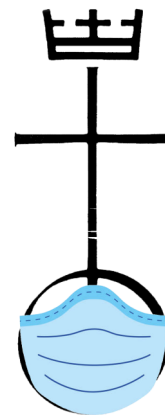


# Union Congregational United Church of Christ

## Annual Report for 2020

185th Annual Meeting



**Union Congregational United Church of Christ**

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Green Bay, Wisconsin 54301

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## **Our Annual Meeting Sunday, January 31, 2021**

The 185th Annual Meeting of  
Union Congregational United Church of Christ  
will convene via Zoom immediately following worship  
on Sunday, January 31.

<https://us02web.zoom.us/j/84165214919?pwd=cmc5aTlwalRJeXZXaVEwc2pLK01NUT09>

or dial 312 626 6799

Meeting ID: 841 6521 4919 / Passcode: 402757

(Note: Dial-in attendees will need to vote via text/email/phone.  
Instructions will be provided during the meeting.)

- Reports will be received, retiring Ministry chairs and vice-chairs will be recognized, elections will be held for new leaders of our congregation.
- The 2021 budget will be proposed, discussed and adopted.
- We will vote to renew our membership in JOSHUA for 2021.



**Diapy Diawara and Lydia Jerabek** were married at Union Church on November 7.  
Pastor Bridget Flad Daniels officiated.

### **On the Cover**

Members and friends of Union Church wear their face masks. In August, Dr. Jon Pahl, our Minister of Faith Formation and Community Engagement wrote: "Send us a selfie—or pic taken by another—so that we can put together a montage as part of Children's Moments in a couple of weeks. We especially want pics of young people—children and youth—to start instilling the habit and awareness that this is a good, ethical, necessary (legal!) practice of Christian compassion. We mask to protect others!"

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

**185th Annual Meeting**  
**Convening via Zoom following the Worship Service**  
**Sunday, January 31, 2021**

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

<b>Call to Order</b>	Sandy Polarek Moderator
<b>Constituting Prayer and Memorial Moments</b>	Bridget Flad Daniels Senior Minister
<b>Declaration of Quorum</b>	Gail Hohenstein, Clerk
<b>Opening Remarks</b>	Moderator, Pastor
<b>Approval of Minutes</b>	Clerk
<b>Annual Reports: Highlights, Questions</b>	Ministry Chairs
<b>In-Person Worship Task Force: "Communal Covenant"</b>	Betty Bienash
<b>Presentation of the 2021 Budget</b>	Jeff Gibson, Treasurer
<b>JOSHUA Membership for 2021</b>	Jeff Gibson
<b>Recognition: Retiring Ministry Chairs</b>	Moderator
<b>Nominating Committee Report</b>	Lou Ann Norsetter
<b>Litany for Commissioning: New Members of Common Ministry and Committees</b>	Moderator, Pastor, Congregation
<b>Other Business</b>	Moderator
<b>Benediction</b>	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 184th Annual Meeting of January 26, 2020 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 185th Annual Meeting.

Respectfully submitted,  
Gail Hohenstein, Clerk

## **MINUTES OF THE 184th ANNUAL MEETING January 26, 2020**

**CALL TO ORDER:** The 184th Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Sandy Polarek at 11:18 a.m. in the Sanctuary.

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

David Brown	Richard Bush	Robert Bush	Nicole Heyrman
Eleanor King	Robert Koller	Vivian Stewart	Barbara Valentine

**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, 2019, Union Congregational United Church of Christ had 545 active members. Clerk Gail Hohenstein declared that by visual observation, the necessary quorum to conduct business was present.

### **OPENING REMARKS:**

Moderator Polarek opened by saying the Annual Meeting is an important moment in the life of our church. We celebrate what we accomplished in the past year and make plans for the future. We are thankful for the continued leadership of the Reverend Bridget Flad Daniels who will soon begin her sixth year as our Senior Pastor. We give thanks for the gift of Dr. Jon Pahl's ministry among us. We offer our gratitude for the people who have served well in leadership roles, those who continue to lead, and welcome those who have stepped up to assume new roles for the coming year. She thanked all for being here today to continue our over 180-year tradition of choosing love over all, again and again and again. Lastly, she thanked Michael Lukens for serving as our Parliamentarian at today's meeting.

Pastor Bridget Flad Daniels observed that the Annual Report reflected on the deep rooted and long-standing theme of death and resurrection. We lost a number of long time and very strong members of church and added two large membership classes which embodies a central theme of death and new life. They are important, but Union Church has understood they are only a facet of Christ's life. We model ourselves on the life of Jesus Christ. In our Wednesday night fellowship, we have wonderful volunteers for programming and cooking. Our new visitation ministry has eleven members trained to visit homebound and other members helping them be more connected. Jon Pahl's work with Rolf Lulloff and the Brain Center put flesh on Christ's healing ways. These are smatterings of how Union Church embodies Jesus' life, not just the bookends of death and resurrection. Pastor Flad Daniels expressed gratitude for Sandy Polarek's leadership. She is a great support and sounding board.

**APPROVAL OF MINUTES:** Kathy Baldwin moved and Steve Jones seconded that the minutes of the 183rd Annual Meeting be approved as written in the Annual Report. The motion carried by a voice vote.

**ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS:** Ministry Chairs were asked to share what legacy their work in the past year will leave.

#### ***EDUCATION***

Nancy Gibson thanked the Ministry volunteers and expressed the hope that everyone attends a program and is influenced by it.

#### ***INREACH/NEW MEMBER***

Heather Collins reflected on the success of the partnership between Inreach and New Member during the past year. They have embodied love over and over and over again. We welcomed 26 new members into the church this past year and started visitation ministry which is hoped to be a legacy for many years to come.

#### ***OUTREACH***

Lou Norsetter reported on behalf of co-chairs Christie Reese and Achim Siefert who were unable to attend the meeting. She expressed surprise to see all that the Outreach Ministry has done. This congregation supports mission in Green Bay, regionally and throughout the world.

#### ***WORSHIP***

Betty Bienash shared that the role of the Worship Ministry is to provide support, planning, and administration of worship each Sunday asking folks to do what may not be noticed, including providing flowers, audio support, worship supplies, and preparing and serving Communion. Many hands make the work possible.

#### ***STEWARDSHIP***

Jammie VerGiesen thanked the Stewardship members for their hard work. We are much stronger together. The Stewardship Ministry encourages and supports collaboration together.

#### ***GIFTS & MEMORIALS***

Nicole Polarek expressed that Gifts & Memorials has had the pleasure and honor of continuing the legacy of those who have given us gifts so Union Church can continue to play a vital role in the community. They take their roles seriously and consider them a great honor.



## **2020 BUDGET**

Jeff Gibson distributed the proposed 2020 budget and reported as follows:

**2019:** When the 2019 budget was created, there was a projected deficit of close to \$60,000. Giving was better than the budget planned for, so we ended the year with a \$36,000 deficit. The original plan had been to use \$20,000 from the surplus accumulated in recent years. Common Ministry voted to balance the 2019 budget with surplus funds from previous years. He then made the following comments about the budget for 2020 which Common Ministry approved for presentation at this Annual Meeting:

**Pledge Income:** The pledge campaign for 2020 is not complete. Some pledges are still outstanding. The projection is that pledges this year will be higher than last year. Members are encouraged to fulfill their pledges to the best of their abilities.

**All Other Income:** Additional income will come from rental space (largely the Brain Center) and hopefully improved and additional fundraising results.

**Budget Surplus:** The budget surplus from prior years is expected to be exhausted in 2020 unless we have more donations than expenses. It will be used to balance budget this year. In response to a question about how we are going to address this imbalance, Bridget stated that during spring she will ask Common Ministry to call together a group of congregants to look at how our budget lines up with our priorities and will ask that group to then make a recommendation back to Common Ministry.

**Gifts & Memorials Contribution:** 2019 is the last year that Gifts and Memorials has approved funds to support the Faith Formation and Community Engagement initiatives associated with the hiring of our associate pastor.

**Staff Expenses:** Staff were given a 2% increase. Health insurance changes resulted in a budget increase offset by no health insurance assessment by the WI Conference UCC.

**Operating Expenses:** 2019 building insurance and maintenance costs were significantly over budget. We believe we have budgeted more accurately for these expenses this year. Extraordinary expenses this year included water damage to the Fellowship Room and replacing the garage roof. The 2020 budget assumes we will revert to a more normal year.

**Administrative Expenses:** \$2,000 was added to the technology budget and will be set aside at the end of each year to create a fund for future upgrades. Gifts & Memorials has approved funds for the 2020 office technology replacement project.

**Total Expenses & Surplus/Deficit:** Anticipated additional income leaves a smaller deficit of approximately \$7,000 when compared to 2019. In response to a question, Pastor Flad Daniels said Common Ministry will monitor spending and will keep the congregation informed, especially if we will need to take further action to keep the church's financial condition healthy. We have a challenge as the surplus will be gone. Common Ministry will work throughout the year to be diligent in controlling expenditures.

Jeff Gibson moved that the budget be approved as presented. After a second by Jammie VerGiesen, the motion was approved with thanks to Jeff for his work on the budget.



