

December 17, 2018

Dear Members of Pilgrim Church:

2019 is a little different because we have only one Congregational Meeting this year. We are combining our Fall Congregational Meeting where we voted on our Budget and Ministry members and our *Annual Meeting of the Congregation* where we voted on the Annual Report.

In 2019 Pilgrim's Annual Meeting of the Congregation will do all of these things and is scheduled to be held on Sunday, January 13th, 2019 and will follow our 9:00 a.m. Worship Service.

We hope you will join us to celebrate the last year of our ministry together. 2018 was a great year. We would like to thank Pat Friedel for his leadership as the Church Council president from 2017-2018. Pilgrim celebrated 50 years of the Ham Dinner and Bazaar. We had a great turn out too for the day! We appreciate how so many people work hard to make the ministry of Pilgrim happen. It takes all of us working together. We have started to reduce our carbon footprint with the addition of solar panels this spring.

Part of our ministry together is our financial health. Our Stewardship campaign started slowly but has picked up steam. The budget that the Church Council has approved to present to the Congregation for 2019 has an \$8,115 deficit. In 2018 the Church Council proposed a budget with a \$9,579 deficit, but year-to-date cash flow has taken in somewhat more money than we have spent. The Church Council is hoping to end either with a very small deficit or no deficit at all.

On our agenda will be the opportunity to vote on an official Welcoming Statement for Pilgrim. If this is approved then Pilgrim would be able to apply to become an Open and Affirming Congregation. The Church Council has decided that the vote for this Welcoming Statement would pass with no less than a 75% affirmative vote of the active church members.

The motion that the Church Council will be making is:

Are you in favor of seeking formal Open and Affirming (ONA) status on local, state, and national levels by adopting this new proposed Welcoming Statement as written below:

Pilgrim United Church of Christ is a welcoming faith community, growing in love for God and neighbor, with Jesus as our model for how to live and love others. No matter who you are or where you are on life's journey, we believe you are a precious Child of God, regardless of ability, age, ethnicity, gender, race, sexual orientation, gender expression or socio-economic status, and we welcome you with open hearts and minds.

The Church Council made the decision to for a secret written ballot so that every member feels free to vote their conscious. Saying that the motion passes with a 75% affirmative vote, means that a significant majority of the members agree. One of the beauties and difficulties of Pilgrim is that we don't all agree on this or other items, but we still aspire to be a "big tent" where all are welcome. We hope that for those who end up with the minority position of this vote, they don't feel isolated or that they need to leave. We hope that we can honor a diversity of understandings.

We look forward to having you join us at our Annual Meeting on Sunday, January 13th following worship, so we can share with you the work our members have done to keep our church strong and vibrant.

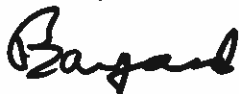
There will be copies of the Annual Report in the following places: The Pilgrim website, Ted's weekly email, and hard copies in the Narthex as of January 3rd.

The Agenda for the meeting is as follows:

1. Declaration of a Quorum
2. Opening Prayer
3. Adoption of the minutes of the Congregational Meeting on October 7, 2018
4. Presentation and Approval of 2018 Annual Report
5. Presentation and Approval of New Ministry Nominees *-Thanks to Pat*
6. Presentation and Adoption of the 2018 Operating Budget
7. Presentation and Adoption of Pilgrim Welcoming Statement
8. Any new business
9. Adjournment

We look forward to seeing you there.

Peace,



Bayard Frederick
Church Council President



Ted Drewsen
Pastor and Teacher

PILGRIM UNITED CHURCH OF CHRIST

2018

**ANNUAL
REPORT**



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**Pilgrim United Church of Christ
535 Stow Street
Fond du Lac, Wisconsin 54935**

ANNUAL REPORT FOR 2018

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Pilgrim UCC
October 7, 2018
Congregational Meeting Minutes

The meeting was called to order at 10:28 am by Council President Pat Friedel with a quorum of 39 members present.

Pastor Ted Drewsen led the congregation in prayer.

A motion was made by Linda Stutz to accept the minutes of the January 22, 2018 Congregational meeting. The motion was seconded by Sharon Menger. Motion carried.

Pat Friedel presented the changes to the Constitution and By-Laws that were approved by the church council. Pastor Ted explained the changes to the congregation. The changes included a yearly congregational meeting to be held in January as well as updates to the language of the Constitution and By-Laws. Questions were asked and a discussion followed. A motion was made by Ron McCreedy to accept the changes to the Constitution and By-Laws. The motion was seconded by Avery Geiger. Motion carried.

