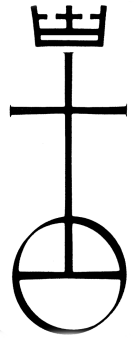

Union Congregational United Church of Christ



Annual Report for 2019

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

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184th Annual Meeting



Our Annual Meeting Sunday, January 26, 2020

The 184th Annual Meeting of
Union Congregational United Church of Christ
will convene immediately following worship
on Sunday, January 26.

- Reports will be received, retiring Ministry chairs and vice-chairs will be recognized; elections will be held for new leaders of our congregation.
- The 2020 budget will be proposed, discussed and adopted.
- We will vote to renew our membership in JOSHUA for 2020.

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

On the Cover

Our new banner was installed by Jones Signs on December 9. As Pastor Bridget wrote in the September issue of the church's "Still Speaking" newsletter, **"This 'Love Over All' theme captures the essence of who Union is and what we believe and do. Union is a church that prioritizes love over doctrine, love over policies, even love over beliefs."** Union's financial secretary, Winnie Hutjens, took the photo.

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UNION CONGREGATIONAL UNITED CHURCH OF CHRIST
Green Bay, Wisconsin

184th Annual Meeting
Held in the Sanctuary following the Worship Service
Sunday, January 26, 2020

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

Call to Order	Sandy Polarek Moderator
Constituting Prayer and Memorial Moments	Bridget Flad Daniels Senior Minister
Declaration of Quorum	Gail Hohenstein, Clerk
Opening Remarks	Moderator, Pastor
Approval of Minutes	Clerk
Annual Reports: Highlights, Questions	Ministry Chairs
Presentation of the 2020 Budget	Jeff Gibson, Treasurer
JOSHUA Membership for 2020	Jeff Gibson
Proposed Bylaw Amendment	Moderator
Recognition: Retiring Ministry Chairs	Moderator
Nominating Committee Report	Lou Ann Norsetter
Litany for Commissioning: New Members of Common Ministry and Committees	Moderator, Pastor, Congregation
Other Business	Moderator
Benediction	Dr. Jon Pahl Minister of Faith Formation and Community Engagement

The Clerk's Report

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

The minutes of the 183rd Annual Meeting of January 27, 2019 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 184th Annual Meeting.

Respectfully submitted,
Gail Hohenstein, Clerk

MINUTES OF THE 183rd ANNUAL MEETING January 27, 2019

CALL TO ORDER: The 183rd Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Sandy Polarek at 11:15 a.m. in the Sanctuary. Jan Davis acted as Parliamentarian.

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

Joannie Mathes	Tammy Peer	Thomas Hart	John Staton	
Elaine Pamperin	Patricia Viets	Catherine Small	Loren Hart	Paul Bilty

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, 2018, Union Congregational United Church of Christ had 528 active members. Clerk Gail Hohenstein declared that by visual observation the necessary quorum to conduct business was present.

OPENING REMARKS:

Moderator Polarek reflected on the importance of the Annual Meeting in the life of the Church, as an opportunity to celebrate the past and plan for the future. She expressed thanks for Jon's ministry and especially for that of Bridget, who will soon be starting her 5th year as our Pastor. She offered gratitude for those who have served in leadership roles, those who continue to lead and those who will step up to new roles in the coming year. It took many hard working and talented folks to make this year's fundraising both financially successful and community building. She specifically recalled one Saturday when the building was busy with volunteers for the dyslexia clinic, folks decorating Christmas wreaths and Proud Theater—a lot of energy in the building on a Saturday. She gave thanks for being here to continue decades of love and service

Pastor Bridget Flad Daniels gave thanks for Jon coming to us and sharing in ministry, noting his efforts on helping us to be better stewards of our physical space. We are now better using our building resource and being better stewards by expanding utilization. One of her goals is to help us as a congregation to do a better job of in-reach, particularly through visitation. We have become a permission giving church, more willing to try out new ideas.

APPROVAL OF MINUTES: Julie Macier moved and Jammie VerGiesen seconded that the minutes of the 182nd Annual Meeting and Heather Collins moved and Kathy Baldwin seconded that the minutes of the Special Congregational Meeting of March 18, 2018 be approved as written in the Annual Report. The motions carried by a voice vote.

ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS: Ministry Chairs were asked to share their hopes for next year and report on any items omitted from their annual reports.

EDUCATION: Nancy Gibson shared her hope that folks participate in new adult and child education offerings, and that they step up and volunteer to assist.

INREACH/NEW MEMBER: Heather Collins expressed that one of the Church's best kept secrets is Tuesday morning Bible study, where the group explores and discusses liturgies to be used on the following Sunday. Noting this morning's reading, she reflected that we all have different talents, gifts and interests to share and hopes that we all find an opportunity to participate more actively, whether by cooking, helping with funerals, event planning, baby blankets, or visitation. Together we are better. Together we can grow and together we can have fun.

OUTREACH: Christie Reese noted with pleasure our renewed connection with Habitat, and is thankful for all the people who help us have the outreach impact we have in the community. She hopes that the inclusion of the Immigration Advocacy Team into the Outreach Ministry will facilitate furthering our immigration advocacy efforts in 2019.

GIFTS & MEMORIALS: Nicole Polarek expressed she continues to be honored to be a part of the Ministry. They come together and take great care of the gifts which have been given. She feels it is an important job and that together they make lots of healthy debated decisions and put the G&M dollars to good work in community. Her hope is to continue to get people with good ideas asking for financial backing. Nicole also mentioned a 2018 grant request – continued support of scholarships for Mayflower Nursery School – which was not approved until January and was thus not included in her Annual Report.

STEWARDSHIP: Jammie VerGiesen shared gratitude for all who contributed to the organ campaign as well as those who provided other financial and volunteer assistance. The Christmas tree sale drew lots of good comments from community and the neighborhood and was a wonderful opportunity for fellowship. Plans are in the works to repeat and expand next year, but that will require folks to “step out, step in, and help out.” His goal for 2019 is to do a better job of communicating what is happening in Stewardship so that folks know what needs to be done and who is getting involved.

WORSHIP: No Report.

JON PAHL: Jon expressed his hope that we experience the organic growth that the Holy Spirit gives to the Congregation in many ways.

2019 BUDGET

Jeff Carels distributed proposed budget summaries. He noted that through additional gifts and fundraisers, as well as expenses being less than budgeted, we used \$22,000 less of our surplus than budgeted in 2018. He then turned to the proposed 2019 budget, noting that due to an omission, corrections were made to the budget which had been recommended by Common Ministry for consideration at this meeting. He then moved to accept the corrected version of the 2019 proposed budget. He drew our attention to the budget

reflecting a \$39,000 deficit, which we should work in 2019 to reduce through fundraisers or additional donations, adding that the \$39,000 is not the entirety of the surplus. In response to a question he said that fundraisers and additional giving in 2018 totaled \$13,000 vs. the \$19,000 which would have been required to balance at the end of the year. The corrected proposed budget was approved.

JOSHUA MEMBERSHIP FOR 2019

Jeff Gibson, who is nominated to represent Union on the JOSHUA Board, moved that Union continue to support JOSHUA with a \$1,000 membership. Bruce Shafer seconded the motion and it was approved.

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

Jeff Carels	Treasurer	Lou Norsetter	Vice Chair, Outreach
Jeff Gibson	Vice Moderator	Elaine Moss	Pastoral Relations
Virginia Riggs	Chair, Worship	Betty Bienash	Vice Chair, Inreach
Kathy Baldwin	Vice Chair, Worship		

NOMINATING COMMITTEE REPORT: Lou Norsetter gave the Nominating Committee report. On behalf of the Nominating Committee, she moved the following nominees be elected for 2-year terms:

Sandy Polarek	Moderator	Nicole Polarek	Co-chair, Gifts & Memorials
Gail Hohenstein	Clerk	Nicole Kinjerski	Chair, New Member
Jeff Gibson	Treasurer	Betty Bienash	Chair, Worship
Helen Krueger	Vice Chair, Education	David Hassel	Vice Chair, Worship
Christie Reese	Chair, Outreach	Avonelle Weist	Communications Coordinator
Achim Seifert	Co-chair, Outreach	Lou Norsetter	Chair, Nominating

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

Betty Bienash	Mayflower Nursery School Liaison – 1 year
Stacie Christian	Vice Moderator – 1 year
Gail Carels	Pastoral Relations Committee – 4 years
Joyce Anderson	Personnel Committee

The motion was approved.

COMMISSIONING NEW MEMBERS OF COMMON MINISTRY AND COMMITTEES

Newly elected members of Common Ministry and Committees were introduced and invited to come forward. After introductions, a Litany for Commissioning of the new members was conducted and Bridget Flad Daniels led us in prayer.

OTHER BUSINESS

None.

