

**PILGRIM UNITED CHURCH OF CHRIST**

**2021**

**ANNUAL  
REPORT**



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**ANNUAL REPORT FOR 2021**

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January 13, 2022

Dear Members and Friends of Pilgrim Church,

We are inviting you to the Annual Congregational Meeting of Pilgrim United Church of Christ to be held on January 30, 2022 following our 9:00AM worship service. This meeting will be held via an electronic format through the church's ZOOM account. The ZOOM link will be shared at the end of the worship service and in the Friday e-news. Please "ZOOM" in and join us for this important meeting.

Many changes have happened in 2021. See the Council President's report for highlights.

Pilgrim has done very well this past year, despite all the changes and uncertainty, due to the incredible dedication and flexibility of our members. I am hopeful that this coming year will have continued opportunities for growth and positive change with expecting to have a new settled pastor.

Copies of the Annual Report Booklet will once again be available to you on-line at Pilgrim's website, it will be attached to the weekly e-news, and hard copies will be available in the Narthex or by mail. If you choose to get one in the mail, please call the office.

**The agenda for the meeting will flow as follows:**

Declaration of a Quorum  
 Opening Prayer  
 Adoption of the minutes of the Annual Meeting held January 17, 2021 and the  
 Congregational Meeting held March 21, 2021  
 Presentation and Approval of Ministry/Committee members  
 Presentation and Adoption of the 2022 Operating Budget  
 Approval of the Audit Committee Report  
 Approval of the 2021 Annual Report  
 New Business: Introduction of the WISE program/certification  
 Recognitions  
 Adjournment

We look forward to seeing you there.

Blessings,

Barb Geiger  
 Council President 2022

Pastor Mary Jo Laabs  
 Interim Minister

Pilgrim UCC Congregational Meet Minutes

January 17, 2021

The meeting was called to order at 10:04 am by Council President Bayard Fredrick. Declaration of a quorum of congregation members was made.

Pastor Richard Feyen led the congregation in prayer.

**Vote on proposed amendment to the Constitution and By-Laws:** The Church Council presented a proposal to add "assembled or present meaning either in person or via an electronic format in certain circumstances" to Article VIII Section I. The revised Constitution and By-Laws Article VIII Section I sentence 1 will read "The governing body of this church shall be the members assembled in a congregational meeting, *assembled or present meaning either in person or via an electronic format in certain circumstances*. The amendment was accepted following a unanimous vote from the congregation.

**Adoption of Minutes from 2020 Congregation Meeting:** Hearing no objections the minutes were accepted as printed with unanimous consent.

**Presentation of new ministry members:** A list of new ministry members is printed in the Annual Report as distributed. Changes to printed list is Sharon Menger who will be stepping down from both the Audit Committee and the Stewardship and Finance Committee. We thank Sharon for her service on both committees.

**Approval of 2021 Operating Budget:** Hearing no objections the 2021 Operating Budget as distributed was approved with unanimous consent.

**Approval of the 2020 Audit Report:** Hearing no objections the 2020 Audit report was approved as presented with unanimous consent.

**Annual Report:** The 2020 Annual Report was distributed. Randy Stutz shared the 2020 Fall Fest was canceled due to COVID-19. The church received \$10,588 in donations in lieu of the canceled Fall Fest. These donations are greatly appreciated. Hearing no objections, the Annual Report was accepted with unanimous consent.

**New Business:** The council presidency was turned over by Bayard Frederick to Barb Geiger. New business presented by Barb Geiger.

1. Recognitions:
  - a. Bayard Frederick is recognized for all of his dedication and hard work as President of the Pilgrim UCC Church Council. Bayard was responsible for bringing on our new interim pastor during a pandemic. Thank you, Bayard.
  - b. Bud Browning is recognized for his 25 plus years as Pilgrim UCC Treasurer. Bud has been dedication in his roll as Treasurer and many other rolls including the onboarding of new Council Vice Presidents, church insurance and numerous others. Thank you, Bud.
2. Search Committee Update: The Search Committee is comprised of Chair Gary Ring, Peg Bradly, Barb Roder, Tony Pruess, Jim Bentley, Jeff Siemers, Sue Schmitz and Drew Mueller. The committee wrote a 33-page church profile. It was posted in December 2020 on the National UCC

website. They have received 14 candidate profiles so far. They will meet again January 28, 2021.  
Thank you for their dedication to finding a new pastor for Pilgrim UCC.

**Adjournment:** A motion was made by Neal Sieglaff and seconded by Matt Clemente to adjourn the meeting. Meeting adjourned at 10:32.

Minutes respectfully submitted by Patti Burns.

## Pilgrim UCC Ministries 2022

## Christian Education:

1. Karen Goodacre **CR** (12/31/22)
2. Chris Clementi (12/31/22)
3. Sandy Baker (12/31/24)
4. Susan Holl (12/31/24)
5. Gary Ring (12/31/24)

## Lay Life:

1. Patty Minter **CR** (12/31/24)
2. Kaitlyn Zick (12/31/24)
3. Judie Behnke (12/31/22)
4. Sue Roloff (12/31/23)

## Christian Outreach:

1. Jill Barbeau **CR** (12/31/24)
2. Peg Bradley (12/31/22)
3. Joni Greenfield (12/31/22)
4. Barb Spies (12/31/23)
5. Tracy Abler (12/31/23)

## Membership &amp; Evangelism:

1. Fran Schmid **CR** (12/31/22)
2. Randy Stutz (12/31/22)
3. Judy Goetsch (12/31/23)
4. Gail Schmidt (12/31/23)
5. Sue Schmitz (12/31/23)

## Stewardship &amp; Finance:

1. Bayard Frederick **CR** (12/31/23)
2. Jim Thomas (12/31/23)
3. Ron McCreedy (12/31/22)

## Worship:

1. Linda Stutz **CR** (12/31/22)
2. Jim Bentley (12/31/22)
3. Mary Christenson (12/31/23)
4. Dana Caldwell (12/31/23)
5. Jean Ihlenfeldt (12/31/23)

## Pastoral Relations:

1. Donna Jost **CR** (12/31/22)
2. Brian Christenson (12/31/22)
3. Sandy Baker (12/31/23)

**Memorial Committee:**

1. Patti Burns **CR** (12/31/22)
2. Barb Geiger (12/31/23)
3. Dianna Hammer (12/31/23)
4. Chris Frederick (12/31/24)

**Property & Maintenance:**

1. Avery Geiger **CR** (12/31/22)
2. Jeff Siemers (12/31/22)
3. Bill Burns (12/31/23)
4. Dave Overbo (12/31/22)
5. Neal Sieglaff (12/31/23)

**Safe Church:**

1. Bobbie Flaherty (2023)
2. Tony Prus (2023)

**Sanctuary Visual Design:**

1. Fran Schmid **CR**
2. Patti Burns

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**Committee Members Appointed by Church Council 2022**

