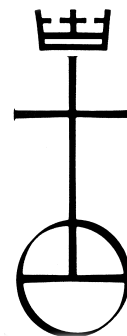

Union Congregational United Church of Christ

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



Annual Report for 2015
180th Annual Meeting

OUR ANNUAL MEETING

Sunday, January 31, 2016



The 180th Annual Meeting of Union Congregational United Church of Christ will convene immediately following worship on Sunday, January 31.

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

The 2016 budget will be proposed, discussed and adopted.

We will vote on a motion from the Common Ministry to renew our membership in JOSHUA for 2016.

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.

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

Adopted May 5, 2002

Amended Jan. 28, 2007; Amended Jan. 31, 2010; Amended Jan. 27, 2013; Amended Jan. 25, 2015

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

Union Congregational Church is an Open and Affirming Congregation of the United Church of Christ. We are 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, sexual orientation, gender identity or gender expression.

Adopted on October 24, 1999; Amended January 25, 2015

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

180th Annual Meeting and Luncheon
Held in Pilgrim Hall following the Worship Service
Sunday, January 31, 2016

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

Call to Order	Lou Norsetter 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 2016 Budget	Jeff Carels, Treasurer
Visioning Team Report	John Feldhouse and Shana Espinosa
JOSHUA Membership for 2016	Cathy Putman
Recognition: Retiring Ministry Chairs	Moderator
Nominating Committee Report	Anne Rakow-Weist, Representative
Litany for Commissioning: New Members of Common Ministry and Committees	Moderator, Pastor, Congregation
Other Business	Moderator
Benediction	Bridget Flad Daniels Senior Minister

Litany for Commissioning New Members of Common Ministry and Committees

Invitation Moderator Lou Ann Norsetter invites newly-elected members of Common Ministry and Committees to come forward; introduces each one.

The Word 1 Corinthians 12:4-12
Reverend Bridget Flad Daniels

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 Reverend Bridget Flad Daniels

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 179th Annual Meeting of January 25, 2015 and the Special Congregational Meeting of January 11, 2015 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 180th Annual Meeting.

Respectfully submitted,
Gail A. Hohenstein, Clerk

MINUTES OF THE 179th ANNUAL MEETING January 25, 2015

CALL TO ORDER: The 179th Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Barbara McClure-Lukens at 11:44 a.m. in Pilgrim Hall.

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:

Oliver W. Martin III
Donald W. Larmouth
Jean Morrison
Judith L. Wochos
William James Bienash
John Christian Viets
Donna Mae Dacey

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, 2014, Union Congregational United Church of Christ had 555 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

OPENING REMARKS:

Moderator McClure-Lukens stated that we are conducting essential business of the Church with an awareness of the presence of the Holy Spirit. The meeting will consist of brief ministry reports, consideration of a budget for approval, and election of Ministry leaders. She observed the strength of the Church in the past few years during a time of change, loss and renewal, and a sometimes rocky path in the whirlwind of change in clergy leadership. We have reconfirmed the grace and resilience of the congregation. It has been a blessing to have the leadership of Pastor Steve and Pastor Gail during this time of transition. The good news is that we are prepared to move forward with a new Pastor, confident in the future to which God is leading us.

Rev. Steve Hartman expressed that he rejoices in the sense of common trust and openness—the good will which has grown in our time together. He has affirmed and finalized his understanding of the

Waitzmann Condominium project. The Every Member Canvass and Capital Campaign were completed through the extraordinary efforts of David Thie, John Shier, and Bruce Shafer. Thanks to the Personnel Committee, chaired by John Wirch, for completing and getting Common Ministry approval for the Personnel Policy Handbook. Steve stated it has been his privilege to serve Union. He has been deeply blessed and gave thanks. The congregation rose with a standing ovation.

Rev. L. Gail Irwin said it has been a year of experimentation. She is thankful to Inreach's experimentation in how to do fellowship, and Faith Formation, where new things were tried in a situation of changing leadership. While there is no one single lay leader overseeing Christian Education, many individuals have stepped up, and have been good sports about trying new things. She gave thanks to Steve and Barbara for their support.

APPROVAL OF MINUTES: Terry Bush moved and Jeff Gibson seconded that the minutes of the 178th Annual Meeting be approved as printed in the Annual Report. Kathy Baldwin moved and Chuck Krueger seconded that the minutes of the Special Meeting of April 6, 2014 be approved as printed in the Annual Report. The motions each carried by a voice vote.

ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS:

EDUCATION

Sandy Polarek read Deb Rose's report. Sunday School has been as a "one room school" with a team of teachers who rotate teaching students from age 4 through 8th grade. The topics are drawn from the Faith Practices curriculum. It takes prayer and talent to plan lessons for a group of students with a 10 year age span. All are welcome in the one room schoolhouse.

Kaia Stueck spoke on behalf of Pilgrim Fellowship. Pilgrim Fellowship now encompasses both the Junior Fellowship and Pilgrim Fellowship, so it has a wider age range. They have focused on teamwork and trust, as well as their desire for outreach and service, which has included a bake sale to raise funds to adopt a family for Christmas, ringing bells for the Salvation Army, making sandwiches for St. John's, and Meals on Wheels. Thanks to Mary Kay Bishop for guiding PF in new service opportunities.

INREACH

Larry Krueger said that Inreach is a social organization that involves food. The Committee consists of Bev & Dick Lathrop, Betty Bienash, Heather Collins, and John Feldhouse, and is helped in its work by a number of volunteers. Pastor Gail organized the Committee and kept it running. The Committee was saddened this year by the loss of Jim Bienash, who was an integral part of the group. Events sponsored by Inreach included the All-Church Picnic in the park, Confirmation Reception, YCA Banquet, Easter Breakfast, Epiphany Kings Cake, Twelfth Night, and Corn Roast. (No Spring Fling this year.) They also coordinate prayer shawls, and trained home visitors. Inreach meets on the 2nd Tuesday of each month at 5:30 p.m., and anyone interested in participating is welcome. Inreach can always use help for its events.

NEW MEMBER

Nancy Gibson reported that New Member coordinates Inquirers Classes for potential new members. They were pleased to welcome 12 new members this year. The group also coordinates Sunday morning greeters and the after-Church coffee hour. She gave thanks to the members of the Committee, but said they always need more help.

OUTREACH

Cathy Putman summarized the work of the Outreach Ministry as "collecting stuff and mission projects."

She especially wanted to give a shout out to Karen Bierman who for 9 years has organized, shopped and cooked for Souper Cooks. Mary Kay Bishop's youth outreach effort during the summer inspired a "serving night." She said mission is for a moment sharing the life of a shelter through a meal program. When you hear the call, try it out.

GIFTS & MEMORIALS

Gary Hassel reported that in addition to the grants listed in the Annual Report, at end of the year G&M learned of a matching grant available for the Ecumenical Partnership for Housing, and they were given \$1,000. Also, \$1,000 was given to a program for preschool needs through Howe School called Hooray 123. Annual grants from G&M usually are in the range of 4-5% of principal, or about \$40,000. There is room for more congregational participation on the "gifting" side of G&M. Please contact Gary if you are interested.

STEWARDSHIP

David Thie said that the Ministry has two parts. First, it encourages the use of the talents, gifts and treasures of the congregation. Second, it helps the sexton take care of the buildings and grounds. At this time last year, our expenses were exceeding income and we didn't have enough pledges. We had borrowed money to replace the boilers and the parking lot had a sinkhole. He expressed gratitude to the congregation which stepped up to the Second Mile Campaign and the Capital Campaign. While 2015 pledges are below goal, we are far ahead of where we were last year. He also gave thanks to the Buildings & Grounds subgroup and the many congregation members who organized and volunteered for Congregational Workdays, which made it possible to operate without an assistant sexton by undertaking a huge backlog of cleaning and painting projects, which also provided opportunities for good fellowship.

WORSHIP

Sandy Polarek said the work of the Worship Ministry is basically to assist the Pastor(s) in planning and administration of worship. One primary topic this year was Communion—how to serve it, where should it be placed in the service, what kind of bread to use, and when to offer Communion. Steve led us through our discussions. Virginia Riggs and her team of servers have been there to assist. Sandy gave thanks to Steve for the work he has done with the Ministry, and expressed that it has been a joy to serve.

2014 FINANCIAL REPORT AND 2015 BUDGET

Bruce Shafer distributed a report on 2014 financial results and the 2015 proposed budget. He reported that we ended 2014 with a \$39,000 surplus. Total income exceeded budget. Total expense was substantially below the original budget. During the year, Common Ministry became concerned about income shortfalls, and adjusted the budget, putting some spending on hold. However, we were able, at the end of the year, to fulfill our OCWM pledge and our total JOSHUA membership contribution. As he has done in the past, Bruce has published a generosity report. Please contact him if you are interested in it.

Regarding the 2015 budget, Bruce said that we know what our expenses will be. The hard part is knowing what giving will be. That's why pledging is important. Our budget calls for \$420,000 in pledge income this year. Our current total is only \$400,000, but Bruce is reasonably confident that the balance of pledges will come in. With non-pledge income, an allowance for unfulfilled pledges, and plate offerings—plus the carryover of the 2014 surplus, we have a balanced budget. There will be no 2nd Mile Campaign unless something catastrophic happens. However, as Bruce depicted with a "Get out of Jail Free Card," that carryover surplus can only be used once. Once it's used, it's gone. Next year's EMC will rely on every one of us stretching to fulfill the goals of the Church if we're to continue operating as we are (for example, with current personnel structure). He hopes it will be easier to meet pledge goals going forward. More resources increase the amount of mission work we can do going

forward. In our history we have had some difficult times over the years, but Bruce expressed hope that with our new pastor, we will have new energy moving forward in the future.

The budget expense lines are pretty close to actual expenditures for 2014. The OCWM contribution has been reduced to reflect the reduced budget. If possible, he would like to restore that at the end of the year if we can. He clarified that the budget reflects Steve on the payroll for a month of overlap to help get Bridget onboard, and has Gail Irwin's position for 12 months.

