

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

**Osseo,
Wisconsin**

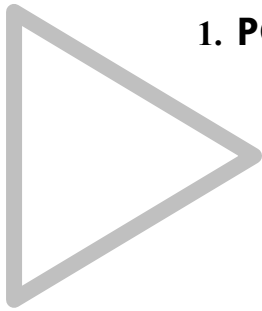
Position – Settled

**UCC WI Conference
Northwest Association**

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*“God is able to provide you with every blessing, so that
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*



1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

1a. LISTING INFORMATION

Church name: *United Church of Christ Congregational*

Street address: *50712 Main Street, Osseo, WI 54758*

Supplemental web links: *osseoucc.com*

Additional ecumenical affiliations (e.g. denominations, communions, fellowships): *N/A*

Conference: *UCC Wisconsin Conference*

Association: *Northwest Association*

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Franz Rigert, Associate Conference Minister

Email: *Frigert@wcucc.org*

Office # *414-704-2625*

Summary Ministry Description:

In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?

The Osseo United Church of Christ ministry is grounded in the teachings of Jesus and the Christian Church. We at Osseo United Church of Christ, know "God is Still Speaking" and as outlined in our church logo:

- *We Gather to worship, to share fellowship and to support each other.*
- *We Grow as we learn, experience God's grace and serve together.*
- *We Give of ourselves in Gratitude for the blessings we have received.*

We invite all to join us on their journey of faith. We are open and affirming and share communion with all believers.

We understand that the churches ministry is evolving and are working to expand and adapt our internal and external programs. We are blessed to have two church members who have gone to UCC training and are willing to lead worship and do visitations. We believe this is important because hiring a half-time minister we know that some of the responsibilities of the church need to be done by others. We are eager and willing to address all challenges and look forward to expanding our ministry and our role in the Osseo Community and the United Church of Christ.

Photographs:

Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.

Pictures are at end of document.

What we value about living in our area (2 – 3 sentences):

Osseo is a small, yet vibrant community nestled in the rolling hills of Trempealeau County, offering recreational activities such as fishing, golfing and camping, as well as access to beautiful parks that offer a place for family and friends to gather, listen to summer concerts and enjoy the seasonal farmer's market. A modern hospital, new schools, beautiful library, and community fitness center make Osseo much more than a dot on the map, and a growing variety of manufacturers and small businesses provide quality products and services. Located off I-94, Osseo is only 20 minutes from Eau Claire and is an easy commute to the Twin Cities, Madison, or Milwaukee.

Current size of membership: Approximately 174

Languages used in ministry (other than English): N/A

Position Title: Settled Minister

Position Duration (choose one, delete the other options listed):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (choose one, delete the other option listed): ½ Time

Does the total support package meet conference compensation guidelines? *Cash Salary Guidelines would meet for ½ pastor.*

1b. SCOPE OF WORK

Core Competencies:

(List three core competencies that you imagine could be foundational in your next minister's relationship with the church. For example, a church seeking a pastoral care minister might hope to call someone who is caring, sensitive and sociable, while a church seeking an executive minister might want an organized, detail-oriented and time-conscious person.)

1. *Lives out their Call to ministry with integrity and faithfulness.*
2. *Effective and respectful communication skills.*
3. *Adaptability to minister to all ages.*

1c. COMPENSATION AND SUPPORT

Salary Basis *(from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance: Salary within conference guidelines for ½ time position.*

Benefits:

Salary plus Benefits

What is the expected living situation for your next minister (e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed)? *Preference is to use parsonage but open to discussion.*

Comment on the residential/commuting expectations for your next minister.

State any incentives (e.g. school debt reduction or retention bonus after a certain number of years in position): *None*

Describe peer and professional supports available for ministers in your association/conference: *Communities of Practice, Local Clergy Group, UCC Annual Clergy Retreat, WI Conference Ministerial Coach, New Clergy Retreat, other WI Conference workshops and programs, Associate Conference Minister.*

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: *We have had part time pastors in the past and we are negotiable.*

1d. WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

Depending on the goals and talents of the new minister the membership of this church is looking for someone who can help our church:

- *Provide inspiring worship for all ages.*
- *Facilitate authentic fellowship that is inviting and welcoming to the membership and community that encourages us to guide each other on the faith journey with grace and honesty.*
- *Provide leadership and communication between committees, staff and congregation members.*

As stated, our church is blessed with members and staff who are dedicated to helping with the organization and operation of the church. These people will need some guidance and support as we work on the following:

- *Work with members who visit home bound and bring communion to those that can't get to church. Our goal would be to visit these people once a month.*
- *Work with and provide guidance to our lay leaders on nursing home services and pulpit supply when necessary.*
- *Organize and offer membership classes on a regular basis or as needed.*
- *Help with members of the church identify the gifts and talents they bring to our church and encourage their participation in church activities.*
- *Maintain church records for programs and events in a timely way to provide open communication to all members.*

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

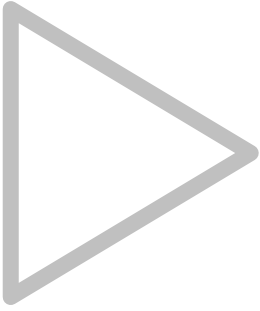
- *Provide leadership and outreach activities in the community that demonstrates compassion and grace.*
- *Continue our ecumenical food distribution program (Ruby's Pantry) to our community and people in many neighboring communities.*

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

- *English is our churches language with a broad range in cultural backgrounds represented in the church.*

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas:

- 1. Exhibiting a Spiritual Foundation and Ongoing Spiritual Practices*
- 2. Building Transformation Leadership Skills*
- 3. Caring for All Creation*
- 4. Strengthening Inter and Intro Personal Assets*



WHO IS GOD CALLING US TO BECOME?

"You shall love the Lord, your God with all your heart, and with all your soul, and with all your mind." (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

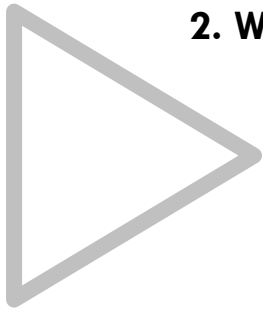
As United Church of Christ, we want to be inclusive and welcoming congregation to all. In worship and fellowship, we value the gifts of learning and growing together.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?

Our church has been leading monthly Ruby's pantry food distribution for 7 years. It brings together members of several surrounding churches and community volunteers. We believe it is an important ministry to continue.

Our congregation hosted a learning and discussion series covering "Doctrine of Discovery" and "Manifest Destiny" local churches and the community were invited. We provided a knowledgeable speaker and other resources. It started us on a path of new understanding with a goal of expanding our knowledge, building awareness, and pursuing a deeper level of consciousness.



2. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

3a. CONGREGATIONAL REFLECTIONS

Describe your congregation’s life of faith.

For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?

As Christians we believe in the Triune God: Creator, Christ and Holy Spirit. As a United Church of Christ, we profess the UCC Statement of Faith. Our church Mission Statement and Motto is: Gathering in God’s Name, Growing in God’s Love, Giving in Gratitude. The work of our church attempts to function within the “Gathering, Growing and Giving” paradigm, offering opportunities for worship, education, and service.

Describe several strengths or positive qualities of your congregation.

We have members willing to help with worship when needed, leading our services. When asked to volunteer many of our members say “yes” to helping with dinners and other fund raisers often organized by our active Woman’s Fellowship. When financial needs are articulated, members respond and we have successfully accomplished many goals; ranging from roof repairs and furnace needs to 5 for 5 giving and mission support.

Describe what worship is like when your congregation gathers.

For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?

The order and style of worship tends to follow the lead of whoever is leading it. We have become accustomed to different orders of worship and approaches to worship as a variety of worship leaders have been with us. Our service tends to be traditional, with screen presentation of liturgy, hymns from the New Century Hymnal and messages based on the Common Lectionary. When children are present, we have the children’s message. We share announcements during worship to highlight the activities and concerns of our members and community. All is also visible on live stream on Facebook for those not able to join in person so that they still feel connected to our congregation.

Describe the educational program/faith formation vision of your church.

For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?

