

# Orchard Ridge United Church of Christ



*“Spiritually Alive,  
Joyfully Inclusive,  
Committed to Justice.”*

## 2020 Annual Report

March 7, 2021

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**Orchard Ridge United Church of Christ**

**Annual Meeting Agenda, March 7, 2021**

Opening Prayer – Kathy Borkowski

Welcome of New Members to the Annual Meeting – Kathy Borkowski

Call to Order – Kathy Borkowski

Adoption of Agenda

Approval of Minutes from Last Year’s Annual Meeting (February 2, 2020)

Word of Gratitude for Work of Ministries, Leadership Team, ORUCC Staff, and annual reports

Senior Pastor—Julia Burkey

Associate Pastor – Tammy Martens

Associate Pastor – Ken Pennings

Leadership Team – Kathy Borkowski, Moderator

Clerk’s Report – Page Danley

Ministry of Adult Faith Formation – Nathan Bubenzer

Ministry of Christian Witness and Service – Helene Nelson

Ministry of Congregational Life – Rebecca Erickson

Ministry of Resources – Jon Blanchard

Ministry of Youth Faith Formation – Kristin Muckian

Treasurer’s Report for 2020 – John Day

Open Time for Questions Regarding 2020 Life and Ministry

Adoption of 2021 Annual Budget – John Day

Amendment to the ORUCC Constitution – John Lemke

Nominating Report and Election – John Lemke

Thank you to our Volunteers

Outgoing Leadership Team Members – Angie Schoeneck, Page Danley, Hal Evensen

Looking Ahead to 2021

Welcoming our new Senior Pastor Julia Burkey

Continuing to be the Church through and beyond the COVID-19 pandemic

Closing Prayer – John Lemke

## 2020 Annual Meeting Minutes-February 2, 2020

**Opening Hymn:** We sang hymn #495, *Called as Partners in Christ's Service*, to call members to the meeting.

**Opening Prayer:** Moderator Angie Schoeneck opened the annual meeting at 11:25 AM by welcoming members and new members to the meeting. She recognized the new members by asking them to stand. She then led us in prayer and called the meeting to order. We established that there was a quorum in attendance.

**Adoption of the Agenda:** Angie presented the agenda to the Congregation and asked that it be adopted. We received a first and second and the motion carried on a voice vote.

**Adoption of 2019 Minutes:** Angie asked that the minutes from last year's Annual Meeting be approved. After a first and second, the minutes were accepted on a voice vote.

**Annual Reports:** Angie thanked a number of people for their work during the past year including our ministers, the music staff and volunteer musicians, Julie Wombacher, Tim Rotar, the ministry chairs, the Search Committee and the Leadership Team members. She presented a motion to accept the 2019 Annual Report. Lauren Amburn and Nancy Wettersten were the first and second and the motion carried.

**Treasurer's Report:** Pledges exceeded our spending in 2019 so we have a surplus of about \$30K. This is primarily due to our office manager reducing her hours and not hiring a communications specialist. The surplus will be divided between our two investment funds. The roof was fixed this year and cost \$50k. The money was taken from the building maintenance reserve.

For 2020, the amount pledged is \$413,000 which is 1.45% lower than 2019. We anticipate our spending will be lower, but there are some unknowns. We are anticipating Laura will continue for at least 6 months and a new pastor may be hired in the summer. We have projected that person's salary from the summer, onward. We are also assuming the communications specialist position will be filled soon and have budgeted for that. We will have to pay for the rest of the roof. The repairs will be made when the snow melts. We have a firm bid and hired a contractor. We are anticipating the additional repairs will cost \$43,000. Some of the money will come from the investment fund (\$23,000) and we may have to draw on some of the money in the Memorial Fund to pay the remainder.

A motion to accept the 2020 budget was presented. Nancy Wettersten/Helene Nelson provided the first and second. Motion passed.

### **Open Time for Questions:**

It was noted that we need to make some changes to the Annual Report and include a list of the volunteers who participated in the Grace Men's Shelter Breakfast program. Jeanne Moberly should be added to the Adult Faith Formation ministry, and Bob and Hedy Lukas should be removed from the members list. These changes will appear in an addendum and filed with the Annual Report in the office.

**Nominating Report and Election:** Angie thanked Susan Watson for her work as moderator and then past moderator. She introduced Kathy Borkowski as the new moderator and John Lemke as the moderator-elect. Kathy thanked Ralph Petersen for his work as the Resources liaison to the Leadership Team and read off the list of the 2020 leadership team members. She offered a motion to accept the new leadership team members and ministry chairs. Dick Rossmiller and Jan Christian provided the first and second and the motion was approved. Kathy then talked about the 2020 Leadership Team retreat and our plans for 2020.

We closed with hymn #76, *Sent forth by God's Blessing*.

Kathy then read a meditation used by the labyrinth team and adjourned the meeting at 12:04 PM.

Respectfully submitted,

Page Danley, clerk

### **2020 Annual Report – Franz Rigert, Conference Minister**

*“The lessons of history remind us that the Church at large survives largely because churches endlessly reinvent themselves as they resist pressures that would see them vanish with the morning mist.”*

This quote from Professors Andrew Village and Leslie J. Francis of York St. John University, sums up the Epiphany hope we cling to for the future of the Church in such uncertain times. We enter 2021 with determined endurance, recognizing the toll COVID-19 will continue to take until vaccinations are widely available. Yet, we can see the light at the end of this tragic tunnel, and this prompts a spirit of resilience!

The mission of the Wisconsin Conference of the United Church of Christ – **to connect, support, and resource local congregations and leaders** – was vital and essential in 2020. Conference staff dedicated considerable time and energy addressing the pandemic. With collaborative support from the Wisconsin Council of Churches, we provided guidelines and protocols as the spread of COVID-19 forced rapid changes in congregational life. Pastors and lay leaders adapted to virtual technology instantaneously, developing creative ways of providing socially distanced worship and pastoral care. While many of us suffer Zoom fatigue, we nevertheless give thanks for the church-saving grace of digital connections.

Through the generosity of many to the COVID Emergency Response Fund, the Wisconsin Conference was able to offer technology, relief and continuing education grants to over 20% of our congregations. We also curated and created various worship resources in order to support weary pastors in need of a Sunday respite. **At the turn of the New Year, three things seem evident:**

- 1) Many congregations have managed to remain steady with a faithful and fruitful witness to the Gospel despite the necessary changes and the social isolation, though congregations that entered 2020 in fragile states continue to struggle,
- 2) there remains deep anxiety and concern as to the recovery and renewal of church life, particularly the unknowns of future in-person worship attendance and ongoing strength of stewardship, and
- 3) nearly all congregations are exploring ways to capture the technology learnings and incorporate hybrid models of worship in a post-COVID era.

Perhaps the hardest hit ministry among us was **United Church Camps Incorporated (UCCI)**. This beloved bedrock ministry of our Conference launched a remarkably successful Matching Gift Campaign called *Keep the Fires Burning* in order to stay funded through the end of the pandemic. The partnership between UCCI and the Wisconsin Conference is strong, and we have every intention of returning to a thriving outdoor camping and retreat ministry. Thanks to all who have so generously responded!

Annual Meeting 2020 took the form of a very abbreviated Zoom Meeting, the highlight of which was endorsing and committing to a 10-year effort to address climate change. **The Kairos Call to Action** is a 10-step earth-saving program designed for church communities and family households. The Conference Creation Care Team has done extraordinary work in launching this initiative, and has set a high goal of engaging half our congregations in this commitment. In addition to Creation Care, our Wider Church justice initiatives continue as a collective resource to all congregations, empowered by passionate volunteers who help push along these ongoing and important working groups: Racial Justice, Immigration/Refugees Advocacy, LGBTQIA Plus, Break the Silence, Bethlehem Stars, Interfaith Peace, Human Trafficking, and Jail/Prison ministries.

I want to highlight three exciting and evolving Conference ministries:

- **The Supportive Ministries Team** provides resources and tools, wisdom and insight, for these challenging times. Their periodic publication *Tending the Soul of the Beloved Community* is excellent! This team of retired pastors and lay people seek to highlight the important ministries that provide such rich support: Communities of Practice, Coaching/Strategic Conversations, Conflict Transformation, Church Vitality resources, Appreciative Inquiry facilitation, etc.
- **The Damascus Project** now encompasses Faith Foundations (Lay Academy) and courses for the purpose of clergy continuing education, lay person biblical and theological development and offerings that will train those seeking an alternative path to authorized ministry. This joint project with the Minnesota Conference is gaining traction and attracting wide participation!
- **The Development and Stewardship** initiatives, led by the Rev. Andrew Warner, provide valuable education for annual stewardship, capital campaigns, legacy giving, and investment financial management through the Wisconsin Foundation of the UCC (provided by the Pension Boards' Generation Company).

Finally, we experienced some changes in our Conference Staff during 2020. Vicki Graff, longtime Director of Finance, retired this past summer. Tracy Hauge now serves as our only in-house Finance staff person, managing all deposits and expenses and communicating daily with our accounting firm, a non-profit in Escanaba, Michigan, called Community Foundation of the Upper Peninsula. This outsourcing of our accounting brings significant cost savings yet continues to allow us to provide personal service to our congregations. Additionally, in anticipation of the retirement of Deb Simon this coming summer, we have hired a very gifted part-time Annual Meeting Event Planner, Katie Komassa. I must say, we are so very blessed with an excellent, dedicated and gladhearted staff!

Siblings in Christ, keep the faith, and remember the words of Paul:

*“And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us, because God’s love has been poured into our hearts through the Holy Spirit that has been given to us.” Romans 5:3-5*

Submitted with steadfast hope,

Rev. Franz Rigert  
Conference Minister

## **2020 Associate Pastor for Children, Youth and Families – Tammy Martens**

We began 2020 with another successful All Church Retreat at Pilgrim Center. We had about 85 people in attendance. A fresh snowfall on Friday night made for fun play on Saturday.

My fondest memory of 2020 programming was the Tru Function/Tru Gumption concert we held on February 1. There was so much energy and fun that filled the church. The bands were remarkable! People danced, sang along, ate wonderful snacks, engaged in a Silent Auction, and simply enjoyed being together. We raised about \$3000 for our Youth Mission Trip.

I want to give a huge shout out to my husband, Rob, who led both bands through a long rehearsal schedule. Both bands started practicing in September of 2019. It was a huge event to pull off and Rob did an incredible job. I'm grateful to him and all the band members who really devoted time, energy, and devotion to this big undertaking. There were many other players who helped to organize the event including Angie Schoeneck, Anna Schryver, Kristin Muckian, and Loretta Swanson McClure. I'm sure I'm missing so many others.

And then March came. With the pandemic, our normal programming came to an abrupt halt. Wondering how to stay connected and what to offer was very difficult to figure out. And I was dealing with my own deep sadness as we started to realize that our son's high school graduation and start-up to college would be completely altered.

Our youth were invited to assist with outside projects at the church through Joyce Pohl's leadership. We also celebrated the High School seniors with a drive-through parade. It was wonderful to see so many people come to wish our seniors well.

Because of the pandemic, we had to cancel our Youth Mission Trip to Earville, Maryland. We are scheduled to go there this year, August 7-14.

We provided Sunday School in a Box programming for middle school youth in the fall of 2020 and Advent in a Box for 4<sup>th</sup> through 8<sup>th</sup> graders. Halloween treats were also delivered to Sunday School kids. Making those deliveries was so heartwarming as we got to make connections, even if they were brief, to many families.

I had the joy of leading three different discussion groups this past summer and fall. We either met in my garage or on my patio. We read and discussed the book *Everything Isn't Terrible* by Kathleen Smith. A total of 24 people attended these groups. My propane heater came in handy.

My ministry duties shifted a bit throughout this year and included more attention to pastoral care. And a lot of my time has been directed toward the virtual worship services and getting those organized and ready.

I also want to offer a word of thanks to Kristin Muckian who served as YFF chair for the last 4 or 5 years. She has been remarkable to work with and a wonderful partner in ministry.

Here's hoping for a way out of this pandemic and gathering again in 2021.

## **2020 Associate Pastor for Congregational Life – Ken Pennings**

During this eleventh year of ministry at ORUCC, I've made a point of following up on visitors and new friends. In 2020, we received into membership nine delightful people who have added lots of energy and vitality to our congregation! I'm always looking for ways to help these new members make connections with others who have a longer history with the church; discover points of entry into the larger life of the congregation beyond Sunday morning worship; and discover and use their gifts, talents and abilities in ministry to others.

