

Annual Report

July 1, 2022 – June 30, 2023

HOPE



UNITED CHURCH
OF CHRIST

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Pastor's Annual Report to the Congregation

On the day we convene our annual meeting, it will be exactly 9 months since I officially began my ministry with you. The time has flown, even as I continue to feel like a newbie, soaking up and appreciating what makes Hope Hope—your traditions, history, and culture; the beautiful, expansive building and grounds; your values, beliefs, and personal preferences, your ways of being present for one another and of gathering in community, your abundant energy, gifts, and graces; and your good natured, fun, lovable selves. You've been extremely welcoming to both me and my significant other John. We couldn't be happier to be among you in this thriving faith community and living in beautiful, arts filled Door County!

My experience of Hope so far is that you (now we) are one very busy, committed, well run faith community. There is a great deal of wonderful passion, generosity, and teamwork that enables much to be accomplished within and beyond the church's walls, be it the highly successful twice annual rummage sale, the ever-popular community wide intergenerational Halloween party, nearly seamless maintenance and upgrades to the physical plant, a warm public representation of Hope's radical inclusiveness at Door County Pride, or the compassion exemplified through LEAF's ministry with the local undocumented Latino community. You make things happen!

Early in my tenure, I told leadership that I intended to make no major changes in my first year. (You've probably heard the adage about the wisdom of treating a church like a garden--watching it for a year to see what's growing in it, etc.) While I've done my best to observe and move slowly, as a unique person and leader, my presence among you can't help but be experienced as change. Plus, it's simply not possible (or desirable) to be completely hands off. Thus, you may note some tweaks around the edges in worship, board, and committee meetings, etc. In addition, I'm so pleased to have had the opportunity to introduce some more interactive ways of worshiping together, as well as to help move forward the causes of mental health with the WISE team and antiracism with the Lenten book study group and the Scholar-in Residence committee. I very much look forward to Jennifer Stevens' time with us this fall, as well as to the intercultural education in which we'll engage as a congregation leading up to that time.

Additional changes we're experiencing include more people returning from post COVID isolation, as well as more and more first time and repeat guests--some of whom are strongly considering or have already formally joined us as members. At the same time, over these past 9 months, we have lost some beloved members and spouses to death and are also anticipating the long distance moves of several cherished members in the coming months. Every time a person, couple, or family enters or leaves the beloved community, we

experience shifts both emotionally and in the ways in which we relate to and work with one another. Some shifts can be subtle, and others more strongly felt, sometimes as grief or discomfort. Like our human lives and bodies, the church is a dynamic, ever-changing organism. It never has nor will it ever exist in a vacuum.

If there's one universal lesson that COVID has taught the world and perhaps most especially communities of faith, it is that we cannot anticipate precisely what the future holds for us individually or communally. Everything can change in a day. Post-2020, adaptive is more clearly the name of the game for organizations and leaders of all types. This will require new orientations and skill sets, rather than the conventional wisdom that had helped churches to thrive in years past. At this point, I imagine the year ahead will be one in which we spend time assessing what's right in front of us, discerning Door County's, and our own congregation's current needs, visioning what it is that God is calling us to do and to be in this particular moment, and equipping ourselves to make the journey. Leadership development, faith and spiritual formation for all ages promise to be major focuses and will play major roles in shaping our mission and goals.

Thank you for being wonderful, hope-filled you. Truly, we are blessed! I very much look forward to walking this dynamic, hopeful path with you and to becoming better and better acquainted along the way.

Namaste,

Pastor Carol Reynolds

Moderator's Report

What changes Hope has seen in the past twelve months! We enthusiastically welcomed Pastor Carol as our settled minister on July 31. She and the congregation are getting to know each other and establishing new norms. Covid continued to provide a challenge as we adapted to it as a part of everyday life. We happily reinstated traditions including the Easter brunch, 'the best rummage sale in Door County,' and adult forums that attract community members. New members joined this spring and another opportunity to join is planned for the fall!

In addition to returning to traditions put on hold by covid we've made changes. Reevaluating the effectiveness of the way we've 'always' done things and considering alternatives is a sign of a healthy organization. Pastor Carol introduced opportunities for more participation in some worship services including Holy Humor Sunday after Easter and the WISE and Pride services. We welcomed new people as well as those returning from winter homes, and we

said fond farewells to those who moved to other communities and sad good-byes to members of our Hope family who were taken by death.

What lies ahead? In the coming year I look forward to moving beyond reestablishing the status quo. We're done greeting and saying goodbye to interim ministers. Members and friends are working on the WISE initiative to help us understand mental illness and to create in Hope a safe place for those burdened by mental illness and their family members. There's a group working to help our Latinx neighbors. May we have the wisdom to listen to what these newcomers need rather than impose upon them our perceptions of their need. The coming year will bring surprises, challenges, and opportunities. I am confident that we will meet these while maintaining relationships and continuing to grow spiritually.

Respectfully submitted,

Ann Quale
Moderator

Annual Statistical Report

Active Membership	Number of People
July 1, 2022	204
New Members Welcomed	5
Confirmands Welcomed into Membership	0
Deaths (Current Active Members)	6
Removed from Rolls by Request - Transfers	17
June 30, 2023	Total 186

Deaths

Name	Date of Death	Date of Service	Location / Officiant
James Rericha	9/3/2022	9/10/2022	Hope UCC / Chaplain John Hauser
Kent Berkley	11/16/2022	3/25/2023	Hope UCC / Reverend Carol Reynolds, Reverend Leonard Burton and Judge Andy Shookhoff

Name	Date of Death	Date of Service	Location / Officiant
Peggy Elliot	11/10/2022	NA	Huehns Funeral Home. No public service.
Gerald Richter	12/6/2022	1/4/2023	Hope UCC / Rev. Phillips Sweet
Margie Elizabeth Hedsand	2/20/2023	2/24/2023	Huehns Funeral Home / Rev. Carol Reynolds and Rev. Phillips Sweet
Peggy L. (Kerscher) Nelson	6/9/2023	7/15/2023	Hope UCC / Rev. Carol Reynolds. Burial at Bayside Cemetery.

Baptism

August 7, 2022

Livia Cordelia Wilson

New Members Welcomed

May 7, 2023

Bob & Carol Moellenberndt Pastor Carol Reynolds Deb & Pete Sherwood

All information compiled by Lynn Michelsen (June 2023)

Board of Deacons Report

This report is organized according to the mission of the Board of Deacons as stated in the by-laws of Hope United Church of Christ:

"....The Board shall be concerned with the spiritual life of the Church including but not limited to worship, membership, sacraments, ministry, and other matters as the Church Council may direct,"

–Article VII, F

By-Laws of Hope United Church of Christ

Worship

- On July 31, 2022, Pastor Carol Reynolds was voted in unanimously by the congregation of Hope United Church of Christ as its first woman minister. She was officially installed in a ceremony at Hope by the UCC on May 21, 2023. The service was followed by a reception in the fellowship hall.
- The successful reinstatement of intinction for Communion occurred on Sunday, February 5, 2023. Moving forward, gluten-free bread will be served to accommodate gluten sensitivities within the congregation.
- The following motion was presented and passed by the Board of Deacons at their April 20, 2023, meeting: *Joys and Concerns will be broadcast on Facebook with the proviso that participants are advised via announcement, slide, and bulletin that discretion and confidentiality be observed when sharing the personal events of family, friends, and members of Hope Church.* This motion was later passed unanimously by the Church Council on May 4, 2023.

Membership

- Orientation classes for prospective new members were held after worship on the last three Sundays in April. Led by Pastor Reynolds, each class was devoted to various topics including UCC history, faith-journey sharing, and testimonials of long-standing Hope members.
- On May 7, 2023, five new members were received in a ceremony conducted during Sunday worship: Pastor Carol Reynolds, Deb & Pete Sherwood, Carol & Bob Moellenberndt. Mentors volunteered to assist them in navigating their new spiritual home during the first year.
- The membership committee conducted an extensive review of Hope's Congregational Directory in an effort to determine an accurate accounting of both active and inactive members. The survey resulted in 17 persons being removed from the rosters and a final congregational count of 186 members.

