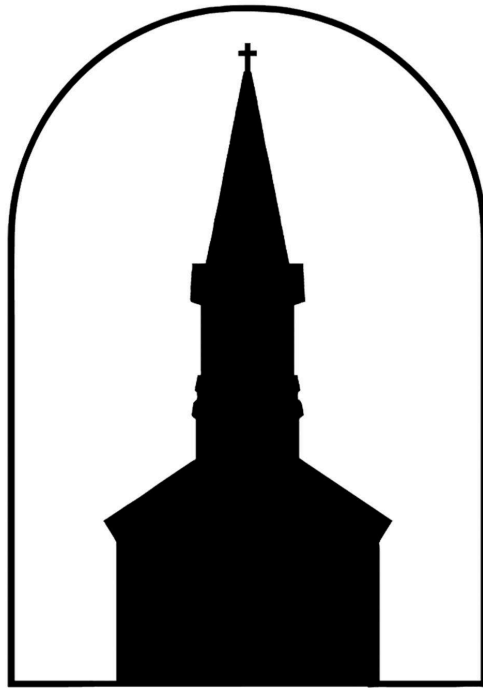


ST. PAULS UNITED CHURCH OF CHRIST
N89 W16856 Appleton Avenue
Menomonee Falls, Wisconsin 53051



ST PAULS
UNITED CHURCH OF CHRIST
MENOMONEE FALLS

ANNUAL CONGREGATIONAL MEETING
JANUARY 28, 2024
10:45 A.M.
Church Sanctuary

THIS BOOKLET CONTAINS THE 2023 ANNUAL REPORTS

Please bring this booklet with you.

**ANNUAL CONGREGATIONAL MEETING
SUNDAY, JANUARY 28, 2024 - 10:45 A.M.**

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**PLEASE REMEMBER TO BRING THESE REPORTS TO THE CONGREGATIONAL
MEETING ON JANUARY 28, 2024. THE MEETING WILL BEGIN ABOUT 10:45
A.M. IN THE SANCTUARY.**

Agenda
Annual Meeting, January 28, 2024
St Pauls UCC, Menomonee Falls, Wisconsin

- | | | |
|-------|--|---------------------|
| I. | CALL TO ORDER | Jeff Jegl |
| | a. Declaration of Quorum | |
| | b. Appointment of Parliamentarian | |
| | c. Adoption of Agenda | |
| II. | OPENING PRAYER | Rev. Steve Davidson |
| III. | APPROVAL OF MINUTES FROM JANUARY 29, 2023 | Mike Bauman |
| IV. | PASTOR’S REPORT | Rev. Steve Davidson |
| V. | OFFICER’S REPORTS | |
| | a. President’s Report | Jeff Jegl |
| | b. Treasurer’s Report | Tom Lindow |
| | c. Clerk’s Report | Mike Bauman |
| VI. | BOARD AND COMMITTEE REPORTS | |
| | a. Christian Education | Kam Lindow |
| | b. Trustees | Mike Gresen |
| | c. Deacons | Kate Tracy |
| VII. | ADDITIONAL REPORTS | |
| | a. Budget Report | |
| | b. Cemetery Report | |
| | c. Foundation Report | |
| VIII. | OLD BUSINESS | |
| | a. Continuation of Suspension of Stewardship Board, Missions has become a task force | |
| IX. | NEW BUSINESS | |
| | a. Adoption of 2023 Budget | |
| | b. Elections | |
| X. | OTHER BUSINESS FOR THE GOOD OF THE CONGREGATION | |
| XI. | ADJOURNMENT | |

ANNUAL CONGREGATIONAL MEETING MINUTES
JANUARY 29, 2023

- I. CALL TO ORDER: at 10:45 by Julie Loth
 - A. Declaration of quorum made by Julie Loth
 - B. Appointment of Terry Tracy as Parliamentarian
 - C. Adoption of Agenda motion by Jeff Jegl, seconded by Mike Nooyen

- II. OPENING PRAYER offered by Rev. Steve Davidson

- III. APPROVAL OF MINUTES FROM JANUARY 30, 2022
 - A. Motion to approve by Jeff Jegl seconded by Sue Schueltke. Approved.

