

# **PILGRIM UNITED CHURCH OF CHRIST**

Revised/ March 2019

# **2018**

# **ANNUAL REPORT**



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Fond du Lac, Wisconsin 54935

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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:**

|                                 |   |                         |   |
|---------------------------------|---|-------------------------|---|
| <b>Pastoral Relations</b>       | Gail Schmidt<br>Sandy Baker   | (2 Years)<br>(2 years)  | Donna Jost (2 years)  |
| <b>Memorial</b>                 | Patti Burns<br>Barb Geiger  | (2 years)<br>(1 years)  | Jean Fischer ( 3 Years)   |
| <b>Safe Church</b>              | Sarah Kirchhoff   | (2 years – ending 2019) |   |
| <b>Sanctuary Visual Design</b>  | Barb Tadych   |                         | Patti Burns   |
| <b>SCRIP</b>                    | Karen Goodacre  |                         |   |
| <b>Ham Dinner &amp; Bazaar</b>  | Randy Stutz<br>Ron McCreedy<br>Randy Stutz<br>Jean Cornell<br>Linda Stutz<br>Jim & Anne Thomas<br>Sarah Kirchhoff<br>Barb Roder |                         | Chairperson & Community Publicity<br>Resource Person<br>Ticket Sales<br>Dinner Coordinator<br>Kitchen Coordinator<br>Co-Carry-out Coordinator<br>Dining Hall Coordinator<br>Bazaar & Crafts |
|                                 | Karen Goodacre<br>Deb Drewsen<br>Gary & Joni Greenfield<br>Patrick Caulfield<br>Todd Moely<br>Neal Sieglaff<br>Mary Christenson |                         | Bake Sale<br>Bake Sale<br>Raffle & Door Prizes<br>Dining Room Announcer<br>Carry-out Ticket Seller<br>Carry-out Monitor & Seller<br>Consultant  |
| <b>Adult Education</b>          | Carol Browning<br>Judy Reinke<br>Peg Bradley<br>Barb Geiger   |                         | Linda Stutz<br>Neal Sieglaff<br>Sandy Baker<br>Joni Greenfield  |
| <b>Auditing</b>                 | Wendy Lax   |                         | Randy Mittelstaedt  |
| <b>Trust Fund</b>               | Bobbie Flaherty (2019-2023)<br>Brian Christenson (2015-2019)  |                         | Donna Jost (2019-2023)<br>Ben Roder (2017-2021)   |
| <b>Historian</b>                |   |                         | Christine Fredrick  |
| <b>Constitutional Review</b>    | Andrew Christenson<br>Connie Anderson   |                         | Peg Bradley<br>Ron McCreedy   |
| <b>Funeral Meal Coordinator</b> | 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 letters are cursive and fluid, with a long horizontal stroke at the top.

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 Jacobson

December 4, 2018

Marion Chadbourne

December 16, 2018

**Average Attendance at Worship Services over the best 10 months: 85**Ash 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 2018

**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: 7**

Joy Mutzelburg  
Daniel Schmid  
Audrey Prink  
Audrey Zoellner  
Calvin Moely  
Lorraine Jacobson  
Marion Chadbourne

**Total loss in Membership: 14**

**Active Church Membership  
On December 31, 2018: 251**

## 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 7<sup>th</sup>/8<sup>th</sup> 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 29<sup>th</sup> 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 Vercooteren 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 50<sup>th</sup> 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

|                         |                   |
|-------------------------|-------------------|
| <b>Starting Balance</b> | \$ 4062.87        |
| Memorials Received      | \$ 4300.00        |
| Disbursements           | \$ 25.00          |
| <b>Ending Balance</b>   | <b>\$ 8337.87</b> |

## 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 30<sup>th</sup> 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 <sup>th</sup> QTR 2017 | \$2497.15 |
| 1 <sup>st</sup> QTR 2018 | \$3226.62 |
| 2 <sup>nd</sup> QTR 2018 | \$5049.98 |
| 3 <sup>rd</sup> QTR 2018 | \$3483.77 |

Total   \$14,257.53

United Church Foundation Balanced Fund Distribution  
(Maintenance & Capital Fund)

|                          |         |
|--------------------------|---------|
| 4 <sup>th</sup> QTR 2017 | \$45.47 |
| 1 <sup>st</sup> QTR 2018 | \$58.75 |
| 2 <sup>nd</sup> QTR 2018 | \$91.95 |
| 3 <sup>rd</sup> 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<br>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-<br>lief   | \$1000             |
| WI Conference – Seminary<br>Debt Relief | \$1000             |
| Y-Screen                                | \$407              |
| <b>Grand Total</b>                      | <b>\$14,493.86</b> |

