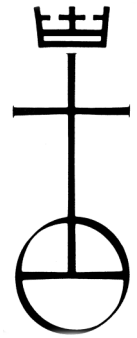

Union Congregational United Church of Christ



Annual Report for 2022

187th Annual Meeting

UNION CONGREGATIONAL CHURCH UNITED CHURCH OF CHRIST

This church was organized on September 21, 1835 as First Presbyterian Church and held its first worship service on January 10, 1836 in the surgeon's quarters of Fort Howard Hospital.

During the Civil War era, the church was, at one point, on the "Underground Railroad", which assisted escaped slaves in gaining their freedom.

On May 9, 1899, the church became Union Congregational Church.

The church has a long history of ecumenical union and fellowship: first, in the Bond of Union between the Presbyterian and Congregational churches in 1840; later in 1851, as a charter member of the Winnebago Association and the Wisconsin Conference of Congregational Churches. In 1964, in keeping with its historic relationship with the majority of Congregational Churches, Union Church became a member of the United Church of Christ.

We invite all to share in our worship and the joy of discipleship in a community of faith.

Erected in tribute to Dr. Charles L. Bagby.
Minister 1959-1981

716 South Madison Street
Green Bay, Wisconsin 54301

920-437-9266 | office@unionucc.com



Our Annual Meeting Sunday, January 29, 2023

The 187th Annual Meeting of
Union Congregational United Church of Christ
will convene at 11:30 a.m. on Sunday, January 29.

- Reports will be received, retiring Ministry chairs and vice-chairs will be recognized, elections will be held for new leaders of our congregation.
- The 2023 budget will be proposed, discussed and adopted.
- We will vote to renew our membership in JOSHUA for 2023.
- We will vote on proposed changes to our bylaws.
- We will vote on Common Ministry's recommendation to undertake a Capital Campaign.

In Memoriam: Christopher Chad Nikolai

July 21, 1973 — June 6, 2022



Union Church's sexton, Christopher Nikolai, passed away unexpectedly on June 6, 2022. He suffered a heart attack on June 1.

While Christopher was only on the church staff for 15 months, his fingerprints are literally and figuratively all over this church. Along with a truly remarkable knowledge base and skillset, Christopher was also abundantly mission aligned with the Union community. He was active in the LGBTQIA+ community and was a champion for eco-justice.

What we didn't realize when we brought Christopher on staff was just what an ambassador of the church he would become. His gift for hospitality was truly remarkable.

On the Cover

The historical marker shown on the cover has been part of Union Church for more than 40 years. **George Nau Burridge**, church historian, wrote this in Union Church's Annual Report for the meeting of January 1982:

No church in Wisconsin has a longer or richer background than Union Church. We were organized to care for the religious and spiritual needs of the early migrants from New England and New York in the 1830's. Through the 146 years of our existence we have been sensitive to the change in the needs of our people. We are peoples from many religious backgrounds, which gives us rich, diversified gifts to offer our community. We not only cherish the opportunity to worship together, but we carry our faith into action, probably inadequate at times, but in a positive fashion as disciples of our Lord, Jesus Christ.

To highlight this year, we were given a historical marker, which identifies our beginnings, recognizes our support of, and as part of the universal church of our Lord; and welcomes those of like minds to worship with us. This marker will be erected for all to see on our church lawn—as our witness in Wisconsin.

TABLE OF CONTENTS

	<u>Page</u>
Agenda	2
The Clerk's Report	3
Minutes: 186th Annual Meeting	3-6
Moderator	7
Pastoral Annual Report.....	8-10
Wisconsin Conference Minister Report	11
Education Ministry	12-13
Faith Formation Leaders	13
The Peg Jaeger Church Library.....	13
Membership and Inreach Ministry.....	14-16
Women's Fellowship; Men's Fellowship; Priscilla Circle.....	16
Outreach Ministry	17-20
JOSHUA	19
EPH	20
Worship Ministry.....	21-23
Resuming In-Person Ministry Task Force	23
Stewardship Ministry	24-25
Capital Campaign Feasibility Study Summary	26
Memorial Garden	27
Nominating Committee.....	28
Proposed Union Congregational UCC Bylaw Changes	29
Membership Statistical Report for 2022.....	30-32
Financials for 2022.....	33-37
Balance Sheet.....	34
Treasurer's Report	35
Gifts and Memorials Ministry	36-37

UNION CONGREGATIONAL UNITED CHURCH OF CHRIST
Green Bay, Wisconsin

187th Annual Meeting
Convening in the sanctuary following the Worship Service
Sunday, January 29, 2023

NOTE: Please review the reports in this booklet *prior* to the Annual Meeting.

Call to Order and Approval of Agenda	Tim Harder Moderator
Constituting Prayer and Memorial Moments	Bridget Flad Daniels Senior Minister
Declaration of Quorum	Gail Hohenstein, Clerk
Opening Remarks	Moderator, Senior Minister
Approval of Minutes	Clerk
Annual Reports: Highlights, Questions	Ministry Chairs
Presentation of the Proposed 2023 Budget	Sandy Polarek, Treasurer
JOSHUA Membership for 2023	Jeff Gibson
Bylaw Revisions	Moderator
Capital Campaign Proposal	Feasibility Team Members
Recognition: Retiring Ministry Chairs	Moderator
Nominating Committee Report	Sandy Polarek
Litany for Commissioning: New Members of Common Ministry and Committees	Moderator, Senior Minister, Congregation
Other Business	Moderator
Benediction	Senior Minister

The Clerk's Report

The minutes of the monthly meetings of the Common Ministry have been recorded and approved. Copies of the minutes have been filed in the Minutes book in the main office and posted on the bulletin board across from the office and on the Church website for public access.

The minutes of the 186th Annual Meeting of January 30, 2022 have been reviewed by the Common Ministry and are included in this Annual Report for approval at the 187th Annual Meeting.

Respectfully submitted,
Gail Hohenstein, Clerk

MINUTES OF THE 186th ANNUAL MEETING January 30, 2022

CALL TO ORDER: The 186th Annual Meeting of Union Congregational United Church of Christ of Green Bay, Wisconsin was called to order by Moderator Tim Harder at 11:35 a.m. via Zoom. Motion to approve agenda was approved. (Motion by Jeff Gibson/Second by Barbara McClure-Lukens)

CONSTITUTING PRAYER AND MEMORIAL MOMENTS: Pastor Bridget Flad Daniels led the congregation in prayer that included the following members who died this past year:

Dorothy Jean Becker	Betty Greenlaw	Ann Lulloff	Sandra Dorothea Wise
Lorene Christopher Berth	Margaret Hoffmann	Kenneth Mickle	
Janet Bilty	Paul Kaminecki	Melvin Polarek	

DECLARATION OF QUORUM: According to the Constitution, as amended, a quorum consists of 6% of the active membership of the congregation. As of December 31, 2020, Union Congregational United Church of Christ had 529 active members. Clerk Gail Hohenstein declared that by visual observation (in excess of 40 participants on Zoom) the necessary quorum to conduct business was present.

OPENING REMARKS: Moderator Harder greeted the meeting participants and thanked Michael Lukens for acting as the meeting's Parliamentarian. He expressed gratitude to Bridget for her leadership in his first year as Moderator, as well as to all those who serve in leadership positions or task forces or care for the church and its grounds, as well as those who serve in the community. He gave special thanks to the Resuming In-Person Worship Task Force which has had a very long commitment to guiding Union through the pandemic. He expressed his hope that we continue the strong Union tradition of making God's hands of love and service tangible in the world.

Pastor Flad Daniels noted that this was a year of significant transition with several deaths and moves of long-time members to the continually changing status of worship and Faith Formation due to changes in the pandemic risks. She noted gratitude to all those who make worship possible, including the music

staff, the Children's Moments volunteers, the AV techs and the Sexton, Christopher Nikolai, and also to the Education Ministry. She also commented on the wonderful contribution of the Blessing Box to the community. On the church business side, she said that finances are strong, but will need to improve to support the filling of the half-time pastoral staff opening (planned for mid-year 2022). Planning has also begun for a potential capital campaign to address some significant infrastructure needs.

APPROVAL OF MINUTES: Denise Olson moved and David Thie seconded that the minutes of the 185th Annual Meeting be approved as written in the Annual Report. The motion carried by a voice vote.

ANNUAL REPORTS, HIGHLIGHTS AND QUESTIONS:

EDUCATION

Nancy Gibson expressed gratitude to the many folks who have volunteered to support Faith Formation. She noted current opportunities to assist in planning and coordinating adult education sessions and to offer Children's Moments in the church services.

MEMBERSHIP AND INREACH

Denise Olson shared that COVID has made Inreach and Membership opportunities difficult, although 8 new members joined the Church during 2021. The Visitation Ministry has been active and welcomed by those who are not able to attend in-person church. She is looking forward to being able to have social events in the future.

OUTREACH

Achim gave thanks for those who helped with Outreach initiatives with their time, talent and treasure. The Blessing Box has been a blessing for the neighborhood, and the Souper Cooks have been able to return to monthly cooking at the NEW Community Shelter. The Church's generosity was on full display with the support of 4 organizations by way of the Giving Tree, and Achim thanked Pat Shafer for putting together the ornaments for that effort. The Congregation supported yet another Heifer International Ark in 2021.

WORSHIP

Zoe Harkoff recalled the spring Witness For Change video project with its intentional incorporation of families in worship. She also noted the prayer flags and blank canvas projects. She expressed gratitude to the AV team which makes virtual church available to all, and to the lay readers who contribute to the Church service each week.

STEWARDSHIP

Clay reviewed the broad range of responsibility for the Stewardship Ministry. He thanked departing Ministry members Jeff Gibson (Treasurer) and Mark Smith (Vice-Chair). He also highlighted the welcomed contributions of the Sexton, Christopher Nikolai, whose talents and abilities have allowed the Ministry to have more focus on generosity versus maintenance needs.

