

PILGRIM UNITED CHURCH OF CHRIST

2025

**ANNUAL
REPORT**



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Fond du Lac, Wisconsin 54935

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

ANNUAL REPORT 2025

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January 15, 2026

Dear Members and Friends of Pilgrim United Church of Christ:

You are invited to attend the Annual Congregational Meeting of Pilgrim United Church of Christ
On Sunday, February 1, 2026 following the 9 AM worship service.

There are so many wonderful, positive efforts being made by our congregation. Our various ministries and committees, along with individuals and small groups, are engaged in showing the love of Christ in our congregation, in the Fond du Lac community, and in places far beyond our country's borders. In honoring our Mission Statement, Pilgrim UCC truly is trying to follow the teachings of Jesus in how we live and love. As members of the leadership team, we are grateful for all these efforts and so very thankful to have the opportunity to serve with and for you. Please consider attending this important yearly meeting of our congregation.

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 is as follows:

- *Welcome and declaration of a quorum
- *Opening Prayer
- *Adoption of the Minutes of the Annual Meeting held February 2, 2025
- *Presentation and Approval of Officers and Ministry Members
- *Presentation and Adoption of the 2026 Operating Budget
- *Approval of the Audit Committee Report
- *Approval of the 2025 Annual Report
- *Presentation and Vote on the proposed changes to the Bylaws
- *Review of our Covenants
 - Open And Affirming
 - WISE
 - Creation Justice
- *Update from Search and Call Committee
- *New Business
- *Recognitions
- *Adjournment

We look forward to seeing you there.

Peace be with you,

Jim Bentley
Council President

Linda Stutz
Council Vice President

Rev. Jeannie Douglas
Intentional Interim Pastor

SCRIP

Karen Goodacre

Adult Education

Dixie Sullivan CR
Mary Ann Otto Adult Education Coordinator
Carol Browning
Peg Bradley
Linda Stutz
Neal Sieglaff Joni Greenfield Rachel Wicihowski

Auditing:

Ron McCreedy
Kevin Berens
Jill Barbeau

Trust:

Matt Clementi
Bobbie Flaherty
Brian Christenson
Barb Roder

Historian

Chris Frederick

Constitutional Review

Barb Geiger
Patti Burns
Connie Anderson

Ham Dinner

Randy Stutz Chairperson and Publicity/Ticket Sales
Ron McCreedy Resource Person
Jean Cornell Dinner Coordinator
Linda Stutz Kitchen Coordinator
Jim/Dianne Bentley Carry Out Coordinators
Mary Christenson Consultant

Personnel Committee

Linda Stutz
Wendy Ellison
Jim Bentley

Ministries:

Christian Education

Dixie Sullivan CR
Chris Clementi
Susan Holl
Joy Behrens
Gary Ring

Lay Life

Patty Minter CR
Kaitlynn Zick
Judie Behnke
Sue Roloff

Christian Outreach

Peg Bradley CR
Barb Spies
Jean Wright
Jill Barbeau

Membership & Evangelism

Fran Schmid CR
Randy Stutz
Gail Schmidt
Sue Schmitz
Judie Behnke
Mary Berens

Stewardship & Finance

Ron McCreedy CR
Tina Potter
Peter Vercouteren
Barb Geiger

Worship

Steven Wicichowski CR
Mary Christenson
Deb Wamser
Sue Kaiser

Property and Maintenance

Avery Geiger CR
Dave Overbo
Bill Burns
Neal Sieglaff
Jim Wamser

Avery Geiger made a motion that the Officers and Committee/Ministry members be accepted. Steven Wicichowski seconded the motion. With no opposition the motion passed with unanimous consent.

- Presentation and Adoption of the 2025 Operation Budget

Ron McCreedy presented the 2025 operating budget and suggestions made by Church Council for change. This included a 3% raise for employees. Sue Kaiser inquired if the wages for the Pastor were in line with the Conference guide lines. Pastor Jeannie reported that the wages are indeed in line with the recommendations of the UCC guidelines. Ron also wanted to recognize those who have made pledges and are encouraging those who have not still do so.

Neal Sieglaff made a motion that the operating budget for 2025 be passed, Sue Kaiser seconded the motion. With no objections the motion passed with unanimous consent.

- Audit Committee report: The Audit was completed on December 31, 2024. There was no evidence of significant financial errors or omissions. A commentary report which provides suggestions and comments to the council covering various topics such as but not limited to Risk Management, Benefits and Compensation, Financial Reporting, Governance, and other areas. The Council will review and address as necessary in 2025.

Avery made a motion that the Audit Report be accepted as written. Linda Stutz seconded the motion. With no objections the motion was passed with unanimous consent.

- Membership: Sue Schmitz explained the process for updating the membership rolls. She also explained the process for placing members on the inactive member list and removing individuals from the membership rolls.
- Approval of the 2024 Annual Report

Linda Stutz made a motion that the 2024 Annual Report be approved. Steven Wicichowski seconded the motion. With no objection the motion passed with unanimous consent.

- Presentation and approval of changes made to the Bylaws.

Patti Burns presented the changes to the Bylaws. All changes are in bold in the Constitution/Bylaws.

Neal Sieglaff made a motion that the changes to the Bylaws be accepted as written, Wendy Ellison seconded the motion. With no objections the motion passed with unanimous consent.

- Update and Covenant Reports

Each group provided an annual report for 2024.

ONA - Sue Kaiser : highlights from the annual report include Pilgrim ONA supporting Cafe' Q with Open Circle. We will also support them at community events. They would also like to plan an annual ONA fund raiser.

WISE – Linda Stutz: Wise is supporting mental health initiatives at Pilgrim. January is Mental Wellness Month, they have supplied Quill articles and there are Educational information and Resource information regarding Mental Health in the office of Sue Schmitz. WISE has also provided information at Adult Forum twice.

Creation Justice/Green Team-Barb Roder: The Green Team has completed the planting of a Prairie Garden on church grounds and have raised enough funds to maintain the garden for the next 4 years. There are 2 compost bins available at the church. It is crucial we all support this initiative.

- Update Search/Call Committee

Neal Sieglaff provided an update. The committee continues to provide information to the members through Quill articles. The committee believes that the Church Profile is completed and is sent to the Conference for review for approval and to post. Wendy Ellison stepped down from the committee for personal needs. There will not be an additional member added.

- NEW Business:

Bill Burns inquired who maintains the church directory.

The Administrative Assistant is responsible for the updates to the Directory. There is an annual request sent out requesting any changes/updates which are then made. If there are changes that need to be made then that person can contact the Administrative assistant.

- Recognitions:

Patti Burns recognized the following individuals.

Jill Barbeau- Jill has provided back up for the Administrative Assistant Position when the position was vacant. She has also provided training to new Administrative Assistants.

Neal Sieglaff - Neal maintains all the AV equipment and functions.

Sue Schmitz - Sue works in Health Ministry, provides home visits and acts as our Parish Nurse.

Karen Goodacre- After 40 years of providing Christian Education to the children of the church Karen is resigning. Thank You Karen for all you have done and do.

Patti Burns- Thank you for your leadership as our Church Council President for the past 2 years.

Patti passed the President's Gavel to Jim Bentley.

Mary Hobbs and Sue Kaiser wanted to thank the Church and Pastor Jeannie for welcoming them to the church so warmly.

With business completed the 2025 Annual Meeting was adjourned.

Respectfully Submitted by :

Wendy Ellison, Secretary

Jim Bentley



Wisconsin Conference United Church of Christ

2025 Annual Report

2025 was a year of transition for the Wisconsin Conference as we dissolved our four associations and shifted to a unified Committee on Ministry and single governance structure. This move followed two years of conversation around the increasing challenges of sustaining the traditional association-Conference structure.

Several other conferences had already made this change, and we knew it was important to acknowledge the end of our associations. But even more important was to ask ourselves, “What do we value and what do we most need to move forward?” Our conversations identified two priorities: We value relationships across the Conference, and we need to make it easy to share resources for ministry.

In 2026, we will launch two new initiatives. The first is a listening tour, *Covenant Conversations*, intended to learn the passions, successes and struggles of all our 204 congregations. These meetings in local churches will be facilitated by a combination of Committee on Ministry care team members and Conference board and staff members. We want to hear your stories and learn how we can better support one another.

Second, we will launch a digital “resource network” on our website. We see this as an efficient way to connect human and material resources needed for all sorts of ministry initiatives, such as best practices for congregations, ideas for justice and community-based ministries, and affinity groups for church treasurers, historians, pastoral relations teams, and others.

The missions and scholarships of the former associations have been folded into the Conference budget. The concept of dues is shifting in 2026 to reflect the core operating costs of the Wisconsin Conference (\$5 per member annually). These “membership dues” constitute the base commitment of every congregation. Our Church’s Wider Mission, plus special offerings, fund all the missions and ministries of our Conference life, providing every congregation much needed resourcing in the areas of search and call, conflict transformation, strategic planning, ministerial support and authorization, camps and retreat centers, and online theological education through the Damascus Project.

Beyond that, we provide disaster relief funds, global missions, peace and justice advocacy, and support for the national setting of the UCC, Wisconsin Council of Churches, and Council for Health and Human Service Ministries. Additionally, our grant programs for authorized ministers offer continuing education scholarships, educational debt reduction, annual scholarships to Members in Discernment, and ministerial assistance for urgent needs. And we continue to provide more than \$50,000 annually for Catalyst grants to support innovative new ministries in local churches.

This past year marked a significant milestone for the Wisconsin Foundation UCC. Total funds invested now exceed \$20 million. These funds are managed by The Investment Fund for Foundations, or TIFF, which has achieved stellar returns with low fees while focusing on socially responsible investing. We hope your congregation will consider this investment opportunity.

We are blessed to have generous congregations, gifted pastors, committed lay people, an incredible Conference staff and a deeply dedicated board of directors. Together, by God's grace, we will journey into the future with a bold vision and as a faithful witness to the love of Jesus.

Gratefully submitted,

A handwritten signature in cursive script, appearing to read "Franz".

The Rev. Franz Rigert
Conference Minister

Annual Report of the Interim Pastor

As I reflect on this past year at Pilgrim United Church of Christ, I am deeply grateful. Pilgrim is a refreshing, active congregation—one where faith is lived out not only within the walls of the church, but throughout the wider community. From the moment I arrived, it was clear that this is a church whose members care deeply about one another and are committed to making Pilgrim UCC all it can be.

This is a strong church with a hopeful outlook. The energy, participation, and dedication I have witnessed throughout the year speak volumes about who you are as a congregation. It has been a joy to spend a full year with you—watching how you respond to the changing seasons of church life, celebrating milestones together, and witnessing the excitement that emerges when new possibilities unfold. All that you do, and all that you are, is truly a gift to this community.

