

PILGRIM UNITED CHURCH OF CHRIST

2022

**ANNUAL
REPORT**



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

ANNUAL REPORT FOR 2022

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Pilgrim United Church of Christ

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January 10, 2023

Dear Members and Friends of Pilgrim Church:

We are inviting you to the Annual Congregational Meeting of Pilgrim United Church of Christ on Sunday, January 29, 2023 following our 9:00AM worship service.

Again, 2022 brought some major changes and transitions. The Council President's Report looks back over the year to summarize most of these significant events, so please review.

Pilgrim continues to do well and be a truly inclusive church, open to all. We are so fortunate to have Pastor Rob bringing his energy and vision to lead us. Also, the exceptional dedication of our members and staff.

Copies of the Annual Report Booklet will be available to you as follows: Via the weekly e-news, hard copies 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 30, 2022
- Presentation and Approval of Ministry/Committee Members
- Presentation and Adoption of the 2023 Operating budget
- Approval of the Audit Committee Report
- Approval of the 2022 Annual Report
- Any New business
- Recognitions
- Adjournment

We look forward to seeing you there.

Peace,

Barb Geiger
Council President 2022

Patti Burns
Council President 2023

Rev. Rob Van Ess
Pastor & Teacher

**PILGRIM UNITED CHURCH OF CHRIST
CONGREGATIONAL MEETING**

1/30/2022

Via Zoom

Barb Geiger - President welcomed the members and established there was a quorum present with 27+ members present.

Instructions on how to provide information, ask questions or vote on Zoom were explained.

Pastor Mary Jo opened with a prayer.

1. March 2021 Congregational Meeting: Adoption of the minutes from the March 2021 meeting were accepted as written and will be kept as a reference and summary with unanimous consent as there were no questions or objections.

2. 2021 Annual Report: The Annual report (attached) was sent to members and some hard copies were available in the Narthex.

Updates of positions in council and committees. The President, Vice President, Treasurer and Secretary will remain the same as their terms are not up until 2024.

Peg Bradley will be added to the Adult Education committee and removed from the constitution review committee.

Changes to be made will be the listing of the officers, the changes with Peg Bradley, dates to be changed as to terms and the addition of a Personnel Committee (current members are Patti Burns and Wendy Ellison).

There are also additional openings on the following committees;

Stewardship and Finance, Nominating Committee, and Personnel. Please prayerfully consider becoming a member.

With no questions or objections, and amended report the Annual report was accepted by unanimous consent.

3. Operating Budget: Thank you to the Stewardship and Finance Committee members (Jim Thomas, Ron McCreedy, Bayard Frederick, and Donna Jost-Treasurer) for all the hard work and getting the budget completed as well as the audit.

Our budget is a deficit budget. Originally the 2022 budget was set with a \$6000 deficit, 2020 ended with a \$19,000 deficit last year, 2021 had a >\$10,000 surplus. With that being said the 2022 budget will not have a \$6000 deficit as we the income was higher than the income was first developed.

Jim Thomas also explained that after review of the budget and expenditures the 2020 fiscal year actually ended closer to breaking even than a \$19,000 deficit.

The Church Council also decided to maintain a budget line for a Youth Minister and keep the position so if it is possible to again have this position active, the monies are available and the position can be filled.

With no questions or objections the Operating Budget was accepted by unanimous consent.

4. Financial Audit: Jim Thomas led the 2021 audit. Thank you Jim and the committee for completing and reporting on this. With no objections or questions the 2021 Audit is accepted by unanimous consent.

5. Approval of Annual Report: With no objections or questions the complete amended 2021 Annual Report was approved by unanimous consent.

6. New Business: Sue Schmitz presented an explanation of a program with the name WISE. This is similar to our church being identified as an Open and Affirming church for the LGBTQ community. WISE stands for Welcoming, Inclusive, Supportive, and Engaged when it comes to the community members who deal with mental health issues. There is a process to be identified by the UCC as a WISE church.

Linda Stutz shared how there are individuals who are part of her day programming at the mental health center who have come to church at Pilgrim and already feel very welcomed and enjoy how members engage with them.

Sue Schmitz made a motion to begin the process of becoming recognized as a WISE Church, Neil Sieglaff seconded the motion. The members in attendance at the annual meeting voted affirmatively to begin the process and it was accepted and approved with unanimous consent.

Barb Geiger wanted to recognize Neal Seiglaff for his phenomenal dedication to filming, recording of services and all the maintenance of all of the equipment. Thank You Neal!!

Gary Ring wanted to recognize Barb Geiger for leadership and hard work as well as all her support as Church Council President.

Karen Goodacre wanted to recognize Gary Ring and the Search Committee for all they have done in finding a candidate for the new Pastor.

The meeting adjourned at 10:48 AM.

Respectfully submitted by Wendy Ellison, Council Treasurer.

**PILGRIM UNITED CHURCH OF CHRIST
CONGREGATIONAL MEETING
2/13/2022**

Barb Geiger announced there was a quorum present with members on-line and in person in the sanctuary at 10:10AM, with 70 persons counted. We needed 23.

Peg Bradley opened the meeting with a prayer.

Gary Ring, Chairman of the Pastor Search Committee, shared with the congregation the process of reaching the decision as to offering a call to Pastor Rob Van Ess. The process started in September of 2020 with the inception of a Church profile which was a 33-page profile and it was completed in December of 2020. The Search Committee met weekly electronically. By January 2021 there were 18 profiles that the committee went through and picked 4 which to interview. By March 2nd, interviews were completed which led to a call to one of the candidates. Unfortunately, this candidate withdrew after prayerful reconsideration. The Church profile was refurbished and 22 additional possible candidates responded. In October another candidate was offered the opportunity to visit Pilgrim but following the visit declined and withdrew their application.

After review of a few more applications and reading their profiles, it was evident that Pastor Rob would be a great candidate to follow up with. Pastor Rob came to Pilgrim in December of 2022 to visit the church, meet the call committee and tour the church and learn about Pilgrim. Pastor Rob also presented a mini-service to the Call committee. It was evident to the call committee that Pastor Rob was enthusiastic about the opportunity. It was decided after this visit that Pastor Rob fit in best with Pilgrim's mission, beliefs of the faith, the congregational needs, and future endeavors. Two days after this a call was made to Pastor Rob Van Ess. Pastor Rob was very enthusiastic and plans were made for him to come for a candidate weekend and present a service to the church.

Also discussed were costs included in the call process as well as some of the restrictions as to what questions can and cannot be asked.

Tracy Abler discussed how Pastor Rob checked the 'boxes' for Pilgrim UCC as well as Pilgrim checking his 'boxes' as to a church home.

The meeting was open to any questions for the Call Committee.

No Questions from the congregation.

Barb Geiger went over the call agreement in matters of the financial aspects of the call to Pastor. This financial agreement was a template which was provided by the Wisconsin Conference, Pastor Jane Anderson.

This was opened to questions. There were no questions.

Jim Thomas made a motion to extend the call to Pastor Rob Van Ess as the pastor to Pilgrim UCC; Karen Goodacre seconded the motion.

Voting took place according to the bylaws by members present both in person and electronically via zoom. There were 62 votes. After the voting was tabulated, the results were: 62 votes in favor of extending the call to Pastor Van Ess; 100%!!!

The call was extended to Pastor Van Ess. He enthusiastically accepted the call!

The next step will be for Pastor Rob to make his written 90-day notice to the church he is currently serving. He will be back in late May or early June to become the Pastor of Pilgrim United Church of Christ.

Welcome Pastor Rob! He returned with his husband to accept the call to a standing ovation.

The meeting was adjourned at 10:40 AM.

Respectfully Submitted by: Wendy Ellison, Council Secretary.

