

OUR ANNUAL MEETING

Sunday, January 29, 2017



The 181st Annual Meeting of Union Congregational United Church of Christ will convene immediately following worship on Sunday, January 29.

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

The 2017 budget will be proposed, discussed and adopted.

We will vote on a motion from the Common Ministry to renew our membership in JOSHUA for 2017.

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.

On the Cover

Union Church glistens among the snow that fell on Tuesday, January 26, 2016. Scott Ingram, Union's Building and Maintenance Supervisor, can be seen shoveling snow in the lower right corner of the photo. The photo was taken by Eric Goska, Administrative Assistant.

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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; Amended July 20, 2016

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 Assistant Pastors, pastoral, program, music, administrative, financial and secretarial staff, sextons and housekeepers, with the exception of Associate Pastors; subject to Section 21 22 (Common Ministry approves salaries).

When a vacancy occurs in the office of Pastor or Associate 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 or Associate 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 or Associate Pastor is indefinite. It may be terminated with three months' notice either by the Pastor or Associate 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

181st Annual Meeting and Luncheon
Held in Pilgrim Hall following the Worship Service
Sunday, January 29, 2017

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 2017 Budget	Larry Rose, EMC Chair
Associate Pastor Search Committee	Ben VerGiesen
JOSHUA Membership for 2017	Sue Exworthy
Recognition: Retiring Ministry Chairs	Moderator
Nominating Committee Report	Barbara McClure-Lukens, Chair
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.
- To make the Christ spirit dominant in our dealings.

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 180th Annual Meeting of January 31, 2016 and the Special Congregational Meeting of July 10, 2016 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 180th ANNUAL MEETING January 31, 2016

CALL TO ORDER: The 180th Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Lou Norsetter at 11:40 a.m. in Pilgrim Hall.

CONSTITUTING PRAYER AND MEMORIAL MOMENTS: Rev. Bridget Flad Daniels led the congregation in prayer that included the following members and friends who died this past year:

Henry C. Hall
Mark T. Heffernan
Carol E. Bowley
Charles E. Zanzig
Joyce F. Bush

Michael Collins

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, 2015, Union Congregational United Church of Christ had 521 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

OPENING REMARKS:

Moderator Norsetter welcomed and thanked everyone who was in attendance. She reflected this 180th meeting is an auspicious occasion and anticipates we will have another 180 in the future. She introduced Rev. Wilfred E. Tabb III, Parliamentarian for our meeting.

Rev. Flad Daniels thanked Lou for her work as Moderator, noting she is good at asking good clarifying questions, honing in the discussion and keeping us on task. She also thanked the Officers and the Ministry Chairs for their help in her onboarding. Lastly, she asked that we all give thanks to the Church staff who do so much behind the scenes to keep things flowing seamlessly. Two significant efforts this year have been getting to know Church members, the Church's systems and processes, and working to discern God's will for our Church's next step.

There are many opportunities and challenges ahead of us. It has been an honor to serve this Church the past eleven months.

APPROVAL OF MINUTES: Cathy Putman moved and Michael Vinson seconded that the minutes of the 179th Annual Meeting be approved as written in the Annual Report. Judy Larmouth moved and Tom Towill seconded that the minutes of the Special Meeting of January 11, 2015 be approved as written in the Annual Report. Both motions carried by a voice vote.

ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS:

EDUCATION

Julie Thiel noted it has been another year of transition for the Education Ministry. She is grateful for all the teachers and volunteers, and for the growth in the number of children in the Congregation. She is looking forward to the next year.

INREACH

Heather Collins, referencing Rev. Flad Daniels' sermon of this morning, said it was heartening to hear that we have well covered the #6 reason for coming to church (good food). She expressed thanks to those who participated on the Inreach Ministry and the many volunteers. It has been a very busy year with many celebrations, and she looks forward to another year.

OUTREACH

Cathy Putman commented that we can't reach out without willing hands, and in that regard lifted up the work of Marty Thiel, our Jubilee House coordinator. We are very grateful for his steady work on our behalf.

WORSHIP

No additions to that reported in the Annual Report.

NEW MEMBER

No additions to that reported in the Annual Report.

STEWARDSHIP

David Thie thanked everyone for all the effort and donations. It has been a busy year with lots of volunteer effort.

GIFTS & MEMORIALS

Gary Hassel urged us to look at the Gifts & Memorials information in the Annual Report and thanked everyone for another good year.

CAMPITAL CAMPAIGN: Helen Krueger updated final end of year numbers for the Conference's CAMPITAL CAMPAIGN. The Conference has raised \$2,835,164. Union's contribution has been \$23,772.00

2015 FINANCIAL REPORT AND 2016 BUDGET

Jeff Carels distributed the 2015 Budget Review and 2016 Proposed Budget.

2015 Budget Review: 2015 pledge income was \$380,000 vs. a budget of \$400,000. Other income lines made up for some of the deficit. We ended the year with overall income of \$8,900 below budget. Relative to expenses, all Ministries' expenses were under budget, as were staff

expenses (due to our hiring 3 part-time staff instead of an Associate Pastor). Lay staff expenses were in line with budget, and also reflected lower overtime costs for our custodian, thanks to a number of volunteers contributing time and effort. Total staffing costs were \$26,000 below budget. Operating expenses were below budget, reflecting lower utility and snow removal costs. Total expenses were almost \$44,000 below budget. The net result was that we ended year with surplus of \$35,000 (\$26,000 of this was a carryover surplus from 2014).

2016 Proposed Budget:

We currently have \$355,000 in pledged income. We are budgeting \$35,250 in other income and total income of \$390,250. The Ministry budget was increased in part to reflect necessary pulpit supply, given that we have one Pastor, and an increase in health insurance costs. We are budgeting for two part-time staff for the first half of the year, a part-time Associate Pastor for the second half of the year, and the part-time Pastor of Visitation for 12 months. The budget now reflects a deficit of \$17,675, which we believe will be reduced to close to zero once final EMC work is complete. In response to a question, Pastor Flad Daniels said the Associate Pastor position will be half-time, at a compensation level within Conference guidelines. In response to a comment about the future years when there will be no surplus to carry over, meaning we will need to raise even more pledges next year, David Thie pointed out that this is the last year for payments on the 3-year Capital Campaign, which may allow some to be able to more strongly support the EMC. Bruce Shafer moved and Jeff Zahn seconded that the Treasurer's report be approved. The motion carried on a voice vote. Bruce Shafer moved and Chuck Krueger seconded that the 2016 Budget be approved as presented. The motion carried on a voice vote.

VISIONING TEAM REPORT

Shana Espinosa and John Feldhouse, members of the Visioning Team, reported the Team has worked diligently. They thanked all those who have participated in the small groups. Shana said the Team took into consideration all the comments, and read the final Vision, which was previously approved by Common Ministry:

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

The Team will be working on goals and strategies in the coming weeks. There will be Congregational feedback opportunities for each phase. Please let one of the Team members know if you have particular areas of interest you believe should be included in the goals or strategies. The other Team members are Bridget Flad Daniels, Bruce Shafer, Barbara McClure-Lukens, Ed Tucker and Mary Kay Bishop.

JOSHUA MEMBERSHIP FOR 2016

Cathy Putman moved that the Church continue its covenant with JOSHUA and pay the \$1,000 dues. After a second by Jeff Gibson the motion was approved.

RECOGNITION OF RETIRING MINISTRY MEMBERS: Retiring members of Ministries

and Chairs and Vice-Chairs were thanked for their service:

Todd Kane – Vice Moderator
Larry Rose – Gifts & Memorials Co-Chair
Dick Lathrop – Acting Co-Chair, Inreach
Bev Lathrop – Acting Co-Chair, Inreach
Nancy Gibson – New Member Chair
John Wirch – Personnel Committee
Erica Wachter – Pastoral Relations Committee

NOMINATING COMMITTEE REPORT:

Anne Rakow-Weist presented the Nominating Committee Report. On behalf of the Nominating Committee, Anne moved that the Congregation approve the following slate of nominees for the terms set forth in the Annual Report:

Jeff Gibson – Vice Moderator
Deb Rose – Education Ministry Chair
Marlene Lanoue – Gifts & Memorials Co-Chair
Heather Collins – Inreach Ministry Chair
Steve Jones – New Member Ministry Chair
Lloyd Schaefer – New Member Ministry Vice Chair
David Thie – Stewardship Ministry Chair
Virginia Riggs – Worship Ministry Vice Chair
Judy Larmouth – Mayflower Nursery School Liaison
Shaun Shoulden – Communications Coordinator
Michael Vinson – Pastoral Relations Committee
Joyce Anderson – Personnel Committee

Todd seconded the motion and it was approved.

COMMISSIONING NEW MEMBERS OF COMMON MINISTRY AND COMMITTEES

Moderator Norsetter 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 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: Rev. Bridget Flad Daniels

OTHER BUSINESS

None.

