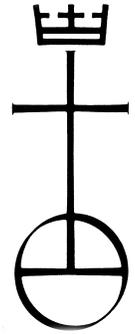


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# *Union Congregational United Church of Christ*



716 South Madison Street  
Green Bay, Wisconsin 54301  
920-437-9266  
office@unionucc.com

## Annual Report for 2014 179th Annual Meeting



# OUR ANNUAL MEETING

## Sunday, January 25, 2015



The 179th Annual Meeting of Union Congregational United Church of Christ will convene in Pilgrim Hall immediately following worship on Sunday, January 25.

Reports will be received, retiring Ministry chairs and vice-chairs will be recognized; elections will be held for new leaders of our congregation.

The 2015 budget will be proposed, discussed and adopted.

We will vote on a motion from the Common Ministry to renew our membership in JOSHUA for 2015.

Please bring a salad, vegetable, casserole or dessert for the common table. The Common Ministry will provide the meat, drinks and table service.

### **PLEASE SIGN UP NOW!**

Sign-up sheets are located at Union Central in Pilgrim Hall or you may phone the Church Office (437-9266) during the week or email the office anytime at [office@unionucc.com](mailto:office@unionucc.com).



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# CONSTITUTION AND BYLAWS OF UNION CONGREGATIONAL UNITED CHURCH OF CHRIST OF GREEN BAY, WISCONSIN

Adopted May 5, 2002

Amended January 28, 2007; Amended January 31, 2010; Amended January 27, 2013

## CONSTITUTION

### ARTICLE I – NAME

The name of this church shall be Union Congregational United Church of Christ of Green Bay, Wisconsin.

### ARTICLE II – COVENANT

#### Section 1. Bond of Union

In keeping with the spirit of the Bond of Union, the covenant of this church is:

*We accept the religion of love and service which Jesus lived and taught, and declare it our purpose to strive to do the will of God, and to make the Christ Spirit dominant in our lives, and in all human relations.*

Originally adopted on May 9, 1899

#### Section 2. Open and Affirming Congregation

This church is an Open and Affirming congregation of the United Church of Christ. It is a Christian fellowship where diverse perspectives may live together in the Spirit of Christ and where all persons are precious children of God without qualification or discrimination because of ability, age, ethnicity, gender, race, or sexual orientation.

Adopted on October 24, 1999

### ARTICLE III – POLITY

#### Section 1. Government

In the confidence that...*there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good...* (I Corinthians 12:4-7), the government of this church is vested in its members who exercise the right of full and final control in all its affairs, always depending on the wisdom and inspiration of the Holy Spirit.

#### Section 2. Affiliations

This church accepts the mutual counsel and cooperation in the free fellowship of the United Church of Christ through the Northeast Wisconsin Association and the Wisconsin Conference of the United Church of Christ.

### ARTICLE IV – FAITH, WORSHIP, SACRAMENTS, RITES

#### Section 1. Faith

The Holy Scriptures of the Old and New Testaments are recognized as the Word of God and the normative rule of Christian faith and practice.

In its relation to other religious communions, Union Congregational United Church of Christ of Green Bay, Wisconsin, shall constantly endeavor to promote *the unity of the spirit in the bond of peace.* (Ephesians 4:3)

**Section 2.      Worship**

This church practices freedom of worship. The forms and orders of worship that are set forth in the Book of Worship of the United Church of Christ and its predecessor documents are a normative resource for this church’s worship. The Lord’s Day and the festivals of the church year shall be observed with appropriate services in the church’s life.

**Section 3.      Sacraments**

In the tradition of evangelical Christians, this church observes the two sacraments instituted by Christ: Baptism and the Lord’s Supper.

**Section 4.      Rites**

This church observes the rites of Confirmation, Ordination, Marriage, Commitment/Same Gender Covenant, and Burial.

**ARTICLE V – MEMBERSHIP**

**Section 1.      Requirements and Methods of Reception**

Any person who is in accord with the spirit and aims of this church as set forth in the Bond of Union and whose request for membership is received by the Common Ministry (or its representative) may become a member of the church by confession of faith, reaffirmation of faith, or letter of transfer from another Christian communion. The acceptance of any sacrament, creed or statement of faith shall never be compulsory upon any member.

**Section 2.      Termination of Membership**

Any member may cease to be a member of this church by:

- A.      resigning therefrom.
- B.      requesting a letter of transfer to another Christian communion.
- C.      being transferred to the Inactive Membership Roll.

Whenever the whereabouts of a member is unknown, he/she has not worshipped, communed or communicated with the church, or he/she has not contributed to the church’s support for a period of three years as certified by the Moderator and Pastor, said member may by a vote of the Common Ministry be transferred from the Active Membership Roll to the Inactive Membership Roll. Any member on the Inactive Membership Roll may be restored to the Active Membership Roll by a vote of the Common Ministry.

**Section 3.      Duties of Members**

Members of this church are to live ever increasingly the Christian life, to attend regularly the services of the church, to give systematically for its support and benevolences, to share in its organized work, and to seek the spiritual welfare of fellow members.

**ARTICLE VI – BUSINESS MEETINGS**

The annual business meeting of this church shall be held each year in the first month of the fiscal year. Notice of the annual business meeting shall be given from the pulpit and in the church newsletter no later than the Sunday before said meeting.

All members of the church shall have the right to vote at the annual meeting and all special meetings of the church. A quorum shall consist of six percent of the active membership of the church.

At the annual business meeting reports shall be presented by the Moderator, the Pastor, the Church Officers, the Ministries and Committees, and the various organizations affiliated with the church. This meeting shall also elect Officers, Ministry Chairs and Vice-Chairs; approve the annual budget for the coming fiscal year; and transact any other business which shall properly come before the church.

Special meetings of the church may be called by the Common Ministry, by the Pastor, or by the Moderator. Notice of any special meeting, including the subject and purpose of the meeting, shall be announced from the pulpit and in the church newsletter no later than the Sunday before said meeting is to be held.

*Robert's Rules of Order Revised* shall be the parliamentary authority for all matters of procedure not specifically covered by the constitution.

## **ARTICLE VII – PROPERTY**

### **Section 1. General Powers**

The church may in its corporate name sue or be sued, acquire by purchase, gift, devise, bequest, or otherwise; and own, hold, invest, re-invest, or dispose of property, both real and personal for such work as the church may undertake; and may purchase, own, receive, hold, manage, care for, and transfer, rent, lease, mortgage, or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the church; it may receive and hold in trust both real and personal property and invest and reinvest the same and make any contracts for promoting the objects and purposes of the church.

### **Section 2. Dissolution**

Upon dissolution of the church, its assets and all property and interests of which it shall then be possessed, including any devise, bequest, gift, or grant contained in any will or other instrument, in trust or otherwise made before or after such dissolution, shall be transferred to one or more organizations qualified as exempt under Internal Revenue regulations and in accordance with these regulations and the laws of the State, and none of such assets and property shall be transferred or distributed to any members of the Church.

## **ARTICLE VIII – AMENDMENTS**

This constitution may be altered or amended by a two-thirds vote of members present at any regular or special meeting, provided that a notice specifying the time of the meeting and the intent of the proposed amendment(s) shall have been given from the pulpit and in the church newsletter no later than the Sunday before such meeting.

## BYLAWS

### ARTICLE I – FISCAL YEAR

The fiscal year of this church begins on January 1 and ends on December 31.

### ARTICLE II – OFFICERS, MINISTRIES AND COMMITTEES

#### **Section 1. Pastor**

The Pastor shall have charge of the spiritual welfare of the church. He/she shall seek to enlist members as followers of Christ, preach the Gospel, administer the sacraments and rites of the church, have under his/her care all services of public worship, and administer the activities of the church in cooperation with the various Ministries and Committees. He/she shall be an ex-officio member, with vote and quorum representation, of all Ministries and Committees.

The Pastor, with consultation with the Personnel Committee and with privilege of consultation with any appropriate Officer, Ministry, or the Common Ministry, will engage or discharge, when necessary, all paid church personnel including (but not limited to) all pastoral, program, music, administrative, financial and secretarial staff, sextons and housekeepers; subject to Section 21 (Common Ministry approves salaries).

When a vacancy occurs in the office of Pastor, a candidate for that office, duly authorized by the United Church of Christ, shall be recommended to the church by a Pastoral Search Committee appointed by the Common Ministry. The Pastor shall be called by a two-thirds vote of the members voting at a business meeting called for that purpose. The term of the office of Pastor is indefinite. It may be terminated with three months' notice either by the Pastor or by a two-thirds vote of the members of the church voting at a business meeting called for that purpose.

#### **Section 2. Other Pastoral Staff**

The congregation will decide on the need for additional pastoral staff personnel by two-thirds majority vote at any annual or special meeting of the church.

Determining and assigning the specific duties of such pastoral staff members will be the responsibility of the Pastor.

#### **Section 3. Moderator**

The Moderator shall preside at all business meetings of the church and shall chair the Common Ministry. The Moderator, at his/her discretion, may appoint a Parliamentarian for any meeting. He/she shall be considered as the lay head of the church. He/she is to be kept informed of the work, concerns, and problems of all Ministries and is to receive copies of minutes of all Ministry meetings. Any Ministry of the church may seek his/her presence and counsel. During a vacancy in the pastorate, he/she shall be the active, executive head of the church.

#### **Section 4. Vice-Moderator**

The Vice-Moderator shall be a member of the Common Ministry and attend to those duties assigned by the Moderator. The Vice-Moderator shall preside at any business meeting of the church over which the Moderator is unable to preside.

#### **Section 5. Clerk**

The Clerk shall keep a faithful record of the proceedings of the business meetings of the church and the Common Ministry.

#### **Section 6. Church Office**

The staff of the Church Office shall receive all payments on pledges, take charge of all offerings and special collections, deposit funds received in such depository as the Common Ministry shall order, and give bond as the Common Ministry shall prescribe. The staff shall keep an accurate account with each financial supporter

and furnish financial supporters with quarterly statements of their accounts. The staff shall keep a register with addresses of the members of the church, with dates and modes of their membership, and certify same to the Common Ministry, notifying the churches to which they are addressed; preserve on file all communications, important documents and written official reports; give legal notices of all meetings when such notices are necessary; conduct all correspondence; and perform such other duties as directed by the Pastor, or as prescribed by law and these articles.

**Section 7. Treasurer**

The Treasurer shall maintain accurate financial records and pay the bills of the church on order from the Common Ministry or its properly appointed agent. He/she shall prepare monthly financial statements and give such bond as the Common Ministry shall prescribe. He/she shall serve as an ex-officio member of the Stewardship and Gifts and Memorials Ministries.

**Section 8. Auditor**

The Common Ministry shall select an auditor who shall be a Certified Public Accountant to examine the financial records of the Treasurer and Church Office annually and report thereon to the Common Ministry which Ministry shall report the same to the next regular or special business meeting of the church. The Auditor shall also make additional audits when requested to do so by the Common Ministry.

**Section 9. Director of the Every Member Canvass**

The Stewardship Ministry shall select the Director of the Every Member Canvass annually. Under its direction he/she shall arrange for the canvass of members whereby the budget of the church shall be underwritten.

**Section 10. Historian**

The Historian shall be appointed by the Common Ministry and shall keep a journal of all activities of historical significance to the church.

**Section 11. Communications Coordinator**

The Communications Coordinator shall be appointed by the Common Ministry and shall oversee the various communications activities of the church, including advertisements, publicity releases, newsletters, telephone contact systems, and Internet sites.

**Section 12. Talents and Gifts Coordinator**

The Talents and Gifts Coordinator shall be appointed by the Common Ministry and shall maintain a record of gifts, interests, and talents of church members; assist church leaders in matching volunteers with needs; and help the church nurture and express appreciation for volunteers as we fulfill our call to practice the religion of love and service taught by Jesus.

**Section 13. Pastoral Relations Committee**

The purpose of the Pastoral Relations Committee is to actively promote a healthy relationship between and among the Pastor(s) and the Congregation, and to act as an advisor and support for the Pastor(s). The Committee shall meet at least quarterly, and if there is more than one Pastor, each scheduled meeting shall provide opportunity for each Pastor to meet separately with the Committee, as well as an opportunity for both or all Pastors to meet together with the Committee. The Committee shall be appointed by the mutual agreement of the Nominating Committee and the Pastor(s).

**Section 14. Personnel Committee**

The Personnel Committee shall consist of the Moderator, the Pastor, and three members of the Congregation who shall be elected for staggered 3-year terms, except for the first year in which the three members of the Congregation shall be elected to terms of 1,2 and 3 years, respectively. The Personnel Committee shall (1) recommend policies regarding employment and/or dismissal of all Church employees for the approval of the Common Ministry, (2) recommend the salary and other compensation of the Pastor for the approval of the Common Ministry, provided that the Personnel Committee shall consult with the Church Treasurer regarding all financial recommendations, (3) consult with the Pastor regarding the salaries or other

compensation of all other Church employees, (4) conduct annual performance appraisals of the Pastor, (5) consult with the Pastor regarding annual performance appraisals of all other Church employees, (6) be accessible to any Church employee for grievances in accordance with policies and procedures of the Church, and (7) carry out duties as may be requested from time to time by the Common Ministry. The Pastor shall not participate in the Personnel Committee's deliberation regarding his/her salary, other compensation or performance appraisal. In the event the Pastor or any member of the Personnel Committee is in any way involved in a grievance brought to the Committee, that individual shall not participate in the Personnel Committee's deliberation regarding such matter.

#### **Section 15. Worship Ministry**

The purpose of the Worship Ministry is to provide support, coordination, and vision-keeping in the planning and administration of worship, rites and sacraments, and music. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work.

Special services such as are held during Lent or on weekdays, and fellowship services shall be the special care of this Ministry, acting under the direction of the Pastor. Unless already provided for by the Pastor, it shall provide for the temporary supply of the pulpit in his/her absence.

In consultation with the Pastor, it shall select all personnel to fulfill the music requirements of the church, subject to approval of all agreements for compensation by the Common Ministry. It shall submit an annual budget to the Common Ministry.

#### **Section 16. Education Ministry**

The purpose of the Education Ministry is to provide support, coordination, and vision-keeping in the planning and administration of Christian Education. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work.

It shall enlist and encourage leaders, prescribe curricula, and measure and evaluate results. It shall build and administer an educational program for all organizations under its direction such as Church School, library, adult study, scouting groups, and other organizations and programs of educational nature. It shall direct and encourage promotion of appropriate publications that will benefit members, organizations, and educational groups. It shall submit an annual budget to the Common Ministry.