Pilgrim United Church of Christ

Annual Congregational Meeting, January 29, 2023

Term ends 12/31/2024

President	Patti Burns
Vice President	Jim Bentley
Secretary	Wendy Ellison
Treasurer	Donna Jost
Assistant Treasurers	Connie Anderson Bobbie Flaherty
Financial Assistant	Dianne Bentley

Ministries

Christian Education:

1. Karen Goodacre (12/31/24)
2. Chris Clementi (12/31/24)
3. Sandy Baker (12/31/23)
4. Susan Holl (12/31/23)
5. Gary Ring (12/31/23)

Lay Life:

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

Christian Outreach:

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

Membership & Evangelism:

1. Fran Schmid **CR** (12/31/24)
2. Randy Stutz (12/31/24)
3. Judy Goetsch (12/31/23)
4. Gail Schmidt (12/31/23)
5. Sue Schmitz (12/31/23)

Stewardship & Finance:

1. Bayard Frederick **CR** (12/31/23)
2. Ron McCreedy (12/31/23)
3. Open
4. Open

Worship:

1. Linda Stutz CR (12/31/24)
2. Jim Bentley (12/31/24)
3. Mary Christenson (12/31/23)
4. Jean Ihlenfeldt (12/31/23)
5. Open

Property & Maintenance:

1. Avery Geiger (12/31/24)
2. Bill Burns (12/31/23)
3. Dave Overbo (12/31/24)
4. Neal Sieglaff (12/31/23)
5. Open

Committee Members Appointed by Church Council
January 29, 2023

Pastoral Relations:

1. Tracy Abler (12/31/2025)
2. Brian Christenson (12/31/23)
3. Peg Bradley (12/31/2025)
4. Gary Greenfield (12/31/2024)
5. Tony Prus (12/31/2023)

Memorial Committee:

1. Patti Burns (12/31/25)
2. Jane Flaherty (12/31/2025)
3. Dianna Hammer (12/31/23)
4. Chris Frederick (12/31/23)

Safe Church:

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

Sanctuary Visual Design:

1. Fran Schmid
2. Patti Burns

Scrip:

1. Karen Goodacre

Adult Education:

1. Adult Education Coordinator - Open
2. Carol Browning
3. Peg Bradley
4. Judy Reinke
5. Linda Stutz
6. Neal Sieglaff
7. Sandy Baker
8. Joni Greenfield

Auditing:

1. Jim Thomas
2. Randy Mittelstaedt
3. Bob Flaherty

Trust:

1. Matt Clementi (2024)
2. Bobbie Flaherty (2026)
3. Brian Christenson (2023)
4. Sue Roloff (2025)

Historian:

1. Chris Frederick

Constitutional Review:

1. Barb Geiger
2. Connie Anderson
3. Open

Nominating:

1. Jim Bentley
2. Barb Geiger

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 | Kitchen Coordinator |
| 6. Jim & Anne Thomas | Carry-out Coordinators |
| 7. Mary Christenson | Consultant |

Personnel Committee:

1. Jim Bentley
2. Wendy Ellison
3. Patti Burns

CR - Council Representative

() - The year the person's term ends

Hello Pilgrims.

- The average weekly worship attendance for 2019 (*pre-pandemic*) was 72 people/ week.
- The average weekly worship attendance for the 3 months following our last return to in-person worship in February of 2022 was 52 people/ week.
- The average weekly worship attendance for September, October, and November of 2022 was 72 people/ week. (*This does not include online participants.*)

The statistics tell us we have returned to pre-Covid numbers. For many this feels like a return to normal. But nothing is normal. The pandemic changed everything in ways we are still discovering as we rebuild the church after a time of pastoral transition and a once in a lifetime (*dear God, we pray*) worldwide health emergency. Numbers, while inherently descriptive, can be deceiving. The church that is assembling today is not the church we gathered in 2019. We have many old and new faces coming together. Some faces we saw in 2019 we have yet to see in 2023. In the last 6 months of 2022 we have welcomed 10 new members into our faith community. We also enjoy a growing number of friends of the church who join us for worship, support our ministries, who have become a part of our faith family. I can think of at least 10 people off the top of my head. I mention this because I don't want their presence erased in the landslide of metrics an annual report proclaims. Their presence matters. They bring a diverse and unique reflection of the image of God we need to see just as surely as each one of us carries an image of God that needs to be seen. And therein lies the heart of my message for our annual report. **We need to be seen.**

We have a wonderful faith community that may well be the best kept secret in Fond du Lac. The gospel we carry is a message of hope, healing, and affirmation that desperately needs to be heard in our city and most people don't even know who we are. They drive by and assume that we are like every other church. And we're not. I believe we need to learn how to tell our story. We need to find new ways by which to embrace the inclusion and diversity our welcoming statement proclaims:

Pilgrim United Church of Christ is a welcoming faith community, growing in love for God and neighbor, with Jesus as our model for how to live and love others. No matter who you are or where you are on life's journey, we believe you are a precious Child of God, regardless of ability, age, ethnicity, gender, race, sexual orientation, gender expression or socio-economic status, and we welcome you with open hearts and minds (*adopted on Jan 13, 2019*).

Finding ways both great and small to share how this vision for our beloved community informs our faith and values is essential for our ability to proclaim the gospel. Ironically, this is something new for us. While we are celebrating the 4th anniversary of the congregation adopting this historic covenant the most recent pastoral transition and the pandemic driven shutdown denied us the opportunities to learn how to do this. I have discovered several ways to express our vision for a better world:

- We don't teach our children to hate the people they love.
- We have a "big tent theology" here at Pilgrim. We gather people who share a wide array of beliefs and create brave spaces where they can come together to worship God and serve our neighbors.
- We grow in our faith together not despite our differences but because we celebrate them.
- God's love and grace are unconditional and freely offered to all people without restriction.
- While others may use scripture to tell them what love means we use love to tell us what scripture means.
- Love is always the answer.

Considering all of the above I have created a list of goals for the congregation. Each will help us to be seen in¹² our community. Each offers opportunities for us to reach out and create community.

1. Learn how to tell our story both individually and collectively.
2. We need to discover new ways to share how our welcoming statement, a vision for our beloved community, informs our faith and values.
3. Continue our conversations about becoming a W.I.S.E. (*Welcoming, Inclusive, Supportive, and Engaged*) Congregation. A commitment to become more welcoming of those living with mental health challenges, to be supportive of all who are affected by mental health conditions, and to engage in ways to live our commitment to be W.I.S.E. about mental health.
4. Begin a conversation about becoming a Creation Justice Church. This designation, like the W.I.S.E. program noted above, is one of the UCC's eight Just World Covenant programs. Creation Justice will challenge us to look at the choices we make in our daily lives, how we manage our land and building, and how we partner with outside organizations to advocate for sustainability and environmental activism.
5. Experiment with a nontraditional service. A contemporary worship experience mid-week or an outdoor summer worship experience with a fire pit, s'mores, hot dogs, a simple message, some songs, a prayer, and some family time.
6. Create a planned giving campaign. Starting a planned giving program with the Wisconsin Conference UCC can provide for the long-term financial support of the mission and ministry of our congregation. Planned gifts can be gifts of stock, bequests, trusts, etc. These gifts usually arise from a donor's desire to make a significant or lasting impact for a charity or cause they support.
7. Recreate the Youth Director position to better meet our needs. After which, to hire someone for the newly created role.
8. Increase membership by 10% over the course of one year. This means our goal for new members is 23 people. Along with this goal comes a conversation about the meaning and purpose of membership and how we will count friends of the church who support us but are unable or unwilling to formally join.