No new business.

A motion was made by Avery Geiger and seconded by Sharon Menger to adjourn the meeting. Motion carried.

The meeting was adjourned by Pat Friedel at 10:38 am.

**Pilgrim United Church of Christ
Annual Congregational Meeting January 13, 2019
Election Results**

**One More Year to Serve
Until 12/31/2019**

Two year term beginning 1/01/2019

**President
Vice President
Secretary
Treasurer**

Bayard Fredrick
Barb Geiger
Patti Burns
Bud Browning

Assistant Treasurers

Connie Anderson
Joni Greenfield

Money Counters:

Bobbie Flaherty
Rhonda Mueller

MINISTRIES:

Christian Education

Gary Ring
Sandy Baker
Lorrie Bohn

Karen Goodacre (CR)
Chris Clementi

Christian Outreach

Jill Barbeau
Barb Spies
Amber Kilawee

Peg Bradley
Jean Wright (CR)
Joy Miller

Lay Life & Leadership

Wendy Ellison
Kaitlyn Zick
Patty Minter

Judie Behnke

Membership & Evangelism

Judy Goetsch
Eunice Huff

Avery Geiger (CR)
Randy Stutz
Fran Schmid

Property & Maintenance

Bob Cornell
Neal Sieglaff

Tom Kirchhoff (CR)
Pete Tadych
Jeff Siemers

Stewardship & Finance

Sharon Menger
Jim Thomas

Wendy Lax
Tina Potter

Worship

Mary Christenson
Pete Vercouteren
Donna Jost

Linda Stutz (CR)
Jim Bentley

Nominating

Karen Goodacre
Barb Roder

**Committee Members Appointed by Church Council
January 13, 2019**

COMMITTEE:

Pastoral Relations	Brian Christenson	(1Years)	
Memorial	Patti Burns	(2years)	
	Barb Geiger	(1 years)	
Safe Church	Bobbie Flaherty	(2 years – ending 2016)	
	Sarah Kirchhoff	(2 years – ending 2019)	
Sanctuary Visual Design	Barb Tadych		Patti Burns
SCRIP	Karen Goodacre		
Ham Dinner & Bazaar	Randy Stutz		Chairperson & Community Publicity
	Ron McCreedy		Resource Person
	Randy Stutz		Ticket Sales
	Jean Cornell		Dinner Coordinator
	Linda Stutz		Kitchen Coordinator
	Jim & Anne Thomas		Co-Carry-out Coordinator
	Sarah Kirchhoff		Dining Hall Coordinator
	Betty Sinnen		Bazaar & Crafts
	Karen Goodacre		Bake Sale
	Deb Drewsen		Bake Sale
	Gary & Joni Greenfield		Raffle & Door Prizes
	Patrick Caulfield		Dining Room Announcer
	Todd Moely		Carry-out Ticket Seller
	Neal Sieglaff		Carry-out Monitor & Seller
	Mary Christenson		Consultant
Adult Education	Carol Browning		Linda Stutz
	Judy Reinke		Neal Sieglaff
	Peg Bradley		Sandy Baker
	Barb Geiger		Joni Greenfield
Auditing	Wendy Lax		Randy Mittelstaedt
Trust Fund	Bobbie Flaherty (2013—2017)		Donna Jost (2014-2018)
	Brian Christenson (2015-2019)		Ben Roder (2017-2021)
Historian			Christine Fredrick
Constitutional Review	Andrew Christenson		Peg Bradley
	Connie Anderson		
Funeral Meal Coordinator	Barb Tadych		

Updated December 2018

Pastor's Annual Report 2018

Instructions for living a life.
 Pay attention.
 Be astonished.
 Tell about it.
 - Mary Oliver

At a personal level, 2018 has been about living life. My mother's diagnosis of pancreatic cancer in December 2017 set the tone for the beginning of 2018. I am totally blessed to be the pastor of Pilgrim United Church of Christ. The kindness and generosity of the congregation has been amazing. I have felt supported by the congregation during my mother's illness and death. I can't express how grateful I am to have been able to stay in Florida for the month of April to deal with my mother's possessions and begin to deal with her estate. Thank you for this gift.

During this year we have been learning to adjust to having the TV's in the sanctuary. For the most part people seem to have adjusted quite well. I am surprised by the number of us that don't use the hymnal any more to sing the hymns. I think that many enjoy seeing the scripture printed to reinforce what is being read. I hope that many have found the videos helpful. The goal and the challenge to have the technology be at the service of the worship experience and not the other way around.