### **JOSHUA MEMBERSHIP FOR 2019**

Jeff Gibson moved that Union continue to support JOSHUA with a \$1,000 membership. Cathy Putman seconded the motion and it was approved. Jeff shared he has served two years on the JOSHUA Board and on the JOSHUA Prison Reform Task Force. It has been rewarding, and he has learned a lot. Prison reform was one of JOSHUA's original focal points, and with the potential closing of Green Bay Correctional Institution, that work has solidified. There are now eleven WISDOM affiliates, which are JOSHUA-like groups in the state focused on prison reform in Wisconsin. It is powerful when that many faith-based groups unite in this goal.

### **PROPOSED BYLAW AMENDMENT**

Sandy described the Constitutional process for a bylaw amendment. A document describing the proposed change to the bylaws to combine the Inreach and New Member Ministries to form the Membership and Inreach Ministry was distributed. Inreach and New Member have been meeting together for the past year. Proposal is to combine to ensure activities are appropriately supported without overlap. The ministries' participants believe the combination has been advantageous. More people working on membership issues. In response to a question about the reference to "evangelism" in the language of the bylaw, Bridget clarified that the primary evangelism role of the combined ministry would be through the membership component. Heather Collins moved that the bylaw change be approved as proposed. After a second by Lloyd Schaefer, it was approved.

### **RECOGNITION OF RETIRING MINISTRY MEMBERS**

Retiring members of ministries and chairs and vice-chairs were thanked for their service:

Stacie Christian	Vice Moderator	Heather Collins	Chair—Inreach
Jammie VerGiesen	Chair—Stewardship	Nicole Kinjerski	Chair—New Member
Betty Bienash	Mayflower Nursery Liaison	Lloyd Schaefer	Vice Chair—Inreach
Julie Macier	EPH Delegate	Clay Reese	Vice Chair—Stewardship

### **NOMINATING COMMITTEE REPORT**

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

Heather Collins	Vice Moderator	Clay Reese	Chair—Stewardship
Nancy Gibson	Chair—Education	Denise Olson	Chair—Membership/Inreach
Phil Enscoe	Co-Chair—Gifts & Memorials	Lisa Krueger	EPH Delegate

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

Karen Hogan	Mayflower Nursery School Liaison – 1 year
Jeff Gibson	JOSHUA Liaison
Denise Olson	Personnel Committee – 3 years
Michael Vinson	Pastoral Relations Committee – 4 years
Avonelle Weist	Communications Coordinator

Bridget noted we are still seeking a Vice Chair of Stewardship.  
The motion was seconded by Kathy Baldwin and approved.

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

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

**OTHER BUSINESS**

Bridget gave an update on the water damage to the Fellowship Room. We have signed a work order for the floor refinishing. The plan is to re-work the space to both serve youth and have a classroom function thanks to a wonderful gift from the Richard Bush estate, which was given in the hope that we would be able to use it immediately for the current needs of the church.

**BENEDICTION**

Jeff Gibson moved and Patrick Klimek seconded that the meeting be adjourned. The motion passed on a voice vote. Jon Pahl gave the benediction. The meeting was adjourned at 12:15 p.m.

Respectfully submitted,

Gail A. Hohenstein  
Clerk

## Moderator

As stated in the Pledge Campaign for 2021, WE ARE . . . MORE THAN EVER!

This has certainly not been the year we envisioned when we met last February at our first Common Ministry meeting of the new church year. We made plans for a year pretty much like the ones before, with all the joys and concerns that go along with setting priorities and working on budget issues, worshipping and learning together, continuing to work to be a people of faith who work toward acceptance, social justice, peace, keeping a beautiful (aging) building functioning, and . . .

Then, in March, at a special meeting of Common Ministry, everything changed. We reinvented how we “do church.” Who would have thought that almost a year later, we would still be meeting virtually through Zoom, Facebook Live, YouTube, or even sitting outside in a parking lot? The members of Union Congregational UCC have worked more than ever, thanks to a worldwide pandemic, to try to keep the Christ spirit dominant in our lives, wherever and however we can.

Thanks to the efforts of our pastors, our music staff, our office staff, our volunteers who stepped forward to learn how to use equipment to record services, the people who are willing to share their voices in song, play instruments, and/or record scripture, we continue to be inspired, comforted, and challenged through our worship services each week. I know we all want to be back in the sanctuary worshipping together. A task force has been working diligently to get us back as soon and as safely as possible. Another task force has worked to make sure we are technologically ready to continue sharing services online when we are back in the building.

Ministries have documented elsewhere in this report all the things that have continued to happen this year. Each ministry and task force worked diligently to help us remain focused on being the church, even when we could not be together. Faith Formation has continued awesomely. The dedicated leaders have worked hard to keep all ages engaged and learning. We have continued to be able to worship together each week, even though we may be sitting on our couch or at our dining room table. Our music has sustained us. The Christmas Pageant this year was amazing. The story remains the same, but what hope and joy it brought to the viewers, as well as the participants. Who knew that Communion, Baptisms, and the receiving of new members could be done online!

Our Outreach Ministry has continued to do most of the things it has done in the past, plus more. The Blessing Box became a reality as more and more people need food, household goods, and personal care items. It is well used, and the congregation has been generous in keeping it well supplied. The Christmas tree lot this year was hugely successful. It was a joy to witness people masked and distanced in Pilgrim Hall decorating wreaths. The people working at the tree sale seemed to enjoy greeting and assisting members, friends, and neighbors who came to purchase the beautiful trees and wreaths. Thanks to everyone who has brought forth ideas or participated in all our Outreach work through this unusual year.

Common Ministry has asked the ministries to have the question ‘How does what we are doing effect the church’s racial and social justice work?’ in front of them at every meeting. Through our efforts with JOSHUA, We All Rise, EPH, New Community Shelter, Immigration Advocacy . . . we hope to expand the work our congregation is doing to be a community working toward access, equality, and equity in our community, the country, and the world. It is a big challenge, but we need to continue to engage in the work.

I cannot finish my report without saying how sad it was to see Mayflower Nursery School close this year. So many children were lovingly taught and nurtured there throughout the years. We are also sad to see our Financial Secretary, Winnie Hutjens, retire after serving for 21 years. I want to make sure she knows how much we have appreciated her work and wish her well as she begins a new chapter in her life.

As I conclude, I would like to thank everyone who has made my four years as moderator a learning and growing experience. I have been fortunate to have dedicated people on Common Ministry who work together to keep the church alive and well. Our pastoral, office, and music staff are the best. I have also been very thankful for the dedication of the volunteers who keep the church going—from changing lightbulbs to spending hours working with companies who come in to maintain the building and grounds, from weeding the garden to sending cards to members who need cheering up or a friendly hello.

I have one remaining request as we close the year. Check out the beautiful new sculpture in the Memorial Garden. Looking at it fills me with hope, and I hope it does so for you as well. Thank you all.

Peace!

Sandy Polarek

## Pastoral Annual Report 2020

2020 started like any other year. We seemed to host a flood of Memorial Services right around Thanksgiving, Christmas and into the New Year. We grieve these losses and we are also conscious that birth and death are part of the natural cycle of life. In February, Union made history as we joyfully celebrated an Affirmation of Baptism and Name Change with Susan Forsythe, and we once again hosted the Black History Month exhibit organized by Sharon Harper of Divine Temple Church of God in Christ, a good friend of the congregation.

And then came March. Each December, Merriam-Webster lifts up their word of the year. No one will be surprised that their word for 2020 was “pandemic.” Our vote, however, would have been for “pivot.” In a lengthy, deep, constructive meeting in March, Union’s Common Ministry decided to pivot to worshipping, meeting, and teaching online amidst the global Coronavirus outbreak. We planned to do this for two weeks, and then revisit, hoping that COVID-19 infection numbers would be low enough that we could be back worshipping and gathering together at least by Easter. Little did we imagine that our two-week pivot would turn into a 9-plus month experience of worshipping, meeting, learning, and even fellowshiping remotely.

We closed the church offices from late March through early June, with staff coming in at alternating times to perform essential functions, and your pastoral and music staff working above and beyond to provide excellent online resources for worship. Deep thanks to Seong-Kyung Graham, our Director of Music, Ray Thompson our Organist, Tom Towill who pivoted from being our sound tech to recording our music, and a special we-don’t-know-how-we-would-have-done-this thank you to Shaun Shoulden for jumping in with his AV know-how and producing our worship week in and week out.

Our Faith Formation and Youth Groups pivoted to connecting online, and both adults and youth alike have demonstrated tremendous resilience. We’ve noticed the pandemic has resulted in a heightened need for pastoral care, which we have pivoted to offering through phone calls, emails, texts, and the occasional Zoom or FaceTime. The household finances of members, friends, and strangers alike have resulted in a heightened utilization of the Parson’s Purse, the church’s discretionary fund through which we respond to needs for things like groceries, prescriptions, and utility bill assistance. Gratefully, your donations to this fund have met the requests that have crossed our threshold.

Out of the struggles and chaos of these difficult times, some real positives have sprouted as well. Our online presence is reaching more people than ever before, and we hear from our less mobile members, members who have moved, and people as far away as California and Bangkok that they tune in regularly for our service. We initiated a congregation-wide calling project in the spring, in which church leaders contacted every single household on the church roster, just to check in. In some cases the callers did not get through, but we were grateful that attempts were made to connect with every household amidst these times of upheaval. This winter, we undertook a similar project, in which church leaders hand wrote Christmas cards to every church household. Thanks to Union member Kathleen Caylor of Caylor Photography for designing the card, and to all who helped to let our members know that each of them is valued, appreciated, and missed.