This year included moments of celebration that reminded us of the life and joy that flows through this congregation. I had the pleasure and privilege to preside over the wedding of Max and Lucia Hoyer. It had been some time since Pilgrim hosted a wedding, and the joy, energy, and presence of their families filled the church with renewed vibrancy. It was a blessing to see so many gather in celebration and to be reminded that Pilgrim continues to be a place where sacred moments are honored and shared.

Pilgrim also continues to nurture faith through learning and exploration. Adult Forum and Expanding Horizons remain strong and meaningful, thanks to the leadership and dedication of Mary Ann Otto and the Adult Education team. The thoughtful speakers and engaging presentations this year reflect Pilgrim's commitment to growing in faith, understanding, and dialogue.

Our children and youth ministries have also experienced a renewed energy. With the addition of Michael as our Sunday School and Youth Coordinator, these ministries are flourishing. Michael brings enthusiasm, creativity, and genuine care to his work, and the children respond with joy and trust. It has been a privilege to work alongside him and to witness the relationships he is building with our young people.

I am also deeply thankful for our Office Administrator, Amy Rector. Amy has stepped into her role with competence, grace, and dedication. She learned her responsibilities quickly and has become an invaluable presence in the daily life of the church. Anyone who works with her recognizes what a gift she is to Pilgrim UCC, and I am grateful for her steady and capable leadership.

Our committees and ministry teams continue to do faithful and important work. I encourage you to read their reports to fully appreciate the depth and breadth of ministry happening throughout the church. These efforts, often carried out quietly and faithfully, are the foundation upon which Pilgrim's strength rests.

As we look ahead, I want to acknowledge the ongoing work of the Search Committee. They are engaged in thoughtful and prayerful discernment, seeking to understand God's hopes for this congregation and the leadership that will best serve its future. The call process is just that—a process. It requires patience, trust, prayer, and openness to the movement of the Holy Spirit.

As we envision the future, Pilgrim has the opportunity to build upon its past while deepening connections with one another and with God. You are richly gifted, and the coming year invites continued discernment about who you are called to be and whom you are called to serve—now and in the years ahead.

The scripture that has stayed with me this year comes from Isaiah 43:18–19:

*“Do not remember the former things,
or consider the things of old.
I am about to do a new thing;
now it springs forth, do you not perceive it?
I will make a way in the wilderness
and rivers in the desert.”*

This is a powerful word for Pilgrim United Church of Christ. Isaiah does not dismiss the past, but reminds God's people not to be bound by it. God is always creating—always opening new paths, even when the way forward feels uncertain or unfamiliar. This congregation is in a season of transition, and transition can feel like wilderness. Yet Isaiah promises that God is already at work, bringing life, direction, and renewal where we may least expect it.

As we move into the new year, changes will continue. With prayerful consideration, those changes will strengthen Pilgrim's identity as a welcoming, warm, spiritually grounded, and faithful community. I am grateful to have walked alongside you during this season and to have witnessed the growth, openness, and creativity that has emerged.

You have grown closer as a congregation. You have embraced new ideas. You have remained faithful and hopeful. God has provided generously for this church, and God's future is unfolding even now.

As this new year begins, my prayer is that you continue to listen for God's voice, trusting that God is already making a way forward. May you remain open to all that God is calling you to be and do, confident that the One who has led you thus far will continue to guide you into what is next.

With gratitude and hope,

Your Interim Pastor

Rev. Jeannie Douglas

Dear Members and Friends of Pilgrim UCC,

I have now completed my third year as a member of the Church Council, my first serving as Council President. During this time, I have learned a lot about the workings of the Council, our church, and myself. It is customary for the President to report some observations/comments each year for the Annual Report. In attempting to write these reflections, my thoughts covered several pages and many, many topics; far too much for the purpose of the yearly report. In the interest of space...and your patience, I will share only a few of these reflections.

Trying to serve by leading the Council meetings was easier than I anticipated. This was due in no small part because of the people serving and representing our various ministries. Everyone worked so well together. Discussions were always informative and productive. All opinions were listened to in a respectful manner. All decisions made were in keeping with Pilgrim's basic tenants and beliefs.

Our paid staff continued to evolve in 2025, and in such a wonderful manner. Pastor Jeannie has now been with us for about 18 months. During this time she has provided us with a ministerial bridge between our past and our future. I feel that she is much more comfortable with Pilgrim's culture and us, her people. Likewise, we are becoming much more comfortable with her as she tries to guide and minister to us. I am thankful for her presence here and trust you are as well.

The people we have in our music ministry are such a blessing. We are truly fortunate to have Zach Ball and Chris Deaner-Rogers in our church. I am continually amazed with the talent and skill they bring to us Sunday after Sunday. The music ministry continues to be enhanced by the Bell Choir and so many fine special music providers. Thank you.

Michael Friedel has returned to the church of his youth to lead our Children and Youth Ministry. I look forward to seeing where his leadership takes us in the coming months. I feel Michael has the skills and personality to provide strong educational programming and experiences to our current young people and also grow the program going forward.

Mary Anne Otto continues to be a wonderful leader and resource for our Adult Education Ministry. With the help of the Adult Education Committee, the Sunday Adult Forum and the Monday Expanding Horizons group provide us with a variety of informative and thought provoking lessons. We are so very fortunate to have her with us.

The last staff member thought I would like to share concerns our recently hired Administrative Assistant, Amy Rector. Amy has been with us for just a few weeks, but in that time she has proven to be a great addition to our church. As you know, for the past couple of years we have had many faces in the office. Amy has already stabilized the position and is proving to be a most helpful resource.

I would like to share a thought about our Search Committee. This committee is tasked with the responsibility of identifying our next settled pastor. They have been working at this task for many months now. It is proving to be a most challenging job as there are more churches seeking pastors than there are pastors to fill the positions. Having been on a search committee myself, I know it can be tiring and at times discouraging. I hope that all of you will join me in praying for this group of people and in giving them as much encouragement as possible. This committee's work is perhaps the most important current activity going into 2026.

Well, this letter is starting to get away from me...I warned you that I had many thoughts I could share...so it is best I close now with one more. Pilgrim UCC is a very important place for Dianne and me, as it is for many of you. We are so very thankful to have found this church home. Our Pilgrim family, you, has given us people in our lives to have friendships with, to encourage, to care for, and to practice showing the love of Christ. At the same time, being here has put people into our lives, again you, to do the same for us. We are blessed.

Thank you for allowing me the privilege of serving as Council President. Jim Bentley

**Pilgrim United Church of Christ
Annual Congregational Meeting – February 1, 2026**

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

Ministries

Christian Education

Dixie Sullivan CR '26
Chris Clementi '26
Susan Holl '26
Joy Behrens '26
Gary Ring '26
Vicki Lamb '27

Lay Life

Patty Minter CR '27
Kaitley Zick '26
Judie Behnke '26
Deb Wamser '27

Christian Outreach

Jill Barbeau (Chair) '26
Peg Bradley CR '26
Barb Spies '27
Jean Wright '26
Karen Goodacre '27
Mary Hobbs '27

Membership & Evangelism

Fran Schmid CR '26
Randy Stutz '26
Sue Schmitz '27
Judie Behnke '26
Mary Berens '26
Joni Voss Hayibor '27

Stewardship & Finance

Ron McCreedy CR '27
Tina Potter '26
Peter Vercouteren '27
Barb Geiger '26

Worship

Steven Wicichowski CR '27
Mary Christenson '27
Deb Wamser '26
Sue Kaiser '26
Benedict Behrens '27

Property & Maintenance

Avery Geiger CR '26
Neal Sieglaff '27
Jim Wamser '26
Matt Clementi '27

Committee Members Appointed by Church Council**Pastoral Relations**

Tracy Abler '26
Peg Bradley '26
Brian Christenson '26
Lynne Zwerg '27
Lucia Hoyer '27
Michael Potter '26

Memorial Committee

Patti Burns '27
Chris Frederick '27
Dianne Bentley '26

Safe Church

Bobbie Flaherty '26
Tony Prus '26

Sanctuary Visual Design

Fran Schmid
Patti Burns

Scrip

Karen Goodacre

Adult Education

Dixie Sullivan CR
Mary Ann Otto Adult Education Coordinator
Carol Browning
Peg Bradley
Linda Stutz
Neal Sieglaff
Rachel Wicichowski

Auditing

Ron McCreedy
Kevin Berens
Jill Barbeau

Trust

Matt Clementi '28
Bobbie Flaherty '26
Brian Christenson '27
Barb Roder '27
Tina Potter '27

Historian

Chris Frederick

Constitutional Review

Barb Geiger
Patti Burns
Connie Anderson

Nominating

Linda Stutz
Barb Geiger
Barb Roder

Ham Dinner

Randy Stutz	Chairperson, Publicity and Ticket Sales
Ron McCreedy	Resource Person
Jean Cornell	Dinner Coordinator
Linda Stutz	Kitchen Coordinator
Jim & Dianne Bentley	Carry-out Coordinators
Mary Christenson	Consultant

Personnel Committee

Linda Stutz
Wendy Ellison

Statement of Financial Position

December 31, 2025

	Year Begin Balance	Balance Last Month	This Month Change	Year to Date Balance
Assets				
CASH ACCOUNTS				
Checking - Natl Exch Bank	69,379	61,382	24,846	86,228
Saip Checking	7,646	12,870	(8,018)	4,852
Investments	107,266	113,425	(122)	113,303
Petty Cash	50	50	0	50
CASH ACCOUNTS Totals:	184,341	187,727	16,706	204,433
EQUIPMENT & ACTIVITY				
Scrip Inventory	6,741	6,927	568	7,495
Total Assets:	191,082	194,654	17,274	211,929
Liabilities				
EMPLOYEE WITHHOLDINGS				
Social Security Epee & Epyr	431	513	56	569
Medicare	101	120	13	133
Federal Withholding Tax	315	13	20	33
WI Withholding Tax	513	84	47	132
Pastor's Pre-tax Retire. Contrib.	0	0	1,000	1,000
EMPLOYEE WITHHOLDINGS Totals:	1,359	730	1,136	1,867
Total Liabilities:	1,359	730	1,136	1,867
Net Assets				
Members' Cash Equity	121,706	121,492	0	121,492
Dedicated Accounts				
Without Donor Restrictions	33,192	33,175	6,298	39,473
With Donor Restrictions	34,826	38,249	457	38,705
Dedicated Accounts Totals:	68,017	71,424	6,755	78,179
Current Period Changes to Net Assets	0	1,009	9,383	10,392
Total Net Assets:	189,723	193,924	16,138	210,062
Total Liabilities & Net Assets:	191,082	194,654	17,274	211,929