#### **Section 17. Stewardship Ministry**

The purpose of the Stewardship Ministry is to provide support, coordination, and vision-keeping in the planning and administration of the stewardship of our church resources. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work.

It shall select the Director of the Every Member Canvass and support his/her work to annually conduct said canvass for the financial resources necessary for the annual budget of the church. It shall oversee the investment of financial assets. In cooperation with the Pastor and other church staff, it shall ensure that the church's buildings and grounds are appropriately maintained. It shall develop and oversee capital improvement programs and fund-raising. It shall determine for what purposes the church property shall be used and recommend for Common Ministry approval any use by non-members.

#### **Section 18. Outreach Ministry**

The purpose of the Outreach Ministry is to provide support, coordination, and vision-keeping in the planning and administration of all mission and outreach beyond our church into the larger community and world. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work.

It shall promote and correlate the benevolences of the church with special concern for the church's support of the life and ministries of the United Church of Christ. With approval of the Common Ministry and

coordinative review in cooperation with the Stewardship Ministry, it shall conduct special activities as appropriate to solicit funds to support outreach programs. It shall study and discuss current and continuing social needs and issues from the local to the international level and shall review and study the work and recommendations of the United Church of Christ in the areas of outreach and social involvement. It shall seek to provide church organizations with programs, information, and literature on social issues to promote a deeper sense of Christian obligation and responsibility for active Christian participation in society. It shall submit an annual budget to the Common Ministry.

**Section 19. Inreach Ministry**

The purpose of the Inreach Ministry is to provide support, coordination, and vision-keeping in the planning and administration of our care for one another and our fellowship together. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work.

It shall ensure that the fellowship activities of the youth of the church are appropriately supported. It shall assist the Pastor when requested and assume direction when he/she is absent in making visitations on members. It shall submit an annual budget to the Common Ministry.

**Section 20. New Member Ministry**

The purpose of the New Member Ministry is to provide support, coordination, and vision-keeping in the planning and administration of membership growth and new member assimilation. In cooperation with the Pastor and the Common Ministry, it shall lead church-wide efforts in evangelism and fulfilling our Christian commitment to share the good news of Jesus Christ. It shall ensure that related activities are appropriately staffed by developing ongoing committees, task forces, or other mechanisms to further its work. It shall submit an annual budget to the Common Ministry.

**Section 21. Gifts and Memorials Ministry**

The purpose of the Gifts and Memorials Ministry is to extend the ministries of Union Congregational United Church of Christ by providing oversight of the receipt, management and use of gifts of money, securities, legacies, or other assets that the church receives for purposes other than tithes and offerings for its current operation and ministries. It shall steward these Gifts and Memorials funds by developing and maintaining a planned giving program for the church, soliciting gifts, asset management, and review and recommendations concerning proposals for the use of the Gifts and Memorials funds to the Common Ministry. It shall consist of two committees: the Asset Management Committee and The Distribution Recommendation and Review Committee. The two committees shall meet together at least twice each year to coordinate principles of vision, management and need. The two Committees shall each be chaired by one of the co-chairs of the Gifts and Memorials Ministry, as elected by the church. The Ministry shall select one of its co-chairs to serve on the Common Ministry.

**A. Asset Management Committee**

The Asset Management Committee shall develop and maintain a planned giving program for the church to attract gifts and memorials, manage and oversee the assets of the Gifts and Memorials funds, recommend annual spending parameters for the Gifts and Memorial funds to the Common Ministry that both maintain the strength of the funds and respond to the church's vision, and recognize contributions and contributors to the Gifts and Memorial funds.

**B. Distribution Recommendation and Review Committee**

The Distribution Recommendation and Review Committee shall encourage, receive and review requests for use of the Gifts and Memorials funds for the ministries of Union Congregational United Church of Christ and make recommendations to the Common Ministry concerning their use.

**Section 22. Common Ministry**

The Common Ministry shall consist of the Pastors, other members of the pastoral staff, the Chairpersons of each Ministry, the Moderator (who chairs the Ministry), the Vice-Moderator, the Clerk and the Treasurer. The purpose of the Common Ministry is to represent the congregation and care for its life between

congregational meetings. It shall oversee the Active and Inactive Membership Rolls of the church. It shall review and update the church's vision at least every three years and communicate with Ministries to ensure the vision elements in their particular areas are appropriately addressed.

It shall review Ministry goals annually and assist in coordination and communication among the Ministries and church members. It will resolve any disagreements between or among other Ministries and overlapping ministry issues and will assign to a Ministry, Committee, or Task Force any issue not clearly defined in the Constitution. It may refer issues in dispute with recommendations to the congregation for vote and resolution.

It shall assure effective administration of such church processes as identifying and soliciting talents and gifts of members and friends of the church, communications, nominations, personnel policies, pastoral relations, ministerial review, and church history.

It shall represent the church legally and shall have charge of the financial affairs of the church including annual budget preparation and presentation and the approving of all salaries and other agreements obligating the church. It will always be guided in this regard by Internal Revenue regulations pertaining to Exempt Organizations to maintain tax-exempt status of the church and be subject to the laws and regulations of the State. It shall not buy, sell, mortgage, lease, or transfer real estate without specific authority by vote of the church. It shall meet at least six times per year at the call of the Pastor or the Moderator.

**Section 23. Nominating Committee**

The purpose of the Nominating Committee is to submit nominations to fill vacancies that occur in the elected position of Chair and Vice Chair of committees or ministries established by the Bylaws of the Church, except as noted in the description of each ministry or committee in the Bylaws. Such nominees shall stand for election by the Congregation at its annual meeting. Other members of each ministry or committee shall be recruited by that Ministry or committee's Chair and Vice Chair with the assistance of the Talents and Gifts Committee. The Nominating Committee shall fill by appointment Chair or Vice Chair vacancies that occur at times other than the expiration of a term. The immediate past Moderator shall be the Chair of the Nominating Committee and open positions in the Nominating Committee including the Vice Chair shall be recruited by the remaining members of the Nominating Committee.

**Section 24. Annual Delegates**

Quotas of delegates requested by outside organizations of the church shall be appointed by the Moderator in consultation with the Pastor.

**Section 25. Ministry and Committee Quorum**

At meetings of the Common Ministry and all other Ministries and Committees, the presence of a majority of their respective members shall constitute a quorum.

**ARTICLE III – AUXILIARY ORGANIZATIONS**

**Section 1. Women's Fellowship**

The Women's Fellowship shall be organized by the women of the church under its own constitution and by-laws, up-to-date copies and amendments of which shall be filed by the Fellowship Secretary in the Church Office. Subject to agreements to be approved by both the Women's Fellowship and the Stewardship Ministry, certain facilities of the church, such as the kitchen and equipment, may be assigned to the supervision and care of the Fellowship by the Stewardship Ministry. Such agreements will always be open to review by the Fellowship, the Stewardship Ministry, and the Pastor.

**Section 2. Other Organizations**

All organizations connected with the church or using its property or equipment shall be regarded as integral parts of the church, shall be under its general supervision, and shall be subject to control by the Stewardship Ministry in their use of church facilities.

## **ARTICLE IV – ELECTION AND SUCCESSION**

### **Section 1. General**

The following officers and positions in the church shall be elected at the annual meeting of the church:

Two-year terms, no term limit

Treasurer, Clerk

Two-year terms, two term limit

Moderator, Vice-Moderator, Nominating Committee Chair and Vice-Chair, Ministry Chairs and Vice-Chairs

Four-year terms, one term limit

Pastoral Relations Committee

### **Section 2. Ministries**

The Ministries shall consist of two elected officers, the chair and the vice-chair, and as many such other members as deemed necessary and appropriate to conduct the planning work of the Ministry. The two elected officers of the Gifts and Memorials Ministry shall serve as co-chairs, with the Ministry selecting one of its co-chairs to serve on the Common Ministry.

Active non-members may be appointed to serve on Ministries and Committees but may not be elected as Chairpersons or serve on the Common Ministry.

As to each of these Ministries and offices, such additional members as may be necessary to fill vacancies not filled by appointment by the Nominating Committee shall be elected annually for completion of the terms represented by such vacancies.

## **ARTICLE V – AMENDMENTS**

These bylaws may be altered or amended by a simple majority vote of members present at any regular or special meeting, provided that a notice specifying the time of the meeting and the intent of the proposed amendment(s) shall have been given from the pulpit and in the church newsletter no later than the Sunday before such meeting.

**UNION CONGREGATIONAL UNITED CHURCH OF CHRIST**  
**Green Bay, Wisconsin**

**179th Annual Meeting and Luncheon**  
**Held in Pilgrim Hall following the Worship Service**  
**Sunday, January 25, 2015**

**NOTE:** Please review the reports in this booklet *prior* to the Annual Meeting.

<b>Call to Order</b>	Barbara McClure-Lukens Moderator
<b>Constituting Prayer and Memorial Moments</b>	Steven B. Hartman Intentional Senior Minister
<b>Declaration of Quorum</b>	Gail Hohenstein, Clerk
<b>Opening Remarks</b>	Moderator, Pastors
<b>Approval of Minutes</b>	Clerk
<b>Annual Reports: Highlights, Questions</b>	Ministry Chairs
<b>Presentation of the 2015 Budget</b>	Bruce Shafer, Treasurer
<b>Proposed Change to the Open and Affirming (ONA) Statement in the Constitution</b>	Cathy Putman, Chair Outreach Ministry
<b>Transition Team Report</b>	Larry Rose, Chair
<b>Pastoral Search Committee Report</b>	Terry Bush, Chair
<b>JOSHUA Membership for 2015</b>	Cathy Putman
<b>Recognition: Retiring Ministry Chairs, Betty Brown, Church History Author</b>	Moderator/Chairs Phil Hauck
<b>Nominating Committee Report</b>	Pat Shafer, Chair
<b>Litany for Commissioning: New Members of Common Ministry and Committees</b>	Moderator, Pastors, Congregation
<b>Other Business</b>	Moderator
<b>Benediction</b>	L. Gail Irwin Interim Minister of Program and Education

## **Litany for Commissioning New Members of Common Ministry and Committees**

**Invitation** Moderator Barbara McClure-Lukens invites newly-elected members of Common Ministry and Committees to come forward; introduces each one.

**The Word** 1 Corinthians 12:4-12  
Reverend Steve Hartman

### **Response**

Moderator: There are different gifts.

**Congregation: BUT IT IS THE SAME SPIRIT WHO GIVES THEM.**

Moderator: Each one is given a gift by the Spirit.

**Congregation: TO BE USED FOR THE COMMON GOOD.**

### **Address to the Committee Members:** Moderator

Sisters and Brothers, you have committed yourselves to a significant leadership task on behalf of the entire congregation. In recognition of the importance of your work, we pause to express our gratitude and to remind ourselves that you do not undertake this task alone; you will be guided by the power and presence of the Holy Spirit, the prayerful support of the members of this church, and the assistance of the United Church of Christ through the Association and Conference.

### **Covenant**

#### **Newly-Elected Common Ministry Members' Statement:**

We, who will serve on the Common Ministry of Union Congregational United Church of Christ, promise to perform faithfully our vital task. We will represent the congregation and care for its life between congregational meetings. We pledge, with God's guidance and your prayers, to be open to the leading of the Holy Spirit in all we do, say, and decide.

We will endeavor:

- to establish harmonious working relationships within our Ministry and within the Common Ministry;
- to maintain consistent attendance at our Ministry meetings;
- to be open and patient listeners to each other and to the congregation;
- to seek decisions made by the coming together of minds, hearts, and souls in a consensus that will build a firm foundation for the effective future mission and ministry of this church.

### **Congregation:**

WE PLEDGE, AS A GATHERED COMMUNITY OF FAITH, TO PRAY FOR YOU AND OFFER OUR SUPPORT AND WORDS OF ENCOURAGEMENT DURING YOUR TIME OF SERVICE.

**Closing Prayer, Laying on of Hands:** Reverend L. Gail Irwin

## THE CLERK'S REPORT

The minutes of the monthly meetings of the Common Ministry have been recorded and approved. Copies of the minutes have been filed in the Minutes book in the main office and posted on the bulletin board across from the office and on the Church website for public access.

The minutes of the 178th Annual Meeting of January 26, 2014 and the Special Congregational Meeting of April 6, 2014 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 179th Annual Meeting.

Respectfully submitted,  
Gail A. Hohenstein, Clerk

### MINUTES OF THE 178th ANNUAL MEETING January 26, 2014

**CALL TO ORDER:** The 178th Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Barbara McClure-Lukens at 11:23 a.m. in the sanctuary.

**CONSTITUTING PRAYER AND MEMORIAL MOMENTS:** Intentional Senior Minister Steven B. Hartman led the congregation in prayer that included the following members and friends who died this past year:

Virginia M. Carpentier  
Kevin L. Payette  
Mark D. Husby  
Gwen A. Noonan  
David A. Strom  
Audrey E. Stanton

Carol A. Mick  
Susan M. Mueller

**DECLARATION OF QUORUM:** According to the Constitution, as amended, a quorum consists of 6% of the active membership of the congregation. As of December 31, 2013, Union Congregational United Church of Christ had 550 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

**OPENING REMARKS:** Moderator McClure-Lukens reminded us that our annual meetings are an important moment in our faith community. We gather in name of the common good dependent on the Holy Spirit as we conduct business in this year of transition. We will hear brief reports from governance leaders. We will elect new leaders. We will consider amending our Constitution and Bylaws. A new feature will be a litany commissioning new members of Common Ministry.

Rev. Steve Hartman gave some opening comments. He said it is a privilege to be a part of ministry of our Church; it is a highlight and a wonderful experience to be invited to share with us in this year of transitions. He reminded us that every time of transition involves a period of travel through the desert, and that going from where we are to where we want to be is a unique time, and can be a time of anxiety.

He observed that our Common Ministry structure seems a good way to bring unity without uniformity. During this time of staff changes we need to ask tough questions to discern what God wants for us. He encouraged us to continue working on the purpose discernment process, and again thanked us for the opportunity to serve.

Rev. Gail Irwin added opening comments. She thanked us for being patient with her and for all those who have helped her be a leader and pastor here. She gave thanks for the ministry of all those who lead the Wednesday night programs, including those who lead the youth groups and those who provide the fine meals. As a new staff member she is listening to us in how we want ministry to happen in the future. She encouraged us also to be intentionally listening to each other. The time of transition is a time of great opportunity to become more self aware as a congregation. She is looking forward to the next year together.

Moderator McClure-Lukens added her thanks to Rev. Hartman and Rev. Irwin for their guidance as we move forward.

