

UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

**St. Paul's United Church of Christ
Erin, Wisconsin**

Pastor

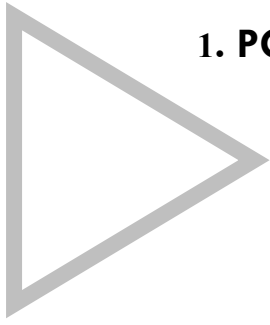
Wisconsin Conference, Southeast Association]

February 9, 2022

LOCAL CHURCH PROFILE CONTENTS

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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: St. Paul's United Church of Christ
Street address: 495 St. Augustine Road, Colgate, WI 53017
Supplemental web links: <https://stpaulserin.org/>

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

None.

Conference: Wisconsin Conference
Association: Southeast Association
UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):
Rev. Ted Drewsen |
Associate Conference Minister |
Wisconsin Conference UCC |
(c) 608-630-2992
tdrewsen@wcucc.org

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?

We continue to be the little church on the hill that focuses on our community and reaches out to all and to keep our current members engaged as well. We need a strong communicator who is a compassionate preacher that will guide us faithfully and spiritually, teach us and create unity in our church.

Photographs:

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



“Our Little Holy Hill”



Our Choir at Christmas



Youth Mission Trip



Women’s Guild Trip

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

We appreciate the beauty of our rural setting as we sit on top of a little hill in the heart of Wisconsin’s Kettle Moraine region and welcome all to worship with us. Our local community is close knit and caring but growing at the same time. We value that we live in a safe, quiet community with good schools as well as having close access to entertainment and shopping that the City of Milwaukee and its suburbs offer. We also value that, being in the Kettle Moraine region of Wisconsin, we have beautiful rolling hills, spectacular views of the Holy Hill Basilica and National Shrine of Mary and access to great outdoor amenities (hiking the Ice Age Trail and many parks, bike paths and local area lakes).

Current size of membership: One Hundred Thirty (130)

Languages used in ministry (*other than English*): None

Position Title: Pastor

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

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 options listed*):

A full-time pastor is preferred, but we would consider a part-time pastor that is a good fit for us.

Does the total support package meet conference compensation guidelines?

Yes, that is our intention if financially possible.

1b. SCOPE OF WORK

(add here the Scope of Work developed by your church using the Call Agreement Workbook)

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.)

We are looking for a pastor that is:

- an effective and compelling preacher/speaker;
- a compassionate and caring person;
- effective in working with us on Christian education (adult and youth);
- builds a sense of fellowship among our congregation; and
- deals with conflict effectively.

1c. COMPENSATION AND SUPPORT

Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): \$

Benefits (*choose one*):

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*)?

Living nearby is preferred if reasonably or economically possible.

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

We would prefer a pastor that fully integrates into our community (Erin or the surrounding areas, i.e., the southern portion of Washington County or the Northern part of Waukesha County).

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

The pastor will be eligible for a three (3) month sabbatical after five (5) years of satisfactory service.

Describe peer and professional supports available for ministers in your association/conference:

The Wisconsin Conference encourages all pastors to participate in Communities of Practice groups. These are facilitated groups that help support pastors and help them continue to develop their "craft" of ministry. The Wisconsin Conference also offers ongoing Coaching for Pastors to help them in their ministry settings.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment:

We will work collaboratively with the pastor to accommodate a part-time calling, if applicable. Pastoral care and applicable governance and other meetings would be scheduled around bi-vocational employment.

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.

We seek a strong leader that will work with a congregation of varying views and beliefs to help and guide us in our spiritual lives, build unity, encourage fellowship and reach out to potential new members as well as inactive members.

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

Our vision is to find a pastor that will help us achieve our goals. It is our desire to find a pastor that is committed to integrating into our community, to be present and eager to participate in all of our meetings and events and encourages unity within our church and visibility within the community through fellowship and outreach.

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

N/A

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.

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

- Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
- Praying actively and nurturing spiritual practices.
- Being called to ordained ministry by God and the Church.
- Continuing discernment of one's call in community.
- Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
- Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

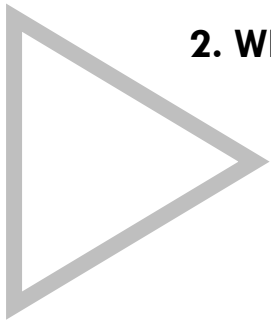
- Empowering the Church to be faithful to God's call, reflective of Christ's mission, and open to the surprises of the Holy Spirit.
- Strategically creating the future of God's Church.
- Witnessing in the public square to God's redeeming power.
- Performing necessary and appropriate administrative tasks.
- Working collaboratively with intercultural awareness and sensitivity.
- Encouraging leadership development of self and others through continuing education and lifelong learning.

CARING FOR ALL CREATION

- Nurturing care and compassion for God's creation.
- Maintaining a basic understanding of mental health and wellness.
- Practicing self-care and life balance.
- Providing hope and healing to a hurting world.
- Attending to one's own spiritual and pastoral care, including engagement in supervision as appropriate.
- Stewarding the resources of the Church.

STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS

- Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
- Living in relationships of covenantal accountability with God and the Church.
- Exhibiting strong moral character and personal integrity.
- Respecting the dignity of all God's people.
- Understanding and ministering to stages of human development across the life span.
- Demonstrating excellent communication skills.



2. 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?

We believe God is calling us to become a strong and caring foundation within our community, to reach out to potential new members, expand our ministries in our community and, especially, to reach out to and encourage all age groups (i.e.; children, young adults and older adults) to participate in the life of our church.

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?

-Zoom for Church Service:

We engaged in Zoom meetings and services during the COVID shut down of our church, which was not the same as being in church physically, although it certainly was effective in getting us through the darkest months of COVID. As a result of the effectiveness of Zoom, we will continue to provide Zoom services to be used by shut-ins, vacationing members, and those that may be sick on Sunday.

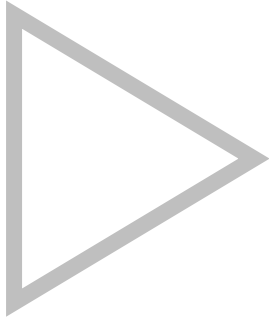
-Zoom and Email Lesson for Sunday School:

We engaged in Zoom and email lessons during the COVID shut down for our young children in Sunday School. The same timeline of a regular Sunday School session was converted into an email lesson with all the components. The children continued to participate in group activities on their own individualized time for the week and gathered together on Zoom as well.

-Church Council Phone Calls to Congregation:

The Church Council called each family to listen and discuss the safety of reopening of the church during COVID. During these phone calls, each family had the opportunity to confidentially express their concerns and were heartfully taken into consideration.

3. 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?

We believe that Jesus Christ is our Lord and Resurrected Savior. He was crucified, died and was buried. After three days he arose from the grave and ascended into Heaven. He returned from Heaven after those three days. He appeared to His Disciples to fulfill the Holy Scriptures and to convince His immediate followers that He was truly the Messiah and give instructions to them to continue the work He had started, healing and spreading the Word. He reminds us that He is constantly with us in the form of the Holy Spirit. He urges us to continue to spread His Word of Love and Care for all who need help. The Cross at the top of our steeple and the cross at the alter at the front of our sanctuary remind us of the sacrifice that God made by allowing His Son to be killed for the redemption of our sins. The stained-glass windows of our church depict various highlights of Jesus’ short but history changing Life on earth. The rooster atop the highest point of the canopy over the handicap entrance to our church reminds us of Peter’s denials that he knew Jesus three times before the Cock Crowed on the fateful day when Jesus was arrested and led away to be tried and ultimately Crucified.

Lay persons are encouraged to volunteer to participate in the service, generally at the beginning of the service. The Liturgy is mostly from the liturgical schedule recommended by the conference and followed both by the Sunday school as well as being the format for the Sunday morning worship service. The liturgy passages are read by the lay person. That portion of the church service is immediately followed by the pastor’s sermon which interprets the scripture and the Gospel and relates them to our daily life and what is going on in the world around us.

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?

We are also a “tradition” based congregation gathering in a white clapboard steep steepled belltower church on what has been termed “our own little holy hill!” The original four founders, German farmers in the area, met over 180 years ago and formed a church body which met first in homes, then a small log building, the foundation of which can still be seen beside the current sanctuary. Behind the church is a cemetery within which three of the founding fathers were laid to rest. Descendants of the founders remain as current members. While we believe in tradition, we also like to have fun, we have a small but active very tight-knit choir, our children come to the sanctuary for a “Liturgy based” children’s sermon, we celebrate birthdays of both children (with visits of the “birthday fairy”) and adults with the singing of “Happy Birthday” and of course we celebrate joys and pray for the concerns of all mentioned during the service, plus those “that are unspoken in our hearts.”

