

Proposal Narrative Part A: Program Rationale and Design**1) Begin with a summary statement describing the overall character and purpose of the renewal program you are proposing.**

Transformation can only happen in the context of relationship. That is the message which undergirds the gospel story of Jesus and the Syrophenician woman. She demanded that Jesus see and hear her and in his humility he did both. Her daughter is healed and he has expanded his world view to include those previously ignored. This radical transformation, experienced by both, describes a moment of liberation. A moment which demonstrated his humility and her faith cementing a relationship previously unimaginable. This invitation to transformative relationships relates to all relationships: one another, our loved ones, our ancestors, the places from which we come, and our Beloved.

I have been involved in racial justice work for years. Listening, learning, taking responsibility for my complicity gets me closer to recognizing how racism has profoundly jeopardized our humanity. My predominantly white congregation and I have involved ourselves in intensive studies, workshops, and denominational programs to improve our racial literacy. We have engaged in radical conversations with people in our community of African descent in order to create relationships where there previously weren't any. What I haven't been able to do is strike a balance between the work and the culture, books and the sacred land. Visiting those places in this country which are directly connected to the history and struggle of slavery and racism involves seeking to spiritually enhance my racial justice journey by experiencing the sacred geography of this history. These experiences would be a feet on the ground, touching the earth, immersive, and transformative opportunity.

Likewise, while we live in Colorado, my wife and I still refer to Maryland as our home. Though we remain connected to that place, I have little understanding of its rich history regarding slavery, civil rights, and racial injustice. I am looking to transform the relationship I have with this place I call home and to which I will someday return. I anticipate a new understanding of the sacred history of Maryland, while at the same time finding respite and renewal in a place I hold dear.

One more opportunity for transformative relationship with land, culture, and personal roots during this pilgrimage is deeply connected to my personal isolation from my own family's history. Intensive studies on racial justice begin with an invitation into our own ancestry with the intention of recognizing our roots, our heritage, and our common thread with all peoples. While doing this part of the study, I was painfully aware of my lack of knowledge of my own family, except for the snippets of information offered up about my grandparent's migration from Ireland to the US at the turn of the 20th century. I am hoping this time of renewal helps me connect with my own roots and heritage in ways that have been unavailable. I trust that connecting with my ancestors can only further my understanding of those whose history has been stolen and the generational grief that comes from that loss.

While I am away, the congregation will have multiple opportunities to enhance their racial justice commitments and relationships, through guest preachers from historically black churches in Colorado Springs, planned programming, and a contemplative retreat. In this way, they will encounter their own transformative relationships as they are challenged to move from the learning about racism to the relational and restorative dimension of racial justice work. This plan encourages and supports our vision of action and contemplation. We will all further our racial literacy and more importantly become more authentically and relationally connected with communities of color in our city.

2) Provide a clearly articulated rationale for engaging in the clergy renewal program. Include a discussion about why this is an appropriate time for the pastor and congregation to participate. To present a strong application, please give careful thought to the connection between the purpose, the proposed activities and your rationale. Programs that are coherent, well-integrated and possess a degree of thematic unity often are the most compelling. Your responses to these first two questions should convey these characteristics.

This congregation exists in a very racialized and conservative city. Our predominantly white congregation has

covenanted with the larger community to stand up for justice even when the largely white community pushes back with threats and anti-black rhetoric. We fly a black lives matter flag reflecting local and national injustices. We attend rallies and protests when called for which also include immigrant and First Peoples rights. We speak out at city council and community meetings for independent oversight and accountability of police, especially after they shot and killed a black teen in the back last summer. We partner with activists, clergy, and political leaders of African descent trying to effect change in our city. And now the UCC has established a Racial Justice designation for churches who are willing to do the work necessary to be a voice of racial justice as humble allies of our wider communities. We do a lot of action with little time for contemplation and relationship.

Our desire is for all of us to be more spiritually and relationally grounded in this calling. It is easy to focus on the work and ignore our deep need for contemplation and connection to the Beloved. While engaging in a transformative pilgrimage will offer me this opportunity, the congregation will also be able to enhance their call while balancing the need to rest and restore their spirits.