**APPROVAL OF MINUTES:** John Shier moved and Jeff Gibson seconded that the minutes of the 177th Annual Meeting and the Special Meeting of July 14, 2013 be approved as written in the Annual Report. The motion carried by a voice vote.

## **ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS**

**EDUCATION:** Chair – Sue Tucker

Two highlights of the year are the dedication and talent of the volunteer teachers, helpers and storytellers in the Christian Education program and the arrival of Pastor Gail. Her energy and enthusiasm have brought us many new ideas to help us plan for the future.

**INREACH:** Larry Krueger

Inreach is a fun group that does a lot of cooking. They need help with cooking, organization and cleaning. They will continue the fun social events to help make the community closer knit.

**NEW MEMBER:** Chair – Nancy Gibson

Thanks to all the ministry members, especially Laurie Beauchamp who will be leaving as Vice Chair. This ministry hosts the new member program, but also arranges Sunday morning greeters and after-worship coffee hour hosts. They are always looking for more help. Moderator McClure-Lukens noted with pleasure that an extra new member class was included this year due to a desire of a number of folks to join the Church.

**OUTREACH:** Chair – Cathy Putman

Ms. Putman expressed her view that as we look out into the world we need to grow and understand with mutual respect, and be ready to give as well as receive in a culture of encounter. Outreach is working on the giving side. We need to work together on receiving. As a highlight she lifted up the Operation Soldier project led by Mary Kay Bishop, which, in addition to its aspect of service to others, involved great communication with the Pilgrim Fellowship group about the recipient kids and soldiers. They packed the boxes with a sense of encounter with the world and with each other. It was a great example of how we should be going forward.

**GIFTS & MEMORIALS:** Co-Chairs – Larry Rose and Gary Hassel

Mr. Rose commented that Gifts & Memorials had a successful year, awarding about \$25,000 in grants and experiencing a wonderful year in the stock market.

#### **STEWARDSHIP:**

Stewardship had a busy year. From a financial perspective we finished 2013 with a deficit, and we need to be mindful of needs for 2014. The highlight of the year was the boiler replacement project. One of the boilers stopped functioning right before it was going to be shut down for the season, and the new one started up a week before we needed it. Thanks to David Thie (who led the boiler replacement project) and the rest of the Stewardship members for their work this year.

#### **WORSHIP: Chair – Sandy Polarek**

Ms. Polarek highlighted the music of the Church. We are very fortunate for the music leadership, our organ music, and the adult and children's choirs. It is great to have Cheri Frusher back leading the bell choir. It is a great time to get involved with that group. Thanks to Kathy Baldwin, who is completing her term as Vice Chair, and who has worked faithfully on communion organization. Please say yes when asked to serve communion or to read scripture.

#### **2013 FINANCIAL REPORT AND 2014 BUDGET**

Mr. Shafer distributed a summary 2013 budget review and budget proposal for 2014. The 2014 proposed budget is a \$473,200 balanced budget. The 2013 budget was \$476,700, and we ended the year with a deficit of \$22,985 in the red for the year. Pledge income was about \$35,000 below budget, which was in part offset by an increase in non-pledge income. Expenses were managed carefully and ended up \$12,000 under budget. He commented that over the years we sometimes end with a surplus and sometimes with a deficit. Over the last 20 years we net out close to even, but we don't want to continue a deficit in 2014. He also distributed a pictorial depiction of the total spending of the church, which allocates all expenses (including pastoral and staff time) to the various Ministry areas, and also includes our Gifts and Memorials spending. Total spending was close to \$700,000, including the boiler replacement, security system upgrade (funded by a special gift) and scholarship aid. For 2014 we are looking for pledges of about \$464,000. Current pledges are about \$315,000, but Mr. Shafer feels confident we'll be able to get to the full pledge amount. Expenses are projected to be pretty close to those of last year. The proposed budget reflects our changes in pastoral leadership, as well as the ability to reduce custodial staff expenses due to the security upgrade. Other expenses are similar to last year's levels. He also mentioned that for those who are interested, he has available copies of the total line item budget, as well as a detailed annual generosity report. In response to a question, he clarified that the custodial position is an hourly, non-exempt position, and that we incur overtime expense for hours in excess of 40 per week. There is an increment for overtime included in the budget. He also responded to a question regarding how we expect to attain the necessary pledge volume this year, stating that last year we didn't do a good enough job in following up to obtain pledge cards from regular givers. If no pledge card is received, donations are recorded as non-pledge income. We plan to do a better job of following up this year. Bruce moved that we approve a balanced budget of \$473,200 for 2014. After a second by Tom Martin, the motion was approved.

#### **PROPOSED AMENDMENT TO THE CONSTITUTION:**

##### **OPEN AND AFFIRMING STATEMENT**

Cathy Putman distributed materials to the meeting participants which describe the Justice Group proposal, and provided some introductory comments. She stated that the proposal has been worked on by the Justice Committee for about 4 months. (Primary contributors were Gary Meyer, Oliver Martin, Steve Jones, and Lloyd Schaefer.) It mirrors the United Church of Christ movement toward a more simple Open & Affirming ("O&A") statement. She noted the evolution of O&A statements. Early versions were much like our current statement. Later versions included more elements of inclusion. The most recent statements are general, with the goal of ensuring that all would feel welcome. The desire to enumerate, and ensure that those who might not enter the Church for fear of how they might be received drove the more specific draft O&A policy statement. She clarified that although there are two

component parts to the motion (see below), they are one single motion, and that although enabled by the terms of the motion, today's vote would not be a vote to accept the draft policy statement. The Justice Group would plan to obtain input toward a policy and present a proposed policy to Common Ministry for approval at its April meeting.

Steve Jones made the following motion:

*I move on behalf of the Justice Group that Union's Church's Constitution be amended in Article II, section 2 to read: "We are an Open and Affirming congregation of the United Church of Christ. We are an inclusive Christian fellowship where diverse perspectives may live together in the Spirit of Christ, and where all persons are precious children of God without qualification or discrimination."*

*I further move that the Bylaws be amended in Article II, section 22, paragraph 3 to include the statement: "Common Ministry shall issue and maintain a Policy Statement for Open and Affirming responsive to the social, denominational and congregational understandings of barriers to inclusion."*

The motion was seconded Larry Rose.

Discussion ensued on several areas. Ms. Putman explained that the two parts of the motion are joined, because of a desire to generalize the constitutional language but retain the specificity of the policy to ensure we retain our O&A designation. If the motion were voted down, our current language will be retained, as well as our designation. It was suggested that we consider better documentation of the authority of Common Ministry to develop and approve policy. The Personnel Policy Handbook was cited as an example of the use of this authority. It was clarified that although bylaw changes require only a majority vote, Constitutional changes require a 2/3 vote, thus this motion will be determined by the higher standard as it is presented as a single motion. Further discussion surrounded the advisability of authorizing the Common Ministry to approve the Policy, versus providing an opportunity for the Congregation as a whole to wrestle with and own it, and the balance of including elements of diversity within the Constitution versus a more generalized statement. Several members expressed difficulty in deciding within themselves what was the best resolution. Lifted up were the benefits and of inclusiveness of "all" and the countervailing benefits of understanding outside the church brought by more specifically saying what O&A means.

After conclusion of the discussion, a paper ballot vote was taken with 39 yes votes, 30 no votes and 1 abstention. A two-thirds vote of 46 was required for passage, thus the motion did not pass.

### **CAPITAL CAMPAIGN PROPOSAL & CAPITAL CAMPAIGN CONSULTANT PROPOSAL**

Jeff Ash provided an update on a capital campaign. Although there is no proposal for action at today's meeting, it is an active work in progress. The listing of proposed projects in the Annual Report has already been amended. (The Jubilee House fund line has been removed and the tuckpointing and driveway line has been reduced.) The total cost at this point is about \$310,000. This Capital Campaign is not glamorous or extravagant, keeping with the Congregation's wishes. It is an opportunity to take care of some things that need taking care of. Some parts of the Sanctuary haven't been dealt with in decades. The Campaign includes pew repair and refinishing, new pew pads, and rewiring lights to make them safer and more cost effective, as well as paying the loan for the boilers. Our last Capital Campaign was 10 years ago. And the next prior one was 10 years before that. This is the most modest campaign we've done in a long time. It is less than our annual budget. Although the term hasn't been specified, it is expected that funds will be raised over a multi-year period.

### **TRANSITION TEAM REPORT**

Larry Rose reported that the Transition Team serves at the beginning and at the end of the search

committee process. They coordinated the events saying good-bye to Pastor Mize, and once the search process is complete, they will initiate work on transition. He expressed thanks to Lou Norsetter, who previously chaired the group, and to the rest of the team.

### **PASTORAL SEARCH COMMITTEE REPORT**

Julie Harder (Committee Chaplain) provided a report from the Search Committee chair, Terry Bush, who was not able to attend the meeting. The report expressed that he is honored to serve on the Committee. It has been working diligently, following the Wisconsin Conference UCC Search process, and taking advantage of the UCC resources. It is not uncommon for a search process to take 18-24 months. The Church Profile is in process, and nearly complete. When completed, it will be posted on the national UCC web site, for review and consideration by pastors who may be interested in the position. (If you know of a good candidate, contact Terry Bush.) The Committee will review profiles from applicants, select those whom we want to interview and finally making a call recommendation. When commissioned, they pledged to faithfully pursue their task, and to take time necessary to complete it. They have been cautioned that it is important to have unanimity among the Committee and Congregation in the ultimate call. They continue their pledge to communicate with the Congregation about progress. They do their work beginning with a devotion and ending in prayer. One item needed to complete the profile is a survey of the Congregation, which was distributed in Worship this morning and will also be sent out via email. Please complete the information and return it as soon as possible. If you have questions, please contact Terry Bush.

Committee Members: Jeff Gibson, Mel Polarek, Michael Vinson, Julie Harder, Lloyd Schaefer, Karen Wirch, Marlene Lanoue, Ray Thompson, and Terry Bush.

### **JOSHUA MEMBERSHIP FOR 2013**

Cathy Putman moved that we approve continuing our membership in Joshua for 2014 by making the \$1,000 annual dues payment as provided in the Church budget. The motion was seconded by Jeff Gibson. She said that JOSHUA is working ecumenically on prison reform, changes to transportation funding, and immigration advocacy. It is open to other interests expressed by members of the Congregation. The motion carried on a voice vote.

**RECOGNITION OF RETIRING MINISTRY MEMBERS:** Retiring members of Ministries and Chairs and Vice-Chairs were thanked for their service:

Sue Tucker	Chair, Education
Leah Gabrielson	Chair, Inreach
Laurie Beauchamp	Vice-Chair, New Member
Bev Lathrop	Vice-Chair, Nominating
Jack Riopelle	Chair, Pastoral Relations Committee
Wayne Moore	Vice-Chair, Outreach
Jeff Carels	Chair, Stewardship
Kathy Baldwin	Vice Chair, Worship
Diane Tugel	Mayflower Nursery School Liaison
Terry Bush	Chair, Personnel Committee

Phil Hauck, 175th Anniversary Committee Chair, expressed thanks to Betty Brown, who has done a fantastic job of updating the (99% complete) church history, which extends the prior 1835-1955 history written by Ethel Cady to the current time. The two-volume set, encompassing both periods, will be available soon. The Congregation is very grateful for Betty Brown's considerable efforts in this project.

### **NOMINATING COMMITTEE REPORT:**

Pat Shafer moved that the Congregation approve the election of the following slate of leaders:

Mary Kay Bishop	Vice-Chair, Outreach	1 year, unexpired term
Larry Rose	Co-Chair, Gifts & Memorials	2 years, 1st term
David Thie	Chair, Stewardship	2 years, 1st term
Lou Norsetter	Vice-Chair, Stewardship	2 years, 1st term
Virginia Riggs	Vice-Chair, Worship	2 years, 1st term
Lloyd Schaefer	Vice-Chair, New Member	2 years, 1st term
Judy Larmouth	Mayflower Nursery School Liaison	1 year
Gary Hassel	Pastoral Relations Committee	4 years
Katie Klaus	Personnel Committee	3 years
Shaun Shoulden & John Feldhouse	Communications Co-Coordiators	

There are still opportunities, including the Chair, Education; Vice Chair, Nominating; and Chair, Inreach. She mentioned that consideration is being given to dividing the Inreach position into two positions, one focused on social events and one on the visitation and caring ministry.

The motion was approved.

### **COMMISSIONING NEW MEMBERS OF COMMON MINISTRY AND COMMITTEES**

Moderator Barbara McClure-Lukens invited newly elected members of Common Ministry and Committees to come forward. After introductions, the following litany was conducted:

*The Word*      *1 Corinthians 12:4-12*  
*Reverend Steve Hartman*

#### **Response**

*Moderator:*      *There are different gifts.*

***Congregation:*      ***BUT IT IS THE SAME SPIRIT WHO GIVES THEM.*****

*Moderator:*      *Each one is given a gift by the Spirit.*

***Congregation:*      ***TO BE USED FOR THE COMMON GOOD.*****

#### **Address to the Committee Members – Moderator:**

*Sisters and Brothers, you have committed yourselves to a significant leadership task on behalf of the entire congregation. In recognition of the importance of your work, we pause to express our gratitude and to remind ourselves that you do not undertake this task alone; you will be guided by the power and presence of the Holy Spirit, the prayerful support of the members of this church, and the assistance of the United Church of Christ through the Association and Conference.*

#### **Covenant**

##### ***Newly-Elected Common Ministry Members’ Statement:***

*We, who will serve on the Common Ministry of Union Congregational United Church of Christ, promise to perform faithfully our vital task. We will represent the congregation and care for its life between congregational meetings. We pledge, with God’s guidance and your prayers, to be open to the leading of the Holy Spirit in all we do, say, and decide.*

##### *We will endeavor:*

*to establish harmonious working relationships within our Ministry and within the Common Ministry;*  
*to maintain consistent attendance at our Ministry meetings;*  
*to be open and patient listeners to each other and to the congregation;*  
*to seek decisions made by the coming together of minds, hearts, and souls in a consensus that will build a firm foundation for the effective future mission and ministry of this church.*

***Congregation:***

*WE PLEDGE, AS A GATHERED COMMUNITY OF FAITH, TO PRAY FOR YOU AND OFFER OUR SUPPORT AND WORDS OF ENCOURAGEMENT DURING YOUR TIME OF SERVICE.*

***Closing Prayer, Laying on of Hands:*** *Blessing prayer joined by outgoing members and current members of Common Ministry. Reverend L. Gail Irwin.*

**OTHER BUSINESS:** None.

**BENEDICTION**

Jeff Gibson moved and Bruce Shafer seconded that the meeting be adjourned. The motion passed on a voice vote. Reverend Steve Hartman gave the benediction. The meeting was adjourned at 1:23 p.m.