GIFTS & MEMORIALS

Paco Espinosa shared thanks for the folks who work with him on the "Distribution" side of Gifts & Memorials. He reviewed the grant requests which were made in 2021, and expressed the hope that we continue the Church's leadership role in the community while honoring the legacy of the Gifts & Memorials contributors. Pastor Flad Daniels then noted that the "2021 Total Gifts and Memorials Fund

Activity Report” was printed in the Annual Report in error, and shared the final report with the meeting. (A copy of the final report is appended to these minutes.) She stressed the importance of the Church being remembered in members’ estates.

2021 BUDGET:

Jeff Gibson distributed the proposed 2022 budget and reported as follows:

In planning for 2021, we expected a deficit budget which did not occur, although about \$25,000 of reserve funds (less than planned) was utilized. There has been an increase in non-pledge giving. Although that is welcomed, pledging is important for planning. The 2021 budget was also helped by expenses being significantly lower (approximately \$20,000) than planned.

Jeff shared the highlights of the proposed 2022 budget (See attached). Rental income is lower due to the departure of the Brain Center. He reviewed the various line items of income. In response to a question on use of space Brain Center had occupied, Bridget described the role of the Space Force which is trying to find users for the non-profit incubator space.

Regarding 2022 planned expenses, Jeff explained that expenses are higher than actual expenses for 2021 because 2021 was an unusual year with fewer activities due to COVID. The budget recommends a 3% salary increase for staff. The plan would leave a surplus at the end of the year of \$6,000.

Jeff moved adoption of the proposed budget for 2022. After a second by Denise Olson, the motion was approved.

In response to a question, Bridget added that it is hoped that Gifts & Memorials will, as it has in the past, grant funding for a capital campaign consultant.

JOSHUA MEMBERSHIP FOR 2022: Jeff Gibson provided a brief update on JOSHUA’s activities and future plans. He moved that Union continue to support JOSHUA with a \$1,000 membership. Sandy Polarek seconded the motion and it was approved.

RECOGNITION OF RETIRING MINISTRY MEMBERS

Retiring members of ministries and chairs and vice-chairs were thanked for their service:

Jeff Gibson	Treasurer
Nancy Gibson	Chair, Education
Benny Rieth	Vice-Chair, Education
Phil Enscoe	Co-Chair, Gifts & Memorials
Mark Smith	Vice-Chair, Stewardship
Barbara McClure-Lukens	Pastoral Relations
Joyce Anderson	Personnel Committee
Lisa Krueger	Delegate, Ecumenical Partnership for Housing

NOMINATING COMMITTEE REPORT

Sandy Polarek gave the Nominating Committee report. On behalf of the Nominating Committee, Sandy moved the following nominees be elected for two-year terms. Second Barbara McClure-Lukens. No nominations were made from the floor.

Heather Collins	Vice Moderator
Sandy Polarek	Treasurer
Benny Rieth	Chair, Education
Beth Lyman Piontek	Vice-chair, Education
Daniel Pagel	Co-Chair, Gifts & Memorials
Clay Reese	Chair, Stewardship
Jason Ferry	Vice-Chair, Stewardship
Denise Olson	Chair, Membership & Inreach

and that the following nominees be elected for the terms set forth below:

Elizabeth Delvaux	Pastoral Relations Committee—4 years
Julie Tetzlaff	Personnel Committee—3 years
Sherry Warren	Delegate, Ecumenical Partnership for Housing
Jeff Gibson	JOSHUA Liaison
Communications Coordinators	Ruth Homrighaus and Mary Ann Hudson

The motion was approved.

COMMISSIONING NEW MEMBERS OF COMMON MINISTRY AND COMMITTEES

Moderator Harder introduced newly elected members of Common Ministry and Committees and a Litany for Commissioning of the new members was conducted.

OTHER BUSINESS

In response to a question regarding plans for filling the open Assistant Pastor position, Pastor Flad Daniels indicated her plan to ask Common Ministry to constitute a team to determine the scope of the position as well as a plan for conducting the search. She also noted her intention to work with the Personnel Committee in this effort.

BENEDICTION

Jeff Gibson moved and Clay Reese seconded that the meeting be adjourned. The motion passed on a voice vote. Pastor Flad Daniels gave the benediction. The meeting was adjourned at 12:51 p.m.

Respectfully submitted,

Gail A. Hohenstein
Clerk

Moderator

As you read the Union Annual Report, you'll hear about the varied and impactful ways we love our neighbors here at Union. As you read the reports, I'd like to ask that you consider the many people that make those ministries happen!

Take our Sunday Worship service for example. It begins with the Worship Ministry, the creative force behind our services who are also the coordinators of the many pieces that have to be pulled together to make worship happen. From ushers to communion prep, from readers to children's messages, from the AV folk to the musicians, it takes many hands to pull together a service each week. Thank you to all who make it all happen!

The Education Ministry also deserves our thanks, keeping our Education Ministry rolling along. There are many people involved with Sunday Faith Formation, Wednesday evening youth group, the Wednesday evening cooks, and the Library. And we can't forget Seminary Secrets and those who maintain the Playground. Thanks to all who work to ensure a great program at Union.

I also want to thank the many, many people who volunteer with the various projects the Outreach Ministry supports. When you read the Outreach report, think of the time people are spending demonstrating our love for our neighbors. The Blessing Box needs regular stocking, there are food drives, meals cooked and served at the NEW Community Shelter, and fund-raising activities, all of which depend on volunteers.

More behind the scenes, the Stewardship Ministry has many talented members who help look after our beautiful, but old building, and the grounds. The dedication, time and effort put in by the members should not go unnoticed. From hands-on repairs to getting quotes from contractors to gardening, those dedicated members are critical. The generosity team is also part of Stewardship. These fine folk conduct the pledge campaign and strategize other ways to encourage the congregation's financial vitality.

As the coordinators of church events, from coffee hour to potlucks, Membership Ministry also plays an important week-to-week role in the church. Membership also helps reach out to members who have struggles maintaining contact with the church. And, of course, they ensure we have enough of our extraordinary new visitor cookie dough, and organize new member meetings and new member Sundays. Similarly, we often don't see the hours put in by Gifts and Memorials, the Personnel committee, the generosity team, ad hoc groups such as the feasibility team, and many others involved at Union.

If you recognized some of your activities as you read this, thank you! If not, as we look forward to the coming year, it is my hope that all will find a niche at Union that they can fill with their time and talent. Whether it is a shift at the tree lot, or a regular participant in one of the many ministries at Union, many hands can help Union make an even bigger impact loving our neighbors. If you're not sure what lines up with your talents, feel free to reach out to me or any one of the many fine folks involved at Union.

And finally, speaking of thanks, I want to thank Pastor Bridget for her dedication to Union, and her kind, caring, pastoral heart. There are many balls to juggle at Union, and somehow Bridget keeps track of them all! The more we as lay people do for Union, the fewer balls she has to keep track of. Again, by contributing our time and talent, we create more space for Pastor Bridget to be a pastor rather than a manager.

Peace,
Dr. Tim Harder, Moderator

Pastoral Annual Report 2022

Loving Our Neighbors...No Exceptions

“Loving Our Neighbors...No Exceptions” is such an on-point description of who Union Church is and what we’re about that we decided to use it as our congregation’s unifying theme for a second year in a row.

Here at Union, we seek to be purposeful and intentional about Jesus’ teaching that our neighbors are not just the people next door. To Jesus, neighbors are the people who are on the edges, those who are often scorned or cast aside. In God’s geography, neighbors are those who society and individuals have cast as other. When we pray the Bond of Union each week and we pray to “make the Christ Spirit dominant in our lives, and in all human relations,” we’re rededicating ourselves to Jesus’ understanding that the people on the edges, the people on the margins, are beloved by God, and that the deepest mark of our faith is how we treat them.

This is one of the reasons I’m so honored to be entrusted by you to administer the Parson’s Purse. The Parson’s Purse is a non-budgeted fund which Union members and friends contribute to for the purpose of helping people in need. Sometimes those people are church members. Often they are complete strangers. Through the Parsons’ Purse, I am able to buy groceries for people in need. I’m able to put someone up in a hotel room for a while when the domestic violence shelter is full. This fall, WPS started enforcing their policy that 50% of an outstanding bill needed to be paid before electricity could be turned back on. The Parsons’ Purse helped several families with children have the lights turned back on when all other programs and agencies were exhausted. In the depths of COVID, a couple who are members of the church anonymously paid the rent for someone who was without work through the Parson’s Purse. We also utilized the Parson’s Purse to augment the gift cards that you donated through the Christmas Giving Tree for the students at Minoka-Hill School. Through your generosity, every high school student at Minoka-Hill, a school in which students are provided additional supports to assist them in overcoming personal challenges, received a holiday gift. This is the Parson’s Purse, and it’s a prime example of how Union really lives “Loving Our Neighbors...No Exceptions.”

When I think of how Union sought to love our neighbors without exception this year, I also think of the way the Capital Campaign Feasibility Study team came to understand the needs of our aging building. So many of the proposed projects—whether they are maintenance, renovation, or new initiatives—will help us to love our neighbors even better. A new elevator motor will help us to continue to welcome and love our neighbors with mobility issues. The proposed renovation of the lower level bathrooms and classrooms will help us to better serve both our children and youth as well as the 70+ children who are served by On the Mark Dyslexia Clinic yearly. Even the proposed garden and solar initiatives have loving our neighbors at their core, as sustainability and reducing our carbon footprint are ways we love one another on a macro-level. All of this, and I haven’t even mentioned the proposed Mission/Outreach funding, which will allow our Outreach ministry to make an even greater impact than we already do in the areas of education, racial and social justice, and feeding ministries. That’s loving our neighbors. Special thanks to Jason Ferry, Tim Harder, Mary Hemminger, Gail Hohenstein, Jeff Gibson, and Achim Seifert for their work as the Feasibility Study Team.

Loving our neighbors without exception was also the animating force behind two projects that I undertook this year. As chair of the JOSHUA Religious Leaders’ Caucus, I initiated the practice of gathering for prayer at the site of violent bloodshed in our community. All too regularly now, I get an email from Commander Kevin Warych of the Green Bay Police Department that another life has ended

from senseless violence. My fellow religious leaders then set a time, invite our congregations, and I write a brief prayer service calling for healing and justice. We usually have ten to fifteen people come to pray - sometimes relatives or friends of the deceased, sometimes people from the neighborhood, sometimes the police chief. It takes time and effort, as it should. If we are to be a people who follow Jesus, who seek to make the Christ Spirit dominant in our lives and in all human relations, the time and effort these services take is not an inconvenience. It is a tangible reminder that, in Christ, everyone is our neighbor.