For 2019, I am hoping to use Memorial Committee funds to help us install a "T-Coil" hearing assist system. This is also called a hearing loop. This system would use the technology of hearing aids to connect with the church's sound system. We would not have to charge a device for most people and it would always be available in the sanctuary. I believe that this will be a great addition to our sanctuary to help those with hearing difficulties continue to get the most out of worship.

Our Adult Education program continues to be in flux. Ms. Anne Dickey moved to Virginia and so she stepped down as our Adult Education Coordinator. Anne did a great job networking to help us find our new Adult Education Coordinator, Mrs. Suzette Curtis. Suzette came on staff in September. She has been learning a great deal very quickly. She has been a delight to work with. I am excited about the offerings that we are pulling together for the 2019-2020 program year.

Since December 2017 when the congregation voted to be able to resume conversation about Open and Affirming (ONA), the ONA Taskforce has been at work. They have tried to make opportunities for conversation about this issue. What I find interesting is that the level of anxiety about this issue is very low. I am assuming that a vote on a "Welcoming Statement" will be taken in 2019. My opinion on this is that the statement needs to be true to who Pilgrim is as a community. I know that Pilgrim is not "my" church . . . it is Christ's church. Pilgrim will be going strong long after I leave. So what we adopt needs to be true of who Pilgrim is as a congregation.

Our Christian Education Ministry continues to work hard at teaching our children about the love of God that we find in Jesus. They also work tirelessly to help families find ways of connecting and bridges for the community to connect to Pilgrim. Christian Education Ministry has been a great portal of entry for folks that are looking for a church home.

Of course the best way for folks to find Pilgrim is through their friends and acquaintances. It helps to Invite, Pick Up and bring folks to church because it takes a lot of the fear factor out of going to a new place where you don't know how things work.

I am looking forward to 2019. This past year Pilgrim has continued to make a difference in the community and be a truly hospitable community.

I am honored to be your pastor.

In Christ's Service,

A handwritten signature in black ink that reads "Ted". The signature is written in a cursive, flowing style.

Ted Drewsen
Pastor and Teacher

Pastor's Statistical Records for 2018**Sacrament of Baptism**

Paisley Alice Diorio

Date of Baptism

October 28, 2018

Funerals & Memorials

Joy Mutzelburg

January 3, 2018

Carla Ann Behnke

January 11, 2018

Daniel Schmid

January 14, 2018

Audrey Prink

September 2, 2018

Audrey Zoellner

September 25, 2018

Calvin D. Moely

September 28, 2018

Lorraine Jacobsen

December 4, 2018

Average Attendance at Worship Services over the best 10 months: 85Ash Wednesday: **30**Easter: **200**Maundy Thursday: **59**Christmas Eve: **4:00 p.m.****140**Longest Night: **12****9:00 p.m.****86**

Statistical Records for 2017

Membership December 31, 2017: 261

Confirmation Class

April 29, 2018

Quinten Friess
Kelsy Laudolff
Carter Mittelstaedt
Nolyn Stutz

Total Gain: 4

Moved to Inactive: 5

Mark Brenner
Stephanie Caulfield
Gary Burton
Scott & Deb Krueger

Removed from Rolls (Formerly on inactive list):

David & Marie Lee

Deceased: 6

Joy Mutzelburg
Daniel Schmid
Audrey Prink
Audrey Zoellner
Calvin Moely
Lorraine Jacobsen

Total loss in Membership: 13

Active Church Membership
On December 31, 2018: 252

Christian Education/ Sunday School Director Report 2018

(September 2017-December 2018)

We began our program year with our traditional Rally Day/Pancake breakfast and served approximately 80 people. This year we have 40 students enrolled in our Sunday school program and are blessed to have 30 volunteer teachers and shepherds. We are continuing to use the SPARK curriculum for all classes except for the 7th/8th grade class which is again using the *Groove* series by Cokesbury.

The Sunday school children participated in penny wars to raise \$58.23 for Heifer International and were able to purchase 3 flocks of ducks, 3 flocks of chicks and 3 packages of bees with hives, helping a total of 9 different families in different parts of the world to better their living situations. We also continue to have a monthly collection of different food items that are donated to the Fondy Food Pantry.

We continue to offer Family Fun Night events once a month during the program year and then a community event in August. This year we did the following:

January- sponsored a Family Fun Bowling Night at Ledgeview Lanes, 46 people attended.

