



Orchard Ridge
United Church of Christ

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

2025 Annual Report

February 8, 2026

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**Orchard Ridge United Church of Christ
Annual Meeting Agenda, February 8, 2026**

Opening Prayer – Dale Rebhorn

Welcome of New Members to the Annual Meeting – Dale Rebhorn

Adoption of Agenda

Approval of Minutes from Last Year's Annual Meeting (February 2, 2025) – Jim McNamara

Words of Gratitude for work of Ministries and Mission Teams, Leadership Team, ORUCC Staff

Reports as are printed in the Annual Report:

Senior Pastor – Julia Burkey

Associate Pastor – Ken Pennings

Associate Pastor – Kate Mackey

Moderator's Report – Dale Rebhorn

Clerk's Report – Jim McNamara

Ministry of Adult Faith Formation – Susan Soric

Ministry of Youth Faith Formation – Paul Vash

Ministry of Christian Witness & Service – Julie Horst

Ministry of Congregational Life – Karin Drury

Ministry of Resources – Jon Blanchard

Treasurer's Report for 2025 – Krista Rickman

Open Time for Questions Regarding 2024 Life and Ministry

Adoption of 2026 Annual Budget – Krista Rickman

Nominating Report and Election – Nancy Wettersten

Looking Ahead to 2026 – Dale Rebhorn

Closing Prayer – Dale Rebhorn

2025 Annual Meeting Minutes – February 2, 2025

Opening Prayer and Call to Order – Moderator Deanna Blanchard called the meeting to order at 11:17 with a gathering prayer.

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

Adoption of the Agenda – Deanna requested approval of the agenda (Page 3 of Annual Report). Marve Maurer moved approval and was seconded by Phil Winkel. The motion was approved without objection.

Approval of Minutes from February 4, 2024 Annual Meeting – *Deanna asked for a motion of approval for the Minutes of the 2024 Annual Meeting (Page 4) which was made by Sue Dixon and seconded by Nancy Wettersten. The motion passed unanimously.* Gene Dyer asked if a request about cleaning up after using a room (see “Open Time for Questions and Comments” in the 2024 minutes) had any effect and if the problem of the church being left unlocked overnight had improved. Deanna had not received any comments about the room situation and could only recall one overnight incident last year. She felt things were going well on these issues.

Words of Gratitude for the Work of the Ministries, Leadership and Staff – Deanna expressed her thankfulness toward all who have served in the work of Orchard Ridge UCC over the last year. She also noted that the reports for the pastors, officers and ministries are included in the Annual Report document and can be reviewed at the member’s convenience.

Approval of Land Acknowledgement Statement – Deanna read the statement and moved acceptance with Jim McNamara seconding the motion. There were a number of questions about how the statement was to be used, could it be made shorter and what does it actually accomplish? Baxter Richardson said that in the past he had opposed the statement as he felt it could, through neglect of intent, make us the equivalence of the 1832 Treaty breakers. After discussion with the working group, he hopes that we honor and support the statement in the future. Helene Nelson thanked the group for their good, hard work. Diane Dulin offered praise and thanks for the thought and care in the process. Julia Burkey said that this statement is meant to be fluid and evolving over time, reminding us of the history of this place and our responsibility to the land and people of this place. *After extensive discussion, the question was called and passed without dissent.*

Approval of Phase 1 Changes to ORUCC Constitution – Deanna thanked Hal Evensen and Angie Schoeneck for their hard work on this revision. She then introduced Hal to

explain the proposed changes and why they are necessary. Our organizational structure and the language we use to describe it are different today than the time in which the constitution was last revised. This revision deals with administrative and pastoral issues, the ministry teams will be left for a future revision. ***Hal moved acceptance of the proposed changes with Nancy Wettersten seconding.*** Hal explained some of the changes;

- The Administration section has been revised to reflect the congregational governance of the church with the pastors appearing second.
- The Human Resources team was revamped and formalized.
- The Historian position was eliminated.

Discussion ensued. Ralph Petersen found the document difficult to read as the color coding of the changes turned to grey scale when printed. Jim McNamara asked if there was a clean copy of the new document? (No) Kathleen Remund felt there was a need to have a person or group to maintain materials for later use. Deanna felt that the office manager could fill that function. Mary Connor said in her many years as historian, she was only asked for records once. All of the records for the last ten years are electronic – are we sure that they will continue to be available as computers change? Kathleen said the position of historian was needed to determine what needed to be saved or discarded. Office managers will come and go and may not know what is of significance. Julia Burkey talked about how historical documents were very valuable at her last church, which had over 200 years of history. Hal said that the changes were made to reflect what we were presently doing and not to eliminate or add positions. ***Deanna moved that the position of Historian be retained at this time and be reviewed in the next year with an Archivist position being considered as an alternative. The motion was seconded and the vote passed with 1 abstention. The question was called and the changes were approved as amended by a unanimous vote.***

Treasurers Report for 2024 – John Day reported that we ended 2024 in good financial order and referred to the printed statements beginning on page 24 of the Annual Report. We have no mortgage, a significant amount (\$76K+) in our checking account, a CD (\$153K+) and a money market investment (\$141K) as well as two long term investment funds with the United Church Foundation. The UCF investments are a Building Maintenance Reserve (\$25,464.68) and the Operation Vision Investment Fund (\$120,569.93) as an operating reserve. The operating surplus from 2024 (\$16,233.10) will be split between the two UCF funds as directed by previous congregational action in 2014. Pledged giving for 2024 was below the projected amount by \$5,424.69 but was more than covered by an amazing \$28,405.00 in unpledged giving, well above the projected \$15,000.00 in the 2024 budget. Deanna requested a motion of approval for the report. There was a question about whether

the special collections each month were included in the church's income figures. No, that money is a direct pass through to the organization being raised up that month.

Steve Sheets moved that all of the reports printed in the 2024 Annual Report be accepted. Phil Winkel seconded the motion. The motion passed without dissent.

Adoption of the 2025 Annual Budget – John Day presented the proposed 2025 budget as printed on page 25 of the Annual Report. Pledges did not come in as well as we had hoped, so there is a projected deficit of \$10,292.54. This should not be an issue, as we come into 2025 with \$45,326.39 in undesignated funds to act as a buffer if needed. Our income is projected to increase by 4.5% while expenditures are expected to increase by 4.98%, mostly in salaries to keep our pastors and staff on par with regional standards of the Wisconsin Conference. There was a question on changing the “cumbersome” financial program the church the church is using (PowerChurch). John stated that there is no plan to go with another program at this time. ***Nancy Wettersen moved acceptance of the 2025 budget with Marv Beatty providing the second. The motion passed unanimously.***

Moderator Elect Dale Rebhorn made a presentation to John Day as John retired as Treasurer for the congregation. John was gifted with a Grateful Dead T shirt and the proclamation of “John Day Day” as recognition of his long and faithful service to the congregation.