Parson's Purse — 2022

Beginning Balance	\$5,664.98
Donations	\$5,362.82
Disbursements	\$7,456.97
Ending Balance	\$3,570.83

*rent, transportation, medical, food, utilities, insurance

Love of neighbor was also at the core of the Voting Rights Workshop I organized this June as part of my leadership of the WI Conference UCC Racial Justice Task Force. Anjali Bhasin of WI Conservation Voices and Voters and Rabbi Bonnie Margulis of Wisconsin Faith Voices for Justice helped us look at the racial justice issues at stake in the current fight for voting rights, told us about threats to voting rights in specific Wisconsin municipalities, and offered concrete ideas of how we can advocate for robust voting rights for all.

Looking back at 2022 at Union wouldn't be complete without acknowledging some substantial staff turnover. In early June, our Sexton, Christopher Nikolai, died unexpectedly. Christopher had only been on staff for 15 months, but in that time, he became a beloved part of our community. Not only did he keep the building impeccably clean, he took the initiative to re-plaster walls that had been water damaged decades ago, and saved the church money by fixing the rubber membrane on the roof himself. He also brought a great spirit to the church staff as he encouraged us to taste his vegan delicacies, and mentored the church youth in the ways of caring for woodwork.

Later that month, another staff transition would occur as Seong-Kyung Graham would resign her position as our Music Director. Seong brought a tremendous musical talent to her time on staff, with her pitch-perfect voice and contacts within the broader music community in Green Bay. Each week throughout the year-plus that we were worshiping online, Seong would resource, rehearse, and record our cantors and other musicians. Maintaining the excellence of our music ministry in this context was very different than what she had signed up for, but Seong did it with grace, poise, and professionalism.

I'll admit, it was a time of great loss in the church, which was compounded by the deaths of several long-time church members. We grieved a lot this summer, and by fall were able to bring two new staff members onboard. Haley Steele began her tenure as our Interim Music Director, giving me and the Personnel Committee time to do some visioning with the congregation about what we would like the next movement of Union's music ministry to be. I'm happy to report that we have extended the offer to Haley to continue serving as our Music Director in a more long-term capacity, and she has accepted. As Haley gets settled, watch our other Union communications for news about how we are looking to expand Haley's role and our music ministry.

Then, in October, we brought Andrew Verhulst on as our new Sexton. Andrew hit the ground running, with the set up for Heifer Sunday, the Tree and Wreath Sale, and Christmas decorating all landing on his plate in quick succession. From troubleshooting why the Chapel Classroom lights worked sometimes but not others to installing new digital locks on some doors that require both security and access, we are grateful that Andrew is bringing his breadth of knowledge and ability to problem solve to his work.

Lifting up our staff members who have moved on and introducing our new staff members reminds me that I would be remiss if I didn't also offer praise and thanksgiving for our other staff members:

- Eric Goska is so much more than an Administrative Assistant. While it is true that he is a wiz at creating a newsletter or bulletin, we would be at a great loss without his hospitality and compassion. Eric is often the front line when members, friends, and strangers alike reach out to the church. His kindness and easygoing style help to bring peace and compassion to our work, and for that I am deeply grateful. He's also an archivist at heart, an avocation that serves our church wonderfully well.
- Ray Thompson is a marvel at the organ whose drive for excellence benefits us all. As a congregation, you may not realize the countless hours Ray spends practicing and planning the music he shares with us each Sunday. From the thoughtfulness he puts into choosing service music to the graceful ways he gently coaches those he accompanies, what Ray offers our congregation truly is ministry.
- Newer to our staff is Katrina Catteruccia, whose services we contract from Advantage Bookkeeping to serve as our Financial Secretary. Katrina has a keen, systematic mind and has done great work for the church in the three years she's been with us, honing structures and processes to offer you deepest confidence in the church's financial dealings.

Four people whose commitment to the church is often overlooked in these reports are the four officers of the church - Moderator Tim Harder, Vice Moderator Heather Collins, Clerk Gail Hohenstein, and Treasurer Sandy Polarek. Each of these people is abundantly dedicated to the program and mission of Union, and I, in turn, am deeply indebted to them. They are great sounding boards, have impeccable integrity, have their ears to the ground, and truly believe in the work God is doing through Union. We are blessed by your willingness to serve. Thank you!

We have a big year ahead of us. Common Ministry is recommending that we vote to undertake a Capital Campaign. Education Ministry has some meaningful projects in the works to help us explore the concept of belonging and how we can foster a deeper sense of belonging within the congregation. Outreach Ministry has new and interesting ideas to continue expanding the reach of the Blessing Box. Worship Ministry is excited about their work, including racial justice efforts and an expansion of our music ministry. It's going to be a full and meaningful year here at Union as we continue our efforts to Love Our Neighbors...No Exceptions.

Thank you for all of the ways you have made God's love a reality.

In Joyful Hope,
Rev. Bridget Flad Daniels
Senior Minister

2022 Annual Report of the Conference Minister Wisconsin Conference United Church of Christ

“Arise, shine, for your light has come, and the glory of the Lord has risen upon you.”

—Isaiah 60:1

I greet you in the spirit of Epiphany, a season that brings light into the darkness and incarnates love into a broken and fragile world. Perhaps the greatest gift the three wise men could offer us was their bold willingness to follow a star and be led by the light. This is a time in the history of the Church when God’s faithful remnant must look for light, listen for guidance and long for the nudge of the Holy Spirit to help us reimagine what it means to BE THE CHURCH in this time and place.

Every day, the mission and ministry of our wider United Church of Christ affects lives near and far. Together, our spiritual values and inclusive theology, our mission dollars and commitment to justice make a real difference in this world. Spiritually progressive people resonate and partner with us!

In practice, the daily task of the Wisconsin Conference is to **connect, resource and support** local churches, pastors and leaders. In 2022, keeping pulpits filled was a real challenge. Fortunately, the Conference continued to attract pastoral candidates from around the country as the Conference staff worked tirelessly to support more than 50 searches. Conference programs thrived, including **Supportive Ministries, Conflict Transformation Team, Unified MID Team** for Members in Discernment, **Damascus Project** and **Catalyst Grants**, which helps congregations build partnerships in their local communities to serve the common good. Project grants totaled \$31,794 in 2022.

Our justice work continues. The Creation Care Team is engaging congregations in the Kairos Call to Action. The WISE movement -- Welcoming, Inclusive, Supportive and Engaged for mental health -- is gaining traction. We are rolling out a new anti-racism training curriculum through the Damascus Project and continuing our efforts toward Indigenous justice with the Ho Chunk Nation.

The Daycholah Center at Green Lake will soon become our new Conference headquarters. Later in January, the Conference will close on a \$2.4 million agreement with United Church Camps Inc. to transfer the Daycholah Center deed to the Conference, thereby alleviating much of UCCI’s debt and allowing for a robust multiyear reboot of our Outdoor Ministries. We now have an accepted purchase offer for the Conference office in DeForest, with plans in place to convert it to a Holistic Health Clinic. We expect that the office transition to Daycholah will take place by early spring, although most staff work will continue to be done remotely.

The Conference board of directors is deeply grateful for your congregation’s commitment to Our Church’s Wider Mission, and we continue to grow the Wisconsin Foundation UCC, which now manages the assets of several congregations. We invite you to explore this option for your church. We also launched the Leadership Forward capital campaign focusing on long-term funding for three essential Conference ministries: Damascus Project, Catalyst Grants and Ministerial Assistance.

Finally, 2022 brought several significant staffing transitions. In September, we welcomed the **Rev. Rachel Bauman** as the new associate conference minister in the Southern region. In January, we are excited to welcome the **Rev. Michael Jones** as the next associate conference minister in the Northwest, succeeding the retired Rev. Rob MacDougall. We also hired an excellent new part-time annual meeting planner, **Jaime Craig**, and are thrilled to announce (along with the Minnesota Conference) the calling of a new Damascus Project director, the **Rev. Stephanie Perdw.**

Submitted with a heart full of gratitude and great hope,
Rev. Franz Rigert, Conference Minister

Education Ministry

The purpose of Education Ministry is to provide support, coordination and vision-keeping in the planning and administration of Christian education. Throughout the year, many Union members contributed their time and talents for the various programs and educational offerings. We thank each individual that has helped grow the Education Ministry for our children, youth, and adults!

Last spring, we combined PF and YCA, the middle and high school youth groups, and we have experienced success with this change. The combined youth group has worked on service projects, and talked about finding their own strengths, things they are thankful for, equity in everyday life, etc. This past fall we changed the youth group from meeting weekly to meeting twice a month. By doing so, we have seen an increase in the number of participants. Thank you to all of our youth group advisors and students for making it a great year!

Faith Formation meets in classes for 4K – 1st grades, 2nd – 4th grades, and 5th grade and up. Nancy Gibson has coordinated the scheduling of the Faith Formation teachers and aides, as well as managing the curriculum used in the classrooms; we are extremely grateful for her work. We reopened the nursery and Playground this year when area COVID-19 numbers decreased and the In-Person Worship Ministry advised that it would be safe to do so. We are currently looking for a team of people to coordinate Adult Education with Pastor Bridget.

Christian Education at Union has been changing since the start of the pandemic. We have been able to make changes using inspiration from what has worked in the past as well as knowledge of our present conditions to form the programming that works best for our community. We are happy to report that our programs are doing well. Thank you to parents, students, teachers, aides, advisors, ministers, and other leaders for helping this happen.

A special thank you to Nancy Gibson and Heather Collins for maintaining and updating the Playground, to everyone who contributed to Children's Moments and to Beth Lyman Piontek for scheduling those, to our youth group leaders, Faith Formation teachers and aides, and to everyone else who has had an impact on our community towards education.