February- Intergenerational BINGO, 20 people attended.

March- Again sponsored our annual Easter Egg Hunt, inviting the Rosenow Elementary Students and their families to join us, approximately 80 people attended.

April- We held a family game night and approximately 12 attended.

October- held a Trunk or Treat event in the church parking lot followed by a chili supper. An invitation was extended to the Rosenow School families to join us. We had 15 church families decorate vehicles and approximately 90 people in attendance of which 13 families were in some way related to the church and 13 families had no affiliation with the church.

November- played football BINGO, 12 attended

December- 23 children and adults went caroling to the homes of several our church members

The monthly family fun nights continue to provide a great time of fun and fellowship not only for the Sunday school children and their families but to many others in our church family.

In August we again offered our FREE community family fun night and had approximately 71 people join us. In December the children participated in the annual Advent/Christmas program, performing this year "Christmas Traditions".

This year camp scholarships were given out to 7 individuals and 1 family of 4 to attend a variety of church camp experiences at Pilgrim Center.

On April 29th we celebrated with a small reception prior to the worship service for 4 young people as they prepared for their Confirmation.

The CE ministry continues to work on current goals in place as well as strive to create new ones which will enhance Pilgrims' Christian Education Program.

A sincere and heartfelt thank you to everyone for their continued support of our Christian Education programming.

Respectfully submitted by,

Karen Goodacre
Sunday School Director/Christian Education Chairperson

Membership & Evangelism Report 2018

Our members are Avery Geiger (Council Rep), Randy Stutz, Judy Goetsch, Eunice Huff, Fran Schmid (chair) and Pastor Ted Drewsen.

We have been addressing concerns about membership safety. We have viewed some videos dealing with active shooter scenarios and what to do. A local policeman will be presenting something on the issue in spring of 2019.

We have arranged for rides for one person throughout 2018 and rides are scheduled through May of 2019.

New pamphlets have been ordered for the Welcome Center and staffing schedule is complete through December 2018.

M&E Ministry hosted coffee hour on August 5.

There have been no new members since..... The nametags and directory have been updated as needed.

The ONA Task Force has been making progress, having constructed a Welcoming Statement, which is presently undergoing a canvas of the congregation.

We have limited advertising to ads in the Action Advertiser and FDL Reporter, including the Progress Edition. We are trying to have the website carry more ads for church services and special events.

Blood pressure screenings continue through the Health Mission.

The Vitality Mission has been active with a strong response to the Diner's Club.

Report by Fran Schmid

Lay Life Ministry Report 2018

The Lay Life Ministry committee has made some changes throughout the year as we adjust to one Sunday Morning Service.

This year, the Easter Brunch, became Easter Coffee hour. This generated more participation and a general feeling of camaraderie than the 8:00 breakfast we tried in 2017.

As is the tradition at Pilgrim, Lay Life organized a potluck lunch coordinated with the annual Hanging of the Greens prior to advent. Attendance for this is around 30 people. We were hopeful that more families with children would attend.

Each year Lay Life hosts a coffee hour following the Children's Christmas program.

We welcomed Patty Minter to the committee.

Thank to ongoing members Kaitlyn Stutz, Wendy Ellison, Deb Schaefer, and Jessica Goodacre.

Wendy served as council Representative.

Barbara Roder Chair.

Worship Ministry Report 2018

Members of the ministry include: Mary Christensen (secretary), Donna Jost, Jim Bentley, Pete Vercooterren and Linda Stutz (chair and council rep).

Thank you to these members for their work throughout the year.

The worship ministry completed its tasks of securing volunteers for ushering, worship leadership and acolytes. Thank you to all those who have helped in these various roles. We appreciate everyone's willingness to involve themselves in our worship experience. Thank you also to our communion preparers. Their work often goes unnoticed as our communion trays appear and then are cleaned up with little notice on the day, but please no we appreciate your dedication to this part of our ministry. If anyone is interested in assisting with this part of ministry, please let me know, we can always benefit from additional helpers.

Our ministry offered support to the visual environment committee, securing palms, lilies, and poinsettias for our holiday services. This year a metal poinsettia tree was purchased for the sanctuary. It looks lovely and will enhance the beauty of our sanctuary during the Christmas season for many years to come. (Thanks to Barb Tadych for making that happen). Thank you to Mary Christensen for readying our altar and pulpits with the appropriate parament clothes.