Nominating Report and Election – Dale Rebhorn presented the Nominations Committee's leadership slate for 2025 (Page 31 in the Annual Report) with thanks to the committee members for their hard work. He especially thanked outgoing Past Moderator Hal Evensen for his dedicated work on many issues and welcomed Moderator Elect Nancy Wettersten and Treasurer Krista Rickman as new officers for the congregation. Kathleen Remund's name was inadvertently not listed as a new member of Adult Faith Formation Ministry. Other than a few additional Financial Secretaries (Sunday counters), all of the positions have been filled for 2025. Hal Evensen moved acceptance of the slate, with Susan Dovell seconding the motion which passed unopposed.

Open Time for Questions and Comments – Steve Sheets asked what specific memorial fund accounts funds were expended from and who approved them? John Day stated that he could not recall when and from where the funds were spent, but would provide the information to him after checking the records. The present practice is that the leadership Team approves the expenditures. Steve stated that in the past there was a memorials Committee which performed that function. David Myers added comments on the Garth fund and the records kept on those interred there. Deanna thought that both items were issues that should be addressed in the Phase II changes to the ORUCC constitution. A

question was raised about how funds were “designated.” If funds are received for a specific purpose, then they are assigned to specified memorial fund account and then tracked.

Looking Ahead to 2025 – Dale Rebhorn introduced himself as the new Moderator for 2025. His present emphasis is communications. One example is the new brochure that is available on the credenza in the Crossroads. It is an attempt to explain the operating structure of Orchard Ridge UCC with an explanation of our Ministry structure. If you have questions or comments, please feel free to email moderator@orucc.org at any time. We like email because it gives us an electronic trail to remind us of things that need to be done!

There is a lot of angst in our current lives and how we can meet the needs of the future here at Orchard Ridge UCC. The Leadership Team will be working to determine and fulfill goals of the congregation while developing human resources support, establishing long term financial goals and guiding the direction of our ministry in our community. We will be stressing two themes this year;

- How to grow our church in faith, in work, in membership and in our relationships.
- Communication! How do we get the word out to our members and to the community? We will be experimenting with social media tools, surveys and brochures.

Dale and Pastor Julia thanked Deanna for her service as moderator and presented a gift basket as a token of appreciation.

Closing Prayer – Dale offered a brief prayer of thanks and hope for the future. A motion to adjourn was entertained and passed. The meeting closed at 12:47 PM.

Respectfully Submitted,

Jim McNamara - Clerk

Wisconsin Conference United Church of Christ 2025 Annual Report – Rev. Franz Rigert, Conference Minister

2025 was a year of transition for the Wisconsin Conference as we dissolved our four associations and shifted to a unified Committee on Ministry and single governance structure. This move followed two years of conversation around the increasing challenges of sustaining the traditional association-Conference structure.

Several other conferences had already made this change, and we knew it was important to acknowledge the end of our associations. But even more important was to ask ourselves, “What do we value and what do we most need to move forward?” Our conversations identified two priorities: We value relationships across the Conference, and we need to make it easy to share resources for ministry.

In 2026, we will launch two new initiatives. The first is a listening tour, *Covenant Conversations*, intended to learn the passions, successes and struggles of all our 204 congregations. These meetings in local churches will be facilitated by a combination of Committee on Ministry care team members and Conference board and staff members. We want to hear your stories and learn how we can better support one another.

Second, we will launch a digital “resource network” on our website. We see this as an efficient way to connect human and material resources needed for all sorts of ministry initiatives, such as best practices for congregations, ideas for justice and community-based ministries, and affinity groups for church treasurers, historians, pastoral relations teams, and others.

The missions and scholarships of the former associations have been folded into the Conference budget. The concept of dues is shifting in 2026 to reflect the core operating costs of the Wisconsin Conference (\$5 per member annually). These “membership dues” constitute the base commitment of every congregation. Our Church’s Wider Mission, plus special offerings, fund all the missions and ministries of our Conference life, providing every congregation much needed resourcing in the areas of search and call, conflict transformation, strategic planning, ministerial support and authorization, camps and retreat centers, and online theological education through the Damascus Project.

Beyond that, we provide disaster relief funds, global missions, peace and justice advocacy, and support for the national setting of the UCC, Wisconsin Council of Churches, and Council for Health and Human Service Ministries. Additionally, our grant programs for authorized ministers offer continuing education scholarships, educational debt reduction, annual scholarships to Members in Discernment, and ministerial assistance for urgent needs. And we continue to provide more than

\$50,000 annually for Catalyst grants to support innovative new ministries in local churches.

This past year marked a significant milestone for the Wisconsin Foundation UCC. Total funds invested now exceed \$20 million. These funds are managed by The Investment Fund for Foundations, or TIFF, which has achieved stellar returns with low fees while focusing on socially responsible investing. We hope your congregation will consider this investment opportunity.

We are blessed to have generous congregations, gifted pastors, committed lay people, an incredible Conference staff and a deeply dedicated board of directors. Together, by God's grace, we will journey into the future with a bold vision and as a faithful witness to the love of Jesus.

Gratefully submitted,



Senior Pastor's Report

Rev. Dr. Julia Burkey, Senior Pastor

As I look back on our last year, my heart swells with gratitude for completing our fifth year of ministry together as your Senior Pastor marked on October 1, 2025. It is a joy to grow in ministry together and I wanted to share a few highlights from the year last year:

- The year began in January with 19 members of ORUCC traveling to Green Valley, AZ outside of Tucson, AZ for a transformative Border Justice Immersion Trip to the US Mexico Border with Common Ground, strengthening our Immigration justice Mission Team and ministries.
- Invited by Voces De La Frontera in January to speak at their Annual Meeting about the role of faith communities and the sanctuary movement.
- Continued to work closely with Dane Sanctuary Coalition and stay in touch with the national organizers for the sanctuary movement to understand best practice.
- For Lent we engaged a preaching and worship theme called, "Everything in Between: Meeting God in the Midst of Extremes," which included devotional booklets, daily reflection cards, original art, and music using the Gospel of Luke.

- I led the fourth consecutive year of *Wayfinding: Soul Tasks of Aging, Toward a Theology of the Elder Years*- beginning with a retreat at Holy Wisdom Monastery in October 2025.
- Pastor Kate and Pastor Ken and I love working together and love being your pastors! We supported Ken in taking a 3-month sabbatical after 15 years of working with ORUCC.
- Fall 2025 we hosted a Mission Team Summit, bringing people together in fellowship around our passion for doing good work in the world.
- For Advent 2025 we engaged an original preaching and worship theme called “Mary’s Song,” based on the Magnificat in Gospel of Luke 1:46-55, the world-rocking proclamation of rulers brought down from their thrones, and the lowly outcast lifted up and honored.
- Received a Lilly Grant for Clergy Renewal to support my upcoming sabbatical on the theme: “Holy Water: Rituals of Renewal.” My sabbatical will take place in June, July & August 2026 with a few additional vacation weeks added in May.
- Participated in a monthly Clergy Community of Practice led by skilled, retired UCC Pastor Rev. Bob Ullman and was invited to lead a Clergy Community of Practice to support local pastors.
- George Decker our wonderful office manager is retiring effective May 2026 at the latest, and we are beginning the process of search for his replacement. We will miss him and are grateful for his steady and skillful service to ORUCC. I love working with all our wonderful staff, musicians and fabulous volunteers.
- Thank you to our wonderful moderator Dale Rebhorn, past moderator Deanna Blanchard & incoming moderator Nancy Wettersten, and the whole leadership team and HR team!
- This coming year of 2026 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.