“Growing in God’s love” is our way of stating we want to grow in knowledge and faithfulness in our faith and we are seeking guidance in how we best accomplish this. Currently we offer Sunday school to 4K-7th grade students, today we have 17 active students in our program in which we follow the Bible Fun Factory curriculum to engage all age groups. Once our students enter 4th grade they begin to participate in services by acolyting, in addition they receive their bible encouraging continued growth through bible readings. Each year our church looks forward to the Christmas programs our students put on sharing with our congregation what they have been learning. Confirmation class is offered to those in 8th grade or older as the need arises. Presently we do not have an adult class for faith formation but have had in the past and are open to re-establishing this if there is interest.

Describe how your congregation is organized for ministry and mission.

For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?

We have three boards in our church – Ministry of Worship; Ministry of Christian Education; Ministry of Church Property. In addition, we have Women’s Fellowship and separate committees for Music, Pastoral Relations, Endowment Fund, Memorial Fund. A member from each of the boards and Women’s Fellowship has a representative to the council. The council consists of a moderator, a treasurer liaison and a clerk, all of whom are nominated and elected at the annual meeting to the council. A Vice Moderator is elected from the council members at their first meeting. Members are asked to serve a three-year term on boards and terms are set up on a rotation based on the year their term began.

Actions taken by boards, Women’s Fellowship and committees are reported to the council. The actions/decisions that were made are then communicated through the church newsletter, our web page special mailings and by word of mouth.

Where does your church struggle for vision: *We struggle in our vision to attract younger adult members, adult faith formation and to keep youth engaged in the church throughout their lifetime.*

When it comes to decision-making, how many hours are spent in meetings per month?
This is a little difficult to calculate, we estimate an average 4-6 hours a month.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

In the past we have provided:

- Assistance to travelers in a snowstorm
- Offered our vacant parsonage to a family in need when they lost their home in a fire.
- Overnight stay for choir members who were traveling through and their vehicle broke down.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No] *Yes – Annual report is included at the end of this document.*

3b. 11-YEAR REPORT

(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and Mission Insite)

We do not have.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	87	Yes
Number of active non-members:	87	Yes
Total of church participants (sum of the numbers above):	174	

Percentage of total participants who have been in the church:

		<i>Is this numbers an estimate? (check if yes)</i>
More than 10 years:	164	Yes
Less than 10, more than 5 years:	5	Yes
Less than 5 years:	5	Yes

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
7%	3%	2%	2%	8%	2%	48%	23%	5%	All Estimates

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	5%	Yes
Households with minors:	20%	Yes
Single adults age 35-65:	15%	Yes
Joint households with no minors:	30%	Yes
Single adults over 65:	30%	Yes

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	45%	Yes
College:	32%	Yes
Graduate School:	18%	Yes
Specialty Training:	5%	Yes
Other (please specify):	0%	Yes

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	50%	Yes
Adults who are retired:	30%	Yes
Adults who are not fully employed:	20%	Yes

Describe the range of occupations of working adults in the congregation:

Wide range of blue collar to white collar and full time and part time employment.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. MostUCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

We are mono-cultural, but we are accepting of diverse lifestyles and cultures.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We have not.

3d. PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? <i>(list any and all worship planners, such as various lay leaders, pastors, musicians, other staff)</i>
Adult Groups or Classes	0	
Baptisms <i>(number last year)</i>	3	
Children’s Groups or Classes	12	
Christmas Eve and Easter Worship		
Church-wide Meals	0	2020 there were none.
Choirs and Music Groups	0	
Church-based Bible Study	0	
Communion <i>(served how often?)</i>		Once a month - Normally
Community Meals	0	
Confirmation <i>(number confirmed last year)</i>	3 in 2019 0 in 2020 2 in 2021	
Drama or Dance Program	0	
Funerals <i>(number last year)</i>		

Intergenerational Groups	0	
Outdoor Worship	0	2020 (normally we have 1
Prayer or Meditation Groups	0	
Public Advocacy Work	0	
Retreats	0	
Theology or Bible Programs in theCommunity	0	
Weddings (<i>number last year</i>)	2	
Worship (time slot: 10:15__)		
Worship (time slot:_____)	N/A	Only 1 time for worship
Young Adult Groups or Classes	0	
Youth Groups or Classes	0	
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
None				

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Debbie Dahl	Pianist	Part time	Music Committee	23 years
Jan Walker	Church Secretary and clerk	Part time – volunteer	Church Council	2 years
Volunteers	Church Custodian	Part time	Church Council	1 year

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry? *We depend heavily on volunteers.*

3e. CHURCH FINANCES

Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$48,381.61
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$ 146.87
Endowment Draw (<i>beyond what is permitted by spending policy, "drawing down the principal"</i>)	\$ 0
Fundraising Events	\$ 0
Gifts Designated for a Specific Purpose	\$110.00
Grants	\$0
Rentals of Church Building	\$0
Rentals of Church Parsonage	\$0
Support from Related Organizations (<i>e.g. Women's Group</i>) (Womens Fellowship)	\$4,200.00
Transfers from Special Accounts	\$0
Other (specify):	\$0
TOTAL	\$52,838.47

Current annual expenses (dollars budgeted for most recent fiscal year): *\$ Budget \$78,160.00*
Total Expenses 58,142.49

Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here. *(Also listed in Annual Report included at the end of this document)*

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? *51%*

Has the church ever failed to pay its financial obligations to a minister of the church? *No*

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? *(indicate those included during the most recent fiscal year)*

☒ X Our Church's Wider Mission (OCWM – Basic Support)

☒ X One Great Hour of Sharing

☒ X Strengthen the Church

☒ X Neighbors in Need

☒ X Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? *(Recommended 10%) Contributions from members vary*

What is the church's current indebtedness?

Total amount of loan debt: *None*

Reason for debt:

Are capital and other payments current?

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget. *N/A*

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2004-2015	Finance Building Addition	\$514,000.00	\$All Paid + Interest	Have new worship space and updated kitchen.
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
		\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. *N/A*

Does your church have an endowment? *Yes*

What is the market value of the assets? *\$11,389.86*

Are funds drawn as needed, regularly, or under certain circumstances? *Interest only as needed.*

What is the percentage rate of draw (last year, compared to 5 years ago)? *0%*

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: *None*

At the current rate of draw, how long might the endowment last? *N/A*

Please comment on the above calculations or estimates:

Other Assets

Reserves (savings): *None*

Investments (other than endowment): *None*

Does your church have a parsonage? Yes

Fair market rental value of the parsonage: *\$850.00 per month*

Number of bedrooms, number of bathrooms: *4 bedrooms / 2 full bathrooms*

Assessed real estate value: *\$175,000*

Available for minister residence: *Yes*

Expected minister residence: *Y/N Preference is yes but open for discussion*

Condition of structure, systems and appliances : *All up to date*

Entity in the church responsible for review and needed repairs *Ministry of Property/Trustees.*

Describe all buildings owned by the church: *Church and the Parsonage w/ attached garage, lot*

Describe non-owned buildings or space used or rented by the church: *N/A*

Which spaces are accessible to wheelchairs? (narthex, worship space, pulpit, fellowship space, facilities, etc.). *All areas upstairs which includes the sanctuary, fellowship hall, kitchen, bathrooms.*

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?

When we have larger purchases, our congregation borrows the money and then pays it off in a timely manner.

3f. HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

- 1. Founding of the church in 1878*
- 2. 125th Anniversary celebration 2003*
- 3. New Sanctuary addition 2005*

Describe a specific change your church has managed in the recent past.

*Services are projected on the screen
Live stream services (and continue to do so)
Surviving the pandemic*

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols, or structures for dealing with conflict?)

As a church, we value the ability to respectfully express disagreement by active listening with attempt to work through thoughts, concerns, ideas and differing opinions. With that said, some parishioners will not speak out, so whether it’s fear of judgement or indifference is hard to know.

In the past and currently, our church is currently struggling with loss of the past pastor and loss of some members and families. We need pastoral leadership to help the church move forward united in faith, community, and prayer.

Ministerial History (include all previous ministerial staff for the past 30 years)

Staff member’s name	Years of service	UCC Standing (Y/N)
Lois Buchholz	2 years	Y
Les Munnik	4 Years	Y
Sandy Kosmos	1 Year	Y
Sherri Randolph	2 Years	Y
Joel Krueger and Kate Winters	15 years	Y
Penny Vandenberg	10+ years	Y

Has any past leader left under pressure or by involuntary termination?

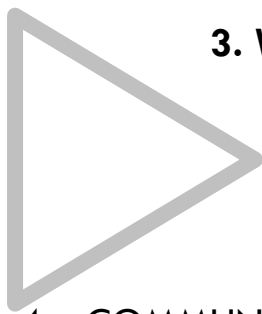
Y/N/ Yes - Ask us

Has your church been involved in a Situational Support Consultation?