Our worship service begins as soon as we enter the church! Members greet each other as soon as we see one another. The greetings continue with hugs, smiles, animated conversation on any number of subjects. The official greeters at the door of the church are often “swallowed up” within the conversations. We are warm and friendly. We are welcoming of visitors, interested in who they are, their names, where they live, and we invite them to be sure and visit our fellowship hall for coffee and conversation after the service where we can introduce them to the pastor as well as others of the congregation that they might not have had an opportunity to meet as they entered our sanctuary. We are a congregation who is supportive of each other and supports a constant flow of mission projects both in the immediate community and some in the Milwaukee area. We have an official Mission Committee which organizes clothing drives, collections of food items for local food pantries, Christmas gift collections for needy children and other charities. In addition, we have a Sunday school class of youngsters, led by very enthusiastic teachers who have named themselves the Mission Maniacs. Their projects are related to fulfilling the needs of others often forgotten such as an aluminum can collection to raise money for the training of Service Dogs, “care packages,” gift cards and greeting cards sent to our college students who are away studying for exams, U.S. service members away on duty ... wherever! Lastly, recognition projects for all our congregation who currently are and have served our country in the armed forces.

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?

We feel that post-confirmation youth and adult education has not recently been made a priority in our church. It is an issue we would like to address with a new pastor who is willing to help us develop and nurture within our congregation. We currently have, as indicated above, a very dedicated group of primary age children and Sunday school teachers who are doing an excellent job of teaching the Christian duties of sharing and caring for others with our youth. However, we offer nothing for anyone older than the primary grades. Woman's Guild meets monthly for a worship service and a meal together and the occasional educational or fun trip. This group has been in existence and service to the church for 105 years. Their group has been the driving force for raising money for many necessary projects over and above the regular church budget. Seniors meet for lunch once a month. There is also a social woman's book club that meets once monthly.

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?

- When it comes to decision-making, how many hours are spent in meetings per month?

Decisions effecting regular church business and within approved budgets are made primarily by our elected officials and communicated through our monthly newsletter, *The Chapel Bells*, and via email with supplementary phone calls to those few members who are not connected electronically. The election of officers of the major committees such as Church Council, etc. are made at the Annual Meeting. Leadership within the individual committees are selected by vote among the committee members. Major decisions, such as the hiring of a new pastor or change in major policies, require a Special Congregational Meeting chaired by the Church President and attended by a quorum of church members. Our accompanying By-Laws detail all official committees within the church, their organizational structure, membership requirements, vision, mission statements, term limits and in some cases, their individual By-Laws.

Church Council meets a minimum of once per month. Length of meeting depends upon the agenda and needs.

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

COVID – 19 required immediate action and communication involving not only the Church Council but action or reaction by all members. The resignation of our pastor also involved quick action and decision making, spearheaded by our Church Council and our Personnel Committee.

- 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, we will provide the next pastor with a complete copy of our organization structure, by-laws, and annual report to further explain the patterns of the church's activity and governance. We will also supply her or him a copy of our 175th Anniversary History Booklet which can give many details and antidotes in word and pictures.

3b. 11-YEAR REPORT

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

**UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS**



Church#:	860820		Schedule: 0				Saint Paul's (Erin) UCC		Colgate	WI	53017
Assoc:	832										
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2010	154	73	36	4	4	2	1	0	9		
2011	160	75	25	3	6	0	3	0	6		
2012	173	83	27	4	0	13	3	1	13		
2013	177	70	24	5	1	0	2	0	4		
2014	177	70	24	0	0	0	0	0	0		
2015	185	66	19	4	0	6	2	0	8		
2016	188	57	28	1	0	11	5	4	3		
2017	188	64	16	2	0	2	0	4	0		
2018	180	68	16	0	0	7	3	12	-8		
2019	186	68	16	3	0	4	1	0	6		
2020	186	53	7	1	0	4	3	2	0		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2010	\$89,085	\$0	\$2,000	\$1,991	\$3,991	\$5,500	\$9,491	2.25	\$98,576	\$77,236	
2011	\$88,000	\$0	\$3,000	\$2,031	\$5,031	\$4,708	\$9,739	3.41	\$97,739	\$81,758	
2012	\$83,386	\$0	\$3,000	\$1,933	\$4,933	\$2,100	\$7,033	3.60	\$90,419	\$87,258	
2013	\$97,796	\$0	\$3,000	\$1,178	\$4,178	\$2,000	\$6,178	3.07	\$103,974	\$87,780	
2014	\$97,796	\$0	\$3,000	\$750	\$3,750	\$0	\$3,750	3.07	\$101,546	\$0	
2015	\$63,061	\$0	\$3,000	\$4,584	\$7,584	\$1,007	\$8,591	4.76	\$71,652	\$99,219	
2016	\$93,735	\$982	\$3,000	\$2,371	\$5,371	\$1,441	\$6,812	3.20	\$101,529	\$102,345	
2017	\$93,784	\$982	\$3,500	\$1,709	\$5,209	\$2,685	\$7,894	3.73	\$101,678	\$107,757	
2018	\$102,327	\$982	\$4,000	\$2,009	\$6,009	\$2,368	\$8,377	3.91	\$110,704	\$113,037	
2019	\$111,128	\$982	\$4,100	\$2,544	\$6,644	\$3,985	\$10,629	3.69	\$121,757	\$114,160	
2020	\$111,730	\$982	\$4,223	\$1,193	\$5,416	\$7,305	\$12,721	3.78	\$124,451	\$103,890	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE			
2015-2020	0.54	-19.70	-63.16	-50.00	150.00	77.18	-28.59	73.69			
2010-2020	20.78	-27.40	-80.56	-50.00	400.00	25.42	35.71	26.25			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	130	
Number of active non-members:	6	
Total of church participants (sum of the numbers above):	13	

Note: In 2021 our Church Council conducted a thorough membership audit and determined that our recent past membership statistics have been over reported to the conference (for example, we had been including adult children that no longer lived at home and did not participate as members, we had been including spouses of members, despite the fact the spouse has never become a member, and we were including pre-confirmation youth, despite the fact that they are not formal members, etc.)

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (check if yes)</i>
More than 10 years:	65%	
Less than 10, more than 5 years:	18%	
Less than 5 years:	17%	

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>
15	3	11	13	11	13	33	33	15	Yes

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	14%	X
Households with minors:	17%	X
Single adults age 35-65:	10%	X

Joint households with no minors:	52%	X
Single adults over 65:	7%	X

Education level of adult participants by percentage:

		<i>Is this number an estimate? (check if yes)</i>
High school:	29%	
College:	32.2%	
Graduate School:	14.5%	
Specialty Training:	22.6%	
Other (please specify):	1.7%	Did not complete high school.

Percentage of adults in various employment types:

		<i>Is this number an estimate? (check if yes)</i>
Adults who are employed:	37.7%	
Adults who are retired:	58.6%	
Adults who are not fully employed:	3.7%	

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

The occupations in our congregation generally reflect the employment base of our larger surrounding communities, including business, clerical, farming, manufacturing, laborers, professionals, students, and tradespersons.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC 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 a mono-cultural (Caucasian) congregation that reflects the diversity of the larger community that we live in, and we are welcoming to all.

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 would welcome a conversation about welcoming diversity, but we are not currently planning such a discussion.

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	40	Congregation (total participants)
Baptisms (<i>number last year</i>)	3	Pastor
Children's Groups or Classes	7	Sunday School Committee (total youth participants)
Christmas Eve Worship	130	Pastor
Easter Worship	111	Pastor
Church-wide Meals		Pre-Covid we held several a year and are bringing them back in 2022
Choirs and Music Groups	1	Accompanist
Church-based Bible Study		
Communion (<i>served how often?</i>)	1/month	Alter Committee
Community Meals		
Confirmation (<i>number confirmed last year</i>)	0	Pastor
Drama or Dance Program		
Funerals (<i>number last year</i>)		Pastor

Intergenerational Groups		
Outdoor Worship	2	We held several in our Cemetery in 2020 during COVID and have a history of occasional outdoor worship.
Prayer or Meditation Groups		
Public Advocacy Work		
Retreats	2	Pastor/Church Council (pre-COVID)
Theology or Bible Programs in the Community		
Weddings (<i>number last year</i>)	2	Pastor
Worship (time slot: 9:30 am)	60 (average)	Pastor
Worship (time slot: _____)		
Young Adult Groups or Classes		
Youth Groups or Classes		
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:

N/A

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
Accompanist	No	Part-time	Personnel Committee	2+ years
Church Secretary	No	Volunteer	Pastor	20+ years

REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry?

