

# 2023 Annual Report



## **Middleton Community Church United Church of Christ**

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**Middleton  
Community  
Church** UCC

## Middleton Community Church Covenant

In the presence of God and this community we confess our faith in Jesus Christ as our Lord and Savior and intend to be his disciples, to obey his word, and to show his love. We will be faithful members of this church, upholding it with our presence, our prayers, our gifts and our service, and will seek the fellowship of the church wherever we may be.

*Adopted January 5, 1936, by 34 charter members*

## Middleton Community Church Vision Statement

As a faithful church we will provide opportunities for growth in our witness to the grace and love of God through hospitality, worship, faith development, mission and service, and generosity.

## Dream Statement

MCC is an evolving, vibrant, and diverse community nurturing spiritual growth to empower people at all stages of life, as they seek to express Jesus' love through local and global collaborations grounded in courageous conversations and bold action.

*developed at the 2020 Appreciative Inquiry Summit*

## Clerk's 2023 Annual Report

Submitted by Jessica St. Clair

Membership as of January 1, 2023: 321  
 Additions for 2023: 15  
 Removals for 2023: 5  
 Total December 31, 2023: 331

New Members added: 15

<p>June 11: 9</p> <p><b>Bill Cullen</b>  <b>Caryn Cullen</b>  <b>Cameron Feist</b>  <b>Elizabeth Feist</b>  <b>Mary Ellen Hanwick</b>  <b>Sandy Martello</b>  <b>Amy Miller</b>  <b>Kyle Neary</b>  <b>Jessica Neary</b></p>	<p>May 7 (Confirmation): 4</p> <p><b>Elsbeth Avery</b>  <b>Hunter St. Clair</b>  <b>Ellie Sund</b>  <b>Finn Uminski</b></p> <p>August 10: 2</p> <p><b>Deb Drewsen</b>  <b>Ted Drewsen</b></p>
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Withdrawal by Transfer: 1  
**Brittany Phelps**, joined MCC on 6/3/2007, transferred to Crossroads United Methodist Church in Waunakee on 2/26/2023

Withdrawal by Request: 2  
**Carole & Reid Klopp**, joined MCC on 12/10/1995, withdrawn on 6/26/23

Withdrawal By Death: 2

**Ronald Ernst Doersch** (9/13/1935 - 6/11/2023). Ron was a member of Middleton Community Church since 12/21/1975.

**Peter Nicholas Cupery** (11/14, 1944 - 6/24, 2023). Peter was a member of Middleton Community Church since 3/8/1992.

Baptisms: 1  
**Lucy Mary Ziegler** 5/21/23. Parents: Caleb and Megan Ziegler. Godparents: Tara and Michael Lohmeier.

Other Services: 4

Bonnie Miller (not a member of MCC), Funeral, 6/3/23  
 Ron Doersch, Celebration of Life, 7/10/23  
 Peter Cupery, Memorial service, 8/5/23  
 Roxanne Lee Kasten Cooley (not a member of MCC), Funeral, 11/11/23

# Middleton Community Church Annual Meeting Minutes

January 22, 2023

**Call to Order:** Steve Weber, Moderator, called the meeting to order at 10:36 am. A quorum of more than 30 people were in attendance.

Attendance: 61 congregation members and Pastor Zayna

## **Approval of Agenda:**

- Council proposed the January 22, 2023 Annual Meeting agenda. Open for remarks.
- **Approval of the January 22, 2023 Annual Meeting agenda. Approved by consent.**

## **Pastor's Remarks and Opening Prayer:**

- Pastor Zayna led the congregation in prayer.
- Pastor Zayna acknowledged that the last four years here at Middleton Community Church have been full of transition. She is grateful for her past year here and all of the work Middleton Community Church has done in the past and is still doing now.
- Pastor Zayna read a scripture passage.

## **2022 Meeting Minutes Approval:**

- 1. Call Sunday on January 9, 2022.
- 2. 2022 Annual Meeting on January 30, 2022.
- 3. Congregational Election Meeting on November 20, 2022.
- **Motion by Carol Klopp to approve the minutes of the three Congregational Meetings held in 2022. Seconded by Gayle Love. Motion passed unanimously.**

## **Acceptance of 2022 Annual Report**

- **Motion by Kristin Friel to accept the 2022 Annual Report. Seconded by Jim Bachhuber. Motion passed unanimously.**

## **Nominations for Boards**

- The Moderator presented the new Board members to be approved.
- Board of Christian Education: **Carole Klopp, Stephanie Birmingham, Susan Stillwell.**
- The Board of Membership and Fellowship had a partial-term position open at the beginning of the meeting. During the meeting, **Chris Tarrant** volunteered to fill that spot.

- **Motion by Nominations Committee to approve the nominations for the Board of Christian Education and the Board of Membership and Fellowship. Motion passed unanimously.**

### **2022 Financial Secretary's Report - Bill Love**

- The Financial Secretary gave an overview of the report. He noted Middleton Community Church is in a really good place and thanked all who have been so generous in giving this last year.
- Budgeted: \$403,750.00, Actual: \$363,513.78, Percent of Budget: 99.8%, Operations-Loose Cash: \$1,477.22, Special Offerings, and an Estate Gift.
- Pre-payments toward 2023: \$51,045.00, a wonderful start of the year.
- The Financial Secretary thanked everyone for the Stewardship Campaign. The goal was \$448,000.00. The total pledged was \$444,284.00. There were 105 pledges.

### **2022 Treasurer's Report - Tom Kurtz**

- The Treasurer gave an overview of the report. He noted Middleton Community Church finished in the black and that he has had an amazing group to work with. He commented that the budget for this year is creative, innovative, and aggressive.
- Middleton Community Church is in good shape financially. There is money in the bank and there is money in the Maintenance and Equipment Reserve.

### **2023 Proposed Budget - Tom Kurtz**

- The treasurer presented the 2023 proposed budget.
- **Motion by Jim Neuman to accept the 2023 budget as proposed. Seconded by Laura Crow. Motion passed unanimously.**

### **2022 Moderator Remarks - Steve Weber**

- The Moderator said that his main job was to get Pastor Zayna on board. He said that went well and that Middleton Community Church has amazing people. He described Middleton Community Church as a really bottom-up-led church.
- The Moderator thanked everyone and said it was an honor to serve this last year.

### **Introduction of New Moderator**

- The 2022 Moderator, Steve Weber, introduced the new 2023 Moderator, Sarah Sund. Steve said Sarah loves this church and God, that she has a different style than his, and that amazing things are coming.

### **2023 Moderator Remarks - Sarah Sund**

- The new Moderator said those who can attend the Leadership Advance should attend. Discussion will include Appreciative Inquiry, vision of the church, and future path.

**Adjournment:** Steve Weber, Moderator, adjourned the meeting at 11:01 am.

### **Closing Prayer by Pastor Zayna**

Respectfully submitted by Jessica St. Clair, Clerk.

## **Middleton Community Church Special Congregational Meeting Minutes** April 30, 2023

**Call to Order:** Liz Fritz, Moderator-Elect, called the meeting to order at 10:33 am. A quorum of more than 30 people were in attendance.

Attendance: 61 congregation members, one guest, and Pastor Zayna

### **Introductions and brief background of Deed Restrictions - Liz Fritz**

- The land was sold in 2018 with Deed Restrictions to expire in 2028.
- Deed Restrictions that need amendments
  - Use Restrictions
  - Walkway Easement
  - Landscape Screening
  - Materials and Design
  - Right to Repurchase

### **Presentation by Mike Reinhold, Managing Director**

- With Bradford Growth Partners. Not usually the one to do these things. He decided to get involved this time. Going to drift through the powerpoint and not stay to the script.
- Service today on mental health. Word that he relates with closely. He was feeling broken. Wanted to use time to the best of his ability. Worked with disadvantaged communities. Constant struggle was connecting and bringing in business folks and capital. Dealt with over past 20 years. In Gary, Indiana, try to address local poverty. What is the social agenda and how can create the most positive impact? Introduced to Steve Pagnotta, Owner of Bradford. Wanted to do things differently. Once achieving success, want to replicate. Bring more social component to development and focus on areas that need a social impact, including childcare.
- Bradford Growth Partners. Offices in IL, IN, WI, etc. Commitment to social impact.

- Inclusive approach
- Attract the right businesses
- Create good jobs
- Hire local residents
- Minimize local incentives
- Build sustainably
- Beyond deed restrictions, just the work that the development had done around the church, frustrating?
- Contractual obligation to work with the church. That wasn't done. It was slowed down and talked through. This is a byproduct of that.
- The Learning Experience (TLE). Early education, sometimes referred to as daycare. Worked with them extensively. 300 centers nationwide. FL, family run business. A lot of providers in this early education space. Kindercare, Goddard, etc. Try to provide early education component that works with the realities of parents' schedules. 9 yo son and 5 yo daughter, went to Goddard. "happy happens here." It is a very well-run, structured organization. Content focused on education, invested money in resources, more than just traditional daycare where they let the kids play.
- Elevations and Floor Plan: The original plan was brown, flat roof, sterile, unattractive, looked like Home Depot. Didn't fit with the church and neighborhood at all. Want it to be easily accessible. Wanted to take design so it's not an eye-sore but looks like part of the community and is still accessible. New design includes pitched roof, siding (not brick), window panes. Floor plan, safety is a big deal now. The way they're structured is a secure vestibule to enter into, and can't go into the building without signing in, being authorized.
- Landscape Screen: Wanted a good backdrop for weddings and enhances community. Construction that fits better with the surrounding houses. An appropriate backdrop. Enhances sight-line. Worked with verbacker? Came up with a structure on how to do landscaping with traditional and evergreen trees. Playground on the northside, was between building and church. Fits in better with the land now, too. Privacy fence around playground. Trees and shrubs around the parking lot. The parking lot lines up with MCC's Memorial Garden. The tenant (TLE) agreed to maintain the landscape screen.
- Traffic impact: The exit/entrance to the parking lot lines up with the residential street across Burnt Sienna. Licensed for 160 students. 120 students there on any given day. Open M-F 6:30 am - 6:30 pm. Morning and afternoon peaks 30 min. Intervals? 23 cars are the most in the lot at the same time. A Reasonable, steady flow of cars. TLE is experienced and knowledgeable on traffic patterns. Storm water, utility lines, storm water easements for water run-off. With building on north, less impervious side. TLE didn't want playground on north side, but can't make everyone happy. Question from Kristin Friel on how many staff parking spots? Ralph said 30 staff members, lot has 40 spots, so 10 for



parents dropping off. TLE has done this template format for the parking lot hundreds of times.

- Next steps:
  - Approve Amendment to Deed Restriction. (today)
  - Finalize construction documents for revised building/site plan. (3 month period)
  - Secure building and site permits.
  - Close on property acquisition.
  - Commence construction. (8-10 months)
  - Obtain Certificate of Occupancy.
  - TLE opens for business.
- Steve Weber asked about financing. Lender questioned what if TLE doesn't get built for whatever reason. How do they know if that's a good investment. Some components in the deed restrictions are to give lender comfort that TLE is a good investment. But if TLE isn't around, .
- Q about church lasting here a long time. If site goes undeveloped for 5 years, church loses complete control. City could put anything there. 20 years from now, the protection is the zoning the city of madison has. Master plan and city that deeply cares about storm water, community, neighborhoods... The confirmation group talked about climate change. In diff. Cities, diff. Importance of topics. Requirements in the deed restriction that that building gets built. Best protection for church so the city wouldn't be likely to tear down to make a gas station. In 2028, we wouldn't have any say.

### **Ralph Jackson, retired architect**

- When we originally sold the land, we didn't know what developer would come and what would be built there. The deed restrictions were set for 10 years and were very general since we didn't know what would be built there. Now, the deed restrictions are much better for our church.
- Ralph did a sketch, and they went beyond his sketch. They've bent over backwards to try to meet MCC's needs. Sloped roofs, paned windows.
- Landscaping. Original proposal showed some already, but no indication of screening that the deed restrictions required. Added 10 evergreens. 5 are white pines. 5 smaller ones. TLE agreed to take on the maintenance of the landscaping. 5-6 ft burlapped trees to start out with, not little ones that come in containers. Once they're in a watered, they'll probably survive. We think long-term, the green screen will do well.
- Ralph presented a Deed Restriction Comparison chart. Now better for our church.
- Daycare was one of the specific uses defined in the original deed restrictions.
- We are in a TRC zone, dentist office or gas station wouldn't be allowed.
- Vote by the congregation.

**Congregational ballot vote on the following (MCC Members only):**

- **Motion by the Middleton Community Church Council to approve the proposed Amendment Deed Restrictions in [“Amendment to Deed Restriction Lot 46 CLEAN MCC COMMENT FINAL”](#). Motion passed with 58 “yes” votes and 1 “no” vote.**

**Comments by the congregation**

- Thinking about scholarships
- Bus services
- How to reflect our values in the new business

**Comments by Mike Reinhold**

- Good operators from the community are here in Wisconsin. There are five other TLE centers in Wisconsin: Verona, Pewaukee, Oak Creek, Sun Prairie, and Fitchburg.

**Adjournment:** Liz Fritz, Moderator-Elect, adjourned the meeting at 11:28 am.

Respectfully submitted by Jessica St. Clair, Clerk.

## **Middleton Community Church Nominations Meeting Minutes**

November 19, 2023

**Prayer - Pastor Zayna Thomley**

- Pastor Zayna led the congregation in prayer.

**Call to Order - Sarah Sund**

- A quorum of more than 30 people were in attendance.
- Sarah Sund, Moderator, called the meeting to order at 10:26 am.
- Attendance: 61 congregation members, 4 guests, and Pastor Zayna, equaling 66 people

**Stewardship Update - Alin Pop-Vicas**

- Alin Pop-Vicas, MCC’s Treasurer, gave a Stewardship update.
- 76% of the goal has been reached so far. The goal is \$466,500.00. 78 pledges have come in, totaling \$354,285.00.
- Stewardship is an expression of our love - our love for our congregation and our community. The pledges that we make are like postcards that we send to ourselves a year from now. Alin is our postcard from last year to remind us of all the wonderful things we’ve been able to do together. Usually around this point,  $\frac{3}{4}$  of the budget is in, but we have a balanced budget every year, so we need to complete that last 24%

- There was a question from the congregation about if there is a place online that shows how all of the pledges were used. Alin said he would be happy to write that up and make it available online.

**Proposed Constitution Changes - Sarah Sund**

- Sarah Sund described proposed Constitution changes.
- The Constitution is not current with our needs. We are updating language to not sound so lawyer-ish. We are also looking to make it less specific to allow for creativity. Things that change frequently will be turned into policies. There will be a finalized product online for the Annual Meeting in January 2024. The Personnel Committee does not exist in the Constitution currently. Moving forward, the Personnel Committee will oversee staff, rather than different Boards. We want to provide a consistent, loving environment for our employees. The Code of Conduct was approved by Council already.

**Nominations - Sarah Sund**

- Sarah Sund presented the 2024 Council, Officer, and Board Nominations.

<b>Board Members and Officers - Joining and Renewing Feb 2024</b>	
<b>Officers</b>	<b>Term</b>
MODERATOR - Liz Fritz	
MODERATOR ELECT - Brian Koenig	
CLERK - Jessica St. Clair	Second term
FINANCIAL SECRETARY - Coming soon!	First term
<b>UCC Delegates</b>	
Valerie Behrens	First term
Gladys Ellerman	Second term
<b>Board of Worship</b>	
OPEN	First term
Patrick Coughlin	Third term
Valerie Behrens	Second term
<b>Board of Membership and Fellowship</b>	
Beth Michaels	Third term
Janie Miller	Second term
Christy Bowen	First term

<b>Board of Christian Education</b>	
Tim Jaberg	Third term
Jessica Neary	First term
Aurora Pop-Vicas	Second term
<b>Board of Mission and Stewardship</b>	
Mary Ellen Hanwick	First term
Sue Perry	First term
Wendy Lister	First term
<b>Board of Finance</b>	
Jon Audhya	Third term
Laura Halverson	Second term
Jim Bachhuber	Second term
<b>Council Members-at-Large/Personnel Committee</b>	
Erin Hammes	First term

- **Motion by the Nominations Committee to accept the slate of Officers and Board Members joining and renewing their terms for February 2024. Motion passed unanimously.**

**Adjournment:**

- Sarah Sund, Moderator, adjourned the meeting at 10:41 am.

Respectfully submitted by Jessica St. Clair, Clerk.