Ministry

- The Baptism of Livia Wilson, daughter of Doug & Katie Wilson, took place on July 7, 2022.
- Deacons assisted with four Memorial services during the past church year:
 - September 10, 2022–Jim Rericha Memorial
 - October 1, 2022–George Bodenner Memorial
 - January 14, 2023–Gerald Richter Memorial
 - March 25, 2023–Kent Berkley Memorial
- The Care Team has expanded to include three new satellites: 1) Prayer-shawl ministry; 2) Card Ministry; 3) Stephen's Grief Ministry
- For a second consecutive year, Hope participated in the *Follow the Star Church Christmastide Tour* held on December 18th from 1-4pm with members of the congregation sharing their musical gifts in Hope's Sanctuary throughout the afternoon.

- A website committee was formed to renovate Hope's online presence. The update features a new design and format which provides access to both members and friends of Hope as well as information for those seeking a faith community.
- A funding request approved by Endowment facilitated the purchase of new liquid paraffin candles & votives for the Sanctuary.

Respectfully submitted,

Tom Foster

Board of Education Report

Committee Terms: Moi and Ken's expired 6/2023. Kathie, Lynn, and Jen's expire 6/2024. Moi and Ken agreed to extend their terms to 6/2024. We're delighted to be welcoming two new members in July '23, Cari Bicoy and Jessika McCoy.

Nursery: Four volunteers were recruited to rotate in the nursery one Sunday a month. They have completed Hope's Safe Conduct program. The volunteer system for attendants is working well and will continue to be used until there are consistently more youth participants to justify hiring an attendant.

Faith Formation Classes: An attendance register was developed. Class time was changed to after children's time at Sunday service beginning 10/23. All teachers have completed the Safe Sanctuary Training and vetting required by Hope Policy. Sunday school room has been cleaned, reorganized, and ready for class resumption this fall.

Family Life Programs: With reduced COVID restrictions spring '22, many programs were resumed including the Halloween Pizza Party, Souper Bowl of Caring, and Shrove Tuesday.

Family Life Monthly Program: During last summer three intergenerational bonfire gatherings with singing, games, and food were held. Attendance was between fifteen to twenty (youth plus adults) at each bonfire.

Hope YouthGroup: Meetings were held Wednesdays with three to four regular participants. Group not active at this time.

Door County Youth Group: Janelle facilitated this greater community youth activity two Saturdays per month. Several of Hope middle school students attended. Group not active at this time.

Presentation of Lambs: Was done during the 9/11 Service for our 4-year-olds.

March of the Goblins: The children chose Help of Door County to receive donations amounting to \$383.60.

Christmas Pageant: Multigenerational member actors presented the impromptu play. This format was successful and will be used in the future.

High School Graduate Recognition: The book "I Wish You More" was gifted to this year's graduate. The book was available after the presentation for members to sign and add comments.

BOE Budget: All past program costs were reviewed prior to developing the budget for selected programs and positions for the '23/'24 fiscal year.

Teacher, Choir, and Nursery Attendants Volunteers: Were recognized and thanked with a geranium plant at the June 4th Service.

Thank You Janelle: for leading most of our youth and family life programs through much of 2022. This included an experimental family youth time during and after Sunday services.

Committee members included: Pastor Carol Reynolds, Ricki Mitchell (meeting chair resigned Nov. '22), Janelle Hollingshead (Resigned Dec '22), Ann Quale (acting chair Jan -Mar) Jen Gantzer, Kathie Hansen, Lynn Brunswick, Moises Zahler, Ken Turk (secretary and acting chair as of April '23).

Respectfully submitted,

Kenneth Turk

Board of Education Secretary

Board of Mission & Action Report

UCC's Our Church's Wider Mission and the Special Mission Offerings: Mission and Action has historically been responsible for overseeing the annual collections sponsored by the United Church of Christ: Neighbors in Need, One Great Hour of Sharing, Our Church's Wider Mission (through annual offerings), the Christmas Fund, and Strengthen the Church. Each of these events required significant coordination for which we gratefully worked with Lynn Michelsen, Office Administrator. Lynn graciously took on the tasks of ordering materials and envelopes, placing these as inserts in the weekly bulletins and included articles

within the Hope electronic newsletter, *This Week @ Hope*, to help educate each of us on what each offering is meant to support. The Board supplemented this information by making announcements during church. With the coordination between Eric Vollrath and Gale Whitson-Schmidt, Co-Treasurers and Lynn, the Board was able to report on these gifts. Eric and Lynn ensured that the money was then sent on to the appropriate offices in charge of these funds – either the State or National UCC offices in Verona or Ohio. The amounts collected for each of these offerings and special projects are included in the Treasurer's Report.

Door County Youth Group (DCYG) was disbanded during the fall/winter of 2022. It had been formed under the leadership of Janelle Hollingshead with support from Sandy Brown, Ricki Mitchell, and Beth Mitchell and approved by the Church Council in 2022. Gratefully, this group has been integrated into various school-sponsored groups at Gibraltar, Sevastapol, Sturgeon Bay and Southern Door High Schools. The money allocated to this group in the church budget has moved into a general Board of Mission & Action line item to be used at the discretion of the board for Pizza Ministry and other projects.

Latinos Emergency Assistance Fund (LEAF): This is the 3rd fiscal year that the Board of Mission and Action has worked to enable the Hope congregation and the community at large to support the emergent financial needs of our Latino neighbors who are struggling to live and work beside us. Hope Church continues to collaborate with the Imelda Delchambre of the Hispanic Resource Center of Door and Kewaunee Counties (HRC).

Hope members and friends and community members purchased grocery store cards, gas cards, other gift cards, and age-appropriate presents to enable hearty holiday meals and merriment for our Latinos neighbors. Mission and Action elves gathered to create festive bags containing gift cards, small presents, Hope's holiday notes and candies for twenty-two families living in Door and Kewaunee counties.

Along with financial assistance, household goods, food staples and furniture were generously donated this year to LEAF families by members of Hope. The Board of Mission and Action partnered again this year with the Benevolent Committee to invite LEAF families to shop without cost during the church rummage sale.

In this third year of operation, LEAF is becoming known to other caring groups and organizations in the community. This Spring, members of the Board of Mission and Action and Hope's moderator, Ann Quale, began collaborating with the Door County Medical Center's case management staff and Imelda

Delchambre. Your Board of Mission and Action continues to be honored to oversee this growing effort to help our neighbors meet their most basic needs.

Open Door Pride Fest

Hope UCC was again represented at the June 24th, 2023 Open Door Pride Festival with baked goods galore! The people visiting and participating in this event expressed deep gratitude to Hope for representing, being present and active in the support of LGBTQ rights. Bookmarks were available about Hope, as well as information about UCC. The proceeds were donated to four area high schools that have groups supporting LGBTQIA students (Gibraltar, Sevastopol, Sturgeon Bay, and Southern Door); each received a \$111 donation.

Pizza Oven Ministry and Coffee Hour

A huge thank you to Don and Gale Whitson-Schmidt for their donation of a beautiful, wood-burning pizza oven, which is transportable! Mission and Action hosted several after-church Coffee Hours with a variety of pizzas assembled that morning and carefully baked by Don! Our board has decided to expand this Pizza Oven Ministry with additional coffee hours open to families of LEAF and Literacy Door County. A new event is planned for the coming year's Habitat for Humanity housebuilding project in Sturgeon Bay.

Committee Members: Scott Hanson, Jeanne Harris, Marsie Hartman, Tom Minahan, Michele Munson, and Don Whitson-Schmidt

"They shall be responsible for encouraging study and discussion of the Church's mission in the light of today's problems and needs. They shall develop and/or coordinate the various activities of the Church in the area of social action in the community, nation and the world."

Bylaws of Hope UCC, updated 10/16/15

Respectfully submitted,

Jeanne Harris and Marsie Hartman
Co-Chairs

Board of Trustees Report

The Trustees had a busy year, but we are pleased to report that the church finances and building are in good condition. Issues addressed in the past year include:

- Completing the church budget for the coming year. We have submitted a balanced budget and expect to show a small surplus for the year, net of pastoral transition expenses.
- Replaced two old furnaces.
- Repaired a modesty panel in the sanctuary.
- With the generous financial support of Sandy Brown, installed an automatic front door opener.
- Thanks to a great effort by Steve Graf, we replaced our old kitchen oven with new ovens, resulting in an annual savings of approximately \$500 in pilot gas expenses.
- We are working on replacing parking lot lighting with LED lighting that should save us money and require less maintenance.
- We are working on repairing the pulpit risers to lessen the danger of tripping.
- Conducted a spring outdoor cleanup project.