St. Paul’s membership largely consists of the older demographic in our community; however, we would welcome into our congregation and embrace the younger demographic moving into our community.

3e. CHURCH FINANCES

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

Fiscal Year 2021 (actual through year end)

Source	Amount
Annual Offerings and Pledged Giving	\$108,149.00
Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$0.00
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	\$0.00
Fundraising Events	\$0.00*
Gifts Designated for a Specific Purpose	\$1,338.01
Grants	\$0.00

Rentals of Church Building	\$153.00
Rentals of Church Parsonage	\$0.00
Support from Related Organizations (e.g. Women's Group)	\$0.00*
Transfers from Special Accounts	\$0.00
Other (specify): Holiday Offerings	\$2,575.00
Other (specify): Other Miscellaneous Income	\$365.00
Other (specify): Interest Income	\$393.84
TOTAL	\$112,973.85

*There is typically annual income in these categories, but COVID precluded fundraising.

Note: In 2021, \$15,000 has been given by members additionally to support a future pastor.

Current annual expenses (dollars budgeted for most recent fiscal year):

2021 Actual Expenses (with full-time Pastor through June): \$86,572,79

2021 Budgeted Expenses (with full-time Pastor through June): \$96,563.07

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.

Our 2021 Annual Report to the Congregation is attached as Attachment #1. The Annual Report contains our Treasurer's 2021 Fiscal Report and our 2022 Budget.

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

In 2020 (last year we had a full-time pastor for the entire year), the percentage of Pastoral Support to overall expenses was 67%. Pastoral Support (compensation, housing, and all benefits) was \$81,386 and our total expenses were \$121,425.

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*)

Our Church’s Wider Mission (OCWM – Basic Support)

One Great Hour of Sharing

Strengthen the Church

Neighbors in Need

Christmas Fund

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

Recently we have been following our Southeast Association Conference suggested guidelines for a congregation of our size and finances (4.3% of budgeted revenue in 2021).

What is the church’s current indebtedness?

Total amount of loan debt: None.

Reason for debt: N/A

Are capital and other payments current? N/A

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
N/A		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A		\$	\$	

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? \$221,301.34 as of 12/31/2021.

Are funds drawn as needed, regularly, or under certain circumstances? No.

What is the percentage rate of draw (last year, compared to 5 years ago)? N/A

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: N/A. We do not draw on the endowment to meet operating budget expenses.

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

Please comment on the above calculations or estimates: We have not relied on our endowment to fund operations. FUND ACTIVITY accounting is available on request that details everything that has happened with the EF (Endowment Fund) from the date of inception. By-Laws were developed which govern the purpose, use, and safeguarding of this valuable asset. It has been invested, originally in 6-month CD's and The Strong Fund and in 1995 moved to (UCF) United Church Funds (account # 860820). Interest and growth in Market Value from the original donation has been overseen by our EF Committee, which annually makes a presentation and proposal to Annual Meeting, for full Church approval, as to what is to be done with the accrued monies and used for, what we now term as "Awards, Grants or just 'Good Works'." These Good Works monies according to By-Laws ... "may be used by our members for the betterment and enrichment of our Church and community beyond the resources of our Annual Budget." In a brief general summary, Good Works include: donations to many and varied and needy causes such as an award to UCC Rural Ministries and Harvest of Hope (in 1991), major repairs to the church and property, grants to area food pantries, purchase of our

organ, various disaster relief funds, Red Cross, an award to ourselves to build the major addition to the church in 2004, an AED (defibrillator) and training for its use, various mission projects, advertising, UCC camp scholarships, mission trips, 175th Anniversary Celebration expenses, Pastor discretionary fund , (so awards could be made confidentially to needy families or individuals) and a 30 year loan to the Church for solar panels. (Note: this loan repayment, including interest, is annually added to “Principal” of the EF. Finally, on 12/6/2013 the EF Committee acted to regularly move at least the annual solar panel loan repayment (due through 2040) plus 10% of UCF Market Value increase over previous year, rounded up to the nearest \$100, to Principal” of the EF.

Other Assets

Reserves (savings) as of 12/31/2021:

Account Type	Amount (as of 12/31/21)
Checking	\$5,970.12
Unrestricted Savings/Reserves	\$222,728.21
Restricted (Memorial Fund, etc.)	\$53,305.34
Total	\$282,003.67

Investments (other than endowment): N/A

Does your church have a parsonage? No.

Describe all buildings owned by the church: The Church and cemetery, totaling approximately 4 acres.

Describe non-owned buildings or space used or rented by the church: None.

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*)

All areas of the Church are accessible to wheelchairs except the pulpit/alter area, the sanctuary’s balcony and a conference room. The fellowship space (semi-below grade) is accessible by elevator.

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?

Budgeting. Our budgeting is done by our Church Council in November and December of each year (during our annual Stewardship Campaign). The Budget is then approved by the congregation at our Annual Meeting in February.

New Ministry Initiatives. Because of COVID, there has not been any significant new ministry initiatives over the last 2 years.

Budget Change. The last major budget change was in February of this year. Our Church Council approved a 2021 budget in December of 2020. Between that time and our annual meeting in February, our pastor told us he was resigning at the end of February. Prior to our Annual Meeting in February, our Church Council, working with our Personnel Committee, revamped the budget to deal with the special circumstances. Ask us about the process and the special circumstances.

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.

The dates of the five most important events in the first 180 years of St. Paul's history:

1. The church founding in 1840.
2. The building of the basic current church (before many renovations) 1880.
3. St. Paul's was instrumental in establishing and became yoked with St. John's UCC in Merton in 1880.
4. Endowment Fund established in June 1991. An anonymous gift of \$127,034.93 was given to St. Paul's. With both Church and Council action, the Endowment Fund was established, which has been invested and used wisely. The Market Value of the fund as of December 31, 2021 was \$221,301.34. The principal has grown to \$145,000 and Good Works Valued at more than \$234,204.80 (as of 12/31/2020).
5. The yoke between St. John's UCC and St. Paul's UCC was broken in 1995 resulting in two completely separate and independent churches, each with their own responsibilities and ministry. The Parsonage owned in common between the two churches was sold at that time.

The most important event in the life of our church in the last 10 years was our year-long celebration of our 175th Anniversary of our founding in 2014. This is the report that the 175th Anniversary Committee submitted to our congregation for our 2015 Annual Meeting:

175th Anniversary Committee Report for 2015 Annual Meeting

The purpose of this report is strictly to put on record in an Annual Report, **where records can be found of what we did as a committee to document our findings and presentations.**

A packet containing DVD discs, Store N Go stick, some physical pictures and other materials has been placed in the SPUCC safe in the furnace room. The data as stored includes: the complete copy, including pictures, of the 1840 – 2015 History Book, extra pictures taken during the celebration but not included in the book, the power point slide presentations of the cemetery restoration and the slide show that ran before and after the Celebration Service, the ABC interview recorded during the “Service in the Stones,” a list of the addresses, email addresses and phone numbers of all pastors contacted to participate during the celebration, lists of all past permanent SPUCC pastors & past Council Presidents & other materials.

A copy of the 175th History Book was sent or delivered to all invited pastors, whether they were able to participate or not, as well as Pastor Bryan Sirchio (because of his “Service in the Stones” participation) as soon as the book came off the press.

We wish to thank the complete congregation for the amazing enthusiasm & the amount of hard work that was accomplished to prepare the church and its surrounding grounds for this year long event.

The accomplishments of this 175th Anniversary Committee in summary are:

1. Published a history of the first 175 years of SPUCC.
2. Monthly Presentations in church of the history in increments of approximately each 25 years.
3. Commissioned a banner to recognize our 175 years anniversary.
4. Set up a schedule of events to highlight this major anniversary.
5. The Event Schedule got all the major groups involved, i.e. Missions, Guild, Choir, S.P.Y., V.B.S., and the Cemetery committee.
 - A. The Guild had several events including a Turkey Dinner, a 100th Anniversary Celebration plus their usual fundraising events.
 - B. The Cemetery committee performed a major historical restoration.
6. Commissioned a commemorative tree ornament.
7. Commissioned a commemorative “Founding Fathers Stone”.
8. Commissioned the “Edwin and Ruth Mayer Family Memorial Stone”.