## MCC Officers and Board Members 2024

Moderator:	Liz Fritz	2025
Moderator Elect:	Brian Koenig	2025
Financial Secretary:	Nicholas Cupery	2026
Treasurer:	Alin Pop-Vicas	2025
Clerk:	Jessica St. Clair	2026

### Board of Worship

1.	Mary Bachhuber	2025
2.	Don Hausch	2025
3.	Rich Pleva	2025
4.	Patrick Coughlin	2026
5.	Valerie Behrens	2026
6.	Andy Phelps	2026

### Board of Mission and Stewardship

1.	Janet Coughlin	2025
2.	Brook DesRivieres	2025
3.	Jim Neuman	2025
4.	Mary Ellen Hanwick	2026
5.	Sue Perry	2026
6.	Wendy Lister	2026

### Board of Finance

1.	Sherry Huibregtse	2025
2.	Lisa Opitz	2025
3.	Cris Selin	2025
4.	Jon Audhya	2026
5.	Laura Halverson	2026
6.	Jim Bachhuber	2026

### Council Members at Large

1.	June Meier	2025
2.	Erin Hammes	2026

### UCC Delegates

1.	Valerie Behrens	2026
2.	Gladys Ellerman	2026

### Board of Christian Ed.

1.	Stephanie Birmingham	2025
2.	Ellie Sund	2025
3.	Susan Stillwell	2025
4.	Aurora Pop-Vicas	2026
5.	Tim Jaberg	2026
6.	Jessica Neary	2026

### Pastoral Relations Committee

1.	Bill Richner	2025
2.	Kat Vater	2025
3.	Lara Romine	2026
4.	Emily Lockwood	2026

### Board of Membership & Fellowship

1.	Laura Crow	2025
2.	Carol Scheel	2025
3.	Joan Uminski	2025
4.	Janie Miller	2026
5.	Beth Michaels	2026
6.	Christy Bowen	2026

### Camp Balsams Committee

Co-Chairs: Ross Michaels & Joe Tennies  
Treasurer: Bill Richner

## Wisconsin Conference UCC Annual Report

Franz Rigert, Conference Minister

*“For the grace of God has appeared, bringing salvation to all ... while we wait for the blessed hope and the manifestation of the glory of our great God and Savior, Jesus Christ.” Titus 2: 11-13*

I greet you in the joyful spirit of Epiphany. The words of Titus remind us that between the grace of God that came to Bethlehem in the birth of Jesus and the full manifestation of God’s glory on Earth, we in the United Church of Christ are called to bear witness to the love of Christ every day.



**The love of Christ is faithful in every generation.** Four years after COVID-19 radically changed our lives, congregations still are adjusting to new realities. Many have faced significant declines and are enduring the anxiety that accompanies concerns about sustainability. Yet most have embraced new technologies, and nearly all congregations can point to bright spots of ministry that have unleashed new energy. COVID affected the wider church as well. In early 2023, we made the painful decision to sell the Trost Center in DeForest and shift the Conference offices to Daycholah Center on Green Lake, enabling a closer partnership with United Church Camps Inc. and providing UCCI with a financial boost.

**The love of Christ is courageous in the face of challenges.** Our associate conference ministers – the Revs. Jane Anderson, Rachel Bauman and Michael Jones – continue to guide congregations through the search process at a time when the candidate pool is small, and the number of part-time pastorates is increasing. We consider every creative pastoral option and use the leadership and ministry skills courses of the Damascus Project to train future pastoral leaders. The Rev. Dr. Stephanie Perdeu, director of the Damascus Project, secured a \$500,000 Lilly Endowment grant that – over the next five years – will widen our pool of learners through expanded course offerings at very reasonable costs. The Damascus Project is the shared educational ministry of the Minnesota and Wisconsin conferences.

**The love of Christ demands justice for the oppressed.** The justice working groups and Supportive Ministries Team continue to provide resources for local congregations and a collective voice supporting the poor and marginalized. The Damascus Project introduced an implicit bias course, part of our emphasis on anti-racism training. One of our newer working groups – Older Adult Ministries – has produced significant resources for local churches that seek to cultivate deeper connections with seniors. The Creation Care Team, the Immigration Justice Work Group and the Alliance for Justice, which focuses on honoring indigenous peoples, are empowering local congregations with resources to advance these vital ministries.

**The love of Christ brings generosity to the world.** Despite the challenges of the pandemic, the 210 UCC congregations of the Wisconsin Conference remain remarkably generous. Your support through Our Church’s Wider Mission provides three-quarters of the Conference budget and all sorts of resourcing, training and programs, and an incredible global mission outreach. We are deeply grateful to all

those who have made commitments to the Leadership Forward Campaign. Already, Leadership Forward has received pledges totaling \$1 million. In addition, the Wisconsin Foundation UCC now holds investments of roughly \$17 million on behalf of several congregations and the Conference. The Foundation provides an ideal opportunity for your congregation to achieve excellent financial returns through socially responsible investments.

**The love of Christ builds beloved community.** In our wider Conference life, we are asking this question: “How can we better connect, resource and support each other, as local churches, pastors and lay leaders?” The question has prompted us to rethink church governance structures and to imagine new forms of collaboration. Meanwhile, the staff continues to cultivate care and connection with one another and to build relationships throughout the Conference. At the beginning of 2023 we welcomed ACM Michael Jones and just recently introduced our newest staff member, Carla Myers, who succeeds Susan Taylor as office coordinator. Though Sue is mostly retired, we’re happy that she has agreed to work a few hours a week to coordinate the search-and-call process.

Submitted with a grateful heart in the love of Christ,

The Rev. Franz Rigert  
Conference Minister

## **Church Moderator’s Report** Submitted by Sarah Sund

This has been a year of growth for our church as we implemented the 2022 Stewardship Campaign theme of **“Renewing Community: for our church, our neighbors, for a more just and generous world.”** We as a church focused on our neighborhood and our church staff from a Council perspective. Please read the Board reports to further see each board’s impact. To ensure our neighbors could know us better, the Council established multiple task forces that developed a new website, enhanced our live-stream capabilities and supported our first Neighbor Day event that brought members, friends, and neighbors together to complete varied projects and strengthen our relationships. We are excited for the new daycare being built next to the church and how MCC can establish a relationship with them. MCC also partnered with a local Boy Scout on their Eagle Scout project to add benches and gravel pads to our walking path.

Our church has made a commitment to be an active participant in a more just and generous world. One of the ways we are doing this is by being a partner in MOSES (**M**adison **O**rganizing in **S**trength, **E**quity, and **S**olidarity). We will now have a stronger voice for Criminal Justice Reform to restore our community. Another is installing electric vehicle (EV) charging stations to help make an impact in climate change and provide a safe place for EV owners to charge their vehicles.

To better serve our staff, our Employee Handbook was revised and the Church Council plans to propose changes to our Church Constitution to include a Personnel

Committee as well as rejuvenating the roles for boards, committees, and officers of the church. The Church Council also implemented a Code of Conduct that all volunteers and staff should adhere to. Please take the time to read the [Code of Conduct](#) in our Annual Report packet. All of these additions and revisions will help us be a better employer and encourage a healthy culture for all here at MCC.

We now “**Take the Next Faithful Step**” (2023 Stewardship Campaign Theme) into 2024. With leadership and our church focusing on the vision and mission of our church, some of our faithful steps may not lead to the outcome we hope for, but they will still be a success as we step with God. May we continue to follow Isaiah 30:21 “And when you turn to the right or when you turn to the left, your ears shall hear a word behind you, saying, “This is the way; walk in it.” By doing so, we are not alone, but rather we are with God and our church family.

May God bless you all in the coming year!

## **Pastor’s Report**

Submitted by Rev. Zayna Thomley

MCC Beloved,

Our Stewardship Theme leading into and guiding our work in 2023 was “Renewing Community: for our church, for our neighborhood, for a more just and generous world” and I’ve used that formula for each of my pastoral reports to the council each month throughout the year. The following is just a small sampling of the work I’ve been doing and am most excited about in each of those areas.

### **Renewing Community for our Church:**

In worship throughout 2023 we engaged in two really excellent worship series: *Let Love Rise* in Lent and *How Does a Weary World Rejoice?* in Advent. Throughout Lent we talked about the sacred steps of breadmaking and the role of bread in the life and teachings of Jesus. We welcomed Rev. Tisha Brown to worship one Sunday and baked a loaf of gluten and dairy free bread right there in the sanctuary! I took up the spiritual practice of baking all the bread in our home throughout the season. It was a lesson in patience, trust, and the beauty that can come with failure.

Our theme during Advent, curated by the talented team at A Sanctified Art, spoke to me and many in profound and relevant ways. So many of God’s people are weary - from the violence, the isolation, the business of this world. As we’ve worked to renew community in our congregation over the last year I’ve been reminded again and again how important it is to move in community. I return daily to the work of the US Surgeon General who has declared a “Loneliness Epidemic” in our society and I am convinced that one of the most urgent calls of the Church is to teach people how to live with and for one another for the benefit of all.



Administratively, I spent significant time over the past year working with our budding Personnel Team to support, resource, and build our staff through times of great transition. Together we've worked under the direction of Council and closely with Boards to create consistent, professional processes and standards for our entire team. This is ongoing work, but I think it is good and right and worth our time. I'm excited to have and build a staff team that works collaboratively to support and carry out the important mission of MCC. To aid in this work I completed Susan Beaumont's "Stepping up to Supervision" course last spring.

### **Renewing Community for our Neighborhood:**

As we find renewal in worship and fellowship and programs, we are equipped and motivated to reach out to our neighbors. 2023 saw the first Neighbor Day event in our still-developing neighborhood. We invited Pope Farm Elementary, Forward Garden (a part of Madison Area Food Pantry Gardens) and the Elderberry Neighborhood association to a day of service and friendship. We planted new trees, weeded green spaces, completed landscaping at the school to prepare for the return of students in the fall, and harvested produce that was then sent to area food pantries. Indoors we decorated welcome back cards for our teachers, school staff, and administrators. One of the greatest outcomes of Neighbor Day has been the strengthened relationships with our close-by mission partners. Later in the year when Pope Farm Elementary needed repairs done on their Free Little Library, they knew they could trust MCC to pick it up, get it fixed, and return it. My greatest hope is that our neighbors know they are not alone and I think we made significant progress sharing this truth throughout 2023.

To aid in this work, I completed training and certification as a Forest Therapy Guide. While this practice is deeply personal I also hoped it would give an outlet for connecting with those outside our faith community in spiritual-but-not-religious ways. The experience has deepened my understanding of community, creation care, and spiritual practice.

### **Renewing Community for a more Just and Generous World:**

I am continually amazed by the generosity of MCC. From special offerings to clothing and Christmas drives, to spontaneous responses to global disasters and conflicts, to the bedsides of dying members and their grieving loved ones... MCC shows up. Over the last year I've seen that generosity play out in many intimate and powerful ways.

I spent a significant amount of time this fall with a woman by the name of Roxanne. When Roxanne became connected to our congregation she was living in a hotel and otherwise homeless, and she was dying from cancer. Because of the generosity of our congregation and the openness of our leadership, we were able to offer her safety and stability in her final weeks, working closely with the Solace Friends. When

Roxanne died a member of our congregation adopted her beloved cat, MCC hosted her funeral, and we walked with her loved ones as they buried her ashes. Months later and I'm still in awe, though I shouldn't be. This is what churches do. It is what we are called to do, what we were created for. And yet, I remain in awe of the many people at MCC who stepped into that role for a woman they had never met and without question accompanied her and her loved ones along a truly painful path.

Over the last year MCC has waded cautiously into the waters of justice and generosity. I've spent time advocating for Trans Youth at the state legislature. The Faith in Action team has held meetings and shown up at rallies and advocacy days. BOMS led us to join MOSES and the work for prison reform in Wisconsin. MCC continues to be a place where every person here can hear and respond to God's call for a better way.

### **The Next Faithful Step:**

As we gather to reflect on what has gone by in 2023, and think about what is ahead at MCC, I want to include these words from my message on Stewardship Sunday, November 12th, 2023:

*Why do I give? Because I recognize that what I have has never been just mine. From the very beginning my local church was deeply invested in my well being and my future. They loved and supported and invested in me with time, treasures, and talents. And I'm grateful.*

*And why do I serve? Because I believe in community. There's a line in the constitution of the United Church of Christ that challenges the church "in each generation to make this faith our own."*

*And with every generation that passes lately I think this becomes more relevant. The UCC came together in the 50s when Christian Churches sat at the center of American Culture. They had wealth, a voice, and immense social power. And equally with each generation this has become less true.*

*My longest and closest friends are not church goers. My spouse had been to church just a handful of times in his entire life before we met. In this generation, in coming generations, the church offers something completely counter-cultural – particularly in highly educated and independent communities such as ours. The church offers the chance to be a part of a community. A place of growth. A place of support and love, care and concern. It offers a place of belonging.*

*Recent reports suggest that 36% of all Americans—including 61% of young adults and 51% of mothers with young children—feel "serious loneliness."*

*And yet here we are. Together. Week after week. Telling stories about a God who says over and over again: "Do not be afraid, I am with you." and about a teacher who called people of every kind around tables where their social boundaries fell away with the breaking of bread.*

*MCC is a place of belonging. I am passionate about making more room here. That's why I serve. And why I give. And why I'm excited about our next faithful steps together.*

Yours in Christ's Love,  
Pastor Zayna

## **Personnel Report**

### **Submitted by the Personnel Team**

The Personnel Team is a committee established by the MCC Church Council for the purpose of creating an open, compassionate, and professional environment for all our employees, empowering them to carry out their vital work on behalf of MCC's mission and vision.

This year saw significant staff transitions. We said goodbye to a beloved Faith Formation Director, Darci Warner, in May and the Children and Youth Coordinator, Carol Bennington, shortly after. In June, council hired Emily Kaddatz as an interim Faith Formation Director and she served for six months. Since August, The Rev. Dr. Michael Bausch has been serving as a Ministry Associate on a very part-time basis. His role is limited to worship leadership and consulting, giving Pastor Zayna some relief as she serves our ever growing congregation.

This season of transition has been hard but also afforded MCC the opportunity to ask hard and important questions about our staff configuration and eventually led to the search of an Associate Pastor for MCC - something we hope will come to fruition in 2024.

Our steadfast team at the heart of much that happens at MCC remains stable. Anne Tennes is our Office Manager. Deb Neuman is the music director. Barb Brown is our faithful pianist. Gary Eckstein is our Building Manager.

The Personnel Team works with Boards and the Council to carry out searches for new employees, administering the Employee Handbook, conducting annual reviews and monitoring employee performance, and supporting our staff as they share their many gifts with us. We keep up to date and confidential records for all employees.

Our staff is a gift and we're grateful for all they do to support the important work that happens throughout the year.

2023 Personnel Team: Brian Koenig, June Meier, and Pastor Zayna Thomley

2024 Personnel Team: June Meier, Erin Hammes, Annette Ashley, and Pastor Zayna Thomley

## Director of Music's Report

Submitted by Deb Neuman

Music continues to be a beloved part of worship and church life at MCC. We strive to include congregational songs that include hymn standards, contemporary songs that were written in 2023 and everything in between. We hope there is something musically for everyone on each Sunday.

The MCC Choir sings in worship regularly and is made up of dedicated singers who practice weekly in preparation to share music and enhance the worship services. During the past year, the choir sang a variety of musical styles and enjoyed singing with professional instrumentalists on several pieces, including a string quartet on Christmas Eve. Our goals are to add meaningful music to worship, to learn about music and to have fun! We definitely do all that. It's a wonderful community within MCC.

The Multi-Generational Choir became the Celebration Singers this year. Several times during the year, children, youth and adults combine to sing music in worship. This enthusiastic group brings a special energy to worship. Ages of singers often span over 85 years. Coming together to make and share music is a thrill for everyone, no matter what age.

In December, our MCC string ensemble returned, including Middle School string players through adults. We look forward to hearing more of them. This ensemble was directed by Barbara Brown, our talented church keyboardist.

Barbara accompanies the choir and soloists, plays beautiful service music and also continues to schedule and prepare musicians for summer special music. She takes care of our 110 year old sanctuary piano which needed some serious work this year after its last major tune-up 37 years ago. It is now fit for another 40 years of music at MCC.

We were treated during the year by 20 MCC members and friends of all ages who shared vocal and instrumental music with the congregation. We are very fortunate to have these musicians and are appreciative of the musical gifts that they share with MCC.

