



Orchard Ridge
United Church of Christ

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

2024 Annual Report

February 2, 2025

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Orchard Ridge United Church of Christ
Annual Meeting Agenda, February 2, 2025

Opening Prayer – Deanna Blanchard

Welcome of New Members to the Annual Meeting – Deanna Blanchard

Adoption of Agenda

Approval of Minutes from Last Year’s Annual Meeting (February 4, 2024)-Jim McNamara

Word of Gratitude for Work of Ministries and Mission Teams, Leadership Team, ORUCC Staff

Reports are as printed in the Annual Report

Senior Pastor—Julia Burkey

Associate Pastor – Ken Pennings

Associate Pastor – Kate Mackey

Leadership Team – Deanna Blanchard, Moderator

Clerk’s Report – Jim McNamara

Ministry of Adult Faith Formation – Leslie Linser

Ministry of Christian Witness and Service – LuAnn Greiner

Ministry of Congregational Life – Karin Drury

Ministry of Resources – Jon Blanchard

Ministry of Youth Faith Formation – Paul Vash

Congregational Vote-Approval of Land Acknowledgement

Congregational Vote-Approval of Phase 1 changes to ORUCC Constitution

Treasurer’s Report for 2024 – John Day

Open Time for Questions Regarding 2024 Life and Ministry

Adoption of 2025 Annual Budget – John Day

Nominating Report and Election – Dale Reborn

Looking Ahead to 2025 – Dale Reborn

Closing Prayer – Dale Reborn

Adjourn

2024 Annual Meeting Minutes – February 4, 2024

Call to Order – Moderator Hal Evensen called the meeting to order at 11:13 with a gathering prayer.

Welcome to New Members – Hal read the names of the members added since the last Annual Meeting and welcomed them to the proceedings.

Adoption of the Agenda – Hal made a request for approval of the agenda. John Lemke made a motion of approval, which was seconded by Julie Horton. The motion passed without objection.

Approval of Minutes from February 6, 2023 Annual Meeting – Hal asked for a motion of approval which was made by Marve Mauer and seconded by Karen Falkner. The motion passed without objection.

Comments from the On-Line live feed chat – Ken Hahn would like to some demographic information added to the Annual Report. Pam Oliver is looking for help in maintaining the ORUCC website. Jen Hahn asked if the OWL program could obtain some autism inclusion materials. (Hal -They are available from the UCC)

Update to the Safe Sanctuary Policy – Hal explained the history and reasoning behind the updates made to the policy. Sally Allen moved acceptance of the revised policy and was seconded by Sara Hagan. The motion passed on a unanimous vote.

Words of Gratitude for the Work of the Ministries, Leadership and Staff – Hal gave thanks to the membership for their strong support of ORUCC over this past year. He also thanked the many people who have served and are now stepping down from their duties – most notably Barbara Stretchberry for her excellent guidance over the past three years. Sally Allen and Susan Dixon were acknowledged as they step down from the Leadership Team. Hal also thanked Deanna Blanchard for becoming Moderator for the next year. He then asked if there were any questions or additions to the submitted reports as printed in the Annual Report. Kate Mackey said that she had inadvertently left Brian Lancor off of the list of OWL lay leaders on page 9, second paragraph. Steve Sheets moved that the reports be accepted as amended, with Peg Knueve providing the second. The motion was called and passed without dissent.

Treasurers Report for 2023 – John Day summarized the 2023 fiscal year and commented that due to increased member support and careful control of expenditures, the year-end deficit (\$4,014.12) was less than 50% of the projected deficit predicted when the budget was passed last February. When Kate was added to our staff a month earlier than anticipated and Julie Mazer's position was extended to the end of the 2024 program year by an anonymous donation of \$8,000.00, the projected deficit increased to \$21,661.10. The congregation, staff and Commissions are to be congratulated for their care and shepherding of our fiscal matters this last year. The floor was opened for questions about the 2023 budget:

- How much of the Memorial Funds have a designated use? Answer: None of the Memorial Funds have a designated purpose.
- What is the hourly rate for the custodian? Answer: He is contracted for five hours per week, so that puts him at just under \$24.00/hour.

- Why is there no interest shown for the investment accounts? Answer: The investment accounts are held by United Church Funds, the investment branch of the UCC. The returns are reinvested in the Reserve accounts as they are accrued. We have received very little interest on the Operating Funds checking account but are looking at short-term interest-bearing accounts for 2024.
- Where is the line item for the cleaning service? Answer: It is under the Resources heading of the budget.

Helene Nelson moved that the Treasurers Report be accepted and Doug Piper seconded. The motion passed unanimously.

Open Time for Questions and Comments - Steve Sheets made a request that everyone work together clean up after using a room. Without a full-time janitor, we need to be responsible for making sure the room is ready for the next user. On February 13 -14 there will be four scheduled activities in Fellowship Hall in 24 hours. Each group needs to be aware of those who will be using the room next. Also, the building has been left unlocked overnight, which makes it uncomfortable if not clearly unsafe for Julie Wombacher when she comes in on Mondays. Please treat our property with care and respect!

Adoption of the 2024 Annual Budget – John Day presented the proposed 2024 budget noting that we had asked for a 5% increase in pledges for this year and actually got slightly more than that. With that increased income along with projected interest income and an anonymous gift of \$8,000.00, we project total income to be \$510,000.00. Our budget calls for \$525,360.23 in expenditures, resulting in a projected deficit of \$15,360.23. We will need to step up our giving again next year to eliminate deficit spending. The floor was opened for questions:

- How does the \$8,000.00 gift work? Answer; It was given to offset the cost of the Youth Education Coordinator position. In reality, the funds are placed in the ordinary income pot and are used to fund budget expenses as they occur.
- When was the Youth Education Coordinator position approved? Answer; When Kate was brought on staff it was apparent that she could not perform all the tasks that were on the job description on a two-thirds salary and schedule. As Julie Mazer had been approved to coordinate children’s church during the interim, it was decided by the Leadership Team that Julie should remain in that position so that Kate could concentrate on the Youth Program and Service Trip while establishing herself in her new position. Leadership has now extended the position again as the work needed for our complete Youth and Children’s program is still more than can be done under Kate’s current contract.

Marv Beatty moved that the budget be accepted as presented. Gerry Wettersten seconded the motion. The motion passed without objection.

Nominating Report and Election – Barbara Stretchberry read a prepared statement from Deanna Blanchard, our incoming Moderator, who was not able to be present. Thanks were given for the many people whose terms are up on our Mission Teams and the Leadership Team. Deanna also expressed thanks for Lu Ann Greiner and Susan Waggoner for their hard work on the Nominating Committee. After thanking everyone who has agreed to serve for 2024, Barbara moved that the slate be approved as

presented by the Nominating Committee. The motion was seconded by Mary Bucknell. Motion passed unanimously. Ken had noted that Congregational Life does not have a chairperson at this time and hoped that someone would step up to the task. Helene Nelson moved that Leadership Team be authorized to fill the position when a candidate was found. The motion was seconded and passed without objection.

Looking Ahead to 2024 – Barbara continued Deanna’s message, reading that while we don’t know exactly what 2024 will bring, we do know that there will be joys and sorrows, lots of fellowship and the opportunity to serve others. There are many advantages and benefits to serving others – increased happiness, a sense of belonging, lower blood pressure, increased mental health and the ability to keep problems in perspective. Looking forward to 2024, let us try to help others as we help ourselves to become better people and Christians.

Pastor Julia thanked Hal for his excellent leadership this past year and presented him with a gift basket. She also thanked Barbara for her work and stabilizing influence since the time Julia arrived at ORUCC.

Closing Prayer – Hal offered a brief prayer of thankfulness. A motion to adjourn was entertained and passed. The meeting closed at 12:03 PM.

Respectfully Submitted,

Jim McNamara - Clerk

2024 Wisconsin Conference UCC Year in Review – Franz Rigert, Conference Minister

Wisconsin Conference UCC Year 2024 in Review

“Arise, shine; for your light has come, and the glory of the Lord has risen upon you. Then you shall see and be radiant; your heart shall thrill and rejoice.” Isaiah 60: 1 and 5

I write this year-end Wisconsin Conference UCC summary on Epiphany Day and send it with prayers of light and love to you and your congregation. This day happens to coincide with the certification of Electoral College votes and the formal election of the next president of the United States. Four years ago, our Capitol was under siege by people seeking to undermine a free and fair election. This year we pray that the peace of Epiphany will abide. Inauguration Day, Jan. 20, this year coincides with the holiday commemorating the life and work of the Rev. Dr. Martin Luther King Jr. In true UCC spirit, I invite you to pray for the dignity, equality and basic human rights of all who are marginalized or poor or feel unwelcome in this country.