In the fall, we launched our 2021 pledge campaign with the theme, “We’re Union Now More Than Ever,” and this theme has been abundantly true. In the subsequent pages of this report, you’ll see that congregational support has remained strong, a testament to how deeply and profoundly our members and friends understand the mission of our church. We are particularly proud of this community’s heightened commitment to outreach amidst personal, national, and global uncertainty. You understand that serving others is central to the Christian life, and as your pastors, we’re proud to say that this is not a pivot!

The Brain Center of Green Bay, on whose board of directors Pastor Jon serves as secretary, has reaffirmed their partnership with us for another year, with their office on Union’s ground floor. The agency continues to expand its educational, advocacy, and counseling offerings for individuals and families dealing

with neuro-degenerative diseases. The Center is “committed to making brains better.”

In the midst of all this, Pastor Bridget was able to take some family leave in May upon the birth of her daughter, Josephine. While pandemic and the need for the church to offer a timely, faith-based response to the racial reckoning spurred by the murder of George Floyd resulted in her working partial weeks throughout her family leave, we are still deeply grateful to the church for this time to bond and be fully immersed in parenting. Thanks to Jon Pahl for holding down the fort, coordinating our various worship leaders, and being a “known quantity” in this time that may have been anxiety inducing had we not had a familiar face at the helm.

Following the murder of George Floyd, and the fissures in race relations this and other murders exposed around the U.S., a strong contingent of Union members participated in the largest peace march in recent Green Bay history on June 7. Following that peaceful participation, Union made a collective commitment to continue anti-racism work and affirm that Black Lives Matter, especially in Adult Education on Sunday mornings, where we read and discussed James Baldwin’s “The Fire Next Time,” the UCC “White Privilege” curriculum, and Lenny Duncan’s “Dear Church,” anti-racism learning was a theme. In keeping with Union’s long history of prophetic, faith-based, anti-racism work (we are the only site in NE Wisconsin listed on the National Park Service’s National Underground Railroad Network to Freedom and were a coalescing force in the 1960s, especially after the assassination of the Rev. Dr. King), Common Ministry agreed with our pastoral recommendation to ask all ministries to begin their meetings by asking, “How does our work influence Union’s racial justice and social justice efforts?”

Union’s jazz grant from the Calvin Institute of Christian Worship came to a successful end. Dozens of services were funded by this grant, including individual musicians’ participation within traditional worship, along with the special musicians in Christmas worship. We have applied for another more expansive grant to highlight anti-racism in worship for 2021-22, including music, visual arts, and drama, through distinctive worship, workshops, and exhibitions.

Additionally, GIFT (Gathered in Faith Together—a coalition of local interreligious organizations), organized three events with the Mauthe Ecumenical Center at UW-Green Bay. The events were held Thursday evenings, and invited participants to share where they were in their “river” of faith. Jon Pahl helped organize them, and participated in the three events which we hope to expand in the future.

Last, we’d like to offer a hearty and effusive thank you to Barbara Koller for commissioning a beautiful new sculpture for the church grounds. After meeting numerous times with Barbara and Pastor Bridget, Door County artist Miles Amorelli conceived of this masterpiece, donating much of his time, supplies, and even cajoling construction workers who were on the job in the Union neighborhood to help with the installation! It now welcomes visitors to our Memorial Garden, offering beauty, rest, and beckoning contemplation. In the planning stages, the piece was alternately named the “Tree of Life,” and the “Tree of Hope.” However the tree speaks to you, we hope that you will visit it and that in ways big and small it can bring hope, peace, and new life.

While 2020 was a year of pivoting, we are glad to report that our congregation’s commitment to living the Bond of Union has not wavered. We remain deeply grateful to pastor this church which is working to make the Christ Spirit dominant in our lives and in all human relations now, more than ever.

Wishing you all Grace and Peace,  
Rev. Bridget Flad Daniels, Senior Minister  
Dr. Jon Pahl, Minister of Faith Formation and Community Engagement

## Parson’s Purse — 2020

Beginning Balance	10,796.77
Donated	\$6,008.50
Distributed*	\$10,500.33
Ending Balance	\$6,304.94

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

## 2020 Annual Report of the Wisconsin Conference United Church of Christ

*“The lessons of history remind us that the Church at large survives largely because churches endlessly reinvent themselves as they resist pressures that would see them vanish with the morning mist.”*

This quote from Professors Andrew Village and Leslie J. Francis of York St. John University, sums up the Epiphany hope we cling to for the future of the Church in such uncertain times. We enter 2021 with determined endurance, recognizing the toll COVID-19 will continue to take until vaccinations are widely available. Yet, we can see the light at the end of this tragic tunnel, and this prompts a spirit of resilience!

The mission of the Wisconsin Conference of the United Church of Christ – **to connect, support, and resource local congregations and leaders** – was vital and essential in 2020. Conference staff dedicated considerable time and energy addressing the pandemic. With collaborative support from the Wisconsin Council of Churches, we provided guidelines and protocols as the spread of COVID-19 forced rapid changes in congregational life. Pastors and lay leaders adapted to virtual technology instantaneously, developing creative ways of providing socially-distanced worship and pastoral care. While many of us suffer Zoom fatigue, we nevertheless give thanks for the church-saving grace of digital connections.

Through the generosity of many to the COVID Emergency Response Fund, the Wisconsin Conference was able to offer technology, relief and continuing education grants to over 20% of our congregations. We also curated and created various worship resources in order to support weary pastors in need of a Sunday respite. **At the turn of the New Year, three things seem evident:**

1. Many congregations have managed to remain steady with a faithful and fruitful witness to the Gospel despite the necessary changes and the social isolation, though congregations that entered 2020 in fragile states continue to struggle,
2. there remains deep anxiety and concern as to the recovery and renewal of church life, particularly the unknowns of future in-person worship attendance and ongoing strength of stewardship, and
3. nearly all congregations are exploring ways to capture the technology learnings and incorporate hybrid models of worship in a post-COVID era.

Perhaps the hardest hit ministry among us was **United Church Camps Incorporated (UCCI)**. This beloved bedrock ministry of our Conference launched a remarkably successful Matching Gift Campaign called *Keep the Fires Burning* in order to stay funded through the end of the pandemic. The partnership between UCCI and the Wisconsin Conference is strong, and we have every intention of returning to a thriving outdoor camping and retreat ministry. Thanks to all who have so generously responded!

Annual Meeting 2020 took the form of a very abbreviated Zoom Meeting, the highlight of which was endorsing and committing to a 10-year effort to address climate change. **The Kairos Call to Action** is a 10-step earth-saving program designed for church communities and family households. The Conference Creation Care Team has done extraordinary work in launching this initiative, and has set a high goal of engaging half our congregations in this commitment.



In addition to Creation Care, our Wider Church justice initiatives continue as a collective resource to all congregations, empowered by passionate volunteers who help push along these ongoing and important working groups: Racial Justice, Immigration/Refugees Advocacy, LGBTQIA Plus, Break the Silence, Bethlehem Stars, Interfaith Peace, Human Trafficking, and Jail/Prison ministries.

I want to highlight three exciting and evolving Conference ministries:

**The Supportive Ministries Team** provides resources and tools, wisdom and insight, for these challenging times. Their periodic publication *Tending the Soul of the Beloved Community* is excellent! This team of retired pastors and lay people seek to highlight the important ministries that provide such rich support: Communities of Practice, Coaching/Strategic Conversations, Conflict Transformation, Church Vitality resources, Appreciative Inquiry facilitation, etc.

**The Damascus Project** now encompasses Faith Foundations (Lay Academy) and courses for the purpose of clergy continuing education, lay person biblical and theological development and offerings that will train those seeking an alternative path to authorized ministry. This joint project with the Minnesota Conference is gaining traction and attracting wide participation!

**The Development and Stewardship** initiatives, led by the Rev. Andrew Warner, provide valuable education for annual stewardship, capital campaigns, legacy giving, and investment financial management through the Wisconsin Foundation of the UCC (provided by the Pension Boards' Generation Company).

Finally, we experienced some changes in our Conference Staff during 2020. Vicki Graff, longtime Director of Finance, retired this past summer. Tracy Hauge now serves as our only in-house Finance staff person, managing all deposits and expenses and communicating daily with our accounting firm, a non-profit in Escanaba, Michigan, called Community Foundation of the Upper Peninsula. This outsourcing of our accounting brings significant cost savings yet continues to allow us to provide personal service to our congregations. Additionally, in anticipation of the retirement of Deb Simon this coming summer, we have hired a very gifted part-time Annual Meeting Event Planner, Katie Komassa. I must say, we are so very blessed with an excellent, dedicated and gladhearted staff!

Siblings in Christ, keep the faith, and remember the words of Paul:

*"And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit that has been given to us." Romans 5:3-5*

Submitted with steadfast 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.

Faith Formation was at first cancelled during the beginning of the COVID-19 epidemic as we assumed that it would be a short-term problem. Once we realized that this was a long-term situation, we started planning for online Faith Formation, YCA and PF.

Faith Formation is divided into the following grades: 4K–1st Plus, 2nd–4th and 5th–8th. Teachers record and send a lesson to families each week. There is flexibility as to which lesson parents pick for their children. For parents that have children in several classes, working with one lesson is often easier. The lessons are kept short, as many students are learning virtually during the week and may need a respite from screen time.