9. Sponsored an outdoor church “Service in the Stones” led by visiting Pastor Rev. Bryan Sirchio.
10. Held the 175th Anniversary Jubilee Service, featuring participating Pastor Bonnie Jacque-Gorecki, Rev. Dr. John Helt, Rev. Nancy Kahaian, Rev. Roger Brooks, Rev. Russ Knoth, WIUCC Conference Minister Rev. Franz Rigert, Rev. Don Niederfrank, Rev. Kathryn Reid Walker and visiting Rev. Kent Mosebach, Rev. Keith Farnham and Ms. Janel Brandtjen (WI State Representative Dist. 22.) The service was followed by a catered Luncheon.

During 2014, \$300 of a \$500 budget that was set aside for the 175th Anniversary by the EFC was spent for a sign. A complete accounting of funds allocated and spent in 2015 will appear in the Treasurers report, but at the end of the year, \$1,128.98 more was spent than was budgeted. The EFC agreed that this overage would be handled through the Endowment Fund. Memorial Funds covered the expense of the Banner, the Founders Stone & the Mayer Stone.

12/26/15 The 175th Anniversary Committee: Barbara Brehmer, Jim Branchford, Marilyn Dieball, Charmaine Duehring, Polly Edgar, LouAnn Evert, Kay O’Keane Jensen, Steve Manuell and Kathy Schlafer.

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

The resignation of our latest Pastor during COVID in February 2021 was a specific change our church has managed in the recent past.

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?)

We take conflict seriously and try to address it as soon as it surfaces. For example, during covid our church remained closed for a long period of time. The past pastor and the congregation had differences of opinions and disagreements on COVID precautions with regard to reopening the church for in-person worship. The church was able to resolve those issues by speaking to each active family regarding their concerns and safety in reopening the church for in person services, meetings and other activities. We also had a joint meeting with the

congregation as well as the past pastor regarding these tense issues and divisions regarding the perception of preaching of “politics from the pulpit” and how it could be resolved. Although this issue was never completely resolved, we were able to gather and discuss the differences of opinions.

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

Staff member’s name	Years of service	UCC Standing (Y/N)
Glenn Danz (Settled Pastor)	5 (2015-2021)	Y
Bonnie Jacque-Gorecki (Interim)	2 (2014-2015)	Y
John Helt (Settled Pastor)	5 (2009-2014)	Y
Katherine Reed-Walker (Interim)	2 (2007-2009)	Y
Don Neiderfrank (Settled Pastor)	11 (1996-2007)	Y
Nancy Kahaian (Settled Yoked Pastor)	4 (1991-1995)	Y

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Our church is looking for a pastor who is warm, welcoming and can negotiate differences of opinions within the congregation. We have learned as a church to be supportive of our pastor and openly address any differences as they arise regarding the weekly sermons, good or bad, the relationships the pastor has with our church council, church committees and other church groups that meet. Our church is seeking a pastor who can work with the church council and congregation to address any concerns within the church immediately so we can flourish and grow as a friendly, welcoming, and inclusive congregation.

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

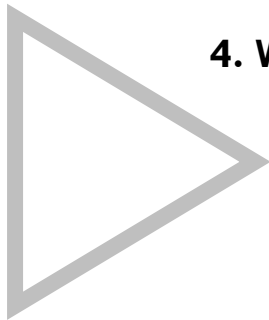
Our last settled pastor left voluntarily after some differences of opinion with our Church Council over COVID protocols and perceptions from some members of our congregation that there was too much “Politics from the Pulpit.” We would welcome the opportunity to further discuss these matters and how equitably we treated our pastor after five years of service.

Has your church been involved in a Situational Support Consultation?

No

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

No



4. 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?

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

Our activities such as the annual Cookie Walk fundraiser and Vacation Bible School are open to the public to join the fun. We highly encourage our local community to participate in our church activities, without being an official member of the congregation.

The Mission Committee supports continuous work for different community outreach programs.

The Mission Maniacs- Sunday School children- carry out community outreach opportunities throughout the year.

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

- Faithful and Welcoming
- God Is Still Speaking (GISS)
- Border and Immigrant Justice

- Inter-cultural/Multi-racial (I'M)
- Just Peace
- Global Mission Church
- Open and Affirming (ONA)

- 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?

“No matter who you are or where you are on life’s journey, you are welcomed here.”

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

A few years ago, our church partnered with Wooded Hills Bible Church in Colgate to host the Thanksgiving service. This particular church is a non-denominational church, and we experienced a decent turnout for this service.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our church is involved in Current Mission Projects, Community Outreach Projects, and Additional Outreach Projects. All projects are listed on our website to review.

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

Along with the congregation, we anticipate that our new Pastor will spend significant time during their ministry in our local area to promote St. Paul’s, attract new members and benefit our surrounding community. In the past, we have supported our pastors that were willing to be involved in the Southeast Wisconsin Association and its ministry as well.

4b. MISSION InSite

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

St. Paul's congregation primarily resides in two counties, Washington and Waukesha. MissionInsight reports for those two counties reveal the following information.

- Both counties predict moderate population growth over the next 10 years. This allows St. Paul's to look at this population growth to develop strategies for bringing new members to the congregation.
- Overall composition of both counties is very homogeneous. St. Paul's reflects this composition as well.
- In the next 10 years, Waukesha County shows an upward trend in families with children. Washington County shows little change. St. Paul's has a strong Sunday school program that will be very attractive to families with children.
- Both counties have poverty levels significantly below average while reporting moderately high income levels. St. Paul's reflects this as well. While poverty levels in the two counties is low, it still does exist. This allows St. Paul's robust mission program to support the needs of those families.
- The moderately high income level of the two county area as well as St. Paul's congregation allow for a healthy financial picture for growth at St. Paul's in the future.

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?

Our congregation's demographics are closely aligned with the adjacent neighborhoods and other connected neighborhoods, with the possible exception that our congregations' average age is probably skewed higher than our surrounding neighborhoods.

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

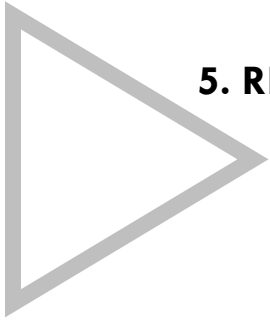
We believe that our ministry needs expanding to connect with the growing, younger family demographics moving into our community.

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

We are a warm and welcoming congregation that is active in our local community.

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

- Warm, welcoming, and friendly Pastor and congregation
- An involved Sunday School program for young children



5. 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.

REFERENCE 1

The Rev. Dr. John C. Helt

Phone No.: (262) 622-3165

Email: johncliffordhelt@gmail.com

Relationship to the Congregation: Former Pastor, Bridge Pastor & Former Member

REFERENCE 2

The Rev. Russ Knoth

Phone No.: (262) 832-4083

Email: rknoth@milwpc.com

Relationship to the Congregation: Multiple time pulpit supply Pastor

REFERENCE 3

The Rev. Keith Farnham

Phone No.: (262) 501-3183

Email: kcfarnham@aol.com

Relationship to the Congregation: Multiple time pulpit supply Pastor and past member

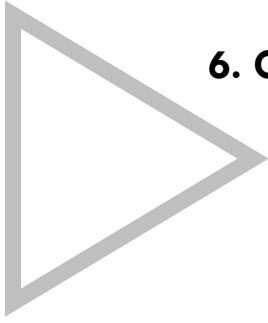
PROMPTS FOR REFERENCES

Describe some areas of strength in this church’s ministry.

Describe some areas for improvement in this church’s ministry.

Describe a significant experience you have had of this church’s ministry.

Anything else you wish to share.



6. 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:

Dear Heavenly Lord and Savior Jesus Christ, Please be with us as we, the Pastoral Search Committee for St. Paul's United Church of Christ – Erin ... blessed to be worshipping You from our "little holy hill" located at the junction of Rustic Road and Rustic Road, seek to find the special candidate to help us continue our 180 year tradition of loving, welcoming fellowship, community, mission to others and care to all in need as well as to perform evangelism to our neighbors in this fast growing rural suburban community. Telling all who will listen about the Good News of The Gospel and how it is alive, well and welcoming within St. Paul's UCC Erin. Come join us in our quest! Amen.

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 Local Church Profile? *(for example, church council or consistory, transition team, etc.)*

Pastoral Search Committee (7 members)
Church Council (6 members)
Treasurer

2. Additional comments for interpreting the profile:

None.