**Scrip:**

1. Karen Goodacre

**Adult Education:**

1. Suzette Curtis
2. Carol Browning
3. Judy Reinker
4. Linda Stutz
5. Neal Sieglaff
6. Sandy Baker
7. Joni Greenfield

**Auditing:**

1. Jim Thomas
2. Randy Mittelstaedt
3. Weldon Peterson

**Trust:**

1. Matt Clementi (2024)
2. Bobbie Flaherty (2022)
3. Brian Christenson (2023)
4. Sue Roloff (2026)

Historian:

1. Chris Frederick

Constitutional Review:

1. Andrew Christenson
2. Connie Anderson
3. Peg Bradley

Funeral Meal Coordinator:

1. Barb Tadych

Nominating:

1. Patti Burns

Ham Dinner:

- |                          |                         |
|--------------------------|-------------------------|
| 1. Randy Stutz           | Chairperson & Publicity |
| 2. Ron McCreedy          | Resource Person         |
| 3. Randy Stutz           | Ticket Sales            |
| 4. Jean Cornell          | Dinner Coordinator      |
| 5. Linda Stutz <b>CR</b> | Kitchen Coordinator     |
| 6. Jim & Anne Thomas     | Carry-out Coordinators  |
| 7. Mary Christenson      | Consultant              |



Interim Pastor II Report: November 8-December 31, 2021

It is my privilege to be serving as your *second* Interim Pastor in these days of the 2021 pages in the life and history of Pilgrim United Church of Christ, Fond du Lac, WI.

Before our paths actually *crossed*, we have been living *parallel* lives. This liminal time between the onset and the grief of the Covid Pandemic and *somewhere out there* when we will finally be able to say, "It is finished," has been similar for all of us. We have navigated the initial quarantines and have responded to the news that masking is recommended. We have learned to take the mantra "one day at a time" more seriously than we ever did before and to handle our fragile lives with unceasing prayer!

We have transitioned from in-person worship with live music, handshaking and hugging to a "virtual-only" worship with the "contact" of Facebook and Zoom. When we returned to the sanctuary for Worship in May, coffee hours, Sunday School Programs, Adult Education sessions, meetings, the Ham Dinner, and volunteering at "Loaves and Fishes" gradually crept out of "hiding." Meetings still continue to be held both in-person and on Zoom. Bible with Bagels and the Search Committee meet on Zoom.

Just when we were thinking that there was a "light at the end of the tunnel," two variants of the Covid virus appeared. As I write this, there is talk of a new recommendation by the WI Dept. of Health to go back to virtual meetings only. With the recommendations of the WI Council of Churches and the WDHS (WI Department of Health Services), along with the continuing advice of Sue Schmitz, our Parish Nurse, I promise you that we will do all that we can to keep everyone as safe as possible when in the church building. Our WI Conference Minister, Rev. Franz Rigert, wrote these words this week, "Thank you for observing the wisest health protocols for your context, despite the frustration they bring." It is our calling as followers of Jesus to love and care for one another in and outside of these brick walls.

Here is the story of how our "paths crossed." Some of you may not be acquainted with the Zoom platform on the internet by which people can see each other, face-to-face and talk to one another from the comfort of their homes or schools or offices. Although I know people who really do not like Zoom and never use it, I love it and have used it regularly! There was a WI Conference UCC Webinar on Zoom in mid-September with about 50 people from around WI. Barb Geiger, our Church Council President, and I were two of the people who attended. When the Webinar leader divided the group into random "break-out rooms" of four persons each, Barb and I ended up in a "room" together!

When we introduced ourselves, I mentioned that I was serving as Interim Pastor in Medford, WI and that the "the pastoral search" had begun. I had recently told the Medford Church Council that, if I found another church to serve as Interim before the Medford church found a Pastor, I would be "giving my notice." Barb took that "cue," called Rev. Jane Anderson, the NE Association Conference Minister, and asked her to get in touch with me. I was interviewed shortly after that, signed the contract and was licensed by the NE Association to serve Pilgrim UCC. I moved to Fond du Lac on Nov. 8<sup>th</sup>, 2021 believing that it was not a coincidence, rather a "calling" that has drawn us together in our mutual ministry.

Many thanks to everyone for your extravagant welcome! Stop in to say hello and chat awhile.  
My office hours are: M/T: noon-5; W-Th: 9:30-1:30 and by appointment;  
phone number is 715-351-0450 and email: believe417@gmail.com

Blessings of health and peace be with you,

*Pastor Mary Jo*

Pastor Mary Jo Laabs

### Council President Annual Report 2021

This past year was one of many changes, transitions, and updates along with continuing to operate during an ongoing pandemic. Our church profile continues to be listed on the UCC website and the search committee has been diligent in the search process despite it taking longer than anticipated. It is just the way it is these days. I learned (along with Avery) how much time and effort is involved with building updates and repairs along with transitioning to a new interim pastor. Thank you to everyone for their continued support, involvement, and flexibility during these challenging times. Below is a chronological listing of the major changes at Pilgrim in 2021 in reviewing my notes, the Quill and council minutes.

**January:** The annual meeting was held via an electronic format through the church's zoom account as activities/events are not open to in person gatherings. An amendment to the Constitution and By-laws was made to allow electronic meetings. We have a new council leadership including a new treasurer and assistants. Members now have the option to give offerings electronically via the Breeze software account. The Sunday service continues to be live streamed thanks to Neal's leadership along with help from Chris Frederick, Randy Stutz, and Matt Clementi.

**February:** Painting was completed in the front hall, cloak room, and the hall going from the offices down to the back door near the Pastor's Study. The office utilized by Karen, Sue, & Suzette was painted and the flooring, window shades & light fixtures are being replaced as well. Decluttering was done in various areas.

**March:** New wood bookshelves were placed in the education office and a new bulletin board was hung in the hall across from the administrative office. Both were made by members of Pilgrim. An emergency action plan was created by the membership & evangelism ministry and the information was placed around the church including in each pew. A new sound system was installed in the sanctuary thanks to Neal. A congregational meeting was held in a hybrid format to vote on some additional changes to the constitution & bylaws and present a proposal to replace the carpet in the entire church wing and the nursery.

**April:** Jill Barbeau announced her retirement to take place at the end of July after 11 years of service as our administrative assistant. Educational activities & family fun nights continue to be virtual and well attended.

**May:** In person worship service has begun since pandemic started.

**June/July:** Cathy Drew was hired as our new administrative assistant upon Jill's retirement. The first phase of the new carpet was installed in the narthex, lounge, offices, hall, and nursery.

**August:** The Quill is now primarily delivered electronically via email. It is also on the church website. A successful outdoor family fun night was held after a year's absence. Pastors Richard & Peggy submitted their resignation notice.