It is important for the congregation to recognize that the work they do is critical and that it is supported by the larger church. For this reason our long term goal will be to become a UCC designated Racial Justice Church. There will be opportunities to hear other denominational and community voices which offer further insights and strategies to doing this work. Hearing others' voices, especially those who are from affected communities, assures that we are operating from their agenda and not our own. However, it is also critical in doing such demanding work that there is rest, self-care, and an understanding that we are not alone. Retreat time will also be a vital part of their journey.

3) Present a thorough narrative description of the pastor's activities and timeline for the renewal program. Include a brief description and a rationale for each of these activities. This section is where you will give the fullest description of your plans and describe how the pieces fit together into a coherent whole. Use the Outline of Renewal Program form to list in sequence the proposed date(s) for each activity and the names of any family members or associates who will attend or travel with the pastor as a part of this program.

Sabbatical Dates: February 1, 2021—May 3, 2021

January 31: This will be my last service before departing. During this worship, we will renew our covenant to participate in this sabbatical together; followed by fellowship and sendoff!

**Each leg of this journey/pilgrimage will be documented in a daily journal. Specific focus questions will be developed early on, with room for additional thoughts as I go.

** Practicing an intentional Sabbath--hiking, biking, reading, sleeping, working out, and painting--- all feed my soul. This will be critical to balance rest and pilgrimage. Regular spiritual direction will be so necessary during this period.

**On each leg of this journey, I will be accumulating resources and information to be used in my personal development, later work, and with my congregation when I return and we formally share our experiences.

February 1-7: Decompression time! Intentional time with my wife and critters at home focusing on family and preparing together for my time away. Throughout this journey, I will be intentional about setting aside time at home with my wife. She historically works on Saturday mornings and I obviously work all day Sundays. This is precious time for us to have weekends together for our own reconnection and grounding. She will be attending to our home and critters and I want to do my part when I am home.

February 8-12: Five day led retreat,--retreat center at Bennett Hill Monastery in Colorado Springs. There must be times of intentional silence, to prepare for this journey and to let go of worries about leaving my church for an extended period! Part of this time will be to connect with my spiritual director to plan questions and spiritual practices during my various journeys. Sample: What am I seeking/seeing? How will these experiences be different from 'work'? Where is God in each place I visit and each experience I have? With whom should I de-brief after each experience (spiritual director, racial justice mentor and/or colleague not connected with church?) How do I debrief without

succumbing to 'working'? What was the transformative experience and how does this further inform who I am? (These questions will not only direct my trips but will also anticipate connecting my experiences with those of the congregation upon my return.)

February 13-15: Home with my wife. Valentine's day!

February 16-23: I want to begin this pilgrimage in Montgomery, Alabama. I have never ventured very far into the deep south so my connection with feelings, the geography, the wounds and grief has only been through books and the stories of those who have been there. I anticipate that complete immersion into the sights and sounds of where some of the most critical parts of our history with regard to slavery, Jim Crow, civils right, and the pursuit of racial justice, will lend itself to further my personal and spiritual transformation in ways not yet experienced. It is my intention to visit the Civil Rights Memorial Center, Dexter Ave King Memorial Church, The Dexter Parsonage Museum, First Baptist Church, Freedom Rides Museum, Holt Street Church, Rosa Park Museum, The Legacy Museum, Edmund Pettus and the national Memorial for Peace and Justice. While I will take advantage of any tours available to these places, I am also hoping for the opportunity to visit alone to spend time without the time constraints of a tour.

February 24-28: Home with my wife. Pure family time

March 1-7: Decompress and process experience with spiritual director, silent day retreat, and lots of relaxing at home. Prep time and packing for stage 2.