Respectfully submitted,

Gail A. Hohenstein  
Clerk

**Union Congregational United Church of Christ**  
**MINUTES OF THE SPECIAL CONGREGATIONAL MEETING**  
**April 6, 2014**

**CALL TO ORDER:** The Special Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Vice Moderator Todd Kane at 11:33 a.m. in the sanctuary.

**CONSTITUTING PRAYER:** Intentional Senior Minister Steven B. Hartman led the Congregation in prayer.

**DECLARATION OF QUORUM:** According to the Constitution, as amended, a quorum consists of 6% of the active membership of the Congregation. As of December 31, 2013, Union Congregational United Church of Christ had 550 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

**CAPITAL CAMPAIGN:** After thanking members of the Capital Campaign Steering Committee, Katie Klaus, Jeff Ash and Todd Kane, Jeff Carels (Chair of the Capital Campaign) made the following motion:

*I move that Union Congregational United Church of Christ proceed with plans to complete the projects in the 2014/15/16 Capital Maintenance Projects list (attached) with an estimated cost of approximately \$310,000, and that funds be provided by the congregation through their pledges to support these Projects.*

The motion was seconded by John Shier.

Discussion followed, including stressing the need for the Congregation to support the campaign with their pledges, the interaction between the Capital Campaign and the annual EMC campaign, the importance of both the Capital Campaign and EMC with the Pastoral Search process now underway, and the expectation that we can come closer as a Congregation through this shared effort. Additional comments related to this really being a campaign of basic maintenance needs, which are necessary from time to time for any property. Jeff Carels clarified that a written communication and pledge cards for the Capital Campaign as well as a request for additional EMC pledges will be sent out within a week, and also that payment for each pledge should be made separately. John Shier called the question, seconded by Gary Gierczak. There being no objection, the motion carried by a show of hands.

**BENEDICTION**

After a benediction by Pastor Steve Hartman, the meeting was adjourned at 11:49 a.m.

Respectfully submitted,

Gail A. Hohenstein  
Clerk

## 2014-16 Capital Maintenance Projects

Project	Description
Repair Heating System	The project cost is \$111,543 plus interest on the loan. This campaign will pay back the loan for the heating system.
North Parking Lot	The area around the catch basin is sinking due to erosion under the asphalt. This project will address the cause of the erosion, regrade and resurface the parking lot. The entire parking lot will be sealed and restriped.
Replace and Renovate Lighting	The lanterns in the sanctuary will be rebuilt with LED sockets and lamps. New wiring will be installed from the lanterns to the switches and the switches will be replaced with dimmers. In the chancel, new lighting will be installed to increase the amount of light needed by the choir.
Repair and Refinish Pews	The pews will be refinished and repaired. The repairs will include cracked pew supports, seats and rails. All joints will be checked and secured. Three pews will be shortened to allow for wheelchair access. Work will be done in-house.
Pew Pads	Existing pew pads will be replaced.
Lighting – Pilgrim Hall and West Canopy Entrance	This project will replace the light fixtures in Pilgrim Hall with LED fixtures and globes that are safer to handle. The recessed lights in the west canopy will be replaced with LED light fixtures.
New Chairs for Pilgrim Hall	The current chairs are up to 50 years old and cannot be maintained. New chairs will be purchased to replace them.
Replace Carpeting in Sanctuary	The carpeting in the chancel will be removed and the hardwood floor will be refinished. A carpet runner will be added if it is deemed necessary.
Replace Telephone System	The phone system was installed in 2000 and is outdated to the point where software for upgrades is not available. A new system will replace all hardware and give us more features like caller ID and a cordless phone.
Tuckpointing and Parking Lot	This project will repay the loan from Gifts & Memorials that was used to tuckpoint the exterior of the church and repave the parking lot.

## MODERATOR

In 2014 Union Church continued our time of transition and transformation. This has been a rewarding year, one of substantial accomplishments designed to strengthen Union Church. Under the guidance and care of interim Pastors Steve Hartman and Gail Irwin, Pastoral Assistant Jerry Kuehn, and the commitment of Common Ministry, our church has grown as a faith community while preparing for a new era in leadership.

Union Church's long history reveals a dynamic cycle of growth, stability, regrouping in response to a deep challenge, followed by a period of vigorous revitalization. We are poised now at a promising juncture, with confidence in the future toward which God is leading us.

Key initiatives moving our church forward this past year include:

- Pastoral Search: The nine-member committee, commissioned in September 2013, was entrusted with the task to select a Senior Minister candidate. Search Chair Terry Bush enthusiastically announced the candidate of choice just last month. Drawing on a survey of church members, the Search Committee developed a Local Church Profile, a comprehensive description of Union's congregational life and mission. The leadership expectations outlined in the Profile provided the basis for the Search Committee's intensive review of 27 candidates; the Committee's resulting recommendation was unanimous.
- A three-year Capital Campaign was launched in April, only the fourth such fund drive for Union in the last 60 years. This was a courageous move during a time of transition, one designed to ensure that we have a well-maintained physical space to support our ministries. We are encouraged in our giving by monthly reports of completed projects, which began in September.
- The Personnel Committee successfully reviewed and established a new hiring process designed to maximize effectiveness whenever the Church needs to hire an employee for a non-clergy position. This new Committee, established in 2013 and chaired by John Wirch, developed a Personnel Policy and Procedure Handbook approved by Common Ministry in December.
- The Workday Planning Team was successful in bringing together members who helped ease a maintenance staffing cut by rolling up their sleeves as volunteer help several times during the summer and fall.

More highlights of this year in discipleship are included in the accompanying reports of the Ministries. The leaders of these Ministries and committees who complete their terms of service this year are: Bruce Shafer, Treasurer; Nancy Gibson, Chair, New Member; Pat Shafer, Chair, Nominating Committee; Sandy Polarek, Pastoral Relations Committee; Marianne Dickson, Personnel Committee. Their contributions of time and talent have been truly generous and essential.

We said farewell to our Interim Pastoral Assistant Jerry Kuehn on October 5, as he prepared to move to Minnesota. Jerry has been a treasured member of our church family for many years, serving Union through in-home visitation and active participation in multiple ministries. We are grateful for his gentle and caring presence, and remember his words that he is "blessed to be a blessing."

The smooth daily operations of church life reflect the diverse contributions of our experienced lay staff: Eric Goska, Administrative Assistant; Winnie Hutjens, Financial Secretary; Scott Ingram, Maintenance and Grounds Manager; Courtney Sherman, Music Director; Ray Thompson, Organist; Kathy Johnson, Nursery Director, Sylvia Garrido and Stella Linzmeyer, Nursery Staff; Ruth E. Baker, Children's Choir; Cheri Frusher, Bell Choir; Marshall Moss, Music Director Emeritus, Cathy Putman, Librarian; Tom Towill, Audio Coordinator. A talented and auspicious group!

My experience serving as your Moderator for four years has one been one of the most rewarding of my life, in large part because initiating and managing change is so different in our church environment. My skills in group facilitation and problem-solving were stretched, my commitment to authentic personal relationships challenged. I learned a lot from these challenges. My personal life has been enriched by the deep relationships that grew out of working closely with many gifted members, clergy, and staff who strive to move Union forward in mission. I have particularly enjoyed the opportunity to work closely with our pastors. I so admire the profound commitment to caring for our congregation that I have witnessed in our ministers, especially during this time of transition.

There is a mention in Betty Brown's history of Union Church of my involvement in Youth Ministry in the mid-1960s. The text notes that I "announced a new study group for young adults...the Socratics...dedicated to analyzing 'truth' as presented by modern theologians, scientists, sociologists, musicians and artists." Quite obviously, this is a teenager speaking! Along with all of you, I seek to carry forward that commitment to the spirit of this church which proclaims God is Still Speaking, calling me to think critically, live faithfully, open to new ways to serve.

In gratitude,  
Barbara McClure-Lukens  
Moderator

## INTENTIONAL SENIOR MINISTER

This year has seen remarkable encouraging changes and significant projects. The willingness of members of the congregation to pitch in and lend a helping hand speaks well of the character of the church and the rich possibilities in the future.

Qualities of patience, perseverance, and practical solutions delivered a full year of ministry. As Intentional Senior Minister, I am profoundly grateful for the cooperation and support which has been provided by the leadership and many within the congregation!

A fitting way of honoring the ministries of Chuck Mize and Jeanie Bond was completed after a slow start. Local artist, Kelly Ann Smith, was commissioned to create a stained glass window which tells the story of the people and ministry of the eighteen years of the Mize's leadership. Although the production of this remembrance took longer than originally planned, we look forward to a fitting dedication of the artistic expression and remembrance of those years, now past.

Staffing changes helped formed a ministry which opened new possibilities for ministry. Reverend L. Gail Irwin served as Interim Minister of Christian Education and Program. Her capable leadership has helped to energize and reform the ways of faith formation and the ministries of Inreach and Education. With gratitude our dear Children's Choir Director, Ruth E. Baker, agreed to continue on in service with our children. Our children and families have been well served under her supervision. We welcomed Cheri Frusher to the leadership of our Adult Bell Choir Ensemble. The bells and the children have added a wonderful enrichment to worship and the life of Union! With the resignation of the Reverend Jerry Kuehn, Interim Pastoral Assistant, our staffing changed once again. We bade a fond and touching farewell to Reverend Kuehn in his retirement as he moved out of state to join his family in Minnesota early in October.

We give thanks for the excellent continuing service of all staff: Ray Thompson, Organist; Courtney Sherman, Music Director; Eric Goska and Winnie Hutjens in the office. These people have been keys to success in this year of big changes. I am grateful for their loyalty and diligent service to the church. Thanks to the willing volunteers whose generous donation of time and attention maintained the altar and sanctuary for worship. We offer our thanks to Ray Thompson, Tom Towill, and Jason Pues who served through the year and in special seasons. Thank you to Sharon and Gary Hassel in the Christmas and summer seasons for the extra design and implementation of the decorating of the sanctuary. We truly appreciate the work of Judy Sharp for general care of the pews and candles and other details from week to week.

Change in staff seems to be the theme for this year. Aply assuming the duties of Building and Maintenance Supervisor, Scott Ingram now serves, combining two positions into one more efficient position.

Pastoral Search and Call Committee has been diligent in the process of locating the best candidate for the Senior Minister position as Union prepares for a big step into the future together. Upon the writing of this report, a call has been issued and the Reverend Bridget Mary Flad is scheduled to begin her ministry with the members of Union in March of 2015.

This year has seen new initiatives and expressions of who we are as a church with social justice commitments. One new expression of our openness is the decals which have been displayed on our church sign. The addition of the "Rainbow Flag" has been the subject of some concern and conversation as we challenge ourselves to better express the implication of the Gospel of Jesus Christ in all areas of our church's character and composition. In the ever-new and empowering Spirit of Christ, may we continue to find creative and faithful expressions of our openness in all areas of the human experience: ability, age, ethnicity, gender, race, and sexual orientation.

In times of change a larger portion of leadership is shared by the many volunteers who help the work get done. Union Church has been richly blessed in this regard also. Many have stepped up to help with the details of daily ministry within and beyond the walls of 716 S. Madison Street. Foremost among these capable leaders is Barbara McClure-Lukens and the Common Ministry who have provided strong and faithful leadership through the challenges of these interim years. Leadership in education with children and adults has helped to move our faith journey forward. Leadership from Union Church has far-reaching effects in the community through St. John's shelter and meals ministry and the Ecumenical Partnership for Housing enriching the legacy and social justice commitments of many years. I have been wonderfully blessed to have had the privilege to work with these committed and capable disciples.

As a new Senior Minister is called to this charge, the Transition Team will be called upon to assist in the start up and settling in of the new minister. Thanks to the Transition Team and the Search Committee who have served Union Church in such a capable way!

Transition Team: Co-chairs Lou Norsetter and Larry Rose, with members: Tim Harder, Nan Bush, Katie Klaus, and Barbara McClure-Lukens and Pastor Steve Hartman as ex-officio members.

Search Committee: Chair Terry Bush, Jeff Gibson, Julie Harder, Marlene Lanoue, Mel Polarek, Lloyd Schaefer, Ray Thompson, Michael Vinson, and Karen Wirsch; Barbara McClure-Lukens, ex-officio.

As always, we continue to accept the religion of love and service which Jesus lived and taught and strive to do the will of God and make the Christ Spirit dominant in our lives and in all human relations.

Steve Hartman  
For the Interim

<b>Parson's Purse 2014</b>	
Donations Received	\$4,211.00
Assistance Given (rent, transportation, medical help, food, utilities, insurance)	\$5,071.93
Ending Balance	\$4,941.42

## **INTERIM MINISTER OF PROGRAM AND CHRISTIAN EDUCATION**

This year I began in a listening mode, meeting with newer members, parents, teachers and youth leaders, discerning which areas of our programming are healthy, and which are in need of new approaches. Education leaders discussed our broader goals in faith formation and how we might pursue them during the interim period. We wanted to keep education fun, but put more emphasis on transmitting our core values.

Finally, the Education Ministry gathered what we heard and came up with a plan for a simplified version of the programming we have done in the past:

Here's what we have been trying:

- Twice in the spring, we held "Intergenerational Sunday School" just for fun, to see what happened when we put children and adults together at one time. We had fun and imagined doing more of these events on an occasional basis.
- Sunday School now combines ages 4 through middle school in one room with a rotating team of experienced teachers.
- Selection of a new multi-age curriculum, the UCC's "Faith Practices" allows for engagement by different ages within the same lesson and space.
- We eliminated Junior Fellowship and incorporated 4th through 8th grade into one Pilgrim Fellowship group.
- YCA continues as it has, with new leadership.
- We have added a short worship component after Wednesday night dinners.
- We are choosing fun and mission activities that PF and YCA youth can use as springboards for reflecting on Christian belief and practice.

The greatest challenge and joy in experimenting with a new education format is that we have had many new and shifting leaders (look for their names elsewhere in this report and thank them!). We are all learning as we go, and I am amazed by the commitment of busy adults who step up for everything from dishwashing to leading mission trips to mentoring confirmands.

My other duties include staffing Inreach Ministry, assisting with Confirmation and occasional pastoral duties as needed by Pastor Steve. I joined the YCA for a Youth Safari in New Orleans and participated in the Moon Beach retreat. I can see why these traditions are so meaningful to Union members of all ages.