- IV. PASTOR'S REPORT

- V. OFFICER'S REPORTS
 - A. Presidents Report
 - B. Treasurer's Report: Motion by Jeff Jegl, Seconded by Mike Maury. Accepted
 - C. Clerks report (See Membership Report) Motion by Jeff Jegl, Seconded by Jayne Gardebrecht. Accepted

- VI. BOARD AND COMMITTEE REPORTS
 - A. Christian Education
 - B. Trustees
 - C. Deacons
 - Motion to approve by Mike Nooyen, Seconded by Jeff Jegl. Accepted

- VII. ADDITIONAL REPORTS
 - A. Budget Report
 - B. Cemetery Report
 - C. Foundation Report
 - Motion to approve by Chris Sparrow, Seconded by Jeff Jegl. Accepted

- VIII. OLD BUSINESS
 - A. Decision to suspend Missions and Stewardship Board. The Cabinet and Pastor will review status annually. Motion made by Jeff Jegl and seconded by Mike Maury.
 - 1. Pastor Steve suggested forming a short term Ministry Team to discuss Missions and Stewardship for the future. Chris Sparrow suggested Jayne Gardebrecht give some names for this team. The Cabinet will discuss it at the next meeting.
 - 2. Mike Maury recognized Jayne Gardebrecht for her hard work and dedication to the church.

IX. NEW BUSINESS

A. Election of 2023 officers as presented

1. President Jeff Jegl
2. Vice President Chris Sparrow
3. Treasurer Tom Lindow
4. Secretary Mike Bauman
5. Past President Julie Loth
6. Election of all board members as read by Julie Loth, including Trustees, Deacons, Christian Education, CPR and Cemetery Committee.
7. Formal installation will occur Sunday Feb 5, 2023.

X. OTHER BUSINESS FOR THE GOOD OF THE CONGREGATION

- A. Mike Karch addressed the roof leak. The leak is a bigger problem than thought and will need to be repaired by a roofer. Mike will be getting bids for the work.
- B. Search Committee Report: Julie met with Christ Church to explore sharing a Pastor. It was decided that distance would prove too much for this to be successful. The Committee is discussing possibly finding a UCC church closer to us that would want to share a ministry.

XI. ADJOURNMENT AT 11:45

Motion to adjourn made by Abbey Harkins and seconded by Mike Karch. Accepted

REV. STEVE DAVIDSON'S (PASTOR'S) 2023 ANNUAL REPORT

It ...

Seems ...

... like the day before yesterday when I showed up on a Wednesday morning and had to deal with Mickey for the very first time!!! That was a good thing, by the way, and, come to think of it, that was back in early December, 2022. I was basically clueless back in those days and had no idea who's who and what's what and where to find the ... facilities. Thanks to Mickey, I soon had answers to those questions and more. Over the past 13 months, I have come to realize how fortunate I am to have Mickey dealing with me. She saved my hide on numerous occasions and helped me, along with so many of you, carve out a year of progress in 2023.

Through any filter, progress was in fact made in establishing a laudable, healthy working relationship between pastor and people. Years ago, my friend and colleague, Bob Kemper, the author of a few books on ordained ministry, gave me some helpful advice that still rings true. He said, "The most important relationship in the church is the one between pastor and people. If that relationship is right, good things happen. If it is not right, valuable time and energy will be lost trying to fix it." When I arrived 13 months ago, I took a long look at the St. Pauls' waterfront and readily concluded that St. Pauls needed some healing, some continuity, some stability, some trust between pastor and people. Since December 2022, we've been working on that ... all of us. We've come to realize we're in this together, using our God-given talents and gifts to strengthen the fabric of our common life. Long ago I realized that I am only as good and as effective as the people around me. I may not be totally objective about this, but it just seems that we ... let me say again, we ... were fairly good in 2023 and fairly effective in bringing healing, continuity, stability and trust to our church.