- YCA has a Zoom meeting every Wednesday. PF uses a combination of Zoom and videos. They all miss the connection that occurs during mealtime, but are doing the best they can.
- Bible Study is held virtually on Tuesdays.
- Seminary Secrets was held virtually during the spring.
- Adult Education has been focusing on anti-racism and is held on Sundays at 9:00 a.m.
- In October we had an all-church “BIG READ.” We gathered online to discuss Lenny Duncan’s book: “Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the U.S.” Lenny met with us on Zoom for the final class, and was a guest preacher in November.

Although education has been different than in previous years, we are happy to report that our programs are doing well. Thank you to parents, students, teachers and ministers for helping this happen.

Education Ministry members are Dr. Jon Pahl, Helen Krueger (vice chair), Heather Collins, Sandy Polarek, 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., and welcome anyone who would like to join us. Please let Jon or me know if you are interested, and you will receive a Zoom invitation.

Respectfully submitted, Nancy Gibson, chair

## **Young Christians in Action — YCA**

It my pleasure to present the YCA annual report. This year has proven to be a rather unique year for YCA. The initial pandemic lockdown at first led to a YCA shutdown. After several weeks, we did begin to meet again via video conferencing. It has been great to have a chance to see each other, share what’s new, and discuss faith-related topics. While we miss the meals and in-person fellowship, we are adapting.

In conclusion, I would like to thank the YCA co-advisors — 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

## Faith Formation Leaders (Youth - Adult) 2020 - 2021 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 – 1st Plus Teachers: **Karen Hogan, Nancy Gibson**
  - 2nd – 4th Teacher: **Eric Harkoff**
  - 5th – 8th Teacher: **Ed Tucker**
- Nursery Staff: **Kathy Johnson, Sylvia Garrido, Jenna Stevens**
- Nursery Roll Coordinators: **Sue Tucker, Sylvia Garrido**
- Pilgrim Fellowship Leaders: **Jon Pahl, Caitlin Krueger**
- YCA Leaders: **Tim Harder, Ed Tucker, Steve Hartman, Pastor Bridget Flad Daniels**
- Youth Music Director: **Melissa Heffernan**
- Librarian: **Cathy Putman**
- Seminary Secrets Classes: **Julie Harder**
- Adult Education: **Pastor Bridget Flad Daniels, Jon Pahl, Lou Norsetter, Julie Harder, Michael Lukens, Jill Thiede**

### The Peg Jaeger Library

Looking back at 2019 to gauge the progress of 2020 in the church library, two things are evident. The protocols of COVID-19 slowed acquisition and use of the library, but the shaping of the library continued with past themes. We added about 30 new books, but we were not able to hold the May used book sale.

From my discussions with members of other denominations, the UCC and Union are ahead of the curve in our congregational attention to white supremacy. The attention has raised questions about what was the mainline church, what was the Black church doing and not doing during the eras of slavery, Jim Crow, Civil Rights and #BlackLivesMatter. Additions were made to address these questions.

This year, we slightly expanded the area of feminist/womanist theology and poetry, including two classics, Sisters in the Wilderness by Delores Williams and The Illegitimacy of Jesus, a feminist work that examines the patriarchal underpinnings of the birth narratives. Books of poetry include Tropic of Squalor by Mary Karr and Women Clothed with the Sun by Dana Littlepage Smith.

Michael Lukens gave the library several valuable books on Dietrich Bonhoeffer this year (and others in previous years) enlarging an area which has historically been an important part of our church library. Since the church library is self service, it is open for your use even though we are not gathering in the sanctuary. Just remember to sign books out by using the borrowing card in the back of the book.

Respectfully submitted,  
Cathy Putman, Librarian

## **Membership and Inreach Ministry**

### **Mission**

The mission of the Membership Ministry is to welcome new members into our church and to make current members and visitors feel welcome and connected. 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. We organize opportunities for socialization, fellowship, and care for members of Union Church. Thank you to everyone who has contributed to this ministry.

### **Membership Ministry Meetings**

We are always looking for more people to help with our new member and current member events. Membership Ministry meets at 5 p.m. on the second Thursday of the month.

### **New Members**

In 2020, Union Church added nine new members.

Amy Anderson and Jane Posvic  
Mary Hemminger  
Mary Ann Hudson and Ruth Homrighaus

Kim and Nan Janousek  
Peggy Welsh and Les VanVonderen

### **Social**

Church Picnic - Potluck lunch for Church Picnic was canceled due to the COVID-19 pandemic.

Reunion Sunday - Potluck for Reunion Sunday was canceled due to the COVID-19 pandemic.

### **Fellowship**

Retreat - Moon Beach Camp in northern Wisconsin was canceled due to the COVID-19 pandemic.

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. Meals from mid-March 2020 onward were canceled due to the COVID-19 pandemic.

### **Groups**

Men's Fellowship Breakfasts: Men met for breakfast on the first Wednesday of each month.

Women's Advent Event – was canceled this year due to the COVID-19 pandemic.

**Receptions** – *Receptions scheduled after mid-March were canceled due to the COVID-19 pandemic.*

Epiphany Reception (Kings' Cake)  
Annual Meeting Potluck  
Easter Breakfast  
Special receptions as needed (funerals / memorial services, etc.)

### **Care**

Visitation Ministry: This ministry was started in 2019. 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. In 2020, this ministry was augmented by a Christmas card project, in which church leaders hand wrote Christmas cards to all church members.

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.

First Friends Ministry: This is a new ministry this year and was created to help familiarize new members to Union. First Friends are matched with a new member household and reach out to the new family to help answer questions, inform new members of upcoming events and, hopefully once it is safe to do so, get together in fellowship.

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

Please contact a ministry member if you are willing to help.

Ministry members are: Denise Olson (chair), Nicole Kinjerski (vice-chair), Traci Briggs, Laurie Beauchamp, Lloyd Schaefer, Joni Delwiche, Kathy Seifert, and Joan Dudek.

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

Respectfully submitted,  
Denise Olson, chair  
Nicole Kinjerski, vice-chair

## **Women's Fellowship**

The Women's Advent Reflection, a Union Church tradition since 2007, did not take place in 2020 due to the pandemic. We have joyful hope that this tradition will resume in 2021.

## **Men's Fellowship**

The Men's Fellowship met only in January, February and March this year due to the COVID-19 restrictions. We do plan on resuming our meetings at 7 a.m. on the first Wednesday of the month for breakfast once the COVID-19 restrictions are lifted. 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 met 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.

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.

Due to the pandemic, Priscilla Circle met only once in 2020. At our February gathering, Barbara McClure-Lukens and Lou Ann Norsetter showed slides and talked about the trip to Arizona that they took in January. They and Judy Larmouth and Tina Bechtel attended a conference to learn more about current immigration issues along the U.S.-Mexico border.

In 2020, two long-time members of Priscilla Circle died. Marge Roshong and Betty Brown participated actively and will be missed. Also, Margaret Hoffmann moved to Middleton, WI, to be closer to her family members. Margaret served as co-chair of the circle for several years and will be missed as well.

New members are always welcome. Join us in the English Room on the fourth Tuesday of the month once church activities have begun again.

Helen Krueger

## Outreach Ministry

Our in-kind offerings included hygiene items for distribution at local shelters through the Fox Valley Help for the Homeless in February and March. Then, due to the COVID-19 pandemic, we shifted to monetary collections for the remainder of 2020, holding collections for We All Rise African American Resource Center in June and July, Love Life during September (for their annual diaper drive), and George's Secret Elves project during November and December. One exception to monetary donations rather than in-kind was the Christmas Giving Tree to benefit NEWCAP, On The Mark Dyslexia Clinic, We All Rise African American Resource Center, and several local families. The Christmas Giving Tree was a hybrid model in 2020 with a physical tree at the annual Christmas tree sale, with tags for in-kind donations to the organizations mentioned above, and an online giving registry for gifts for local families. Outreach Ministry leadership coordinated these efforts with the organizations in the community and Pastor Bridget.

In 2020, Outreach embarked on a new project. In partnership with Stewardship Ministry, a Blessing Box was built and installed in June near the Chapel Classroom entrance of the church. The concept of a Blessing Box is that it is stocked with non-perishable food and household items that people may take as needed and people may also leave products they are able to spare for others, like a Little Free Library, only with food and household items. This project has been a great success both as far as our membership coming together to make it work and as far as the demonstrated need in the community that it appears to be filling. The box is filled three times per week and, to date, there have been six food collections to "Stock the Box." In addition to a robust response of food, hygiene, and household items, \$3,852 has been raised in monetary donations to support this new and important ministry in our very local community. Heather Collins, Claudia Doelger and Marty Berry have all been instrumental in getting this project up and running in this first year, and other congregants have expressed interest in being a part of this outreach moving forward.

Heifer Sunday was November 22, raising \$5,590 for the international program, which means we once again were able to sponsor an Ark! This year, due to the COVID-19 pandemic precluding an in-person event, the pastoral staff incorporated Heifer International into the online church service for the day and PF and YCA participants took part in the service and helped share information about the aims and ministry of Heifer International.

Due to the COVID-19 pandemic, several of our cooking and serving engagements for the year had to be cancelled. Instead, a collection was taken in April and May, raising over \$3,500 that was donated to NEW Community Shelter for providing meals and other necessary items. In addition, throughout the year when the meal preparation and or serving had to be cancelled, Union members volunteered to make salad, observing physical distancing guidelines and delivered the salad to NEW Community Shelter for the evening meal. Achim Seifert and Marty Berry, again, coordinated the cooking (Souper Cooks) and serving for New Community Shelter this year. Typically, it is funded through various fundraising projects that Outreach Ministry conducts, including the church-wide rummage sale, as well as various donations from church members. This year, with the rummage sale and other Outreach fundraising events being cancelled, it was primarily funded through donations by church members and friends.