Finally, I want to take a moment and thank everyone for your support of our ministries and my pastorate. As I said on that first Sunday in May, we will make mistakes and we will love each other enough to get past it. We will discover the way of Jesus anew and we will make the world a better place. And that's exactly what we are doing. I am grateful for an experienced, passionate, and open-minded council. Their leadership in this time of transition during a pandemic is inspiring. Our current staff, Cathy Drew (*Administrative Assistant*), Karen Goodacre (*Sunday School Director*), Sue Schmitz (*Parish Nurse*), Zach Ball (*Choir Director*), and Chris Deaner Rodgers (*Worship Musician*), and former staff member Suzette Curtis (*Adult Education Director*), made my job easier every day of the week. Their willingness to serve and their attention to detail is a gift. The members of the various special ministry teams and committees make the wheels on the bus go round and round. I am grateful to be able to learn from their knowledge of our history and traditions. Ultimately, the best efforts of all of our members and friends has been life giving. Our shared commitment to the gospel, to welcome all people, to be generous and kind to each other has nurtured my faith while I continue to settle in as your pastor and teacher. Thank you for your love for Jesus, the church, and the gospel.

Amen and alleluia,



Rev. Rob Van Ess

COUNCIL PRESIDENT BARB GEIGER'S ANNUAL REPORT 2022

2022 was another year of many transitions and changes. We said goodbye and grieved as we lost valued members and staff. We welcomed a new settled pastor, members and staff. The pandemic eased as the year went on. **Thank you** to everyone for their continued support, involvement, dedication and flexibility during these transitions. Below I've outlined some of the monthly highlights of this past year. Note: This is outside of our many wonderful ministries, programming and activities that fill the life of our church.

January: We started out the year with in person Sunday worship services, but due to the rising covid infections went to virtual worship from January 9th to January 30th. The annual congregational meeting was virtual via zoom, again. Sunday school was canceled during this time. Our 2nd interim Pastor, Mary Jo, was dutifully leading us to thoughtfully work through these decisions and changes. At our annual meeting on January 30th, the WISE program/certification was introduced and unanimously approved for Pilgrim to begin the process.

February: We returned to in person worship services on February 6th with the live streaming continuing thanks to Neal and volunteers. The pastoral search committee arranged a candidating weekend for members to meet Pastor Rob. On Sunday February 13th, the church members voted (both electronically via ZOOM and in person) and was unanimously in favor of extending the call to Reverend Rob Van Ess.

March: We grieved the loss of our custodian, Nick. Our worship musician, Helen, retired.

April: A generous bequest was received from the Catherine Krail estate.

May: Multiple coffee hours! Helen's retirement, confirmation Sunday, Pastor Mary Jo's last Sunday. Chris Deaner-Rogers began as worship musician. May 22nd was Pastor Rob's first Sunday. Another Pilgrim successful rummage sale took place.

June: Pilgrim was represented by 4 members at the Annual Wisconsin UCC Conference- exceptional! Pride picnic was also well represented.

July: After a very busy 2 years, the council took their "normal" break of not meeting in July. However, referring to all my emails and notes, the usual work and planning of the church was continuing.

August: We celebrated the return of our annual family fun night on August 11th. We served at Loaves & Fishes.

September: Fall programming, ministries and activities are in full swing, including the choir.

October: Rev. Franz Riegert inspirationally led our service on October 16th. The personnel committee met several times this fall to create a personnel policy and review/revise job descriptions.

November: Pastor Rob's installation service and reception was held on November 5th. It was a very special service with wonderful representation by the UCC conference, clergy, community, family and members.

December: I reflect on all the above as I compose this annual message. Pilgrim has continued to thrive and is beginning to grow with Pastor Rob's leadership representing a truly welcoming and wonderful congregation!

Pastor's Statistical Records for 2022**Membership, December 31, 2021: 227****Confirmation: 3 people confirmed on May 15, 2022:**

1. Martial Blanc
2. Gavin Lipke
3. Olivia Schilling

Sacrament of Baptism:

Ke Song Chen: June 20, 2022

Total +1

Moved to Inactive List:

No One

Moved to Active List:

Rick Goetsch: October 10, 2022

Total +1

Transfer In:

Nicky A Banks

Rev. Rob Van Ess

Total +2

Transfer Out:

Mary Jo Laabs

Dana Caldwell

Total -2

New Members:

Janice Westphal: November 20

Wayne Graczyk: November 27

Valerie Graczyk: November 27

Steven Wicichowski: December 4

Rachel Wicichowski: December 4

Charle Wicichowski: December 4

Total +6

Removed From Rolls:

Margaret Richardson: December 12

Total - 1

Memorials and Funerals:

Jean Lawrence, DOD: Feb. 15

Karen Priest, DOD: Feb. 22

Donna L. McCulloch, DOD: April 30

Allan D. "Dan" Edgerton, DOD: July 10

Paul Cleveland, DOD: August 14

Mary Mundl, DOD: December 27

Total - 6

Non Member Funerals

Nick Bonnell: March 31

Brandon Johnson: August 20

James Stephen Voss: November 28

Total Loss in Membership: 9**Total Gain in Membership: 10****Active Church Membership: 228****Average Attendance (In Person) 2022**

January: Only met on Jan 2 in-person: 25

(January 9, 16, 23, and 30 were all online only)

February: 57

March: 40.8

April: 59.6

May: 57.2

June: 52.75

July: 52.2

August: 48.5

September: 89

(Based on 2 weeks recorded: 9/4, 9/11)

October: 70.4

November: 78

December: 77

Average Weekly Sunday Attendance: 56.87

Ash Wednesday: March 2: 19

Maundy Thursday: April 14: 52

Easter Sunday: April 17: 100

Pastor Rob's Installation: November 2: 100

Blue Christmas Service: December 21: 34

Christmas Eve Service: December 25: 93

Annual Report 2022 - Adult Education

The Adult Education Committee had a successful year while adapting to the changes required by the Covid pandemic. During the Winter/Spring semester, the Adult Forum class met Sundays from 10:15-11:15AM and Bible with Bagels from 9-10:30AM on Wednesday. Both groups met via Zoom. Attendance was good and held steady for the semester. One advantage to meeting by Zoom was those who traveled to warmer climates continued to join us from afar. However, meeting online made group discussion awkward.

Winter/Spring Classes Adult Forum

Big Brother Big Sister of Fond du Lac County
Fond du Lac Pride Alliance
Becoming a WISE Congregation
Fifteen Years of Grassroots Youth Rugby in the Fond du Lac Community
Myths, Phylogenetic Trees, and Stories in the Bible
May Day 2022/Latino Unidos of Fond du Lac
Mission: Joy Documentary

Winter/Spring Classes Bible with Bagels

Braiding Sweetgrass by Robin Wall Kimmerer
Study of the Gospel According to Matthew
Nurturing Nature in Your Backyard and Saving Wild Areas
Seven Spiritual Gifts of Waiting (Morning Mini-Retreat with Holly Whitcomb)
St. Katharine Drexel Shelter
The Human Element Documentary
League of Women Voters-Voters' Rights
Cliff Notes for the 2021 Parliament of the World's Religions
Prophetic Voices

The committee decided to meet in person for the Fall/Winter semester. Classes were held in the sanctuary with Zoom capability for those who wished to join from home. We continued to have several people join online, and in person attendance was excellent. After gathering opinions from those who attend Bible with Bagels, it was decided to change the time and name. We hoped changing the time to 9:30-11AM would make it more convenient for most people. The feedback on the time change has been positive. The committee also decided to change the name from Bible with Bagels to Expanding Horizons. Many people contributed ideas for the name. The group studies a wide variety of topics and Expanding Horizons better describes the time we spend together.