Thank you to the Education Ministry members: Benny Rieth (chair), Beth Lyman Piontek (vice-chair), Heather Collins, and Helen Krueger. Also, thank you to Julie Harder for offering so much quality adult education, to Pastor Bridget Flad Daniels, and to Tim Harder, Moderator.

We are always looking for new voices and ideas. If you would like to join us, please contact Benny Rieth at 920-639-3609 or ben.behnke@snc.edu. We welcome your voices and inspiration!

Respectfully submitted,

Benny Rieth, chair
Beth Lyman Piontek, vice-chair

Faith Formation Leaders — 2022-2023 School Year

Christian Education at Union Church could not be achieved without the help of our Education Ministry members and many volunteers. Thank you!

Sunday Faith Formation Leaders

4K – 1st and 2nd – 4th Grades

Teachers: **Karen Hogan, Nancy Gibson, Christie Reese, Anna Gallagher, Cindy Oakley**

Assistants: **Amanda Hatton, Keira Heffernan, Lisa Krueger, Amy Richards, Zach Seibel, Julie Thiel**

Substitutes: **Eric Harkoff, Sandy Polarek**

5th Grade and Up

Teachers: **Ed Tucker, Tim Harder, Lou Ann Norsetter**

Assistants: **Betty Hartman, Karen Ludolph, Gail Carels, Jeff Carels**

PF and YCA: **Leah Seibel, Heather Collins, Julia Delvaux, Benny Rieth, Sherry Warren, Tim Harder, Kathleen Caylor, Jenna Stevens, Benny Rieth, Marty Berry, Beth Piontek**

Librarian: **Cathy Putman**

Adult Education: **Julie Harder**

Nursery: **Jenna Stevens, Sara Micoliczyk, Natalie Knight, Sylvia Garrido**

Nursery Roll Coordinators: **Sue Tucker**

Youth Music Director: **Melissa Heffernan**

The Peg Jaeger Church Library

During the pandemic and throughout 2022, new themes percolated at the conference and denominational level of the United Church of Christ. One was the Doctrine of Discovery and what that has meant and continues to mean for churches today. Part of exploring this issue is documenting injustices to tribal communities, so we added books in that area last year. This year's acquisitions are about "becoming kin" with native persons and values. Braiding Sweetgrass is the best known book in this field, but others are emerging.

Another overarching church concern is how the social acceptance and justification of slavery was bound into the founding documents and doctrines of our nation and into the theology of the American Protestant church. Unraveling social underpinnings and prejudices is part of our future development as a church and is in line with our church's commitment to continue toward anti-racism. Books added in 2022 were directed at needed personal and institutional change in addition to documenting historic injustices.

An area where Union is making some headway is in understanding the theology and practice of creation care. While we have some works narrating the world-is-afire version of climate change, newer books address steps that can be taken both personally and as a congregation. Additions in this area include Climate Church, Climate World by Jim Antal, The Story of More by Hope Jahren and Saving Us by climate scientist Katharine Hayhoe.

Respectfully submitted,
Cathy Putman, Librarian

Membership and Inreach Ministry

Mission

The mission of the Membership and Inreach Ministry is to welcome new members into our church and to make current members and visitors feel welcome and connected. We do this by greeting before worship and facilitating the integration of new members into our church family. We give jars of cookie mix as a welcome gift to church visitors. We organize opportunities for socialization, fellowship, and care for members of Union Church. Thank you to everyone who has contributed to this ministry.

Membership Ministry Meetings

We are always looking for more people to help with our new member and current member events. Membership Ministry meets at 5 p.m. on the second Thursday of the month.

New Members

In 2022, Union Church added 17 new members.

January 13

Jason Ferry

June 12

Jamie and Jason Wozniak (and family)

Scott Mertens

Wendy Woodward

Cathy Valk and Larry Kabat

Jon Wiltse and Barrett Tryon (and family)

November 6

Amanda and Daniel Hatton (and family)

Caroll Jones

Judy Moats

Jeremy Pelegrin and Bob Hileman

Isabelle Wauters and Jonathon Boldt

Social

Church Picnic: Potluck lunch for the Church Picnic was held on August 14. We gathered in the church hall due to rain.

Reunion Sunday: Our Reunion Sunday potluck resumed after a two-year hiatus. Scott Daniels provided smoked pulled pork and members brought sides and desserts to share.

Annual Meeting Potluck: The Annual Meeting potluck did not happen in 2022 because the meeting was held via Zoom.

Fellowship

Retreat: More than 50 people gathered September 9-11 at Moon Beach Camp in northern Wisconsin. The Rev. Andrew Warner from the Wisconsin Conference UCC led us in a discussion about why Union exists and why our church matters.

Wednesday Night Suppers: Thank you to Jane Posvic, Amy Anderson, Les VanVonderen, Peggy Welsh, and Cathy Putman for providing meals for those who participate in our Wednesday night programming. Nicole Kinjerski organized the volunteers who provide dessert.

Women's Advent Event: For the first time since 2019, the Women's Advent Evening of Reflection was held in the church hall on December 5.

Groups

Men's Fellowship Breakfasts: This group meets monthly on the first Wednesday of the month for food and fellowship at Denny's on Oneida and is convened by Ed Tucker. The group resumed meeting in May.

Ladies Lunch Bunch: This group meets regularly for food and fellowship and is convened by Jean Smithback. The group resumed meeting in June.

Receptions – Receptions typically held throughout the year (King's Cake, Annual Meeting Potluck, Easter Breakfast) were canceled due to the COVID-19 pandemic.

Care

Visitation Ministry: The ministry provides outreach to congregants. By visiting regularly, we hope to nurture the spirits of our members and provide a means for them to maintain a strong connection to our church community.

Memorial Reception Ministry: Provided receptions before or after funerals held at Union Church. This ministry is convened by Heather Collins.

Baby Afghans and Prayer Shawl Ministry: Members knitted or crocheted shawls that were given to persons who were ill, in the midst of crisis, or who had suffered a loss. Members knitted or crocheted afghans as a gift to babies/young children at Baptism. Thank you, knitters and crocheters!

Card Ministry: Provides an opportunity for everyone to join in sending cards to our shut-ins and church family with special concerns each month on Communion Sunday. This ministry is convened by Glen Verstegen.

Cooks Who Care Ministry: Provides meals for our church family members during times when a prepared meal is helpful. Thank you to Joni Delwiche and Joan Dudek for taking on the role as coordinators for this ministry.

First Friends Ministry: This ministry was started in 2020 and was created to help familiarize new members to Union. First Friends are matched with a new member household and reach out to the new family to help answer questions, inform new members of upcoming events and, hopefully once it is safe to do so, get together in fellowship.

We invite anyone that would like to join our dedicated group.

Respectfully submitted,
Denise Olson, chair
Nicole Kinjerski, co-chair

Women's Fellowship

The Women's Advent Reflection, a Union Church tradition since 2007, resumed in 2022 after a two-year hiatus. Over 50 women gathered for reflection and community in the church hall on Monday, December 5, for the Women's Advent Reflection: "Finding the Light at Christmas." The designated organization for table donations was On the Mark Dyslexia Clinic.

Our thanks to our readers, Joann Broskey, Elizabeth Delvaux, Barbara McClure-Lukens, and Cheryl Myers, and to our Ladies Ensemble and soloist Haley Steele for the wonderful music. Thank you to Pat Shafer for her overview of the goals and successes of On the Mark, and to Pastor Bridget for the opening prayer. Thanks to the gentlemen who provided behind-the-scenes support, especially David Thie. Thank you to everyone who hosted a table or attended. You made the event a success.

Denise Olson

The Ladies Lunch Bunch, introduced in 2021, resumed meeting in person at 11:30 a.m. on the third Tuesday of the month at the Village Grille on Hoffman Road in June of 2022.

Men's Fellowship

The Men's Fellowship resumed meeting in person at 7 a.m. on the first Wednesday of the month for breakfast at Denny's on South Oneida in Ashwaubenon in May of 2022. This breakfast is open to all at Union Church who identify as male. The meeting is free flowing, which allows those attending to depart whenever needed due to work or volunteer commitments.

At breakfast, we share our joys, our concerns, our recent travels and occasionally even discuss our feelings about politics. If you have never joined us for breakfast, please try it once this year.

Ed Tucker

Priscilla Circle

Priscilla Circle is open to all the women of the church. We usually meet on the fourth Tuesday of the month, excluding December and the summer months. We may not meet in January or February depending on the weather. Our meetings are announced in "Still Speaking."

The circle meets for dessert at 1 p.m. followed by a short business meeting, devotions, and a program. We hear the joys and concerns of church members and review activities in the church.

Our first meeting after COVID-19 restrictions were relaxed was in May of 2022. We enjoyed our chance to visit with people whom we had not seen the past two years. In addition, we welcomed some new members and shared "news" about ourselves.

In September, we had a "meet and greet" session once again and Phil Hauck talked about his book, "The Golden Age of Brown County Enterprise." At our October meeting, Sue Tucker showed slides and talked about a trip to the Northwest states that she and her husband Ed had taken. In November, Sandy Polarek presented an extended book review. She highlighted several books that she had read recently and introduced us to a series of books for children that her grandchildren have enjoyed; Sandy suggested that others might like to offer those books to their family members.

We thank Nancy Gibson for calling members monthly and keeping us in touch with members' concerns. We are grateful for the dedication of Sue Whittemore as she seeks out and secures interesting speakers and programs for the circle. Thanks, too, to our hostesses who provide snacks and beverages and to those who offer devotions from time to time.

New members are always welcome. Join us in the English Room on the fourth Tuesday of the month.

Helen Krueger

Outreach Ministry

Blessing Box

Despite the pandemic waning, the Blessing Box continues to be needed in the neighborhood surrounding Union. Between the 10 food drives (approx. 1/3 of items) and monetary donations (approx. 2/3 of items) we continue to fill the box to capacity 3 times a week. \$4,953 was donated in 2022 and \$6,300 was spent leaving a balance at year-end of \$2,837.