Associate Pastor’s Report

Rev. Kate Mackey, Associate Pastor for Children, Youth, and Families

Dear friends, June 2025 marked the anniversary of having been one of your ministers for two years! The political and social realities of this past year have been challenging. It is an honor to be one of your pastors and to see God at work in our life together during these turbulent times. I love serving alongside Pastor Julia and Pastor Ken in crafting worship and

providing pastoral care. Pastor Julia and I supported one another as Pastor Ken was on sabbatical this fall. I continue to work closely with our Director of Children's Arts & Education, Julie Mazer, and TRU Function Director Rob Martens. Here are some of the highlights of my ministry this year:

- Preaching increased from 8 to 10 Sundays per year.
- All Church Retreat in April (crafted with Pastor Julia) at Daycholah Center, focused on spiritual practices for resilience.
- Participation in a number of local rallies and calls to social action; exploring my role and presence as a faith leader in the public sphere has been a theme.
- Continued successful 9:00 am intergenerational faith formation during “holy days” of the Church calendar. This is done in close work with Julie Mazer.
- Summer ministry thrived with a service and learning trip to Kansas, City MO for 13 youth and 5 adults. We had over 60 participants from ORUCC at Moon Beach Family Camp; our children’s summer programming shifted to a focus on “Kids in the Kitchen,” and our young ones loved making snacks to serve the whole congregation.
- This year we are developing an upcoming middle school cohort with a new Faith Formation class; youth attended a WI Conference-led Middle School retreat at Daycholah Center.
- Began to use a new high school youth curriculum for 9 a.m. faith formation called “Teen Text,” a progressive Bible study focused on Sunday lectionary texts. Continuing to invite and develop new adult leaders to work with the youth program.
- Julie Mazer and I continue to work effectively and creatively together to meet the spiritual formation needs of a changing demographic of children and youth.
- Presented my learning about “Generations” to our Lunch & Learn group, and a similar group at First Congregational UCC. I enjoyed interviewing all the generations of our congregation (from ages 7 to 97!)
- Continued my interest in collaboration with other churches: in the Fall of 2025, began planning a youth social event with Madison Mennonite Church, have been on a planning team for the Wisconsin Council of Churches youth justice event for summer 2026; I also participated in the Madison Ecumenical Thanksgiving service.

I continue to participate in regular personal and spiritual development activities as well as leadership roles in conference/regional and other local ministries:

- Growing Generous Congregations course with the Damascus Project
- Boundaries Training from a Contemplative Perspective course
- Pilgrimage Trip to Iona, Scotland
- Spiritual Direction with Phoebe Love; monthly meeting with a Community of Practice
- Serve on the New Church/Ministries Team for the Christian Church in Illinois/Wisconsin
- Serve on the Personnel committee for the Wisconsin Council of Churches

Associate Pastor's Report

2025 Associate Pastor for Congregational Life – Ken Pennings

During this sixteenth year of ministry at ORUCC, I've made a point of following up on visitors and new friends. In 2025, we welcomed fourteen 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. One example of this is when I helped prepare five new members to share a testimony during worship on the theme "Being Faithful."

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, PartyGras, 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, Sunday Hosts, 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 Susan Soric, 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 educational opportunities on Sunday mornings, Wayfinding for Seniors, Labyrinth Walks, Daily Reflections, Centering Moments, Lay Liturgists, and the Liturgical Arts Mission Team (changing seasonal banners, dressing the Communion Table, etc). In 2025, AFF made significant contributions to worship on Pentecost Sunday and hosted a book give-away. During Lent, AFF sponsored Home Groups using the curriculum “Everything in Between” by Sanctified Arts. Home group leaders used lesson plans put together by ORUCC member Leslie Rebhorn, and incorporated Scripture readings, reflections on the readings, songs, images, and poetry into the group discussion.

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.

I’m so very grateful to ORUCC for providing me a 3-month sabbatical in 2025 (Sept. through Nov.), during which time I read several books, got daily exercise, attended two church conferences, and decluttered my life. It is a great joy and honor to serve as one of the pastors of ORUCC!

Moderator’s Report

Dear ORUCC Congregation,

One of the greatest joys of serving as your Moderator is witnessing the vibrant ministry of our congregation. While much of this work is captured in this Annual Report, even more happens behind the scenes—in daily acts of service, the pursuit of justice, and the diligent care of our church home.

Our Leadership Team focused heavily on administration, HR, and finance this year. Key highlights include:

- **HR Milestone:** For the first time, we have a formal **Employee Handbook**. This vital document outlines how we support our staff. Deep thanks to Hal Evensen for his tireless work in drafting and refining this resource.
- **Clergy Renewal:** Pastor Julia was awarded a **Clergy Renewal Grant** to support her 2026 sabbatical. We celebrate this opportunity for her and look forward to the wisdom she will bring back to us.

- **Congregational Growth:** In 2025, our average Sunday attendance **increased by 14%** over 2024 (averaging 20 more people per week). We are grateful for this growth and aim to build on this momentum in 2026.

Financial & Facilities Update: Our 2026 operating budget is nearly funded, supported by about **\$500,000** in stewardship pledges. While we are currently **\$27,000 short** of our target, we are proactively managing our cash balances in interest-bearing accounts and welcome additional pledges to bridge the gap.

In 2026, we face a **\$35,000–\$50,000 capital expense** for roof repairs and partial replacement. The Leadership Team recommends that existing Memorial and Capital funds be used for this work.

Leadership & Transitions: To ensure stability during Pastor Julia's sabbatical and the retirement of our Office Manager, George Decker, the Nominations Team proposes that the current Moderator trio—Deanna Blanchard (Past), Nancy Wettersten (Elect), and myself—remain in our current roles for 2026. This continuity allows us to lean on an experienced team during a year of transition.

I want to extend a heartfelt gratitude to George Decker for his immense support; we have truly appreciated his service. My thanks also go to our outgoing Leadership Team members—Sara Hagen, Jim McNamara, and Jarrett Gersten—for their dedication and insight.

I look forward to partnering with Deanna, Nancy, our staff, and all of you as we embrace the challenges and fellowship of 2026.

