

Orchard Ridge United Church of Christ



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

2022 Annual Report

Feb 5, 2023

Table of Contents

Annual Congregational Meeting Agenda.....	3
Minutes of the 2021 Annual Meeting (held Feb 6, 2022)	4
Conference Minister Report – Franz Rigert.....	6
Senior Pastor Report.....	7
Associate Pastor Report – Ken Pennings	8
2022 Children’s Education Coordinator – Julie Mazer	9
Moderator Report	10
Report of the Clerk	12
Human Resources Mission Team Report.....	12
Ministry of Adult Faith Formation Report	13
Racial Justice Mission Team Report.....	13
Ministry of Christian Witness and Service Report	15
Immigration Justice Mission Team	21
Ministry of Congregational Life Report & Over 55	24
Ministry of Resources	25
Ministry of Youth Faith Formation.....	26
2022 Treasurer’s Report.....	28
2022 Budget and Actual Spending and Proposed 2023 Budget	30
Detail of 2022 Expenses and Proposed 2023 Budget	31-34
2022 Special Funds	35
2022 Statement of Cash	36
Nominating Committee Report.....	37

Orchard Ridge United Church of Christ
Annual Meeting Agenda, February 5, 2023

Opening Prayer – Barbara Stretchberry

Welcome of New Members to the Annual Meeting – Barbara Stretchberry

Adoption of Agenda

Approval of Minutes from Last Year’s Annual Meeting (February 6, 2022)

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

Senior Pastor—Julia Burkey

Associate Pastor – Ken Pennings

Children's Education Coordinator – Julie Mazer

Leadership Team – Barbara Stretchberry, Moderator

Clerk’s Report – Jim McNamara

Ministry of Adult Faith Formation – Nathan Bubenzer

Ministry of Christian Witness and Service – Ken Psyck

Ministry of Congregational Life – Rachael Lancor

Ministry of Resources – Jon Blanchard

Ministry of Youth Faith Formation – Karen Jaehnig

Treasurer’s Report for 2022 – John Day

Open Time for Questions Regarding 2022 Life and Ministry

Adoption of 2023 Annual Budget – John Day

Nominating Report and Election – Hal Evensen

Thank you to our many volunteers

Outgoing Leadership Team Members – Kythie Boyd, Chuck Kaspar, and John Lemke

Looking Ahead to 2023 – Hal Evensen

Closing Prayer – Hal Evensen

2022 Annual Meeting Minutes – February 6, 2022

Call to Order with Prayer: The meeting was called to order by Moderator John Lemke at 12:06 PM with Zoom indicating 67 member devices on line. A prayer of thanksgiving and hope was offered by the Moderator.

Welcome: John welcomed everyone to the Zoom meeting, especially our new members Howard Bowman, Ted and Deb Drewsen and Scott and Margaret Walker. He then asked Barbara Stretchberry to read a note from Helene Nelson, who withdrew as incoming moderator due to family responsibilities. Helene was called out of town by a family crisis and wanted to express her thanks to everyone who helped keep our church on an even keel during the 2021 pandemic crisis.

Adoption of the Agenda: The Agenda was adopted without dissent.

Approval of the Minutes of the 2021 Annual Meeting: Jim McNamara moved to approve the minutes from last years meeting. The motion was seconded by Dick Rossmiller. **The motion was passed.**

Thanks for Service to the Church: John thanked everyone on the boards, committees and staff for stepping up to the extra work caused by the covid pandemic. Among others, he particularly thanked:

- The Covid Response Teams which met frequently as the situations changed
- The Transition and Search Teams for their thoughtful work towards finding a new Associate Minister for Children, Youth and Families
- The AV Tech team, and especially Gabe Martens, for their work to stream our services
- The Jane Ilgen Literacy Fund explorer team led by Jen Walker
- Ken Psyck for leading the Communications Team in addition to chairing CWS
- The Moderators Team (Kathy Borkowski, John Lemke, Helene Nelson and Barbara Stretchberry)
- Our awesome staff! (Julia, Tammy, Ken and Julie)

Annual Reports: The reports were submitted as printed in the meeting materials with the following comments:

- Senior Pastor – Julia is looking forward to actually being together and is thankful for the sense of community and its cohesive flow through 2021. Our Staff is amazing! Special thanks to John Lemke, Helene Nelson and Barbara Stetchberry for their welcoming and support through the year.
- Associate Pastor – Tammy added that the highlight of the year was the mission trip. The year was an enormous challenge, but we came through OK – especially the Christmas Service led by the children.
- Associate Pastor – Ken said thanks for the sabbatical and hopes for another in seven years!
- Leadership Team – John Lemke added special thanks to Julie Wombacher for all her help and efficiency in the office.
- Clerk's Report – Jim added his thanks to Julie.
- Ministry of Adult Faith Formation – Ken Pennings mentioned that the Ministry is structured so that each member has a specific area of ministry responsibility.
- Ministry of Christian Witness and Service – Ken Psyck thanked Helene Nelson for all her help in getting up to speed as chairman. He also thanked Jane Glaze and Bruce Olson for their work in the housing push through Southwest Madison Action Coalition.
- Ministry of Congregational Life – No additions.
- Ministry of Resources – Jon Blanchard thanked Julie once again!
- Ministry of Youth Faith Formation – Karen Jaehnig gave a big thank you to Tammy and all the Sunday School teachers.

Karen Faulkner moved that the reports be approved. Ruthanne Landsness seconded the motion. **The motion passed.**

Treasurer's Report – John Day reported that we ended 2021 in good financial shape and with a surplus of \$16,321.08. The surplus was due to having received a Federal Job Protection Relief check, pledge income exceeding the amount actually pledged at the start of the year and lower than expected outlays due to the pandemic restrictions on our programs. The surplus will be placed in the ORUCC investment funds as directed by previous congregational decisions. Roger Avery moved that the report be accepted. Jack Schairer seconded the motion. **The motion passed.**

Adoption of the 2022 Annual Budget – John Day reported that while we did not make the 5% increase in pledges that we sought, we did get a respectable 3% rise in projected income. The proposed 2022 budget has some changes in it, including a raise in pay so that we meet the conference recommendations for staff pay, the addition of line for Audiovisual Tech support and an increase in CWS giving of 10% over last year. Although the budget shows a deficit of approximately \$9,000.00, we do not expect to spend all of the money budgeted and have on hand cash reserves to meet any deficit that does occur. The floor was opened for questions on the proposed budget. A question was raised about the lack of a Pastor's Life and Disability line item. John answered that the line was rolled into another line item for accounting and tax reasons.

John Lemke added that there are a number of areas in the church that have issues that are being addressed by individuals that need more funding, perhaps by special fund drives:

- Refurbishing of the Kitchen – John Blanchard estimates that there is \$10,000.00 to \$15,000.00 worth of equipment and repair needed.
- Live Streaming AV equipment – There is an immediate need for \$2,000.00. Even with the money in hand, there are problems due to supply chain issues and available bandwidth with our present carrier.
- Hybrid worship service issues – How can we enable those who are at home to participate in the worship service? What is the cost for such systems?
- Can we make our 8:45 classes and Java and Jesus interactive as well? What additional costs would be involved?

After this digression, the proposed budget was brought to vote as recommended by the Leadership Team. **The 2022 Annual Budget was approved without dissent.**

Nominating Report and Election – John Lemke read a letter from Helene Nelson who was unable to attend the meeting. Helene thanked all of the people who agreed to serve this coming year and especially Hal Evenson, Mary Conner and Kythie Boyd who will be joining the Leadership Team. The proposed slate was brought to vote as presented by the committee. **The slate of officers was approved without dissent.** Thanks were given to the outgoing Leadership Team members; Helene Nelson, Jennifer Eggerling-Boeck, Kathy Borkowski and Megan Piper.

Looking Ahead to 2022 – John Lemke yielded the gavel to Barbara Stretchberry as the new Moderator. Barb expressed her gratitude for everyone who has served or will serve this congregation. She is hopeful that we will all be able to see each other face to face for this year's Easter service. We can also look forward to Julia's installation service this spring and a huge celebration of Tammy's service and retirement in August. The search team is up and working and we are moving forward with a feeling of abundance. Barbara closed the meeting with a prayer.

A motion to adjourn was presented by Jim McNamara and seconded by John Lemke. The meeting ended at 1:09 PM.

Respectfully Submitted

Jim McNamara, Clerk

2022 Annual Report – Franz Rigert, Conference Minister

“Arise, shine, for your light has come, and the glory of the Lord
has risen upon you.” Isaiah 60:1

I greet you in the spirit of Epiphany, a season that brings light into the darkness and incarnates love into a broken and fragile world. Perhaps the greatest gift the three wise men could offer us was their bold willingness to follow a star and be led by the light. This is a time in the history of the Church when God’s faithful remnant must look for light, listen for guidance and long for the nudge of the Holy Spirit to help us reimagine what it means to BE THE CHURCH in this time and place.

Every day, the mission and ministry of our wider United Church of Christ affects lives near and far. Together, our spiritual values and inclusive theology, our mission dollars and commitment to justice make a real difference in this world. Spiritually progressive people resonate and partner with us!

In practice, the daily task of the Wisconsin Conference is to **connect, resource and support** local churches, pastors and leaders. In 2022, keeping pulpits filled was a real challenge. Fortunately, the Conference continued to attract pastoral candidates from around the country as the Conference staff worked tirelessly to support more than 50 searches. Conference programs thrived, including **Supportive Ministries, Conflict Transformation Team, Unified MID Team** for Members in Discernment, **Damascus Project** and **Catalyst Grants**, which helps congregations build partnerships in their local communities to serve the common good. Project grants totaled \$31,794 in 2022.

Our justice work continues. The Creation Care Team is engaging congregations in the *Kairos Call to Action*. The WISE movement -- Welcoming, Inclusive, Supportive and Engaged for mental health -- is gaining traction. We are rolling out a new anti-racism training curriculum through the Damascus Project and continuing our efforts toward Indigenous justice with the Ho Chunk Nation.

The Daycholah Center at Green Lake will soon become our new Conference headquarters. Later in January, the Conference will close on a \$2.4 million agreement with United Church Camps Inc. to transfer the Daycholah Center deed to the Conference, thereby alleviating much of UCCI’s debt and allowing for a robust multiyear reboot of our Outdoor Ministries. We now have an accepted purchase offer for the Conference office in DeForest, with plans in place to convert it to a Holistic Health Clinic. We expect that the office transition to Daycholah will take place by early spring, although most staff work will continue to be done remotely.

The Conference board of directors is deeply grateful for your congregation’s commitment to Our Church’s Wider Mission, and we continue to grow the Wisconsin Foundation UCC, which now manages the assets of several congregations. We invite you to explore this option for your church. We also launched the Leadership Forward capital campaign focusing on long-term funding for three essential Conference ministries: Damascus Project, Catalyst Grants and Ministerial Assistance.

Finally, 2022 brought several significant staffing transitions. In September, we welcomed the **Rev. Rachel Bauman** as the new associate conference minister in the Southern region. In January, we are excited to welcome the **Rev. Michael Jones** as the next associate conference minister in the Northwest, succeeding the retired Rev. Rob MacDougall. We also hired an excellent new part-time annual meeting planner, **Jaime Craig**, and are thrilled to announce (along with the Minnesota Conference) the calling of a new Damascus Project director, the **Rev. Stephanie Perdew**.

Submitted with a heart full of gratitude and hope,

Rev. Franz Rigert
Conference Minister

2022 Senior Pastor – Julia Burkey

Greetings Orchard Ridge United Church of Christ! We have been together as church and pastor for a little over two years now and it is amazing to think about how much change and transition we have seen together. This year the word and concept of *wholeness* has operated as a guiding image for me. *Wholeness* as it relates to the church: that as we walk the path of Jesus, part of our role is to create a world where each person can be honored and loved and supported in our wholeness. And *wholeness* as it relates to leadership and organization: that we need every single one of us to make the whole, that leadership operates best when we imagine gathering in a circle, with God and our values guiding us at our center, and pastors and leaders as the space-holders for the sacred circle representing our whole.