Mary Hemminger continues to do monthly bulk purchasing and organizing while the team of Marty Barry, Claudia Doelger, Larry Kabat and Cathy Valk stock the box. Bruce Shafer also helped in 2022.

The big news is that with the help of Deb Rose we applied for a \$2,300 grant from the Sarah Shin Marshall Fund which was received in November. The money is designated for purchasing larger cabinets for inventory storage. Cabinets were ordered in early January. Remaining proceeds will go to fix the box as repairs are a constant issue given its use and weather. The Blessing Box was a Giving Tree and Reverse Advent Calendar recipient in 2022.

Souper Cooks

This long-time effort through the Outreach Ministry continued in person in 2022. We now serve every time we prepare a meal. \$177 was donated in 2022 and \$1,537 was spent with a year-end balance of \$1,278. Marty Barry continues to lead this effort. Because of increased diners at NEW Community Shelter, the amount of food we prepare has increased. Between increased meals and inflation, monthly expenditures have increased from about \$300 to over \$400 monthly.

In-Kind Giving

The following amounts were collected for the offerings promoted by the national United Church of Christ throughout the year:

One Great Hour of Sharing -----	\$1,469
Strengthen the Church -----	\$771
Neighbors In Need-----	\$1,314
Christmas Fund-----	\$1,761

Our Church's Wider Mission comes out of the church budget. The UCC also conducted appeals for Ukraine and Hurricane Ian relief which totaled \$3,547.

Immigrant Advocacy

A group of women lead by Gail Carels and Heather Collins has offered their time to help transport Afghan women and other immigrant populations to literacy classes.

EPH and JOSHUA

With the departure of Sherry Warren, Wendy Woodward has thankfully agreed to be Union's liaison with EPH. There remains \$5,879 in the Jubilee House repair fund. The church continued its tradition of funding the annual membership of JOSHUA through the church budget. Jeff Gibson continued to represent Union on the JOSHUA board in 2022.

Other Fund-Raising Activities

2022 was an important election year with in-person polling returning to the church. This allowed us two times to raise funds. We had a bake sale on the day of the primary and a soup sale during the November election. Both were wildly successful and well received, raising over \$600. In May, we also had our first rummage sale since the start of the pandemic and raised nearly \$900. Heifer Sunday was another big success as \$6,201 was raised and another Ark was donated by the church.

End-of-the-Year Activities

The Love Life Diaper Drive had good participation in 2022. We sponsored six organizations: Dr. Rosa Minoka-Hill School, NEWCAP, On The Mark, The Blessing Box, The Brain Center and We All Rise, for our three Giving Trees. The Blessing Box was our reverse calendar recipient.

As is our tradition at Union, the congregation was generous with their time, talent and treasure with all these important Outreach activities and the Outreach Ministry is very thankful.

Respectfully submitted,
Achim Seifert and Christie Reese, co-chairs

JOSHUA — Justice Organization Sharing Hope United for Action

JOSHUA is an interfaith social justice organization. We are a grassroots and non-profit 501(c)(3), focusing our work in the Brown County region of Wisconsin. We aim to capitalize on the amazing possibilities for faith communities when they join together to overcome divisions and stand united for action around common values of justice.

JOSHUA currently has three active task forces: Transformational Justice (formerly Criminal Justice Reform), Environmental Justice and Immigration Justice. These groups meet at West Side Moravian Church and via Zoom. JOSHUA also has an active Religious Leaders' Caucus which Pastor Bridget chairs.

The **Transformational Justice Task Force** is looking at an alternative vision for the Green Bay Correctional Institution. Our group is made up of formerly incarcerated individuals, family, friends, and loved ones of those incarcerated, and allies. Please consider joining our group and fighting for change and justice in the corrections system. The group has also been working with the Green Bay Police Department on gun violence interruption. This group meets every fourth Thursday of the month at 6 p.m. (live and via Zoom). This year, members have joined with other Wisdom members to further reforms at the state level by working together to encourage bipartisan support of actions that can improve community-based alternatives to incarceration and improve the chances of the successful transition of those being released from incarceration back into their communities

The **Environmental Justice Task Force** is continuing to supporting community composting projects and how our community can better support more sustainable lawn and gardening initiatives. It is also working with the Oneida Nation to learn more about natural agriculture techniques. We are also working with indigenous groups who are working to stop pipeline construction that has endangered water supplies along their path. This group meets every fourth Wednesday of the month at 6 p.m.

The **Immigration Justice Task Force** is just beginning to be formed. During 2022, the task force brought together a wide variety of immigrant groups for a day at Bay Beach to celebrate different traditions and to provide fun activities for children to interact with other immigrant children.

- JOSHUA continues to provide training, build partnerships in the community, increase its membership, and remain a respected, peaceful advocate in Brown County.
- JOSHUA encourages congregations and justice-minded individuals to financially support the cause of justice in Green Bay and the rest of Wisconsin. If you are interested, please visit www.joshua4justice.org and click the DONATE button.
- JOSHUA depends on help from many different avenues. Fortunately, Union Church is one of the churches that financially commits to JOSHUA each year. JOSHUA would like to see that commitment continue.
- The Religious Leaders' Caucus holds prayer vigils at sites of violent deaths in the community. Invitations to these vigils are shared on the church's and JOSHUA's Facebook page.

The JOSHUA board is currently seeking to hire a new Community Organizer. For more information, visit our Facebook page at JOSHUA-Green Bay, or at www.joshua4justice.org.

Respectfully submitted,
Jeff Gibson, JOSHUA liaison

Ecumenical Partnership for Housing (EPH)

Ecumenical Partnership for Housing (EPH) continues to fill a much-needed gap in Green Bay's battle against homelessness. By providing both transitional housing and long-term supportive housing, EPH gives families in the community residential stability so that they can address challenges to their housing and safety such as mental health concerns, debt and poor credit, and income insecurity.

Some of the highlights of 2022 include:

- Union's Jubilee House residents: The family (mom and five children) took the next step in self-sufficiency and left the Jubilee home in November. It's been a long time since this family has been able to be excited about their future; we are blessed to be a part of their journey. They know they are not financially ready to buy a home, so that is where EPH's long-term supportive housing program comes in. The family will enter into a lease with EPH, and continue to have case management support along with continuing to pay off past debts. This family has come a long way, and although they continue to face barriers, transitional housing has helped them face them head on and continue to be successful.
- Serving a total of 54 families and 125 children with transitional and long-term supportive housing.
- Onboarding a new Executive Director who started January 3, 2022.

Last, I am happy to serve within EPH on the Membership Development Committee where we identify ways to keep our church partners actively engaged in the work of EPH.

Union Congregational's continued support of Ecumenical Partnership for Housing through financial gifts and volunteerism upholds the church's mission of making the Christ Spirit dominant in our lives. I am proud to represent Union Congregational in this important endeavor that truly meets people wherever they are on life's journey.

Respectfully submitted,
Wendy Woodward

Worship Ministry

Worship Ministry's role is to provide "support, coordination, and vision-keeping in the planning and administration of worship, rites, sacraments and music" (Constitution and Bylaws of Union Church).

The Worship Ministry team in 2022 included Betty Bienash (chair), Rev. Bridget Flad Daniels (Senior Minister), Seong-Kyung Graham (Music Director), Tim Harder (Moderator), Zoe Harkoff (vice-chair, AV Coordinator, and Communion coordinator), Gail Hohenstein (coordinator of readers), Haley Steele (Interim Music Director), and Glen Verstegen (coordinator of ushers).

Worship services at Union were available both through streaming services via Facebook Live and YouTube and in-person in the church sanctuary. Throughout the year, the Resuming In-Person Task Force continued to monitor COVID levels in Brown County, adjusting recommendations in order to make it possible for those who wished to worship in-person to do so safely.

The worship services at Union are only possible because of the support and efforts of so many people within our church family. While we may miss naming some people who have contributed to our worship services, the Worship Ministry team wants to express gratitude to as many as we possibly can.

- The Resuming In-Person Task Force continued its work throughout the year, monitoring and adjusting COVID recommendations in order to make in-person worship possible for all who wished to worship in-person. The team consisted of Betty Bienash (chair), Dr. Gail Carels, M.D., Heather Collins, Rev. Bridget Flad Daniels, Jeff Gibson, Rev. Steve Hartman, and Dr. Sherry Warren, Ph.D.
- Streaming our services to those who wish to access them when not able to participate in-person would not be possible without our AV team. The AV team included Jeff Gibson, Eric Harkoff, Zoe Harkoff (coordinator of AV team), Clay Reese, Christian Reese, Shaun Shoulden, Sam Stranz, and Andrew Verhulst.
- We appreciate the work of the ushers who have been coordinated by Glen Verstegen. The ushers were Joyce Anderson, Mary Boeselager, Marty Briggs, Jeff Carels, Tim Dantoin, Larry Heath, Gail Hohenstein, Bill Johnson, Larry Kabat, Jeff Larson, Tom Martin, Barbara McClure-Lukens, Carter Reese, Christian Reese, Clay Reese, Deb Rose, Larry Rose, Bruce Shafer, Pat Shafer, Jim Smithback, David Thie, Glen Verstegen and Weston Wiltse.
- Zoe Harkoff organized the preparation of Communion. As the year progressed, we evolved from offering only the sealed Communion packets at the entrances to the sanctuary on Communion Sundays to serving Communion through the pews. The Communion packets continue to be available at the entries to the sanctuary on Communion Sundays for those who prefer them. The Communion packets are also available to those who have participated in the Visitation Ministry. We resumed serving Communion through the pews on ReUnion Sunday in September. We appreciate all who have volunteered to serve Communion, including Kathy Baldwin, Tony Baldwin, Betty Bienash (coordinator of Communion servers), Heather Collins, Elizabeth Delvaux, Jeff Gibson, Betty Hartman, Steve Hartman, Phil Hauck, Gail Hohenstein, Christian Reese, Bruce Shafer, Pat Shafer, and David Thie.