Blessings, Dale Rebhorn, Moderator

Report of the Clerk

Current Members, January 1, 2026 – 418

Previous Current Membership on December 31, 2024 – 410

Members admitted (14): Judy Cummings, Eva Cummings, Nicole Cummings, Jan Beaver, Jerry McAdow, Kathy Roberg, Judy Green, Jesse Simpson, Jami Simpson, Barry Cash, Kim Cash, Mary Green, Mark Emmrich, Judy Emmrich

Removal from Membership (6):

By request: Dee Seyfarth, George Seyfarth

By death: Thea Brunsell, Carolyn Carlson, John Lillethun, Jean Rush

Worship Services

Sundays (52 – One snowed out)

Ash Wednesday

Easter (2)

Transgender Day of Remembrance

Christmas Eve (2)

Baptisms – Charlie McHenry – 6/15/25

Weddings – None

Memorial Services/Funerals:

Jean Rush – 2/15/25

Thea Brunsell – 4/13/25

John Lillethun – 6/28/25

Michael Peterson – 11/15/25

Carolyn Carlson – 12/6/25

Respectfully Submitted, Jim McNamara, Clerk

Ministry of Adult Faith Formation Report

Members: Leslie Linser, Steve Pearson, Susi Petta, Bob Millholland, Bev Davis, and Susan Soric, Chair

The Adult Faith Formation (AFF) serves as a sounding board and support for pastors and congregants and their shared work aimed at enriching the spiritual lives of adults in the church.

Among the missions and ministries we support and encourage are Daily Devotions, Java and Jesus (or similar gatherings for Bible study or conversation); Labyrinth activities, lay liturgists, meditation group, music and worship, and Wayfinding for seniors.

Here are a few highlights of our work this year.

Home Groups

During Lent, AFF sponsored Home Groups using the curriculum "Everything in Between," by Sanctified Arts. Home group leaders used lesson plans put together by ORUCC member Leslie Rebhorn, and incorporated into the group discussion Scripture readings, reflections on the readings, songs, images, and poetry. Many thanks to those who hosted and facilitated home group discussions!

Pentecost

One highlight of the year was AFF's contributions to Pentecost worship - avsfinger, labyrinth, a handout explaining Pentecost, the dressing of the Communion table, ribbons at the entrances of the worship Hall, poetry, prayers, and music, all related to the fire of the Holy Spirit.

Book Sharing

Led by member Bob Millholland, the team sponsoring a one-day book share on Sunday June 22nd. We asked ORUCC members and friends to bring book(s) to exchange that they would recommend, and that addressed spiritual topics.

Pastoral Conversation

The team also engaged in discussions with pastors on plans for Lent.

Ministry of Resources Report

Jon Blanchard, Chair

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: Jon Blanchard, Matt Dixon, Darren Schoer, Joyce Pohl, Rick Daluge, Kurt Jaehnig, Paul Eggerling-Boeck, John Olsen, 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 and Planning Completed in 2025:

1. Replaced pathway lighting with solar powered lights
2. Attended Protecting Places Seminar to help plan for added building security
3. Added outside door numbers to assist first responders
4. Worked on developing a building map including room numbers
5. Investigated keyless options for replacing outside door locks to provide added security
6. Investigated the possible addition of automatic door openers to our main bathrooms
7. Solicited bids for a 2026 replacement of the shingled portion of our roof ranging from \$33,000 for asphalt shingles to \$42,000 for steel with a 40-year warranty
8. Facilitated/supported having Hosts (formerly ushers and welcomers) during our Sunday services
9. Completed unexpected aging building upkeep projects: Heating system boiler pressure tank \$4700; Replaced building sign on Gilbert Road \$775; Replace water damaged ceiling tiles in the Crossroads \$1000

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 assistance from her many helpers.

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!

Report of the Ministry of Congregational Life

Karin Drury, Chair

In 2025, 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!)

While Congo Life plans these events, we are grateful to all of the volunteers from the congregation, including the youth, who provide helping hands for setup, food, decorations, cleanup and more to make these events possible. Special thanks and appreciation go to the 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, Laurine Lusk, Barb Wells, Laura Conners & Jane Geier

Leadership Team Liaison – Sara Hagen

Pastoral Liaison – Ken Pennings

Ministry of Christian Witness and Service (CWS) Report

Julie Horst and Dan Miller, Co-Chairs

Ministry Team Members: David Allen, Diane Dulin, Julie Horst (co-chair), Dan Miller (co-chair), Mary Neuhaus, Manuel Ramminger, Kristin Schumacher, Barbie Jackson (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 2025, we focused primarily on:

- Soliciting and facilitating the monthly Compassion Offerings (see table below)
- Oversight and distribution of the CWS-designated Outreach Support fund (see table below)

Highlights of 2025

- Ongoing efforts by members of the congregation to identify recipient organizations for the monthly compassion offering. The CWS team very much 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.
- The most significant new initiative that grew out of CWS was the Justice Proclamation project. The project aims to provide witness to Jesus's message of liberation, inclusion, and love in contradiction to the rise of white Christian nationalism and authoritarianism in the United States. This project includes the design, printing, and display of six 4x8 feet banners and 20-30 complementary yard signs to be displayed on site at ORUCC (in 2026). Kristin Schumacher has championed this initiative – thank you!

Compassion Offering –

Compassion Offering - 2025	Amount
Jan – WI Intertribal Repatriation Committee	\$ 2447
Feb - The Crossing Campus Ministry	2553
March - Community Immigration Law Center	4532
April – UCC - One Great Hour of Sharing	6338
May - Madison Arcatao Sister City Project	4819

June - Jewish Social Services		4585
July – Good Shepherd Lutheran Food Pantry		4556
Aug - GSAFE		4575
Sept - Medical/Dental clinic in Oliveros, Guatemala		5345
Oct – Al Ahli Hospital		7254
Nov – Thanksgiving Year-Round Fund		6648
Dec - UCC Christmas Fund		3588
	Total	\$57,240

CWS Outreach Support budget 2025	
Beginning balance: \$6,000	
Conference support (LGBTQIA issues focus)	\$1000
Car Donation program	1000
Worker Justice Wisconsin	1000
Magic Pride Festival (tabling, supplies)	600
WI Faith Voices for Justice - Sponsorship, annual breakfast	250
Homelessness summit sponsorship	200
**Banner project (see above)	1000
**Christmas Card Campaign for Dodgeville Detainees	100
**Wisconsin Intertribal Repatriation Committee	850
**May be disbursed in 2026	
Total disbursements	\$6,000

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. 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 connect directly with the leaders of these teams to learn more or get involved.

CWS – affiliated mission teams / initiatives	Leadership - 2026
Car Donation Program	Baxter Richardson
Care of Creation	Jill Westberg
Food Pantry Garden	Rachel Lancor/ Jerry Hagen
Greeting Card Ministry	Peg Knueve /Abi Degner
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
Disability Rights	Laurine Lusk

Thank you for the continued support of compassion offerings, for activism with the mission teams and in the larger community.

Submitted by Dan Miller and Julie Horst

Co-Chair, Ministry of Christian Witness and Service

Ministry of Youth Faith Formation Report

Members of the Youth Faith Formation ministry include:

Kate Mackey	Julie Mazer	Paul Vash
Joanna Beilman-Dulin	Al Blanchard	Jennifer Whitacre
Rayelle Berola	Claire Purkis	Gretchen Forbes

Our YFF ministry was involved with many events throughout 2025. Highlights include:

- A Service trip for our older youth (students entering 8th grade through 12th grade graduates) and chaperones to Kansas City, MO where they worked alongside local nonprofits in preparing and serving a large community meal, restoring an urban garden, creating justice artwork, and learning about worker justice. 13 youth (1 from a collaborating congregation) 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:

- Several fund-raising opportunities for youth who participate in the service trip such as Bratfest, cookie sales, Christmas card post office, and many more.
- Over the summer, children were encouraged to participate in “Kids in the Kitchen” which creates treats for the congregation using ingredients from our 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.
- Julie and Kate continued to find ways of bringing older and younger members of ORUCC together through Intergenerational Faith Formation events for Epiphany, Lent, Pentecost, and Advent.