The worship ministry has secured individuals or ministries to consistently have a coffee hour the first Sunday of each month. This has seemed to work the best and many members have utilized this time of fellowship. We will continue with this plan and I would encourage members or ministries to sign up to host on the chart that hangs in the narthex. We truly appreciate everyone's help with this important part of our fellowship.

We accepted the resignation/retirement of our long time organist Calvin Moely in July of this year. After 54 years on our organ bench, he needed to retire due to health complications. We celebrated his life with Pilgrim Church in August and then were saddened by his death a short time later. We were blessed to have his dedication, leadership and talents enhance our worship services for so many years.

We are currently in search of a new full time organist. We are blessed to have Myra Strebe currently at the organ bench for our worship services. She has agreed to play the organ for worship as well as continue to accompany our choir in this interim time. We will keep the congregation informed on how our search is going and if anyone has any creative ideas on where else to send our information to find an organist, please let one of the worship ministry members know.

Thank you is also extended to our choir and bell choir members, our choir director Zach Ball and accompanist Myra Strebe. Your wonderful musical talents truly enhance our worship experience and we are very grateful for your time and dedication. Also, thank you to Andrew Christensen and Pam Lane for their willingness to assist with our worship service music during this time of transition. One more thank you goes out to those who work with our children's choir and bells for their Sunday morning worship music performances. We all enjoy having the children's talents raised up during our worship services.

Respectfully submitted,
Linda Stutz

Christian Outreach Report 2018

The members of Christian Outreach include Jill Barbeau, Barb Spies, Peg Bradley, Jean Wright.

The committee again spent the year raising money and collecting items to be donated near and far to people and organizations in need.

In Feb. and March we collected hygiene and cleaning supplies for the Solutions Center

In April we sent gift certificates from Starbucks and a sandwich shop to our young members in college. We want to remind them that their church family is thinking about them during their challenging time of exams.

Over the summer we collected items for the Fondy Food Pantry.

In the fall we held Undie Sundays to collect socks and undies for the Family Resource Center. We also collected coats for kids. Rosenow didn't need any but we collected for the Salvation Army.

In Dec. we collect Christmas gifts for the Salvation Army's Angel Tree program. This year there were 34 tags for our tree.

Our Alternative Gift Fair was also held in Dec. We raises \$2000 to donate to 9 non-profit organizations.

KIVA is an ongoing project for Outreach. With the \$1000 that Pilgrim has invested, we were able to lend out over \$7000 to people in 22countries.

Submitted by
Jean Wright

Fall Festival Report 2018

HAM DINNER 2018

This year Ham Dinner and Fallfest was a great success. This was our 50th Anniversary. We asked members to sponsor 50 "Golden Tickets" to be given to people in our church and in the community who may have trouble affording the cost of the dinner ticket. I am happy to report that we succeeded in getting those tickets sponsored. Tickets were handed out to members, Fond du Lac County Resource Center, Rosenow School, Fond du Lac County Day Treatment Program, and the Blandine House.

Our Fallfest Income as of November 10, 2018 is \$16,492.55.

I want to thank everyone who made this day a roaring success. I also want to thank Festival Foods for all that they did. We continue to seek new people to help with the planning of the Fallfest. If you are so inclined, get a hold of either Linda or myself.

Randy Stutz
Fallfest Chair

Bazaar	\$2070
Bake sale	\$1494
Raffle	\$149
Silent auction	\$100
Book sale	\$ 93

SCRIP PROGRAM 2018

2018 Annual Report

I am pleased to announce that with the continued support of many Pilgrim members, the SCRIP program give \$5000.00 to the church operating budget!

This is such an easy way for all Pilgrim members to be able to dig a little deeper and help support Pilgrim without it costing them any additional out of pocket money. We have the ability to build this program even bigger with the continued support of those already using the program and for others to give it a try.

For anyone who does not really understand how this program works please stop by the SCRIP table in the narthex on a Sunday morning and I will be happy to explain it to you more in depth. But basically, you purchase gift cards for area business for their face value (\$50 out of your pocket = \$50 in a Festival gift card, for example) then Pilgrim earns a percentage back from all gift cards we sell. The percentages vary from business to business but it's a definite WIN for Pilgrim. Currently you are even able to purchase Kohl's SCRIP cards to pay your monthly charge card bill at Kohl's (this is the only store that allows this at this time).

So, as always, THANK YOU to the MANY regular users of our Pilgrim SCRIP program, and to the many of you who haven't tried it yet, please prayerfully consider giving it a try.