**September:** The new carpet was installed in the sanctuary with additional sound outlets added. A new Sunday School curriculum was planned.

**October:** We said farewell to Pastors Richard & Peggy. Parking lot repair & maintenance completed.

**November:** A take out only Ham dinner was a success. We welcomed Pastor Mary Jo Laabs as our next interim minister.

**Pastor's Statistical Records for 2021****Membership**, December 31, 2020: 238**Confirmation**, no one confirmed in 2021There are three Confirmands  
who will be confirmed in 2022.**Sacrament of Baptism:**Madelyne Grace Seibel August 15, 2021  
Rev. Richard Fehen**Moved to Inactive list:**Rachel Caulfield  
Julia Clementi  
Hannah Connor  
Hannah Dahlke  
Brett Dille  
Blane Dille  
Skye Henderson  
Michael Michler-Hendren  
Kayla Michler-Hendren  
Total: -9**Average Attendance** since May 2021,  
when we opened to in-person worship.May: 38  
June: 31  
July: 38  
August: 35  
September: 46  
October: 47  
November: 60  
December: 54**Moved to Active List:**Bob and Jane Flaherty, December 20, 2021  
Gary and Judy Burton, December 20, 2021  
Total: 4+**Transfer In:**

Mary Jo Laabs. Total: +1

**Removed from Rolls:**Janet Vermeer  
Sharon Menger  
Total: -2**Funerals and Memorials:**Phyllis Schmidt, DOD: August 24, 2021  
Marian Schneider, DOD: Sept 28, 2021  
Dr. David Lawrence, DOD: October 3, 2021  
Pete Tadych, DOD: November 5, 2021;  
Service: November 14, 2021  
Catherine Krail, DOD: December 19, 2021  
Service: January 22, 2022  
Total: -5**Total loss in Membership: 16****Active Church Membership**

on December 31, 2021: 227

## Christian Education/ Sunday School Director Report 2021

As the new program year began in September 2021, we recognized a few things.....we had several families that were still not comfortable returning to in person Sunday school classes and our Sunday school numbers had decreased for a few reasons. One was that we had confirmed 6 young people the year before which reduced the number of students we would have in our 6<sup>th</sup>-8<sup>th</sup> grade class and then we had several that we had tried to contact and had just not received any contact back from them. With that being said, it was decided that this year we would move our program to a one room Sunday school class with the exception of keeping the 6<sup>th</sup>-8<sup>th</sup> graders in their own class.

We have a possible 24 children and youth that could attend classes and have been averaging approximately 11 students at this time.

We did not do our traditional Pancake breakfast on rally day due to Co-vid restrictions, but rather offered individually wrapped muffins along with juice and fruit.

Earlier in the year (January 2021) we were still not meeting in person but Karen kept in touch with families through snail mail, emails and sent out Lenten packets to all families with activities that could be done at home.

With thanks to MANY members of the congregation, the Christian Education and Parish Nurse's office was redone. Many people helped from both the CE ministry as well as others to go through much of the older stuff that had been stored in the office and a lot of purging was done.

We continued to offer a few occasional monthly Family Fun Nights while we were unable to meet in person but these had low participation (many parents said their children were just "zoomed out").

During the summer, church camp was offered and 2 youth attended Pilgrim Center and were given scholarships.

We held our August Family Fun Night open to the community in August with some changes (no bounce house, hand sanitizer at each game offered and packaged snacks), but still had a great turnout of 89 people, 45 of whom were not affiliated with Pilgrim.

Also in August we held a Jr. and Sr. High youth group event starting with pizza and conversation at church and then an evening of fun and fellowship at Fondy Sports Park. We had 11 youth participated (several were friends of our Pilgrim youth).

Gary Ring and Tracy Abler provided another youth group event in October at the church with supper being served, a scavenger hunt, and pumpkin carving. 5 youth attended this event. At this time we do not have a youth group staff person in place as the committee (along with church council) felt that it was important to secure a permanent Pastor who may have ideas of the direction they will want to go in regards to our youth group.

The Sunday school chose 2 organizations to give the birthday dimes to (this had not been done since Covid began). One organization was Sleep in Heavenly Peace and they received a check in the amount of \$309.06 and the other was Project Linus who received \$300.00.

Since the re-gathering of Sunday school classes we are again trying to offer a monthly family fun night activity. In October we held an intergenerational tie blanket making event and 19 people attended. Then in November we offered a make and take craft night and had 26 people participate.

In December we offered a simpler version of a Christmas program as we were still not singing in church and our participation numbers were low. The children presented the tie blankets made in October around a manger to represent the warmth and love they are giving to our community just as Jesus was wrapped in love so many years ago.

## ANNUAL REPORT EVANGELISM AND MEMBERSHIP MINISTRY

### PUBLICITY

With the help of Rev. Feyen, we did some advertising for Christmas 2020 on Facebook with a good return of posts, interest and likes. Randy Stutz learned how to do the FB posts and did some advertising for the Easter season. We plan to do more advertising in this manner in 2022, so increased our budget request to \$800.

### MEMBER LIST

We reviewed the list of young adults who remained listed with their parents to determine if they wanted to become individual members, be placed on the inactive list or to withdraw their membership. Twelve were removed from the member list, five are now listed separately, 3 elected to stay under their parents' names and 14 were placed on the inactive list. We are holding off on review of the member lists because of the difficulty in determining activity in the church during the pandemic.

Use of the nametags is on hold due to pandemic advisories.

### MEMBER SAFETY

Avery developed a map of the church with emergency equipment denoted and directions for what to do in case of various emergencies. He had the print-outs laminated and they have been placed by each phone, in Sunday School rooms and in the backs of the pews.

The locations and upkeep of various emergency items was reviewed and arrangements were made to recheck batteries, etc on a regular basis. A trauma kit was ordered and placed in the kitchen.

### PRIDE PICNIC

Along with Pastors Richard and Peggy we participated in the Pride Picnic held at Lakeside Park on June 27. We manned a small booth and had numerous visitors. We handed out brochures about Pilgrim UCC.

### WELCOME CENTER

Randy has been making lists for greeters since we resumed in-person services in May. Sue has been assisting with keeping the visitor folders up to date.

### HEALTH MINISTRY

Sue Schmitz joined E&M ministry following Avery's move to Property and Maintenance. She has been in contact with the County health department to help guide Pilgrim's response to the pandemic. Blood pressures screenings have been on hold due to health concerns. We have considered having a COVID vaccine clinic held at Pilgrim, and the health department is aware of our availability, but have no immediate need.

Sue has continued to make phone calls and send cards.

### NEW MEMBERS

All members will continue in this ministry for 2022. There are several people who have expressed interest in becoming members. The list begun by Pastor Richard has been passed on to Pastor Mary Jo.