Dedicated Accounts

December 31, 2025

Account Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
DEDICATED FUNDS						
Building Fund	21,111	30	0	2,434	2,866	20,679
Environmental Projects	0	0	0	0	0	0
Funeral Lunches etc.	1,870	0	0	0	69	1,802
Handbell Maintenance	1,000	500	0	500	0	1,500
Christian Outreach Cash	36	230	0	365	0	401
Fair Trade Coffee Inventory	409	0	0	0	0	409
Youth Mission Trip	988	0	0	199	189	998
Adult Christian Ed	303	0	0	300	0	603
KIVA	100	0	0	0	0	100
Pastor's Discretion	335	0	300	808	300	844
Pastor's Sabbatical	13,643	0	0	0	0	13,643
Sabbatrcal Congregation Support	1,270	0	0	0	0	1,270
Technology Donations	251	0	0	0	0	251
Sleglaff/Mundl Donation (Music Fund)	1,297	0	0	0	0	1,297
Green Team	1,000	0	56	175	1,171	4
Prairie Garden	4,242	0	0	500	862	3,880
Fiftieth Anniversary Celebration	500	0	0	500	0	1,000
Prepaid 2026 Pledges	0	4,124	0	4,124	0	4,124
DEDICATED FUNDS Totals:	48,356	4,884	356	9,905	5,457	52,804
OUTREACH APPEALS						
Blanket Sunday	0	0	0	480	480	0
Christmas Fund (Vets. Cross)	0	280	0	280	0	280
Disaster Relief	0	0	0	0	0	0
Bible w/ Bagels Offerings	0	0	0	0	0	0
Neighbors in Need	0	550	0	1,405	855	550
One Great Hour of Sharing	0	0	0	0	0	0
Strengthen the Church	0	0	0	0	0	0
Special Appeals	0	0	0	1,225	1,225	0
Alternative Gift Fair	0	4,505	2,985	4,505	2,985	1,520
Birthday Coins	0	250	0	1,203	890	313
OUTREACH APPEALS Totals:	0	5,585	2,985	9,098	6,435	2,663
TEMPORARY CUSTODY						
Trust Fund	19,661	0	500	7,659	4,609	22,711
Memorial Fund	0	127	0	127	127	0
TEMPORARY CUSTODY Totals:	19,661	127	500	7,785	4,736	22,711
Total for selected dedicated accounts:	68,017.32	10,595.91	3,840.95	26,788.83	16,627.65	78,178.50

Statement of Activities

Including Proposed 2026 Budget

December 31, 2025

Account Shortcut and Description	2025	2024	2025	2025	2026
	YTD Actual	YTO Last Year	Annual YTD % Budaat	Annual Budaat	Next Year Annual Budget
Income					
OFFERINGS					
8 Donations General Fund	195,808	177,452	109	180,000	185,400
116 SCRIP Transfers Received	7,000	8,000	0	0	0
10 Sunday Cash	2,424	4,078	69	3,500	3,500
17 Sunday School Income	28	81	28	100	100
OFFERINGS Totals:	205,260	189,612	112	183,600	189,000
OTHER INCOME					
12 Wedding & Rent	465	840	66	700	700
80 Investment Earning & Expense	6,037	4,970	121	5,000	6,000
11 Fall Festival Income	16,529	14,883	110	15,000	16,000
14 Scrip Income	4,960	5,130	99	5,000	5,000
117 SCRIP Transfers Made	(7,000)	(8,000)	0	0	0
100 Rummage Sale Income	11,920	9,634	170	7,000	8,500
16 Misc Income	0	0	0	50	50
OTHER INCOME Totals:	32,912	27,457	100	32,750	36,250
Income Totals:	238,172	217,069	110	216,350	225,250
Expense					
MISSION DISBURSEMENTS					
32 Our Church's Wider Mission	11,000	11,000	100	11,000	11,000
PASTORAL COMPENSATION					
18 Pastors Salary	46,000	45,753	100	46,000	47,380
152 Mlieage Allowance	0	0	0	0	0
19 Housing Allowance	24,000	24,560	100	24,000	24,720
20 SocSec Allowance	5,355	5,286	100	5,355	5,516
21 Pension & Annuity	8,983	10,506	92	9,800	10,094
22 Clergy Health Insurance	6,500	6,441	100	6,500	6,500
85 Clergy Dental Insurance	530	1,064	100	530	530
101 Clergy Vision Insurance	0	376	0	0	0
23 Life/Disability Insurance	963	1,061	92	1,050	1,050
PASTORAL COMPENSATION Totals:	92,331	95,047	99	93,235	95,790
STAFF COMPENSATION					
38 Office Manager	17,841	19,100	97	18,387	18,680
55 Youth Ministry Director	0	0	0	1,000	0
41 Sunday School Director	5,093	5,001	57	9,000	0
115 Children/Youth Ministry Coordinator	0	0	0	0	10,300
28 Adult Ed Coordinator	10,275	3,750	100	10,300	10,609

Account Shortcut and Description	YTDActual	YTD Last Year	Annual Budget	Annual Budget	Annual Budget
27 Church Organist	10,698	10,411	100	10,724	11,045
112 Choir Accompanist	1,295	1,155	185	700	1,890
68 Vacation Organist	1,045	730	13.9	750	750
29 Choir Director	2,934	3,017	100	2,944	3,032
86 Vacation Pulpit Supply	795	695	70	1,140	1,140
2 Child Care - Nursery	0	0	0	250	250
52 Custodian	8,588	6,878	99	8,644	8,680
42 Social Security Employer Share	3,653	3,246	92	3,982	4,250
STAFF COMPENSATION Totals:	62,217	53,983	92	67,821	70,627
PROGRAMS					
26 Worship Expense	4,111	5,165	105	3,900	3,900
76 Handball Maint	0	0	0	0	0
24 Christian Ed - Child & Youth	1,240	2,549	46	2,700	3,110
91 Christian Ed - Adult	3,879	1,803	129	3,000	4,000
25 Layllfe & Leadership	247	165	82	300	300
81 Stewardship & Finance	247	0	164	150	300
147 Online Giving Fees	995	948	111	900	900
30 Christian Outreach	84	60	42	200	200
31 Membership & Evangelism	1,022	821	102	1,000	800
65 Health Minisuy Supplies	0	0	0	100	50
104 Green Team Expense	165	15	33	500	500
94 Coffee, Refreshments, etc.	20	1,246	3	700	500
PROGRAMS Totals:	12,009	12,771	89	13,450	14,560
ADMINISTRATION					
36 Pastors Auto Expense	1,401	330	140	1,000	1,000
141 Pastors Books, Resources	400	200	80	500	500
37 Pastors Cont Ed.etc	225	213	45	500	500
48 Pastors Sabatcal	0	0	0	0	0
78 Personnel Search Expense	238	1,182	119	200	200
39 Staff Auto Expense	0	0	0	0	0
43 Office Supplies	3,005	5,000	75	4,000	4,000
44 Postage	443	1,519	30	1,500	1,000
45 Telephone	513	565	103	500	550
46 Delegate Expense	500	366	125	400	400
35 NE Association Dues	1,076	805	134	805	1,195
66 Computer Software	2,606	3,527	81	3,200	3,200
49 Misc Expense	1,617	3,804	65	2,500	2,000
ADMINISTRATION Totals:	12,024	17,510	80	15,105	14,545
PROPERTY & MAINTENANCE					
50 Utilities (Elect, Gas & Water)	6,454	6,783	99	6,500	6,800
51 Insurance (Prop, Liab&WkCmp)	11,353	9,224	101	11,267	12,192
53 Custodial Supplies	260	553	52	500	500
54 Snow Plowing	4,965	2,382	124	4,000	4,000
58 Copier Maint	624	543	104	600	650
99 Copier Amortize	0	185	0	0	0
59 Repairs & Maint	3,816	4,661	127	3,000	4,000

Account Shortcut and Description	YTDActual	YTDLaat V..	Annual Bud&at	Annual Bud&et	Annual Bud&et
60 Recycle & Waste Disp	1,501	1,478	115	1,300	1,625
PROPERTY & MAINTENANCE Totals:	28,974	25,808	107	27,167	29,767
OTHER EXPENSE					
82 Fall Festival Expense	5,739	5,682	101	5,700	6,000
145 Pastoral Search	3,486	0	139	2,500	2,500
149 Pastors Moving Expense	0	0	0	0	3,000
OTHER EXPENSE Totals:	9,225	5,682	113	8,200	11,500
Expense Totals:	227,780	221,799	97	236,978	247,788
Income - Expense:	10,392	(4,730)		(19,628)	(22,538)

Christian Education: Children and Youth Ministry
Annual Report 2025

Mission Statement:

Matthew 19:14 Jesus said, "Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of heaven belongs."

At Pilgrim United Church of Christ, the Child and Youth Ministry nurtures the faith, hearts, and minds of children and youth in the inclusive and forward thinking spirit of the United Church of Christ.

Rooted in God's love and guided by the teachings of Jesus, we create a welcoming space where children and youth can explore their faith, ask meaningful questions, and grow in their understanding of God, self, and others.

We are committed to helping each child become a kind, compassionate, and thoughtful person who is empowered to make a positive difference in the world.

Ministry Overview:

- A. Number of Children and Youth Engaged Across All Programs
 - a. 14
- B. Major Themes
 - a. Discernment and Listening to our Members
 - i. A year of listening deeply to our families and youth as we discern how to shape a ministry that truly meets their needs. We assessed needs with surveys and conversations with our participants and families.
 - b. Strengthening Intergenerational Connections
 - i. Building and deepening intergenerational community through new forms of shared fellowship.
 - c. Experimentation and Creativity
 - i. Experimenting with creative forms of engagement to spark joy, learning, and connection.

Program Reports:

- A. Sunday School
 - a. Age Range
 - i. Open to all children in grades kindergarten through 8th grade.
 - ii. This year we had students in grades 1 through 8.
 - b. Schedule and Structure
 - i. Sunday School took place after church service from 10:15-11:15am.
 - ii. 54% of lessons were taught using the Spark curriculum.
 - iii. 46% of lessons were categorized as "Special Lessons" created by Michael and facilitated by our Sunday School teachers. Special Lessons related to the values of the United Church of Christ and Pilgrim UCC.