Respectfully submitted,

David Tauber and Eric Vollrath
Co-Chairs

Adult Forum Committee Report

The Adult Forum Committee strives to fulfill the Hope Church Mission Statement by:

- Promoting personal and spiritual growth
- Encouraging tolerance and openness of thought
- Providing opportunities to all members to increase the understanding of ourselves through the teachings of Jesus and other great teachers
- Promoting an understanding of how all things are related to each other and to learn how we may best serve our local and world community.

Hope United Church of Christ began exploring the possibility of covenanting to become certified as a WISE congregation; that is, a faith community that intentionally strives to welcome people whose lives have been touched by mental illness or brain disorder. The WISE acronym stands for "Welcoming, Inclusive, Supportive and Engaged" and is a mental health ministry initiative developed by a United Church of Christ pastor from Boulder, CO who lost his brother by suicide and has an adult son with bipolar disorder.

The WISE education process is intended to increase understandings of mental illness and the people it impacts, as well as encourage strategies to promote

mental wellness. In addition, it invites congregations to “widen their welcomes” by putting into practice the inclusive teachings of Jesus in relationships and interactions with persons who face mental health challenges. This year we had 6 WISE presentations with Sam Burris, Lauren Daoust, Janelle Hollingshead, Tammy Sternard & Chris Ott, Roy Jilburg, & Kathy Kelly.

This year we got a slow start but got going in Nov. and extended into June with Marggie Moertl, Jane Lepak-Jostsons, Sandy Brown, John Harris, Mayor Dave Ward, Marcia Kritzler-Egeland, Damion Howard, Luca Fagundes, Mission and Action – Michele Munson & Scott Hansen with Imelda Delchambre, Tracey Robertson, Scout Feldman & Symone Sandoval

We also did a Book study of “Jesus and the Disinherited” on Thursdays at noon during Lent with Nurturing Justice facilitators.

Thank you to all our planners and presenters!

2022-2023 Committee Members: Sandy Brown, Donna Vincent, Olive Schott, John Contratto, John Harris, and Pastor Carol Reynolds

Respectfully submitted,

Sandy Brown

Benevolent Committee Report

A very successful rummage sale was held in May 2023. Nice clean saleable merchandise was delivered at a nice steady pace allowing the workers to price and display the goods in a timely manner while not feeling overwhelmed. Besides making close to \$5,000, the committee also felt successful because we had less leftover rummage to pass along to Sunshine Resources and The Green Door Thrift Store as well as less garbage to send to the dump. We were glad to be of assistance to several LEAF families and we even had a bicycle donation given to us to be “given to someone in need of a bicycle.” And we found just the right family that needed a bicycle. Special thanks to Eric Vollrath who continues to haul our recycling and our garbage at the end of each sale as well as delivering leftovers to Sunshine Resources. The members of the Benevolent Committee are very grateful to all those who helped The Best Rummage Sale in Door County in any way – setting up following Coffee Hour, hauling display racks from the basement and attic, unpacking, displaying, and pricing rummage, donating nice rummage, buying nice rummage and thanks to those who cooked and helped to feed the workers. It’s a lot of work during the whole, long

week but it's also a fun time! We are planning another sale this fall beginning with set-up following Coffee Hour on Sunday, October 8, and the sale for the public on October 13 and 14. Nice donations accepted from NOON on Monday, October 9 until Noon on Thursday, October 12. Thanks in advance for the help we received from so many!

As stated in the Constitution of the Benevolent Committee, the purpose of the committee is to raise funds to pay for unbudgeted needs requested by the various Boards and Committees of Hope Church. The Benevolent Committee also supports several local charities. Donations in 2022 were made to the following charities: Altrusa, Door County Boys & Girls Club, Feed My People, HELP of Door County, Neighbor-to-Neighbor, JAK's Place, Sunshine Resources, Door County Humane Society, Door CANcer, Crossroads at Big Creek, Door Tran, Habitat for Humanity, YMCA Summer Foods Program and went for unbudgeted Hope Church Special Needs.

An offshoot of the Benevolent Committee is a group of volunteers who serve, by request, at receptions following funerals and memorial services. We were able to assist at luncheon receptions several times in 2022.

The Benevolent Committee continues to generate some income by gathering the Tadych's Marketplace sales receipts. Thanks to Karen Wilcox, those receipts get totaled and bring in a several hundred dollars each year. Much THANKS to Karen for all her time and effort and to all who bring their receipts to Hope for the Benevolent Committee.

Benevolent Committee members:

President -----Nancy Feld

Vice-President -----Joan Shiels

Treasurer -----Marsie Hartman

Secretary -----Nancy Feld

Other members of the 2022-23 Benevolent Committee:

Penny Beerntsen, Maetta Chase, Kathy Green*, Jeanne Harris, Suzanne Holvenstot, Joyce Williams, Judy Proctor

*Kathy Green recently resigned – May 2023.

Election of officers is scheduled to be held in September 2023.

Respectfully submitted,

*Nancy Feld, Benevolent
Committee Chair & Secretary*

Endowment Fund Committee Report

The Hope United Church of Christ Endowment Fund was established to help secure the financial future of Hope Church. The Endowment Fund invests its gifts with the Door County Community Foundation. Each year the average value of the fund for the past 5 years on December 31st is calculated and then 5% of that value is determined for the purpose of granting projects that reflect Hope Church's Mission Statement. It is assumed that over the years the fund will provide more than 5% gain- thereby leaving the original funds to keep growing.

The value of the Endowment Fund on 12/31/22 was \$160,401.28. The average value of the fund over the past 5 years on 12/31 was \$160,754.82. The amount available for granting for 2023 is 5% of that average value for a total of \$8037.74.

The Endowment Fund has historically funded scholarships for high school graduates. The application process is managed by the Door County Community Foundation. They have a standard scholarship application form and process. Besides the standard application, there is an essay which the students must answer. The question we ask is as follows; "Please share with us an essay about how your life has demonstrated spiritual growth as well as how you've demonstrated acceptance of diversity and openness of thought in our community."

We had 15 applications and after reading each one and discussing the merits of each, the committee decided to grant one \$1000 scholarship. The scholarship went to Bethany Paye who graduated from Southern Door High School.

The committee agreed to a grant request from the Board of Deacons to purchase new gas candles for the sanctuary at a cost of \$1015.00.

That leaves a balance of \$6022.74 for granting purposes for the balance of 2023. We encourage groups within Hope Church to apply for projects they are considering. Applications are available in the Hope Church office and online at the church website.

We would also like to encourage Hope Church members and friends to consider Hope Church in their estate plans. Remember that during your lifetime and death, the mission and needs of Hope Church do not end when your path takes you from Hope. Your gift to Hope Church will continue giving as long as Hope Church exists!

If you have any questions, please feel free to contact any Endowment Committee member. They are Nancy Feld, Jerry Stephenson, Mark Jenkins, Ann Quale, and Eric Paulsen.

Respectfully submitted,

Eric Paulsen
Chair

ENHANCE Hope Allocations Committee Report

ENHANCE (Engaging New Hope & New Challenges Every-Day) Hope Allocations Committee: Oversees the distribution of the ENHANCE Hope funds. Members include: Karen Brunstrom, Mark Jenkins, Jock Wilcox, and Patsy Vollrath.

Community Building Sail:

- Three projects were completed this year. These include the purchase of two dehumidifiers, replacement of two furnaces that heat the Nursery/Youth Group room section of the building, and parking lot lighting.

Ability to Connect Sail:

- The church website is in the process of being updated. The committee has approved funding of this project.

Existing Resources Sail:

- No new purchases were made under this sail. Jason Feldman and his crew continue to help maintain our beautiful grounds along with the Wild Weeders (Penny Beerntsen, Kathy Green, Donna Shewchuk, Patsy Vollrath, and Karen Wilcox) who meet weekly during spring-summer-fall for fellowship and weed pulling!