## PERSONNEL CHANGES

As mentioned earlier, Avery has left the E&M Ministry, Fran has become the Chair and Council Rep and we welcomed Sue to join the group.

## 2022 PLANS

We are beginning to look at becoming a WISE congregation which would involve welcoming people with mental health issues.

We hope to take part in the COMMUNITY event in February. It is being held virtually, so plans are still in limbo.

Fran Schmid, Chair

## Lay Life Annual Report 2021

Members are: Patty Minter, Kaitlyn Zick, Susan Roloff and Judie Behnke

Following COVID-19 health guidelines, we were able to provide cupcakes, beverage and flowers for Jill's retirement recognition. Card and gift card was also presented to her.

We also provided and served cookies and beverage for Helen's recital in July with good success.

August was the Family Fun Night that we all helped out with. Again, following health guidelines we all had a good time.

We were also part of the departure of the Reverends Feyen and they received a card and gift card.

All of the members are staying on and I appreciate that and all that they do. Hopefully, in 2022 we will be able to do more.

Blessings for a wonderful 2022.

Patty Minter - Lay Life Rep

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## Ham Dinner and Fall Fest 2021

This year's Ham Dinner and Fall Fest certainly looked a bit different from in the past. As you know, it was decided to offer a take-out only dinner minus the Bake Sale and Bazaar. What an awesome day we had. The day started early for those who came to work in the kitchen to start preparing the meal. What I, again, noticed was the fellowship that happens when gathered around whether peeling potatoes, mixing soups, preparing rolls and butter, etc. This is what community is all about and that is Pilgrim UCC.

We served 720 take-out dinners in 3 hours, WOW!!! What an accomplishment! This was new for us and with everyone's help, whether you donated cash, food items or your time working, we couldn't have done it without you. THANK YOU!

At the end, we took in \$15,046.90.

With sincere appreciation,

Randy Stutz



### Worship Ministry 2021 Annual Report

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

Our appreciation is sent to Donna Jost as she will be leaving the ministry at the end of the year. She has been a great help to the ministry for many years. She has other responsibilities within the leadership of the church at this time, which require a great deal of her time. Thank you Donna for all you do for Pilgrim.

As the worship ministry reflects on our year end, it perhaps goes without saying, WOW. Pilgrim worship services were done completely virtual until the end of April. The last Sunday of April we returned to in person worship. The turnout was small but we averaged 25-30 each Sunday initially. As time has gone by, we continue to increase our participation numbers. As of Sunday December 19, 2021 we had 73 participants in person.

As a ministry and a council as a whole, we speak endlessly about infection numbers, recommendations from the Wisconsin Council of Churches and local health department guidelines regarding COVID 19. We are all anxious to resume singing and wish the masks could be over, but at this time we continue to believe that these measures are what helps us maintain a healthy environment as much as we can. It is so important to remember that we as a church need to help provide a safe environment for the most vulnerable in our community and we have done a good job in not having a major virus outbreak in our church community. Let us maintain the course and hopefully we can reduce risks and in 2022 return to some of our familiar practices.

During 2021, Interim Pastor Richard Feyen led our worship services until October 15, when he and his wife, Peggy, decided they wanted to return to retirement full time. We have welcomed Pastor Mary Jo Laabs as our new Interim pastor. She began her service to us on November 8, 2021. We look forward to working with Pastor Mary Jo and offering her support in her ministry. We feel blessed to have her join us as she comes with some wonderful ideas.

Thank you to our music staff as they work to bring special music to our worship experience. We are blessed to have Helen Gilsdorf as our pianist/organist. Helen takes great care in choosing pieces of music to speak to the themes of our worship services bringing us even richer worship experiences. Her talents are appreciated by all!! Our bell choir continues to bring us beautiful pieces of music. They video taped their musical pieces for much of the year, but since the fall they have been performing in person during worship which has brought some normal feelings to worship. Zach Ball continues to work on special music pieces as he does not have the choir to direct at this time. We appreciate his energy that is put towards performing himself or arranging some others for special music pieces.

Appreciation is sent to our slide volunteers on Sunday morning: Chris Frederick, Matt Clementi, Randy Stutz, and Bill Burns. We welcome Cathy Drew as our new administrative assistant as she is working with Chris Frederick on the Easy Worship program, preparing the slides for Sunday Morning Service. This is very important work as we try to keep our use of paper down.

Words do not seem available to adequately "Thank" Neal Sieglaff for all he has done with our live stream worship service and all the upgrades with our AV equipment in our sanctuary. Neal indicated he has been blessed by a family of the church to help pay for the equipment we have in our sanctuary. Neal has gotten the cords hidden and cameras so organized you do not even realize they are in the sanctuary. If you have a moment to thank Neal, please do. Although he works for Pilgrim very quietly, it goes without saying that we are blessed to have his knowledge and skills at our disposal.

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Our church was blessed to receive a monetary gift to put new carpeting in the church, specifically the sanctuary. The new look is so fresh, clean and sharp, another reason Pilgrim is a great place to worship.

Blessings to all of you as we look forward to 2022

Respectfully submitted

Linda Stutz

## SCRIP Program

### 2021 Annual Report

Despite the ongoing COVID-19 pandemic, Pilgrim's SCRIP program continues to be in operation. Even though we have now returned to in person worship, it was decided that it would be best not to have people gathering around the SCRIP table in the narthex, in close proximity, visiting while waiting to get their SCRIP. With that being said, I have continued to sell SCRIP as people contact me. I am working with individuals or families wanting to purchase SCRIP through phone calls and emails, so SCRIP is still available. While at the time this report was due, end of the year amounts were not available. Please also note that this year Bobbie Flaherty has been working with Karen on a new monthly spreadsheet she put together to keep track of weekly sales and purchases.

Respectfully Submitted,

Karen Goodacre  
SCRIP Coordinator

### Stewardship & Finance 2021 Annual Report

The Stewardship and Finance Committee underwent major change for 2021, losing three members and gaining two new ones.

Throughout the year, the stewardship ministry tracked Pilgrim's income on a monthly basis, comparing the year-to-date results to expected income based on the budget and past years' income patterns. This comparison was presented in each edition of the Quill.

Electronic giving by text or internet was encouraged and promoted with the assistance of Treasurer Donna Jost. Each member was sent an invitation to open online access to their account in Pilgrim's Breeze Church Management system.

Statements of giving were sent to each member on approximately a quarterly basis.

Activities for fall "stewardship season" were:

- An email was sent to the membership each of the last four months of the year containing a stewardship "bulletin insert" prepared by the UCC.
- "Stewardship moments" were presented during worship as follows:
  - September 12 – Jim Thomas – Stewardship Overview
  - October 3 – Avery Geiger – Property & Maintenance
  - October 24 – Suzette Curtis – Adult Education
  - November 14 – Karen Goodacre – Christian Education and Scrip
  - December 5 – Ellen Sieglaff – A Personal Statement of the Importance of Pilgrim
- A stewardship letter was mailed to the membership in early December which included an Estimate of Giving form for members to use to plan their giving for 2022. Returned estimates are entered to the members' accounts so they can see how they are doing with respect to their plan when they receive reports.

