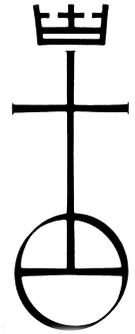
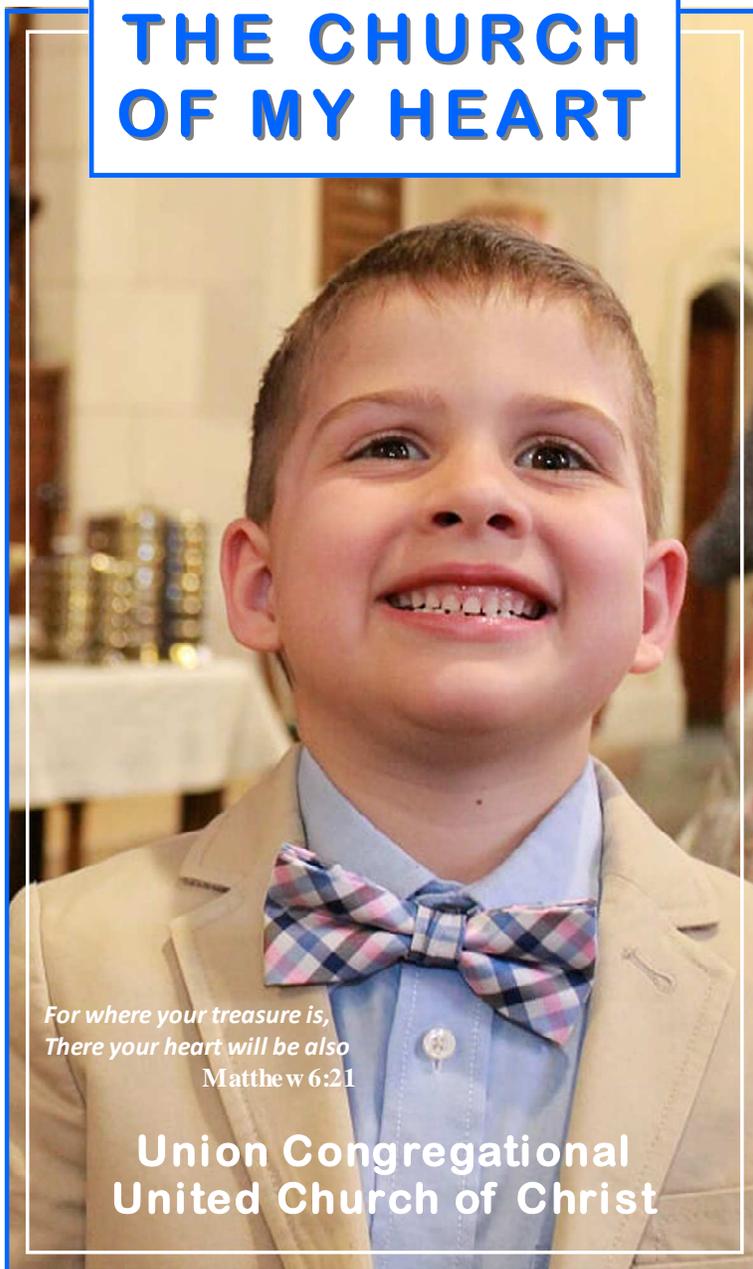

Union Congregational
United Church of Christ



**THE CHURCH
OF MY HEART**



Annual
Report
for 2018

**Union Congregational
United Church of Christ**
716 South Madison Street
Green Bay, Wisconsin 54301

920-437-9266
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183rd Annual Meeting



**Our Annual Meeting
Sunday, January 27, 2019**

The 183rd Annual Meeting of
Union Congregational United Church of Christ
will convene immediately following worship
on Sunday, January 27.

- Reports will be received, retiring Ministry chairs and vice-chairs will be recognized; elections will be held for new leaders of our congregation.
- The 2019 budget will be proposed, discussed and adopted.
- We will vote to renew our membership in JOSHUA for 2019.

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

On the Cover

Charlie Reese, son of Clay and Christie Reese, appeared on the cover of the 12-page booklet, *The Church of My Heart*, which was mailed as part of Union Church's annual pledge campaign in the fall. As Pastor Bridget Flad Daniels noted, "This booklet is still another way to describe the amazing things that happen, day in and day out, through Union, because of your generous and faithful giving to our ministry."

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UNION CONGREGATIONAL UNITED CHURCH OF CHRIST
Green Bay, Wisconsin

183rd Annual Meeting
Held in the Sanctuary following the Worship Service
Sunday, January 27, 2019

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

Call to Order	Sandy Polarek Moderator
Constituting Prayer and Memorial Moments	Bridget Flad Daniels Senior Minister
Declaration of Quorum	Gail Hohenstein, Clerk
Opening Remarks	Moderator, Pastor
Approval of Minutes	Clerk
Annual Reports: Highlights, Questions	Ministry Chairs
Presentation of the 2019 Budget	Jeff Carels, Treasurer
JOSHUA Membership for 2019	Jeff Gibson
Recognition: Retiring Ministry Chairs	Moderator
Nominating Committee Report	Lou Ann Norsetter
Litany for Commissioning: New Members of Common Ministry and Committees	Moderator, Pastor, Congregation
Other Business	Moderator
Benediction	Dr. Jon Pahl Minister of Faith Formation and Community Engagement

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 182nd Annual Meeting of January 28, 2018 and the Special Congregational Meeting of March 18, 2018 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 183rd Annual Meeting.

Respectfully submitted,
Gail Hohenstein, Clerk

MINUTES OF THE 182nd ANNUAL MEETING January 28, 2018

CALL TO ORDER: The 182nd Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Sandy Polarek at 11:10 a.m. in the Sanctuary.

CONSTITUTING PRAYER AND MEMORIAL MOMENTS: Pastor Bridget Flad Daniels led the congregation in prayer that included the following member who died this past year:

Richard Johnson

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, 2017, Union Congregational United Church of Christ had 530 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

OPENING REMARKS:

Moderator Sandy Polarek remarked on the importance of our Congregational meeting. We have gathered in this way for 182 years and the Christ spirit continues to be active. The Annual Report has provided information on the past year and on our plans for the future. She expressed thanks for those who have served in leadership roles in the Church, for those who continue to serve, and those who have stepped into new roles. We have 182 years of love and service. Finally, she thanked Michael Lukens who agreed to serve as Parliamentarian for this meeting.

Pastor Bridget Flad Daniels expressed that the past year's report is in the Annual Report, and that she wants her remarks to focus on looking forward. When Common Ministry 18 months ago approved the constitution of an Associate Pastor Search committee, the job title agreed upon was "Minister of Faith Formation and Community Engagement." We are already familiar with Faith Formation. Community Engagement, however, is a groundbreaking movement. It is the blending of outreach, mission and evangelism. The United Church of Christ is said to be the best kept secret in Christianity. By funding and staffing a position for Community Engagement, our goal is to be a secret no longer, as we will share with the community the beauty of what we have been doing here. Our Church has a vital future reaching out to neighbors and to help the Christ Spirit no longer be a secret of this Church.

APPROVAL OF MINUTES: Steve Jones moved and Jammie VerGiesen seconded that the minutes of the 181st Annual Meeting be approved as written in the Annual Report. The motion carried by a voice vote.

ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS:

Education – Helen Krueger

No additions to the Annual Report, except to thank Deb Rose for preparing a good report.

Inreach – Heather Collins

Heather highlighted two new activities within the Ministry:

Cooks Who Care

Card Ministry

New Member – Steve Jones

Steve shared the need for additional Sunday morning greeters and help with the coffee hour. They are always looking for more folks to join the New Member Ministry.

Outreach – Christie Reese

Christie highlighted our newly established connection with COMSA.

Gifts & Memorials – Nicole Polarek

Nicole expressed thanks to those on the Ministry team and extended an invitation to others to join.

Stewardship – David Thie

David thanked the Congregation for its ongoing support and to the Ministry members and its many volunteers.

Worship – Virginia Riggs

Virginia mentioned the new forms of worship that have been introduced, and thanked the Congregation for its embrace of them. She thanked the many volunteers for regular and special services.