BENEDICTION

Tony Baldwin moved and Chuck Krueger seconded that the meeting be adjourned. The motion passed on a voice vote. Jon Pahl gave the benediction. The meeting was adjourned at 11:59 a.m.

Respectfully submitted,
Gail A. Hohenstein, Clerk

The Many Faces of Union Church



Moderator

Have you read the sign outside the Mayflower doors? The words sum up what we are as a faith community. We have shown “love over and over again.” Union Congregational UCC celebrated 20 years as an ONA community this year. We held informative events dealing with immigration and immigrants. We served meals to people in need. We supported Pat Shafer in her efforts to break barriers for those with dyslexia. We figured out a way to repurpose a room to welcome a new organization fostering brain health. We organized a group of people who visit members who are not always able to be in worship with us. Members have lovingly prepared activities and learning experiences for our children, youth, and adults. Members have practiced regularly to share their musical talents with us. Many members have worked lovingly to keep our building and grounds in good repair. This year they were called upon to spend hours working to keep water and mold from destroying parts of our building after a summer storm. Some people even show their love for our faith community by pulling weeds in the courtyard and garden. There are so many ways members of this church have shown love to each other, the Green Bay community, and the wider community. My hope is that the people of Union Congregational UCC will always show love over hate and welcome more people to join us in doing that.

As Moderator, I get to listen as Ministries propose, discuss, and carry out the responsibilities entrusted to them. These are dedicated people who gather each month to make sure the work of the church is being done. It has been a joy for me to watch as new people have come forth to work with longtime members to share ideas, skills, and helping hands. I would like to thank the chairs and vice-chairs of the ministries for their work. I would especially like to thank Jammie VerGiesen and Heather Collins as they complete their terms as chairs of Stewardship and Inreach, respectively. I would also like to thank Lloyd Schaefer for serving as vice-chair of Inreach/New Members.

Just as it is important to have a loving, vibrant, and committed group of volunteers, it is very important to have dedicated pastoral leaders who share our passion for showing love over all again and again. Rev. Bridget Flad Daniels and Dr. Jon Pahl do just that. I welcome the opportunity to meet with Bridget each month to prepare the Common Ministry agenda and share congregational concerns. Bridget works hard to inspire the congregation to show love over ignorance, fear, and indifference. She shows great respect and love for those members experiencing hardships including health concerns and loss. Jon brings a whole new level of enthusiasm for getting us involved in social justice issues and faith formation through information and action. He has a wide span of interests including his love of music, ideas, and writing. We are truly blessed to have them both among us.

Our faith community is very fortunate to have an experienced, talented, dependable and caring lay staff who contribute their skills to the smooth operation of the church. We express our gratitude to Eric Goska, Winnie Hutjens, Scott Ingram, Ray Thompson, Seong-Kyung Graham, Linda Cook, Melissa Heffernan, Kathy Johnson, Jenna Stevens, and Sylvia Garrido.

Union Congregational UCC is also fortunate to have people who say yes when asked to take on leadership roles. I want to thank Stacie Christian for her work as vice-chair this year, as well as members of committees who are finishing their terms. This includes Betty Bienash, Mayflower Nursery Liaison, and Julie Macier, Delegate for EPH.

My hope for the new church year is that we will all strive to live up to the sign on the building and show LOVE OVER AND OVER AND OVER!

Sandy Polarek, Moderator

Pastoral Annual Report 2019

Lead Us From Death to Life

The central story in Christianity is the movement from death to resurrection, so it is fitting that this annual report witnesses to a year of loss and a year of new growth at Union Congregational UCC. In Baptism we die to old ways of being, that we might rise with Christ. One central understanding of Communion is that it unites us with Jesus' death and resurrection, and of course, the profundity of both dying and new life weave their way throughout our scriptures and our holidays.

This theme, which is often understood metaphorically, has been abundantly tangible this year at Union. We lost many long-standing members of the congregation to death this year, and we celebrated their lives and the promise of the resurrection. As we linger over each name, stories of lives of kindness and mercy, justice and compassion, relationship, and innovation come to mind. We buried trailblazers and prophets, poets and organizers, every one a character, and every one a beloved child of God.

The larger than usual number of funerals we've celebrated has led numerous people to ask Pastor Bridget how a minister does it. Her response is always, "It's a labor of love." It is always a sad, heavy, somber occasion when a loved one dies, but there is something incredibly healing and nourishing in funeral ministry as well. Meeting people at their point of deepest need, drawing out the stories of their loved ones' lives, and translating those into a meaningful, prayerful celebration of life is an incomparable honor. We believe that every life deserves to be celebrated and cherished, that everyone deserves to be prayed home well, and we are humbled to be a part of these most sacred times.

In a very practical way, this year we said good-bye to a number of people who spent a lot of time and energy making Union what it is today. To all of you, we once again say, "Rest in peace, good and faithful servants." We also offer our thanks for the countless ways that you contributed faithfully to the building up of this community of the people of God. We truly believe that this world is closer to the reign of God because of your work through this church.

For many of our deceased members, these contributions do not end in death. Several asked that offerings be made to Union's Gifts and Memorials Fund, which will allow our community to continue to do works of compassion and justice well into the future. Additionally, a gift was made from the estate of Richard Bush, "for the current and pressing needs of the church." Among other things, this unrestricted gift will allow us to rehab the second floor Fellowship Room which was damaged by a roof leak (and not covered by insurance) this summer. Richard's family said, "From his time on Stewardship Ministry, dad knew what it took to keep an organization like Union going, and he wanted to make a gift that would help the church continue to do that in the here and now." Thanks to all who have contributed, of our resources, of your time, and of your vision. We truly stand on your shoulders as we reach even further toward what God has called us to be.

Amidst these celebrations of the end of earthly life, we added more new members to our rolls than in recent years, and we began other initiatives that began to bear fruit. So, it was a year of loss, and a year of growth, in the pastoral ministry at Union Congregational United Church of Christ. Getting to know and incorporate 26 new members and their households has been a tremendous joy, and we are working with lay leaders to deepen and strengthen people's early experiences of our Christian community, including through New Member dinners, mentoring, talents and gifts interviews, and more.

In Education and Faith Formation, despite disruption in classrooms following the unfortunate storm damage this summer, Sunday mornings continued to move forward with good leaders and steady family and child participation. There is room for growth, and parents should be encouraged to

take advantage of the Sunday 9 a.m. period. The Adult class has focused on “the green gospel.” This initiative has drawn together people to explore the relationships between faith and the climate crisis, under the conviction that there is no more urgent issue facing people of faith, indeed, facing all people. A corollary conviction has become clear: there are resources that we can study, and actions we can take, both to educate ourselves and to mitigate further damage to our planet that is a gift to us from God which we have been charged to steward well.

This topic will continue to organize the Adult Educational offerings in the spring of 2020 (including a Lunch and Learn during Lent), and it will also help to orient the Pilgrim Fellowship youth group that meets on Wednesday evenings.

One quiet but powerful new project is our Visitation Ministry which is part of Inreach. Over the course of the year, Pastor Bridget met with lay leaders to develop a plan and train ten church members to do Visitation Ministry. The idea is that each of these visitors will be assigned a church member to call on, roughly monthly, to help those who may be going through a crisis or may find it hard to get to church to still feel connected to our community. Although fledgling, this ministry has already received deeply positive feedback. Bridget looks forward to ongoing training and support of this team and their meaningful work.

Among our initiatives in Community Engagement which have begun to bear fruit in 2019 are the completion of the Union Incubator Space; the emergence of the Brain Center of Green Bay as a viable agency to promote brain health; and the ongoing offerings in Jazz Ministry at Union. The re-purposing of the former YCA/Boy Scout Room was guided by member Ben VerGiesen (B. Lewis Design), with regular input and consultation by both pastors and a team of lay members including Chuck Krueger, Mark Smith, Tony Baldwin, and Sandy Polarek. This is a way for us to tap one of the greatly under-utilized resources we have—our building—to help further both our mission and that of other mission-aligned non-profits. The project was helped by a \$2,500 Catalyst Grant from the Wisconsin Conference, and by a generous loan from Gifts and Memorials that we anticipate repaying in about two years. The room features 800 square feet of office space, with four workstations, a receptionist desk, a meeting table, bookshelves, and some reading chairs. The initial tenant for the space will be the Brain Center of Green Bay. Included in the work of the Brain Center will be helping people to tap into one of the most important recent developments in neuroscience, the relationship between brain health and religion or spirituality. The work of the Brain Center of Green Bay at Union will in part restore what had once been a very strong relationship between Christianity and health care—a relationship that has been lost in recent years.