Y/N No - Ask us

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N No - Ask us



3. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

a. COMMUNITY VISION

b. MISSION InSite

4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?

- *We organize and host Ruby’s pantry food distribution. The participation in this program has made us aware of a great need and energized many of our members to serve alongside others from our community and surrounding communities. Our guest numbers from 120-150 per distribution. We are committed to this ministry and open our doors to anyone wanting to receive the food and all willing to volunteer.*
- *Cemetery Fund Offering*
- *Food Pantry*
- *Ministerial fund for stranded travelers*
- *Nursing Home Services*

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference/ national setting).

Some members are active in association committees, and conference committees.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Check any statements below that apply to your UCC faith community.

☐ Accessible to All (A2A)

☐ Creation Justice

☐ Economic Justice

☐ Just Peace

☐ Global Mission Church

☐ Open and Affirming (ONA)

☐ Faithful and Welcoming
☐ God Is Still Speaking (GISS)
☐ Border and Immigrant Justice
☐ Inter-cultural/Multi-racial (I'M)

☐ WISE Congregation for Mental Health
☐ Other UCC designations:
☐ Designations from other denominations
☒ None

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future? *Yes*

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

- *Attend neighboring events and fundraisers at our community churches.*

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

The involvement of our Pastor in the community ministries has varied throughout the years with different Pastors defining their interests and setting their involvement. Sometimes this involvement has been minimal and sometimes it has challenged us to expand our expectations.

4b. MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown:

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

The surrounding community is more diverse in ages, where our church's congregation is not as diverse as we would like it to be.

How are the demographics of the community currently shaping ministry, or not?

It really hasn't yet, but are aware that we may need to be more flexible. The look and scope of ministry has changed dramatically in the last year and half. Our congregation would like a pastor to be able to guide us as to what that might mean in the future.

What do you hear when you talk to community leaders and ask them what your church is known for?

Ruby's Pantry and Harvest Dinner.

What do new people in the church say when asked what got them involved?

Families tend to come and get involved as their children are involved.



4. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

REFERENCES

REFERENCE 1

Name / Position / Setting *Lorn Schultz*

(Telephone / Email / Relationship to the Congregation) schultzfam92@yahoo.com

From Lorn Schultz:

1. Describe some areas of strength in this church’s ministry: I believe this is a very outgoing church. They are involved in a number of community activities. They extend the ministry of the church by being involved in the community gatherings at the local part.
2. Describe some areas of improvement in this church’s ministry: With the ministries I’ve seen happen, the membership has grown. They also invite others to get involved in their activities.
3. Describe a significant experience you have had in this church’s ministry: As a musical group we have been invited to their services as an outreach to the community. My wife and I have been closely involved in the ministry of this church by distributing food to the members of the community. This church family is very friendly. They work together well as a congregation. Plus they also invite and involve others to participate in this event. Always begin with prayer to bring a very spiritual atmosphere to this event. I’m very proud to be associated with this great group of people.
4. 4. Anything else you wish to share: Thank you for asking me about your church. I am hopeful that God is preparing the right person to lead your congregation to the spiritual journey together. May God Bless.

Lorn Schultz.

REFERENCE 2

Name / Position / Setting *Sue Fischer, School Teacher*

(Telephone / Email / Relationship to the Congregation) *Youth Group -Adult Leader, Volunteer for Ruby's Pantry*

To Whom It May Concern: My name is Sue Fischer and I have lived in Osseo, WI for the past 15 years. While I am not a member of UCC, I have had many positive interactions with the church. The UCC church is a small but mighty part of our community.

1. Some areas of strength in the church: UCC has a warm welcoming feel to all who walk in the building. The people always seem happy to see you and welcome you in. The church seems invested in our community and strives to be a helpful part of our community.
2. Areas for improvement The biggest obstacle I see (as an outsider looking in) is the small size of its congregation. An area to improve would be to grow its membership!
3. Explains specific experience within the church/ministry My first interaction with the church was with the youth group program (C-YA) and the ASP mission trip. I have three children who all belonged to the youth group and attended several mission trips. The aspect that impressed me the most was that this youth group was open to all area youth, regardless of their church affiliation. We belong to a local catholic church but my children were still welcomed, encouraged to attend, participate and build their faith. It truly made a lasting impact on their lives. Church members helped with fundraisers, provided food, support and prayers. Another aspect that impresses me about UCC is the community service that it provides. UCC brought Ruby's Pantry to Osseo and housed the monthly event for several years. I have volunteered at this many times and I am amazed at not only the number of people it serves, but also the number of volunteers it takes to make it happen! Another program that UCC supports is the Weekend Food Program at our local elementary school. This program provides weekly bags of food for children who may not have food available on weekends in the absence of school meals. The Weekend Food Program needed to partner with a nonprofit organization. When approached, the UCC Council was willing to partner with the program AND help with the financial/bookkeeping aspect of the program. Without UCC's support this important program would not be functioning. In addition to all of the above, I also feel I need to mention the annual fall meal! We have attended many times and enjoyed the food and the hospitality.
4. Anything else you would like to share Thank you to UCC for all you have done for my family and our community!

REFERENCE 3

Name / Position / Setting - Sylvia Haugen
(Telephone / Email / Relationship to the Congregation)

From: Sylvia Haugen <haugenjs@icloud.com>

Subject: Osseo UCC

Date: October 26, 2021 at 10:19:50 PM CDT

To: garberj0@gmail.com

Good day,

I'd like to tell you about my experiences with Osseo UCC.

In 1964 my parents, two foster sons & I moved from Minnesota to Osseo. I was 16; a very difficult time, leaving my school, my church & my friends. Because most of my friends attended the Lutheran Church, we went there for our first Sunday. We were ushered in & given our bulletin. We had no idea about the liturgy. We were ushered out after the service. NO ONE talked to us. The vestibule was very small & even though the spring weather was nice but no one approached us. We got in the car & I told my parents that I would never go to that church!!

The next Sunday we went to the UCC. We were members of the Methodist Church in MN. Here in Osseo we were greeted like old friends & we felt like we were home. My parents & I were very active in our new church home. We made many lifelong friends there.

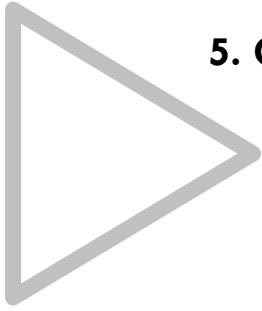
I met the man that I wanted to spend the rest of my life with. He's Lutheran! Because he had very strong family ties to his home church, we figured that it would make sense for me to take a deep breath & become a Lutheran. We did get married in my church by Pastor Pullman.

Since then we have spent many celebrations with our friends in the UCC. We feel very welcome at their church. Our choirs join together for community gatherings. They had one of their very active members die young with cancer. Among other things that she was active in, she was their choir director. Our Lutheran choir was invited to join their choir for her funeral. I was lucky enough to act as the choir director using a beautiful wood music stand that was made for her but she was never able to use. What an honor for me.

I'm sure that with the right pastor, one who has energy, is family oriented & has a close connection with the Lord, their congregation could easily bounce back. They have many faithful members who could really use a boost. The last few ministers have not been a good fit. Our rural community has a need for a friendly, welcoming church to call home.

Osseo UCC is a diamond in the rough. With your help, we could make it shine again.

Yours in Christ,
Sylvia Andreas Haugen



5. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

6a. CLOSING PRAYER

Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:

It is our prayer that we could be united in our ministries, both within our church membership and in our community outreach. Our hope is we will be able to move forward listening to each other, respecting differing opinions and coming together to offer the best of who we are in God, and be a church for all. We desire leadership that will help us pull together, hold on to the best of our identity and grow into new ways to serve and love God together.

6b. STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. **Which individuals and groups in the church contributed to the contents of this LocalChurch Profile? (*for example, church council or consistory, transition team, etc.*)**

Search Committee – Patti Matthews, Jeanne Easterson, Cheri Wathke, Shelly Rue, Jessica Leinon, Carly Dahl, Julie Garber, Dennis Larson, Marcy Larson, Nancy Thompson

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

6c. VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:

A handwritten signature in black ink that reads "Franz Rigert". The signature is written in a cursive style with a large, stylized 'F' and 'R'.