Bruce moved that we accept the budget as proposed. David Thie seconded and the motion was approved.

PROPOSED AMENDMENT TO THE CONSTITUTION: OPEN AND AFFIRMING STATEMENT

Cathy Putman distributed a motion and description of the proposed change, as well as some commentary. She stated that an ad hoc group has been working on updating the ONA statement for about 2 years. A proposed change was not approved at last year's Annual Meeting. The proposed change this year is:

Union Congregational Church is an Open and Affirming Congregation of the United Church of Christ. We are 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, gender identity or gender expression.

(Stricken word(s) represents language proposed for deletion; underlined word(s) represent language proposed for addition.)

Cathy moved the ONA statement be modified to include gender identity and gender expression. The motion was seconded by Tim Harder.

Discussion followed. Points raised include two persons who expressed concern about having a list specifying areas of diversity, as the list will never be complete. Doesn't "all" mean "all"? Others presented their belief that having a list is important to differentiate us from churches that say "all" but don't mean it, and to reassure those outside the Church that they are indeed welcomed here.

The motion carried on a written ballot of 62 votes in favor and 10 opposed.

(Clerk's Note: At the Common Ministry meeting on February 10, 2015, Common Ministry heard there may have been confusion on the amendment updating the Church's ONAs statement presented at this Annual Meeting. Some members felt some statements made during the presentation may have inadvertently affected the vote. The Common Ministry wants to maintain the integrity of the voting process that we use at Union Church and offer a remedy if there was confusion. Some may have heard that adding the terms "gender identity" and "gender expression" to the ONA statement was required for Union to retain its ONA status. This is not true. Others may have heard that ONA statements are required to include the description "sexual orientation" in order to maintain ONA status. The latter statement is true and is the position of the UCC denomination and the UCC Open and Affirming Coalition. Church members present who felt their votes were compromised in any way by statements made in the meeting were asked to contact the Moderator, Lou Norsetter. Anyone who was concerned, along with Pastor Flad and Moderator Norsetter, gathered with parliamentarian Rev. Dr. Michael Lukens who explained how the vote did indeed comply with Robert's Rules of Order.)

TRANSITION TEAM REPORT

No report

PASTORAL SEARCH COMMITTEE REPORT

Terry Bush, Chair of the Pastoral Search Committee, reported that we have a new pastor, Rev. Bridget Mary Flad. He expressed thanks to Common Ministry for selecting such a diverse group to serve on the Search Committee. The perspectives of group members were very valuable. He gave thanks for their hard work over 16 months. He believes we have a candidate who will serve well for a long period of time. Rev. Flad will begin work on March 2, 2015. March 8 will be her first Sunday.

JOSHUA MEMBERSHIP FOR 2015

Cathy Putman described JOSHUA as an interfaith justice organization. Current projects include law enforcement training for interactions with those with mental illness; helping to obtain identification for those without a social security number, and reform of solitary confinement. It is a group of faith. She moved that Union maintain JOSHUA membership by paying its annual dues of \$1,000. The motion was seconded by Steve Jones and carried.

RECOGNITION OF RETIRING MINISTRY MEMBERS AND BETTY BROWN, CHURCH HISTORY AUTHOR: Retiring members of Ministries and Chairs and Vice-Chairs were thanked for their service:

Bruce Shafer - Treasurer
Nancy Gibson – Chair, New Member
Pat Shafer - Chair, Nominating Committee
Sandy Polarek – Pastoral Relations Committee
Marianne Dickson – Personnel Committee
Lou Norsetter – Vice Chair Stewardship
John Feldhouse – Communications Co-Chair
Shirley De Lorme – Education Ministry (14 years!)

Phil Hauck, 175th Anniversary Committee Chair, expressed thanks to Betty Brown for her four years of work to create the book updating the Church's history. He stated it is significant because churches with histories like this are rare. He cited Gail Irwin's book on failing churches saying that the average church lives 70 years. Ours has lived for 179. Purposes of a church are worship, social and outreach. We live our church one year at a time, but the lessons from history are in the book. Our survival correlates to the outreach we do. Our big failures centered on issues of belief and control. After a standing ovation, Phil presented Betty with a plaque signifying our gratitude for her work.

RECOGNITION OF NURSERY CAREGIVERS

Gail Irwin introduced the nursery caregivers, Kathy Johnson, Stella Linzmeyer and Sylvia Garrido. She said we may not have met them as they are always in the nursery. When a child comes into nursery they are met with open arms, love, Christian spirit and fish crackers. She noted that Kathy has been with us for 10 years. Kathy shared that she has seen a generation of kids, her little girl has grown up here. She has seen so many changes over the years, and has met some awesome people. She feels blessed to have Pastors Steve and Gail, and her co-workers. This church is a blessing for her. Thank you for being so special.

2015 NOMINATING COMMITTEE REPORT:

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

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

Ministries

Education

Chair	
Vice-Chair	Julie Thiel (2nd term, 2 yrs remain)

Gifts and Memorials

Co-Chairs	Gary Hassel (2nd term, 2 yrs remain) Larry Rose (1st term, 1 yr remain)
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Inreach

Chair	
Vice-Chair	Larry Krueger (2nd term, 2 yrs remain)

New Member

Chair	
Vice-Chair	Lloyd Schaefer (1st term, 1 yr remain)

Outreach

Chair	Cathy Putman (2nd term, 2 yrs remain)
Vice-Chair	*Mary K. Bishop (1st term, 2 yrs remain)

Stewardship

Chair	David Thie (1st term, 1 yr remain)
Vice-Chair	*Jeff Zahn (1st term, 2 yrs remain)

Worship

Chair	Sandy Polarek (2nd term, 2 yrs remain)
Vice-Chair	Virginia Riggs (1st term, 1 yr remain)

Communications Coordinator

Co-chairs	Shaun Shoulddeen (2nd term, 1 yr remain)
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Nominating Committee

Chair	*B. McClure-Lukens (1st term, 2 yrs remain)
Vice-Chair	

Mayflower Nursery School Liaisons

(elected for one year)
Judy Larmouth

Delegate, Ecumenical Partnership for Housing

Marlene Lanoue (1st term, 2 years remaining)
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Pastoral Relations Committee

Erika Wachter	(1 year)
Lloyd Schaefer	(2 years)
Gary Hassel	(3 years)
*Elaine Moss	(4 years)

Personnel Committee

John Wirth	(1 year)
Katie Klaus	(2 years)
*Bruce Shafer	(3 years)

(*) indicates a person nominated for election

Despite many phone calls, there are still vacancies for three Ministry Chairs: Education, Inreach and New Member. There are good working committees for each group, just no one in a leadership position at present.

Pat made a motion to present the slate to be elected by unanimous ballot. After a second by Ben Giese, 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 by Reverend L. Gail Irwin.

OTHER BUSINESS

Jeff Larson drew our attention to the YCA report on page 22 of the Annual Report. It is a wonderful group of young members beginning their faith journeys. He expressed that it was a great testament that Kristie Thie and Beth Lyman came back to serve as leaders after being participants.

Terry Bush expressed thanks to Barbara McClure-Lukens for her service as Moderator. After a standing ovation, Pastor Steve stated it has been a profound privilege to share in leadership with Barbara. She has been an inspiration for him, and he will always remember her with great respect. He is grateful for her leadership. Pastor Gail shared that she has learned that Barbara likes to dance. She observed the qualities of dance that match up with those Barbara exhibits are grace and strength/toughness. To encourage her to continue to dance, she presented Barbara with a framed poster which states: "And those who were seen dancing were thought to be insane by those who could not hear the music." Barbara expressed she is so very grateful for the Church, both the good times and thick times. She leaves in gratitude.

BENEDICTION

Reverend L. Gail Irwin gave the benediction. The meeting was adjourned at 1:32 p.m.

Respectfully submitted,

Gail A. Hohenstein, Clerk

Union Congregational United Church of Christ
MINUTES OF THE SPECIAL CONGREGATIONAL MEETING
January 11, 2015

CALL TO ORDER: The Special Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Barbara McClure-Lukens at 11:03 a.m. in the sanctuary.

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, 2014, Union Congregational United Church of Christ had 555 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

CONSTITUTING PRAYER: Interim Minister of Program and Christian Education, L. Gail Irwin led the Congregation in prayer.

REPORT OF THE PASTORAL SEARCH COMMITTEE: Terry Bush, Chair of the Pastoral Search Committee, thanked the members of the Pastoral Search Committee:

Mel Polarek
Karen Wirch
Jeff Gibson

Lloyd Schaefer
Julie Harder
Ray Thompson

Michael Vinson
Marlene Lanoue
Barbara McClure-Lukens, *ex officio*

He gave a brief history of the work undertaken by the Committee during the past 16 months. The work included writing a job description and Church profile (both approved by Common Ministry), and reviewing 27 resumes from a diverse group of candidates. Seven candidates were interviewed and given background checks by the Wisconsin Conference. Only one candidate passed all the steps and then accepted the invitation to come to Green Bay, Rev. Bridget Mary Flad.

In Terry's words, the Committee sought:

- A **welcoming voice** that was committed not only to ONA but would reach out and embrace all those without a Church home.
- A **scholarly voice** that would teach everyone in our Congregation—young and old—in new and innovative ways.
- A **strong voice** that would marshal the resources of Union Church and all of its members to continue to address issues of social injustice, hunger and homelessness with endeavors of Christian Service.
- An **experienced voice** that would lead our efforts to grow membership and stewardship as well as manage the business affairs of a proud, long standing and complex Congregation.
- A **compassionate voice** that would soothe us in times of crisis, tragedy and loss yet be able to celebrate with us the happiest times of our lives – weddings, births, baptisms, adoptions, graduations, confirmations, anniversaries.
- A **prophetic voice** that would preach to us, engage us, inspire us and send us on our way with hope, courage and conviction.