Signed:

St. PAUL'S UNITED CHURCH OF CHRIST



By: _____

Brett K. Miller

Chair of the Pastoral Search Committee

Dated: January 26, 2022

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: 

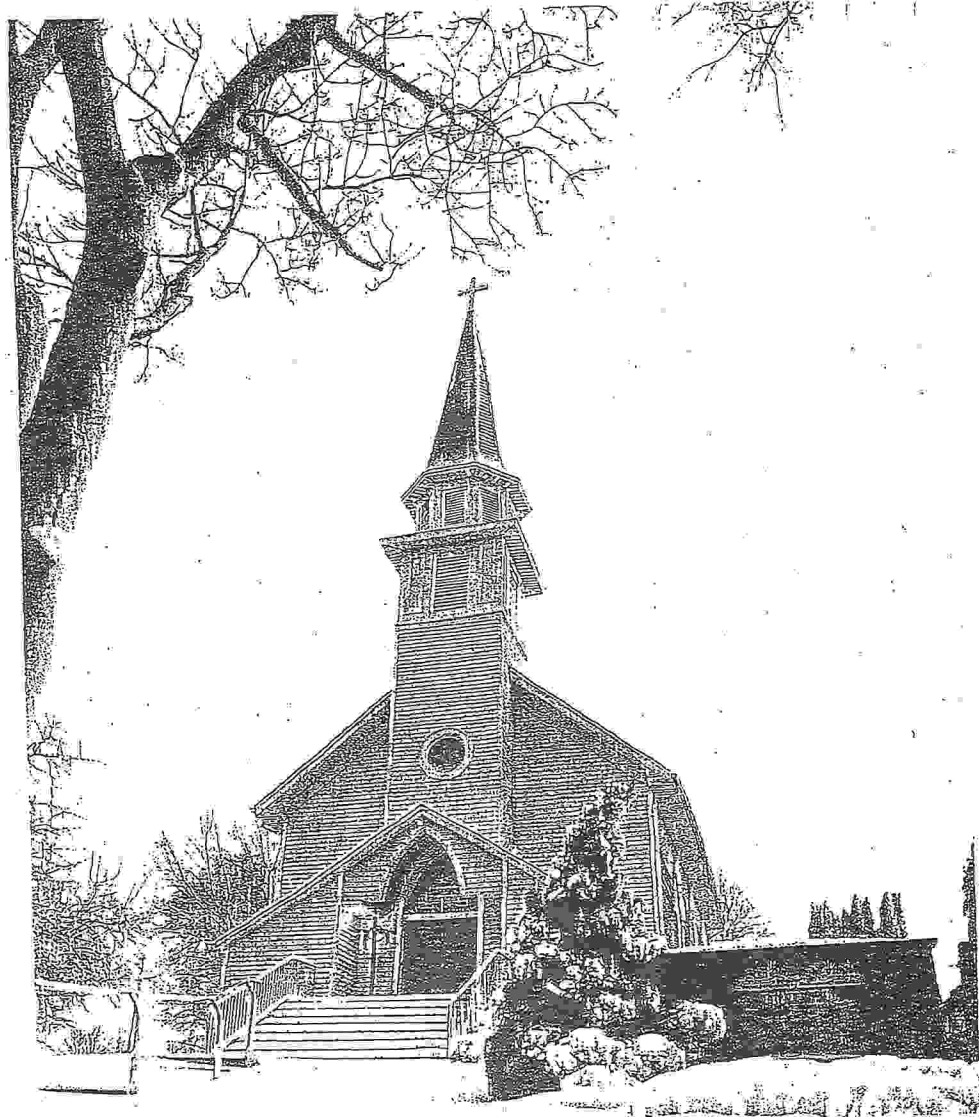
Name / Title: Rev. Ted Drewsen / Bridge Associate Conference Minister
Email: tdrewsen@wcucc.org
Phone: 608-630-2992
Date: February 9, 2022

This document is created **UNITED CHURCH OF CHRIST** 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

**2021 ANNUAL REPORTS
ANNUAL MEETING
FEBRUARY 13, 2022**



St. Paul's United Church of Christ
495 St. Augustine Road
Colgate, WI 53017

St. Paul's United Church of Christ
Annual Meeting Agenda
Sunday, February 13, 2022

1. Call to Order
2. Opening Prayer
3. Approval of Minutes from Sunday February 7, 2021 Annual Meeting
4. Pastor's Report
5. Committee Reports
 - a. Altar
 - b. Building and Grounds
 - c. Cemetery
 - d. Church Council
 - e. Endowment
 - f. Guild
 - g. Membership
 - h. Memorial
 - i. Mission
 - j. Search Committee
 - k. Financial Secretary
 - l. Christian Education
 - m. Pastor Parish Relations
 - n. Personnel
6. 2021 Financial Report
7. 2022 Budget, discussion and approval
8. Nominating Committee Report and Election
9. Adjournment

St. Paul's UCC
Annual Meeting Minutes
February 7, 2021

Council President, Adam Staus, called the meeting to order. The meeting was held immediately after service (started at about 10:35 a.m.) both in person and virtually.

1. Quorum – Fifty-seven (57) members in good standing attended the meeting. Twenty-four (24) were in person and thirty-three (33) attended virtually for a total of fifty-seven (57) members constituting a quorum.

2. Opening Prayer – Led by Pastor Glenn.

3. Approval of 2020 Annual Meeting Minutes – The minutes from the 2020 Annual Meeting were moved for approval by Charmaine Duehring and seconded by Brett Miller. The minutes were unanimously approved.

4. Pastor Report - Report as submitted. Once question was asked as to his resignation. Pastor Glenn answered. Brett Miller moved to accept, Jill Lotzow seconded. One person abstained, all others voted to accept.

5. Committee Reports

A. Altar Committee – Charmaine Duehring submitted a report. Report stands as submitted.

B. Building & Grounds Committee – Jack Duehring submitted a report. The report stands as submitted.

C. Cemetery Report – Bill Evert submitted a report. The report stands as submitted.

D. Council Report – Adam Staus submitted a report. The report included the many challenges we had this past year due to the pandemic. The church was closed part of the year with worship done virtually. We now have in person and virtual worship so we can worship as we feel safe. The report stands as submitted.

E. Endowment Committee – The report stands as submitted by Carol Kaisler, LouAnn Evert, Dan O'Keane, Diane Smith and Dave Zimpelman.

F. Women's Guild - Lucy Krapfl submitted a report. The report stands as submitted.

G. Membership Committee – Pastor Glenn submitted a report. The report stands as submitted.

H. Memorial Fund Committee – LouAnn Evert submitted a report. The report stands as submitted.

I. Mission Committee – Rachel Hoch submitted a report. The report stands as submitted.

J. Financial Secretary – Rachel Hoch submitted a report. A number of pledges are down for 2021 with a 10.9% decrease. The report stands as submitted.

K. Christian Education – Jodi Staus submitted a report. The report stands as submitted.

L. Pastor Parish Relations Committee – Brett Miller submitted a report. The report stands as submitted.

M. Personnel Committee – John Duwell submitted a report. The report stands as submitted.

Brett Miller moved to accept all committee reports, Bernice Dieball seconded. The motion was unanimously approved.

6. 2020 Financial Report – Connie Johnson explained the 2020 balance sheet. A motion to accept was made by Brett Miller and seconded by Bill Evert. The motion was unanimously approved.

7. 2021 Budget Discussion and Approval – The 2021 budget was presented by Connie Johnson. A discussion was held as to the separation agreement for Pastor Glenn due to his resignation. John Duwell explained how the amount was decided. John Duwell moved to accept and Carol Kaisler seconded. The vote was taken and the motion passed with 46 members voting yea, 8 members voting no and 3 members abstained.

8. Nominating Committee Report/Election – Nominations were as follows: Jessica Staus, Charmaine Duehring and Janene Kluever to their first 2 year term on Council; Jill Paddock and John Duwell to their first 3 year term on Endowment Committee; Brett Miller to a second 2 year term on Pastor Parish Relations Committee. Bernice Dieball moved to accept the nominations as read, Bonnie Hanrahan seconded. The motion was unanimously approved.

9. Adjournment – Lucy Krapfl moved to adjourn the meeting, Cheryl Fischer seconded. The motion was unanimously approved. Adam Staus adjourned the meeting at 12:20 p.m.

Respectfully submitted,

Lucy Krapfl
Council Secretary

Altar Committee Annual Report 2021

The Altar Committee consists of 3 teams of volunteers alternating months decorating the sanctuary and setting up for communion.

Members in 2021 were Judy Nell-chair, Charmaine Duehring, Bernie Chase, and Betty Zimpleman. One or two additional members will be needed in 2022.

Purchases in 2021 totaled \$207.07. Items purchased were palms, grape juice, wine, Easter flowers, altar candles, and communion cups. Poinsettias for Christmas were purchased with donations from the church members.

Extra donations from the Christmas poinsettias for 2021 (\$112) will be used to purchase additional banners or other Altar Committee needs in 2022.