This summer and early fall, we were asked to provide lunches for the Micah Center and a number of groups came forward and provided these lunches.

One of our mission partners, on The Mark Dyslexia Clinic, moved from in-person to online tutoring due to the pandemic. The program, run by Pat Shafer, continues to meet an unmet demand in the greater Green Bay area with great success.



In January 2020, four members of the Immigration Advocacy Team attended a “border issues” workshop in Tucson, Arizona. The Good Shepherd UCC hosted its seventh workshop on Common Ground on the Border. Besides many workshop sessions at the church, members participated in desert walks, immigration court proceedings and excursions to the border. The team members presented written and online synopses of their trip, a Second Sunday adult education offering, and also conducted a life-long learning session through UW-Green Bay. In the future, they hope to generate mission trips for others to the border.

The Outreach Ministry administered denominational financial collections in 2020: 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. These denominational collections were shifted somewhat in 2020 due to the many other needs that were apparent in the local area due to the COVID-19 pandemic.

The Outreach Projects Fund began the year with \$1,619 and ended the year with \$3,833. Total income in 2020 was \$9,296 and total expenditures for Outreach projects were \$7,082.

Outreach also assisted with Union's Jazz Ministry, with Julie Macier serving as a representative to the team that administers the \$18,000 grant received by Union for the support of that ministry. With that grant concluded, this music ministry has become a project of the Worship Ministry in late 2020.

We realize that Union Church members engage in many charitable and advocacy efforts outside the church as well. 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. Prior to the pandemic, these group met at West Side Moravian Church.

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 (via Zoom) at 6:30 p.m.

The **Prison Reform Task Force** is looking at an alternative vision for the 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. The group has also been working with the Green Bay Police Department on gun violence interruption. We are also focusing on the needs of prisoners as prisons have become COVID-19 hotspots. This group meets every fourth Thursday of the month at 6 p.m. (via Zoom).

The **Environmental Justice Task Force** is looking at community composting projects and how our community can better support more sustainable lawn and gardening initiatives. It is now also working with the Oneida Nation to learn more about natural agriculture techniques. This group meets every fourth Wednesday of the month (via Zoom) at 6 p.m.

- JOSHUA continues to provide training, build partnerships in the community, increase its membership, and remain a respected, peaceful advocate in Brown County.
- JOSHUA will be conducting an online auction February 14-20 titled "From Love to Justice." (February 14 is Valentine's Day, and February 20 is World Justice Day.) Go to our website [www.joshua4justice.org](http://www.joshua4justice.org) or the JOSHUA Green Bay Facebook page in order to participate in the auction and to support the cause of justice in Green Bay and the rest of Wisconsin.
- 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 Maureen Perkins – JOSHUA Community Organizer

Email: [joshua4justice@gmail.com](mailto:joshua4justice@gmail.com)

Phone: 920-327-0251

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

### **2020 in Review**

EPH certainly fulfilled its mission this year of providing safety, stability and solutions to at-risk and homeless families in our community. In the midst of a global pandemic, EPH's role increased significantly, as the need for its services increased substantially. This year has also brought changes to EPH as an organization.

- Due to the increased need for services due to the pandemic, the prevention program served dozens more families this year.
- As a result of the increased need for services, a new prevention case manager was hired.
- EPH received a local grant from the Green Bay Packers organization to pay for professional property cleaners to go into EPH homes and clean them between tenants. Normally, volunteers would handle this, but they couldn't go in this year due to COVID precautions.
- All in-person events from March on for tenants and volunteers, like the annual Christmas party, were cancelled this year due to the COVID virus.
- EPH executive director, Julie Aderhold, resigned from her position in December for personal reasons. A search continues for her replacement.
- EPH purchased a new house this year for the long-term supportive housing program.
- EPH provided 20 homeless families housing through its transitional housing program.
- EPH provided 14 families with long-term homes through the long-term supportive housing program, including our church's house, Jubilee House.
- EPH prevented more than 70 families from becoming homeless this year through their prevention program.
- EPH continued partnering with the Salvation Army to provide case management services to EPH families.
- Union Church helped support EPH this year mainly through the direct mail campaign and our Housing Offering. Union's members continue to provide generous support to the program.
- Our church volunteers assist with turning over and cleaning Jubilee House when new tenants move into the house.
- This year, church members also offered Christmas gifts to the family living in our EPH home, Jubilee House.

I thank you for allowing me to serve as your EPH board representative and for responding to the needs of the organization when asked.

Cordially,  
Lisa Krueger, EPH Board Representative Union UCC

## **Worship Ministry**

Worship Ministry has worked to assist our pastoral leaders, our lay staff, and our congregation as we have continued to support and coordinate the worship program at Union. Members of Worship Ministry during 2020 were: Betty Bienash (chair), Bridget Flad Daniels (senior minister), David Hassel (vice-chair), Mary Hemminger, Gail Hohenstein (lay reader coordinator), Sandy Polarek (moderator), Seong-Kyung Graham (music director), and Glen Verstegen (coordinator of ushers).

The story we will undoubtedly remember as an overwhelming theme for 2020 will be the impact of COVID-19, but the church year began in a traditional manner. Jazz Ministry, which through its Calvin Institute grant, works to revitalize worship through new music, coordinated a First Responders Jazz Ministry service (February 1), a Protest Jazz: A Celebration of Black History Month (February 23), and an Addiction and Recovery Jazz service (March 8). We celebrated a Reaffirmation of Baptism and Name Change Ritual with Susan Forsythe (February 16), and we began to prepare for the Lenten season with an Ash Wednesday service (February 26).

Our March 15th service, however, marked many of the changes we would work through as the rest of our church year progressed. The Wisconsin Safer at Home order meant that we did not gather together for Sunday service, but instead we worshipped from our homes as the service was streamed from the sanctuary via Facebook Live and Zoom audio.

This year has certainly been one that has posed unforeseen challenges, but it is also one in which members of our faith community have stepped up and have contributed to make our worship services as vital and meaningful as ever. The online worship services that we access through Facebook Live and YouTube are possible because of the technology team that formed through the leadership of Jeff Gibson, Clay Reese, Eric Harkoff, and Shaun Shouldeen. While we cannot gather together to worship in the sanctuary, members of our congregation have welcomed us into their homes for taped sermons, scripture readings, music, and other segments that are spliced together and woven into the church services that have united us during this challenging year.

On the positive side, the online services have reached people that even under normal circumstances may not have been able to physically attend church, whether from proximity to our church or from health issues. In fact, when we do return to worship in person, we will continue to stream services, in part through an anonymous gift for updated technology that will make streaming our services from the sanctuary possible.

Many people have expressed appreciation for the music that has been part of our services throughout the church year. Under the leadership of Seong-Kyung Graham and Ray Thompson, members of our faith community have led hymns as cantors and have provided special music. We even listened to the choir when they gathered in the courtyard to sing socially distanced from one another during a taped segment (September 13). When it became apparent that the choir would not be gathering together to practice, Seong-Kyung Graham initiated a weekly choir Zoom so the members could still connect, share, and pray together. The Jazz Ministry continued to provide new music in worship services, and as we look ahead to another church year, we have formed a sub-committee which will examine how we can help us alternate styles of worship music and other art forms in order to be more inclusive and reinforce our work with racial and social justice.

The beauty of the sanctuary continues to be an important part of our services, despite the online format. Ray Thompson and Tom Towill maintained the altar and provided flowers and other arrangements throughout the church year. Ben VerGiesen decorated the altar area for Christmas. Throughout all the services, Tom Towill has given us glimpses of the sanctuary we love so much when he recorded the musicians by panning the sanctuary, focusing on the stained glass windows, and giving us close-ups of the altar as well as the piano and organ.

Despite worship services being completely online, Rev. Bridget Flad Daniels and Dr. Jon Pahl continued to introduce creative elements to the worship services. The services during the Lenten season included a Palm Sunday service with families recording vignettes, a Maundy Thursday service featured an agape meal that worshippers participated in while in their homes, a Good Friday Tenebrae service that included readings by church members, and the Easter service wrapped us in beautiful music.

Immigration Advocacy was the focus of one service (May 10), led by Tina Bechtel, Lou Norsetter, and Barbara McClure-Lukens. The sermon for the “virtual picnic” Sunday (May 31), “Rivers of Living Water,” was filmed along and even on local rivers. A special video, “Hatred Has No Place” which included 40 members of our congregation with photos of themselves holding signs declaring “Hatred has no place in our \_\_\_\_ (home, garden, church, world, etc.),” was part of a service (July 5), and a montage of members proclaiming an inclusive version of the Jewish Morning Blessings, Birkot Hashacar, was part of another service (September 30). The Reception of New Members service (October 18) featured new members of our church participating in a recorded Zoom call, and then later in another service, reciting the Bond of Union in unison. The Memorial Sunday service (November 1) was recorded in the Memorial Garden with the beautiful new Tree of Life sculpture in the background and photos of those we have lost shown as their names were read. Heifer International Sunday (November 22) was developed around vignettes recorded by individuals as they talked about the significance of Heifer, including a conversation between PF youth via Zoom.