Did we get it all done? Did we nail it all down? Absolutely ... NOT! In fact, as I review our agenda for 2024, I am well aware we've got a "to do" list in front of us that knocks my socks off! The next permanent pastor will not be bored! Because that list is long, it's been a struggle to keep my hours part-time (25 hours/week). As you may have observed, I tend to jump in with both feet. But I have tried to keep my hours within that boundary, mainly because the next permanent pastor will serve on a part-time basis as well.

I'm convinced, however, that significant progress can be made under the leadership of a part-time pastor, particularly in four areas that define the PURPOSE OF THE CHURCH. These four areas are as follows:

PROCLAMATION:

Although I'm not aware of attendance figures in recent years, I'm told that our services were fairly well supported in 2023. Further, I'm told that many seem to be coming to church on a Sunday morning, not so much out of a sense of obligation or habit, but more out of a sense of desire. We saw evidence of this on Easter morning. A brand new outdoor service took place on the front lawn of the church, and guess what: we ran out of bulletins. We ran out of bulletins at the 9:30 service as well.

Three young families brought wee ones to the church in 2023 for services of baptism: Emily/Dan Stuebs, Jennifer/Eric Pevey, Danielle/Adam Klimas.

During Advent, Confirmation families lit Advent candles. Also, during Advent, on December 24, a service of Nine Lessons and Carols was held, the first time a service of that nature has been presented in our sanctuary in years.

EDUCATION:

During Lent, a series of Wednesday evening discussions took place, based on portions of the UCC Statement of Faith.

Over the summer, we initiated a series of congregational discussions aimed at helping us develop a plan for the future of the church. That discussion will continue in the new year, leading ultimately to a plan to be considered and adopted by the congregation, defining priorities and potential areas of growth and renewal.

Then in the fall, under the leadership of yours truly, Amy Dethloff and Andy Toebe, 8 young adults became part of a ministry of Confirmation education. Prior to the launching of this new class, a task group met on several occasions to design the ingredients of this ministry, based on the UCC Statement of Faith. Since September 17, the date of our first class, several classes have been held; a retreat at the UCC-related Daycholah Center on Green Lake was attended (November 17 - 19); a work project was done (December 29).

RECONCILIATION:

Our Search Committee, under the rock-solid leadership of Julie Loth, has worked diligently through the year to identify the person God has called to be the next permanent pastor of our church. That person has been identified. At an appropriate time, that person will be presented to the congregation for consideration as our next pastor.

In 2023, four new members were received: Keith Farnham (by letter of transfer), and, by affirmation of faith: Deni Serio, Emily and Dan Stuebs. Classes were held to acquaint our new members with the ministry and mission of our church and the United Church of Christ.

A new logo was adopted by the members of the Cabinet and affixed to tee-shirts, hoodies, sweatshirts and other items that were available for purchase by members and friends of the church.

Beginning in the fall, a campaign was launched to repair a portion of our leaky roof, resulting in the raising of over \$25,000. Thanks to the coordination efforts of Paul Martin, those leaks are now history. Phase 1 of our roof repair has been completed. At an appropriate time, there will need to be a Phase 2: the repair of the remaining portions of the roof.

Last summer, I conducted a memorial service at the church for Jenette Hicke. I did not know her, since she did not live in this area, but, based on what I was told, I wish I had! A similar service was held at a local funeral home for Paul Schmidt. I didn't know him either, but, in the aftermath, I have come to know his beloved wife, Kalo.

Finally, on December 31, we said goodbye to our minister of music, Abbey Harkins. Abbey has been with us for 10 years, nourishing our souls and the soul of the church with her God-given talents and gifts. A reception was held following her last Sunday as our music ... everything, providing opportunity for all of us to present gifts and cards and expressions of profound gratitude and best wishes.

MISSION:

The church remains solidly committed to a ministry of outreach and mission beyond our doors. Much of the initiative for this ministry comes from our Women's Fellowship ... and the fact that we are a 5 for 5 church. That means we support our denomination through OCWM (basic support) and all 4 special offerings of the United Church of Christ.