Fall/Winter 2022 Classes Adult Forum

"Purple" Documentary
Blue: The History of a Color
Pronouns and Practices
Ally is a Verb
Fire Extinguisher Safety
Promoting Factors to Help Guard Against Adverse Effects of Toxic Stress

National Alliance of Mental Illness
Mental Health & Suicide
Rosenow Elementary School
History of Christmas Hymns

Fall/Winter 2022 Expanding Horizons

Love Thy Nature Documentary
Audubon Society
The Gospel According to Luke
Dear White Peacemakers by Osheta Moore
The Book of Longings by Sue Monk Kidd
The Work of Christmas: The Twelve Days of Christmas with Howard Thurman

The Adult Education Committee, as well as those who attend classes, wish to thank Neal Sieglaff for his dedication to providing the technical assistance necessary during Covid. The program would not have been possible without him. His willingness to help all the teachers allowed us to provide quality programming. His patience and even temper made many difficult situations manageable.

Suzette Curtis, our Adult Education Coordinator, resigned in November. She will be missed by everyone. She was dedicated to the program. Her guidance and hard work is deeply appreciated. Peg Bradley will serve as Adult Ed. Coordinator until a new coordinator is hired.

Peg Bradley, Neal Sieglaff, Sandy Baker, Carol Browning, Joni Greenfield, Linda Stutz

Christian Education Children and Youth Annual Report 2022

This year we are continuing to use a 2 room Sunday school model, one for those in grades Pre K- 5th grade and the other for those in 6th -8th grade. The younger classes continuing to use the Celebrate Wonder curriculum while the older class uses a variety of different resources such as the Grooves Series and Noom videos.

In addition to their weekly offering money, the Sunday school program has decided to collect monthly items to be donated to the St. Katharine Drexel Homeless Shelter.

We have been averaging anywhere from 10 to 15 students depending on the Sunday. It is with pleasure that we have seen the return of some previous students whom we haven't seen for a while along with some new faces this program year.

We offered a continental breakfast at our Rally Day held in September, open to all members of the congregation as a variety of announcements were made such as Sunday school happenings, adult ed schedule, youth mission trip information and children's bell choir to name a few. There was a fairly good turnout for this event.

This past May we confirmed 3 youth into the membership of Pilgrim UCC; Martial Blanc, Gavin Lipke, and Olivia Schilling.

During the summer, church camp was offered and 1 youth attended Pilgrim Center and was given a scholarship.

In August we brought back our FREE community Family Fun Night held outside on Pilgrim's lawn and we had 91 people in attendance.

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 7 youth participated.

We held a collection of coins for Heifer International in the spring and \$177.25 was raised and the CE ministry brought it up to an even \$190.00. Karen waited until she was able to do a triple match for the money collected and in August purchased 3 pigs, 3 flocks of Chicks, 3 Flocks Ducks and 3 Honeybee Hives.

The children chose to donate the birthday dimes (and dollars) collected this past year to the St. Katharine Drexel Homeless Shelter to be used for them to purchase birthday gifts that the parents at the shelter can in turn use to give to their children who may have a birthday while staying at the shelter. On November 20th, 2022, two representatives from this non-profit

organization came to share during worship a little bit about their organization and then accept a check in the amount of \$377.78.

Beginning last February we returned to offering in person Family Fun Nights and these events were always intergenerational and everyone was welcome. Throughout the months we saw the attendance stay steady and even continue to grow (we had folks asking for us to continue to offer them even during the months we normally did not hold these events)....the months were as follows:

February- Share the Love/ Games 23 attended

March- BINGO- 28 attended

April- Games and Crafts- 19 attended

May- Game Night- 15 attended

June- Game Night- Impromptu Game Night 18 attended

July- Game Night-17 attended

August- Community Family Fun Night- 91 attended

September- Game Night-

October – Blanket Making- 19 attended, 15 blankets made

November- Chili Cook-Off/Game Night 39 people attended

December- Planning to go Christmas Caroling

2022 Membership and Evangelism Yearly Report

We began the year meeting on Zoom. Members of this ministry are: Randy Stutz, Gail Schmidt, Sue Schmitz, Fran Schmid and Judy Goetsch.

Welcome Center: Randy has sent out lists and instructions for Greeters, including having visitors sign the guest book and giving them the welcome packet. This was done when in-person services resumed.

We reviewed the procedure for new members and found it needed to be created and contents updated. Pastor Rob has chosen appropriate materials and the process has been greatly individualized.

A letter for departing members and a welcome letter for visitors and new members were created by Sue.

A photo directory was discussed. Upon seeking a photography service, it was found that they are no longer doing this due to COVID. We then explored the possibility of having an on-line directory by which members could get to know each other through the BREEZE system we are already using for offerings. We hope to accomplish this in the next year.

New flyers for Pilgrim were created and printed for handouts at various events as well as to visitors.

The greeting card table was on hold until in-person services resumed.

WISE church project: The move to have Pilgrim UCC become a WISE church was started in January and has progressed to having programs about mental health and illness through our Adult Education system.

New Members: We are glad to welcome the Chen family to our membership. There are several others who have expressed interest or have scheduled joining.

Publicity: We are now using Facebook for ads about upcoming services and events. This has proven to be more financially efficient plus we are able to monitor responses by numbers only.

Pride Picnic: We had a canopy at Pride Fest in June. Pastor Rob offered "glitter blessings" with a very positive response. Plans are in progress to purchase a canopy for this and other church events.

We have been in the process of revising and using the "Time and Talent" surveys. Each ministry has been asked what needs they have. We hope to use these in the near future and are working on ways to use them as part of our welcoming and involving efforts.

Rides: There have been no requests for rides to church this year.

Phone Directory: The directory has been completely updated and new versions have been printed and available since June.

Health Ministry: Sue has been monitoring the COVID situation on a regular basis and shares advisories through the Quill newsletter. Blood pressure monitoring has been on hold until an appropriate manner of cleaning the cuff and equipment between members has been determined.

The M & E Ministry hosted coffee hour in October.

Respectfully submitted,
Fran Schmid, Chairperson

Lay Life Annual Report 2022

Our year started out with meeting the new pastor and the process of getting to know him as well as him getting to know all of us. Things were a little slow at first in getting into a new routine but it will always be changing. Lay Life hasn't had that many meetings but we are able to function VIA email, text, phone call or seeing each other at church on Sundays.

In May we had a coffee hour and served cake, coffee and other refreshments as a farewell to the Interim Pastor Mary Jo. A week later we did another coffee hour to welcome Pastor Rob as the new permanent Pastor; we served cupcakes, coffee and other refreshments.

In July the Diners Club got reinstated to be once a month at different restaurants in or around Fond du Lac. Turn out has been good and the choices of restaurants well received. It was decided, however, to suspend it for November and December due to the holidays; it will resume in January.

Coffee hour the first Sunday of the month has also resumed. Any church member can sign up. If no one signs up, then Lay Life will do that month. There are instructions and if there are any questions, you can call Patty Minter 920-251-0425 or email pattyminter@ymail.com.

The committee will consist of Patty Minter (council rep), Kaitlyn Zick, Judie Behnke and Susan Roloff. Thank you ladies for all you do.

Patty Minter - Lay Life
Council Rep.

Ham Dinner and Fall Fest 2022

The Ham Dinner this year was once again a drive through only event. The weather was perfect. It was an awesome day as we started out with food preparation in the kitchen early in the morning. I noticed this year we had a few new faces helping prepare all the fixings of our wonderful dinner. The fellowship that occurs is amazing if you happen to be around peeling potatoes, mixing soups, preparing dinner rolls and butter, slicing pies and cakes etc. This is what community is about and that is Pilgrim UCC.

We served 744 take-out dinners. What a great accomplishment. Many thanks for all who helped whether you helped on that day, sold tickets or gave cash donations to help with the cost of supplies. We could have not done that without you. THANK YOU!