Thank you to Carol Kaisler, Bernie Chase, and Jill Paddock for providing homemade bread for communion in 2021.

Respectfully submitted,
Charmaine Duehring
Altar Committee Member

2021 Building and Grounds Annual Report

Projects or repairs completed:

- annual maintenance items: light and battery replacement, lift inspection, furnace filters, salt, water inspection, fire extinguisher inspection
- snow shoveling and salting of sidewalks and steps
- replacement of lift battery
- furnace/air conditioner serviced and/or repaired
- church siding washed by Algae Men
- front windows cleaned, primed and repainted
- sign room door replaced with volunteer help and money from Ladies Guild
- steeple cross repaired, changed from neon to LED and reinstalled using insurance money and memorial funds
- purchased and installed new cordless blind in conference room
- held a successful clean up day and spread mulch in all garden beds

The Building and Grounds Committee consists of Jack Duehring and many volunteers.

Respectfully submitted,
Jack Duehring

Cemetery Committee Report

Beginning Balance 01-01-2021	59504.31
Income	
Memorial Arlene Winkelman	1000.00
Christine Kalvelage - Cemetery Care	850.00
Memorial Arlene Winkelman	500.00
Memorial Arlene Winkelman	500.00
Lawn Care (Re-embursed from Church)	952.00
United Church Funds (Dividends)	5621.03
Total Income	9423.03
Expenses	
N. Brehmer---Lawn Care	2856.00
William Evert - Bubble Mailers	6.09
Total Expenses	2862.09
	Total 66065.25
Distribution of Funds	
Church Funds United	63386.31
Checking Account	2678.94
Balance 12-31-2020	66065.25

**William Evert
St. Paul's, Erin
Cemetery Treasurer**

St. Paul's UCC Church Council 2021 Annual Report

For the year 2021, your Church Council Members included Charmaine Duehring (Secretary), LouAnn Evert, Lucy Krapfl, Cheryl Fischer, Jess Staus (Vice President), Susan Miller (President) and Janene Kluever. Other Church Officers included Connie Johnson who serves as Treasurer and Rachel Hoch who serves as Financial Secretary.

It was a year of many moving parts, but as always, St. Paul's congregation held strong in our love and faith of our "Little White Church" on the hill.

We started the year still in COVID lockdown. However, by March we moved to in-person worship in our sanctuary along with Zoom for those members who felt more comfortable staying at home. Believe it or not, COVID brought a positive change to our church. We now Zoom every service which allows St. Paul's members to stay connected to our Sunday worships no matter where they are in the world.

In March, St. Paul's also welcomed our Bridge Pastor John Helt who served for four months. Bridge Pastor is a term we never heard before, but it was wonderful worshipping with our friend and previous Pastor. The changes didn't stop for our church. While searching for an Interim Pastor, we embraced the many pulpit supply Pastors for our Sunday worship.

In July, St. Paul's commissioned the Search Committee to start the process to call a new Pastor for us. As we moved forward with the search for a settled Pastor, we welcomed our Interim Pastor Reverend Bev Davis to lead us and worship with us.

As the year continued, we moved forward to the new normal. The Guild started hosting coffee and conversation after service. The Guild was also able to hold the famous and very well attended St. Paul's Cookie Walk. The Senior group started meeting again and St. Paul's members had the joy of see the Children's Christmas pageant as well as hearing a Christmas Eve performance by our Choir this year.

Some new improvements to our church included LED lights for the steeple cross, new service door for the sign room, and new blinds for the conference room. Thanks, Building and Grounds committee for your continuing maintenance of our church.

St. Paul's UCC continues to thrive with the robust financial and volunteer support from our members. The council thanks every last one of you for all your help in keeping our Little White Church moving forward.

Susan Miller, Church Council President

St. Paul's UCC Endowment Fund Committee Year-End Report to Council

February 13, 2022

As of 12/31/2021 the total market value of the Endowment Fund Account, in the United Church Fund is \$221,301. This is an increase of \$19,625 over the past year.

The Endowment Fund Committee respectfully asks the council's permission to continue the "good works" for St. Paul's UCC in 2022. The following are our recommendations for 2022:

Pastor Discretion	\$1,000.00
EFC Discretion	\$2,000.00
Church Repairs/Building and Grounds	\$3,000.00
Confirmation Retreat	\$500.00

Below are the "good works" made possible from the EF in 2021:

	<u>Pledged</u>	<u>Used</u>	<u>Balance</u>
Pastor Discretion	\$1,000	\$-0-	\$1000
ECF Discretion	\$2,000	\$1,150	\$850
Church Repairs and			
Building and Grounds	\$3,000	\$-0-	\$3,000
Confirmation Retreats	\$500	\$-0-	\$500
Totals	\$6,500	\$1,150	\$5,350

This concludes our official recommendations. Thank you, the EFC: Bonnie Hanrahan, Carol Kaisler, Jill Paddock, Diane Smith, and Dave Zimpelman

ST. PAULS WOMENS GUILD FINANCIAL STATEMENT - YEAR ENDED 12/31/21

INCOME	
COOKBOOKS	\$70.00
PIGGLY WIGGLY BRAT FRY 6/12/21	\$841.75
PIGGLY WIGGLY BRAT FRY 9/18/21	\$824.83
COOKIE WALK	\$3,211.30
SILENT AUCTION	\$720.00
DUES	\$113.00
DONATIONS	\$222.00
PHYLLIS SCHUPPEL MEMORIAL	\$500.00
	\$6,502.88

EXPENSES	
FOOD & C&C	\$16.00
SUPPLIES	\$223.04
BASEMENT ELECTRICAL	\$80.00
GIFTS/DONATIONS (SEE BELOW)	\$2,685.00
	\$3,004.04

2021 NET INCOME	\$3,498.84
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ITEMIZED GIFTS/DONATIONS**	
ST. PAULS GENERAL FUND	\$1,000.00
ST. PAULS MISSION COMMITTEE	\$500.00
ST. PAULS SUNDAY SCHOOL	\$1,000.00
GIFT CARDS/GIFTS	\$185.00
	\$2,685.00

BALANCES		
CHECKING START	1/1/2021	\$4,364.02
2021 INCOME		\$6,502.88
2021 EXPENSES		\$3,004.04
CHECKING BALANCE	12/31/2021	\$7,862.86
CD 1 START	1/1/2021	\$1,604.79
INTEREST CD 1	12/31/2021	\$16.02
CD 2 START	1/1/2020	\$3,170.56
INTEREST ON CD 2	12/31/2020	\$5.76
	CD'S TOTAL	\$4,797.13

YEAR TO YEAR COMPARISON		
TOTAL ASSETS	1/1/2021	\$9,139.97
TOTAL ASSETS	1/1/2022	\$12,659.99

2021 Membership Report

Total membership as of January 1, 2021: 186

New Members: 0

Confirmations: 0

Baptisms: 3(Marysa Hoch, Adela Guetzke and Clara Becker)

Weddings: 2 (Rebecca Kluever and Johnathan Ohser ;Jodi Hann and Jeff Dupras not married in the church or by our pastor)

Removals: 14 (John Duwell; Lynn Duwell; Glenn Danz; Stephanie Danz; Gab Danz; Jane Herte; Bill Herte; Michael Harvey; Christine Lubbert; Jake Lubbert; Alissa Lubbert; Bram Miller; Brady Miller; Tyler Runte)

Inactive: 6

Deaths: 0

*Total membership as of January 1, 2022: 130

St. Paul's Memorials 2021

Memorial Gifts for 2021

January	In Memory of Arlene Winkelman To: Cemetery Fund From: Winkelman Revocable Trust	1000.00
February	In Memory of Lorraine Paddock To: Memorial Fund From: Jill Paddock	50.00
March	In Memory of Curt Pellmann, Lloyd and Shirley Dieball To: Memorial Fund From: Betty Pellmann	60.00
	In Memory of Lorraine Paddock To: Memorial Fund From: Jill Paddock	50.00
April	In Memory of Fritz Dieball To: General Fund From: Bernice Dieball	100.00
July	In Memory of Audrey Mosebach To: Memorial Fund From: Bernice Dieball	20.00
August	In Memory of Walter Jankowski To: Memorial Fund From: Bill and LouAnn Evert	25.00
	In Memory of Phyllis Schuppel To: Christian Education Fund From: Bernice Dieball	25.00
September	In Memory of Phyllis Schuppel To: Christian Education Fund From: Steve and Alice Manuell	25.00
October	In Memory of George Evert To: Memorial Fund From: Bill and LouAnn Evert	50.00
November	In Memory of Arlene Winkelman To: Cemetery Fund From: Winkelman Revocable Trust	500.00