- c. Total Enrollment
 - i. 7
 - d. Average Attendance
 - i. 5 students per week
 - e. Special Projects
 - i. Birthday Bank donations resulted in donations of \$445 to both Sleep in Heavenly Peace and Project Linus.
 - ii. Sunday School students shared their talents as they contributed to the Ham Dinner. Thank you cards were made for every meal.
 - iii. Make and Take was offered this year for students to craft and enjoy the fellowship of their peers and family.
 - iv. Students participated in a presentation during church service to celebrate the Christmas Season.
 - v. Confirmation students facilitated the advent reading and lighting of the candles.
 - f. Outcomes
 - i. Strengthened faith formation through curriculum and class
 - ii. Meaningful student engagement
 - iii. Increased student participation in congregational Life
 - iv. Enhanced creativity and fellowship
- B. Youth Group
- a. Age Range
 - i. Open to all youth in grades 6 through 12.
 - ii. This year we had youth in grades 7 through 11.
 - b. Schedule and Structure
 - i. Youth Group events took place once a month before the intergenerational fellowship event.
 - c. Average Attendance
 - i. 7 youth
 - d. Outcomes
 - i. Strengthened peer relationships and community.
 - ii. Increased consistency and engagement.
 - iii. Created a positive environment for youth to have fun.
- C. Intergenerational Fellowship Events
- a. Monthly Schedule
 - i. September: Green Trivia hosted by the Green Team
 - ii. October: Nature of Light at the Paine Art Center
 - iii. November: Blanket Making
 - iv. December: Caroling and Cookie Decorating
 - b. Average Attendance
 - i. 23 participants
 - c. Outcomes
 - i. Strengthened relationships across generations

- ii. Alignment with Pilgrim UCC values
 - iii. Enhanced congregational joy and wellness
- D. Family Fun Night
 - a. Number in Attendance
 - i. 86
 - b. Outcomes
 - i. Created a safe, joy-filled environment
 - ii. Increased community engagement
 - iii. Brought our church together to help serve our community

Highlights:

- A. Meaningful engagement in Sunday School
 - a. Delivered a balanced year of formation using both the Spark curriculum and custom UCC-values-based Special Lessons created in-house.
- B. Strong Youth Group community
 - a. Youth in grades 7–11 formed a close, supportive bond, consistently engaging with an average attendance of 7 youth per meeting.
- C. Creativity and experimentation in programming
 - a. Special Sunday School Lessons grounded children in progressive UCC identity, while creative fellowship events broadened the range of accessible, meaningful activities.
- D. Strengthened sense of belonging across the church
 - a. Children, youth, parents, and adults repeatedly expressed appreciation for the opportunities to learn, play, serve, and celebrate together.

Challenges and Learnings:

- A. 100% of families who completed the Sunday School survey prefer that Sunday School be offered during church service.
- B. Finding volunteers to serve as Youth Group leaders, Sunday School teachers, and Sunday School shepherds continues to be a challenge.
- C. A small pool of potential children and youth continues to be a challenge in relation to enrollment in programs.

Gratitude and Acknowledgements:

- A. Ministry Members
 - a. Thank you to all our ministry members for your curiosity, enthusiasm, and dedication. Your participation, ideas, and support help create a welcoming, nurturing space for children, youth, and families at Pilgrim UCC.
- B. Volunteers
 - a. We are deeply grateful to our volunteers, whose time, energy, and creativity bring every program to life. Your commitment makes it possible for children and youth to learn, grow, and feel valued in our church community.
- C. Church Staff

- a. Thank you to our church staff for your guidance, encouragement, and behind the scenes support. Your dedication ensures that our ministries run smoothly and that families feel supported in their faith journey.
- D. Church Leadership
 - a. We extend our gratitude to church leadership for your vision, trust, and encouragement. Your support allows us to innovate, experiment, and grow, ensuring that our ministries continue to thrive and reflect the values of Pilgrim UCC.

Membership Review 2025

233: Membership December 31, 2024

220: Membership December 31, 2025

Sacrament of Baptism: 1

Serenity Bethke. (Nonmember)

New Members: 2

Joshua and Heather Goetsch

Deceased:1

Liz Edgerton

Removed from roles per congregant request: 2

Kerm Giles

Jane Haass

No response to contacts (remove): 12

Lori Bohn

Jaimie, Heather Conner

Tom, Melanie Cornell

Missi Etheridge

Greg Friess

Joseph, Bridget Keys

Dorothy Kurth

Kim Olson

Michelle Schmid

(Remove) Youth/young adults with parents/no response or per request

(We did not count these in the last census)

Haley and Hannah Dahlke

Laura and Skye Henderson

Hannah Connor

Julie, Cassandra, Hunter Etheridge

Quinton Friess

Hailee, Owen, Cooper, Cameron, Olivia Olson

Mikayla, Callie, Colin, Keegan Schmid

Membership & Evangelism Year End Report 2026

Our team has been monitoring membership changes at each monthly meeting. We've discussed ways to manage membership numbers so as to be accurate each year.

We hosted the coffee hour for February.

Membership & Evangelism Ministry has organized and attended 3 community events—Celebrate CommUnity, Pride Picnic and Fondue Fest. ONA was featured at the Pride Picnic and WISE was highlighted at Fondue Fest. Various stickers, temporary tattoos, pride flags, Pilgrim tote bags and textural anxiety stickers were handed out at these events. For Celebrate CommUnity, we set up our booth close to Cafe Q to provide support and a slide show provided by Neal Sieglaff was used to highlight Pilgrim UCC activities.

We have organized the gear for these events and it is now stored in a cupboard in the Guild Room for any other events needed by the church at large.

After researching printing prices, we arranged to update the Pilgrim tri-fold brochures which are now in place at the welcome center and in other areas. Mary Berens arranged for the printing, pick up and placing of the brochures. In addition we requested each covenant committee to make a brief description of the covenants to be printed for insertion into the trifolds

Judy Behnke has been tending to the card ministry to better keep in touch with our members. Sue Schmitz has been providing us with updates for the WISE committee (including attendance at the Wisconsin Conference for WiSE) and Sue Kaiser has been keeping us informed about the progress of the ONA team.

Randy Stutz is always ready to implement providing rides for those who are unable to get to church and keeps the list for welcomers. He also arranged for purchase and printing of the cloth tote bags.

We hosted a newcomer potluck on September 17. Including Council members and guests, 27 attended. Each ministry chair presented an overview of activities, as well as bringing food for the potluck.

In conjunction with Rosenow School, Pilgrim bakers provided 12 dozen cookies for the Martin Luther King, Jr Day held at Goodrich Little Theater. All the schools in the Fond du Lac School District were involved in a display of artwork and performances to celebrate his leadership.

Thanks to all who are mentioned above, to our great bakers and cooks and anyone who has helped us do all of these activities throughout the year. We are, indeed, blessed with a great number of members who participate and help out. We especially thank Gail Schmidt for her years of service to this ministry as she will be stepping down from this role.

Membership & Evangelism Ministry Members:

Fran Schmid, Chair

Gail Schmidt

Sue Schmitz, Parish Nurse

Randy Stutz,

Mary Berens

Judy Behnke

WISE Annual Report 2025

Welcoming, Inclusive, Supportive and Engaged for Mental Health. The WISE Committee consists of Sue Schmitz, Judy Burton, Brad Leonhard, Barb Geiger, Sue Kaiser, and Linda Stutz - with support from Pastor Jeannie Douglas.

January is designated Mental Wellness Month. In 2025, the group hosted Fellowship Time, Brad developed a Mental Health Resource list and taught people how to scan for it on their phones, and we facilitated an Adult Forum; talking about the interconnectedness of the Mind, Body, and Spirit.

In January and July we put up a Narthex display with the Covenant and suitcases to remind people that we all carry baggage and need support.

Monthly Quill Articles for a WISE Wisdom Corner were submitted by members

Sue S. was part of a 3 person panel at the Annual Conference in June about our WISE Journey.

A trifold was created that highlights our WISE, Creation Justice and ONA designations, that is folded into the general Pilgrim brochure.

Pastor Jeannie Douglas, Barb Geiger, Sue Schmitz and Linda Stutz attended a day seminar in September with a Mental Health focus on "Finding Hope". They came away with some ideas and new connections.

WISE was highlighted at our table at Fondue Fest in September with information and sensory strips - with positive comments.

2 shelves in the room across from the office have up to date information related to mental health/mental illness, and local resource contacts..

2025 Open and Affirming (ONA) Report

There are multiple 'details' that your ONA team has been working on year-round - January thru December. They are:

1) Continued advocacy work with LGBTQ+ support organizations:

- Open Circle Unitarian Church (Café Q)
- Church of Peace UCC
- All God's Family
- Congregations of Sisters of St. Agnes
- Evangelical Lutheran Church

This advocacy work includes:

Continued support of Café Q by hosting a monthly meal sign up thru Sign Up Genius and by continued monetary donations – as well as scrip cards to local establishments:

Domino's Pizza, Pick n Save, or Target

If you are interested in donating dollars – that can be done thru Pilgrim – or directly to Open Circle. PLEASE note Café Q on the memo line.

Discussions about a fundraiser for 2026. The goal of this fundraiser (hopefully an annual fundraiser) is to raise funds not only for Pilgrim but for all the supporters of Café Q and their own LGBTQ+ work.

2) Ongoing investigation and understanding of Pilgrim's existing ONA covenant and preliminary discussions with Pilgrim's Council of potential covenant revision discussions with Pilgrim's congregation in 2026.

3) Developing an ongoing relationship with the wider UCC ONA Coalition. The purpose of this is to gather accurate, up-to-date details about the LGBTQ+ community and explore how Pilgrim can offer support. We also desire to show financial support of the Justice 100 campaign – building a just world for all!

4) Continued discussions on how Pilgrim UCC can become a more vocal presence in Fond du Lac County for the LGBTQ+ community. Utilizing the ONA Coalition, we will continue to investigate speakers/presenters to continue being an education source not only to Pilgrim but to the Fond du Lac community.

2025 Pilgrim ONA Events:

January 2025 – Adult Forum Presentation – ONA team members discussed the history and advocacy timelines within the United Church of Christ

February 2025 - Thru Pilgrim's Council (arranging a display) we supported Café Q (along with other support organizations) at the 16th annual CELEBRATE commUNITY event, sponsored by United for Diversity.

June 2025 - Thru Pilgrim's Council (arranging a display) we supported Café Q (along with other support organizations) at Pride Fest.

Lay Life Annual Report 2025

Diners Club started out rather slow and took time off. It may change to not every month. Attendance varies especially during the summer months.

We participated in an elaborate Easter Brunch which went over well. Also the Celebration Brunch on September 7 with all committees involved.

Coffee hours are being taken over by the other committees and ministries with the hope that other members will participate by signing up for any reason.

Our budget will stay the same and as always will respond when called upon.

Thank you to the members of Lay Life.

Kaitlyn Zick, Judie Behnke, Susan Roloff, Deb Wamser, Jeanne Illenfeldt, Pearl & Paisley Diorio

Patty Minter rep.

Pilgrim UCC – Worship Committee Annual Report 2025

The Worship Committee respectfully submits the following summary of its work over the past year. The committee supported the planning and implementation of weekly worship, seasonal services, and special music events in coordination with the pastor, musicians, and lay leadership.

Worship Leadership and Planning

The committee continued refinement of the worship leader role, expanding responsibilities to include welcomes, announcements, calls to worship, scripture readings, and prayers. Discussions regarding future adjustments to the order of worship and Sunday School timing remain ongoing.

Seasonal Services

The committee coordinated all Lenten, Holy Week, Advent, and Christmas services, including participation in the shared Wednesday Lenten series with Church of Peace and Salem UCC. Easter and Christmas Eve services were supported by readers, acolytes, special music, and sanctuary décor.

Music Ministry

Music for worship was strengthened through choir, bell choir, and guest musicians. Fifth Sundays featured praise or jazz-led worship, including a full jazz service by Paul Thelan’s ensemble. Special music planning also included future scheduling of guitarist Fred Ferguson and coordination of accompanist needs for Lenten services.