March 8-16: Trip back east with my wife, Liz, to Washington DC and Maryland. Begin at African American Museum @ Smithsonian. This is an opportunity to truly engage with history. As previously mentioned, transformation cannot happen without relationship. I trust that knowing our history will give me an opportunity to relate to our ancestors and heritage in ways I have either missed or which have not been possible before. The next leg of the trip will be to Cambridge, MD to follow the Harriet Tubman By-way through MD's eastern shore. This is the place I call home, where I find solace and restoration whenever I visit, and yet I know very little about with regard to racial justice. There are numerous places to visit along this self-directed driving tour. This visit will allow for learning, transformation, and restoration for me.

March 17- April 4: St Patrick's day is a big anniversary for us so this will be a great time to relax with my wife in our home with our critters and prepare for family origins trip to Ireland. During this time, I will again connect with my spiritual director. Liz (my wife) and I will need to pack and finalize plans for our trip to Ireland.

April 5-20: My family comes from County Cork in the south of Ireland and County Silago in the north. I know very little except that my paternal Nannie came to the U.S. in the early 20th century on an Irish visa through Ellis Island and my Grandfather came by way of England with a work visa. We have very little in terms of contact information with relatives abroad as our family, wanting to assimilate quickly, never shared much. I hope to research as much as I can to try to find specific relatives. However, like the stages before this one, if I can't connect directly to relatives, I can at least immerse myself in history and geography. I long to know and understand more about from where my family of origin comes. Especially since I am acutely aware in the racial justice work I do, that I live in a country where the ancestry of those whom we have and continue to exploit and marginalize was stolen.

April 21-May 3: Home to process and decompress. Spend time with family sharing trip, photos etc. Part of this time will be to plan for return to work—meet with spiritual director to discuss integration of sabbatical with upcoming return. I expect this time to be transformative. I also expect that learning to integrate with patience and grace will be critical. Continued conversations after my return with racial justice cohort and mentor, and spiritual director will be necessary.

Post Sabbatical self-care: Continued spiritual direction, journaling, and intentional family time. Process weekend in June at La Foret retreat center.

4) Provide a statement written by the pastor that describes the intended benefits, both for the pastor and for the congregation, of the program as planned.

Ministry is all about relationships. We bring our understandings of relationships—often from our earliest experiences with family and friends-- to the work we do. Those past relationships inform how we connect with those with whom we are currently living, working, and serving. Without a deep understanding of those connections, I recognize there can be something missing in terms of being authentically connected with one another.

This said, no matter how much we attempt to ‘walk a mile’ in another person’s shoes, we can never fully comprehend the life of another person. This is further complicated when we are discussing racial injustice as the systemically innate and sin-full construct it is. People of African descent and those of European descent begin at such different systemically imposed places that trying to find ways to connect can at times seem impossible. The more we can understand ourselves the better chance we have of being able to hold ourselves accountable when humbly entering into relationships with one another.

Delving into racial justice studies has challenged me to know about my ancestors and my history. Having the opportunity to explore in depth my own heritage will finally make it possible to connect in ways I didn’t grasp as important before. Pastorally, I anticipate that I will more fully appreciate the relationships I have with my congregants during the joy-filled and pain-filled experiences shared. I also anticipate being able to more fully and specifically appreciate the role of understanding and embracing ancestral connections for those whose connections were stolen from them. As a person of European descent, I take so much for granted about who I think I am and from where I come. I would like to trust that this experience of exploration will make me more attentive and empathetic to my congregation and to those for whom we stand up. Additionally, I trust that this program will allow us all the opportunity to delve with humility and honesty into who and how we want to be in this world.

5) Provide a similar statement written by a representative of the congregation that describes the intended benefits both for the congregation and the pastor. This statement should summarize the congregation’s views and should be incorporated into the body of the proposal. Do not include letters from individual members of the congregation.

Stagnation is the death of any person or organization. Our church and the covenantal partners need to be led and inspired. Although many members are integral in their participation and leadership, renewal is required to breathe new life and enthusiasm into their future. Reverend Clare brought excitement and a futuristic view when she came to our church over 5 years ago. Programs became active and membership has increased. She has been very involved in our community and became a voice of justice as she represented our church. Through her ideas and leadership, we have had increased involvement of our members in social justice. Individuals have taken leadership roles in community programs that focus on social justice. The programs have set a benchmark for other churches and increased the visibility of our church in the community. Her renewal and ability to confer those experiences to our members will in turn provide renewal and excitement to them as we, the church, move forward.