The Jazz Ministry initiative at Union has engaged Union members with new music, and as an initiative of Outreach Ministry has invited new individuals to worship with us. A dozen different musicians have contributed to the musical offerings, with a core of professional musicians helping to shape the ministry. A survey conducted in July offered positive feedback from the congregation for the initiative, which has been funded by a generous grant from the Calvin University Institute of Christian Worship. Services have been conducted on different days of the week, on different themes, and at different times, to find out what works best. Upcoming services will focus on honoring “First Responders,” “Protest Music (Black History Month),” “Addiction and Recovery,” and other themes. A fund-raising concert to support the Jazz Ministry is scheduled for April, featuring Pegasis.

October 2019 marked Union’s 20th anniversary of voting to be Open and Affirming. To witness to this grace-filled milestone, we invited former members and LGBTQIA+ advocates John and Annette

Parson’s Purse — 2019

Beginning Balance	\$11,320.04
Donated	\$8,379.36
Distributed*	\$8,902.63
Ending Balance	\$10,796.77

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

Grunseth to offer a Second Sunday session focusing on where we've been and where we're going, we hosted a "Love Over All" Gala at the Hyatt which featured Rev. Dr. Chris Davies from the UCC national offices and raised funds to support efforts to create a new LGBT center in Brown County. The Gala was supported by a beautiful invitation created by our Communications Coordinator Avonelle Weist, B. Lewis Designs which provided the flower arrangements, D.J. Shaun Anthony was our M.C., and when Amanda Nelson, the owner of Three Flower Bakes, heard of the work we were doing, she donated cupcakes for the event. Wisconsin Conference Minister Franz Rigert sent a letter of appreciation which was read, and Mayor Eric Genrich proclaimed October 24, 2019 as Union Congregational United Church of Christ Open and Affirming Day in the City of Green Bay (see back cover). We rounded out the commemoration of our anniversary by lifting up inclusion in worship, and a celebration in coffee hour.

Jon Pahl returned full-time to Union on December 1 after a two-month leave of absence to conduct a global book tour related to the release of his biography of the Turkish Muslim scholar Fethullah Gülen. Jon's is the first critical biography of Mr. Gülen, and it advances Jon's vocation in community and interfaith engagement. Mr. Gülen is one of the most influential (and controversial) religious leaders of the contemporary world. He has been compared to the Dalai Lama and Gandhi, among others, and Jon's work explores both his life and its significance in the global Hizmet (service) movement he has inspired. Jon's work tells the story of Mr. Gülen's life and rise to influence based on the evidence—which documents a very different story than the one generated by propaganda from the current regime in Turkey. There will be an occasion for Jon to share from his book at Union in the near future.

As noted at the beginning of this report, the Christian life centers on life, death, and new life, and just as matters of life and death have been abundantly tangible this year, so, too, is new life. During a Children's Sermon in worship in December, Pastor Bridget announced that she and her husband, Scott, will be welcoming a baby in May. She plans to take the month of May for parental leave, and then will work part time throughout the summer, relying on Jon Pahl and guest preachers to shepherd the congregation in her absence. More details will be forthcoming in future newsletters and communications.

Indeed, it has been a year of life, death, and resurrection here at Union Congregational United Church of Christ, and we're glad that you are a part of that faith-filled witness. As we look forward to 2020, let us all rededicate ourselves to being a part of that life, death, and resurrection. May we embody the chorus of one of our beloved hymns, "Lead us from death to life, from falsehood to truth, from despair to hope, from fear to trust. Lead us from hatred to love, from war to peace; let peace fill our hearts, let peace fill our world, let peace fill our universe."

May it be so!

Rev. Bridget Flad Daniels, Senior Minister

Dr. Jon Pahl, Minister of Faith Formation and Community Engagement

2019 Annual Report

Franz Rigert, Conference Minister

Life in the Wisconsin Conference is full of energy and enthusiasm! A huge highlight of 2019 came in June when we hosted General Synod 32 in Milwaukee! Some 400 volunteers worked tirelessly to provide warm Midwestern hospitality. Gifts from local congregations and individuals totaling \$70,000 successfully funded our efforts.

This summer, following the retirement of Associate Conference Minister, the Rev. Joanne Thomson, we welcomed the Rev. Lorraine Cenicerros to our field staff. Lorraine has primary responsibility for the Southwest Association and half of the Southeast Association (Waukesha and Burlington Districts). She brings a steady and joyful presence, wonderful gifts and wisdom for judicatory work.

Last April we were very fortunate to bring onto our staff the Rev. Andrew Warner to lead our new Generosity initiative. With extensive expertise in stewardship and development, Andrew leads the fundraising efforts of the Conference and supports local churches in building planned giving and strengthening philanthropy. In just nine months, Andrew has offered numerous webinars and digital resources, helped us create the Wisconsin Foundation UCC, negotiated management of the Foundation funds through UCC Pension Boards and is actively working with congregations to cultivate Legacy Gifts. Already some congregations are exploring the possibility of shifting reserves/endowments into the Foundation because of very favorable fees and excellent management. Andrew also serves as a Generosity Outreach Officer of the national setting of the UCC.

As for the ongoing work of the Conference, our essential mission is “to connect, support and resource local congregations and leaders as they creatively and vibrantly live out the values of Jesus in this time and place.” Throughout the past year, our Field Staff has guided over 60 pastoral searches, launched several new “shared” ministries, and offered the “ministry of presence” in times of grief, challenge and change. Board and staff leaders continue to cultivate relationships of support and trust across the Conference. Cohort learning opportunities abound, connecting pastors and educators through Mentoring, Coaching, and Communities of Practice.

Our Church and Ministry Teams faithfully carry out the ecclesiastical work of the Church, guiding Members in Discernment (MID’s) and managing matters of ministerial standing. We have launched a new formative track toward authorized ministry. The Damascus Project is a shared initiative with the Minnesota Conference, also intended for the purpose of providing continuing education coursework for clergy and biblical foundations for lay people.

The Conference Faith Formation efforts continue with a thriving Lay Academy and several Youth Retreats. Next summer many young people will participate in a National Youth Event held at Purdue University. One of our current goals is to better equip local congregations with curriculum resources, a wide array of spiritual practices, and emerging models for children and youth ministries.

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

Our beautiful Outdoor Ministry settings – Moon Beach Camp and Pilgrim Center – provide ideal opportunities for multi-generational spiritual formation. We are blessed to work collaboratively with Executive Director Glenn Svetnicka and the talented staff of our sister organization, United Church Camps, Inc. As of January 2020, UCCI added a third ministry site, assuming management of Cedar Valley Retreat Center near West Bend. They are blessed with an extraordinary site manager in Rebecca Conde.

In 2019 the Conference Board and Staff continued to prioritize the work of our Justice Ministries. Two major anniversaries are prompting significant attention and action – the 400th Anniversary of the first slaves brought to North America (1619) and the 400th Anniversary of the landing of the Mayflower, and subsequent movement toward colonization by white settlers (1620). We also continue our advocacy for immigration reform and more compassionate treatment at our borders. Together, we are advocating for racial justice and a deeper understanding of the effects of white privilege. And we are developing resources around climate care (next June's Annual Meeting theme).

While we don't have final 2019 OCWM (Our Church's Wider Mission) contribution totals quite yet, we are tracking strongly and hope to close the year well. THANK YOU! These OCWM gifts primarily support the shared mission of our Conference Life. They also support the work of the National setting of the United Church of Christ, and important ministries such as the Wisconsin Council of Churches (WCC), United Church Camps, Inc. (UCCI), the Council for Health and Human Services (CHHSM), Chicago, United and Eden Seminaries (CUE) and Wisconsin Campus Ministries.

Beyond that, our amazing Special Mission Gifts offer relief and compassion here at home and around the world. Altogether, we contribute approximately \$335,000 to the four UCC special offerings: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need and the Christmas Fund. Thank you!

Friends, despite all of the challenges the Church faces these days, the spirit and energy of our Conference life is strong! Our covenant of care – and the bond of love we share in Christ – is a beautiful expression of God's shalom, offered to a broken and fragile world. Together, as we collectively embody the values of Jesus, we impact our communities in truly transformational ways!

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

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.

Educational opportunities that have been offered in 2019 include:

Sundays

Faith Formation: grades 4K – 2nd, 3rd – 6th, and 7th and older. They meet from 9:00 a.m. to 9:50 a.m.

- 4K – 2nd usually has from 5 to 9 students. They are using Shine Curriculum.
- 3rd – 6th usually has 4 students. They use the Dig In Curriculum.
- 7th and older usually have 3 to 6 students. They are studying Luke and some Confirmation topics.
- Students in Faith Formation are led in music every week by Youth Music Director, Melissa Heffernan.
- The Nursery is open from 8:45 during the school year, and from 9:45 during the summer.
- All people who work with the youth are required to go through Safe Church training.
- Sunday Adult Classes have covered such topics as “Countering Islamophobia,” History of Pride, and the “Green Gospel.” They meet from 9:00 to 9:50 a.m. in the Chapel Classroom. All are welcome.
- Second Sunday Series covers a wide range of interesting topics. In November, Dr. Victoria Tashjian discussed Union’s role as an Underground Railroad station.
- Children’s time occurs during worship.
- The Prayground is at the front, left corner of the sanctuary. Children are welcome to come with an adult and do quiet activities during worship while they observe and participate in the service.
- Lunch and Learn Series: in March the series was on “Antisemitism in the History of the Church.” Watch the newsletter for more offerings!
- Lenten Movie Series: participants enjoy soup, popcorn, a movie and discussion.