When Barbara Stretchberry became our moderator last year, we chose *wholeness* as our concept to center and guide us. I am so grateful for Helene Nelson who operated as Moderator Elect, and chose wisely in her own life to honor her wholeness and life situation, and identified Barbara as the incoming moderator instead, with deep wisdom. I give Helene and Barb much credit and gratitude for setting us up for success this year of 2022.

One of our main goals in 2022 was to guide a health and fruitful transition with Tammy Martens as she prepared for her retirement from parish ministry in August of 2022. With Tammy's guidance, we organized a Transition Team and began meeting throughout the year to collect Tammy's wisdom and to make sure the wonderful programs she put into motion could thrive without her. This transition energized the church and many people stepped up in new ways, Julie Mazer in taking on an additional role as Children Education Coordinator, Kristin Muckian as Youth Service Trip coordinator and Barb Stretchberry as lead OWL coordinator as well as countless volunteers and parents. We hold deep gratitude to Tammy and to each of these wonderful women and to all of you who are volunteering for helping make this a healthy and fruitful transition.

To help keep the children and their needs front and center, we brought back the children's moment in worship, which had fallen by the wayside sometime during pandemic times. To have the children come forward during worship helps them develop a relationship with the pastors and congregation and creates genuine intergenerational community. This fall the Children centered on the theme of "peace" during Sunday School which prepared them to focus on "peace" for the 4pm Christmas Eve service, which was such a beautiful service, with the leadership of TruFunction as well! What a wonderful ministry we have to children and youth, to support them in their creative expression and therefore to empower them. I am so impressed and in awe of our wonderful programs and wonderful children and youth!

A major passion of mine has been working with a wise council of elders and developing the Wayfinding series for the soul-tasks and theology of aging. The transition into Elderhood has unique difficulties and remarkable opportunities for the deepest soul-work of a life-time. Once a month we gather with around 50 people in-person and 15 people virtually the following day for a Wayfinding retreat in Friendship Hall, focusing on creating timelines, making peace with our past, building a new relationship with mystery and the unknown and generally holding space for people to connect to their soul, to community and to God.

This fall our worship theme has been again about wholeness, “Sharing our Stories,” by having a testimony each Sunday where we hear from one of the nearly 30 members who joined the church this past year! We hope this theme would inspire us to turn toward each other and strengthen our bonds as community. An Arts and Spirituality worship theme guided us this summer, with moments of group praying for hope, an embodied Lord’s Prayer, hearing from local artists who weave justice with art, and engaging some of the artist who created our unique professional pieces in the space. This theme will pick back up for one Sunday in March as we invite the architect of our renovation, Peter Tan, to share with us how nature inspires his vision of building and creation! This Advent our theme focused on the pairing of science and religion and contemplation with “visio divina” moments of sacred seeing each Sunday before we lit our Advent candle, to help us contemplate the new images from the James Webb Space Telescope- to strengthen our theological muscles of awe and wonder and to engage the always present Advent themes of the stars, the cosmos and the mystery of the incarnation.

In an effort to hear from the whole church, we held 4 visioning sessions at 9am using the Appreciative Inquiry Session, once each month from September, October, November and December, to listen and to hear the good of the past that we want to carry forward into the future. I heard a big emphasis on hospitality, on immersive justice experiences and on music. I heard the long standing and identity formative commitment of being Open and Affirming, and how important it is to carry this forward into the future and so much more. Our Justice Jam also went through this process to help us discern the next stages of justice work and commitment. Listening to people and to the whole church is a deep commitment and passion of mine, and thank you for each of you who took time to attend any of these sessions.

With gentle hope, I look forward to our All Church Retreat returning in the first few weeks of 2023, I look forward to a fruitful Lenten series aiming to deepening our spirituality and commitment to justice, I look forward to the continued search for an Associate Pastor for Youth and Families with patience and trust, and I look forward to celebrating Christ’s resurrection in early April with you. With many of the community-building and food related events making a “come back,” in 2022 and 2023, we have elements of a church we have longed for, of a community who comes together, who understands that what do at our tables extends to the way we want to create the world. May we continue to look with gentle hope, with love, and with trust at the many ways God loves us and the Spirit guides us to walk the path of Jesus together in our unique way at ORUCC.

I am delighted to be here with you and I give thanks to our wonderful staff and leaders! We are blessed with Julie Wombacher in the office, Vicki Nonn and Bruce Gladstone provide uplifting and gorgeous choral music, Julie Mazer who works magic with the children, Rob Martens who provides a source or presence and love as leader of TRUFunction and Bethany Schultz as the wonderful Handbell Choir director. I love working with Ken Pennings – we have gotten into a wonderful flow this year. Thank you so much for the opportunity to serve God among you.

Blessings and gratitude,

Rev. Dr. Julia Burkey

2022 Associate Pastor for Congregational Life – Ken Pennings

It is a great joy to serve as one of the pastors of ORUCC! During this thirteenth year of ministry, I’ve made a point of following up on visitors and new friends. In 2022, we received into membership seventeen 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 and with others. During our fall worship series “Sharing Our Stories,” seven of our new members shared their stories of spiritual development.

As primary pastoral liaison to the Ministry of Congregational Life (CL), I’ve met quarterly with CL in potluck dinner meetings in homes. I have given leadership and support to ministries that come under the umbrella of CL: Pastoral Partners, Prayer Shawls, Meals Team, Over 55, Welcomers, Coffee-Makers, AV Technicians, and a Dining out Group. In future months, I hope to reactivate Ushers.

A huge part of my ministry in Congregational Life is recruiting and training volunteers. I am regularly creating sign-ups using an online tool “SignUp Genius.”

Increasingly, I am involved in the mechanics of set-up and tear-down of special services and events, helping to make sure things run smoothly. I also have assumed primary responsibility for the décor in the sanctuary, e.g. changing seasonal banners, dressing the Communion Table, etc.

As primary pastoral liaison to the Ministry of Adult Faith Formation (AFF), I worked closely with AFF’s Chair Nathan Bubenzer to include in our monthly meetings check-ins from each member of our team regarding his/her area of special interest and passion (e.g. Sr. Adult Ministries, Labyrinth, Racial Justice, Daily Devotionals, Theology Inquiry, Spirituality & the Arts, etc.). I also worked with AFF’s Java & Jesus Mission Team to come up with a rotation of facilitators for In-Person/Zoom gatherings on Sunday mornings at 9 o’clock.

I thoroughly enjoy my participation in worship, preaching, leadership and pastoral care. I offered support to the Nominating Committee in finding people to serve in a variety of ministries. I participated in the “Covid Response Mission Team.” Occasionally, I write articles for our publications. I create and send out E-Prayer once a week. I try to meet quarterly with my Pastoral Advisory Team: Deanna Blanchard, Ken Psyck and Marc Walker. However it has been a while since we last met. I strengthen my connections with other UCC clergy by participating in a monthly book group.

Julia Burkey and I have worked out a plan for me to begin work on Sunday’s bulletin early in the week. Then she typically puts the finishing touches on worship in the latter part of each week. This allows Julia to focus more fully on other areas of leadership and her sermon preparation. And it has been rewarding for me to work with musicians, lay liturgists, AV Technicians and others, as we prepare for each Sunday’s worship service.

2022 Children’s Education Coordinator – Julie Mazer

In July, I added “Children’s Education Coordinator” to my responsibilities at ORUCC. Overall, I have found the position to be fulfilling, inspiring, and an obtainable challenge. Upon learning that there was not a candidate for the Associate Pastor for Youth and Families, I suggested to Julia and Tammy that the skills I developed working in education would easily transfer into this role. Over the summer, Tammy and I met to cover the basics of what was essential to getting the Sunday School program and Nursery off the ground. Tasks included recruiting Sunday School Teachers, planning the K-2 and 3-5 curriculum, as well as, advertising, interviewing, reviewing a background check, and hiring paid nursery care workers.

Upon noticing hesitation from our members to be Sunday School “Teachers,” I adjusted the title to Sunday School

“Guides.” Knowing that all communications, material set-up/clean-up, and even a script were provided put volunteers at ease. I was able to staff both rooms with three guides so that volunteers could rotate and have occasional Sundays off. The curriculum materials were easy to work with to prepare for the classrooms for the fall. Additionally, I found the materials to be inspiring and motivating. In August, I hired Antonia Wuschner, a PhD candidate for the Nursery Care provider position. She works regularly alongside two ORUCC teens. This position gives these teen members a fruitful way to be a part of our church community.

After laying the foundation for the program, my weekly responsibilities have included communicating with parents weekly about Sunday School plans and other announcements, assembling materials and preparing rooms for Sunday School lessons in advance, purchasing Sunday School snacks, communicating with Sunday School teachers about the weekly lesson, and ensuring that Sunday School rooms are cleaned and tidied after worship. All of this has been very doable with the time I’ve been budgeted for this position.

Overall, this position has been a good fit for me and, I believe, an asset to ORUCC. I’m fortunate to have the materials and resources I need for the program to function well and a budget to purchase what is needed. I’ve had the opportunity to meet regularly with Julia Burkey, Barbara Stretchberry, and the Leadership Team. All have been very supportive of this endeavor. On Sunday mornings, I have the time to check-in with the Sunday School Guides both before and after class. This gives me the opportunity to find out how things are going and what support they need. Most of all, I enjoy the work I am doing and am excited to see the program grow. Knowing that our programming has positive impacts on our families is the best part of this position. For example, following the “Blessed Be The Peacemakers” module, I received this message from a parent (who wished to be anonymous):

“ We were talking about friendships at school, and how tricky they can be at times especially when kids are unkind or things seem unfair. I commented how she has worked really hard to learn how to manage her emotions and reactions when she gets upset, and how I've seen it really helping her to be a better friend, etc. She agreed generally, and then added that she has been learning about being a peacemaker in Sunday School, and that she's been trying to be a peacemaker too. I don't recall her exact phrase, but I wanted to share the anecdote nonetheless. It was a really neat moment and so cool to hear her talk about taking what she's learning in Sunday School and thinking about it elsewhere.”

The K-5 Sunday School schedule is mapped out to the end of the school year and will include the “Learning to Use My Bible” curriculum, walks with the Labyrinth Team, a special Sunday morning with Pastor Julia, Lenten lessons, and a few Sundays for a social craft/playtime.

In closing, this position has been a fantastic opportunity to strengthen my knowledge of theology, develop greater connections between the Sunday School programming and the Music Connections programming, and deepen relationships with the children, parents, and our intergenerational Sunday School classroom guides. I’m honored to be a part of the thoughtful, inclusive, and positive youth programming at ORUCC.

2022 Moderator’s Report—Barbara Stretchberry

Around this time last year, just as I was becoming Moderator, I asked Past Moderator John Lemke for his advice on how to view this role. He told me that he stayed grounded by asking himself, “How are we doing in terms of taking care of each other?” That caring and generous notion certainly guided how I wanted to lead as Moderator, and all in all, I think we at ORUCC take incredible care of each other because we care so deeply about each one of us, our church, and our work for greater good in our community and world.

John continues to inspire me as a leader who leads with an open and tender heart, and I’ve been thinking these past few weeks about what’s at our core: the members of ORUCC are its ministers. We come together to minister to ourselves,

each other, and the wider world. We sing, we cry, we shout in outrage, and we laugh together because the Holy Spirit moves within each one of us, showing us how to be Christ to each other. I have been the named Moderator this year, but you, as members and friends of ORUCC, are the true leaders of this church. I clearly see the engagement and efforts of us all, in big and small ways, and I give thanks for this community.

At one of our first weekly meetings, Julia and I talked about what our shared vision for 2022 would be. We kicked around several ideas and landed on “wholeness.” We both wanted to bring authenticity to this relationship, to the people of ORUCC, and to ourselves. For the past few years, Covid has wrecked our world as we knew it, and I, for one, was feeling a little broken and separated from Church. But except for a few weeks at the beginning of the year, we have been worshipping together in person. We formally installed Julia as our Senior Pastor. We held yoga classes in the Crossroads and Family Game Night returned. We dusted off the coffee urns and served each other meals. We walked the labyrinth on Ash Wednesday and held an egg hunt on Easter. Our members gathered at Over-55 luncheons and connected with each other at Wayfinding sessions. We raised money to install a new state-of-the-art projector in Friendship Hall, and the new tech in the Alfred Swan room allowed for hybrid in-person and virtual participation in meetings and events. We became a member of Moses, a local group working for criminal justice, and we continue to explore how the work of justice is carried forward inside and outside our church.