The Epiphany season is about Christ’s incarnation through the way we embody the teachings of Jesus. The role of the wider United Church of Christ is to resource, equip and support local churches in this vital ministry of incarnation. We do this in myriad ways, from guiding the Search and Call process and facilitating pastoral authorization, care and oversight; to our Damascus Project coursework and the training we offer on “best practices” for the church; to faith formation retreats and the many justice working groups that are eager to support your church’s local efforts.

Sixteen months ago, the Conference Board of Directors and staff met in a retreat setting to begin conversations about the restructuring of our Conference life. Those discussions were an acknowledgment of the challenges inherent in maintaining two midlevel judicatories – the associations and Conference – in a Conference less than half the size of our founding membership in 1962. We wondered if unburdening ourselves of the many committee slots in the current structure might allow us to redeploy volunteer time and talent according to people’s passions.

Throughout our conversations with stakeholders two ideas stood out like bright epiphanies – first, our desire to nurture UCC relationships beyond the local church, and second, our desire to collaborate in the sharing of ministry ideas and resources. This reframed the question about structural change from *What are we letting go of?* to *What are we living into?* Last fall, after several listening sessions and in consultation with Association leaders, the Board and staff recommended that we dissolve our four Associations at the Wisconsin Conference Annual Meeting in June. We have scheduled additional conversations in each Association in late February and early March for the purpose of sharing more details and illustrating the ways in which we might connect and support one another for greater ministry impact.

So far, we have nearly completed the proposal for a unified Committee on Ministry with regional representation. We appreciated the generous mission and scholarship support provided by the Associations and have made provisions for continuing them. We have drafted a new framework

for membership dues and are preparing to streamline Association finance ledgers. And we have created a graphic that explains the Conference-wide resource web by showing the connections among our many resource hubs and active working groups. Imagine all the innovative ideas that will surface!

I feel the heart of this beloved Conference rejoicing at the advances we made in 2024:

- We launched a new website. Check it out at wcucc.org.
- We offered several marketing resources around the theme “Where God Is Still Speaking.”
- We made progress on the Leadership Forward campaign, with more than \$1.1 million pledged.
- We expanded Damascus Project course offerings and added an online Confirmation program.
- We created a volunteer Legacy Team that will accompany churches in closing decisions.
- We challenged our congregations to surface 20 new potential pastors over two years.
- We continued to strengthen our partnership with United Church Camps Inc.
- We advanced our anti-racism training through a course taken by Board and staff in the fall.

2024 Senior Pastor – Julia Burkey

Rev. Dr. Julia Burkey, Senior Pastor, Annual Report 2024

My joy increases each year as I journey alongside you at ORUCC and encounter the depth of your commitments to the common good and to justice in many forms. I am so grateful for your generosity and for the work you do through ORUCC that changes lives in our community and beyond. Every Sunday there is an irresistible spirit of fellowship and warmth with lively chatter before and after our wonderful worship services. The community of ORUCC is a treasure in our lives and a gift to the world. There so many wonderful things I get to do in my role, and I want to share a few highlights with you:

- Worked with the “Dream Pastoral Team” with Pastor Kate and Pastor Ken- we love working together and love being your pastors!
- Hired George Decker as our new office manager in May 2024! George is a delight. As a result, I have dedicated myself to more time working in the office with our staff during the week.
- Thank you to our wonderful moderator Deanna Blanchard who has been so supportive and responsive to needs of the congregation, as well as the fantastic moderator team of past moderator Hal Evensen and incoming moderator Dale Rebhorn.
- Worked with the Ministry of Resources to think about enhanced church security.
- Worked with Christian Witness Service as they spear-headed a brand-new one-time ministry gathering, “Faith in Action Brunch,” aimed at bringing people together in fellowship around our passion for doing good work in the world.
- Led a full morning retreat on Indigenous Justice, resulting in the formation of a Land Acknowledgment Task Force who created a Land Acknowledgment statement on behalf of ORUCC and included substantial congregation for feedback.
- Continued to serve on the Dane Sanctuary Coalition and attended and participated in press conferences around Immigration Justice and worked closely with our Immigration Justice Mission Team.
- Journeyed to Tucson, AZ in March 2024 to form relationships and scope out the scene for a future Justice Immersion Trip for ORUCC- happening January 2025!
- Created and collaboratively hosted Hope Cafés in response to jarring election results: being in community is healing during these times of anxiety and unknown for our nation.
- *Wayfinding: Soul Tasks of Aging*- the wisdom in this group is awe inspiring- I led the third consecutive year of monthly adult education, spiritual practice & community building ministry for elders.
- Inspired by one of the most popular and loved *Wayfinding: Soul Tasks of Aging* topics of 2023, for Lent 2024 I developed a “Fear not! Becoming Death Doulas” worship series aimed at helping us cultivate deep peace in the face of death by understanding grief, rituals, and opportunity for God’s presence in death, prepping us for the hope and mystery of being midwives to the resurrection.
- For Advent- Epiphany 2023 led a Sanctified Arts “Words for the Beginning” worship series where we imagined wrapping ourselves in a quilt, as we remembered mantras of our faith such as,

“you are a blessing,” “we can’t go alone,” “hope is worth the risk,” “do the good that is yours to do,” “love knows your name,” “don’t forget to laugh,” and “the road isn’t straight.”

- Co-hosted our All-Church Retreat with Pastor Kate in April at Daycholah.
- Worked with the HR Team to initiate a standardized process of “Reflection & Support” for Pastors and each staff person- so much good came of opening these pathways of communication and support!
- Attended “Conversations: Senior Clergy Gathering,” in St. Pete Beach, Florida, aimed at inspiration, sharing, support and renewal for Senior Pastors in the UCC.
- Participated in a monthly Clergy Community of Practice led by skilled, retired UCC Pastor Rev. Bob Ullman.
- Did ministry pregnant then very pregnant ☺ Planned far ahead of time for coverage for my maternity leave, with the goal of a peaceful time in my absence by bringing in wonderful guest preachers, ORUCC members Phil Hasslanger and Manuel Ramminger, John Leonard, as well as local queer activist & chaplain Rev. Shelby Perez. Much gratitude to Pastor Kate & Pastor Ken for their superb work in my absence.
- Welcomed our second child on May 20, 2024, Kindred Praise Burkey Cooperrider. Thank you so much for your wonderful support to help us hire a Postpartum Doula, as well as the beautiful quilt for Kindred and a baby doll for Reverie (4), as well as generous meal-train meals and many other ways you offered us support. Having a peaceful birth and receiving such support during the postpartum period was a healing and life-giving experience.
- Co-hosted gatherings of Flicker Wild Church, which began as a passion project in Sept 2024 with my spouse Rev. Daniel Cooperrider, and as of December 2024 has become a church in discernment with our local UCC SW Association and an official “New Church Start” in the UCC! Daniel is now the convening pastor of Flicker Wild Church, and I attend as a participant and occasional ritual leader. We gather eight times a year on the Celtic wheel of the year including equinoxes and solstices. You are always welcome to join!
- A big passion of mine is ministering to women who are spiritual but not religious, so in my personal life, I experimented by leading a handful of Full Moon sacred gatherings for women called, “Anointed” where I helped weave the Sacred Feminine and the Christian path together through teaching, ritual and spiritual practice.

This coming year of 2025 I sense a sharpening of purpose for ORUCC in the wider community, for people are longing for connection, for spirituality and for hyper-local ways to care for the vulnerable, especially under an administration that is hostile to human rights. Grounding our volunteer and advocacy efforts with spiritual practice will make us sustainable for the long haul. We will welcome new people into our midst who have a common heart and common purpose, and we will work to be poised to support our neighbors by offering hospitality (sanctuary) to those who are most vulnerable (at risk of deportation). I am dedicated to find ways for us to provide nourishing and thriving spiritual community and to continue to live into our motto of being “spiritually alive, joyfully inclusive and committed to justice.” Hope and blessings to each of you. May God surround you with Love and give you Peace.