As primary pastoral liaison to the Ministry of Congregational Life (CL), I've met monthly with CL. During the shut-down due to Covid-19, we met by Zoom. Our big project in 2020 was the creation of a Pictorial Directory. I have given leadership and support to other ministries that come under the umbrella of CL: Pastoral Partners, Prayer Shawls, Meals Team, Over 55, Ushers, Welcomers, Coffee-Makers, AV Technicians, and a Dining out Group.

As primary pastoral liaison to the Ministry of Adult Faith Formation (AFF), I worked closely with AFF in offering Lenten Home Groups which read and discussed The Life & Death of Aida Hernandez – A Border Story, by Aaron Bobrow-Strain. I also worked with AFF in conducting a mid-week discussion group on the books of 1<sup>st</sup> and 2<sup>nd</sup> Samuel during the summer, and preparing for Java & Jesus for adults on Sunday mornings at 11 o'clock.

I thoroughly enjoy my participation in worship, preaching, leadership and pastoral care. I offer support to the Nominating Committee in finding people to serve in a variety of ministries. I participated in three ad-hoc mission teams in 2020 -- the "Return to Church" Mission Team, the "Covid Response" Mission Team, and the "Pastoral Transition" Mission Team. Often, I facilitate "Joys & Concerns" by Zoom on Wednesdays at 7 pm. I write an article for the monthly newsletter, "The Communion," and I edit and send out E-Prayer once a week. I strengthen my connections with other UCC clergy by participating in a monthly book group.

During Julia Burkey's parental leave, I've worked with Tammy Martens to design and host virtual worship, including a Christmas Eve Service. I lined up retired clergy members of our congregation to do all the preaching during this period of time. Perhaps the greatest challenge of virtual worship is lining up & coaching lay people to produce videos of themselves (e.g. doing "Joys & Concerns," reading Scripture, etc.) During Julia's leave, I also served as pastoral liaison to our Communications Team and assisted with administrative matters.

Thank you for giving me the privilege of serving as one of the pastors of ORUCC! Indeed, we had a great year together!

## **2020 Moderator's Report—Kathy Borkowski**

Last February, the Leadership Team along with the Ministry Chairs met together for our Annual Retreat, making plans and setting the course for the coming year. We had no idea what was ahead for us in 2020.

The Leadership Team included Page Danley, John Day, Jennifer Eggerling-Boeck, Hal Evensen, Jane Ilgen, Chuck Kaspar, John Lemke, Megan Piper, Angie Schoeneck, Interim Pastor Laura Crow, and Pastors Tammy Martens and Ken Pennings. We spent the day together at Holy Wisdom Monastery gathering in fellowship and discussing how to make better connections—among the Ministries, among the Mission Teams, and among the entire congregation. We made plans to better communicate and gather in new ways.



During our retreat, we did an exercise about connections. Using pieces of yarn, we made connections from one ministry or mission team to another—showing the cross-ministry ways we can work together. We looked at ways that our youth could be involved in all of our ministries, not just Youth Faith Formation. We strategized ways to keep each of the ministries better informed.

Then, six weeks later, our world shifted. The COVID-19 pandemic shut down schools, restaurants, performing arts venues, and churches. We canceled in-person worship services and turned our attention on how to “Be the Church” during a global pandemic. Suddenly, many of our plans were no longer possible.

ORUCC pastors, leaders, and members all learned how to connect virtually. We sought out ways to be together in person—masked and 6 feet apart. Leadership Team and the Ministries began meeting via Zoom, as well as other Mission Teams and congregational groups. We developed ways to see one another through virtual Coffee Hour and Java & Jesus. A new virtual Wednesday evening group began as a way to help all of us cope with the challenges of the pandemic. It continues as a place to share joys and concerns and has been an important part of ministering to our congregation.

Communications among and between us continue to be of critical importance. To assist us in this work, we hired a new Communications Coordinator, Marji Dupuis. Marji brings a wealth of communications experience and has worked to revamp strategies for our emails, newsletter, and website.

ORUCC was quick to respond generously to the needs in the neighborhood as the pandemic caused loss of jobs and threatened housing for some in our community. Funding was raised for emergency housing assistance, working with groups such as Keeping Neighbors Connected.

Easter Sunday service was presented online with about 70 people in attendance. LT and Ministry meetings shifted to virtual meetings as did many of the groups such as the Men’s Group and the Book Group. Others met outside at a distance as the weather warmed.

The Search Committee, having spent many months reviewing candidates for a new settled senior pastor, made their recommendation to call the Reverend Julia Burkey. Plans were made for opportunities for the congregation to meet Julia through Zoom “meet and greet” sessions. The LT prepared for our first-ever virtual Congregational Meeting. Great care was taken to ensure that all members had access, being mindful of the technology limitations for some members. On July 12, 2020 the Congregation met and voted to call Julia Burkey as our new senior pastor. Her calling began on October 1, 2020.

At the end of September we bid farewell to Laura Crow, Interim Pastor, who began her term with ORUCC in January, 2019. Laura skillfully guides us through this transition period with grace and insight. She encouraged us all to think in new ways, and to put things in order for the arrival of the new settled pastor. Her strong background in science helped us to navigate COVID-19 as she was quicker than most of us to grasp the enormity of the pandemic. We celebrated our time with Laura with a Kudo board of images and thanks, a video, gifts, and a “drive-by” farewell in the rain. We are grateful to Laura for sharing her skills and gifts with all of us.

A team from Congregational Life put together a fabulous digital Congregational Directory. The directory included photos as well as information about the individuals and families to help us get to know one another a little better. It is also an important tool for Pastor Julia Burkey as she begins her ministry with us.

Two teams were formed over the course of the year to help us navigate the COVID-19 pandemic. The first is the Return to Church group, made up of members from the Resources Ministry and others to guide our safety and use policies

around the building and grounds. The second is the COVID Response Team made up of health care and science professionals in the congregation, along with Kerri Parker of the Wisconsin Council of Churches, to help guide our decisions about gathering. This group has been enormously helpful in making decisions about being together in person—even in small numbers.

In August we held a Leadership and Ministry Team Retreat via Zoom in order to check-in about how the various ministries are functioning during this time and to assess the most important needs of our congregation. We talked about the coming year being a year of new beginnings.

One new beginning worth a mention is the birth of Reverie Faye Burkey Cooperrider, born November 30<sup>th</sup>, 2020 to Pastor Julia Burkey and her partner Daniel Cooperrider—a joyous arrival.

Advent and the Christmas holidays were celebrated virtually, as we settled into a new pattern of services shared on Facebook and YouTube. These worship services were marked by increased participation by the congregation and innovative music. It wasn't the same as being in person, but we still supported one another through this time.

I am grateful for the shared wisdom and compassion of the leadership of ORUCC. Together we will all continue this journey of serving and supporting our community and each other.

### **2020 Search Committee Report--Sara Roberts**

The ORUCC Search Committee was created in April of 2018 and held its first meeting on April 9, 2018. The members of the committee were; Chris Thomas, Doug Piper, Mary Bucknell, Dana Dobbins, Barbara Stretchberry, Brian Lancor, Kim Kaspar and Sara Roberts (chair).

Our tasks were broken down into the following broad categories: Creating the Profile, Reviewing Candidate Profiles, Interviewing Candidates and Candidate Selection.

#### **CREATING THE CHURCH PROFILE**

The process for finding a minister begins with a church writing a lengthy summary of who they are and how they operate. The UCC has a standard formula for information that must be included. From start to finish it took us about eight months to create the ORUCC profile. After submitting it to the Conference Minister who advises Search Committees, it was then made available to ministers seeking positions.

Members of the committee had responsibility for various sections of the profile and collected and entered information into the profile as it was acquired. To write a complete profile we needed to hear from members what was important to them about our church life and the attributes they desired in a Senior Pastor. There were meetings scheduled with small groups in the congregation asking these questions: What attracts you and keeps you coming to ORUCC? What major societal trends do you see over the next few years and how should our church respond to them? What do you think God is calling our church to become over the next few years? We used the method of 'brainstorming' so there were no conversations – just input. In general, meetings with small groups from the congregation to get input for the profile went well. We received input from 94 members. Meetings were also held with the two Associate Pastors and other church staff as well as the youth of the congregation, the Leadership Team and 5 ministry teams. Interviewing staff members, including Winton, provided valuable insights and input into the skills and attributes that would be needed by our next senior pastor. The search committee grouped all of the responses into themes that revealed the areas where members wanted the church to focus its attention. This process yielded the information that we wanted and helped

focus the committee on what traits to look for in pastoral candidates. The writing process went well, with each of us responsible for writing a section of the profile. Barbara Stretchberry was our editor, and, in the end, it was cohesive and unified. The church profile reflected the values of our church and the skills and attributes we were looking for in our Senior Pastor. The process of creating the Church Profile took several months and was completed in January 2019 when it was shared with the Conference and posted on their website.

### **REVIEWING CANDIDATE PROFILES**

*Caveat - Our thinking and processes evolved during this part of the process that lasted nearly a full year. Ultimately, we ended up with a wonderful senior pastor, and we feel that, to a certain extent, the processes that we used led us to a successful outcome.*

Overall, we received 61 profiles. Our process was to review each profile, select those for further consideration, and discuss which candidates would be considered for a Skype interview. After each Skype interview we again evaluated the candidate and decided if we wanted to do an in-person interview. We had developed criteria for reviewing and discussing the profiles, Skype interviews and in-person interviews. All candidates were reviewed by each member of the committee and all participated in the discussion of each candidate. Part of this review included watching or listening to sermons and using other available avenues to learn about the candidates. We used consensus decision-making when deciding whether to go forward with a candidate. During this process we frequently referred to the desirable attributes in a Senior Pastor that we had gleaned during the profile-writing process. It was our touchstone as we moved through the selection and interviewing process.

Based on our experiences in this process, we made some modifications to the process, including how we worked with the Conference staff.

### **INTERVIEWS – SKYPE AND IN-PERSON**

Skype interviews were scheduled when the committee decided that we needed more information about a promising candidate. Prior to our first interview, we did a test interview with our Interim Pastor, which was very helpful. One of our committee members, Dana Dobbins, brought a monitor and external speakers for our Skype interviews and usually the process worked well. It was certainly preferable to phone interviews. We had several initial Skype interviews with candidates and based on those, selected candidates for in-person interviews. We had in-person interviews with five different candidates. These interviews included an extensive time together plus an informal time over dinner. One of these candidates returned for a second in-person time together. All of these candidates also met either in person or via Skype with our Associate Pastors, which was very helpful to the Search Committee. The committee also checked references of each candidate interviewed and consulted with the conference minister who contacted each candidate's conference pastor for information to pass along to the Search Committee.

### **CANDIDATE SELECTION**

After each in-person interview, the Search Committee thoroughly discussed the strengths and concerns for each candidate, followed by a recommendation from each person. We agreed at the outset to make decisions by consensus rather than majority vote. All committee members felt heard and respected. We discussed differences rather than ignoring them. Detailing our thoughts after interviews on flip-charts helped us focus our thoughts about a candidate. Our final candidate had Zoom Meet and Greets and led worship and preached the sermon during her candidating weekend, July 8-12, 2020. She was affirmed by the congregation in a congregational vote.

## **ADDITIONAL THOUGHTS RE: COMMUNICATION AND COMMITTEE FUNCTION**

It was very helpful to have one person (Barbara Stretchberry) handle communications with all candidates, including initial e-mails as well as setting up interviews or asking questions. Barbara's emails to candidates were always friendly and respectful and timely.

We shared what we could with the congregation including setbacks.

When appropriate, we discussed things with the Leadership Team, Laura, Tammy or Ken. Their guidance was very valuable.

Chris Thomas held the role of Chaplain and began each meeting with a reflection and time for sharing.

Mary Bucknell was our notetaker and also communicated regularly with the Conference office about the status of each candidate.

The Search Committee's role regarding working out salary and other compensation was a little unclear. The Leadership Team made the final decisions, but the Search Committee was somewhat involved as well. Guidance from the Conference Minister could be helpful.

In closing, I know I speak for all on the committee that it was an honor and a privilege to serve on the Search Committee at ORUCC. We were very happy to celebrate the vote by the congregation to affirm Rev. Dr. Julia Burkey as our new Senior Pastor and look forward to her ministry among us.