BENEDICTION

Rev. Bridget Flad Daniels gave the benediction. The meeting was adjourned at 12:29 pm (Jeff Zahn/David Thie).

Respectfully submitted,

Gail A. Hohenstein
Clerk

Union Congregational United Church of Christ
MINUTES OF THE SPECIAL CONGREGATIONAL MEETING
July 10, 2016

CALL TO ORDER: The Special Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Lou Norsetter at 11:06 a.m. in the sanctuary.

CONSTITUTING PRAYER: Reverend Flad Daniels led the Congregation in prayer.

DECLARATION OF QUORUM: According to the Constitution, as amended, a quorum consists of 6% of the active membership of the Congregation. As of December 31, 2015, Union Congregational United Church of Christ had 521 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

PURPOSE

Rev. Bridget Flad-Daniels recalled the work that has been accomplished with the Visioning Team and the various Ministries to identify what God is calling us to do. One recommendation was that the currently budgeted half-time position be increased to a full-time position. Considering our goals, the plateau of attendance and other activities, bold action is needed to move ahead. We need additional staffing in faith formation and to help move our message out of our walls. The ideal person will help to develop opportunities to be more present in the community, and make us better equipped to act in the community and to bring more people into our space. This requires a full-time person.

Lou Norsetter, Moderator, added a discussion of terminology—Associate Pastor/Assistant Pastor/Lay Staff Person. We want to find the best person to fill the position. We want to give Search Committee the latitude to find the best person. An Assistant Pastor per our bylaws would be a hired Pastor who would report to Bridget. An Associate Pastor would be called by the Congregation. Bridget would retain day-to-day management, but the Associate Pastor would report to Common Ministry as representatives of the Congregation. A called position would also give us access to the national UCC recruiting resources.

Lou then discussed the financing of the position. A half-time position is currently budgeted. Gifts & Memorials has determined that we have sufficient available funds to be able to fund the other half of the position for 3 years. Ideally pledge income will grow in the 3 years so more and more will be budget-funded. There is no intent to take from Gifts & Memorials on an ongoing basis.

PROPOSED BY-LAW AMENDMENT

Bob Koller moved that the following amendment to the Church bylaws be adopted. Shirley De Lorme seconded and the motion was approved.

Proposed changes to the church bylaws are underlined:

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 Assistant Pastors, pastoral, program, music, administrative, financial and secretarial staff, sextons and housekeepers, with the exception of Associate Pastors; subject to Section 21 22 (Common Ministry approves salaries).

When a vacancy occurs in the office of Pastor or Associate 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 or Associate 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 or Associate Pastor is indefinite. It may be terminated with three months' notice either by the Pastor or Associate Pastor, or by a two-thirds vote of the members of the church voting at a business meeting called for that purpose.

SEARCH COMMITTEE

Bridget described that the search committed will be diverse, with people committed to the Church. We expect the search process to be much shorter than Bridget's largely because our profile is already updated. Bridget hopes the person will be in place by next spring to start planning for the following program year.

Lou thanked everyone for coming and participating.

BENEDICTION

After a benediction by Rev. Flad Daniels, the meeting was adjourned at 1:48 p.m.

Respectfully submitted,

Gail A. Hohenstein
Clerk

Moderator

It has been another good year for Union. The Church continues to grow in faith and membership. The New Member Ministry report reflects many new members and visitors inquiring about their role in the Church.

One important process is searching for a new associate pastor. With our Vision to reach out more beyond the walls of the church, we need additional leadership to help us do that. The search committee is progressing on schedule with completion of the church profile and imminent job posting. We have chosen to keep our options open by searching for someone who may or may not be ordained. If all goes well, we may be able to have this additional pastoral staff by summer 2017.

Many people contribute to Union's ability to serve Christ, our community near and far, and each other. Just look around you any given Sunday to see the people that make Union happen. I also want to raise in gratitude the professional staff that supports Union:

Pastoral staff:	Rev. Bridget Flad Daniels, Rev. Steven Hartman
Office staff:	Eric Goska, Winnie Hutjens, Scott Ingram
Music staff:	Courtney Sherman, Ray Thompson, Ruth E. Baker, Cheri Frusher
Nursery staff:	Sylvia Garrido, Kathy Johnson

This is my last report as moderator. I have declined a second term to allow sufficient time to pursue other ministry work. First and foremost, is attending "Lay Academy." The academy is a two year theological program sponsored by the Wisconsin Conference of the UCC. Participants from around the state attend ten weekend sessions over a period of two years. The study focuses on faith foundations:

- Reflecting theologically
- Traditional & contemporary theology
- Hebrew testament
- World religions
- Christian history
- Christian testament
- Ethics

At the end of the two year curriculum, students have the option to continue with courses in lay leadership and ministry.

I have attended two classes to date. I have met students of every walk of life: teachers, administrators, nurses, police officers, straight/gay, old/young, singles and folks from large families. Some of you may recognize participant Diana Hintz from one of our Moon Beach outings. We have explored the psalms together and now study Old Testament texts. The instructors are professors from regional seminaries whose teachings are not only insightful, but inspirational in their simplicity.

For example, we discussed the Old Testament directive to "pass along the stories" to our youth. One professor described his grandmother teaching him theology while playing card games:

- 2's are for Adam and Eve, Cain and Abel
- 3's for angels
- 4's for Matthew, Mark, Luke and John

To Julie Harder's credit, the concepts taught in her "Seminary Secrets" class have come up at Lay Academy. Her course has been exceedingly helpful. Of course, Lay Academy requires a good deal of reading. Reading all 150 Psalms prior to the first class nearly did me in. However, talking about them with the other students gave me practical insights into how helpful they can be.

I will not be leaving Union leadership entirely. I am also moving from moderator to co-chairing Outreach with Christie Reese. Christie will officially assume the chair; I will back her up as vice chair.

I've enjoyed the time I have spent as moderator. I have learned a lot of how the church operates. I have also learned how church members have historically supported Union (e.g. Gifts and Memorials have funds bequeathed decades ago by people loving their church). I have nothing but profound admiration for Bridget's hard work and devotion to Union. The Common Ministry is a group of everyday people doing extraordinary things. On a personal level, I've come to love the congregation itself. When I watch people moving forward for Communion, I cannot help but pray my thanks for having worked or met with all of you. Without you, we would not be Union.

There are a myriad of opportunities to get involved in Union's life. You may want to volunteer a couple of hours or take on a leadership role. Rather than waiting to be asked specifically, why not ask Bridget, me, or any ministry member "How can I help?"

Respectfully submitted,
Lou Ann Norsetter, moderator



(Clockwise from left) David Thie, Bill Johnson, John Wimberly, Jeff Carels, Pastor Bridget and Lou Ann Norsetter (back to camera) in April.



Pat Shafer
Second Sunday Series



Blessing of the Bikes
June 5



YCA Sunday—Circle of Friends
May 1



**2016
in photos**



Prayer Vigil
June 13

Senior Minister

It is always humbling to write a church annual report, to look back and catalog the ways that God has been active in and through a congregation in the course of a year. It is humbling, because when taken as a whole, God's hand is so clear in what we often imagine to be *our* activities.

It has been a profound year of births and deaths, baptisms, marriages, and funerals. We have blessed the marriages of people who never thought they would tie the knot. We've said bittersweet goodbyes to those whose illness made their bodies a shell of who they once were, and we have sobbed at lives gone too soon. We have held vigil for strangers whose massacre shook us to the core. Perhaps most importantly, we have been agents of God's grace amidst these peaks and valleys, embodying Christ's love and healing and hope and promise to one another. We have also been Christ's love for one another in the less public, often raw times – in divorces and hospital rooms, hardships, and personal resurrections. Thanks to all of you who have been there for one another, and thus have reassured one another of God's presence.

Additionally, in 2015-16 Union undertook a lengthy Visioning process under the guidance of Rev. John Wimberly, a consultant specializing in church strategic planning. After a fall 2015 Common Ministry retreat and dozens of refining sessions with congregants, we adopted this purpose statement:

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

From the Purpose Statement, the Visioning Team then met with small groups of interested members to discern strategies for implementing that purpose. People were then invited to gather together to implement those strategies. We have had success with some, will need to revise others, and look forward to still more.

Some of the strategies that have been or are currently being implemented are:

- Broadcast the worship service throughout the building. Jeff Gibson, Tom Towill, David Thie, and I have taken the lead on researching, seeking funding, and installing the technology necessary to share worship services with those outside of the sanctuary. We look forward to the completion of phase 1, and thus the ability to hear services in the nursery and English Room, in 2017.
- Develop two new hands-on mission projects. The Visioning Team worked with Worship Ministry and me to implement a "Service Sunday" on October 30. Over 70 Union members and friends gathered briefly for worship before venturing out into the community to do service. We raked leaves for the Ecumenical Partnership for Housing, processed donations at Feeding America, and did some very welcome cleaning and tidying up at the St. Vincent de Paul store.
- Have a one-time event to watch a Packers game after worship at the church. Susie and Katie Klaus, Jerry Johnson, and John Feldhouse worked to make this fellowship builder happen in conjunction with the October 30 "Service Sunday," but then the NFL flexed the Packers' game to later in the day. People still gathered for a chili potluck and enjoyed one another's company, and we look forward to trying this community builder again.