We came into 2022 knowing that our beloved Pastor of Children, Youth, and Families, Tammy Martens, would be leaving in August. Tammy was intentional with her departure, and she urged us to consider new ways of transition. She encouraged us to approach her leaving with an attitude of abundance, and we did. Julie Mazer seamlessly took on more roles and responsibilities at the Children’s Education Coordinator and continued the work to make our education wing buzz with life on Sunday mornings. The middle schoolers are engaged with the Our Whole Lives curriculum, and Kristin Muckian is enthusiastically leading the Youth in fundraising for the 2023 Service Trip to Duluth, Minnesota. The nursery is open again to welcome our youngest friends. And Julie and the children led us in a wonderful, peace-filled service on Christmas Eve. To be sure, it was hard to say goodbye to Tammy and her ministry, but her legacy lives on in abundance.

The Leadership Team meets monthly, and we hold the future in our hearts: who is God calling us to be at this moment? And how does that affect each decision we make? It’s not easy balancing the nuts and bolts of running a church with the visioning of our future, but we gave it our all. At our Leadership Retreat in June, Julia led us in a beautiful Appreciative Inquiry process where we were able to seriously and thoughtfully consider our lives at ORUCC. We loved sharing our stories with each other and brainstorming ways that ORUCC can reach deeper into its strengths to continue to build what we have now. It was so powerful that Julia wanted to bring it to the whole congregation and the theme of telling our stories made for a rich autumn together. In terms of taking care of each other, listening to and telling our stories is key. With a greater sense of who we are and what we dream of, we can live into what it means to be a community of faith in 2023 and beyond.

These are things that make us whole, and while Julia and I meditated on that word together this year, ORUCC and its people showed up in so many ways, leaving us feeling full and complete. We march on with dreams for our future, growing and expanding our call to care for each other. We are holding steadfast to our mission of being spiritually alive, joyfully inclusive, and committed to justice. There’s a blessing in each transition, and we begin 2023 filled with hope and anticipation. May we hold space for the fear of the unknown while we also find joy and delight in the changes and opportunities ahead.

2022 Report of the Clerk – Jim McNamara

Members, January 2022 – 385

Current Membership on December 31, 2022 – 390

Members admitted: Becky Baumbach, Tom Beilman, Julia Burkey, Daniel Cooperrider, Diane Dulin, Cindy Fillingame, Josie Gasser, Jayden Gilbert, Josie Gilbert, Barbie Jackson, Kurt Knueve, Pat Knueve, Sara Knueve, Giulia Lawrence, Colleen McHenry, John Olajos, Susi Petta, Manuel Ramminger, Amalia Sherrill, Ginny Stiles, Greg Stiles, Barb Wells

Removal from Membership

By request: Paul & Delores Gohdes, Justin & Margi Dupis, Howard Bowman, Linda Merriman-Hitchman, Dick & Carol Karls, Karen Boyer, Jonathon & Terah Graves, Charles & Gail Schmeling

By death: Edith Army, Stan Heffernan, Vicky May, Jack Christian

Worship Services

Sundays (52)

Ash Wednesday

Good Friday

Easter (2)

Transgender Day of Remembrance

Christmas Eve (2)

Christmas Day

Baptism – None

Weddings – Amy Beckett & Philip Hart

Memorial Services/Funerals

James Cox – 04/30/22

Robert Prugh – 05/07/22

Fern Hernandez – 05/14/22

Vicky May – 07/30/22

Stan Heffernan – 10/05/22

2022 Human Resources Mission Team – Barbara Stretchberry

Members: Julia Burkey, Moderator Barbara Stretchberry, Past Moderator John Lemke, David Anderman, Rick Deluge, and Angie Schoeneck. (Angie stepped off the team midyear due to personal reasons.)

After a couple of years of inactivity, we revived the Human Resources Mission Team, as established in our Constitution. We met as needed, and we focused our time on supporting staff in various ways. Team members met with Office Manager Julie Wombacher to review building maintenance tasks and to discuss the possibility of replacing our cleaning service with a part-time custodian. John led an initiative to recruit and interview candidates, but we ultimately decided to keep the cleaning service we currently use with oversight from former custodian Tim Rotar and Julie to address bigger building maintenance issues.

This team also worked with Tammy to create a covenant for her transition, and we pulled together a covenant that best suits our church and Tammy. In addition, we worked with Julia to create a job description for a Children's Education Coordinator, a position Julie Mazer accepted in addition to her position as Children's Music Director.

This group will continue to meet as needed to discuss staffing and related issues at ORUCC.

2022 Ministry of Adult Faith Formation – Nathan Bubenzer

Adult Faith Formation celebrated another Covid-induced year of virtual meetings in 2022. Even though we could only see about one-third of each other on the video screens, we enjoyed some full-bodied discussions and fellowship. We were blessed to have some amazing members in 2022, including Alice Anderman, Nathan Bubenzer, Mary Connor, Ted Drewsen, Sharon Goss, Jeanne Moberly, Pam Oliver, and Chris Thomas. They were joined by Pastors Julia Burkey and Ken Pennings. Below are some of the activities and programming through AFF this past year.

Wayfinding for Seniors started off with summer retreat-like meeting about the spiritual tasks of elder years. The ideas generated at that event led Sharon Goss and Pastor Julia to develop a full calendar of activities into 2023.

Java and Jesus continued its popular series of conversations on topics spiritual and theological in both in-person and virtual formats, thanks to some fantastic volunteer leaders and Dan Rossmiller's coordination. We even experimented with some alternative time slots before settling back into its traditional 9am Sunday home.

Jeanne Moberly kept cranking out the reflections for the ORUCC Facebook page and email list. Although the name went from devotionals to reflections, the end product remains a popular item in many people's FB feeds and emails.

Our Racial Justice Mission Team, guided by Pam Oliver, helped the church explore and join MOSES in conjunction with Christian Witness and Service. Racial Justice has partnered with the other Justice-related mission teams at ORUCC to put out the Faithful Action for Justice e-newsletter, providing information and education on justice activities and issues for the congregation. We also saw a Sunday morning series on justice themes which Racial Justice participated in.

Bet you never expected to see the words labyrinth and exciting in the same description. Chris Thomas brought AFF a new connection to the Labyrinth team and the exciting programming ideas they have been developing, particularly with children. A whole new generation of labyrinth walkers.

AFF has acted as a sounding board for worship themes and ideas like Art and Spirituality, developed lists of books to explore for possible all-church reads or discussion groups, and possible options for small study "short courses."

We thank those who are stepping off AFF for their four years of service, Sharon Goss and Nathan Bubenzer, and look forward to the faith formation possibilities of 2023.

2022 Racial Justice Mission Team – Pam Oliver

Active participants: Pam Oliver (chair), John Lemke, Helene Nelson, Baxter Richardson, Jen Walker, Karen Jaehnig, Barbie Jackson, David Anderman, Paul Patenaude, Julia Burkey

The major activities of the RJMT in 2022 involved discussing what our focus should be, connecting with other organizations around racial justice issues, and learning about and planning programming on Christian Nationalism.

Connecting with other organizations:

1. We advocated that ORUCC join MOSES, a faith-based community organization working on issues of the criminal legal system and racial equity. In September, ORUCC leadership team voted to join MOSES which, in turn, is part of a statewide organization called WISDOM.
 - a. In March we held an information session about MOSES at 9am.
 - b. Conversations have made it clear that most ORUCC members know little about the organization or what it does, so we plan to look for ways to increase communication about it. This will include both an overview of the wide array of issues it works on and specific programming about issues it has studied, including the impact of trauma on children. We also share periodic printed materials such as newsletters and the yearbook at the Crossroads table.
2. Some of us attended monthly statewide Zoom meetings of a coalition called "Faithful Stance for Equity" organized by WISDOM, the Wisconsin Council of Churches, Wisconsin Faith Voices for Justice (all organizations ORUCC is affiliated with). These sessions initially focused on attacks on schools being launched in the name of opposing "critical race theory" and have broadened to include information about ways to stand up for justice and equity in a variety of ways and settings, including voter access.
3. One of us reached out and has been attending the meetings of the racial justice task force of the Wisconsin Conference of the UCC. That group put on a webinar about attacks on voter access and has been discussing ways to involve congregations around the state in more activities.
4. Several of us decided to try to form better connections with others in the community by way of volunteering in local schools.
5. We discussed the racial dimensions of housing and stayed in touch with ORUCC members who are parts of various initiatives around housing.
6. Some of us connected with Urban Triage and its co-conspirator workshops.
7. We discussed the Jane Ilgen book fund and how its money has been used to help fund local literacy and book programs led by Black people.
8. Connected personally with individuals in various congregations and organizations around the community, seeking to form better linkages among groups working on common goals.
9. Took the lead in preparing a monthly Faithful Action for Justice email newsletter for ORUCC that also includes news from the other "justice" mission teams.

Planning programming around Christian Nationalism and related themes

1. Some of us read and discussed a wide variety of theological, sociological, and political materials about the problem of Christian nationalism.
2. Some of us participated in Java and Jesus presentations on justice-related topics, including a reflection on Howard Thurman's Jesus and the Disinherited, the issue of Christian Nationalism and the dynamics of mixed-race faith-based community organizations
3. Working with Pastor Julia to prepare programming about Christian Nationalism and related themes for the 2023 season of Lent.

Considering the racial justice mission of ORUCC

1. We have had many conversations about what our focus should be and whether and how ORUCC can be more anti-racist. Mission team members have not reached consensus on these issues and we continue to discuss and seek discernment. In particular, we understand that a "reparations" framework around racial justice is a different approach from seeking to make the church more diverse. We are also exploring possible opportunities for relationship-building with communities of color as a means to deepen our understanding and connections. We recognize that this would ultimately be a whole-church project, not just a product of our mission team, but we could perhaps provide some leadership on how this might develop.
2. We have discussed a draft mission statement for our mission team, again without reaching clear consensus.
3. Pastor Julia has led us in two visioning sessions where we shared information about our backgrounds and concerns around racial justice.
4. We wonder what the felt needs of the congregation are. Do people want more educational programming? More opportunities for involvement? More reports from our connections with local advocacy groups?

2022 Ministry of Christian Witness and Service (CWS) – Ken Psyck

Members

Al Blanchard, Jane Glaze, Sara Hagen, Julie Horst, Dan Miller, Bruce Olsen, Paul Patenaude, Steve Pearson, Ken Psyck (Chair,); Pastoral member: Julia Burkey; Leadership Team liaison: Sue Dixon; Care of Creation Team liaison: Jill Westberg; Jane Ilgen Literacy Project and Fund liaison: Jen Walker; Immigration Justice Team liaison: Ruthanne Landsness.

Purpose

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.

A. Coordination of Financial Support

Compassion Offerings

It’s the responsibility of CWS to evaluate and decide which non-profit organizations will receive the monthly Compassion Offerings from ORUCC members. In 2022, they were a combination of organizations which received our donations in 2021, such as Just Dane and *Casa Alitas*, and new organizations such as Odyssey Project Family Fund and Ukraine Emergency Appeal. These beneficiaries represent a variety of mission types, including United Church of Christ programs. They also reflect local, regional and national areas of influence.

CWS members worked with the beneficiary organizations to come up with the videos and descriptions needed to introduce the orgs to our members via church emails and the website. It is only through the significant generosity of ORUCC members – every month – that the organizations received the donations indicated in the table below.