The music staff is again grateful to the at least 55 MCC children and adults who participate in the music program, to the AVL Team for assistance with technology and live streaming music, to church leadership and Board of Finance for securing extra funds for piano work and to all the congregation members who join us fully in song and our love of music every Sunday.

## Financial Secretary's Report

Submitted by Bill Love

DONATION INCOME 2023	BUDGETED	ACTUAL	PRE-PAID AMTS FROM 2022	PERCENTAGE OF BUDGET
Operations Pledged	\$444,284.00	\$378,712.82	\$51,045.00	96.7%
Operations - Non Pledged	\$17,000.00	\$8,108.95		48%
Operations-Loose Cash	\$1,100.00	\$6,705.00		610%
9:30 Fellowship	\$120.00	\$405.00		
<b>Totals to Operations</b>		<b>\$393,931.77</b>		
Fair Trade Sale		\$6,842.89		
Memorials		\$3,080.13		
Strengthen the Church		\$1,417.44		
OGHS		\$2,315.82		
Easter Offering		\$3,372.32		
Thanksgiving Offering (Heart Room)		\$1,379.15		
Christmas Offering		\$2,406.19		
Neighbors in Need		\$1,123.59		
Flower Donations		\$893.50		
CE Youth		\$50.28		
VBS/Summer Servants		\$531.19		
The Road Home		\$1,134.10		
Retreats (non tax-deductible)		\$2,442.07		
Designated Gifts - Little Free Pantry		\$314.80		
Horizon High School		\$1,135.18		
Disaster Relief		\$3,352.01		
Memorial Garden		\$5,000.00		
WayForward Resources		\$127.75		
Benevolence Fund		\$2,589.70		
Deductible Pie Auction Donations		\$1,950.74		
Non-Deductible Pie Donations: Youth		\$348.00		
Designated Gifts - AVL		\$50.00		
Designated Gifts-Christmas Lights		\$1,000.00		
Designated Gifts - BECAS Scholarship		\$693.00		
Designated Gift - Music		\$1,000.00		
EV Charger Project		\$2,013.75		
Care Team (cards)		\$100.00		
Appreciation		\$4,900.00		
<i>Balsams General Donations</i>		\$6,184.00		
<i>Balsams Accessibility</i>		\$5,765.19		
<b>Total Special Offerings and Other Funds</b>		<b>\$63,512.79</b>		
2024 Pledge pre-payments to Operations		<b>\$60,219.56</b>		
<b>TOTAL INCOME THROUGH DECEMBER 31</b>		<b>\$517,664.12</b>		

## **Board of Christian Education Report**

**Submitted by Stephanie Birmingham, chair**

The BOCE is charged with initiating and guiding faith formation and Christian education for all ages in the life of the church.

This was a year of change, of growth and of loss. The BOCE welcomed three new members; Ellie Sund, Susan Stillwell and Stephanie Birmingham, who took on the role of Board Chair. We saw the departure of our Youth and Children's Coordinator, our Faith Formation Director, one Board member and continued to have an open position for our Nursery Coordinator.

Highlights of 2023 include:

- A Member in Discernment fund was added to the BOCE budget to continue to support those called to faith ministry. We leveraged this fund to support Valerie Behrens in her exploration of a call to ordained ministry.
- A first-ever Forest Bathing Retreat was held at Camp Balsams, allowing members to take in the beauty of God's creation through meditation and relaxation in the midst of the forest.
- Summer Servants had 9 youth participate and feedback from those and their parents was positive.
- Job Descriptions were created for staffed positions which BOCE supports, bringing more clarity to our role in the ongoing needs of Faith Formation.
- Constitutional updates brought the BOCE to a more relevant and up to date mission for our ongoing work.
- We got up to date on Background Checks to be in compliance with our Safe Sanctuary policy.
- We celebrated and supported Confirmation Sunday and welcomed 4 new members.
- We celebrated our Sunday School teachers by delivering personal Thank You cards, and recognizing their efforts during Connection Sunday. We blessed them and the program for the 2023 year.
- We were not able to execute VBS this summer, which was difficult. We had a vision to offer a full-day Bible Camp to accommodate more of our working families. However, the timing around Darci's departure and bringing in a new FFD did not align.
- Leaned into our youth during Connection Sunday by adding games, a spin wheel and Bible giveaway!
- Allowed our 3rd graders to choose their Bibles, offering our traditional Adventure Bible and adding a coloring and Adventure Bible as options
- We introduced "Yearbooks" and customized name tags giving our children a way to express themselves and share positivity with each other at the end of each lesson.
- The Christmas program this year was led by our congregational youth with support from some of our adults. It was well attended and the children enjoyed themselves during the performance. It was particularly touching to see so many of our youth adding personal prayers to "Our Weary World" poster once the pageant concluded.

Adult education opportunities ran independent of our Board, led by Dave Werner, Laura Crow, and others. Activities included:

- Tuesday Night Fellowship
- Coffee and Conversation
- Adult Sunday School

Thanks to this year's board members for working together during this period of transition between Darci's departure and the time we welcomed Emily to MCC. Our members stepped up, and stepped into our Christian Education program to keep the lights on.

The board members for 2023 include Judy Jorenby, Aurora Pop-Vicas, Tim Jaberg, Ellie Sund, Susan Stillwell, Stephanie Birmingham (Chair).

## **Board of Membership & Fellowship Report**

Submitted by Beth Michaels

The Board of Membership and Fellowship started out fully staffed in 2023, with continuing members Janie Miller and Beth Michaels, and new members Laura Crow, Joan Uminski, Carol Scheel, and Chris Tarrant. I thank them all for all their hard work, creative ideas and stepping in to help when needed. We welcome Christy Bowen to our board in 2024.

### **2023 Events:** BOMF organized three major events in 2023

- In May we held our annual Celebrate Women Tea. This year it had an Alice in Wonderland theme. Food was provided by BOMF members and other volunteers. Jeopardy was a big hit and the competition was fierce. About 50 people attended.
- In June, MCC was a site for Make Music Madison for a second time. This was held outside in the courtyard. There were two performances this year, solo artist Justin May and the Driftless Plowboys. Momma Meg's Ice Cream Truck was there with free ice cream treats for all, provided by BOMF. We estimated 50-60 people attended that evening.
- We tried something different in October. We showed a film (Hocus Pocus) in the Sanctuary. Treats were provided. About 50 children and adults were present, some enjoyed the movie while others watched the Packer game in Fellowship Hall and shared in some fellowship. We felt this was a successful event and plan to continue it next year. Thanks to Tim and Linda Jaberg for sharing their popcorn machine.

### **Other Activities:**

- In 2023, BOMF was happy to bring back Just Bakery for one Sunday every other month.
- BOMF provided a light lunch for the Ron Doersch family on the day of his funeral.
- Laura Crow coordinated the luncheon for Peter Cupery's funeral. BOMF helped with setup and cleanup.
- BOMF helped welcome 9 new members this year by finding sponsors for

them as well as providing corsages and gifts for new members and their children.

- A Super Bowl Party was organized by Lara Romine, including a potluck, and watching the football game in the Sanctuary or playing games/crafts in Fellowship Hall.
- Actively supported neighborhood collaboration with Pope Farm Elementary School, creating “Welcome Back” teacher/staff cards as part of Neighbor Day and recruiting volunteers for the elementary school Trunk or Treat.
- In October, BOMF offered a VA Suicide Prevention Program. Although led by a member of VA, this program was geared for the general population. About 30 people attended.

### **Continuing Board Responsibilities:**

- **Greeters:** Joan Richner has continued to take on the responsibility of coordinating the greeters and setting up the greeter’s table. Anne Tennies continues to supply the table with pronoun stickers.
- **Coffee hosting after service:** Laura Crow has stepped up to help coordinate volunteers for coffee hour hosting and making sure the coffee area is well stocked. A big thank you to all the volunteers who have hosted a coffee hour this past year, many of you more than once.

### **Looking Ahead:**

- In 2024, BOMF looks forward to purchasing new chairs for Fellowship Hall.
- BOMF also plans to have a kiosk set up outside as a way to reach out to our neighbors. We plan for the kiosk to provide information on MCC news and events, as well as be available for neighborhood news, Pope Farm Elementary events, and Forward Garden information.

I would like to thank Carol Scheel for representing BOMF on the Church Council, Janie Miller for taking minutes at our meetings, Laura Crow for organizing coffee hour volunteers, and Joan Uminski for coordinating with Just Bakery.

Much of what BOMF coordinates throughout the year cannot be accomplished without the help of many volunteers in the MCC family. Special thanks to Joan Richner for coordinating the greeters. We would also like to thank Anne Tennies for all the help she has given us.

## **Board of Finance Report** Submitted by Lisa Opitz, chair

Here are some of the major changes and issues the Board of Finance worked on in 2023:

- After much effort, we found only one external person willing to conduct a financial review for the church, but her rates exceeded the amount we had budgeted, and given her scope, the Board did not feel that it would be a worthwhile expenditure for the church. The Church Council concurred and we are planning to conduct an internal financial review of 2023 in the first quarter of 2024. One or more subcommittees, which will include both Board



of Finance members and other church members who don't serve on the Board of Finance, will plan and conduct the review. We are also proposing to change the church's constitution so that we are not constrained in the future to only do external audits.

- During this year and last year, the Board had many discussions in which we tried to determine when is the best time to replace or repair certain items. We want the church building and grounds to appear pleasant and welcoming, and at the same time, we want to use the church's funds wisely and not replace things prematurely. These are not clear-cut decisions and the Board will continue to wrestle with these matters, especially in the next 5-8 years.
- While it is not helpful to watch all the ups and downs of the market, the Vanguard index fund performed especially well in November. In addition to trying to increase the church's return through the Vanguard fund, the Board has also placed money in different CDs through Vanguard and Summit Credit Union.
- This year the Personnel Committee has been examining the job descriptions of the church staff members and gradually taking over the annual performance evaluations, which were previously conducted by the various boards.
- This fall the Board decided to contract with a part-time bookkeeper to free up the Office Manager for other tasks and to eventually create a system in which there is more back-up coverage.
- As we approach the end of 2023, the Board is meeting with the Church Council to discuss new possibilities for staffing and financing the church's plans in the years to come. This visioning work is a good reminder that although we spend a lot of time focusing on how to best maintain our building and grounds, we need to devote even more time to allocating our resources in ways that will allow the church's ministries to grow and thrive.

All of our Board of Finance members have devoted a lot of time to attending meetings and counting donations, but special thanks go to:

- Jim Bachhuber, for the many hours he has spent working closely with the Building and Grounds Manager and volunteer team.
- Alin Pop-Vicas, for all his hard work in his first year as MCC's Treasurer and his new ideas on how best to track and summarize MCC's finances.
- Bill Love, who led last year's Stewardship Campaign, served again on this year's campaign, and is finishing his last term as MCC's Financial Secretary. Bill's years of experience with MCC's finances have been invaluable.

The other Board of Finance members in 2023 included: Jon Audhya, Laura Halverson, Sherry Huibregtse, Lisa Opitz (chair) and Cris Selin.

## Board of Worship Report

### Submitted by Patrick Coughlin

Board Members: Erin Hammes (co-chair), Patrick Coughlin (co-chair), Rich Pleva, Valerie Behrens, Mary Bachhuber, Don Hausch

2023 has been an exciting and productive year for Middleton Community Church, and for the Board of Worship. We saw changes to our staff and volunteer structure, exciting changes to our technical resources, and now find ourselves on the cusp of additional exciting changes and additions to our staff, leadership, and community as a whole.

**Board Leadership.** Patrick and Erin Hammes continued to lead the Board of Worship as co-chairs through the 2023 calendar year. We were also blessed to have 100% retention of our volunteer coordinators; we'll go into deeper detail on this in later sections. Towards the end of this year, Erin Hammes was offered and accepted a position on the personnel committee and will attend her final meeting as a member of the Board of Worship in January of 2024. For the coming year, Andy Phelps will fill Erin's seat on the board and Patrick will remain as the sole chair of the Board of Worship.

**Evolving Staff and Leadership Structure.** This year marks Pastor Zayna's first *full* calendar year as the pastor and leader of our church. Working collaboratively with her to plan and execute our community's worship has been a joy. We take great pride in helping and supporting her direction of the worship mission of Middleton Community Church.

It has become clear to church leadership that the unprecedented growth of our church in the last year, while incredibly exciting, also means that we require additional resources and pastoral staff. The Board of Worship has been in consistent communication and collaboration with Mike Bausch since he joined us as a ministry associate. It has been fun and enlightening for us to work with additional pastoral staff and see what the future of MCC with multiple pastors might look like.

As such, the board is excited by Pastor Zayna and the church leadership's decision to move forward with a search for an associate pastor and look forward to supporting and collaborating with our pastoral staff moving forward.

**An Amazing Staff.** The Board of Worship meets every month with Pastor Zayna, Deb Neuman, and Barb Brown. We have worked hard this year to make sure that the relationships between these *invaluable* members of our church community and our worship volunteers are healthy, positive, and mutually rewarding. We've been pleased to receive feedback at the end of this year from our church staff reflecting that this has been accomplished. We are thrilled at the healthy environment that has been developed and fostered this year, and we look forward to maintaining this standard of positivity moving forward.

**AVL.** Early this year, the Board of Worship, in collaboration with the AVL team and the Board of Finance, invested in new PTZ cameras in our sanctuary to improve the quality and ease of operation of our livestream. These cameras were installed in our sanctuary in May of this year. We saw immediate and substantial improvements to the quality of the livestream and have also reduced the stress on our AVL operators substantially. We are grateful for the church community's commitment to this investment.

Additionally, the Board of Worship identified a need to restructure our AVL team and how we in the Board communicate and collaborate with them consistently. We worked with longstanding members of the AVL team to identify two designations within our AVL volunteers; AVL "operators" and "engineers" based on level of experience and knowledge. We also formed an AVL committee made up of two AVL operators and two members of the Board of Worship. The current committee members are Don Hausch, Joe Tennies, Matt Sund, and Patrick Coughlin.

We look forward to a healthy and collaborative relationship moving forward, and are SO appreciative of the energy, positivity, and hard work of our AVL team members!

**Volunteers and Coordinators.** Mary Bachhuber, Rich Pleva, Joan Richner, and Skip Miller continue to do a *marvelous* job coordinating our volunteer greeters, liturgists, ushers, and communion servers. Our efforts to simplify and consolidate the volunteer roles and responsibilities has resulted in a simpler and more manageable flow of scheduling and operation. Additionally, the use of online resources has allowed for better structure, organization, collaboration, and communication in worship planning and execution. Chief among these resources are Canva for worship slides and a shared google document for overall worship planning and personnel.

In Summary, we are excited and proud of the steps forward that have been taken this year with personnel and resources. We remain committed to improving the worship experience of our church and exercising flexibility and positivity as our community grows and expands.

Blessings,  
Patrick Coughlin

## **Board of Mission and Stewardship Report**

**Submitted by Kristin Friel**

MCC's members and friends, you once again proved to the Board of Mission and Stewardship (BOMS) your steadfast commitment to serving our wider Church and our wider community. And then some.

In addition to continuing the strong leadership giving we saw in 2022, we added more mission-driven community engagement events - both within and (literally) outside of MCC's walls.

## **Mission Activities Coordinated by the Board**

### **WayForward Resources (formerly Middleton Outreach Ministry/MOM):**

- We collected school supplies in the fall in support of WayForward's annual **Back to School** event.
- We celebrated Undies Sunday in both May and September. Across these two dates, you donated:
  - 534 pair of kids' underwear
  - 315 pair of adult underwear
  - 265 pair of socks
  - 51 bras for adults and teens
  - 37 adult undershirts
  - **1,202 items in total!!**
- We once again sponsored 30 individuals through the Winter Wishes program, as church members and friends purchased \$30 gift cards for each recipient (**\$900 total**) so recipients could pick gifts they actually want.
- Our Warming Tree once again overflowed with dozens of cold weather gear items for kiddos donated by the congregation, which included: 23 jackets, 12 pairs of pajamas, 4 pairs of snow pants, 5 hats, 4 pairs of gloves, 1 scarf and 3 pairs of boots.
- Additionally we increased our budgeted annual donation to WayForward Resources to \$10,000, up from \$8,500 in 2022.

**Food for Middleton Youth:** MCC budgeted \$2,500 in 2023 to support our continued participation in two programs to help support students and families experiencing food insecurity in the Middleton Cross Plains Area School District (MCPASD). One provides weekend backpacks filled with food for elementary school students, and the other provides food to middle school students at the Middleton Youth Center. By early December, we had increased our number of weekly backpacks from 9 to 43!