At the end we took in \$14,819.82.

With sincere appreciation.

Randy Stutz

Worship Ministry 2022 Annual Report

Members of the ministry include Mary Christensen (Secretary), Jim Bentley, Dana Caldwell, Jean Ihlenfeldt, and Linda Stutz (Chair and Council Rep).

We extend our thanks to Dana Caldwell for her time on the worship ministry. She brought her insights from being a chaplain and minister to our discussions at the worship meetings often assisting us in identifying what we could do to improve our worship experience. We wish her the best in her new chapter as being a settled pastor.

The worship ministry was very grateful to have worked with Pastor Mary Jo Laabs for the first part of 2022. Pastor Mary Jo was a great help to Pilgrim during our interim time without a settled pastor. We wish her the best in the future and hope our paths will cross again in the future.

In the month of April our organist Helen Gilsdorf retired. Her talents with the organ and piano were outstanding and she was great loss to our Pilgrim worship ministry. We wish Helen all the best in her retirement. We were very blessed to have a wonderful supportive group of organists and pianist during our search for a new worship musician. The individuals who stepped in to help us with music for worship during the month of May were very much appreciated. We have such talent in our community. At the end of May, we welcomed Chris Deaner-Rogers as our new settled worship musician. She brings so much talent and knowledge of our organ, we are very lucky to have her be a part of our worship leadership. In the fall, Chris also agreed to be our Senior Choir accompanist. She has settled into that role so beautifully and we are blessed for her talents in this ministry as well.

Our appreciation is extended to our music staff. Zach our Senior Choir Director began meeting with the choir in September after the long COVID break for choir gatherings. He has sought out some new musical pieces and has been enjoying his work with the choir. Our bell quartet members have remained faithful to their bell performances throughout COVID times, initially being taped for service, then performing with their masks and now being able to perform their beautiful musical pieces in person during worship. Thank you to all who have shared their musical talents with the Pilgrim faith community.

Our biggest news of 2022 is that we welcomed our new settled Pastor, Rob Van Ess. He began as our full-time pastor mid-May. We feel very blessed to have Pastor Rob lead our faith community. The worship ministry has been sharing Pilgrim's traditions with Pastor Rob and then discussing new ideas that may be something Pilgrim would like to try moving forward.

Our COVID discussions, continue but at a much lesser intensity. We continue to keep a plus on the numbers and outbreaks. We continue to recommend mask wearing if an individual feels that would be best for them. We returned to in person worship full time in April of this year and have been able to do so through this time.

The worship ministry extends our thanks to the following people who assist in our worship service online and video slides for worship. Neal Sieglaff is amazing with his leadership and knowledge of our online capabilities. The slides for worship are prepared by Cathy Drew and Chris Frederick. The slide team for worship has been Chris Frederick, Matt Clementi, Bill Burns and Randy Stutz. These individuals are so valuable in making our worship experiences happen without any difficulties.

We have had a wonderful year at Pilgrim, planning worship, being appreciative of all the volunteers that help with parts of worship. Blessings to all of you as we look forward to what we can do together in 2023.

Respectfully submitted,
Linda Stutz

SCRIP Program
2022 Annual Report

Like many of the other ongoing programs here at Pilgrim, the SCRIP program is slowly returning to the way it was prior to the pandemic.

I am back sitting at the SCRIP table in the narthex on Sunday mornings and continue to get orders via emails and texts to have ready for pick up on Sunday mornings. I'm happy to report that I have started to see more people utilizing the SCRIP program which is a real plus for Pilgrim.

The SCRIP income totals for 2022 can be referenced in the annual financial summary statement, but I can say we are continuing to profit for the church from this very worthwhile program.

Respectfully Submitted,

Karen Goodacre
SCRIP Coordinator

Stewardship & Finance 2022 Annual Report

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.

We continued to promote electronic giving by text or internet and Pastor Rob identified all the options for submitting offerings during each worship service.

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

Activities for fall "stewardship season" were:

- "Bulletin Inserts" prepared by the UCC were distributed to the membership both in email form and in Sunday bulletins.
- Several "Stewardship Moments" were presented during worship, highlighting major areas of our church's missions.
- Pastor Rob produced a video of a number of our members discussing why they like Pilgrim UCC. The video was shown during worship in December.
- 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 2023. 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. This year's mailing included a "Story of Our Budget" illustrating the amounts in major categories of mission and other expense, as well as a breakdown of the number of giving units in each annual offering category.

The committee met on November 7 to prepare a draft 2023 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 2022 was \$207,978, exceeding the budgeted amount of \$206,550. Offerings, Ham Dinner, Scrip, and Rummage Sale incomes all exceeded budget and overcame a reduction in Investment Income. One-time expenses associated with bringing on a new pastor exceeded budget and resulted in a deficit for the year of -\$9,030 compared to the budgeted -\$6,270.

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

I would like to do is thank Bill Burns, Dave Overbo, Jeff Siemers and Neal Sieglaff for being dedicated members of the PM ministry. I would like to thank Doug Baltz for the many hours he spends mowing lawn, edging sidewalks, removing leaves, maintaining equipment and other projects. I would also like to thank Pete Vercouteren for arranging and paying for lawn fertilization and for helping with lighting issues.

I would like to acknowledge the Catherine and Don Krail bequest given to the Maintenance & Capital Improvements Trust Fund. To date \$67,500 has been gifted.

I would also like to thank the anonymous donor for the new sanctuary computer desk.

We moved from Waste Management to Harter's for waste disposal. There will be a significant cost savings. From over \$200 a month to less than \$100.

We hired Anderson Cleaning Service in lieu of finding an individual custodian. Anderson was acquired by Floors2clean in December. Hopefully a cleaning business will provide us with knowledgeable, professional, consistent cleaning services. On the down side this will increase our cost. From \$15/hr. to \$30. However, we have reduced the hours to 5 per week.

The utility budget was higher than budgeted. This was due to an increase in electrical and significant increase in gas prices.

Major Expense Summary:

\$3,800 – sanctuary computer cabinet and electrical (paid with anonymous donation)

\$1,485 – Stuart's Landscaping for trimming trees, shrubs, bushes and dead plant removal

\$703 – lawnmower tires, belt, oil change, and tune up.

Tasks completed:

Weed and feed lawn, lawn mowing, leaf racking, mulching, new toilet in west restroom, fixed the toilet in the women's restroom, converted multiple lights to LED, Stuart's Landscape trimmed trees, shrubs, bushes, replaced batteries in two emergency exit lights, remounted ceramic tiles in lounge, replaced the service door on big garage, investigate tower bells 7 and 8, added rubber sweep to alley door, added push bar and replaced closer on sanctuary door, replaced east stained glass window light, secured the pews, sold pews, removed second telephone line, removed dead crab tree, installed a doorbell/intercom system, trimmed dead branches from the north hedge, clean and update front yard sign, de-clutter storage room, multiple door adjustments, fire department inspection, cleared the area around all electrical panels and put up signs, replaced the expired fire extinguisher, instructions and schedules were taped to thermostats, wrought iron handrail installed, car port light has been replaced, fastened TV to cart (anti-tip over) per insurance request, updated the Church Entrance Key document and gave it to Cathy, gutters cleaned out and repaired the fascia & soffit on the garage and car port, spring yard cleanup, sanctuary video equipment updates, multiple bulb replacements, sanctuary computer desk including electrical wiring installed.

Avery Geiger

Annual Report from the Green Team 2022

The Green Team began its work in mid 2022. The purpose of the team is to guide the congregation in discerning how they can best embody a commitment to care for God's creation. The team will encourage members through advocacy and education to make responsible choices in our homes and church building.