- Create a team whose task is the creation of small groups where people interact who otherwise do not interact. Mary Kay Bishop convened Kathy Baldwin, Stacie Christian, Larry Krueger, Heather Collins, and Joyce Anderson to work on this strategy. So far, the group has put on a potluck and game night and is organizing a Valentines for Veterans card-making workshop. More gatherings are in the works.
- Create a team around one new advocacy issue. The team will then lead the congregation in becoming effective, faithful advocates on the issue. Joey Taylor, Tim Harder, Lloyd Schaefer, Steve Jones, Sylvia Garrido, Bryan Lipke, Paco Espinosa, Aaron Alexander-Wolf, and Barbara McClure-Lukens met faithfully throughout the fall to discern the area of advocacy that God is calling Union to advocate around next. After much learning and discussion, in November they recommended that Common Ministry vote to encourage the congregation to study becoming an Immigrant Welcoming Congregation. This is a study topic that is being encouraged by the Wisconsin Conference United Church of Christ. Common Ministry affirmed their recommendation, and plans are underway to begin this study process during Lent 2017.
- Create a team to develop opportunities for families to talk together about how best to teach the faith to their children. Included in this program is a virtual component so parents can talk to each other via a list serve or other online tool. A new offering “Parent to Parent” has grown out of this strategy. Parents are invited to gather monthly before worship to talk about Christian parenting, a Union Parents Facebook page has been established, and contributors including Julie Harder, Shawna Stueck, Sue Tucker, Karen Ludolph, and Ed Tucker are sharing thoughts on the importance of the faith in raising children via newsletter and email articles.
- Create a team to present a proposal to Common Ministry for a dyslexia clinic. Pat Shafer is working on this strategy and looks to share more with Common Ministry and the congregation soon.
- Create a team to develop opportunities for adult education with multiple entry points and engagement levels (short and longer term, basic and advanced, etc.) The group implementing this strategy—Judy Larmouth, Christie Reese, Betty Bienash, Anne Rakow-Weist, and Shana Espinosa—worked to offer the small group video and discussion series “Living the Questions” throughout the fall and winter at the home of Clay and Christie Reese, and have plans to develop a Union book club and possibly a worship arts group.
- Have Common Ministry consider the benefits of a full-time Associate Pastor as an investment in the growth of the congregation. Gifts and Memorials co-chairs Marlene Lanoue and Gary Hassel, as well as church Treasurer Jeff Carels and I worked together to propose a plan to Common Ministry in June by which the church would fund a full-time Associate Pastor position for three years through a combination of pledge income and a grant from the earned interest of the Gifts and Memorials Funds. Common Ministry approved this proposal, and in July the congregation gathered in a special meeting to share this plan as well as to vote on a constitutional change to allow us to call an Associate Pastor (see the notes from the special congregational meeting on pages 8-9 of this report). After the constitutional change was approved, Common Ministry created an Associate Pastor Search Committee comprised of Ben VerGiesen (Chair), Todd Kane (secretary), Deb Rose (chaplain), Liz Gregg, Barbara McClure-Lukens, McKenna Stueck, and Julie Harder (theological advisor). We have created an innovative position description in which the new pastor will work not only with faith formation and youth, but will also help our congregation to grow in community engagement. Investing in this

position renews Union's commitment to make the Christ Spirit dominant in our lives and to share it in new, creative, and powerful ways with people we are not yet currently doing so.

Please join me in offering our deep thanks to Mary Kay Bishop, Shana Espinosa, John Feldhouse, Barbara McClure-Lukens, Bruce Shafer, and Ed Tucker for their leadership on the Visioning Team and the resultant Strategy Teams.

You can see, we've been busy, and with just this taste of the new ministries we are undertaking you can understand why I began by saying that writing an annual report is humbling. It is breathtaking to see the vitality of faith that is at work through Union Congregational United Church of Christ. You are a blessing to the world and to me. Thank you. Please let me or any of the Visioning Team members know if you have ideas for taking our strategies even further. We will be revisiting them this year, looking to see which we feel called to continue, which need to be revised, and which need to be replaced.

A final special word of thanks to our outgoing Moderator, Lou Ann Norsetter. Lou has been a steady, non-anxious presence through these first two years of my ministry. She is wise and kind, with a listening ear and a can-do-it attitude. We all have been blessed by her ministry.

Grace and Peace,
Pastor Bridget Flad Daniels

Parson's Purse — 2016

Donations Received	\$14,272.20
Assistance Given*	\$11,830.00
Ending Balance	\$7,147.36

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

Pastor of Visitation

Dear Union Church Family:

As your Pastor of Visitation, I am fortunate to visit those in our church who are homebound or unable to travel for worship every week. The ministry of visitation also brings me to see some of our church family who have been admitted to care facilities and emergency hospitalizations. I enjoy the privilege of a part-time ministry at Union Church in coordination with Pastor Bridget Flad Daniels. Although the list of people visited fluctuates from time to time, I am currently following about 12 to 15 of our members and friends. Beyond the sheer enjoyment in the visits, I share developments and programming within the everyday life of Union Church. In our conversations, we share words of hope, inspiration, consolation and good news reports from the church and what God is doing in our midst. Thank you for the opportunity to serve in this ministry of caring.

Pastor Steve Hartman

2016 Annual Report

Franz Rigert, Conference Minister

Over 2,600 years ago the “weeping prophet” Jeremiah lamented over a broken people and warned of an impending exile to Babylon. In the midst of such uncertainty and despair came these words: *“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.”* (Jeremiah 29:11) We in the Wisconsin Conference UCC believe in a **future with hope**. We believe God is calling us to sing a new song, to participate in the birthing of a new Christian expression. This is a time for spiritual innovators, for fresh ideas, for holy imagining and prophetic exploring! This is a daunting, yet exhilarating, time to BE THE CHURCH!

Here is a glimpse of our current efforts:

- Our **Wisconsin Conference Staff** serves you joyfully and diligently! We are blessed to have a dedicated and gifted team, working in a spirit of collaboration and collective wisdom. Our field ACM staffs – **Jane Anderson, Joanne Thomson and Rob MacDougall** – together undertake the work of Search and Call, clergy support, Church and Ministry staffing, and congregational guidance. Our Associate Conference Minister staff also includes **Tisha Brown**, director of our thriving Lay Academy and leader of the Shift Initiative, and **Lisa Hart**, director of youth ministry and resourcing and executive assistant. **Deb Simon** directs our communication and technology efforts along with **Nola Risse-Connolly**, and **Sue Taylor** supports Associations and Search and Call. **Vicki Graff** and **Tracy Hauge** manage our finances, property concerns and insurance programs.
- The **Board of Directors** has completed a busy year of Strategic Planning and faithful stewarding of the Conference ministry and resources. The Conference has adopted a new Mission Statement, with accompanying values and vision statements, and the Shift Initiative goals for 2016 and 2017 reflect this vision. **Kerri Parker** very capably serves as Board Chair. Former Chair **Steve Hirby** is leading a conversation about future Conference funding.
- We are grateful for the time-consuming efforts of our four **Church and Ministry teams** who are entrusted with ministerial authorization and oversight. Our Commission on Church and Ministry (conference-wide representatives) is working through several processes to bring cohesion and consistency among association practices. We have completed a common protocol document for Licensed Ministry. We are moving to a unified conference-wide Fitness Review process (8 person team), common Boundary Trainings, and continue to dialogue about the need for consistency in our Member in Discernment (MID) expectations.
- **Budget and Finance** Chair **Jim Williams** proposed a balanced and transparent 2017 budget, approved enthusiastically at Annual Meeting. 2015 OCWM remained steady and 2016 OCWM is tracking well. After many years of faithful service, Conference Treasurer **Rich Fluechting** retired to California, and we welcomed new treasurer **Farrel Smith**, from McFarland.
- The **Shift Initiative** has prompted many inspiring conversations within local congregations as we collectively imagine how to “live into” the Church of tomorrow. The goal of this movement is to invite congregations to ponder significant “shifts” that position us for more effective ministry in changing times. Tisha Brown is leading our efforts in developing resources for: Justice Ministries;

Leadership Development; Models of Staffing and Governance; Community Based Ministry and Spiritual Formation. We will avail coaches, conflict resolution teams, consultants, digital resources, cohort sharing, and encourage collaborative pilot ideas through grants.