Spiritual Growth Sail:

- **Scholar-in-Residence:** We are looking forward to Jennifer Stevens, a Native American from the Oneida-Oglala Lakota tribes joining us as our Scholar-in-Residence for the month of September.

For questions or comments, contact Patsy Vollrath (920-746-4463) or Mark Jinkins (920-493-8000).

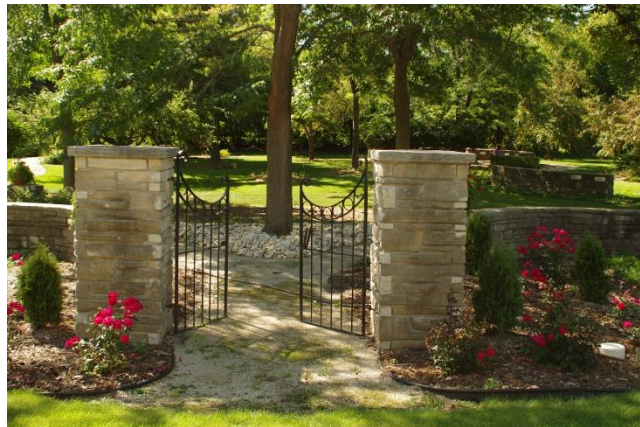
Respectfully submitted,

Patsy Vollrath

Memorial Garden Foundation Committee Report

Memorial Garden welcomes all members and friends of Hope Church and their families. Please feel free to walk around and enjoy the grounds. For answers to questions and copies of necessary forms, please contact the church office or any members of the Memorial Garden Committee. To date, about 88 spaces on the walls have been assigned. Not all assigned spaces display a plaque, as the timing for installation is determined by the individuals involved. Currently, each space requires a payment of \$950 to Memorial Garden. Each stainless-steel plaque will be engraved and installed at cost. The Memorial Garden Committee gratefully accepts any donations or memorial funds entrusted to Memorial Garden.

Meetings were held this past year to discuss business issues and the maintenance of the grounds. Due to the price increase in January of 2023, many people took advantage of purchasing a space at the previous price of \$850.



Jason Feldman Landscapes, LLC continues to deliver outstanding services for Memorial Garden and the grounds at Hope Church. The Committee is grateful for his in-kind donations, hard work, dedication, and presence. Thank you, Jason.

As you walk through Memorial Garden, please take a moment to appreciate the beauty that surrounds Hope Church. All are welcome.

Memorial Garden Committee

Sandy Brown, Chair Nancy Feld Barb Ottum
Mark Jinkins, Vice-Chair Leanne Bither Jason Feldman
Jerry Bloom Stevenson, Treasurer Nanette Anschutz, Secretary Carol Weis

Respectfully submitted,

Nanette Anschutz
Secretary

Music & Choir Committee Report

HOPE CHURCH MUSIC TIMELINE:

Summer 2022

- As a show of gratitude for Hope's hosting of their concert series, Midsummer's Music Festival soloists provided Special Music for two Sundays in July. (07/03/22, 07/24/22)
- An 'ad hoc' Summer Choir sang for one Sunday in July, but was cancelled for the August Sunday due to a spike to HIGH level of COVID cases in Door County. (07/17/22)
- Construction was completed in the Choir Room, replacing the large sliding patio door with a solid wall and extra counter space for music sorting, etc.

Fall 2022

- We got word in early September that the local COVID Level was down to Medium, so everyone jumped into gear and started choir ASAP (the very next day!), in order to be able to sing for Pastor Mary Jo's last service at Hope. (09/11/22)
- Choir sang a special piece (Ukuthula) for *International Day of Peace* (9/21/22) and *World Communion Sunday*. (10/02/22)
- Choir welcomed a special 🧝 guest for a fun March of the Goblins song. (10/30/22)

- Group choral singing continued to be an on-again/off-again situation with COVID levels spiking. We held choir whenever it was safe (local alert level MEDIUM or lower) to do so, and cancelled when levels went back up to HIGH (and/or we had too many members out with positive cases). (September '22 to January '23)

Winter 2022-2023

- Choir offered a flexible anthem that changed text to coincide with each week of Advent (11/27/22, 12/04/22, 12/18/22)

- Interactive Pageant – many choir members took on adult speaking roles (12/11/22)

- Soloists provided Special Music for the Blue Christmas Service (12/21/22)

- Soloists and choir provided Special Music for Christmas Eve Prelude Concert and Service (12/24/22)

- The family of long-time choir member Jerry Richter requested a few of his very favorite choral songs for his Memorial Service in January. The choir was happy and honored to participate; we prepared one of the songs to sing in-person, and Beth helped us pull a 2019 'virtual choir' performance from the archives for the other song. It was particularly special that the recording included Jerry himself. (01/14/23)

- Soloists and choir provided Special Music for MLK, Jr. Day Service (01/15/23)

- Community Handbell Choir was created in January and began "touring" in March. (see below for details)

Spring 2023

- Small ensemble led the songs for a Taizé-style service on Maundy Thursday. (04/06/23)

Note: Taizé and "Taizé-style" music features simple, short, contemporary chants and mantra songs, which are intended to be repeated several times as a form of musical meditation.

- We welcomed a wonderful trumpet trio for Easter. They added brassy fabulousness to one of the Choir anthems, as well as hymn embellishments and Special Music selections. (04/09/23)

- Hope Choir members participated in the second "annual" Choir-nucopia Church Choir Festival, hosted by Prince of Peace Lutheran Church in Sturgeon Bay.

The festival included a choral workshop and public concert, at which the Hope Choir performed one individual song and then all attendees sang one mass-choir song. Hope was by far the smallest group to perform an individual selection, but they did a great job! (04/16/23)

Note: This event began in November 2018, but was forced into hiatus for 2019-2022 due to COVID.

- Soloists provided Special Music for WISE/Mental Health Sunday. (05/21/23)
- Soloists and choir provided Special Music for Pastor Carol's Installation Service. Choir welcomed the voices of several friends, relatives, and alumni who joined/re-joined for the occasion! (05/21/23)
- Hope hosted a concert of the Community Choir of Door County, which is co-led by Cheryl Pfister and Avery Burns. All proceeds from the concert's free-will offering were donated to Hope's L.E.A.F. Program. The concert raised approximately \$500! (05/25/23)

Summer 2023

- John Contratto volunteered to serve as Music Library Assistant, making quick work in June of the halfway-there progress Mary had made on sorting sheet music. Mary is grateful for the help to keep the choir room tidy and file cabinets organized!

- If you read this far, we thank you for your interest and support of Hope's Music Program – please see Mary Hall for a prize.

- Soloists and an ad-hoc Summer Choir provided Special Music for the Open & Affirming / Pride Sunday Service. We once again welcomed the voices of friends & relatives who joined us for the occasion! (05/21/23)

- Soloists – including Cheryl – provide Special Music for Sundays while the choir is on Summer Break. Thank you to everyone who generously shares your talents! (June '23 to August '23)

- Hope is once again hosting Midsummer's Music Festival concerts in the sanctuary. We benefit greatly from this relationship, as Midsummer's Music tunes our sanctuary piano before each concert, at no cost to Hope! (June to September '23)

OTHER NEWS:

- **Organ Maintenance** is planned. Our organ is working fine, with no major issues or necessary repairs that we are aware of. Dobson Organ representatives

recommend proper care of the instrument to include one organ tuning and maintenance check per year, at minimum. We have not had the organ serviced for many years, but we are on a waiting list for an Autumn 2023 visit by local organ technician, Robert Hoppe. Mr. Hoppe is an independent organ builder in his own right and is endorsed by Dobson as a certified technician for their pipe organs. He was previously contracted to service our instrument during Bob Nickel's tenure as Hope organist about ten years ago; we will be happy to have him back!

- **Piano Tuning** will be sought. We are incredibly fortunate that Midsummer's Music Festival tunes our sanctuary baby grand piano through the summer and early fall, but we will need to secure a tuner to service the piano through the winter/spring. For various reasons, recent previous tuning contacts are no longer available/satisfactory. The Music Committee is actively looking into a solution for the coming fall/winter.