Again this year during Advent, we collected a ton of food; we made mittens and other hand-made items; we bought gifts ... all of which were delivered to families in our community that have known hard times. Again this year, the Women's Fellowship, under the steady hand of Jayne Gardebrecht, assumed leadership for these various ministries.

For the first time in a while, our Confirmation kids logged several hours as volunteers in our local food pantry. Amy Dethloff, one of our Confirmation advisors, is solely responsible for making this happen.

And finally, in an effort to augment all the laudable outreach ministries of our church, a special task force was convened to address mental health issues among those who live in our community. This new initiative, headed by Sue Schuelke, is being done in concert with Wisconsin Conference (UCC) and other area UCC churches. A public event at our church in April on this issue is anticipated.

Well, enough ... maybe too much for the 1st day of the new year. In this report, I have endeavored to give an account of the ministries we have supported in 2023. These ministries have been done as a result of solid leadership, a collaborative, harmonious relationship between pastor and people, as indicated above, and as a result of the presence of God “... in trial and rejoicing” (from the UCC Statement of Faith).

Obviously, Mickey has played a major role in doing basically whatever needs to be done. The quality and dimensions of her contribution cannot be overstated.

Recognition and expressions of gratitude go, also, to Jeff Jegl, our church president ... and the other members of our Cabinet and boards, especially Kate Tracy (Deacons), Mike Gresen (Trustees) and Kam Lindow (Christian Education). Leaders in this day and age are hard to come by, especially when a church is in transition; we are blessed to have a generous dose of those. And to you, the members and friends of this church, I close by extending my heart-felt gratitude for the privilege and joy of serving as your interim pastor and teacher.

The future of the church is bright and hopeful, given your commitment and steadfast determination to follow the leading of God’s Holy Spirit “... for the work of ministry, for building up the body of Christ” (Ephesians 4),

In peace,

Stephen J. Davidson
Interim Pastor and Teacher

PRESIDENT'S 2023 ANNUAL REPORT

As I reflect on 2023, I look at the triumphs and challenges our church has faced, and I am hopeful for our future.

We welcomed our Interim Pastor, Steve Davidson, in December of 2022, and he hit the ground running. For a man of 80 years, he has the stamina of someone half his age. He has a full plate between Sunday services, homebound visits, and leading our confirmation classes. Even with this, he has found time to help lead discussions on growth for our congregation and the use of our building. When Steve's interim ministry ends, he will be missed.

Sadly, we have said goodbye to our music director, Abbey Harkins, after 10 years. Abbey's music has gotten us through pastoral changes and pandemics. We will miss her tremendous talent, dedication to our church, and the friendship she has brought to us. We wish her all the best in the future. She will always have a home at St Pauls.

My biggest goal for 2023, was finding a new called pastor. I am delighted that we found someone. We will have had her congregational Sunday and vote by the time you read this. She is a wonderful person and will be a great addition to our church family. She really impressed me during our interview when we asked about bringing new people into the church. She said instead of looking for ways they can help us, we should look at where they are on their journey and help them. I am looking forward to where her ministry will take us.

We cannot forget our administrative assistant, Mickey. She is our go-to person for anything that needs to be done. She diligently broadcasts our services on Sunday mornings. And she is a pretty good Sister-In-Law, too. We could not do what we do without her. Next time you are in church, stop over and say hi or give her a hug.

This year, our trustee's board started the process of identifying and prioritizing our church's repair and maintenance concerns. Among the many items on the list, repairing several sections of the roof on the education wing was at the top. Thanks to all of you, we raised over \$25,000 for this repair. I cannot thank you all enough for your generosity. I would also like to thank Paul Martin for managing this project. His dedication and leadership helped keep our costs down and got the project started in December.