- As part of our Earth Day service, children and youth worked with Nancy Wettersten to create an Earth quilt and Care of creation led a children/youth Earth Day scavenger hunt at ORUCC.
- 4 high schoolers participated in First Congregational's Amazing Grace scavenger hunt around the city of Madison, and won first place!

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.

Submitted by Paul Vash.



Treasurer's Report

The 2025 fiscal year marked my first year serving as Treasurer, during which time I became familiar with the financial systems, records, and procedures of Orchard Ridge United Church of Christ (ORUCC). The 2025 budget, as presented in the prior year's Annual Report, projected a deficit in excess of \$10,000. At year end, however, ORUCC realized a surplus of nearly \$8,000.

This favorable financial outcome was achieved through careful fiscal management throughout the year. Operating expenditures were below budgeted projections, due in part to a mild winter, and interest income from the money market account and certificate of deposit provided additional revenue.

For 2026, the Leadership Team is proposing a budget that includes a 3% cost-of-living adjustment for all staff positions. Health and dental insurance costs continue to increase, and coverage was expanded to include Kate Mackey's son. Non-staff operating costs are projected to increase by slightly more than 4%. In addition, necessary maintenance to our church facility has resulted in an overall projected spending increase of approximately 5% for 2026.

While the 2026 stewardship campaign did not fully meet its financial goals, the Leadership Team anticipates that the proposed budget deficit can be managed through the church's positive fund balance (as detailed in the Statement of Cash Position), continued unpledged contributions, and the ongoing generosity of our members and friends.

The following financial statements and summaries are included in this report:

- Statement of Cash Position
- 2025 Budget and 2026 Proposed Budget Summary
- Detailed Operating Expenses for 2025 and Proposed 2026
- Special Funds Activity for 2025

I wish to express my sincere appreciation to Dale Rebhorn and former Treasurer John Day for their guidance and support during my transition into the Treasurer role. I also extend my gratitude to the volunteer Financial Secretaries for their faithful service and exceptional attention to detail, and to George Decker for his professionalism, patience, and consistent assistance throughout the year.

Respectfully submitted,

Krista Rickman

Treasurer

Orchard Ridge United Church of Christ

ORCHARD RIDGE UNITED CHURCH OF CHRIST
STATEMENT OF CASH POSITION
December 31, 2025

ASSETS

Cash

Operations Checking Account	\$ 88,236.10
Petty Cash	\$ 40.50
Associated CD	\$ 160,049.69
Associated Money Market	\$ 165,039.69
Total	<u>\$ 413,365.98</u>

Investments

Building Maintenance Reserve (UCF)	\$ 38,626.17
Operation Vision Investment Reserve (UCF)	\$ 148,652.04
Total	<u>\$ 187,278.21</u>

Other Assets

Vanco Transit

Total Financial Assets \$ 600,644.19

LIABILITIES AND FUND BALANCES

Current Liabilities

Pledges Received for Future Year	\$ 61,899.01
Federal and State Taxes Payable	\$ 148,652.04

Non Operating funds

Special Funds	\$ 185,695.22
General Memorial Funds	\$ 127,663.85
Capital Major Repair Reserve	\$ 38,626.17
Operation Vision Investment Reserve	\$ 148,652.04
Total	<u>\$ 500,637.28</u>

Total Liabilities \$ 562,536.29

Fund Balance \$ 38,107.90

Total Liabilities and Equity \$ 600,644.19

Ochard Ridge United Church of Christ
2025 Budget, 2025 Actual Spending and Income, and Proposed 2026 Budget

	2025 Budget		Difference (Budget- Actual)	Proposed 2026 Budget	
	Current Budget	Dec 31 Actual		Amount	Diff previous to current
OPERATING RECEIPTS:					
Prior Year Pledges	\$ 10,000.00	\$ 1,350.00	\$ (8,650.00)	\$ 5,400.00	\$ (4,600.00)
Pledge Receipts	\$ 475,422.37	\$ 472,369.50	\$ (3,052.87)	\$486,117.71	\$ 10,695.34
Unpledged Giving	\$ 20,000.00	\$ 19,030.25	\$ (969.75)	\$ 20,000.00	\$ -
Building Income	\$ 1,000.00	\$ 200.00	\$ (800.00)	\$ 200.00	\$ (800.00)
Mennonite Lease	\$ 19,096.20	\$ 19,597.89	\$ 501.69	\$ 20,000.00	\$ 903.80
Miscellaneous Income	\$ -	\$ 198.26	\$ 198.26	\$ -	\$ -
Associated Money Market Income	\$ 5,000.00	\$ 3,967.23	\$ (1,032.77)	\$ 4,000.00	\$ (1,000.00)
Associated CD Income	\$ 4,500.00	\$ 6,364.96	\$ 1,864.96	\$ 6,000.00	\$ 1,500.00
Total Receipts	\$ 535,018.57	\$ 523,078.09	\$ (11,940.48)	\$ 541,717.71	\$ 6,699.14
OPERATING DISBURSEMENTS:					
Staff	\$371,861.11	\$364,679.62	\$7,181.49	\$390,990.00	\$ 19,128.89
Administration	\$19,150.00	\$19,432.63	-\$282.63	\$ 19,900.00	\$ 750.00
Resources	\$92,800.00	\$85,334.08	\$7,465.92	\$ 95,900.00	\$ 3,100.00
Adult Faith Formation	\$6,500.00	\$5,622.55	\$877.45	\$ 5,450.00	\$ (1,050.00)
Youth Faith Formation	\$11,600.00	\$6,654.86	\$4,945.14	\$ 13,250.00	\$ 1,650.00
Christian Witness and Service	\$36,400.00	\$29,165.86	\$7,234.14	\$ 36,450.00	\$ 50.00
Stewardship	\$600.00	\$1,009.78	-\$409.78	\$ 600.00	\$ -
Congregational Life	\$6,400.00	\$3,671.90	\$2,728.10	\$ 6,400.00	\$ -
Total Disbursements	\$545,311.11	\$515,571.28	\$29,739.83	\$ 568,940.00	\$ 23,628.89
OPERATING SURPLUS	\$ (10,292.54)	\$ 7,506.81		\$ (27,222.29)	