Month	Beneficiary	Rationale	\$ Received
January	LGBT Books to Prisoners (Facilitators: Al)	New; community; learning	\$1,424
February	Friends of ODYSSEY Project Family Fund (UW-Madison students of color;) (Facilitator: Nancy W)	Education; community	\$3,257
March	One Great Hour of Sharing (Facilitator: Steve)	Long term partner	\$3,548
April	Common Wealth Development (Facilitator: Jane)	New; community development	\$2,540.60
May	Wisconsin UCC Camps; (Facilitator: Jill)	Family/community Growth/recreation	\$2,153.01
June	UCC Ukraine Emergency Appeal (Facilitator: Ken)	Humanitarian	\$3,694
July	Casa Alitas (Facilitator: Ruthanne)	Immigration support; near the border	\$4,155
August	Community Immigration Law Center (Facilitator: Bruce)	Justice and legal; local	\$3,004
September	Just Dane (Facilitator: Julie)	Resources for the undeserved	\$2906.50
October	The Crossing (UW campus; facilitator: Sue)	Ecumenical/local	\$2950
November	N'hood schools: O.R., Toki, Anana (Dan) o Thanksgiving Year-Round Fund (Jane)	Education; community ORUCC Fund	\$ 3,839.14 \$ 1,145
December	o UCC Christmas Fund (Facilitator: Bruce) o Thanksgiving Year-Round Fund (Jane)	Long term partner ORUCC fund	\$2,669.17 \$1,060
Total	<i>excluding Thanksgiving Year-Round Fund</i>		\$36,140.42

Outreach Support Budget

Through a line in the ORUCC budget – Outreach Support, CWS had access in 2022 to \$10,000 to support outreach initiatives. The actions below represent how this allocation was used.

- The monthly Compassion Offering donation totals varied widely in 2022 from month to month. CWS moved to supplement the offerings to the organizations which received lower amounts earlier in the year. As a result, three organizations and 3 neighborhood schools received a total of \$3,350+ from the line to ensure that each month's donation via the Compassion Offering was at least \$2,900.
- To address more urgent needs of asylum seekers, Casa Alitas in Tucson, AZ and WI Faith Voices for Justice received a total of \$3,500 in three separate payments.
- As has been done in previous years, CWS approved an internal transfer of \$1,500 to help cover the costs of the five chaperones on the Youth Mission Trip.
- CWS also approved two internal transfers for a total of \$1,080 to the ORUCC Thanksgiving Year-Round Fund.
- \$500 was used for memberships to local organizations MOSES, and WI Faith Voices for Justice. (by Ken Psyck)

Housing summaries

1. Heart Room

Heart Room Mission Team members: Helene Nelson (Chair,) Bruce Olsen (CWS Liaison,) John Day (Treasurer), Susan Dovell, John Lemke, Megan Piper (program evaluation,) Jill Westberg.

Heart Room provides families three years of support as they work to meet their own goals for thriving in stable housing. Families receive partial rental assistance and family/housing services through an innovative partnership that began in 2018 as an ORUCC pilot project. Core partners are ORUCC, The Road Home (lead administrative partner), Joining Forces for Families, and the Early Childhood Initiative.

ORUCC members donated more than \$120,000 for rental assistance to support an initial cohort of 8 families. Other supports are provided by professional family services and housing staff, and some ORUCC volunteers, in response to individual family goals and needs.

Based on the success of the families in the pilot project, ORUCC's households contributed an additional \$120,000+ during 2021 to ensure 3 years of rental assistance for 8 new families. Three new families entered the program in 2021; 5 new families entered the program in 2022.

In 2022, ORUCC and our service provider partners completed a comprehensive evaluation of the experience of the 7 families in the initial cohort who completed the program. (One family left the program shortly after enrolling; it was not the right fit for them.) The 7 families who graduated from the program left with stable housing, increased income, and significant progress towards important goals for their families, including transportation goals, increased kids' engagement with school, increased financial literacy, and improved mental health and social support.

ORUCC and The Road Home presented the evaluation results to the County Executive, who, with the County Board, increased the county's budgetary support for the Heart Room housing case manager at The Road Home from half-time to full-time. This position works directly with families to find and keep housing, and facilitates the partnership of the Heart Room partners (ORUCC and professional providers.)

The Road Home's expanded infrastructure capacity means that additional families can be enrolled in the program beginning in 2023. The Heart Room Mission Team, in partnership with The Road Home, ended 2022 and will begin 2023 by approaching other community partners, including faith communities, to raise \$84,000 in rental assistance for 4 new families over the next 3 years, beginning in 2023. (by Bruce Olsen)

2. Keeping Neighbors Connected (KNC)

Keeping Neighbors Connected is an ecumenical partnership with neighborhood social workers including Joining Forces for Families (JFF) and Madison Southwest public schools, and supporting churches of ORUCC, Good Shepherd Lutheran Church (GSLC) and St Maria Goretti Parish. This partnership was formed in late 2018 with the mission of promoting neighborhood housing and school stability for low-income families in Southwest Madison.

During the pandemic, our JFF social worker in the Southwest Madison school area prioritized the CORE 1 and CORE 2 federal funds in 2021 and 2022 respectively. A recent analysis from Dane County showed that the Southwest and Midvale corridors obtained the second highest amount of CORE funds in the city. The JFF partners in our district helped multiple families and residents complete CORE applications in 2021-22 before funds ran out, leading to this high CORE funding that has been distributed in the southwest and west side neighborhoods.

Prior to the passage of the CORE funds in late 2020, ORUCC and our partner churches raised substantial funds for emergency housing. With the CORE funds coming available in early 2021, the KNC funds have been held in reserve. Hence a portion of the raised KNC funds from our neighborhood churches (housed through GSLC) are still available for 2023. The social and case workers we partner with have adamantly voiced that 2023 will be a high-need year. The eviction moratoriums have lifted, and all CORE federal dollars have been exhausted. KNC partners will meet in the first quarter of 2023 to assess the need situation and use of funds.

ORUCC retains funds for *emergency housing* for families or individuals who fall outside the KNC *family eviction protocol*. Those exceptions most often include security deposits. JFF used these funds in 2021, but rarely in 2022 as the new CORE 2 funds covered moving expenses and security deposits. Since CORE 2 funds ended, ORUCC has already been tapped for a security deposit for one family in January, 2023. (by Jane Glaze and Bruce Olsen)

3. Southwest Madison Action Coalition (SMAC): Housing subgroup

This *housing advocacy coalition* is diverse in membership, including neighborhood leaders, social and case workers (including Heart Room) in the district, all KNC partners and more. SMAC meetings occur via Zoom on the second Tuesday of each month (since mid-2021) with presentations from multiple city and county leaders and nonprofit agencies who have influence in the housing sector. It has been a sharing of mutual education and awareness for presenters and SMAC members. In some cases, it has enabled a path forward to influence decisions made at the city level.

Our ORUCC housing subgroup has supported the greater SMAC goals in 2022 by attendance and support of the SMAC “Building Community Leadership” educational series presented in 6 UW Extension-led sessions this past fall. SMAC meetings are open to all persons who have interest in diversity and racial justice advocacy. ORUCC housing subgroup: Jane Glaze, Bruce Olsen

Thanksgiving Year-Round Fund

Since 2021, Christian Witness and Service (CWS) Ministry members have supported a yearlong online fund to support our Southwest Madison neighbors in need during these trying times of pandemic and high inflation. Through the work of our partner social workers at Joining Forces for Families (JFF) and Early Childhood Initiative (ECI), Woodman’s Gift Cards for food and/or gas are given to several families.

Our gifts help neighbors buy gas to get to work and food needed for growing children in client families. Our gifts were especially appreciated during the 2022 holiday season, enabling families to purchase extra food as schools were closed.

CWS set up a quarterly payment for the gift cards that are then given to Loretta Swanson, social worker from ECI, and an active ORUCC member. Loretta is our point person for distribution of gift cards to partner social workers and families in need. The payments were as follows:

- 1/4/2022 \$100
- 5/17/2022 \$190
- 8/15/2022 0
- 11/15/2022 \$1440 (\$1000 contributed from CWS budget)
- 12/13/2022 \$2080

Total of payments for gift cards: \$3810

CWS and partner social agencies are grateful for the many ORUCC members who contribute monthly and to all who contribute generously during the holiday seasons. (by Jane Glaze)

Jane Ilgen Literacy Fund

Summary Jane Ilgen established the “Jane Ilgen Literacy Fund” as a legacy initiative in the fall of 2020, reflecting her passion for early childhood education and racial equity, especially for African American children. The Christian Witness and Service Ministry (CWS) oversees this program and designates a Mission Team chair to carry out the work. Currently, Jen Walker serves as chair and Donna Lillethun as a mission team member.

In 2022, the Ilgen Fund Mission Team focused on:

- Communicating progress within our church community
- Building relationships and processes with the UCC Foundation, which acts as fiscal agent for the Ilgen Fund
- Supporting our existing partnership with RISE Wisconsin
- Reaching out to new potential partners to further our connections and relationships with the black community in Southwest Madison

2022 expenses: \$250 to purchase books for attendees at the Black Child Bookfair, held at the Boys and Girls Club on April 30, 2022

Remaining funds (2022 disbursement): \$1,344.89 We continue to make plans for future spending of funds with the remaining 2022 funds, and anticipated future disbursement from the UCC Foundation in 2023.

Total funds held by UCC: (as of December 1, 2022): \$38,480

Details of progress

Internal communication and committee recruitment The Ilgen subcommittee provided updates to church members via the ORUCC blog and the monthly Justice Newsletter. Efforts to recruit one or two additional Mission Team members, through update posts and individual outreach, have not resulted in any new members joining.

Chairperson Jen Walker is also part of the Racial Justice Team, which helps to place the Ilgen Fund within a broader context of racial justice at ORUCC.

Interest in volunteering within our neighborhood public schools (and inviting other church members to consider volunteering) has recently emerged as an interest among some members of the Racial Justice Team. Should this take shape, it could overlap with the Ilgen Fund Mission Team's interest in building relationships and serving in the community on efforts related to literacy.

Establishing processes with the UCC Foundation Helene Nelson, Ken Psyck, and Jen Walker met with Andrew Warner of the UCC Foundation staff in March, to determine how we will receive funds from the endowment in 2022 and going forward. They will do a lump distribution to ORUCC annually, which we agreed will be requested in writing by the ORUCC Treasurer and the Ilgen Fund chair.

Nurturing existing partnership The Ilgen Fund maintained connections with [RISE Wisconsin's Early Childhood Initiative](#). We received a thank you letter from RISE staff in May, with a report that the books provided through the Ilgen Fund in 2021 have been well received by staff and families. Jen Walker also met with staff in November 2022 and gained more updates and lessons learned about the types of books that have worked the best with families. This will inform future book purchases should they be approved by CWS. Finally, we anticipate following up with two local community organizers in Southwest Madison's black community who were recommended by RISE staff.

Building new connections *The Black Child Bookfair*, a national event that features black authors and books centering black characters and stories, came to Madison's Boys and Girls Club in April 2022. After reaching out and meeting with the local organizers of the event, we provided \$250 so that approximately 18 children attending the book fair could take home one book of their choice.

The Krysten Jones Foundation was the local organizer of this year's Black Child Bookfair. When Jen met with Krysten and her mother, Andrea Jones, about the book fair, she learned more about their foundation and shared more about the Ilgen Fund, and all three agreed that there was potential for future collaboration. Krysten is a college student and author who wrote and published her own children's book about her journey of growing up with spina bifida. She and her family started the foundation to serve young children in Madison's black community and especially those with disabilities, and they have a strong interest in literacy promotion for black children. So far we have not been able to pursue any projects together, but Jen has continued to keep in contact.

Madison Public Schools in Southwest Madison: Orchard Ridge Elementary, Anana Elementary, and Toki Middle School are our geographic neighbors at ORUCC, and each school enrolls a high number of black children. Jen met with staff from two of the local schools this fall: Anana Elementary and Toki Middle School, and plans to set up a meeting with Orchard Ridge Elementary in early 2023. So far, it seems like there could be good uses for the funds consistent with the spirit of the Ilgen Fund, in terms of providing books and linking ORUCC members with opportunities for service and relationship building. More follow-up is still needed in order to clarify details and potential budgets for the schools, but

being able to build relationships with an important institutional partner in the community is a positive development this year.