One of our biggest issues is how we grow our congregation. The church cabinet and congregation spend several months asking questions about who we are and how we fit into the wider community. Our next steps are the most important and challenging. How do we take this data and turn it into a marketing plan? How do we utilize our space better? How do we better connect with the Downtown Menomonee Falls district? These questions are not going to be easy to answer. They will require all of us working together to solve them and bring us back to where we once were. But our congregation can band together and work through these challenges. We did it with the roof, and we can do it here.

2023 has been quite a year, but I am looking forward to where we go in 2024 and who we are a year from now.

Thank you all for who you are and what you do. You make this congregation unique, and I am proud to be in a church family with you.

Blessings,

Jeff Jegl
President

TREASURER'S 2023 ANNUAL REPORT

2023 was a year of transition for St. Pauls, but despite the almost overwhelming amount of change, the congregation predictably rose to the occasion and significantly improved our church's building while maintaining its financial position. Here are a few of the revenue highlights from the year:

- **\$108,320 current income** – (\$12,927) unfavorable to budget due primarily to member loss
- **\$16,000 Foundation distributions** – we began including the balance of the investments in St. Pauls financials in 2023. Therefore, the funds that were transferred to St. Pauls checking account do not appear as revenue. However, we did receive the generous support from the Foundation that was earned via matching funds in the 2022 stewardship campaign.
- **\$19,725 Rental income** - Main Street Song & Dance, the Masons (Lincoln Lodge #183), and the Milwaukee German Men's Choir (Liederkrantz) generated \$3,075 more rental revenue than budgeted
- **\$31,862 Foundation Investment Income** – the results are only updated through August. In 2024 we will work to get the next Treasurer read-only access to the Foundation balance so we can keep this up to date.
- **\$6,672 Cookie Walk Income** – The December event was a huge success! Thank you to everyone who made this event so special for our community.
- **\$24,420 Roof Repair** – The congregation rallied around the need to repair our roof and contributed over \$24K during calendar 2023.

We continue to have two cabinet/board members counting and recording the offering after church and making the deposit to the bank immediately. Thanks to our cabinet/board members for filling this role.

While giving may be administered on-line (via Vanco and PayPal) the majority of giving continues to be received in person or mailed-in checks. Vanco fees are lower than PayPal; however, any form of electronic giving is appreciated tremendously.

Expenses largely remained consistent with 2022 except for the following:

- Total pastoral compensation was \$17,579 higher in 2023 as we were blessed with having a dedicated part-time pastor the full year (in 2022 we used Pulpit Supply for several months).
- Staff salaries were \$5,884 higher due to cost-of-living increases
- Building maintenance was \$6,865 higher due to the basement floor strip/wax and a higher volume of routine repairs in 2023
- A one-time bequest to the Memorial Fund in 2022 drove (\$8,217) lower expense (and revenue) in 2023

The 2024 budget is largely consistent with 2023 with a few notable exceptions:

- Undesignated income is up \$15,000 as we will need the Foundation's help to balance the budget
- Organist salary is down \$9,317 as we will be using substitutes while we search for a permanent music director; the salary for the permanent director also is lower

Respectfully submitted (January 2024),

Tom Lindow

2023 St. Pauls Treasurer

**ST. PAULS UNITED CHURCH OF CHRIST
2023 ANNUAL MEMBERSHIP REPORT**

JANUARY 1, 2023 – DECEMBER 31, 2023

Deaths

Marion Karch	January 17, 2023
Paul E. Schmidt	February 22, 2023
Jenette “Jeni” Hicke	May 3, 2023 (friend)
Kathleen Peterson	August 3, 2023 (former member)
Marvin W. Abraham	October 26, 2023 (former member)

New Members

Rev. Keith Farnham	March 30, 2023
Denise “Deni” Serio	June 25, 2023
Dan Stuebs	June 25, 2023
Emily Stuebs	June 25, 2023

Baptisms

Wesley Cole	March 12, 2023
Sasha Alexis	March 19, 2023
Sloane Elise	May 7, 2023

Confirmations

None in 2023

Left Membership

Peter Haskins	March 6, 2023
Melanie Stuber	October 19, 2023
Hunter Stuber	October 19, 2023