- In 2016 we launched a new **Conference Website**, which also serves as a digital network and resource center (www.wcucc.org). Thanks to Deb Simon for guiding this project!
- We continue the **ministry of Convening**: New Clergy Day, Interim Ministry Day, Association leaders' gatherings, Digital Ministry training, Retirement seminars, Association Meetings, Annual Meeting, Community of Practice groups, spiritual formation team, etc.
- Several **Justice Working Groups** have given bold witness to the Gospel in our society: #LoveOverFear, Immigration, Bethlehem Project, Prison Reform and Break the Silence.
- The UCCI (Outdoor Ministries) **CAMPITAL CAMPAIGN** has surpassed our minimum goal of raising 3 million dollars for camp improvements, new buildings and endowment. We anticipate several more congregational commitments by year end, and celebrate the positive impact this campaign brings to the future of Moon Beach and Pilgrim Center! Early in 2016, our UCC and UCCI Boards cooperatively created an Outdoor Ministries Development (funding) position. We are grateful for the awesome work of **Mike Klemp-North, Glenn Svetnicka** and their staff!
- The work of **Church Development and Renewal (CDR)**, led by chair Dean Baumgardner, is thriving. This team has a new charter, in line with our mission – to network ideas and people around innovative changes, resources and coaching for effective ministry in the 21st Century.
- Our connection with the **United Church of Christ** on a national level continues, as we undertake the work of justice and witness in our nation, and share in amazing and transforming Global Ministries. We welcome a new UCC national vision from General Minister and President Rev. Dr. John Dorhauer, who will be guest speaker at our Annual Meeting in June! Next summer the Wisconsin Conference will send 35 delegates and numerous visitors to General Synod in Baltimore. This fall Board Chair Kerri Parker and I took an invitation to the national Board to host General Synod 2019 in Milwaukee!
- We continue to cherish our many **Wider Church and Ecumenical Relationships** through the Wisconsin Council of Churches, CHHSM agencies, CUE Seminaries and Campus Ministries. We are in the process of reframing many of these partnerships through conversations affirming the purpose and renewed hopes for these covenantal connections.
- Finally, I want to celebrate our **Global Partnerships**, having witnessed firsthand the incredible impact our OCWM and OGHS dollars have around the world. In March, I traveled to the Middle East with UCC and DOC denominational leaders, which was facilitated brilliantly by Peter Makari. Our resources bring hope, relief, education and advocacy to those in the midst of the conflict between Palestine and Israel, and for the suffering Syrian refugees throughout the region. In May of 2017, we will send a delegation to Germany in celebration of the 500th Anniversary of the Protestant Reformation and to honor our European partnerships.

In service to the Gospel of Jesus Christ, and with excitement and gratitude for our Conference life,

Franz Rigert

Faith Formation Leaders (Youth - Adult)

2016 - 2017 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/NOOMA Teachers: **Heather Collins, Shana and Paco Espinosa, Tim Harder, Sandy Polarek, Anne Rakow-Weist, Christie and Clay Reese, Deb Rose, Ed Tucker, and Shawna Stueck**

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

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

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

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

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

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, Megan Danen, Lauren Owens**

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

Wednesday Kitchen Staff: **Steve Jones, Greg Belschner, Adam Stueck, Christie Reese, Bev Lathrop, Jerry Johnson, Cathy Putman**

Kitchen Cleanup Crew: **Adam Stueck, Tim Harder, Ross Logerquist, Christie Reese, Karen Filppula, Anne Rakow-Weist, Joyce Anderson, Barbara McClure-Lukens, Bob Mosby**

Second Sunday Series Committee: **Sue Whittemore, Sandy Polarek**

Adult Classes: **Julie Harder, Michael Lukens, Shana Espinosa, Betty Bienash**

Librarian: **Cathy Putman**

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

Faith Formation Programs offered in 2016 included:

Sundays

Children's Faith Formation	Children's Worship Moments	Confirmation Classes
Youth NOOMA Classes	Second Sunday Series	Nursery
Sunday Adult Classes	Book Studies	Storyteller Time

Tuesdays

Bible Study	Priscilla Circle
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Wednesdays

Evening Meals	Seminary Secrets Adult Class	Youth Choir
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	YCA Sunday	Parent Orientations
Intergenerational Sunday School	Youth Retreat	PF Bake Sale
Safe Sanctuary	YCA Car Wash	
(Safe Sanctuary is mandatory training presented by Pastor Bridget for everyone who works with children/youth)		

Education Ministry

The purpose of Education Ministry is to provide support, coordination, and vision-keeping in the planning and administration of Christian Education. Throughout the year many Union members contributed their time and talents for the various programs and educational offerings. Current ministry members include Sylvia Garrido, Helen Krueger, Sandy Polarek, Ed Tucker, Deb Rose, Julie Thiel, Shawna Stueck, and Julie Harder. In addition, those who teach Faith Formation, NOOMA, or lead youth groups include: Heather Collins, Shana and Paco Espinosa, Tim Harder, Linda Jerabek, Linda and Jeff Larson, Matt Lyman, Anne Rakow-Weist, and Christie and Clay Reese. Special thanks to Sue Tucker for the handmade activity bags children enjoy during service.

The One-Room Sunday School of last year expanded during 2016 to create Faith Formation for children ages 4K-4th grade and NOOMA for 5th grade and up. Faith Formation continues to use the creative and adaptable multi-age curriculum SHINE-Living in God's Light (Brethren Press) where the children are engaged at their own levels through biblical storytelling, art, drama, music and meaningful conversation. The NOOMA short film series by Rob Bell (Flannel) for 5th grade up invites group discussions through searching, questioning and discussing specific weekly themes. There is strong, consistent attendance in both Faith Formation and NOOMA each week.

The 8th grade confirmation program, led by Pastor Bridget and Pastor Steve, meets on Sundays following worship. There are four participants.

During the year, Education Ministry engaged in some innovative programs. We worked with Mayflower Nursery School to expand their school day and programs by using Union's nursery and adjoining room during the week. In June, we partnered with Mayflower for Green Bay Kids' Day. Education Ministry joined with First UCC De Pere to provide snacks for Vacation Bible School. Blessing

of the bikes was also held in June; blessing of the backpacks was held in September. “Whoo goes there?” was the Halloween event to pass out candy from the steps of the church. Special thanks to Sue Tucker for creating “activity bags” for children to use during worship.

Program highlights for 2016 included a discussion of Parker Palmer’s Let Your Life Speak led by Karlyn Crowley and encouragement to attend Parker Palmer’s book talk at St. Norbert College in April, support for a drumming circle with Keith McGillivray and sand mandala creation on Reunion Sunday, and hosting “Important Conversations”—a four-part series about end-of-life issues premiered in the fall, and Dr. Michael Lukens Nativity Art presentation during Advent.

It really does take a village to raise a child. Education Ministry welcomes all who would like *to make the Christ spirit dominant in their lives and in all human relations* to join us.

Respectfully submitted,
Deb Rose, chair

The Peg Jaeger Library

In 2016 the Peg Jaeger Church Library added 78 books and weeded a similar number to keep the holdings at about 1,770 volumes. Purchases this year were funded by the church budget and proceeds of the spring book sale. We also added books donated to the church library by members and friends.

Our collection includes books on how to read the Bible, servant and spiritual leadership, a small but growing collection of 20th and 21st century poetry, among many other topics. Our children’s collection features stories about diverse cultures and religions as well as a healthy group of Old and New Testament storybooks.

How do you find those books? Look at the online catalog from home or in the library:

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

Password for the library computer is: ucclibrary

We continue to program and provide picture books for the Storyteller program which takes place during worship. Borrowing was steady with most loans from adult fiction and most of the rest from newly acquired non-fiction.

The no fines, no due date policy seems to be appreciated by church members. We got a picture book back that had been borrowed 15 years ago and were glad to have it! It was the story of Muhammed Ali and it is now out of print.

We have changed our policy regarding books for the spring used book sale. We will begin accepting books in September and store them. Given the wholesale cleaning the church gets in summer, we don’t have storage space until then. So bring your books now!

The library is always open even if the door is closed. Come in and browse. Sign the card located in the back of the book, borrow and read, read, read!

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 8.
- Corn Roast and Potluck for Reunion Sunday was Sunday, September 11.

Fellowship

Retreat

- A retreat group gathered September 16-18 at beautiful Moon Beach Camp in northern Wisconsin. Our retreat leader was Rev. Tisha Brown. The theme was "Shift: From Maintenance to Mission."

Groups

- Lenten Clusters
- Men's Fellowship Breakfasts: Men met for breakfast at Perkins on Oneida Street on the first Wednesday of each month at 7:00 a.m.
- A special Advent evening for women and guests was held on Monday, December 5. Thank you to the hostesses, those who provided special music and the planning committee for this beautiful start to the Advent season.

Receptions

Epiphany Reception (Kings' Cake) Annual Meeting Potluck
Easter Breakfast

Special receptions as needed (funerals, etc.)