**MAFPG/Forward Garden:** Madison Area Food Pantry Gardens (MAFPG) is responsible for growing and sharing over 100,000 pounds of fresh produce into the Dane County's food pantries and other emergency food system outlets each year. Forward Garden is their largest food pantry garden, and is located just down Old Sauk Rd. from MCC. MCC continued to strengthen its connection with MAFPG through mutually beneficial activities:

- MCC providing volunteers at Forward Garden
- MCC's budgeted \$2,000 contribution to MAFPG
- Forward Garden volunteers using MCC's kitchen to wash out composting buckets during the winter months, which allows for the composting program to continue year-round
- Collaboration on the first (annual?) Neighbor Day
- Outdoor worship event at Forward Garden with Madison Christian Community

We are grateful for this continued partnership that allows MCC to further expand our community connections.

### **United Church of Christ Five for Five Leadership:**

The National Office of the United Church of Christ (UCC) asks congregations to commit to the UCC's "Five for Five" special ministries. MCC supports the baseline of these Five, Our Church's Wider Mission (OCWM), as part of our annual operating budget. But for the other four special UCC ministries, we invite the congregation to contribute to Special Offerings throughout the year. For a variety of reasons, MCC experienced a gap in being a "Five for Five" giving church, but in 2022 we recognized that as a church who successfully managed through and beyond the pandemic, it was our responsibility to be a leader among congregations as a nation, and recommitted ourselves to participating in the UCC Five for Five.

In 2023, we increased both our budgeted amount for OCWM and our congregational giving to the Special Offerings:

<b><u>UCC Ministry</u></b>	<b><u>Funding Source</u></b>	<b><u>2021</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
Our Church's Wider Mission	Budgeted	\$ 21,000.00	\$ 21,254.44	\$ 26,000.00
One Great Hour of Sharing	Special Offering	1,845.00	1,911.46	2,325.82
Strengthen the Church	Special Offering	0.00	785.00	1,417.19
Neighbors in Need	Special Offering	0.00	1,342.19	1,123.59
The Christmas Fund	Special Offering	1,933.00	3,023.31	2,576.19
Special Offering Subtotal		\$ 3,778.00	\$ 7,061.96	\$ 7,442.79
<b>Total Five for Five Giving</b>		<b>\$ 24,778.00</b>	<b>\$ 28,316.40</b>	<b>\$ 33,442.79</b>

### **Additional Special Offerings**

The congregation continued to astound us with incredible support of our additional Special Offering events throughout the year:

- In February we held a Special Offering in support of the UCC's Turkey/Syria Earthquake Relief Fund. This effort raised **\$3,352.01**, and was combined with an additional \$1,000 from MCC funds (\$500 from the BOMS budget and \$500 from the Opportunity Fund).
- The Easter Offering supported a relatively new ministry in Dane County, Solace Friends, which just opened its first house this fall to provide hospice care and other end of life needs to unhoused individuals. MCC members and friends contributed **\$3,432.32** to this worthy cause.
- In September we acknowledged Recovery Month and youth returning to school by raising **\$983.80** for Horizon High School, Wisconsin's only recovery high school for teens working to stay drug- and alcohol-free.
- The Thanksgiving Offering raised **\$1,379.15** for Heart Room, a multi-agency joint venture led by The Road Home. Through a 3-year rent subsidy program,

Heart Room serves unhomed families that do not meet The Road Home's standard qualifications and who also have young children. The program has seen tremendous success through its wrap-around support of these families to address stability in housing, transportation, and employment goals, as well as emotional and educational support of family members.

### **Budgeted 2023 Mission Support**

MCC budgets for annual contributions to UCC Our Church's Wider Mission (OCWM), WayForward Resources, The Road Home, Madison Area Food Pantry Garden/Forward Garden, Youth Food Programs through MCPASD, and The Crossing on the UW-Madison Campus. In addition to that, the BOMS oversees the distribution of discretionary mission-giving funds for Climate/Natural Disaster situations, as well as other on-demand needs.

**Surprising Gifts:** Twice a year, BOMS asks the congregation to nominate charitable organizations to receive a \$200 Surprising Gift from MCC. In 2023 we increased the number of annual Surprising Gifts recipients from 10 to 12 (6 organizations chosen twice per year), which included:

- Healing House
- Box of Balloons
- Wheels for Winners
- Vilas County Youth Coalition
- GSAFE
- Middleton Youth Center
- Badger Honor Flight
- Shriners Hospitals for Children
- RIP Medical Debt
- Immunize.org
- Stoughton Resettlement
- McKenzie Regional Workforce Center (part of Boys & Girls Clubs of Dane Co.)

### **Climate/Natural Disaster Relief (\$2,000):**

- \$500 to UCC Turkey Syria Earthquake Relief
- \$500 to Maui United Way in response to the devastating Maui wildfires in early August
- \$1,000 in support of victims of the deadly tornadoes in Central Tennessee in December (\$500 each to the Community Foundation of Middle Tennessee and Red Cross Tennessee)

### **Discretionary Mission Giving (\$2,500):**

- \$500 to REACH Dane to purchase shoes for local children in need.
- \$500 spent to purchase winter jackets for incarcerated individuals in response to the 2023-24 request from Madison Jail Ministry.
- \$300 Waunakee Food for Kidz Event table sponsorship. We had 8 volunteers participate in this event who packed boxes of food for families in need around the world.
- \$100 to sponsor the annual local Interfaith Pride Service.
- \$100 to sponsor a Trans Worship Service through WI Faith Voices for Justice.
- \$1000 in support of humanitarian efforts in the Middle East, including \$500 to

Doctors Without Borders and \$500 to St. Jude Children's Research Hospital who are treating young cancer patients evacuated to nearby countries from the Gaza region.

### **Other Mission Activities**

#### **Pie Auction for Youth Mission Trips:**

In February we hosted a pie auction, with volunteer auctioneer extraordinaire, Patrick Coughlin. Members and friends of MCC donated homemade or purchased pies - sweet and savory - to be auctioned off to raise money for youth mission trips. In just over an hour, we raised \$2,277.74! What a way to fire up a winter day!

#### **In-Kind Donations:**

In addition to the in-kind donations BOMS requested of the congregation that were mentioned above, we held the following additional in-kind donation events:

- Blanket and Coat drive in January: we collected blankets for those in need via Society of St. Vincent DePaul's "Recycle the Warmth" drive, and jackets for incarcerated people on behalf of Madison Jail Ministry.
- Dinners brought to The Crossing Campus Ministry, once each in the spring and fall. MCC adults and youth bought or made food for The Crossing's weekly Dinner+Worship event, and then served the meal to students and Crossing leaders upon arrival.

#### **Community Outreach Summer Concert in Support of Centro Hispano:**

In 2022, MCC received an anonymous donation for funds to be used for "Mission and Outreach." In coordination with the Board of Membership and Fellowship, BOMS used a portion of these funds to hire local Latin Jazz musicians Rebulú Group to perform an outdoor concert on MCC's south lawn on September 2. The event was promoted by MCC, Rebulú Group, and Centro Hispano, and was attended by friends and neighbors of all three groups. Attendees donated \$1,370 to Centro Hispano's Becas (Scholarship) Program. Feedback from those who attended the event was very positive, and we hope to host a similar event next year.

**Additional mission activities** led by individuals and groups outside of the BOMS include:

**Green Team:** See report on page 37.

**The Road Home/The Healing House:** See report on page 36.

**MCC Care Ministry:** See report on page 40

**Faith in Action:** See report on page 38

**Adopt-A-Highway:** Nick Breitbach coordinates and recruits church members to participate in the clean-up of a section of Highway J. This happened once in 2023.

**Prayer Shawl Ministry:** Congregation members provide hand-knitted shawls as an offer of warmth and comfort.

### **Stewardship Campaign:**

None of this amazing mission work we help lead would be possible without the annual funds pledged and contributed by our congregation. The annual stewardship campaign, during which the Board of Mission and Stewardship seeks commitments from the congregation to fund the church's next year's operating budget is a critical responsibility of our Board. This year's theme was **The Next Faithful Step**. The Council and Stewardship Committee requested a 5% increase from those who had pledged the previous year. As of December 22, had received **105 pledges totaling \$424,355** toward 2024 Operations vs. our goal of \$466,500. Due to a variety of circumstances (moves, deaths, the economy, etc.), we saw more decreases in pledges than we have in recent years; but we have also received many more new pledges from new giving households, which is very encouraging. The Stewardship Committee and Council will be working to plan for shifting dynamics around giving trends to ensure the continued financial strength of Middleton Community Church.

### **In Conclusion:**

The Board of Mission and Stewardship continues to find new ways to connect MCC to our wider community through mission work, whether it be financial, physical, or even vocal. We are committed to this Holy Adventure we are on together, listening to God's still speaking voice saying, "This is the way; walk in it."

**2023 Board Members:** Brook DesRiviers (Stewardship Committee Chair), Kristin Friel (Chair), Wendy Koran (Secretary), Jim Neuman (WayForward Resources Board Member and MCC liaison), Janet Ruzala-Coughlin (Co-Lead of Faith In Action Team), Jacci See

## **Building & Grounds Team Annual Report**

**Submitted by Jim Bachhuber**

### **Introduction**

The Building and Grounds (B&G) Team is a subgroup under the Board of Finance. The Team Leader (Jim Bachhuber in 2023) is a member of the Board of Finance and attends the regular monthly meetings. The Team consists of volunteers who regularly help with various MCC building and outside maintenance projects. The Team Leader solicits help from the Team as needs arise.

The Team Leader is also the main point of contact with the Building and Grounds Manager (Gary Eckstein). Gary takes care of the weekly needs of the building including small repairs, light replacements, battery checks, arrangements for contractors, lawn mowing, etc. In 2023, Gary also led several special projects such as setting up special Memorial Garden watering needs and the EV Charger Station trenching.

### **Summary of 2023 Projects and Accomplishments**

A list of maintenance projects conducted in 2023 is provided below.



## **January**

- Pertzborn conducted quarterly and yearly fire sprinkler system inspections.
- Orkin Pest Control performed monthly inspection and treatment.
- MCC purchased and received 48 LED ceiling canister lights to replace existing fluorescent fixtures. The fluorescent fixtures were wearing out and each replacement cost about \$50.00. Each fluorescent fixture was 32 watts and each LED fixture was 14 watts. Gary Eckstein is replacing all the fixtures. LED Canister Cost: \$2,061.60
- WiFi controls installed for parking lot lights (Walser Electric).

## **January – March**

- Frequent and heavy snows and higher service costs due to inflation resulted in the snow removal budget being exceeded. The 2023 calendar year snow removal budget was \$5,270.00. Actual 2023 YTD snow removal expenses were \$12,470.00 (total does not yet include Nov-Dec bills). Because the snow removal budget is based on a three-year average of actual costs, future years with lighter snowfalls will contribute to rebuilding the reserve fund.

## **March**

- The Green Team received a \$1,000 grant from Renew Wisconsin for the installation of an EV Charging station (2 chargers). The total cost for station installation was determined to be about \$5,000. Funds from existing designated gifts and new individual donations were secured to cover the project.
- Carrington Landscape LLC contracted to develop a design for the Memorial Garden update.
- Gary replaced batteries in emergency and exit lights.

## **April**

- Quercus Land Stewardship continued their maintenance work on the prairie. Planted more flowering species, and spot treated for invasives (throughout the growing season). Annual maintenance contract is \$5,000.00.

## **May**

- Routine fire alarm panel testing
- Carrington Landscape contracted for Memorial Garden update per design prepared by Carrington. Updating the garden included new species, repair to drainage system, removal and replacement of ground cover. Cost was covered by existing Designated Gift funds and other private (non-MCC budget) donations. Total contract: \$16,874.59.
- The surplus snow blower (had not been used for 3 years) was sold for \$550.00 and the funds were added to the MCC snow removal budget.
- Harker Heating and Cooling conducted spring inspections on five HVAC units. Filters replaced. No repairs required.
- Lockable donation boxes (2) were installed outside of the sanctuary and are used for Sunday morning offerings.

- Spring landscape cleanup conducted by MCC Building & Grounds Team volunteers.

## **July**

- Carrington conducted the Memorial Garden upgrade. A watering schedule was implemented by Gary Eckstein and MCC volunteers to maintain the new plantings.

## **August**

- Gary Eckstein solicited quotes from four firms for improved security systems for MCC's front doors and the office door. Per Mar Security Services was the only firm with a qualified system and quote that could meet MCC's needs. MCC will continue discussions with Per Mar to clarify the security system, costs, and capabilities.
- Annual fire inspection by Madison FD conducted. No violations were noted.
- The existing cleaning services were extended to two additional rooms (Rooms 2 and 5), and the cleaning program expanded to include disinfection on all "high touch" areas. Monthly cleaning fees went from \$800.00 to \$848.00.
- After receiving requests for brighter lighting in Fellowship Hall and consulting with Ralph Jackson, we ordered three new pendant lights from PKK. Old fixtures had about 900 lumens and each new fixture (LED) is rated at 2700 lumens. Old fixtures were donated to Habitat Restore. New fixtures and installation costs: \$4,595.00

## **October - November**

- BOF approved the final budget for EV Charging Station installation. Costs were covered by a combination of a grant (from Renew WI - \$1,000.00); existing solar panel fund (\$1,000.00); MCC member special donations (\$1,500.00); and the 2023 Building and Grounds Maintenance budget (\$1,000.00).
- BOF approved piano repair/maintenance with funds from 2023 Building and Grounds Maintenance budget. Cost: \$3,500.00
- EV Charging Station installation work began. Gary and MCC volunteers dug trench from office door to station location. Electrician installed conduit from church to Charging Station, City inspection conducted, and concrete pad was poured. Trench was refilled and ground restored. Final wiring was completed on November 26<sup>th</sup> and the station is now fully usable.

## **Potential Future Needs**

- MCC has kept a Reserve Maintenance Fund since about 2014. The purpose of the fund is to provide for ongoing and future maintenance needs for the building and grounds such as roof replacement, parking lot repair, HVAC units, and many other capital items. The annual budgeted contributions to this fund have grown since 2014 and currently the annual contribution is \$27,000. The current reserve balance is approximately \$122,699.52. Preliminary analyses of the anticipated funds and needs of the MCC facility indicate that

the fund may not have a positive balance within the next five years. This could mean that MCC may need to borrow money if major expenses are required (such as roof or windows replacement).

- The windows of the church have wood frames, sills and jams. Several of the wood sills show signs of mold and deterioration. The windows are past the warranty period and significant repair or replacement will likely be necessary in the next few years.
- The portion of the parking lot not replaced in 2021 will likely need crack filling and possible seal coating in 2024. Quotes for similar work were received in June 2022 with estimates ranging from \$5,000 (for just crack sealing) to \$12,000 (for both crack sealing and seal coating). In June the BOF decided that the parking lot work was not needed immediately; however, this maintenance will be needed in the near future.

**Delegates Report:**  
**Wisconsin Conference Annual Meeting - June 9-12, 2023**  
Submitted by Gladys Ellerman

Conference Minister Franz Rigert opened the annual meeting with his talk using the theme from the Rev. Stephanie Spellers' recently published book, "The Church Cracked Open: Disruption, Decline, and New Hope for the Beloved Community" in describing the state of the Wisconsin Conference. Rev. Franz reflected on the events of the past few years and their dramatic impact on church life. Although external forces like COVID-19 and racial and political tensions have produced cracks in the Church, Franz said, the Spirit of Pentecost will continue to "refashion and renew this Church...to transform us, to empower us to transcend all that limits us, and ultimately to transition us into the next expression of Christ in the world."

The resolution declaring the Wisconsin Conference a WISE Conference for Mental Health (WISE: Welcoming, Inclusive, Supportive and Engaged) was unanimously approved by delegates. The UCC Mental Health Network confirmed that The Wisconsin is the fourth WISE conference in the denomination.

The Wisconsin Conference and WISE team will work together with churches in the conference to become WISE congregations.

Keynote speaker, The Rev. Dr. Sarah B. Drummond, founding dean of Andover Newton Seminary at Yale Divinity School. Her topic was "Sharing Leadership Into the Future." The COVID-19 pandemic accelerated the decline of trust in institutions, including the church, yet it also accentuated individuals' appreciation for community as loneliness and mental health challenges proliferated. That presents an opportunity for the UCC churches to check in on each other.