During the season of Advent, Christmas Pageant Sunday (December 20) told the story of the Nativity through scenes recorded by different households, including featuring the Magi and camel wandering around various places throughout the Green Bay community. Understanding that many people are struggling in different ways this holiday season—be it mentally, spiritually, physically, socially, economically—Worship Ministry encouraged our pastors to host a “Longest Night Service” on December 21, the longest night of the year. This service, which acknowledges people’s struggles as well as encouraging hope, was very well “attended.” A drive-in service was held on Christmas Eve, where those who wished to gather together in person could worship from their cars while watching the service on a big screen in the Associated Bank parking lot downtown and then get out of their cars to sing “Silent Night” together even while socially distanced. For those who preferred not to gather in person, the service was streamed online so all could participate.

We will gather together to worship in person when it is healthy to do so. Plans are being put into place by the Resuming In-Person Worship Task Force (see their report in this booklet). In the meantime, our worship services, through the creativity and dedication of our pastoral leaders, technology volunteers, musicians, readers, and special service participants have made Union stronger than ever.

Respectfully submitted,  
Betty Bienash, chair

## **Resuming In-Person Worship Task Force**

At its May meeting, Common Ministry established a task force to plan for the resumption of in-person worship when the metrics relating to COVID-19 indicate it is healthy for our congregation at Union to do so. The task force has met almost every week to create a plan that will allow us to resume in-person worship in a manner that meets established safety protocols as well as reflects our commitment to protect one another, continuing our commitment to make the Christ Spirit dominant in our lives and in all human relations.

It has been with these criteria in mind that we have created pandemic guidelines for the celebration of baptisms, funerals, memorial services, and weddings; all have been approved by Common Ministry. We have also, again by considering the guidance of local, state, and federal authorities, as well as the Wisconsin Conference UCC and the Wisconsin Council of Churches, worked to determine healthy metrics by which we can resume in-person worship within our sanctuary. With the approval of Common Ministry and with the metrics established by this Wisconsin Department of Health Services (DHS), we look forward to worshipping once again with each other when, after a sustained two-week period, northeast Wisconsin reaches low mitigation standards for COVID activity levels.

As we have developed specific plans for resuming in-person worship, our foremost consideration has been to protect the health of all who participate in in-person worship services. Common Ministry has affirmed our recommendation that when we resume in-person worship, registration will be by reservation with 50 or fewer individuals in attendance. All participants will be required to pass a health check, to be masked, and to practice social distancing. A cantor and instrumentalists will lead us in our musical worship rather than resuming congregational singing. Congregational prayers will be given voice by a prayer leader while worshipers are invited to pray silently. Offerings and Communion will be touchless, and in the early phases of resuming in-person worship, people will be ushered out of the building following worship. Children will be welcome in worship, but we will not have the Playground or Nursery open at first, until we are able to determine healthy ways to offer these options for families. Coffee Hour will continue to be on hiatus until a point when it is healthy to be together indoors unmasked.

We have developed protocols for the sanitation of the church to provide a healthy and efficient environment for those who attend services and for the volunteers who will be needed each Sunday when we return to in-person worship. Your support will be vital in order for us to gather once again in Union's sanctuary.

While we look forward to worshipping once again in person, the ability to stream our services online to those who do not attend in person is vital as well. Through a generous anonymous gift, a technology sub-team of this task force is updating the technology needed to stream our services from the sanctuary when we resume in-person worship services. When we resume in-person worship, services will no longer be "produced" with elements prerecorded in various locations, but rather will be a broadcast of what is going on live in the sanctuary.

We hope to use the Communal Accountability Covenant (next page) as a helpful tool for reminding worshippers of our commitment to mutual health and safety.

As vaccinations begin to help lower the trajectory of COVID and we move closer to being able to worship together in a responsible, healthy way, we will need to remember that COVID data changes rapidly as it tracks the impact of the disease. Above all, we will work to develop guidelines that are meant to protect one another, which is the foundation for Union to emerge stronger than ever.

Betty Bienash (chair), Dr. Gail Carels, M.D., Heather Collins, Rev. Bridget Flad Daniels, Jeff Gibson, Rev. Steve Hartman, Dr. Sherry Warren, Ph.D.

Heather Collins  
Rev. Bridget Flad Daniels  
Jeff Gibson  
Rev. Steve Hartman  
Dr. Sherry Warren, Ph. D.

### **Communal Responsibility Covenant (for the Resuming of In-Person Worship)**

As a community, we the people of Union, covenant to strive to do the will of God. That is the context in which we come together to worship.

When/As Union resumes in-person worship (considering the guidance of local, state, and federal authorities, as well as Wisconsin Conference UCC and Wisconsin Council of Churches), it is through personal agreement and mutual accountability to the established safety protocols that we agree to protect each other.

Paying careful attention to how our actions impact the safety of others is one way we can all work together to fulfill the vision of our church to make the Christ spirit dominant in all human relations.

In all things, practice kindness, patience, and love. In a time of fear and uncertainty, Christians will be recognized by the way we show love to those around us (John 13:34-35).

Our collective, resilient effort and sacrifice will be a hallmark of this community, and is the foundation for Union to emerge stronger than ever.



## **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.

### **Building and Maintenance**

In normal years, this is the sentence where we would mention many thanks to volunteers on scheduled workdays. All of the workdays were canceled this year due to COVID; however, church members continue to contribute their time. Expenses related to building maintenance have trailed budget. However, there was still some significant maintenance that took place this past year:

- The Fellowship Room received a floor refinishing after carpeting was removed following the great flood of 2019. Plans continue to move forward with furnishing and decorating.
- Light upgrades have been performed throughout the building. Mark Smith has made it his personal mission to upgrade fluorescents to LED. He has already completed the common areas. He continues this work as lights get replaced as they burn out. This began with a WPS site survey a year ago. THANK YOU!
- Multiple air purifiers were purchased for rooms in the church. This was considered an added level of safety in addition to all other protocols implemented, and will allow us an added layer of health when we resume gathering.
- A roof inspection was undertaken to prevent any roof-related problems.
- A fire inspection raised concerns about extension cords being used for lighting in the sanctuary. Five additional receptacles were added.
- An elevator upgrade was performed for an obsolete sensor on a door that was causing intermittent alarms.
- Bill Johnson has volunteered countless hours of time as the position of sexton has been vacant since August. He has reorganized the sexton office and furnace area, set up air purifiers, met with contractors, and more. THANK YOU!

### **Garden Committee**

Jone Wood continues to lead the Garden Committee through organizing volunteers and participating in all regular maintenance of the gardens through the seasons. We thank all of the loyal volunteers who assisted the Wednesday Weeders, Saturday Snippers, annual planters, mulch spreaders, and garden plot adopters. The focus includes watering, plant replacement, and mulching.

### **Garden Revision Committee**

The Garden Vision Committee convened this past summer to plan and implement a vision for the gardens around the church for the future. Shoveling began this past October to begin an overhaul of the Biblical Gardens. Special thanks to Cathy Putman for her contribution with initiating this committee.

**Streaming Services Committee**

Jeff Gibson, Clay Reese, Eric Harkoff, and Shaun Shouldeen researched and oversaw the purchase of streaming equipment to facilitate streaming when live services resume in the sanctuary. Equipment was selected to meet technical specifications while reducing the expertise required to operate for volunteers. We will be installing equipment soon and looking for volunteers for operating the equipment.

**Wifi and Telephony**

Special thanks to Jeff Gibson for his continued guidance on networking and telephone service for the church. Jeff worked hard on transitioning telephone services after an unfavorable contract was instituted by our previous provider.

**Membership**

Stewardship Ministry members this year included Jeff Gibson (treasurer), Mark Smith (vice-chair), Clay Reese (chair), Bruce Shafer, Tony Baldwin, Bill Johnson, David Thie, and Jammie VerGiesen. Special thanks this year to all the members for stepping up to the challenge of continuing to volunteer at church despite the challenges of social distancing. Thanks also to Pastor Bridget, Jon Pahl, Sandy Polarek and the church office staff for their support, participation, and assistance with the Stewardship Ministry activities over the past year. I look forward to 2021 with the hope of returning to some level of normalcy. Maintaining our beautiful sacred space will be even more important as we return to fellowship in person.

Respectfully,  
Clay Reese, chair

## Priorities and Budget Team

At Union's Annual Meeting in January 2020, in response to a question about the sustainability of Union's budget, Pastor Bridget recommended that Common Ministry form a committee in order to evaluate the congregation's future priorities and overall budget, with the goal to ultimately recommend a budget that will be sustainable for years to come. The Priorities and Budget Team was constituted in February, began meeting on March 5, and submitted its final recommendations to Common Ministry at its September meeting.

The team has approached each conversation with the Bond of Union at the forefront of our minds: *to strive to do the will of God, and to make the Christ spirit dominant in our lives and in all human relations*. With that being said, the principles that the team agreed to use throughout our work were:

- We will decide on specific "reforms that will change budget outcomes."
- The strategy we recommend must include inspiring more substantial giving.
- Always keep in mind: Congregational engagement.

The team identified the following areas which might be modified to right-size the church budget:

- Building expenses
- Encourage more giving
- Staffing model
- Loan or grant from Gifts and Memorials
- A combination of the above.