Youth Participation

A monthly acolyte schedule was established for Sunday School students, increasing youth visibility and engagement in worship leadership.

Communion and Supplies

The committee oversaw communion logistics, including exploration of biodegradable cups and a successful trial of glass cups. Eco-palms were ordered for Palm Sunday, and baptismal handkerchiefs and other worship materials were maintained.

Décor and Special Arrangements

Easter flowers and Christmas poinsettias were ordered and displayed with strong congregational participation. Hanging of the Greens was scheduled and publicized for late November.

Administrative Work

The committee submitted a proposed 2026 worship budget of \$3,900 and coordinated related line-item responsibilities, including supplies, software licensing, and musician support. Committee representatives also participated in broader church initiatives, including the organ advisory committee.

The Worship Committee extends appreciation to Pastor Jeannie, the musicians, worship leaders, readers, acolytes, ushers, and the congregation for their faithful participation in the worship life of Pilgrim UCC.

Steven Wicichowski – Worship Committee Representative

Stewardship & Finance 2025 Annual Report

The Stewardship and Finance Committee, Thanked the Congregation at a Worship Service in January 2025 and in the Pilgrim Weekly Friday E-Blast for their support of our Annual Pledge Drive for the 2025 Church Budget. Our Pledge Drive Total for 2025 was \$163,938.04 with 63 pledges.

The Stewardship Committee met on a monthly basis during 2025 reviewing monthly reports produced by Donna Jost, our Church Treasurer, with Ass'ts Connie Anderson & Bobbie Flaherty. Those reports were "Statement of Financial Position" Church-Assets and Liabilities, and "Dedicated Accounts" Church Committee Funds, Trust & Memorial Funds, etc. We also reviewed "Statement of Activities". at Pilgrim Church - "Income" from Pledges, Sunday Offerings and Our Other Incomes – Fallfest, Scrip, & Rummage Sales, etc. and "Expenses" for OCWM, Pastoral Compensation, Staff Compensation, Committee Programs, Administration, Property & Maintenance, and Other Expenses.

The monthly reports were generally on target for that particular time of year, Our major Fund Raisers did very well and were above projected amounts: Fallfest – income was \$16,529 or an extra \$1,529 above budgeted, Rummage Sales – income was \$11,920 or an extra \$4,920 above budgeted. Staff compensation was under budget because of vacancy as Youth Coordinator position for several months and several searches for an Administrative Assistant. The total Income for 2025 was \$238,172 as of Dec. 31, 2025, the budgeted amount was \$216,350.

Our work on a Pilgrim Church Legacy Giving Guide Lines for members wishing to leave Legacy Gifts to the Pilgrim Church were put on hold, these documents need to be discussed with and adopted by Our Church Council in future meetings. But Members may still wish to donate Memorial Gifts towards specific Church needs, when a family members has passed

In September, a Stewardship Campaign was developed for Our Annual Stewardship Giving Pledge Drive for the 2026 Budget. Theme was "Dreaming God's Dream" – Together, No Gift too Small, No Dream too Big", with articles in Friday E-Blasts, Sunday bulletin inserts, a display in the Narthex, as well as Sunday Mission Moments by Pilgrim Members from different committees.

In December formal letters were mailed to Pilgrim Members and Friends for our Annual Pledge Drive, with a return form for their "Estimate of Giving Pledge for 2026". We now have all staff positions filled Except a Settled Pastor. We Thank the Congregation for supporting the Pilgrim Annual Pledge Drive and welcome additional Pledges.

In Mid-December, the Stewardship Committee discussed Committee Budget requests for 2026, Pay raises for Personal, who have worked a full year and the 2026 Pledge Campaign. With a full staff and the possibility of a Settled Pastor to be hired, the Budget for 2026 may need to be increased depending on Compensation required for a new pastor, as well as moving expenses, allowances for housing, Soc. Sec. Payments, and insurance coverages, etc.

Our 2026 Pledge Drive Total as of Dec. 31 was \$ 159,819.16 with 50 pledges. Follow-up letters will be sent to member households in January as the Stewardship Drive for 2026 continues. Thank You letters will be sent out to member households that sent in Pledges.

A Budget meeting will be held in January 12 with the Church Officers and Personnel Committee, followed by a Church Council meeting January 19. Decisions will be made based on the 2026 Budget Review and will be voted on at our Pilgrim Church Annual Meeting February 1st 2026.

Stewardship and Finance Members - Tina Potter, Pete Vercouteren & Ron McCreedy, Chair

2025 Christian Outreach Annual Report

The Christian Outreach Ministry offers the congregation the opportunity to support community organizations monthly in a variety of ways. Through food collections, school supplies, Coats for Kids, Toys for Tots, Alternative Gift Fair, etc. we become the hands and feet of Jesus. Outreach also participates in Kiva, a nonprofit organization that works with micro finance institutions on five continents to provide loans to people without access to traditional banking systems. Members of the ministry are Peg Bradley, Chair, Jill Barbeau, Jean Wright, Barb Spies, Mary Hobbs and Karen Goodacre. We deeply appreciate the generosity and caring hearts of the members and friends of Pilgrim.

January - Twenty-six birthday pans were collected for the Fondy Food Pantry. Each pan included a cake mix, icing, candles, plates and napkins. Some included a small birthday gift or surprise.

February and March - Through Kiva outreach gave four loans (\$600) to people in Tajikistan, Fiji, and Palestine. We participated in the community wide "Homeless Hygiene Drive."

April - Gift cards were collected for Cafe Q. Cafe Q provides a meeting place for LGBTQ young people, and the cards were used to purchase pizzas and other refreshments for the group.

May - Dinner was provided for 100 women attending the Women's Empowerment Series which is sponsored by EmpoweHER. Dinner was also provided for their children (60) at another location. The congregation also participated in Blanket Sunday. Members were able to honor/remember their mothers by purchasing blankets to be given to those in need around the world.

June - Our annual "Undie Sundays" was held. Donations of underwear were given to the Katharine Drexel Homeless Shelter. Through Kiva the committee also reloaned \$925.00 to five people in Liberia, Indonesia, United States and El Salvador.

July/August - Through Kiva outreach collected school supplies for the Salvation Army "Back to School" drive. Many children and families are helped by this annual community offering of new back packs and a variety of school supplies.

September - The church donated 290 pounds of food to the Fondy Food Pantry.

October - Winter coats were collected for the "Coats for Kids" drive. Twenty-seven were given this year.
November - The congregation was generous in its donation of toys for the Salvation Army's "Toys for Tots" drive. Through Kiva outreach also reloaned \$500.00 to people in Jordan, Uganda, and Kenya.

December - The committee was given the name of a family in need in our community. We adopted this family and the congregation supplied gifts which included both what they "needed" and what they "wanted." Five children and their parents had a Merry Christmas! Our annual Alternative Gift Fair was held after worship Dec. 7th. Nine non profit organizations received gifts of money, Just Fare Market sold items from their shop and, of course, SCRIP cards were available. This is a fun way to honor our family and friends with gifts that match their values.

Property & Maintenance Ministry 2025 Annual Report

I would like to do is thank Bill Burns, Dave Overbo, and Neal Sieglaff for being dedicated members of the PM ministry. Thank you to Doug Baltz for the many hours he spends mowing lawn, edging sidewalks, removing leaves, maintaining equipment. Thank you to Neal for the many hours he spends maintaining and enhancing all the electronic systems throughout the building.

Major Repair and Maintenance Expenses:

\$2600 for city mandated sidewalk repair

\$1700 for lawnmower repair

\$600 for cleaning fellowship hall

\$500 for an appraisal

\$500 for an AED battery

Tasks completed:

Monitor and update thermostats, monitor custodial supplies, lawn mowing, change kitchen door code and janitor box code, replaced emergency exit light batteries, hosted social hour, met with Green Team about bike rack, contacted Eliminator Pest Management about the cluster fly problem, put foam insulation at the bottom of the sanctuary emergency exit door, the property sign flood light sensor has been replaced, replaced multiple light bulbs in the education wing hallways, replaced furnace filters, installed a new computer for the finance team, installed a new phone system, obtained building appraisal values, picked up sticks, converted another light in the fellowship hall to LED, moved all the boxes, stands, etc in the cloak closet to the storage room, arranged for service of lawnmower, cleared all gutters, mounted cork board in education office, fixed a ceramic tile in the women's restroom, contacted AirTech about west air conditioner, tightened connections on the circuit breakers for both west air conditioners and rinsed ALL units with a hose, conducted sanctuary lighting questioner, hung the ONA banner by southwest entrance, discussions with memorial garden committee, renewed snow removal contract with Paul's, contacted Silica to make repairs in women's bathroom, replaced the kitchen class k fire extinguisher with a class ABC, flies are in the sanctuary, tightened kitchen faucets, replaced burned out bulbs burn out in the halls and lounge, we will replace them with 5k 15W LEDs, resurrected wish list and added the Avalon Wall Mounted Water Fountain with Bottle Filling Station, submitted budget for next year, addressed frozen water pipe to west, hired PH Cleaning to clean fellowship hall carpet.

A special thanks to Bill Burns for many years of service. He is leaving the ministry.

Avery Geiger, Chair

Bill Burns

Dave Overbo

Neal Sieglaff

Annual Report 2025 – Adult Education

OUR MISSION: In faith and fellowship, our mission is to educate, form and inspire our community to live lives that reflect the life and heart of Jesus.

The Adult Education program at Pilgrim continued to be well attended and offer interesting and relevant topics. Both the Adult Forum (Sunday 10:15AM-11:15AM) and Expanding Horizons (Monday 1:00PM-2:30PM) met in the lounge. Mary Ann Otto worked with the Adult Education Team as the Adult Education Coordinator.

Adult Education Team: Linda Stutz, Peg Bradley, Neal Sieglaff, Carol Browning, Dixie Sullivan, Rachel Wichowski, Joni Greenfield

Average Attendance Jan. - Dec. 2025

Adult Forum: 24

Expanding Horizons: 18

Numbers represent 61 sessions and 90 different people

Winter/Spring Adult Forum
Mental Health: Mind, Body, Spirit
Gender Identity
Pilgrim ONA
Klu Klux Klan-Yesterday and Today
Ebony Vision Mission
Homelessness in Fond du Lac
The Extraordinary Harriet Tubman
Kathryn Clenbach-W-Women’s Movement
Books - K. Bowler, W. Bruggeman, T. Roemer
Mother Earth

Winter/Spring Expanding Horizons
Supreme Court Updates
Legal-Historical Perspectives- 2024 Election
Be Like Jesus-Live Like Jesus Series
Great Course Lecture Series=Great Christians
Books: Borg & Crossan and William Barber II
Scripture: Acts of the Apostles
Overview of Women’s Rights in U.S.
Unsung Heroines in U. S. History
History of Gay Rights in Wisconsin
Field Trip – Holy Hill

Fall Adult Forum
Report: U.C.C, State & National Conferences
Racism in Wisconsin
Institutional Racism
Running to Stand Still: Immigration Doc.
Asylum & Changing Face of Immigration
Books: Gerald Brommer, Aaron Sadoff
Katherine Drexel Center
Advent: Insights for a Great Experience
St. Nicholas: The Man-The Myth
Stories of Christmas

Fall Expanding Horizons
Unity - Becoming Us – Judy Brown
Review: Latest Supreme Court Decisions
Books: Sam Daily Harris, Martin Dobmeier,
Amanda Tyler, Dr. Brian Smith, Joan Chittister
Who is Jesus-Petrine Confessions
The Real Story of Sodom
The Making of a Saint– Blessed Solanus Casey
The Gospels and Jesus’ Birth - Marcus Borg & John Crossman

Creation Justice Annual Report 2025

Our prairie garden has completed its first year—a time of putting down roots. While growth above ground may appear modest, prairie plants spend their first year establishing deep root systems that will sustain them for decades.