Name / Title: Rev. Franz Rigert
Email: frigert@wcucc.org
Phone: 414-704-2625
Date: October 29, 2021

2020

ANNUAL REPORT



**UNITED CHURCH
OF CHRIST**

United Church of Christ
(Congregational)
Osseo, Wisconsin 54758

January 24, 2021

*Please save this report and bring it with you to the
Annual Meeting*

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UNOFFICIAL

United Church of Christ Congregational Annual Meeting Minutes- January 26, 2020

Vice-Moderator, Ann Soiney, called the meeting to order; a quorum was declared. Duane Frederick was appointed Parliamentarian. The agenda was presented for review. Pastor Lois opened with prayer.

Ellen Thompson made a motion to approve the minutes from the 2019 Annual Meeting; it was seconded by Kent Dodge and all approved.

Brad Garber made a motion to approve the reports from the boards and committees as presented in the Annual Report. Kathy Thompson seconded the motion and all approved.

A formatting correction was noted on the Women's Fellowship Report. Kent Dodge made a motion to accept the report with the correction; Nancy Thompson seconded the motion and all approved.

Rocky Thompson audited the financial reports and all are in order. Melody Dodge made a motion to approve the report, Kathy Thompson seconded the motion and all approved.

There was no old business.

New Business: The parsonage furnace was installed in 1988 and will need to be replaced soon. This was not put in the budget but a special meeting will be called once bids are in.

Brad Garber made a motion to approve the new budget as presented in the Annual Report. Shelley Rue seconded the motion and all approved.

A review of the officers and committee members nominated for 2020 was presented. Rocky Thompson made a motion to change the office of Treasurer to Treasurer Liaison. Kent Dodge seconded the motion and all approved.

The office of Moderator is open and nominations were requested from the floor. Jan Walker nominated Terry Rosenberg, who declined the nomination. Brad Garber nominated Ken Jacobson. Ken accepted the nomination for one year. Terry Rosenberg seconded the motion and all approved.

The office of the Clerk is open and volunteers or nominations were requested from the floor. Jan Walker volunteered to take the position with the understanding that she would be gone 3 months of the year.

Terry Rosenberg made a motion to accept the Church Officers and Board members as nominated and appointed. Brad Garber seconded it.

Ellen Thompson made a motion to amend the previous motion with a change in the date of Ministry of Worship nominees from 2022 to 2023. Rocky Thompson seconded the motion and all approved.

Then approval was requested for the motion made by Terry to accept the Church Officers and Board members with the correction. All approved.

Installation of new committee members will be February 2, 2020 during the worship service.

Other business: Financial Concepts is the company that is handling the church's financial books. It was formerly known as Larson Tax Service but, in the future we should use the new name.

The next Council meeting will be February 12, 2020 at 6:00 p.m.

Pastor Lois closed with prayer. Lynne Anderson made a motion to adjourn; Shelley Rue seconded it.

PASTOR'S REPORT 2020

This report is going to be somewhat different than normal Yearly reports, because, as we all know, this has not been a 'normal' year since our meeting in the end of January.

This past year, began shortly after our 2019 Annual meeting with Ruby's Pantry. It was followed with the start of Lent. The Ash Wednesday Service was prepared and led by the Confirmation students with assistance from Julie Garber and myself. It was a great learning experience for them, and they actually grew to enjoy leading parts of the service.

Then the Lenten Services were rotational with other Pastors from our area. The Lenten services focused on the Theme; "By their faith God counts them as righteous". The Lineage of Jesus; the women named with the ancestors of Jesus Christ, among the unexpected people called to do uncommon things by God. (Matthew 1). I was given Ruth, the Moabite, mother of Obed by Boaz. (Ref. Ruth 1:15-18, 4:11-12, 14-15) I preached at 2 other churches and at the DOVE CENTER at the beginning of Lent. Then, as it turned out, Lent in the Sanctuary services were ended, as COVID-19 hit and churches were asked to stop in Sanctuary Worship. It was also the last time clergy have been able to lead worship at the DOVE CENTER.

With the closing of in Sanctuary Worship came a huge learning curve for myself and thousands of clergy, as most clergy had never done anything on-line in any fashion. Here, I had a crash course on Facebook, (which I never used prior), from Hailey Rue. My special thanks to her for helping a rookie with recording and posting Live on Facebook. Various clergy organizations offered open discussions, including recommendations for on-line services. Because I had no background in digital media of any kind, I spent extra time listening about various options and learning some of the basics of the options. Slowly some of it began to make some sense. Because of the time spent then, I knew I had more options for future recording and or livestreaming of the services. Some of this you are now beginning to see since we returned, a couple weeks ago, to out of Sanctuary/in-home Worship only.

The time to use for Online Worship services also was a learning curve, though much easier. All professionals in the field recommend shorter services and sermons. Most protestant pastors traditionally do an average of '15' minute sermons. Now, I had already begun working on shortening my sermons toward 10 minutes, but it still takes some time to fully make consistent.

The end of May and early June our Worship Committee met and looked at options to gather for worship outdoors. Because a back order for equipment to do an outdoor service using car radios to broadcast, the committee decided to resume in Sanctuary worship with masks & physical distancing. We began the last Sunday in June and ran through the 3rd Sunday in November when COVID-19 issues raised the danger level and all churches in the County and State were asked to back out of the Sanctuary. Our March Council meeting made the decision, and it was determined we would remain out of the Sanctuary indefinitely until it is safe for all to return.

Prior to Covid-19, I was scheduled to perform 2 weddings. I was blessed with the opportunity to reside at both of these weddings.

One in June, outdoors at a barn wedding site. It was a beautiful day for an outdoor wedding. The attendance was greatly limited. I am grateful for the wedding party's desire to keep all safe by limiting the attendance. The second wedding was in the Sanctuary, with only the wedding party, immediate family and the wedding party's spouses. Masks were worn throughout the whole of the wedding. For this I am grateful to the wedding party for their desire to keep all safe.

In October, we finally were able to hold the service of Confirmation for our three young ladies. It was a joyous occasion for all, though families were asked to limit guests to 15, safe distance and all wore masks. For this occasion, the Board of Christian Education assisted by making special stoles for each of the gals, in place of non-family members laying on hands during the actual ceremony and prayer.

My special thanks to the Women's Group for the gifts of corsages and flowers for the sanctuary on Confirmation Sunday.

Additionally, my thanks to Julie Garber for all of her assistance with the confirmation class, and the confirmation service. I couldn't have done it without her help!

And last but not least, my thanks to Coltan Dahl for playing guitar and singing for this special service. And for Debbie Dahl, our pianist, for her special music this day too.

November found another special time in the life of the congregation. We celebrated the Baptism of two very special young ladies, Jaylin Faldet & Janesa Faldet. Due to COVID-19, and the broader family involvement, this was held in the afternoon at the church. It was a beautiful time for these young gals and their family, and a rich blessing for the congregation/church.

My special thanks to Juanita Rosenberg for her faithful video recording of the in-Sanctuary Worship services for the roughly 5 months of in-Sanctuary Worship. This greatly enhanced the in-home worship experience for all those staying safe at home. I also was able to prep the tape and send it to TCC Cable for the Community Channel broadcast of our worship service.

Obviously, due to COVID-19, visitations have not occurred, and phone calls haven't been tracked, and hospital calls are not allowed.

Praise God, there have not been any funerals.

Due to COVID-19, clergy haven't been backing each other up

I haven't led any Adult Education studies since COVID-19 hit, as we are not able to reach the whole of the congregation to extend this offer.

A Pastoral Concern for this Congregation:

My great concern, and I have brought it forward a few times since COVID-19 hit us:

We are not reaching at least 50% of our congregation or even at all. They have not been given the chance to take part in any form of worship. The only way these folks are able to be reached is via USPS mail, which to do so on a weekly basis (whether sent weekly or a couple times a month, is a financial cost. Due to it, I have brought it forward and never received an answer as to is this something you will approve occur?

I'm not able to make these many phone calls to folks/families monthly. Many churches have a group of folks who are calling people at least monthly, and notifying the pastor if follow-up might be needed. I did bring this forward, requested the help of the Worship Committee do assist with this monthly. It essentially occurred one time.

So, I bring this forward in this context. Many of your members are not being served. It pains me to know I can't do it all for you. But then I also realize, God calls us all to help with the ministry of the local church.