Respectfully Submitted, Sara Roberts, Chair, ORUCC Search Committee-January 2021

## **2020 Report of the Clerk – Page Danley**

### **Members, January 2020 - 522**

**Total Membership: Members, December 31, 2020 – 368\***

**Members admitted:** Jane and Tim Geier, Tony Holt, Chris Radtke, Ann and Hal Evensen, Julie Mazer, Marji Dupuis, Dana Dobbins

### **Removal from Membership**

*By request:* Dave Witte and Cristina Delgadillo

*By death:* Stan Boyer, Mary White, Char Klossner, Jane Ilgen, Jeanne Garnett, John Kruse

### **Worship Services**

Sundays (52)

Ash Wednesday

Good Friday

Easter (2)

Christmas Eve (2)

### **Baptism**

Erica Rose DeRolf 10/25/2020, officiated by Ken Pennings

Micah James Ring, 08/15/2020, officiated by Tammy Martens

### **Memorial Services/Funerals**

Brian Wilkes – (Date of Service) 01/05/2020

Mary White – 8/15/2020

Char Klossner - 7/25/2020

Jane Ilgen - 11/20/2020

Jeanne Garnett - 11/20/2020

John Kruse - 12/26/2020

\*Our membership list was updated in 2020.

### **2020 Ministry of Adult Faith Formation – Nathan Bubenzer**

The Adult Faith Formation Ministry is commissioned to support, relate to, and resource any church programs or activities that are designed to help people connect with God.

Our ministry believes adult faith formation encompasses many ideas:

- Viewing growth in faith as a lifelong process;
- Moving toward greater awareness and daily mindfulness;
- Experiencing the Divine in everything that is;
- Encouraging participation in meaningful worship, education, fellowship, prayer, contemplation, service, and witness in our church, the community, and the larger world;
- Living the questions, the stories, and the actual experiences of real life;
- Being in a healthy, growing, loving relationship with God, with self, and with others;
- Paying attention to what we are learning, how we are growing, through everything that happens to us.

These words were written by members of the Adult Faith Formation Ministry before the COVID-19 pandemic changed so much in the world and our community. Just like our faith community at ORUCC, our Ministry has at times struggled to understand how we were to continue in a much more virtual world. AFF is blessed to have strong and energetic members who have embraced the challenges and opportunities of this difficult year.

#### **Looking Back:**

This past pandemic year has caused many of us to search for new ways to connect with each other. The Mission Teams connected to AFF have tried to create opportunities to find those connections in a time where being together requires us to be apart from each other physically. Here are some of our successes and challenges from the past year.

Java and Jesus moved from a popular in-person program to a successful virtual program, even experimenting with different times and days. J&J seems to have settled comfortably into the virtual world with a strong core of 6-7 presenters offering a wide variety of topics to explore. Our thanks to Dan Rossmiller, Jeanne Moberly, and Ken Pennings for their leadership.

Our Lenten and Advent devotionals have been popular in the past, but found new forms and outlets in 2020. Jeanne Moberly volunteered to provide devotionals for the ORUCC Facebook page and has faithfully contributed a daily

devotional for all of our ORUCC Facebook visitors over the course of the year. In addition, she helped facilitate a very successful Advent discussion group on Zoom.

The pandemic could not stop our members from creating a new Racial Justice Mission team that has been moving non-stop since its inception. In many ways this group grew from the successful Just Mercy movie night where ORUCC members and friends packed the theater, discussed the movie afterwards, and found a desire to do more. More movie nights with a virtual format; presentations and discussions with the church on topics like reparations and anti-racism; and exploring an opportunity for training on respectful participation in the community.

The concerns of isolation and lack of connection led AFF member Sharon Goss to form our Women's Compassion Circles. Two groups meet online to share concerns and support for their circle members. Started as a pilot program late in 2020, it has been so successful with both leaders and members that they have decided to continue meeting through the spring.

Other AFF Mission Teams have also found ways to continue despite the constraints of Coronavirus. The weekly Meditation Group continues to gather "in spirit" while the Labyrinth Mission Team has found ways to pray and walk the Labyrinth.

Probably the area most affected by the restrictions related to our city and county's response to the pandemic has been our music ministries. Our adult music ministries have had a harder time finding ways to continue in a world where our Public Health needs preclude such things as choir practices or would require that an adult choir must sing in masks and stay at least six feet apart. And while a bell choir may not have quite the same issues, it is still a challenge to find ways together together to make music. Yet even with the constraints of a pandemic, our music leaders have found ways to share the beauty of song and spirit in creative and engaging ways during our virtual Sunday worship services.

While this current new normal has forced some dramatic changes to the how of what we may be able to do, it does not necessarily change our why and what. It does require us to think in different ways and dream of alternatives. AFF has spent many of their meetings together discussing these new "hows" of adult faith formation. Each meeting we have our Thunder Rounds where we review the current state of Mission Teams and programs. We call them Thunder Rounds because they take longer and pack more punch than the more common Lightning Rounds. Recently we have been discussing what we are looking forward to in 2021.

### **Looking Forward:**

AFF is looking forward to continuing our successful programs and activities of 2020. We believe we have a variety of programs and activities for ORUCC members, friends, and visitors to experience and participate in. Being virtual has allowed us to "open our doors" wide to interact with ORUCC's adult faith formation. We look forward to the opportunity to continue in this virtual outreach even as we explore how we will once again come together in person.

We are excited about the work AFF member Diep Nguyen has been doing for our interfaith engagement and look forward to where this work will lead AFF and ORUCC in the coming year.

We know this has been a difficult year for music in the church and we will look for ways to support our adult music ministries in these chorally difficult times. In addition, we are eager to make better connections to all of our mission teams in 2021 to see where we may provide support or assistance.

At the beginning of 2020 AFF members gathered together (yes in person!) and went through an exercise. We had a stack of cards and brainstormed some of the things we loved about worship and some of the things that, well, may be less than inspiring to us. No right or wrong answers, just thoughts on a card. With the pandemic and all of the chaos it brought, we haven't gotten back to those cards. But we want to, and hope that 2021 gives us an opportunity to explore with our new pastor and others what worship might look like in our future. The Adult Faith Formation Ministry Team looks forward to continuing to develop ideas to meet the needs of our congregation in these challenging times. We also look forward to the opportunity to partner with our Ministry Team colleagues to find ways to be church in this changing world.

Respectfully reported, Nathan Bubenzer Chair-Adult Faith Formation

### **2020 Ministry of Christian Witness and Service (CWS) – Helene Nelson**

CWS Members: Jane Glaze, Kellie and Dan Miller, Helene Nelson (chair), Mary Neuhaus, Bruce Olsen, Paul Patenaude, Jennifer Walker. Pastoral Support: Laura Crow (January-September) and Julia Burkey (October-early November); Leadership Team Liaison: Jane Ilgen (January-October) and John Lemke (November-December).

We grieve the death of Jane Ilgen, long-time ORUCC member, on November 16, 2020. We look forward to implementing the Jane Ilgen Literacy Fund she established before her death (described later in this report). We thank John Lemke for stepping in to keep CWS connected to church leadership after Jane's death and during Pastor Julia's maternity leave.

#### **Christian Witness and Service in the Year of the Plague- A Year Like No Other**

*The public health emergency affected everyone, in our country and around the world. The COVID pandemic, the subsequent economic recession, and racial inequity were the story of this year – and affected our work on CWS.*

Many of our neighbors suffered substantial losses of income. For some, this meant they literally could not meet basic needs in their families for housing, food, and other essential items. CWS pivoted to emphasize emergency housing assistance and other basic needs assistance to neighbors – and the congregation very generously responded to compassion offerings and special funds we established.

The COVID 'plague' spotlighted injustice and dysfunction in our society that preceded the current public health emergency and recession. At the same time, COVID and the recession aggravated the socio-economic and racial inequities of our society – literally, killing more people of color and pushing economically vulnerable people into deep poverty. CWS collected special compassion offerings to support work for justice, as well as immediate pandemic response. As William Sloan Coffin says, "Compassion and justice are companions, not choices."

#### **What Is the Purpose of the Ministry on Christian Witness and Service?**

The ORUCC Constitution says that the purpose of the Ministry of Christian Witness and Service (CWS) is to "provide leadership and direction for benevolent outreach and service to the larger community" including these goals and activities:

- Organize and coordinate congregational service programs;
- Educate the congregation regarding community needs & opportunities for service;

- Facilitate community service programs;
- Promote the church's wider mission and interdenominational programs;
- Facilitate distribution of congregational outreach funds.

### **What Were the Priorities of CWS in 2020?**

Early in the year, before the pandemic was apparent, CWS set the following priorities for 2020:

- 1) **Promote stable housing, especially for families with young children.** This reaffirmed initiatives and commitments made in recent years – to support Heart Room, an exciting pilot program keeping 6 families with young children in stable housing, and Keeping Neighbors Connected, an ecumenical neighborhood partnership offering short-term help to prevent families losing housing. This priority reflects the facts that kids are more likely to grow up safe, healthy, successful in school and in life if they and their families have stable housing.
- 2) **Support the well-being of children, youth and their families in our neighborhood, area schools and the broader community.** This is both a long-term priority and one that has evolved. We have regularly done compassion offerings and special projects and programs to support children and families through the schools, library, neighborhood center, Mellowood Foundation, and other neighborhood efforts.
- 3) **Support attached mission teams (Care of Creation, Sanctuary Mission Team - now Immigrant Justice Team, and others) and explore CWS involvement or sponsorship of the Racial Justice Mission Team.** (The current Racial Justice Team is authorized by Adult Faith Formation, focused on education within ORUCC.) We wanted to actively support these teams as they discerned how we can live faithfully as a justice-seeking community.
- 4) **Allocate the outreach budget, designate compassion offerings, and coordinate other financial support on behalf of the church.** We intended also to link the monthly compassion offerings with related education/faith formation activities and opportunities for volunteer engagement.

The pandemic hit Wisconsin in March. We stay focused on our 4 basic priorities, but also emphasized:

**(a) more help for neighbors needing food, household essentials, and emergency housing assistance; and (b) compassion offerings related to advocacy and action for justice to overcome racial and socio-economic inequities.** We saw these as the most compelling way for us to “love our neighbors” in this year. We had to defer some of our hopes for engaging the congregation more fully in education and volunteer opportunities, and working closely with mission teams on the justice agenda, as we turned our attention to the pandemic and emergency needs of neighbors. Our largest effort was creation of the **Emergency Housing Assistance program**, which continues to be a priority (described below).

Another unexpected opportunity presented itself late in the year. **The Jane Ilgen Literacy Fund** was created by Jane and her family. Jane's legacy creates an ongoing opportunity for ORUCC to serve our community (described below).

### **Emergency Housing Assistance**

The pandemic and resulting job losses created what social workers and housing assistance agencies described as a “tsunami” of need for rental assistance to low-income families at risk of losing their homes. ORUCC responded by creating an Emergency Housing Assistance fund.



ORUCC already was providing generous rental assistance to 6 families with children through Heart Room, and participating in the Keeping Neighbors Connected (KNC) partnership in southwest Madison which provided one-time eviction prevention grants. In spring 2020, we decided that ORUCC could and should do more. We raised funds within ORUCC for a new Emergency Housing Assistance fund in ORUCC. We designed this program carefully to complement other efforts and to provide flexibility to the Joining Forces for Families social worker in our neighborhood to meet needs that other programs could not. Our initial priority was helping undocumented immigrant families, who were especially hard-hit by pandemic layoffs and who were not eligible for many kinds of government “safety net” programs and pandemic relief. We also provided some funds for households without children, who were not eligible for help through Heart Room or KNC.

Our generous congregation contributed over \$27,000 over the course of the year for this fund. The JFF Social Worker told CWS that “ORUCC’s leadership and commitment to service are making it possible for many residents to make it through this period and avoid homelessness.” We also provided other smaller dollar allocations for pandemic relief, described elsewhere in this report.

### **Heart Room**

Heart Room is ORUCC’s initiative to help families with young children remain in stable housing long-term. After an initial planning period with community partners in 2017, ORUCC raised funds to begin Heart Room as a three-year pilot program in July 2018. We received three-year pledges exceeding our goal of \$90,000, the amount needed to support six families for up to three years each.