New Members/Confirmands	4
Member Deaths	2
Losses	3
Active Members 12/31/23	158

ST. PAULS UNITED CHURCH OF CHRIST 2024 NOMINATIONS

OFFICERS (one year term)
PRESIDENT
Term Expires 1/26/2025
Chris Sparrow
VICE PRESIDENT
TREASURER
SECRETARY/CLERK
PAST PRESIDENT
Jeff Jegl
BOARD OF TRUSTEES
Term expires 1/26/2025
Blaine Harris
Lynn Bauman
Open
Term Expires 1/25/2026
Mike Maury
Mike Gresen
Paul Martin
BOARD OF DEACONS
Term expires 1/26/2025
Steve Hoagland.
Jayne Gardebrecht
Open
(fulfilling Abbey Harkin's vacated spot)
Term Expires 1/25/2026
Kate Tracy
Mike Dethloff
Open
BOARD OF CHRISTIAN EDUCATION
Term expires 1/26/2025
Gladys Hoagland.
Open
Open
Term Expires 1/25/2026
Kam Lindow
Julie Loth
Jenna Jegl
BOARD OF MISSIONS AND STEWARDSHIP Temporarily Suspended

Congregational Pastoral Relations (CPR)
Term expires 1/26/2025
Amy Krohn.
Sue Schuelke
Open
Term Expires 1/25/2026
Terry Tracy
Mike Dethloff
Open
Budget Committee (one year term)
Tom Lindow
Nominating Committee (one year term)
Jeff Jegl
Cemetery Committee
Paul Martin, Chairperson and Cemetery Sexton
Bill Gibowski, Treasurer
Jayne Gardebrecht, Secretary

BOARD OF CHRISTIAN EDUCATION 2023 ANNUAL REPORT

Jesus said to them, "Let the children come to me, and do not hinder them; for to such belongs the kingdom of heaven."
Matthew 19:14

The Christian Education Board has been small, but mighty. Focused on providing education for our children, they have organized Sunday school lessons, recruited teachers, and held classes. With the small number of children in church, it was decided by the cabinet, starting in the fall of 2023, to hold Sunday school on the first and third Sundays of the month to encourage participation and wisely use the teacher resources we have. The CE board was able to share with the congregation a moving, enjoyable Nativity program on Sunday, December 17th with narrators, costumes, and participation by some of our confirmation members in addition to the children. Throughout the year, the Christian Education board has hosted coffee hour the first Sunday of each month and created mailings for members who are unable to attend church. Please consider lending some of your time and talent to the Christian Education board through either participation on the board or lending a hand with various related projects.

CONFIRMATION CLASS 2023 ANNUAL REPORT

Soon after Easter was celebrated in early April, we turned our attention to Confirmation Education. We did so, mindful of the 8 - 10 unconfirmed young adults at St. Pauls who could be part of this ministry.

Phone calls of potential confirmands were made over the summer months to determine level of interest. At the same time, a task group began to meet to design the program, based on the UCC Statement of Faith. A meeting was held in August to present the outline of the program, led by yours truly and attended by families who had expressed an interest in this program, as well as Confirmation advisors (Amy Dethloff and Andy Toebe).

It was reported at this meeting that Confirmation classes would be held on the 1st and 3rd Sundays of each month, beginning at 10:45 AM. On September 17, the first class was held, attended by:

Taylor Frank	Charlie Lindow
Lucian Hoagland	Natalie Lunde
Eli Holzman	Cal Prochazka
Lauren Holzman	Sophia Prochazka

In addition to bi-monthly classes, 4 confirmands attended a retreat for members of Confirmation classes and youth groups of Wisconsin Conference at the UCC-related Daycholah Center on Green Lake (November 17 - 19).

Confirmation families participated in the lighting of candles during the Sundays of Advent. A work project at the local food pantry, organized by Amy Dethloff, was held on December 29.

This ministry will continue in this new year, leading toward a Confirmation Sunday in early September.