Pastor's Continued Growth:

- ✓ Active participant in the weekly local clergy meeting and Biblical text study.
- ✓ Active participant in the Wisconsin Conference UCC – Community of Practice (COP) program, which meets monthly from September through May for two to three hours.
- ✓ During the last quarter of 2019 and throughout this year I have continued working on a new process in sermon preparation, writing and sermon appraisal through the Backstory Preaching program. As a part of the Mentorship program, I continued to learn the process used, completing the program. In August I took the Sermon Camp to further enhance my sermon prep skills, and then entered into a new follow-up Mentorship 2.0 program with 4 colleagues from around the country. This will continue through May of 2021. I am grateful for the opportunity to continue developing my sermon writing under their mentorship.
- ✓ Attended weekly the local Clergy Text Study, informal meeting, and a quick lunch together. This occurred until COVID-19, when our meetings went to Zoom, and the last several months the ELCA

Conference has scheduled a meeting each week for their clergy. Because of this, most weeks I have not been attending, but doing my own scripture studies and talking with other clergy in a preaching consortium.

Pastoral Contact:

Please, don't hesitate to call me, any time, day or night if you have a need!

Call my cell number at 414-526-5320.

If you don't have access to call long distance, then leave a message at the church. As soon as it is picked up, I will be in contact with you.

As an Ordained pastor, we are ordained as both pastor and teacher.

It is with great joy I serve you as Pastor and Teacher!

Peace to all!

Pastor Lois Buchholz

Osseo United Church of Christ 2020 Moderator's Report

We've had a year filled with significant challenges in our country and communities, but the resiliency we've had has made us stronger. While the pandemic stressed our community and each of us personally, it also has brought out the good in us.

We've found new ways to encourage faith, show friendship and meet tangible needs of neighbors, friends and strangers by relocating Ruby's Panty to a location that allowed for social distancing while still serving those in need.

We've found different ways to deliver our church services via Facebook, internet, TCC-TV and conducted our committee meetings outside.

We faced the challenges and held on strong to our faith.

As we move into 2021 let us live in such a way that all may see the hope we have ahead of us.

May our hope give others hope as well and will be able to return to some semblance of normalcy in the near future.

With God's blessing be well and stay safe.

Kenneth Jacobson
Moderator

2020 Clerk's Report

Funerals: 0 Members

Confirmation: Carly Dahl
Halle Colby
Thea Bohl

Baptisms:
Helen Zobrist
Janessa Faldet
Jaylin Faldet

Weddings: David Hofer & Brandi Deno
Jacob Thompson & Cindy Haug

Members Removed:
2 because of death
1 transfer

Current Membership: 187

Average Sunday Attendance: 25 until Covid 19

Submitted by:
Jan Walker

Ministry of Worship Annual Report for 2020

This committee had less meetings this year due to COVID and our church being closed.

Following positions were filled for MOW committee in February 2020:

Chairperson: Juanita Rosenberg

Secretary: Ellen Thompson

Candles: Kelly Miske

Usher and Reader Caller: Nancy Thompson

Communion Preparers: Kent Dodge and Penny Erickson

Maundy Thursday times were set: Soup at 6:00 p.m. and service at 6:45.

Palms ordered for Palm Sunday.

Maundy Thursday as well as Easter services never occurred because of COVID-19.

Ministry of Worship will support council's decision on new church directory and will have one committee member help with this. No progress has taken place because of COVID.

Meetings were held May 27 and June 2 examining the possibility of safely opening the church for services in June.

After committee meetings, it was decided to start services on June 28th.

The church will be opened with the following requirements:

- The church will be sanitized before each use
- Marked off where people can sit giving everyone the social distance space needed
- Pastor Lois will be at front of church only
- Offering plates at back of church
- Masks were required and made available
- Hand sanitizer furnished for people to use as they enter church

Moderator Ken Jacobson and Vice Moderator Terry Rosenberg attended these meetings.

Ministry of Worship committee met with church council on these changes and it was decided to do services starting on June 28th.

In-house church services did discontinue beginning November 22 due to a surge in COVID.

Pastor Lois was asked to continue to post services on our web page and Facebook as she has been doing since we first closed the sanctuary March 22.

The taping of the church services for Trempealeau County Cable Television were discontinued at this point.

Submitted by,
Ellen Thompson

Ministry of Mission 2020 Annual Report

Throughout 2020, our church, God's church, contributed to Our Church's Wider Mission. Additionally, we participated in the four special offerings of our national church - One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and The Christmas Fund. Not all UCC congregations contribute to all of these special offerings; some congregations do not contribute to any of these offerings.

You contributed to the Osseo Cemetery Association.

You also participated in Ashley's Angels by a donation to the Osseo Elementary School so there could be Christmas gifts to local children. Thank you, Kathy Thomas, for your suggestion.

Thank you, Michelle, for forwarding our offerings to the proper offices.

Submitted by:
Mary Robbins

Ministry of Christian Education 2020 Annual Report

Committee Members: Lynne Anderson (President), Jan Walker, Shelley Rue, Tami Frase, Blyanne Johnson, Krista Kierstyn, Jeanne Easterson (Secretary)

- Secured Committee Members and Elected Officers
- Sunday School
 - Unable to have Sunday School in the church because of Covid-19
 - Letters were sent to students to let us know if they want activities to work on
 - Activity packets were sent out to the students
 - Gifts were purchased for confirmation students
 - Search for new Sunday School teachers for when classes resume
- Confirmation Class
 - Stoles were made for the confirmands to wear at the service
- Had a representative attend Council meetings

Submitted by Jeanne Easterson - Secretary

Ministry of Church Properties

2020 Annual Report

January - Removed grease trap cover and cleaned; fire retard system in kitchen inspected; reset timers on light switches; replaced rubber door stops on sanctuary doors; removed apple tree damaged by heavy snow; reset furnace thermostat settings; D & H Heating installed furnace ignitor in parsonage; new rubber door stops in kitchen; replaced 4 screw covering plugs in church chairs; put plywood under a pew; repaired striped screw in pew support; took down manager scene and star and stored in shed; new furnace air filter in parsonage furnace; new plug in end in vacuum cleaner chord; cleaned 2 vacuum cleaner bags and filters; purchased salt from Ace Hardware.

February – Replaced broken closet rod in parsonage; shoveled snow off of parsonage roof; obtained furnace bids for replacing parsonage furnace; shortened closet rod in parsonage.

March – Had We Energy exchange natural gas meter and relit all pilot lights after installation; fixed downspouts on garage; replaced bulb in sanctuary; installed new furnace in parsonage; stained scratches on pews; glued loose carpet ends; put carpet in hymnal racks in sanctuary; painted lower half of east wall in fellowship hall; had TCC reset phones.

April – Fastened loose ceiling tiles in fellowship hall; new furnace filter in parsonage; repaired the drive-up retaining wall replacing 30 blocks; painted north hall wall by restrooms; Susan and Dennis Frame trimmed the shrubs and donated new shrubs; dug out the roots from dead shrubs and removed more apple trees damaged by snow; discussed property lines with Adam Bragee prior to him building security fence adjacent to our empty lot.

May – Mowed grass on the vacant lot; had church motto banner framed and hung in fellowship hall; installed new hot water heater element in parsonage; had TCC reset the phone again; installed new west storm door in parsonage; mowed grass again.

June – Installed one exterior door in the parsonage and one exterior door in the garage; mowed the grass on the vacant lot; set up and assembled new marquee that Ruby's Pantry purchased; welded lawn mower; repaired the PA in the sanctuary.

July – Fixed north wall downspout; trimmed around church and parsonage; installed new faucet in parsonage kitchen; sprayed weeds; mowed lawn on the vacant lot; installed new rear tires on lawn mower; patched brick on north wall of the church exterior; repaired the downspout on north side of church.

August – Fixed lawnmower; sprayed for mold on shed roof; fixed broken downspout hinges.

September – Repaired parsonage overhead garage door; had furnaces inspected; mowed vacant lot.

October – Glued two chairs and one pew leg support; serviced snowblower; purchased salt for winter; covered inside windows with plastic; repaired front door latch; reset thermostats.

November - Fixed ramp door latch; reset light timers after daylight savings.

December – Reglued pew; set up the nativity scene.

Thank you to Terry Rue for resetting the thermostats and light timers many times over the year because of power outages, to Wayne and Todd Kittelson for snow removal in the church parking lot.

Submitted by:
Terry Rosenberg

WOMEN'S FELLOWSHIP 2020 Annual Report

Women's Fellowship is fellowship, sharing, and caring provided by all women of our UCC church for all members of our church community.