As we envisioned Heart Room, we knew that regardless of other challenges, very low-income families need financial assistance simply to afford housing and to build a foundation for long term success. The problem is structural: rents are too high and wages too low for many families to afford housing, and government aid has been short to bridge the gap. We also knew that homelessness and housing instability damages the health, mental health, school success, and long-term future of children. The early years are especially critical for healthy child development, including brain development. Heart Room was designed to respond to those facts and the call of the Gospel to meet the needs of the poor and welcome children.

Heart Room is a partnership of ORUCC with The Road Home (TRH), Joining Forces for Families (JFF), and the Dane County Early Childhood Initiative (ECI). Heart Room offers families significant monthly rent subsidies that gradually decrease over a three-year period. Families set their own goals for their family to thrive and to move towards long-term housing stability by the end of the three-year period. Families are supported in achieving their goals by the partner agency staff, wrap-around services the staff are able to arrange, and where requested help from ORUCC volunteers.

As it began its third year in mid-2020, Heart Room has proven to be an innovative, effective approach that makes a real difference in the future of children and their families. It is a unique collaboration that is able to fit the needs of each family with goal planning driven by families themselves. As one staff member said well, ORUCC “wants to plant seeds and see them grow. They listen to frontline workers and the powerful voices of family.”

Since 2018, Heart Room has served a total of eight families, including 28 children. (Two families left the program early, one for permanent subsidized housing and another choosing to move out of the area. We were able to enroll two added families in their place within the six slots that the program had funded.) With the financial stability created by ORUCC’s rent assistance, families have made great progress in achieving their goals, according to a program evaluation.

Each family's goals were different. In all cases there was a goal of working on longer term financial stability, whether that was by paying off debt or creating a savings account, getting a better job (two families), a parent getting a GED or learning English and gaining citizenship, or pursuing other stepping stones to longer term housing stability. In all cases there was a goal of better support to children. The financial security provided by Heart Room helped people move from "survival brain" to thinking brain. By reducing household stresses, many other points of progress are reported. Families reported through in-depth interviews that their emotional well-being improved. Four families connected with professional counseling to learn coping skills. Families reported being able to be more involved in kids' schooling, and before COVID 19, families noticed improved performance of kids in school. Families expressed appreciation of staff support.

Unfortunately, the pandemic of 2020 has stressed Heart Room families and affected their progress. Every family has been impacted economically (loss of employment or hours of employment) and by the challenges of home-schooling children. The pandemic also hindered families from pursuing their mental and physical health goals.

CWS reviewed Heart Room progress and made the following decisions and recommendations to affirm Heart Room's continuation and to meet the needs of families for housing:

- We approved a request from partner agencies for staff to consider extending two of the current families for up to one more year each. Given the adverse impact of the pandemic, this will help keep the families stable now, and able to regroup for long term stability. This will be funded from money raised in the original fund drive.
- We received the second-year program evaluation from the partner agencies, and provided a Zoom briefing on Heart Room to interested ORUCC stakeholders.
- We approved a recommendation from the partner agencies to extend the pilot program to serve six additional families, enrolling three families in July of 2021 and an added three families the following summer. This will require raising an added \$90,000 for rental support for families. As in the past, the partner agencies contribute administration, case management, and family services. Recently, Dane County including support for The Road Home's lead role in Heart Room, affirming the value of this successful pilot. The Leadership Team received this recommendation favorably. We will begin to work on fund-raising in March of 2021.

**Keeping Neighbors Connected (KNC) - Jane Glaze (ORUCC Representative)**

Keeping Neighbors Connected (KNC) is the first ever ecumenical partnership with neighboring churches to support housing stability for elementary and middle school families in our Southwest neighborhood. KNC began in 2018 and developed a KNC mission statement, criteria for funds and a process for fund distribution in 2019. One time eviction prevention checks are sent directly to landlords. In 2020, efforts have expanded and strengthened.

Since the KNC inception in 2018, our community partners have consisted of social workers from Joining Forces for Families (JFF in the Russet Road office) and school social workers from Falk and Orchard Ridge Elementary and Toki Middle schools. As of early January 2021, we finalized an agreement to expand our reach area to include social workers from Olsen and Huegel elementary schools – all feeder schools into Toki. KNC church partners include Orchard Ridge UCC (ORUCC), Good Shepherd Lutheran Church (GSLC) and St Maria Goretti Parish (SMG).

In the 2020 COVID era, emergency housing needs in the neighborhood accelerated to heights unimaginable as many of our lower income neighbors lost employment or had reduced income due to fewer work hours. In the initial response to the crisis, KNC partners revised the criteria for family eligibility and removed funding limits for any one family. This criteria shift allowed more flexibility to our JFF partners as they assessed all requests for housing assistance. In the fall

of 2020, we further flexed our criteria to include expectant parents, families with preschoolers and all K-12 grades of children within our boundaries.

KNC began with relatively small budget contributions from each church. In the spring when ORUCC decided to create our own Emergency Housing Assistance Fund, we did so because KNC criteria for family eligibility and amounts involved were too narrow to meet many needs occasioned by the pandemic. We now see increasing commitment to KNC from our partner churches, and greater flexibility. In the month of December 2020, our partner churches (GSLC and SMG) individually promoted KNC campaigns and raised approximately \$50,000 in donations paired with two \$5000 grants.

The ecumenical partners have also opened productive discussions about coordinating our responses to neighbors' needs for food and other basic items beyond housing. We want to especially acknowledge the Director of Facilities and Outreach at Good Shepherd Lutheran Church who is working with us and other partners.

In early 2021 we at CWS decided on behalf of ORUCC to also increase our KNC contributions. At the January CWS meeting, we approved sending \$5000 from the ORUCC Emergency Assistance Fund to KNC, and are planning a February compassion offering for Emergency Housing Assistance with an emphasis on funding through KNC. The requests and need for *immediate* funds in early 2021 for emergency housing are still great, due to the *uncertainty* of funds and timing for the receipt of *potential* local, state, or federal monies. Keeping Neighbors Connected is an exciting and worthy collaboration of neighborhood partners.

#### **Creation of the Jane Ilgen Literacy Fund**

In the last months of her life, Jane and her family worked with us to create the Jane Ilgen Literacy Fund. Jane told us: "We are put on this earth to help to make the lives of all of those in our communities richer and more fulfilling. Education and educational opportunity are fundamental to this mission. ... Education affirms that children's lives matter...I am particularly concerned at this time that we affirm through our actions that the lives of African American children matter. In this spirit, I am committed to a project that will make a contribution to the lives of African American children in Madison, a sustainable project that will grow and blossom through the work of like-minded community members when my contributions come to an end. Working with Orchard Ridge UCC and the Wisconsin Foundation UCC, I created the Jane Ilgen Literacy Fund. The endowment fund will provide annual support to Orchard Ridge UCC to use in support of literacy projects for African American children in the great Madison area. An early priority is to get books in the hands of young African American children in our neighborhood, while enhancing relationships among neighbors and partners in our southwest area..."

CWS and others in the church worked hard with Jane and her family to create this fund. In December we asked for the congregation to contribute to Jane's fund through the compassion offering (divided 50/50 with another cause) or through a separate line in which 100% of the funds would go to the Wisconsin UCC Foundation for the corpus of the fund. In total, \$5669 was raised for Jane's legacy. Of this, \$4174 sent to the Wisconsin UCC Foundation and \$1495 reserved at ORUCC to begin implementation in 2021, as Jane and her family had hoped. CWS has established a mission team that will develop plans for implementation. (Jen Walker, chair).

**Compassion Offerings:** CWS designates the monthly special offerings that invite the congregation to give to local, national and international organizations and causes. As in the past, CWS affirmed that monthly offerings would include a mix of "long term partners" and newer causes or needs over the course of the year. We are grateful for the congregation's generous response to these offerings.

Month	Beneficiary	Rationale	\$ Received
January	David's Educational Opportunity Fund	New	2441.
February	Dane County Foster Care Teens	New	2238
March	One Great Hour of Sharing	Long Term Partner-ecumenical/national	3731
April	1. Emergency Housing Assistance	New- Pandemic Response	20,406.90*
	2. Pastors' Discretionary Fund		\$5,000
May	Madison Urban Ministry	Long Term Partner ecumenical/local	2320
June	Wisconsin Voter Engagement Campaign	New – Christian Witness Interfaith/state	1495
July	Nehemiah/Justified Anger	New- Racial Justice	3350
August	Community Immigration Law Clinic	New – Immigrant Justice	2455
September	Falk/ORE Schools	Long Term Partner	2900
October	The Crossing (UW Campus Ministry)	Long Term Partner Ecumenical/local	1725
November	Madison College Endowment- George Floyd Scholarship	New- Racial Justice	2245
December	1. UCC Christmas Fund	Long Term Partner	1495
	2. Jane Ilgen Literacy Fund**	New	1495
<b>Total</b>			\$53,296.90

\*The Emergency Housing Assistance Fund remained open during the year for added donations. The total received in this fund, from the April offering and subsequent donations, was \$27,146.90.

\*\*The December compassion offering is typically divided between the national UCC Christmas fund and one locally designated offering. The Jane Ilgen Literacy Fund (described above) received half of the compassion offering or the \$1495 shown in the table. We also raised \$4174 for the fund's corpus at the WI UCC Foundation.

**Other Funding Administered by CWS**

- **Thanksgiving Year-Round Fund.** For some years, ORUCC has collected funds in November to provide Woodman's food vouchers for low-income families in our neighborhood around Thanksgiving time. CWS decided in 2020 that as part of our pandemic response, we would call this the "Thanksgiving Year-Round" fund. We knew that a variety of basic needs were pressing for many neighbors who had reduced hours of work or lost employment. Again, our congregation responded generously, and \$4060 was collected in this fund. CWS worked with Loretta McClure Swanson, an ORUCC member who works with the Early Childhood Initiative (ECI) Program and Joining Forces for Families (JFF) in our neighborhood, to set priorities and plan for how to use the funds. Loretta then coordinated distribution of these resources to meet needs of both ECI and JFF clients.

Funds were used for purchasing Woodman's gift certificates for neighbors to use for food, gas or non-food

essential items of their choosing, and also for neighborhood social workers to purchase and deliver packs of household essential/personal essential non-food items. Later in the year, we explored with Loretta and the Good Shepherd Lutheran Outreach Coordinator whether we could cooperate in providing essential non-food items. This is a promising development where GSLC is providing Loretta with materials to distribute. CWS has tentatively reserved the remaining balance in the fund (\$575 as of the end of the year) for purchase of non-food essential items, which may be done through Good Shepherd Lutheran Church which would continue to provision both ECI and JFF clients in cooperation with Loretta.

Note: before the Thanksgiving Year-Round Fund was created, early in the pandemic, CWS also funded \$900 for these same purposes through Loretta Swanson, using the CWS outreach funds (below).

- **ORUCC'S Outreach Support budget** is available based on the amounts approved annually by the congregation and funded through the regular church pledges. We spent our total budget of \$6725 on the following in 2020:
  - Meadowood Community Center afterschool Snack Pack program & Mellowood home meal delivery
  - Covenant support to Wisconsin Council of Churches
  - Pandemic response funding through Mellowood Foundation, Centro Hispano/LatinX Consortium, and Early Childhood Initiative/Joining Forces for Families (for food and other basic needs due to pandemic)
  - Wisconsin Faith Voices for Justice – for justice advocacy work
  - United Church Camps Inc. – to maintain Wisconsin's UCC church camps during the pandemic
- **Birthday offering.** For many years, ORUCC has conducted a monthly "birthday offering" during worship. Funds have gone to the ***Wisconsin/Nicaragua Partners of the Americas***, to support economic enterprises in Nicaragua. In April, 2020 we disbursed \$1036.41 to this project, the accumulated balance in the fund. When in-person worship was suspended due to the pandemic, Pastor Laura and CWS agreed to suspend collection of any birthday offering. Our focus in 2020 fund-raising was primarily pandemic response. The question of whether to reinstitute a birthday offering, and where it should be directed, may be considered again in the future.