- **Robes:** There have been some inquiries as to why the choir has not been wearing robes for services. This is due to several factors. First, the robes got fairly dusty during the prolonged COVID closure and have not yet been cleaned. Second (and more important), the choir has found that the "move after singing" policy has enabled more singers to be able and willing to participate in choir. Omitting robes has made for safer, easier transit up and down the choir risers, as well as more comfort while sitting in pews with family. We do not feel the lack of a "cohesive visual" has been detrimental to our worship contributions on Sundays.

- **Monthly Staff/Music Committee Meetings:** Carol, Cheryl, Mary, and members of the Music Committee meet monthly to foster regular communication and efforts to collaboratively plan worship, discuss upcoming events and any special service needs, and review any questions raised by the Deacons and/or relay questions/responses back, via our Deacon liaison.

- **Handbell Choir:** The Moravian Church had a four-octave set of bells that had not been touched for ten years, and when approached about the idea of loaning them to an ecumenical group if one could be formed, they were very excited to have them used again, so long as they would be played – at least once in a while – AT the Moravian services. Starting in January 2023, Ricki Mitchell collected about 20 people who were interested in joining a Community Handbell Choir. Some were experienced handbell players, some were brand new to ringing. Six area churches are represented among the members, including Hope UCC with six ringers. Other ringers in the group are unchurched. The group rehearses weekly, and in March '23, began performing once a month at various churches – either the home congregations of handbell members, or by request. The Handbell Choir's first outing was at the Moravian Church (since they were kind enough to lend their bells and rehearsal space!) Hope UCC, Christ the King Episcopal, Sturgeon Bay UMC, Prince of

Peace, Holy Nativity Episcopal (Jacksonport), and Jacksonport UMC are planned stops on the rotation through the spring and summer. Ricki Mitchell directs on a volunteer basis, and the Handbell Choir took up an offering to cover costs such as gloves.

- **Hope Choir:** The 2022-2023 Choir was in session September through May, rehearsing weekly, with one Sunday off per month (most months). Out of a total current roster of 12, weekly attendance has averaged 4-6 singers, and is gradually increasing. Numbers are lower than pre-COVID (previous avg. was 10-14 singers weekly) due to a variety of factors such as changes in work demands/schedules/locations, travel plans, and health concerns. Some singers are available to participate nearly every week, others live far away or are frequently on the road but sing whenever they are in the area, and others come and go sporadically as their availability is shifting and moment-to-moment; but every single one of them is committed to the Hope choir in their own way, and does the best they can, as often as they are able. Though small, the choir is doing a terrific job! They are strong, attentive, talented, courageous, and flexible. Mary and Cheryl are *incredibly* proud of them.

- **Choir Members Wanted!** The group we have is fantastic and well-balanced, but we are always happy to welcome new members! We accept all ages, voice parts, and abilities; there is no audition for entry. From September through May, the choir rehearses one evening a week (usually Wednesdays) for approximately 90 minutes, and then briefly before the service on Sunday morning. This a fun-loving, non-threatening, welcoming ensemble, and we invite all interested singers to please try us out! Choir will convene for the 2023-2024 season on the first Wednesday after Labor Day. (09/06/2023)

- **Gratitude and Appreciation!** Music at Hope Church is most definitely a “group effort.” THANK YOU to all of these lovely people who have kept our worship services filled with music over the past year; adapting smoothly through stubbornly lingering pandemic challenges, as well as our recent changes in leadership; working behind the scenes to keep things running smoothly, and generously giving their time, talent and effort by *Showing Up* whenever and however they are able, to make our music ministry the best and most meaningful it can be. We are truly blessed to be surrounded by such a talented and supportive congregation and community!

CHOIR

Mary Ames
Nanette Anschutz
Lucas Apsey**
Raina Apsey**
John Contratto
Holly Feldman
Steve Graf*
Janelle Hollingshead
Suzanne Holvenstot
Ron Maclean
Ricki Mitchell
Bob Moellenberndt
Jerry Stephenson
Dave Tauber**
Ken Turk
Donna Vincent
Dan Williams*

More Singers Welcome!

* *Joined for Installation Service*

** *Joined for ONA Service*

SPECIAL MUSIC

Nanette Anschutz
Lucas Apsey
Community Handbell Choir
(Ricki Mitchell, et al)
John Contratto
Easter Brass
(Kylee Duessler, Naomi Files, Don Tighe)
Holly Feldman
Tom Foster
Mary Hall
John Harris
Janelle Hollingshead
Midsummer's Music Festival
(Allyson Fleck & Noah Shaffrick)
Ricki Mitchell
Bob Moellenberndt
Barb Ottum
Don Tighe

More Musicians Welcome!

MUSIC COMMITTEE

John Harris, Chair
John Contratto
Carol Renolds
Cheryl Pfister
Mary Hall

More Members Welcome!

Respectfully submitted,

Mary Hall, Choir Director

Cheryl Pfister, Organist/Accompanist

Pastoral Support Committee Report

The Pastoral Support Committee's purpose is to support a healthy relationship between the pastor and congregants to enhance the effectiveness of the church's ministry. The committee serves in two primary ways:

As an advisory group to the pastor, the committee shares ideas, dreams, and expectations of the congregation with the pastor.

As a support group for the pastor's leadership, the committee interprets roles, functions, boundaries, opportunities, and needs of the pastor to the congregation.

Members of the committee include Olive Schott, Patsy Vollrath, and John Harris. We have met six times on a monthly basis since December, 2022 and will

continue to meet monthly. Our first step was to rename the committee, from the Pastoral Relations Committee (PRC) to the Pastoral Support Committee (PSC). The change was undertaken, as recommended by the United Church of Christ, to better and more accurately describe the overall mission and purpose of the committee, to support the efforts of our pastor. With a new pastor and new committee members, we devoted special attention to building an effective committee structure and set of processes to best serve our minister. For example, we attended a zoom webinar to learn about the characteristics of a highly functioning pastoral support committee. Similarly, we developed a committee "job description" so that members understand their committee roles and expectations. We have discussed the norms, talents in our church and those attributes that make our church unique and strong.

The overall goal of the Pastoral Support Committee is to provide an effective support system for our minister and to promote healthy communication within the church. In the context of honesty, confidentiality, and care, we committee members believe this goal is being achieved.

Respectfully submitted,

Patsy Vollrath, John Harris, and Olive Schott

Personnel Committee Report

The Personnel Committee consists of Moderator Ann Quale, Member-at-Large Sandy Brown, Jim Hansen, Jeanne Harris, and Chair Ann Jinkins. Pastor Carol serves with the committee and supplies direction in her role as the supervisor of staff. The Personnel Committee meets as needed.

- It keeps apprised of current job situations for each employee and keeps copies of pertinent documents in personnel files.
- It is responsible for ensuring that staff members are familiar with Hope's Safety Plan and have participated in Safe Conduct training as required.
- It develops job descriptions and reviews them annually to ensure they are current.
- It conducts annual interviews and follows through with action plans as needed.
- It makes recommendations for salary and benefit packages with input from appropriate boards and committees.
- The committee makes hiring and firing recommendations to the council, except for the pastor, which follows established processes in accordance with UCC guidelines.

This church year, July 1, 2022-June 30, 2023, the work of the Personnel Committee included the following:

- **Memorial Policy**

It came to the committee's attention that the memorial service policy, as it pertained to staff, was outdated and inadequate. Ann Quale updated the policy based on Hope's best practices with recommendations from Pastor Carol, a model from another congregation, and input from all the staff who are involved with memorial services.

- **Ministerial Assessment Team**

Ann Jinkins and volunteer Patsy Vollrath are in the process of developing a bi-annual assessment tool, for the purpose of evaluating the work of the minister as well as that of the church ministries, as directed by the Church Council per the pastor's job description. With counsel from Pastor Carol, they are working from a resource entitled, *When Better Isn't Enough – Evaluation Tools for the 21st Century Church*.

Respectfully submitted,

Ann Jinkins

Safety Committee Report

The Hope UCC Safety Plan was updated as needed. This plan outlines efforts to:

- Conduct regular safety reviews, inspections, and measures to **PREVENT** or minimize potential risks, accidents, crime, violence, and disruptive events.
- **PREPARE** for a potential emergency, crisis, or disaster.
- Plan for an informed **RESPONSE** to crisis or trauma.
- Plan for **RECOVERY**; both emotional trauma and business continuity.