To support this phase, the area was mowed three times to prevent weeds from overtaking the young plants. When managed early, annual weeds rarely pose a long-term threat to prairie health.

In response to concerns about dogs in the garden, we installed a sign asking pet owners to keep dogs out of the prairie. Though often misunderstood as fertilizer, dog waste can actually harm natural ecosystems.

Bicycle Rack Installation Thanks to the Wisconsin UCC Creative Care grant, two bike posts were installed near the front entrance. Encouraging bike use is a natural extension of our commitment to reducing our carbon footprint.

The Green Team also partnered with Fond du Lac Cyclery to host a bike safety station during Family Fun Night.

Education for Creation Justice Green Team members led two adult education programs aligned with our Creation Justice mission:

Rachel Wicthowski facilitated a screening and discussion of Kiss the Ground, a documentary on regenerative agriculture.

Pete Vercouteren presented Salt Wise, exploring the impact of salt pollution and practical solutions.

At our September Intergenerational Family Fun Night, Tracy Abler and Gary Ring hosted an evening of environmental trivia, complete with sustainable prizes. The event also launched a new initiative: collecting pop tabs for recycling.

Recycling & Waste Reduction Updates

Church compost bins remain available to help divert food waste from landfills.

Amber pill bottle collection began in October

We're once again collecting holiday string lights for recycling.

Glass communion cups have replaced single-use plastic ones.,

The green meets at 4 PM at the church on the fourth Monday of most months.

New members are always welcomed.

Parish Nurse/Health Ministry Annual Report 2025

Parish Nursing combines the science of medicine with the healing message of the Gospel – incorporating education, advocacy, health counseling, and being a liaison, – to enhance the quality of life for all members of the congregation. It is a health promotion, risk reduction, disease prevention nursing role that focuses on care of the whole person.

Health Ministry is a part of the Membership and Evangelism Ministry.

As Parish Nurse I coordinate informal monthly blood pressure opportunities on the first Sunday of each month – made possible by volunteer health professionals in the congregation. I chair the WISE Committee and attend Mental Health Network Zoom opportunities. I write monthly health related articles for the Quill and send out bereavement and general health related notes throughout the year. In 2025 I made 6 home visits, accompanied 2 people to Physician appointments, made 2 hospital visits and have been touched by countless interactions on Sundays and during church activities. Health related information on the bulletin board is changed monthly.

I am also a member of the Wellness Ministry Leadership Team through the UCC representing the Midwest. We work to support Health Ministers, educate about confusing health messages in the news/provide trusted resources, and connect the whole person for healing and wholeness.

Thank-you for allowing me to serve as your Nurse! God's Peace, Sue Schmitz RN, FCN

Pastoral Relations Committee Annual Report - 2025

Sometimes also referred to as the Pastoral Support Team (PST), our group met with Rev. Jeannie four times in 2025 - February, May, July and October. The PST provides support and morale to ensure Jeannie's interim period is productive and positive. We offer a safe space for Jeannie to raise questions and concerns. Jeannie is also preparing the team for the time we are ready to transition to our next permanent pastor. Team members have been reviewing the booklet, "A Sure Foundation." which provides resources for the relationships between pastors and congregations.

Committee members include: Tracy Abler, Peg Bradley, Brian Christensen, Lynne Zwerg, and Mike Potter, who joined the team in the Fall.

Submitted by,
Tracy Abler
Committee Chair

Ham Dinner and Fallfest 2025

The Ham Dinner was once again a drive thru only event. The weather was perfect. The day started out with food preparation in the kitchen early in the morning. We continue to see new faces helping out preparing all the fixings to 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 all about.

We served over 668 dinners. We had 49 adult and 7 children's meals that were donated. People who benefitted from the meals were Domestic Abuse Shelter, Blandine House, Berry House and the Franklin House. The leftovers were taken to the Catherine Drexel Shelter and the Warming Shelter. What a great accomplishment. Many thanks for all who helped out on the day, sold tickets, or gave cash donations to help of supplies. ,

At the end we took in \$16,459.39

With sincere appreciation

Randy Stutz

Trust Fund

EOY 2025 Annual Report

The Trust Fund Committee met in May and November. Committee members (Brian Christian, Matt Clementi, Barb Roder, and Bobbie Flaherty) selected the following organizations to receive funds from the Trust Fund. Council approved all recommendations.

Boys and Girls Club

Feeding America

St. Vincent DePaul Society - Client Use

Fondy Food Pantry

UCC Emergency Funds

UCC Church Camps

Back Bay Mission

Fond du Lac High School Student Services

Rosenow School Student Services

NAMI

Café Q

PUCC Discretionary Funds

EmpowHER

Solutions Center

Faith in Place (Regional Organization to replace Interfaith Power and Light)

This year \$7658.72 was given directly to Pilgrim Church Trust Fund Account, \$2123.91 went to Pilgrim Church Property and Maintenance Fund and \$17370.96 was distributed to the wider community.

Submitted By: Bobbie Flaherty

SCRIP Program

2025 Annual Report

The SCRIP Program here at Pilgrim Church is alive and well. This program helps to generate money for the church's annual budget. This year, the SCRIP Program was able to give \$7,000 to the church budget.

I am so thankful to the many members and friends of our church who continue to utilize the SCRIP Program by purchasing gift cards at the SCRIP table on Sunday mornings. I would encourage EVERYONE to give SCRIP a try. It is a very user-friendly program and I would be more than happy to explain how this awesome program works. Please stop and see me at the SCRIP table on any given Sunday morning if you have questions and to buy SCRIP.

Thank you all so much!

Respectfully Submitted,

Karen Goodacre
SCRIP Coordinator

Prairie Memorial Garden Annual Report

The Prairie Memorial Garden (PMG) committee has been meeting monthly for the past year. The Memorial Garden committee members have been visiting other churches in the area that have Memorial gardens to see what aspects we would like for our garden. We realize that there are many aspects to a memorial garden beyond flower beds and prairie gardens. There are often benches, signs, nameplates, and in some cases water fountains, gazebos and arches at the entrance. All the gardens have some walking path of either crushed gravel, bricks or concrete sidewalks for accessibility.

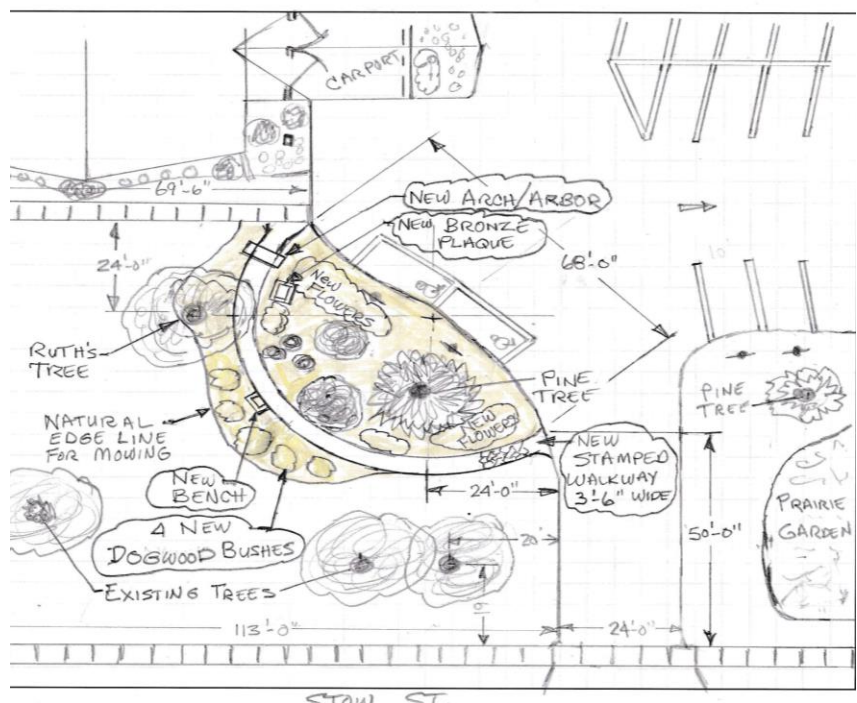
We have decided that we would like to have an outside bronze name plate plaque versus an inside plaque which would not be as accessible as an outside plaque. We received a quote from a local memorial company for the bronze plaque and name plates.

We have agreed to use the prairie garden for the spreading of ashes which has been okayed with both the Green Team and the Memorial Garden committee. We would like to tie together the tree that is planted in Ruth Sandidge's memory along with her ashes and the prairie garden. Below is a sketch of a walking path that would start by Ruth's tree and lead over to the driveway in the direction of the prairie garden. The existing bushes and trees in this area would be enhanced with native flowers and native bushes.

A set of policies and an application to use the PMG has been drafted and will be reviewed by the church council at the January 2026 council meeting.

Anyone wishing to donate towards the Memorial Garden development or future maintenance can donate to the general Memorial Fund. So far \$17,695 has been donated from the Lois Ring and Chuck Zwerg memorial donations. We look forward to proceeding with the Memorial Garden in the spring of 2026.

The current members of the PMG committee are Tracy Abler, Bud & Carol Browning, Karen Goodacre, Ron McCreedy, Gary Ring (chairperson), Neal & Ellen Sieglaff, Pete Vercouteren, Lynne Zwerg and Pastor Jeannie.



Pilgrim United Church of Christ Report of
the Audit Committee

Date: January 13, 2025

To: The Church Leadership and Membership

We have audited the records and the financial reports of Pilgrim United Church of Christ for the period ended December 31, 2025. While our audit was limited to testing the transactions and balances and would not necessarily disclose all errors, we found no evidence of significant financial errors or omissions. In our opinion, the financial reports, though not compliant with Generally Accepted Accounting Principles (GAAP), are consistent with that of prior years and reasonably state the financial position of the church.

As a product of the audit process, a commentary report is created for the parish council which provides suggestions and comments covering various topics such as but not limited to Risk Management, Benefits and Compensation, Financial Reporting, Governance and other areas as dictated.