2018 BUDGET

Jeff Carels distributed budget summaries. Full detailed budget was made available on request. He briefly reviewed 2017, with pledge income of \$376,293, total income of \$407,420, expenses of \$407,225 resulting in an annual surplus of \$195. He mentioned there were no unusual expenses. The 2018 Budget reflects current pledges of \$340,000. Added to that are \$34,251 in non-pledge income, utilization of \$33,039 from the 2017 Second Mile Campaign for funding a portion of the Associate Pastor position, and receipt of \$50,000 from Gifts & Memorials as start-up funding for the Associate Pastor position for a total income of \$457,290. The only increase in an expense budget line was a 2% salary increase for staff members. The budget reflects addition of the second Pastoral position beginning in April. The proposed budget reflects a deficit of \$19,044. Jeff suggested that if the Congregation accepts the budget as presented that we are agreeing to find ways to make up the deficit. Bruce Shafer (seconded by Jeff Gibson) moved to accept the 2018 Budget as presented. Discussion included the impact of the \$50,000 on the ability of Gifts & Memorials to make gifts in 2018. Nicole Polarek responded that we would continue to give, but would be mindful of the fact that those funds were already committed. Bridget clarified that the expense line for “Health Insurance Assessment” (which decreased from 2017) is not the cost of health insurance for our staff but rather is an assessment from the Wisconsin Conference. Jeff Carels clarified that although the report would seem to reflect a decrease in the operating expense line from 2017, it actually reflects a reduction in actual

2017 expenses (which were over budget) vs. the 2018 budget (which is the same as 2017). Sandy asked for ideas for addressing the budget deficit. Bridget shared that although it hasn't been quantified, we expect that the addition of the Associate Pastor will lead to increased membership and opportunities for grants, although that is not likely to materialize in the first year. A member pointed out that last year's budget reflected a \$22,000 deficit and we ended the year with a small surplus, although that was accomplished with a Second Mile Campaign. Another member mentioned the potential of increasing income by utilizing the Sanctuary for more non-member weddings, although recognizing the burden that can put on already overworked clergy. Michael Lukens, not a member, requested a voice. David Thie moved (second Ben VerGiesen) to approve allowing Michael to speak. The motion was approved. Michael cautioned that tax implications of unrelated business income should be explored. He then observed that this meeting had two options, to approve the budget as presented or to now have an in depth discussion of how to deal with the deficit. A member suggested we postpone hiring an Associate Pastor for two months, which would take care of the deficit for this year. Discussion ensued about the merits of spreading the Gifts & Memorials commitment (\$150,000 over 3 years) evenly vs. front loading it in the first year. Bridget shared her belief that the Congregation has said it is committed to adding the additional staff member, and we should try to reach into ourselves before front loading the Gifts & Memorials contribution. Jeff Carels also pointed out that the \$33,039 in the income line is part of our approximately \$68,000 overall surplus. Another member recalled a prior year in which a deficit was made up from a successful auction, which also provided a fun evening. Another member suggested more bake sales, etc. Jammie VerGiesen moved to call the question, seconded by Jeff Zahn. The motion to call the question was approved, after which the motion to approve the budget as proposed was approved. Approved.

ASSOCIATE PASTOR SEARCH COMMITTEE

Ben VerGiesen, Chair of the Associate Pastor Search Committee, said he was blessed to announce that after meeting with a number of candidates, they are very close to recommending a candidate to Common Ministry. They feel that the sermon they observed in the neutral pulpit was outstanding, and exceeded expectations. More information will be forthcoming after Common Ministry meets. He expressed confidence this person is very poised to come into the position with feet on the ground to be able to bring Union's message to the community. Sandy clarified that Common Ministry does not have the authority to approve a call. If Common Ministry approves the Search Committee's recommendation, opportunities for the Congregation to meet the candidate, a candidate sermon and a Special Congregational Meeting to act on a call will likely be scheduled in March.

JOSHUA MEMBERSHIP FOR 2018

Sue Exworthy moved that Union continue to support JOSHUA with a \$1,000 membership. Jan Davis seconded the motion and it was approved. It was clarified that the membership funds expense is already included in the 2018 budget.

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

Deb Rose: Chair, Education
Marlene Lanoue: Co-Chair, Gifts & Memorials
David Thie: Chair, Stewardship
Joann Broskey: Vice-Chair, Worship
Judy Larmouth: Mayflower Nursery School Liaison
Marlene Lanoue: Delegate, Ecumenical Partnership for Housing
Gary Hassel: Pastoral Relations Committee
Julie Macier: Garden Coordinator
Marty Thiel: Jubilee House Coordinator

NOMINATING COMMITTEE REPORT: Heather Collins gave the Nominating Committee report. On behalf of the Nominating Committee, she moved the following nominees be elected for two-year terms and expressed gratitude for the people willing to take up leadership roles:

Jeff Gibson: Vice-Moderator
Nancy Gibson: Chair, Education Ministry (1st term)
Phil Enscoe: Co-Chair, Gifts & Memorials Ministry (1st term)
Heather Collins: Chair, Inreach Ministry (2nd term)
Steve Jones: Chair, New Member Ministry (2nd term)
Lloyd Schaefer: Vice-Chair, New Member Ministry (3rd term)
Jammie VerGiesen: Chair, Stewardship Ministry (1st term)
Clay Reese: Vice-Chair, Stewardship Ministry (1st term)
Kevin Sheier: Vice-Chair, Worship Ministry (1st term)

and that the following nominees be elected for the terms set forth below:

Betty Bienash: Mayflower Nursery School Liaison (1 year)
Julie Macier: Delegate, Ecumenical Partnership for Housing (2 years)
Barbara McClure-Lukens: Pastoral Relations Committee (4 years)
Bruce Shafer: Personnel Committee (3 years)
Nicole Kinjerski: Communications Coordinator (1 year)

The motion was approved.

COMMISSIONING NEW MEMBERS OF COMMON MINISTRY AND COMMITTEES

Moderator Polarek invited newly elected members of Common Ministry and Committees to come forward. After introductions, a Litany for Commissioning of the new members was conducted.

OTHER BUSINESS

None.

BENEDICTION

David Thie moved (second Elizabeth Delvaux) that the meeting be adjourned. The motion was approved. Pastor Bridget Flad Daniels gave the benediction. The meeting was adjourned at 12:03 p.m.

Respectfully submitted,

Gail A. Hohenstein
Clerk

MINUTES OF THE SPECIAL CONGREGATIONAL MEETING
March 18, 2018

CALL TO ORDER: The Special Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Sandy Polarek at 11:16 a.m. in the Sanctuary. Jan Davis served as Parliamentarian.

CONSTITUTING PRAYER: Rev. Flad Daniels 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, 2017, Union Congregational United Church of Christ had 530 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

Moderator Polarek stated the purpose of the meeting is to consider the decision of Rev. Flad Daniels to hire Jon Pahl as the Minister of Faith Formation and Community Engagement.

REPORT OF THE PASTORAL SEARCH COMMITTEE: Ben VerGiesen, Chair of the Search Committee, moved:

We, the people of God gathered as Union Congregational United Church of Christ, having thoughtfully and prayerfully considered the needs and potential of our congregation, after careful examination, prayer, and deliberation, and furthermore striving to make the Christ Spirit dominant in our lives and in all human relations, acknowledging his character, gifts, and skills, and believing in his call to ministry, do hereby joyfully recommend Dr. Jon Pahl, Ph.D., for the position of Minister of Faith Formation and Community Engagement.

The motion was seconded by Jeff Gibson.

Discussion followed, expressing thanks to the Search Committee (Ben VerGiesen, Liz Gregg, Julie Harder, Todd Kane, Barbara McClure-Lukens, Deb Rose and McKenna Stueck) for its hard work. Moderator Polarek clarified that Dr. Pahl is being recommended as the Minister of Faith Formation and Community Engagement, and not being called as Associate Pastor. As such, Rev. Flad Daniels is responsible for the hiring decision, but she wants the affirmation of the congregation. The vote will be by written ballot. Larry Rose and Joyce Anderson will serve as tellers.

Sandy asked the members of the Search Committee to rise and the congregation applauded.

The motion carried on a written ballot after which Dr. Pahl was welcomed into the sanctuary to a standing ovation.

Dr. Pahl thanked us and introduced us to his family who were present.

After a prayer by Rev. Flad Daniels, the meeting was adjourned at 11:37 a.m. (Steve Jones/Gary Meyer)

Respectfully submitted,

Gail A. Hohenstein
Clerk

Moderator

“Joined in community,
treasured and fed,
may we discover gifts in each other,
willing to clash and forgive.”

These words are from the 2nd verse of the song, “We Are Your People” found on page 309 of The New Century Hymnal. These words by Brian Wren resonated with me as I reflected on 2018.

As Moderator, I am privileged to attend meetings of the Ministries and chair the Common Ministry. I am continuously amazed at the talent, commitment, and dedication of the people of Union Congregational UCC Church. Our people really show up for each other and for our community! I get to see people come together to plan and implement many meaningful programs, activities, worship services, special events, and building upkeep that we all benefit from each year. I get to see our people wrestle with tough issues, discover gifts in each other, and come up with creative solutions.

One thing is always true: our church is at our best when we come together to **feed and house** people. This year, we had a long list of accomplishments. To name a few, we hosted the NE Association of WI UCC annual meeting, opened our building to St. John’s Homeless Shelter in June, welcomed the Lakeland University Concert Choir with a pre-concert meal, ate together before enjoying the rides at Bay Beach, cooked and served food at the Community Shelter, enjoyed potlucks on New Member Sundays and at the church picnic, used special treats to entice us to invest in animals for Heifer International, and welcomed EPH residents to a beautiful meal and evening of joy in early December. And, every Sunday after worship, we have connected over coffee and cookies. Our members never cease to amaze me with their willingness to provide food or assistance at any of these events.

It is a joy to witness the sense of **community** created by working together to achieve a goal. The auction in October showed how, through leadership from a gifted team, we really know how to put on a fun event. The silent auction items were numerous, the volunteers and bidders were happy, and the desserts provided by our members were delicious. We even made money! The Christmas tree and wreath sale seemed way out of our comfort zone, at first. A lot of hard work and care went into making it a successful endeavor. The committee, the wreath decorators, the sellers, and the buyers all benefited from the efforts. We made connections with each other outside of worship and with the Astor neighborhood. With the help of Heartland Pizza, Amazon Smile, and individual donors, we helped reduce the deficit and strengthened our feeling of community.