While honoring the many steps Pilgrim has taken to care for creation, the team has identified areas where more could be accomplished. Some plans which have been researched and action begun are:

- *Becoming a Creation Justice Church
- *Providing information about reduce, reuse, recycle
- *Participation in a community compost bin project
- *Exploration of a more earth friendly green space on our property
- *Improvement of church building energy efficiency
- *Education through Sunday School, Adult Education, Quill articles and worship services
- *Identification of funding sources for environmental improvements

The Green Team is excited about the opportunities Pilgrim has to care for God's creation. We need the support of the congregation and welcome all who want to join the Green Team whether through active participation or help with specific projects.

Peg Bradley, Tracy Abler, Gary Ring, Jules Schroeder, Barb Roder, Pastor Rob

2022 MEMORIAL FUND REPORT

Starting Balance	\$ 2294.13
Memorials Received	\$1100.00
Disbursements	\$ 463.89
Ending Balance	\$2930.24

Memorials Received:

In memory of Peter Tadych

In memory of Catherine Krail

In memory of Dr. David and Jean Lawrence

In memory of Donna McCulloch

Disbursements:

Hand Rail \$ 94.94

Office Furniture \$ 123.95

Communion Set \$245.00

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

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

Trust Fund Annual Report 2022

Members

Bobbie Flaherty, Chair, Susan Roloff, Brian Christian, Matt Clementi

Beginning Balance

Checking Account

January 1, 2022 \$1000

United Church Foundation Balanced Funds as of September 30, 2022

Shares	85,259.0442
Share Price	11.3429
Book	311,814.81
Market Value	967,084.81

United Church Foundation Balanced Funds as of September 30, 2022

(Maintenance & Capital Fund)

Shares	1,552.4155
Unit Price	11.3429
Book	11,200.00
Market Value	17,608.89

Income

United Church Foundation Balanced Fund Distribution

4 th QTR 2020	\$2,467.40
1 st QTR 2021	\$2,985.06
2 nd QTR 2021	\$5,127.32
3 rd QTR 2021	<u>\$4,270.21</u>
Total	\$14,849.99

United Church Foundation Balanced Fund Distribution

(Maintenance & Capital Fund)

4 th QTR 2020	\$44.93
1 st QTR 2021	\$52.71
2 nd QTR 2021	\$93.36
3 rd QTR 2021	<u>\$77.75</u>
Total	\$268.75

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

Distributions 2022

Organization	2022
Pilgrim UCC (30% Trust Fund to Council)	\$4428.00
Pilgrim UCC Maintenance and Capital	\$268.75
Kathy's House Froedert	\$500.00
Back Bay Mission	\$1,000.00
Fondy Food Pantry	\$1,500.00
United Way	\$500.00
Fond du Lac High School	\$1,000.00
Kathleen Drexel's Homeless Shelter	\$500.00
Wisconsin Interfaith Power and Light	\$500.00
Sleep in Heavenly Peace	\$225.00
City of Fond du Lac Fire and Rescue	\$500.00
Mahala's Hope	\$500.00
New Beginnings Pregnancy Care Center Inc. FDL	\$500.00
Salvation Army Gold Kettle Campaign	\$1000.00
Solutions Center	\$1000.00
Total Monies Distributed in 2022	\$14,921.75

As of November 30, 2021 the balance of the Trust Fund Checking account was \$6177.29 The following checks are outstanding. In December \$900 was returned to the Trust Fund account from the General Account as there was an overpayment to the General Account by \$900 in 3rd quarter.

- Back Bay Mission (Check #719) \$500
- Feeding America (Check #720) 1000
- New Beginnings (Check #721) \$500
- FDL Food Pantry (Check #722) \$1000
- FDL Fire and Rescue (Check #723) \$500
- FDL High School (Check #724) \$500
- Mahala's Hope (Check #725) 500
- Solution Center (Check #726) \$1000
- Salvation Army (Check #727) \$1000

Annual Report Submitted by Bobbie Flaherty

Pilgrim United Church of Christ
Fond du Lac, WI 54935
Audit Committee Report for Year 2022

On Wednesday, January 11, 2023 at 6:30 PM the audit committee met with Church Treasurer Donna Jost, Karen Goodacre, Patti Burns, and Linda Stutz for the purpose of reviewing financial transactions for the year 2022. The records of the General Fund, Memorial Fund, Trust Fund and Scrip were presented and reviewed.

General Fund

Samplings of payments, deposits, and bank statements were reviewed. The committee found the transactions sampled to be supported with documentation and to be for appropriate purposes. The records were found to be in good order and Donna is to be commended for her hard work as treasurer.

In the previous year's audit report, the committee had 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. Donna reported that, due to the limited number of people involved in the treasury function, it has not been possible to meet this goal, which the committee understood.

The previous year's recommendation that the responsibility for determining asset allocation for invested funds be clearly designated has been resolved. Donna reported that the church constitution places this responsibility with the Treasurer, though she chooses to exercise it only after consultation with others in church leadership.

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. The difficult task of tracking the inventory of cards purchased at a variety of discounts is accomplished by Karen and Bobbie Flaherty using a spreadsheet to track changes in the inventory of cards at the end of each month. While the procedure takes time, it allows monthly church financial statements to accurately reflect Scrip income throughout the year. The records of the Scrip program were found to be in good order.

The previous recommendation to transfer Scrip gain (change in Scrip checking plus change in Scrip inventory) to the General Fund at the end of each year was not carried out for 2021 because of opportunities to purchase large blocks of popular cards at greater than normal discounts. Because the balance in the Scrip checking account is now sufficient to take advantage of opportunities, a modified recommendation to transfer the annual change in Scrip cash to the General Fund was made and a check from the Scrip account dated January 11 has been written.

The committee noted that the inventory number from the Scrip inventory spreadsheet at year end did not match the Scrip inventory number in the Statement of Financial Position. Donna is researching and correcting this discrepancy.

Karen Goodacre, Linda Stutz, and Bobbie Flaherty are to be commended for the time and effort they have given the Scrip program.

Trust Fund

Donna Jost presented the records of the Trust Fund in place of Bobbie Flaherty who was out of the area. The committee sampled bank statements and disbursements. The records were found to be in good order. The assets of this fund do not appear in the church's Statement of Financial Position.

Memorial Fund

Patti Burns presented the records of the Memorial Fund. The records of receipts and disbursement were found to be in order. The assets of this fund do not appear in the church's Statement of Financial Position.

Respectfully submitted,

Pilgrim Audit Committee:

Randy Mittelstaedt, Avery Geiger, Jim Thomas (Stewardship and Finance Committee Chair)

Pilgrim United Church of Christ

Statement of Financial Position

December 31, 2022

	Year Begin Balance	Balance Last Month	This Month Change	Year to Date Balance
Assets				
CASH ACCOUNTS				
Checking - Natl Exch Bank	68,328	115,511	6,078	121,589
Scrip Checking	15,675	16,698	3,380	20,078
Investments	102,210	103,087	11	103,098
Petty Cash	50	50	0	50
CASH ACCOUNTS Totals:	186,263	235,347	9,468	244,815
EQUIPMRNT & ACTIVITY				
Copier/Printer	4,629	2,592	(185)	2,407
Scrip Inventory	4,871	6,521	(159)	6,361
EQUIPMRNT & ACTIVITY Totals:	9,500	9,113	(344)	8,769
Total Assets:	195,763	244,460	9,124	253,583
Liabilities				
EMPLOYEE WITHHOLDINGS				
Social Security Epee & Epyr	439	490	(162)	328
Medicare	(572)	(708)	(54)	(762)
Federal Withholding Tax	1,040	1,064	0	1,064
WI Withholding Tax	532	387	175	562
Pastor's Pre-tax Retire. Contrib.	0	150	0	150
EMPLOYEE WITHHOLDINGS Totals:	1,439	1,383	(41)	1,342
Total Liabilities:	1,439	1,383	(41)	1,342
Net Assets				
Members' Cash Equity	147,976	137,637	0	137,637
Dedicated Accounts				
Without Donor Restrictions	15,381	23,059	(636)	22,423
With Donor Restrictions	31,667	104,848	(4,603)	100,245
Dedicated Accounts Totals:	47,047	127,906	(5,239)	122,668
Current Period Changes to Net Assets	0	(22,466)	14,403	(8,063)
Total Net Assets:	195,024	243,077	9,165	252,242
Total Liabilities & Net Assets:	196,463	244,460	9,124	253,583