Care

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

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, discussion and/or activity. The activity changes week to week, and there is an occasional weekend event. This year we have had guest speakers, done fundraising, and explored issues through a number of discussions and 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 2015-2016 school year were: Lauren Owens (co-president), Mark Harder (co-president), Maddy Van De Hey (treasurer), Nick Myers Olson (chaplain).

YCA officers for 2016-2017 school year are: Lauren Owens (Executive Board Member), Megan Danen (Executive Board Member), Maddy Van De Hey (Executive Board Member), Nick Myers Olson (Executive Board Member).

YCA adult advisors for the 2015-2016 school year were Jeff and Linda Larson and Mary Kay Bishop

YCA adult advisors for the 2016-2017 school year are Jeff and 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. I know firsthand how life-changing these mission-trip experiences can be for all who partake. This past summer YCA traveled with another church youth group from the Milwaukee area to New York City. We stayed in a church and worked with an organization called Project Hospitality on Staten Island. Some days we worked in their food pantry, and other days we handed out fliers or traveled to a local supermarket to collect donations. It was a great experience bonding with members of the other youth group, getting to know a variety of people in New York, performing the volunteer work, learning the public transportation system, and attending a Broadway show.

Our closing message (at each YCA gathering) is always: "This is our circle of friends: may it never be broken." Church members are always welcome to attend a YCA meeting or event. Your talents and experiences can be shared with our youth.

Traditions are strong at Union Church, and the ongoing activities at YCA are among the best. We could not continue these traditions without the help of the congregation; thank you for all the support in the past, and I hope we can count on you in the future.

Sincerely,
Lauren Owens

Women's Fellowship

2016 Women's Advent Program: "The Dash"

This year's Women's Advent Reflection was held on Monday, December 5, 2016. Mild winter weather helped approximately 80 women gather in Pilgrim Hall that was turned into a land of enchantment with candles glowing and beautiful holiday décor. Table hosts were Tom Towill, Toni Champeau, Betty Hartman, Hazel Kalkofen, Deb Rose, Gail Hohenstein, Nicole Polarek, Elizabeth Delvaux, and Ruth E. Baker. Jeff Carels, Steve Hartman, Larry Rose, Brad Champeau, and Ed Tucker brewed coffee and served apple-pie-punch as the ladies admired the tables and enjoyed Christmas prelude music.

The program was opened with prayer and the reading of a 1996 poem written by Linda Ellis called "The Dash." "The Dash" refers to the line between birth and death dates on a tombstone; the length of one's life, and no more. This was followed by the Biblical stories of the heavenly visits to Joseph, Mary, and the Shepherds as compared to the spiritual visits to Ebenezer Scrooge in Charles Dicken's *A Christmas Carol*. Joseph, Mary, the Shepherds, and Ebenezer were all given wisdom by spirits, all witnessed joy in relationship, and all were challenged to change their lives and take hold of the future's promise. We listened as they struggled to hear God's call and find true meaning in their lives, meaning that we all search for in life. Readers included Kathy Baldwin, Toni Champeau, Sylvia Garrido, Deb Rose, Shawna and Kaia Stueck, Christie Reese, Sue Tucker, and Pastor Bridget Flad Daniels.

The program was enriched with heartfelt and beautiful Christmas anthems including "Light the Candle" sung by Kaia Stueck, McKenna Stueck, Isis Garrido-Palermo, and Carolyn Baker of Union's Youth Choir accompanied by Ruth E. Baker; "Joy to the World" sung by all present; and "Mary Did You Know," "The Promise," and "O Holy Night" sung by Courtney Sherman and Chris Goodner accompanied by Elaine Moss. 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 and Susan Tucker created the program. This intergenerational, multi-sensory, spiritual event was made possible by all these 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 Church 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, devotions, and a program. We hear the joys and concerns of church members and review activities in the church. Our programs in the spring included a presentation by Ellen Huebner; Ellen talked about inventions and conveniences which were designed for the NASA space program but which now benefit ordinary citizens. Marlene Lanoue updated our knowledge of the work that volunteers with EPH (Ecumenical Partnership for Housing) provide. Barbara McClure-Lukens discussed issues associated with immigration advocacy. Jane Jordan spoke about services provided to homeless and hurting women offered at Wellspring Women's Center. In May we shared a potluck salad luncheon in Pilgrim Hall.

In the fall semester, Sylvia Garrido shared the "story" of her life and career path and described her work with our children and youth. Later we welcomed Jeff Mirkes, executive director of Downtown Green Bay, who showed slides and spoke about the recent changes in the downtown area. Finally, Alexia Wood, executive director of St. John the Evangelist Homeless Shelter and the Micah Center, talked about the programs and opportunities that are offered to homeless adults in Green Bay.

We purchase books for the church library in memory of members who have died. This year Helen Patterson died; Helen was a faithful member of Union Church and Priscilla Circle until she moved away a few years ago to be closer to family members.

The circle is proud of Vivian Stewart, Elaine Pamperin, and Sally 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 and to those who offer devotions from time to time. 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

The Outreach Ministry administered denominational financial collections in 2016: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need and the Christmas Fund. The fifth collection, Our Church's Wider Mission, comes out of the church budget. We also collected for our transitional housing program, EPH and Jubilee House, in a special May offering.

Our in-kind offerings included diapers and baby items for Love Life in summer, food for school children on vacation through the George's Secret Elves project, and a Christmas giving tree to benefit EPH and New Community Shelter. Jean Smithback, Kathy Johnson and Pat Shafer lead these projects.

Heifer Sunday took place on October 23 raising \$7,147 for the international program. Jean Smithback and Elizabeth Delvaux were organizers. Jammie VerGiesen wrangled alpacas, a goat, bunnies and chickens.

Kitchen service included three St. John meals, seven SouperCooks meals, and one Stone Soup summer meal for New Community Shelter. The summer meal included donations from many church members for pasta salad and team of sandwich makers. In addition, church members served the evening meal at New Community twice and one meal for Howe School. Karen Wirch is the lead for SouperCooks.

The meal projects are funded through various fundraising projects that Outreach Ministry conducts. Due to a date conflict, we did not hold a rummage sale in 2016. We staffed eight brat sale evenings for patrons of the Wednesday City Band concerts in the summer. The Outreach Projects Fund began the year with \$2,749.93 and ended with \$1,495.96. Total expenditures for meals were \$1,898.97. The Jubilee House Maintenance Fund received \$300 directly from the brat sales.

The Sacred Conversation on Gun Violence continued to meet for much of the year. Seven members wrote articles for the newsletter to share what they learned during the process of study and discussion.

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

Respectfully submitted,
Cathy Putman, chair

CAMPITAL CAMPAIGN—2016

The conference CAMPITAL CAMPAIGN has completed the church pledge portion of the campaign. The amount pledged by the UCC churches in the state totals about \$3,300,000. Therefore, upgrades and remodeling are under way at both Pilgrim Center and Moon Beach Camp. Planning of the new Welcoming Center at Moon Beach is ongoing.

If you have questions or are still interested in participating, contact Chuck or Helen Krueger. Many thanks to all those who participated in this campaign.

Respectfully submitted,
Chuck and Helen Krueger

JOSHUA

(Justice Organization Sharing Hope United for Action)

There are two committees active: Mental Health and ROC (prison reform issues).

- The Mental Health Committee continues to advocate for further annual funding of mental health initiatives from one year ago. They are also connecting with area public school leaders to start the work on mental health gaps in the schools along with learning about three party mental health petitions in Brown County (the process, why they aren't being done, etc.)
- ROC is working on developing partners in the community, education on crimeless revocations, assisting individuals with felony or misdemeanor records with "Ban The Box" (eliminate the question of prior criminal convictions on job applications). They are joining statewide efforts in these issues and plan a march to the Wisconsin Capitol in March (budget time) to bring forth these and/or other issues.

JOSHUA continues to build partnerships in the community, increasing membership, trainings and being a respected, peaceful advocate in Brown County. I believe they reflect so many of our churches' values, ideals etc.

Rachel Westenberg, JOSHUA's organizer, is excited to assist our church in developing core teams to start conversations on social advocacy from Union Church. Pastor Bridget and I recently discussed this exciting next step. JOSHUA is there for us as much as we are there for them.

JOSHUA depends on help from many different avenues. Fortunately, we are one of the few churches who financially commit to JOSHUA each year, and I would like to see that commitment continue from our church.

Additionally, Pastor Steve coordinates the JOSHUA Religious Leaders' Caucus.

I continue to attend the JOSHUA Board, representing Union each month in addition to the ROC committee. Pastor Bridget and I recently discussed the importance of my voice representing our congregation. Please know that this is ever present in my role there.

Respectfully submitted,
Sue Exworthy

Ecumenical Partnership for Housing (EPH)

2016 in Review

This past year was a year full of blessings for EPH and the families we serve. Following is a brief summary of 2016, with a more detailed report to follow once all of the family data has been collected and reviewed. Much of what was started in 2016 will increase our ability and capacity to serve families and our community in 2017 and beyond.