		2025 Budget			Proposed 2026 Budget	
		2025 Budget		Difference (Budget- Actual)		
		2025 Budget	2025 Actual		2026 Amount	% change
Staff	Senior Pastor (Julia Burkey)					
	Salary	\$ 43,704.96	\$ 43,866.48		\$ 45,016.11	3.00%
	Housing Allowance	\$ 43,704.96	\$ 43,564.88		\$ 45,016.11	3.00%
	FICA	\$ 6,686.86	\$ 6,665.44		\$ 6,887.46	
	Pension Fund	\$ 12,237.39	\$ 11,200.08		\$ 12,604.51	
	Life and Disability insurance	\$ 1,311.15	\$ -		\$ 1,350.48	
	Travel Reimbursement	\$ 2,000.00	\$ 1,236.81		\$ 2,000.00	
	Continuing Education & Spiritual Retreat	\$ 2,000.00	\$ 1,389.04		\$ 2,000.00	
	Health and Dental Insurance	\$ 17,683.44	\$ 17,747.83		\$ 18,464.88	4.42%
	Professional Expenses	\$ 2,000.00	\$ 2,035.01		\$ 2,000.00	
	Subtotal	\$ 131,328.76	\$ 127,705.57	\$ 3,623.19	\$ 135,339.55	3.05%
	Associate Pastor (Kate Mackey - 2/3 time)					
	Salary	\$ 7,015.05	\$ 7,302.74		\$ 7,225.50	3.00%
	Housing Allowance	\$ 40,698.00	\$ 40,536.50		\$ 41,918.94	3.00%
	FICA	\$ 3,650.05	\$ 3,621.64		\$ 3,759.55	
	Pension Fund	\$ 6,679.83	\$ 6,237.00		\$ 6,880.22	
	Health and Dental Insurance	\$ 8,267.52	\$ 8,980.98		\$ 16,838.00	103.66%
	Life and Disability insurance	\$ 665.22	\$ 668.28		\$ 737.16	
	Auto Allowance	\$ 1,700.00	\$ 1,684.29		\$ 1,700.00	
	Continuing Education	\$ 1,000.00	\$ 1,085.00		\$ 1,000.00	
	Professional Expenses	\$ 1,000.00	\$ 911.65		\$ 1,000.00	
	Subtotal	\$ 70,675.67	\$ 71,028.08	\$ (352.41)	\$ 81,059.37	14.69%
	Associate Pastor (Ken Pennings - 1/2 time)					
	Salary	\$ 17,944.35	\$ 18,189.17		\$ 18,482.68	3.00%
	Housing Allowance	\$ 21,672.14	\$ 21,457.42		\$ 22,322.30	3.00%
	FICA	\$ 3,642.66	\$ 3,612.68		\$ 3,733.58	
	Pension Fund	\$ 5,546.31	\$ 5,987.04		\$ 5,712.69	
	Life and Disability insurance	\$ 1,188.49			\$ 1,188.49	
	Auto Allowance	\$ 1,000.00	\$ 221.84		\$ 1,000.00	
	Continuing Education	\$ 1,000.00	\$ 1,323.53		\$ 1,000.00	
	Health Insurance (Cash in lieu of)	\$ 8,000.00	\$ 7,999.92		\$ 8,000.00	
	Professional Expenses	\$ 1,000.00	\$ 20.53		\$ 1,000.00	
	Subtotal	\$ 60,993.96	\$ 58,812.13	\$ 2,181.83	\$ 62,439.74	2.37%
	Music Director (Bruce Gladstone)					
	Salary	\$ 12,984.02	\$ 12,984.00		\$ 13,373.54	
	FICA	\$ 993.28	\$ 994.48		\$ 1,023.08	
	Subtotal	\$ 13,977.29	\$ 13,978.48	\$ (1.19)	\$ 14,396.61	3.00%

		2025 Budget	2025 Actual	Difference (Budget- Actual)	2026 Amount	% change
Acccompanist (Vicki Nonn)						
Salary	\$ 5,706.20	\$ 5,706.24			\$ 5,877.39	
FICA	\$ 436.52	\$ 436.53			\$ 449.62	
Subtotal	\$ 6,142.72	\$ 6,142.77	\$ (0.05)		\$ 6,327.01	3.00%
Handbell Director (Bethany Schultz)						
Salary	\$ 5,221.44	\$ 5,221.44			\$ 5,378.08	
FICA	\$ 399.44	\$ 399.44			\$ 411.42	
Subtotal	\$ 5,620.88	\$ 5,620.88	\$ 0.00		\$ 5,789.50	3.00%
Tru Function Director (Rob Martens)						
Salary	\$ 5,221.44	\$ 5,221.44			\$ 5,378.08	
FICA	\$ 399.44	\$ 399.44			\$ 411.42	
Subtotal	\$ 5,620.89	\$ 5,620.88	\$ 0.01		\$ 5,789.50	3.00%
Office Manager (George Decker)						
Office Manager Salary	\$ 26,000.00	\$ 26,643.32			\$ 26,780.00	
Health Insurance (Cash in lieu of)	\$ 6,000.00	\$ 6,000.00			\$ 6,000.00	
Officer Manager FICA	\$ 2,448.00	\$ 2,504.95			\$ 2,507.67	
Subtotal	\$ 34,448.00	\$ 35,148.27	\$ (700.27)		\$ 35,287.67	2.44%
Financial Administrator						
Contracted Payment	\$ 6,000.00	\$ 6,000.00			\$ 6,600.00	
Custodian (Tim Rotar):						
Salary	\$ 6,482.32	\$ 6,472.01			\$ 6,676.79	
FICA	\$ 495.90	\$ 495.11			\$ 510.77	
Subtotal	\$ 6,978.21	\$ 6,967.12	\$ 11.09		\$ 7,187.56	3.00%
Technical Assistant (Gabe Martens)						
Salary	\$ 4,243.20	\$ 2,489.30	\$ 1,753.90		\$ 4,243.20	0.00%
Director of Children's Art and Education (Julie Mazer)						
Salary	\$ 21,766.41	\$ 21,897.55			\$ 22,419.40	
FICA	\$ 1,665.12	\$ 1,664.59			\$ 1,715.08	
Subtotal	\$ 23,431.53	\$ 23,562.14	\$ (130.61)		\$ 24,134.48	3.00%