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 |
|-------|-------------|

|            |         |
|------------|---------|
| Unit Price | 11.3422 |
|------------|---------|

|      |            |
|------|------------|
| Book | 311,814.81 |
|------|------------|

|              |            |
|--------------|------------|
| Market Value | 967,025.13 |
|--------------|------------|

United Church Foundation Balanced Funds through September 30,  
2018

(Maintenance & Capital Fund)

|       |           |
|-------|-----------|
| Units | 1552.4155 |
|-------|-----------|

|            |       |
|------------|-------|
| Unit Price | 11.34 |
|------------|-------|

|      |           |
|------|-----------|
| Book | 11,200.00 |
|------|-----------|

|              |           |
|--------------|-----------|
| Market Value | 17,607.81 |
|--------------|-----------|

The trust fund committee met in May and November to distribute  
funds earned.

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 Vercouteren  
Bayard Frederick



## 2018 Annual Financial Report

*Pilgrim United Church of Christ*

### Statement of Activities

December 2018

|                                | 2017<br>YTD Last<br>Year | 2018<br>YTD Actual | 2018<br>Annual<br>Budget |
|--------------------------------|--------------------------|--------------------|--------------------------|
| <b>Income</b>                  |                          |                    |                          |
| 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                  |
| <b>Expense</b>                 |                          |                    |                          |
| 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)                  |

**Approved Budget /January 13, 2019**

**PROPOSED 2019 BUDGET WITH COMPARISON**

Pilgrim United Church of Christ

**INCOME: GENERAL FUND**

| Description               | 2017 Budget       | 2018 Budget       | 2019<br>Proposed  |
|---------------------------|-------------------|-------------------|-------------------|
| <b>OFFERINGS</b>          |                   |                   |                   |
| Pledges Received          | \$185,016         | \$159,914         | \$164,308         |
| Anticipated Pledges       |                   | \$3,000           | \$0               |
| Donations N/Pledged       | 18,000            | 17,000            | 23,000            |
| Sunday Cash               | 2,000             | 2,000             | 2,000             |
| Sunday School Income      | 250               | 250               | 250               |
| <b>TOTAL OFFERINGS</b>    | <b>\$205,266</b>  | <b>\$182,164</b>  | <b>\$189,558</b>  |
| <b>OTHER INCOME</b>       |                   |                   |                   |
| Fall Festival Income      | \$13,000          | \$14,785          | \$15,500          |
| Wedding, Rent             | 400               | 400               | 400               |
| Investment Earnings       | 1500              | 1500              | 2000              |
| Misc Income               | 2500              | 5400              | 6000              |
| SCRIP Income              | 5000              | 4000              | 4000              |
| <b>TOTAL OTHER INCOME</b> | <b>\$22,400</b>   | <b>\$26,085</b>   | <b>\$27,900</b>   |
| <b>TOTAL INCOME:</b>      | <b>\$ 227,666</b> | <b>\$ 208,249</b> | <b>\$ 217,458</b> |

**EXPENSE: GENERAL FUND**

**MISSION DISBURSEMENTS**

|                              |                 |                 |                 |
|------------------------------|-----------------|-----------------|-----------------|
| Our Ch Wider Mission         | \$15,000        | \$10,000        | \$10,000        |
| <b>MISSION DISBURSEMENTS</b> | <b>\$15,000</b> | <b>\$10,000</b> | <b>\$10,000</b> |

**PASTORIAL COMPENSATION**

|                               |                 |                 |                 |
|-------------------------------|-----------------|-----------------|-----------------|
| Pastor's Salary               | \$41,394        | \$41,394        | \$41,394        |
| Housing Allowance             | 23,973          | 23,973          | \$23,973        |
| SocSec Allowance              | 5,001           | 5,001           | 5,001           |
| Pension                       | 9,851           | 9,851           | 9,851           |
| Group Health & Dental         | 12,593          | 12,593          | 12,593          |
| Life/Disability Ins           | 1,043           | 1,043           | 1,043           |
| <b>PASTORIAL COMPENSATION</b> | <b>\$93,855</b> | <b>\$93,855</b> | <b>\$93,855</b> |

**STAFF COMPENSATION**

|                          |         |         |          |
|--------------------------|---------|---------|----------|
| Christian Ed Dir         | \$9,381 | \$9,615 | \$10,200 |
| Youth Ministry           | 7,488   | 6,000   | \$6,000  |
| Office Mgr Salary * Jill | 13,915  | 12,000  | \$12,000 |
| Church Organist          | 10,092  | 10,092  | 10,100   |
| Choir Accompanist *      | 1,550   | 1,550   | 1,550    |
| Vacation Organist*       | 600     | 600     | 600      |
| Sr Choir Director *      | 2,622   | 2,622   | 2,622    |