- Gail Hohenstein organized the readers for our church services, including special services, and we have appreciated being able to listen to the many readers who read the scripture during services throughout the year.
- We appreciate the efforts of all who work to enhance the beauty of the sanctuary throughout the year. Jason Pues arranged the flowers for Easter, Kathy Seifert arranged and watered the Christmas plants, Ben VerGiesen decorated the sanctuary for Christmas, and many members assisted our Sexton, Andrew Verhulst, in erecting the Christmas tree and the stable for the Christmas pageant.

Music, of course, is an integral part of the worship services at Union. Under the guidance of Seong-Kyung Graham, Music Director, Ray Thompson, church organist, Haley Steele, Interim Music Director, Linda Cook, Director of Bell Choir, and Melissa Heffernan, Children's Music Director, we continue to worship through the beautiful music they provide. We appreciate the wonderful music offered by the Chancel Choir, the Bell Choir, the cantors, and the soloists throughout the year.

Rev. Bridget Flad Daniels continues to provide meaningful, creative services throughout the church year.

- The season of Lent included an Ash Wednesday service, a Palm Sunday service that followed the path of the betrayal and crucifixion of Christ with fourteen readers, a Maundy Thursday service that included Communion, a Good Friday Tenebrae Service of Shadows, and an Easter service.
- Heifer Sunday welcomed animals into our sanctuary during Children's Moments, followed by a Living Gift Market in the courtyard which raised funds for Heifer International. Heather Collins organized the Living Gift Market and Jammie VerGiesen once again organized our animal guests.
- Memorial Sunday was an especially meaningful service, during which we celebrated the lives of those who were connected to Union and who passed away during 2022. Once again, we invited the congregation to bring mementos of their loved ones to create an altar of remembrance, or ofrenda, for the service.
- Christmas Pageant Sunday welcomed a live pageant consisting of children and adults to Union once again. The pageant was directed by Heather Collins and Christie Reese, and the costumes and props were organized by Gail Carels and Bev Lathrop.
- The Christmas Eve services began with the Service for All Ages at 3:00 p.m., which included an extended children's story time and concluded with the traditional Christmas Eve Service at 8:00 p.m., which was preceded by 30 minutes of beautiful musical offerings coordinated by Haley Steele and accompanied by Ray Thompson.

Worship Ministry continues to support Rev. Bridget Flad Daniels in creating meaningful worship services. The services would not be possible without the support and involvement of our extended Union congregation.

Respectfully submitted,
Betty Bienash, chair

Resuming In-Person Ministry Task Force

The Resuming In-Person Ministry Task Force, which was created by Common Ministry at the beginning of 2020, continues to monitor and respond to COVID-19 within our community. Our purpose is to allow our congregation to resume in-person worship in a manner that meets established safety protocols as well as reflects our commitment to protect one another, continuing our commitment to make the Christ Spirit dominant in our lives and in all human relations. We have continued to consider the guidance of local, state, and federal authorities, including the metrics established by the Wisconsin Department of Health Services (DHS) as well as the Wisconsin Conference UCC and the Wisconsin Council of Churches.

This year has seen the return of many of the elements of worship and connection that we treasure at Union, including the return of the Chancel Choir and the Bell Choir, as well as the resumption of coffee hour after the church service in the church hall. At the same time, all worship services continue to be available through our streaming services so that those for whom gathering together in-person to worship would not be possible or the most healthy choice.

One new health strategy we implemented is hanging color-coded signs at our entrances which help those entering the church building to know the current CDC assessment of COVID risk in the community and then to act accordingly.

The task force will continue to monitor COVID-19 and make recommendations as the COVID guidance evolves from the CDC and the Wisconsin Department of Health for Brown County as well as guidance from our church leaders.

Betty Bienash (chair), Dr. Gail Carels, M.D., Heather Collins, Rev. Bridget Flad Daniels, Jeff Gibson, and Rev. Steve Hartman.

Stewardship Ministry

*Union's purpose is to strive to do the will of God,
and to make the Christ spirit dominant in our lives and in all human relations.*

*Our church celebrates God's love by...
Creating a safe harbor for all,
Serving each at their point of need, and
Promoting personal and societal transformation*

Stewardship Ministry is responsible for providing support, coordination, and vision keeping in the planning and administration of stewardship of our church resources in the areas of Operating Income, Building and Maintenance, and Capital Campaign.

Building and Maintenance

Building usage has climbed significantly over the prior year. In-person attendance numbers are stronger in worship and new outside groups are utilizing spaces within the building. Most of our committees and ministries have returned to in-person meetings with the ability to meet online when warranted. A return to "normal" usage has increased the maintenance and cleaning needs over the prior two years.

Christopher Nikolai served as our Building and Maintenance Supervisor through May. Christopher passed away unexpectedly on June 6. His indelible contribution to Union and the Stewardship Ministry continues in our work to take care of our facility and in turn those whom it serves.

Filling the void Christopher left behind fell heavily on the Church staff and several members of the Stewardship Ministry. Special praise to Bill Johnson for his leadership over the summer in managing and maintaining the buildings and grounds. (Editor's note: As creator of this report, Clay Reese humbly did not acknowledge that he and his family also stepped up time and again to fill the church's needs.)

In October, Andrew Verhulst joined Union's staff as Maintenance Tech. Andrew is responsible for regular cleaning and maintenance tasks of the church. Andrew lives in Howard with his wife.

Accounting

Katrina Catteruccia with Advantage Bookkeeping continues to streamline bookkeeping as our Financial Secretary. Budgeting and financial reports are largely automated from Church Windows saving significant time and increasing clarity in finances.

Space Force

We celebrate On the Mark Dyslexia Clinic's mission to promote the literacy of students with dyslexia in northeast Wisconsin. On the Mark continues to utilize spaces in Union for their programming.

This past summer, Union welcomed the Suzuki Music Academy of Green Bay. Suzuki promotes music education in Green Bay. They are renting shared space at Union chiefly in the two classroom areas upstairs.

We continue to seek an occupant for our nonprofit incubator space. Pastor Bridget provides leadership to this team which is also dedicated to finding and attracting the right mission-aligned tenants for our building spaces.

Generosity Committee

Over the past year, the Generosity Committee has focused on ways to cultivate generosity in our community. Generosity is the catalyst for the contribution Union makes in our world. The committee tackles how to amplify the purpose of generosity to our membership. This committee and its members have served to communicate generosity throughout the year and during our annual pledge campaign. Members have written letters to the congregation and spoken directly to members about giving. Special thanks to Les VanVonderen and Peggy Welsh, Emily Smith, Jeff Gibson, Jeff Carels, Tim Harder, and Pastor Bridget for their dedication of time to this effort.

Green Energy Task Force

An engineering report for the roof of the Mayflower wing concluded that solar panels could be placed on the Mayflower roof. The Common Ministry elected to include fundraising for solar panels as part of the proposed Capital Campaign. Contact Mark Smith if you would like to be a part of these efforts.

Garden Committee

The Garden Committee organizes volunteers for all regular maintenance of the gardens through the seasons. We thank all the loyal volunteers who assisted the Garden Angels (formerly the Wednesday Weeders and Saturday Snippers), annual planters, mulch providers and spreaders, and garden plot adopters. The focus includes watering, plant replacement, and mulching. Special thanks to Kathy Seifert for heading up this committee.

Garden Revision Committee

The Garden Vision Committee continues to implement a renovation of the Biblical Gardens. Cathy Putman continues to provide vision and elbow grease as a leader of this team.

Membership

Stewardship Ministry members this year included Sandy Polarek (treasurer), Jason Ferry (vice-chair), Clay Reese (chair), Tony Baldwin, Bill Johnson, David Thie, and Jammie VerGiesen. Special thanks this year to all the members for stepping up to the challenge of continuing to volunteer at church. We remember Christopher Nikolai, who is still missed. Thanks also to Pastor Bridget, Tim Harder and the church office staff for their support, participation, and assistance with the Stewardship Ministry activities over the past year. 2023 will provide ample opportunities for us to increase the generosity in our church.

Respectfully,
Clay Reese, chair

Union Congregational United Church of Christ CAPITAL CAMPAIGN FEASIBILITY STUDY CONGREGATIONAL SUMMARY

The findings, analysis, and recommendations presented by *The James Company* are based on data gathered from the following sources:

- Forty-four (44) individual participants who attended one of three (3) Information Gatherings offered
- Thirty-five (35) individuals personally interviewed by John V. Clark of *The James Company*
- Thirty-four (34) Feasibility Study Surveys received
- Assessment of Union's membership and annual stewardship financial support for the past three years
- *The James Company's* professional experience and expertise with churches and faith-based organizations for over 35 years

Based on these sources, *The James Company* is pleased to present the following pre-campaign summary of data/analytics, observations, and recommendations.

The four most critical congregational opinions that contribute to a successful capital campaign include: 1) Is there overall familiarity with the proposed plan? 2) Do members support conducting a capital campaign at this time? 3) Will members financially support a capital campaign? 4) Is there support of the overall direction of ministry at Union Church?

- Survey respondents and individuals interviewed were familiar enough with the proposed plan to express informed opinions. 91% of interview participants attended one of the Information Gatherings.
- 92% of interviewed participants and 85% of survey participants support conducting a capital campaign at this time. The biggest concern is the economy and how much can actually be raised. That said, the majority consensus was, "if not now, when"? While the most urgent maintenance projects received almost complete unanimity, more information about some of the projects will be required during a campaign.
- 100% of the interviewed participants and 82% of the survey participants indicated they will financially support a capital campaign.
- 100% of individuals personally interviewed support the overall direction of ministry at Union Church.

In *The James Company's* experience, this represents a solid level of support for both conducting a capital campaign and for potential financial commitments.

The James Company's Recommendation

- Based on the findings and analysis of the Feasibility Study process, *The James Company* recommends that Union Congregational UCC is in a solid position to conduct a capital campaign at this time.

THANK YOU FOR YOUR PARTICIPATION AND PRAYERS DURING THIS STUDY!

Memorial Garden

The Memorial Garden was established in 2001 to provide a peaceful and attractive place for crypts to inter the cremated remains of Union Church members and friends. The Garden also provides a site for memorial plaques to honor and remember church members and friends.