The Committee unanimously believes that Rev. Flad possesses these attributes, and Rev. Flad has expressed that she feels God's call to come to Union Church.

With that background, Terry made the following motion:

*On behalf of the Pastoral Search Committee and in my capacity as Chairman of that Committee,
I move that this Congregation call Reverend Bridget Mary Flad to be the Senior Pastor of
Union Congregational United Church of Christ.*

The motion was seconded by Ray Thompson.

In response to a question, Terry stated that if called, Rev. Flad will complete her contractual obligations to her current Church and begin serving at Union on March 2.

The motion carried on a paper ballot (Yes 114; No 2; and 3 Abstentions), after which Rev. Flad was welcomed back into the sanctuary.

BENEDICTION

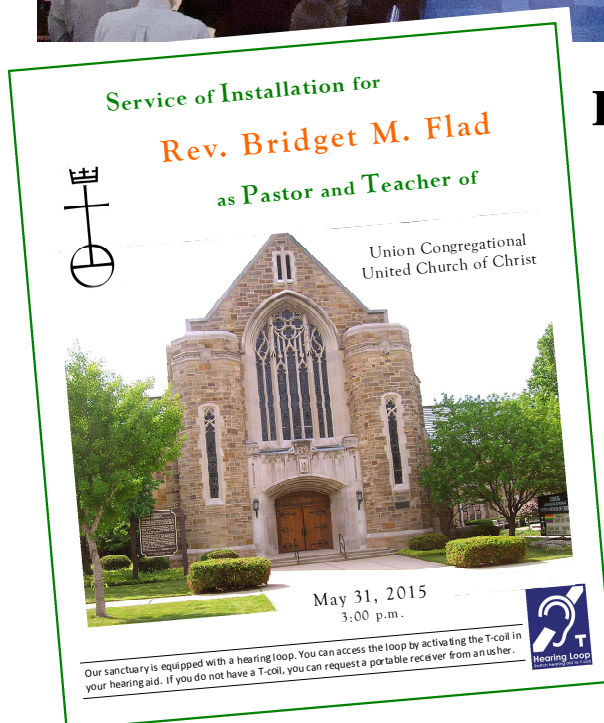
After a benediction by Rev. Flad the meeting was adjourned at 11:21 a.m.

Respectfully submitted,

Gail A. Hohenstein, Clerk

Rev. Bridget Flad was installed as Union Church's Senior Minister on Sunday afternoon, May 31, 2015.

Moderator Lou Norsetter wrote about the event in the June edition of the church's newsletter, *Still Speaking*.



Punctuated with Joy! The Installation of Rev. Flad

On Sunday afternoon, May 31, we celebrated Pastor Bridget's installation. Members, friends, family and the pastoral community of northeastern and southeastern Wisconsin filled most of the church. We watched red robed people fill the front of the church – the bell choir in black robes; the pastors in white robes, all in red stoles.

The bell choir opened the service with their signature piece *"Shout to the Lord."* Courtney Sherman and Elaine Moss performed *"The Promise of Living"* from the Tender Land. Rev. Dave Gaeth of Greendale Community UCC in the Southeast Association drew upon Victor Borge's routine of *"Phonetic Punctuation"* to preach of the never ending presence of the Holy Spirit.

MODERATOR

Thank God for Union Church!

Literally and figuratively, we are grateful for our faith community. Union's strength lies in its people "seeking to make the Christ spirit dominant:" members attending worship with regularity, participating in myriad ways and supporting the church with treasure.

Look around you any Sunday. Very few pews remain empty, whether long-time members worship or new faces appear. Without fail, new members recount the warm greetings they received from those around them.

We've watched our children's choir double in size over the past year. Many of us read at the lectern, usher members to their seats, sing in the choir, serve lemonade in the courtyard. We've worn the "Heifer" cowsuit, made soup for St. John's, and washed cars with the youth. We've served on many ministries and shepherded children in the annual pageant. We may find ourselves serving pancakes and porkies, walking at Moon Beach Camp before breakfast or simply blessing each other with a smile.

We've responded to our community and world. We partner with Mayflower preschool, support housing through the Ecumenical Partnership for Housing, explore ways to reduce gun violence in Green Bay and the United States. We deepen our faith through Bible study and considering the "historical" Jesus. We join with our pastors in supporting Union's mission as it unfolds over time.

Rev. Bridget Flad Daniels came to us early in the year. Reverends Steve Hartman and Gail Irwin had served Union prior to her arrival with Pastor Steve returning as Pastor of Visitation. Pastor Bridget energized many ministries with fresh ideas and focus. We look forward to her leadership and the guidance from our visioning team. As we welcomed Pastor Bridget, we also honored her predecessor Rev. Dr. Chuck Mize with the installation of stained glass window in his honor and a gift to commemorate the occasion.

As a congregation we thank God for Pastors Bridget and Steve, the Common Ministry, our church ministry leaders and members. The Common Ministry deserves our prayers and hearty thanks for their dedication. We also thank the Church staff for supporting us in our worship and ministries.

Office staff: Eric Goska, Winnie Hutjens, Scott Ingram

Music staff: Courtney Sherman, Ray Thompson, Ruth E. Baker, Cheri Frusher, Marshall Moss (emeritus)

Education staff: Sylvia Garrido, Kayla Adams

The moderator's report traditionally reviews the past year. But we need to look forward to sustain our faith community. The Visioning Team will further give definition to Union's mission. The strategies and objectives that come from the vision will require our support with time, energy and money. We are a healthy congregation now, but we have challenges to meet. We ask God's guidance to meet those challenges in the year to come and beyond.

Humbly submitted,

Lou Ann Norsetter, Moderator

Union Congregational United Church of Christ, Green Bay, WI

SENIOR MINISTER

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."
—Jeremiah 29:11

Thank you all, and thank God for this tremendous year of ministry on behalf of Union Congregational United Church of Christ. Since being called in January and coming on board in March, I have had the distinct pleasure to witness the spirit of God alive and active in this community. As a newcomer, I have found this congregation's proclamation of the Bond of Union each week to be incredibly powerful: I have seen this congregation striving to do God's will and to make Jesus' love real. How heartening for a new pastor.

Transition was the word of the year at Union in 2015! With both a new moderator and changes in pastoral staff and lay staff, updating the Leadership box in the bulletin seemed like a monthly task! At the Annual Meeting, Barbara McClure-Lukens passed the Moderator's baton to Lou Ann Norsetter. Barbara has remained a tremendous resource, both regarding Union's traditions as well as offering wise insight and counsel. Lou brings her engineering background to bear in her service, with well reasoned meetings and planning. We are all deeply grateful to both of these women for their service.

Transitions were afoot in our pastoral staffing as well. My ministry began here at the beginning of March, when my then fiancé / now husband and I moved to Green Bay from Milwaukee, where I had been Associate Pastor of Plymouth United Church of Christ for almost 9 years. While it was hard to leave our home and communities in Milwaukee, Green Bay and Union have already proven themselves to be home. As I came on board, Rev. Steve Hartman transitioned out of his role as Interim Senior Minister, remaining available for consultation. Then in May, Rev. L. Gail Irwin, our Interim Associate Minister for Program and Education wrapped up her ministry. The congregation offered deep thanks to both, as they eased us through the unknown time between called pastors.

With Rev. Irwin's departure, the Common Ministry and I agreed that it was too early in my pastorate to attempt to hire a new Associate Pastor, and so we divided the role into several smaller parts, in order to be able to maintain the ministries of the church as we discerned our next steps. We hired Kayla Adams who served as our Youth Ministry Coordinator from August through December, and church member Sylvia Garrido took on the role of Children's Faith Formation Coordinator for the 2015-16 program year. In a stroke of the Holy Spirit, I invited Rev. Steve Hartman to return in a *very* part time role as our Pastor of Visitation. Steve's calming, prayerful presence has been a Godsend for dozens of our congregants who are in need. Again, thanks for your ministries abound.

Beyond that, our staffing remained stable, with deep thanks going out to Dr. Courtney Sherman, our Music Director, Ray Thompson, our Organist, Cherri Frusher who leads our Adult Bell Choir Ensemble, and Ruth E. Baker, our Youth Choir Director. Your musical talent, your passion for sharing and bringing forth others' gifts, and your depth of spirit bring our worship to life with joy and praise. Special thanks to Mrs. Baker, whose ministry doubled in size this year, with the Youth Choir growing from 5-10 voices in just one year! Where would we be without Tom Towill's weekly commitment to run the sound in worship?

The behind the scenes staff deserve praise as well. Eric Goska, Winnie Hutjens, and Scott Ingram are a tremendous team, keeping the day to day workings of the church running smoothly. I am consistently appreciative of the administrative and manual work these three do to support our ministries. That they do it with grace and smiles is a ministry in and of itself. Kathy Johnson has been a rock, staffing our nursery every Sunday, come rain or come shine. That consistency is a true blessing.

The volunteers of the church number far too many to mention. Please know how grateful I am for your service. If you served in any way in 2015, know that I count you as a blessing. However two volunteers who stand out as going above and beyond are Tony Baldwin and Dr. Julie Harder. Tony has been refinishing our pews, a couple at a time, throughout 2015 and is continuing in 2016. He has put in an uncountable number of hours and has saved the congregation many thousands of dollars. His work is beautiful, and we are very, very

grateful. In a completely different area of our ministry, Dr. Julie Harder continues to offer the congregation the invaluable gift of teaching. Julie's adult education classes, Seminary Secrets and Schools of Ethical Decision Making, are scholarly and insightful. We are blessed to have someone with such a keen mind, solid training, and effervescent passion volunteering untold hours to help us deepen our knowledge and faith.

Transitions were afoot in more areas than our staffing, too, this year. After diving right in to the ministry of the church in the middle of the Lent/Holy Week/Easter busyness when I arrived, I set out a program of twelve get-to-know-you sessions. Over the course of seven weeks more than one hundred church members gathered with me to share our stories and talk about our hopes and dreams for Union. From these sessions, I learned that many of you consider this not just your church but your family. You have deep commitments to the children and youth of our congregation and to our outreach, and you want to share Union and the Good News with more people than we are currently.