On January 12, 2020, we provided a Sunday service leader and a snack for the residents of Dove Healthcare. Thank you to those who helped in this service. Unfortunately, in several weeks time, churches were no longer able to provide this service due to the spread of the wretched Covid Virus.

Our quilting ladies did try to meet on an irregular basis to make quilts which they donate to those who might need them. In 2020, our quilters provided fleece blankets to our high school graduates and quilts to our college graduates.

This Spring we 'held' our 3rd Dinner-Less Spring Dinner and this Fall our 1st Dinner-Less Harvest Dinner. They were very successful. Thank you all for your generous donations.

This year, some enterprising women of our church organized an on-line Holly Daze Auction. Thank you Jan, Juanita, and Tracy. A Special Thanks to Tracy for researching, building the account and maintaining the auction site. Thank you all for your wonderful donations and contributions to the auction.

We provided funds to our church's general fund, OCWM, building fund and flowers for our confirmands as well as other Congregational needs. We contributed toward the purchase of a new furnace for our parsonage. Our outreach ministries included, among others, gifts of money to our local food pantry, The Salvation Army, Church World Service, Bolton Refuge House, Dove Healthcare, and our North West Association dues.

As we were unable to shop for our Ashley's Angels children, sponsored by our Osseo Elementary School, we did donate to them. Some of those at the school shopped for us. We thank them.

Submitted by:
Mary Robbins

United Church of Christ-Congregational, Osseo, WI

Nominations for Church Officers, Boards and Committees for 2020

Only members of the church may be elected to offices or positions on ministry boards of the church.

New Members go on after the January Annual Meeting

Church Officers (Five positions are elected annually as designated by a *)

*Moderator	Ken Jacobson (715-797-2398)
*Vice Moderator	Terry Rosenberg (715-597-2117)
*Treasurer Liaison	Tracy Taber Perry (715-577-5978)
*Financial Secretary's	Mary Robbins (715-597-6522)

*Clerk	Jan Walker (715-533-0010)
Church Secretary	Jan Walker (715-533-0010)

Elected Boards

Ministry of Worship Committee (10) members, elected annually):

2022: Ellen Thompson	2023: Kent Dodge Laura Cox Janice Coffey Penny Erickson Juanita Rosenberg Nancy Thompson Open Open	2024: Kelly Miske
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Ministry of Christian Education (7 members elected annually):

2022: Lynne Anderson Blyann Johnson	2023: Jeanne Easterson Krista Kierstyn	2024: Jan Walker Shelly Rue Tami Frase
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Ministry of Church Property (Trustees) (6 members, elected annually):

2022: Rich Cox Ron Perry	2023: Jacob Thompson Jon Soiney	2024: Terry Rosenberg Duane Fredrick
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United Church of Christ – Congregational, Osseo, Wisconsin Other Appointed Church Committees for 2020

Women's Fellowship and Ministry:

The Women's Fellowship and Ministry board is organized at the discretion of the women of the church. The women of the church shall determine the purpose, activities, programs and services of this board.

1. Pastoral Relations

2022: Ken Jacobson 2023: Juanita Rosenberg 2024:

2. Endowment Fund

Committee consists of 3 members with three-year terms (1 appointed annually) and is the custodian of this fund. The committee shall report on an annual basis to the governing body and shall render a full and complete audited account of the administration of the Fund during the preceding year.

2021: Dick Brown 2022: Ken Jacobson 2023: Dennis Larson ?

3. Memorial Fund

2021: Virginia Kittelson – Memorial Fund Officer

4. Music Committee:

2022: Cheri Wathke 2023: Virginia Kittelson 2024:

5. Safe Sanctuary Coordinator

2022: Blyann Johnson

6. Advocacy Panel

Moderator Vice-Moderator Treasurer

7. Sanctuary Guild

2022: 2023: Juanita Rosenberg 2024:

MEMORIAL FUND -- ANNUAL REPORT 2020

Undesignated Memorials

In Memory of		
Eileen Dahl	\$10.00	
Mary Frank	40.00	
Kim Laufenberg	<u>20.00</u>	
-		Total Undesignated \$70.00

MEMORIAL FUND SUMMARY – Balance January 1, 2020

Undesignated	\$1,986.91	
UCC – Sunday School	387.54	
UCC – Adult Sunday School	85.00	
Music	22.19	
Stained Glass Windows	285.00	
Fox Memorial	277.03	
Choir – Steen	2,581.00	
Undetermined – LaBelle	<u>1,762.74</u>	
		\$7,387.41
Receipts:		
Undesignated Memorials	<u>\$70.00</u>	
		<u>\$70.00</u>
		\$7457.41
Disbursements:		
CCLI (Music/Choir)	\$133.00	
Howard's (LaBelle/Sunday School)	<u>1,878.16</u>	
		<u>2,011.16</u>
Balance 12-31-2020		\$5,446.25

Designated Funds January 1, 2021

UCC Sunday School	\$272.12	
UCC Adult Sunday School	85.00	
Stained Glass Windows	285.00	
Fox Memorial	277.03	
Choir – Steen Memorial	<u>2,470.19</u>	\$3,389.34
Undesignated Funds		<u>\$2,056.91</u>

Memorial Fund Balance January 1, 2021 \$5,446.25

Submitted by:

Virginia Kittelson

WOMEN'S FELLOWSHIP ANNUAL REPORT – 2020

Beginning Balance 1-01-2020 \$15,447.92

Receipts:

Interest	\$ 12.14	
Supperless Spring Dinner	2,305.00	
Supperless Harvest Supper	2,585.00	
Holly Daze On Line	3,221.29	
		<u>8,123.43</u>
		\$23,571.35

Disbursements:

UCC – General Fund	\$4,200.00	
UCC – Building Fund	300.00	
UCC – OCWM	300.00	
NW Assoc. – Per Capita	850.50	
Outreach	550.00	
Flowers Confirmation	15.00	
Parsonage – Furnace	2,912.00	
Miscellaneous- Transfer To UCC General Fund	240.00	
Advertising 132.00		
Postage	110.00	
License	25.00	
		<u>9,634.50</u>

Balance on Hand 12-31-2020 \$13,936.85

Submitted, Virginia Kittelson

Fund Raisers

Spring Dinner – Receipts	\$2,305.00	Less- \$175.00	Net \$2,130.00
Harvest Supper – Receipts	\$2,585.00	Less- \$211.00	Net \$2,374.00
Holly Daze – Receipts	\$3,221.29		Net <u>\$3,221.29</u>
		Total	\$7,725.29

FINANCIAL SECRETARY REPORT

2020 FINANCIAL SECRETARIES' REPORT

Money recorded by the Financial Secretary is from the offering plates and from offerings received by mail. All loose offerings are credited for use in the General Fund. Money from envelopes, issued to members and friends of the church who desire them, and all special offering envelopes are credited to the funds designated.

The Youth Sunday School offerings are included in the General Fund.

Any money designated for Memorials are given directly to, recorded and deposited by the Memorial Fund Officer.

Receipts for:

General Fund: \$49,419.61

OCWM Fund: \$1,801.00

Building &
Maintenance: \$1,361.00

Garber Trust: \$110.00

Special Offerings:

Neighbors in Need: \$50.00

One Great Hour
Of Sharing: \$75.00

Strengthen The Church: \$70.00

Christmas Fund: \$105.00

Osseo Cemetery Fund: \$25.00

Included in Mission (OCWM) Fund

Birthday &
Anniversary: \$0.00

Lent: \$275.00

Easter: \$250.00

Thanksgiving: \$10.00

Christmas: \$20.00

Respectfully Submitted,

Financial Secretary

Mary Robbins

					20-Dec	Jan - Dec 20
	Ordinary Income/Expense					
		Income				
			General Fund			
				Other	55	171.23
				Sunday School	0	59
				Weekly Offering	4,665.00	44,997.61
				Women's Fellowship	312	4,200.00
				Ruby's Pantry	0	5,080.01
		Total Income			5,032.00	54,507.85
		Expense				
			Maintenance / Trustee			
				*Church - Utilities	408.09	4,619.25
				*Parsonage - Utilities	172.59	2,571.93
				Repairs and Maintenance	0	928.7
			Total Maintenance / Trustee		580.68	8,119.88
			Ministry of Worship		16	128.68
			Music Expense		125	2,919.56
			Other Misc. Expenses		293.47	4,987.32
			Other Staff Salaries		0	5,404.25
			Pastoral Salary and Benefits		2,168.34	30,139.00
			Property/Workmans Comp. Ins.		0	5,326.50
			Stewardship		0	315.09
		Total Expense			3,183.49	57,340.28
	Net Ordinary Income				1,848.51	-2,832.43