Land Acknowledgement Statement

This Land Acknowledgment statement is meant to be a fluid document, that changes as we learn and engage in relationship with Indigenous people and communities. Our January Compassion offering is a small step of repair and relationship as well: Our compassion offering in December is the Wisconsin Intertribal Repatriation Committee (WITRC). Working under the Great Lakes Inter-Tribal Council, the WITRC leads the sensitive work of repatriating Native American ancestors and cultural objects found in museums, private collections, or natural areas to their modern-day descendants, ensuring these efforts are accomplished with due spiritual care. Other efforts of WITRC representatives include consultation, education, and heritage preservation.

Land Acknowledgment Statement

Orchard Ridge United Church of Christ is situated on the ancestral, sacred and continuously inhabited TeeJop (Four Lakes region). In 1832, the United States government forced the Ho-Chunk People to cede this territory and then fought to remove them from Wisconsin. We acknowledge the unjust use of land ownership by European colonial settlers which suppressed and profited from the Ho-Chunk and others. This history informs our work and vision for a collaborative future.

We honor the Ho-Chunk and their legacy of resistance and resilience and respectfully acknowledge the inherent sovereignty of the Ho-Chunk nation and other Indigenous Nations in what is now known as the State of Wisconsin.

In light of these injustices, we as a congregation commit to learning from, listening to, and building relationships with Ho-Chunk peoples, responding faithfully to their priorities with our faith by contributing money, time, and energy to the work and needs of Indigenous Peoples.

2024 Associate Pastor for Children, Youth and Families—Kate Mackey



Dear friends,

As 2024 winds down, I reflect with gratitude on all that we have done together this year. I love being one of your pastors, in a community that takes seriously its call to be “spiritually alive, joyfully inclusive, and committed to justice.” In addition to preaching and crafting worship along with Julia and Ken, attending to pastoral care, collaborating closely with Julie Mazer and Rob Martens, and working with the Leadership Team and Youth Faith Formation, some ministry highlights this year include:

- Installation as one of your pastors in March 2024!
- Curated curriculum and led a confirmation class for nine 7th-8th grade students
- All-Church Retreat with over 30 participants across all generations (moved to a gorgeous spring weekend in April due to snow and COVID in January)
- Moon Beach Family Camp, with over 50 folks from ORUCC
- Service Trip to Nashville, TN; in collaboration with youth from three other congregations
- Adoption of “Faith Formation” language (replacing “Sunday School”) to more accurately capture our desire to nurture a holistic faith in our children and youth

This year I also nurtured my covenantal commitments with the WI Conference UCC, as well the Christian Church in Illinois and Wisconsin (“CCIW”: the Disciples of Christ region in which I hold my ministerial standing):

- UCC History and Polity class through Damascus Project, attaining Outside Ministerial Partner Status (OMPS) with the Southwest Association of WI Conf. UCC.
- Serve as Chair for the New Church/Ministries Team of CCIW
- Continuing Education: “Messy Church” Intergenerational Ministry workshop and “Assuring Financial Integrity” Online course with Lewis Center for Ministry Excellence
- Spiritual Retreat and Growth: CCIW Ministers Retreat (April), monthly spiritual direction with Phoebe Love, Community of Practice group facilitated by Phil Haslanger.

Perhaps my favorite part of having served alongside you now for the past year and a half is how I have come to know many of you on a deeper level. It takes time to really get to know a community and the stories, hopes, and needs we carry. One clear invitation I sense in our spiritual life together is to lean into more opportunities for shaping intergenerational ministry in our congregation. We have a special gift to offer the wider community! God is at work in our lives, knitting us together for mutual strength and love as we offer refuge in these troubling times.

2024 Associate Pastor for Congregational Life – Ken Pennings

During this fifteenth year of ministry at ORUCC, I've made a point of following up on visitors and new friends. In 2024, we welcomed fifteen new members who are adding 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.

As primary pastoral liaison to the Ministry of Congregational Life (CL), I worked with Karin Drury, the Chair of CL, and the rest of the team to plan and host seven events: Chili Cook-Off, PartiGras, Spring Worship & Work, Sundae Sunday, Welcome Back Sunday, Fall Worship & Work, and College Care Packages. In addition, I offered leadership and support to ministries that come under the umbrella of CL: Hospitality Mission Team, Pastoral Partners, Prayer Shawls, Meals Team, Lunch & Learn (previously Over 55), Welcomers, Ushers, Coffee-Makers, AV Technicians, Worship Assistants (who create PowerPoints for worship), and Communion Assistants.

A huge part of my ministry in Congregational Life is recruiting and training volunteers. I am regularly creating and maintaining sign-ups using an online tool called "SignUp Genius." I'm also training others to create and maintain such lists.

As primary pastoral liaison to the Ministry of Adult Faith Formation (AFF), I worked with Leslie Linser, the Chair of AFF, and the rest of the team to support, relate to, and resource any church programs or activities that are designed to help adults connect with God, including Java & Jesus, Wayfinding for Seniors, Labyrinth Walks, Daily Reflections, Sermon Talk-Backs, Centering Moments, Lay Liturgists, and the Liturgical Arts Mission Team (changing seasonal banners, dressing the Communion Table, etc).

I thoroughly enjoy my participation in worship, preaching, leadership, pastoral care, and communications. It is very rewarding to work with pastors, musicians and volunteers as we prepare for each Sunday's worship service. I attend and contribute to each of our Leadership Team meetings and retreats. I offer support to the Nominating Team in finding people to serve in a variety of ministries. I create and send out E-Prayer once a week. Occasionally, I write articles for our publications.

It is a great joy and honor to serve as one of the pastors of ORUCC!

2024 Moderator's Report—Deanna Blanchard

A Message from Your Outgoing Moderator:

1 Peter 4:10 which says “Each of you has received a gift; use it to serve others, as faithful stewards of God’s grace in its various forms.”

This is the verse I highlighted in my message as I moved into the Moderator role at the beginning of 2024. In thinking back over the year, there was an abundance of serving others in so many ways happening at ORUCC. There were many great meals and speakers, there were quilts and knitted hats sent off to warm others overseas, there were meals and visits made for friends needing support, there were gifts and blessings for new members, confirmands, and new babies, there were flowers planted, sidewalks repaired, air conditioning fixed and rugs cleaned. And that is only a snapshot of all the good that happens here.

As I pass on the Moderator role to Dale, and move into the Past-Moderator role, I can only imagine what is to come in 2025, but I know it will be good! We are already seeing changes in ways we communicate with each other within the church and to the community outside our walls. He has been a great leader in getting the ball rolling on communications. I imagine that there will be many more great projects the Leadership Team will have the pleasure of discussing, overseeing, working on, and helping with funding. Our system of five Ministries: Resources, Christian Witness & Service, Congregational Life, Adult Faith Formation and Youth Faith Formation offers opportunities for many of us to serve and to lead. And the Mission Teams that spin-off these ministries give people with special interests a place to band together to work on projects. There is certainly a place for everyone in our congregation to contribute.

As moderator this year there have been worries, moments of sadness, anxiousness and sometimes feeling a little overwhelmed. But overall, the feelings that have been most present have been joy and wonder at the grace God gives. Somehow everything turns out all right. My faith and hope for a bright future for ORUCC was reinforced as I watched everything we can do together. May God bless us all in 2025.

Warmly,

Deanna Blanchard

2024 Leadership Team Report

Annual Report of the Leadership Team 2024

Current ministry members: (We thank ALL the ministry members for their dedication)

- Deanna Blanchard, Moderator
- Dale Rebhorn, Moderator-elect
- Hal Evensen, Past Moderator
- John Day, Treasurer
- Jim McNamara, Clerk
- Mary Connor, AFF Liaison, past Historian
- Jarrett Gertsen, Resources Liaison
- Susan Dovell, CWS Liaison
- Sara Hagan, Cong Life Liaison
- Pastors as non-voting members

Five items that Leadership Team accomplished this year:

- Energetically began the year with a Leadership Retreat led by Darcy Luoma, vibrant leadership trainer, speaker and coach who is an ORUCC member.
- Hiring of our office manager, George Decker. Wishing our former office manager, Julie Wombacher farewell.
- Hiring a part-time (14-15 hours/month) accountant, Andrew Pizzello, CPA to balance workload for office manager and provide needed checks and balances.
- Significant work on updating the ORUCC Constitution to reflect current practices.
- Significant work on the role of the Human Resources Team in working with our staff and beginning thoughts on developing an HR Manual. Significant work on developing Communication Mission Teams to work on all facets of church communication-internal and external.