The SafeConduct™ Policy was updated as needed. This included: Nursery Guidelines, Youth Registration & Background Check Authorization forms, and the Sex Offender Guidelines. A Photo Release Agreement was added to the policy for members/friends as well as guests at special events and updated safety protocols were implemented at the Halloween Pizza Party.

Three educational events related to the Safety Plan and SafeConduct™ Policy were organized by this committee. These included a presentation by Jane Lepak-Jostsons from Dynamic Family Solutions of Sturgeon Bay: *Sex Offenders in the Life of the Church - Finding a Balance*, an Armed Intruder Training by Asst.

Chief Dan Brinkman of the Sturgeon Bay Police Department, and CPR/AED/First Aid Training facilitated by Karen Callahan, RN.

The Security Grant, received in 2022 totaling \$5,451, allowed for the installation of perimeter security cameras, an upgraded monitor in the office, and sensors for a front door lock release system. These provide added safety and security for the administrative assistant and pastor, as well as added 'working years' to the front door lock system. The installation was completed in 2022 and paperwork was completed/approved by the federal government in 2023.

The committee meets regularly to address on-going changes regarding the Covid crisis and recommendations from the Center for Disease Control. With numbers decreasing the committee worked to simplify this process by creating the following color-coding system which is updated weekly: red = masks required, yellow = optional masks, and green = no masks. It is a relief to note we have been on green for most of 2023!

This committee, along with the Church Council, explored the possibility of locking church doors during church services and weekly office hours as a safeguard against the threat of an armed intruder. It was decided to not lock the doors at this time and instead create an Emergency Exit Plan to be practiced upon completion.

And last, but not least, due to the ongoing responsibilities of this committee, the Church Council approved changing the status from temporary to a standing committee.

Committee Members: Steve Graf, Cal Holvenstot, Patsy Vollrath, and Jock Wilcox

Respectfully submitted,

Patsy Vollrath

Social Life Committee Report

In 2022-2023 Social Life resumed coffee hours and special events without need for Covid-19 restrictions. Transition time is over; social life events are back in full swing! The year was full of welcomes, departures, and a return to traditional events such as the Halloween Pizza Party, Christmas Workshop, and Shrove Tuesday with Sturgeon Bay Jazz Band, Bingo, and 'Fat Tuesday' supper. Members of the Social Life committee served refreshments in the Fellowship Hall to welcome interim minister Mary Jo Laabs on June 2, her first working day at Hope. We helped host a potluck of salads at a formal Question and Answer time for Pastor Carol Reynolds, on Thursday, July 28, as well as a 'Call Sunday' Coffee Hour with Cake on July 31.

The committee met several times throughout the year to plan major events. Members began the Coffee Hour Recruiter of the Month to line up hosts for September through May. A sign-up board is in the entryway, and we draw names from a list of folks who have volunteered frequently in the past. We continue to encourage hosts to offer one food item, coffee, juice, and water. The Spartan Coffee Hour is always an option, with hosts serving cookies or other goodies from the freezer that can be thawed on platters, plus coffee, juice, and water. Many hosts opt to bring more elaborate spreads for coffee hour. This is welcome but not expected. We encourage boards, committees, families, and single individuals who may pair up to host. We try to offer food options that are low carb or gluten free to congregants at special events and some coffee hours. Our major events are the Halloween Pizza Party, Christmas Worship and Brunch (usually the first weekend in December,) Shrove Tuesday (the Tuesday before Lent,) Easter Breakfast with egg hunt and 'fight,' and celebrations such as New Members' Reception and Installation of the new minister. Typically, we serve 50 people at a coffee hour and 75 at major events. Instructions for How to Host a Coffee Hour are posted in the kitchen. Hosting begins with plugging in the coffee maker at 9:30. We now have 2 new gas stoves that are less intimidating than the previous institutional stove in the kitchen. Thank you, Trustees! A hearty **Thank you** to all Social Life members, volunteers, and boards who brought food items and assisted at events. Hope Church is known for its wonderful cooks! I appreciate the many volunteers who generously step forward to foster friendship and connection through social life at Hope.

Social Life Committee members included Suzanne Holvenstot (Chair,) Moi Zahler, June Kirali, Donna Shewchuk, Olive Schott, Eric Vollrath, Jessika McCoy, Shaun Tauber, and Jen Gantzer.

Frequent helping volunteers were Jean and Chuck Sully, Patsy Vollrath, Don Whitson-Schmidt, Ricki Mitchell, Marsie Hartman, Jeanne Harris, Kathy White Graf, and Penny Beerntsen

Respectfully submitted,

Suzanne Holvenstot

Stewardship Committee Report

Thank you to all who have pledged or otherwise provided financial support to Hope United Church of Christ. Hope members continued to provide the financial support necessary to operate our church.

Hope's financial year is July to June however our pledge year is a calendar year with the Pledge Campaign occurring in the fall, September to December for pledges January to December.

This year, 2022, our tagline was "Hope for the Future", our color was green (for regrowth) and we had a "Sky over Hope Church" with hot air balloons for our poster in Fellowship Hall, signifying Hope rising into the future. New this year was an "introduction to the campaign letter" mailed to all members and friends as well as pledge confirmation letters mailed to pledgers following their pledge card submission.

The campaign goal was 10% higher than the previous year making it \$145,000. We continue to anticipate approximately \$15,000 per year in unpledged contributions, thus reaching the budgeted goal of \$156,500 in recordable contributions. Again, this year we have a "challenge grant" of \$10,000 by an anonymous giver "if we have a balanced budget."

Our pledges came in at \$140,609, and another anonymous giver stepped up with an additional \$6,000 contribution to make up the difference and meet our goal of \$145,000. Of note, our settled pastor, Carol Reynold had just started at Hope Church as we began this pledge drive following several months of interim pastors and substitutes. It is remarkable that members pledged so well during such a transitional time! THANK YOU all!

Throughout the pledge campaign we had weekly articles in *This Week @ Hope*, our electronic newsletter or *Hope Happenings*, our monthly newsletter. Additionally, "From the Heart" testimonials during Sunday worship services by church members (Nancy Feld, Moi and Hope Zahler, Bret Bicoy), were

intermixed with “Business” information about the budget (Dave Tauber) and stewardship information. Our pledge letter was mailed October 20; pledges were received November 20, and a second letter to as yet unpledged members and friends was mailed in early December.

Quarterly giving statements are emailed each quarter to all givers, pledged or not.

There are ten regular electronic “Breeze” contributors.

Through the middle of June 2023, \$9,621 of non-pledged contributions have been made. It appears we will meet or exceed the \$15,000 in unpledged income.

Below is a five-year running analysis of pledges at Hope:

Giving Amounts / # of Pledges	2019	2020	2021	2022	2023
\$1-499	\$3,880 8 pledges	\$3,100 11	\$640 3	\$1,060 4	\$2,883 10
\$500-999.99	\$5,898 8	\$6,380 9	\$8,169 11	\$2,840 5	\$3,390 6
\$1,000-\$2,999	\$51,473 31	\$47,745 31	\$42,133 27	\$40,474 27	\$40,756 27
\$3,000-\$4,999	\$17,385 3	\$25,120 3	\$22,200 6	\$25,600 7	\$12,900 4
\$5,000-\$7,999	\$66,352 9	\$69,840 10	\$59,400 6	\$19,400 3	\$34,700 6
\$8,000-\$9,999	0	0	0	\$33,020 4	\$34,580 4
\$10,000 +	0	0	0	\$10,000 1	\$10,200 1
TOTAL \$\$ # of Pledges	\$144,988 59 pledges	\$ 152,185 64	\$132,542 53	\$132,394 51	\$140,409 58

Although we have a broad base of support from all members, it is important to remember that some of our largest givers are also our oldest members. As they move away or otherwise leave Hope Church, we must replace those dollars with other givers OR increased giving by current pledgers.

Losses Unrecoverable:

Deaths: Five deaths, however most were spouses or unpledged; \$260 loss.