The year 2018 was another of transition. Thanks to the significant work by the Search Committee, we welcomed Dr. Jon Pahl as Minister of Faith Formation and Community Engagement in the spring. We are grateful for his leadership and special talents. Jon brought a new way of looking at our assets, challenging us, and engaging us in the community. It was with sadness that we said goodbye to Dr. Courtney Sherman, our gifted Music Director. Courtney will be missed, but we are so fortunate to have found Seong-Kyung Graham to continue the tradition of bringing professional musical leadership to our congregation. We are very happy that Rev. Steve Hartman, who retired as Pastor of Visitation, has remained with us in the congregation.

In this role, I am privileged to work closely with Rev. Bridget Flad Daniels. We meet regularly to plan meetings and listen to each other. It is hard to believe that she will soon begin her fourth year as our

pastor. We are blessed! We are also fortunate to have an experienced lay staff who contribute their skills to the smooth operation of the church. We express our gratitude to: Eric Goska, Winnie Hutjens, Scott Ingram, Ray Thompson, Linda Cook, Melissa Heffernan, Kathy Johnson, Jenna Stevens, and Sylvia Garrido. This year we have been fortunate to have David Hassel share his musical talents in worship.

I would like to thank all the chairs and vice-chairs of Ministries for their hard work and dedication. I would especially like to thank retiring Common Ministry members Jeff Carels (Treasurer) and Virginia Riggs (Worship chair). I would also like to thank Elaine Moss (Pastoral Relations) who completed her term. A special thank you to Nicole Kinjerski for taking over as chair of New Member Ministry when Steve Jones stepped down and to Kathy Baldwin who stepped in to finish the year when Kevin Sheier stepped down as Worship vice-chair.

I will conclude with verse 4 of Brian Wren's song:

"Glad of tradition,
help us to see in all life's changing,
where Christ is leading,
where our best efforts should be."

Peace,
Sandy Polarek, Moderator

Pastoral Annual Report 2018

2018 was a busy, grace-filled year for Union Congregational United Church of Christ. Much of Bridget's time in 2018 was spent on personnel activities. Early in the year, she worked closely with the Minister of Faith Formation and Community Engagement Search Committee. In March, they recommended Dr. Jon Pahl to the congregation. Jon preached a rousing candidate sermon, and the congregation voted overwhelmingly to recommend Bridget hire him. Deep and heartfelt thanks to Ben VerGiesen (chair), Barbara McClure-Lukens, Todd Kane, Deb Rose, Liz Gregg, Julie Harder (theological advisor), and McKenna Stueck for your thoughtful, prayerful work.

Bridget's heightened personnel work continued a short time later when our Music Director, Dr. Courtney Sherman, moved on to pursue other career goals. Deeply grateful for Courtney's ministry with us, we once again created a search committee to fill a staff position. Thanks to Denise Olson, Virginia Riggs, Sandy Polarek, Bob Richter, Chris Goodner, Kathy Baldwin, and Ray Thompson for your work evaluating our music ministry, interviewing candidates, and recommending Seong-Kyung Graham as our new Music Director. Seong, who is also the Conductor of the Green Bay Civic Symphony, joined the staff in the fall and has brought a tremendous joy and artistry to both the staff and worship.

We began our year knowing that our projected pledge income would fall short of our expenses, yet a can-do-spirit combined with a trust that God has called us to the work we are doing and therefore will provide, kept us focused on our ministry of sharing God's love. Reflections about the specific fundraising efforts we undertook to bridge that gap will appear in others' reports, so as your pastors we simply say thank you to those who stepped up to work and share your resources. Many hands made light work, and our congregation's pilgrim take-charge history shone.

One of the efforts that we implemented to help the congregation stay informed and on track with the work and finances of the church was to hold Quarterly Meetings of the congregation during which two or three ministries highlight the work that they are doing, the Treasurer makes a status report, and Common Ministry shares any upcoming new projects and ministries. These meetings have lasted just 30 to 45 minutes in the sanctuary immediately following worship, have been well attended, and we believe have helped the congregation to understand their ownership of all that we do.

Additionally, Dr. Jon Pahl hit the ground running when he came on staff, writing grants to the Lilly Pastors' Professional Network (unsuccessful); Neighbors in Need (with Pat Shafer for the On the Mark Dyslexia Clinic, successful); Catalyst Grant from the WI Conference United Church of Christ to begin repurposing the YCA Room into a Community Workspace (successful); and a Vital Worship Grant from the Calvin Institute for Christian Worship (pending). In doing so, Jon's ministry is helping Union to re-shape and re-envision our financial future.

From the earliest days of Bridget's tenure at Union, the congregation has made it abundantly clear that the youth of the congregation are of the highest priority. As your pastors, we have taken this to heart this year, with Bridget serving as one of the YCA advisors and Jon serving as one of the PF advisors. In doing so, we are building invaluable relationships with the children and youth of the congregation, and are gleaning first-hand knowledge which will help us to more effectively develop relevant programming for them in the years to come. Across the board, our Faith Formation has continued to strengthen and deepen under Jon's leadership, with renewed attention to Adult Education as well. Jon provided the program at our annual All-Church Retreat at Moon Beach, during which he shared some of the insights from his work on sacred spaces.

In the spring, congregation members approached Bridget, asking her to initiate a support group for people who have experienced the death of a loved one. A monthly support group blossomed, called Saudade, which is a Portuguese word which refers to the deep emotional state of nostalgic longing for loved ones who are absent. In this vein, we also hosted a Longest Night service in December to pray with and for those who struggle with the holidays.

Parson's Purse — 2018

Beginning Balance	\$1,403.34
Donated	\$16,646.00
Distributed*	\$6,729.30
Ending Balance	\$11,320.04

*rent, transportation, medical, food, utilities, insurance

Throughout the year, Bridget's attentions were also tuned to our organ. On the day of the 2017 Christmas Pageant, our beloved instrument failed due to water damage. With quick work, organist Ray Thompson and helpers were able to disable the two damaged chests, but this rendered the lowest, deepest tones unusable. Working with Stewardship Ministry and with hearty lead gifts from Gifts and Memorials Ministry via the estates of Katie Small, Loren Hart, and Rev. John Staton, we undertook a small capital campaign to restore the organ and chamber. As of this writing, gifts to this project total \$42,110 which have enabled us to procure and install two custom-made replacement chests for the organ from Casavant Freres of Ontario, Canada, and will allow Stewardship Ministry to secure a firm to assess and reengineer the roof above the organ chamber.

As you well know, Union has a strong tradition of community engagement, which as your pastors, we continue to foster. For Jon, that ministry has included renewing our partnership with Habitat for Humanity, and holding nearly two dozen meetings with community leaders to discern synergies and partnerships, including representatives from the Greater Green Bay Community Foundation, Howe Community Resource Center, U.S. Venture, Inc., and Habitat for Humanity. He has worked closely with Union members Dr. Rolf Lulloff to establish the Brain Center of Greater Green Bay, and Pat Shafer to launch On the Mark Dyslexia Clinic which is housed here at Union, and is working with the Immigrant Welcoming Task Force to plan a community-wide workshop in May. Additional Community Engagement efforts have included three "Jazz and Jesus" worship services outside of our regular Sunday services, intended to reach out to the wider community. The highlights of Bridget's ministry in this realm in 2018 include hosting the Gathered In Faith Together (G.I.F.T.) Martin Luther King Day Ecumenical Prayer service; bringing in the Honorable Lindsey Draper, whose work focuses on civil rights and mass incarceration, twice during the Second Sunday Series; leading our "Big Read" of Drew Hart's *The Trouble I've Seen: Changing the Way the Church Views Racism*; and coordinating a vigil of solidarity with our Jewish brothers and sisters at Congregation Cnesses Israel after the horrific synagogue shooting in Pittsburgh this fall. Bridget and Virginia Riggs also met with Oneida leaders to discern possible partnerships, and we look forward to developing those relationships.

As we move forward into 2019, we look to continue the good work God and the good people of Union have called us to. It is an honor and a privilege to serve as your pastors as we all strive to make the Christ Spirit dominant in our lives and in all human relations.

In Joyful Hope,

Rev. Bridget Flad Daniels, Senior Minister
 Dr. Jon Pahl, Minister of Faith Formation and Community Engagement

2018 Annual Report Franz Rigert, Conference Minister

Life in the Wisconsin Conference is full of energy and inspiration! In the coming months we will be completing our preparations for **Hosting General Synod 32** (June 21-25) in Milwaukee. We are securing leaders, planning events, raising money, and intending to recruit over 250 volunteers this winter.

Essential to our Conference Ministry is our ongoing **Care for Congregations and Clergy**. Over the past year, your Conference Staff has guided more than 30 pastoral searches, launched several new "shared" ministries, and offered support in times of grief, challenge and change. Our entire staff continues to cultivate relationships of integrity and trust throughout the Conference. Cohort learning opportunities abound, connecting clergy through mentoring, coaching, and Communities of Practice.

Church and Ministry teams faithfully carry out the ecclesiastical work of the Church, and guide Members in Discernment (MIDs). This fall we launched a new formative track toward authorized ministry. The **Damascus Project** is a shared initiative with the Minnesota Conference, offering coursework particularly geared toward those who sense a call to ministry but for whom a conventional Seminary Education is not possible.