Tuesdays

- Bible Study

Wednesdays

- Evening meal at 5:45 (all are welcome).
- PF Fellowship is attended by 4 to 6 youth. They are studying the “Green Gospel.”
- YCA Fellowship is attended by 4 to 7 youth per week. The meetings have a rotation of study, service, and games. The youth enjoy the rotation.
- Seminary Secrets Adult Class 6:15 to 7:30 p.m. and is led by Dr. Julie Harder. Several books were discussed during the year: “Praying for Jennifer” and “When Bad Things Happen to Good People.” Also, there was a discussion of Paul and one on the meaning of Christmas Carols. There is always good discussion.
- Confirmation class has 6 confirmands. They meet a combination of Wednesdays and Sunday mornings. Confirmation helps youth learn the basis of Christianity while exploring their own faith.
- Book Worm Yoga was offered in October.

Ministry members: Dr. Jon Pahl, Helen Krueger (vice chair), Heather Collins, Sandy Polarek, Mark Smith, and Ed Tucker. All who are involved in Education ministry are also always invited and welcome. We meet on the first Tuesday of the month at 6:30 p.m. We welcome anyone who would like to join us!

Respectfully submitted, Nancy Gibson, chair

Faith Formation Leaders (Youth - Adult)

2019 - 2020 School Year

Christian Education at Union Church could not be achieved without the help of our Education Ministry members, nursery staff, youth music director, and numerous volunteers. Thank you!

- Sunday Faith Formation Leaders
 - 4K – 2nd Teachers: **Nancy Gibson, Karen Hogan**
Assistants: **Joyce Anderson, Lisa Krueger, Linda Jerabek**
 - 3rd – 5th Teachers: **Heather Collins, Sandy Polarek**
Assistants: **Shana Espinosa, Mark Smith, Sindy Oakley, Anna Gallagher, Clay Reese**
 - 6th and Up Teachers: **Ed Tucker, Tim Harder, Lou Ann Norsetter**
Assistants: **Anne Rakow-Weist, Gail Carels, Steve Hartman**
Substitutes: **Betty Bienash, Clay Reese, Christie Reese, Paco Espinosa**
- Nursery Staff: **Kathy Johnson, Sylvia Garrido, Jenna Stevens**
- Nursery Roll Coordinators: **Sue Tucker, Sylvia Garrido**
- Pilgrim Fellowship Leaders: **Jon Pahl, Mark Smith, Caitlin Krueger, Jenna Stevens, Kathleen Caylor, Avonelle Weist**
- Confirmation: **Pastor Bridget Flad Daniels, Tim Harder, Steve Hartman, Ed Tucker**
- YCA Leaders: **Pastor Bridget Flad Daniels, Tim Harder, Steve Hartman, Ed Tucker**
- Youth Choir Director: **Melissa Heffernan**
- Wednesday Kitchen Staff
 - Cooks: **Sherry Warren, Kathy Seifert, Cathy Putman.** Mark Smith provides salad every week.
 - Cleanup: **Ross Logerquist, Anne Rakow-Weist,** and others
- Second Sunday Series Committee: **Pastor Bridget Flad Daniels, Dr. Jon Pahl, Jeff Gibson, Sandy Polarek, Sue Whittemore**
- Librarian: **Cathy Putman**
- Seminary Secrets Classes: **Julie Harder**
- Adult Education: Many people have stepped up to help with this role. Thank you to **Jon Pahl** and all who have been willing to lead!

Young Christians in Action — YCA

It is my pleasure to present the YCA annual report. This year, some of the YCA time has been used for the confirmation curriculum where we explore a variety of topics and provide interesting handouts. We have had an increase in the number of participants which has made for some lively discussions.

Each Wednesday we share a meal (many thanks to the cooks!) and have a chance to reconnect. The meal is followed by a meeting which can be centered on anything from faith formation to fellowship. In addition, this fall, we have hosted a table for Heifer Sunday, and helped with the Hanging of the Greens.

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

Respectfully submitted,
Tim Harder

The Peg Jaeger Library

In with the new, out with some of the old. With a midsummer weeding of the collection and regular purchasing, the goal is a collection stabilized at about 1,800 volumes that addresses the current concerns of the UCC and Union UCC. Given that we are fortunate to have a few classic histories, biographies and theologies from earlier eras, the average age of publication for the collection is a pretty respectable 1996. We seldom purchase or collect volumes published before the year 2000.

Inclusion remains a major theme. The adult collection has several new volumes addressing Native American spirituality and history, particularly the Doctrine of Discovery. Self-evaluating prejudice and complicit racism was a concern at the denominational level. We acquired several popular and award-winning histories of Jim Crow America, books about white supremacy and worked to build our collection of African-American theology.

To support further reading stemming from Jon Pahl's series on anti-Semitism, we acquired a few books to augment our collection of how Jews understand our mutual Biblical heritage.

This year, the proceeds of the successful used book sale in May were used to fund book purchases. We also added 20 books from donations.

The library is a member of LibraryThing, an online site where our catalog is kept and can be referenced by any computer. Our member name is UnionCongUCC.

Respectfully submitted,
Cathy Putman, Librarian

Inreach Ministry

Inreach Ministry is responsible for organizing opportunities for socialization, fellowship, and care for members of Union Church. This year, we met and worked in partnership with New Member Ministry.

Social

- Potluck Lunch for Church Picnic was Sunday, June 2.
- Potluck for Reunion Sunday was Sunday, September 8.

Fellowship

Retreat

- A group gathered September 13-15 at beautiful Moon Beach Camp in northern Wisconsin.

Wednesday Night Suppers

- Volunteers prepare and provide dinner on Wednesday nights when PF and YCA meet. The meal is open to anyone who wishes to participate.

Groups

- Men's Fellowship Breakfasts: Men met for breakfast on the first Wednesday of each month.
- A special Advent evening for women and guests was held on Monday, December 2. Thank you to the hostesses, those who provided special music, and the planning committee for this beautiful start to the Advent season.

Receptions

Epiphany Reception (Kings' Cake)
Easter Breakfast

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

Care

- Visitation Ministry: This is a new ministry that was started this year. The purpose of this ministry is to provide outreach to congregants that may be in crisis or are unable to physically participate in church life. By visiting regularly, we hope to nurture the spirits of our members and provide a means for them to maintain a strong connection to our church community.
- Memorial Reception Ministry: provided receptions before or after funerals held at Union Church.
- Baby Afghans and Prayer Shawl Ministry: Members knitted or crocheted shawls that were given to persons who were ill, in the midst of crisis, or who had suffered a loss. Members knitted or crocheted afghans as a gift to babies/young children at Baptism. Thank you, knitters and crocheters!
- Card Ministry: Provides an opportunity for everyone to join in sending cards to our shut-ins and church family with special concerns each month on Communion Sunday. Thank you, Larry Heath and Glen Verstegen, for your enthusiasm and roles as coordinators of this ministry.
- Cooks Who Care Ministry: Provides meals for our church family members during times when a prepared meal is helpful. Thank you to Joni Delwiche and Joan Dudek for taking on the role as coordinators for this ministry.

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), Joan Dudek, Joni Delwiche, Traci Briggs, Larry Krueger and Susan Kleis

Women's Fellowship

Over 80 women gathered for reflection and community in Pilgrim Hall on Monday, December 2, for the Women's Advent Reflection: "Nature Celebrates Christmas." The designated organization for table donations was On the Mark Dyslexia Clinic, and \$525 was collected.

Our thanks to our readers, Kathy Baldwin, Toni Champeau, Barbara McClure-Lukens, Nicole Polarek and Cheryl Myers, and to our singers, Annika Osell and Nick Myers Olson, accompanied by Seong-Kyung Graham. Thank you to Pat Shafer for her overview of the goals and successes of On the Mark, and to Pastor Bridget for the opening and closing prayers. Thank you to Joyce Anderson for managing the name tags. Thanks to the gentlemen who provided behind-the-scenes support, including Ed Tucker, Jeff Gibson, David Thie, Richard Miller and Tom Peterson. Thank you to everyone who hosted a table or attended. You made the event such a success.

Denise Olson

Men's Fellowship

The Men's Fellowship continued to meet at 7 a.m. on the first Wednesday of the month for breakfast. This breakfast is open to all at Union Church who identify as male. The meeting is free flowing, which allows those attending to depart whenever needed. In 2020, the group will meet at Julie's Café on Main Street.