Moved/Relocated: Five moved/relocated or otherwise decreased pledge:
\$9780 losses

Total Losses: \$10,040

Committee members: Claire Minahan, Jeff Ottum, Eric Vollrath

Respectfully submitted,

Claire Minahan

Treasurer's Annual Report

Operating Income & Expense:

Operating Income	Budget	Actual	Last Year Actual
Contributions	159,500	182,159	145,311
Bldg. Fees, Other Income	33,000	23,566	17,212
Total Operating Income -	192,500	205,725	162,523

Operating Expense	Budget	Actual	Last Year Actual
Deacons Music Program	21,985	21,476	17,840
Deacons Church Program	884	3,509	6,079
Board of Education	3,394	767	2,720
AV Support	2,184	2,831	0
Social Life	1,560	530	560
Pastor	79,514	94,813	36,377
Pulpit Search	0	14,609	0
Family Life Coordinator	6,500	0	0
Trustees	70,363	76,638	59,419
Mission and Action	500	5	0
Personnel	624	0	0

Operating Expense	Budget	Actual	Last Year Actual
Other	0	28	3,269
UCC Donations	4,992	6,880	5,936
Total Operating Expense -	192,500	222,086	132,200
Net Operating Surplus(Deficit) -	0	(16,361)	30,323

Comments:

1. The operating deficit is attributable to unbudgeted search committee expenses and hiring the settled pastor earlier than expected.
2. The church received a \$10,000 anonymous donation to support operating purposes in June, 2023, which is reflected above under Contributions.

Respectfully submitted,

Gale Whitson-Schmidt

Proposed Budget - 2023/2024

	<i>FY 22-23</i>	<i>FY 23-24</i>		<i>FY 22-23</i>	<i>FY 23-24</i>
	<u>Budget</u>	<u>Budget</u>		<u>Budget</u>	<u>Budget</u>
<u>INCOME</u>					
Recordable Contributions	\$156,500	170,000	Custodial Services	\$4,800	5040
Loose Offerings	\$2,000	2,100	Maintenance/Repairs/Building Fund	\$15,200	8300
Other Income	\$1,000	1,050	Building Supplies	\$2,080	500
Building Usage Fees	\$2,000	2,100	Safety Committee	\$520	100
Contributed Support -	\$161,500	\$175,250	Heating (WPS)	\$5,525	4440
Uncategorized Income & ENHANCE	\$6,000	5,500	Electricity/Water (SBU)	\$5,000	7200
Covid Surplus & Donor	\$25,000	10,000	Insurance	\$5,824	7630
Total Income -	\$192,500	\$180,750	Snow Removal	\$3,640	2665
			Yard Care/Fire Extinguishers	\$728	100
			Total Trustee Building/Occupancy -	\$43,317	\$35,975
<u>EXPENSE</u>					
Organist	\$10,985	11534	Officer Manager	\$17,925	18821
Choir Director	\$9,440	9911	Accounting/Bank Fees	\$2,080	2181
Guest Performances	\$208	1150	Accounting Programs	\$1,040	1410
Music Supplies	\$416	439	Internet Service	\$645	3096
Instrument Maintenance	\$520	540	Telephone	\$728	1470
Substitute Organist	\$260	273	Postage	\$1,456	290
Continuous Learning			Paper Supplies	\$0	240
Professional Associations	\$156	162	Office Supplies	\$1,040	575
Total Deacons - Music Program -	\$21,985	\$24,009	Office Equipment - Maintenance	\$416	0
Worship Supplies (Bulletins, etc.)	\$208	518	Copier Expense	\$520	545
Special Events	\$0	714	Computer Software	\$624	0
Visiting Pastor	\$312	1000	Other Office Expense	\$260	0
Sabbatical Fund	\$0	0	Website Expense	\$208	0
A/V License & Support	\$2,184	2293	Total Trustee Office Expense -	\$26,942	\$28,628
Other Deacon Church Expense	\$364	0	Stewardship & Membership	\$0	
Total Deacons - Church Program -	\$3,068	\$4,525	Miscellaneous	\$0	
Nursery (Attendants, etc.)	\$2,250	1260	Online Processing	\$104	184
Youth Ed. (Curriculum)	\$208	600	Total Other Trustee Expense -	\$104	\$184
Safe Sanctuary/Supplies. Etc.	\$104	240	Mission & Action Expense -	\$500	500
Special Events		300	OCWM Commitment	\$4,368	4800
Youth Groups	\$312	1305	NE WI Association Budget	\$520	1034
Adult Education	\$520	600	UCC Annual Meeting	\$104	357
Family Life Coordinator & Scholar	\$6,500	1500	Total UCC Expense -	\$4,992	\$6,191
Total Board of Education -	\$9,894	\$5,805	Total Expense -	\$192,500	\$198,450
Total Social Life -	\$1,560	500			
Total Personnel Committee -	\$624	800	Net Ordinary Income/Operating	\$0	-\$17,700
Pastor's Compensation	\$79,514	38000	COVID Cash Surplus Infusion		17700
Pastor's Benefits, Expenses	\$0	53000	Net Ordinary Income		0
Pastor Education	\$0	333			
Total Pastor -	\$79,514	\$91,333			

Slate of Officers, Board & Committee Members

OFFICERS

	Name	Term	Expires
Moderator	Ann Quale	2 yr.	June 2024
Member-at-Large	Sandy Brown	2 yr.	June 2024
Treasurer	Gale Whitson-Schmidt		
Associate Treasurer	Eric Vollrath		

CHURCH COUNCIL

	Name	Term	Expires
Minister	Rev. Carol Reynolds*	NA	
Moderator	Ann Quale*	2 yr.	June 2024
Member-at-Large	Sandy Brown*	2 yr.	June 2024
BOE (Interim) Chair	Ken Turk*	3 yr	June 2026
Deacons Chair	Tom Foster*	3 yr	June 2025
M & A Co-Chairs	Jeanne Harris* (2 nd term)	3 yr.	June 2024
	Marsie Hartman* (2 nd term)	3 yr.	June 2025
Trustees Co-Chairs	Eric Vollrath*	3 yr.	June 2025
	Dave Tauber*	3 yr.	June 2023
Treasurer	Gale Whitson-Schmidt	3 yr.	June 2025
Secretary	Don Tighe	3 yr.	June 2026
Associate Treasurer	Eric Vollrath		

*voting members

BOARDS

Board of Deacons

Name	Term	Expires
Lynn Brunswick	3 yr.	June 2025
John Contratto	3 yr.	June 2025
Tom Foster, Chair	3 yr.	June 2025
Jeanne Harris	3 yr.	June 2025
Jessika McCoy	3 yr.	June 2025
Don Tighe	3 yr.	June 2026
Carol Weis (2 nd term)	3 yr.	June 2025

Board of Education

Name	Term	Expires
Cari Bicoy	3 yr.	June 2026
Lynn Brunswick (<i>2nd term</i>)	3 yr.	June 2024
Jennifer Gantzer	3 yr.	June 2024
Kathie Hansen (<i>2nd term</i>)	3 yr.	June 2024
Jessika McCoy	3 yr.	June 2026
Ricki Mitchell, (<i>2nd term</i>)	3 yr.	June 2024
Ken Turk (extended)	3 yr.	June 2026
Moi Zahler (extended)	3 yr.	June 2026

Board of Mission & Action

Name	Term	Expires
Scott Hansen (<i>2nd term</i>)	3 yr.	June 2025
Jeanne Harris, Co-chair (<i>2nd term</i>)	3 yr.	June 2024
Marsie Hartman, Co-chair (<i>2nd term</i>)	3 yr.	June 2025
Tom Minahan	3 yr.	June 2025
Carol Moellenberndt	3 yr.	June 2027
Michele Munson (<i>2nd term</i>)	3 yr.	June 2025
Don Whitson-Schmidt	3 yr.	June 2024

Board of Trustees

Name	Term	Expires
Penny Beerntsen (extended one year)	3 yr.	June 2024
Steve Graf, Sexton (<i>for immediate needs</i>)	Indefinite	
Tom Minahan (<i>2nd term</i>)	3 yr.	June 2024
Dave Tauber, Co-Chair	3 yr.	June 2023
Peggy Turk	3 yr.	June 2024
Eric Vollrath, Co-Chair	—	—
George Weis		
Don Whitson-Schmidt	3 yr.	June 2025
Gale Whitson-Schmidt, Treasurer	3 yr.	June 2025
Justin Pittman (landscaping assistance)		