The way the church spends money is a statement about how we are responding to God's call in this time and place "to create a beloved community wherein lives get

transformed,” said the Rev. Andrew Warner, development director for the Wisconsin Conference. “Through budgets we make decisions about how we will embody God’s love in the world.” Examples include the Conference’s investments in leadership development and congregational development. Support from congregation’s through Our Church’s Wider Mission makes most of this work possible. Beyond gifts to OCWM Basic Support, individuals in the Conference over the past year have donated generously to refugee relief in Ukraine, earthquake recovery in Syria and Turkey, and tornado recovery in Mississippi and Alabama.

In Saturday’s closing worship, Damascus Project Director Stephanie Perdew preached about the importance to faith communities of “extraordinary, improvised plans” during uncertain times. “We can improvise our plans, excessively and abundantly, with courage and hope and not just the way we’ve always done it,” Stephanie said. “We can plan and God may laugh, but only in order to ask us to expand our imaginations toward the flourishing God intends for all of us.”

## **Delegates Report: Southwest Association Annual Meeting – May 6, 2023**

**Submitted by Gladys Ellerman**

As delegates of the association we gathered at First Congregational Church in Janesville, WI for the spring annual meeting. Highlights of the meeting included a review of the budget, nominations of committee members and installation of new members. Workshops focused on “Creative Use of Arts in Worship”.

Worship service keynote speaker was led by Dr. Meriden Hite Estevez sermon/message “The Best Words, In the Best Order”.

Report by Rev. Rachel Bauman Associate Conference Minister Report Wisconsin Conference UCC Serving the Southwest and Burlington & Waukesha Districts of Southeast Association.

In no particular order, here are a few highlights:

- The hope, vision, faithful dedication, hard work and resiliency of the congregations involved in Search & Call (22 churches within the Southwest and 10 churches within my districts of the Southeast are involved in various stages of searching for pastoral leadership.)
- Being with you in worship, witnessing the embodied and diverse ways you love God, love each other and open to the Spirit’s movement within and among you.
- Working with and learning from the leadership teams of the Southwest and Southeast Associations.
- The creativity and boldness with which you are “being the church” in the world: caring for the earth, offering hospitality to refugees, providing food, clothing, shelter and advocacy for those in need.

- Learning about and connecting folks to the vast resources available within the Wisconsin Conference that support ministerial wellness and congregational vitality (e.g., The Damascus Project, Communities of Practice and Clergy Coaching networks, Clergy Retreats, Wisconsin Foundation and other Generosity Resources).

The meeting adjourned with the blessing of the new Associate Conference Minister Rev. Rachel Bauman.

## **The Road Home Dane County and The Healing House**

Submitted by Ross Michaels

**The Road Home Dane County** is a local private nonprofit entity serving homeless families with children in Dane County. Middleton Community Church (MCC) has worked with The Road Home since 1999, the first year The Road Home began providing services. The Road Home ended its homeless shelter program in early 2018 to concentrate on quickly providing permanent housing and housing resources. In coordination with local government agencies and other non-profits, The Road Home staff provides case management to families before and well after they have found housing.

The primary focus of The Road Home is to get homeless families into stable housing as soon as possible. Their “Rapid Rehousing” programs help families who may have encountered a short-term housing crisis or roadblock to stable housing. Their “Permanent Supportive Housing” programs help chronically homeless families facing significant barriers.

For the fourth consecutive year, MCC participated in The Road Home’s Holiday Family Sponsorship program. A special offering in November generated donations to provide \$75 gift cards for each member of a family of eight. Generous donations from the congregation doubled our goal of \$600, allowing MCC to purchase the cards AND make a donation allowing The Road Home to provide gift cards to more families.

**The Healing House**, run by JustDane, opened in the summer of 2019. With a capacity of 8-11 depending on the makeup of families, it is a safe place for homeless families to stay while a member of the family recovers after hospitalization. JustDane staff volunteers provide daily supervision and limited medical care. The Road Home partners with JustDane by providing case management services to help the families find and retain permanent housing. MCC partners with Good Shepherd Lutheran Church and the Church of Jesus Christ of The Latter-day Saints to provide dinners for a week at a time. In 2023, our team of congregations provided dinner meals for five weeks. Our first opportunity to provide meals in 2024 will be February 4.

We give our heartfelt “thank you” to all those who made financial contributions and to all the volunteers who gave of their time, talents to prepare meals.

Ross Michaels serves as MCC's contact person for The Road Home and as coordinator for The Healing House meals. Please contact Ross at [rossmichaels53@gmail.com](mailto:rossmichaels53@gmail.com) for more information or to help out. We always welcome new volunteers.

## **Green Team Report**

### **Submitted by Carol Phelps**

In 2023 the Green Team continued encouraging us to care for God's Creation with Green News in the weekly church newsletter, and environmental news and advocacy opportunities shared with the Green Team via email. We broadened our collaboration with other groups in the area, including Faiths Connect for Climate Action (which we hosted at our church), and Wisconsin's UCC Creation Care Team. Our Green Team leader presented what our church has done for creation care at the UCC Annual Conference (June 10) and at a UCC Fall Retreat (Oct. 14).

#### **Our big activities for the year included:**

- Our Earth Day Every Day EV Car and Sustainability Show on April 29 was very successful and a great outreach to our community. Over 293 people were there! In addition to the 2 dozen organizations who did exhibits, and the electric vehicle show, and the games, popcorn, free drawings, and lunch truck, this year we added a dozen talks by presenters, live music, an electric fire truck, the Trash Lab, and a bounce house for the kids! We are very appreciative of the 45 volunteers who came together to make this inspiring and educational event happen!

#### **Mark your calendars for this year's Earth Day Every Day Fair: Saturday April 27, 2024 starting at 10 a.m.**

- Our church hosted a showing of the uplifting movie about regenerative agriculture, *Kiss the Ground*, in conjunction with Faiths Connect for Climate Action on Sept. 22
- Handouts with tips for better recycling were included in the church bulletins and on the Green Team Table on Sept. 24

The installation of two Electric Vehicle chargers at our church was completed on Nov. 26. The chargers have two styles of plugs, so they can be used by both Teslas and other makes of electric cars. They are "Level 2" chargers, which means that in 1 hour, they can deliver enough charge for about 30 miles of driving, for a cost of \$1.10 in electricity. We're asking folks who use the chargers to make a free-will contribution in the church office to pay for the electricity. Be sure to tell people arriving from out-of-town for weddings, funerals, baptisms, and other special events that we have chargers available for them to use.

## **Faith in Action Team Report**

Submitted by Janet Ruzala-Coughlin

**Beloved, let us love one another, for love is of God.**

1 John 4:7

**Then I heard the voice of God saying, “Whom should I send,  
and who will go for us”? And I said, “Here am I; send me!”**

Isaiah 6:8

United in Christ’s love, we seek justice for all. The **MCC Faith in Action** Team continues the mission of working towards a just world for all.

The FIA team is under the umbrella of the Board of Mission and Stewardship.

The following are some of our 2023 “actions”:

- **WI Faith Voices for Justice** strives to move beyond charity into justice. Middleton Community Church continues as a member of WI Faith Voices for Justice.
- **MOSES** stands for Madison Organizing in Strength Equality and Solidarity. The FIA team provided information and educational opportunities to our community as part of our effort to join MOSES as a church. Feedback from our MCC community allowed the Board of Mission and Stewardship to vote to become a church member of MOSES. MOSES accepted us in December.
  - We continue to seek reform of Wisconsin’s Criminal Justice System and of our state’s policies of mass incarceration.
  - We seek to move Wisconsin toward transformative justice to make our communities places where everyone has a chance to succeed.
- **Centro Hispano of Dane County’s** mission is: “to become a county where Latinx families can aspire upward to reach personal and professional goals while feeling engaged and strengthened with the tools for success”. On September 2<sup>nd</sup>, the FIA team and BOMS partnered with Centro Hispano in presenting an outdoor concert event at MCC. Rebulu, a 9-piece Latin jazz band, performed and the “Los Compadres” food truck provided food. Donations were collected for the Becas Scholarship fund.
- **Heart Room** is a highly successful program launched by Orchard Ridge UCC as a partner to the Road Home. Heart Room helps families with young children find and keep stable housing. During the past year, FIA and BOMS have worked toward raising the funds to support one family in the Heart Room project.
- **The Fair Trade Sale**, sponsored by FIA and BOMS, was held in Fellowship Hall during Advent. The Fair Trade Sale, a long-time and much-loved MCC event, had two purposes:
  - We provided information about and supported fair trade locally and globally.



- o We designated the **Heart Room** Project as the recipient of all sale proceeds, which will exceed \$2000.00.
- **FIA provides Weekly actions.** We continue to submit weekly actions for bulletin publication, some created by us, and some chosen from “The Three Great Loves Just Act” calendar.

Changing the world begins with all of us. Telling the story of God’s love inspires us to engage in acts of love towards our neighbors, children, and creation. No action is too small. We can’t do everything, but we can do something. **Just Act.**

## Middleton Community UCC Garden Report

Submitted by Jim Neuman

The Garden was tended this year by Gary Eckstein who kept the weeds at bay and by the garden work crews organized by Jim Bachhuber. Carrington Landscaping company did a complete refresh of the garden plantings and rainwater evacuation this past summer that brought color and liveliness back to the garden. Jim Bachhuber and Gary Stein installed a temporary watering system that kept the plants thriving as they established themselves .



The Garden gets regular visitors before and after church services. Sunday school classes continue to be held in the garden occasionally and around the fire pit behind the church. The meditation group favors meeting in the garden for our meetings, when the weather allows and our meetings are sometimes joined by a resident hawk or barred owl. I hope you have had an opportunity to walk the loop or sit at one of the benches or tables to take in all that it has to offer. It is a place of solitude, remembrance and celebration. Cradled in the arms of the church building that surrounds it, I always feel God’s presence when I’m in the garden

Donations to the Garden are always welcome as there will be ongoing maintenance costs. There is also a second phase planned for the garden should we ever receive a donation large enough to consider completing it.

A new brick engraving vendor has been found and an order for new bricks to be engraved will be sent soon with installation planned for spring 2024. Memorial brick orders can be made through the church office or by contacting me.

Many thanks to all who use and support the Garden and as always, you may contact me with questions or concerns at [jneuman253@gmail.com](mailto:jneuman253@gmail.com) or 608-347-4911.



## Care Team Report

Submitted by Jim Neuman

The Care Ministry consists of the:

- **Visiting Team . . .**

. . . regularly visiting members and friends who are at home and unable to participate in regular church activities or in nursing homes.

- **Card Team . . .**

. . . regularly sending cards to members, friends, and immediate family who are home-bound or on our church prayer list.

- **Meals Team . . .**

. . . providing meals to church families in times of transition or following hospitalization.

- **Rides Team . . .**

. . . looking to build a team that will provide rides to doctor appointments or church events.

More than thirty volunteers have signed on to provide one or more of the services listed above.

The Visiting Team visited **two** individuals this year.

The Meals Team provided warm dinners for **four** church members who came home after medical treatments, surgery or hospitalizations or just needed the extra help. This team is most appreciated by its recipients and always comes to the aid of those who need it.

The Rides Team provided **four** rides to church members during the pandemic. Members received many rides to church either arranged by the team or spontaneously offered by another member.

A list of **nine** of our elderly or home-bound members received check in telephone calls every month throughout the past year.

The Card Team has been serving our congregation the longest and never fails to send a card to inspire or console.

- Would you like to make a referral?
- Would you like to request services for yourself?
- Would you like to volunteer for this ministry?

For more information, please contact the church office or Jim Neuman at (608) 347-4911 or [jneuman253@gmail.com](mailto:jneuman253@gmail.com).

## **Camp Balsams Committee Annual Report**

Submitted by Ross Michaels

Camp Balsams saw another record year for attendance in 2023. After three years of pandemic restrictions, the camp was a perfect place to recreate safely and enjoy fellowship with others. In addition, three church retreats were held. The High School and Middle School retreats were held in January and February respectively. Pastor Zayna led a Forest Retreat for adults in August.

It was a busy year for camp improvements, especially concerning accessibility. We added a second grab bar in the accessible bathroom in Charlie's Cabin and constructed a gravel path from Charlie's Cabin down a more gradual slope. We also doubled the width of the swimming pier and added a second bench. The pier improvement not only provides better accessibility, it also enlarges a popular gathering area at camp. The expenditure for the pier improvement is reflected in the large increase under the "Cabin and Grounds Improvements" expense item on the financial page. Other camp improvements include: replacement of a double size bed in Cabin 5 with a queen size bed and new picnic tables for Cabins 3 and 4. Donations are always welcome. They helped fund many of the improvements this year. We hope to replace a couple more double size beds with queen size beds in other cabins. Significant upgrades to camp utilities are needed and are being evaluated.

Despite the improvement expenses, the financial position of the camp as a self-supporting part of Middleton Community Church remains strong. In January 2023, the church Council approved and executed a loan to the camp that will be paid back at essentially the same payment level and interest rate as the camp was paying the bank. This arrangement provides financial benefits to both the church and the camp. The camp is paying off its loan more rapidly than it would have with a new loan from the bank, and the church will earn interest on reserve funds that have been set aside for future City of Madison assessments.

The Camp Balsams Committee is very grateful for all contributions of work, funds and needed items to the camp. We are extremely grateful to Anne Tennes for her excellent work on behalf of Camp Balsams during another very demanding year. We are also thankful for Ray Fuller, our good neighbor across the road. Though he has "retired" from clearing our driveway in winter, he still keeps an eye on our property when no one is around.

Camp Balsams came to be a part of Middleton Community Church in 1956 through the generosity of the Chase family, who established The Balsams in the 1920's as a resort. Bill Chase, eldest son of the original owners, and his wife, Alice, were long time members of the church. Members of the extended Chase family continue to attend the camp annually when they rent all the cabins for one week each summer. They have supported the camp both through improvement projects and contributions to help make Charlie's Cabin a reality in 2015.

## Camp Balsams Financial Summary

1/1/23 through 12/31/23

	2023	2022	2021	2020
<b>Receipts</b>				
Cabin Rental	34,220.00	29,429.00	26,189.00	22,230.00
Donations--General	6,184.00	8,000.00	8,200.00	8,590.54
Interest	82.36	0	0	0
Donations--Accessibility	5,700.91			
Donations--Building Fund	0	0	0	4,000.00
<b>Total Receipts</b>	<b>46,187.27</b>	<b>37,429.00</b>	<b>34,389.00</b>	<b>34,820.54</b>
<b>Expenditures</b>				
Administrative	0	0	0	0
Nelson's Hardware	1,029.78	1,329.26	835.11	601.92
Cabin & Grounds Improvement	13,646.78	5,131.71	6,967.29	2,479.99
Electricity & Gas--WPS	2,316.89	2,275.74	2,011.21	1,654.53
Licenses & Fees	332.66	343	295	317
LP Gas & Service--Amerigas	3,439.97	2,809.52	3,247.17	2,913.49
Plumbing & Septic	2,995.50	3,478.00	3,241.62	1,919.48
Misc Expense	0	100	0	0
Refunds	0	0	0	500
Insurance	2,936.00	2,403.00	2,243.18	1,975.42
Mortgage Interest	3,818.01	5,353.63	5,830.31	6,140.45
Mortgage Principal	5,651.99	10,016.37	9,539.69	5,229.55
Bldng Fund Out/New Cabin Improvement	0	0	0	11,459.45
<b>Total Expenditures</b>	<b>36,167.58</b>	<b>33,240.23</b>	<b>34,210.58</b>	<b>35,191.28</b>
Excess of Rec Over(Under) Exp	10,019.69	4,188.77	178.42	-370.74
Balance Forward 1/1	33,036.90	28,848.13	28,669.71	29,040.45
Current Total Balance	43,056.59	33,036.90	28,848.13	28,669.71
Cash Accounts Fund Balance	43,056.59	33,036.90	28,848.13	28,669.71
Building Fund Account Balance	0	0	0	0
<b>Combined Fund Balances</b>	<b>43,056.59</b>	<b>33,036.90</b>	<b>28,848.13</b>	<b>28,669.71</b>
<b>Loan Principal</b>	<b>98,687.59</b>	<b>104,339.58</b>	<b>114,053.95</b>	<b>123,593.64</b>

# Code of Conduct



## Middleton Community Church UCC Code of Conduct

**Purpose:** This Code defines the standards of conduct Middleton Community Church (MCC) expects from all volunteers, lay leaders, staff and clergy to ensure a safe and respectful environment for everyone involved in church activities. MCC is committed to maintaining safe spaces where everyone in our community is encouraged to explore their own faith journey. A place where everyone is welcome.