Our Conference Faith Formation efforts continue with a thriving **Lay Academy** and several **Youth Retreats**, and in July, a Regional Youth Event. One of our current goals is to better equip local congregations with curriculum resources, spiritual practices and emerging models for children and youth ministries.

Our beautiful Outdoor Ministry settings—**Moon Beach Camp and Pilgrim Center**—provide ideal opportunities for multi-generational faith formation. We are so very blessed to work collaboratively with UCCI Executive Director Glenn Svetnicka and we celebrate newly settled managing directors at both camps!

Our **Conference Catalyst Team** offers grants for new initiatives around church vitality. Many of these ministries are community based, serving a wide network of people, often in partnership with other congregations or non-profits. This collaborative approach expands our reach and allows the Church to be a relevant social agency that helps meet the needs of those beyond our doors.

In 2018, our Board of Directors prioritized the resourcing of **Justice Ministries**, so we highlighted our many justice "working groups" as a part of our Annual Meeting Share Fair. Table leaders passionately provided contact information and materials, equipping our congregations to engage more fully in the pursuit of our UCC shared mission—a just world for all.

Amidst the groundswell of "social justice movements" God is at work empowering us to demand equality and dignity for those who have been marginalized and oppressed. Many of our congregations are engaging in **Conversations on Race and Privilege**, making new commitments to actively work to bring racism to an end. Additionally, we are inviting congregations to study and discuss the **Doctrine of Discovery**, which was the concept by which colonization took place in our land and native people were displaced. We encourage your congregation to join in these conversations!

Finally, our amazing **Special Mission Gifts** offer relief and compassion here at home and around the world. In 2017, our Wisconsin UCC congregations contributed: \$151,657 to *One Great Hour of Sharing*, \$45,184 to *Strengthen the Church*, \$74,374 to *Neighbors in Need* and \$82,577 to the *Christmas Fund*. Beyond that, our congregations gave a total of \$1,613,442 toward *Our Church's Wider Mission* (OCWM). These gifts allow all of this Gospel work to take place - vital ministry among us and transformational ministry beyond us. Thank you!

With deep gratitude and great hope,
Rev. Franz Rigert, Conference Minister

Education Ministry

The mission of the Education Ministry is to provide faith formation opportunities for all members of our church community. We have done this by providing support, leadership and guidance for the many programs offered in our church. Throughout the year, many Union members contributed their time and talents for the various programs and educational offerings.

Faith Formation programs that have been offered in 2018 include:

Sundays

Faith Formation: 4K – 2nd, Shine Curriculum
3rd – 6th, Dig in Curriculum, which teaches the Bible in one year
7th & up, Shine Youth Curriculum (Generation Why). Attend the 2nd Sunday Series.

Students in Faith Formation have music every week led by Youth Music Director, Melissa Heffernan.

The average number of students in Faith Formation for fall and spring 2018 were: 4K – 2nd (2 in the spring, 4 currently); 3rd – 6th (had an average of 6 all year); 7th and up (had an average of 5 in the spring, currently they have an average of 3).

Nursery: which always has two paid helpers. Because of high use, we are hoping to get a third helper. We would like to have four volunteers who would be willing to come in one Sunday per month.

Children's Moments during worship	Prayground
Sunday Adult classes	Book studies
Second Sunday Series	Lenten Movie nights

Second Sunday Series takes place from 9:00 to 9:50 a.m. in the Chapel Classroom. There have been a wide range of interesting topics. In April, we heard K.C. Williams, who is a world-renowned singer and songwriter. He shared with us the power of African-American spirituals, and how they were originally used as tools of liberation, and how they are still relevant today. In October, we heard from Dennis Rader, a local attorney and volunteer for the Hispanic community. He addressed immigration issues in our area. This is just an example of two of the programs. Please join us in the Chapel Classroom on the Second Sunday for more informative programs. The 7th grade & up class also attends these.

Tuesdays

Bible Study

Wednesdays

Evening Meal	Seminary Secrets Adult Class
YCA & PF Fellowship	Confirmation class

Other Events

Christmas Pageant	YCA Sunday
Intergenerational Faith Formation	Youth Retreat

Safe Sanctuary (a mandatory training for everyone who works with youth.)

(continued on page 17)

Faith Formation Leaders (Youth - Adult) 2018 - 2019 School Year

Thank you to everyone! We would not be able to have such successful programs without you!

Faith Formation Teachers: **Heather Collins, Nancy Gibson, Tim Harder, Karen Hogan, Christie Reese, Ed Tucker**

Faith Formation Aides: **Joyce Anderson, Jeff Carels, Shana Espinosa, Linda Jerabek, Karen Ludolph, Lou Ann Norsetter, Anne Rakow-Weist, Clay Reese, Virginia Riggs, Ben VerGiesen, Lisa Krueger**

Faith Formation Substitutes: **Sandy Polarek, Clay Reese, Jenna Stevens**

Youth Music Director: **Melissa Heffernan**

Nursery staff: **Kathy Johnson, Sylvia Garrido, Jenna Stevens**

Nursery Roll Coordinators: **Sue Tucker, Sylvia Garrido**

Pilgrim Fellowship Leaders: **Dr. Jon Pahl, Vicki LaFountain, Jenna Stevens, Caitlin Krueger**

YCA Leaders: **Pastor Bridget Flad Daniels, Tim Harder, Ed Tucker, Steve Hartman**

Wednesday Kitchen Staff/Cleanup Crew: **Bob Mosby** (salad maker, table setter, and general cleanup); **Doug Huss, Steve Pretz, Cathy Putman, and Kathy Seifert** (cooks); **Karen Filppula and Ross Logerquist** (regular parent helpers); **Nicole Kinjerski** (communicates with the church about leftovers and other topics); **Scott Ingram** (sets up and keeps the kitchen operational)

Second Sunday Series Committee: **Pastor Bridget Flad Daniels, Dr. Jon Pahl, Jeff Gibson, Sandy Polarek, Sue Whittemore**

Adult Classes: **Julie Harder**

Librarian: **Cathy Putman**

Confirmation, Book Studies, Adult Education: **Pastor Bridget Flad Daniels**

Adult Education: **Dr. Jon Pahl**

Prayground: **Deb Rose**

(continued from page 15)

Members of our ministry include: Dr. Jon Pahl, Helen Krueger (vice-chair), Heather Collins, Sandy Polarek, Deb Rose, and Ed Tucker. All who are involved in Education Ministry offerings are also always invited and welcome. Special thanks to Ed Tucker who sends a weekly email to all Faith Formation families telling them what subjects will be studied, and to Deb Rose who has created and maintained the Prayground. The Prayground is at the front, left corner of the sanctuary. Children are welcome to come with an adult and do quiet activities during church while observing and participating in the service.

Education Ministry meets on the first Tuesday of the month at 6:30 p.m. New members are always welcome!

Respectfully submitted,
Nancy Gibson, chair

The Peg Jaeger Library

The church library embarked on a new project in 2018. A group of readers – Judy Larmouth, Christie Reese, Jean Smithback, Julie Tetzlaff and Laurie Beauchamp – are meeting to read and evaluate the fiction collection. This work gives us a chance to talk about books, what we like and don't like, and what books will serve the fiction needs of the congregation. We are just over halfway through and will conclude in late spring 2019.

New books in the children's collection have been added with an eye toward authentic stories of Hmong, Somali, Native and other ethnicities. The "We need Diverse Books" website helps to evaluate how well books we own and ones we consider purchasing reflect kids' lives and experiences.

Fiction books are both mirrors, windows, and sometimes sliding glass doors to experience beyond our imagining. We are working in both collections to have good quality representations of all types.

Pastor Jon Pahl donated several of his books to the library, and we were glad to receive them.

Proceeds of the successful used book sale in May were given to the Outreach Projects Fund. We also added 24 books from the donations. We currently have 1,780 books in the main collection.

The library is a member of LibraryThing, an online site where our catalog is kept and can be referenced by any computer. Our member name is UnionCongUCC. We hope to have a direct link on the website in 2019.

Respectfully submitted,
Cathy Putman, Librarian

Inreach Ministry

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

Social

- Twelfth Night Christmas Party at the church, Pilgrim Hall was Friday, January 5.
- Potluck Lunch for Church Picnic was June 3.
- Potluck for Reunion Sunday was Sunday, September 9.

Fellowship

Retreat

- A group gathered September 14-16 at beautiful Moon Beach Camp in northern Wisconsin.

Groups

- 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 3. Thank you to the hostesses, those who provided special music, and the planning committee for this beautiful start to the Advent season.

Receptions

Epiphany Reception (Kings' Cake)
Easter Breakfast

Annual Meeting Potluck
Special receptions as needed (funerals, etc.)