Questions, comments and/or discussion about the Ilgen Literacy Fund may be directed to Jen Walker, gilwalker@gmail.com (by Jen Walker)

B. Coordination of Volunteer and Service Opportunities

Immigration Justice

The Immigration Justice Team continued its advancement of immigrant and refugee justice through its collection and delivery of a third large clothing donation from ORUCC to the *Casa Alitas* Immigrant Welcome Center in Tucson, Arizona, and support of Afghan resettlement through assistance with housing, transportation, and schooling for five Afghan households in Dane County. Our chair continued her volunteer service at Casa Alitas in Tucson in April-May 2022. These activities were complemented and shared with the congregation through ORUCC website blog posts, educational forums, fundraising and letter-writing events, and contributions to the ORUCC Faithful Action for Justice newsletter.

In collaboration with the Dane Sanctuary Coalition, the Immigration Justice Team engaged in getting out the vote activities, hosted an immigration-themed Netflix series, and initiated a program for short-term home hospitality for asylum seekers and refugees. We are grateful to the congregation for its financial support through Compassion Offerings for Casa Alitas and the Community Immigration Legal Center. (by Ruthanne Landsness)

Meals for The Crossing

Last Spring, The Crossing started serving meals again for the first time after the pandemic. Dinner+Worship takes place every Wednesday evening. The students worship together and then have a meal together and discuss what they experienced in worship (or whatever is on their hearts and minds that evening.)

ORUCC served two meals this year; one in March and one in September. The students enjoyed the food and said that it was “the best meal they’d had all week.” Much thanks to all who provided food and served the meals, especially Brad Carl and Sara Hagen who each coordinated one of the meals.

We are scheduled to provide a meal again in March, 2023, so will need volunteers again soon! (by Sue Dixon)

Care of Creation

Members: Chuck Kasper, Chris Thomas, Jack and Marilyn Schairer, Gene Dyar, Alice Anderman, Fran Beach, Jill Westberg, Sara Roberts

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.

1. Care of Creation Mission Team offered Creation Care moments in worship, January through May.
2. On April 3 and 10, Chris Thomas, Jack Schairer, Gene Dyar and John Olajos presented before worship information about plastics to the congregation.
3. Worked with Joyce Pohl to buy and plant some native plants on church property.
4. Alice Anderman and Ben Lancor presented the Creation Care moment in May. Pumpkin seeds were handed out to children to plant.
5. Jill Westberg organized the family camping event in August at Governor Dodge State Park.

6. Worked with Faiths Connect for Climate Action to promote churches in Dane County working together, sharing stories and ideas as a way to inspire and support each other. This includes educating ourselves about the implications of the federal legislation to address climate change. Churches will be able to take advantage of some of the provisions of the bill.
 7. Freecycle was offered to the congregation on November 20.
 8. Researched name tag options for the congregation.
 9. Planned for an art project involving Sunday School children for spring, 2023. Children will create pieces of art which will be used to make postcards to be sent to state and federal lawmakers.
 10. Discussed an event to highlight Daniel Cooperrider new book and create opportunities for discussion.
- (by Sara Roberts, Chair)

The future is not somewhere we are going. It is something we are creating. Every day we do things that make some futures more probable and others less likely. Professor Ian Lowe, President of the [Australian Conservation Foundation](#)

Car Donation

In 2022, the Car Donation Mission Team (Baxter Richardson, Jon Blanchard, John Rasmussen) arranged for a Toyota Sienna van, donated by Paul and Jennifer Eggerling-Boeck, to go to an Afghan refugee family of six living in Madison.

Many thanks to Scott McGettigan of Turn Two Auto in Verona who generously donated time and money to the needed repairs and updating of the vehicle.

Our partner in this effort was the First Baptist/Bethany United Methodist Refugee and Immigration Ministry which currently works with six Afghan families, all of whom transferred from Fort McCoy. (by Baxter Richardson)

Veggie Village Garden

Established in 2009, the Veggie Village is both a community garden made up of 14 individual plots and a food pantry plot from which fresh produce is generated for a local food pantry (Good Shepherd Lutheran Church.) In 2022, efforts were made to brighten up the garden to ensure an aesthetic view for our members and neighbors. Also, our work in the pantry plot was lightened by the energy and enthusiasm of three neighbors who, inspired by the mission behind this garden, became regular volunteers throughout the growing season.

Leadership of the community garden plots continues to be shared between Scott Reeser of the Madison Mennonite Community and Leslie Linser from ORUCC. LuAnn Greiner and Leslie Linser are co-managers of the food pantry plot and, along with a core group of volunteers, grew and harvested hundreds of pounds of fresh produce again this year. (by LuAnn Grenier)

2022 Immigration Justice Team – Ruthanne Landsness

The Immigration Justice Mission Team is a subset of the Ministry of Christian Witness and Service (CWS). The team shares information of its activities at the monthly CWS meeting, through 9am ORUCC education forums, the ORUCC Faith in Action Newsletter and monthly meeting notes posted at church. We coordinate our efforts with the Dane Sanctuary Coalition, a faith-based effort of 18 congregations and organizations engaged in immigration justice. Pastor Julia and our Chair, Ruthanne Landsness, are active on the Dane Sanctuary Coalition Steering Committee.

2021 team members included Jill Westberg, Mark Baumann (Madison Mennonite Congregation or MMC), Carol Shank (MMC), Paul Patenaude (CWS Representative). Ruth Ann Berkholtz, Baxter Richardson, Ann Haase Kehl, Ruthanne Landsness (Chair), and Julia Burkey (Pastor). A special welcome to new member Ann Haase Kehl.

ORUCC Immigration Justice at the Border - The highlight of 2022 was the collection in August and delivery in September of 45 large U-Haul boxes of clothing to Casa Alitas, the immigrant welcome center in Tucson, AZ. This was the third ORUCC clothing collection drive for Casa Alitas, the first being in October of 2019 and the second (38 boxes) in October-November of 2021. It was exciting to vicariously witness the clothing delivery through video captured by Steve Sheets and to have the occasion covered in the press by the Arizona Daily Star.

This third clothing drive reinforced the commitment of the ORUCC congregation to immigration justice and our connection with Casa Alitas and the immigrant border experience. The Madison Mennonite Church actively participated in the drive, as did the First Baptist Church. Other Madison churches were also invited to participate. It was thrilling to see the education wing at ORUCC fill with donated clothing week after week, culminating with a fun day of loading the trailer of Steve Sheets for transit to Casa Alitas. We captured it all in photos that were posted for all to see on the ORUCC website.

The year 2022 also marked the third trip of our chair to volunteer for a month at Casa Alitas (1st-in Oct 2019; a 2nd trip in Oct Nov 2021, and a 3rd in April-May 2022). Ruthanne provided bilingual support to Casa Alitas guests, extended a warm welcome to the United States, gathered documentation about their immigration status, provided guests with food and clothing, and set in motion travel plans to their sponsors in the United States.

Ruthanne shared her experience at the border through regular blog posts on the ORUCC website. She also shared information on Casa Alitas and immigration policy on three occasions throughout the year. These included a photo narrative of Casa Alitas and the Borderlands on February 27 as part of our 9am Faith in Justice programming series, a 9am education forum on Immigration Facts and Figures on Sunday, May 8, and then an Immigration Update and Travelog at the October gathering of Over 55 with Steve Sheets.

Through CWS, the congregation supported border-related justice activities through two compassion offerings, one in July for Casa Alitas (\$4,155) and another in August for the Community Immigration Law Center (\$3,004). The Community Immigration Law Center (CILC) provides assistances in navigating legal procedures necessary to attain or main legal citizenship status and pro bono legal representation to asylum-seekers in Madison. In December, CWS also voted unanimously to provide \$1,500 from its annual outreach budget to immigration related causes: \$750 for clothing at Casa Alitas and \$750 to the Wisconsin Faith Voices for Justice for housing of asylum seekers in Madison.

Support of Afghan Resettlement – The second area of focus of activities of the Immigration Justice Team was support of Afghan resettlement efforts. To this end, members of the ORUCC Immigration Justice Team teamed with ministry members of First Baptist Church and Bethany United Methodist Church to minister to five Afghan households of related family members in Dane County. The households have ten parents and 25 children ranging from less than a year to 20 years old. The ministry complements support provided by Jewish Social Services, Open Doors for Refugees, the Catholic Multicultural Center, and Joining Forces for Families, among others.

The activities of this ministry are as multi-faceted as the varied needs of the families. Impressive successes are that all of the families now have their own apartment, the men have jobs and driving privileges, and school-aged children are attending schools. Affordable housing remains an ongoing concern, as does navigating the bewildering social service and education bureaucracies and immigration status issues. Language, cultural differences and education background continue to be challenges to effective ministry and to the progress of the families to sustainable and independent living.

In addition to the above, the ORUCC immigration justice team organized two activities in support of Afghan resettlement. The first of these was sponsorship of a “Gift Card Sunday” held on Sunday, March 20th, in which we invited congregation members to purchase gift cards or bus passes for Afghan family members. The proceeds were given to Jewish Social Services and Open Doors for Refugees for distribution to those for whom they provide services.

The second activity was an invitation to write our federal legislators to buoy support for the Afghan Adjustment Act. Passage of this legislation would provide a pathway to lawful permanent status in the United States to Afghan evacuees who entered via humanitarian parole. The letter writing event was held on Sunday, October 16, and resulted in delivery of 36 letters to the offices of Tammy Baldwin, 32 letters to Mark Pocan, and 35 letters to Ron Johnson. Unfortunately, as of the date of this writing (1/5/23), the legislation has not been passed. Despite this failure at the national level, we are thrilled by the success of many of the efforts at our local level.

The end of 2022 also brought an end to the Wisconsin Council of Churches program specifically designed for support of Afghan resettlement in Wisconsin. The program, coordinated by Rev. Peder Johanson, was instrumental in the generation of funds and coordination of church and volunteer Afghan-related services throughout Wisconsin. As part of the program, we invited Kerry Parker, Executive Director of the Wisconsin Council of Churches, and Peder Johanson for a 9am education forum held on Sunday, May 15, 2022.

Collaborations with the Dane Sanctuary Coalition – Pastor Julia and our chair continued to serve on the Steering Committee of the Dane Sanctuary Coalition, of which ORUCC is an active member. During 2022, efforts of the Coalition centered on organization of education forums, getting out the vote, sponsorship of a Netflix series and, most importantly, support of provisions for short-term and long-term housing for asylum seekers, refugees, and undocumented immigrants in the city of Madison and Dane County.

Primary education forums were held on March 13 and October 12 as part of the Coalition’s congregational general meetings. Each of the meetings included a panel update on state and local justice activities and reports from local congregations, including ORUCC.

The Coalition was also active in organizing and supporting getting out the vote in Madison and Dane County, especially during the primary election campaign season. Members of our team worked with the Wisconsin Interfaith Voter Engagement Campaign (WIVVEC) and the Dane County Interfaith Congregation Canvassing Project to promote voter engagement in Dane County. Our members were paired with members of other congregations, trained in non-partisan voter registration and get out the vote canvassing, and sent together to canvass in low voter turnout neighborhood.

In March and April 2022, the Coalition invited people to view the Netflix series “Living Undocumented.” Our Mennonite team members hosted gatherings in Friendship Hall on Tuesday, March 15 and April 19. Gatherings were also held at Temple Beth El in Madison and Madison Christian Church in Middleton.

The need for temporary housing for refugees and asylum seekers in Madison and Dane County remains acute, and many of the energies of Coalition members in 2022 were devoted to understanding the complex housing scene and devising plans to work with others to address it. As a beginning measure, the Coalition developed a sign-up campaign for volunteers to provide short-term home hospitality to asylum seekers and refugees.

The home hospitality program was set up similar to that of Coalition’s driver’s program that provides drivers for immigrants in need of transportation to a judicial proceeding. As such, the program gathers the names of people who might be available to provide short-term housing and then contacts them to see if they are available to provide home hospitality when the need arises. The Coalition has housed several people under the program in recent months.

The Coalition housing efforts complement and support the expansion of the ORUCC Heart Room project and the Centro Hispano capital campaign project. In addition, ORUCC will host a Housing Summit Dane County on Tuesday, January 31, 2022. The summit is being sponsored by Wisconsin Faith Voices for Justice (Rabbi Bonnie Margulis, Executive Director) and with the Wisconsin Council of Churches (Kerri Parker, Executive Director) (look on the Wisconsin Council of Churches to sign up!).