Pilgrim United Church of Christ

Dedicated Accounts

December 31, 2022

Account Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
DEDICATED FUNDS						
Building Fund	4,166	40	0	11,018	210	14,974
Environmental Projects	4,011	0	0	0	119	3,891
Funeral Lunches etc.	1,554	0	0	120	18	1,655
Handbell Maintenance	1,146	0	0	0	0	1,146
Christian Outreach Cash	35	0	0	381	0	416
Fair Trade Coffee Inventory	285	264	0	1,001	775	512
Youth Mission Trip	3,480	465	1,654	1,081	2,079	2,482
Pine Ridge Mission Trip	804	0	0	804	1,608	0
KIVA	100	0	0	0	0	100
Pastor's Discretion	566	0	44	150	250	466
Pastor's Sabbatical	13,643	0	0	0	0	13,643
Sabbatical Congregation Support	1,270	0	0	0	0	1,270
Prepaid 2021 Pledges	0	0	0	0	0	0
Prepaid 2023 Pledges	0	0	0	0	0	0
Prepaid 2022 Pledges	1,500	0	0	0	1,500	0
Wright Fund	0	0	0	0	0	0
Krail Trust Fund	0	0	0	67,500	0	67,500
Technology Donations	3,710	0	2,800	0	2,800	910
Sieglaiff Donation	0	672	0	672	0	672
DEDICATED FUNDS Totals:	36,269	1,441	4,498	82,727	9,360	109,637
OUTREACH APPEALS						
Blanket Sunday	0	0	0	310	310	0
Christmas Fund (Vets. Cross)	0	0	0	0	0	0
Disaster Relief	0	0	0	0	0	0
Bible w/ Bagels Offerings	381	0	0	0	381	0
Neighbors in Need	0	0	0	0	0	0
One Great Hour of Sharing	0	0	0	2,456	2,456	0
Strengthen the Church	0	0	0	0	0	0
Special Appeals	50	100	1,003	1,747	1,797	0
Alternative Gift Fair	1,735	6,420	6,420	6,420	8,155	0
Birthday Coins	9	0	378	369	378	0
OUTREACH APPEALS Totals:	2,176	6,520	7,801	11,302	13,477	0
TEMPORARY CUSTODY						
Trust Fund	8,602	0	900	5,328	900	13,030
Memorial Fund	0	0	0	25	25	0
TEMPORARY CUSTODY Totals:	8,602	0	900	5,353	925	13,030
Total for selected dedicated accounts:	47,047.45	7,960.59	13,199.27	99,382.10	23,761.84	122,667.71

Pilgrim United Church of Christ

Statement of Activities
Including Proposed 2023 Budget
 December 31, 2022

Account Shortcut and Description	2022	2021	2022	2022	2023
	YTD Actual	YTD Last Year	YTD as % of Annual Budget	Annual Budget	Next Year Annual Budget
Income					
OFFERINGS					
8 Donations General Fund	181,245	183,406	101	180,000	190,000
10 Sunday Cash	1,886	869	126	1,500	2,000
17 Sunday School Income	181	124	72	250	250
OFFERINGS Totals:	183,312	184,398	101	181,750	192,250
OTHER INCOME					
12 Wedding & Rent	585	300	195	300	300
80 Investment Earning & Expense	888	2,211	36	2,500	2,250
11 Fall Festival Income	15,400	15,047	103	15,000	15,000
14 Scrip Income	5,894	6,612	168	3,500	5,000
100 Rummage Sale Income	3,192	75	128	2,500	6,000
16 Misc Income	(325)	368	(32)	1,000	500
OTHER INCOME Totals:	25,633	24,613	103	24,800	29,050
Income Totals:	208,945	209,011	101	206,550	221,300
Expense					
MISSION DISBURSEMENTS					
32 Our Church's Wider Mission	10,500	10,500	100	10,500	11,000
PASTORAL COMPENSATION					
18 Pastor's Salary	41,550	39,391	100	41,520	42,000
19 Housing Allowance	22,200	22,349	101	21,957	24,000
20 SocSec Allowance	4,877	5,059	96	5,058	5,049
21 Pension & Annuity	6,824	9,301	101	6,763	9,240
22 Clergy Health Insurance	5,435	7,929	65	8,329	6,445
85 Clergy Dental Insurance	845	0	0	0	1,353
101 Clergy Vision Insurance	403	0	0	0	645
23 Life/Disability Insurance	1,753	0	351	500	990
PASTORAL COMPENSATION Totals:	83,888	84,029	100	84,127	89,722
STAFF COMPENSATION					
38 Office Manager	17,965	13,064	102	17,680	17,680
55 Youth Ministry Director	0	0	0	3,000	1,000
41 Sunday School Director	8,906	8,020	81	11,012	11,012
28 Adult Ed Coordinator	9,716	10,795	90	10,795	10,795
27 Church Organist	8,560	9,241	86	10,011	10,011
112 Choir Accompanist	700	70	57	1,224	2,030
68 Vacation Organist	1,575	535	210	750	750
29 Choir Director	2,748	2,748	100	2,748	2,748

Account Shortcut and Description	2022	2021	2022	2022	2023
	YTD Actual	YTD Last Year	YTD as % of Annual Budget	Annual Budget	Next Year Annual Budget
86 Vacation Pulpit Supply	510	1,195	25	2,040	1,700
2 Child Care - Nursery	0	0	0	250	250
52 Custodian	4,035	1,951	129	3,120	6,720
42 Social Security Employer Share	3,560	3,355	82	4,329	4,229
STAFF COMPENSATION Totals:	58,275	50,974	87	66,959	68,925
PROGRAMS					
26 Worship Expense	2,161	1,973	96	2,250	2,500
76 Handbell Maint	0	0	0	500	3,000
24 Christian Ed - Child & Youth	1,998	1,641	67	3,000	2,500
91 Christian Ed - Adult	2,809	2,324	140	2,000	2,500
25 LayLife & Leadership	96	47	32	300	300
81 Stewardship & Finance	0	0	0	150	0
147 Online Giving Fees	826	654	110	750	750
30 Christian Outreach	280	0	280	100	100
31 Membership & Evangelism	284	469	36	800	1,000
65 Health Ministry Supplies	0	0	0	300	100
94 Coffee, Refreshments, etc.	468	44	156	300	500
PROGRAMS Totals:	8,921	7,151	85	10,450	13,250
ADMINISTRATION					
149 Pastor's Moving Expense	5,787	2,500	0	0	0
36 Pastor's Auto Expense	37	34	0	0	500
141 Pastor's Books, Resources & Cont Ed	442	0	0	0	500
37 Pastor's Cont Ed, etc	25	0	0	0	0
78 Personnel Search Expense	623	0	0	0	0
43 Office Supplies	4,672	2,276	208	2,250	3,000
44 Postage	1,543	1,332	103	1,500	1,500
45 Telephone	720	960	72	1,000	1,000
46 Delegate Expense	677	0	338	200	500
35 NE Association Dues	1,022	824	120	850	1,022
66 Computer Software	2,765	3,284	92	3,000	3,000
49 Misc Expense	2,923	1,147	974	300	500
ADMINISTRATION Totals:	21,236	12,356	233	9,100	11,522
PROPERTY & MAINTENANCE					
50 Utilities (Elect, Gas & Water)	7,332	5,665	128	5,750	6,500
51 Insurance (Prop, Liab & WkCmp)	6,937	5,804	98	7,100	7,100
53 Custodial Supplies	168	145	21	800	400
54 Snow Plowing	2,000	2,901	67	3,000	3,300
58 Copier Maint	487	526	80	612	612
99 Copier Amortize	2,222	2,222	100	2,222	2,222
59 Repairs & Maint	4,570	7,826	152	3,000	3,000
60 Recycle & Waste Disp	2,721	3,302	78	3,500	1,170
PROPERTY & MAINTENANCE Totals:	26,437	28,391	102	25,984	24,304
OTHER EXPENSE					
82 Fall Festival Expense	5,500	4,421	131	4,200	5,500
145 Pastoral Search	2,251	850	150	1,500	0
OTHER EXPENSE Totals:	7,751	5,271	136	5,700	5,500