## PROPOSED 2019 BUDGET WITH COMPARISON

Pilgrim United Church of Christ

### INCOME: GENERAL FUND

| Description                     | 2017 Budget     | 2018 Budget     | 2019<br>Proposed |
|---------------------------------|-----------------|-----------------|------------------|
| Vacation Pulpit Supply          | 1,600           | 1,600           | 1,600            |
| Adult Education Coordinator     | 10,000          | 10,000          | 10,000           |
| Childcare/Nursery               | 600             | 600             | 600              |
| Custodial Salary *              | 4,305           | 4,413           | \$4,413          |
| Soc Security Empr Sh            | 3,814           | 3,580           | 4,398            |
| <b>TOTAL STAFF COMPENSATION</b> | <b>\$65,967</b> | <b>\$62,672</b> | <b>\$64,082</b>  |

### PROGRAMS/MINISTRIES

|  |                 |                 |                 |
|--|-----------------|-----------------|-----------------|
| Worship Ministry                         | \$2,000         | \$2,000         | \$2,000         |
| Maint - Handbells via Memorial Fund      |                 | 500             | 500             |
| Christian Education                      |                 |                 |                 |
| Adult Education                          | 2,000           | 2,000           | 2,000           |
| Youth Ministry/ Sunday School/Activities | 5,000           | 5,500           | 5,000           |
| Lay Life & Leadership                    | 100             | 100             | 100             |
| Stewardship & Finance                    | 400             | 400             | 400             |
| Christian Outreach                       | 100             | 100             | 100             |
| Membership & Evang                       | 1,800           | 1,500           | 1,200           |
| Health Ministry                          | 337             | 337             | 337             |
| Refreshments, coffee etc.                | 600             | 700             | 700             |
| <b>TOTAL PROGRAMS</b>                    | <b>\$12,337</b> | <b>\$13,137</b> | <b>\$12,337</b> |

### ADMINISTRATION

|                             |                 |                 |                 |
|-----------------------------|-----------------|-----------------|-----------------|
| Medical Ins WI Conf         | \$4,875         | \$4,875         | \$4,875         |
| Pastor's Discretion         | 0               | 0               | 0               |
| Pastor's Auto Expense       | 500             | 0               | 0               |
| Pastor's Books & Resources  | 400             | 0               | 0               |
| Pastor's Cont Ed,etc        | 500             | 0               | 0               |
| Pastor's Sabbatical         | 1,500           | 1,000           | 1,000           |
| Staff Auto Expense          | 100             | 100             | 100             |
| Parish Nurse Supplies       | 0               | 0               | 0               |
| Office Supplies             | 1,500           | 1,800           | 1,800           |
| Postage                     | 1,200           | 1,100           | 1,100           |
| Telephone & Internet        | 1,200           | 1,780           | 980             |
| Delegate Exp, Member        | 300             | 300             | 300             |
| NE Association Dues         | 1,200           | 1,000           | 882             |
| Computer Expense            | 1,400           | 1,619           | 2,122           |
| Misc Expense                | 300             | 400             | 400             |
| <b>TOTAL ADMINISTRATION</b> | <b>\$14,975</b> | <b>\$13,974</b> | <b>\$13,559</b> |

## PROPOSED 2019 BUDGET WITH COMPARISON

Pilgrim United Church of Christ

### INCOME: GENERAL FUND

| Description                                  | 2017 Budget      | 2018 Budget      | 2019<br>Proposed |
|--|------------------|------------------|------------------|
| <b>PROPERTY &amp; MAINTENANCE</b>            |                  |                  |                  |
| Utilities WP&L/Water                         | \$7,000          | \$7,000          | \$6,000          |
| Insurance                                    | 5,896            | 6,500            | 6,500            |
| Custodial Supplies                           | 600              | 600              | 600              |
| Snow Plowing                                 | 1,500            | 1,750            | 2,500            |
| Copier Maint & Supl                          | 1,518            | 1,640            | 2,212            |
| General Repairs & Maint                      | 1,000            | 1,000            | 1,000            |
| Recycle & Waste Disp                         | 1,500            | 2,200            | 2,628            |
| Deferred Maint Fund                          | 3,518            | 0                | 0                |
| <b>TOTAL PROPERTY &amp; MAINTENANCE</b>      | <b>\$22,532</b>  | <b>\$20,690</b>  | <b>\$21,440</b>  |
| <b>OTHER EXPENSES</b>                        |                  |                  |                  |
| Fall Festival Expense                        | 3,000            | 3,500            | 3,500            |
| <b>SPECIAL PROJECTS &amp; OTHER EXPENSES</b> | <b>\$3,000</b>   | <b>\$3,500</b>   | <b>\$3,500</b>   |
| <b>TOTAL EXPENSE</b>                         | <b>\$227,666</b> | <b>\$217,828</b> | <b>\$218,773</b> |
| <b>SURPLUS (DEFICIT):</b>                    | <b>\$0</b>       | <b>(\$9,579)</b> | <b>(\$1,315)</b> |