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.

Our group again provided volunteers to serve and help in the kitchen for the Women's Advent Event.

Ed Tucker

Priscilla Circle

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

The circle meets 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 Lou Norsetter and Barbara McClure-Lukens who talked about the work of Shadow Rock Congregational UCC Church in Phoenix that supports recent immigrants to the United States. In March, Dr. Rolf Lulloff spoke about the newly formed Brain Center which now resides in the offices in the lower level of Union Church. Pat Shafer reported on the progress of the On the Mark Dyslexia Clinic which is also located in our church. In May, we met at Bellevue Retirement Center and visited several of our members who reside there. Members were asked to tell one thing about themselves which others probably did not know.

In the fall semester we heard Dr. Jon Pahl talk about his recent book entitled "Fethullah Gulen: A Life of Hizmet." Jon traveled extensively in October and November promoting the book and sharing the life story and work of Mr. Gulen. In October, Jeff Gibson, who is a member of JOSHUA, spoke about prison reform locally and on a statewide basis. Finally, church moderator Sandy Polarek reported about the many programs which comprise the work of Newcap, a community action agency that strives to move people from poverty to economic security to independence.

We thank Marge Roshong for calling each member monthly and keeping us in touch with members' concerns. We are grateful for the dedication of Sue Whittemore as she seeks out and secures interesting speakers and programs for the circle. Thanks, too, to our hostesses who provide snacks and beverages and to those who offer devotions from time to time.

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

Helen Krueger

Outreach Ministry

The Outreach Ministry administered denominational financial collections in 2019: One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Fund. The fifth offering, Our Church's Wider Mission, comes out of the church budget. We also collected for our transitional housing program, EPH and Jubilee House, in a special May offering.

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

In 2019, Outreach strengthened Union's relationship with the Howe Community School serving the community meal held there in March, which was followed by a family jazz service led by the Union Jazz Ministry. "Adopt-a-Classroom" at Howe Community School continued through the 2018/19 school year, in which Claudia Doelger coordinated the purchase of daily snacks for a particular class at Howe on a monthly basis. Outreach also held a face painting station at the Astor Park Community Easter Egg Hunt this year.

The Outreach Ministry continues to partner with Greater Green Bay Habitat for Humanity and again participated in their Faith Build Fundraising campaign, raising \$2,035 through a giving calendar activity in June/July, which was matched 1:1 by Thrivent. In addition, Union made lunches on three different build days for other volunteer builds and staffed build days on August 3 and August 21. In all, over a dozen Union members and friends volunteered on these Habitat for Humanity projects.

Heifer Sunday was November 17, raising \$5,888 for the international program. Heather Collins, Joni Delwiche and Joan Dudek were organizers. Jammie VerGiesen arranged for alpacas, a goat, and a pig to be there. Participation was robust, and everyone enjoyed the animal information booths and, of course, the animals and treats were a hit as usual. Our gift was matched 2:1, so we definitely made an impact.

Kitchen service included eight Souper Cooks meals. In addition, church members served the evening meal at New Community three times and one meal for Howe School, as mentioned earlier in this report. Achim Seifert and Marty Berry coordinated cooking (Souper Cooks) and serving for New Community Shelter this year. The meal projects are funded through various fundraising projects that Outreach Ministry conducts, including the church-wide rummage sale (held in May), as well as various donations from church members. This year, Achim Seifert applied for and received a Thrivent Community grant to fund the May meal preparation and serving. Over two dozen church members and friends volunteered to cook/serve throughout the year and their efforts helped feed over 200 people each month.

The Immigration Advocacy Team began two years ago with churchwide sessions on becoming an immigrant welcoming community. In the past year, the Immigration Advocacy Team became part of the Outreach Ministry to best support Union Church's immigration advocacy efforts. In 2019, the team sponsored a day-long workshop at Union and plans to participate in a border issues workshop in early January 2020.

The team sponsored an Immigration Advocacy Teach-In on Saturday, May 4. The day-long workshop featured national, regional and community speakers addressing differing aspects of immigration: immigration attorneys, local police, Family Services, University of Wisconsin-Green Bay, citizenship trainers, and Casa ALBA Melanie. Rev. Noel Anderson, from the national UCC office, delivered the opening keynote address and sermon on the following Sunday. A jazz service concluded the day. Eighty-four people attended the conference, many of them from Union itself. The participants

rated the entire day very positively. One agency expressed appreciation since “no one in the community had ever provided this forum for immigration issues before.” Registration fees and community support from Thrivent and Costco more than covered the costs. The team wishes to thank all those who supported this event.

One result of the Advocacy Teach-In is an increase in co-sponsored programs. Union partnered in August with Casa ALBA Melanie and Migration Advocacy of Brown County for the "Back from the Border" presentation, which drew over 100 interested community members to Union's Pilgrim Hall. We also partner with Casa ALBA in the new series of "Cultural Community Meals," with the next offering in February 2020 hosted at Union.

In January 2020, four members of the Immigration Advocacy Team will attend a “border issues” workshop in Tucson, Arizona. The Good Shepherd UCC will host its seventh workshop on Common Ground on the Border. Besides many workshop sessions at the church, members will participate in desert walks, immigration court proceedings and excursions to the border. The team members will present a synopsis of their trip and hope to generate mission trips for others to the border.

The Outreach Projects Fund began the year with \$1,303 and ended with \$1,619. Total expenditures for Outreach projects were \$3,129. The 2019 rummage sale raised \$710. Also in 2019 the Jazz Ministry received an \$18,000 grant to develop Union’s Jazz Ministry in 2019 and 2020. In addition, On the Mark Dyslexia Clinic received a UCC Neighbors in Need grant.

Outreach also assisted with Union's Jazz Ministry, with Julie Macier serving as a representative to team that administers the \$18,000 grant received by Union for the support of that ministry. The grant was received from Calvin University Institute of Worship, as a part of their "Revitalizing Worship" grant program. The aim of the grant is to study jazz ministries around the U.S. and Canada, and then implement best practices at Union, in consultation with Worship Ministry and the other Union musicians. Seong-Kyung Graham also serves on the team, along with David Hassel from Worship.

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

Respectfully submitted,
Christie Reese and Achim Seifert, co-chairs
Lou Norsetter, Immigration Advocacy point person

JOSHUA

(Justice Organization Sharing Hope United for Action)

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

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

The **Prison Reform Task Force** is looking at an alternative vision for Green Bay Correctional Institution. Our group is made up of formerly incarcerated individuals, family, friends, and loved ones of those incarcerated, and allies. Please consider joining our group and fighting for change and justice in the corrections system. This group meets every fourth Thursday of the month at 6 p.m. at West Side Moravian Church.

The **Environmental Justice Task Force** is looking at community composting projects and how our community can better support more sustainable lawn and gardening initiatives. This group meets every fourth Wednesday of the month at 6 p.m. at West Side Moravian Church.

- JOSHUA continues to build partnerships in the community, increasing membership, trainings and being a respected, peaceful advocate in Brown County.
- JOSHUA has launched a “Prayers for Justice” prayer project. Prayer is powerful – it is an action in and of itself. Prayer with others can be even more impactful as it opens us to both God and the other. Let’s pray together to be molded into the Beloved Community. Go to our website www.joshua4justice.org to view the prayer project.
- JOSHUA depends on help from many different avenues. Fortunately, Union Church is one of the churches that financially commits to JOSHUA each year. JOSHUA would like to see that commitment continue.
- Additionally, Pastor Bridget is one of the co-chairs of the JOSHUA Religious Leaders’ Caucus.

For more information, contact Rachel Westenberg – JOSHUA Community Organizer

Email: rachel.wisdomwi@gmail.com

Phone: 920-360-3538

Ecumenical Partnership for Housing (EPH)

2019 in Review

EPH has had a very full year providing safety, stability and solutions for families with children experiencing homelessness. Through the 2019 theme “How Do You Help the Homeless—Love Them” EPH accomplished the following:

- New Executive Director, Julie Aderhold, has nearly completed her first year.
- EPH received a grant from Give Big Green Bay
- EPH has 20 Partnership Churches
- The New Prevention Program served 39 families and regularly manages about 25 families
- EPH has 20 transitional family homes
- EPH has 14 long-term supportive homes (1 of them is our Jubilee House)
- EPH has the capacity to support 34 families; actively case managing 25 families as of December 1, 2019
- EPH transitioned new employees in office management and building maintenance
- EPH continued to coordinate with local agencies to meet community needs
- EPH continued its partnership with the Salvation Army for case management of our families

Union Church supported EPH in the following ways:

- 2019 Christmas Giving Tree donations
- Volunteers
- Jubilee House cleanup and preparation for new family last winter
- Direct mail campaign and Christian home offering — Union members were very generous this year

As your representative to the EPH board, I thank you for the opportunity to represent you and for your generosity when volunteers or funds are requested. You help to provide members of our community with a path to self-sufficiency.