The coming months will bring assessment, along with your new Senior Pastor, of what education and program staffing should look like moving forward, and how any new staff hired can best complement your entire ministry team. I am deeply grateful to the lay leaders, church staff, and you, the congregation, for your support of all the experiments we have done in the area of children's faith formation. I am especially grateful to have worked with Pastor Steve, and moderator Barbara McClure-Lukens, whose steady leadership through a time of change has been a positive model for my own ministry.

And I'm looking forward to seeing where God leads Union in your next phase of ministry!

In gratitude and hope,  
Pastor Gail Irwin

## **WISCONSIN CONFERENCE INTERIM MINISTER REPORT 2014 Year-End Perspectives**

The latest way for the United Church of Christ to express its way of being “Church” is this:

**Be the church.**  
*Protect the environment.*  
Care for the poor.  
***Forgive often.***  
Reject racism.  
**Fight for the powerless.**  
*Share earthly and spiritual resources.*  
***Embrace diversity.***  
**Love God.**  
Enjoy this life.

Pardon me while I write a year-end report for the Wisconsin Conference of a slightly different nature. In a few moments I will give you a compendium of the usual highlights for 2014. While I do that, I respectfully ask you to hold before you at your core the more significant message of the description above of what it means to be the United Church of Christ together. It is this spiritual depth which should inform every move and glimpse of this beloved church, every piece of official data optimally should reflect these theological principles.

In 2014, the Wisconsin Conference marked its mission and ministry with many milestones. Here are a few:

- Upon action of the Conference Annual Meeting, the Wisconsin Conference became an Open and Affirming Conference. This followed an impressive study and report process undertaken by local congregations in the Conference.
- The Conference celebrated the 20th Anniversary of the Lay Academy. The Rev. Tisha Brown is in the first months of her tenure as the Lay Academy Director/Minister.
- The Capital Funds campaign to benefit Moon Beach and Pilgrim Center is under way in the Conference.
- The mission of the Conference to provide quality and timely leadership and consultative support services to local congregations in the areas of search and call, ministerial authorization, conflict management, to offer the potential for health insurance coverage for all ministerial staff serving in congregations throughout the Conference regardless of size or location, and to provide leadership and resources for local church development and renewal as well as communities of practice for authorized ministers was ably carried out and accomplished in 2014.
- The Conference through the Office of the General Counsel of the United Church of Christ and by joining forces with ecumenical partners in Wisconsin and other places in the United States successfully defended the constitutionality of the parsonage allowance for authorized ministers.
- The Conference hosted the Great Lakes Regional Youth Event at Lakeland College this past summer. Over 200 youth and adult advisors participated.
- In November, delegates from local congregations met at First Congregational United Church of Christ in Wisconsin Rapids to elect the Rev. Franz S. Rigert as the next Conference Minister of the Wisconsin Conference of the United Church of Christ. The Rev. Rigert begins his ministry January 1, 2015.

The poet, Mary Oliver, asks the question, “Tell me, what is it you plan to do with your one wild and precious life?” This question is begged not only of individuals, but of local congregations and conferences as well. While the newly elected conference minister is well-gifted and poised for leadership, he is only one individual. He needs willing partners in mission and ministry. What will you do with your one wild and precious life?

Thank you for the privilege of serving as Interim Conference Minister for the past 16 months. I pray God’s blessings be on your journey together in the future.

With Great Hope,  
Rev. Michael E. Obenauer  
Interim Conference Minister

## **Christian Education Ministry Leaders (Youth - Adult) 2014 - 2015 School Year**

Christian education at Union Church could not be achieved without the help of our nursery staff, music directors, and numerous volunteers listed below. Thank you, everyone!

**NURSERY STAFF: Kathy Johnson, Sylvia Garrido, Stella Linzmeyer**

**NURSERY ROLL COORDINATORS: Sally Johnson, Sue Tucker**

**4 YEARS – 8th GRADE SUNDAY SCHOOL: Sandy Polarek, Deb Rose, Julie Macier,  
Linda Jerabek, Julie Tetzlaff, Julie Thiel**

**CONFIRMATION INSTRUCTORS: Pastors Steve Hartman and Gail Irwin**

**ADULT CLASS INSTRUCTOR: Julie Black Harder**

**PEG JAEGER LIBRARY LIBRARIAN: Cathy Putman**

**CHILDREN'S CHOIR DIRECTOR: Ruth E. Baker**

**ADULT HANDBELLS: Cheri Frusher**

**STORYTELLERS: Nicole Kinjerski, Amy Richards, Elizabeth Blaney, Mary Kay Bishop,  
Julie Thiel**

**YCA LEADERS: Mary Kay Bishop, Russ Mueller, Jeff Larson, Linda Larson**

**PILGRIM FELLOWSHIP LEADERS: Shawna Stueck, Kevin Sheier, Miranda Bonde**

**KITCHEN COOKS: Ray Thompson and Michael Bloss**

**KITCHEN CLEANUP: Joyce Anderson, Adam Stueck, Sylvia Garrido, Gary Gierczak,  
Tim Harder, Helen Krueger, Ross Logerquist**

**SECOND SUNDAY COMMITTEE: Sue Whittemore, Sandy Polarek, Ruth Ketcham**

**EDUCATION MINISTRY CHAIR: Vacant**

## **EDUCATION MINISTRY**

The Education Ministry is responsible for the Christian education of all ages within the Union Church family.

The goals of the Education Ministry are to:

- Increase Bible literacy of the congregation
- Prepare and support teachers and adult educators
- Support parents as the primary educators and nurturers of children in the Christian faith
- Promote and foster the expression of faith through the arts
- Offer outreach opportunities for Sunday School children
- Offer fellowship opportunities for Sunday School children

These goals were met this year through:

- Youth classes (Sunday School, Storytellers and Wednesday night Fellowship, and two intergenerational Sunday School events)
- Adult classes (Second Sunday Series, Tuesday and Sunday Bible Study, Wired Word, Newcomers, Lectio Divina, and Seminary Secrets)
- Gatherings with faith formation leaders to evaluate current programs
- Teacher meetings, Safe Sanctuary training, background checks
- Studying and choosing new curriculum (Faith Practices) and classroom supplies
- Bible presentations to 4-year-olds and third graders
- Assisting with the Christmas Pageant
- Support of the church library and Children's Choir
- Distribution of children's offerings
- Promotion of summer camps

The year 2014 was a second year of transition for our church. Under the excellent, though temporary, leadership of Pastors Hartman and Irwin, the Education Ministry managed to deal satisfactorily with decreasing youth participation and the need for more adult interest in youth programs. But we are looking forward to 2015, in which the congregation, with new leadership, will build on a rich history of Christian education to make 2015 our best year ever.

Special thanks is due to Shirley De Lorme, who will be stepping down from this Ministry after 14 devoted years.

Respectfully Submitted,  
Shirley De Lorme, Secretary and  
Gail Irwin, Associate Pastor

## **The Peg Jaeger Library**

This year the library completed the purchasing for the lectionary-based Storyteller's Program which is held during worship for young children. The program has a collection of 150 picture books paired with one of the scheduled Bible readings for each Sunday in the three-year lectionary rotation. Using lectionary themes has been an excellent way to shape the picture book collection. Ongoing weeding of the overall collection has kept our total number of volumes at about 1,700. A new and continuing project is the cataloging of Union's historical books and materials in a special section of the online catalog hosted by Library Thing.

In a year of curtailed spending we did manage to add volumes connected with the UCC denomination such as the church vitality book Real Good Church by Reverend Molly Baskette, the Advent reader All I Really Want by Reverend Quinn Caldwell, and Toward the Better Country: Church Closure and Resurrection by our own Reverend Gail Irwin.

Fifty-two books in all were purchased and an additional 26 books were gifts or book sale finds. The book sale was aided by Judy Larmouth, Dorothy Becker, Joyce Anderson, Joann Broskey and Sharon and Gary Hassel and enthusiastic purchasers.

A laptop computer was bought and work station built with the help of a Cora Nelson grant. The computer is a way to access the online catalog while the work station provides a bit more meeting space in the room.

Respectfully submitted,  
Cathy Putman, Librarian

## INREACH MINISTRY

The **Inreach Ministry** has the responsibility of organizing opportunities for socialization, fellowship, and care for members of Union.

### **Social**

- Twelfth Night Christmas Party at Pamperin Park was Friday, January 3.
- The All-Church Picnic, a potluck and games followed worship on Sunday, June 1 at St. James Park.
- Corn Roast and Potluck for Reunion Sunday was Sunday, September 7.

### **Fellowship**

#### Retreat

- A retreat group gathered September 12-14 at beautiful Moon Beach Camp in northern Wisconsin. Our retreat leader was John Hemken.

#### Groups

- Lenten Clusters: A small group gathered Sunday evenings during Lent for a potluck meal and to discuss the book, Losing Moses On The Freeway, by Chris Hedges.
- Men's Fellowship Breakfasts: Men met for breakfast at Perkins on Oneida Street on the first Wednesday of each month at 7:00 a.m.
- A special Advent evening for women and guests was held on Monday, December 1. Thank you to the hostesses, those who provided special music and the planning committee led by Sue Tucker for this beautiful start to the Advent season.

#### Receptions

- Epiphany Reception (Kings' Cake)
- YCA Banquet
- Confirmation Reception
- Christmas Eve YCA Reception
- Annual Meeting Potluck
- Easter Breakfast (coordinated by Bruce Shafer)
- Receptions for Mike Van Straten and Jerry Kuehn
- Other receptions as needed

### **Care:**

- Homebound Ministry: Several members of the congregation visited our homebound members, keeping them connected to Union Church and providing them with Christian care and friendship on a monthly basis.
- Memorial Reception Committee: Adopted a new funeral reception policy and provided receptions before or after funerals held at Union Church.
- Card Ministry: Sent cards to homebound and hospitalized members of Union Church. Thank you to Sally Johnson for her dedication.
- Prayer Shawl Ministry: Members knit or crocheted shawls that were given to persons who were ill, in the midst of crisis, had suffered a loss, or were celebrating a special event such as Baptism or Confirmation. Thank you, knitters and crocheters!

Thank you to Union Church members, Pastors, staff, Common Ministry, and Inreach Ministry members for all your help and support throughout the year. God bless all of you.

Inreach Ministry: Larry Krueger (vice-chair), Dick and Bev Lathrop, Betty Bienash, John Feldhouse, and Jim Bienash (died October 5) who will be sadly missed by all of us.

## Young Christians in Action — YCA

Young Christians in Action (YCA) is a high school level youth group, open to all students grades 9 through 12, meeting once a week on Wednesday nights. We strive to strengthen our faith through discussion, activities and the bond of friendship. YCA is a very special group to every one of its members because of the sense of belonging we receive from our peers and advisors. It is a place where everyone is free to express themselves without judgment.

YCA would not be what it is today without the tremendous help of our advisors. They play an instrumental role in helping to plan our activities and keep everything running smoothly. This year we have two new faces on our team of advisors, Russ Mueller and Mary K. Bishop; additionally Jeff and Linda Larson have rejoined us for another term as advisors. The efforts put forth by the YCA advisors are greatly appreciated throughout the group as new ideas are introduced, traditions are upheld and memories are made. In June, our advisors of two years, Beth Lyman and Kristie Thie, completed their term. YCA would like to thank them both for their hard work and effort and wish them luck as they have new adventures in their own lives. They were amazing role models and best friends to us all. They will be greatly missed.

This past year, we elected a new leadership board into office. Officers hold meetings with the advisors once a month to plan activities and to update the group on business topics. Our officers are: Madison Danen (president); Anna Ziemendorf (vice president); Jacob Leiden (treasurer); Mark Harder (chaplain); and Megan Danen (publicity manager).

One of YCA's main goals is to make the world a better place. This past year we went on our mission trip to New Orleans, Louisiana. We worked with an organization called Camp Restore, a volunteer organization that is helping New Orleans recover from storms such as Hurricane Katrina. We spent a week working in various locations doing whatever they needed to get done. We helped out at a KIPP Charter school setting up classrooms for the upcoming school year, interacted with the community's senior citizens, worked on a horse rescue ranch and played with inner city kids at a day camp and vacation Bible school. It was a great week to make a difference and to really form great relationships both in and out of YCA.

We also perform service throughout our community. We helped out in the garden at Union Congregational, we volunteered at Howe Resource Center, and we Christmas shopped for a Howe family. Recently, we made care packages for YCA alumni for the holidays to let them know that we are thinking about them. Another Christmas-related event was taking part in setting up and decorating the big tree in Pilgrim Hall.

Along with our service, YCA likes to have fun every once in a while. Outside of the church walls, YCA connects with each other by bowling, wallyball at the YMCA, and hayrides with a bonfire at Rock K Ranch. As an annual tradition, we have our Christmas Party which includes a nice dinner and ornament exchange. Some YCA'ers participated in Jesus Core, a UCC convention in Green Lake, WI. It was a time to reflect, pray, and meet new people. We are looking forward to attending another one in early January.

In order for YCA to be able to partake in all of these different events, it needs funding. We put on many different fundraisers throughout the year. These included a car wash, pancake and porkie breakfast and pizza sales. New fundraisers that we have introduced this year include Seroogy's sales, and gift wrapping presents at a shopping center. We are in the process of planning YCA Presents for the new year as well, where the congregation can attend and show off their talents to the church.

YCA owes the church community a huge thank you for all of your support. We wouldn't be able to function without all of your help. YCA has become close this year, and are looking forward to the years to come!

Sincerely,  
Madison Danen, YCA President

## Women's Fellowship

### Women's Advent Reflection: "take this bread"

This year's Women's Advent reflection and dessert was held on Monday, December 1, 2014. Mild winter weather helped approximately 75 women gather in Pilgrim Hall that eleven table host/hostesses had once again turned into a land of enchantment with candles glowing and beautiful holiday décor. Elaine Moss played old favorite Christmas songs on the piano while six helpful men from Union brewed coffee and served punch as the ladies admired the tables and enjoyed a time of warm fellowship. Courtney Sherman announced the beginning of the program through the song "*Prepare Ye the Way of the Lord.*"

We were spiritually nurtured with scripture, readings, hymns, and prayer, and through a review of the book "take this bread" by Sara Miles. Sara began 10 successful food pantries in the poorest parts of San Francisco after her own communion conversion experience of being "fed." Sara teaches us that God feeds us with a radically inclusive love that calls us to give ourselves away, embrace outsiders as family, empty ourselves to feed and live for others with the promise that people will see God by cherishing all those different bodies the way God does.

We also were updated on the ministry of our own Souper Cooks who have fed guests at Green Bay's N.E.W. Homeless shelter seven times each year for the past 20 years – meals that have grown in number from 120 meals to 300 meals per night! Guests responded with a generous offering of \$610 to help Souper Cooks continue their ministry.