To this end, we set out on a Visioning and Strategic Planning Process this fall. With funds from Gifts and Memorials we engaged the services of Rev. John Wimberly, a church planning consultant, who is guiding our process. Common Ministry invited John Feldhouse, Shana Espinoza, Mary Kay Bishop, Ed Tucker, Bruce Shafer, and Barbara McClure-Lukens to form a Visioning Team who then gathered with Wimberly in October for a day long retreat to discern Union's core values. From there, the Visioning Team has been hard at work, sharing a draft Purpose Statement with small groups across the congregation and eliciting feedback. The team is excited to share the revised purpose statement at the annual meeting. Their next steps will be to develop goals and strategies, inviting congregants into this process at every step. Our hope is to have a plan in place in May or June, and be able to start implementing our strategies for the next program year.

Parson's Purse — 2015

Donations Received	\$6,350.40
Assistance Given*	\$6,586.66
Ending Balance	\$4,705.16

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

As you see, the transitions of this year have touched every facet of our ministry. Truth be told, the transitions are far from over. Rather, I imagine that the transitions of 2015 will serve much like a spring, or maybe a springboard, giving us the power to launch into new ministries and to engage in our existing ministries with renewed energy. To this end, I am heartened by the quote from the book of the Prophet Jeremiah that appears at the beginning of this report. I trust that God has great plans for us, and I am excited to take on those plans together with you.

Wishing You Grace and Peace,
Rev. Bridget Mary Flad Daniels

PASTOR OF VISITATION

Dear Union Church Family:

I am richly blessed as your Pastor of Visitation to see the congregation receiving new families and caring for long-time members and friends. My privilege is to visit those in our church who are homebound, unable to travel for worship regularly or who have been admitted to care facilities and emergency hospitalizations in coordination with and under the direction of Pastor Bridget. Although the list of people visited changes from time to time, I am currently following about 20 of our members and friends. Beyond the sheer enjoyment in the visits, I hope to bring inspiration, consolation and good news reports from the church and ministries. Thank you for the opportunity to share in this ministry of caring.

Pastor Steve Hartman

2015 Annual Report

Franz Rigert, Conference Minister

“I will give them one heart, and put a new spirit within them” (Ezekiel 11:19)

These words from Ezekiel travel 2,600 years, and echo across a hundred generations, yet they still speak to us today. As people of faith, we join in the unending litany of our spiritual ancestors who longed for a word of hope, the promise of restoration, a new expression of peace and justice, and for the day when all God’s people might experience a life of dignity, sufficiency and welcome.

We in the Wisconsin Conference UCC seek to live out this prayerful mission in faithful and fruitful ways. In my early days as your Conference Minister, I have offered a vision for our common life rooted in our covenantal relationships. We are called by the Holy Spirit to connect with each other – clergy to clergy, lay person to lay person, congregation to congregation – and to care for one another as the wider body of Christ. This vision has staffing and program implications as we seek to emphasize our mission: “to support, strengthen and equip the Church for the work of ministry.”

Here is a glimpse of our current efforts:

- Our primary **staffing goal** for 2015 was to have in place, over the summer months, three settled Associate Conference Ministers (ACMs). We are deeply grateful for the work of Becky Johnston and Kent Ulery, Interim ACMs, who diligently traversed the North and South (respectively) to carry out the work of Search and Call, mediation, clergy care, congregational guidance and cluster gatherings. On September 1, we welcomed Joanne Thomson as Southwest ACM, Rob McDougall as Northwest ACM and Jane Anderson as Northeast and Southeast ACM. Joanne will also continue facilitating our Communities of Practice. Rob is taking on some special assignments (exploring transitional support and new opportunities for retiring clergy, and developing resources for small/rural churches). Jane is focusing entirely on her field ACM role, which I am also supporting with 25% of my time. This staffing model represents our deep commitment to better serve and support the pastors and congregations of our Wisconsin Conference.
- We are grateful as well for the time-consuming efforts of our four **Church & Ministry teams** who are entrusted with ministerial authorization and oversight. Our Commission on Church & Ministry (conference-wide representatives) is working through several processes to bring cohesion and consistency among association practices, for example: Fitness Review protocol, Licensed Ministry process, and Member in Discernment (MID) expectations.
- The **Board of Directors** launched into Strategic Planning this fall. Early in 2016 we anticipate Board approval of a simple Mission-Values-Vision statement that conveys our major objectives for the next few years. At Annual Meeting 2016, the Board will present a 2017 proposed budget, as a prudent and forthright request necessary to carry out the mission of our Conference ministry. Director of Finance, Vicki Graff, and I continue to work with our Budget and Finance Team to ensure wise and transparent fiduciary management.
- One exciting new development is the **Shift Initiative**. This effort to resource and equip our congregations as they make adaptive changes to meet the needs of 21st Century Church reflects the vision of our Board of Directors and has their enthusiastic support. The 2016 Annual Meeting will focus on Shift, encouraging congregations to identify possible paradigm shifts and pairing Conference resources and networks to support that effort.

- The **Campital Campaign** is closing in on the minimum goal of raising 3 million dollars for camp improvements, new buildings and endowment. We anticipate several substantial additional commitments in the first six months of 2016, and celebrate the positive impact this campaign brings to the future of our Outdoor Ministries!
- Our **Lay Academy**, under the direction of Tisha Brown, continues to thrive, even as we anticipate new and exciting developments in the coming year.
- Our **Youth programming** continues to generate lots of enthusiasm. Lisa Hart is exploring ways to expand our efforts in resourcing, training and networking for local church youth programming.
- We are in the beginning phase of building a new **Conference Website**, which we hope will be a common platform for all communications, Associational news, resource center and interactive conversation. Deb Simon is diligently guiding this project.
- The work of **Church Development and Renewal (CDR)** continues, as do our efforts in helping congregations assess their needs and identify new directions and opportunities for revitalization. We are immensely grateful for the many years of leadership Joanne Thomson provided to CDR. In the coming year, CDR will serve as the “repository” for our new Shift Initiative. The team will serve as a sounding board and provide funding and accountability.
- Our identity with the **United Church of Christ** on a national level continues, as we remain grateful for the gift of *Still Speaking 1.0* some years ago (and anticipate *Still Speaking 2.0* in just a few months), and as we find much of our voice on justice and global concerns through this ministry. I communicate regularly with the Council of 38 Conference Ministers. This past summer the Wisconsin Conference sent 35 delegates and numerous visitors to General Synod in Cleveland.
- We continue to cherish our many **ecumenical relationships** through the Wisconsin Council of Churches, related agencies and our global partnerships. I anticipate a trip to the Middle East in early 2016 with UCC and Disciples denominational leaders, with educational emphasis on the Syrian refugee crisis and the Israeli/Palestinian conflict. In May of 2017 we plan to send a significant delegation to Germany for the 500th Celebration of the Reformation.

Finally, may I say, serving as Conference Minister has been exhilarating and challenging! Our staff is energized and efficient. We are collaborating at every turn, and committed fully to the mission of serving you in the greater service of Christ’s Church.

Blessings,
Franz

Faith Formation Leaders (Youth - Adult)

2015 - 2016 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!

Sunday Faith Formation Teachers: **Sandy Polarek, Deb Rose, Ed Tucker**

Sunday Faith Formation Aides: **Linda Jerabek, Julie Thiel, Julie Tetzlaff, Matt Lyman**

Nursery staff: **Kathy Johnson, Sylvia Garrido, Stella Linzmeyer**

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

Pilgrim Fellowship Leaders: **Shawna Stueck, Sylvia Garrido**

YCA Leaders: **Jeff Larson, Linda Larson, Mary Kay Bishop, Kayla Adams**

Youth Choir Director: **Ruth E. Baker**

Storytellers: **Julie Thiel, Sylvia Garrido, Anne Rakow-Weist, Linda Jerabek, Nicole Polarek, Liz Gregg, Paul Gregg, Judy Larmouth, Ed Tucker**

Storyteller Books/Crafts/Activities: **Cathy Putman, Julie Thiel**

Wednesday Kitchen Staff: **Michael Bloss, Ray Thompson**

Kitchen Cleanup Crew: **Adam Stueck, Tim Harder, Ross Logerquist, Christie Reese, Karen Filppula**

Second Sunday Series Committee: **Sue Whittemore, Sandy Polarek, Carolyn Haglund, Cathy Putman**

Adult Classes: **Julie Harder**

Librarian: **Cathy Putman**

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

EDUCATION MINISTRY

The Education Ministry is responsible for the planning and administration of Christian Faith formation opportunities for all members of our church community. Current ministry members include Deb Rose, Helen Krueger, Julie Thiel, Carolyn Johnson, Sylvia Garrido, Sandy Polarek, Ed Tucker, and Shawna Stueck.

2015 was another year of transition as we said goodbye to Gail Irwin, our Interim Minister of Program and Christian Education. We owe Gail our deepest gratitude for her invaluable insight, leadership, guidance and friendship during her time with us. Working closely with our new Senior Minister, Pastor Bridget Flad Daniels, the ministry has embraced and implemented some positive changes during this school year. Most notably, a new curriculum was selected for our multi-age Sunday Children's Faith Formation classroom. Ed Tucker did extensive research and narrowed the choices for us. We selected SHINE, published by Brethren Press. Our devoted teachers and aides are enjoying the creative, adaptable multi-age format. The children are engaged at their own levels through biblical storytelling, art, drama, music and meaningful conversation. They meet in a large group session then engage in some break-out activities. We are excited to see an increasing number of children in this class.