As the congregation gets new ideas from workshops and guest preachers that will emphasize our learning of racial justice, our relationships will be deepened. The new perspectives from that racial justice viewpoint will provide each congregant an opportunity to reflect on how those experiences have impacted their beliefs and actions. Hopefully giving insight to what may not have been visible in the past, by opening our minds to what others have to say and how their experiences have impacted their beliefs and actions. Each having an opportunity to transform our relationships.

6) Describe the congregation’s plans for covering the necessary pastoral functions during the pastor’s absence, for celebration of the pastor’s leave-taking and return, and/or for programs or activities that will serve to renew the congregation as a whole. Up to \$15,000 may be used for such purposes and should be

allocated as the congregation deems appropriate. (Note: These expenses should be included in the congregation's budget for the renewal program.)

This congregation is very fortunate to have currently a member in discernment, Mallory Everhart, who will be an ordained associate at the time of this sabbatical. Having the understanding of the program in which the congregation is participating, she will be able to fill in for pulpit supply on specified dates. Additional pulpit supply will be by guest preachers from Black churches willing to participate in providing perspective and truth a white preacher cannot do. The Rev. Dr. Love, the UCC Minister for Racial Justice, will offer a workshop relative to the program designed by the pastor and church leadership. She will complete that time preaching in worship.

A contemplative retreat will also be offered--Director TBD.

Our associate's, Rev. Deborah Tinsley, current job offers pastoral support which entails being available for pastoral calls and support for congregants in need when the pastor is unavailable. She will handle most pastoral calls with help from Mallory Everhart, while Clare is gone. And, praise be, our Executive Council is highly functional and will still be on board at the time this sabbatical takes place!

7) Tell how the pastor and the congregation will communicate and share insights from the renewal program with one another after the pastor returns from the renewal leave. Please note that we do not anticipate contact between pastor and congregation during the renewal leave unless it is absolutely necessary.

Pastor Clare will keep a detailed written and photo journal during her time away. Upon her return, there will be the celebratory gathering and the exchange of experiences by all parties. There is a bulletin board in our entry way which states "Church is not a Spectator Sport". Pictures and descriptions by all will be posted there which will prompt further conversations with visitors. Additionally, materials, books, 'relics' that anyone may have will be prominently displayed. Finally, there will be plenty of conversations to share everyone's involvement of this adventure so that we can weave our transformative experiences into what will eventually be our Racial Justice Statement for our UCC designation.

8) Give a brief description of the process by which the congregation determined whether to submit a proposal. Favorable consideration will be given only to proposals that provide evidence of broad congregational support for the program and of the whole congregation being aware of the application.

This congregation supports Pastor Clare wholeheartedly! We have been very receptive to the challenges choosing to be a Just Peace Church brings. We recognize that rest and renewal is critical for both the church and pastor in order to sustain our emotional and spiritual wellbeing in doing this work. Suggesting this time of renewal was therefore well received by our leadership and the congregation.

Clare first presented possible sabbatical ideas to representatives of the pastoral relations team, moderator of church council, admin, and treasurer. Feedback and suggestions were given by all present and each representative was enthusiastically supportive of both the sabbatical plans and the plans for the congregation. Once these ideas were affirmed by this small group, this information was offered to the entire council and pastoral relations team. This proposal was then integrated into worship services followed by pastor and congregational conversations during fellowship times. Plans were presented during these conversations which outlined the renewal for both our pastor and advocating for the congregation to become more engaged with racial justice and the pursuit of the UCC designation.

Proposal Narrative Part B: Congregational Information**1) Provide the date of founding and number of years at your present location. Describe any especially illuminating or distinctive historical events in the life of this church.**

Vista Grande founded Christmas Eve, 1976 and has been at this location since: 43 years.