- EPH, its partnership churches, and The Salvation Army (TSA) served more families in 2016 than in 2015. More than 80% of the families who entered transitional housing in 2016 came from generational poverty.
- Five long-term Supportive Housing families have achieved self-sufficiency. Three have assumed leases from EPH (families now lease directly with the landlord), one has entered into a lease with EPH, and one secured their own housing.
- In 2016, we started using the Family Index, an assessment tool which was collaboratively created by EPH and TSA. Families are assessed on 17 areas important to long-term self-sufficiency. This tool will help case managers develop goals with the families and measure the families' accomplishments.
- We created a new process for using volunteers to address home repairs during a family stay. This allows us to be more proactive in our maintenance, and to show families we care and want them to feel safe and comfortable during their stay.
- Financially, we achieved our direct mail campaign goal of \$120,000.
- We held our first "Voices of Hope" concert, an event for creating greater awareness of EPH and our ministry. Over 250 were in attendance.
- In April, the Board of Directors approved a strategy to address affordable housing in our community by providing long-term supportive housing. It is an extension of transitional housing which could ultimately lead to home ownership. This included approval to conduct a capital campaign, called Pathway to Self-sufficiency, to raise \$1.5 million for the purchase of homes and to strengthen our endowment. We are over halfway toward achieving our goal.
- In October, we published and began selling an EPH daily devotional, *Blessings From The Heart: Aligning Faith and Service*. The objective is to encourage a partnership-wide awareness and dialogue on aligning faith and service. Over 900 copies have been sold within our partnership churches.
- In December, we purchased two single-family homes for use in providing long-term supportive housing.

We now have the capacity to serve over 25 families at any given point in time. We share this with mixed feelings. While we have responded to meet the needs of our community and homeless families, we continue to experience waiting lists and families with ever-increasing barriers to self-sufficiency.

We are grateful for the many generous volunteers, contributors, and partnership churches who support us in this ministry. We are grateful for our Salvation Army partnership. As we are blessed, we try to be a blessing for the families we serve.

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. This year the Core Team consisting of Virginia Riggs (vice chair and Communion coordinator), Gail Hohenstein (lay reader coordinator), Courtney Sherman (music), and Sandy Polarek (chair), met with the Rev. Bridget Flad Daniels to work on fulfilling the purpose of the Worship Ministry.

Many people are needed to help the Worship Ministry fulfill its tasks. Susan Forsythe continues to see that we have ushers at worship services. Tom Towill keeps the sound system working during worship. Judy Sharp quietly assists in keeping the sanctuary organized. Sue Zanzig makes sure the offering is safely stored after the Sunday service. Jason Pues provides us with magnificent altar arrangements at all of the special times during the church year. Tom Towill, Sharon and Gary Hassel, and all of the other helpers make sure the church is beautifully adorned during Advent and Christmas.

If you are one of the dedicated ushers, have practiced for hours to present beautiful music, donated, watered, or arranged flowers, carried communion trays, read a passage from the Bible, or assisted in setting up our summer worship in the park, we thank you.

Music is a big part of worship at Union Congregational UCC. It continues to inspire us thanks to the leadership provided by Courtney Sherman (music director), Ray Thompson (organist), Ruth E. Baker (youth choir director) and Cheri Frusher (bell choir director). We are grateful to them and to all of the dedicated members and friends who share their musical skills with us each week.

We continue to be thankful for the pastoral leadership of the Rev. Bridget Flad Daniels. The Worship Ministry has had many thoughtful discussions throughout the year and has worked to incorporate new ideas as well as continue to remain true to our long-time practices. Some of the things our discussions have led to include:

- Singing “*For All The Saints*” as the introit when a member or friend of the congregation dies.
- Having members of the church accompany family/friends of those who have died during the year as they light a candle on Memorial Sunday.
- Inviting people to sign up to be Advent Prayer Partners and take time to pray for each other during Advent.
- Blessing bicycles in spring and backpacks in fall.
- Sending members of the congregation out to do service in the community on a Sunday morning in October.
- Having worship in the park again in August.
- Using flames, sand, salt, hand washing, oil, candles, palms, ashes, Communion by intinction as part of the worship experience.
- Incorporating flip charts, notecards, interactive prayers, or Lectio Divina in a worship service.

I have been very fortunate the past four years to work with the dedicated members of the Worship Ministry, the staff, and volunteers who make our church the vibrant place it is. Thank you for stepping up when asked to do something to enrich our worship experience and to help make the Christ Spirit dominant in our lives.

Sandy Polarek, chair

Stewardship Ministry

2017 Improvement Projects or Repairs:

- Betty Bienash continues to support improving accessibility. Her gift, in memory of her husband, Jim, made possible the automatic restroom door openers on the office level. Many thanks to Betty Bienash, as well as Jeff Carels and Bill Johnson for getting this project completed!
- The carpet was replaced on the stairs to the balcony.
- Finished tuck-pointing the last section of the sanctuary exterior walls. (This stopped the rain leakage that had been damaging the organ!)
- Mud-jacking that leveled sidewalks along Madison Street.
- Repaired roof leak and light fixture at west entrance and leak in the northwest stairwell.
- Bill Johnson arranged an ADA review in April. No major projects have been started, but the study will help guide future planning as well as some short-term improvements like lower-mounted coat hooks.

Pledge Campaigns and Income to Support Union's Budget

Pledges and gifts in 2016 exceeded total expenses for the year. Income was very solid, but the biggest factor was reduced staffing costs due to unfilled program staff positions. Regardless, this means we are in a good starting position to start 2017. So, thank you all for your support in 2016: Those who gave, those who pledged and gave, those who gave generously beyond what was pledged, and especially those who did all the hard work that has enabled Union to keep spending low!

Many thanks to Larry Rose for leading the fall 2016 "We are Changing Lives" Pledge Campaign to support Union's needs in 2017! The Campaign finished December with pledges totaling \$316,417. We anticipate a final pledge total of about \$335,000. This is below our campaign goal and lower than last year. The Pastor, Treasurer and Common Ministry will meet in early January to finalize a Budget plan to present for vote at the Annual Meeting of church members. Again, thank you all very much for the pledges, offerings and gifts we have received, and thanks to the many who worked on the fall 2016 campaign and campaign follow-up!

Capital Campaign

In April 2014, the Congregation approved a Capital Projects list and a Capital Pledge Campaign to raise \$310,000 over three years. All of the projects on the list have been completed, and we have repaid \$25,000 (with another \$50,000 repayment approved for January 2017) of the \$100,000 that was borrowed from Gifts and Memorials for the tuck-pointing done prior to 2012. As the final year of the Capital Campaign comes to a close, paid pledges cover 95% of the campaign goal! We expect the remainder to come in during 2017 and will continue to repay Gifts and Memorials.

Plans for 2017:

- Continue pew refinishing.
- Continue repaying the loan from Union's Gifts and Memorials Fund. (Repaying this loan is essential to ensure there will be money available to fulfill the G&M Fund's mission in the future).

Audio-Visual Wi/Fi Project

A subgroup was formed to create an A-V Wi/Fi master plan that clarified needs and priorities and insured that work and improvements would work well together. Jeff Gibson is the technical leader (thanks Jeff!) with support from team members Pastor Bridget, Jeff Carels, Tom Towill and David Thie. The plan was completed and was approved by Common Ministry. With funds provided by Buck Greenlaw's major gift and donations from church members, the group is proceeding with Phase I. Phase I will improve internet security and will extend the Wi-Fi network to the Sanctuary and to all floors including Pilgrim Hall. This work will be completed in early 2017.

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, Bill Johnson, Dave Thie and Scott Ingram planned and led Work Days to do:

- Spring Cleaning! Clean walls, bathrooms, and windows and remove spiders and spider webs.
- Remove wall paper and paint the Nursery, as well as some hallway areas.
- Deep cleaning in the kitchen.
- General de-cluttering in closets and the chapel classroom.

Garden Committee

The Garden Committee (Julie Macier and Joan Robb) would like to thank our many loyal volunteers in Wednesday Weeders, Saturday Snippers, annual planters, mulch spreaders and garden plot adopters. Ongoing areas of concern include: regular watering, replacement plants and additional mulch.

Thank you!

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. Thanks again to Larry Rose who led this fall's "We Are Changing Lives" 2017 pledge campaign. And thanks to Scott Ingram for participating in our monthly meetings and project planning.

David Thie, chair

Stewardship Ministry Members:

Jeff Carels (treasurer), Bill Johnson, Todd Kane, David Thie (chair), Jeff Zahn (vice-chair) and newest member Tony Baldwin who has just joined.

New Member Ministry

The mission of the New Member Ministry is to welcome new members into our church and to make current members and visitors feel welcome. We do this by hosting coffee fellowship time, greeting before worship, and facilitating the integration of new members into our church family. We give jars of cookie mix as a welcome gift to church visitors. Thanks to all who donated ingredients to this mission.