In September, with the approval of Common Ministry, two new staff positions were added: Children's Ministry Coordinator (Sylvia Garrido) and Youth Ministry Coordinator (Kayla Adams). These new staff members help with recruiting and coordinating leaders/volunteers, communicating with families, maintaining supplies and materials, record keeping, attending meetings and facilitating youth events. We discussed the trend toward calling our ministry with children "Faith Formation" verses "Sunday School" to better name what it is we are working to do. We will be gradually phasing in this new terminology.

The Education Ministry looks forward to a vibrant 2016!

Respectfully submitted,
Julie Thiel, vice-chair

Faith Formation Programs offered in 2015 included:

Sundays

Children's Faith Formation-Sunday School
Sunday Adult Classes
Children's Worship Moments

Second Sunday Series
Book Studies
Confirmation Classes

Nursery
Storyteller Time

Tuesdays

Bible Study

Wednesdays

Evening Meals
Youth Choir

Seminary Secrets Adult Class

YCA & PF (youth in grades 5-8 and 9-12 gather to build faith and values through fellowship and mission projects)

Other Events

Christmas Pageant
Intergenerational Sunday School
Parent Orientations

YCA Sunday
Youth Retreat

Safe Sanctuary (mandatory training presented by Pastor Bridget for everyone who works with children/youth)

The Peg Jaeger Library

The Peg Jaeger Church Library serves the needs of the congregation and church school with its collection. Seventy-two books were added despite a reduced budget: 35 from the book sale and gifts to the collection, five books purchased for the Storytellers program held during worship, and 22 purchased for the adult collection. The entire collection has 1,780 volumes. About half of the books used this year (50) were for the Storytellers program, a lectionary-based picture book ministry now in its fifth year. The other half of the loans were split between fiction and nonfiction, both children's and adult. While loaning only 100 books a year seems small, it is typical for a church and church library of Union's size. That doesn't mean we don't welcome more borrowers and book loans!

The catalog is viewable from home at:

<https://www.librarything.com/catalog/UnionCongUCC>
<https://www.librarything.com/catalog/UnionCongUCC>

The site is called Library Thing and our member name is UnionCongUCC. In the "Your Books" tab, there is a "search your library" box in the upper right hand corner into which you can type key words for a general search, or the author's last name or a portion of the title to find out whether the library owns the book you are searching for. If you want to browse, clicking a column heading like Author or Title will reorder the collection into alpha or number order as appropriate. The other way to browse is to come into the library and check the shelves.

Thank you to Richard Miller for the donation of the comfortable new wing chairs in the library.

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 the church, Pilgrim Hall was Friday, January 9.
- Corn Roast and Potluck for Reunion Sunday was Sunday, September 13.

Fellowship

Retreat

- A retreat group gathered September 18-20 at beautiful Moon Beach Camp in northern Wisconsin. Our retreat leader was Pastor Dave Gaeth. The theme was "Find Your Grail."

Groups

- Lenten Clusters: A small group gathered Sunday evenings during Lent for a potluck meal and to discuss the book, What We Talk About When We Talk About God, by Rob Bell.
- 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, November 30. Thank you to the hostesses, those who provided special music and the planning committee led by Sue Tucker, Deb Rose and Toni Champeau for this beautiful start to the Advent season.

Receptions

Epiphany Reception (Kings' Cake)	Mize Window Dedication
Annual Meeting Potluck	Steve Hartman Farewell Reception
Easter Breakfast	Gail Irwin Farewell Reception
Confirmation Reception	Pastor Bridget Flad Installation Service and Reception

Special receptions as needed (funerals, etc.)

Care

- Homebound Ministry: Several members of the congregation visited our homebound members, keeping them stay connected to Union Church and providing them with Christian care and friendship on a monthly basis.
- Memorial Reception Committee: 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 knitted 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: Heather Collins (temporary chair) Larry Krueger (vice-chair), Dick and Bev Lathrop, Betty Bienash, John Feldhouse, Joyce Anderson

Young Christians in Action — YCA

The senior high school level youth group at Union Church is called Young Christians in Action (YCA). It is open to all students in grades 9 through 12. It has been around for decades, and many of today's church members have had children and grandchildren who have attended and benefited from the YCA experience.

Throughout the school year YCA meets once a week – on Wednesday nights. The Wednesday night program typically begins with a meal, and is followed by a business meeting and/or activity. The activity changes week to week, and there is an occasional weekend event. This year we have had guest speakers, played wallyball at the downtown YMCA, helped with a number of projects at the Howe Resource Center, made care packages for YCA alumni, raked leaves at church, went caroling at Bellin Hospital, had a car wash, served up a delicious pancake and porkie breakfast, and explored issues through a number of discussions/reflections.

YCA provides a place where everyone is free to express themselves without judgment. We strive to grow and strengthen our faith through discussion, community service, activities and the bond of friendship.

- YCA officers for 2014-2015 school year were: Madison Danen (president), Anna Ziemendorf (vice president), Jacob Leiden (treasurer), Mark Harder (chaplain), Megan Danen (publicity manager).
- YCA adult advisors for 2014-2015 school year were: Mary Kay Bishop, Jeff Larson, Linda Larson, Russ Mueller.
- YCA officers for 2015-2016 school year are: Lauren Owens (president), Mark Harder (vice president), Maddy Van De Hey (treasurer), Nick Myers Olson (chaplain).
- YCA adult advisors for 2015-2016 school year are: Kayla Adams (first semester only), Mary Kay Bishop, Jeff Larson, Linda Larson.

Every other year the youth group goes on a mission trip – called a Work Safari. Through the years, the group has done a variety of volunteer work in locations such as San Antonio, New Orleans, Philadelphia, Chicago, Denver, and Kansas City. In a number of cases these mission trips have been a life-changing experience for our youth. The plan for 2016 is a trip to New York. Details are still being finalized, and fundraisers are still on the horizon.

Church members are always welcome to attend a YCA meeting or event. Your talents and experiences can be shared with our youth. An opportunity to keep in mind.

Traditions are strong at Union Church, and the ongoing activities at YCA are among the best.

To help keep YCA ticking, funding is always a concern. And our mission trip will require a bit more money than we typically raise in our car wash, pizza sale, and other fundraisers. Thank you to the congregation for financial support in the past, and I hope we can count on you in the future.

Sincerely,
Jeff Larson

Women's Fellowship

Women's Advent Reflection: "take this bread"

This year's Women's Advent Reflection and Dessert was held on Monday, November 30. Mild winter weather helped approximately 85 women gather in Pilgrim Hall that was once again turned into a land of enchantment with candles glowing and beautiful holiday décor. Table hosts were Richard Miller and Tom Towill with hostesses Mary Kay Bishop, Toni Champeau, Betty Hartman, Hazel Kalkofen, Barbara McClure-Lukens, Cheryl Myers, Denise Olson, Lou Norsetter, Deb Rose, and Anne Rakow-Weist. Joyce Anderson had beautiful holiday nametags ready for all the guests. Jeff Carels, Steve Hartman, Larry Rose, David Thie, and Ed Tucker brewed coffee and served apple-pie-punch as the ladies admired the tables and enjoyed lovely prelude music played by McKenna Stueck on her viola and Kaia Stueck and Ruth E. Baker on the piano. Union's Handbell Choir, under the direction of Cheri Frusher, announced the beginning of the program through the song *Carol of the Bells* and continued with *Silent Night*. Cheri also led the guests as they accompanied themselves with hand chimes while singing *God Rest Ye Merry Gentlemen*. We were spiritually nurtured through hymns, prayer, and scripture readings of Mary and Joseph in their distress, their decisions, their journey into the hustle and bustle of Bethlehem, and the Magi's visit to the most precious gift of all as compared to the story of Della and Jim's distress, their decisions, the hustle and bustle of the city crowds, and their discovery of the most precious gift of all in O. Henry's *The Gift of the Magi*. Readers included Kathy Baldwin, Toni Champeau, Sylvia Garrido, Betty Hartman, Helen Krueger, Deb Rose, Shawna Stueck, Sue Tucker, and Pastor Bridget. The program was enriched with heartfelt Christmas music including *Breath of Heaven* and *O Holy Night* beautifully sung by Courtney Sherman, *Christmas Dinner* and *Gift of the Magi* sung in perfect harmony by Chris and Roy Goodner, and *Were You There Christmas Night?* sung with angelic voices by the girls of Union's Youth Choir who were directed and accompanied by Ruth E. Baker. The evening concluded with delicious desserts shared with warm fellowship at each table.

Cathy Putman set up and monitored the sound system, Courtney Sherman organized the music, and Toni Champeau, Deb Rose, and Susan Tucker created the program. This intergenerational, multi-sensory, spiritual event was made possible by all the willing and excited volunteers who shared their talents in so many ways.

Susan Tucker

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 who identify as male. The meeting is free flowing, which allows you to depart whenever you need to 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.

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 Pastor Bridget Flad and two of our members, Deb Rose and Judy Sharp. Pastor Bridget "introduced" herself to the circle members and told about her collegiate and career path before arriving at Union Church. Deb reported on her volunteer work with CASA (Court-Appointed Special Advocates). She and other advocates meet with assigned children in their homes and then advocate for the children in court cases. Judy told about her hobby researching her family's heritage and included some interesting and humorous anecdotes. In May we shared a potluck salad luncheon in Pilgrim Hall.

In September we enjoyed a "game day" with a choice of board games in Pilgrim Hall. In October Adrienne Fletcher, who is an adjunct professor of sociology at UWGB, spoke about research she has done for an advanced degree; she encouraged all of us to share our faith and values with people we meet and associate with in our daily jobs and social encounters. In November Pastor Bridget and Mary Kay Bishop, members of the Visioning Team, led a discussion of our feelings about Union Church and our hopes and ideas for the next five years.

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 in order to be closer to family members.

The circle is proud of Vivian Stewart, Elaine Pamperin, and Sandy Killoran 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 several 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 coordinated three denominational and one special offering in 2015, with a total collection of \$6,470. In addition, the \$270 profit from the Book Sale and \$300 from the summer Brat Sales were given to the Jubilee Maintenance Fund to help pay for the new furnace when needed. The remaining \$750 from the Brat Sales and over \$500 from the Rummage Sale is used for our three St. John and seven New Community Shelter meals.