“What Are You Celebrating?” as a Ministry.

The positive attitudes and enthusiasm to serve our congregation that were fueled by our Leadership Retreat with Darcy continued throughout the year. This was an excellent, thoughtful group of people who respected each other’s thoughts and ideas. We are grateful to be able to hold hope together and serve our congregation and the community through this church’s many groups who are active in supporting multiple causes. We are grateful that our congregation has been able to return to worshipping together, as well as live-streaming. We celebrate John Day’s 11 years of service as our treasurer, and we celebrate the good work and calm presence George Decker brings as our office manager. We appreciate being able to support a wonderful team of pastors and staff, and to continue to maintain and improve our building as a beautiful hub for these activities.

Respectfully submitted,
Deanna Blanchard, Moderator

2024 Report of the Clerk – Jim McNamara

Members, January 1, 2024 – 410

Current Membership on December 31, 2024 – 428

Members admitted (24): Nathan Amburn, Devin Connors, Leroy Ericson, Timmy Hagen, Ben Lancor, Lydia Miller, Julianna Olajos, Sage Walker, Desmond (Charlotte) Vash, Abi Degner, Milly Garca, Richy Garcia, Allison Haas, Mike Haas, Mary Landeck, Sophie Kramer, Paul Hunter, Dianne Light, Kathleen Remund, Dee Seyfarth, George Seyfarth, Pam Pfrang, Eriq Theis, Cody Theis

Removal from Membership (11):

By request: Liz Melin, Annalisa Frueh, Lynrene Frueh, Nate Frueh, Richard Frueh

By death: Tony Holt

Worship Services

Sundays (52)

Ash Wednesday

Good Friday

Easter (2)

Transgender Day of Remembrance

Christmas Eve (2)

Baptisms – Andrew David Haas

Weddings – None

Memorial Services/Funerals:

Tony Holt – 03/09/2024

Sara Theresa Soto Terleira - 11/23/2024

2024 Ministry of Adult Faith Formation – Leslie Linser

Members of AFF for 2024:

We welcomed new members; Susi Petta, Susan Soric and Bob Millholland. Continuing on the committee were Steve Pearson and Leslie Linser as the Chair. Our leadership liaison was Mary Connor and our Pastoral liaison was Ken Pennings.

Accomplishments:

The broad mission of AFF is to support and design opportunities, within and beyond the worship service, that help people connect more fully with God. The following accomplishments reflect this mission.

- **Centering Moments**

We initiated the *Centering Moments* to start worship. These were short meditations taken from a variety of spiritual sources as well as scripture that gave a quiet, contemplative moment of reflection to start the service.

- **Sermon Talkbacks**

We provided *Sermon Talkbacks* after worship service. People gathered after the service to share their thoughts on the sermon and how it spoke to them on a spiritual level, and often on a secular level. There were always good, spiritually focused discussions and people expressed gratitude for the opportunity to express their thoughts and listen to others.

- **Home Communion.**

Members of the team have been working with the pastors in designing guidelines for serving communion in people's homes. Our pastoral liaison and members have identified several members of the congregation, as well as some AFF members, to be trained on serving communion. We have also identified several members who are interested in receiving home communion. This is expected to start in the Spring of 2025.

- **Liturgical Arts**

The liturgical arts mission team has donned the worship hall with beautiful banners and quilts that help to provide a spiritually beautiful environment to worship in.

Members of AFF celebrate getting to know each other and sharing what is important to all of us on our spiritual journeys. We are happy that we have been able to translate our interests into opportunities for the congregation to connect more closely with God through our centering moments, sermon talkback and the upcoming home communions.

Submitted by Leslie Linser (Chair)

2024 Ministry of Christian Witness and Service (CWS) – LuAnn Greiner



Committed to Justice

Ministry Team Members: David Allen, Diane Dulin, LuAnn Greiner (chair), Julie Horst, Giulia Lawrence, Dan Miller, Mary Neuhaus, Susan Dovell (Leadership Team liaison), Pastor Julia Burkey (pastoral staff liaison)

Purpose: The broader 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. In 2024, our mission was achieved through the following activities:

- Careful discernment, designation, and facilitation of the monthly *Compassion Offerings* (see table below)
- Oversight and distribution of the CWS-designated *Outreach Support* fund (see table below)
- Guidance and support to existing and emerging justice-related mission teams
- Actively seeking input from ORUCC members to help our ministry team understand the needs of the larger world and to respond to those needs in ways that are meaningful and just

Highlights of 2024

- Faith in Action Brunch (Feb 2024) – Over 100 ORUCC members and friends gathered in small groups to share a meal, deepen connections with each other and to share testimony of experiences that inspired them to move from *faith* to *action*. Proceeds from the event benefitted the youth service trip.
- Increasing participation by members of the congregation in identifying recipient organizations for the monthly compassion offering. The CWS team deeply appreciates this input and welcomes efforts to raise up worthy organizations in this way.
- The incredible generosity of this congregation in supporting the outreach mission of ORUCC through the monthly compassion offerings.
- Establishing individual and team-based intentions for the year which helped clarify our team’s focus and provided guidance and clarity to our work

CWS Affiliated Mission Teams: The mission teams that are under the CWS umbrella deserve special recognition as these teams embody ORUCC’s commitment to justice beyond all measure. Each specific team has evolved out of a desire to right an injustice in our world – locally and globally – to ease suffering, to address basic human needs, to advocate for the underrepresented, to be good stewards of the earth. These teams and their respective leaders help all of us by creating pathways to act on that which we care deeply about, through education, outreach and community service. We encourage you to read each mission team’s annual activity report which will be made available in the coming months on the church website and through other platforms.

CWS – affiliated mission teams / initiatives	Leadership - 2024
Car Donation Program	Baxter Richardson
Care of Creation	Jill Westberg
Food Pantry Garden	Leslie Linser / LuAnn Greiner
Greeting Card Ministry	Peg Kneuve / LuAnn Greiner

Heart Room	Bruce Olsen / Jennifer Walker	
Immigration Justice	Ruthanne Landsness	
Jane Ilgen Literacy Fund	Karen Jaehnig	
Madison Organizing in Strength, Equality & Solidarity (MOSES)	Barbie Jackson	
Neighbors in Need	Jane Glaze	
Palestine Justice	Tom Beilman / Diane Dulin	
Racial Justice	Pam Oliver	
Compassion Offering - 2024	Focus	Amount
Jan - Neighborhood Schools	Basic necessities for students	\$4238.26
Feb - Porchlight - Safe Haven	Housing and mental health support	2812.6
March – Just Dane	Resources for underserved populations	2530
April – UCC - One Great Hour of Sharing	Humanitarian aid / disaster relief	5706.5
May – Middle East Children’s Alliance	Emergency assistance - Gaza	14504.9
June – Casa Alitas	Immigration support / US border	3260
July – Good Shepherd Lutheran Food Pantry	Food insecurity	3280
Aug – Wisconsin Conference – United Church Camps	Family/community recreation	2509
Sept – Yahara House	Mental health services	4240.4
Oct – Thanksgiving Year-Round Fund	Neighbors in need	4759.39
Nov – Luke House	Free healthy meals	3347.69
Dec - UCC Christmas Fund	UCC clergy support	3726.67
	Total Contributions	\$54915.41

CWS Outreach Support budget 2024	
	Beginning balance: \$10,000
Immigration/border Support	\$3500
Faith in Action Brunch	162.61
Chaperone expenses - Youth Service Trip	3000
MOSES - Annual ORUCC membership dues	550
WI Faith Voices for Justice - Sponsorship, annual breakfast	250
Dane Sanctuary Coalition – Annual ORUCC membership dues	500
Palestine Justice - Speaker Fee: Shelby Jeidy	125
Worker Justice Wisconsin	1000
Hurricane Relief - Bucket Brigade WI UCC	300
Transfer to Pastor’s Discretionary Fund (end of year balance)	612.39
Total disbursements	\$10,000

In 2024, our team has gained clarity of our role as facilitators, supporters and cheerleaders to the justice-based interests and passions of the larger congregation. Through this process our eyes have been opened to the many ways that our congregation says “yes” to its *commitment to justice*. That is a privilege that we are humbled by and gain energy from as we continue the work of this important ministry.