**Community Standards:** With God's grace, we seek to be a congregation that includes all persons, embracing differences of sexual orientation, gender identity and expression, marital status, age, mental and physical ability, as well as racial, ethnic, social-economic background, or life experience. We believe that through our diversity, everyone can grow and practice a unity of faith that transcends our differences.

- **A Giving Spirit:** Contribute to the spiritual welfare of the membership and the community.
- **Assume the Best:** Assume good intentions and a good heart.
- **Foster Respect:** Treat all with respect, kindness, and dignity, ensuring that all voices are heard and valued.
- **Open Communication:** Be open to feedback and be willing to give kind feedback when needed.
- **Be a Collaborator:** Work as a team member, knowing we need each other to reach our mission.
- **Recognize Contributions:** Celebrate the efforts and contributions of fellow volunteers and express gratitude for their service.
- **Ensure Financial Integrity:** Follow established financial procedures to ensure proper handling of church resources.
- **Safety and Well-being:** Prioritize the safety and well-being of all individuals by following MCC's Safe Church Policy and reporting any concerns or incidents promptly.
- **Healthy Conflict Resolution:** Follow healthy, intentional practices to resolve inevitable conflicts.

### Recommended Conflict Resolution Process

- 1) Most problems can be solved "in the moment" if you let the other person know you are uncomfortable with their language/behavior and suggest an alternative. If this is too hard or doesn't seem to help, go to step 2.
- 2) Make a plan to communicate directly with the person who you are feeling in conflict with. It may be helpful to write down the details of your concern. Plan to talk about yourself, and how you were affected, and what you would like the other person to do in the future.
- 3) If there is a comfortable power balance between you and the other person, schedule a time to meet and present them with your feedback. Make the purpose of your conversation to communicate your concerns. Be prepared to listen to them. Don't expect an apology or even an agreement.
- 4) If there is a power imbalance (i.e. senior member of the church or supervisor), you may want to engage the Pastor, other church leader, or Personnel Committee in your conversation, before you have a meeting.
- 5) If the behavior or language continues after your conversation, then speak to your board chair. If this doesn't help then engage the Pastor or another church leader.
- 6) If your conflict is with a pastor at MCC, please attempt to follow the above process. However, you may also report to the Pastoral Relations Team to aid in facilitating a conversation. If you feel a pastor at MCC has made an ethical violation calling into question their fitness for ministry contact the Wisconsin Conference UCC Associate Conference Minister.

*adopted by MCC Council 9/18/2023*

**CONSTITUTION**  
**MIDDLETON COMMUNITY UNITED CHURCH OF CHRIST**

**ARTICLE I**

**NAME**

The name of this church shall be the Middleton Community United Church of Christ, commonly known as Middleton Community Church, and referred to throughout this Constitution as “the Church.”

**ARTICLE II**

**MISSION STATEMENT**

As a faithful church we will provide opportunities for growth in our witness to the grace and love of God through worship, fellowship, education and outreach.

**ARTICLE III**

**COVENANT**

In the presence of God and this community, we confess our faith in Jesus Christ as Lord and Savior and intend to be his disciples, to obey his word and to show his love. We will be faithful members of the Church, upholding it with our presence, our prayers, our gifts and our service, and will seek the fellowship of the Church wherever we may be.

**ARTICLE IV**

**STRUCTURE**

- A. The government of the Church is vested in its members, who exercise the right of control in all its affairs subject to the laws of the State of Wisconsin.
- B. The Church shall be a part of the United Church of Christ and shall maintain membership in the Southwest Association and the Wisconsin Conference.

**ARTICLE V**

**MEMBERSHIP**

- A. Membership in the Church shall be open to any person who has been baptized and who has made public confession of faith in Jesus Christ as Lord and Savior. Membership is open to all without regard to race, color, gender, sexual orientation, marital status, mental or physical ability, or socio-economic background, so that we can grow and practice a unity of faith that transcends our differences.
- B. Prior to becoming a member, prospective members shall participate in a series of new member classes, during which they will learn about the life, history, faith

and ministries of the Church. The Pastor and/or members of the Board of Membership and Fellowship shall conduct the new member classes.

- C. Upon completion of the new member classes, an individual may be received into membership by assenting to the covenant at a worship service of the Church.
- D. Members are encouraged to:
  - i. Regularly attend worship and the celebration of the Lord's Supper;
  - ii. Grow in faith;
  - iii. Share in the life and ministry of the Church;
  - iv. Provide financial support for the Church's ministry and mission;
  - v. Contribute to the spiritual welfare of the membership and the community.
- E. Membership is further defined as active or inactive. An active member is a member who participates in the life and work of the Church. An inactive member is a member who has not been a regular participant in the life and work of the Church for at least two (2) years and who has no extenuating circumstances restricting the member's ability to participate.
- F. A member may be defined as inactive by the member's request, or as determined by the Church Council. The Board of Membership and Fellowship shall periodically review the membership rolls of the Church and make recommendations to the Church Council regarding the membership status of Church members. After a member has been inactive for three (3) years or more, the Church Council may vote to remove that member from the membership rolls of the Church. At least ten (10) days prior to any such vote, the Clerk shall send written notice to the member affected at the member's last known address.
- G. The Clerk shall grant any member, upon the member's request, a letter of transfer or voluntary withdrawal of membership.
- H. No more than ten (10) days after the Church Council votes to change the membership status of any member, the Clerk shall send written notice of such change to the person affected at the person's last known address.
- I. All members of the Church shall be eligible to hold any Church office or position, subject to the requirements of the Safe Sanctuaries Plan.
- J. All members of the Church may vote at any congregational meeting.

## ARTICLE VI

### MEETINGS

- A. Annual Meeting. Each year in January, the Church shall hold an Annual Meeting to adopt a budget and to transact other business that may be brought before the meeting. With the exception of the Nominating Committee and the Moderator Elect, all officers, Boards, and Committees named in this Constitution

shall submit a written report in advance of the Annual Meeting. The written reports shall be included in an Annual Report presented at the Annual Meeting.

- B. Election Meeting. Each year in November, the Church shall hold an Election Meeting to elect officers and members as necessary of Boards and Committees named in this Constitution. Upon election, any officer or member elected at the Election Meeting may meet with their respective group, but the officer or member shall not take office until the adjournment of the next Annual Meeting.
- C. Special Meeting. The Church Council may call a Special Meeting of the Church on its own motion. The Church Council also shall call such a meeting when presented with a petition requesting a meeting signed by not less than ten percent (10%) of the members of the Church.
- D. Notice of any Annual, Election, or Special Meeting shall be given during all Sunday worship services for at least two (2) successive weeks immediately preceding the meeting, and all members shall be notified in writing about the meeting at least seven (7) days before the meeting.
- E. Thirty (30) members shall constitute a quorum at any Annual, Election, or Special Meeting. Unless otherwise specified, the affirmative vote of a majority of those members present at any such meeting with a quorum shall be required to transact business. Only those members present at a meeting may vote on any issue.
- F. Robert's Rules of Order, Newly Revised, shall govern all meetings of the Church and its bodies unless otherwise specified.

## ARTICLE VII OFFICERS

- A. The officers of the Church shall be the Pastor, Moderator, Moderator Elect, Clerk, Financial Secretary and Treasurer. The officers shall be members of the Church, except the Pastor, who shall become a member as soon as practicable. The officers shall serve as trustees for the purpose of incorporation under Wisconsin Statutes 187.01.
- B. Pastor.
  - 1. The Pastor shall be the spiritual leader of the Church. In consultation with the Boards, Committees and ministries of the Church, the Pastor shall develop and implement a program of worship, spiritual nurture, counseling, teaching, pastoral care and other similar activities. The Pastor shall lead the Church as it strives to care for its congregation and others, including the poor, the sick, the sorrowing, the indifferent and the stranger.
  - 2. Procedures for Extending a Call.
    - a. When there is a vacancy in the office of Pastor, the Church Council shall

ask members of the congregation for volunteers or nominees to make up a Pastoral Search Committee. The period for congregational input shall not be less than two(2) weeks. The Church Council shall then nominate twelve (12) members to be voted on by the Church membership at a Special Meeting of the congregation called for the purpose of this election. The Pastoral Search Committee shall include one (1) member from each Board and seven (7) members from the Church membership at large.

- b. In the event any member elected to the Pastoral Search Committee is unable to continue serving on the Pastoral Search Committee, the Church Council shall appoint a replacement, such appointment being subject to approval by the member so appointed.
  - c. In cooperation with the Southwest Association of the Wisconsin Conference of the United Church of Christ, the Pastoral Search Committee shall nominate a Pastor and, at a Special Meeting of the congregation, shall propose that the Church extend a Call to the nominee to serve as Pastor. A two-thirds affirmative vote of the members present at the meeting shall constitute a Call.
  - d. In the Call agreement, the terms of the relationship between the Pastor and the Church shall be stated, including the salary, benefits, and other terms agreed upon between the Pastoral Search Committee and the nominee. The Pastor, the Clerk, and the Southwest Association Minister shall each receive a copy of the Call.
  - e. When a nominee accepts a Call to serve as Pastor of the Church, the Church Council shall request that the Southwest Association arrange a service to install the nominee as Pastor of the Church.
  - f. The Pastoral Search Committee shall serve until the nominee is installed as Pastor of the Church.
3. Once installed, the Pastor shall serve for an indefinite period. Either the Pastor or the Church may terminate the pastorate upon ninety (90) days written notice. The Church may only terminate the pastorate after a two-thirds affirmative vote of the congregation at a Special Meeting called for that purpose. Notwithstanding any other provision of this Constitution, loss of ministerial standing by the Pastor in the Southwest Association shall immediately terminate the pastorate.
  4. At a Special Meeting, the Church may call an Associate or Assistant Pastor, but any person so called shall not be considered an officer of the Church. Any such Associate or Assistant Pastor shall serve according to terms specified and approved at the Special Meeting.
  5. The Church Council shall supervise the Pastor, and the Pastor shall regularly report to the Church Council.



- C. Moderator. The Moderator shall be elected at the Election Meeting to serve a term of two (2) years, with the first year of the term served as Moderator Elect, and the second year of the term served as Moderator. After serving one (1) full term, the Moderator shall be ineligible for reelection as Moderator Elect for one (1) year. The Moderator shall be the principal lay officer of the Church, shall chair the Church Council and any Annual Meeting, Election Meeting or Special Meeting of the Church, and shall represent the Church in the community.
- D. Moderator Elect. The Moderator Elect shall be elected at the Election Meeting to serve a term of two (2) years, with the first year of the term served as Moderator Elect, and the second year of the term served as Moderator. In the absence of the Moderator, the Moderator Elect shall preside at any Church meeting normally chaired by the Moderator. In the absence of both the Moderator and the Moderator Elect at any such meeting, those attending the meeting shall elect a member of the Church Council to preside. The Moderator Elect shall serve as an ex officio member of the Board of Mission and Stewardship with full voice and vote.
- E. Clerk. The Clerk shall be elected at the Election Meeting to serve a term of two (2) years. In the event that the Clerk is elected to serve two (2) consecutive full terms, the Clerk shall be ineligible for reelection as Clerk for two (2) years. The Clerk shall:
1. Serve as secretary of the Church and of the Church Council;
  2. Keep an accurate record of the proceedings of the Church and the Church Council;
  3. Keep a register of members with addresses, admissions, baptisms, marriages, deaths, and dismissals;
  4. Ensure that notice is given of all meetings when notice is necessary;
  5. Conduct correspondence as necessary.
- F. Treasurer. The Treasurer shall be elected at the Election Meeting to serve a term of two (2) years. The Treasurer and Financial Secretary shall serve staggered terms, so that either the Treasurer or the Financial Secretary will be up for election each year. In the event that the Treasurer is elected to serve two (2) consecutive full terms, the Treasurer shall be ineligible for reelection as Treasurer for two (2) years. The Treasurer shall:
1. Authorize the payment of budgeted expenditures and other reasonable expenditures necessary for the day-to-day operation of the Church;
  2. Review monthly cash flow and budget performance reports compiled by a Church employee designated by the Board of Finance, and present such reports to the Board of Finance and the Church Council;
  3. Present an annual cash flow and budget performance report to the congregation at the Annual Meeting;

4. Coordinate with the Board of Finance to monitor the process for collecting, counting and depositing of all Church monies;
5. Coordinate with the Financial Secretary to gather and present the financial records of the Church for external audit at least once every three (3) years.
6. Serve as an ex officio member of the Board of Finance with full voice and vote.

G. Financial Secretary. The Financial Secretary shall be elected at the Election Meeting to serve a term of two (2) years. The Financial Secretary and Treasurer shall serve staggered terms, so that either the Treasurer or the Financial Secretary will be up for election each year. In the event that the Financial Secretary is elected to serve two (2) consecutive full terms, the Financial Secretary shall be ineligible for reelection as Financial Secretary for two (2) years. The Financial Secretary shall:

1. Ensure that all monies collected by the Church are accurately recorded and deposited;
2. Monitor incoming pledge receipts throughout the year and regularly report the status of such receipts to the Board of Finance and the Board of Mission and Stewardship;
3. Issue individual pledge performance reports to all members at the mid-point and end of each calendar year, and at other times as directed by the Church Council;
4. Ensure that the Church sends written acknowledgment and its expression of gratitude for all bequests, memorials, designated gifts, and other significant financial gifts received by the Church;
5. In the absence of the Treasurer, authorize the payment of budgeted expenditures and other reasonable expenditures necessary for the day-to-day operation of the Church;
6. Coordinate with the Treasurer to gather and present the financial records of the Church for external audit at least once every three (3) years;
7. Serve as an ex officio member of the Board of Finance with full voice and vote.

H. With the sole exception of the Camp Balsams bank account, the designated signatories for all bank accounts maintained by the Church shall be the Treasurer, the chairperson of the Board of Finance, and the Moderator. The signatories for the Camp Balsams bank account shall be the Treasurer, the chairperson of the Board of Finance, the Moderator, and the treasurer of the Camp Balsams Committee.

- I. No person may simultaneously serve in more than one office.

## ARTICLE VIII

### BOARDS, COMMITTEES AND MINISTRIES

#### A. General.

1. There shall be five (5) separate Boards as follows:
  - a. Board of Worship;
  - b. Board of Membership and Fellowship;
  - c. Board of Finance;
  - d. Board of Mission and Stewardship;
  - e. Board of Christian Education.
2. Each Board shall have six (6) members. Three (3) positions on each Board shall be up for election every year. The members of each Board shall be elected for a term of two (2) years. After serving three (3) consecutive full terms, a member shall be ineligible for reelection to that Board for one (1) year.
3. Each Board and Committee named in this Constitution may organize itself as it deems appropriate and establish its own operating procedures, provided that each Board shall:
  - a. Maintain in the Church office a record of its procedures, policies and minutes;
  - b. Meet at least eight (8) times a year or more frequently according to its own rules;
  - c. Make a written report of its activities to the Annual Meeting;
  - d. Submit a budget for its activities for the following year within the time frame specified by the Board of Finance.
4. Any Board or Committee named in this Constitution may delegate its assigned duties to ad hoc ministries as appropriate, provided that such Board or Committee ultimately retains supervisory responsibility for such duties and requires such ad hoc ministries to report their activities on a regular basis to their delegating Board or Committee. Notwithstanding the foregoing, at any time the Church Council may direct a Board or Committee to perform its assigned duties without delegation. The rules governing Boards and Committees named in this Constitution shall apply to ad hoc ministries unless otherwise directed by the Board or Committee that created the ad hoc ministry.
5. A majority of the members of each Board or Committee shall constitute a

quorum for the transaction of business, except that ex officio members shall not be counted in determining a quorum.

6. Affirmative action of any Board or Committee shall require a majority vote of those members present.
7. Unless otherwise specified, the Moderator and the Pastor shall be ex officio members of all Boards and Committees named in this Constitution, with full voice but no vote.
8. In carrying out the duties assigned by this Constitution, each Board and Committee named in this Constitution shall consult as appropriate with the Church Council, the Pastor and the Moderator.
9. No person may simultaneously serve as a member of more than one (1) Board. Nor may any person simultaneously serve as an officer and as a member of a Board, other than in an ex officio capacity.
10. Members of all Boards and Committees named in this Constitution shall be members of the Church.