The committee met on November 8 to prepare a draft 2022 budget for the church council to use in preparing its proposed budget for presentation at the annual congregational meeting in January.

Pilgrim's total income for the year 2021 was \$204,646. While this was less than budgeted income, it exceeded 2020 income by nearly 10% and covered 2021 expenses.

Stewardship and Finance Committee members for 2021 were Bayard Frederick, Ron McCreedy and Jim Thomas.

## Property & Maintenance 2021 Annual Report

I would like to do is thank Bill Burns, Dave Overbo, Jeff Siemers, Neal Sieglaff, and Pete Tadych for being dedicated members of the PM ministry. I would like to thank the past chairman, Tom Kirchhoff for his many years of service. I would like to thank Doug Baltz for the many hours he spends mowing lawn and edging sidewalks.

I hope you have noticed the many wonderful things have happened to the property over the last couple years. The walls from the main doors to the alley door have been painted. New carpeting has been laid. New audio and video equipment was installed. New furnishings have been acquired. The education office has been updated. Several exterior doors have been painted. The flower beds on the north side of the church have been revitalized, and a rodent infestation was addressed. The trees behind the garage were removed and the parking lot in front of the garage was replaced. Putting a number on it, I know of about 40 different improvements that were made or problems that were dealt with this year. And, I am sure other things were done I am unaware of.

So were did all the money come from to do this stuff? Well, it came from a combination of places. I apologize up front if I miss someone. The majority of the carpet cost was covered by the Wright memorial. The Thomas's donate audio and video equipment. The flower beds on the north side of the church were revitalized by Fran Schmid. Some of the painting was donated by the Spies. Book shelves were donated by Bobby and Tim Flaherty. Alliant Energy removed the trees. The Memorial Fund was utilized. The budget has a few thousand allocated for maintenance. Finally, the Building Fund was used to pay for a significant portion of the costs.

### Major Expense Summary:

\$39,500 – building improvements including flooring and painting

\$26,300 – parking lot repair

### Tasks completed:

Create thermostat schedule, weed and feed lawn, lawn mowing, leaf racking, sanctuary furnace repair, update lending policy, put bird barrier inside bells, repaired baptismal font, repair parking lot, install new thermostat in Fellowship Hall, removed trees on north side of big garage, replaced damaged handicap sign, new chairs in Narthex, de-calcify kitchen sink, clean and paint registers in sanctuary, install valley splash guard to gutter above alley door, calk alley door, northwest double doors needed adjustments, sanctuary doors adjusted, extended down spouts by office entrance, AED remounted, furnace filters, siding adjustment on garage, touched up scratches on interior wood doors, new bulletin board, mulched and de-tree north hedge, painted exterior door of small shed, painted interior and exterior of kitchen door, painted exterior door of AC room, plantings and weeding on north side of education wing, general weeding, replace outside bulbs for sanctuary stained glass, clean up and treat for mice in attic, repair ceiling in lounge, repair ceiling in narthex, replace door sweeps for mice, paint lounge, offices, narthex, hallway, education office, replace flooring in education office, clean up and treat for mice in education wing and kitchen.

Avery Geiger

## 2021 MEMORIAL FUND REPORT

<b>Starting Balance</b>	\$ 1509.09
Memorials Received	\$1235.00
Disbursements	\$ 399.96
<b>Ending Balance</b>	<b>\$2344.13</b>

**Memorials Received:**

- In memory of Norman Behnke
- In memory of Marion Ross-Weis
- In memory of Virginia Ressegieu, Catherine Krail's Sister
- In memory of Judy Stevenson
- In memory of Dr. David Lawrence
- In memory of Peter Tadych

**Disbursements:**

Chairs for Narthex    \$ 399.96

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

Committee Members: Barbara Geiger, Patricia Burns, Christine Frederick, Diana Hammer

## Trust Fund Annual Report 2021

Members

Bobbie Flaherty, Chair,  
Ben Roder, Brian Christian, Matt Clementi

Beginning Balance

Checking Account  
January 1, 2021                   \$468.09

## United Church Foundation Balanced Funds as of September 30,

Shares	85,259.0442
Share Price	14.2236
Book	311,814.81
Market Value	1212690.54

United Church Foundation Balanced Funds as of September 30,  
(Maintenance & Capital Fund)

Shares	1,552.4155
Unit Price	14.2200
Book	11,200.00
Market Value	22,080.94

Income

## United Church Foundation Balanced Fund Distribution

4 <sup>th</sup> QTR 2020	\$2023.61
1 <sup>st</sup> QTR 2021	\$2805.45
2 <sup>nd</sup> QTR 2021	\$3666.22
3 <sup>rd</sup> QTR 2021	\$3355.80
Total	\$12,031.08

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

4 <sup>th</sup> QTR 2020	\$40.12
1 <sup>st</sup> QTR 2021	\$51.08
2 <sup>nd</sup> QTR 2021	\$66.76
3 <sup>rd</sup> QTR 2021	\$61.10
Total	\$219.06

### Distributions 2021

Organization	2021
Pilgrim UCC (30% Trust Fund to Council)	\$ 3,609.32
Pilgrim UCC Maintenance and Capital	\$ 219.06
St Vincent DePaul Society (Katherine Drexel Homeless Shelter)	\$ 1,000.00
Fond du Lac Food Pantry	\$ 1,000.00
Salvation Army	\$ 1,500.00
Mahala's Hope	\$ 500.00
Solutions Center	\$ 1,000.00
Back Bay Mission	\$ 474.43
Feed America NE WI	\$ 500.00
NAMI	\$ 500.00
UCC Christmas Fund	\$ 500.00
UCC Disaster Relief Fund	\$ 415.42
Chegwin Children's Fund	\$ 500.00
Boys and Girls Club of FDL	\$ 500.00
<b>Total Monies Distributed in 2021</b>	<b>\$ 12,218.23</b>

As of November 30, 2021 the balance of the Trust Fund Checking account was \$3000.

The following checks are outstanding:

Feeding America (690) \$500.00

NAMI (693) \$500

Salvation Army (694) \$1000

UCC Christmas Fund (697) \$500

The Trust Fund Committee met twice in 2021 to determine where funds should be distributed.

Annual Report Submitted by Bobbie Flaherty



Pilgrim United Church of Christ  
Fond du Lac, WI 54935  
Audit Committee Report for Year 2021

On Wednesday, January 12, 2022 at 5:30 PM the audit committee met with Church Treasurer Donna Jost, Karen Goodacre, and Patti Burns (with Linda Stutz present remotely for the Scrip portion) for the purpose of reviewing financial transactions for the year 2021. The records of the General Fund, Memorial Fund, Trust Fund and Scrip were presented and reviewed.