As we bring 2022 to a close, we celebrate our successes, reflect on our losses, and place our hope in the future. We welcome new members to our committed, active team. We thank the congregation for its support of our activities. On the horizon is another month of volunteering at Casa Alitas for our chair, continued support of refugee and asylum-seeking efforts at home and abroad, and the many unknowns of 2023 and beyond.

2022 Ministry of Congregational Life – Rachael Lancor

Members of Congregational Life:

- Rachael Lancor (chair), Karin Drury, Deb Drewson
- Kythie Boyd, Leadership Team Liaison
- Ken Pennings, Pastor

This year, Congregational Life began sponsoring in-person social events again, after a long hiatus due to COVID-19. Members have enjoyed the sense of community and fellowship from sharing food & drink together.

Churchwide events in 2022 including:

- Sundae Sunday & Farewell to Tammy Martens (June 2022)
- Welcome Back BBQ (September 2022)
 - Thanks to the Catering Mission Team for providing the food at this event!
- Work & Worship Lunches (May & October 2022)

The Mission Teams of Congregational Life include Catering; Family Game Night; Coffee Hosts; Men’s Group; Movie Group; OVER 55; Pastoral Partners; Potluck & Poetry; Prayer Shawls; Welcomers & Ushers; Women’s Book Group; Women’s (and Men’s) Breakfast; and Knitting Group.

In 2023, we are planning to return to the full slate of events, beginning with the Chili Cook-off on January 29 and Party Gras on February 21. We are also hoping to recruit a few more coffee making volunteers so that we can provide a regular coffee hour after church.

Over 55 – Steve Sheets

We resumed in-person Over-55 luncheons and programs in 2022.

The speakers were:

- April—Retired court Commissioner Todd Meuer, “Our court system and the question of bail”
- May—Dr. Ken Loving, CEO of Access Community Health Centers
- September—Josette Jaucian, UW Spirit Squad Director
- October—Ruthanne Landsness, “Current State of Immigration at the Border”
- November—John Borchardt, “Urban Bee Raising”
- December—Rev. Daniel Cooperrider, “speak with the Earth and it Will Teach You”

Movie Group:

We returned to in-person meetings in April and May, with sparse attendance. We elected to try a different format meeting in the morning at church in September. That too brought a small turnout. Once again, we tried a new format. In November with many ORUCC members at Oakwood Village, we chose to view a film on the OV calendar at Oakwood Village. We watched “The Gathering Storm” and conducted a discussion immediately following the film. Oakwood

residents not members of ORUCC were invited to attend. Feedback from attendees deemed it a success. We shall repeat this type of offering in 2023.

2022 Ministry of Resources – Jon Blanchard

The Ministry of Resources coordinates the maintenance and upkeep of the building and grounds.

The two main focuses are to:

1. Maintain the building and grounds with monthly inspections; triaging action as needed.
2. Identify and 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 (Advisory Only), Paul Eggerling-Boeck

Leadership team liaison: Chuck Kaspar

Direction:

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

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

Our ministry coordinates with leadership and other ministries related to use of space and improvements that support those ministries.

Projects Completed in 2022:

- Continued maintenance of mechanicals related to water heating, air heating, air conditioning
- Installed a new water softener system
- Re-sealed and marked the parking lot
- Facilitated outside and indoor work days on a monthly basis along with two worship and work Sundays
- Continued to monitor the performance of our phone system regarding issues and outages
- Installed two new fire extinguishers in selected classrooms
- Replaced CFL bulbs with LED bulbs when possible throughout the church
- Added a drain where water was coming into an electrical box in the equipment room
- Replaced outside electrical equipment fencing that had become damaged and aged causing rot
- Repaired, cleaned and upgraded valves in the women's restroom
- Replaced the faucet in the main kitchen sink
- Presented a proposal for a kitchen facelift project to be funded via donations – project on hold
- Repaired various outside lighting and added dusk to dawn bulbs in some fixtures
- Added a carbon monoxide detector in the boiler room and two detectors on the main floor
- Added a combination-controlled box outside the main entrance to hold a key for building access
- A compost bin for selected yard waste has been added and is located inside the new fence

Projects Planned for 2023:

- Facilitate outside and inside work on a monthly basis and investigate ways to engage more volunteers
- Continue replacing CFL bulbs with energy efficient LED bulbs throughout the church when possible
- Paint the floor in the Brown Room in the basement with a water-resistant epoxy product
- Repair wood beams on the roof overhang where rot is occurring

Future Projects Beyond 2023

- Facilitate the kitchen upgrade including replacement of kitchen counters and possible repair of cabinets. The cost of this project would be paid for via monetary donations.

Solar Share Emissions Offset Impact Equivalents by participating in this MGE program

- 35.1 thousand miles driven
- 30.7 thousand pounds of CO2 emissions
- 1.6 million smart phones charged
- 227 trees planted

Outdoor work:

We looked into having a fall and spring cleanup contracted out to an outside source. It was determined to be too expensive and could be accomplished with church volunteers. This has been successful this past fall with the help of Joyce Pohl and other resource members. With Joyce's ongoing effort, many of our flower gardens have been improved and maintained.

2022 Ministry of Youth Faith Formation – Karen Jaehnig

2022 was a year notable for transitions and necessary adaptations. Our beloved Associate Pastor for Children, Youth and Families, Tammy Martens retired in August. Her ministry was deeply valued by the entire congregation. She worked diligently with a transition team to ensure that the roadmap she developed will continue to enrich our children's programming. In July, Julie Mazer who has been the Children's Music Director took on the extra duties of Education Coordinator. She coordinates and oversees Sunday morning programming for the children. We are fortunate to have Julie's expertise, creativity, and skills to keep our programming vital. Current YFF team members are: Marc Walker, Paul Vash, Sally Allen (Liaison to Leadership team), and Karen Jaehnig (Chair).

Nursery: Nursery care is provided for infants and toddlers in the Francis Room from 8:30-11:30 AM on most Sundays. Loving care is provided by paid adults and teens who have been trained and screened in accordance with our Safe Sanctuary policies. There is a brief video on ORUCC website which shows the safe environment of the colorful Francis Room, with equipment and activities to meet the needs of our youngest ones. Guidelines are outlined on the ORUCC website and in the Francis Room.

Safe Sanctuary: ORUCC has adapted a Safe Sanctuary policy which is comprised of policies, procedures, and educational programs to reduce the possibility of child sexual or physical abuse, or any type of sexual misconduct or harassment from occurring in our congregation. A Safe Sanctuary training was held on October 2, 2022 for all volunteers who work with youth.

Craft/Playtime: In lieu of Craft/Playtime (which is no longer offered) there is a cart and a table with chairs in the Crossroads. There are materials available (books, art materials etc.) to occupy children during worship and is supervised by their parents/caregivers.

K-2nd and 3rd-5th: Students in K-2nd listen to Bible stories using a sensory-motor approach. Their learning is enhanced by using materials such as wooden story figures. They are given opportunities to learn about God and to experience God in their lives. (Many of the wooden story figures and materials that we use have been crafted by church members). The curriculum uses Following Jesus written by Sonja M. Stewart.

Early in 2022, the 3rd-5th graders worked on designing game boards to be played with the older adults in the congregation. However, the gathering did not happen due to Covid restrictions. They also did station-based activities that focused on narratives leading up to and including the death and resurrection of Jesus.

During the Fall of 2022 students in grades 3rd-5th did a Peacemaker exploration. Various stations were set up with activities to guide them through the process. This was followed by a prayer module where the discussion and active stations helped them develop skills and tools for a life of prayer. Advent wreath making led into our Advent study. By mid-November we combined the classes, so that grades K-5th all meet together and there are 3 adult guides present.

Middle School: Led by Tammy Martens and Susan Watson, the middle school youth explored five major religions, Hinduism, Buddhism, Judaism, Sikhism, and Islam, as part of a Co-exist curriculum. (Jan-June 2022). The study of these religions contributed to a deeper understanding of our own Christian tradition. A group of 14 youth and 9 adults visited the AHA Shiva Vishnu Temple in Fitchburg. They learned about Hinduism from Mr. Subbu Ravi who leads the Educational Initiatives for their community.

There were plans to do an urban immersion experience in Milwaukee, to visit different religious settings and visit a program that provides services to unhoused men, but due to Covid this was cancelled. They did have a Seder meal and heard the story of Passover. This was held during Holy Week and close to the Jewish celebration of Passover, which made it very meaningful.

Fall of 2022 was the start of the OWL curriculum (Our Whole Lives, a comprehensive sexuality program), facilitated by Barbara Stretchberry, Brian Lancor, Brock Schultz, and Kristin Muckian. There are 16 youth currently enrolled. They had a retreat Oct 7-9, 2022 at Daycholah Center on Green Lake. They covered OWL workshops as well as an outdoor adventure course and a Sunday morning worship service. They continue to meet 3 Sundays per month from 8:30-10:00 AM in the Dorothy Day Room at church.

Youth Service/Mission Trip: A Civil Rights/Service trip was taken to Birmingham, Alabama (July 23-29, 2022). There were 23 youth and 5 chaperones. They went to First Congregational Church for a service and visited the National Civil Rights Museum at the Lorraine Hotel in Memphis, Tennessee. Then they proceeded to Birmingham to work at a non-profit Christian Service Mission. They worked on projects, such as rebuilding a deck at an elder's residence, and assisting at the main warehouse (packaging school supplies, sorting supplies to distribute to local charities). There were visits to the 16th Street Baptist Church (Birmingham), the Legacy Museum and the National Memorial for Peace and Justice (Montgomery). An incredible experience for all.

Plans are underway for the 2023 Service Trip (July 9-15) to Duluth, Minnesota. Fundraisers at Culver's, a pancake breakfast at church, Holiday bake sale, and Holiday Post Office have already taken place and more are planned. Kristin Muckian is coordinating the event.

High School: The high school youth provide leadership during 9:00 AM Sunday school and at Music Connections. Many of them are involved in Tru Function, our rock band. They also participate in the annual Service Trip.

Music Connections: Music Connections provides opportunities for youth to experience their spirit through song, speech, movement, rhythm, and melody. Instruments such as hand chimes, ukuleles, xylophones, and African drums encourage musical enrichment and appreciation. The program meets during the 10:00 AM worship service for 2nd-5th graders. Those in middle school and high school are welcome to attend as a participant or a helper.

In February 2022 the children developed an embodied prayer that was shared with the congregation for two Sundays during Lent. The youngest ones (grades K-2) created actions for the prayer. The older children (grades 2-5+) composed a melody that was used as a singing/chanting meditation. As the children played harmony on hand chimes, the congregation sang, moved, and meditated.

In the Fall of 2022, the students shared a music and spoken presentation to the congregation using the passage, “Be Still and Know that God is Peace.” There have also been opportunities for students to participate in a handbell demonstration, to explore the labyrinth, and experience a meditative clay session. Plans began by mid-November for the youth to show their talents at the much-anticipated Christmas Eve worship service. Julie Mazer, along with volunteers make these activities happen.

Tru Function: Tru Function is our youth rock group. They play mostly upbeat/rock/pop music that has a positive message (that aligns with Christian values or Christian songs that a progressive church can align with). They usually play on the 4th Sunday of each month at worship service. In December they played at a Christmas Eve service. The participants are 7th-12th graders and a try-out is required to determine where they’re at musically and if singing is an option. They meet in the Music Room from 10:15 AM – 12:00 PM on Sundays. Rob Martens is the Director of Tru Function and he teaches music (guitar, drums, and bass) to several members of the group. An important part is to get the music technology to work together so that practice is efficient and that the group sounds good in church. A significant number of their songs are suggestions that Rob receives from the youth.

As the Spring 2022 Sunday morning programming ended, a celebration with pizza and Improv was held on June 3. There was much laughter and fun and many of the youth and adults demonstrated their Improv talents. On Sunday June 5, the high school seniors were celebrated. Tru Function played a special song and everyone gifted Tammy Martens with a flower, in a procession that was marked with hugs, tears, and gratitude. A memory book was created for her that contains photos and memories from the entire congregation, and this was presented to her at a later date.