In 2016, we added 26 new members and their families: 12 joined in March; 14 joined in November.

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, Lloyd Schaefer and Jone Wood. Thank you for working so hard on this committee. Your work is very much appreciated!

We meet the first Tuesday of the month at 5:00 p.m. We invite anyone that would like to join our small but hardworking and dedicated group.

Respectfully submitted,
Steve Jones, chair

Memorial Garden Trustees

The Memorial Garden was established by our church in 2001. The purpose of the Garden is to provide a church site 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 building. The Garden can be entered from the sidewalk on the south side of the church or from the parking lot behind the church building. Both entrances have an attractive gate identifying the Garden. The wall plaques are mounted on the south wall of the church overlooking the Memorial Garden.

The Garden contains single crypts for individuals and double crypts for couples. Crypts can be purchased before death to reduce the final arrangement decisions of the family after death. Crypts in the Memorial Garden offer an ideal solution for people who do not have a family burial plot in a cemetery or who have not purchased mausoleum space. Have YOU thought about your final arrangements? And, have YOU considered interment in a crypt in our Memorial 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 improvements are made in the Garden every year to maintain an attractive appearance.

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

Additional information about the Memorial 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 29, 2017. 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.

Officers

Moderator	*Sandy Polarek (1st term, 2 years)	Clerk	*Gail Hohenstein (4th term, 2 years)
Vice-Moderator	Jeff Gibson (1st term, 1 year remaining)	Treasurer	*Jeff Carels (2nd term, 2 years)

Ministries and Committees

Education

Chair	Deb Rose (1st term, 1 year)
Vice-Chair	*Helen Krueger (1st term, 2 years)

Gifts and Memorials

Co-Chair	*Nicole Polarek (1st term, 2 years)
Co-Chair	Marlene Lanoue (1st term, 1 year)

Inreach

Chair	Heather Collins (1st term, 1 year)
Vice-Chair	*Betty Bienash (1st term, 2 years)

New Member

Chair	Steve Jones (1st term, 1 year)
Vice-Chair	Lloyd Schaefer (2nd term, 1 year)

Outreach

Co-Chair	*Christie Reese (1st term, 2 years)
Co-Chair	*Lou Ann Norsetter (1st term, 2 years)

Stewardship

Chair	David Thie (2nd term, 1 year)
Vice-Chair	*Jammie VerGiesen (1st term, 2 years)

Worship

Chair	*Virginia Riggs (1st term, 2 years)
Vice-Chair	*Joann Broskey (1st term, 2 years)

Communications Coordinator (1 year)

*Nicole Kinjerski (1 year)

Nominating Committee 2017

Chair	Lou Ann Norsetter (1st term, 2 years)
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Mayflower Nursery School Liaison

(elected for one year)
*Judy Larmouth

Delegate, Ecumenical Partnership for Housing

Marlene Lanoue (6-year term, 1 year remains)

Pastoral Relations Committee

Gary Hassel	(1 year)
Elaine Moss	(2 years)
Michael Vinson	(3 years)
*Julie Harder	(4 years)

Personnel Committee

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

* indicates a person nominated for election

Respectively submitted by the Nominating Committee,
Barbara McClure-Lukens (chair)
Betty Bienash, Heather Collins, Lou Ann Norsetter



Membership Statistical Report for 2016

ACTIVE MEMBERS ADMITTED:

By Reception:

1. **Greg Belschner** – March 13 – reaffirmation of faith
2. **Elizabeth Gregg** – March 13 – reaffirmation of faith
3. **Paul Gregg** – March 13 – reaffirmation of faith
4. **Laura Gries** – March 13 – reaffirmation of faith
5. **John Jensen** – March 13 – reaffirmation of faith
6. **Bryan Lipke** – March 13 – reaffirmation of faith
7. **John McNicoll** – March 13 – reaffirmation of faith
8. **Zac Nimke** – March 13 – confession of faith
9. **Tom Peterson** – March 13 – confession of faith
10. **Tyler Uitenbroek** – March 13 – reaffirmation of faith
11. **Abby Wingfield** – March 13 – reaffirmation of faith
12. **Dan Wood** – March 13 – confession of faith
13. **Aaron Alexander-Wolf** – November 13 – confession of faith
14. **Ben Alexander-Wolf** – November 13 – confession of faith
15. **Nancy Barker** – November 13 – confession of faith
16. **Paul Exworthy** – November 13 – confession of faith
17. **Sue Exworthy** – November 13 – confession of faith
18. **Dan Johnson** – November 13 – reaffirmation of faith
19. **Susan Kleis** – November 13 – reaffirmation of faith
20. **Jessica Lundgren** – November 13 – reaffirmation of faith
21. **Bob Mosby** – November 13 – reaffirmation of faith
22. **Amber O'Connell** – November 13 – reaffirmation of faith
23. **Dan Reichelsdorfer** – November 13 – transfer
24. **Bob Rose** – November 13 – transfer
25. **Carla VanRoy** – November 13 – confession of faith
26. **Tanya Westmoreland** – November 13 – confession of faith

ACTIVE MEMBERS REMOVED:

By Death:

1. **Madeline Barnes** – 105 – died January 8; Memorial Service at St. Anne’s Episcopal Church, De Pere, WI on January 15.
2. **Jean Volletz** – 82 – died April 28; Memorial Service at Union Church on May 1. Pastor Bridget Flad Daniels officiating.
3. **Marshall Moss** – 84 – died May 19; Memorial Service at Union Church on May 25. Pastor Bridget Flad Daniels officiating.
4. **Irene “Billie” Kress** – 86 – died June 19; Memorial Service at Union Church on June 24. Pastor Bridget Flad Daniels officiating.
5. **Mary Metoxen** – 83 – died June 19; Private family service held.
6. **Helen Patterson** – 82 – died August 8; Memorial Service at Union Church on August 20. Pastor Bridget Flad Daniels officiating.
7. **Donald Pamperin** – 88 – died August 29; Memorial Service at Union Church on September 6. Pastor Bridget Flad Daniels officiating.
8. **Austin Bush** – 22 – died September 17; Memorial Service at Union Church on September 24. Pastor Bridget Flad Daniels officiating.
9. **Alan Walden** – 82 – died November 17; Memorial Service at Union Church on November 27. Pastor Bridget Flad Daniels officiating.

By Transfer:

1. **Leah Baxter** – to First United Methodist Church, Green Bay, WI
2. **Lee Jensen** – to St. John’s Lutheran Church, Saxeville, WI
3. **Jane Kusler-Jensen** – to St. John’s Lutheran Church, Saxeville, WI
4. **Zac Nimke** – to First United Church of Christ, Madison, WI
5. **Heather Pagel** – to First Congregational United Church of Christ, Appleton, WI
6. **Alexis Payette** – to First Congregational United Church of Christ, Appleton, WI

By Member Request:

1. **Bob DeMott**
2. **Susan DeMott**
3. **Ron Pfeifer**
4. **Suzy Pfeifer**
5. **Alison Zelton**
6. **James Zelton**
7. **Mary Zelton**

MEMBERSHIP STATISTICS

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

Members added to Active Roll:

By reception 26

By confirmation..... 0

By reactivation 0

TOTAL ADDED 26

Members removed from Active Roll:

By death..... 9

By transfer 6

By member request..... 7

By placing on Inactive Roll 0

TOTAL REMOVED 22

Active Membership: December 31, 2016: **525**

BAPTISMS: Infants and Children

1. **Elijah Steven Holstead** – born February 8, 2016 in Green Bay.
Baptized April 24 at Union Church by Pastor Bridget Flad Daniels.
Parents: Michael and Jenell Holstead
2. **Andrix Jeffrey Rhine** – born November 17, 2015 in Madison, WI.
Baptized August 21 at Union Church by Pastor Bridget Flad Daniels.
Parents: Maya Zahn and Tison Rhine

MARRIAGES

1. **Emily Kwaterski and Souksakhone Leuthoudom** at Union Church January 30.
Pastor Bridget Flad Daniels officiating.
2. **James Dawson and Donald Fenlon** at Union Church May 21.
Pastor Bridget Flad Daniels officiating.
3. **Benjamin Giese and Jammie Verstoppen** at Union Church June 4.
Pastor Bridget Flad Daniels officiating.
4. **John McNicoll and Abby Wingfield** at Union Church July 23.
Pastor Bridget Flad Daniels officiating.
5. **Susan Grun and Julene Hammer** at Union Church August 18.
Pastor Bridget Flad Daniels officiating.
6. **Michelle Erickson and Amanda Loewen** at Union Church September 24.
Pastor Bridget Flad Daniels officiating.
7. **Steve Jones and Greg Belschner** at Union Church October 8.
Pastor Bridget Flad Daniels officiating.
8. **Laurie Beauchamp and Janet Tolan** at Union Church October 15.
Pastor Bridget Flad Daniels officiating.
9. **Tyler Uitenbroek and Laura Gries** at Union Church November 12.
Pastor Bridget Flad Daniels officiating.