#### General Fund

Records were reviewed and discussed with the Treasurer who resolved all questions to the satisfaction of the Audit Committee. Samplings of payments, deposits, and bank statements were reviewed. An occasional payment was made where a receipt was missing or a payment request form lacked a signature. None of these transactions were inappropriate and the committee found the records to be in good order.

In discussing procedures with the Treasurer, the committee recommended that, to the extent practicable, the person reconciling a given month's bank statement should be a different person than the person who signed checks that month.

The committee was unable to establish how or by whom asset allocation is made in the investment account. The committee recommends that this responsibility be clearly designated.

#### Scrip

Karen Goodacre presented the records of the Scrip program, including the statements and check register. She also explained the current procedures for managing this complex project. Since the last audit, Avery Geiger has built a spreadsheet that Karen and Bobbie Flaherty use to track changes in the inventory of cards at the end of each month. The records of the Scrip program were found to be in good order and the spreadsheet procedure serves a key role in determining the gain to Pilgrim realized from Scrip sales. By adding the balance in the Scrip checking account to the inventory of cards (at cost) at the end of a period and subtracting the total of checking and inventory at the start of the period, the gain (or profit) is determined.

The Audit Committee recommends that at each year end, the gain be calculated and that amount be transferred from Scrip checking to the general Pilgrim checking account and be recorded as income to the church in the Statement of Activities. The starting point for calculating the subsequent year gain should use the Scrip checking balance after this transfer.

The Audit Committee commends and thanks Karen Goodacre, Linda Stutz, Bobbie Flaherty, and Avery Geiger for the time and effort they have expended to maintain this program and realize this income for the church.

#### Trust Fund

Donna Jost presented the records of the Trust Fund in place of Bobbie Flaherty who was out of the area. The yearend bank statement and December cancelled checks were reviewed. The records were found to be in good order.

#### Memorial Fund

Patti Burns presented the records of the Memorial Fund. She explained she had discovered a \$50 discrepancy due to a deposit error and is in the process of remedying it. There was one disbursement from the fund which was well documented.

Respectfully submitted,

Pilgrim Audit Committee:

Randy Mittelstaedt, Weldon Peterson, Jim Thomas (Stewardship and Finance Committee Chair)

## Pilgrim United Church of Christ

## Dedicated Accounts

December 31, 2021

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
<b>DEDICATED FUNDS</b>						
87 Building Fund	34,266	30	0	329	30,429	4,166
97 Environmental Projects	4,011	0	0	0	0	4,011
75 Funeral Lunches etc.	1,510	0	0	100	56	1,554
108 Handbell Maintenance	1,146	0	0	0	0	1,146
15 Fair Trade Coffee Inventory	23	5	0	890	627	285
63 Youth Mission Trip	3,480	0	0	0	0	3,480
84 Pine Ridge Mission Trip	804	0	0	0	0	804
74 KIVA	100	0	0	0	0	100
61 Pastor's Discretion	476	200	0	200	110	566
71 Pastor's Sabbatical	13,643	0	0	0	0	13,643
13 Sabbatical Congregation Support	1,270	0	0	0	0	1,270
34 Prepaid 2021 Pledges	0	0	0	0	0	0
150 Prepaid 2022 Pledges	0	1,500	0	1,500	0	1,500
90 Wright Fund	30,871	0	0	0	30,871	0
146 Technology Donations	85	0	0	3,700	76	3,710
<b>DEDICATED FUNDS Totals:</b>	<b>91,685</b>	<b>1,735</b>	<b>0</b>	<b>6,719</b>	<b>62,169</b>	<b>36,234</b>
<b>OUTREACH APPEALS</b>						
127 Blanket Sunday	0	0	0	800	800	0
128 Christmas Fund (Vets. Cross)	0	0	0	0	0	0
77 Disaster Relief	500	0	0	100	600	0
72 Bible w/ Bagels Offerings	381	0	0	0	0	381
131 Neighbors in Need	0	0	0	0	0	0
132 One Great Hour of Sharing	0	0	0	0	0	0
67 Strengthen the Church	0	0	0	0	0	0
133 Special Appeals	50	0	0	0	0	50
62 Alternative Gift Fair	0	1,735	0	1,735	0	1,735
89 Birthday Coins	339	0	0	280	609	9
<b>OUTREACH APPEALS Totals:</b>	<b>1,270</b>	<b>1,735</b>	<b>0</b>	<b>2,915</b>	<b>2,009</b>	<b>2,176</b>
<b>TEMPORARY CUSTODY</b>						
134 Trust Fund	4,993	0	0	3,609	0	8,602
110 Memorial Fund	0	0	0	0	0	0
<b>TEMPORARY CUSTODY Totals:</b>	<b>4,993</b>	<b>0</b>	<b>0</b>	<b>3,609</b>	<b>0</b>	<b>8,602</b>
<b>Total for selected dedicated accounts:</b>	<b>97,947.67</b>	<b>3,470.00</b>	<b>0.00</b>	<b>13,242.65</b>	<b>64,177.87</b>	<b>47,012.45</b>

## Pilgrim United Church of Christ

# Statement of Activities

## Including Proposed 2022 Budget

December 31, 2021

Account Shortcut and Description	Dec.				
	2021	2020	2021	2021	2022
	YTD Actual	YTD Last Year	YTD as % of Annual Budget	Annual Budget	Next Year Annual Budget
<b>Income</b>					
<b>OFFERINGS</b>					
8 Donations General Fund	183,406	164,130	97	189,080	180,000
10 Sunday Cash	869	293	58	1,500	1,500
17 Sunday School Income	124	94	49	250	250
OFFERINGS Totals:	184,398	164,517	97	190,830	181,750
<b>OTHER INCOME</b>					
12 Wedding & Rent	300	210	75	400	300
80 Investment Earning & Expense	2,211	2,452	98	2,245	2,500
11 Fall Festival Income	15,047	10,588	88	17,127	15,000
14 Scrip Income	6,612	4,020	165	4,000	3,500
100 Rummage Sale Income	75	2,692	3	3,000	2,500
16 Misc Income	368	2,103	25	1,500	1,000
OTHER INCOME Totals:	24,613	22,065	87	28,272	24,800
Income Totals:	209,011	186,582	95	219,102	206,550
<b>Expense</b>					
<b>MISSION DISBURSEMENTS</b>					
32 Our Church's Wider Mission	10,500	10,000	100	10,500	10,500
<b>PASTORAL COMPENSATION</b>					
18 Pastor's Salary	39,391	42,241	93	42,242	41,520
19 Housing Allowance	22,349	24,693	91	24,692	21,957
20 SocSec Allowance	5,059	5,545	91	5,545	5,058
21 Pension & Annuity	9,301	7,145	92	10,147	6,763
22 Clergy Health Insurance	7,929	14,926	63	12,593	8,329
85 Clergy Dental Insurance	0	328	0	0	0
23 Life/Disability Insurance	0	2,522	0	1,043	500
PASTORAL COMPENSATION Totals:	84,029	97,399	87	96,262	84,127
<b>STAFF COMPENSATION</b>					
38 Office Manager	13,064	11,260	103	12,731	17,680
55 Youth Ministry Director	0	920	0	4,000	3,000
41 Sunday School Director	8,020	8,355	73	11,012	11,012
28 Adult Ed Coordinator	10,795	10,477	100	10,795	10,795
27 Church Organist	9,241	9,900	92	10,011	10,011
112 Choir Accompanist	70	1,540	4	1,632	1,224
68 Vacation Organist	535	135	89	600	750
29 Choir Director	2,748	2,747	100	2,748	2,748
86 Vacation Pulpit Supply	1,195	480	93	1,280	2,040