COMMITTEES

Committee: Adult Forum

Name	Term	Expires
Olive Schott (<i>2nd term</i>)	3 yr.	June 2025
Sandy Brown (<i>3rd term</i>)	3 yr.	June 2025
John Harris (<i>2nd term</i>)	3 yr.	June 2025
Mark Nelson	3 yr.	June 2025
John Contratto (<i>1st term</i>)	3 yr.	June 2026

Committee: Benevolent

Name	Term
Penny Beerntsen	indefinite
Maetta Chase	indefinite
Nancy Feld, President/Secretary	indefinite
Jeanne Harris	indefinite
Marsie Hartman, Treasurer	indefinite
Suzanne Holvenstot	indefinite
Judy Proctor	indefinite
Joan Shiels, VP/Publicity	indefinite
Karen Wilcox	indefinite
Joyce Williams	indefinite

Committee: Care Team

Name	Term
Penny Beerntsen	indefinite
Nancy Feld (greeting card ministry)	indefinite
Cal Holvenstot	indefinite
Pam McCluskey (special projects)	indefinite
Ricki Mitchell (prayer shawls)	indefinite
Carol Moellenberndt (grief ministry)	indefinite
Olive Schott (greeting card ministry)	indefinite

Committee: Endowment Fund

Name	Term
Jerry Bloom Stephenson	indefinite
Nancy Feld	indefinite
Mark Jinkins	indefinite
Eric Paulsen, Chair	indefinite
Ann Quale	indefinite

Committee: Memorial Garden Foundation *(at least nine members)*

Name	Term
Nanette Anschutz, Secretary	indefinite
Leanne Bither	indefinite
Jerry Bloom Stephenson, Treasurer	indefinite
Sandy Brown, Chair	indefinite
Nancy Feld, Asst. Treasurer	indefinite
Jason Feldman	indefinite
Mark Jinkins	indefinite
Barb Ottum	indefinite
Carol Weis	indefinite

Committee: Music & Choir

Name	Term	Expires.
John Contratto (<i>Deacons</i>)	3 yr.	June 2025
Mary Hall, Choir Director	indefinite	
John Harris	indefinite	
Cheryl Pfister, Organist/Accompanist	indefinite	
Bob Moellenberndt	indefinite	

Committee: Nominating

Name	Term	Expires
Marsie Hartman, Chair	2 yr.	June 2025

Committee: Pastoral Support

John Harris Olive Schott Patsy Vollrath

Committee: Personnel (3 members appointed by Council)

Name	Term	Expires
Sandy Brown, Member-at-Large	2 yr.	June 2024
Scott Brunswick	2 yr.	June 2025
Ann Jenkins, Chair (<i>2nd term</i>)	2 yr.	June 2025
Jeff Ottum	2 yr.	June 2025
Ann Quale, Moderator	2 yr.	June 2024

Committee: Safety

Name	Term	Expires
Steve Graf	4 yr.	June 2024
Cal Holvenstot	4 yr.	June 2025
Jock Wilcox	4 yr.	June 2023
Patsy Vollrath	4 yr.	June 2026

Committee: Social Life

Name	Term	Expires
Jennifer Gantzer	3 yr.	June 2024
Marsie Hartman	3 yr.	June 2026
<i>(Coffee machine cleaner)</i>		
Suzanne Holvenstot	3 yr.	June 2023
Jessika McCoy	3 yr.	June 2025
Olive Schott	3 yr.	June 2024
<i>(Replenish Kitchen Supplies May-Nov)</i>		
Donna Shewchuk		June 2025
Jean Sully	3 yr.	June 2025
Eric Vollrath	3 yr.	June 2023
Moi Zahler, Co-chair	3 yr.	June 2023

Committee: Stewardship

Name	Term	Expires
Claire Minahan, Chair (<i>3rd term</i>)	1 yr.	Indefinite
Jeff Ottum	1 yr.	June 2024
Eric Vollrath	3 yr.	June 2023

Committee: WISE

John Contratto
Courtie Demarest
Olive Schott
Deb Sherwood
Carol Mollenberndt

STAFF

Pastor Carol Reynolds, Reverend
Steve Graf, Volunteer Sexton
Mary Hall, Choir Director
Lynn Michelsen, Office Manager
Beth Mitchell, AV Manager
Cheryl Pfister, Organist/Accompanist

2022 Annual Meeting Minutes

Sunday, July 17, 2022

A. Moderator Patsy Vollrath called the meeting or order at 11:42 a.m. immediately following the worship service.

The Deacons counted 56 members in attendance, which met the requirement for a quorum of at least 10 percent of our membership.

Pastor Mary Jo Laabs led an opening prayer.

Patsy made her opening remarks which reflected this past year as a rebuilding year which included many accomplishments.

B. Mark Jinkins moved to approve the agenda. Steve Graf seconded. Motion carried.

C. Steve Graf moved to approve the minutes as written of the Annual Meeting held July 11, 2021. Barb Hansen seconded. Motion carried.

D. Eric Vollrath commented on the Treasurer's Annual Report for the year 2021 as well as the Proposed Budget for 2022/2023.

Comments from the congregation included a discussion on the benefits and drawbacks of hiring a Family Life Coordinator, Scholar in Residence and Nursery Attendant in considering the budget.

Ann Quale moved to accept the Treasurer's Report. Jeanne Harris seconded. Motion carried.

E. Penny Beerntsen moved to accept the Board and Committee Reports. Steve Graf seconded. Motion Carried.

F. Barb Hansen moved to accept the proposed budget for 2022/2023. Jim Ebbeson seconded. Motion carried.

G. It was suggested that the Annual Report and proposed budget be made available earlier next year, via email, for members to review prior to the meeting.

H. Suzanne Holvenstot moved to accept the Slate of Officers for 2022/2023 as follows: Ann Quale, Moderator; Sandy Brown, Member at Large; Gale Whitson-Schmidt, Treasurer; Eric Vollrath, Associate Treasurer. Jim Ebbeson seconded. Motion carried.

I. Pastor Laabs led the congregation in a Time of Commissioning.

J. Patsy recognized Steve Graf for his many years of service as Chair of the Trustees and included an extensive list of improvements to the church that he personally took charge of to the benefit of all. She announced that he was now going to serve as the volunteer Sexton.

K. Patsy passed the gavel to Ann Quale. Jim Hansen moved to adjourn. Leanne Bither seconded. Sensing no objection, the meeting was adjourned.

Respectfully submitted,

Ann Jenkins

7-19-22

Special Congregational Meeting Minutes

Hope UCC, Sturgeon Bay, Wisconsin
Following Worship Service on Sunday, July 31, 2022

The meeting was called to order by Moderator, Ann Quale, at 11:41 a.m. Deacons counted 49 members in attendance. A quorum of 10% of the membership was established.

Shaun Tauber gave a brief summary of the past 15 months which included 60 meetings of the Search Committee and prayed for God's guidance along with everyone's patience as the new minister will need our kindness and support as she gets to know us.

Search Committee members were introduced: Shaun Tauber & Scott Brunswick (Co-chairs), Cari Bicoy, John Harris, Ann Jinkins, Susan McAninch, and Gale Whitson-Schmidt.

The following motion was made by Scott Brunswick and seconded by Mark Jinkins:

"I move that Hope United Church of Christ extend a ministerial call to Carol Reynolds with employment to begin September 15, 2022."

John Harris reported the process of the Search Committee's discernment. Individual Search Committee members shared the candidate's characteristics related to eleven skills (see attached) deemed essential to Hope's ministerial position to help the congregation better understand why they unanimously endorse the candidate. Gale Whitson-Schmidt explained the compensation arrangements approved by the Trustees and Church Council of which the UCC Guidelines were used.

Many questions were asked and answered during the discussion.

At 12:27 p.m. there was a call for a vote on the motion. Paper ballots and voting was explained. Members only could vote and majority vote will rule. Deacons distributed and collected the ballots that were counted by Sandy Brown (Member-at-Large) and Eric Vollrath (Associate Treasurer).

At 12:40 p.m. the results of the vote were announced. 100% - Yes votes. Zero - No votes.

The candidate, Carol Reynolds, was brought into the sanctuary where she accepted the call.

Meeting adjourned at 12:45 p.m.