NON-MEMBER DEATHS

1. **Robert Hoffman**— 82 – died October 29; Memorial Service at Old St. Joseph Church, De Pere, WI on November 11.

Membership and Attendance Data for the Last 20 Years

<u>Year</u>	<u>Membership</u>	<u>Avg. Attendance</u>	<u>Easter</u>	<u>Christmas</u>
2016	525	137	238	417
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

* membership rolls reviewed by the Board of Deacons and Deaconesses

** membership rolls reviewed by the Common Ministry

Financials

**for
2016**

Union Congregational United Church of Christ Balance Sheet

December 31, 2016

Assets

Cash

Associated Bank Checking	\$ 32,933	
Associated Bank Money Market	\$ 170,833	
Total Cash		\$ 203,766

Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 68,555	
UCF: General Gifts/Endowments	\$ 69,788	
UCF: Memorial Garden	\$ 24,119	
UCF: Cora Nelson	\$ 250,619	
UCF: Bagby Theological	\$ 7,604	
Associated Trust: General Gifts/Endowments	\$ 39,157	
Associated Trust: Memorials Foundation Principal	\$ 497,122	
Total Gifts and Endowments		\$ 956,964

Condo Loans Receivable - Waitzmann Funds	\$ 95,215
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Total Assets	<u>\$ 1,255,945</u>
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Liabilities and Fund Balances

Prepaid Pledges	\$ 61,656
Accounts Payable	\$ (123)

General Fund Balance	\$ 65,716
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Gifts and Memorial Funds

Memorial Foundation Spendable	\$ 91,479	
Memorial Foundation Principal	\$ 497,122	
Cora Nelson/Outreach	\$ 250,585	
General Gifts/Endowments	\$ 92,929	
Killoran Scholarship Fund	\$ 68,555	
Memorial Garden	\$ 28,171	
Building & Grounds	\$ (81,379)	
Special Gifts	\$ 15,137	
Total Gifts and Memorial Funds		\$ 962,599

Other Funds

Jubilee House Fund	\$ 3,165	
Capital Campaign	\$ 54,437	
Waitzmann Condo Loans	\$ 95,215	
Sabbatical Fund	\$ 6,557	
Specific Giving Fund	\$ 4,258	
Women's Ministry	\$ 2,465	
Total Other Funds		<u>\$ 166,097</u>

Total Liabilities and Fund Balances	<u>\$ 1,255,945</u>
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Year 2016 Treasurer's Report

INCOME	2016 Budget	2016 Actual
Pledge Income	\$ 355,000	\$ 349,605
One-time Gifts	\$ 3,000	\$ 1,529
Non-Pledge Income	\$ 18,000	\$ 35,222
Loose Offering	\$ 4,000	\$ 4,775
Church School	\$ 50	\$ 30
Prior Year Pledges	\$ 1,500	\$ 7,539
Investment Income	\$ 100	\$ 136
Room Rentals	\$ 8,100	\$ 8,360
Non-Cash Donations	\$ 500	\$ 420
Total Operating Income	\$ 390,250	\$ 407,616
PROGRAM EXPENSE		
Worship Ministry	\$ 8,080	\$ 6,046
Education Ministry	\$ 10,362	\$ 11,857
In-Reach Ministry	\$ 5,900	\$ 6,792
Outreach Ministry	\$ 18,895	\$ 18,499
Stewardship Ministry	\$ 300	\$ 113
New Member Ministry	\$ 400	\$ 417
Publicity	\$ 1,000	\$ 532
Total Program Expense	\$ 44,937	\$ 44,256
GENERAL EXPENSE		
Pastor Staff Expense	\$ 139,551	\$ 117,737
Lay Staff Expense	\$ 165,797	\$ 154,853
Building and Maintenance Expense	\$ 73,640	\$ 71,099
Administrative Expense	\$ 16,000	\$ 14,519
Total General Expense	\$ 394,988	\$ 358,208
TOTAL EXPENDITURES	\$ 439,925	\$ 402,464
NET INCOME (Operating Income Less Expenditures)	\$ (49,675)	\$ 5,152

<u>2016 Outreach Summary</u>	
BUDGETED OUTREACH	\$ 18,499
NON-BUDGETED OUTREACH	
One Great Hour of Sharing	\$ 2,513
Neighbors in Need	\$ 1,676
Christmas Fund	\$ 844
Strengthen the Church	\$ 678
Heifer Arks	\$ 7,147
Parson's Purse	\$ 7,870
CAMPital Campaign	\$ 14,780
Housing/Homeless	\$ 1,205
Special Offerings	\$ 560
Waitzmann Loan Foregone Interest	\$ 5,713
Gifts & Memorials Outreach Grants	\$ 30,852
Total Non-Budgeted	\$ 73,838
TOTAL OUTREACH	\$ 92,337

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. We are blessed with ministry members who provide a wonderful historical depth of knowledge and are hugely helpful to the work accomplished. Thanks go to Kristi Zahn, Gail Carels, Sue Whittemore, and regular participation, help and guidance from Lou Norsetter and Pastor Bridget Flad Daniels.

In 2016 our work seemed a little easier because we had committed to multi-year grants to Lakeland College and the Wisconsin Conference CAMPITAL CAMPAIGN, thus reducing the spendable cash available. (We strive to spend income, and not invade principal.) Yet, in addition, we were able to provide \$23,000 for emergency tuckpointing of the church which Common Ministry intends to repay, and have committed to guarantee the costs of an associate minister up to \$150,000 over three years until the position becomes self-sustaining financially. G&M provided Mayflower Nursery School \$4,000 for tuition scholarship assistance.

In early summer we were approached by Lou Norsetter, requesting a grant to help defray the cost of attending the WI Conference Lay Academy which we supported to the amount of \$1,025 over two years. We were also approached by YCA with a request to fund two need-based scholarships for their Work Safari Mission Trip to Staten Island, NY, which we also heartily supported to the amount of \$1,000.

In the fall, Nan and Terry Bush informed us of their intention to establish the Austin Bush YCA Work Safari Scholarship, to be managed by Gifts and Memorials. They are grateful to the church for its support and are honored to be able to help youth participate in future Work Safaris. Additional gifts to this worthy cause or in memory of Austin are deeply appreciated.

We continue to be graciously remembered in the estates of deceased members. Many options are available for gifting to the church. Judicious care is taken in the investment of these gifts as evidenced by our growing investment balances and our ability to help the church meet dollar needs in growth spurts. Returns were less than desired during most of 2016, but the markets did settle into sustained growth.

We have initiated a review of our profits and the possibility of setting aside profits. We will do so because 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 the greater community a stronger mission. It is always preferable to spend profit even though some of our investments allow the dilution of principal.

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

Thanks for another good year.

Gary Hassel and Marlene Lanoue, co-chairs

2016 Total Gifts and Memorials Fund Activity Report

Total Gifts and Memorials Fund Activity 2016

Beginning Balance 01/01/2016:	\$	939,588
Plus Total Income and Additions:	\$	87,095
Less Expenses and Grants:	<u>\$</u>	<u>64,085</u>
Equals Ending Balance 12/31/2016:	\$	962,598

Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$	7,292
Memorial Garden donations/purchases	\$	1,000
Cady/Brown history books	\$	35
Gifts toward Wi-Fi	\$	1,125
Reimbursement from Buildings & Grounds	\$	25,000
Total Investment Return	<u>\$</u>	<u>52,643</u>
	<u>\$</u>	<u>87,095</u>

Expenses and Distributions from Gifts and Memorials Funds:

Facility

Power assist doors	\$	4,537
Wi-Fi range extender		199
Home theater projector		705
Tuckpointing		<u>23,673</u>
	<u>\$</u>	<u>29,114</u>

In-Reach/Program

Visioning expenses	\$	2,182
Lay Academy	\$	525
Church retreat	\$	412
YCA mission trip	<u>\$</u>	<u>1,000</u>
	<u>\$</u>	<u>4,119</u>

Outreach

Transportation to church	\$	102
Mayflower scholarship grant	\$	4,000
Killoran Scholarships	\$	7,650
Lakeland College R Ulrich Center	\$	10,000
Youth With A Mission	\$	600
UCC CAMPital	<u>\$</u>	<u>8,500</u>
	<u>\$</u>	<u>30,852</u>

Total Expenses and Distributions	<u>\$</u>	<u>64,085</u>
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Our Church Staff

(as of December 31, 2016)

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
Organist..... Ray Thompson
Handbell Ensemble Director Cheri Frusher
Children's Choir Director Ruth E. Baker
Children's Ministry Coordinator..... Sylvia Garrido
Librarian Cathy Putman
Audio Coordinator..... Tom Towill
Nursery Attendants Kathy Johnson, Sylvia Garrido

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Pastor Bridget..... bridget@unionucc.com
Pastor Steve.....steve@unionucc.com

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