Submitted by LuAnn Greiner
Chair, Ministry of Christian Witness & Service

2024 Ministry of Congregational Life – Karin Drury

In 2024, Congo Life planned and hosted six intergenerational events which were filled with fun, food, and fellowship!

January – Chili Cook-Off

February – PartiGras

May – Worship & Work Sunday

June – Sundae Sunday

September – Welcome Back Sunday

December – College Care Packages (Thanks to the moms who took the lead on this project!)

On each of the Sundays in April, Congo Life distributed, collected and processed “Radical Hospitality Forms,” which led to the enlisting of lots of new people to serve as Welcomers, Ushers, Coffee-Makers, Lay Liturgists, Communion Assistants, and Garden Tenders.

Congo Life tips its hat to our remarkable Hospitality Mission Team, led by Loretta Swanson. Many thanks to this dedicated group of people who hosted delicious receptions and luncheons at various times throughout the year.

Congo Life is truly grateful for those giving leadership to many of our small group ministries and mission teams, including Men’s Group, Women’s Book Group, Poetry & Potluck Group, Friday Breakfast Group, Family Game Nights, Pastoral Partners, and Prayer Shawls.

The members of Ministry of Congregational Life have enjoyed working together to foster ministries of hospitality and welcome!

Chair – Karin Drury

Members – Cheryl Donkle, Shazia Kirmani, Barb Wells, and Jane Geier

Leadership Team Liaison – Sara Hagen

Pastoral Liaison – Ken Pennings

2024 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: Matt Dixon, Darren Schoer, Joyce Pohl, Rick Daluge, Kurt Jaehnig,
Paul Eggerling-Boeck, Cindy Fillingame, Gabe Martens

Leadership team liaison: Jarrett Gersten

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 2024:

1. Removed unused leaky sinks and replaced countertops in Education Wing Classrooms
2. Replaced the Gilbert Road entrance sidewalk, extended rear sidewalk to the curb and raised sunken sidewalk in parking lot near Tolman Terrace
3. Helped facilitate building use by outside groups
4. Reinstated the use of ushers during services
5. Completed unexpected aging building upkeep projects: Air conditioning system \$5800; Plumbing & electrical over \$2000; Exterior beam & soffit rot repair \$700

Outdoor work:

We will continue to accomplish much of our fall and spring cleanup using church volunteers. We will also continue to compare this effort to the cost of hiring the work done by our vendor. Our many flower gardens remain beautiful thanks to the tireless efforts of Joyce Pohl along with help from her many helpers. Just a few are Susan Dovell, Alice Anderman, Sue Dixon, Rick Daluge and Barb and John Olson.

We continue to celebrate

The willingness of ORUCC members and staff to step up and help support our ministry in many wonderful ways. Without this continued support our facility would literally fall apart!

2024 Ministry of Youth Faith Formation – Paul Vash

Members of the Youth Faith Formation ministry include:

Kate Mackey
Joanna Beilman-Dulin

Julie Mazer
Al Blanchard
Claire Purkis

Paul Vash
Jennifer Whitacre



Our YFF ministry was involved with many events throughout 2024. Highlights include:

- Confirmation class for 7th and 8th graders, after which all 9 students decided to confirm their faith and join the congregation.
- A Service trip for our older youth (students entering 8th grade through 12th grade graduates) and chaperones to Nashville, TN where they were involved in organizing donated clothing, restoring an urban garden, and childcare. 25 youth (6 from collaborating congregations) and 6 adults participated.
- Our Christmas Eve service, directed by Julie Mazer, is created entirely with youth-led performances in the form of choir, bells, percussion, dramatic reenactments, and readings.
- Children wrote several original compositions and performed them for the congregation throughout the year using themes learned in their “Peace Circle” classes.
- Tru Function, managed by Rob Martens, introduces older youth to working within a rock band structure. Musicians in Tru Function share performances and lead the congregation in the music of church services once a month.

Other examples of youth programming and the YFF ministry include:

- Fund-raising opportunities for youth who participate in the service trip such as Bratfest, Culver’s volunteering, cookie sales, Christmas card post office, and many more.
- In the Spring, children made blankets to donate to “Shelter from the Storm” animal rescue.
- Over the Summer our youth were involved with maintaining and harvesting from the Community Garden.
- 15 adults dedicated Sundays to guiding Children’s Faith Formation.
- The annual Trennan Farm bonfire, though open to all members of ORUCC, was organized by Kate Mackey and well attended by families with youth.

- A dedication to finding ways to bring older and younger members of ORUCC together, such as Advent Intergenerational Faith Formation.
- Hurricane relief bucket building.
- Four dedicated meditative labyrinth experiences throughout the year as well as calming time prior to every Music Connections.

The Youth Faith Formation ministry celebrates the active participation of the youth of ORUCC, especially our youth in middle and high schools as they grow into young adults. YFF is delighted over the new families with children joining ORUCC and expanding the opportunities for engagement.

2024 Treasurer's Report

The 2024 Orchard Ridge UCC budget in last year's Annual Report presented a projected deficit of over \$15,000. In reality, ORUCC had a surplus of over \$16,000. This was due to a several factors; most importantly that "unpledged giving" rose to \$28,505 and that interest from the new Money Market fund and CD are now part of the income stream. In addition spending in 2024 was \$3,763.94 under projections.

For 2025 the Leadership Team is proposing a budget that contains a 4% cost of living increase for all staff and more substantial raises for Associate Pastors Kate Mackey and Ken Pennings to bring their compensation consistent with Conference guidelines. Please note that Julie Mazer's two positions in 2024 have been merged with a new title (Director of Children's Art and Education) for 2025 with this combined salary increasing 4% as along with other staff. Non staff costs have increased a little over 4% creating a 4.98% increase in projected spending for 2025. Income is projected to grow due to a number of 2024 pledges being fulfilled in 2025, a small increase in 2025 pledges, and continued unpledged giving. It is projected that we will have a budget deficit of \$10,294.54 that will be covered by the positive "Fund Balance" (see Cash Position).

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

- Statement of Cash Position
- 2024 Budget and 2025 Proposed Budget Summary
- Detail of Operating Expenses for 2024 and Proposed 2025
- Special Funds Activity for 2024

I would like to give a very special thanks to retired Office Manager Julie Wombacher and current Office Manager George Decker who work with unforgiving financial software. To assist the Office Manger we are now working with an accountant, Andrew Pizzello, to keep the system working. A final thanks to the financial secretaries who assist with each Sunday's contributions. It takes a team to make it all work smoothly.

Respectfully submitted

John Day, ORUCC Treasurer

**ORCHARD RIDGE UNITED CHURCH OF CHRIST
STATEMENT OF CASH POSITION
December 31, 2024**

ASSETS

Cash

Operations Checking Account	\$ 76,148.03
Petty Cash	\$ 40.50
Associated CD	\$ 153,684.73
Associated Money Market	\$ 141,072.46
Total	<u>\$ 370,945.72</u>

Investments

Building Maintenance Reserve (UCF)	\$ 25,464.68
Operation Vision Investment Reserve (UCF)	\$ 120,569.93
Total	<u>\$ 146,034.61</u>

Other Assets

Vanco Transit	\$ 351.86
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Total Financial Assets **\$ 517,332.19**

LIABILITIES AND FUND BALANCES

Current Liabilities

Pledges Received for Future Year	\$ 61,421.46
Federal and State Taxes Payable	\$ (215.34)

Non Operating funds

Special Funds	\$ 141,377.97
General Memorial Funds	\$ 123,387.10
Capital Major Repair Reserve	\$ 25,464.68
Operation Vision Investment Reserve	\$ 120,569.93
Total	<u>\$ 410,799.68</u>

Total Liabilities **\$ 472,005.80**

Fund Balance **\$ 45,326.39**

Total Liabilities and Equity **\$ 517,332.19**

Ochard Ridge United Church of Christ
2024 Budget, 2024 Actual Spending and Income, and Proposed 2025 Budget