#### **Coordination of Volunteer and Service Opportunities:**

Many ORUCC members have been active in volunteer activities of their choice. In addition, CWS and attached mission teams have facilitated other engagement. Pandemic conditions have inhibited many hands-on volunteer roles or group events, such as our annual Fair-Trade Sale which was canceled in 2020. Some of the 2020 CWS member engagement projects included the following:

- ***Immigration Justice (formerly Sanctuary Mission) Team:*** Formally approved at a congregational meeting in June 2017, this effort joins ORUCC with a coalition of other faith-based organizations across Dane County. At the request of the Sanctuary Mission Team, CWS approved a new name and updated vision for the team – Immigrant Justice. CWS and the Leadership Team also approved a recommendation that ORUCC join Wisconsin Faith Voices for Justice, which facilitates the Dane Sanctuary Coalition and also facilitates interfaith justice advocacy in a number of areas. See separate report from the Immigration Justice Team chair, Ruthanne Landsness.
- ***Care of Creation Study Action Group:*** The goal of this long-standing group is to be a means of support, education and action for those wanting to deepen their involvement in caring for creation and to bring opportunities to the congregation for reflection and action on the care for our planet earth. See separate report from its chair, Sara Roberts.
- ***Veggie Village Garden:*** Established in 2009 as both a community garden and as a source of fresh produce for a local food pantry, the community garden continued to flourish in 2020 despite the challenges of Covid-19. Current community garden leaders are: Leslie Linser (ORUCC) and Scott Reeser (Madison Mennonite

Community). LuAnn Greiner and Leslie Linser continue to manage the food pantry plot with outstanding volunteers Rachel Lancor, Jill Westberg, Angie Schoeneck and Rachel Hoard.

- ***Car Donation Program*** (Baxter Richardson, coordinator): Orchard Ridge congregants and others donate used but serviceable cars (for which they receive a tax exemption if desired) that are provided to neighbors in need of transportation for work and other purposes. They are charged a \$500.00 administrative fee. The program currently has a \$746.00 balance. One car was donated and transferred to a neighbor in 2020.
- ***Meadowood Snack Pack Project*** (Brad Carl, coordinator): ORUCC is one of several faith-based communities in the Orchard Ridge neighborhood which had been preparing and delivering 150 snack packs each month pre-COVID to students attending afterschool programs at the Meadowood Neighborhood Center. Since the pandemic hit, this program has been mostly paused but is expected to re-launch when Madison schools re-open. During the pandemic, at the request of the Meadowood foundation to the Snack Pack project partners, ORUCC teens prepared 200 meal packs, with food funded by CWS's outreach budget, which were delivered to neighbors' homes by Meadowood staff.
- ***Other Engagement:*** Historically ORUCC members have done quite a bit of hands-on volunteering and special projects. Due to the pandemic, many of these were temporarily halted. These include, for example, FAST (volunteers giving rides to southwest neighbors for work/training opportunities), providing food for breakfast at the men's homeless shelter once a month, an annual supper for students and staff of The Crossing at UW, and other hands-on volunteering opportunities. A large volunteer and community engagement project has been the annual Fair-Trade Sale. This year, ORUCC publicized ways for people to serve or otherwise engage in activities outside the church where we couldn't safely continue our past activities during the pandemic; for example, providing website links for people to purchase Fair Trade items at the holidays.

### **Some Unfinished Business**

- A key ORUCC priority has been support of housing for families. Continuing the Heart Room pilot program will require added fund-raising. Possibilities for stronger collaboration through Keeping Neighbors Connected are very promising. A renewed Housing Mission Team would be helpful to keep this focus and coordinate our work.
- In 2021, ORUCC will take initial steps to implement the Jane Ilgen Literacy Fund. While it will start small, we hope efforts to achieve Jane's vision will unfold and grow over time.
- At the request of the Leadership Team, during 2020 CWS (as other Ministries) generated ideas to link our work with work of other Ministries and to engage more of the congregation in what we do. We were limited in what we could do to implement these ideas in 2020, by the combination of pandemic conditions and everyone's capacity to achieve other tasks before us.
- Many of us are interested in how the church's website and our other internal and external communications link to the mission of Christian Witness and Service and attached Mission Teams. This is a subject for ongoing conversation within ORUCC.
- We affirm the CWS goal to better support and link up with the work of various Mission Teams around Racial Justice, immigration Justice and Climate Justice. Discerning how the church lives out its vision as a church "committed to justice", now and in the future, is important work to be continued.

We, the CWS Ministry, have appreciated the opportunity to serve our congregation and the wider community. We have worked hard and cooperatively with each other. During the pandemic we ourselves sometimes found this to be a challenge. However, this has been meaningful and worthwhile work to “love our neighbors as ourselves.”

**2020 Immigration Justice Team – Ruthanne Landsness**  
**(formerly Sanctuary Mission Team)**

The Immigration Justice Mission Team is a subset of the Ministry of Christian Witness and Service. We coordinate our efforts with the Dane Sanctuary Coalition, a faith-based effort of 18 congregations and organizations engaged in immigration-related activities.

2020 team members included Jill Westberg; Marv Beatty, Baxter Richardson, Mark Baumann (Mennonite Congregation); Paul Patenaude (CWS Representative), Rachel Hoard (through June 2020), Susan Watson (through April 2020), LuAnn Greiner (on hiatus) and Ruthanne Landsness (Chair).

Like so many things, the nature of the activities of the Immigration Justice Mission Team split readily into pre- and post-pandemic time periods. Early 2020 gave us time to regroup and prepare final reports and lessons learned documents from our experience housing the Aguilera family. In February 2020, our Chair (Ruthanne Landsness) volunteered at Al Otro Lado in Tijuana, Mexico, a legal service non-profit that provides counsel to asylum seekers and helps prepare them for their credible fear interviews before U.S. immigration magistrates. Here at home, one of our team members, Baxter Richardson, facilitated a reading group of the Dane Sanctuary Coalition’s 2020 Big Read, The Death and Life of Aida Hernandez, A Border Story. We also conducted a second clothing drive for immigrants at the border, maintaining our connection with the Casa Alitas immigrant shelter in Tucson. We continue to await word on when and how we will transport the clothing to Tucson.

Everything changed dramatically when the pandemic hit in March 2020. We immediately transitioned to communication via Zoom, and our focus changed to sponsorship and participation in webinars on the impact of COVID-19 on low wage and immigrant workers, protection against COVID-19 for immigrants in Wisconsin detention centers and penitentiaries, U.S. immigration policy and assistance with fund raising for emergency housing assistance. Prompted by the social and economic realities laid bare by the pandemic, the mission team joined and supported the multiple fundraising and educational activities led by the Christian Witness and Service (CWS) Ministry and Racial Justice Teams.

Consistent with the change of focus from hosting guests in sanctuary to more educational and advocacy efforts, we requested a change of name, from Sanctuary Mission Team to Immigration Justice Mission Team. Through the August 2020 Compassion Offering, we were thrilled to be able to add \$2,500 to our donation of \$2,529 of June 2019 to the Community Immigration Law Center to support their legal services for immigrants.

October and November 2020 issued in a full calendar of webinars, many of which we co-sponsored with the Dane Sanctuary Coalition. The October slate of activities included 1) a web gathering with Aaron Bobrow-Strain, author of The Death and Life of Aida Hernandez, A Border Story, 2) a webinar on New Developments in Immigration Policy with Aissa Olivarez, Managing Attorney of the Community Immigration Law Center (with 500 participants), and 3) a webinar entitled “Know Your Immigration Partners,” a gathering that provided the opportunity for representatives of Wisconsin immigrant support organizations to introduce their organizations to the public. In late November 2020, the Dane Sanctuary Coalition held a Coalition-wide post-election debrief with representatives of Voces de la Frontera and Kids Forward in which each organization laid out its 2021 policy priorities.

We anticipate that 2021 will include educational forums and support of anticipated changes in national immigration policy, continued participation and work with the Dane Sanctuary Coalition, and increased collaboration with local congregations engaged in immigration and racial justice activities.

Prepared by Ruthanne Landsness, Chair, January 2021

### **2020 Care of Creation Mission Team – Sara Roberts**

Members: Chuck Kasper, Donna Lillithun, Chris Thomas, Jack and Marilyn Schaierer, Gene Dyar, Alice Anderman, Fran Beach, Jill Westberg, (Chair, January-July) Sara Roberts (Chair August – December)

The goal of the **Care of Creation Study Action Group** is to be a means of support, education and action for those wanting to deepen their involvement in caring for creation. In addition, Care of Creation exists to bring opportunities to the congregation for reflection and action on the care for our planet earth.

Before the Pandemic, Care of Creation spent the first two and a half months discussing various activities for the year. We met with a member of the First United Methodist Green Team to learn about their very robust work with their church. We began planning for an Earth Day Service and camping opportunities in the summer. We also hosted a showing of the award-winning documentary, The Human Element, followed by conversation, soup, bread and dessert. Then the Pandemic happened and we were virtual the rest of the year. The Earth Day service was done on April 26 with some members of Care of Creation participating and a sermon by Alice Anderman.

During the summer, there was a camping outing at a state park and a Saturday boating event at Lake Wingra. Our mission team began meeting outside, sitting in chairs, physically distanced and usually masked. It was good to see each other in person.

Due to the events of the summer including protests over the killing of Black Americans by police officers, our fall planning included studying the intersection of racial justice and environmental issues to see how we were being called to engage our congregation. We began a study of the book, “Cathedral on Fire” by Brooks Berndt, Minister for Environmental Justice in the UCC. As a result of this study, we have identified a list of possible initiatives and we will refine the list in early 2021. We have also reached out to Wisconsin Interfaith Power and Light and participated in a meeting with other faith groups and the County Office of Energy and Climate Change. We will explore these relationships further.

And finally, near the end of the year, we worked with church staff and various families to prepare a worship service for January 10 with an earth care focus.

As we look forward to 2021, we anticipate more political action at both the state and federal level to address climate change. We will keep the congregation informed of these developments. In addition we will provide opportunities for direct involvement to address these issues, plus time in nature to savor our beautiful creation. We meet on the second Tuesday of the month at 7 pm, on Zoom for now. Join us.

Respectfully submitted, Sara Roberts, Chair



## **2020 Ministry of Congregational Life – Rebecca Erickson**

Our team consisted of Rebecca Erickson-Chair, Lauren Amburn, Cyndy Andrews, Rachael Lancor, Francesca Vash, Kithy Elliott, Karin Drury, Megan Piper -- Leadership Team Liaison, Loretta McClure --Catering Mission Team liaison, Ken Pennings-Pastoral Liaison.

Mission Teams: Catering, Chili Cook-Off, Coffee Hosts, College Care Packages, Game Nights, Helping Hands, Meals Team, Men's Group, Movie Group, Party Gras, Pastoral Partners, Potluck & Poetry, Prayer Shawls, Sundae Sunday, Welcome Brunches, Welcome Back BBQ, Welcomers & Ushers, Women's Book Group, Women's (and Men's) Breakfast, Worship & Work Luncheons.

Our Ministry had a delightful year working together on one major event – Chili Cookoff on Jan. 26 – and creating a Pictorial Directory which was released in September 2020. Many thanks to the Pictorial Directory Mission Team: Rachael Lancor, Carolyn Carlson, Shannon Wieland and Jim McNamara! Because of the Pandemic Shut-Down, we were not able to host a number of our annual events, including Party Gras, Worship & Work Luncheons, Welcome Back BBQ, and Welcome Brunches.

Ministry Chair Rebecca Erickson participated in a Leadership Retreat at Holy Wisdom Monastery on Feb. 1, 2020, and a summer gathering of Ministry Chairs, Pastors, and Leadership Team Members on August 8, 2020.

Congregational Life (CL) brainstormed ways to diversify their areas of ministries to include young people, older adults, and differently-abled people. CL invited OVER 55 to share their ideas of ways to help this demographic make better connections in the life of the church.

Now that the Catering Mission Team is taking responsibility for a number of food-related events, CL is wondering about other directions to move, e.g. planning and hosting various Ministry Fairs throughout the year.

### **Over 55 – Steve Sheets**

Steve Sheets, facilitator of over 55 would like to express appreciation to Loretta McClure Swanson's meal team for the great meals, when we were able to meet in person.

### **The Meals Mission Team – Jan Christian**

The Meals Mission Team suspended our ministry during the early stages of the pandemic due to uncertainties about how to keep both meal providers and recipients safe. Once it became apparent that food could be provided safely, we found that existing sites such as Meal Train and Caring Bridge could be used effectively to inform all ORUCC members of requests for food. Our thanks to all of you who participated in this effort. For future notices of meals needed by church families, please watch ORUCC mailings and respond when you are able to help.