		2025 Budget	2025 Actual	Difference (Budget- Actual)	2026 Amount	% change
Other Staff Costs:						
Workers Comp Insurance	\$ 2,400.00	\$ 1,604.00			\$ 2,400.00	
Sabbatical Fund	\$ -				\$ -	
Subtotal	\$ 2,400.00	\$ 1,604.00	\$ 796.00		\$ 2,400.00	
Total Staff Costs	\$ 371,861.11	\$ 364,679.62	\$ 7,181.49		\$ 390,994.21	5.15%
Administration						
VISA credit card		\$ 296.75				
Telephone	\$ 3,000.00	\$ 3,348.38			\$ 3,000.00	
Postage	\$ 850.00	\$ 1,016.17			\$ 1,200.00	
Office Supplies	\$ 3,000.00	\$ 2,771.96			\$ 3,000.00	
Copier Supplies	\$ 3,500.00	\$ 4,012.56			\$ 3,500.00	
Office Equipment	\$ 600.00	\$ 12.10			\$ 600.00	
Leadership Retreat	\$ 500.00	\$ 236.02			\$ 500.00	
Website	\$ 500.00	\$ 544.31			\$ 500.00	
Lay Leadership	\$ 900.00	\$ 643.31			\$ 900.00	
Advertising	\$ 600.00	\$ 1,179.70			\$ 1,000.00	
Payroll Service	\$ 2,600.00	\$ 2,809.80			\$ 2,600.00	
Zoom Accounts	\$ 400.00	\$ 319.80			\$ 400.00	
Vanco (on line contribution service)	\$ 1,400.00	\$ 1,548.33			\$ 1,400.00	
Checking Acct Fees	\$ 1,300.00	\$ 693.44			\$ 1,300.00	
Subtotal	\$ 19,150.00	\$ 19,432.63	\$ (282.63)		\$ 19,900.00	4%
Resources						
Water and Sewer	\$ 3,600.00	\$ 3,624.43			\$ 3,600.00	
Lawn Maintenance	\$ 4,500.00	\$ 5,809.00			\$ 4,500.00	
Snow Removal	\$ 9,000.00	\$ 5,650.00			\$ 9,000.00	
Property Insurance	\$ 15,000.00	\$ 12,831.00			\$ 15,000.00	
Church Maint & Repair	\$ 19,000.00	\$ 21,757.59			\$ 21,000.00	
Janitorial Supplies	\$ 1,200.00	\$ 1,115.72			\$ 1,200.00	
Gas and Electric	\$ 22,000.00	\$ 21,826.44			\$ 23,100.00	
Cleaning Services	\$ 13,000.00	\$ 11,700.00			\$ 13,000.00	
Property Maint Set-aside	\$ 2,000.00	\$ -			\$ 2,000.00	
Technical Improvements/Support	\$ 3,500.00	\$ 1,019.90			\$ 3,500.00	
Subtotal	\$ 92,800.00	\$ 85,334.08	\$ 7,465.92		\$ 95,900.00	3%
Adult Faith Formation						
Piano and Organ Maintenance	\$ 900.00	\$ 479.76			\$ 750.00	
Guest Preachers	\$ 2,000.00	\$ 1,400.00			\$ 1,000.00	
Substitute Accompanists	\$ 400.00	\$ 200.00			\$ 400.00	
Senior Choir Music	\$ 300.00	\$ 5.72			\$ 300.00	
Handbell Choir Music	\$ 800.00	\$ 1,068.36			\$ 900.00	
Worship Supplies	\$ 1,000.00	\$ 1,190.62			\$ 1,000.00	
Communion Supplies	\$ 100.00	\$ 68.44			\$ 100.00	
Guest Musicians	\$ 400.00	\$ 350.00			\$ 400.00	
Adult Education	\$ 600.00	\$ 859.65			\$ 600.00	
Subtotal	\$ 6,500.00	\$ 5,622.55	\$ 877.45		\$ 5,450.00	-16%

		2025 Budget	2025 Actual	Difference (Budget- Actual)	2026 Amount	% change
<u>Youth Faith Formation</u>						
Sunday School		\$ 1,650.00	\$ 1,828.24		\$ 2,000.00	
Teacher Recognition		\$ 500.00	\$ 198.11		\$ 350.00	
Youth Gatherings Food		\$ 750.00	\$ 490.27		\$ 300.00	
Sr. High Program/Youth Programming		\$ 1,000.00	\$ 1,030.23		\$ 500.00	
OWL Middle School Programming			\$ -		\$ 4,000.00	
Safe Sanctuary		\$ 100.00	\$ 239.00		\$ 300.00	
Nursery Care and Supplies		\$ 4,000.00	\$ 3,121.01		\$ 4,200.00	
Youth Music / Music Connections		\$ 300.00	\$ 620.00		\$ 300.00	
TRU Function Program		\$ 300.00	\$ (872.00)		\$ 300.00	
Service Trip Chaperones		\$ 3,000.00			\$ 1,000.00	
Subtotal		\$ 11,600.00	\$ 6,654.86	\$ 4,945.14	\$ 13,250.00	14%
<u>Christian Witness & Service</u>						
United Church of Christ Support		\$ 23,000.00	\$ 17,250.00		\$ 23,000.00	
Outreach Support		\$ 6,000.00	\$ 4,885.19		\$ 6,000.00	
Border Support		\$ 3,000.00	\$ 3,000.00		\$ 3,000.00	
Immigration Justice Mission Team		\$ 500.00	\$ 187.28		\$ 500.00	
MOSES Dues		\$ 500.00	\$ 550.00		\$ 500.00	
Dane Sanctuary Coalition Dues		\$ 500.00	\$ 500.00		\$ 500.00	
S.W. Association Dues		\$ 2,400.00	\$ 2,340.00		\$ 2,400.00	
Palestine Justice Team		\$ 500.00	\$ 453.39		\$ 550.00	
Subtotal		\$ 36,400.00	\$ 29,165.86	\$ 7,234.14	\$ 36,450.00	0%
<u>Stewardship</u>						
Stewardship		\$ 600.00	\$ 1,009.78	\$ (409.78)	\$ 600.00	
<u>Congregational Life</u>						
General Expenses		\$ 3,500.00	\$ 2,445.15		\$ 3,500.00	
Welcome Back Picnic		\$ 1,400.00	\$ 1,226.75		\$ 1,400.00	
All Church Retreat/Moon Beach		\$ 1,500.00	\$ -		\$ 1,500.00	
Subtotal		\$ 6,400.00	\$ 3,671.90	\$ 2,728.10	\$ 6,400.00	0%
Operations Total Expenses:		\$ 545,311.11	\$ 515,571.28	\$ 29,739.83	\$ 568,944.21	4.33%