Many thanks are in order to all the volunteers who serve our youth in so many ways. From Sunday school guides, Tru Function leaders, Music Connections volunteers, nursery helpers, chaperones, fund-raising events, middle school and OWL facilitators, high school leaders, etc., you are all essential to this important work. We also want to let everyone know that the youth (from nursery thru high school) are an absolute delight!

2022 TREASURER’S REPORT

Orchard Ridge UCC started the year with a projected budget deficit and the hope that reduced spending and increased revenue would balance out. Unfortunately, this did not occur, and the year ended with a deficit of \$5,207.62. This small deficit is covered by savings in our two investment accounts.

For 2023 the Leadership Team is proposing a budget that provides a 3% cost of living increase in staff salaries. Uncertainties in filling the Associate Pastor position mean that we need to budget for a position that may not be filled. Until the position is filled many of the Associate Pastor’s duties are being filled by the Youth Education Coordinator (Julie Mazer) and the Youth Trip Coordinator (Kristin Muckian). These positions are currently projected to be filled through the first half of the year but can be extended if needed. In addition, additional funds are being allocated for Guest Preachers due to absence of the Associated Pastor.

In addition to increases in salaries, some budget lines have seen an increase in cost due to the ongoing inflation (Resources shows an 8 % increase) and a new budget line for Border Support has been added to assist Ruthanne Landsness and Steve Sheets in their mission to support migrants. These changes increase proposed spending by less than 1% but leave a projected deficit of \$10,382.71.

The following pages give a detailed view of expenses and income for 2022 and the proposed 2023 budget.

- 2022 Budget and 2023 Proposed Budget Summary
- Detail of Operating Expenses for 2022 and Proposed 2023
- Special Funds Activity for 2022
- Statement of Cash Position

I would like to give a very special thanks to Office Manager Julie Wombacher who continues to do an exemplary job working with the very unforgiving financial software and the financial secretaries for their assistance each Sunday.

Respectfully submitted

John Day, ORUCC Treasurer

Ochard Ridge United Church of Christ
2022 Budget, 2022 Actual Spending and Income, and Proposed 2023 Budget

	2022 Budget			Proposed 2023 Budget		
	Current Budget	Dec 31 Actual	Difference (Budget- Actual)	Amount	Diff previous to current	Pct Change
OPERATING RECEIPTS:						
Prior Year Pledges		\$1,200.00	\$1,200.00	\$6,000.00	\$6,000.00	
Pledge Receipts	\$ 446,192.06	\$442,511.50	-\$3,680.56	\$445,623.70	-\$568.36	-0.13%
Unpledged Giving	\$ 14,500.00	\$16,934.01	\$2,434.01	\$ 15,000.00	\$500.00	3.45%
Building Income	\$ 500.00	\$0.00	-\$500.00	\$ 500.00	\$0.00	
Mennonite Lease	\$ 17,220.00	\$17,235.38	\$15.38	\$ 18,000.00	\$780.00	4.53%
Miscellaneous Income		\$100.00	\$100.00	\$0.00	\$0.00	
Associated Savings Income	\$ -	\$3.05	\$3.05	\$0.00	\$0.00	
Total Receipts	\$478,412.06	\$476,783.94	-\$1,628.12	\$485,123.70	\$6,711.64	1.40%
OPERATING DISBURSEMENTS:						
Staff	\$332,905.05	\$316,665.91	\$16,239.14	\$314,851.41	-\$18,053.64	-5.42%
Administration	\$23,400.00	\$21,766.61	\$1,633.39	\$24,000.00	\$600.00	2.56%
Resources	\$77,500.00	\$82,089.59	-\$4,589.59	\$83,900.00	\$6,400.00	8.26%
Adult Faith Formation	\$6,625.00	\$6,663.06	-\$38.06	\$10,325.00	\$3,700.00	
Youth Faith Formation	\$14,100.00	\$12,034.07	\$2,065.93	\$14,400.00	\$300.00	2.13%
Christian Witness and Service	\$36,530.00	\$35,635.84	\$894.16	\$40,030.00	\$3,500.00	9.58%
Stewardship	\$600.00	\$194.99	\$405.01	\$600.00	\$0.00	
Congregational Life	\$3,800.00	\$5,706.89	-\$1,906.89	\$7,400.00	\$3,600.00	
Total Disbursements	\$495,460.05	\$480,756.96	\$14,703.09	\$495,506.41	\$46.36	0.01%
OPERATING SURPLUS	-\$17,047.99	-\$3,973.02		-\$10,382.71	\$6,665.28	-39.10%

ORCHARD RIDGE UNITED CHURCH OF CHRIST						
		2022 Budget			Proposed 2023 Budget	
1/25/23		Budget	Actual	Difference (Budget- Actual)	Amount	% change
Staff						
Senior Pastor (Julia Burkey)						
	Salary	40,000.00	40625.08	-625.08	41,200.00	
	FICA	6,120.00	6120.00	0.00	6,303.60	
	Pension Fund	11,200.00	11200.08	-0.08	11,536.00	
	Life and Disability insurance	1,200.00	0.00	1,200.00	1,236.00	
	Housing Allowance	40,000.00	39375.08	624.92	41,200.00	
	Travel Reimbursement	2,000.00	0.00	2,000.00	2,000.00	
	Continuing Education & Spiritual Retreat	2,000.00	3740.26	-1,740.26	2,000.00	
	Health Insurance	13,743.96	13841.48	-97.52	15,188.10	
	Dental Insurance	1,122.00	1125.75	-3.75	1,167.00	
	Professional Expenses	2,000.00	2000.22	-0.22	2,000.00	
	Subtotal	119,385.96	118,027.95	1,358.01	123,830.70	
Associate Pastor (2/3rds time)						
	Salary	0.00		0.00	-	
	Housing Allowance	44,220.00	29480.00	14,740.00	22,100.00	
	FICA	3,964.23	2642.88	1,321.35	1,981.35	
	Pension Fund	6,190.80	4644.72	1,546.08	3,094.00	
	Health Insurance (Cash in lieu of)	7600.00	5066.72	2,533.28	3,800.00	
	Life and Disability insurance	1,326.60	0.00	1,326.60	663.00	
	Auto Allowance	1,340.00	318.75	1,021.25	670.00	
	Continuing Education	938.00	751.53	186.47	469.00	
	Miscellaneous Expenses	402.00	354.65	47.35	201.00	
	Subtotal	65,981.63	43,259.25	22,722.38	32,978.35	
Associate Pastor (Ken Pennings - 1/2 time)						
	Salary	8,900.00	8899.92	0.08	15,500.00	
	FICA	2,694.33	2694.24	0.09	3,199.23	
	Pension Fund	10,000.00	14497.56	-4,497.56	4,790.80	
	Life and Disability insurance	848.61	0.00	848.61	1,026.60	
	Auto Allowance	1,000.00	1000.00	0.00	1,000.00	
	Continuing Education	700.00	874.00	-174.00	700.00	
	Housing Allowance	18,720.00	18720.00	0.00	18,720.00	
	Health Insurance (Cash in lieu of)	7,600.00	7600.08	-0.08	7,600.00	
	Miscellaneous Expenses	300.00	126.00	174.00	300.00	
	Subtotal	50,762.94	54,411.80	-3,648.86	52,836.63	
Music Director (Bruce Gladstone)						
	Salary	10,142.51	10142.52	-0.01	10,446.79	
	FICA	775.90	775.91	-0.01	799.18	
	Subtotal	10,918.41	10,918.43	-0.02	11,245.96	

1/25/23		Budget	Actual	Difference (Budget- Actual)	Amount	% change
Accompanist (Vicki Nonn)						
	Salary	6,963.30	6963.36	-0.06	7,172.20	
	FICA	532.69	532.70	-0.01	548.67	
	Subtotal	7,495.99	7,496.06	-0.07	7,720.87	
Handbell Director (Bethany Schultz)						
	Salary	4,778.81	4778.76	0.05	4,922.18	
	FICA	365.58	365.56	0.02	376.55	
	Subtotal	5,144.39	5,144.32	0.07	5,298.72	
Youth Music Director (Julie Mazer)						
	Salary	4,874.39	4874.40	-0.01	5,020.62	
	FICA	372.89	468.78	-95.89	384.08	
	Subtotal	5,247.28	5,343.18	-95.90	5,404.70	
Tru Function Director (Rob Martens)						
	Salary	4,778.81	4778.76	0.05	4,922.17	
	FICA	365.58	365.57	0.01	376.55	
	Subtotal	5,144.39	5,144.33	0.06	5,298.72	
Office Manager (Julie Wombacher)						
	Office Manager Salary	40,942.50	40942.56	-0.06	30,170.78	
	Health Insurance (Cash in lieu of)				12,000.00	
	Officer Manager FICA	3132.11	3132.11	0.00	3,226.06	
	Subtotal	44,074.61	44,074.67	-0.06	45,396.84	
Custodian (Tim Rotar):						
	Salary	5,932.80	5932.80	0.00	6,110.78	
	FICA	453.86	453.86	0.00	467.47	
	Subtotal	6,386.66	6,386.66	0.00	6,578.25	
Technical Assistant (Gabe Martens)						
	Salary		3700.00	-3,700.00	4,000.00	
	FICA		283.05	-283.05	306.00	
	Subtotal		3,983.05	-3,983.05	4,306.00	
Youth Education Coord. (Julie Mazer - 1/2 year)						
	Salary	7,522.50	7,522.50	0.00	7,748.18	
	FICA	575.46	575.46	0.00	592.74	
	Subtotal	8,097.96	8,097.96	0.00	8,340.92	
Youth Trip Coord. (Kristin Muckian)						
	Salary		500.00	-500.00	1,500.00	
	FICA		38.25	-38.25	114.75	
	Subtotal		538.25	-538.25	1,614.75	

1/25/23		Budget	Actual	Difference (Budget- Actual)	Amount	% change
Other Staff Costs:						
	Workers Comp Insurance	2,264.83	1840.00	424.83	2,000.00	
	Sabbatical Fund	2,000.00	2000.00	0.00	2,000.00	
	Search Costs	0.00	0.00	0.00	-	
	Subtotal	4,264.83	3,840.00	424.83	4,000.00	
	Total Staff Costs	332,905.05	316,665.91	16,239.14	314,851.41	-5%
<u>Administration</u>						
	Telephone	1,950.00	2216.04	-266.04	2,500.00	
	Postage	1,500.00	829.78	670.22	900.00	
	Office Supplies	5,000.00	3374.53	1,625.47	4,000.00	
	Copier Supplies	4,000.00	3365.87	634.13	4,000.00	
	Office Equipment	500.00	1361.90	-861.90	1,200.00	
	Website	2,000.00	2598.81	-598.81	3,000.00	
	Leadership Retreat	600.00	0.00	600.00	600.00	
	Lay Leadership	1,100.00	664.03	435.97	700.00	
	Advertising	1,000.00	1014.46	-14.46	600.00	
	Administrative Contracts	500.00	500.00	0.00	500.00	
	Zoom Accounts	1,000.00	1096.94	-96.94	1,100.00	
	Vanco (on line contribution service)	1,500.00	1333.45	166.55	1,500.00	
	Checking Acct Fees	650.00	1216.80	-566.80	1,200.00	
	Payroll Processing	2,100.00	2194.00	-94.00	2,200.00	
	Subtotal	23,400.00	21,766.61	1,633.39	24,000.00	3%
<u>Resources</u>						
	Water and Sewer	2,500.00	3001.60	-501.60	3,200.00	
	Lawn Maintenance	3,000.00	3872.75	-872.75	4,000.00	
	Snow Removal	9,000.00	11410.00	-2,410.00	12,000.00	
	Maintenance Contracts	4,000.00	3789.12	210.88	0.00	
	Property Insurance	6,800.00	7302.00	-502.00	7,500.00	
	Church Maint & Repair	15,000.00	18564.34	-3,564.34	19,000.00	
	Janitorial Supplies	1,200.00	1001.37	198.63	1,200.00	
	Gas and Electric	17,000.00	19321.28	-2,321.28	20,000.00	
	Cleaning Services	12,000.00	11011.00	989.00	12,000.00	
	Technical Improvements/Support	5,000.00	816.13		3,000.00	
	Property Maint Set-aside	2,000.00	2000.00	0.00	2,000.00	
	Subtotal	77,500.00	82,089.59	-4,589.59	83,900.00	8%