Care

- Homebound Ministry: Several members of the congregation visited our homebound members, keeping them connected to Union and providing Christian care and friendship on a monthly basis.
- Memorial Reception Committee: Provided receptions before/after funerals at Union Church.
- Baby Afghans and Prayer Shawl Ministry: Members knitted or crocheted shawls that were given to persons who were ill, in the midst of crisis, or who had suffered a loss. Members knitted or crocheted baby afghans as a gift to all babies and young children at their baptism. Thank you, knitters and crocheters!
- Card Ministry: Provides an opportunity for everyone to join in sending cards to our shut-ins and church family with special concerns each month on Communion Sunday. Thank you Larry Heath and Glen Verstegen for your enthusiasm and roles as coordinators of this ministry.
- Cooks Who Care Ministry: Provides meals for our church family members during times when a prepared meal is helpful. Thank you to Joni Delwiche and Joan Dudek for taking on the role as coordinators for this ministry.

This year, we'd like to give a very special recognition and thank you to Betty Bienash for her many years and services she has given to the Inreach Ministry.

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

Heather Collins (chair), Betty Bienash (vice-chair), Joan Dudek, Joni Delwiche, Traci Briggs, Larry Krueger and Susan Kleis

Young Christians in Action — YCA

It my pleasure to present the YCA annual report. For 2018-19, YCA has had a small but active group of participants. Each Wednesday we share a meal (many thanks to the cooks!) and have a chance to reconnect. The meal is followed by a meeting which can be centered on service, discussion of justice issues, faith formation or fellowship. This fall, we have raked at Jubilee House, hosted a table for Heifer Sunday, and helped with the Hanging of the Greens. We also had the chance to visit some Union members at Bellevue Assisted Living in December, and let's say the turnout for our visit exceeded our expectations!

In addition to the usual Wednesday nights, we also went on a Wisconsin Conference Faith Formation Retreat in November at Pilgrim Center in Green Lake. There we participated in a mock General Synod where we discussed and voted on resolutions brought by synod committees. It was an interesting discussion of when faith meets policy.

In conclusion, I would like to thank the YCA co-advisors for the year, Ed Tucker, Steve Hartman, and Pastor Bridget, who have generously given their time and talents. Also, we want to thank the members of Union for the support of the youth of the church.

Respectfully submitted,
Tim Harder

Women's Fellowship

Women's Advent Reflection: "Love Came Down at Christmas"

This year's Women's Advent Reflection was held on Monday, December 3. Approximately 60 women gathered in Pilgrim Hall that once again glowed with beautiful holiday décor.

Table hostesses were Elizabeth Delvaux, Hazel Kalkofen, Betty Hartman, Kathy Baldwin, Linda and Natalie Larson, Toni Champeau, and Julie Harder. Joyce Anderson made beautiful holiday name tags for all the guests. Steve Hartman, Jeff Gibson, Brad Champeau, and Ed Tucker brewed coffee and served apple-pie-punch as the ladies socialized, listened to recorded holiday music, and admired the tables.

We were spiritually nurtured through music, prayer, scripture, and five readings written by Julie Harder, Toni Champeau, and Susan Tucker. Readers included Kathy Baldwin, Christie Reese, Heather Collins, Betty Bienash, and Helen Krueger. Pastor Bridget led us in prayer. We reflected on the life of women in early Palestine where women stayed at home, were not to be touched, could not own property, and were unclean while menstruating. Jesus treated women with compassion and respect, and included them in his ministry, a very unusual occurrence for the time. Women were healed by Jesus and became ardent followers and supporters.

We heard first-person accounts from the woman with the hemorrhage, the woman who anointed Jesus with the nard, Jesus' comparison of the Kingdom of Heaven to leaven that a woman hid in a great amount of flour and trusted that the leaven would spread and change the dough, and the women who became followers and traveled with Jesus, financially supported his ministry, watched while Jesus was crucified, and rejoiced when they saw Jesus had risen! Jesus broke economic, class, and gender divisions when he accepted women as a vital part of his ministry. There was a place for women then, and there is a place for women now. As Paul in the letter to the Ephesians reminds us, "Lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace." We were reminded to remain faithful as these women remained faithful, and carry the love of the Risen Lord in our own hearts as we prepare to celebrate our savior's birth.

The readings were spiritually enriched with heartfelt Christmas music including "See Amid the Winter's Snow" and "Hallelujah (Light Has Come)" sung by Annika Osell and accompanied by Elaine Moss; "A Lullaby" sung by Elizabeth Delvaux, Kathy Baldwin, and Susan Tucker and accompanied by Seong-Kyung Graham; and "O Holy Night" sung by Courtney Sherman with Elaine Moss providing piano accompaniment. A note of interest: Annika Osell is the musically talented daughter of Sherilyn Kalkofen Osell (granddaughter of Hazel Kalkofen). The evening concluded with delicious desserts shared with warm fellowship at each table.

Cathy Putman set up and monitored the sound system, and Toni Champeau, Julie Harder, Elizabeth Delvaux, and Susan Tucker made up this year's program committee. This intergenerational, multi-sensory, spiritual event was made possible by the many volunteers who shared their talents in so many ways.

Susan 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, devotions, and a program. We hear the joys and concerns of church members and review activities in the church. Our programs in the spring included a presentation by Helen Krueger who talked about the mission trip to Back Bay Mission in Biloxi, Mississippi, which she and Jeff Carels took in November 2017 with other UCC volunteers from northern Wisconsin. In March, circle members shared highlights of books they had enjoyed recently and a discussion followed. Claudia Roshong and another representative from the YWCA's Women's Closet spoke about the work that they do while assisting women who wish to update their career wardrobes and learn new skills for the workplace. In May, we met at Bellevue Retirement Center and visited with several of our members who currently reside there.

In the fall semester, we celebrated Vivian Stewart's 100th birthday and heard Dr. Jon Pahl talk about his career path and the circumstances which brought him to Union Church; Jon also shared the projects which he hopes to accomplish here at Union. Finally, John Fritz talked about the many programs and classes which are available to persons of all ages and abilities at the Aging and Disabilities Resource Center.

We thank 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 and to those who offer devotions from time to time.

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

Respectfully submitted,
Helen Krueger

Men's Fellowship

The Men's Fellowship continued to meet at 7 a.m. on the first Wednesday of the month for breakfast at the Ashwaubenon Perkins on Oneida Street. This breakfast is open to all at Union Church who identify as male. The meeting is free flowing, which allows those attending to depart whenever needed in order to make it to work on time.

At breakfast, we share our joys, our concerns, our recent travels and occasionally even discuss our feelings about politics. If you have never joined us for breakfast, please try it once this year.

This year our group provided volunteers to serve and help in the kitchen for the Women's Advent Celebration.

Ed Tucker

Outreach Ministry

The Outreach Ministry administered denominational financial collections in 2018: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund. The fifth collection, Our Church's Wider Mission, comes out of the church budget. We also collected for our transitional housing program, EPH and Jubilee House, in a special May offering.

Our in-kind offerings included hygiene items for distribution at local shelters through the Fox Valley Help for the Homeless in February and March, school and office supplies for On the Mark Dyslexia Clinic throughout the summer, diapers and baby wipes for Love Life during September, food for school children on vacation through the George's Secret Elves project, and a Christmas giving tree to benefit several local families. Pat Shafer, Jean Smithback, Kathy Johnson and Lou Norsetter led these projects.

In 2018, Outreach embarked on a new in-kind-giving adventure: "Adopt-a-Classroom" at Howe Community School. Claudia Doelger coordinates the purchase of daily snacks for a particular class at Howe on a monthly basis.

The Outreach Ministry re-established a working relationship with Greater Green Bay Habitat for Humanity and participated in their Faith Build Fundraising campaign, raising \$1,089 through a giving calendar activity in June/July, which was matched 1:1 by Thrivent. In addition, Union made lunches on two different build days for other volunteer builds and staffed build days on June 14 and October 6, as well as providing lunch for the build site and Union volunteers on those dates.

Heifer Sunday was November 18, raising \$6,257 for the international program. Heather Collins, Joni Delwiche and Joan Dudek were organizers. Jammie VerGiesen arranged for alpacas, a goat, and a pig to be there; Emmaline Weist brought chickens; and Karen Ludolph shared her bunnies for the day.

Outreach coordinated the 2018 meal for EPH families on December 10, hosted at Union. The dinner was a full holiday meal. Families had an opportunity for family pictures in the English Room, taken by Jerry Turba through EPH. They also had the opportunity to decorate Christmas cookies and everyone participated in a holiday sing-along after dinner. The event was well received by the 50+ children and adults that attended and the EPH Board and case workers that volunteered their time to serve and visit with the families. The congregation participated by donating food, cash and volunteering to set up, prepare food and clean up the night of the dinner. Christie Reese and Heather Collins coordinated this event.

Kitchen service included eight Souper Cooks meals. In addition, church members served the evening meal at New Community three times and one meal for Howe School. Lou Norsetter coordinated cooking (Souper Cooks) and serving for New Community Shelter this year. The meal projects are funded through various fundraising projects that Outreach Ministry conducts, including the church-wide rummage and book sales (both held in May), as well as various donations from church members.

The Immigrant Welcoming working group became a subcommittee of Outreach this fall. They are working diligently on a major workshop on immigration issues to be held in spring of 2019.

This November election day, Outreach tried a new fundraiser: a soup and bake sale which did very well and will be repeated on future election days. The Outreach Projects Fund began the year with \$1,415.22 and ended with \$1,303. Total expenditures for Outreach projects were \$1,268. The 2018 rummage sale raised \$572, the book sale \$294, and the bake and soup sale \$290.