**AMENDED 2019 BUDGET WITH COMPARISON**  
Pilgrim United Church of Christ

**INCOME: GENERAL FUND**

| Description               | 2017 Budget       | 2018 Budget       | 2019<br>Proposed  |
|---------------------------|-------------------|-------------------|-------------------|
| <b>OFFERINGS</b>          |                   |                   |                   |
| Pledges Received          | \$185,016         | \$159,914         | \$164,308         |
| Anticipated Pledges       |                   | \$3,000           | \$0               |
| Donations N/Pledged       | 18,000            | 17,000            | 23,000            |
| Sunday Cash               | 2,000             | 2,000             | 2,000             |
| Sunday School Income      | 250               | 250               | 250               |
| <b>TOTAL OFFERINGS</b>    | <b>\$205,266</b>  | <b>\$182,164</b>  | <b>\$189,558</b>  |
| <b>OTHER INCOME</b>       |                   |                   |                   |
| Fall Festival Income      | \$13,000          | \$14,785          | \$15,500          |
| Wedding, Rent             | 400               | 400               | 400               |
| Investment Earnings       | 1500              | 1500              | 2000              |
| Misc Income               | 2500              | 5400              | 6000              |
| SCRIP Income              | 5000              | 4000              | 4000              |
| <b>TOTAL OTHER INCOME</b> | <b>\$22,400</b>   | <b>\$26,085</b>   | <b>\$27,900</b>   |
| <b>TOTAL INCOME:</b>      | <b>\$ 227,666</b> | <b>\$ 208,249</b> | <b>\$ 217,458</b> |

**EXPENSE: GENERAL FUND**

**MISSION DISBURSEMENTS**

|                              |                 |                 |                 |
|------------------------------|-----------------|-----------------|-----------------|
| Our Ch Wider Mission         | \$15,000        | \$10,000        | \$10,500        |
| <b>MISSION DISBURSEMENTS</b> | <b>\$15,000</b> | <b>\$10,000</b> | <b>\$10,500</b> |

**PASTORIAL COMPENSATION**

|                               |                 |                 |                 |
|-------------------------------|-----------------|-----------------|-----------------|
| Pastor's Salary               | \$41,394        | \$41,394        | \$42,635        |
| Housing Allowance             | 23,973          | 23,973          | \$24,693        |
| SocSec Allowance              | 5,001           | 5,001           | 5,151           |
| Pension                       | 9,851           | 9,851           | 10,147          |
| Group Health & Dental         | 12,593          | 12,593          | 12,593          |
| Life/Disability Ins           | 1,043           | 1,043           | 1,043           |
| <b>PASTORIAL COMPENSATION</b> | <b>\$93,855</b> | <b>\$93,855</b> | <b>\$96,262</b> |

**STAFF COMPENSATION**

|                          |         |         |          |
|--------------------------|---------|---------|----------|
| Christian Ed Dir         | \$9,381 | \$9,615 | \$10,506 |
| Youth Ministry           | 7,488   | 6,000   | \$6,000  |
| Office Mgr Salary * Jill | 13,915  | 12,000  | \$12,360 |
| Church Organist          | 10,092  | 10,092  | 10,403   |
| Choir Accompanist *      | 1,550   | 1,550   | 1,597    |
| Vacation Organist*       | 600     | 600     | 600      |
| Sr Choir Director *      | 2,622   | 2,622   | 2,701    |



**AMENDED 2019 BUDGET WITH COMPARISON**  
Pilgrim United Church of Christ

**INCOME: GENERAL FUND**

| Description                     | 2017 Budget     | 2018 Budget     | 2019<br>Proposed |
|---------------------------------|-----------------|-----------------|------------------|
| Vacation Pulpit Supply          | 1,600           | 1,600           | 1,600            |
| Adult Education Coordinator     | 10,000          | 10,000          | 10,300           |
| Childcare/Nursery               | 600             | 600             | 600              |
| Custodial Salary *              | 4,305           | 4,413           | \$4,545          |
| Soc Security Empr Sh            | 3,814           | 3,580           | 4,514            |
| <b>TOTAL STAFF COMPENSATION</b> | <b>\$65,967</b> | <b>\$62,672</b> | <b>\$65,726</b>  |