1986 Ground breaking for a new building on the same property.

1987 Building dedication & First worship in new sanctuary

2001 25th Anniversary

2004 5 for 5 mission recognition from UCC (contributor since 1997) (give to all 5 missions of the UCC)

2006 Mortgage burning ceremony

2009 Became an Open and Affirming church --Rev. Malcolm Himschoot speaker

2017 Adopted 'Covenantal Partner' vs 'member' to more accurately represent our relational vision

2018 Became a Just Peace Church

2) Tell how many members you have and what your average worship attendance is.

Currently 83 Covenantal Partners, average attendance-58

3) Provide the names and tenure of the last four pastors.

Rev. Clare F Twomey 11/2014-present

Rev. Kimberly C Schwartz 9/2007-9/2014

Revs. Maurine E and G Max Hale 1/2004-2007

Rev. Darlene Avery 6/2000-11/2003

4) List a representative sampling of the ministries, both internal and outreach, in which your church is involved.

Internal : A specialized ministry, Finding Home, holds worship and dinner each Sunday evening and is specifically invitational to those who identify as Queer, are in recovery from addiction, have been hurt by church or are just historically unchurched.

Weekly book study; periodic Bible studies; coffee and conversation every week with the pastor; Sacred

Conversations 2 End Racisms weekly study;

A Youth Documentary Academy Bi-monthly, showing mini-documentaries created by youth and reflecting social issues affecting youth

Outreach (all are supported financially and relationally/volunteers) : Inside Out Youth Services for Queer youth; One Nation Walking Together, offers assistance to native peoples locally and on reservations; Los Pobres, migrant resource center; Family Promise, homeless family shelter services; UCC 5/5 missions.

Both: Church building is used for Sanctuary Coalition meetings, safe place for DACA meetings, Immigrant Accompaniment trainings, ICE Active Response trainings.

Proposal Narrative Part C: Pastoral Information

1) Tell about the pastor's education (include only post-secondary through graduate school). Provide the name of the college and seminary from which the pastor graduated, degrees earned and the years in which the degrees were granted.

University of Scranton, PA BS Biology Education-1985

Loyola College (now University), Baltimore, MD MS Counseling Psychology-1991

Iliff School of Theology, Denver, CO MDiv-2009

2) Provide the pastor's date of ordination, the name of the ordaining body, and the tenure and places of previous pastoral positions. Also tell us how long the pastor has served this congregation.

Ordained UCC 10/10/10 by Southeastern Association Rocky Mountain Conf.

Assoc Pastor Manitou Congregational UCC 2/2010-12/2013 Manitou CO

Outreach Coordinator Broadmoor UCC CO 2013-2014

Lead Pastor Vista Grande Co Spgs CO 10/2014-present 5.5years

3) Provide any other information about the pastor and his or her ministry, career and community involvements that may be helpful for the review committee to know.

- Pastor has been certified through the UCC as a Sacred Conversations to End Racism facilitator (there are 9 in the country), and is co-facilitating groups locally, New York and Connecticut.
- She is actively involved in anti racist activism locally and across the UCC Rocky Mountain Conference.
- She is active in Social Justice activism: climate, gun control, immigration, GLBTQIA...
- She is active in the wider church as Association Moderator and Synod delegate and committee chair.
- She is involved with local Interfaith groups
- Her past careers were as a psychotherapist at Johns Hopkins Hospital and private practice and as personal trainer (mind body spirit integration) and rehab therapist.

Outline of Renewal Program

First Day of Renewal Leave: 2/1/21

Final Day of Renewal Leave: 5/3/21

Activity	Start Date	End Date	Traveling Companions
5 day led retreat.	2021-02-08	2021-02-12	0
Trip to Montgomery, Alabama	2021-02-16	2021-02-23	0
Trip to Washington DC and Maryland	2021-03-08	2021-03-16	My wife, Liz Bliss
one day retreat	2021-03-10	2021-03-10	0
Trip to Ireland	2021-04-05	2021-04-20	My wife, Liz Bliss

Expenses & Budget**Pastoral Budget Expenses Worksheet**

Travel	
Airfare:	\$9,945
Auto Expenses:	
Personal Car Mileage	\$244
Car Rental and Gas	\$1,709
Other Ground Transportation	\$200
Meals and Lodging	\$9,475
Tuition or Fees	\$2,094
Books	\$600
Telephone	\$100
Postage	\$100
Equipment and supplies	\$137
Other	\$2,188
Set-aside for post-leave activities	\$700
Estimated increase in tax liability as result of receiving grant	\$3,299
Total	\$30,791

Pastoral Budget Narrative

Total estimated expenses. Please note costs are rounded up to the next dollar amount. There are no funds available from additional sources.