Respectfully submitted,

Julie R. Macier

EPH Board Representative Union UCC

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” as stated in the Constitution and Bylaws of Union Church. The Worship Ministry of 2019 included: Betty Bienash (chair); David Hassel (vice-chair); Seong-Kyung Graham (Music Director); Susan Forsythe (coordinator of ushers) through April; Glen Verstegen (coordinator of ushers) May to the present; Gail Hohenstein (lay reader coordinator) and Mark Smith. Sandy Polarek (moderator), Dr. Jon Pahl (Minister of Faith Formation and Community Engagement), and the Rev. Bridget Flad Daniels (Senior Minister) worked together to fulfill the purpose of the Worship Ministry.

It is with the support of so many members and friends of Union that the purpose of Worship Ministry is achieved. Tom Towill, Mark Smith, Gary Gierczak, Cathy Putnam, and Eric Harkoff have provided the audio support for our services as well as recordings of the services. Judy Sharp maintained the integrity of our sanctuary for worship services as well as monitored worship supplies. Linda Larson and Marcia Martin and their families prepared the Communion elements. Sue Zanzig, Mel Polarek, Jeff Carels, and Bruce Shafer organized and secured the weekly offering after each service. Jason Pues created altar arrangements and sanctuary decorations for the Lent and Advent seasons. Ben VerGiesen decorated the sanctuary for the Advent Season. Ken Divoky watered and cared for plants at Easter. Kathy Seifert, with help from her husband, Achim, watered the poinsettias at Christmas. Heather Collins and Christie Reese organized and directed the Christmas Pageant. Anne Rakow-Weist developed visual displays to enhance the worship services, particularly during the Lenten season. Deb Rose and Ed Tucker maintained the Playground for children. Scott Ingram, with the support of Sylvia Garrido, serving as sexton for our church, provided maintenance of our church throughout the year. In addition, many members and friends of Union provided special music, readings, flowers and maintenance of flowers, served as ushers, assisted with Communion, as well as provided so many other special services, all which supported and added to the spiritual richness of our services.

Music Director Seong-Kyung Graham provided leadership for innovative and inspiring musical programming at Union while directing the adult choir. Organist Ray Thompson continued to provide wonderful music at the keyboard, Linda Cook directed the bell choir, and Melissa Heffernan served as Youth Music Director. David Hassel’s gifts on piano were also deeply appreciated. Music continues to be central to worship at Union.

Jazz at Union, under the leadership of Dr. Jon Pahl, received a grant to develop a unique ministry outreach from the Institute for Vital Ministry. The jazz ministry team, consisting of Dr. Jon Pahl, David Hassel, Julie Macier, Seong-Kyung Graham, Adam Gaines, Rissel Peguero, Bill Sallak, Matt Hillman, Sam Stranz, and Andrew Bader, developed many innovative and inspiring services throughout the church year, including a Latin Jazz Service, “Ellington: Celebration of America,” a Dixieland Jazz service, a Harvest Jazz Service, a Blessing of the Animals Jazz Service, and a Jazz Christmas Worship service. Jazz at Union will continue to develop programming that reaches out to the community and reinforces a search for justice through this innovative approach.

Rev. Bridget Flad Daniels introduced creative elements to the worship service that supported its spiritual integrity. These included a Maundy Thursday Agape Meal; a Good Friday service incorporating a cantata sung by the combined choirs of Union and West Side Moravian Church and a Tenebrae service; reinforcing inclusivity during World Communion Sunday through communion elements

representing the diversity of our congregation; prayers from the congregation as well as “Let There be Peace on Earth” during the worship service as response to tragedies in the world; and processing to the Memorial Garden for our final hymn and decorating the graves of our veterans during Memorial Day weekend.

The Worship Ministry continues to support the integrity of the worship experience at Union. It is only with the extensive involvement of our church community that our worship services can truly fulfill our purpose of “serving Christ...loving each...affirming all.” Worship Ministry wants to thank each of you for your contributions and your support.

Respectfully submitted,
Betty Bienash, chair

Stewardship Ministry

*Union's purpose is to strive to do the will of God,
and to make the Christ spirit dominant in our lives and in all human relations.*

*Our church celebrates God's love by...
Creating a safe harbor for all,
Serving each at their point of need, and
Promoting personal and societal transformation*

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

Operating Income

This year has provided many challenges and opportunities for stewardship at Union. The approved budget for 2019 reflected a deficit of \$34,967. This challenge provided an opportunity for fellowship and planning fundraisers to mitigate the budget deficit, but also to develop funding plans for the future. There were four fundraising activities held this past year: Happy Joe's pizza fundraiser, fall auction, Christmas tree and wreath sale, and Amazon Smile charity. A total of \$7,119 was raised through these fundraising efforts. While we were not able to raise sufficient funds to meet the deficit this year, we did raise more than the previous year, and the foundations for ongoing fundraising have been expanded. Those activities were well received in our community and also provided tremendous fellowship among the committee members, volunteers, and congregation members to strengthen our bond of union. I'm grateful beyond words for the hard work and dedication of all those involved with the planning and execution of the fundraisers this past year.

Capital Campaign for Organ Repair

The capital campaign of \$35,000 for the organ repair was met with an abundance of financial support in 2018. Words cannot express the level of gratitude felt toward all who contributed to this campaign. Thank you! The custom replacements were installed in January 2019 and the remaining funds from the campaign will be used for future and on-going maintenance of the organ here at Union.

Building and Maintenance

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

- The roof on the garage was replaced with metal roofing.
- The heating tape along the edge of the roof was replaced.
- The ice cable and ballast on the roof was replaced.
- The safety concerns regarding the Chancel steps were addressed and continue to be part of future development.
- The drinking fountain (bubbler) near the English Room and plumbing was replaced with a new model.
- The Playground area was setup in the south transept of the sanctuary for the children to remain present during worship. Special thanks to Deb Rose and Education Ministry for their support of this project.
- The lower level room (formerly YCA) was renovated to become an office incubator space for non-profit organizations. Funding for this project was obtained from the Wisconsin

Conference UCC Catalyst Grant, a Gifts and Memorials loan, and the Brain Center of Green Bay. Special thanks to Ben VerGiesen of B. Lewis Design for the design, organization and coordination of this project.

Garden Committee

I would like to thank Jone Wood for her leadership and organization of the Garden Committee this year. We all thank the many loyal volunteers who assisted with the Wednesday Weeders, Saturday Snippers, annual planters, mulch spreading, and garden plot adopters. Ongoing focus includes regular watering, plant replacement, and additional mulch.

Audio-Visual and Wi-Fi Project

Jeff Gibson, as project leader, continues to improve the Wi-Fi access throughout Union and has been working with developers to create broadcast of the Sunday worship to the Nursery and English Room. Extenders were strategically placed around the building to improve Wi-Fi and a new sound mixing unit was installed in October to improve the audio and allow greater ability in broadcasting. Thank you, Jeff, for all of your hard work and ongoing efforts.

Extended and/or Overnight Parking Policy

The members of the Stewardship Ministry drafted a policy for extended and/or overnight parking at Union Congregational UCC. The policy was developed on the belief that defined rules are required to best steward the use of the parking lots by members and non-members of Union Congregational UCC. The Ministry also recognized that the parking lots provide an opportunity for the church to generate donations to maintain the parking lot. The policy was approved by Common Ministry in August.

Stewardship Ministry members this year included Jeff Gibson (Treasurer), David Thie, Bill Johnson, Bruce Shafer, Tony Baldwin, Mark Smith, Clay Reese (vice-chair), and Jammie VerGiesen (chair). Thanks to all members, as well as to the committees and all the volunteers for their support and hard work throughout this past year. Thanks also to Pastor Bridget, Jon Pahl, Sandy Polarek, and the church office staff for their assistance, participation, and support of this ministry. I do look forward to 2020 with hope and excitement as we continue to work together to maintain this beautiful sacred space!

Respectfully,
Jammie L. VerGiesen, chair

New Member Ministry

Mission

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

New Members

In 2019, Union added 26 new members.

Nine (9) New Members added Spring 2019

Kathleen Caylor
Wendy Christian
Tracey and Philip Klickman

Sindy Oakley and Anna Gallagher
Mark Smith
Rebecca Taylor and Richard Larson

Sixteen (16) New Members added Fall 2019

Mary Boeselager
Alison Braun, Crystal Kunesh and Allison Van Stelle
Luigi Galati and Sarah Hibbard
Eric and Zoé Harkoff
Beckett Nuñez-Miller

Ryan and Benjamin Rieth
Leah and Zachary Seibel
Sherry Warren
Amy Mauk
Douglas Durkee

In addition, former Union member, Jeanne Wright-Brusky, rejoined the church effective November 13.