## **2020 Ministry of Resources – Jon Blanchard**

The Ministry of Resources coordinates the maintenance and upkeep of the building and grounds, with two main focuses:

1. Maintain the building grounds with monthly inspections; triaging action as needed
2. Identify & Coordinate projects involving changes and enhancements to systems and spaces

Ministry members: Arpad Olajos, Matt Dixon, Pete Haskins, Darren Schoer, Joyce Pohl, Jarrett Gersten,  
Rick Daluge, Gabe Martens, Paul Eggerling-Boeck, Nicole Lendborg  
Leadership team liaison: Chuck Kaspar

**Direction:**

The ministry will continue to diversify our membership by active recruiting to include all ages and genders. We will continue monthly meetings via zoom for 2021. During months of little action, the meetings will be replaced with updates via email.

Our ministry will strive to keep our building and grounds in great shape even during our times of limited usage.

Coordinate with leadership and other ministries related to use of space and improvements that further those ministries.

**Projects Completed in 2020:**

- Continued maintenance of mechanicals related to water heating, air heating, air conditioning
- The completion of the installation of new gutters and downspouts on the education wing
- Facilitated the repair of roof leak around the steeple
- Epoxy injection at base of walls in the Brown Room to help prevent future water damage
- Installed a new roof on the “flat” portion on the Gilbert Road side of the church
- Reviewed solar power options choosing a Solar Shares Purchase program (future implementation)
- Painted electrical/mechanical room in the basement (work done by Julie Wombacher)
- Purchased and installed four free standing hand sanitizer dispensers
- Facilitated outside work during a modified fall worship and work day
- Completed repairs to the phone system to prevent future issues and outages
- Worked with Ellen Mauer landscaping mission team to implement their vision for updates
- Installed outside two power outlets near new performance and event pad north of the church
- Purchased and worked toward installing new live streaming and audio equipment in the worship hall
- Removal of dead trees on the property (work donated by Tim Andrews)

**Projects Planned for 2021:**

- Paint the walls in the Frank Room
- Replace damaged ceiling tiles in the Gilbert Road entrance area
- Upgrade mobile projection capabilities
- Facilitate outside and inside work during spring and fall worship and work Sundays if possible
- Paint wood trim where need on the outside of the church
- Paint education wing doors

**Future Projects Beyond 2021**

- Replace remaining CFL bulbs with energy efficient LED bulbs throughout the church
- Implement our purchase of shares in the Solar Shares Purchase Program
- Paint the floor in the Brown Room in the basement with a water-resistant epoxy product
- Replacing fencing around electrical equipment outside the south side of the church

**Outdoor work:**

This work has been facilitated by Chuck Kaspar and Joyce Pohl. With Joyce’s ongoing effort, many of our flower gardens have been improved and maintained.

## 2020 Ministry of Youth Faith Formation—Kristin Muckian

Our Ministry works to provide support to the ongoing programming for youth and families.

*It should be noted COVID-19 pandemic presented challenges throughout all ORUCC ministries and all of our programs were affected.*

- Our All-Church Retreat at Pilgrim Center 1/17/2020 – 1/19/2020 was a success. Programming for children, youth, and adults was provided along with intergenerational events.
- Tru Function, under leadership of Rob Martens, hosted a live fundraising concert for 2020 Youth Mission Trip on 2/1/2020. This was also hosted in conjunction with Tru Gumption.
- In-person Sunday morning programming was placed on hold due to COVID-19 pandemic in March, 2020.
- 2020 Youth Mission Trip was cancelled due to COVID-19 pandemic.
- Julie Mazer, our Children’s Music Director, continues to provide music programming for our children. This included a social distance in-person music hour during summer months.
- Volunteer experiences for high school and middle school youth were provided through three opportunities in spring and fall of 2020.
- Alternative-at-home youth programming for fall of 2020. This included a self-directed “Sunday School in a Box” provided to middle school. Families and youth were provided a number of activities and tools (including homemade bread, candle, mini-nativity set, Bible—The Message) to explore on their own. Families of children and youth were provided an activity advent calendar to follow throughout the Advent and Christmas season. The Advent Calendar was designed and produced by Megan Piper, Josie and Jori Gasser.
- Karen Jaehnig will be Youth Faith Formation Chair for 2021 – 2022.

The Youth Faith Formation team remains responsible for the Safe Sanctuary policy that was revised in 2012 and the ongoing updates we need to make to the policy. This is anticipated to be reviewed annually.

We continue to be appreciative of all those who provide leadership in the Youth & Family programming. This includes Sunday school teachers, Tru Function leaders, music programming, chaperones, and all those who assist with fund raising efforts for Youth Mission Trip.

### Amendment to ORUCC Constitution

At its meeting on 21 January 2021, the Leadership Team unanimously approved proposing this amendment to the ORUCC Constitution to the congregation at the annual meeting.

Amend the first paragraph of Article VII from its current language:

*Five permanent ministries will have a core area of responsibility that relates to and carries out the church's larger mission. **Each ministry will have 5-7 people as appropriate.** Terms on a ministry will be staggered two year terms with a two term limit.*

To this amended language:

*Five permanent ministries will have a core area of responsibility that relates to and carries out the church's larger mission. **Each ministry will have 5 or more people as appropriate.** Terms on a ministry will be staggered two year terms with a two term limit.*

## **2020 TREASURER'S REPORT**

For the third year in a row Orchard Ridge UCC had an operating surplus. While pledge income was less than expected, unpledged giving almost made up for that shortfall. For 2020 there was a surplus of \$13,592.89.35 that mostly resulted from spending \$13,082.79 less than expected primarily due to the closing of church during the pandemic.

For 2020 the Leadership Team is proposing a budget that provides a 4% salary increase for the Associate Pastors while keeping most other expenses constant.

It is expected that due to the continued health emergency, building rentals will continue to be low, thus reducing that source of income. Pledges for 2021 increased by 2.59% which will increase projected receipts by 2.46%.

Oucc received a \$33,867 Payroll Protection Program loan from the Small Business Administration in 2020 that was forgiven in Jan. 2021. This loan was part of the 2020 economic stimulus and was partially used to pay our music staff during the summer months when they would usually not be paid. The remaining funds were used to cover roof repairs and have been set aside for other capital improvements.

The projected budget shows a deficit for 2021, but it is hoped that continued reduction in spending, and the continued generosity of Orchard Ridge members, will lead to only a small deficit that can be easily covered by the surplus from previous years. At the end of 2020 this cumulative surplus (shown as "Fund Balance") totaled \$54,533.90.

The following pages give a detailed view of expenses and income for 2020 and the proposed 2021 budget.

- 2020 Budget and 2021 Proposed Budget Summary
- Detail of Operating Expenses for 2020 and Proposed 2021
- Statement of Cash Position
- Special Funds Activity for 2020

I invite your questions of these reports at any time.

I would like to give a very special thanks to Office Manager Julie Wombacher who has done an outstanding job working with the very unforgiving financial software as well as having to deposit funds each week during the pandemic.

Respectfully submitted

John Day, ORUCC Treasurer

ORUCC 2018 Budget - Income

			<b>Proposed</b>	
	<b>2020 Budget</b>	<b>2020 Actual</b>	<b>2021 Budget</b>	<b>Pct Change</b>
Surplus				
Prior Year Pledge		3,903.80		
Pledge Receipts	\$419,702.04	\$412,452.82	\$ 430,592.77	2.59%
Unpledged Giving	\$13,000.00	\$19,580.00	\$14,500.00	
Building Income	\$2,500.00	\$175.00	\$500.00	
Mennonite Lease	\$16,500.00	\$17,099.25	17,220.00	
Associated Savings Income	\$0.00	\$5.59	\$0.00	
Miscellaneous Income	\$0.00	\$751.00	\$0.00	
<b>Total Receipts</b>	<b>\$ 451,702.04</b>	<b>\$ 450,063.66</b>	<b>\$462,812.77</b>	2.46%
Total Spending	\$ 449,553.56	\$ 436,470.77	\$ 478,534.00	6.45%
Surplus	\$ 2,148.48	\$ 13,592.89	-\$15,721.23	

ORCHARD RIDGE UNITED CHURCH OF CHRIST								
				2020 Budget		Proposed 2021 Budget		
2/4/21				Budget	Actual	Difference (Budget- Actual)	Amount	% Change
Staff (Sch A)								
Senior Pastor (Julia Burkey)								
	Salary	25,000.00	13,750.02	11,249.98		55,000.00		
	FICA	2,868.75	1,530.00	1,338.75		6,120.00		
	Pension Fund	5,250.00	933.34	4,316.66		11,200.00		
	Life and Disability insurance	500.00	0.00	500.00		1,200.00		
	Housing Allowance	12,500.00	6,250.02	6,249.98		25,000.00		
	Travel Reimbursement	1,000.00	0.00	1,000.00		2,000.00		
	Professional Expenses	700.00	0.00	700.00		2,000.00		
	Continuing Education & Spiritual Retreat	7618.38	250.00	7,368.38		2,000.00		
	Health Insurance	492.00	3,868.75	-3,376.75		15,445.68		
	Dental Insurance	300.00	246.00	54.00		1,122.00		
	Subtotal	56,229.13	26,828.13	29,401.00		121,087.68		
Associate Pastor (Tammy Martens - 2/3rds time):								
	Salary	0.00	0.00	0.00		-		
	Housing Allowance	38,375.00	38,696.77	-321.77		39,910.00		
	FICA	3,517.09	3,512.12	4.97		3,634.52		
	Pension Fund	4,988.75	6,645.90	-1,657.15		5,587.40		
	Health Insurance (Cash in lieu of)	7600.00	7,283.41	316.59		7,600.00		
	Life and Disability insurance	1,151.25	0.00	1,151.25		1,197.30		
	Auto Allowance	1,340.00	0.00	1,340.00		1,340.00		
	Continuing Education	938.00	938.00	0.00		938.00		
	Miscellaneous Expenses	402.00	128.94	273.06		402.00		
	Subtotal	58,312.09	57,205.14	1,106.95		60,609.22		3.94%
Associate Pastor (Ken Pennings - 1/2 time):								
	Salary	10,287.00	10,765.51	-478.51		10,698.48		
	FICA	2,745.36	2,741.56	3.80		2,831.91		
	Pension Fund	3,677.31	4,921.24	-1,243.93		4,118.59		
	Life and Disability insurance	848.61	0.00	848.61		848.61		
	Auto Allowance	1,000.00	1,000.00	0.00		1,000.00		
	Continuing Education	700.00	0.00	700.00		700.00		
	Housing Allowance	18,000.00	17,842.06	157.94		18,720.00		
	Health Insurance (Cash in lieu of)	7,600.00	7,283.41	316.59		7,600.00		
	Miscellaneous Expenses	300.00	0.00	300.00		300.00		
	Subtotal	45,158.28	44,553.78	604.50		46,817.59		3.67%
Interim Senior Pastor (Laura Crow)								
	Salary	22,950.00	38,300.60	-15,350.60		-		
	Housing Allowance	12,750.00	21,208.32	-8,458.32		-		
	FICA	2,731.05	4,542.88	-1,811.83		-		
	Auto Allowance	1,000.00	284.55	715.45		-		
	Continuing Education	700.00	406.11	293.89		-		
	Miscellaneous Expenses	300.00	285.83	14.17		-		
	Subtotal	40,431.05	65,028.29	-24,597.24		-		