December	In Memory of Fritz and Mark Dieball	
	In Honor of Marilyn and Russell Dieball	
	To: Memorial Fund	
	From: Bernice Dieball	175.00
	In Memory of Phyllis Schuppel	
	To: St. Paul's Guild	
	From: William Schuppel and Family	500.00
	In Memory of Arlene Winkelman	
	To: Cemetery Fund	
	From: Winkelman Revocable Trust	500.00

Distribution of Gifts	Memorial Total	3080.00
	Memorial Fund	430.00
	General Fund	100.00
	Christian Education Fund	50.00
	St. Paul's Guild Fund	500.00
	Cemetery Fund	2000.00
	Total Gifts	3080.00

Expenses	Steeple Cross Repair	401.19
	Rooster Door Bench	490.60
	Total Expenses	891.79

LouAnn Evert
St. Paul's Memorial Fund Secretary

MEMORIAL GIFTS ARE ALWAYS WELCOME

Mission Committee 2021

\$200 Rescue Mission

\$250 Brown Street Academy air conditioner

\$200 Mission Maniacs Heat for Heroes project

\$250 Christmas Clearing Council of Waukesha County

\$250 Milwaukee Rescue Mission

\$250 Feeding America Eastern Wisconsin

\$250 Habitat for Humanity Washington and Dodge Counties

\$200 United for Waukesha Community Fund for Christmas parade tragedy

\$45 Christmas shoebox postage

Ongoing food collection for food pantries in Sussex, Ixonia, St. Boniface, Hartford, Merton and North Lake

MAY - Let's Play Brown Street, new toys were purchased by individuals

SEPTEMBER - collected Snacks for Brown Street

NOVEMBER - filled 63 boxes for Operation Christmas Child

- filled 19 Brown Bags for Brown Street with clothing and love
- collected gift cards for Christmas Clearing Council of Waukesha County

Covid presented many challenges for the church and our extended community. Through it all, this amazing church was able to continue to share its own little bit of magic through its love and generosity. The Mission Committee extends heartfelt thanks to everyone for all their contributions.

Jacquie Branchford

Cindy Cain

Bernie Chase

Jill Schaefer

Diane Smith

Pastoral Search Committee 2021 Annual Report

Our Pastoral Search Committee accomplished a lot since we were commissioned in early July, and we have met a dozen times since then. I am pleased to report that our committee represents very well the diversity of St. Paul's, and we are all like-minded in our goal to find a pastor that supports our congregation and mission and makes St. Paul's a welcoming and safe place for all to worship, no matter who you are or what you believe.

After getting ourselves organized, in the early fall we surveyed the congregation to get a sense of what we are all looking for in a new pastor. Based on your responses, we began preparing our Church Profile. Our Church Profile is like our resume, and it will be published for prospective pastoral candidates to review to see if they want to forward their own pastoral profile to us to consider. We will be reviewing the final draft of our Church Profile at a joint meeting with the Church Council on January 25th and then will forward it to the UCC Southeast Association Conference for their review and approval. Once we receive that approval, our profile will be published for pastoral candidates to review. As we have been, we will continue to regularly update you at service on Sundays and in Chapel Bells.

At our January 25th joint meeting with the Church Council, we will be discussing our proposed plan to financially support the hiring of a full-time pastor, as more than three quarters of you responded that you prefer a full-time pastor. If our financial plan is approved by the Church Council, we will review it with you at our annual meeting on February 13th. Over the last few months, our committee members have been approached by members of the congregation that have said they are willing to supplement their giving to help us financially support a full-time pastor (to date that commitment is over \$15,000). If that is something you are inclined to do, please reach out to our Financial Secretary, Rachel Hoch, so we have a sense of what additional financial support we should expect. You can reach Rachel personally (rschuppel4@gmail.com) or drop a sealed note to her in the offering plate, and she will maintain your confidentiality if that is your desire.

At the Annual Meeting we also plan to share with you the results of our survey from last fall. If you ever have any comments or questions, please do not hesitate to contact one of our members: Brett Miller, Steve Manuell, Cindy Cain, Debra Weber, Tom Pahnke, Peggy Ahles or Betty Zimpleman.

Brett Miller, Pastoral Search Committee Chair

Financial Secretary Report for 2021

Submitted by Rachel Hoch, Financial Secretary

Number of Pledges for 2017 – 63

Pledge Amount for 2017 - \$98,941

Number of Pledges for 2018 – 58

Pledge Amount for 2018 - \$101,230

Number of Pledges for 2019 – 58

Pledge Amount for 2019 - \$100,808

Number of Pledges returned for 2020 – 60

Pledged amount for 2020 - \$104,160 (3.33% increase over 2019)

- 38 met, exceeded or came close to pledge amount
- 19 were \$100 or more below pledge amount
- 14 members gave, but did not pledge

Number of Pledges returned for 2021 – 55

Pledge amount for 2021 - \$93,902 (9.85% decrease)

- 42 met, exceeded or came close to pledge amount
- 9 were \$100 or more below pledge amount
- 16 members gave, but did not pledge

Number of Pledges returned for 2022 – 49

Pledge amount for 2022 - \$95,197 (1.38% increase)

Christian Education 2021

Jodi Staus
Rachel Hoch
Debra Weber

Active Sunday School attendees: 6

Mission Work~~

Children's Hospital of WI toy Drive-
Rocks Clubhouse
Veterans Tribute- Heat for Heroes
College Gifts Cards in Spring
College Care packages in Fall
Brown Street Donations

Budget		<i>General Funds</i>	<i>Restricted Funds</i>
DEPOSITS	Beginning Funds	500	1363.53
	Guild Donation		500
	Donation		75
	Donation for College Care Packages		100
	Donation for College Care Packages		15
	Donation for College Care Packages		416
	Endowment donation for college care		650
	Memorial for CE - memory of Phyllis Schuppel		25
	Mission donation for Veterans (Heat for Heroes)		200
	Veteran donation		1000
	Veteran donation		300
	Veteran donation Can Money		441.14
	Veteran donation		150
WITHDRAWALS			
	CHW donations, project,bday cards,college cards,college giftcards,h.s. giftcards, gift for Glenn		-370.42
	Curriculum	-90.7	
	rock clubhouse,easter gifts, lesson items, fix bibles,bday gc's		-202.24
	brown street toy collection end of yr party & gifts		-185.94
	1st day supplies,brown st, xmas program,curric, dvd,banner, hs giftcards,cards	-190.28	-145.41
	college care packages		-651.23
	CHECK OUT to Heat for Heroes		-2091.14
	veterans gifts/CE lessons/CE curric/Christmas	-121.03	-384.74
Balance		97.99	1204.55

**2021 Year End Financial Report
Balance Sheet - Assets & Liabilities**

Associated Checking

Associated Checking General Fund	5,970.12
Restricted Donations**	11,581.65
SPY	19.14

Total Associated Checking 17,570.91

Endowment Checking Acct 1,027.64

Investments:

Endowment Fund UCF	221,301.34
General Fund UCF	118,143.35
Memoria UCF	9,132.41
CornerStone Investment Note	27,084.29

Money Market Accounts

Money Market -Memorial Fund	17,863.77
Money Market- General Fund	79,073.38
Money Market- Restricted Funds	12,031.93

Total Current Assets 503,229.02

Prepaid Income 1,505.00

Solar Panel Loan from Endowment 13,211.66

Total Equity 488,512.36

Total Current Assets 503,229.02

Restricted Donations & Funds Used

	Roll-Over from 2020	Donations in 2021	Funds Used	Ending Balance
Building Repairs/Improvements	\$ 7,679.40	\$ 791.19	\$ (3,052.17)	\$ 5,418.42
Bld Repair Insurance chks	\$ 3,196.81	\$ -	\$ (3,196.81)	\$ -
Sunday School	\$ 1,363.53	\$ 3,872.14	\$ (4,031.12)	\$ 1,204.55
Mission	\$ 1,243.90	\$ 2,035.55	\$ (2,525.55)	\$ 753.90
Garden	\$ 163.88	\$ -	\$ (45.96)	\$ 117.92
Council Discretion	\$ 1,480.80			\$ 1,480.80
Pastor (Salary /Benefits)		\$ 15,000.00	\$ -	\$ 15,000.00

United Church Funds & UCC CornerStone

<u>Market Value</u>	<u>2021 Beginning Balance</u>	<u>2021 Ending Balance</u>
Endowment Fund Investments	\$ 201,680.37	\$ 221,301.34
General Fund Investments	\$ 107,668.55	\$ 118,143.35
Memorial Fund Investments (open 9/2021)	\$ 9,000.00	\$ 9,132.41
UCC CornerStone Fund-Investment Note	\$ 26,604.93	\$ 27,084.29