	2024 Budget			Proposed 2025 Budget		
	Current Budget	Dec 31 Actual	Difference (Budget-Actual)	Amount	Diff previous to current	Pct Change
OPERATING RECEIPTS:						
Prior Year Pledges	\$ -	\$ 871.00	\$ 871.00	\$ 10,000.00	\$ 10,000.00	
Pledge Receipts	\$ 469,960.00	\$ 464,535.31	\$ (5,424.69)	\$475,422.37	\$ 5,462.37	1.16%
Unpledged Giving	\$ 15,000.00	\$ 28,405.00	\$ 13,405.00	\$ 20,000.00	\$ 5,000.00	33.33%
Anonymous Donation	\$ 8,000.00	\$ 8,000.00	\$ -	\$ -	\$ 8,000.00	
Building Income	\$ 500.00	\$ 700.00	\$ 200.00	\$ 1,000.00	\$ 500.00	
Mennonite Lease	\$ 18,540.00	\$ 18,470.45	\$ (69.55)	\$ 19,096.20	\$ 556.20	3.00%
Miscellaneous Income	\$ -	\$ 50.00	\$ 50.00	\$ -	\$ -	
Associated Money Market Income	\$ -	\$ 5,557.99	\$ 5,557.99	\$ 5,000.00	\$ 5,000.00	
Associated CD Income	\$ -	\$ 3,684.88		\$ 4,500.00		
Total Receipts	\$ 512,000.00	\$ 530,274.63	\$ 18,274.63	\$ 535,018.57	\$ 23,018.57	4.50%
OPERATING DISBURSEMENTS:						
Staff	\$353,324.16	\$353,210.54	\$113.62	\$371,861.11	\$ 18,536.96	5.25%
Administration	\$19,300.00	\$17,910.25	\$1,389.75	\$ 19,150.00	\$ (150.00)	-0.78%
Resources	\$83,400.00	\$91,249.07	-\$7,849.07	\$ 92,800.00	\$ 9,400.00	11.27%
Adult Faith Formation	\$7,925.00	\$6,264.90	\$1,660.10	\$ 6,500.00	\$ (1,425.00)	-17.98%
Youth Faith Formation	\$11,600.00	\$6,616.76	\$4,983.24	\$ 11,600.00	\$ -	0.00%
Christian Witness and Service	\$35,900.00	\$35,030.95	\$869.05	\$ 36,400.00	\$ 500.00	1.39%
Stewardship	\$600.00	\$123.00	\$477.00	\$ 600.00	\$ -	
Congregational Life	\$7,400.00	\$3,636.06	\$3,763.94	\$ 6,400.00	\$ (1,000.00)	-13.51%
Total Disbursements	\$519,449.16	\$514,041.53	\$5,407.63	\$ 545,311.11	\$ 25,861.96	4.98%
OPERATING SURPLUS	\$ (7,449.16)	\$ 16,233.10		\$ (10,292.54)		

		2024 Budget			Proposed 2025 Budget	
		2024 Budget	2024 Actual	Difference (Budget- Actual)	2025 Amount	% change
Staff						
Senior Pastor (Julia Burkey)						
	Salary	\$ 42,024.00	\$ 42,103.17		\$ 43,704.96	4.00%
	Housing Allowance	\$ 42,024.00	\$ 41,955.34		\$ 43,704.96	4.00%
	FICA	\$ 6,429.67	\$ 6,419.10		\$ 6,686.86	
	Pension Fund	\$ 11,200.08	\$ 11,200.08		\$ 12,237.39	
	Life and Disability insurance	\$ 1,260.72	\$ -		\$ 1,311.15	
	Travel Reimbursement	\$ 2,000.00	\$ 2,892.33		\$ 2,000.00	
	Continuing Education & Spiritual Retreat	\$ 2,000.00	\$ 947.97		\$ 2,000.00	
	Health and Dental Insurance	\$ 16,580.76	\$ 16,672.65		\$ 17,683.44	6.65%
	Professional Expenses	\$ 2,000.00	\$ 2,429.75		\$ 2,000.00	
	Subtotal	\$125,519.23	\$ 124,620.39	\$ 898.84	\$ 131,328.76	4.63%
Associate Pastor (Kate Mackey - 2/3 time)						
	Salary	\$ 6,681.00	\$ 6,108.84		\$ 7,015.05	5.00%
	Housing Allowance	\$ 38,760.00	\$ 38,696.66		\$ 40,698.00	5.00%
	FICA	\$ 3,307.93	\$ 3,316.26		\$ 3,650.05	
	Pension Fund	\$ 6,237.00	\$ 6,237.00		\$ 6,679.83	
	Health and Dental Insurance	\$ 7,751.52	\$ 7,747.52		\$ 8,267.52	6.66%
	Life and Disability insurance	\$ 668.28	\$ 1,218.30		\$ 665.22	
	Auto Allowance	\$ 1,700.00	\$ 1,618.46		\$ 1,700.00	
	Continuing Education	\$ 1,000.00	\$ 781.03		\$ 1,000.00	
	Professional Expenses	\$ 1,000.00	\$ 395.91		\$ 1,000.00	
	Subtotal	\$ 67,105.73	\$ 66,119.98	\$ 985.75	\$ 70,675.67	5.32%
Associate Pastor (Ken Pennings - 1/2 time)						
	Salary	\$ 15,810.00	\$ 15,881.44		\$ 17,944.35	13.50%
	Housing Allowance	\$ 19,094.40	\$ 19,063.20		\$ 21,672.14	13.50%
	FICA	\$ 3,282.19	\$ 3,275.32		\$ 3,642.66	
	Pension Fund	\$ 4,886.62	\$ 5,987.04		\$ 5,546.31	
	Life and Disability insurance	\$ 1,047.13			\$ 1,188.49	
	Auto Allowance	\$ 1,000.00	\$ 598.15		\$ 1,000.00	
	Continuing Education	\$ 700.00	\$ 1,101.85		\$ 1,000.00	
	Health Insurance (Cash in lieu of)	\$ 8,000.00	\$ 7,966.60		\$ 8,000.00	
	Professional Expenses	\$ 300.00	\$ 300.00		\$ 1,000.00	
	Subtotal	\$ 54,120.34	\$ 54,173.60	\$ (53.26)	\$ 60,993.96	12.70%
Music Director (Bruce Gladstone)						
	Salary	\$ 12,484.63	\$ 12,484.68		\$ 12,984.02	
	FICA	\$ 955.07	\$ 955.08		\$ 993.28	
	Subtotal	\$ 13,439.70	\$ 13,439.76	\$ (0.06)	\$ 13,977.29	4.00%