	2/4/21	Budget	Actual	Difference (Budget- Actual)	Amount	% Change
<b>Music Director (Bruce Gladstone):</b>						
	Salary	9,847.09	13,129.39	-3,282.30	9,847.09	
	FICA	753.30	992.83	-239.53	753.30	
	Subtotal	10,600.40	14,122.22	-3,521.82	10,600.40	
<b>Accompanist (Vicki Nonn):</b>						
	Salary	6,760.49	7,312.76	-552.27	6,760.49	
	FICA	517.18	559.43	-42.25	517.18	
	Subtotal	7,277.67	7,872.19	-594.52	7,277.67	
<b>Handbell Director (Bethany Schultz):</b>						
	Salary	4,639.62	4,639.64	-0.02	4,639.62	
	FICA	354.93	354.93	0.00	354.93	
	Subtotal	4,994.55	4,994.57	-0.02	4,994.55	
<b>Youth Music Director (Julie Mazer):</b>						
	Salary	4,732.42	6,309.93	-1,577.51	4,732.42	
	FICA	362.03	482.71	-120.68	362.03	
	Subtotal	5,094.45	6,792.64	-1,698.19	5,094.45	
<b>Tru Function Director (Rob Martens):</b>						
	Salary	4,639.62	6,186.17	-1,546.55	4,639.62	
	FICA	354.93	473.24	-118.31	354.93	
	Subtotal	4,994.55	6,659.41	-1,664.86	4,994.55	
<b>Office Manager (Julie Wombacher)</b>						
	Office Manager Salary	39,750.00	39,750.00	0.00	39,750.00	
	Officer Manager FICA	3,005.10	3,040.88	-35.78	3,040.88	
	Subtotal	42,755.10	42,790.88	-35.78	42,790.88	
<b>Custodian (Tim Rotar):</b>						
	Salary	11,399.90	11,399.76	0.14	11,399.90	
	FICA	872.09	872.09	0.00	872.09	
	Subtotal	12,271.98	12,271.85	0.13	12,271.99	
<b>Communications Coordinator (Marji Dupuis)</b>						
	Salary	6,588.24	14,748.05	-8,159.81	20,800.00	
	FICA			0.00	1,591.20	
	Subtotal	6,588.24	14,748.05	-8,159.81	22,391.20	
<b>Technical Assistant (Gab Martens)</b>						
	Salary	5,000.00	2,863.49		6,000.00	
	FICA				459.00	
	Subtotal	5,000.00	2,863.49		6,459.00	
<b>Other Staff Costs:</b>						
	Workers Comp Insurance	2,264.83	2,086.00	178.83	2,264.83	
	Sabbatical Fund	2,000.00	2,000.00	0.00	2,000.00	
	Search Costs	10,000.00	13,184.37	-3,184.37	-	
	Subtotal	14,264.83	17,270.37	-3,005.54	4,264.83	
<b>Total Staff Costs</b>						
		313,972.31	324,001.01	-10,028.70	349,654.00	11.36%

2/4/21		Budget	Actual	Difference (Budget- Actual)	Amount	% Change
<b>Administration (Sch B)</b>						
	Telephone	1,950.00	1,620.77	329.23	1,950.00	
	Postage	1,500.00	1,404.53	95.47	1,500.00	
	Office Supplies	5,000.00	3,036.84	1,963.16	5,000.00	
	Copier Supplies	4,000.00	3,267.30	732.70	4,000.00	
	Office Equipment	500.00	422.00	78.00	500.00	
	Website	500.00	112.00	388.00	500.00	
	Leadership Retreat	600.00	442.50	157.50	600.00	
	Lay Leadership	1,100.00	263.70	836.30	1,100.00	
	Advertising	1,000.00	1,400.87	-400.87	1,000.00	
	Administrative Contracts	500.00	0.00	500.00	500.00	
	Zoom Accounts				1,000.00	
	Vanco (on line contribution service)	575.00	1,579.12	-1,004.12	575.00	
	Checking Acct Fees	650.00	1,154.70	-754.53	650.00	
	Payroll Processing	2,100.00	2,046.85	-936.84	2,100.00	
	Subtotal	19,975.00	16,751.18	3,223.82	20,975.00	
<b>Resources (Sch C)</b>						
	Water and Sewer	2,500.00	2,393.88	106.12	2,500.00	
	Lawn Maintenance	2,500.00	2,845.50	-345.50	2,500.00	
	Snow Removal	4,000.00	6,563.00	-2,563.00	4,000.00	
	Maintenance Contracts	4,000.00	1,908.76	2,091.24	4,000.00	
	Property Insurance	5,800.00	6,106.00	-306.00	5,800.00	
	Church Maint & Repair	11,000.00	15,366.89	-4,366.89	11,000.00	
	Janitorial Supplies	1,200.00	397.23	802.77	1,200.00	
	Gas and Electric	17,000.00	12,577.13	4,422.87	17,000.00	
	Cleaning Services	200.00	0.00	200.00	200.00	
	Property Maint Set-aside	2,000.00	2,000.00	0.00	2,000.00	
	Subtotal	50,200.00	50,158.39	41.61	50,200.00	
<b>Adult Faith Formation (Sch D)</b>						
	Piano and Organ Maintenance	500.00	751.00	-251.00	500.00	
	Guest Preachers	300.00	0.00	300.00	300.00	
	Substitute Accompanists	400.00	100.00	300.00	400.00	
	Senior Choir Music	800.00	139.00	661.00	800.00	
	Handbell Choir Music	800.00	824.22	-24.22	800.00	
	Guest Musicians	750.00	0.00	750.00	750.00	
	Worship Supplies	1,200.00	4,178.07	-2,978.07	1,200.00	
	Communion Supplies	175.00	0.00	175.00	175.00	
	Adult Education	1,200.00	659.53	540.47	1,200.00	
	Tru Function/Tru Gumption Music	500.00	0.00	500.00	500.00	
	Subtotal	6,625.00	6,651.82	-26.82	6,625.00	



2/4/21		Budget	Actual	Difference (Budget- Actual)	Amount	% Change
<u>Youth Faith Formation (Sch E)</u>						
	Sunday School	2,800.00	1,697.03	1,102.97	2,800.00	
	Youth Gatherings Food	2,000.00	366.76	1,633.24	2,000.00	
	Teacher Recognition	200.00	0.00	200.00	200.00	
	Sr. High Programming	500.00	0.00	500.00	500.00	
	Middle School Programming	1,200.00	0.00	1,200.00	1,200.00	
	Safe Sanctuary	100.00	7.00	93.00	100.00	
	Nursery Care and Supplies	5,000.00	678.19	4,321.81	5,000.00	
	Youth Music Program	1,600.00	549.16	1,050.84	1,600.00	
	Subtotal	13,400.00	3,298.14	10,101.86	13,400.00	
<u>Christian Witness &amp; Service (Sch F)</u>						
	United Church of Christ Support	23,000.00	23,000.00	0.00	23,000.00	
	Outreach Support	6,750.00	6,725.36	24.64	6,750.00	
	Sanctuary Mission Team	500.00	164.73	335.27	500.00	
	S.W. Association Dues	3,030.00	3,030.00	0.00	3,030.00	
	Group Health Ins. - Conference	7,701.25	0.00	7,701.25		
	Subtotal	40,981.25	32,920.09	8,061.16	33,280.00	
<u>Stewardship (Sch G)</u>						
	Stewardship	600.00	39.95	560.05	600.00	
<u>Congregational Life (Sch H)</u>						
	General Expenses	1,800.00	650.19	1,149.81	1,800.00	
	All Church Retreat	2,000.00	2,000.00	0.00	2,000.00	
	Subtotal	3,800.00	2,650.19	1,149.81	3,800.00	
<b>Operations Total Expenses:</b>		<b>449,553.56</b>	<b>436,470.77</b>	<b>13,082.79</b>	<b>478,534.00</b>	<b>6.45%</b>

**ORCHARD RIDGE UNITED CHURCH OF CHRIST  
STATEMENT OF CASH POSITION  
December 31, 2020**

**ASSETS**

**Cash**

Operations Checking Account	\$ 192,263.42
Petty Cash	\$ 40.50
Operations Savings Account	<u>\$ 30,505.17</u>
Total	<u><b>\$ 222,809.09</b></u>

**Investments**

United Church Foundation: UCF 861530	\$ 1,477.88
United Church Foundation: UCF 861531	<u>\$ 78,111.19</u>
Total	<u><b>\$ 79,589.07</b></u>

**Other Assets**

Vanco Trnsit	\$ 1,889.59
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**Total Financial Assets** **\$ 304,287.75**

**LIABILITIES AND FUND BALANCES**

**Current Liabilities**

Pledges Received for Future Year	\$ 36,200.81
Federal and State Taxes Payable	\$ (96.54)
PPP Loan	\$ 33,867.00

**Non Operating funds**

Special Funds	\$ 93,869.10
General Memorial Funds	\$ 6,324.41
Capital Major Repair Reserve	\$ 1,477.88
Operation Vision Investment Reserve	<u>\$ 78,111.19</u>
Total	<u><b>\$ 179,782.58</b></u>

Total Liabilities **\$ 249,753.85**

**Fund Balance** **\$54,533.90**

**Total Liabilities and Equity** **\$ 304,287.75**

<b>Special Funds:</b>	<b>Bal 12/31/19</b>		<b>Receipts</b>	<b>Disbursements</b>	<b>Bal 12/31/20</b>	
Birthday Fund	\$851.11	\$	185.30	\$	1,036.41	\$0.00
Church Retreats	\$7,785.00	\$	460.00	\$	8,245.00	\$0.00
Prayer Shawl Fund	\$142.23					\$142.23
Compassion Offering	\$24.90	\$	52,955.16	\$	49,840.06	\$3,140.00
Handbell Enrichment	\$1,194.41					\$1,194.41
Property Maint. Set-aside	\$4,000.00	\$	34,000.00	\$	48,202.00	-\$10,202.00 See note below
High School Band Fund	(\$1,480.92)					-\$1,480.92 See note below
Sabbatical Fund	\$10,545.00	\$	2,000.00			\$12,545.00
Pastor Discretionary Fund	\$459.13	\$	6,258.00	\$	2,442.00	\$4,275.13
International Fair	\$525.13	\$	80.00			\$605.13
Party Gras Fund	\$86.58	\$	310.00	\$	162.80	\$233.78
Over 55	\$562.86	\$	956.00	\$	793.05	\$725.81
Flower Fund	\$513.18	\$	285.00	\$	237.23	\$560.95
Signs-Neighborhood	(\$430.00)	\$	430.00			\$0.00
Senior Choir Fund	\$375.00					\$375.00
Youth Work Trip Scholarship	\$1,500.00			\$	900.00	\$600.00
Coffee Special Fund	\$440.91	\$	241.32	\$	310.50	\$371.73
Cong'l Life Special Fund	\$56.25					\$56.25
Youth Work Trip Fund	\$10,599.43	\$	7,644.66	\$	1,485.00	\$16,759.09
Dianne Card Sale - Eviction	\$425.00	\$	1,005.00	\$	505.00	\$925.00
Landscaping Fund	\$4,133.53			\$	359.39	\$3,774.14
Vegetable Village Fund	\$961.06	\$	385.00	\$	555.57	\$790.49
Thanksgiving Gift Cards	\$75.35	\$	4,060.00	\$	3,560.00	\$575.35
Misc Items	\$548.55	\$	1,386.15	\$	1,298.19	\$636.51
SWP Car Donations	\$246.44	\$	1,178.69	\$	678.69	\$746.44
Mennenote Internet	\$385.00	\$	360.00	\$	659.24	\$85.76
Catering Mission Team	\$1,078.01			\$	1,010.44	\$67.57
Garth Fund	\$2,816.58	\$	1,075.00	\$	350.00	\$3,541.58
Leadership Retreat	\$85.51					\$85.51
Heart Home Campaign	\$35,640.00	\$	22,104.00	\$	26,425.00	\$31,319.00
Debt Retirement Giving	\$200.00					\$200.00
CAMP Campaign	\$10.00					\$10.00
Other Designated Fund	\$100.00					\$100.00
Puzzles of Faith	(\$179.49)	\$	179.49			\$0.00
Emergency Housing Assistance	\$0.00	\$	27,146.90	\$	11,100.00	\$16,046.90
Jane Ilgen Literacy Fund	\$0.00	\$	4,764.00			\$4,764.00
Adult Workshop/Retreat Fund	\$110.50					\$110.50
Confirmation / OWL Retreats	(\$237.23)	\$	237.23			\$0.00
Book Sales Fund	\$547.25	\$	191.00	\$	609.49	\$128.76
<b>Total Special Funds</b>	<b>\$84,696.26</b>					<b>\$93,809.10</b>
<b>Memorial Funds:</b>						
General Memorial Fund	\$43,852.67		\$3,725.00		\$41,253.26	\$6,324.41
<b>Investment Funds:</b>						
Operation Vision Investment Reserve	\$58,165.44		\$13,130.87			\$71,296.31 UCF 861531

**Note - Deficit in these accounts will be cleared in 2021 with excess PPP funds.**

## **Nominations for 2021**

This slate of nominations reflects a couple of realities unique to this year. The pandemic will affect in unforeseeable ways how our committees and ministries can go about their work. The recent arrival of Rev. Julia Burkey as our senior pastor and her leave – just now wrapping up – also bears on how we pull together members in areas she will likely want to shape and direct. Consequently, this report leaves room for later filling out of some of our committees as we better understand how to meet the opportunities and challenges of the coming year.