Respectfully Submitted,
Karen Goodacre

Property and Maintenance Ministry – Annual Report for 2018

Members:

Tom Kirchhoff	Pete Tadych
Bob Cornell	Neal Sieglaff
Jeff Siemers	

Activities:

- Patched several areas of the parking lot
- Replaced gas water heater (7 yrs old) near office with electrical unit (better utilize new solar system)
- Re-keyed all of the locks for the Church building
- Replaced failed garage door opener (failed after only 30 years)
- Replaced urinal valve in Men’s room, education wing
- ~20 floor tile replaced in the kitchen/ guild room
- Replaced outlets in lounge near sink with GFCI units (insurance request)
- Replaced outlets in nursery room with tamper resistant units (insurance request)
- Replaced lights over food preparation areas in kitchen with units that won’t shatter (insurance request)
- Installed outlet and network box in narthex for new TV
- Removed duct work from furnace room (no longer need to vent water heater)
- Replaced light switches in sanctuary
- Replaced thermostat in sanctuary with 7-day programmable unit
- Replace two door sweeps; sanctuary near pulpit, alley door near Ted’s office
- Trimmed pine trees around lot for easier mowing

Unplanned expenses:

Items (a) to (e) were largely unplanned expenses of several hundred dollars each. The rest of the items were also generally unplanned but of much smaller budget consequence.

Large ticket items (a) to (e):

\$2,500	parking lot
\$1,345	water heater (plumbing + electrical)
\$ 305	locksmith
\$ 535	garage opener
\$ 340	urinal valve
<hr/>	
\$5,025	Total, big ticket items

In addition to the list above, there is continuous upkeep of a traditional nature: cleaning, washing, waxing, pruning, painting, mowing, snow removal, etc. Some of this is handled by staff or outside help. Much of this is accomplished by volunteers and I would like to thank all of the many people that volunteer over the course of a year to keep the Church property in such great shape.

Tom Kirchhoff
December 17, 2018

2018 MEMORIAL FUND REPORT

Starting Balance	\$ 4062.87
Memorials Received	\$ 4300.00
Disbursements	\$ 25.00
Ending Balance	\$ 8337.87

Memorials Given in Memory of:

Daniel Schmid
 Eunice Drewsen
 Audrey Prink
 Audrey Zoellner
 Peg Bradley's Mom
 Cal Moely

Disbursements:

Pilgrim Scrip for Trunk or Treat \$25.00

The Memorial Fund Committee is very appreciative of memorials that are received.

Any requests for funds must be submitted via the request form to the Committee Chair. The request form can be obtained from the church office. For a copy of the Memorial Fund Administration & Appropriation Procedure Policy, please contact the church office.

Sincerely,

Patricia Burns, Chairperson

I believe we decided to undesignate the Mutzelburg Memorial because there was no longer anyone that could direct what that money should be used for.

Committee Members : Barbara Geiger, Patricia Burns

Stewardship & Finance Report 2018

In June 2018, the Stewardship and Finance Ministry began planning a fall letter campaign for 2019 giving pledges. The committee developed our own Pilgrim UCC campaign theme of "Dream God's Dream" based on a song written by Bryan Sirchio. The campaign kicked off in September and the letter campaign packets were mailed to the members of the church. Each packet included an estimate of giving card to be returned and a 2018 narrative budget.

By budget preparation time, the total amount of giving pledged had totaled \$157,508, a decrease of 3.5% from the prior year. A budget projecting a deficit of \$8,115 will be presented to the congregation on January 13, 2019, which contained some reductions in Our Church's Wider Mission and increase costs to purchase a copy machine.

The 2018 November financial statements show results that were better than the 2018 budget deficit of (\$8,781), coming in at a positive \$1,876 year to date through November 30th 2018. Through November, income exceeded budget by \$6,689, while expenses were less than budgeted by \$3,968, for a net income result of \$1,876.

The Stewardship and Finance Ministry members for 2018 were: Sharon Menger, Jim Thomas, and Wendy Lax

Trust Fund 2018 Report

Members

Bobbie Flaherty, Chair,
Ben Roder, Brian Christian, Donna Jost, Pastor Ted
Drewsen

Beginning Balance

Checking Account
January 1, 2018 \$499.85

United Church Foundation Balanced Funds as of
December 31, 2017.

Units	85,259.0442
Unit Price	11.3964
Book	311,814.81
Market Value	971,646.17

United Church Foundation Balanced Funds as of
December 31, 2017.