1/25/23		Budget	Actual	Difference (Budget- Actual)	Amount	% change
<u>Adult Faith Formation</u>						
	Piano and Organ Maintenance	500.00	934.10	-434.10	1,500.00	
	Guest Preachers	300.00	2075.00	-1,775.00	3,000.00	
	Substitute Accompanists	400.00	200.00	200.00	400.00	
	Senior Choir Music	800.00	159.00	641.00	800.00	
	Handbell Choir Music	800.00	654.04	145.96	800.00	
	Guest Musicians	750.00	650.00	100.00	750.00	
	Worship Supplies	1,200.00	1160.85	39.15	1,200.00	
	Communion Supplies	175.00	135.58	39.42	175.00	
	Adult Education	1,200.00	200.00	1,000.00	1,200.00	
	Tru Function/Tru Gumption Music	500.00	494.49	5.51	500.00	
	Subtotal	6,625.00	6,663.06	-38.06	10,325.00	56%
<u>Youth Faith Formation</u>						
	Sunday School	3,500.00	3861.83	-361.83	3,500.00	
	Youth Gatherings Food	2,000.00	1235.52	764.48	2,000.00	
	Teacher Recognition	200.00	423.36	-223.36	500.00	
	Sr. High Programming	500.00	133.01	366.99	500.00	
	Middle School Programming	1,200.00	1966.91	-766.91	1,200.00	
	Safe Sanctuary	100.00	45.00	55.00	100.00	
	Nursery Care and Supplies	5,000.00	3475.32	1,524.68	5,000.00	
	Youth Music Program	1,600.00	893.12	706.88	1,600.00	
	Subtotal	14,100.00	12,034.07	2,065.93	14,400.00	2%
<u>Christian Witness & Service</u>						
	United Church of Christ Support	23,000.00	23000.00	0.00	23,000.00	
	Outreach Support	10,000.00	9993.09	6.91	10,000.00	
	Sanctuary Mission Team	500.00	434.75	65.25	500.00	
	S.W. Association Dues	3,030.00	2208.00	822.00	3,030.00	
	Border Support	0.00			3,500.00	
	Subtotal	36,530.00	35,635.84	894.16	40,030.00	10%
<u>Stewardship</u>						
	Stewardship	600.00	194.99	405.01	600.00	
<u>Congregational Life</u>						
	General Expenses	1,800.00	3281.89	-1,481.89	3,000.00	
	Welcome Back Picnic				1,400.00	
	All Church Retreat	2,000.00	2425.00	-425.00	3,000.00	
	Subtotal	3,800.00	5,706.89	-1,906.89	7,400.00	
Operations Total Expenses:		495,460.05	480,756.96	14,703.09	495,506.41	0.01%

Special Funds

Special Funds:	Bal 12/31/21	Receipts	Disbursements	Bal 12/31/22
Church Retreats	\$6,735.00	\$ 7,415.50	\$ 8,180.14	\$5,970.36
Prayer Shawl Fund	\$142.23			\$142.23
Compassion Offering	\$4,342.00	\$ 38,245.08	\$ 39,917.91	\$2,669.17
Handbell Enrichment	\$1,194.41			\$1,194.41
Property Maint. Set-aside	\$2,506.13	\$ 2,000.00		\$4,506.13
Sabbatical Fund	\$14,545.00	\$ 2,000.00		\$16,545.00
Pastor Discretionary Fund	\$3,931.74	\$ 3,720.00	\$ 4,355.00	\$3,296.74
International Fair	\$605.13			\$605.13
Party Gras Fund	\$233.78			\$233.78
Over 55	\$768.57	\$ 1,821.00	\$ 1,930.10	\$659.47
Flower Fund	\$560.95	\$ 608.00	\$ 646.85	\$522.10
Senior Choir Fund	\$375.00			\$375.00
Youth Work Trip Scholarship	\$600.00		\$ 350.00	\$250.00
Coffee Special Fund	\$254.73	\$ 603.25	\$ 623.50	\$234.48
Cong'l Life Special Fund	\$56.25	\$ 23.00	\$ 79.25	\$0.00
Youth Work Trip Fund	\$10,366.25	\$ 17,301.65	\$ 18,046.31	\$9,621.59
Greeting Card Ministry	\$1,720.00	\$ 654.00	\$ 1,843.73	\$530.27
Landscaping Fund	\$3,483.78		\$ 449.03	\$3,034.75
Vegetable Village Fund	\$667.97	\$ 556.00	\$ 620.54	\$603.43
Thanksgiving Gift Cards	\$105.35	\$ 4,075.00	\$ 3,985.00	\$195.35
Misc Items	\$1,144.12	\$ 3,452.24	\$ 2,867.00	\$1,729.36
SWP Car Donations	\$1,001.16		\$ 468.45	\$532.71
Mennenote Internet	\$18.13	\$ 302.87	\$ 321.00	\$0.00
Catering Mission Team	\$777.82	\$ 2,439.00	\$ 2,686.80	\$530.02
Garth Fund	\$3,791.58	\$ 425.00	\$ 250.00	\$3,966.58
Sanctuary Mission	\$70.00			\$70.00
Leadership Retreat	\$85.51			\$85.51
Heart Home Campaign	\$98,236.00	\$ 28,927.25	\$ 41,400.00	\$85,763.25
Debt Retirement Giving	\$200.00		\$ 200.00	\$0.00
CAMP Campaign	\$10.00		\$ 10.00	\$0.00
Tammy Marten's Celebration	\$0.00	\$ 4,070.00	\$ 4,070.00	\$0.00
Other Designated Fund	\$100.00		\$ 100.00	\$0.00
Emergency Housing Assistance	\$15,326.90		\$ 1,000.00	\$14,326.90
Jane Ilgen Literacy Project	\$1,592.22	\$ 1,500.00	\$ 1,747.33	\$1,344.89
Adult Workshop/Retreat Fund	\$110.50		\$ 110.50	\$0.00
Confirmation/OWL Retreats	\$0.00	\$ 1,375.00	\$ 1,000.00	\$375.00
Book Sales Fund	\$128.76			\$128.76
AV Fund	\$0.00	\$ 13,380.00	\$ 13,380.00	\$0.00
Kitchen Fund	\$0.00	\$ 1,000.00		\$1,000.00
Total Special Funds	\$176,191.97			\$161,042.37
Memorial Funds:				
General Memorial Fund	\$11,134.41	\$114,250.51	\$4,118.16	\$121,266.76
Investment Funds:				
Operation Vision Investment Reserve	\$107,138.68	\$ 15,181.56	\$ 25,968.63	\$96,351.61
Building Maintenance Reserve	\$ 23,048.34	\$ 15,689.55	\$ 18,388.18	\$20,349.71

ORCHARD RIDGE UNITED CHURCH OF CHRIST
STATEMENT OF CASH POSITION
December 31, 2022

ASSETS

Cash

Operations Checking Account	\$323,655.30
Petty Cash	\$ 40.50
Operations Savings Account	30,511.27
Total	<u>\$354,207.07</u>

Investments

United Church Foundation: UCF 861530	20,349.71
United Church Foundation: UCF 861531	96,351.61
Total	<u>\$116,701.32</u>

Other Assets

Vanco Transit	262.24
---------------	--------

Total Financial Assets **\$ 471,170.63**

LIABILITIES AND FUND BALANCES

Current Liabilities

Pledges Received for Future Year	\$ 49,076.55
Federal and State Taxes Payable	\$ (11.02)

Non Operating funds

Special Funds	161,204.61
General Memorial Funds	121,266.76
Capital Major Repair Reserve	\$ 20,349.71
Operation Vision Investment Reserve	\$ 96,351.61
Total	<u>\$399,172.69</u>

Total Liabilities **\$ 448,238.22**

Fund Balance **\$22,932.41**

Total Liabilities and Equity **\$ 471,170.63**

Nominations for 2023

The Constitution allows the Leadership Team to approve persons to fill vacancies. With the pandemic, we gratefully relied upon many members' voluntary term extensions. This year we sought to balance the ministries' membership terms and to bring in new people, resulting in fewer requests for term extensions. Additionally, with the return of treasured, "normal" church activities, we are pleased to bring Youth Faith Formation and Congregational Life back to full strength. We are grateful to all who serve and have served; at ORUCC, the Members are the Ministers!

Submitted January 8, 2023 by the Nominations Committee: Hal Evensen (Chair), LuAnn Greiner, Kim Kaspar, and Barbara Stretchberry.

Leadership Team (3-year terms)

Past Moderator: Barbara Stretchberry (Feb 2022 thru Jan 2024)

Moderator: Hal Evensen (Feb 2022 thru Jan 2025)

Moderator Elect: Deanna Blanchard (Feb. 2023 thru Jan. 2026)

Treasurer: John Day (renewed Feb 2023 thru Jan 2024)

Clerk: Jim McNamara (renewed Feb 2023 thru Jan 2024)

At large members:

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

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

Jarrett Gersten (Feb 2023 thru Jan 2026) – Resources Liaison

Mary Connor (Feb 2022 thru Jan 2025) – AFF Liaison

Sara Hagen (Feb 2023 thru Jan 2026) – 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 thru Jan 2024*)

Rick Daluge (Feb 2019 thru Jan 2023*)

Matt Dixon (Feb 2019 thru Jan 2023*)

Paul Eggerling-Boeck (Feb 2019 thru Jan 2024*)

Pete Haskins (March 2021 thru Jan 2023)

Joyce Pohl (March 2021 thru Jan 2024*)

Darren Schoer (March 2021 thru Jan 2023)

New member:

Cindy Fillingame (Feb 2023 thru Jan 2025)

Christian Witness and Service

Chair: LuAnn Greiner (new; Feb 2023 thru Jan 2025)

Jane Glaze (Feb 2020 thru Jan 2024*)

Julie Horst (Feb 2022 thru Jan 2024)

Dan/Kellie Miller (jointly) (Feb 2020-Jan 2024*)

Bruce Olsen (Feb 2020-Jan 2024*)

New members:

Diane Dulin (Feb 2023 thru Jan 2025)
Giulia Lawrence (Feb 2023 thru Jan 2025)

Adult Faith Formation

Chair: *to be determined by the Leadership Team*

Alice Anderman (Feb 2022 thru Jan 2024)
Ted Drewson (Feb 2022 thru Jan 2024)
Jeanne Moberly (Feb 2020 thru Jan 2024)
Pamela Oliver (Feb 2020 thru Jan 2024*)
Chris Thomas (Feb 2022 thru Jan 2024)

New Members:

Leslie Linser (Feb 2023 thru Jan 2025)

Youth Faith Formation

Chair: Karen Jaehnig (Feb 2019 thru Jan 2024*)
Paul Vash (Mar 2021 thru Jan 2025*)
Marc Walker (Feb 2019 thru Jan 2024*)

New Members:

Marcia Beckett (Feb 2023 thru Jan 2025)
Joanna Beilman-Dulin (Feb 2023 thru Jan 2025)

Congregational Life

Chair: Rachel Lancor (Feb 2020 – Jan 2024*)
Karin Drury (Feb 2020 thru Jan 2024*)
Deb Drewson (Feb 2022 – Jan 2024)

New Members:

Jane Geier (Feb 2023 thru Jan 2025)
Barb Wells (Feb 2023 thru Jan 2025)
(one additional tba)

Nominating Committee

Chair: Deanna Blanchard, Moderator Elect
Others pending: To be approved by the Leadership Team.

Stewardship Committee

Chair and Members pending: To be approved by the Leadership Team

Financial Secretaries

Mary Bucknell
Joyce Dingman
Gene Dyar
Peter Hoff
Meg Stevens
Nancy Wettersten

New

Bryce Amburn
Roger Avery
Jennifer Eggerling-Boeck

Historian

Mary Connor