Account Shortcut and Description	2022	2021	2022	2022	2023
	YTD Actual	YTD Last Year	YTD as % of Annual Budget	Annual Budget	Next Year Annual Budget
Expense Totals:	217,008	198,672	102	212,820	224,223
Income - Expense:	(8,063)	10,339		(6,270)	(2,923)

In a Year Unlike Any Other, Love Bound Us Together

Dear Friends in Christ, 2021 was not what we expected. After a summer hiatus from high COVID caseloads, we hoped to enter the fall with resilience. In no time, however, the Omicron variant brought a huge surge in cases, acute levels of illness and hospitalization, and many deaths, resulting in a second year of adaptive survival for the 214 congregations of the Wisconsin Conference United Church of Christ.

Despite the need to shift to digital platforms and double down on COVID protocols, our congregations demonstrated incredible care to members and friends, discovering creative ways to sustain community life, and continuing essential local ministries and global missions.

Although churches were not immune to the cultural and political tensions surrounding masks, social distancing, and other pandemic restrictions, many faithful leaders pointed to a “third way” amid the dynamics of polarization — the way of Christ. Building up the Beloved Community is challenging in ordinary times, let alone during a relentless pandemic. Yet we emphasized Jesus’ new commandment from John 13:34: “Just as I have loved you, so too are you to love one another.” In focusing on the love of Christ, we found that we could bring divided people together. Unity builds strength, especially during turmoil.

God’s spirit of restoration and renewal provided saving grace. Facing stress, exhaustion, anxiety and an array of mental health challenges, many in our beloved communities still chose to practice love. Patience, understanding, and kindness were worthy survival virtues, modeling the life of Jesus.

Thank you, pastors and lay leaders, for your courageous and compassionate leadership! Thank you for pointing to the silver linings and moments of grace, and for reminding us that our agonizing pandemic journey also has prompted adaptive changes, leaving the church poised for a new and promising chapter. While the future expression of our Christian faith is still unfolding, we are called to partner with the Holy Spirit to envision the “new thing” that God is doing (Isaiah 43:19).

This Annual Report of the Wisconsin Conference of the United Church of Christ could very well have been a litany of suffering. We still grieve those relationships that slipped away during COVID. Yet we have so much to celebrate: Newcomers from miles away sharing in virtual worship. Pastoral vacancies filled in creative ways. Care teams reaching out with a message of love and an invitation to re-engage. Ministries providing meals, clothing, shelter, disaster relief and refugee resettlement, and justice movements providing care for the Earth and working for the equality of all God’s people.

Thank you, as always, for your commitment to Our Church’s Wider Mission. Through OCWM we participate in the mission and ministry of the national setting of the United Church of Christ and our many ecumenical partnerships. We also provide vital ministry to one another through the support and resources provided by the Conference staff; the Outdoor Ministry opportunities afforded by United Church Camps, Inc.; the faith formation programs made available by initiatives like the Damascus Project, and a wide variety of supportive ministry programs. Thank you! Thank you! Thank you!

With deep gratitude and great hope,

Franz Rigert Conference Minister

You can also download this report: <https://www.wcucc.org/wp-content/uploads/2022/09/WC-ucc-ar22.pdf>

April 2022
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. All of you have continued to be faithful witnesses of the Good News of Jesus Christ in word and deed throughout another year of this pandemic and other global crises. Together, we continue to adapt 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. I am grateful 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 consider it a privilege to continue to serve as your Associate Conference Minister. This year as churches have re-opened their doors, I too have begun worshiping and meeting with clergy and congregations in person. It is a huge joy, beyond measure, to be able to return to in person worship and meetings. I recognize that most of our churches are continuing and will need to continue to have an online ministry. Most churches and association meetings, however, continue to do their work online, for sake of convenience and efficiency. However, some are choosing to adapt to a hybrid approach and some will meet at least once a year in person. This has required all of us to continue to adjust and adapt the way in which we gather and continue to do our work together, including the technology needed to support our ministries. Furthermore, this hybrid way of life poses its own questions and challenges. For example, how do we continue to build meaningful ministry, mission and community in an online/hybrid world? We, as staff, are continuing to explore with leadership how we can best resource our churches and communities as we live into these new realities.

Both the staff and I deeply appreciate the prayers and support for our covenantal ministry in the association. I will continue to help resource our churches as faithfully to the best of my abilities in the year ahead.

Blessings,

Jane

Transitions

In the last year, I've worked with 24 churches in transition—15 in NEA and 9 in SEA. 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 year the Conflict Transformation Team has written several articles for our Wisconsin Conference life. At our Association and Annual Meetings, they are offering workshops.

The teams are actively working with our churches in our associations. We continue to receive support and appreciation for their ministry. They are available to help our churches with developing guidelines for building healthy relationships and communication skills, conflict mediation and developing core values. They have the supervision and support of Sandbur Associates. I continue to resource and provide leadership for this team. The team has been doing great work at resourcing one another across association lines, which is very helpful.

Communities of Practice (COP)

This program continues to grow. We have 25 groups in the Conference. This year we added a group for Members in Discernment who are also serving as a licensed pastor in a congregation. There is further exploration about a COP group for pastors who are living into retirement. I have great appreciation for our COP facilitators, who work tirelessly to lead and support the clergy in the joys and challenges of ministry, especially in this time when so much adaptation in church ministry is needed.

Unified Fitness Review Team (UFRT)

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 1 Fitness Reviews in the last 12 months.

We will need to add members to this team as we did not do any recruitment in the last two years. We are planning an in person training this fall. 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.

Unified Member in Discernment Assessment Team (UMAT)

This year all of the Association Division on Church and Ministry teams agreed to a centralized assessment process for our Members in Discernment. The new (2018) Manual on Ministry has shifted the guidelines for how Committees on Ministry determine the fitness of each Member in Discernment and their readiness to serve in authorized ministry role in and on behalf of the United Church of Christ. The new model is complex in nature. Thus, assessment is intricate and complicated. The scope of work and the skill sets needed to assess fairly and equitably have stretched beyond the capacity of the Committees on Ministry to do the in-depth reflection needed with each MID. Therefore, the Commission on Ministry suggested a team model whose sole focus of ministry is to work with MID's and their COM Advisors in this assessment and development of learning covenants that will help the MID meet the Marks for Faithful and Effective Ministry. The Unified MID Assessment Team (UMAT) is to assist Committees on Ministry in each Association in their work to determine how each MID meets the Marks for Ministry. I am grateful for having a representative from each association to do this work together.

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.