The program was also enriched with heartfelt Christmas music beautifully sung by Courtney Sherman and Chris Goodner and accompanied by Elaine Moss. Judy Larmouth, Sandy Polarek, Joyce Anderson, Cathy Putman, Susan Tucker and Deb Rose organized the event. We wish to thank all the willing and excited volunteers who helped make this special night possible.

Union's women are always encouraged to share ideas for new gatherings, groups, programming and events. This is your church family, so bring your ideas forward!

Susan Tucker

## Men's Fellowship

The Men's Fellowship continued to meet on the first Wednesday of the month for breakfast at Perkins on Oneida Street in Ashwaubenon at 7 a.m. At the breakfast, we share our joys and concerns along with the reports of our recent travels. In addition to fellowship time, we did service by helping with the Women's Advent event.

Ed Tucker

## Priscilla Circle

Priscilla Circle is open to all the women of the church. We usually meet on the fourth Tuesday of the month, excluding December and the summer months. We may not meet in January or February depending on the weather. Our meetings are announced in "Still Speaking."

We meet for dessert at 1 p.m. followed by a short business meeting and a program. We hear the joys and concerns of church members and review activities in the church. Our programs in the spring included presentations by Tom Martin and Pastor Gail Irwin. Tom talked about his volunteer work with a veterans justice advocacy group. Pastor Gail told about her experiences writing a book entitled "Toward The Better Country: Church Closure and Resurrection." Circle members talked about a significant possession at one meeting and later shared thoughts in a "game" designed to get to know one another better.

In September we each read To Kill a Mockingbird by Harper Lee and discussed it at our monthly meeting. In October Betty Brown talked about the process of writing Union Church in Ministry 1955-2013; we thanked Betty for this "labor of love" for members of Union. In November we learned about the origin and continuing work of Love Life, an organization devoted to helping young mothers of infants in Green Bay.

We purchase books for the church library in memory of members who have died, but this year we lost no one to death. We still miss Helen Patterson and Bev Hunsberger who moved from Green Bay last year in order to be closer to family members. This year Betty and Buck Greenlaw moved to Florida and we miss Betty as well.

The circle is proud of Vivian Stewart and Elaine Pamperin who have been long-time devoted members of the group and continue to attend regularly. We thank Margaret Hoffmann and Marge Roshong for calling each member monthly and keeping us in touch with members' concerns. Thanks, too, to our hostesses who provide snacks and beverages. This year we welcomed some new members and we are grateful for their participation. Margaret Hoffmann and Helen Krueger continue as the Coordinating Team.

New members are always welcome. Please join us in the English Room on the fourth Tuesday of the month.

Respectfully submitted,  
Helen Krueger

## OUTREACH MINISTRY

Outreach Ministry is counting our blessings!

26 volunteers for the Pride Alive booth this year, an outreach that has grown each year for 6 years.

25 years of EPH and Jubilee, a housing model started by Union, which now houses more families than any other Brown County program, with support from 20 local churches.

25 years of Souper Cooks, members out there in our community making meals for 300 people on a regular basis. Souper Cooks added 8 cooks to their rotating roster this year.

12 meals for St. John and NEW Community Shelter for the homeless in need of food and companionship.

9 years of Equal Exchange Fair Trade coffee helping small farmers build a better life for their families. Joann Broskey is our new coordinator. Thanks for stepping up, Joann!

8 summer brat sales, brought to you by many, many willing hands and customers, supporting our Outreach projects.

7 faithful, working and caring Outreach Ministry members: Ward Bacon, Mary Kay Bishop, Stacie Christian, Ross Logerquist, Cathy Putman, Pat Shafer, and Marty Thiel.

6 successful in-kind appeals for stuff for those in need in the community – the Undercover Challenge, BabyLove for House of Hope, for the Micah Center along with shorter term appeals Thank You, Villa Hope, School Kits and Vacation Care Packs.

5 opportunities for youth outreach included summer work at the Botanical Garden, Meals on Wheels, the Wildlife Sanctuary, Back to School Store and also Muffin Madness this fall. Mary Kay Bishop started this new effort and remains in touch with the kids as a friend and YCA advisor.

4 special offerings including One Great Hour of Sharing, the Housing Offering, Neighbors in Need and the Christmas Fund raised about \$7,000 to be used locally and globally in making a better world.

2 arks plus filled this year for Heifer Project. That's a lot of baas, clucks and head butts for this global effort.

2 AIDS recognitions including A Week of Prayer for AIDS in March and World AIDS Day on November 30.

1 God, one world. We're all in this together!

Respectfully submitted,  
Cathy Putman, chair

## **JOSHUA**

(Justice Organization Sharing Hope United for Action)

JOSHUA celebrated “A Decade of Doing Justice” at its annual banquet on November 7. The ecumenical group, which Union Church has supported since its founding, honored key moments in its history. Following are several highlights.

**Covenanting of JOSHUA:** After two years of organizing, JOSHUA was founded as an official organization in the spring of 2004. With eight faith communities covenanting in a shared commitment to strengthen relationships, identify issues of injustice, and take action to bring about the community our shared values called us to create.

**Treatment through Drug Courts:** JOSHUA began working on treatment instead of prison as its very first issue. Judge Donald Zuidmulder asked for JOSHUA to help gain support for Brown County’s first alternative court, the Drug Court, by helping the community understand its purpose and the need for the program and to secure needed funding for the county. The Drug Court has grown in Brown County over the past five years and has paved the way for the newly established Veteran’s Treatment Court and other specialty courts to begin in 2016.

**Reforming Prisons in Wisconsin:** WISDOM launched the 11×15 campaign to reduce the incarceration rate in our state and address many issues involving corrections. JOSHUA launched its involvement with the campaign by holding a powerful press conference on the steps of the Brown County Courthouse. The campaign offered nearly 50 presentations, met with state legislators, worked to gain support from local judges and law enforcement. In December JOSHUA again stood with leaders from around the state on the Capitol steps to launch its updated Blueprint for Ending Mass Incarceration which includes changing corrections policies on solitary confinement, parole, and reconfinement for technical violations.

If you would like to learn more about JOSHUA, contact Cathy Putman, Jan Bilty or Barbara McClure-Lukens, or visit the website <http://www.joshua4justice.org/>.

Respectfully submitted,  
Barbara McClure-Lukens and Cathy Putman

## **Ecumenical Partnership for Housing (EPH)**

This is a very brief overview of what EPH has been doing in 2014.

### **Families and Homes**

In 2014, EPH helped 47 families (50 adults and 114 children) with 22 transitional housing units. With the help of the Salvation Army and the support of our 20 partnership churches and other local agencies, we have been able to support, council and assist these families with their transition from homelessness into self-sufficiency.

We currently have 20 traditional transitional homes (which we own), one long-term supportive housing home (which we lease), and one new single-family home which we closed on December 2. We will place a family in our latest acquisition in early 2015.

### **New Partnership Churches**

This year we welcomed four new churches to our partnership family: Good Shepherd Lutheran, St. Norbert's College Parish, Bethel Lutheran, and Nativity of Our Lord. We are blessed to have the support of all 20 partnership churches for their prayers, volunteer work, and financial support. All our supporters provide the life blood of our programs and keep our mission alive and growing.

### **Long-term Supportive Housing**

In 2014, EPH started a Long-term Supportive Housing model. Our objective is to expand our EPH and TSA partnership role within the transitional housing model to include long-term (24 to 30 months) supportive housing and case management. This addresses the increasing need to supportive transitional housing for homeless families in our community.

Our vision and strategic direction is to expand our role within the transitional housing model in two ways:

1. To work with families on our waiting list who have some income and are experiencing situational poverty. There are cases of situational poverty that are on our waiting list that would benefit from receiving support, but not at the same level of intensity as required by the majority of our families.
2. To provide supportive housing and case management to families who have participated in our current transitional housing process, but are still experiencing barriers to either affordable housing or housing self-sufficiency.

Expansion will be accomplished through the existing rental properties currently available in our community. This is different than our traditional model of purchasing properties. Our long-term goal is to be able to work with landlords *before* a family becomes homeless.

### **Created an Endowment**

EPH was able to set up an endowment fund at the Greater Green Bay Community Foundation in 2014. To make a donation to the fund, donors may send a check to EPH with "endowment" on the memo line or they can send it directly to the Greater Green Bay Community Foundation for Ecumenical Partnership for Housing Endowment Fund.

Marlene Lanoue  
Union Board Member  
Ecumenical Partnership for Housing

## **WORSHIP MINISTRY**

Many volunteers are needed to help the members of the Worship Ministry fulfill its tasks. The committee arranges for lay readers, ushers, and communion servers. The Worship Ministry also works with the Senior Pastor to support the music program, lighting, the sound system, and altar care and decoration. If you have performed with one of the choirs, donated altar flowers, handed out a bulletin to a visitor, read a passage from the lectern or in the chapel, washed communion trays, or served communion, we thank you.

The Worship Ministry Core Team for the year consisted of Sandy Polarek (chair), Virginia Riggs (vice chair and communion coordinator), Gail Hohenstein (lay reader coordinator), Courtney Sherman (music director), and Pastor Steve Hartman. Other members supported specific worship functions in music, ushering, and altar care. We are grateful for their dedication.

### **Music programs**

- Dr. Courtney Sherman, music director, Chancel Choir director and musical contributor is a dedicated member of the worship team. We appreciate her gifts and talents.
- Ray Thompson, organist and accompanist, is generous in sharing his musical talents with us.
- Ruth E. Baker, children's music director, brings joyful voices to the service through the Children's Choir. She was also the director of liturgy and music for the Taizé services held through the season of Lent.
- Cheri Frusher, bell choir director, has reenergized the adult bell choir.

### **Ushers**

Susan Forsythe continues to organize the ushers for Sunday and special services. Susan and the many people who usher at each service are greatly appreciated for the assistance they provide.

### **Sound and lighting**

Tom Towill maintains the light and sound system. He has been more than willing to train people who are willing to learn the system.

### **Altar care and decoration**

Thank you to Jason Pues, Sharon Hassel, Ray Thompson, and Tom Towill who have taken on the responsibilities of caring for the altar at various times throughout the year. We enjoyed fresh cut flowers from many gardens during the summer and spectacular arrangements at special times throughout the year. A description of responsibilities for altar upkeep, design, and funding is in the process of being drafted.

### **Our church helper**

A special thank you to Judy Sharp who has been keeping the sanctuary organized and orderly since January 2010. Judy spends nearly every Wednesday moving through the pews, organizing hymnals, picking up refuse, restocking envelopes and attending to various other housekeeping details.

The Worship Ministry assisted in special services throughout the year. The Christmas Eve services, scheduled for 3:00 p.m. and 9:00 p.m., were well planned, well attended, and full of the love and joy of the Advent Season. Our church participated in the annual downtown churches Christmas Walk on December 29 and the Thanksgiving service on the Tuesday before Thanksgiving which was planned by many churches and the synagogue in the downtown area. We offered many services during Lent and Holy Week allowing members to attend at times convenient to them: evening, noon hour, and two services on Easter Sunday. The Ash Wednesday service included ashes for those wishing to receive them. Communion was shared on Maundy Thursday and at the early Easter service. We continued

Taizé services during the five Wednesdays in Lent and the first Wednesday in May. Ruth E. Baker put together the service, Ray Thompson provided the music, Carolyn Goyne made sure there was a warm and inviting setting, and members in attendance volunteered to read. It was a wonderful service of music, reflection, chants, and quiet time.

One of the concerns that Worship Ministry addressed this year was safety. We held a meeting with ushers, faith formation leaders, and other interested congregation members to discuss the use and upkeep of the defibrillator, the need for members to be CPR trained, the status and location of first aid kits, and Safe Sanctuary. We are thankful for Gail Carels and Gail Irwin who shared their knowledge with us.

The Worship Ministry is very thankful for the leadership of Rev. Steve Hartman. His faith, experience, knowledge, openness, and quiet sense of humor have served us well during this interim time. We could not have asked for a better leader for our Ministry and the church. Thanks, Steve.

As chair of the Worship Ministry, I also want to thank those on the core team, those who support the work of the ministry, Rev. Gail Irwin, the office staff, and the congregation for their dedication to the worship life of Union Congregational UCC. Please consider lending your talents to this ministry when called upon.

Respectfully submitted,  
Sandy Polarek, Worship Chair

## **NEW MEMBER MINISTRY**

The mission of the New Member Ministry is to welcome new members into the church and to make current members and visitors feel welcome. We do this by hosting coffee fellowship time, greeting, and facilitating the integration of new members into our church family.

As a welcome gift to church visitors, we give jars with cookie mix. We would like to thank everyone who has donated ingredients to this mission.

In 2014, we added twelve new members and their families. Eight new members joined on April 13, 2014 and four new members joined November 9, 2014.

We also held a New Member 101 class led by Carol Bowley, Lloyd Schaefer and Betty Brown. This four-week class was held on Sunday mornings and repeated on Tuesday evenings. It was designed to help people learn more about Union and to grow in their faith.

Thank you to all the greeters, coffee hospitality hosts, and all the people who have helped our ministry in any way. We are always looking for more people to help with these events. Please contact anyone on the committee if you would be willing to help.

The New Member Ministry includes Michael Bloss, Betty Brown, Gary Meyer, Lloyd Schaefer and Jone Wood. Thank you for working so hard on this committee. Your work is appreciated!

We meet the first Tuesday of the month at 5:30 p.m. We invite anyone who is interested to join us.

Respectfully submitted,  
Nancy Gibson, chair

## STEWARDSHIP MINISTRY

### Every Member Canvass (EMC) Pledge Campaign Results

Union Church finished 2014 with total income exceeding our total expenses, but it took a lot of effort! We started 2014 with a deficit in income to date versus expenses paid, and the total pledged for 2014 at that time was \$100,000 below our anticipated needs. In March, the EMC Team (a.k.a. Generosity Team) met with Stewardship Leadership, and the group decided that ordinary follow-up to the campaign would not be sufficient. With approval of the congregation, an EMC 2nd Mile Campaign was conducted last spring, and the Congregation generously pledged an additional \$50,000. Common Ministry and staff worked together last summer and identified additional ways to cut spending. All of this effort combined to produce a good outcome. So thank you all: those who gave, those who pledged and gave, those who gave generously beyond what was pledged, those who found ways to reduce spending, and all those volunteers who worked very hard on the pledge campaigns and follow-up!