Airfare

The first trip is for the pastor only, from Colorado Springs to Montgomery Alabama. This flight is a round trip, economy seat and is based on current prices on Expedia, booked with hotel. The airfare is \$729+ \$60 baggage fee+ \$30 for travel insurance= **\$819**

The next trip is from Colorado Springs to Baltimore and includes travel for me and my wife. The flight is priced again through Expedia. Round trip for two \$866+ \$60 baggage fee+ \$60 for travel insurance+ \$40 for seat selection (so that we can sit together)= **\$1026**

The last trip is from Colorado Springs to Ireland for me and my wife. This is a round trip flight also through Expedia. Round trip for two is \$7500 (includes taxes)+ \$200 baggage fees+ current \$400 cancellation fee= **\$8100**

Total airfare= \$9945

Personal car expenses

My Spiritual Director lives in Denver which is approximately an 85 mile round trip. Five visits x 85= 425 miles. At the current IRS mileage rate of \$.575/mi the total expense would be \$244.

Total personal car expenses= \$244

Car Rental & Gas

The first rental is in Montgomery AL and prices are based on Expedia, not a specific company. All prices are based on economy car prices. In AL the price for 7 days car rental is \$159+ \$10/day for insurance= **\$229**

Gas based on proximity of attractions and current prices= **\$100**

The second rental is in Baltimore MD. Prices are again based on Expedia, current gas prices and estimated miles and traffic patterns. Car rental for 8 days is \$175+ \$10/day for insurance= **\$255**.

Gas is needed for an estimated distance of 416-500 miles. Estimating 5 tanks of gas (given high traffic) at \$40 each= \$200 +\$50 buffer= **\$250**

Finally, Ireland. Car rental for 15 days based on Expedia= **\$475** (includes insurance)

Gas is estimated on potential miles traveled and current average price of \$6/gallon= **\$400**

Total car rental & gas= \$1709

Ground Transportation

Estimated \$100 for Uber to and from our local airport based on most recent fees (Feb 2020).
\$100 just is case...

Total ground transportation = \$200

Meals & Lodging

In Montgomery I will be staying at the Hilton Garden Inn. The estimated cost is **\$649** when it is combined with the airfare through Expedia. Meal are based on the standard \$75/day x 7= **\$525**.

The prices for the trip to MD are based on the average hotel rates in Baltimore city for the dates listed according to Expedia. I estimate that hotels along the Harriet Tubman Byway will be less but I would like the flexibility to chose those lodgings as we travel. These rates are \$224/night double occupancy. $224 \times 7 = \$1568 + \313 in taxes= **\$1881**. Meals are based on \$150/day (for 2 of us) x 7= **\$1050**

Finally, Ireland: Estimated hotel prices based on Expedia \$208/day x 15 days (includes fees and taxes)= **\$3120**.

Meals again \$150/day x 15= **\$2250**

Total meals & lodging= \$9706

Tuition & Fees

This sabbatical will begin with a five day retreat at Bennet Hill Monastery in Colorado Springs . The fee is **\$715** and covers room, board and programming.

In addition I plan to see my spiritual director over the three months. I have 5 session tentatively planned with one extra in case more processing or support is needed during this time. Her fee is $50 \times 6 =$ **\$300**.

A six month membership to Ancestry is currently priced at **\$199**. I anticipate that this product will act as a supplement to my research into my family history.

Finally, I wasn't sure where to include this fee. My wife and I will need to have a pet and house sitter while we are traveling. Our current sitter charges \$40/day x 22 = **\$880** in order to cover the days in Maryland/DC and Ireland.