The Garden is located outside the southwest corner of the church building and can be entered from the sidewalk on the south side of the church building or from the parking lot behind the church. The Garden has terraced landscaping with in-ground crypts in the upper level. There are single crypts for individuals and companion crypts for couples. Wall plaques are attached to the south wall of the church overlooking the Garden. There are now 31 crypts and 33 wall plaques in the Garden.

Crypts can be purchased at the time of death or before death to reduce final arrangement decisions for the surviving family. Purchasing a crypt is ideal for an individual or a couple who do not have a family burial plot in a cemetery or have not purchased space in a mausoleum.

The Garden has an endowment fund that is invested in the United Church Foundation. A portion of the proceeds from each sale of crypts or wall plaques is invested in the Foundation. Earnings from the Foundation can be used for the maintenance of the Garden.

Several years ago, Pastor Bridget established an annual tradition on Memorial Day weekend. At the conclusion of the Sunday church service in the sanctuary, the congregation is invited to convene in the Memorial Garden for the final hymn. For some members, this is the first time that they have been in the Garden. This tradition, on hiatus for two years because of the pandemic, resumed in 2022.

The Memorial Garden Trustees extend a thank you to the Riopelle and Meng families for providing funding for the summer landscaping and maintenance in the Garden. These two families do this in memory of Katie Small and Dr. and Mrs. Hitch who are interred in the Garden and are the parents of Ginny Riopelle and Inky Meng.

The Garden Trustees invite and encourage church members to visit the Garden and to consider purchasing a crypt or wall plaque for themselves or for a family member.

Garden Trustees:

Phil Hauck, Bob Fahres and Jeff Zahn

Total Memorial Garden Financial Activity 2022

Beginning Investment Balance 1/01/2022:	79,583
Beginning On Hand Balance 1/01/2022:	2,575
Plus Total Income and Additions:	9,616
Less Expenses:	3,590
Investment Gain/Loss:	(11,018)
Equals Ending Balance 12/31/2022:	77,166

Nominating Committee

The Nominating Committee presents the following nominees* for officers of the church, chairperson and vice-chair of the church ministries, elected members of committees, and the elected representative to Ecumenical Partnership for Housing (EPH) and JOSHUA. Each has responded to the call to serve in leadership positions of our church's lay ministry. If elected, these nominees begin their service upon the conclusion of the Annual Meeting, January 29, 2023. Thank you to all who have served as our church's elected leaders and to those who continue to serve with their time and talents to ensure the ongoing ministry of Union Church. Thank you also to Heather Collins and Pastor Bridget Flad Daniels who assisted me.

*** indicates a person nominated for election**

Officers

Moderator	*Tim Harder (2nd term, 2 years remaining)	Clerk	*Gail Hohenstein (7th term, 2 years)
Vice-Moderator	Heather Collins (2nd term, 1 year)	Treasurer	Sandy Polarek (1st term, 1 year)

Ministries and Committees

Education

Chair Benny Rieth (1st term, 1 year)
Vice-Chair Beth Lyman Piontek (1st term, 1 year)

Gifts and Memorials

Co-Chair *Kathy Baldwin (1st term, 2 years)
Co-Chair Daniel Pagel (1st term, 1 year)

Membership and Inreach

Chair Denise Olson (2nd term, 1 year)
Vice-Chair *Jessica Lundgren (1st term, 2 years)

Pastoral Relations Committee (4-year term)

Michael Vinson (1 year)
Bill Johnson (2 years)
Elizabeth Delvaux (3 years)
*Kris Vespia (4 years)

Nominating Committee

Chair Sandy Polarek (2nd term, 1 year)

Outreach

Chair
Vice-Chair *Christie Reese (2nd term, 2 years)

Stewardship

Chair Clay Reese (2nd term, 1 year)
Vice-Chair Jason Ferry (1st term, 1 year)

Worship

Chair *Zoe Harkoff (1st term, 2 years)
Vice-Chair *Betty Bienash (1st term, 2 years)

Personnel Committee (3-year term)

Ryan Rieth (1 year)
Julie Tetzlaff (2 years)
*Cheryl Myers (3 years)

Other Positions

Delegate, Ecumenical Partnership for Housing

*Wendy Woodward (1st term, 1 year)

JOSHUA Liaison

*Steve Hartman

Communications Coordinators

*Ruth Homrighaus and Mary Ann Hudson

Respectively submitted by the Nominating Committee,
Sandy Polarek (chair)

Proposed Union Congregational UCC Bylaw Changes

1. Article II Section 1: This is a correction changing the reference from Section 22 to 21.

The Pastor, with consultation with the Personnel Committee and with privilege of consultation with any appropriate Officer, Ministry, or the Common Ministry, will engage or discharge, when necessary, all paid church personnel including (but not limited to) all Assistant Pastors, pastoral, program, music, administrative, financial and secretarial staff, sextons and housekeepers, with the exception of Associate Pastors; subject to Section ~~22~~ 21 (Common Ministry approves salaries).

Rationale: Correction

2. Article II Section 21: This change gives Vice-Chairs the right to represent their Ministry at Common Ministry in the absence of the Chair.

The Common Ministry shall consist of the Pastors, other members of the pastoral staff, the Chairpersons of each Ministry or in their absence the Vice-Chair of such Ministry, the Moderator (who chairs the Ministry), the Vice Moderator, the Clerk and the Treasurer.

Rationale: It has been a common practice at Union for the Vice-Chairs to represent their ministry in the absence of the Chair, especially if they view themselves functioning as co-chairs. This formalizes the current practice.

3. Article II Section 22: Creates a mechanism to fill Officer vacancies.

The Nominating Committee shall recommend for approval of Common Ministry, individuals for Chair, Vice Chair, or Officer ~~fill by appointment Chair or Vice Chair~~, vacancies that occur at times other than the expiration of a term.

Rationale: The Bylaws provide for The Nominating Committee to fill Chair or Vice-Chair vacancies, but not Officer vacancies. This change allows for Chair, Vice-Chair and Officer vacancies to be filled by recommendation of the Nominating Committee to Common Ministry before the next Annual meeting.



Membership Statistical Report for 2022

ACTIVE MEMBERS ADMITTED:

By Reception:

- | | |
|------------------------------------|--|
| 1. Jason Ferry – January 13 | 10. Amanda Hatton – November 6 |
| 2. Jamie Wozniak – June 12 | 11. Daniel Hatton – November 6 |
| 3. Jason Wozniak – June 12 | 12. Caroll Jones – November 6 |
| 4. Scott Mertens – June 12 | 13. Judy Moats – November 6 |
| 5. Wendy Woodward – June 12 | 14. Jeremy Pelegrin – November 6 |
| 6. Cathy Valk – June 12 | 15. Bob Hileman – November 6 |
| 7. Larry Kabat – June 12 | 16. Isabelle Wauters – November 6 |
| 8. Jon Wiltse – June 12 | 17. Jonathon Boldt – November 6 |
| 9. Barrett Tryon – June 12 | |

ACTIVE MEMBERS REMOVED:

By Death:

1. **Trevor Hohenstein Thie** – 33 – died January 9; memorial service at Union Church on January 22. Pastor Bridget Flad Daniels officiating.
2. **Russell L. Mueller Jr.** – 73 – died May 6; memorial service at Blaney Funeral Home on May 21.
3. **Rosalie Anne Shier** – 84 – died June 20; memorial service at Union Church on August 13. Pastor Bridget Flad Daniels officiating.
4. **James Clay Bowley** – 95 – died June 25; memorial service at Union Church on July 15. Pastor Bridget Flad Daniels officiating.
5. **Annette Louise Hamilton** – 85 – died June 29; memorial service at Union Church on August 13. Pastor Bridget Flad Daniels officiating.
6. **Dar Saladino-Blair** – 84 – died August 21; arrangements remain pending.
7. **Anne Henke Fahres** – 88 – died August 22; memorial service at Union Church on October 1 with Pastor Bridget Flad Daniels officiating.
8. **Judy Kay Sharp** – 85 – died October 14; memorial service to be held at Union Church at a later date.
9. **Gerald Eugene Kalkofen** – 89 – died December 17; memorial service at Union Church on December 22. Pastor Bridget Flad Daniels officiating.

* Pastor Bridget presided over a memorial service for Christopher Nikolai, Union Church's sexton, on June 10, 2022.

By Transfer:

1. **Rochelle Michael** – to Trinity Lutheran Church, Green Bay, WI
2. **Sara Michael** – to Trinity Lutheran Church, Green Bay, WI
3. **Amy Klimek** – to First United Methodist Church, Green Bay, WI
4. **Patrick Klimek** – to First United Methodist Church, Green Bay, WI
5. **Harlen Kalbus** – to First United Methodist Church, Green Bay, WI
6. **Daana Denil** – to First United Methodist Church, Green Bay, WI
7. **Susan Forsythe** – to First Congregational UCC, Appleton, WI

By Member Request:

1. **Virginia Riggs**

MEMBERSHIP STATISTICS	
Active Membership: December 31, 2021:	529
Members added to Active Roll:	
By reception	17
By confirmation	0
By reactivation.....	0
TOTAL ADDED	17
Members removed from Active Roll:	
By death	9
By transfer	7
By member request.....	1
By placing on Inactive Roll.....	0
TOTAL REMOVED.....	17
Active Membership: December 31, 2022:	529

BAPTISMS: Infants and Children

1. **Toby James Lundgren** – born March 25, 2022 in Neenah, WI.
Baptized May 29 at Union Church by Pastor Bridget Flad Daniels.
Parents: Jessica Lundgren and Libby Sievert

MEMBER MARRIAGES

1. **Shaun Shouldeen and Mark Norkaitis** at New England Congregational Church (Aurora, IL) on April 2, 2022.
Pastor Bridget Flad Daniels officiating.
2. **Elizabeth Jerabek and Steven Vandermause** at Union Church on June 18, 2022.
Pastor Bridget Flad Daniels officiating.
3. **Zachary Krueger and JoHanna Beal** at Gather on Broadway on October 1, 2022.
Pastor Bridget Flad Daniels officiating.

