</u>	<u>00</u>	<u>+ 60</u>	<u>+4</u>
<u>10:30AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total Net</u>	
<u>1993</u>	<u>106</u>	<u>0*</u>	<u>93</u>	<u>84</u>	<u>00</u>	<u>00</u>	<u>283</u>	<u>283</u>
<u>1994</u>	<u>85</u>	<u>77</u>	<u>88</u>	<u>164</u>	<u>00</u>	<u>00</u>	<u>414</u>	<u>337*</u>
<u>Net</u>	<u>- 21</u>	<u>+ 77</u>	<u>- 5</u>	<u>+80</u>	<u>00</u>	<u>00</u>	<u>+ 131</u>	<u>+54</u>
<u>1993-1994-26</u>	<u>+133</u>	<u>+ 6</u>	<u>+ 78</u>	<u>00</u>	<u>00</u>	<u>00</u>	<u>+ 191</u>	<u>+58</u>

*Church Closed - bad weather, ice

1994 % Change March 1994

%Change in Sunday attendance for March = +13% (*adjusted for church closure Sunday 3-14-93 because of weather)

COMPARISON JANUARY TO JANUARY -1993 AND 1994

<u>1993-</u>	<u>JANUARY</u>	<u>TOTALS FOR THE MONTH (SUNDAY ONLY)</u>				
<u>1994</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>	
	<u>-146</u>	<u>+17</u>	<u>+58</u>			
<u>%</u>	<u>- 21%</u>	<u>+ 8%</u>	<u>+13%</u>			

<u>1993</u>	<u>JULY</u>	<u>AUGUST</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>
<u>1994</u>						

LENTEN SERVICES

Ash Wednesday Healing Services for Lent

<u>1993</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>
<u>76</u>	<u>52</u>	<u>63</u>	<u>12@</u>	<u>62</u>	<u>57</u>

<u>1994</u>	<u>59*</u>	<u>31*</u>	<u>00*</u>	<u>39</u>	<u>45</u>	<u>31</u>
<u>Net</u>	<u>-17</u>	<u>-21</u>	<u>-63</u>	<u>+27</u>	<u>-17</u>	<u>-26</u>

*Ash Wednesday 2-16-1994 59 bad weather (ice)

*1st Lenten Healing Service 2-23-94 (bad weather -freezing rain,& wind)

@3rd Lenten Service 1993 (bad weather)

*2nd Lenten Service 1994 (cancelled - bad weather)

Total Lenten Services to date 3-23-94 (counting third service 1993 and 2nd service 1994)

<u>1993</u>	<u>246</u>
<u>1994</u>	<u>205</u>

Net decrease -41 (or 29 eliminating 3rd service 1993)

	<u>Palm Sunday</u>	<u>Tableau</u>	<u>Tennebrae</u>	<u>Good Friday</u>	<u>Easter</u>
<u>1993</u>	<u>233</u>	<u>141</u>	<u>64</u>	<u>56</u>	<u>261</u>
<u>1994</u>	<u>212</u>	<u>157</u>	<u>74</u>		
<u>Net</u>	<u>-21</u>	<u>+ 16</u>	<u>+10</u>		

**COMPARATIVE INCOME IN THOUSANDS
TO DATE 3-31-94**

<u>MONTH</u>	<u>YEAR</u>		<u>CUMULATIVE</u>			<u>%act</u>		<u>% bud</u>			
	<u>88</u>	<u>89</u>	<u>90</u>	<u>91</u>	<u>92</u>	<u>act</u>	<u>% 93</u>	<u>act</u>	<u>94</u>	<u>a</u>	<u>%</u>
JAN	6.8	6.5	5.0	5.4	6.8	7.2	63	5.7	11.3	50	
FEB	12.1	13.2	10.0	12.1	14.0	13.4	59	16.2	22.6	72	
MAR	19.4	21.6	14.7	23.3	25.9	23.2	68				
APR	27.0	33.5	27.1	33.4	38.4	42.7	94				
MAY	43.0	36.7	32.0	43.0	47.0	53.3	94				
JU	50.5	39.7	38.2	50.0	58.1	61.6	91				
JULY	57.3	48.6	44.3	60.8	64.5	67.9	86				
AUG	66.5	53.0	50.1	66.3	76.6	75.4	83				
SEPT	76.9	59.7	63.4	77.9	89.3	85.2	83				
OCT	98.4	80.9	80.3	97.4	121.6	105.4	78				
NOV	102.1	91.1	88.8	106.9	131.0	114.5	84				
DEC	114.8	108.5	112.6	136.2	139.7	144.0	106				