New Member Meetings

We are always looking for more people to help with our New Member events. New Member Ministry meets with Inreach Ministry at 5 p.m. on the 2nd Thursday of the month. The partnership between New Member and Inreach has been outstanding this year, and we look forward to a continued partnership in the coming year and beyond.

We invite anyone that would like to join our dedicated group.

Please contact a committee member if you are willing to help. Committee members are:

- Laurie Beauchamp
- Joni Delwiche
- Joan Dudek
- Nicole Kinjerski
- Lloyd Schaefer
- Kathy Seifert
- Mark Smith

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

Respectfully submitted,
Nicole Kinjerski, chair

Memorial Garden Trustees

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

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

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

Pastor Bridget has established an annual tradition for the Memorial Garden. After worship in the sanctuary on the Sunday of Memorial Day weekend, the congregation was invited to convene in the Memorial Garden for the final hymn of the service. This allowed our members to see the Garden, some of them for the first time.

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

We thank Ginny Riopelle and her family for a second year of sponsoring professional landscaping services in memory of her mother, Katie Small. This service made the Garden very attractive during the spring, summer and fall.

The Memorial Garden trustees are Phil Hauck, Bob Fahres and Joan Robb.

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 26, 2020. 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. Thank you also to Heather Collins, Betty Bienash and Pastor Bridget Flad Daniels, members of the Nominating Committee.

*** indicates a person nominated for election**

Officers

Moderator	Sandy Polarek (2nd term, 1 year remaining)	Clerk	Gail Hohenstein (5th term, 1 year)
Vice-Moderator	*Heather Collins (1st term, 2 years)	Treasurer	Jeff Gibson (1st term, 1 year)

Ministries and Committees

Education

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

Outreach

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

Gifts and Memorials

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

Stewardship

Chair	*Clay Reese (1st term, 2 years)
Vice-Chair	unfilled at time of publication

Inreach/Membership

Chair	*Denise Olson (1st term, 2 years)
Vice-Chair	Nicole Kinjerski (1st term, 1 year)

Note: Inreach and New Member Ministries will formally meet together in 2020.

Worship

Chair	Betty Bienash (1st term, 1 year)
Vice-Chair	David Hassel (1st term, 1 year)

Communications Coordinator

*Avonelle Weist

Nominating Committee

Chair	Lou Ann Norsetter (2nd term, 1 year)
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Mayflower Nursery School Liaison

(elected for one year)
*Karen Hogan

Delegate, Ecumenical Partnership for Housing

*Lisa Krueger (1st term, 2 years remaining)

JOSHUA Liaison

*Jeff Gibson

Pastoral Relations Committee (4 years)

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

Personnel Committee

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

Respectively submitted by,
Lou Ann Norsetter (chair)



Membership Statistical Report for 2019

ACTIVE MEMBERS ADMITTED:

By Reception:

- | | |
|---|---|
| 1. Kathleen Caylor – June 2 | 14. Eric Harkoff – October 27 |
| 2. Wendy Christian – June 2 | 15. Zoé Harkoff – October 27 |
| 3. Anna Gallagher – June 2 | 16. Sarah Hibbard – October 27 |
| 4. Tracey Klickman – June 2 | 17. Crystal Kunesh – October 27 |
| 5. Philip Klickman – June 2 | 18. Amy Mauk – October 27 |
| 6. Richard Larson – June 2 | 19. Beckett Nuñez-Miller – October 27 |
| 7. Sindy Oakley – June 2 | 20. Benjamin Rieth – October 27 |
| 8. Mark Smith – June 2 | 21. Ryan Rieth – October 27 |
| 9. Rebecca Taylor – June 2 | 22. Leah Seibel – October 27 |
| 10. Mary Boeselager – October 27 | 23. Zachary Seibel – October 27 |
| 11. Alison Braun – October 27 | 24. Kristen Van Stelle – October 27 |
| 12. Douglas Durkee – October 27 | 25. Sherry Warren – October 27 |
| 13. Luigi Galati – October 27 | 26. Jeanne Wright-Brusky – November 13 |

ACTIVE MEMBERS REMOVED:

By Death:

1. **Barbara Valentine** – 95 – died April 9; private family service held.
2. **Nicole Heyrman** – 35 – died April 12; funeral service at St. Mary's Catholic Church, De Pere on April 19.
3. **Vivian Stewart** – 100 – died May 10; memorial service at Union Church on May 19. Pastor Bridget Flad Daniels officiating.
4. **Eleanor King** – 95 – died June 30; private family service held.
5. **David Brown** – 88 – died July 18; memorial service at Union Church on August 16. Pastor Bridget Flad Daniels officiating.
6. **Richard Bush** – 91 – died August 27; memorial service at Union Church on September 21. Pastor Bridget Flad Daniels officiating.
7. **Robert Bush** – 93 – died October 10; memorial service at Union Church on November 30. Pastor Bridget Flad Daniels officiating.

NON-MEMBER DEATHS:

1. **Kevin Landsinger** – 46 – died January 21; memorial service at Union Church on January 28. Pastor Bridget Flad Daniels officiating.
2. **Ted Gifford** – 69 – died March 8; memorial service at Union Church on March 18. Pastor Bridget Flad Daniels officiating.
3. **James Effland** – 85 – died December 15; memorial service at Union Church on December 23. Pastor Bridget Flad Daniels officiating.
4. **Samuel Campbell III** – 60 – died December 28; memorial service at Union Church on January 4, 2020. Pastor Bridget Flad Daniels officiating.

MEMBERSHIP STATISTICS

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

Members added to Active Roll:

By reception.....	26
By confirmation	0
By reactivation.....	0
TOTAL ADDED.....	26

Members removed from Active Roll:

By death	7
By transfer	0
By member request	2
By placing on Inactive Roll.....	0
TOTAL REMOVED.....	9

Active Membership: December 31, 2019: **545**

BAPTISMS: Infants and Children

1. **Audrey Ellen Piontek** – born November 23, 2018 in Green Bay.
Baptized March 31 at Union Church by Pastor Bridget Flad Daniels.
Parents: Brett and Beth Piontek
2. **Anita Jane Baierl** – born September 28, 2018 in Green Bay.
Baptized September 29 at Union Church by Pastor Bridget Flad Daniels.
Parents: Daniel Baierl and Tara Vetter

NON-MEMBER MARRIAGE BY OUR PASTORS:

1. **Victoria Lambert and Andrew Bell** at Union Church on August 17.
Pastor Bridget Flad Daniels officiating.

Membership and Attendance Data for the Last 20 Years

<u>Year</u>	<u>Membership</u>	<u>Avg. Attendance</u>	<u>Easter</u>	<u>Christmas Eve</u>
2019	545	121	277	303
2018	528	128	260	357
2017	530	136	291	410
2016	525	135	238	361
2015*	521	138	305	372
2014	555	139	316	387
2013*	550	149	318	346
2012	567	183	329	397
2011	539	184	329	359
2010*	528	204	402	357
2009*	580	207	367	310
2008	592	212	330	342
2007	581	208	452	310
2006	559	220	348	360
2005*	521	219	329	360
2004	642	222	313	360
2003	621	197	332	354
2002	607	206	257	377
2001	583	208	314	353
2000	565	196	286	319

* membership rolls reviewed by the Common Ministry

Financials

**for
2019**

Union Congregational United Church of Christ Balance Sheet

December 31, 2019

Assets

Cash

Associated Bank Checking	\$ 56,221	
Associated Bank Money Market	\$ 132,732	
Total Cash		\$ 188,953

Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 77,146	
UCF: General Gifts/Endowments	\$ 68,329	
UCF: Memorial Garden	\$ 53,741	
UCF: Cora Nelson	\$ 302,580	
UCF: Bagby Theological	\$ 9,791	
Associated Trust: General Gifts/Endowments	\$ 267,314	
Associated Trust: Memorials Foundation Principal	\$ 367,840	
Total Gifts and Endowments		\$ 1,146,741

Condo Loans Receivable - Waitzmann Funds	\$ 95,215
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Total Assets	<u>\$ 1,430,909</u>
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Liabilities and Fund Balances

Prepaid Pledges	\$ 43,753
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General Fund Balance	\$ 18,535
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Gifts and Memorial Funds

Memorial Foundation Spendable	\$ 319,636	
Memorial Foundation Principal	\$ 367,840	
Cora Nelson/Outreach	\$ 297,464	
General Gifts/Endowments	\$ 35,271	
Killoran Scholarship Fund	\$ 73,146	
Memorial Garden	\$ 62,833	
Building & Grounds	\$ (31,378)	
Special Gifts	\$ 15,221	
Total Gifts and Memorial Funds		\$ 1,140,033