We wish to commend the treasurer, financial secretary, and assistant treasurer for their fine work during the year. On behalf of the congregation, we thank them for the gift of their time and talent. We also like to thank all of the volunteers that provide their talents to the operational well being of the church. Without them our church would not be the success it is today.

Ron McCreedy, Kevin Berens, Jill Barbeau

PILGRIM UNITED CHURCH OF CHRIST
535 Stow Street, Fond du Lac, WI 54935

CONSTITUTION & BY-LAWS

Adopted March, 1979

Revised October, 2018; Revised January, 2025, Updated January 2026

ARTICLE I NAME The name of this church shall be Pilgrim United Church of Christ of Fond du Lac, Wisconsin.

ARTICLE II OBJECT (Purpose) The object of this church shall be to bind together the followers of Jesus Christ for the purpose of sharing in the worship of God and in making God's will dominant in the lives of all people, individually and collectively, and especially as that will is set forth in the life, teachings, and death of Jesus Christ. The object of this church shall also be to teach Christian responsibility not only in the local community but also in the national and world community; to celebrate the sacraments; to promote Christian fellowship and unity within this local church and the church universal.

ARTICLE III POLITY The government of this church is vested in its members who exercise the right of control in all its affairs, subject in legal matters to the Articles of Incorporation granted it by the Secretary of State of the State of Wisconsin. While this church is amenable to no ecclesiastical judiciary, it accepts the obligation of mutual council, comity and cooperation involved in the free fellowship of the United Church of Christ and pledges itself to share its common aims and work and financial goals as set forth in the Constitution and By-Laws of the U.C.C., adopted July 4, 1961.

ARTICLE IV DOCTRINE (Faith) This church recognizes the Bible as the sufficient rule of faith and practice and holds that living in accordance with the teaching of Jesus Christ is the true test of fellowship. Each member shall have the undisturbed right to follow the Word of God according to the dictates of his/her own conscience under the enlightenment of the Holy Spirit. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the church in each generation to make this faith its own. In accordance with the teaching of our Lord, it recognizes two sacraments: Baptism and the Lord's Supper or Holy Communion.

Covenant: We covenant one another and the Lord to seek and respond to the Word and the will of God. It is our purpose to walk together in the ways of the Lord, made known and to be made known to us. We hold it to be the mission of the church to witness to the gospel of Jesus Christ in all the world, striving for truth, justice, and peace, while worshipping God and depending on the Holy Spirit to lead and empower us.

Statement of Faith: The following statement of faith is not a test but rather a testimony to the Christian faith. This church affirms the U.C.C. Statement of Faith as containing those truths most generally held amongst us:

"We believe in God, the Eternal Spirit, who is made known to us in Jesus our brother, and to whose deeds we testify.

God calls the worlds into being, creates humankind in the divine image, and sets before us the ways of life and death.

God seeks in holy love to save all people from aimlessness and sin.

God judges all humanity and all nations by that will of righteousness declared through prophets and apostles.

In Jesus Christ, the man of Nazareth, our crucified and risen Lord, God has come to us and shared our common lot, conquering sin and death and reconciling the whole creation to its Creator.

God bestows upon us the Holy Spirit, creating and renewing the church of Jesus Christ, binding in covenant faithful people of all ages, tongues, and races.

God calls us into the church to accept the cost and joy of discipleship, to be servants in the service of the whole human family, to proclaim the gospel to all the world and resist the powers of evil, to share in Christ's baptism and eat at his table. To join him in his passion and victory.

God promises to all who trust in the gospel, forgiveness of sins and fullness of grace, courage in the struggle for justice and peace, the presence of the Holy Spirit in trial and rejoicing, and eternal life in that kingdom which has no end.

Blessing and honor, glory and power be unto God. Amen”

ARTICLE V MEMBERSHIP The membership of this church shall be open to all persons who have publicly accepted its covenant, (a) by rite of confirmation, young people or adults, or on presentation of satisfactory letters of transfer from other Christian churches; (b) by re-affirmation of faith if letters are not available; (c) on the confession of faith and baptism; or (d) on recommendation of the Church Council when external baptism is waived because of conviction. Any persons who are unable to attend in public may be received by the Church Council acting in behalf of the church.

1. **Responsibilities of members:** Members are expected to take an active part in the work of the church. This should include regular attendance at worship, reception of Holy Communion, financial support of the church, and participation in the life of the church.
2. **Rights of members:** All members of this church shall have the following rights: (a) to vote on all matters brought before the church; (b) to hold office; (c) to initiate business and further the church activities within the limits of the Constitution and By-Laws of the church. Exception: Only adult members (18 years of age or older) may vote on matters which bind the church fiscally or convey or encumber property. (This is required under the laws of the State of Wisconsin) There shall be no right to vote by proxy or absentee ballot unless authorized by the Church Council.
3. **Termination of membership:** (a) Members may at their own request be granted letters of transfer to other Christian churches. Members may at their own request in writing withdraw from membership; (b) Membership and Evangelism Ministry will conduct an annual review of membership rolls and will identify potential inactive members. A letter of intent will be sent to those members. If no response is received, those persons or families will be placed on the inactive list which will be presented to the Church Council for approval. Inactive members shall remain on the inactive list for one year. From the date of this transfer such persons shall not be reported on the

active membership roll. If no further involvement in the Church life is apparent in the coming year, those inactive members will be removed from the church rolls.

4. Membership Rolls: Accurate membership rolls shall be provided to the administrative assistant, the pastor, and the church council. **The accurate rolls will be utilized to update the Membership Book and the Church Directory.**

ARTICLE VI WORSHIP

1. A worship service shall be held at least weekly except when temporarily suspended by vote of the governing body. Special services may be held at the discretion of the pastor and Council.
2. The sacrament of the Lord's Supper shall be celebrated at such times as the governing body may determine but not less than six times per calendar year. The baptism of adults and children shall be administered at such times as the pastor determines. No sacrament is compulsory on any member. These sacraments shall be administered at worship services except in extenuating circumstances.

ARTICLE VII

1. Office of the Pastor: The pastor shall be a spiritual leader of the church and its chief administrator. The pastor shall be servant, teacher, preacher and spiritual overseer. The pastor shall be assured of the freedom of the pulpit to express his/her concerns as he/she sees them. The pastor shall be an ex-officio member of all committees and organized groups of the church. As long as there is a pastor, no other minister may perform any religious ceremony in the church without the pastor's consent, except when he/she is incapacitated by illness.
2. Call of the Pastor: When a vacancy occurs in the pastorate, the Church Council shall appoint a committee on Pastoral Leadership consisting of at least five members, all of whom shall be members of the church. This committee shall, with the cooperation of the Northeast Association and the Wisconsin Conference of the United Church of Christ, make a canvass of available ministers, decide whom should be called to the pastorate, introduce him/her to the membership, and at a duly called meeting for that purpose propose his/her election. He/she shall be called for an indefinite period of service by a two-thirds vote of those members present and voting. In the call, "covenant" terms of the relationship shall be stated, including the church providing health insurance, contribution to retirement fund, and other benefits depending on specific needs of the pastor. The Pastor, the church, the Association and the Conference Office shall each receive a copy of the call.
3. Termination of the Pastorate
 - (a) The pastor shall give sixty (60) days' notice in writing of his/her desire to terminate the pastoral relationship, but in case of mutual consent, it may be terminated sooner.
 - (b) The membership may terminate the pastoral relationship after efforts have been made to resolve dissatisfactions. If the membership is dissatisfied with the pastor, the dissatisfactions should be reported to the Pastoral Relations Committee, which shall meet with the pastor to attempt resolution of the problem areas(s). If there is continued dissatisfaction, the Church Council shall seek the counsel of the Division on Church and

Ministry of the Northeast Association. The pastor is to be informed of the meeting with the Division and is entitled to be heard at such meeting. A special meeting of the congregation may be called to discuss the members' concerns, the results of the Council's and pastor's meeting with the Division, the Council's recommendation(s), and the pastor's views. At least two weeks in advance of the special meeting, the Secretary shall in writing notify all members of the meeting and the nature of the meeting. By a two-thirds majority of members present and voting, the membership may vote to terminate the pastoral relationship. The pastor must be given a six-month's notice.

- (c) In case of the loss of ministerial standing on the part of the pastor, the relationship shall cease at once.
- (d) For Cause: In case of proposed dismissal for cause, the Church Council shall consider the case at a Council meeting called specifically for that purpose, prior to which the pastor shall have been given at least ten days' notice in writing of the pending action and the Church Council shall have sought the counsel of the Division on Church and Ministry of the Northeast Association. The pastor may attend such meeting with the Division on Church and Ministry and be given full opportunity for a hearing with whatever assistance he/she may choose. In like manner, when the Church Council meets by itself, this same privilege shall prevail. If a majority of the Church Council votes for dismissal of the pastor, a special meeting of the church shall be called, at which the recommendation of the Church Council shall be presented. At least two weeks in advance of the special meeting, the Secretary shall in writing notify all members of the meeting and the nature of meeting. The pastor shall be given ample opportunity to comment and any appropriate action may be taken. If a two-thirds majority of members present and voting favor dismissal, the pastorate shall be declared open and the action shall be reported promptly to the Wisconsin Conference of the United Church of Christ and the Northeast Association.

ARTICLE VIII GOVERNING BODY AND MEETINGS

1. The governing body of this church shall be the members assembled in a congregational meeting—"assembled" meaning either in person or virtually in special circumstances. A quorum shall consist of 10% of the active membership and is required for congregational meetings. The vote of a majority of the members present at the meeting shall be the action of the church.
2. An annual congregational meeting shall be held at the beginning of each year, the exact date to be set by the Church Council. Written notification to the active members shall be made at least two weeks prior to the meeting. The purpose of this meeting is to present annual reports of the officers, ministries, and standing committees, to act on the proposed budget for the current year, to elect officers and ministry members for the current year, and to transact any other appropriate business.
3. Special meetings for business may be called by the pastor, by the Church Council, or upon the written request of ten (10) members of the church. The notice of a special meeting shall be issued by the Secretary in writing at least two weeks in advance and shall state the nature of the meeting.