Special Funds

Special Funds:	Bal 12/31/24	Receipts	Disbursements	Bal 12/31/25
Drum Fund	\$ 673.05		\$ 673.05	\$ -
Birthday Fund	\$ 624.89	\$ 2,522.46	\$ 2,531.78	\$ 615.57
Church Retreats	\$ 5,225.82	\$ 4,460.00	\$ 8,806.59	\$ 879.23
Social Justice Bookshelf	\$ 50.00			\$ 50.00
Prayer Shawl Fund	\$ 123.55		\$ 22.70	\$ 100.85
Compassion Offering	\$ 5,070.67	\$ 56,384.93	\$ 60,363.60	\$ 1,092.00
Handbell Enrichment	\$ 729.41		\$ 78.38	\$ 651.03
Quilts for Gaza	\$ 250.00	\$ 300.00		\$ 550.00
Property Maint. Set-aside	\$ 8,506.13			\$ 8,506.13
Sabbatical Fund	\$ 16,545.00			\$ 16,545.00
Pastor Discretionary Fund	\$ 885.08	\$ 3,975.80	\$ 3,214.94	\$ 1,645.94
Party Gras Fund	\$ -			\$ -
Lunch and Learn	\$ 756.81	\$ 2,510.00	\$ 2,986.07	\$ 280.74
Flower Fund	\$ 556.20	\$ 186.00	\$ 584.57	\$ 157.63
Signs-Neighborhood	\$ (70.79)	\$ 70.79		\$ -
Senior Choir Fund	\$ 650.00			\$ 650.00
Youth Work Trip Scholarship	\$ 250.00		\$ 250.00	\$ -
Coffee Special Fund	\$ 369.01	\$ 757.87	\$ 1,126.88	\$ -
Cong'l Life Special Fund	\$ 120.42		\$ 120.42	\$ -
Youth Service Trip Fund	\$ 13,074.30	\$ 10,773.40	\$ 14,310.80	\$ 9,536.90
Greeting Card Ministry	\$ 543.27	\$ 1,432.05		\$ 1,975.32
Landscaping Fund	\$ 2,368.26	\$ 1,000.00	\$ 475.00	\$ 2,893.26
Vegetable Village Fund	\$ 339.69	\$ 790.00	\$ 614.38	\$ 515.31
Thanksgiving Gift Cards	\$ 3,663.50	\$ 6,648.00	\$ 4,800.00	\$ 5,511.50
Misc Items	\$ 1,479.87	\$ 1,526.62	\$ 2,775.38	\$ 231.11
SWP Car Donations	\$ 1,532.71	\$ 1,500.00	\$ 1,049.41	\$ 1,983.30
Mennonite Internet	\$ 71.40		\$ 71.40	\$ -
Hospitality Mission Team	\$ 774.12	\$ 5,100.00	\$ 3,731.21	\$ 2,142.91
Garth Fund	\$ 3,590.60	\$ 900.00	\$ 380.00	\$ 4,110.60
Leadership Retreat	\$ 85.51		\$ 85.51	\$ (0.00)
Heart Room Campaign	\$ 65,429.44	\$ 1,770.00		\$ 67,199.44
Name Tags	\$ 40.00	\$ 155.00	\$ 195.00	\$ -
Emergency Housing Assistance	\$ 76.90		\$ 76.90	\$ -
Jane Ilgen Literacy Project	\$ 3,244.89	\$ 2,105.00	\$ 5,092.25	\$ 257.64
Wayfinding Retreat	\$ -	\$ 825.00	\$ 1,049.00	\$ (224.00)
Sr. Pastor Sabbatical Grant	\$ -	\$ 60,000.00	\$ 6,122.53	\$ 53,877.47
Confirmation/OWL Retreats	\$ 375.00	\$ 100.00		\$ 475.00
Book Sales Fund	\$ 178.76	\$ 791.15	\$ 969.91	\$ -
AV Fund	\$ 1,637.99			\$ 1,637.99
Kitchen Fund	\$ 1,847.35			\$ 1,847.35
Total Special Funds	\$ 141,668.81	\$166,584.07	\$ 122,557.66	\$ 185,695.22

Memorial Funds:

General Memorial Fund	\$ 123,387.10	\$ 6,695.15	\$ 2,418.40	\$ 127,663.85
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Investment Funds:

Operation Vision Investment Reserve	\$ 120,569.93	\$ 28,082.11		\$ 148,652.04
Building Maintenance Reserve	\$ 25,464.68	\$ 13,161.49		\$ 38,626.17

Nominating Committee Report

Nominations for 2026

At ORUCC, the Members are the Ministers! The Nominations Mission Team is grateful for those faithful members and friends of the church who have agreed to serve in leadership and ministry positions for the upcoming year. We also express our gratitude for those who have completed their terms and are using their time and talents in other facets of our church life.

2026 will be an eventful year in the life of our church. With Pastor Julia's sabbatical and a changing of the guard in our church office, we believe it is wise to have continuity and experience in the moderator team. Because of that and due to the fact no potential moderator-elect nominee emerged from a long and diligent search, we propose continuing the current members in those roles.

*Submitted January 21, 2026 by Nancy Wettersten, Chair, on behalf of the 2025
Nominations Mission Team: Dale Rebhorn, Susan Wagoner, Sally Allen, John Lemke and
Ken Pennings, Pastoral Liaison*

Leadership Team (3-year terms)

Past Moderator: Deanna Blanchard (February 2023 through January 2027)

Moderator: Dale Rebhorn (February 2023 through January 2027)

Moderator-Elect: Nancy Wettersten (February 2023 through January 2027)

Treasurer: Krista Rickman (February 2025 through January 2028)

Clerk: Joyce Dingman (February 2026 through January 2029)

At large members:

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

Barbie Jackson (February 2025 through January 2028) - CWS Liaison

Al Blanchard (February 2026 through January 2029) - YFF Liaison

Lee Johnsen (February 2026 through January 2029) - Resources Liaison

Lauren Amburn (February 2026 through January 2029) – Congregational Life Liaison

Ministries (2-year terms)

Resources Ministry:

Chair: Jon Blanchard (February 2019 through January 2028)

Rick Daluge (February 2019 through January 2027)

Matt Dixon (February 2019 through January 2027)
Paul Eggerling-Boeck (February 2019 through January 2027)
Joyce Pohl (February 2021 through January 2027)
Darren Schoer (February 2021 through January 2027)
Kurt Jaehnig (February 2024 through January 2027)
John Olsen (February 2025 through January 2027)
Jarret Gersten (February 2026 through January 2028)

Christian Witness and Service Ministry:

Chair: Julie Horst (February 2022 through January 2027)
John Lemke (February 2026 through January 2028)
Diane Dulin (February 2023 through January 2027)
Manuel Raminger (February 2025 through January 2027)
Kristin Schumacher (February 2025 through January 2027)
Claire Purkis (February 2026 through January 2028)
Abi Degner (February 2026 through January 2028)

Adult Faith Formation Ministry:

Chair: Susan Soric (February 2026 through January 2027)
Ginny Stiles (February 2025 through January 2027)
Kathleen Remund (February 2025 through January 2027)
Judy Cummings (February 2026 through January 2028)
Sue Dixon (February 2026 through January 2028)
Pam Moe (February 2026 through January 2028)
Bev Davis (February 2025 through January 2027)

Youth Faith Formation Ministry:

Chair: Joanna Beilman-Dulin (February 2023 through January 2027)
Gretchen Forbes (February 2025 through January 2027)
Rayelle Berola (February 2025 through January 2027)
Paul Vash (February 2021 through January 2027)
Jenny Whitacre (February 2025 through January 2027)
Charlotte Vash (February 2026 through January 2028)
Julie Horton (February 2026 through January 2028)

Congregational Life Ministry:

Chair: Laura Conners (February 2026 through January 2028)
Karin Drury (February 2020 through January 2028)

Lauren Amburn (February 2026 through January 2028)
Cheryl Donkle (February 2025 through January 2027)
Mary Bergin (February 2026 through January 2028)
Laurine Lusk (February 2025 through January 2027)
Karen Millholland (February 2026 through January 2028)
Shazia Kirmani (February 2025 through January 2027)

Mission Teams do not require a vote of the membership. However, we do want to acknowledge the following:

2026 Financial Secretaries:

Mary Bucknell
Peter Hoff
Jennifer Eggerling-Boeck
Joyce Dingman
Bryce Amburn
Nancy Wettersten
Jim McNamara

2026 HR Mission Team:

Chair: Deanna Blanchard
Mary Bucknell
Hal Evenson
Dale Rebhorn
Nancy Wettersten

2025 Stewardship Mission Team:

Chair: Jim McNamara
Ben Lancour
Jarrett Gersten
Roger Avery
Rick Daluge