The eight Wednesday night Brat Sales had a number of enthusiastic volunteers, which made the time fun and the work light. SouperCooks continue to efficiently prepare a meal for New Community Shelter on the fourth Thursday several months of the year. New this year were Union serving teams for the March and October meals.

This summer Mary Kay Bishop led outreach for middle school students, serving Meals on Wheels, weeding and planting at the Green Bay Botanical Garden and pounding an ash tree for the raw materials used in an Oneida basket quilt for veterans.

Steve Jones, who organized the Pride Booth on Saturday, July 11, continues to report a large number of volunteers participating in the all-day event.

Heifer organizer Jean Smithback writes: "The Heifer Living gift Market on October 25 was well attended this year. Our total for that Sunday was \$4,070 and the final number was \$6,560. The mood was quite jovial and the volunteers were enthusiastic. The goat with her babies was a big hit, with thanks to the Lymans for arranging. Elizabeth Delvaux and I felt we worked well together as organizers and are up for a repeat in 2016!"

In November, we collected shelf stable foods for George's Secret Elves, Kathy Johnson's project to feed 170 school children during Christmas Break. On Sunday, November 29, Outreach provided red ribbons to the congregation to commemorate World AIDS Day.

The Sacred Conversation on Gun Violence, which was initiated in the summer, was added as a Task Force of Outreach Ministry and a means for that group to inform and stay in touch with church affairs.

Much, if not all of our work, could not be accomplished without the help and generosity of the congregation. Thank you!

Cathy Putman (chair); Mary Kay Bishop (vice-chair); Marty Thiel (EPH coordinator); Pat Shafer (in-kind giving); and Stacie Christian (rummage sale coordinator).

Campital Campaign-2015

Early in 2015, the Wisconsin Conference of the United Church of Christ launched the Campital Campaign, a financial campaign designed especially to improve, build, and grow the Outdoor Ministry program in our state. Moon Beach Camp near St. Germain and Pilgrim Center on Green Lake near Ripon provide opportunities for children, youth, adults, and families to grow in faith together. The campaign will allow needed maintenance, new program structures, and the potential for an endowment fund for the camping program. A minimum goal of \$3,000,000 was set with an intermediate goal of \$5,000,000 and a challenge goal of \$8,000,000 to follow. All UCC churches in the conference were asked to participate. As of this date, the campaign stands at nearly \$3,000,000.

Here at Union our own Gifts and Memorials Ministry pledged \$25,500 to the campaign. Individual donors have nearly matched that amount with a current pledge total of \$23,272. Pledges may be paid over a three- to five-year period. The committee is grateful to all of our participants and encourages other members and friends to contribute as they are able; a gift of any size is appropriate and appreciated. Pledges may be made by contacting the church office or by e-mail to finance@unionucc.com.

Respectfully submitted,
Chuck and Helen Krueger

JOSHUA

(Justice Organization Sharing Hope United for Action)

The past year for JOSHUA saw a new task force addressing mental health services in our community. A forum, “Law Enforcement and CIT Training,” was held on May 19, 2015 at Union Church and included speakers from law enforcement, crisis intervention, support groups, judicial system, and a mental health professional. The focus was on Crisis Intervention Team and Partner training, techniques which law enforcement uses to de-escalate a situation involving a person experiencing a mental crisis. Successful actions by this group include propelling a \$1.15 million funding for mental health services as part of the 2016 Brown County budget.

Reverend Steve Hartman, the new chair of JOSHUA’s Religious Leaders forum, expressed his motive for involvement. “I have a desire to see religious leaders in the Greater Green Bay area develop networks of relationships, common knowledge and shared commitment around social justice issues. I believe the times in which we live call religious leaders to be prepared to advocate on behalf of the most needy, those without a voice in our community. I believe JOSHUA can offer a solid force for common good and the needs of all people from a faith-based perspective.”

Sue Exworthy is our new JOSHUA liaison and a member of the Mental Health Task Force.

Respectfully submitted,
Cathy Putman

Ecumenical Partnership for Housing (EPH)

2015 EPH Accomplishments

Provided safety, stability, and solutions for 40 families, including 94 children, in partnership with the Salvation Army and our partnership churches.

- As a board, we increased our knowledge of the challenges, barriers, and opportunity gaps faced by people in poverty through our dialogue and study of Our Kids: The American Dream in Crisis.
- Through the gardening efforts of Karen and Bonnie, provided over 800 pounds of fresh produce to our families.
- Developed and implemented a Family Index assessment process with the Salvation Army Case Management Team for use in identifying and setting goals for families, improving “solutions,” and measuring progress and outcomes.
- Strengthened our operational infrastructure; contracted with an accounting firm, added a part-time maintenance person, expanded the manager role, and added seven additional volunteers approved to work in our homes with families present.
- Purchased a single-family home for use in our Long-Term Supportive Housing Program.
- Strengthened our financial position. We have achieved our direct mail campaign goal, and have added to our endowment.
- Five members cleaned Jubilee House in September to get it ready for a new long-term family.

Respectfully submitted,
Marlene Lanoue, board member

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. Several members of our congregation committed their time and talents to Union UCC as part of the Worship team. The Core Team consisted of Virginia Riggs (vice-chair and communion coordinator), Gail Hohenstein (lay reader coordinator), Courtney Sherman (music director), and Sandy Polarek (chair).

Worship Team members supported their specific functions in ushering (Susan Forsythe, coordinator), sound (Tom Towill), and sanctuary and altar care. We made beautiful music thanks to the leadership of Courtney Sherman, (music director), Ray Thompson (organist), Ruth E. Baker (Children's Choir director) and Cheri Frusher (Handbell Choir director). We appreciate their contributions and their dedication.

It was a very special year as we welcomed Pastor Bridget Flad Daniels and shared past worship practices and new ideas with her. Some things that came from our discussions included:

- Fresh flowers on the altar during the summer supplied by members of the congregation
- A wedding performed during the Sunday service
- A worship service (August 30) held at St. James Park
- Communion by intinction during the summer months
- A wonderful memorial service for those who died during the year including pictures in the bulletin (thanks to Eric Goska)
- A beautifully decorated church for Easter, Thanksgiving, and Advent (thanks to Jason Pues, Sharon and Gary Hassel, Tom Towill, and helpers)
- All of the choirs performing together during a Sunday service
- Blue being used as the color for Advent to represent the expectant nature of the season
- An incorporation of suggestions made by church members and/or Pastor Bridget to enhance the worship experience

Many volunteers are needed to help the Worship Ministry fulfill its purpose. Church members serve as dedicated ushers and musicians who practice for hours to present beautiful music at a worship service. They donate, water and arrange flowers for the altar, carry the heavy communion trays to serve the congregation, organize the pews during the week, and read passages from the lectern. To those people, a huge thank you on behalf of Union UCC.

The year 2015 was a beautiful beginning of our journey with Rev. Bridget Flad Daniels as Pastor. We remain thankful for the ministry of Rev. Steve Hartman as he guided us through the important transition period.

Please consider lending your talents to this ministry as we “strive to do the will of God” in love and service.

Respectfully submitted,
Sandy Polarek, Worship Ministry 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 2015, we added 18 new members and their families. Eight new members joined on March 29, 2015, nine new members joined November 1, 2015, and Pastor Bridget joined when she began her ministry at Union Church in March.

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, Dan Baierl, Daana Denil, Gary Gierczak, Steve Jones, Barbara McClure-Lukens, 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, acting chair

STEWARDSHIP MINISTRY

Pledge Campaigns and Income to Support Union's Budget

Union has finished 2015 with a budget account surplus! We started 2015 with a surplus from 2014, and the pledges from the fall 2015 campaign balanced the 2015 budget balanced if we used up that surplus. We didn't use the entire surplus, and we finished 2015 \$9,000 "in the black"! So thank you all for your support in 2015: those who gave, those who pledged and gave, those who gave generously beyond what was pledged, and those who found ways to reduce spending!

The fall 2015 "We are Changing Lives" Pledge Campaign to support Union's needs in 2016 wrapped up in December with pledges to date totaling \$355,000. We anticipate a final pledge total of about \$375,000, which will be right on track for the proposed 2016 budget. Again, thank you very much for all the pledges, offerings and gifts we have received, and thanks to all who have worked on the 2016 campaign!

Capital Campaign

On April 6, 2014, the congregation approved a Capital Projects list (attached), and a Capital Pledge Campaign to raise \$310,000 over three years. Two thirds of the way through the campaign, pledges cover the entire pledge goal, and we have received nearly 80% of the total amount pledged. Gifts received so far have paid for all of the "new" projects on the list, but we still need your support and continued pledge payments in 2016 to repay the "tuck-pointing and parking lot repairs" loan from Union's Gifts and Memorials Fund. Repaying the loan from Gifts & Memorials is essential to ensure that there is enough money available to fulfill that fund's mission in the future.

Our project execution team completed the following in 2015:

- Replaced sanctuary pew pads and repaired and re-glued sanctuary pews
- Began refinishing pews in sanctuary
- Replaced the folding chairs in Pilgrim Hall
- Updated sanctuary lighting, Pilgrim Hall lighting and lighting outside the west entrance
- Removed the carpet and refinished the floors in the chancel
- Repaid bank loan from 2013 that was used to purchase new boilers (early payment saved \$8,000)
-

Remaining for 2016:

- Continue pew refinishing
- Continue repaying our loan from Union's Gifts & Memorials Fund

Other "non-campaign" projects:

Late in 2014, Union received a gift in memory of Jim Bienash from Betty Bienash and family friends for use to improve accessibility. Last winter, a project team led by Jeff Carels used these funds to install a hearing loop system in the sanctuary that provides a boosted signal for users of hearing aids. Many have noted the improvement!