(Maintenance & Capital Fund)

Units	1,552.4155
Unit Price	11.3964
Book	11,200.00
Market Value	17,691.95

Income

United Church Foundation Balanced Fund Distribution

4 th QTR 2017	\$2497.15
1 st QTR 2018	\$3226.62
2 nd QTR 2018	\$5049.98
3 rd QTR 2018	\$3483.77

Total \$14,257.53

United Church Foundation Balanced Fund Distribution

(Maintenance & Capital Fund)

4 th QTR 2017	\$45.47
1 st QTR 2018	\$58.75
2 nd QTR 2018	\$91.95
3 rd QTR 2018	\$63.43

Total \$259.60

Distributions 2018

ORGANIZATIONS	2018
ASTOP	\$400
Back Bay Mission	\$500
Challenge Day FdL HS	\$300
Drug Free Communities FDL County	\$300
Family Resource Center	\$450
FdL Food Pantry	\$700
FdL Literacy Program	\$500
Loaves & Fishes	\$500
Pilar & Vine	\$500
Pilgrim UCC 30%	\$4277.26
Pilgrim UCC Bldg & Maint	\$259.60
Salvation Army	\$1700
Solutions Center	\$1700
UCC Storm Appeal/Disaster Re- lief	\$1000
WI Conference – Seminary Debt Relief	\$1000
Y-Screen	\$407
Grand Total	\$14,493.86

The Trust Fund purchased checks for a cost of \$29.70 from
National Exchange Bank. On August 14, 2018.

Ending Balance as of November 30, 2018

Checking Account \$5993.42

Outstanding checks as of November 30, 2018:

Salvation Army \$1000

Solution Center \$1000

Fond du Lac Literacy \$500

Wisconsin Conference UCC \$1000 (Scholarship Debt Reduction)

UCC Disaster Relief \$1000

Back Bay Mission \$500

Loaves & Fishes \$50

United Church Foundation Balanced Funds through September 30,
2018

Units	85,259.0442
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Unit Price	11.3422
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Book	311,814.81
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Market Value	967,025.13
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United Church Foundation Balanced Funds through September 30,
2018

(Maintenance & Capital Fund)

Units	1552.4155
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Unit Price	11.34
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Book	11,200.00
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Market Value	17,607.81
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The trust fund committee met in May and November to distribute
funds earned.

PROPOSED 2019 BUDGET

Pilgrim United Church of Christ

	2017 Budget	2018 Budget	2019 Proposed
Estimates of Giving	\$185,016	\$162,914	\$164,308
All Other Types of Income	42,650	45,335	53,150
TOTAL INCOME	<u>227,666</u>	<u>208,249</u>	<u>217,458</u>
Serving Our Community and Beyond	\$15,000	\$10,000	\$10,000
Caring for Our Church Family & Pastoral Leadership	159,822	156,527	157,937
Education, Programs and Ministries	12,337	13,137	12,337
Administrative Support	14,975	13,974	13,559
Maintaining and Equipping our Buildings	22,532	20,690	22,109
Other Expense-Fall Festival	3,000	3,500	3,500
TOTAL EXPENSES	<u>\$227,666</u>	<u>\$217,828</u>	<u>\$219,442</u>
NET BUDGET	<u>\$0</u>	<u>-\$9,579</u>	<u>-\$1,984</u>

2018 Annual Financial Report

Pilgrim United Church of Christ

Statement of Activities

December 2018

	<i>2017</i> YTD Last Year	<i>2018</i> YTD Actual	<i>2018</i> Annual Budget
Income			
OFFERINGS Totals:	206,004	198,415	182,164
OTHER INCOME Totals:	31,502	35,212	26,085
Income Totals:	237,507	233,628	208,249
Expense			
MISSION DISBURSEMENTS Totals:	15,000	15,000	10,000
PASTORAL COMPENSATION Totals:	94,935	94,120	93,855
STAFF COMPENSATION Totals:	51,043	61,075	62,672
PROGRAMS Totals:	10,686	8,315	12,637
ADMINISTRATION Totals:	12,656	12,809	14,474
PROPERTY & MAINTENANCE Totals:	37,537	25,248	20,690
OTHER EXPENSE Totals:	11,618	4,069	3,500
Expense Totals:	233,475	220,635	217,828
Income - Expense:	4,032	12,993	(9,579)

Pilgrim began researching the feasibility using solar energy in summer of 2016 when a community solar advocate shared with a member of our congregation that our south facing roof would be a good location for solar panels. This simple observation was relayed to our pastor and a committee was formed. This committee of lay people got some rough estimates of costs, and explored the pros and cons of solar, as well as assessing the churches energy consumption.