NUMBERS FOR EACH MONTH ARE TOTALS UP TO AND INCLUDING THAT MONTH I.E. 91.1 POSTED FOR NOVEMBER 89 INDICATES THE TOTAL FOR ALL SOURCES OF INCOME TO THAT POINT OR FOR \$91,000.

Bethel United Church of Christ

3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

7 March 1994

Phones:
Office: 675-0905
Residence: 484-0431

The Reverend Robert M. Armstrong
United Evangelical Church
945 S. East Avenue
Baltimore, MD 21224

Dear Bob:

I am sure we'll be talking before this letter arrives at your desk. However, I wanted to send this for the record bringing you up to date on the Consistory of Bethel Church in its scheduled meeting yesterday following Morning Worship. All except one member were present and heard the report of the Joint Committee by Mr. Clarence Pitz and Cheryl L. Jordan as well as myself. We spent almost two hours in this meeting with considerable discussion. We, also, brought up the proposal the Conference and Rev. Paul Peters offered to Bethel.

The conclusion of the Consistory was that President Samuel F. Poole would contact before Tuesday Mr. George Hammerbacker, President of United's Council and request that a "Call" be issued to Pastor Rodgers for his consideration. It was felt by the Consistory that no further discussion about the coming together of Bethel and United be undertaken until a "Call" was acted upon by Pastor Rodgers. There seemed to prevail among the Consistory that nothing that has been brought up by the separate committees and the Joint Committee appears to be insurmountable. Clarence Pitz as well as others expressed their desire to come to United to work and to be a part of the continuing witness for Christ in East Baltimore.

This letter is accompanied by sincere prayer and strong feelings about a coming together of United and Bethel Congregations and Pastors. It is hoped that you along with Priscilla and perhaps Cass will be in attendance at this Wednesday's Noon Lenten Meditation and Bring Your Own Lunch. We will certainly welcome all of you. I will not be going to the Think Tank Meeting following at 1 P.M. The Meeting will be over at 1.

Again, Bethel Consistory, Committee, and I thank you for your consideration, prayers and thoughts concerning this continuing witness for Christ in East Baltimore.

Sincerely In Christ



Pastor and Clerk of Consistory

PRINCIPLES FOR CREATING A UNITED MINISTRY BETWEEN UNITED
EVANGELICAL AND BETHEL UNITED CHURCH OF CHRIST
4-14-94

1. The United Ministry shall be called a "consolidation". The purpose of the the consolidation is to strengthen the ministry of the United Church of Christ to Canton and Highlandtown and the East Side of Baltimore as well as to members of the church wherever they may reside. Members of Bethel will be received by United by letter of transfer.

2. Bethel will be responsible for the sale of their buildings and decide what they want to do with the proceeds.

3. Mission Statement - Key to United ministry.
A Mission Statement will be agreed upon by both churches. A proposed draft follows.

"The object of this United ministry shall be to provide its members with the preaching of the Gospel, the administration of the sacraments, the facilities for public worship, the education of the young leading into confirmation, and the exercise of Christian discipline; also to agree to the spirit and doctrine of the United Church of Christ, and as such contribute to the general interests of Christ's Kingdom."

A finished statement will be presented to the Council of United and Consistory of Bethel for final approval and will be developed by our joint committee.

4. Call of Pastors

*The Call to Pastor Rodgers will be from the United Evangelical Church following the approval of the governing bodies of United Evangelical Church.

*The call of Pastor Rodgers will be to the role of Pastor.

*Members of Bethel will commit to funding one half of the salary of Pastor Rodgers until such time as the consolidation is complete and the Bethel building is sold.

*Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. As such he will continue to be the Pastor administratively responsible to the Council for staff coordination and administrative leadership.

*The Order of Worship has been approved by the Council and will continue. Any changes in the order will be proposed to the Council jointly by the Pastors.

*Pastor Rodgers will share with Pastor Armstrong in the preparation of a plan for ministry to be approved each year

by the Council.

*The Pastors will share the responsibility of preaching and leadership of worship. At first except for vacations they will be present at each worship service. They will share a schedule of preaching responsibility by mutual agreement. When one preaches the other will lead the liturgy. Pastors will share in the administration of and celebration of the sacraments.

*Both Pastors will attend Council meetings and will have reporting responsibilities for their specific areas of specialty. Pastor Armstrong will coordinate the presentation and see that a written report is prepared for each meeting of the Council reviewing the work of the Pastors.

*The Pastors will develop a flexible plan for ministry covering the following; approach to the outreach ministries, support of the Church School, Counselling, ministry to shut-ins, support of Women's Groups, outreach service to new groups and programs, Bible study, preparation of confirmands, follow up with new members, etc. as per the approved plan for ministry.

*The Pastors are responsible for the spiritual leadership of the church and the Council for administration of the buildings, employment of personnel, approval of church programs, and setting policy. Pastors have voice but no vote in the Council.

*Pastor Armstrong and Pastor Rodgers shall coordinate vacations and spell each other off in the absence of the other. They will assume each other's roles when sickness or disability occurs in the life of either person and will alternate emergency coverage of the parish.

*Salary for Pastor Rodgers will be commensurate with his current salary at Bethel.

PASTOR RODGERS:

Salary:	\$ 9,000.00
Soc. Sec.	309.00
BG&E:	554.47
C&P Tele.	212.30
AT&T Phone Lease	<u>57.68</u>

\$10,133.45

Worker's Comp.	206.06
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The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

April 14, 1994

Rev. Roy Joellenbeck
610 Murdock Road,
Baltimore, 21212

Dear Roy:

Thanks for your letter of March 31, 1994. Sorry I have not been able to get back to you till now. The "Make a Difference Campaign" was discussed in our Council meeting of April 5th. The members of the Council felt that we could not participate in this campaign at this time. As you know, we must raise \$140,000 this year to keep the church going and they believe that if we ask people to contribute to the campaign that they will simply reduce the dollars given to the church. This month alone we have three fund raising programs on the agenda to support the mission of the church. One of them is the Sour Beef Dinner and Luncheon which took four days preparation. We served over 700 meals on April 13th. We are having the 50th Anniversary of the Women's Guild on April 24. This requires giving extra. And then there are the special offerings.

One of our women said "when you are on a fixed income you have just so many dollars to spend".

Our church is currently sponsoring on April 21st a "Baby Boost" for people in the area to help the young mothers who are single parent heads of households and who need to learn to use agencies to help them raise their children and to use programs such as WIC. We are also sponsoring in April the SUPERPANTRY to help 12 mothers to get off welfare. This involves teaching people how to buy food which will be most nutritious and at the least cost in addition to helping them deal with abusive husbands and alcoholic male friends. We will also be helping them to develop a life plan and to explore employment. And then, as you know, we are ministering to many sick and disabled persons on social security and fixed incomes.

Our church is the urban mission. We have been able by the grace of God to raise money for the mission commitments we have made to the Central Atlantic Conference as well as some other missions of our church but we do this without pledging or any such formal stewardship programs. Our people do not know when they will be working and many are retired or are now in jobs where they get no benefits so they do not feel

good about making commitments in advance when there are question about future employment.

I have reviewed this matter with Clarence and Carol and they believe that without the support of the Council they would not be comfortable about taking on the leadership of the Campaign. They feel it would not be successful without Council support.

As you know, I have much appreciation for your leadership in this Campaign and support what you are doing for the church. I wish you well.

Kindest Personal Regards,

Robert M. Armstrong
Pastor

cc: C. Rowell
G. Hammerbacher
H. Jacob
W. Voelker