The EMC Pledge Campaign to support Union's 2015 budget was started earlier this year so that it could be completed in time to report results and adjust Union's 2015 plans accordingly before the 2015 Congregational Meeting. At the time of this report, we estimate that total pledges will be \$405,000. This is significantly better than at this time last year, but still lower than our goal. Common Ministry meets prior to the January Congregational Meeting, and they will plan further budget adjustments. Again, thank you very much for all the pledges, offerings and gifts we have received and to all who have worked on the 2015 campaign!

### Capital Campaign

On April 6, 2014, the Congregation approved the revised Capital Projects list (prioritized list attached), and a Capital Pledge Campaign to raise \$310,000 over three years was conducted in concert with the spring EMC 2nd Mile campaign. To date, over \$240,000 has been pledged and we have received funds totaling over \$160,000 (2014 income plus early gifts received in 2013). Although the funds on hand are short of the total needed to complete the list of projects, we have had enough to begin. A subgroup led by Jeff Carels started to work.

Besides the new security system completed in late 2013, the following projects are finished:

- The office phones and phone system replacement
- Payments and penalty-free pre-payments have been made on the (boiler project) bank loan to minimize loan interest cost
- Parking lot resurfacing and refinishing
- English Room fireplace chimney draft and safety improvements

Projects in progress and that will be completed soon:

- Pew pads
- Chairs for Pilgrim Hall
- Pew repairs and refinishing

More capital pledges and especially pledge payments will be needed before the rest of the projects can be completed. This need will be communicated to the congregation and reminders will be sent out that pledges and pledge income are needed for years two and three of this three-year capital project effort. Our goal is to have sufficient funds before summer 2015 to cover the cost of the lighting and wiring projects. Although it reduces Union's ability to deal with other needs and opportunities, the loan from the Gifts and Memorials Fund will not be repaid until after we have the other maintenance projects covered.

Late in 2014, Union received a gift in memory of Jim Bienash from Betty Bienash and family friends for use to improve accessibility. A project team has begun to work toward installing a hearing

loop system in the sanctuary to provide a boosted signal for users of hearing aids. Other accessibility work will be completed as funds are available.

### Buildings and Grounds

Longtime sexton Mike Van Straten retired in January. Mike was a valuable employee of the church. We miss him and wish him well in his retirement.

Scott Ingram started as full-time sexton (building and maintenance supervisor) in January. Scott has done a fine job in his duties and he has worked well with Stewardship, staff and the congregation. We are very happy to have Scott on board!

In 2014, we did not employ a part-time sexton. Part of the plan to make this possible was to do more things with volunteer help. Jeff Carels and Bill Johnson planned and led a series of Congregation Work Days to do cleaning, oil woodwork and interior painting. Thanks to their leadership and to all of the energetic volunteers, many areas are much fresher and brighter now. We plan to continue to have Work Days in 2015.

Joan Robb and Julie Macier along with their Snippers and Weeders did a fine job tending our outdoor planting and gardens, and they did so on a very small budget. Thanks!

I would like to thank the members of Stewardship Ministry and committee members for their hard work this year. Thanks to our Pastors and Moderator for their participation and support, and thanks to the church staff. And many thanks to John Shier who co-chaired both the spring and fall pledge campaigns.

David Thie, chair

### Ministry Members

Lou Norsetter (vice chair), Jeff Carels, Bill Johnson, Chuck Krueger, Todd Kane, Katie Klaus, Bruce Shafer (Treasurer), Jeff Zahn, Chuck Krueger, and Rick Van De Hey

## Capital Maintenance Projects

(listed in priority order from 1 to 11)

Project		Cost	Timing	Comments
Replace phone system	Hardware and system were replaced giving us more features like caller ID and a cordless phone.	\$1,500	completed	Used system saved over \$3,500
Repair heating system Repay boiler loan	The project cost \$111,543 plus interest on the loan. We will pay back the loan on a schedule that minimizes the total cost of interest + penalties. The estimated total cost was reduced in Sept. 2014 to \$120,000 based on a new interest cost estimate.	\$120,000	completed	Estimated cost was \$130,000
North parking lot	The area around the catch basin is sinking due to erosion under the asphalt. This project will address the cause of the erosion, regrade and resurface the parking lot. The entire parking lot will be sealed and restriped.	\$9,800	completed	Original ball park estimate was \$20,000
Fireplace/chimney	Install draft fan and safety controls on the English Room fireplace/chimney.	\$8,624	completed	Volunteer donor
Repair and refinish pews	Repairs including cracked pew supports, seats and rails. All joints will be checked and secured. Three pews will be shortened to allow for wheelchair access. (contractor estimate for access mods less than \$3,000; 'moved' that \$3,000 into 'pew pads'.)	\$12,000	Began fall 2014	Was \$15,000. Taking awhile to get a plan to use in-house labor
New chairs for Pilgrim Hall	Current chairs are up to 50 years old and cannot be maintained. Purchase new chairs to replace old.	\$2,000	In progress	Individual has pledged
Pew pads	Replace existing pads. Probably will be less than \$15,000. To do pads, we should also do pew repairs and modifications. Added \$3,000 from repairs.	\$18,000	Placed order in fall 2014	These will arrive shortly after Jan. 1, 2015
Replace and renovate lighting	The lanterns in the sanctuary will be rebuilt with LED sockets and lamps. New wiring will be installed from the lanterns to the switches and the switches will be replaced with dimmers. In the chancel, new lighting will be installed to increase the amount of light for the choir.	\$10,000	As soon as pledge funds come in	Doing this in summer 2015 will be less disruptive to worship than during winter
Replace carpeting in sanctuary	The carpeting in the chancel will be removed and the hardwood floor will be refinished. A carpet runner will be added if it is deemed necessary.	\$3,500	Depends on funds	
Lighting in Pilgrim Hall & west entrance canopy	Replace light fixtures in Pilgrim Hall with LED fixtures and globes that are safer to handle. The recessed lights in the west canopy will be replaced with LED light fixtures.	\$2,000	Depends on funds	Allowance for Pilgrim Hall fixtures. Other costs in sanctuary bid.
Loan for tuckpointing and parking lot	This project will repay the loan from Gifts and Memorials (G&M) that was used to tuckpoint the exterior of the church and repave the parking lot.	\$103,000	Pay last	Completed earlier using G&M loan

**Total Cost \$290,424**

When campaign launched in April 2014, this estimate was \$304,200

## **MEMORIAL GARDEN TRUSTEES**

Our Memorial Garden was established in 2001 to provide a place for members and friends of Union Church to inter cremated remains in a crypt, or to purchase a commemorative wall plaque in memory of an individual. The Garden is located outside of the southwest corner of the church and can be entered from the sidewalk on the south side of the church or from the parking lot behind the church. Both entrances have an attractive gate identifying the Garden. The wall plaques are installed on the south wall of the church, overlooking the Memorial Garden.

The Garden contains single crypts and double crypts for couples. Crypts can be purchased before death by an individual or family to reduce the final arrangement decisions of the family after death. Crypts in the Memorial Garden offer an ideal solution for people that do not have a family burial plot or have not purchased mausoleum space. There are presently 16 crypts and 9 wall plaques in the Garden.

The Garden has an endowment fund invested with the United Church of Christ Foundation to provide money for perpetual care of the Garden. During the past two years more than \$3,000 has been spent for landscaping and improvements in the Garden.

The Memorial Garden trustees encourage our church members to visit the Garden to see the design of the crypts and the wall plaques, and to consider the purchase of a crypt or wall plaque for themselves or for a family member. An attractive framed picture of the Garden is on the wall in Pilgrim Hall, with an adjacent container of brochures describing the Garden.

Additional information about the Garden can be obtained from any of the trustees:

Bob Fahres, chairman

Phil Hauck, crypt manager

Joan Robb, garden maintenance coordinator

## **COMMUNICATIONS COORDINATOR**

Union's communications efforts continued to grow in 2014. In August, we launched a beautiful new website built on the Wordpress platform; allowing multiple contributors for content, live streaming of Union sermons, interactive FAQs and many other advanced engagement features.

Our weekly Friday email communication "Still Speaking" received a big upgrade by moving to a dedicated email platform. We now have insights into who reads our emails and what most interests readers. The first Friday email to go out via the dedicated platform (Mail Chimp) was sent on February 29, 2014 to 293 members and friends of Union Church.

As marketing evolves in today's online and social media world, so has our focus. Using this trend to our advantage, we were able to cut the 2014 marketing budget significantly by electing to move the majority of our marketing to the online world, meeting seekers where they are: mainly social media and search engines such as Google and Bing.

Shaun Shouldeen

## NOMINATING COMMITTEE

The Nominating Committee is pleased to present the following persons for nominees as officers of the church, chairperson and vice-chairperson positions for the church ministries, elected members of committees, and elected representatives to EPH and Mayflower Nursery School. Each has responded to this call to accept the leadership positions of our church's Lay Ministry. If elected, these nominees will begin their service upon the conclusion of the Annual Meeting held on January 25, 2015. Thank you to all who have served as our church's elected leaders and to those who continue to serve with their time and talents to ensure the ongoing ministry of Union Church.

<b>Moderator</b>	Lou Norsetter (1st term, 2 years remaining)
<b>Vice-Moderator</b>	Todd Kane (2nd term, 1 year remaining)
<b>Clerk</b>	Gail Hohenstein (3rd term, 2 years remaining)
<b>Treasurer</b>	Jeff Carels (1st term, 2 years remaining)

### Ministries

<b>Education</b>	<b>Outreach</b>
Chair	Chair Cathy Putman (2nd term, 2 yrs remain)
Vice-Chair Julie Thiel (2nd term, 2 yrs remain)	Vice-Chair Mary K. Bishop (1st term, 2 yrs remain)

<b>Gifts and Memorials</b>	<b>Stewardship</b>
Co-Chairs Gary Hassel (2nd term, 2 yrs remain) Larry Rose (1st term, 1 yr remain)	Chair David Thie (1st term, 1 yr remain) Vice-Chair *Jeff Zahn (1st term, 2 yrs remain)

<b>Inreach</b>	<b>Worship</b>
Chair	Chair Sandy Polarek (2nd term, 2 yrs remain)
Vice-Chair Larry Krueger (2nd term, 2 yrs remain)	Vice-Chair Virginia Riggs (1st term, 1 yr remain)

<b>New Member</b>	<b>Communications Coordinator</b>
Chair	Co-chairs Shaun Shouldeen (2nd term, 1 yr remain)
Vice-Chair Lloyd Schaefer (1st term, 1 yr remain)	

<b>Nominating Committee</b>	<b>Mayflower Nursery School Liaisons</b>
Chair *B. McClure-Lukens (1st term, 2 yrs remain)	(elected for one year)
Vice-Chair	Judy Larmouth

**Delegate, Ecumenical Partnership for Housing**  
Marlene Lanoue (1st term, 2 years remaining)

<b>Pastoral Relations Committee</b>	<b>Personnel Committee</b>
Erika Wachter (1 year)	John Wirch (1 year)
Lloyd Schaefer (2 years)	Katie Klaus (2 years)
Gary Hassel (3 years)	*Bruce Shafer (3 years)
*Elaine Moss (4 years)	

(\* ) indicates a person nominated for election

Respectively submitted,  
Pat Shafer, chair

## MEMBERSHIP STATISTICAL REPORT for 2014

### ACTIVE MEMBERS ADMITTED:

#### By Reception:

1. **Angela Bailey** – April 13 – confession of faith
2. **Matthew Bailey** – April 13 – confession of faith
3. **Benjamin Giese** – April 13 – reaffirmation of faith
4. **Betty Greenlaw** – April 13 – confession of faith
5. **Gerald Johnson** – April 13 – confession of faith
6. **Harlen Kalbus** – April 13 – confession of faith
7. **Rebecca Kitchen** – April 13 – confession of faith
8. **Irene Kress** – November 9 – Reactivation
9. **Pamela Phillips** – November 9 – letter of transfer
10. **Rebecca Saguaro** – November 9 – confession of faith
11. **Kevin Sheier** – April 13 – confession of faith
12. **Jammie Verstoppen** – November 9 – letter of transfer

#### By Confirmation:

1. **Ethan Harris Bacon** – May 18
2. **Richard Christopher Bierman** – May 18
3. **Nathaniel L. Leiden** – May 18
4. **Nickolas Glyn Myers Olson** – May 18
5. **Madeline Mary Van De Hey** – May 18

## **ACTIVE MEMBERS REMOVED:**

### **By Death:**

1. **Oliver W. Martin III** – 55 – died April 19; Memorial Service at Riverside Church, New York City, NY on August 16. Cremated.
2. **Donald W. Larmouth** – 73 – died June 12; Memorial Service at UW-Green Bay on June 20. Pastor Jerry Kuehn officiating.
3. **Jean Morrison** – 88 – died July 16; Private Service at Oakwood Cemetery in Berlin, WI.
4. **Judith L. Wochos** – 91 – died July 21; Memorial Service at Newcomer Funeral home on July 28. Pastor Jerry Kuehn officiating.
5. **William James Bienash** – 64 – died October 5; Funeral Service at Union Church on October 8. Pastor Steve Hartman officiating.
6. **John Christian Viets** – 89 – died December 13; Memorial Service at Union Church on December 29. Pastor Gail Irwin officiating.
7. **Donna Mae Dacey** – 89 – died December 25; Private Service held.