4. The official year shall begin on January 1. Officers and ministry members shall assume duties upon being elected.

ARTICLE IX CHURCH COUNCIL

1. The Church Council shall consist of a president, vice president, secretary, treasurer or assistant treasurers and chairpersons of seven special church ministries: Worship, Christian Education (of all ages), Property and Maintenance, Stewardship and Finance, Lay Life and Leadership, Christian Outreach, and Membership and Evangelism. The Church Council officers and ministry representatives shall be members of the church. The president, vice president, secretary, and treasurer shall be elected by the congregation for 2-year terms. The officers may not serve for more than two consecutive terms, except the treasurer, assistant treasurers, and secretary who may serve indefinitely or until the Church Council or the treasurer, assistant treasurers or secretary request a change.
2. The members of the Church Council shall be the trustees of the church, having care and custody of the property and having charge of its financial affairs subject to regulations prescribed by the laws of the State of Wisconsin. The Council shall not have power to buy, sell, mortgage, lease or transfer real property without specific authority granted by a vote of the congregation. The Council may not borrow in excess of \$7,500 without vote of the congregation.
3. The Church Council shall have full authority to act on behalf of the congregation between congregational meetings unless otherwise specified in these articles. It shall meet monthly September through May and as necessary June through August to oversee the general affairs of the church and shall set policies in accord with those articles relating to doctrine, polity and purpose. A quorum shall consist of six members.
4. The minutes of the Church Council shall be published and provided to all members of the congregation, either by postal mailing or electronic format; and either separately or in the monthly newsletter.
5. The Church Council shall have authority to fill all vacancies except that of the pastor until the next annual congregational meeting.
6. The Church Council shall be responsible for the preparation of a proposed budget to be acted on by the membership at the annual congregational meeting.
7. The Church Council shall receive and review the proposed amendments and/or revisions from the Constitutional Review Committee. Amendments and/or revisions recommended by the Council shall be presented to the congregation for action at a regular or special congregational meeting.
8. Special meetings of the Church Council may be called by the president or pastor or at the request of three members of the Church Council.
9. The pastor shall not be a voting member of the Church Council.
10. The Financial Assistants shall be appointed by the Church Council.

11. The Church Council shall appoint the delegates to the Northeast Association and to the Wisconsin Conference of the United Church of Christ annual meetings.
12. The Church Council shall appoint all Standing Committees as detailed in Article XII.
13. No paid employee shall be a voting member of the Church Council.

ARTICLE X DUTIES OF THE OFFICERS

The President:

1. Shall preside at all meetings of the congregation and Church Council.
2. Shall, together with the treasurer, be empowered to sign all contracts, loans, and deeds in the name of the congregation.
3. Shall be a member of the Constitutional review committee or designate a Council member.
4. Shall appoint three members to the Nominating Committee.

The Vice President:

1. Shall perform the duties of the president in his/her absence.
2. Shall serve on the Personnel Committee for all church employees except the pastor and shall be the liaison between employees and the Church Council.
3. Shall advise and recommend to the Council regarding equipment and furnishings for the pastor's study and the secretary's office.
4. Shall be a member of the Nominating Committee and Safe Church Advisory Committee.

The Secretary:

1. Shall keep a record of all transactions of the meetings of the congregation and the Church Council;
2. Shall attend to all necessary correspondence;
- ~~3. Shall maintain the official roll of members; and (DELETE)~~
4. Shall deliver to his/her successor in office all books, papers, etc., in his/her possession belonging to the congregation.

The Treasurer:

1. Shall see that all money of the church is deposited in such depository as the Church Council shall direct;
2. Shall have custody of all securities, accounts, titles and intangible property of the church;
3. Shall pay all budgeted bills of the church and unbudgeted bills on certification by the Church Council;

4. Shall keep an accurate account of all receipts and disbursements;
5. An insurance contract shall be in place which guarantees payment in the event of financial loss through action of the treasurer.
6. The treasurer may with the approval of the Church Council contract with a trust company, bank, the Wisconsin Conference or a corporation of the General Synod of the United Church of Christ to invest endowment legacies, trust funds, and securities, and shall keep an account of all such funds.
7. Shall provide detailed statements at least annually to each contributor.
8. Shall review the church investments.
 - a. This shall be done at least annually (more often if appropriate)
 - b. This shall be done with at least 2 voting members of the church, one of which will be from the Stewardship and Finance Ministry.

The Assistant Treasurer/s:

1. Shall perform all of the duties of the treasurer at the request of the treasurer.
2. An insurance contract shall be in place which guarantees payment in the event of financial loss through action of an assistant treasurer.
3. Shall assume the office of treasurer to complete the remaining term of office if the treasurer should become incapacitated or resign.

Financial Assistant/s:

1. An insurance contract shall be in place which guarantees payment in the event of financial loss through action of a financial assistant.
2. Shall receive all monies and keep an account of the same.
3. Shall deposit or otherwise secure all monies as directed by the Treasurer.

ARTICLE XI CHURCH STRUCTURE

1. The life of the congregation shall be facilitated by lay responsibility in seven special church ministries: Worship, Christian Education (for all ages), Property and Maintenance, Stewardship and Finance, Lay Life and Leadership, Membership and Evangelism, and Christian Outreach.
2. Each ministry shall consist of four members elected by the congregation at the annual congregational meeting for a term of two years, two to be elected each year. A ministry member may serve additional terms. Each ministry shall meet to elect one of its members to be chairperson, who shall represent the ministry on the Church Council by the January meeting. If the chairperson cannot attend a Council meeting, the ministry shall appoint a substitute representative.

3. Each ministry may appoint additional members for the purpose of administering the responsibilities of the ministry, and such members shall have voice and vote at all meetings within the committee except for the selection of the ministry chairperson.
4. Each ministry shall be responsible for the administration of the church program and policy in its area. At its initial meeting, each ministry shall be charged with reviewing its purpose and the scope of its responsibilities. These shall be contained in a written statement which shall be submitted to the Church Council for approval. Any changes shall be submitted through the ministry chairperson for approval by the Church Council. These statements plus authority granted by the Church Council shall be the guideline for the ministry, and statements defining all ministries shall be kept on file.

ARTICLE XII COMMITTEES (Standing and Ad Hoc Committees)

1. Nominating Committee: The committee shall consist of the Vice President of the Church Council and three other church members. The committee will be appointed annually by the President of the Church Council. This committee shall nominate Church Council officers and members of the seven special ministries. The report of the nominating committee shall be published at least two weeks prior to the date of the annual congregational meeting. Nominees will be elected at the annual congregational meeting. Nominations may also be proposed from the floor at the meeting with the consent of the nominee. The nominees for Ad Hoc committees will be submitted to the Church Council for approval and appointment.
2. Constitutional Review Committee: This committee shall be comprised of three members: the President of the Church Council or his/her Church Council designee and two church members who shall be appointed annually by the Church Council. The committee shall review the Constitution and By Laws to assure compliance by the Council and Governing Body and to suggest changes to reflect current practices or to address specific concerns in the governing process. The Church Council may suggest amendments and/or revisions to be considered by the Constitutional Review Committee. The committee shall report to the Church Council one month prior to the Annual congregational meeting.
3. Pastoral Support Committee: This committee shall be comprised of church members. Each member shall serve for three years, one being appointed each year. The committee shall meet at least four times per year to discuss with the pastor areas of special concern, to serve as a liaison between the pastor and the church membership and to serve as a means of resolving conflicts in a proper and timely manner and to be a confidential community with whom the pastor can share some of his/her parish burdens and concerns. The committee shall provide support to the pastor during periods of transition and conflict. The committee shall be appointed by the Church Council and shall report once a year to the Church Council or whenever the Council or Committee deems it appropriate. This committee shall annually review the pastor's performance and report its findings to the Council. This committee shall annually review the pastor's compensation and initiate changes to be proposed for the next annual budget.

4. Memorial Committee: This committee shall consist of three members appointed by the Church Council. Each member shall serve three years, one being appointed each year. This committee shall administer the Memorial Funds with the approval of the Church Council.
5. Trust Fund Committee: This committee shall exist as defined by the Pilgrim United Church of Christ Trust Fund Document and Pilgrim United Church of Christ Maintenance and Capital Improvements Trust Fund.
6. Financial Auditing Committee: This committee shall consist of a Stewardship and Finance Ministry member and two other people appointed annually by the Church Council. The Treasurer shall attend the Auditing Committee meetings. The committee shall review the general fund and all other funds of the church and present its report at the annual congregational meeting.
7. Safe Church Advisory Committee: The Safe Church Advisory Committee will be comprised of the Vice President and three members including at least one female and one male, appointed by the Church Council. Each member shall serve for three years, one being appointed each year. The ministry shall be responsible for providing policy relevant to an abuse free environment for everyone—children, youth, adults, visitors and employees who participate in our programs and use our facilities. We want our congregation to be a safe haven, free of all forms of abuse, harassment, exploitation, and intimidation.
8. Personnel Committee: The Vice President will serve on this committee with a recommended two additional members. This committee is responsible for the following: (1) establishing employee (excluding the pastor) pay grades, job classifications, and making recommendations and decisions on employee benefits (2) developing policies and procedures that help employees understand expectations for their time at work (3) making recommendations for staff training (4) reviewing job applications and recommending job candidates for interviews. Oversee paperwork needed for employment (5) overseeing employee performances and answering employees' questions when needed (6) developing reward and recognition for employees.
9. Just World Covenant Committees:

Each UCC Just World Covenant approved by the congregation shall have a committee which will work to ensure the congregation lives into its covenants. Each Covenant Committee shall have a month in which it promotes the covenant within the congregation. Each committee shall be provided a voice on the council through the Council Vice President. If needed, the committee may request time at a council meeting to be heard.

Current Covenants held by Pilgrim United Church of Christ:

 1. Open and Affirming (O&A)
 2. Welcome, Inclusive, Supportive, Engaged (WISE)
 3. Creation Justice
10. Ad Hoc Committees: Ad Hoc committees may be created by the Church Council. Ad Hoc committee members shall be appointed by the Church Council.

ARTICLE XIII FINANCES

- 1) **General Fund:** The General Fund consists of all items used to transact the operating budget.
- 2) **Additional Funds:**
 1. **Memorial Fund:** The Memorial Fund shall exist as a dependent of Pilgrim United Church of Christ Memorial Fund policy with Church Council approval.
 2. **Trust Fund:** The Trust Fund and Maintenance and Capital Improvements Trust Fund shall exist as dependents of Pilgrim United Church of Christ and shall operate according to the Pilgrim United Church of Christ Trust Fund document and Pilgrim United Church of Christ Maintenance and Capital Improvements Trust Fund.
 3. **Ad Hoc Funds:** Ad Hoc Funds may be created and administered by the Church Council.
 4. **Capital/Building Fund:** The Capital/Building Fund shall exist as a dependent of Pilgrim United Church of Christ. It shall operate according to the Pilgrim United Church of Christ Capital/Building Fund policy with Church Council approval.
- 3) **Apportionment:** The church will make every effort to meet the apportionment quota recommended by the Wisconsin Conference of the United Church of Christ.
- 4) **Legacies:** All legacies not specifically appropriated by the donor to some other purpose shall be distributed by the Church Council to the general fund, the Pilgrim United Church of Christ Trust Fund, Pilgrim United Church of Christ Maintenance and Capital Improvements Trust Fund, or the Memorial Fund. Special funds may be established by the Church Council for memorials, “conditional gifts,” and endowments.

ARTICLE XIV AMENDMENTS

These By-laws may be altered or amended by a two-thirds (2/3) vote at any regular or special meeting, provided that a notice specifying the time of the meeting and the substance of the proposed amendment shall have been sent two weeks before the meeting.