In the fall of 2017, the committee reached consensus that we should pursue installing a nine kilowatt panel array of the south facing roof of the educational building. This would produce about 60% of our electricity. But we weren't concerned about a timeline and were somewhat anxious about fundraising challenges.

Our exploration had reached the point of action when we found out about the Solar for Good grants to be awarded in December 2018. With our research in hand, we felt we were a good candidate and this gave us the deadline and the motivation to launch the project.

Timeline:

November 2017 Article in Church Monthly Newsletter summarizing our findings and suggesting that the congregation pursue solar energy. Submitted Solar for Good grant application.

December 2017 Received word that we had been awarded a Solar for Good grant of \$5,198.00
At the church's annual meeting the committee shared the details of the Solar for Good grant, a budget for purchasing the desired number of panels and launched our fundraising goal of \$17,600.00.
The total cost would be \$27,266.00. In addition to the Solar for Good Grant, the church would also receive a grant of \$4,568.00 from Focus on Energy.

Additional fundraising consisted of articles in the church bulletin, the church newsletter and one fund raising letter sent to all church households. Contractor, Jim Funk, GoEnergize taught a 1 hour adult forum on the proposed installation to a packed room of congregation members.

March 2018 Surpassed our fundraising goal. Forty-one households made donations ranging from less than \$50.00 to several thousand dollars. We signed a contract with GoEnergize for installation.

April 2018 Installation began April 2nd and was completed April 23rd when the system was activated.
Article on the project was published in the local newspaper, Fond du Lac Reporter .<https://www.fdlreporter.com/story/news/2018/04/13/streetwise-wave-solar-energy-pilgrim-united-church-christ-goes-green/512226002/>

May 2018. The solar panels were blessed as part of the Sunday Service.

December 2018. A comparison of 2017 and 2018 utility bills indicates that we are saving money. The cost of all utilities in 2017 was \$2293.00. In 2018 the total cost was \$1626.00- a reduction of 29%.
This figure includes charges for gas, flood lights outside the building and charges for electricity provided to the storage shed. These numbers were not affected by any improvements.

Treasurer, Bud Browning has separated as best as is possible the electricity cost for only the church building. In 2017, this cost was \$1248.00, in 2018, \$687--a 55% reduction from last year. The major changes were new solar panel and changes to more efficient lighting. We have no convenient way to separate these.

Based on the size of the solar installation, it was projected that the system would produce about 60% of our electricity, and save us \$1,500 in our annual budget. The figures from the first six months indicate that these projections are accurate.

Barbara Roder, chair
Committee members
Peg Bradley
Barbara Geiger
Pete Vercooterren
Bayard Frederick

Pilgrim United Church of Christ
Fond du Lac WI 54935
Audit Committee Report

On Tuesday, January 8, 2019 at 4:00 PM the Pilgrim audit committee met with Church Treasurer Bud Browning, Karen Goodacre, Linda Stutz, Patti Burns and Bobbie Flaherty for the purpose of reviewing financial transactions for the year 2018. The records of the General Fund, Memorial Fund, Trust Fund and Scrip were presented and reviewed.

Scrip

Karen and Linda described the current procedures for the Scrip program and showed all the backup documentation. The records were found to be in good order.

Memorial Fund

Patti Burns presented the Memorial Fund and the records were found to be in good order.

Church General Funds

The records were reviewed, and operational procedures discussed with the Treasurer. The random accounts payable invoices, deposits, general ledgers, and December financial statements were reviewed. The records were found to be in good order.

It is recommended by the audit committee to develop an accounting process to recognize the cost of the Scrip cards on a monthly basis, which are currently being estimated annually. The face value of the Scrip cards are accurately being accounting for by the Scrip Program.

Trust Fund

Bobbie provided copies of the Trust Funds 2018 bank statements and check book register. The annual report detailed how the proceeds from the fund were used during the year. The accounts were found to be in good order.

Respectfully submitted

Pilgrim Audit Committee

8 January 2019

Randy Mittelstaedt

Wendy Lax

Life in the Wisconsin Conference is full of energy and inspiration! In the coming months we will be completing our preparations for **Hosting General Synod 32** (June 21-25, 2019) in Milwaukee. We are securing leaders, planning events, raising money, and intending to recruit over 250 volunteers this winter.

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

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

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

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

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

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

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

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

With deep gratitude and great hope,

Rev. Franz Rigert
Conference Minister