The team focused on the following tasks:

- Identifying that the budget shortfall to be addressed was approximately \$80,000.
- Reviewing the budget, looking for new approaches to allocate/cut funds.
- Determining that there were not significant options to reduce expenses within the building portion of the budget. This option was not deemed feasible at this time.
- A further loan or grant from Gifts and Memorials was discussed multiple times. At the time, the 3-year, \$150,000 grant was made to facilitate adding a full-time pastoral staff position, a commitment was made to the congregation that this was a one-time ask to create a spark and that it would not be an ongoing ask for regular operating expenses.
- Focused, therefore, on the staffing model.
- Four sub-teams were formed to gather information to inform our decision-making.
  - Financial Secretary
  - Minister of Faith Formation and Community Outreach
  - Ministry / committee engagement
  - Congregational engagement
- Upon the completion of the information gathering by the sub-teams, we identified priorities and then ranked the priorities and discussed how those priorities might be engaged and we reflected back to relevant ministries, committees, and staff. This task is ongoing.
- Developed a staffing model to recommend to Common Ministry.

During the time this team was undertaking its work, two unforeseen events occurred: COVID-19 and a better-than-projected financial position. Ultimately, after further analysis and prayerful reflection, the team felt it was necessary to move forward with our charge to provide recommendations to provide for a long-term, sustainable budget.

The team's work was grounded in several months of analysis of financials, surveys, and feedback from each ministry and the wider congregation. This information gathering led us to define a list of congregational priorities and a final sustainability proposal presented to Common Ministry.

The list of congregational priorities were presented, by Priorities and Budget Team members, to every ministry, with the expectation that they will be used as part of their planning and decision making relative to their ministry goals and future activities. Each ministry has been asked to provide to Common Ministry an update of their efforts relative to the priorities provided.

The final recommendations for a long-term sustainable budget, approved by Common Ministry, were:

1. Revise the Financial Secretary position to 8 to 10 hours/week and outsource payroll. This portion of the proposal was presented and approved at the July Common Ministry meeting.
2. Return the Minister of Faith Formation and Community Engagement to a half-time position effective June 1, 2021. Revise the position description to focus responsibilities primarily on Faith Formation. This was approved by Common Ministry at the September Common Ministry meeting.
3. Increase congregational giving and use some of the 2020 budget carry-over, if there is any, to address the remaining amount needed for a balanced 2021 budget. Communicate to the congregation a recommended percent pledge increase needed per giving unit to achieve a balanced budget as well as other strategies.
4. Create a Generosity Committee to work on strategies to increase giving as a longer-term initiative.

Budget and Priorities Team Members:

Jeff Carels, Heather Collins (chair), Bridget Flad Daniels, Susan Forsythe, Jeff Gibson, Betty Hartman, Barbara McClure-Lukens, Nicole Polarek, Sandy Polarek, and Ryan Rieth.

## Memorial Garden Trustees

The Memorial Garden reached its 20th year of existence in 2020. It was established in 2001 to provide a tranquil and attractive place for members and friends of Union Church to inter cremated remains in crypts, or to honor an individual with a wall plaque. There are currently approximately 30 crypts and 30 wall plaques in the Garden.

The Garden is located outside the southwest corner of the church building. It can be entered from the sidewalk on the south side of the church or from the parking lot behind the church. The Garden has terraced landscaping with in-ground crypts in the upper level. There are single crypts for individuals and double crypts for couples. Wall plaques are attached to the south wall of the church overlooking the Garden.

Crypts can be purchased before death to reduce final arrangement decisions for the family after death, or upon the death of a loved one. Purchasing a crypt in the Memorial Garden is ideal for individuals or families who do not have a family burial plot in a cemetery or have not purchased mausoleum space.

The Garden has an endowment fund that is invested in the United Church Foundation. This fund will provide for the long-term future care of the Garden. Earnings from the fund can be used for maintenance and improvements in the Garden. A portion of the proceeds from each sale of crypts and plaques is added to the endowment fund.

Several years ago, Pastor Bridget established an annual tradition on the Sunday of Memorial Day weekend. At the conclusion of the service in the sanctuary, the congregation is invited to convene in the Memorial Garden for the final hymn of the service. This allows church members to see the Garden, some for the first time. Unfortunately, this tradition could not be held this year because of the pandemic, but we look forward to continuing it in future years.

The Memorial Garden Trustees thank several church members for their contributions to the Garden. Bill Johnson has helped install the wall plaques and has done other jobs in the Garden this year and in years past. Ginny Riopelle has again provided funding for the summer landscaping in the Garden, in memory of her mother, Katie Small, who was a longtime member of Union Church and was an early Memorial Garden Trustee.

Barbara Koller arranged for and funded a beautiful sculpture by Door County artist Miles Amorelli that was installed in the Garden this fall (October 27). Barbara commissioned this gift in memory of her husband, the Reverend Bob Koller, who is interred in a crypt in the Garden.

The Garden Trustees invite and encourage church members to visit the Garden and to consider purchasing a crypt or wall plaque for themselves or for a family member. Any one of the Trustees may be contacted for additional information about the Garden.

Garden Trustees are:

Phil Hauck, Bob Fahres and Jeff Zahn.



Artist Miles Amorelli created the sculpture that was placed in the Memorial Garden on October 27.

## 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 the elected representative to Ecumenical Partnership for Housing (EPH) and JOSHUA. Each has responded to the call to serve in leadership positions of our church's lay ministry. If elected, these nominees begin their service upon the conclusion of the Annual Meeting, January 31, 2021. 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 Betty Bienash, Pastor Bridget Flad Daniels, Dr. Jon Pahl, and members of the Nominating Committee.

**\* indicates a person nominated for election**

### Officers

<b>Moderator</b>	*Tim Harder (1st term, 2 years remaining)	<b>Clerk</b>	*Gail Hohenstein (6th term, 2 years)
<b>Vice-Moderator</b>	Heather Collins (1st term, 1 year)	<b>Treasurer</b>	*Jeff Gibson (2nd term, 1 year)

### Ministries and Committees

#### **Education**

Chair Nancy Gibson (2nd term, 1 year)  
Vice-Chair \*Benny Rieth (1st term, 2 years)

#### **Gifts and Memorials**

Co-Chair \*Paco Espinosa (1st term, 2 years)  
Co-Chair Phil Enscoe (2nd term, 1 year)

#### **Membership and Inreach**

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

#### **Pastoral Relations Committee** (4-year term)

Barbara McClure-Lukens (1 year)  
Gail Carels (2 years)  
Michael Vinson (3 years)  
\*Bill Johnson (4 years)

#### **Nominating Committee**

Chair \*Sandy Polarek (1st term, 2 years)

#### **Outreach**

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

#### **Stewardship**

Chair Clay Reese (1st term, 1 year)  
Vice-Chair Mark Smith (1st term, 1 year)

#### **Worship**

Chair \*Betty Bienash (2nd term, 2 years)  
Vice-Chair \*Zoe Harkoff (1st term, 2 years)

#### **Personnel Committee** (3-year term)

Joyce Anderson (1 year)  
Denise Olson (2 years)  
\*Ryan Rieth (3 years)

### Other Positions

#### **Delegate, Ecumenical Partnership for Housing**

\*Lisa Krueger (1st term, 1 year)

#### **JOSHUA Liaison**

\*Jeff Gibson

#### **Communications Coordinators**

\*Ruth Homrighaus and Mary Ann Hudson

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



## Membership Statistical Report for 2020

### ACTIVE MEMBERS ADMITTED:

#### By Reception:

1. **Amy Anderson** – October 18
2. **Mary Hemminger** – October 18
3. **Ruth Homrighaus** – October 18
4. **Mary Ann Hudson** – October 18
5. **Nan Janousek** – October 18
6. **Kim Janousek** – October 18
7. **Jane Posvic** – October 18
8. **Les VanVonderen** – October 18
9. **Peggy Welsh** – October 18

### ACTIVE MEMBERS REMOVED:

#### By Death:

1. **Robert Koller** – 82 – died January 8; memorial service at Union Church on January 18. Pastor Bridget Flad Daniels officiating.
2. **Richard Lathrop** – 74 – died March 6; memorial service to be held at a later date.
3. **Marjorie Roshong** – 92 – died March 30; memorial service at Union Church on October 9. Pastor Bridget Flad Daniels officiating.
4. **Charles Smith** – 91 – died May 3; memorial service at Proko-Wall Funeral Home on July 11.
5. **Julie Fahres** – 61 – died June 20; private memorial service at Union Church on August 2. Pastor Bridget Flad Daniels officiating.
6. **Betty Brown** – 95 – died July 27; memorial service at Brown's home on July 30. Pastor Bridget Flad Daniels officiating.
7. **Jack Riopelle** – 75 – died October 17; memorial service to be held at a later date.