New outdoor lighting fixtures were installed on the roof on the north side of the building. The old fixtures were deteriorated and lighting levels were too dim in the parking lot and on the outdoor steps.

Buildings and Grounds

Work Days

Since the 2014 budget staffing plans were implemented, we no longer employ a part-time sexton. Part of making this possible is to do more things with volunteer help through Congregation Work Days.

Besides getting work accomplished, the Congregation Work Days are a great opportunity for bonding with other church members. Thanks to all those who pitched in to help! Jeff Carels and Bill Johnson planned and led Work Days to:

- Move pews around so contractors could access the sanctuary lights and chancel floor
- Erect scaffold and install a cover over the organ loft during the chancel floor sanding operation
- Clean walls, bathrooms, and windows and remove spiders and spider webs
- Paint Pastor Bridget's office and the hallway outside the offices

Garden Committee

The Garden Committee (Julie Macier and Joan Robb) would like to thank our many loyal volunteers. This year in addition to Wednesday Weeders, Saturday Snippers and planting annuals, we spread mulch. A special feature was our new Adopt a Plot program. Thanks to the individual members and family teams who signed up for selected plots to refurbish and maintain throughout the summer. This was highly effective in keeping up with weeds in the rose garden, crab tree bed, both side beds, areas around the parking lot and the Memorial Garden. "Thank you" to Tom Towill for acquiring new rose bushes to replace ones that had died. We hope to expand the "adoption" approach next summer. Regular watering is still an area of concern and more replacement plants and mulch will be needed.

Finally, I would like to give thanks to the members of Stewardship Ministry and our committees for their hard work this year! And to our Pastor for her participation and support, and to the church staff. And many thanks to Larry Rose who led this fall's "Changing Lives" 2016 EMC pledge campaign.

David Thie, chair

Ministry Members

Jeff Carels (treasurer), Bill Johnson, Todd Kane, David Thie (chair) and Jeff Zahn (vice-chair)

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.

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 for individuals 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 18 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. Landscaping and improvements in the Garden are made every year to maintain an attractive appearance.

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

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 31, 2016. 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.

Moderator	Lou Norsetter (1st term, 1 year remaining)
Vice-Moderator	*Jeff Gibson (1st term, 2 years remaining)
Clerk	Gail Hohenstein (3rd term, 1 year remaining)
Treasurer	Jeff Carels (1st term, 1 year remaining)

Ministries and Committees

Education		Outreach	
Chair	*Deb Rose (1st term, 2 yrs remain)	Chair	Cathy Putman (2nd term, 1 yr remain)
Vice-Chair	Julie Thiel (2nd term, 1 yr remain)	Vice-Chair	Mary Kay Bishop (1st term, 1 yr remain)
Gifts and Memorials		Stewardship	
Co-Chairs	Gary Hassel (2nd term, 1 yr remain)	Chair	*David Thie (2nd term, 2 yrs remain)
	*Marlene Lanoue (1st term, 2 yrs remain)	Vice-Chair	Jeff Zahn (1st term, 1 yr remain)
Inreach		Worship	
Chair	*Heather Collins (1st term, 2 yrs remain)	Chair	Sandy Polarek (2nd term, 1 yr remain)
Vice-Chair	Larry Krueger (2nd term, 1 yr remain)	Vice-Chair	*Virginia Riggs (2nd term, 2 yrs remain)
New Member		Communications Coordinator (1 year)	
Chair	*Steve Jones (1st term, 2 yrs remain)		*Shaun Shoulddeen
Vice-Chair	Lloyd Schaefer (2nd term, 2 yrs remain)		
Nominating Committee		Mayflower Nursery School Liaisons	
Chair	*Barbara McClure-Lukens (1st term, 1 yr remain)		(elected for one year) *Judy Larmouth

Delegate, Ecumenical Partnership for Housing
Marlene Lanoue (6-year term, 2 years remain)

Pastoral Relations Committee

Lloyd Schaefer	(1 year)
Gary Hassel	(2 years)
Elaine Moss	(3 years)
*Michael Vinson	(4 years)

Personnel Committee

Katie Klaus	(1 year)
Bruce Shafer	(2 years)
*Joyce Anderson	(3 years)

*** indicates a person nominated for election**

Respectively submitted,
Barbara McClure-Lukens, chair, Nominating Committee

MEMBERSHIP STATISTICAL REPORT for 2015

ACTIVE MEMBERS ADMITTED:

By Reception:

1. **Bridget Flad** – March 2 – letter of transfer
2. **Daniel Baierl** – March 29 – reaffirmation of faith
3. **Michelle Erickson** – March 29 – reaffirmation of faith
4. **Francisco “Paco” Espinosa** – March 29 – reaffirmation of faith
5. **Shana Espinosa** – March 29 – reaffirmation of faith
6. **Kari Ewoldt** – March 29 – reaffirmation of faith
7. **Kole Ewoldt** – March 29 – reaffirmation of faith
8. **Sylvia Garrido** – March 29 – reaffirmation of faith
9. **Emily Kwaterski** – March 29 – reaffirmation of faith
10. **James Dawson** – November 1 – reaffirmation of faith
11. **Kenneth Divoky** – November 1 – reaffirmation of faith
12. **Donald Fenlon** – November 1 – reaffirmation of faith
13. **Ryan Hyde** – November 1 – reaffirmation of faith
14. **Wendy Hyde** – November 1 – reaffirmation of faith
15. **Amanda Loewen** – November 1 – reaffirmation of faith
16. **Christie Reese** – November 1 – letter of transfer
17. **Clayton Reese** – November 1 – letter of transfer
18. **Cathlin Stuntz** – November 1 – letter of transfer

By Confirmation:

1. **Aidan Thomas Neuman** – May 10
2. **Logan Garet Shannon Stueck** – May 10

ACTIVE MEMBERS REMOVED:

By Death:

1. **Henry C. Hall** – 90 – died April 19 in Cedar Rapids, IA; Memorial Service at Union Church on May 16. Pastor Bridget Flad officiating.
2. **Mark T. Heffernan** – 37 – died April 27; Memorial Service at Union Church on May 2. Pastor Bridget Flad officiating.
3. **Carol E. Bowley** – 77 – died May 13; Funeral Service at Union Church on May 17. Pastor Bridget Flad officiating.
4. **Charles E. Zanzig** – 89 – died May 21; Funeral Service at Union Church on May 29 at Lyndahl Funeral Home.
5. **Joyce F. Bush** – 89 – died November 19; Memorial Service at Union Church on November 21. Pastor Bridget Flad Daniels officiating.

By Transfer:

1. **Emily Green** – to First United Method Church, Green Bay, WI
2. **Dorothy Howell** – to Suamico United Methodist Church, Suamico, WI
3. **Duane Howell** – to Suamico United Methodist Church, Suamico, WI
4. **Jody Mize** – to Glenview Community Church, Glenview, IL
5. **John Wilson** – to First Congregational United Church of Christ, Appleton, WI
6. **Dera Wilson** – to First Congregational United Church of Christ, Appleton, WI

By Member Request:

- | | |
|----------------------------|-----------------------------|
| 1. Sally Angell | 23. Lindsay Gardner |
| 2. Adam Baldwin | 24. Shelby Gardner |
| 3. Amy Bromund | 25. John Gillespie |
| 4. Jenny Buah | 26. Sarah Gillespie |
| 5. Nicholas Bush | 27. Elaine Gridley |
| 6. Sarah Castner | 28. Andrew Grunseth |
| 7. Amanda Champeau | 29. Annette Grunseth |
| 8. Denise Claton | 30. John Grunseth |
| 9. Sean Claton | 31. Jacque Jadin |
| 10. Arthur Cohrs | 32. Ryan King |
| 11. Nancy Cohrs | 33. Carrie Meier |
| 12. Alyce Corish | 34. Robert Nelsen |
| 13. Patrick Corish | 35. Debbie Nitka |
| 14. Robert Corish | 36. Sonja Ostrow |
| 15. Stephen Deadman | 37. Annie Putman |
| 16. Dianna DeMond | 38. Daniel Putman |
| 17. David DeMott | 39. Daniel Tugel |
| 18. Melissa Dupke | 40. Diane Tugel |
| 19. Tracy Ferris | 41. Max Tugel |
| 20. Eric Gabrielson | 42. Lindsay Velarde |
| 21. Lise Gammeltoft | 43. Kimberly Zelton |
| 22. Joanne Gardner | |

MEMBERSHIP STATISTICS

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

Members added to Active Roll:

By reception 18
By confirmation 2
By reactivation 0

TOTAL ADDED 20

Members removed from Active Roll:

By death 5
By transfer..... 6
By member request 43
By placing on Inactive Roll 0

TOTAL REMOVED..... 54

Active Membership: December 31, 2015: **521**

BAPTISMS: Infants and Children

1. **Silas Leopold Dorff** – born April 21, 2014 in Green Bay.
Baptized January 18 at Union Church by Pastor Steve Hartman.
Parents: Nathaniel “Ned” and Lindsay Dorff
2. **Isis Nora Garrido-Palermo** – born May 29, 2004 in Garden Grove, CA.
Baptized February 22 at Union Church by Pastor Steve Hartman.
Parents: Sylvia Garrido and Neil Palermo
3. **Nicholas Kevin Sheier** – born August 29, 2003 in Green Bay.
Baptized February 22 at Union Church by Pastor Steve Hartman.
Parents: Kevin and Carol Sheier
4. **Gabriel James Giese** – born November 16, 2008 in Appleton, WI.
Baptized April 19 at Union Church by Pastor Bridget Flad.
Parents: Ben Giese and Jammie Verstoppen
5. **Olivia Sophia Giese** – born October 17, 2012 in Green Bay.
Baptized April 19 at Union Church by Pastor Bridget Flad.
Parents: Ben Giese and Jammie Verstoppen
6. **Elijah John Vinson-Kane** – born October 9, 2014 in Grafton, WI.
Baptized April 26 at Union Church by Pastor Bridget Flad.
Parents: Michael Vinson and Todd Kane