We realize that Union Church members engage in charitable and advocacy efforts outside the church. If there are projects you believe in that you would like the church to engage in, please bring those ideas to the Ministry.

Respectfully submitted,
Christie Reese and Lou Norsetter, co-chairs

JOSHUA

(Justice Organization Sharing Hope United for Action)

There are three active task forces: Housing, Prison Reform, and Environmental Justice.

Our **Housing Task Force** is looking at tackling issues around affordable housing as well as emergency family shelter. This task force is the newest task force of JOSHUA, but is a growing group. This group meets every first Thursday of every month at 6:30 p.m. at West Side Moravian Church.

The **Prison Reform Task Force** is working on the Brown County Jail expansion. Now that the County Board is looking like they will pass the jail expansion, we are fighting for alternatives to be included in the plan for corrections in our county. Please consider joining our group and fighting for change and justice in the corrections system. This group meets every fourth Thursday of the month at 6 p.m. at West Side Moravian Church.

The **Environmental Justice Task Force**, made up of environmental warriors, has another big win under its belt. It successfully created and passed a Sustainability Commission for the City of Green Bay. Now, sustainability and environmental affairs will be considered when drafting policy for the city by this Sustainability Commission. Please come and join our dedicated group and help us choose our next environmental move in Brown County! This group meets every fourth Wednesday of the month at 6 p.m. at West Side Moravian Church.

- JOSHUA continues to build partnerships in the community, increasing membership, trainings and being a respected, peaceful advocate in Brown County.
- Rachel Westenberg, JOSHUA's organizer, is excited to assist Union Church in developing core teams to start conversations on social advocacy from Union Church. Pastor Bridget and Rachel have recently discussed this exciting next step.
- JOSHUA depends on help from many different avenues. Fortunately, Union Church is one of the churches that financially commits to JOSHUA each year. JOSHUA would like to see that commitment continue.
- Additionally, Pastor Bridget is one of the co-chairs of the JOSHUA Religious Leaders' Caucus.

For more information, contact Rachel Westenberg – JOSHUA Community Organizer

Email: rachel.wisdomwi@gmail.com

Phone: 920-360-3538

Ecumenical Partnership for Housing (EPH)

2018 in Review

This year, Union participated directly in EPH in several ways:

- The direct mail campaign and special offering for Jubilee House
- Volunteering with our Jubilee House
- Donations of furniture and cleaning supplies
- The EPH Christmas Family Dinner held here at Union

Through your donations of time and talent, EPH is able to support 22 homes for families. One of the special features of EPH support is enlisting case managers through our partnerships with local agencies. The case managers help families to set and reach personal goals such as education or employment, to learn budgeting and to assess other personal and family needs. As families progress on this journey, they move from short-term transitional housing to long-term supportive housing with the goal to become self-sufficient.

A new initiative of EPH is prevention. EPH is partnering with local landlords to preempt evictions and assist with short-term supportive services.

EPH's long-time executive director, David Pietenpohl, is retiring in January. The new director, Julie Aderhold, begins officially in January 2019.

In addition, our own Jeff Carels is retiring as one of the Building and Maintenance staff, and Director of Operations Sue Mills will be moving out of state. EPH is looking to fill both positions at the time of this writing.

As your EPH board representative, thank you for your continued support of this ministry to homeless families.

Respectfully submitted,
Julie Macier, EPH Union Church representative

Worship Ministry

The Constitution and Bylaws of Union Church state that “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.” The Worship Ministry of 2018 included: Virginia Riggs (chair); Kevin Sheier (vice-chair) through March; Kathy Baldwin (vice-chair) April to the present; Gail Hohenstein (lay reader coordinator); Music Director Courtney Sherman through August; Seong-Kyung Graham, August to the present; and Coordinator of Ushers Susan Forsythe. Moderator Sandy Polarek and Rev. Bridget Flad Daniels worked together to fulfill the purpose of the Worship Ministry.

All members and friends who participate in worship contribute to the richness of our worship services. In addition to those mentioned above, Tom Towill managed and recorded our worship services. Tom also supported and tutored others to provide audio support for our services. Judy Sharp monitored the integrity of our sanctuary and managed the inventory of worship supplies. Sue Zanzig secured and sorted our weekly offerings. Jason Pues designed and decorated the sanctuary for the seasons of the church year and special seasons. Anne Rakow-Weist contributed visual arts to the sanctuary. Tom Towill, Sharon and Gary Hassel, Ken Divoky and other helpers made sure the church is beautifully adorned during Advent and Christmas. Our sexton, Scott Ingram, provided maintenance year-round and provided the special decoration for the annual Christmas Pageant and other special services.

Dr. Jon Pahl joined our leadership staff as Minister of Faith Formation and Community Engagement in April. He brings the church extensive academic credentials and experience with grant writing and administration. He has special interests in working with the community, and with service and justice movements.

Our Music Director Courtney Sherman provided inspirational music programming through August. Courtney continued the tradition of excellence in music at Union. In August, Courtney resigned her position to pursue her career in teaching and musical performance. She supported the transition of the role of Director of Music to Seong-Kyung Graham who has continued the beauty and energy of music at Union Church.

Organist Ray Thompson has continued to demonstrate excellence in keyboard and musical accompaniment. Youth Choir Director Melissa Heffernan and Bell Choir Director Linda Cook provided leadership, teaching, and musical innovation to our services. Participation by youth and adults has increased in the past year. Music will continue to be a highlight of worship at Union Church.

The church has continued the Prayground for children, and participation has grown along with adult support to allow children to be included in worship. We have also continued our shared prayers at Lent, prayer messages for Memorial Sunday, and Advent Prayer Partners.

Rev. Bridget Flad Daniels and Dr. Jon Pahl have also reached out to the Oneida Nation of Wisconsin to bring an understanding of the Doctrine of Discovery, and potentially collaborate in music and worship. Rev. Bridget hosted the “Longest Night Service” in December for those for whom Christmas brings intensified grief. Dr. Jon Pahl has inspired a series of Jazz, Jesus, and Justice presentations which are evolving into new and innovative worship services. The Worship Ministry has committed to support Jon Pahl’s application to Calvin College for a grant to support our continued development of the Jazz, Jesus, and Justice services which began this year.

The Worship Ministry will continue to work to provide meaningful and engaging worship experiences for our wonderfully diverse congregation. The support and involvement of the congregation is essential to the quality of the worship experience at Union. Worship Ministry wants to thank each of you for your support and participation.

Respectfully submitted,
Virginia Riggs, chair

Stewardship Ministry

*Union's purpose is to strive to do the will of God,
and to make the Christ spirit dominant in our lives and in all human relations.
Our church celebrates God's love by...
Creating a safe harbor for all,
Serving each at their point of need, and
Promoting personal and societal transformation*

Stewardship Ministry is responsible for providing support, coordination, and vision keeping in the planning and administration of stewardship of our church resources in the areas of: Operating Income, Building and Maintenance, and Capital Campaign.

Operating Income

This year has provided many opportunities and challenges for stewardship at Union. The approved budget for 2018 reflected a deficit of \$19,044. This challenge provided an opportunity for fellowship and planning fundraisers to mitigate the budget deficit, but also to develop funding plans for the future. There were four fundraising activities held this past year: Heartland Pizza Fundraiser, Silent Auction, Christmas tree and wreath sale, and Amazon Smile Charity. A total of \$5,794 was raised through these fundraising efforts. While we were not able to raise sufficient funds to meet the deficit this year, the foundations for ongoing fundraising have been established. Those activities were well received in our community and also provided tremendous fellowship among the committee members, volunteers, and congregation members to strengthen our Bond of Union. I'm grateful beyond words, for the hard work and dedication of all those involved with the planning and execution of the fundraisers this past year.

Capital Campaign for Organ Repair

The section of roof over the organ pipe chamber has been inspected several times over this past year to identify and repair damaged areas as well as to develop a plan to re-engineer this section of roof to prevent future damage from thermal expansion. The capital campaign of \$35,000 for the organ repair was met with an abundance of financial support. Words cannot express the level of gratitude felt toward all who contributed to this campaign. Thank you! The custom replacements have been ordered and are scheduled for installation during the second week in January 2019. Remaining funds, if any, from the campaign will be used for future and ongoing maintenance of the organ here at Union.

Building and Maintenance

I want to thank all the organizers and volunteers for the spring and fall work days. In addition to those projects, the following maintenance items were completed:

- The Plexiglas of the sign in the front was replaced.
- The furniture in the women's bathroom was painted.
- The roof over the northwest stairwell was repaired and the damage to the stairwell wall repaired and painted.
- The damaged sections of the wooden fence were repaired.

Garden Committee

I would like to thank Jone Wood for her leadership and organization of the Garden Committee this year. We all thank the many loyal volunteers who assisted with the Wednesday Weeders, Saturday

Snippers, annual planters, mulch spreading, and garden plot adopters. Ongoing focus includes regular watering, plant replacement, and additional mulch.

Three crypts were installed in the Memorial Garden this year! I want to acknowledge and thank Ginny and Jack Riopelle for their support and the sponsoring of their gardener to maintain our garden.

Audio-Visual and Wi-Fi Project

Jeff Gibson, as project leader, continues to improve the Wi-Fi access throughout Union and has been working with developers to create broadcast of the Sunday worship to the Nursery and English Room. Thank you, Jeff, for all of your hard work and ongoing efforts.