B. Church Council.

1. The Church Council shall consist of the officers of the Church, a representative of each Board, and two (2) members elected from the congregation at large. All members of the Church Council shall have full voice and vote, with the exception of the Pastor, who shall have full voice but no vote.
2. The two at-large members of the Church Council shall be elected for a term of two (2) years, with one at-large member up for election every year. After serving three (3) consecutive full terms, a member shall be ineligible for reelection as an at-large member of the Church Council for one (1) year.
3. The Church Council shall meet at least six (6) times each year, and shall call the Annual Meeting, Election Meeting, and Special Meetings of the Church.
4. The Church Council shall:
  - a. Coordinate the activities of all Boards, Committees and ministries of the Church;
  - b. Employ all Church employees except the Pastor;
  - c. Supervise the Pastor, which shall include a policy and procedure for periodic performance review;
  - d. Review and take action as appropriate in response to recommendations from the Board of Membership and Fellowship regarding the membership status of Church members;

- e. Establish an annual Church calendar and revise the calendar as necessary;
  - f. Upon nomination by the Nominating Committee, fill mid-term vacancies in any elected position under this Constitution (persons so appointed shall serve until the next Annual Meeting, at which time the congregation shall elect a person to complete the unexpired term, if any portion of the term remains);
  - g. Authorize and approve an external audit of the Church's financial records at least once every three (3) years;
  - h. Make changes in the budget as adopted at the Annual Meeting (the exclusive authority to make such changes residing with the Church Council, or with the congregation upon approval at a Special Meeting);
  - i. Approve any non-budgeted expenditure;
  - j. Authorize any special fundraising project;
  - k. Assign responsibilities not otherwise assigned.
5. Pastoral Relations Committee. The general intent of the Pastoral Relations Committee ("PRC") is to support the Pastor in effectively ministering with and to the congregation. The committee serves as a liaison between the Pastor and Congregation, by supporting effective communication, and understanding roles, boundaries and needs of the Pastor.

- a. In consultation with the Pastor, the Church Council shall appoint four (4) voting members to the PRC. For each PRC vacancy, the Pastor shall provide a list of three (3) candidates to the Church Council, of which the Church will select one (1) member, such appointment being subject to the approval by the member so appointed. In the event of a new settled pastor, the procedure in 5c. will be followed. Each member so appointed shall serve a term of three (3) years, with a limit of two (2) terms served in succession. Voting members of the PRC shall not be a member of the Church Council or any Board, or a paid staff member of the Church. When no longer wishing to serve on the PRC, a member shall notify the Church Council, which shall solicit three (3) candidates from the Pastor, and the Council will appoint one of the three candidates. Such appointment will be subject to the approval by the member so appointed. The Church Council, at its sole discretion but in consultation with the Pastor, may replace any member of the Pastoral Relations Committee at any time.
- b. The Moderator and Moderator Elect may attend PRC meetings by invitation of the Committee. The Pastor will be present for all meetings of the Pastoral Relations Committee, with full voice.
- c. In the event a new Pastor is selected, the Church Council shall appoint four (4) members, with the approval of the new Pastor, including two (2) people from the Pastoral Search Committee. The two (2) people from the Pastoral Search Committee shall serve a term of one (1) year. The other two (2) members shall serve the three (3) year term.
- d. The Pastoral Relations Committee shall:
  - i. Serve to maintain a healthy relationship between the Pastor and the congregation, by listening, and sharing expectations, dreams, ideas, and concerns.
  - ii. Serve to support the Pastor's leadership by assisting in the interpretation of roles, functions, boundaries, and needs, and communicating those to the congregation.
  - iii. Consider the needs of the Pastor and the Pastor's family;
  - iv. Provide a support system for the Pastor and the Pastor's family;
  - v. Make recommendations as necessary to the Church Council, Boards, Committees and ministries of the Church.
- e. The Pastoral Relations Committee shall meet at least four (4) times per year and forward a report of any such meeting to the Church Council, which shall supervise its activities.
- f. In the event the church is served by multiple pastors, they shall each have their own PRC.

- g. In the event an Interim Pastor is serving the Church, the current PRC will continue in their roles

## 6 Nominating Committee.

- a. The Nominating Committee shall consist of the following six (6) members: the Pastor, the Moderator, the Moderator Elect, the past Moderator, and the two at-large Church Council members.
- b. Prior to the Election Meeting, the Nominating Committee shall nominate one or more members for every scheduled vacancy in any elected position under this Constitution, with the exception of the Pastor-Parish Relations Committee. In addition to the Boards and Committees named in this Constitution, the Nominating Committee also shall nominate Church members to serve as delegates to the Wisconsin Conference of the United Church of Christ and the Southwest Association of the Wisconsin Conference of the United Church of Christ. Such delegates shall be elected at the Election Meeting.
- c. If a member elected to a position cannot serve the entire term for that position, the Nominating Committee shall nominate a replacement for the position and forward the nomination to the Church Council for mid-term appointment.
- d. In consultation and cooperation with the Boards and Committees named in this Constitution, the Nominating Committee shall give thoughtful consideration to the capability of possible candidates for specific offices, shall make every effort to acquaint possible nominees with the duties and responsibilities of the positions, and shall secure the consent of the nominee before placing the name in nomination.
- e. Additional nominations may be made from the floor at the Election Meeting or Annual Meeting, providing the nominee's consent has been previously obtained.
- f. The Nominating Committee shall report as necessary to the Church Council, which shall supervise its activities.

## Board of Worship.

### 1. The Board of Worship shall:

- a. Ensure that worship services are held on Sundays and at other appropriate times during the year;
- b. Plan special worship services as appropriate;
- c. Consult with the Director of Music, Children's Music Director, and Pianist as appropriate;
- d. Provide worship leadership and support to a guest preacher when the Pastor is absent;
- e. Develop policies for the Church's participation in the sacraments and ordinances of the Church;
- f. Determine the schedule for the celebration of the Lord's Supper and assist in its conduct;
- g. Provide for ushers, lay readers, and other participants in worship services as appropriate.

### 2. Sanctuary.

- a. The Board of Worship shall maintain the sanctuary so as to enhance the worship of the Church.
- b. To further its sanctuary ministry, the Board of Worship shall:
  - i. Arrange for the presence of flowers or decorations at all regular and special services;
  - ii. Order and distribute literature for worship services;
  - iii. Place and care for altar cloths and banners;
  - iv. Replace candles for worship services;
  - v. Arrange for other sanctuary appointments as appropriate;
  - vi. Operate the public address system and audio-visual equipment;
  - vii. Arrange for audio-visual presentations as necessary.



### 3. Music.

- a. The Board of Worship shall supervise the Director of Music and Pianist, both of whom shall be salaried employees of the Church. The Board of Worship shall conduct separate annual reviews of the Director of Music and Pianist.
- b. In consultation and cooperation with the Director of Music, Children's Music Director, and Pianist, the Board of Worship shall maintain the music library, musical instruments and hymnals of the Church, and shall establish and maintain standards for the selection of appropriate music to be used in the Church's worship.

### D. Board of Membership and Fellowship.

1. To further its membership ministry, the Board of Membership and Fellowship shall:
  - a. Facilitate new church membership by seeking to enlist the participation of the unchurched through appropriate means, including the advertising of Church functions and the maintenance of the Church website;
  - b. Assist visitors with questions about the Church facilities or worship service;
  - c. Make follow-up contact with visitors to the Church as appropriate;
  - d. Conduct new member classes to prepare candidates for membership;
  - e. Help members identify their spiritual gifts, talents and interests;
  - f. Actively encourage members to apply their spiritual gifts, talents and interests in furtherance of Church ministries by connecting individual members with ministry opportunities that relate to that member's gifts, talents and interests;
  - g. Systematically gather and maintain information regarding the spiritual gifts, talents and interests of members so the Church can easily access that information when necessary;
  - h. Periodically review the membership rolls of the Church and make recommendations to the Church Council regarding the membership status of Church members;
  - i. With the assistance of the Clerk, present an accurate membership roll at the Annual Meeting.
2. To further its fellowship ministry, the Board of Membership and Fellowship shall:

- a. Strive to promote the well-being of Church life by encouraging Christian fellowship within the Church;
- b. Welcome those present at Church functions;
- c. Arrange for refreshments during Church functions as necessary, and maintain the kitchen areas of the Church with appropriate supplies;
- d. Facilitate participation in Church activities by persons who need assistance;
- e. Reach out to members whose involvement in the life of the Church has become irregular.

E. Board of Finance.

1. The Board of Finance shall:

- a. Oversee the financial affairs of the Church;
- b. Prepare a budget;
- c. review and make appropriate recommendations to the Church Council regarding any non-budgeted expenditure;
- d. Prepare a monthly cash flow and budget performance report;
- e. Monitor the process for collecting, counting and depositing of all Church monies;
- f. Present all necessary information (including the financial records of the Camp Balsams Committee) to the Treasurer and Financial Secretary for purposes of conducting an audit of the Church's financial records at least once every three (3) years;
- g. Provide information and support to the Board of Mission and Stewardship as necessary with regard to an annual pledge drive;
- h. Review the financial needs of the Church and communicate those needs to the Church membership for potential designated gifts and bequests;
- i. Provide appropriate recognition for all designated gifts and bequests;
- j. Execute the wishes of donors in so far as possible within the policies of the Church;
- k. Monitor the condition of the Church building and surrounding grounds to identify and implement, within the confines of available



The Board of Finance may replace any appointed member of the Camp Balsams Committee at any time.

- d. The Camp Balsams Committee shall:
  - i. Elect its own officers (other than its treasurer, who shall be elected by the congregation at the Election Meeting);
  - ii. Be responsible for all decisions relating to the operation, maintenance and improvement of Camp Balsams;
  - iii. Organize and supervise cabin rental at Camp Balsams;
  - iv. Consult with the Board of Worship in the development of the Vespers program for Camp Balsams;
  - v. Update the Board of Finance on its activities as appropriate;
  - vi. Present a written annual report, including a financial report, to the Board of Finance to be included with the Board's annual report;
  - vii. Present its financial records to the Board of Finance for inclusion in an external audit of the Church's financial records at least once every three (3) years.
- e. The Camp Balsams Committee shall not have the authority to borrow money, or to buy or sell property, such authority being exclusively vested in the Church Council with congregational approval as necessary.
- f. The Board of Finance shall promptly submit nominations to the Nominating Committee for any vacancy, scheduled or otherwise, that may arise for the treasurer of the Camp Balsams Committee.

F. Board of Mission and Stewardship.

1. The Board of Mission and Stewardship shall:
  - a. Encourage awareness of the responsibilities of Christian stewardship as they relate to the worldwide mission of the Church;
  - b. Promote Christian stewardship throughout the year in a manner that inspires generosity by Church members;
  - c. Identify mission opportunities both inside and outside the Church and encourage involvement in those opportunities by Church members;

- d. Regularly distribute information to promote understanding and support of Our Church's Wider Mission ("OCWM");
  - e. Plan, organize, and supervise an annual pledge drive that asks members to pledge: (i) funds to support the Church budget; and (ii) their time and talents to support the Church's mission;
  - f. In consultation with the Financial Secretary, monitor the status of the annual pledge drive throughout the year, and update the Church Council, Board of Finance, and congregation as appropriate;
  - g. Recommend an annual budget for missions, in cooperation with the Southwest Association and the Wisconsin Conference;
  - h. Recommend to the Church Council special offerings to support missions as appropriate;
  - i. Direct the disbursement of all mission funds received from the Church budget and from special offerings;
  - j. Review all non-budgeted requests of a benevolent, charitable or missionary nature, and recommend approval of such requests by the Church Council when appropriate.
2. The Board of Mission and Stewardship shall coordinate its stewardship activities with the Board of Finance as appropriate.
  3. The Moderator Elect shall be an ex officio member of the Board of Mission and Stewardship with full voice and vote.

G. Board of Christian Education.

1. The Board of Christian Education shall:
  - a. Initiate and guide faith formation and Christian education for all ages in the life of the Church;
  - b. Evaluate alternative approaches to faith formation and Christian education;
  - c. Establish policies with respect to the structure and substance of programs deemed essential to the understanding and maintenance of Christian values;
  - d. Supervise the faith formation and Christian education program for children and youth;
  - e. Provide lay teachers for faith formation and Christian education programs, and coordinate training sessions for such teachers as

appropriate;

- f. Develop and maintain a repository of curricula and resource materials;
  - g. Monitor and ensure compliance with the Safe Sanctuaries Plan.
2. The Board of Christian Education shall supervise the Faith Formation Director and Children's Music Director, both of whom shall be salaried employees of the Church. The Faith Formation Director and the Children's Music Director shall be ex officio members of the Board of Christian Education with full voice but no vote. The Board shall conduct separate annual reviews of the Faith Formation Director and Children's Music Director.

## **ARTICLE IX CHURCH EMPLOYEES**

- A. With the exception of Pastor, the Church Council shall create all positions of employment in the Church. Other than periodic hourly employees such as nursery staff, the Church Council shall approve the hiring of any Church employee. If not otherwise specified in this Constitution, the Church Council shall designate a Board to nominate individuals for any position created by the Church Council, and to supervise any individual subsequently hired.
- B. All employees of the Church shall be at-will employees.
- C. In the event of a vacancy in any position, the Board responsible for supervising that position shall advertise the vacancy, interview candidates, and recommend a candidate to the Church Council for employment.
- D. In the event that a Board is responsible for supervising an employee, the Board shall conduct an annual review of the employee and shall report a summary of such review to the Church Council by the end of September, which report shall include a recommendation regarding the continued employment of the employee and the terms of such employment.
- E. Notwithstanding the supervisory responsibilities of any Board over any employee, the Church Council may specify the reporting relationship between employees of the Church.
- F. All Church employees shall sign a form acknowledging receipt of the Employee Handbook.

## **ARTICLE X AMENDMENTS**

This Constitution may be amended at any Annual Meeting or Special Meeting called for that purpose, provided that the text of the proposed amendment has been included in the notice of the meeting, and the amendment is adopted by a

two-thirds affirmative vote of the members present.

## ARTICLE XI DISSOLUTION

In the event the members dissolve the Church, the assets of the Church shall become the property of the Wisconsin Conference of the United Church of Christ, and/or such other non-profit organization as the members may designate.

(As amended through Sept, 2020)

### Membership Rolls January 1, 2024

	<b>A</b>	
<b>Acker</b>	Chris	5/1/1983
<b>Acker</b>	Ellen	1974
<b>Anderson</b>	Cari	5/3/2015
<b>Anderson</b>	Logan	4/3/2022
<b>Anderson</b>	Sara	9/27/2020
<b>Audhya</b>	Beth	5/1/2016
<b>Audhya</b>	Jon	5/1/2016
<b>Ashley</b>	Annette	8/19/2020
<b>Ashley</b>	Chris	8/19/2020
<b>Avery</b>	Cal	5/16/2021
<b>Avery</b>	Elsbeth	5/7/2023
<b>Avery</b>	Erica	11/24/2013
<b>Avery</b>	Mike	11/24/2013
	<b>B</b>	
<b>Bachhuber</b>	Jim	8/19/2020
<b>Bachhuber</b>	Mary	8/19/2020
<b>Barrett</b>	Greg	2/21/2010
<b>Barrett</b>	Jessica	2/21/2010
<b>Barthel</b>	Courtney	5/10/2015
<b>Barthel</b>	Ryan	5/10/2015
<b>Behrens</b>	Valerie	4/22/2017

<b>Bennington</b>	Carol	10/30/2022
<b>Bergman</b>	Alex	4/27/2008
<b>Bergman</b>	Chelsea	4/10/2011
<b>Bergman</b>	Mindy	4/8/1990
<b>Bergman</b>	Tom	1975
<b>Besadny</b>	Janet	3/8/1981
<b>Birmingham</b>	Eric	4/22/2018
<b>Birmingham</b>	Stephanie	4/22/2018
<b>Blindauer</b>	Joyce	4/18/1957
<b>Borchert</b>	Kailee	4/22/2017
<b>Borchert</b>	Travis	4/22/2017
<b>Bowen</b>	Christy	2/27/2022
<b>Bowen</b>	Ron	2/27/2022
<b>Brabender</b>	Stacie	5/4/2003
<b>Brauer</b>	Susan	10/21/2010
<b>Breitbach</b>	Angela	2/8/1998
<b>Breitbach</b>	Barb	2/8/1998
<b>Breitbach</b>	Nick	2/8/1998
<b>Bright</b>	Diane	4/28/1991
<b>Brown</b>	Barbara	5/18/1986
<b>Brown</b>	Madeline	4/30/2017
<b>Buechner</b>	Terri	11/18/2018
<b>Burke</b>	Lynn	12/18/1977