BAPTISMS: (continued)

7. **Evelyn Rae Richards** – born March 31, 2015 in Green Bay.
Baptized July 19 at Union Church by Pastor Bridget Flad.
Parents: Lucas and Amy Richards
8. **Will Melvin Ferry** – born September 18, 2014 in Green Bay.
Baptized November 8 at Union Church by Pastor Bridget Flad Daniels.
Parents: Jason Ferry and Nicole Polarek
9. **Luana Lucille Baxter** – born March 31, 2015 in Merced, CA.
Baptized December 27 at Union Church by Pastor Bridget Flad Daniels.
Parents: Ryan and Laura Baxter
10. **Alistair Ryan Hyde** – born May 22, 2015 in Green Bay.
Baptized December 27 at Union Church by Pastor Bridget Flad Daniels.
Parents: Ryan and Wendy Hyde
11. **Jeremiah James Stewart** – born July 2, 2015 in Green Bay.
Baptized December 27 at Union Church by Pastor Bridget Flad Daniels.
Parents: Marquese and Sarah Stewart

MARRIAGES

1. **Richard John Frederick and Kristy Eileen Howard** at Union Church June 20.
Pastor Bridget Flad officiating.
2. **Sara Jean Michael and Rochelle Anne Kryger** at Union Church August 9.
Pastor Bridget Flad officiating.
3. **Kathleen Ann Klaus and Susan Elaine Borkovec** at Union Church August 21.
Pastor Bridget Flad officiating.

Membership and Attendance Data for the Last 20 Years

Year	Membership	Avg. Attendance	Easter	Christmas
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
1998*	547	189	296	322
1997	589	190	404	325
1996	585	189	300	319

* membership rolls reviewed by the Board of Deacons and Deaconesses

** membership rolls reviewed by the Common Ministry

Financials

**for
2015**

Union Congregational United Church of Christ Balance Sheet

December 31, 2015

Assets

Cash

Associated Bank Checking	\$ 42,467	
Associated Bank Money Market	\$ 104,697	
Total Cash	<u> </u>	\$ 147,164

Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 71,296	
UCF: General Gifts/Endowments	\$ 39,859	
UCF: Memorial Garden	\$ 22,085	
UCF: Cora Nelson	\$ 245,353	
UCF: Bagby Theological	\$ 7,632	
Associated Trust: General Gifts/Endowments	\$ 77,633	
Associated Trust: Memorials Foundation Principal	\$ 472,213	
Total Gifts and Endowments	<u> </u>	\$ 936,071

Condo Loans Receivable - Waitzmann Funds \$ 95,215

Total Assets \$ 1,178,450

Liabilities and Fund Balances

Prepaid Pledges \$ 38,761

General Fund Balance \$ 60,564

Gifts and Memorial Funds

Memorial Foundation Spendable	\$ 92,655	
Memorial Foundation Principal	\$ 472,214	
Cora Nelson/Outreach	\$ 245,146	
General Gifts/Endowments	\$ 123,979	
Killoran Scholarship Fund	\$ 71,296	
Memorial Garden	\$ 25,637	
Building & Grounds	\$ (106,379)	
Special Gifts	\$ 15,041	
Total Gifts and Memorial Funds	<u> </u>	\$ 939,589

Other Funds

Jubilee House Fund	\$ 2,625	
Capital Campaign	\$ 29,317	
Waitzmann Condo Loans	\$ 95,215	
Sabbatical Fund	\$ 5,237	
Specific Giving Fund	\$ 4,677	
Women's Ministry	\$ 2,465	
Total Other Funds	<u> </u>	\$ 139,536

Total Liabilities and Fund Balances \$ 1,178,450

Year 2015 Treasurer's Report

	2015 Budget	2015 Actual
INCOME		
Pledge Income \$	400,000	\$ 380,527
One-time Gifts \$	3,000	\$ 2,152
Non Pledge Income \$	15,000	\$ 26,648
Loose Offering \$	5,000	\$ 4,843
Church School \$	100	\$ 58
Prior Year Pledges \$	3,000	\$ 1,375
Investment Income \$	-	\$ 181
Room Rentals \$	8,500	\$ 8,900
Non-Cash Donations \$	-	\$ 991
Total Operating Income \$	434,600	\$ 425,675
PROGRAM EXPENSE		
Worship Ministry \$	6,780	\$ 6,104
Education Ministry \$	6,290	\$ 5,813
In-Reach Ministry \$	5,940	\$ 4,888
Outreach Ministry \$	18,696	\$ 18,342
Stewardship Ministry \$	300	\$ 245
New Member Ministry \$	400	\$ 275
Publicity \$	2,000	\$ (1,591)
Total Program Expense \$	40,406	\$ 34,076
GENERAL EXPENSE		
Pastor Staff Expense \$	170,951	\$ 144,466
Lay Staff Expense \$	156,343	\$ 156,299
Building and Maintenance Expense \$	77,000	\$ 66,791
Administrative Expense \$	16,000	\$ 15,094
Total General Expense \$	420,294	\$ 382,650
TOTAL EXPENDITURES \$	460,700	\$ 416,726
NET INCOME (Operating Income Less Expenditures) \$	(26,100)	\$ 8,949

<u>2015 Outreach Summary</u>	
BUDGETED OUTREACH	\$ 18,342
NON-BUDGETED OUTREACH	
One Great Hour of Sharing \$	1,992
Neighbors in Need \$	1,741
Christmas Fund \$	1,964
Heifer Arks \$	6,722
Parson's Purse \$	5,900
CAMPital Campaign \$	11,272
Housing/Homeless \$	773
Special Offerings \$	899
Waitzmann Loan Foregone Interest \$	5,713
Gifts & Memorials Outreach Grants \$	34,303
Total Non-Budgeted	\$ 71,279
TOTAL OUTREACH	\$ 89,621

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.

It was a pretty fulfilling year for the Gifts and Memorials Ministry which consists of Larry Rose, our financial guru and co-chair, Marlene Lanoue, Gail Carels, Sue Whittemore and Kristi Zahn, with input from Lou Norsetter and Pastor Bridget. Overall, a distribution of almost \$44,000 was in response to grant requests as approved by Common Ministry. We also developed a written policy regarding receipt and consideration of gift requests.

Lakeland College, a long-time partner, received the first of three annual \$10,000 gifts to help fund the Reinhold Ulrich Endowed Chair in Philosophy, Ethics and Christian Thought. UCC Camps received the first of three \$8,500 gifts, supplemented by additional individual gifts for the Campital Campaign (their spelling, not ours). Mayflower Nursery, a partner since 1955, received \$4,000 for scholarships and an additional \$1,000 to assist in the costs of advanced certification in youth education. The Killoran Scholarships continued at \$5,000.

Smaller projects and gifts included outdoor lighting, assisting with the hearing loop, funding the costs of the Visioning Process and fall retreat, completion and installation of the Mize Window, a gift to assist Nick Bush in his ministry and providing occasional cab fare to and from church for those who would otherwise be unable to attend.

Our goal is to continue to get ‘bang for the buck’ in making gifts or using gifts as seed money for greater gifts and making the ability of Union to positively affect our greater community a stronger mission.

We remind the entire congregation that Gifts and Memorials need not be funded solely from bequests of wealthy members. Small, inexpensive life insurance policies naming Union as beneficiary or a stated percentage of long-held life insurance policies can be designated for Union, all of which will enlarge and enhance our ability to continue these efforts.

Thanks for another good year.
Gary Hassel, co-chair

2015 Total Gifts and Memorials Fund Activity Report

Total Gifts and Memorials Fund Activity 2015

Beginning Balance 01/01/2015:	\$ 989,823
Plus Total Income and Additions:	\$ (1,144)
Less Expenses and Grants:	<u>\$ 49,091</u>
Equals Ending Balance 12/31/2015:	<u><u>\$ 939,588</u></u>

Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$ 3,434
Memorial Garden donations/purchases	\$ 4,600
Cady/Brown history books	\$ 130
Total Investment Return	\$ (9,308)
	<u><u>\$ (1,144)</u></u>

Expenses and Distributions from Gifts and Memorials Funds:

Facility

Memorial Garden expenses	\$ 517
Hearing Loop	\$ 4,994
Outdoor lighting	\$ 6,195
Mize window plaque	\$ 348
	<u><u>\$ 12,054</u></u>

In-Reach/Program

Church Retreat	\$ 275
Retreat scholarships	\$ 155
Visioning Team expenses	\$ 2,304
	<u><u>\$ 2,734</u></u>

Outreach

Transportation to church	\$ 203
Mayflower scholarship grant	\$ 5,000
Killoran Scholarships	\$ 10,000
Lakeland College R Ulrich Center	\$ 10,000
Youth With a Mission	\$ 600
UCC Campital Campaign	\$ 8,500
	<u><u>\$ 34,303</u></u>

Total Expenses and Distributions	<u><u>\$ 49,091</u></u>
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Our Church Staff

(as of December 31, 2015)

Senior Minister.....	Bridget M. Flad Daniels
Pastor of Visitation	Steven B. Hartman
Pastor Emeritus	John J. Staton
Administrative Assistant.....	Eric Goska
Financial Secretary.....	Winnie Hutjens
Building and Maintenance Supervisor.....	Scott Ingram
Music Director	Courtney Sherman
Music Director Emeritus.....	Marshall Moss
Organist.....	Ray Thompson
Handbell Ensemble Director.....	Cheri Frusher
Children's Choir Director	Ruth E. Baker
Children's Ministry Coordinator.....	Sylvia Garrido
Youth Ministry Coordinator	Kayla Adams
Librarian.....	Cathy Putman
Audio Coordinator	Tom Towill
Nursery Attendants	Sylvia Garrido
	Kathy Johnson
	Britney Weronka

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Pastor Bridgetbridget@unionucc.com
Pastor Steve..... steve@unionucc.com

Visit our website at www.unionucc.com