### **By Transfer:**

1. **Martha Bonnie** – to Ascension Lutheran Church, Green Bay, WI
2. **Spencer Bonnie** – to Ascension Lutheran Church, Green Bay, WI
3. **Robert Sands** – to First Congregational United Church of Christ, Appleton, WI

### **By Member Request:**

1. **Laura Weber**
2. **William Ziemendorf**

## MEMBERSHIP STATISTICS

Active Membership: December 31, 2013: **550**

### Members added to Active Roll:

By reception ..... 11  
By confirmation ..... 5  
By reactivation ..... 1

TOTAL ADDED ..... 17

### Members removed from Active Roll:

By death ..... 7  
By transfer..... 3  
By member request ..... 2  
By placing on Inactive Roll ..... 0

TOTAL REMOVED..... 12

Active Membership: December 31, 2014: **555**

## BAPTISMS: Infants and Children

1. **Trevor James Rozek** – born February 15, 2009 in Green Bay.  
Baptized February 9 at Union Church by Pastor Steve Hartman.  
Parent: Jessica Rozek
2. **Amelia Grace Manz** – born December 9, 2013 in Milwaukee, WI.  
Baptized March 23 at Union Church by Pastor Steve Hartman.  
Parents: Becky and Andrew Manz  
Grandmother: Stacie Christian
3. **Maura Deborah Bailey** – born December 5, 2013 in Green Bay.  
Baptized April 13 at Union Church by Pastor Steve Hartman.  
Parents: Angela and Matthew Bailey
4. **Christina Margaret Gillespie** – born December 2, 2013 in Green Bay.  
Baptized May 4 at Union Church by Pastor Steve Hartman.  
Parents: John and Sarah Gillespie
5. **Jayden Michael Stewart** – born February 11, 2014 in Green Bay.  
Baptized May 25 at Union Church by Pastor Steve Hartman.  
Parents: Sarah and Marquese Stewart
6. **Alexis Lynn Theiss** – born May 20, 2014 in Green Bay.  
Baptized August 10 at Union Church by Pastor Steve Hartman.  
Parents: Matt and Jessica Theiss
7. **Caliana Marie Frederick** – born December 13, 2011 in Green Bay.  
Baptized August 17 at Union Church by Pastor Steve Hartman.  
Parents: Richard Frederick and Kristy Howard

## **BAPTISMS: (continued)**

8. **Charlotte Anne Holstead** – born June 2, 2014 in Green Bay.  
Baptized September 21 at Union Church by Pastor Steve Hartman.  
Parents: Mike and Jenell Holstead
9. **Arwin Rigby Magyar** – born August 27, 2014 in Green Bay.  
Baptized October 26 at Union Church by Pastor Steve Hartman.  
Parents: Andy and Kim Magyar
10. **Kaydance Ann-Marie Mueller** – born November 6, 2013 in Green Bay.  
Baptized December 28 at Union Church by Pastor Gail Irwin.  
Parents: William Mueller and Katie Hurzeler

## **BAPTISMS: Adult**

1. **Harlen Boniface Kalbus** – born October 25, 1983.  
Baptized April 13 at Union Church by Pastor Steve Hartman.

## **MARRIAGES**

1. **Byron William Greenlaw and Betty Lou Hincks** at Union Church January 4.  
Pastor Steve Hartman officiating.
2. **Nicholas Adam Lenz and Charity Jean Ramer** at Union Church March 22.  
Pastor Steve Hartman officiating.
3. **Nikolas Steven Meurett and Jessica Lynn Tucker** at Union Church May 31.  
Pastor Steve Hartman officiating.
4. **Laura Louise Lyman and Eric Daniel Dorn** at Union Church June 14.  
Pastor Steve Hartman officiating.
5. **Gregory Paul Cheadle and Lindsey McCordle Heinz** at Madison, WI September 4.  
Pastor Steve Hartman officiating.
6. **Beth Elyse Lyman and Brett Michael Piontek** at Union Church October 11.  
Pastor Gail Irwin officiating.
7. **Stephen Michael Mueller and Beverly Noelle Pence** at Union Church November 1.  
Pastor Steve Hartman officiating.

## **NON-MEMBER DEATHS**

1. **See Sengkhammee** – 36 – died February 16; Funeral Service at Proko-Wall Funeral Home on February 22. Pastor Steve Hartman officiating.
2. **Rita Virginia Kuver** – 83 – died May 3; Memorial Service at Hansen Funeral Home on May 6. Pastor Steve Hartman officiating.
3. **Allison Helgeson** – 48 – died June 24; Memorial Service at Cotter Funeral Home on June 29. Pastor Steve Hartman officiating.

## Membership and Attendance Data for the Last 20 Years

<u>Year</u>	<u>Membership</u>	<u>Avg. Attendance</u>	<u>Easter</u>	<u>Christmas</u>
2014	555	135	316	387
2013**	550	149	318	346
2012	567	183	329	397
2011	539	184	329	359
2010**	528	204	402	357
2009**	580	207	367	310
2008	592	212	330	342
2007	581	208	452	310
2006	559	220	348	360
2005**	521	219	329	360
2004	642	222	313	360
2003	621	197	332	354
2002	607	206	257	377
2001	583	208	314	353
2000	565	196	286	319
1999	549	193	276	317
1998*	547	189	296	322
1997	589	190	404	325
1996	585	189	300	319
1995	576	182	293	327

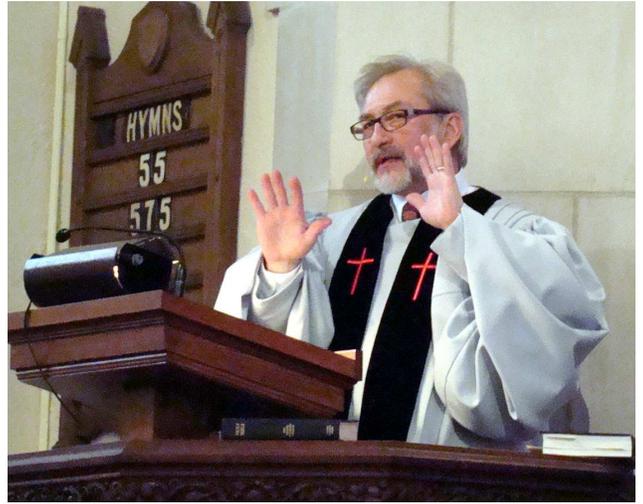
\* membership rolls reviewed by the Board of Deacons and Deaconesses

\*\* membership rolls reviewed by the Common Ministry

Ray Thompson



Steve Hartman



Christmas Eve



March 2014



Christmas Eve photo taken by Tom Towill; others taken by Eric Goska

# **Financials**

**for  
2014**

## Union Congregational United Church of Christ Balance Sheet December 31, 2014

### Assets

#### Cash

Associated Bank Checking	\$	36,530	
Associated Bank Money Market	\$	155,516	
Total Cash			\$ 192,045

#### Gifts and Endowments

UCF: Killoran Scholarship Fund	\$	82,973	
UCF: General Gifts/Endowments	\$	59,422	
UCF: Memorial Garden	\$	21,590	
UCF: Cora Nelson	\$	262,154	
UCF: Bagby Theological	\$	7,830	
Associated Trust: General Gifts/Endowments	\$	78,741	
Associated Trust: Memorials Foundation Principal	\$	469,069	
Total Gifts and Endowments			\$ 981,779

Waitzmann Loans Receivable	\$	105,965	
Accounts Receivable	\$	6,337	

Total Assets \$ 1,286,126

### Liabilities and Fund Balances

Prepaid Pledges	\$	40,402	
Bank Loan	\$	48,237	

General Fund Balance \$ 51,615

#### Gifts and Memorial Funds

Memorial Foundation Spendable	\$	93,762	
Memorial Foundation Principal	\$	469,069	
Cora Nelson/Outreach	\$	262,151	
General Gifts/Endowments	\$	150,048	
Killoran Scholarship Fund	\$	83,473	
Memorial Garden	\$	22,160	
Building & Grounds	\$	(106,379)	
Special Gifts	\$	15,539	
Total Gifts and Memorial Funds			\$ 989,823

#### Other Funds

Jubilee House Fund	\$	2,048	
Capital Campaign	\$	37,919	
Waitzmann Condo Loans	\$	105,965	
Sabbatical Fund	\$	4,137	
Specific Giving Fund	\$	3,414	
Women's Ministry	\$	2,465	
Outreach	\$	100	
Total Other Funds			<u>\$ 156,049</u>

Total Liabilities and Fund Balances \$ 1,286,126

## Year 2014 Treasurer's Report

	2014 Budget	2014 Actual
<b>INCOME</b>		
Pledge Income	\$ 438,950	\$ 442,491
One-time Gifts	\$ 3,000	\$ 2,943
No Pledge Income	\$ 13,500	\$ 22,326
Loose Offering	\$ 4,200	\$ 4,932
Church School	\$ 50	\$ 56
Prior Year Pledges	\$ 5,000	\$ 3,850
Investment Income	\$ -	\$ 209
Room Rentals	<u>\$ 8,500</u>	<u>\$ 8,800</u>
<b>Total Operating Income</b>	<b>\$ 473,200</b>	<b>\$ 485,607</b>
<b>PROGRAM EXPENSE</b>		
Worship Ministry	\$ 7,680	\$ 5,414
Education Ministry	\$ 6,800	\$ 4,463
In-Reach Ministry	\$ 5,602	\$ 5,417
Outreach Ministry	\$ 23,768	\$ 23,680
Stewardship Ministry	\$ 250	\$ 412
New Member Ministry	\$ 500	\$ 406
Publicity	<u>\$ 5,850</u>	<u>\$ 4,014</u>
<b>Total Program Expense</b>	<b>\$ 50,450</b>	<b>\$ 43,806</b>
<b>GENERAL EXPENSE</b>		
Pastor Staff Expense	\$ 160,690	\$ 156,482
Lay Staff Expense	\$ 169,010	\$ 158,708
Building and Maintenance Expense	\$ 73,550	\$ 72,398
Administrative Expense	<u>\$ 19,500</u>	<u>\$ 15,150</u>
<b>Total General Expense</b>	<b>\$ 422,750</b>	<b>\$ 402,738</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 473,200</b>	<b>\$ 446,545</b>
<b>NET INCOME (Operating Income Less Expenditures)</b>	<b>\$ -</b>	<b>\$ 39,063</b>

<u>2014 Outreach Summary</u>	
<b>BUDGETED OUTREACH</b>	<b>\$ 23,680</b>
<b>NON-BUDGETED OUTREACH</b>	
One Great Hour of Sharing	\$ 2,718
Neighbors in Need	\$ 1,521
Christmas Fund	\$ 1,738
Heifer Arks	\$ 13,937
Parson's Purse	\$ 2,965
Housing/Homeless	\$ 2,221
Special Offerings	\$ -
Waitzmann Loan Foregone Interest	\$ 6,358
Gifts & Memorials Outreach Grants	<u>\$ 22,389</u>
<b>Total Non-Budgeted</b>	<b>\$ 53,847</b>
<b>TOTAL OUTREACH</b>	<b>\$ 77,527</b>

## GIFTS AND MEMORIALS MINISTRY

The Gifts and Memorials Ministry was established by amendment to the church Bylaws in January 2007. The Ministry has two sub-parts, the Asset Management Committee and the Distribution Recommendation and Review Committee.

The primary responsibilities of the Asset Management Committee are to:

- Maintain planned giving program to attract gifts and memorials
- Manage and oversee the assets of the G/M funds
- Recommend annual spending parameters for the Gifts & Memorial Funds to the Common Ministry that: 1) maintain strength of funds and 2) respond to the church's vision
- Recognize contributors to the G/M Funds

The primary responsibilities of the Distribution Recommendation and Review Committee are to:

- Encourage, receive and review requests for use of the G/M funds
- Make recommendations to the Common Ministry concerning their use

The Committees are to meet at least twice per year to coordinate principles of vision, management and need.

The Union Congregational United Church of Christ Gifts and Memorials program exists to promote and steward charitable contributions for non-operating budget purposes, with particular emphasis on projects initiated and supported by church members that advance the local community, sustain the church's physical resources, or support or encourage other initiatives that further the church's mission. The Gifts and Memorials program is intended to complement, but not replace or compete with, the church's annual Every Member Canvass, regular special giving (e.g., Neighbors in Need, One Great Hour of Sharing), or periodic capital campaigns.

The Asset Management Committee met quarterly to review financial results and to plan for ongoing educational efforts.

The following persons are members of the Ministry:

### Distribution Recommendation and Review Committee

Gary Hassel, Chair	David Brown	Gail Carels	Sandy Polarek
Helen Patterson	Sue Whittemore	Bruce Shafer, ex-officio	

### Asset Management Committee

Larry Rose, Chair	Marlene Lanoue	Bruce Shafer, ex-officio
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For 2014, the following distributions were approved:

- \$12,750 for scholarships from the Killoran Scholarship Fund
- \$5,000 to Lakeland College African Fund
- \$8,000 to Mayflower Nursery School for two scholarships
- \$3,202 for Union Church office computers
- \$8,179 for the Cady/Brown church history books.

Thank you to those who served on the committee. It has been a pleasure to serve.

Respectfully submitted,  
Gary Hassel and Larry Rose

## 2014 Total Gifts and Memorials Fund Activity Report

### Total Gifts and Memorials Fund Activity 2014

Beginning Balance 01/01/2014:	\$ 1,000,720
Plus Total Income and Additions:	\$ 39,650
Less Expenses and Grants:	<u>\$ 50,547</u>
Equals Ending Balance 12/31/2014:	<u><u>\$ 989,823</u></u>

#### Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$ 7,270
Memorial Garden donations/purchases	\$ 500
Total Investment Return	<u>\$ 31,880</u>
	<u><u>\$ 39,650</u></u>

#### Expenses and Distributions from Gifts and Memorials Funds:

##### Facility

Memorial Garden expenses	\$ 989
New server computer	\$ 3,202
Digital scanner	\$ 230
Library computer and shelves	\$ 1,209
Mize stained glass window	\$ 47
	<u>\$ 5,677</u>

##### In-Reach/Program

Church Retreat	\$ 632
Cady/Brown history books	\$ 8,179
	<u>\$ 8,812</u>

##### Outreach

Transportation to church	\$ 14
Mayflower scholarship grant	\$ 8,000
Killoran Scholarships	\$ 12,750
Lakeland College Zawadi African Fund	\$ 5,000
Moon Beach cabin restoration	\$ 5,000
Youth With a Mission	\$ 1,500
Hooray for 3	\$ 1,000
EPH endowment	\$ 1,000
	<u>\$ 34,264</u>

#### Other Expenses and Distributions

Transfer English Room Fund to Capital Fund	\$ 1,795
	<u>\$ 1,795</u>

Total Expenses and Distributions	<u>\$ 50,547</u>
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# Our Church Staff

(as of December 31, 2014)

Intentional Senior Minister .....	Steven B. Hartman
Interim Minister of Program and Christian Education .....	L. Gail Irwin
Pastor Emeritus .....	John J. Staton
Administrative Assistant.....	Eric Goska
Financial Secretary.....	Winnie Hutjens
Music Director .....	Courtney Sherman
Music Director Emeritus.....	Marshall Moss
Organist.....	Ray Thompson
Adult Handbell Ensemble Director.....	Cheri Frusher
Children’s Choir Director .....	Ruth E. Baker
Librarian.....	Cathy Putman
Audio Coordinator .....	Tom Towill
Building and Maintenance Supervisor.....	Scott Ingram
Nursery Attendants .....	Sylvia Garrido
	Kathy Johnson
	Stella Linzmeyer

Office Phone..... (920) 437-9266  
 Fax Number..... (920) 437-3765

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 Financial Secretary .....finance@unionucc.com  
 Pastor Steve..... steve@unionucc.com  
 Pastor Gail..... gail@unionucc.com

Visit our website at [www.unionucc.com](http://www.unionucc.com)