Other Funds

Jubilee House Fund	\$ 3,932	
Capital Campaign	\$ 5,717	
Waitzmann Condo Loans	\$ 95,215	
Sabbatical Fund	\$ 10,969	
Specific Giving Fund	\$ 104,402	
Women's Ministry	\$ 2,465	
Outreach	\$ 5,888	
Total Other Funds		<u>\$ 228,588</u>

Total Liabilities and Fund Balances	<u>\$ 1,430,909</u>
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**Year 2019
Treasurer's
Report**

INCOME	2019 Budget	2019 Actual
Pledge Income	\$ 356,000	\$ 337,349
One-time Gifts	\$ 2,000	\$ 9,749
Non-Pledge Income	\$ 18,000	\$ 37,866
Loose Offering	\$ 4,000	\$ 5,079
Church School	\$ 50	\$ 22
Prior Year Pledges	\$ 1,500	\$ 50
Investment Income	\$ 101	\$ 110
Room Rentals	\$ 8,100	\$ 9,351
Fundraisers	\$ -	\$ 7,119
Non-Cash Donations	\$ 500	\$ 368
G&M Contribution	\$ 50,000	\$ 50,000
Total Operating Income	\$ 440,251	\$ 457,063
PROGRAM EXPENSE		
Worship Ministry	\$ 7,080	\$ 5,957
Education Ministry	\$ 7,862	\$ 5,630
In-Reach Ministry	\$ 5,401	\$ 3,579
Outreach Ministry	\$ 19,038	\$ 18,637
Stewardship Ministry	\$ 301	\$ 417
New Member Ministry	\$ 401	\$ 120
Publicity	\$ 1,000	\$ 264
Total Program Expense	\$ 41,083	\$ 34,604
GENERAL EXPENSE		
Pastor Staff Expense	\$ 210,569	\$ 197,450
Lay Staff Expense	\$ 163,025	\$ 162,385
Building and Maintenance Expense	\$ 67,740	\$ 81,477
Administrative Expense	\$ 16,800	\$ 17,532
Total General Expense	\$ 458,134	\$ 458,844
TOTAL EXPENDITURES	\$ 499,217	\$ 493,448
NET INCOME (Operating Income Less Expenditures)	\$ (58,966)	\$ (36,385)

	BUDGETED OUTREACH	\$ 18,637
	NON-BUDGETED OUTREACH	
	One Great Hour of Sharing	\$ 1,904
	Neighbors in Need	\$ 1,218
	Christmas Fund	\$ 1,301
	Strengthen the Church	\$ 170
	Heifer Arks	\$ 5,888
	Parson's Purse	\$ 8,450
	Housing/Homeless	\$ 1,685
	Waitzmann Loan Foregone Interest	\$ 5,713
	Gifts & Memorials Outreach Grants	\$ 12,950
	Total Non-Budgeted	\$ 39,279
	TOTAL OUTREACH	\$ 57,916

Gifts and Memorials Ministry

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

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

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

The Gifts and Memorials Ministry “exists to promote and steward charitable contributions for non-operating budget purposes, with particular emphasis on projects initiated and supported by Church members that advance the local community, sustain the church’s physical resources, or support or encourage other initiatives that further the Church’s mission. The Ministry is intended to complement, but not replace or compete with the Church’s annual planned or special giving.” (As adopted, April 2007)

In 2019, Nicole Polarek remained Chair of Distribution and Phil Enscoe remained Chair of Asset Management. We are grateful for the continued and valued commitment of Gail Carels, Sue Whittemore, Kristi Zahn, and Daniel Pagel. We welcomed Lloyd Schaefer to the asset management ministry.

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

- \$50,000 Associate pastor (Note: up to \$150,000 was committed over 3 years for Associate Minister from the date of hire. This is year two.)
- \$20,000 YCA room remodel and repurpose for Brain Center (loan to church)
- \$7,300 Church office copier
- \$4,000 Mayflower need-based scholarships
- \$4,000 Church office computers (loan to church if needed)
- \$4,000 Shadow Rock UCC Immigration justice fund (approved not paid in 2019)
- \$1,700 Casa ALBA window replacement (approved not paid in 2019)
- \$950 Immigration speaker + Jan2020 conference for Immigration Advocacy team
- \$550 Lay Academy – Norsetter
- \$475 UCC summer camp experiences for our member children (paid through the Mark Shafer memorial fund)

We were graciously remembered in the estates of deceased members in 2019. Great care is taken to ensure these support important work. In 2020, the committee will focus on communication and how to grow the funds. With the help of our members, it is our pleasure continue to take a leadership role in service to our community while honoring the legacy of our members.

Respectfully submitted,
Nicole Polarek

2019 Total Gifts and Memorials Fund Activity Report

Beginning Balance 01/01/2019:	1,054,773
Plus Total Income and Additions:	193,980
Less Expenses and Grants:	<u>108,720</u>
Equals Ending Balance 12/31/2019:	1,140,033

Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$ 1,810
Camp Scholarship donaions	\$ 682
Memorial Garden donations/purchases	\$ 7,878
YCA repurposing-advance rent	\$ 12,000
Total Investment Return	<u>\$ 171,610</u>
	<u><u>\$ 193,980</u></u>

Expenses and Distributions from Gifts and Memorials Funds:

Facility

YCA Room repurposing	\$ 10,000
Memorial Garden expenses	\$ 7,217
Organ bequests transferred	\$ 19,003
Sound mixer	\$ 909
Photocopier	<u>\$ 7,300</u>
	<u><u>\$ 44,429</u></u>

In-Reach/Program

Church retreat	\$ 325
Camp scholarships	\$ 475
Lay Academy	\$ 541
Grant for Minister stipend	<u>\$ 50,000</u>
	<u><u>\$ 51,341</u></u>

Outreach

Killoran scholarships	\$ 4,000
Mayflower scholarship grant (both 2018 & 2019 grants disbursed)	\$ 8,000
Immigration Advocacy speaker	\$ 150
Immigration Conference 2020	<u>\$ 800</u>
	<u><u>\$ 12,950</u></u>

Total Expenses and Distributions	<u><u>\$ 108,720</u></u>
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Our Church Staff

(as of December 31, 2019)

Senior Minister.....	Bridget M. Flad Daniels
Minister of Faith Formation and Community Engagement	Dr. Jon Pahl
Administrative Assistant.....	Eric Goska
Financial Secretary	Winnie Hutjens
Building and Maintenance Supervisor	Scott Ingram
Music Director.....	Seong-Kyung Graham
Organist	Ray Thompson
Handbell Ensemble Director	Linda Cook
Youth Music Director	Melissa Heffernan
Librarian.....	Cathy Putman
Audio Coordinator.....	Tom Towill
Nursery Attendants:	

Kathy Johnson, Sylvia Garrido, Jenna Stevens

Office Phone (920) 437-9266

Church Officeoffice@unionucc.com
Financial Secretary finance@unionucc.com
Pastor Bridget..... bridget@unionucc.com
Dr. Jon Pahl jon@unionucc.com

Visit our website at www.unionucc.com

PROCLAMATION

- WHEREAS,** *the City of Green Bay is a welcoming community and an exceptional place to live, learn, work, play, and raise a family; and*
- WHEREAS,** *Green Bay recognizes the importance of equality and freedom; and*
- WHEREAS,** *the nation was founded upon and is guided by a set of principles that includes that every person has been created equal, that each has rights to their life, liberty and pursuit of happiness and that each shall be accorded the full recognition and protection of law; and*
- WHEREAS,** *the City of Green Bay' Lesbian, Gay, Bisexual, Transgender (LGBT) community are a vital part of all fields and professions and contribute to a stronger community; and*
- WHEREAS,** *the City of Green Bay is dedicated to fostering acceptance of all its citizens and preventing discrimination and bullying based on sexual orientation and gender identity; and*
- WHEREAS,** *Green Bay is strengthened by and thrives upon the rich diversity of ethnic, cultural, racial, gender and sexual identities of its residents; all of which contribute to the vibrant character of our City; and*
- WHEREAS,** *the Centers for Disease Control(CDC) recognizes that LGBT teens are at higher risk to be the victims of violence and have increased suicide rates; and*
- WHEREAS,** *it is imperative that young people in the community, regardless of sexual orientation or gender identity, feel valued, safe, empowered, and supported by their peers, educators, and community leaders; and*
- WHEREAS,** *Union Congregational United Church of Christ has been an outstanding champion of LGBT rights and inclusion since it voted on October 24, 1999 to be Open and Affirming;*

NOW, THEREFORE, I, Eric Genrich, Mayor of the City of Green Bay, Wisconsin, hereby proclaim and recognize October 24, 2019 as:

"Union Congregational United Church of Christ Open and Affirming Day"

in the City of Green Bay and urge citizens to recognize the contributions made by members and allies of the LGBT community and to actively promote the principles of equality and liberty.

*Dated at Green Bay, Wisconsin
this 18th day of October, 2019*



Eric Genrich Mayor