	<b>C</b>	
<b>Chandler</b>	Mark	4/7/2002
<b>Chandler</b>	Natalie	9/27/2020
<b>Chandler</b>	Ryann	4/24/2016
<b>Chandler</b>	Stacey	4/7/2002
<b>Christensen</b>	Jennifer	5/22/1983
<b>Christensen</b>	Susan Hunt	10/20/1973
<b>Classen-Dennis</b>	Mary	11/13/1994
<b>Comerford</b>	John	2/28/2010
<b>Comerford</b>	Peggy	2/28/2010
<b>Comerford</b>	Will	9/27/2020
<b>Corrigan</b>	Heath	3/20/2011
<b>Corrigan</b>	Melissa	3/20/2011
<b>Coughlin</b>	Janet	8/21/1997
<b>Coughlin</b>	Kathleen	4/30/2000
<b>Coughlin</b>	Patrick	11/21/1999
<b>Coughlin</b>	Tim	8/21/1997
<b>Crow</b>	Amelia	4/21/2013
<b>Crow</b>	Charles	4/26/2015
<b>Crow</b>	Laura	4/2/1995
<b>Crow</b>	Randall	4/2/1995
<b>Cullen</b>	Bill	6/11/2023
<b>Cullen</b>	Caryn	6/11/2023
<b>Cupery</b>	Nicholas	4/26/2009
<b>Cupery</b>	Geri	3/8/1992
	<b>D</b>	
<b>DesRivieres</b>	Brook	8/19/2020
<b>DesRivieres</b>	John	8/19/2020
<b>Doersch</b>	Carrie	12/21/1975
<b>Drewsen</b>	Deb	8/10/2023
<b>Drewsen</b>	Ted	8/10/2023
<b>Duernberger</b>	Lisa	8/19/2020

<b>Dye</b>	Pam	4/27/1997
	<b>E</b>	
<b>Ellerman</b>	Gladys	8/19/2020
<b>Elliott</b>	Amy	11/21/2010
	<b>F</b>	
<b>Falk</b>	Barbara	5/1/1983
<b>Falk</b>	Martin	5/8/2005
<b>Falk</b>	Michael	5/29/1966
<b>Falk</b>	Whitney	5/21/2002
<b>Feist</b>	Cameron	6/11/2023
<b>Feist</b>	Elizabeth	6/11/2023
<b>Fickling</b>	Jen	5/7/2017
<b>Fickling</b>	Shayne	5/7/2017
<b>First</b>	Edith	6/17/1979
<b>Fredrickson</b>	Cristie	12/17/2006
<b>Fredrickson</b>	Dave	6/2/1968
<b>Fredrickson</b>	Debbie	12/21/1975
<b>Fredrickson</b>	Eric	4/20/1997
<b>Fredrickson</b>	Jeanne	10/28/1951
<b>Fredrickson</b>	Nick	4/30/2000
<b>Friel</b>	Kristin	6/3/2007
<b>Fritz</b>	Charles	11/26/2006
<b>Fritz</b>	Elizabeth	11/26/2006
<b>Fruth</b>	Mark	4/22/2017
	<b>G</b>	
<b>Gajewski</b>	Janet	11/21/1999
<b>Gall</b>	Monica	2/3/1980
<b>Gessler</b>	Abby	9/27/2020
<b>Gessler</b>	Rhonda	5/19/1985
<b>Gessler</b>	Sam	4/30/2017
<b>Giessler</b>	Sherrill	10/19/2008



<b>Giessler</b>	Tom	10/19/2008
<b>Gilles</b>	Roger	11/13/2016
<b>Glasel</b>	June	11/24/2013
<b>Gustafson</b>	Larry	10/31/2010
<b>Gustafson</b>	Sherry	10/31/2010
	<b>H</b>	
<b>Haak</b>	Delores	4/3/1977
<b>Halverson</b>	Aubrey	4/3/2022
<b>Halverson</b>	Chad	11/16/2014
<b>Halverson</b>	Laura	11/16/2014
<b>Halverson</b>	Owen	9/27/2020
<b>Hammes</b>	Erin	5/10/2015
<b>Hamilton</b>	John	6/5/1983
<b>Hannam</b>	Abbie	1/29/2017
<b>Hanold</b>	Marilyn	5/10/2015
<b>Hanwick</b>	Mary Ellen	6/11/2023
<b>Hardy</b>	Nicky	10/30/2022
<b>Hausch</b>	Don	10/30/2022
<b>Hilgers</b>	Lori	5/19/1985
<b>Hindman</b>	Phil	8/19/2020
<b>Hindman</b>	Sonja	8/19/2020
<b>Huibregtse</b>	Sherry	2/27/2022
<b>Huibregtse</b>	Steve	2/27/2022
	<b>I</b>	
<b>Iliff</b>	James	4/7/2002
<b>Iliff</b>	Katherine	4/29/2007
<b>Iliff</b>	Sarah	4/7/2002
<b>Iliff</b>	Stephanie	4/7/2002
	<b>J</b>	
<b>Jaberg</b>	Linda	11/6/2011
<b>Jaberg</b>	Tim	11/6/2011

<b>Jackopin</b>	Tamara	11/16/2014
<b>Jackson</b>	Marie	10/19/2008
<b>Jackson</b>	Ralph	10/19/2008
<b>Janikowski</b>	Clayton	11/16/2014
<b>Janikowski</b>	Tracy	11/16/2014
<b>Johnson</b>	Dennis	4/30/2006
<b>Johnson</b>	Patricia	4/30/2006
<b>Jorenby</b>	Judy	12/17/2017
	<b>K</b>	
<b>Kalinke</b>	Tom	12/9/1984
<b>Kelly</b>	Joanne	4/11/1968
<b>Kerr</b>	Patricia	12/17/2006
<b>Kinsley</b>	Mary	2/27/2022
<b>Klopp</b>	Reid	12/10/1995
<b>Klopp</b>	Carole	12/10/1995
<b>Koenig</b>	Brian	4/14/2013
<b>Koran</b>	Anthony	11/22/2009
<b>Koran</b>	Wendy	11/22/2009
<b>Kuhn</b>	Emily	11/18/2018
<b>Kurtz</b>	Tom	11/21/2010
	<b>L</b>	
<b>Landgraf</b>	Larry	4/16/1950
<b>Lanz-Sage</b>	Darcy	3/14/1999
<b>Lauper</b>	Fred	3/24/2013
<b>Lauper</b>	Linda	3/24/2013
<b>Lawrence</b>	Barbara	11/26/2006
<b>Lemcke</b>	Coralie	10/14/1953
<b>Lockwood</b>	Brent	5/8/2016
<b>Lockwood</b>	Emily	5/8/2016
<b>Longino</b>	Jeri	5/16/2021
<b>Lorfeld</b>	Becca	4/26/2015
<b>Lorfeld</b>	Craig	11/15/1998

<b>Lorfeld</b>	Marge	11/15/1998
<b>Lorfeld</b>	Matt	4/30/2017
<b>Love</b>	Bill	3/8/1992
<b>Love</b>	Gayle	3/8/1992
<b>Lukacs</b>	Katherine	5/3/2015
	<b>M</b>	
<b>Maher</b>	Aidyn	9/27/2020
<b>Maher</b>	Lennon	5/16/2021
<b>Martello</b>	Sandy	6/11/2023
<b>McAleer</b>	Bill	1/26/2020
<b>McKean</b>	Mark	12/21/2003
<b>McKean</b>	Sue	12/21/2003
<b>Meier</b>	June	3/14/1999
<b>Meier</b>	Kayla	4/30/2006
<b>Menz</b>	John	11/29/1987
<b>Metzloff</b>	Elizabeth	4/7/2002
<b>Metzloff</b>	Kyle	4/7/2002
<b>Metzloff</b>	Tyler	4/30/2017
<b>Michaels</b>	Ross	12/7/1997
<b>Michaels</b>	Beth	4/2/1995
<b>Michaels</b>	Brian	4/29/2007
<b>Michaels</b>	Kevin	5/2/2004
<b>Miller</b>	Amy	6/11/2023
<b>Miller</b>	Janie	10/29/1989
<b>Miller</b>	Skip	10/29/1989
<b>Mirshak</b>	Bob	12/9/1973
<b>Mirshak</b>	Carol	12/9/1973
<b>Munz-Kalinke</b>	Ruth	12/9/1984
<b>Murray</b>	Brandon	4/22/2018
<b>Murray</b>	Stephanie	4/22/2018
	<b>N</b>	
<b>Neary</b>	Jessica	6/11/2023

<b>Neary</b>	Kyle	6/11/2023
<b>Neuman</b>	Deb	11/7/2004
<b>Neuman</b>	Jacob	4/25/2010
<b>Neuman</b>	Jim	11/7/2004
<b>Nichols</b>	Judith	10/26/1997
<b>Nichols</b>	Ronald	10/26/1997
	<b>O</b>	
<b>Olsen</b>	Sue	1/26/2020
<b>O'Neal</b>	Bill	11/17/1991
<b>O'Neal</b>	Gail	11/17/1991
<b>Opitz</b>	Ellen	4/21/2013
<b>Opitz</b>	Lisa	10/26/1997
<b>Opitz</b>	Mark	10/26/1997
<b>Opitz</b>	Peter	4/24/2016
<b>Osterhaus</b>	Chandra	11/18/2018
	<b>P</b>	
<b>Patullo</b>	Kim	5/18/2008
<b>Patullo</b>	Luke	4/25/2010
<b>Paulsen</b>	Chris	5/9/2010
<b>Paulsen</b>	Marci	5/9/2010
<b>Paulsen</b>	Nick	4/29/2018
<b>Paulsen</b>	Zach	4/30/2017
<b>Perry</b>	Sue	10/30/2022
<b>Peterson</b>	Jessica	5/8/2016
<b>Peterson</b>	Mike	5/8/2016
<b>Petrowski</b>	Kelly	5/7/2017
<b>Petrowski</b>	Philip	5/7/2017
<b>Phelps</b>	Andrew	6/3/2007
<b>Phelps</b>	Carol	2/15/2015
<b>Pike</b>	Mary	12/3/1972
<b>Pleva</b>	Jenny	5/9/2010
<b>Pleva</b>	Kailey	4/3/2022

<b>Pleva</b>	Peter	5/9/2010
<b>Pleva</b>	Rich	4/22/2018
<b>Pleva</b>	Ruby	4/22/2018
<b>Pop-Vicas</b>	Alin	5/1/2016
<b>Pop-Vicas</b>	Aurora	5/1/2016
<b>Pop-Vicas</b>	Sophie	5/16/2021
<b>Pottinger</b>	Bethany	4/22/2018
	<b>R</b>	
<b>Rahman</b>	Judy	12/19/1971
<b>Reithel</b>	Carol	10/25/2015
<b>Reithel</b>	Clifford	10/25/2015
<b>Richner</b>	Joan	6/17/1979
<b>Richner</b>	Mark	4/21/1996
<b>Richner</b>	Tom	4/29/2001
<b>Richner</b>	William	6/17/1979
<b>Roach</b>	Carol	4/27/1997
<b>Roach</b>	Dan	4/27/1997
<b>Robertson-Hoyt</b>	Joyce	4/6/2014
<b>Robertson-Hoyt</b>	Leilani	4/6/2014
<b>Robertson-Hoyt</b>	Sarah	9/27/2020
<b>Rogers</b>	Erin	4/28/2019
<b>Rogers</b>	Ethan	4/28/2019
<b>Romine</b>	Lara	5/10/2015
<b>Romine</b>	Paul	5/10/2015
<b>Ruffin</b>	Amy	4/7/2002
<b>Ruffin</b>	Devoin	4/7/2002
	<b>S</b>	
<b>Sage</b>	Emily	5/8/2005
<b>Sage</b>	Jamie	4/29/2007
<b>Sattler</b>	Clayton	10/25/2015
<b>Scheel</b>	Carol	11/26/1978
<b>Scheel</b>	Stan	11/26/1978

<b>Schoenke</b>	Peter	5/18/2008
<b>Schoenke</b>	Torie	5/18/2008
<b>Schultz</b>	Elaine	3/26/1972
<b>See</b>	Danielle	6/3/2007
<b>See</b>	Jacci	1/30/2005
<b>See</b>	Ted	1/30/2005
<b>Selin</b>	Cris	10/30/2022
<b>Shaffer</b>	Claire	3/31/1974
<b>Slusser</b>	Dale	11/6/2011
<b>Smith</b>	Donna	4/19/2017
<b>Snell</b>	Alex	4/25/2010
<b>Snell</b>	Barbara	3/8/1992
<b>Snell</b>	Nathaniel	5/2/2004
<b>Sprang</b>	Donald	11/28/1965
<b>Sprang</b>	Rose Ann	11/28/1965
<b>Squires</b>	Kim	8/19/2020
<b>St. Clair</b>	Hunter	5/7/2023
<b>St. Clair</b>	Jessica	11/26/2017
<b>St. Clair</b>	Tim	11/26/2017
<b>Statz</b>	Alex	4/24/2016
<b>Statz</b>	Michelle Ives	4/27/1997
<b>Stillwell</b>	Gary	10/30/2022
<b>Stillwell</b>	Susan	10/30/2022
<b>Stluka</b>	Dottie	11/30/2005
<b>Stoehr</b>	Bob	11/18/2018
<b>Stolen</b>	Alex	4/24/2016
<b>Stolen</b>	Grace	4/26/2015
<b>Stolen</b>	Laurie	1/31/1982
<b>Sullivan</b>	Courtney	4/30/2006
<b>Sullivan</b>	Daniel	4/30/2006
<b>Sulser</b>	Joan	10/30/2022
<b>Sund</b>	Ellie	5/7/2023
<b>Sund</b>	Isaac	4/3/2022
<b>Sund</b>	Matthew	2/23/2003

<b>Sund</b>	Sarah Ellerman	2/23/2003
	<b>T</b>	
<b>Tamulevich</b>	Julie	5/8/1977
<b>Tamulevich</b>	Stanley	5/8/1977
<b>Tank</b>	Gina	3/29/2009
<b>Tank</b>	Jason	10/31/2010
<b>Tarrant</b>	Chris	10/30/2022
<b>Tennies</b>	Anne	5/1/2016
<b>Tennies</b>	Chloe	4/3/2022
<b>Tennies</b>	Joe	5/1/2016
<b>Thomley</b>	Matt	10/30/2022
<b>Thomley</b>	Zayna	10/9/2022
<b>Thomson</b>	Joanne	10/30/2022
<b>Tinglum</b>	Esther	1970
<b>Toombs</b>	Jim	11/20/2016
<b>Toombs</b>	Shana	11/20/2016
	<b>U</b>	
<b>Uinski</b>	Dan	5/1/1983
<b>Uinski</b>	Finn	5/7/2023
<b>Uinski</b>	Joan	5/22/1994
<b>Uinski</b>	Julie	4/25/1999
	<b>V</b>	
<b>Vater</b>	Barbara	12/13/1992
<b>Vater</b>	Katherine	4/29/2001
<b>Vater</b>	Ruth	4/25/1999
<b>Vick</b>	Jeff	5/22/1994
<b>Vick</b>	Kelly	4/21/1996

	<b>W</b>	
<b>Wallman</b>	Betsy	1/30/2005
<b>Wallman</b>	Jones	4/27/2008
<b>Walther</b>	Andrew	4/10/2011
<b>Walther</b>	Karil	12/21/2003
<b>Walther</b>	Kevin	4/29/2018
<b>Walther</b>	Mark	12/21/2003
<b>Warner</b>	Darci	4/28/2019
<b>Washa</b>	Maggie	10/25/2015
<b>Weber</b>	Alison	4/21/2013
<b>Weber</b>	Barbara	2/9/1997
<b>Weber</b>	Steve	2/9/1997
<b>Werner</b>	Barb	5/1/2016
<b>Wiens</b>	David	4/28/2019
<b>Wiens</b>	Jennifer	4/28/2019
<b>Wilfert</b>	Amanda	10/25/2015
<b>Wilkins</b>	Frank	1978
<b>Wilkins</b>	Judy	4/3/1977
<b>Wilson</b>	Alex	9/27/2020
<b>Wilson</b>	Eric	11/6/2005
<b>Wilson</b>	Erin	11/13/2011
<b>Wilson</b>	Kelly	11/6/2005
<b>Wilson</b>	Jack	4/24/2016
<b>Wilson</b>	Mary	11/13/2011
<b>Wilson</b>	Steve	11/13/2011
<b>Wilson</b>	Tyler	4/29/2018
<b>Woehrle</b>	Marcy	5/8/2005
<b>Woito</b>	Linda	4/28/2019