	2024 Budget	2024 Actual	Difference (Budget- Actual)	2025 Amount	% change
Accompanist (Vicki Nonn)					
Salary	\$ 5,486.73	\$ 5,486.76		\$ 5,706.20	
FICA	\$ 419.74	\$ 419.73		\$ 436.52	
Subtotal	\$ 5,906.47	\$ 5,906.49	\$ (0.02)	\$ 6,142.72	4.00%
Handbell Director (Bethany Schultz)					
Salary	\$ 5,020.62	\$ 5,020.56		\$ 5,221.44	
FICA	\$ 384.08	\$ 384.07		\$ 399.44	
Subtotal	\$ 5,404.70	\$ 5,404.63	\$ 0.07	\$ 5,620.88	4.00%
Youth Music Director (Julie Mazer)					
Salary	\$ 5,121.03	\$ 5,116.07			
FICA	\$ 391.76	\$ 444.72		moved to below	
Subtotal	\$ 5,512.79	\$ 5,560.79	\$ (48.00)		
Tru Function Director (Rob Martens)					
Salary	\$ 5,020.62	\$ 5,020.56		\$ 5,221.44	
FICA	\$ 384.08	\$ 384.08		\$ 399.44	
Subtotal	\$ 5,404.70	\$ 5,404.64	\$ 0.06	\$ 5,620.89	4.00%
Office Manager (Julie Wombacher - 5 months)					
Office Manager Salary	\$ 12,922.60	\$ 14,972.60			
Health Insurance (Cash in lieu of)	\$ 5,000.00	\$ 5,000.00			
Officer Manager FICA	\$ 1,371.10	\$ 1,504.95			
Subtotal	\$ 19,293.70	\$ 21,477.55	\$ (2,183.85)		
Office Manager (George Decker 7 months)					
Office Manager Salary	\$ 16,100.00	\$ 16,444.94		\$ 26,000.00	
Health Insurance (Cash in lieu of)	\$ 3,500.00	\$ 3,500.00		\$ 6,000.00	
Officer Manager FICA	\$ 1,499.40	\$ 1,464.21		\$ 2,448.00	
Subtotal	\$ 21,099.40	\$ 21,409.15	\$ (309.75)	\$ 34,448.00	
Financial Administrator					
Contracted Payment		\$ 1,000.00		\$ 6,000.00	
Custodian (Tim Rotar):					
Salary	\$ 6,233.00	\$ 6,233.04		\$ 6,482.32	
FICA	\$ 476.82	\$ 476.80		\$ 495.90	
Subtotal	\$ 6,709.82	\$ 6,709.84	\$ (0.02)	\$ 6,978.21	4.00%
Technical Assistant (Gabe Martens)					
Salary	\$ 4,080.00	\$ 3,005.10		\$ 4,243.20	
FICA	\$ 312.12				
Subtotal	\$ 4,392.12	\$ 3,005.10	\$ 1,387.02	\$ 4,243.20	-3.39%
Director of Children's Art and Education (Julie Mazer)					
Salary	\$ 15,806.29	\$ 15,694.45		\$ 21,766.41	
FICA	\$ 1,209.17	\$ 1,209.17		\$ 1,665.12	
Subtotal	\$ 17,015.46	\$ 16,903.62	\$ 111.84	\$ 23,431.53	

	2024 Budget	2024 Actual	Difference (Budget- Actual)	2025 Amount	% change
Other Staff Costs:					
Workers Comp Insurance	\$ 2,400.00	\$ 2,075.00		\$ 2,400.00	
Sabbatical Fund	\$ -			\$ -	
Subtotal	\$ 2,400.00	\$ 2,075.00	\$ 325.00	\$ 2,400.00	
Total Staff Costs	\$353,324.16	\$ 353,210.54	\$ 1,113.62	\$ 371,861.11	5.25%
Administration					
Telephone	\$ 2,800.00	\$ 3,193.50		\$ 3,000.00	
Postage	\$ 900.00	\$ 714.62		\$ 850.00	
Office Supplies	\$ 3,500.00	\$ 2,427.41		\$ 3,000.00	
Copier Supplies	\$ 3,500.00	\$ 3,602.55		\$ 3,500.00	
Office Equipment	\$ 600.00	\$ 599.21		\$ 600.00	
Leadership Retreat	\$ 500.00	\$ -		\$ 500.00	
Website	\$ 500.00	\$ 598.31		\$ 500.00	
Lay Leadership	\$ 700.00	\$ 951.42		\$ 900.00	
Advertising	\$ 600.00	\$ 439.60		\$ 600.00	
Payroll Service	\$ 2,600.00	\$ 2,592.50		\$ 2,600.00	
Zoom Accounts	\$ 600.00	\$ 319.80		\$ 400.00	
Vanco (on line contribution service)	\$ 1,200.00	\$ 1,497.18		\$ 1,400.00	
Checking Acct Fees	\$ 1,300.00	\$ 974.15		\$ 1,300.00	
Subtotal	\$ 19,300.00	\$ 17,910.25	\$ 1,389.75	\$ 19,150.00	-1%
Resources					
Water and Sewer	\$ 3,200.00	\$ 3,249.01		\$ 3,600.00	
Lawn Maintenance	\$ 4,000.00	\$ 3,666.11		\$ 4,500.00	
Snow Removal	\$ 8,500.00	\$ 7,000.00		\$ 9,000.00	
Property Insurance	\$ 9,000.00	\$ 11,798.00		\$ 15,000.00	
Church Maint & Repair	\$ 19,000.00	\$ 30,426.16		\$ 19,000.00	
Janitorial Supplies	\$ 1,200.00	\$ 847.37		\$ 1,200.00	
Gas and Electric	\$ 21,000.00	\$ 20,772.88		\$ 22,000.00	
Cleaning Services	\$ 12,000.00	\$ 13,469.64		\$ 13,000.00	
Property Maint Set-aside	\$ 2,000.00	\$ -		\$ 2,000.00	
Technical Improvements/Support	\$ 3,500.00	\$ 19.90		\$ 3,500.00	
Subtotal	\$ 83,400.00	\$ 91,249.07	\$ (7,849.07)	\$ 92,800.00	11%
Adult Faith Formation					
Piano and Organ Maintenance	\$ 750.00	\$ 473.00		\$ 900.00	
Guest Preachers	\$ 3,000.00	\$ 3,000.00		\$ 2,000.00	
Substitute Accompanists	\$ 400.00	\$ 100.00		\$ 400.00	
Senior Choir Music	\$ 300.00	\$ 159.00		\$ 300.00	
Handbell Choir Music	\$ 800.00	\$ 966.54		\$ 800.00	
Tru Function	\$ 500.00	\$ 185.41			
Worship Supplies	\$ 1,000.00	\$ 915.33		\$ 1,000.00	
Communion Supplies	\$ 175.00	\$ 76.63		\$ 100.00	
Guest Musicians	\$ 400.00	\$ -		\$ 400.00	
Adult Education	\$ 600.00	\$ 388.99		\$ 600.00	
Subtotal	\$ 7,925.00	\$ 6,264.90	\$ 1,660.10	\$ 6,500.00	-18%

		2024 Budget	2024 Actual	Difference (Budget- Actual)	2025 Amount	% change
Youth Faith Formation						
	Sunday School	\$ 3,500.00	\$ 1,960.15		\$ 1,650.00	
	Teacher Recognition	\$ 500.00	\$ 380.00		\$ 500.00	
	Youth Gatherings Food	\$ 1,000.00	\$ 331.94		\$ 750.00	
	Sr. High Program / Youth Progamming	\$ 500.00	\$ 248.45		\$ 1,000.00	
	Middle School Programming	\$ 1,200.00	\$ 263.75			
	Safe Sanctuary	\$ 100.00	\$ -		\$ 100.00	
	Nursery Care and Supplies	\$ 4,000.00	\$ 2,961.46		\$ 4,000.00	
	Youth Music / Music Connections	\$ 800.00	\$ 471.01		\$ 300.00	
	TRU Function Program				\$ 300.00	
	Service Trip Chaperones				\$ 3,000.00	
	Subtotal	\$ 11,600.00	\$ 6,616.76	\$ 4,983.24	\$ 11,600.00	0%
Christian Witness & Service						
	United Church of Christ Support	\$ 23,000.00	\$ 23,423.34		\$ 23,000.00	
	Outreach Support	\$ 10,000.00	\$ 9,387.61		\$ 6,000.00	
	Border Support				\$ 3,000.00	
	Immigration Justice Mission Team	\$ 500.00	\$ -		\$ 500.00	
	MOSES Dues				\$ 500.00	
	Dane Sanctuary Coalition Dues				\$ 500.00	
	S.W. Association Dues	\$ 2,400.00	\$ 2,220.00		\$ 2,400.00	
	Palestine Justice Team	\$ -			\$ 500.00	
	Subtotal	\$ 35,900.00	\$ 35,030.95	\$ 869.05	\$ 36,400.00	1%
Stewardship						
	Stewardship	\$ 600.00	\$ 123.00	\$ 477.00	\$ 600.00	
Congregational Life						
	General Expenses	\$ 3,500.00	\$ 2,241.50		\$ 3,500.00	
	Welcome Back Picnic	\$ 1,400.00	\$ 1,394.56		\$ 1,400.00	
	All Church Retreat/Moon Beach	\$ 2,500.00	\$ -		\$ 1,500.00	
	Subtotal	\$ 7,400.00	\$ 3,636.06	\$ 3,763.94	\$ 6,400.00	
Operations Total Expenses:		\$519,449.16	\$ 514,041.53	\$ 6,407.63	\$ 545,311.11	4.98%