St Paul's United Church of Christ -Erin
Profit & Loss Budget Performance 2022 Proposed Budget
January through December 2021

	Jan - Dec 2021	2021 Annual Budget	\$ Over Budget 2021	2022 PROPOSED BUDGET
1 Income				
2 Fundraiser-Chili Supper	\$0.00	\$1,600.00	-\$1,600.00	\$1,200.00
3 Holiday Offerings	\$2,575.00	\$1,350.00	\$1,225.00	\$1,350.00
4 Interest - Cornerstone Fund	\$479.36	\$388.00	\$91.36	\$480.00
5 Interest -Money Market General	\$6.49	\$40.00	-\$33.51	\$7.00
6 Other Income-Memorial	\$275.00		\$275.00	\$0.00
7 Other Income-Special Donations	\$1,063.01	\$1,000.00	\$63.01	\$1,000.00 donation from Guild
8 Other Income-Wedd/Funerals/bapt	\$153.00		\$153.00	\$600.00
9 Other Income - Inital Offering	\$115.00	\$190.00	-\$75.00	\$115.00
10 Other Income - Other	\$250.00		\$250.00	\$0.00
11 Special Offering-Other	\$500.00		\$0.00	\$0.00
12 Special Offering - Disbursements	-\$500.00		\$0.00	\$0.00
13 Weekly Offering-Loose Change	\$873.00	\$1,800.00	-\$927.00	\$900.00
14 Weekly Offering -Envelopes	\$107,276.00	\$92,902.00	\$14,374.00	\$95,197.00 2022 Pledge Amt
15 Total Income	<u>\$113,065.86</u>	<u>\$99,270.00</u>	<u>\$13,795.86</u>	<u>\$100,849.00</u>
16 Expense				
17 Bank Service Charges	\$57.52	\$30.00	\$27.52	\$70.00
18 Building Maintenance & Repair				
19 Building-Custodian	\$2,600.00	\$2,600.00	\$0.00	\$2,600.00
20 Building-Custodian Supplies	\$31.49	\$175.00	-\$143.51	\$300.00
21 Building-Maintenance	\$548.13	\$720.00	-\$171.87	\$895.00 \$\$\$\$ for reg main; requesting another \$825 for special (spec. donations?)
22 Christian Education				
23 Christ Ed-Sunday School	\$402.01	\$500.00	-\$97.99	\$500.00
24 Christian Education - Other	\$0.00			
25 Compensation				
26 Comp- Housing	\$27,000.00	\$27,000.00	\$0.00	\$0.00
27 Comp-Life/Disability Insurance	\$440.70	\$440.65	\$0.05	\$0.00
28 Comp - Pension	\$4,112.82	\$4,112.78	\$0.04	\$0.00
29 Comp - Salary	\$2,376.95	\$2,377.00	-\$0.05	\$0.00
30 Comp - Social Security	\$2,247.26	\$2,247.34	-\$0.08	\$0.00
31 Compensation- Benefits Reimburs	\$5,526.35	\$5,526.30	\$0.05	\$0.00
32 Pastor Expenses - OTHER				
33 Pastor Cell Phone Reimburse	\$100.00	\$100.00	\$0.00	\$0.00
34 Pastor Continuing Educati	\$2,500.00	\$2,500.00	\$0.00	\$0.00
35 Pastor Mileage Expense	\$0.00	\$400.00	-\$400.00	\$0.00
36 Compensation Other				
37 Comp Other- Organist	\$5,720.00	\$6,160.00	-\$440.00	\$6,160.00
38 Comp Other- Payroll Service	\$65.00	\$100.00	-\$35.00	\$70.00
39 Comp Other- Sub Organist	\$300.00	\$400.00	-\$100.00	\$500.00 4 Sundays + 1 carryover
40 Comp Other- Sub. Minister	\$10,435.00	\$19,815.00	-\$9,380.00	\$14,700.00 \$1200x12 + 2 sub \$150x2
41 Comp Other Sub Minister Mileage	\$2,441.96		\$2,441.96	\$6,000.00 based on \$500 miles per month
42 Sub Pastor Other Expenses	\$557.45		\$557.45	\$3,220.00 Estimate
43 Conferences and Meetings				
44 Conference- Association Dues	\$1,023.00	\$1,023.00	\$0.00	\$819.50 149 member x \$5.50
45 Mission- OCWM	\$4,311.00	\$4,311.00	\$0.00	\$4,311.00 Per.Conference
46 Insurance				
47 Insurance- Property-Liability	\$3,445.25	\$3,333.00	\$112.25	\$3,734.00
48 Insurance -Workmans Comp	\$638.25	\$601.00	\$37.25	\$594.00

St Paul's United Church of Christ -Erin
Profit & Loss Budget Performance 2022 Proposed Budget
January through December 2021

	Jan - Dec 2021	2021 Annual Budget	\$ Over Budget 2021	2022 PROPOSED BUDGET
49 Non-Budgeted Expenses	\$0.00	\$0.00	\$0.00	\$0.00
50 Office Expense				
51 Office-Equipment	\$0.00	\$100.00	-\$100.00	\$100.00
52 Office-Website	\$179.88	\$180.00	-\$0.12	\$180.00
53 Office - General Office	\$296.49	\$700.00	-\$403.51	\$600.00
54 Office -Postage and Delivery	\$245.16	\$175.00	\$70.16	\$200.00
55 Other Committees				
56 Other - Altar	\$207.07	\$300.00	-\$92.93	\$300.00
57 Other - Fellowship	\$0.00	\$300.00	-\$300.00	\$300.00
58 Other - Garden	\$0.00	\$150.00	-\$150.00	\$0.00
59 Other - Mission	\$0.00	\$0.00	\$0.00	\$500.00
60 Other - Personnel Committee	\$0.00	\$100.00	-\$100.00	\$100.00
61 Other - Stewardship	\$55.00	\$150.00	-\$95.00	\$150.00
62 Other -Music/Choir	\$171.53	\$200.00	-\$28.47	\$200.00
63 Other Expenses				
64 Other- Advertising	\$0.00	\$100.00	-\$100.00	\$150.00
65 Other- Devaeotional Publish	\$29.75	\$55.00	-\$25.25	\$30.00
66 Other - Envelopes (offering)	\$173.76	\$180.00	-\$6.24	\$200.00
67 Other - Gifts	\$150.00	\$100.00	\$50.00	\$150.00
68 Other - Organ Maintenance	\$0.00	\$405.00	-\$405.00	\$405.00
69 Other - Solar Panel EFC Payment	\$982.00	\$982.00	\$0.00	\$982.00
70 Other - Worship Materials	\$173.91	\$144.00	\$29.91	\$192.00
71 Utilities				
72 Utilities- Electric Inside	\$440.22	\$750.00	-\$309.78	\$750.00
73 Utilities - Electric Outside	\$839.53	\$900.00	-\$60.47	\$900.00
74 Utilities - Gas	\$964.59	\$1,200.00	-\$235.41	\$1,500.00
75 Utilities - Lawn Care	\$952.00	\$800.00	\$152.00	\$1,000.00
76 Utilities - Snow Removal	\$1,925.50	\$2,200.00	-\$274.50	\$2,200.00
77 Utilities Phone/Internet	\$1,906.26	\$1,920.00	-\$13.74	\$1,980.00
78 Total Expense	<u>\$86,572.79</u>	<u>\$96,563.07</u>	<u>-\$9,990.28</u>	<u>\$57,542.50</u>
79 Net Ordinary Income	\$26,493.07	\$2,706.93	\$23,786.14	\$43,306.50
106				
107 Non-Budgeted Income				
109 Restricted Donations	\$8,747.27			
110 Memorial Fund Money Market Interest	\$2.81			
111 Memorials	-\$686.79			

The Nominating Committee 2021

The following people have accepted the call to serve on the **Church Council**:

Cheryl Fischer and Lucy Krapfl – accepted second 2-year term.

Kay O’Keane and Carl Roock - accepted first 2-year term

Kim Weber – accept finishing 1-year term.

The following people have accepted the call to serve on the **Endowment Committee**:

Diane Smith and Dave Zimpleman – accepted second 3-year term.

The following person accepted the call to serve on the **Personnel Committee**:

Bonnie Hanrahan- accepted 2-year term.

The following person accepted the call to serve on the **PPRC Committee**:

Gary Brushaber – accepted second 2-year term.

Debbie Braden – accepted 2-year term.

Submitted by:

Wanda Dieball and Diane Smith