### **Leadership Team -3 year terms**

Past Moderator: Kathy Borkowski (Feb 2019 – Jan 2022)

Moderator: John Lemke (Feb 2020 – Jan 2023)

Moderator Elect: Helene Nelson (March 2021 – Jan 2024)

Treasurer: John Day

Clerk: Jim McNamara

### **At large members:**

Sue Dixon (March 2021 – Jan 2024) – CWS Liaison

Sally Allen (March 2021 – Jan 2024) – YFF liaison

Chuck Kaspar (Feb 2020 – Jan 2023) – Resources Liaison

Jennifer Eggerling-Boeck (Feb 2019 – Jan 2022) AFF Liaison

Megan Piper (Feb 2019 – Jan 2022) – Congregational Life Liaison

All Ministries have two year terms, which can be extended up to two additional years.

\*Denotes term extension

### **Resources Ministry**

Chair: Jon Blanchard (Feb 2019-Jan 2023\*)

Arpad Olajos (Feb 2017-Jan 2023\*)

Matt Dixon (Feb 2019-Jan 2023\*)

Rick Daluge (Feb 2019-Jan 2023\*)

Jarrett Gersten (Feb 2019-Jan 2023\*)

Paul Eggerling-Boeck(Feb 2019-Jan 2023\*)

(Others pending)

### **Christian Witness and Service**

Chair: Ken Psyck (Feb 2021-Jan 2023)

Jane Glaze (Feb 2020-Jan 2022)

Jennifer Walker (Feb 2020-Jan 2022)

Bruce Olsen (Feb 2020-Jan 2022)

Paul Patenaude (Feb 2019-Jan 2023\*)

Kellie and Dan Miller (jointly) (Feb 2020-Jan 2022)

### **New members:**

Steve Pearson (Mar 2021-Jan 2023)

Merideth Trahan (Mar 2021-Jan 2023)

Nancy Wettersten (Mar 2021-Jan 2023)

### **Adult Faith Formation**

Chair: Nathan Bubenzer (Feb 2019-Jan 2021)

Karen Falkner (Feb 2018-Jan 2022\*)

Dan Rossmiller (Mar 2021-Jan 2023\*)

Pamela Oliver (Feb 2020-Jan 2022)

Diep Nguyen (Feb 2020-Jan 2022)

Sharon Goss (Feb 2019-Jan 2023\*)

Jeanne Moberly (Feb 2020-Jan 2022)

### **Youth Faith Formation**

Chair: Karen Jaehnig (Mar 2021-Jan 2023)

Marc Walker (Feb 2019-Jan 2023)

### **New member:**

Paul Vash (Mar 2021-Jan 2023)

Others pending

**Congregational Life**

Chair: Rebecca Erickson (Feb 2020-Jan 2022)

Karin Drury (Feb 2020-Jan 2022)

Kithy Elliott (Feb 2020-Jan 2022)

Others pending

**Nominating Committee**

Chair: Helene Nelson

John Lemke

Others pending

**Stewardship Committee**

Chair: TBD

Anna Schryver

Others pending

**Financial Secretaries**

Nancy Wettersten

Hope Soroos

Mary Bucknell

Peter Hoff

Meg Stevens

Gene Dyar

Joyce Dingman

**Historian**

Pending

## **VOLUNTEER RECOGNITION**

### **Ushers**

Joyce Binder  
Jon Blanchard  
Carolyn Carlson  
Mary Connor  
Rick Daluge  
Sandra Dyar  
Peter Fabian  
Jarrett Gersten  
Larry Goss  
Dennis Murray  
Jerry Nelson  
Carol & Bob Prugh  
Phil & Judy Winkel

### **Welcomers**

Alice Anderman  
Joyce Dingman  
Kurt Jaehnig  
Carol Karls  
Dick Karls  
John & Donna Lillethun  
Mary & Doug Loving  
Barb McLeod  
Joyce Pohl  
Dianne Stevens  
Heather Stevens

### **AV Technicians**

Andrew Beckett  
Jared Erickson  
Jarrett Gersten  
Paul Hedges  
Chuck Kaspar

### **Coffee**

Marty Bero  
Jerry Hagen  
Rich Hoard  
Diane Jungblut  
Chuck Kaspar  
Brian & Rachael Lancor  
Greg & Barb Loudon  
Steve & Sue Pearson  
Chris Thomas  
Phil & Judy Winkel

### **Financial Secretary**

Mary Bucknell

Joyce Dingman  
Gene Dyar  
Peter Hoff  
Hope Soroos  
Meg Stevens  
Marge Wennen  
Nancy Wettersten

### **Senior Choir**

Judy Brauer  
Kari Buer  
Mary Bucknell  
Rick Daluge  
Jane Danley  
Betty Day  
Sue Dixon  
Gene & Sandra Dyar  
Karen Falkner  
Charlene Gallagher  
Sara Hagen  
Steve Holmes  
Jane Ilgen  
Ruthanne Landsness  
Jim McNamara  
Ann Moyer  
Dave Myers  
Helene Nelson  
Bruce Olsen  
Doug Piper  
Sara Roberts  
Meg Stevens  
Todd Swanson  
Steve Yeazel

### **TRU Function**

Kythie Boyd  
Soren Dobbins  
Lila Eggerling-Boeck  
Ryan Forbes  
Jori Gasser  
Josie Gilbert  
Jeffrey Hanson  
Gabriel Martens  
Lily Martens  
Bella Nuon  
Tiesto Nuon  
Megan Piper  
Sam Stretchberry

### **TRU Gumption**

Kythie Boyd  
Jeffrey Hanson  
Paul Hedges  
Gabriel Martens  
Rob Martens  
Jim McNamara  
Todd Swanson

### **Handbell Choir**

Lauren Amburn  
Amy Beckett  
Julie Beckett  
Al Blanchard  
Deanna Blanchard  
Mary Bucknell  
Gene & Sandra Dyar  
Becky Erickson  
Alison Lange  
Emily Lloyd  
Jennifer Ring  
Natalie Senecal  
Eric Smith  
Margaret Smith  
Peter Van Laeys  
Betsy Van Wey

### **Labyrinth Coodinators**

Mary Loving  
Jeanne Moberly  
Chris Thomas  
Susan Watson

### **Catering Mission Team**

Al Blanchard  
Cyndy Andrews  
Trudy Bjornson  
Mary Connor  
Paul Evans  
Theresa Gibbons  
Rich Hoard  
Kurt Jaehnig  
Diane Jungblut  
Gary LaFleur  
Loretta McClure-Swanson  
Leah Narans  
Chris Radtke  
Angie Schoeneck  
Scott Sorenson  
Meg Stevens

Todd Swanson

### **Volunteers at Catering**

#### **Team Events**

Lauren Amburn  
Tim Andrews  
Sylvie Eggerling-Boeck  
Josie Gasser  
Dan Gibbons  
Jayden Gilbert  
Josie Gilbert  
Jerry Hagen  
Sara Hagen  
Alyssa Haskins  
Pete Haskins  
Rachael Hoard  
Rebekah Hoard  
Brian Lancor  
Rachael Lancor  
Gabe Martens  
Lily Martins  
Bev Nelson  
Jerry Nelson  
Megan Piper  
Hope Soroos  
Ken Soroos  
Barbara Stretchberry  
Sam Stretchberry  
Francesca Vash  
Paul Vash  
Jen Walker  
Marc Walker

#### **Pastoral Partners**

Ann Avery  
Ruth Ann Berkholtz  
Carolyn Carlson & Sara Roberts  
Sue Dixon  
Sandra Dyar  
Jennifer Eggerling-Boeck  
Kyle Gasser  
Doug & Mary Loving  
Sheri Mauerman  
Loretta McClure  
Ann Moyer  
Leah Narans  
Cherie Olsen  
Jack Schairer  
Chris Thomas

### **Daily Devotional Mission Team**

Jeanne Moberly

#### **Prayer Shawl Makers**

Deanna Blanchard  
Kathy Borkowski  
Gretchen Borkowski  
Judy Brauer  
Thea Brunsell  
Mary Bubenzer  
Sandra Dyar  
Karen Falkner  
Carol Karls  
Ree Hale  
Char Klossner  
Julie Mazer  
Judy Winkel

#### **Care of Creation Study Action**

##### **Group**

Alice Anderman  
Fran Beach  
Gene Dyar  
Chuck Kaspar  
Donna Lillethun  
Sara Roberts  
Jack Schairer  
Marilyn Schairer  
Chris Thomas  
Jill Westberg

#### **Java & Jesus Mission Team**

Gary DeClute  
Larry Goss  
Jeanne Moberly  
Jim McNamara  
Pam Oliver  
Baxter Richardson  
Dan Rossmiller  
Dick Rossmiller

#### **Sunday School Teachers**

Paul Eggerling-Boeck  
Gretchen Forbes  
Julie Horst  
Brian Lancor  
Emily Lloyd  
Brett MacArthur  
Wendy MacArthur  
Kellie Miller

Ann Moyer  
Kristin Muckian  
Baxter Richardson  
Brock Schultz  
Barbara Stretchberry  
Susan Watson

#### **Craft/Play Time & Music**

Marcia & Andrew Beckett  
Paul & Jennifer Eggerling-Boeck  
Ethan Evensen  
Joanna & George Gillisman  
Jerry & Sarah Hagen  
Jennifer Hahn  
Ken Hahn  
Pete & Alyssa Haskins  
Emily & Eric Lloyd  
Wendy & Brett MacArthur  
Tim & Melissa Ruder  
Brock & Bethany Schultz  
Paul & Francesca Vash  
Jennifer & Marc Walker  
Shannon & Aaron Wieland

#### **Stewardship Appeal**

Roger Avery  
John Day  
Jennifer Eggerling-Boeck  
Paul Hedges  
Anna Schryver

#### **Sanctuary Mission Team**

Mark Bauman(Mennonite)  
Laura Crow  
Marv Beatty  
LuAnn Greiner  
Rachel Hoard  
Ruthanne Landsness  
Paul Patenaude  
Carol Prugh  
Baxter Richardson  
Susan Watson  
Jill Westberg

#### **Heart Room Volunteers**

John Lemke  
Helene Nelson  
Bruce Olsen  
Megan Piper  
Jen Walker

Jill Westberg

**Senior Pastor Search Committee**

Mary Bucknell  
Dana Dobbins  
Kim Kaspar  
Brian Lancor  
Doug Piper  
Sara Roberts  
Chris Thomas  
Barbara Stretchberry

**OVER 55**

Steve Sheets

**Memorial Landscape Mission Team**

Jane Ilgen  
Greg Louden  
David Myers  
Barb Olsen  
Bruce Olsen  
Ralph Petersen  
Doug Piper  
Joyce Pohl

**Pastoral Advisory Team**

Deanna Blanchard  
Ken Psych  
Marc Walker

**Website**

Jerry Hagen

**Grace Men's Shelter Breakfast Mission Team**

Tom Arnold  
Ann & Roger Avery  
Ruth Ann Berkholtz  
Joyce Binder  
Deanna & Jon Blanchard  
Mary Bucknell  
Carolyn Carlson & Sara Roberts  
Jan & Jack Christian  
Joyce Dingman  
Cheryl Donkle  
Sandra & Gene Dyar  
Liz Feagles  
Carol & Dick Karls  
Kim & Chuck Kaspar

Donna & John Lillethun  
Mary & Doug Loving  
Suzanne Olajos  
Cherie & Bruce Olsen  
Joyce Pohl  
Carol & Robert Prugh  
Steve Sheets  
Dianne Stevens  
Meg Stevens  
Jill Westburg  
Gerry Wettersten  
Judy & Phil Winkel

**COVID Response Mission Team**

Dave Allen  
Kathy Borkowski  
Ann Evensen  
Gretchen Forbes  
Chuck Kaspar  
John Lemke  
Leah Narans  
Arpad Olajos  
Kerri Parker  
Sara Roberts  
Angie Schoeneck  
Nancy Wettersten

**Pictorial Directory Mission Team**

Carolyn Carlson  
Rachael Lancor  
Jim McNamara  
Shannon Weiland

**Back to Church Group**

Deanna Blanchard  
John Day  
Hal Evensen  
Chuck Kaspar  
John Lemke

**Pastoral Transition Mission Team**

Kathy Borkowski  
Jan Christian  
John Lemke  
Sara Roberts  
Angie Schoeneck  
Chris Thomas

**Work Days**

Too many to count

**If we missed anyone who volunteered, we apologize and thank you.**