Special Funds

Special Funds:	Bal 12/31/23	Receipts	Disbursements	Bal 12/31/24
Drum Fund	\$ -	\$ 4,607.00	\$ 3,933.95	\$ 673.05
Birthday Fund	\$ -	\$ 696.89	\$ 72.00	\$ 624.89
Church Retreats	\$ 9,467.61	\$ 1,740.00	\$ 5,981.79	\$ 5,225.82
Prayer Shawl Fund	\$ 142.23		\$ 18.68	\$ 123.55
Compassion Offering	\$ 3,043.51	\$ 58,048.32	\$ 56,021.16	\$ 5,070.67
Handbell Enrichment	\$ 1,059.41		\$ 330.00	\$ 729.41
Quilts for Gaza	\$ -	\$ 250.00		\$ 250.00
Property Maint. Set-aside	\$ 6,506.13	\$ 2,000.00		\$ 8,506.13
Sabbatical Fund	\$ 16,545.00			\$ 16,545.00
Pastor Discretionary Fund	\$ 3,317.03	\$ 1,513.08	\$ 4,445.00	\$ 385.11
Party Gras Fund	\$ 49.03	\$ 180.00	\$ 229.03	\$ -
Lunch and Learn	\$ 223.70	\$ 2,038.50	\$ 1,505.39	\$ 756.81
Flower Fund	\$ 620.20	\$ 436.00	\$ 500.00	\$ 556.20
Signs-Neighborhood	\$ -	\$ 70.79	\$ 141.58	\$ (70.79)
Senior Choir Fund	\$ 375.00	\$ 275.00		\$ 650.00
Youth Work Trip Scholarship	\$ 250.00			\$ 250.00
Coffee Special Fund	\$ (50.56)	\$ 1,027.07	\$ 607.50	\$ 369.01
Cong'l Life Special Fund	\$ -		\$ 120.42	\$ (120.42)
Youth Service Trip Fund	\$ 12,673.69	\$ 25,670.67	\$ 25,270.06	\$ 13,074.30
Greeting Card Ministry	\$ 543.27	\$ 1,000.00	\$ 1,000.00	\$ 543.27
Landscaping Fund	\$ 2,413.99	\$ 2,070.00	\$ 2,115.73	\$ 2,368.26
Vegetable Village Fund	\$ 480.38	\$ 480.00	\$ 620.69	\$ 339.69
Thanksgiving Gift Cards	\$ 1,743.93	\$ 4,959.57	\$ 3,040.00	\$ 3,663.50
Misc Items	\$ 1,274.37	\$ 9,154.95	\$ 8,966.49	\$ 1,462.83
SWP Car Donations	\$ 532.71	\$ 1,000.00		\$ 1,532.71
Mennonite Internet	\$ -	\$ 71.40		\$ 71.40
Catering Mission Team	\$ 553.47	\$ 2,575.00	\$ 2,354.35	\$ 774.12
Garth Fund	\$ 3,191.05	\$ 800.45	\$ 200.45	\$ 3,791.05
Julia & Daniel's Baby	\$ -	\$ 1,736.11	\$ 1,846.11	\$ (110.00)
Leadership Retreat	\$ 85.51			\$ 85.51
Heart Room Campaign	\$ 68,126.44	\$ 12,083.00	\$ 14,780.00	\$ 65,429.44
Name Tags	\$ 34.50	\$ 182.50	\$ 177.00	\$ 40.00
Emergency Housing Assistance	\$ 4,526.90	\$ 1,000.00	\$ 5,450.00	\$ 76.90
Jane Ilgen Literacy Project	\$ 3,244.89			\$ 3,244.89
Confirmation/OWL Retreats	\$ 375.00			\$ 375.00
Book Sales Fund	\$ 128.76	\$ 50.00		\$ 178.76
Kitchen Fund	\$ 1,000.00	\$ 1,000.00	\$ 152.65	\$ 1,847.35
Total Special Funds	\$ 142,477.15	\$136,716.30	\$ 139,880.03	\$ 138,015.48

Memorial Funds:

General Memorial Fund	\$ 122,661.10	\$ 5,596.00	\$ 4,870.00	\$ 123,387.10
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Investment Funds:

Operation Vision Investment Reserve	\$ 110,353.14	\$ 10,216.79		\$ 120,569.93
Building Maintenance Reserve	\$ 23,306.86	\$ 2,157.82		\$ 25,464.68

Nominations for 2025

These members have agreed to serve our congregation in the designated roles and time frames listed. The Constitution allows the Leadership Team to approve people to fill vacancies. We are grateful to all who serve and have served; at ORUCC, the Members are the Ministers!

Submitted January 14, 2025, by the Nominations Committee: Dale Reborn (Chair), Deanna Blanchard, Sally Allen, Susan Dovell, Susan Wagoner, and John Lemke.

Leadership Team (3-year terms)

Past Moderator: Deanna Blanchard (February 2023 through January 2026)

Moderator: Dale Reborn (February 2024 through January 2027)

Moderator Elect: Nancy Wettersten (February 2025 through January 2028)

(New) Treasurer: Krista Rickman (February 2025 through January 2028)

Clerk: Jim McNamara (renewed x 3 February 2024 through January 2026)

At large members:

Jarrett Gersten (February 2023 through January 2026) – Resources Liaison

Sara Hagen (February 2023 through January 2026) – Congregational Life Liaison

Susan Dovell (February 2024 through January 2027) – Christian Witness and Service Liaison

New at large members:

Dave Myers (February 2025 through January 2028) – AFF Liaison

Barbie Jackson (February 2025 through January 2028) – Youth Faith Formation Liaison

New Associate Treasurer: Peter Hoff has agreed to this new role. This will help us by adding an additional person to the Finance processes and give us better backup and assurance for our ministry.

All Ministries have two-year terms, which can be extended for up to two additional years, or longer as needed.

*Denotes term extension

Resources Ministry

Chair: Jon Blanchard (February 2019 through January 2026*)

Rick Daluge (February 2019 through January 2026*)

Matt Dixon (February 2019 through January 2026*)

Paul Eggerling-Boeck (February 2019 through January 2026*)

Joyce Pohl (March 2021 through January 2026*)

Darren Schoer (March 2021 through January 2027*)

Cindy Fillingame (February 2023 through January 2026)

Kurt Jaehnig (February 2024 through January 2026)

New members:

John Olsen (February 2025 through January 2027)

Christian Witness and Service

(New) Co Chairs: Julie Horst and Dan Miller (February 2025 through January 2028)
David Allen (February 2024 through January 2026)
Mary Neuhaus (February 2024 through January 2026)

New and renewing members:

Diane Dulin (February 2023 through January 2027)
Manuel Raminger (February 2025 through January 2027)
Kristin Schumacher (February 2025 through January 2027)

Adult Faith Formation

(New) Chair: Susan Soric (February 2024 to January 2026)
Susi Petta (February 2024 through January 2026)
Bob Millholland (February 2024 through January 2026)

New Members:

Ginny Stiles (February 2025 through January 2027)

Youth Faith Formation

Chair: Paul Vash (March 2021 through January 2026*)
Marcia Beckett (February 2023 through January 2025)
Joanna Beilman-Dulin (February 2023 through January 2025)
Al Blanchard (February 2024 through January 2026)
Claire Purkis (February 2024 through January 2026)
Jenny Whitacre (February 2024 through January 2026)

New Members:

Gretchen Forbes (February 2025 through January 2027)
Rayelle Berola (February 2025 through January 2027)

Congregational Life

Chair: Karin Drury (February 2020 through January 2026*)
Cheryl Donkle (February 2024 through January 2026)

New and Renewing Members:

Laurine Lusk (February 2025 through January 2027)
Laura Connors (February 2025 through January 2027)
Open positions pending

Stewardship Mission Team

Chair: Jim McNamara (February 2024 through January 2026)
Ben Lancor-Youth Representative (February 2024 through January 2026)
Jarrett Gersten (February 2024 through January 2026)
Roger Avery (February 2024 through January 2026)
Rick Daluge (February 2024 through January 2026)

Financial Secretaries

Nancy Wettersten
Mary Bucknell
Jennifer Eggerling-Boeck
Joyce Dingman
Gene Dyar
Peter Hoff * see note on Associate Treasurer
Bryce Amburn

Nominations for 2026

Nancy Wettersten (Chair)
Dale Rebhorn
Susan Wagoner
Sally Allen
John Lemke
Susan Dovell
Ken Pennings, Pastoral Liaison