Total tuition & fees = \$2094

Telephone

Average monthly cell phone bill is \$65 to cover the 4 weeks of travel + \$35 overseas coverage = **\$100**

Total telephone = \$100

Postage

This is truly a guess amount of **\$100**. It would be necessary to send book and resource purchases from overseas to offset baggage costs if necessary.

Total \$100

Equipment & supplies

Three photo sim cards for a Canon Rebel 3x \$32 = **\$96**

One plug adapter **\$26**

3 blank Journals 3 x \$5 = **\$15**

Total equipment & supplies = \$137

Other

Passports including photo 2 x \$200 = **\$400**

International health insurance for 2 is approximately **\$300** (pre covid 19.)

Typical inoculations (i.e.: Tetanus, Hepatitis, pneumococcus) are approximately $\$250 \times 2 = \500 . Given current viral unknowns I am estimating an additional \$300. Total= **\$800**

Attraction Fees: Most museum and historical centers in Alabama and Maryland are free or donation based. Given those tentatively on my list of places to see, I am estimating \$100 for each leg of this venture= **\$200**.

Ireland fees are extensive. I have priced some of those places we would like to visit:

Irish Emigration Museum $\$19 \times 2 = \38 ; GPO Witness History Center $\$16 \times 2 = \32 ; Famine museum $13 \times 2 = \$26$; Mily History Center $\$39 \times 2 = \78 ; Ring of Kerry $\$35 \times 2 = \70 ...

We do not yet know what other places pertaining to this program may be of interest until we do more familial research. Many other places are free of charge. I have thus doubled the fees mentioned to account for those unknowns. $\$244 \text{ known} + \$244 \text{ unknown} = \$488$

Total Other= \$2188

Post Leave Activities

Two day retreat at La Foret Retreat Center with my spiritual director is \$250 each for room and board= $\$500 + \$200 \text{ for her time} = \700

Total post leave activities= \$700

Estimated Tax Liability

Based on the 2020 tax tables we fall into the 12% income tax bracket as we are married filing jointly.

Total expenses of $\$27,492 \times 12\% = \3299

Total estimated tax liability= \$3299

Books

This estimate is based on \$200 in books and resources potentially gathered for each planned trip.

(I read a lot!) $3 \times \$200 = \600

Total books= \$600

Expenses and Budget**Congregational Budget Expenses Worksheet**

Pulpit supply and/or interim staff	
Honoraria	\$5,500
Travel and lodging	\$1,283
Benefits	\$
Congregational events relating to pastor's leave-taking and return	\$1,000
Congregational renewal activities	\$2,000
Other	\$1,000
Total	\$10,783

Congregational Budget Narrative

Estimated Congregational Expenses

Honoraria

Pulpit supply for 13 Sundays+ Ash Wednesday+ Maundy Thursday @ 200/per worship: 15x
\$200= **\$3000**

Honoraria for workshop presenter for the congregation on Racial Justice and UCC designation=
\$1500

Honoraria for Congregational retreat leader= **\$1000**. (Average payment for day retreat for 30-50 people).

Total honoraria= \$5500

Travel & Lodging

This is specifically for our UCC presenter for the Congregational retreat.

Round trip flight from Cleveland to Colorado Springs, April 2021, with 3 nights stay at the Hyatt Place through Expedia= **\$1058.**

Food based on \$75/day x 3= **\$225**

Total travel & lodging= \$1283

Benefits

N/A

Congregational Events

Estimated **\$1000** for send off and return celebrations. This would cover catered meals, music, party supplies. (This would be a wonderful way to show appreciation for this amazing group of people!)

Total congregational events= \$1000

Congregational Renewal

Rental for La Foret retreat center for congregational retreat will cost \$40/person for a day retreat. For 50 people= **\$2000.** This covers the facility and meals for all.

Total congregational renewal= \$2000

Other

This money will be set aside for any supplies needed by our presenters, retreat leaders, and for books and materials which may assist the congregation in their renewal program. **\$1000**

Total other= \$1000