**PROGRAMS/MINISTRIES**

|  |                 |                 |                 |
|--|-----------------|-----------------|-----------------|
| Worship Ministry                         | \$2,000         | \$2,000         | \$2,000         |
| Maint - Handbells via Memorial Fund      |                 | 500             | 500             |
| Christian Education                      |                 |                 |                 |
| Adult Education                          | 2,000           | 2,000           | 2,000           |
| Youth Ministry/ Sunday School/Activities | 5,000           | 5,500           | 5,000           |
| Lay Life & Leadership                    | 100             | 100             | 100             |
| Stewardship & Finance                    | 400             | 400             | 400             |
| Christian Outreach                       | 100             | 100             | 100             |
| Membership & Evang                       | 1,800           | 1,500           | 1,200           |
| Health Ministry                          | 337             | 337             | 337             |
| Refreshments, coffee etc.                | 600             | 700             | 700             |
| <b>TOTAL PROGRAMS</b>                    | <b>\$12,337</b> | <b>\$13,137</b> | <b>\$12,337</b> |

**ADMINISTRATION**

|                             |                 |                 |                 |
|-----------------------------|-----------------|-----------------|-----------------|
| Medical Ins WI Conf         | \$4,875         | \$4,875         | \$4,875         |
| Pastor's Discretion         | 0               | 0               | 0               |
| Pastor's Auto Expense       | 500             | 0               | 0               |
| Pastor's Books & Resources  | 400             | 0               | 0               |
| Pastor's Cont Ed,etc        | 500             | 0               | 0               |
| Pastor's Sabbatical         | 1,500           | 1,000           | 2,000           |
| Staff Auto Expense          | 100             | 100             | 100             |
| Parish Nurse Supplies       | 0               | 0               | 0               |
| Office Supplies             | 1,500           | 1,800           | 1,800           |
| Postage                     | 1,200           | 1,100           | 1,100           |
| Telephone & Internet        | 1,200           | 1,780           | 980             |
| Delegate Exp, Member        | 300             | 300             | 300             |
| NE Association Dues         | 1,200           | 1,000           | 882             |
| Computer Expense            | 1,400           | 1,619           | 2,122           |
| Misc Expense                | 300             | 400             | 400             |
| <b>TOTAL ADMINISTRATION</b> | <b>\$14,975</b> | <b>\$13,974</b> | <b>\$14,559</b> |

**AMENDED 2019 BUDGET WITH COMPARISON**  
Pilgrim United Church of Christ

**INCOME: GENERAL FUND**

| Description                                  | 2017 Budget      | 2018 Budget      | 2019<br>Proposed |
|--|------------------|------------------|------------------|
| <b>PROPERTY &amp; MAINTENANCE</b>            |                  |                  |                  |
| Utilities WP&L/Water                         | \$7,000          | \$7,000          | \$6,000          |
| Insurance                                    | 5,896            | 6,500            | 6,500            |
| Custodial Supplies                           | 600              | 600              | 600              |
| Snow Plowing                                 | 1,500            | 1,750            | 2,500            |
| Copier Maint & Supl                          | 1,518            | 1,640            | 2,881            |
| General Repairs & Maint                      | 1,000            | 1,000            | 1,000            |
| Recycle & Waste Disp                         | 1,500            | 2,200            | 2,628            |
| Deferred Maint Fund                          | 3,518            | 0                | 0                |
| <b>TOTAL PROPERTY &amp; MAINTENANCE</b>      | <b>\$22,532</b>  | <b>\$20,690</b>  | <b>\$22,109</b>  |
| <b>OTHER EXPENSES</b>                        |                  |                  |                  |
| Fall Festival Expense                        | 3,000            | 3,500            | 3,500            |
| <b>SPECIAL PROJECTS &amp; OTHER EXPENSES</b> | <b>\$3,000</b>   | <b>\$3,500</b>   | <b>\$3,500</b>   |
| <b>TOTAL EXPENSE</b>                         | <b>\$227,666</b> | <b>\$217,828</b> | <b>\$224,992</b> |
| <b>SURPLUS (DEFICIT):</b>                    | <b>\$0</b>       | <b>(\$9,579)</b> | <b>(\$7,534)</b> |

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