#### By Transfer:

1. **Ruth E. Baker** – to First Presbyterian Church, Oconto, WI
2. **Gale Klett** – to Live Oaks Community Church, The Villages, FL
3. **Nancy Klett** – to Live Oaks Community Church, The Villages, FL

#### By Member Request:

- |                          |                              |                          |
|--------------------------|------------------------------|--------------------------|
| 1. <b>Dane Disch</b>     | 4. <b>John Jensen</b>        | 7. <b>Kyle Patenaude</b> |
| 2. <b>Gretchen Disch</b> | 5. <b>Bryan Klett</b>        | 8. <b>Sara Stewart</b>   |
| 3. <b>Wayne Disch</b>    | 6. <b>Jennifer Patenaude</b> | 9. <b>Andy Wagner</b>    |
|                          |                              | 10. <b>Lynn Wagner</b>   |



### MEMBERSHIP STATISTICS

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

Members added to Active Roll:

By reception .....	9
By confirmation .....	0
By reactivation.....	0
TOTAL ADDED .....	9

Members removed from Active Roll:

By death .....	7
By transfer .....	3
By member request.....	10
By placing on Inactive Roll.....	0
TOTAL REMOVED.....	20

Active Membership: December 31, 2020: **534**

### BAPTISMS: Infants and Children

1. **Elle Clara Josephine Ferry** – born April 19, 2019 in Appleton.  
Baptized February 23 at Union Church by Pastor Bridget Flad Daniels.  
Parents: Jason Ferry and Nicole Polarek

### BAPTISMS: Adult

1. **Stacey Belle Dolinac**  
Baptized August 17 at Union Church by Pastor Bridget Flad Daniels.

### MEMBER MARRIAGES

1. **Sarah Hibbard and Luigi Galati** at Union Church on October 17.  
Pastor Bridget Flad Daniels officiating.
2. **Rebecca Taylor and Richard Larson** at Union Church on October 24.  
Pastor Bridget Flad Daniels officiating.
3. **Lydia Jerabek and Diapy Diawara** at Union Church on November 7.  
Pastor Bridget Flad Daniels officiating.

### NON-MEMBER MARRIAGES BY OUR PASTORS

1. **Abbi Briggs and Alexander Vernon** at Union Church on December 31.  
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>
2020	534	131**		
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

\* membership rolls reviewed by the Common Ministry

\*\* attendance average based on the 10 in-person Sunday worship services held in the sanctuary from January 5 through March 8. No in-person worship took place in the sanctuary after March 8.

# **Financials**

**for  
2020**

# Union Congregational United Church of Christ Balance Sheet

## December 31, 2020

### Assets

#### Cash

Associated Bank Checking	\$ 75,914	
Associated Bank Money Market	\$ 192,785	
Total Cash		\$ 268,698

#### Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 79,696	
UCF: General Gifts/Endowments	\$ 77,334	
UCF: Memorial Garden	\$ 69,905	
UCF: Cora Nelson	\$ 336,373	
UCF: Bagby Theological	\$ 11,061	
Associated Trust: General Gifts/Endowments	\$ 186,755	
Associated Trust: Memorials Foundation Principal	\$ 429,227	
Total Gifts and Endowments		\$ 1,190,351

Condo Loans Receivable - Waitzmann Funds	\$ 95,215	
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Total Assets		\$ 1,554,265
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### Liabilities and Fund Balances

Prepaid Pledges	\$ 30,698	
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General Fund Balance	\$ 97,270	
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#### Gifts and Memorial Funds

Memorial Foundation Spendable	\$ 269,077	
Memorial Foundation Principal	\$ 429,227	
Cora Nelson/Outreach	\$ 336,957	
General Gifts/Endowments	\$ 38,999	
Killoran Scholarship Fund	\$ 79,696	
Memorial Garden	\$ 73,284	
Building & Grounds	\$ (31,378)	
Special Gifts	\$ 16,490	
Total Gifts and Memorial Funds		\$ 1,212,352

#### Other Funds

Jubilee House Fund	\$ 3,982	
Capital Campaign	\$ 5,717	
Waitzmann Condo Loans	\$ 95,215	
Technology Replacement Fund	\$ 2,000	
Sabbatical Fund	\$ 12,529	
Specific Giving Fund	\$ 91,812	
Women's Ministry	\$ 2,465	
Outreach	\$ 225	
Total Other Funds		\$ 213,946

Total Liabilities and Fund Balances		\$ 1,554,265
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# **Year 2020 Treasurer's Report**

	INCOME	2020 Budget	2020 Actual
	Pledge Income	\$ 360,000	\$ 344,415
	One-time Gifts	\$ 10,000	\$ 8,955
	Non-Pledge Income	\$ 30,000	\$ 54,781
	Loose Offering	\$ 5,000	\$ 912
	Church School	\$ 50	\$ -
	Prior Year Pledges	\$ 5,000	\$ 6,444
	Investment Income	\$ 110	\$ 53
	Room Rentals	\$ 15,000	\$ 10,660
	Fundraisers	\$ 7,500	\$ 7,156
	Non-Cash Donations	\$ 500	\$ -
	Paycheck Protection Program	\$ -	\$ 77,833
	G&M Contribution	\$ 50,000	\$ 50,000
	<b>Total Operating Income</b>	<b>\$ 483,160</b>	<b>\$ 561,209</b>
	<b>PROGRAM EXPENSE</b>		
	Worship Ministry	\$ 6,125	\$ 14,158
	Education Ministry	\$ 6,365	\$ 7,209
	In-Reach Ministry	\$ 3,975	\$ 1,479
	Outreach Ministry	\$ 18,763	\$ 18,676
	Stewardship Ministry	\$ 400	\$ 3,526
	New Member Ministry	\$ 150	\$ 60
	Publicity	\$ 1,000	\$ 136
	<b>Total Program Expense</b>	<b>\$ 36,778</b>	<b>\$ 45,243</b>
	<b>GENERAL EXPENSE</b>		
	Pastor Staff Expense	\$ 213,235	\$ 213,302
	Lay Staff Expense	\$ 163,518	\$ 147,444
	Building and Maintenance Expense	\$ 76,150	\$ 55,203
	Administrative Expense	\$ 19,475	\$ 21,282
	<b>Total General Expense</b>	<b>\$ 472,378</b>	<b>\$ 437,231</b>
	<b>TOTAL EXPENDITURES</b>	<b>\$ 509,156</b>	<b>\$ 482,475</b>
	<b>NET INCOME (Operating Income Less Expenditures)</b>	<b>\$ (25,996)</b>	<b>\$ 78,735</b>

## **2020 Outreach Summary**

<b>BUDGETED OUTREACH</b>	<b>\$ 18,676</b>
<b>NON-BUDGETED OUTREACH</b>	
One Great Hour of Sharing	\$ 2,513
Neighbors in Need	\$ 805
Christmas Fund	\$ 1,408
Strengthen the Church	\$ 1,344
Heifer International	\$ 5,590
Parson's Purse	\$ 7,813
Housing/Homeless	\$ 2,624
Other Outreach	\$ 1,344
Waitzmann Loan Foregone Interest	\$ 5,713
Gifts & Memorials Outreach Grants	\$ 6,300
<b>Total Non-Budgeted</b>	<b>\$ 35,454</b>
<b>TOTAL OUTREACH</b>	<b>\$ 54,130</b>

## **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 2020, 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, Daniel Pagel, and Lloyd Schaefer (asset management ministry).

2020 was certainly a unique year. After due diligence using the guiding principles for distribution, the Ministry recommended the following disbursements that were approved by Common Ministry.

- \$50,000 Associate Minister (Note: up to \$150,000 was committed over 3 years for Associate Minister from the date of hire. This is the final disbursement.)
- \$3,300 We All Rise African American Resource Center
- \$4,000 Christmas eve service video projection cost

We were graciously remembered in the estates of deceased members in 2020. Great care is taken of these gifts to support important work. With the help of our members, it is our pleasure to take a leadership role in service to our community while honoring the legacy of our members.

Respectfully submitted,  
Nicole Polarek

## 2020 Total Gifts and Memorials Fund Activity Report

<b>Beginning Balance 01/01/2020:</b>	<b>1,140,033</b>
<b>Plus Total Income and Additions:</b>	<b>179,585</b>
<b>Less Expenses and Grants:</b>	<b>107,266</b>
<b>Equals Ending Balance 12/31/2020:</b>	<b>1,212,352</b>

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

<b>Memorial gifts</b>	<b>\$</b>	<b>22,795</b>
<b>Mayflower grant returned</b>	<b>\$</b>	<b>4,000</b>
<b>Memorial Garden donations/purchases</b>	<b>\$</b>	<b>17,231</b>
<b>Technology gift</b>	<b>\$</b>	<b>8,144</b>
<b>Total Investment Return</b>	<b>\$</b>	<b>127,415</b>
	<b>\$</b>	<b>179,585</b>

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

#### Facility

<b>YCA Room repurposing loan</b>	<b>\$</b>	<b>17,732</b>
<b>Memorial Garden expenses</b>	<b>\$</b>	<b>14,749</b>
<b>Office computer/software</b>	<b>\$</b>	<b>10,340</b>
<b>Live streaming technology</b>	<b>\$</b>	<b>8,145</b>
	<b>\$</b>	<b>50,966</b>

#### In-Reach/Program

<b>Grant for Minister stipend</b>	<b>\$</b>	<b>50,000</b>
	<b>\$</b>	<b>50,000</b>

#### Outreach

<b>Killoran scholarships</b>	<b>\$</b>	<b>3,000</b>
<b>We All Rise rent assistance</b>	<b>\$</b>	<b>3,300</b>
	<b>\$</b>	<b>6,300</b>

<b>Total Expenses and Distributions</b>	<b>\$</b>	<b>107,266</b>
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# Our Church Staff

(as of December 31, 2020)

Senior Minister.....	Bridget M. Flad Daniels
Minister of Faith Formation and Community Engagement.....	Dr. Jon Pahl
Administrative Assistant .....	Eric Goska
Financial Secretary .....	Winnie Hutjens
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 Office .....office@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](http://www.unionucc.com)