Stewardship Ministry members this year included Jeff Carels (Treasurer), David Thie, Bill Johnson, Tony Baldwin, Marty Briggs, Jammie VerGiesen (chair), and Clay Reese (vice-chair). Thanks to all members as well as to the committees and all the volunteers for their support and hard work throughout this past year. Thanks also to Pastor Bridget, Dr. Jon Pahl, Sandy Polarek, and the church office staff for their assistance, participation, and support of this ministry. I look forward to 2019 with hope and excitement as we work together to maintain this beautiful sacred space!

Respectfully submitted,
Jammie VerGiesen, chair

New Member Ministry

Mission

The mission of the New Member Ministry is to welcome new members into our church and to make current members and visitors feel welcome. We do this by hosting coffee fellowship time, greeting before worship, and facilitating the integration of new members into our church family. We give jars of cookie mix as a welcome gift to church visitors. The New Member team prepares and provides updated church information packets for visitors and guests to familiarize themselves with Union's ministries and governance. Thanks to all who donated to this mission.

New Members

In 2018, Union added seven new members, five in the spring and two in the fall.

Members added in spring: Marty and Traci Briggs; Dr. Jon Pahl; John Krueger and Lisa Woznick

Members added in fall: Marty Berry; Vicki LaFountain

New Member Meetings

We are always looking for more people to help with our events. New Member Ministry meets with Inreach Ministry at 5 p.m. on the second Thursday of the month. This partnership between the ministries has been outstanding, and we look forward to a continued partnership this year and beyond.

We invite anyone that would like to join our dedicated group. Please contact a committee member (Laurie Beauchamp, Nicole Kinjerski, Lloyd Schaefer, Jone Wood) if you are willing to help.

Thank you to the greeters, coffee hospitality hosts, and all who have helped our ministry.

Respectfully submitted,
Nicole Kinjerski, chair

Memorial Garden Trustees

The Memorial Garden was established in 2001 to provide a site for members and friends of Union Church to inter cremated remains in a crypt, or to purchase a commemorative wall plaque to honor an individual. The Garden is located outside of the southwest corner of the church building 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 mounted on the south wall of the church overlooking the Memorial Garden.

The Garden has attractive terraced landscaping with rows of single crypts for individuals and double crypts for couples. Crypts can be purchased before death to reduce the final arrangement decisions of the family after death. Purchasing a crypt in the Memorial Garden offers an ideal arrangement for people who do not have a family burial plot in a cemetery or have not purchased mausoleum space.

The Memorial Garden has an endowment fund invested in the United Church Foundation, to provide money for perpetual care of the Garden. Landscaping maintenance is done annually to assure that the Garden will have an attractive, tranquil appearance.

In 2018 Pastor Bridget held two brief services in the Garden. After worship in the sanctuary on Sunday May 27, the Sunday of Memorial Day weekend, the congregation was invited to convene in the Memorial Garden for the final hymn of the service. This allowed our members to see the Garden, some for the first time. In fall 2018, after the regular Sunday service, a brief memorial service was held for the interment of the ashes of John Staton, our Pastor Emeritus.

The Memorial Garden Trustees encourage our church members and their families to visit the Garden to see the location and design of the crypts and wall plaques, and to consider purchasing 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 and providing information about the cost of crypts and wall plaques.

We offer a hearty note of thanks to Ginny Riopelle and her family for sponsoring professional gardening services this year in memory of her mother, Katie Small, which helped make the garden a particularly lovely, peaceful place.

The Garden Trustees thank Pastor Bridget for her support of the Memorial Garden.

The trustees are: Bob Fahres (chair), Phil Hauck (crypt and wall plaque coordinator), and Joan Robb (landscape coordinator).

Nominating Committee

The Nominating Committee presents the following nominees* for officers of the church, chairperson and vice-chair of the church ministries, elected members of committees, and elected representatives to EPH and Mayflower Nursery School. Each has responded to the call to serve in leadership positions of our church's lay ministry. If elected, these nominees begin their service upon the conclusion of the Annual Meeting, January 27, 2019. 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.

* indicates a person nominated for election

Officers

Moderator *Sandy Polarek (2nd term, 2 years remaining) **Clerk** *Gail Hohenstein (5th term, 2 years)
Vice-Moderator unfilled at the time of this writing **Treasurer** *Jeff Gibson (1st term, 2 years)

Ministries and Committees

Education

Chair Nancy Gibson (1st term, 1 year)
Vice-Chair *Helen Krueger (2nd term, 2 years)

Outreach

Chair *Christie Reese (2nd term, 2 years)
Co-Chair *Achim Seifert (1st term, 2 years)

Gifts and Memorials

Co-Chair *Nicole Polarek (2nd term, 2 years)
Co-Chair Phil Enscoe (1st term, 1 year)

Stewardship

Chair Jammie VerGiesen (1st term, 1 year)
Vice-Chair Clay Reese (1st term, 1 year)

Inreach

Chair Heather Collins (2nd term, 1 year)

New Member

Chair *Nicole Kinjerski (1st term, 2 years)
Vice-Chair Lloyd Schaefer (3rd term, 1 year)

Note: Inreach and New Member Ministries will meet together in 2019. With both chair positions filled, we have not sought a vice-chair for Inreach Ministry.

Worship

Chair *Betty Bienash (1st term, 2 years)
Vice-Chair *David Hassel (1st term, 2 years)

Communications Coordinator

*Avonelle Weist

Nominating Committee

Chair *Lou Ann Norsetter
(2nd term, 2 years)

Mayflower Nursery School Liaison

(elected for one year)
*Betty Bienash

Delegate, Ecumenical Partnership for Housing

Julie Macier (1st term, 1 year remaining)

JOSHUA Liaison

*Jeff Gibson

Pastoral Relations Committee (4 years)

Michael Vinson (1 year)
Julie Harder (2 years)
Barbara McClure-Lukens (3 years)
*Gail Carels (4 years)

Personnel Committee

Denise Olson (1 year)
Bruce Shafer (2 years)
*Joyce Anderson (3 years)

Respectively submitted by the Nominating Committee,
Lou Ann Norsetter (chair)



Membership Statistical Report for 2018

ACTIVE MEMBERS ADMITTED:

By Reception:

1. **Marty Briggs** – April 29 – reaffirmation of faith
2. **Traci Briggs** – April 29 – reaffirmation of faith
3. **John Krueger** – April 29 – reaffirmation of faith
4. **Jon Pahl** – April 29 – transfer
5. **Lisa Woznick** – April 29 – confession of faith
6. **Martha (Marty) Berry** – October 14 – reaffirmation of faith
7. **Vicki LaFountain** – October 14 – confession of faith

ACTIVE MEMBERS REMOVED:

By Death:

1. **Joanne (Joannie) Mathes** – 82 – died March 24; private family service held.
2. **John Staton** – 88 – died April 14; Memorial Service at First Congregational UCC, Indianapolis IN on May 13.
3. **Catherine (Katie) Small** – 95 – died May 3; Memorial Service at Union Church on July 21. Pastors Bridget Flad Daniels and Steve Hartman officiating.
4. **Elaine Pamperin** – 94 – died May 5; Memorial Service at Union Church on May 12. Pastor Bridget Flad Daniels officiating.
5. **Loren Hart** – 91 – died May 24; Memorial Service at Union Church on June 1. Pastor Bridget Flad Daniels officiating.
6. **Tammy Peer** – 51 – died June 15; Memorial Service at Union Church on June 20. Pastor Bridget Flad Daniels officiating.
7. **Thomas Hart** – 56 – died September 9; Memorial Service at Union Church on September 22. Pastor Bridget Flad Daniels officiating.
8. **Patricia Viets** – 91 – died December 23; Memorial Service to be held at a later date.
9. **Paul Bilty** – 87 – died December 30; Memorial Service at Union Church on January 7, 2019. Pastor Bridget Flad Daniels officiating.