United Church of Christ (Congregational)
Osseo, Wisconsin

Recapulation for the year of 2020					
General Fund					
Balance on Hand at the Beginning of the Year		\$10,128.95			
Plus: Receipts for the Year		\$101,553.22			
Less: Expenditures for the Year		(\$104,385.65)			
Balance of Hand at the end of the Year		\$7,296.52			
Mission Fund					
Balance on Hand at the Beginning of the Year		\$25.00			
Plus: Receipts for the Year		\$1,801.00			
Less: Expenditures for the Year		(\$1,801.00)			
Balance of Hand at the end of the Year		\$25.00			
Basic OCWM 2019 Goal:		\$3,500			
Balance to Reach our Goal at the Beginning of the Year		\$3,500.00			
Less: Receipts towards our Goal		(\$1,476.00)			
Balance to Reach our Goal at the End of the Year		\$2,024.00			
Building Maintenance Fund (Trustees)					
Balance on Hand at the Beginning of the Year		\$1,957.47			
Plus: Receipts for the Year		\$1,381.06			
Less: Expenditures for the Year		\$-			
Balance on Hand at the End of the Year		\$3,338.53			
				(Int. Inc. R (Int. Inc.	
Endowment Fund		(Principle)	this Year	Bal.)	(Total Bal.)
Blance on Hand		\$11,389.86	\$146.87	\$1,690.60	\$13,080.46
UCC Food Bank					
Balance on Hand at the Beginning of the Year		\$3,976.82			
Plus: Receipts for the Year		\$14,141.31			
Less: Expenditures for the Year		(\$6,168.03)			
Balance on Hand at the End of the Year		\$11,950.10			
Garber Trust					
Balance on Hand at the Beginning of the Year		\$3,457.39			
Plus: Receipts for the Year		\$110.00			
Less: Expenditures for the Year					
Balance on Hand at the End of the Year		\$3,567.39			

Prepared by: Financial Concepts 1/20/2021

		PROPOSED BUDGET FOR 2021		Year to Date 2020	<u>2021 Proposed Budget</u>
			Budget 2020		
Pastoral Relations					
	Pastor's Salary		\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
	Travel Reimbursement		\$ 1,000.00	\$ -	\$ 1,000.00
	Social Security Allowance		\$ 1,890.00	\$ 1,890.00	\$ 1,890.00
	Professional Expenses		\$ 300.00	\$ -	\$ 300.00
	Parsonage Furnishing Allowance		\$ 1,000.00	\$ 1,000.08	\$ 0.00
Benefits					
	Health Insurance		\$ 4,360.00	\$ 4,819.92	\$ 4,800.00
	Dental Insurance		\$ 401.00	\$ 310.08	\$ 401.00
	Life and Disability			\$ -	
	Annuity		\$ 3,802.00	\$ 3,802.08	\$ 3,802.00
	Per Capita				
Maintenance / Trustees					
	Church				
	Heating		\$ 3,500.00	\$ 2,241.71	\$ 3,500.00
	Electric		\$ 4,000.00	\$ 1,750.21	\$ 4,000.00
	Water & Sewer		\$ 850.00	\$ 859.29	\$ 850.00
	Repairs		\$ 2,000.00	\$ -	\$ 2,000.00
Parsonage					
	Heating		\$ 850.00	\$ 1,072.87	\$ 900.00
	Electric		\$ 650.00	\$ 888.31	\$ 700.00
	Water & Sewer		\$ 550.00	\$ 267.90	\$ 400.00
	Repairs		\$ 2,000.00	\$ 18.10	\$ 1,000.00
	Insurance		\$ 4,200.00	\$ 4,411.50	\$ 4,400.00
	Custodian's Salary		\$ 4,350.00	\$ 4,168.75	\$ 4,000.00

	Equipment Repairs	\$ 350.00	\$ 313.20	\$ 350.00
	Maintenance Supplies	\$ 800.00	\$ 382.46	\$ 500.00
	Miscellaneous	\$ 400.00	\$ 100.00	\$ 300.00
	Workmen's Comp Insurance	\$ 915.00	\$ 915.00	\$ 915.00
	Inspections	\$ 300.00	\$ 39.00	\$ 300.00
Music				
	Music	\$ 200.00	\$ -	\$ 200.00
	Cleaning/Tubing	\$ 250.00	\$ -	\$ 250.00
	Organist	\$ 3,852.00	\$ 3,094.56	\$ 3,852.00
	Copywrite License Fee	\$ 130.00	\$ -	\$ 130.00

Christian Education				
	Curriculum Youth & Adult	\$ 200.00	\$ -	\$ 200.00
	Supplies	\$ 100.00	\$ 63.50	\$ 100.00
	Confirmation/Youth	\$ 500.00	\$ -	\$ 500.00
	Safe Sanctuary	\$ 150.00	\$ 17.25	\$ 150.00
	Special Events	\$ 150.00	\$ -	\$ 150.00
Ministry of Worship				
	Pulpit Supply	\$ 1,000.00	\$ -	\$ 500.00
	Worship Expenses			
	Bulletins	\$ 200.00	\$ -	\$ 200.00
	Supplies	\$ 200.00	\$ 32.68	\$ 200.00
	Worship Resources	\$ 100.00	\$ -	\$ 100.00
	Devotionals	\$ 100.00	\$ 96.00	\$ 100.00
	Sanctuary Guild	\$ 200.00	\$ -	\$ 200.00
Missions		\$ 100.00	\$ -	\$ 100.00
Stewardship		\$ 350.00	\$ 315.09	\$ 350.00
General Office Expense				
	Secretary's Salary	\$ 6,250.00	\$ 2,118.00	\$ 6,250.00

	Copier Expense	\$ 700.00	\$ 393.39	\$ 700.00
	Office Supplies	\$ 600.00	\$ 349.26	\$ 600.00
	Postage	\$ 900.00	\$ 505.00	\$ 900.00
	Equipment	\$ 500.00	\$ -	\$ 500.00
	Telephone & Internet	\$ 1,100.00	\$ 1,394.77	\$ 1,600.00
Supplemental				
	Delegate and Annual Meeting Expense	\$ 200.00	\$ -	\$ 200.00
	Church's Share FICA Tax	\$ 810.00	\$ 481.28	\$ 810.00
	FICA Tax Payable			
	Other (bank service charges)	\$ 1,000.00	\$ 103.25	\$ 500.00
	Accounting Services	\$ 1,850.00	\$ 1,828.00	\$ 1850.00
	Ruby's Pantry			
Total General Expenses		\$ 78,160.00	\$58,142.49	\$74,500.00

11:02 AM
01/21/21
Cash Basis

UCC - United Church of Christ **Profit & Loss Budget Performance** **December 2020**

	<u>Dec 20</u>	<u>Budget</u>	<u>Jan - Dec 20</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense					
Income					
Building Maintenance Fund					
Weekly Offering	20.00		1,061.00		
Women's Fellowship	0.00		300.00		
Total Building Maintenance Fund	20.00		1,361.00		
Garber Trust	0.00		110.00		
General Fund					
Other					
Bulletins and Newsletter	50.00		62.00		
Copier Fund	0.00		64.00		
Devotionals/Upper Room	5.00		23.00		
Initial Offering	0.00		14.00		
Total Other	55.00		163.00		
Sunday School	0.00		59.00		
Weekly Offering	4,665.00		44,997.61		
Women's Fellowship	0.00		4,200.00		
Total General Fund	4,720.00		49,419.61		
Mission Fund					
OCWM					
Christmas Offering	20.00		20.00		
Easter Offering	0.00		260.00		
Lenten Offering	0.00		275.00		
Neighbors In Need	50.00		50.00		
One Great Hour of Sharing	50.00		75.00		
Strengthen our Church	50.00		70.00		
Thanksgiving Offering	10.00		10.00		
Vets of the Cross/Christmas Fun	105.00		105.00		
Weekly Offering	95.00		621.00		
Women's Fellowship	0.00		300.00		
Total OCWM	380.00		1,776.00		
Oaseo Cemetary Assoc.	-25.00		0.00		
Total Mission Fund	355.00		1,776.00		
Total Income	5,095.00		52,666.61		