Account Shortcut and Description	Dec. 2021	2020	2021	2021	2022
	YTD Actual	YTD Last Year	YTD as % of Annual Budget	Annual Budget	Next Year Annual Budget
2 Child Care - Nursery	0	45	0	500	250
52 Custodian	1,951	2,612	41	4,764	3,120
42 Social Security Employer Share	3,355	3,484	76	4,414	4,329
<b>STAFF COMPENSATION Totals:</b>	<b>50,974</b>	<b>51,955</b>	<b>79</b>	<b>64,487</b>	<b>66,959</b>
<b>PROGRAMS</b>					
26 Worship Expense	1,973	1,974	66	3,000	2,250
76 Handbell Maint	0	500	0	0	500
24 Christian Ed - Child & Youth	1,641	917	41	4,000	3,000
91 Christian Ed - Adult	2,324	1,413	116	2,000	2,000
25 LayLife & Leadership	47	43	16	300	300
81 Stewardship & Finance	0	0	0	200	150
147 Online Giving Fees	654	0	0	0	750
30 Christian Outreach	(35)	110	(35)	100	100
31 Membership & Evangelism	469	184	94	500	800
65 Health Ministry Supplies	0	0	0	337	300
94 Coffee, Refreshments, etc.	44	285	9	500	300
<b>PROGRAMS Totals:</b>	<b>7,116</b>	<b>5,426</b>	<b>65</b>	<b>10,937</b>	<b>10,450</b>
<b>ADMINISTRATION</b>					
149 Pastor's Moving Expense	2,500	0	0	0	0
36 Pastor's Auto Expense	34	0	3	1,000	0
141 Pastor's Books, Resources & Cont Ed	0	0	0	1,000	0
48 Pastor's Sabbatical	0	0	0	0	0
39 Staff Auto Expense	0	0	0	100	0
43 Office Supplies	2,276	1,305	152	1,500	2,250
44 Postage	1,332	1,689	89	1,500	1,500
45 Telephone	960	960	96	1,000	1,000
46 Delegate Expense	0	0	0	200	200
35 NE Association Dues	824	837	93	882	850
66 Computer Software	3,284	2,466	131	2,500	3,000
49 Misc Expense	1,147	793	382	300	300
<b>ADMINISTRATION Totals:</b>	<b>12,356</b>	<b>8,049</b>	<b>124</b>	<b>9,982</b>	<b>9,100</b>
<b>PROPERTY &amp; MAINTENANCE</b>					
50 Utilities (Elect, Gas & Water)	5,665	4,553	113	5,000	5,750
51 Insurance (Prop, Liab & WkCmp)	5,804	5,247	89	6,500	7,100
53 Custodial Supplies	145	416	18	800	800
54 Snow Plowing	2,901	1,956	97	3,000	3,000
58 Copier Maint	526	467	86	612	612
99 Copier Amortize	2,222	2,222	100	2,222	2,222
59 Repairs & Maint	7,826	16,527	391	2,000	3,000
60 Recycle & Waste Disp	3,302	1,369	110	3,000	3,500
<b>PROPERTY &amp; MAINTENANCE Totals:</b>	<b>28,391</b>	<b>32,757</b>	<b>123</b>	<b>23,134</b>	<b>25,984</b>
<b>OTHER EXPENSE</b>					
82 Fall Festival Expense	4,421	282	116	3,800	4,200
145 Pastoral Search	850	184	0	0	1,500
<b>OTHER EXPENSE Totals:</b>	<b>5,271</b>	<b>466</b>	<b>139</b>	<b>3,800</b>	<b>5,700</b>

Account Shortcut and Description	<i>Dec.</i> <b>2021</b> YTD Actual	<b>2020</b> YTD Last Year	<b>2021</b> YTD as % of Annual Budget	<b>2021</b> Annual Budget	<b>2022</b> Next Year Annual Budget
Expense Totals:	198,637	206,053	91	219,102	212,820
Income - Expense:	10,374	(19,471)		0	(6,270)



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## 2021 Annual Report of the Conference Minister



*"Surely there is a future, and your hope will not be cut off."*

*Proverbs 23:18*

I recently came across this little gem of a proverb, which serves as a daily reminder that the future of the Church is less about the agility of our religious institutions and more about the movement of God's Holy Spirit in our midst. Our hope is rooted not in the preservation of structures and former ways, but in our trust that God's transformational grace is doing a new thing among us. Through Christ, we are empowered to make a profound difference in this world.

Despite the challenges posed by nearly two years of the COVID-19 pandemic, **Our Church's Wider Mission** continues to bring goodness and hope to a broken and fragile world. No sooner had we begun to anticipate a reprieve, than the omicron variant began spreading like wildfire. Yet, as one pastor put it, "Our congregation has advanced technologically two decades in two years!" By and large, our congregations have stuck together as the *body of Christ*, continuing to carry out incredible local missions, and providing tender congregational care and rich spiritual nourishment. Beautiful stories of adaptation and innovation abound!

Our Conference mission – **connecting, equipping, supporting and resourcing local congregations and leaders** – provides a strong witness to our UCC family throughout Wisconsin, as we guide congregations through searches and tensions, visioning and stewarding. 2021 presented the Conference field staff with an extraordinary volume of pastoral transitions. The Great Resignation has affected our pool of available ministers, and we have worked diligently to provide pastoral coverage by using retirees, student ministers, licensed pastors, and pulpit supply lay people. By the grace of God, we have kept pulpits filled with no pastors to spare.

The **Wisconsin Foundation of the United Church of Christ** has been a great investment vehicle for several congregations, and we continue to offer stewardship training and legacy planning. We are also working hard to cultivate additional Conference revenue streams that will secure this mission for years to come.