Membership and Attendance Data for the Last 20 Years

<u>Year</u>	<u>Membership</u>	<u>Avg. Attendance</u>	<u>Easter</u>	<u>Christmas Eve</u>
2022	529	³ 76	135	232
2021	529	² 61		186
2020	534	¹ 131		
2019	545	121	277	303
2018	528	128	260	357
2017	530	136	291	410
2016	525	135	238	361
2015 ^{CM}	521	138	305	372
2014	555	139	316	387
2013 ^{CM}	550	149	318	346
2012	567	183	329	397
2011	539	184	329	359
2010 ^{CM}	528	204	402	357
2009 ^{CM}	580	207	367	310
2008	592	212	330	342
2007	581	208	452	310
2006	559	220	348	360
2005 ^{CM}	521	219	329	360
2004	642	222	313	360
2003	621	197	332	354

^{CM} membership rolls reviewed by Common Ministry

- 1 attendance average based on the 10 in-person Sunday worship services held in the sanctuary from January 5 through March 8. No in-person worship took place in the sanctuary after March 8, 2020 through the end of the year.
- 2 attendance average based on the 28 in-person Sunday worship services held in the sanctuary from June 13 through the end of 2021. The attendance figure listed does not reflect numbers for those who streamed our worship services online.
- 3 does not include attendance for the seven weeks (Jan. 9 through Feb. 20) during which members were encouraged to stream our worship service rather than attend in person.

Financials

**for
2022**

Union Congregational United Church of Christ Balance Sheet

Assets

Cash

Associated Bank Checking	\$ 128,049.00	
Associated Bank Money Market	\$ 201,295.00	
Total Cash		\$ 329,344.00

Other Cash

Associated Bank DWCOA	\$ 2,228.00	
Associated Bank Parson's Purse	\$ 3,571.00	
		\$ 5,799.00

Gifts and Endowments

UCF: Killoran Scholarship Fund	\$ 69,964.00	
UCF: General Gifts/Endowments	\$ 70,838.00	
UCF: Memorial Garden	\$ 68,565.00	
UCF: Cora Nelson	\$ 287,429.00	
UCF: Bagby Theological	\$ 10,202.00	
Associated Trust: Distribution & Donations	\$ 38,676.00	
Associated Trust: Principal & Earnings	\$ 506,813.00	
Total Gifts and Endowments		\$ 1,052,487.00

Condo Loans Receivable - Waitzmann Funds	\$ 84,465.00	
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Total Assets		\$ 1,472,095.00
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Liabilities and Fund Balances

Prepaid Pledges	\$ 32,747.00	
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General Fund Balance	\$ 73,231.00	
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Capital Campaign Funds	\$ 8,085.00	
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Gifts and Memorial Funds

Principal & Earnings Fund	\$ 506,813.00	
Distributions & Donations Fund	\$ 38,675.00	
General Gifts/Endowments	\$ 70,838.00	
Cora Nelson/Outreach	\$ 287,429.00	
Killoran Scholarship Fund	\$ 69,964.00	
Memorial Garden Fund	\$ 70,165.00	
Bagby Theological Fund	\$ 10,202.00	
Total Gifts and Memorial Funds		\$ 1,054,086.00

Other Funds

Waitzmann Condo Loans	\$ 84,465.00	
Technology Replacement Fund	\$ 5,974.00	
Sabbatical Fund	\$ 15,557.00	
General Reserve Operating Fund	\$ 44,640.00	
Specific Giving Funds	\$ 135,743.00	
Outreach Fund	\$ 2,218.00	
Blessing Box Fund	\$ 2,836.00	
Souper Cooks Fund	\$ 1,278.00	
Jubilee House Fund	\$ 5,879.00	
Hurley Fund	\$ 4,790.00	
Total Other Funds		\$ 303,380.00

Total Liabilities and Fund Balances		\$ 1,471,529.00
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Year 2022 Treasurer's Report

INCOME	2022 Budget	2022 Actual
Pledge Income	\$ 360,000	\$ 338,629
One-time Gifts	\$ 10,000	\$ 8,162
Non-Pledge Income	\$ 55,000	\$ 54,083
Loose Offering	\$ 3,000	\$ 4,343
Church School	\$ 100	\$ 10
Prior Year Pledges	\$ 5,000	\$ 2,098
Investment Income	\$ 50	\$ 42
Room Rentals	\$ 6,000	\$ 8,030
Fundraisers	\$ 7,500	\$ 7,554
Non-Cash Donations	\$ 500	\$ -
Total Operating Income	\$ 447,150	\$ 422,951

PROGRAM EXPENSE		
Worship Ministry	\$ 10,800	\$ 6,797
Education Ministry	\$ 6,150	\$ 4,550
In-Reach Ministry	\$ 4,075	\$ 952
Outreach Ministry	\$ 15,600	\$ 15,403
Stewardship Ministry	\$ 3,900	\$ 3,880
New Member Ministry	\$ 150	\$ 60
Publicity	\$ 1,000	\$ 204
Total Program Expense	\$ 41,675	\$ 31,845

GENERAL EXPENSE		
Pastoral Staff Expense	\$ 183,781	\$ 133,455
Lay Staff Expense	\$ 154,240	\$ 138,517
Building and Maintenance Expense	\$ 43,750	\$ 40,465
Administrative Expense	\$ 65,428	\$ 84,109
Total General Expense	\$ 447,199	\$ 396,546

TOTAL EXPENDITURES	\$ 488,874	\$ 428,391
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NET INCOME (Operating Income Less Expenditures)	\$ (41,724)	\$ (5,440)
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2022 Outreach Summary

BUDGETED OUTREACH	\$ 15,403
NON-BUDGETED OUTREACH	
One Great Hour of Sharing	\$ 1,470
Neighbors in Need	\$ 1,314
Christmas Fund	\$ 1,761
Strengthen the Church	\$ 771
Heifer International	\$ 11,822
Parson's Purse	\$ 7,457
Housing/Homeless	\$ 1,768
Other Outreach	\$ 1,344
Ukraine & Hurricane Ian Relief	\$ 3,526
Waitzmann Loan Foregone Interest	\$ -
Gifts & Memorials Outreach Grants	\$ 19,363
Total Non-Budgeted	\$ 50,596
TOTAL OUTREACH	\$ 65,999

Gifts and Memorials Ministry

Union Congregational United Church of Christ has a long, rich history of giving in meaningful ways to support and advance efforts in the Green Bay community. Our committee is committed to building on this foundation of work and to taking great care of the gifts given.

The Gifts and Memorials Ministry was established by amendment to the church bylaws in January 2007, although this work was done many decades prior. The Ministry has two sub-parts: the Distribution Recommendation and Review Committee and the Asset Management Committee.

As background, the following is the G&M purpose:

The Gifts and Memorials Ministry “exists to promote and steward charitable contributions for non-operating budget purposes, with particular emphasis on projects initiated and supported by Church members that advance the local community, sustain the Church’s physical resources, or support or encourage other initiatives that further the Church’s mission. The Ministry is intended to complement, but not replace or compete with the Church’s annual, planned, or special giving.”

In 2022, Francisco Espinosa remained chair of Distribution, and Daniel Pagel became chair of Asset Management. We are grateful for the continued and valued commitment of Gail Carels, Sue Whittemore, Kristi Zahn, Phil Enscoe, and Lloyd Schaefer.

In 2022, after due diligence using the guiding principles for distribution, the Ministry recommended the following disbursements that Common Ministry approved.

- \$5,000/year for 2 years to The Farmory—grant to cover operating expenses.
- \$1,160 to the Brain Center—grant to help defray moving expenses.
- \$10,000 to On the Mark Dyslexia Clinic—grant to fund an administrative position (\$10,000/year in 2021 and 2022).
- \$50,000 Capital Campaign Consultant (Note: \$12,500 to cover the fees & expenses of the James Company to conduct a feasibility study, \$30,000 to cover fees and costs for the services of the James Company to facilitate a capital campaign (if the congregation votes to go ahead with a capital campaign), plus \$7,500 to cover printing materials and other expenses). \$13,005 has been disbursed.
- \$1,203 to the Brain Center—grant for library materials.

We were graciously remembered by members and friends with memorial contributions and in the estates of deceased members in 2022. Great care is taken of these gifts to support vital work. With the help of our members, it is our pleasure to take a leadership role in service to our community while honoring the legacy of our members.

Respectfully submitted,
Francisco (Paco) Espinosa

**Total Gifts & Memorials Fund Activity
2022**

Beginning Balance 1/01/2022:	1,190,351
Plus Total Income and Additions:	835
Less Grants:	(31,863)
Investment Gain/Loss:	(174,567)
Equals Ending Balance 12/31/2022:	983,921

Income and Additions to Gifts and Memorials Funds :

Memorial gifts	\$ 835
	<u>\$ 835</u>

Expenses and Distributions from Gifts and Memorials Funds:

In-Reach/Program

Grant for Capital Campaign Consultant:	\$ 12,500
	<u>\$ 12,500</u>

Outreach

Killoran scholarships	\$ 2,000
The Brain Center	\$ 2,363
The Farmory	\$ 5,000
On The Mark Dyslexia Clinic	\$ 10,000
	<u>\$ 19,363</u>

Total Expenses and Distributions	<u>\$ 31,863</u>
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*Note: Memorial Garden Financials are now included on Page 27 for ease of use.

Our Church Staff

(as of December 31, 2022)

Senior Minister..... Bridget M. Flad Daniels
Administrative Assistant..... Eric Goska
Financial Secretary..... Katrina Catteruccia
Building and Maintenance Supervisor Andrew Verhulst
Music Director Haley Steele
Organist..... Ray Thompson
Handbell Ensemble Director..... Linda Cook
Youth Music Director Melissa Heffernan
Librarian..... Cathy Putman
Audio Coordinator Tom Towill
Nursery Attendants:
Jenna Stevens, Sara Micoliczyk, Natalie Knight

Office Phone..... (920) 437-9266

Church Office (Eric Goska).....office@unionucc.com
Financial Secretary (Katrina Catteruccia).....finance@unionucc.com
Sexton (Andrew Verhulst) sexton@unionucc.com
Pastor Bridgetbridget@unionucc.com

Visit our website at www.unionucc.com