UCC - United Church of Christ
Profit & Loss Budget Performance
December 2020

Expense	<u>Dec 20</u>	<u>Budget</u>	<u>Jan - Dec 20</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Christian Education					
Confirmation / Youth	0.00	41.63	0.00	500.00	500.00
Curriculum Youth & Adult	0.00	19.63	0.00	200.00	200.00
Safe Sanctuary	0.00	12.50	0.00	150.00	150.00
Special Events	0.00	12.50	0.00	150.00	150.00
Supplies	0.00	8.37	63.50	100.00	100.00
Total Christian Education	<u>0.00</u>	<u>91.63</u>	<u>63.50</u>	<u>1,100.00</u>	<u>1,100.00</u>
Maintenance / Trustee					
*Church - Utilities					
Electric	141.64	333.37	1,645.51	4,000.00	4,000.00
Heating	160.47	251.63	2,125.40	3,500.00	3,500.00
Repairs	0.00	168.63	0.00	2,000.00	2,000.00
Water & Sewer	68.63	70.87	648.34	850.00	850.00
Total *Church - Utilities	<u>408.00</u>	<u>862.50</u>	<u>4,619.25</u>	<u>10,350.00</u>	<u>10,350.00</u>
*Parsonage - Utilities					
Electric	80.77	54.13	1,060.58	850.00	850.00
Heating	48.19	70.87	1,025.35	850.00	850.00
Repairs	0.00	168.63	18.10	2,000.00	2,000.00
Water & Sewer	43.63	45.87	567.00	550.00	550.00
Total *Parsonage - Utilities	<u>172.59</u>	<u>337.50</u>	<u>2,571.03</u>	<u>4,050.00</u>	<u>4,050.00</u>
Repairs and Maintenance					
Equipment Repairs	0.00	20.13	313.20	350.00	350.00
Inspections	0.00	25.00	139.00	300.00	300.00
Maintenance Supplies	0.00	68.63	378.50	600.00	600.00
Miscellaneous Supplies	0.00	33.37	100.00	400.00	400.00
Total Repairs and Maintenance	<u>0.00</u>	<u>154.13</u>	<u>928.70</u>	<u>1,650.00</u>	<u>1,650.00</u>
Total Maintenance / Trustee	<u>580.63</u>	<u>1,354.13</u>	<u>8,119.88</u>	<u>16,250.00</u>	<u>16,250.00</u>
Ministry of Worship					
Pulpit Supply	0.00	83.37	0.00	1,000.00	1,000.00
Worship Expense					
Bulletins	0.00	19.63	0.00	200.00	200.00
Devotionals	19.00	8.37	98.00	100.00	100.00
Sanctuary Guild	0.00	19.63	0.00	200.00	200.00
Supplies	0.00	19.63	32.68	200.00	200.00
Worship Resources	0.00	8.37	0.00	100.00	100.00
Total Worship Expense	<u>19.00</u>	<u>68.63</u>	<u>128.68</u>	<u>800.00</u>	<u>800.00</u>
Total Ministry of Worship	<u>19.00</u>	<u>150.00</u>	<u>128.68</u>	<u>1,800.00</u>	<u>1,800.00</u>
Music/Organist Expense					
Cleaning / Tuning	0.00	20.87	0.00	250.00	250.00
Copyright License Fee	0.00	10.87	0.00	130.00	130.00
Music	0.00	19.63	0.00	200.00	200.00
Organist	125.00	321.00	2,919.98	3,852.00	3,852.00
Total Music/Organist Expense	<u>125.00</u>	<u>369.37</u>	<u>2,919.98</u>	<u>4,432.00</u>	<u>4,432.00</u>

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01/21/21
Cash Basis

UCC - United Church of Christ
Profit & Loss Budget Performance
December 2020

	<u>Dec 20</u>	<u>Budget</u>	<u>Jan - Dec 20</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Other Misc. Expenses					
Accounting	0.00	154.13	1,808.00	1,850.00	1,850.00
General Office Expense					
Bank Service	0.00		103.50		
Copier Expense	52.52	58.37	445.91	700.00	700.00
Equipment	0.00	41.83	0.00	500.00	500.00
Office Supplies	0.00	50.00	342.50	600.00	600.00
Postage	250.00	75.00	450.00	600.00	600.00
Telephone & Internet	120.85	91.83	1,423.75	1,100.00	1,100.00
Total General Office Expense	<u>403.47</u>	<u>319.83</u>	<u>2,784.75</u>	<u>3,800.00</u>	<u>3,800.00</u>
Missions	0.00	8.97	0.00	100.00	100.00
Supplemental					
Church's Share FICA Tax	0.00	87.50	413.53	810.00	810.00
Delegate & Annual Meeting	0.00	19.83	0.00	200.00	200.00
Other					
Harvest Supper	0.00		-98.00		
Other - Other	0.00	83.37	0.00	1,000.00	1,000.00
Total Other	<u>0.00</u>	<u>83.37</u>	<u>-98.00</u>	<u>1,000.00</u>	<u>1,000.00</u>
Total Supplemental	<u>0.00</u>	<u>187.50</u>	<u>317.53</u>	<u>2,010.00</u>	<u>2,010.00</u>
Total Other Misc. Expenses	<u>403.47</u>	<u>649.83</u>	<u>4,310.28</u>	<u>7,780.00</u>	<u>7,780.00</u>
Other Staff Salaries					
Custodian's Salary	0.00	360.50	3,606.25	4,350.00	4,350.00
Secretary's Salary	0.00	500.87	1,508.00	6,250.00	6,250.00
Total Other Staff Salaries	<u>0.00</u>	<u>861.37</u>	<u>5,404.25</u>	<u>10,600.00</u>	<u>10,600.00</u>
Pastoral Salary and Benefits					
Benefits					
Annuity	0.00	319.87	4,118.02	3,802.00	3,802.00
Dental Insurance	25.84	33.38	310.06	401.00	401.00
Health Insurance	491.86	383.37	4,818.02	4,380.00	4,380.00
Total Benefits	<u>427.50</u>	<u>713.62</u>	<u>9,248.02</u>	<u>8,583.00</u>	<u>8,583.00</u>
Parsonage Furnishing Allowance	83.34	83.37	1,000.08	1,000.00	1,000.00
Pastor's Salary	1,500.00	1,500.00	18,000.00	18,000.00	18,000.00
Professional Expenses	0.00	25.00	0.00	300.00	300.00
Social Security Allowance	157.50	157.50	1,800.00	1,800.00	1,800.00
Travel Reimbursement	0.00	83.37	0.00	1,000.00	1,000.00
Total Pastoral Salary and Benefits	<u>2,168.34</u>	<u>2,562.69</u>	<u>30,138.00</u>	<u>30,753.00</u>	<u>30,753.00</u>
Property/Workmans Comp. Ins.					
Property Insurance	0.00	350.00	4,411.50	4,200.00	4,200.00
Workman's Comp Insurance	0.00	78.25	915.00	915.00	915.00
Total Property/Workmans Comp. Ins.	<u>0.00</u>	<u>428.25</u>	<u>5,326.50</u>	<u>5,115.00</u>	<u>5,115.00</u>
Stewardship	0.00	29.13	315.09	350.00	350.00
Total Expense	<u>3,269.49</u>	<u>6,513.37</u>	<u>57,328.74</u>	<u>78,160.00</u>	<u>78,160.00</u>
Net Ordinary Income	<u>1,801.51</u>	<u>-6,513.37</u>	<u>-4,880.13</u>	<u>-78,160.00</u>	<u>-78,160.00</u>

11:02 AM
01/21/21
Cash Basis

UCC - United Church of Christ
Profit & Loss Budget Performance
December 2020

	<u>Dec 20</u>	<u>Budget</u>	<u>Jan - Dec 20</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Other Income/Expense					
Other Income					
Interest	1.60		171.78		
Ruby's Pantry					
Ruby's Pantry - Expense	-3,888.00		-46,919.37		
Ruby's Pantry - Income	4,200.00		51,999.38		
Total Ruby's Pantry	312.00		5,080.01		
Weekend Food Pantry					
Weekend Food - Donations	272.37		14,141.31		
Weekend Food - Expense	-75.00		-6,168.03		
Total Weekend Food Pantry	197.37		7,973.28		
Total Other Income	510.97		13,225.07		



OSSEO UNITED CHURCH OF CHRIST CONGREGATIONAL



**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22