We've launched an online learning initiative called the **Damascus Project**, and we celebrate this new iteration of the Lay Academy as a way to widen our reach and expand our programming to include deeper faith formation for lay people, training for those who seek authorized ministry, and continuing education courses for clergy.

**United Church Camps, Inc.** has endured two challenging COVID years, but is well positioned for a robust post-omicron 2022. The renaming of Pilgrim Center – it's now Daycholah, the indigenous name for Green Lake – was a remarkable expression of respect for those who first lived along those shores.

Several energetic **Justice Working Groups** are resourcing local congregations' work around climate change, racial equity, indigenous justice, immigration, peace, sexual violence, and LGBTQ+ advocacy.

Finally, it is a remarkable gift to work alongside such talented and joyful **Conference staff** colleagues! In 2021 we celebrated the retirement of longtime Communications Director Deb Simon, and welcomed semi-retired journalist Mark Baldwin in a halftime communications capacity. In late fall we bid farewell to the Rev. Lorraine Cenicerros, who was called to be the new Kansas-Oklahoma Conference Minister. This morning we extended a call to a very promising new ACM for our southern region! Finally, I want to thank you for the prayers and love many of you have expressed to the Rev. Rob MacDougall, whose beloved wife Wendy continues chemo treatments. The circle of love is a powerful thing.

Submitted with steadfast hope,

The Rev. Franz Rigert  
Conference Minister

*You can also download this report:*

[Conference Minister's 2021 Annual Report \(PDF\)](#)

[Conference Minister's 2021 Annual Report \(Word\)](#)

## **April 2021 Associate Conference Minister Report Wisconsin Conference UCC Serving the Northeast and Southeast Associations**

Greetings Sisters and Brothers in Christ,

I am grateful for your ministry as the Body of Christ in each of your settings in our Northeast and Southeast Associations. You all have done amazing ministry in this pandemic, which we are continuing to live through, adapting in necessary ways to Be the Church in unprecedented times. You continue to shine the light of God's love and grace in some of the darkest places of our world and bring hope to those most in need. I am grateful for your justice seeking witness and work and for the incredible ways that you encourage, support and uphold one another in ministry. Thank you for continuing to Be the Church in Body and in Spirit. I am privileged to continue to serve as your Associate Conference Minister. I also, have learned how to adapt to new ways of resourcing and serving our clergy and churches.

My travel came to an abrupt halt in March when we all went into lockdown. Zoom meetings became a new normal. I've continued to lead churches in transition, welcome new clergy, say farewell to clergy all virtually. I've gone to churches to record worship services, ecclesiastical councils, ordinations, installations and services of farewell. I've worked on resourcing our clergy and churches, our Community of Practice Facilitators and our Conflict Transformation Team with information, knowledge and counsel needed for the multitudinous decisions needed in the process of adapting to living through this time. And I've tried to maintain open communication throughout. In the coming year there will be more transition, but we continue to adapt and move forward. Thank you for all your prayerful support and encouragement as we adjust to new ways of working together to resource you the ministry of Christ's church.

### **Transitions**

In the last year, I've worked with 29 churches in transition—15 in SEA and 14 in NEA. We currently have 15 churches in transition—6 in SEA and 9 in NEA. We currently are in need of interims as a number of our churches are being served by pulpit supply until an interim can be found. I am grateful to be a guide and resource for our churches in the search and call process. I am also grateful to welcome new colleagues to our association and conference.

### **Shared Ministry**

This past year we've have a number of our churches move toward Shared Ministry, sharing a pastor(s) in two or more churches. This has become a trend as church membership declines and the pool of candidates seeking to serve in a part-time position shrink. Additionally, some of our churches already doing shared ministry are considering mergers.

**Conflict Transformation Team** This team is trained by Lombard Mennonite Peace Center who continue to be the gold standard for this ministry. This past year the Conflict Transformation Team offered two workshops, both online opportunities. Both events were deeply appreciated by those in attendance and led to the team doing work with several of our churches.

The teams are actively working with our churches in our associations. We have received some great feedback on their work. They will be available to help our churches as needed, along with the supervision and support of Sandbur Associates. I continue to resource and provide leadership for this team. We added three new people to this team last year and will add 2 more this year. We had two resignations in the last year but are just now welcoming two new people to serve the team, one from NEA and one from NWA. The team has been doing great work at resourcing one another across association lines, which is very helpful.



### **Unified Fitness Review Team**

The UFRT team continues to do Fitness Reviews. One of the learnings was we needed more people to help, especially on the Response Team conducting interviews. The Unified Fitness Review Team has done 2 Fitness Reviews in the last 12 months.

We will continue to do yearly trainings for this group as terms expire and new people are needed. Also, as we continue in this ministry, we find there are new learnings, insights and best practices to gain from those doing this work across the denomination. MESA has been extremely helpful in helping to lead our trainings and continuing to resource us in the midst of reviews. I am grateful for their ministry.

### **New Manual on Ministry**

The MESA (Ministerial, Excellence, Support, and Authorization) Team in conjunction with a working group of clergy and lay people throughout the nation completed a new Manual on Ministry in fall of 2018. We in the Wisconsin Conference UCC have made some determinations about how we can live into these new models and understandings while offering valuable feedback to MESA. The rollout will be accomplished in thoughtful, measured ways, especially as it pertains to those who choose to pursue ordained ministry in a non-traditional route. We are very grateful to the work of the Damascus Project and how their work is of great help to us on the Commission of Ministry. In particular, Sandy Graham's work on a matrix of the marks for ministry and creating a rubric for outcome-based learning has helped all of our COM's create better learning covenants for our MID's. The Commission is proposing a Unified MID Assessment Team to assist Committees on Ministry in their work with MID's. The Commission is also proposing several options for how we live out the mandate for all clergy to receive antiracism training. This year, the Boundary Training for Clergy, was made available online through a partnership we created with Convergence. This year we are hoping to expand that opportunity to offer Boundary Training with specific emphases—retirement, chaplaincy, etc.

### **Communities of Practice**

This program continues to grow. We now have 25 groups in the Conference. This year we added groups for interims, MID's and a group in the northern most part of the state and our program continues to grow. We brought in Rev. Claire Bamberg from the Southern New England Conference to do some training on Trauma. We also offered training based on Susan Beaumont's book and workshop, "How to Lead When you Don't Know Where You're Going."

### **A Word of Gratitude**

I am grateful to work with such a talented, creative, devoted staff in the Wisconsin Conference. Each Wisconsin Conference staff member is exceptional and strives to make our common life better in every way. I'm grateful to my clergy colleagues across the conference who are both talented and skilled for this ministry in challenging times, especially during this pandemic. It is my pleasure to serve alongside you in mission and ministry.

Respectfully and joyfully submitted,

Rev. Jane B. Anderson  
Associate Conference Minister for Wisconsin Conference  
Serving Northeast and Southeast Associations