MEMBERSHIP STATISTICS

Active Membership: December 31, 2017: **530**

Members added to Active Roll:

By reception 7

By confirmation..... 0

By reactivation 0

TOTAL ADDED 7

Members removed from Active Roll:

By death 9

By transfer 0

By member request 0

By placing on Inactive Roll 0

TOTAL REMOVED 9

Active Membership: December 31, 2018: **528**

BAPTISMS: Infants and Children

1. **Kathleen Robyn Baierl** – born January 7, 2017 in Green Bay.
Baptized January 7 at Union Church by Pastor Bridget Flad Daniels.
Parents: Daniel Baierl and Tara Vetter
2. **Declann Rose Burkart-LaBar** – born February 3, 2017 in Green Bay.
Baptized February 4 at Union Church by Pastor Bridget Flad Daniels.
Parents: Britney and Caitlin Burkart-LaBar
3. **Matthew Roger Blake** – born December 6, 2016 in Green Bay.
Baptized February 11 at Union Church by Pastor Bridget Flad Daniels.
Parents: Jessica Rozek and Thomas Blake
4. **Eloise Furst Smith** – born October 10, 2017 in Milwaukee, WI.
Baptized February 18 at Union Church by Pastor Bridget Flad Daniels.
Parents: Emily and Matthew Smith
5. **Leo Ryan Baxter** – born October 27, 2017 in Merced, CA.
Baptized February 18 at Union Church by Pastor Bridget Flad Daniels.
Parents: Laura and Ryan Baxter

6. **Max Ray Holstead** – born June 4, 2017 in Sturgeon Bay, WI.
Baptized May 13 at Union Church by Pastor Bridget Flad Daniels.
Parents: Katelyn and Matthew Holstead
7. **Jonah Michael Holstead** – born May 1, 2018 in Green Bay.
Baptized July 8 at Union Church by Pastor Bridget Flad Daniels.
Parents: Michael and Jenell Holstead
8. **Cashden Phoenix Miles Meyer** – born May 18, 2018 in Green Bay.
Baptized September 18 at Union Church by Pastor Bridget Flad Daniels.
Parents: Ben and Aaron Alexander-Wolf
9. **Liliana Rose Bitter** – born September 28, 2018 in Neenah, WI.
Baptized December 9 at Union Church by Pastor Bridget Flad Daniels.
Parents: Philip and Anna Bitter
10. **Isaiah Jeffrey Baeten** – born November 29, 2018 in Green Bay.
Baptized December 30 at Union Church by Dr. Jon Pahl.
Parents: Brent and Sarah Baeten

MARRIAGES

1. **Tammy Peer and Dorothy Williams** in Green Bay on April 13.
Pastor Bridget Flad Daniels officiating.
2. **Andrew Hoffman and Kaley DeGrave** at Union Church on June 2.
Pastor Bridget Flad Daniels officiating.
3. **John Krueger and Lisa Woznick** at Union Church on October 26.
Pastor Bridget Flad Daniels officiating.

NON-MEMBER MARRIAGES BY OUR PASTORS

1. **Vincent Clore and Laura Albrecht** on June 23 in Muskego, WI.
Pastor Bridget Flad Daniels 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 Eve</u>
2018	528	128	260	357
2017	530	136	291	410
2016	525	135	238	361
2015*	521	138	305	372
2014	555	139	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

* membership rolls reviewed by the Common Ministry

Financials

**for
2018**

Union Congregational United Church of Christ Balance Sheet
December 31, 2018

Assets

Cash

Associated Bank Checking	\$ 77,339	
Associated Bank Money Market	\$ 105,622	
Total Cash	<u> </u>	\$ 182,961

Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 64,033	
UCF: General Gifts/Endowments	\$ 74,595	
UCF: Memorial Garden	\$ 40,623	
UCF: Cora Nelson	\$ 251,370	
UCF: Bagby Theological	\$ 8,148	
Associated Trust: General Gifts/Endowments	\$ 43,113	
Associated Trust: Memorials Foundation Principal	\$ 558,813	
Total Gifts and Endowments	<u> </u>	\$ 1,040,695

Condo Loans Receivable - Waitzmann Funds \$ 95,215

Accounts Receivable \$ 1,080

Total Assets \$ 1,319,951

Liabilities and Fund Balances

Prepaid Pledges \$ 70,863

General Fund Balance \$ 54,920

Gifts and Memorial Funds

Memorial Foundation Spendable	\$ 95,435	
Memorial Foundation Principal	\$ 558,813	
Cora Nelson/Outreach	\$ 250,796	
General Gifts/Endowments	\$ 49,739	
Killoran Scholarship Fund	\$ 64,033	
Memorial Garden	\$ 53,489	
Building & Grounds	\$ (31,378)	
Special Gifts	\$ 13,846	
Total Gifts and Memorial Funds	<u> </u>	\$ 1,054,773

Other Funds

Jubilee House Fund	\$ 3,702	
Capital Campaign	\$ 5,717	
Waitzmann Condo Loans	\$ 95,215	
Sabbatical Fund	\$ 9,406	
Specific Giving Fund	\$ 22,890	
Women's Ministry	\$ 2,465	
Total Other Funds	<u> </u>	\$ 139,395

Total Liabilities and Fund Balances \$ 1,319,951

**Year 2018
Treasurer's
Report**

INCOME	2018 Budget	2018 Actual
Pledge Income	\$ 340,000	\$ 349,793
One-time Gifts	\$ 2,000	\$ 12,993
Non-Pledge Income	\$ 18,000	\$ 16,677
Loose Offering	\$ 4,000	\$ 5,134
Church School	\$ 50	\$ 64
Prior Year Pledges	\$ 1,500	\$ 1,418
Investment Income	\$ 101	\$ 135
Room Rentals	\$ 8,100	\$ 8,345
Fundraisers	\$ -	\$ 5,508
Non-Cash Donations	\$ 500	\$ 807
Total Operating Income	\$ 374,251	\$ 400,874

PROGRAM EXPENSE		
Worship Ministry	\$ 7,080	\$ 4,488
Education Ministry	\$ 9,362	\$ 7,516
In-Reach Ministry	\$ 5,401	\$ 3,559
Outreach Ministry	\$ 18,875	\$ 18,902
Stewardship Ministry	\$ 301	\$ 115
New Member Ministry	\$ 401	\$ 199
Publicity	\$ 1,000	\$ 872
Total Program Expense	\$ 42,420	\$ 35,651

GENERAL EXPENSE		
Pastor Staff Expense	\$ 137,562	\$ 131,542
Lay Staff Expense	\$ 162,612	\$ 156,815
Building and Maintenance Expense	\$ 67,740	\$ 71,612
Administrative Expense	\$ 16,000	\$ 16,243
Total General Expense	\$ 383,914	\$ 376,212

TOTAL EXPENDITURES \$ 426,334 \$ 411,863

NET INCOME (Operating Income Less Expenditures) \$ (52,083) \$ (10,989)

BUDGETED OUTREACH	\$ 18,902
NON-BUDGETED OUTREACH	
One Great Hour of Sharing	\$ 1,221
Neighbors in Need	\$ 997
Christmas Fund	\$ 1,341
Strengthen the Church	\$ 396
Heifer Arks	\$ 6,257
Parson's Purse	\$ 13,920
CAMPital Campaign	\$ 150
Housing/Homeless	\$ 2,272
Habitat Faith Build	\$ 1,089
Waitzmann Loan Foregone Interest	\$ 5,713
Gifts & Memorials Outreach Grants	\$ 11,600
Total Non-Budgeted	\$ 44,956
TOTAL OUTREACH	\$ 63,858

**2018
Outreach
Summary**

Gifts and Memorials Ministry

Union Congregational United Church of Christ has a long, rich history of giving in meaningful ways to support and advance efforts in the Green Bay community. Our committee is committed to building on this foundation of work and to taking great care of the gifts given.

The Gifts and Memorials Ministry was established by amendment to the church bylaws in January 2007, although this work was done for many decades prior. The Ministry has two sub-parts: the Distribution Recommendation and Review Committee, and the Asset Management Committee.

As background, the following is the G&M purpose:

The GM Ministry “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 Ministry is ‘intended to complement, but not replace or compete with’ the Church’s annual planned or special giving.” (As adopted, April 2007)

In 2018, Nicole Polarek remained chair of Distribution and Phil Enscoe remained chair of Asset Management. We are grateful for the continued and valued commitment of Gail Carels, Sue Whittemore, Kristi Zahn, and Daniel Pagel.

After due diligence and using the guiding principles for distribution, the Ministry recommended the following disbursements that were approved by Common Ministry.

- \$50,000 Associate Pastor (Note: up to \$150,000 was committed over 3 years for Associate Minister from the date of hire)
- \$11,500 Madison Street reconstruction (approved 2017)
- \$5,000 Farmory (second of two installments for a total of \$10,000 over two years)
- \$550 Lay Academy – Norsetter
- \$400 fund for UCC summer camp experiences for our member children

Note: We close the year with three grant proposals to be reviewed early in the new year.

We were graciously remembered in the estates of deceased members in 2018 including \$19,000 which was designated by families toward the organ project. Great care is taken to ensure these funds support important work. In 2019, the committee will focus on communication and how to grow the funds. With the help of our members, it is our continued pleasure to take a leadership role in service to our community while honoring the legacy of our members.

Respectfully submitted,
Nicole Polarek

2018 Total Gifts and Memorials Fund Activity Report

Beginning Balance 01/01/2018:	1,127,318
Plus Total Income and Additions:	4,632
Less Expenses and Grants:	<u>77,178</u>
Equals Ending Balance 12/31/2018:	1,054,772

Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$ 52,072
Camp Scholarship donaions	\$ 100
Memorial Garden donations/purchases	\$ 13,535
Total Investment Return	<u>\$ (61,075)</u>
	<u>\$ 4,632</u>

Expenses and Distributions from Gifts and Memorials Funds:

Facility

Madison Street repairs	\$ 11,385
Memorial Garden expenses	\$ 2,023
	<u>\$ 13,408</u>

In-Reach/Program

Church retreat	\$ 280
KC Williams	\$ 649
Ellington service music	\$ 300
Camp scholarships	\$ 400
Lay Academy	\$ 541
Grant for Minister stipend	\$ 50,000
	<u>\$ 52,170</u>

Outreach

Farmory grant	\$ 5,000
Killoran Scholarships	\$ 6,500
Lakeland scholarship	\$ 100
	<u>\$ 11,600</u>

Total Expenses and Distributions	<u>\$ 77,178</u>
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