Submitted by,

Stephen J. Davidson, Confirmation Teacher
Interim Pastor and Teacher

BOARD OF TRUSTEES 2023 ANNUAL REPORT

The Board of Trustees had a busy year. All Board members worked diligently on a full slate of projects and activities throughout 2023. A huge 'Thank You' to all Board members who worked hard to meet our goals and obligations that resulted in our accomplishments for the good of the church.

The following are some of the projects that were performed in 2023:

**** Roof Repair Project** - Trustee Paul Martin spearheaded the project. After receiving quotes from four (4) roofing contractors, the Trustee Board entered into negotiations and contracted with local Menomonee Falls companies, Baumer Roofing and Tarantino Construction for a cost of \$41,585.00. The decision was made to repair all the needed repairs in 2023 rather than to split part of the repair into Spring of 2024. The result was a cost savings in excess of \$64,000.00. Donations from Church Members totaled \$22,920.00 (as of 12/07/23), which includes a \$1000.00 donation from Women's Fellowship. The balance of the funds will come from the Memorial Fund and St. Paul's Foundation Board after all Church Membership donations have been finalized. We Thank all for helping with this project.

**** Boiler repairs** were needed to provide a properly heated and safe environment throughout the church, guild hall, church offices and rooms in the school area. Two pumps were replaced by Butters Fetting.

**** Negotiations for a new cleaning service** resulted in a change of a company to provide this service for us. The church is cleaned once every week. Cost savings were minimal but the end result was a more thorough job of cleaning.

**** Negotiated for a service to strip and wax the floors** in the Guild Hall and hallway extensions off of the Guild Hall. This service was last performed in 2017.

**** The Cabinet requested that the Trustees provide a list of projects (present and future) and capital expenditures** for the building(s) and grounds. The list would be prioritized and include estimated costs. The list is complete, however the estimated costs need to be addressed. This will be an on-going project.

**** Established a Spring and Fall Cleanup** of the outside grounds. General maintenance was performed by a great group of church members and the Boy Scouts in the Spring. 22 yards of mulch was put down for weed control and aesthetics. Perennials were planted and more will be put in the Spring of 2024. Shrubs were pruned and cut and invasive weeds were removed. A big 'Thank You' to all who helped out.

**** Worked with Otis Elevator** on updates and maintenance plans including some repairs. This was conducted throughout the year.

**** Negotiated a contract with GFL** to keep our recycling and garbage pickup costs the same as the previous years thus saving the Church some money. GFL was looking to have a price increase and new fees for the new contract. The contract runs for three (3) years.

**** Negotiated our Church Mutual Liability & Property Insurance** resulting in lowering our annual premium costs by \$900.00 and at the same time getting additional coverages that were not in the previous insurance coverage

**** Installed Clearance Height signs** for the Canopy after inspection of minor damage (scrapes) to the Canopy wood beams caused by a truck hitting them. No structural damage.

**** Established a Key & Door Code List** for keys that were issued to various Board Members, outside vendors and groups that rent from us that require a room key and/or digital door code for entrance'

**** Entered into a contract with Dorshak Snow Service** for the plowing of snow and salt control. Even as vendor costs have escalated, the Church was able to maintain our costs of previous years.

**** Repaired over 200 floor tiles** throughout the building (Guild Hall, Church School Room, Dance Group Room and the Mason's room.)

**** Minor Steeple repair** was performed by Trustee Paul Martin. Wind damage caused a louver vent board to fall out and Paul repaired that board as well as another.

**** Preliminary discussion on digital sign costs and design** will be looked into further. This is a future project and designated as part of the Marketing plan of the Church. The desire for the sign came about due to the Cabinet Meetings discussing the "Future of St. Pauls". There is no immediate need and discussions are purely explorative at this stage.

Again, thank you to all the talented Trustee Board members and their efforts to complete the many projects set forth in 2023.

Respectfully submitted,
Mike Gresen
Trustee Chairperson

BOARD OF DEACONS 2023 ANNUAL REPORT

The Board of Deacons met monthly during 2023. Members included Mike Dethloff, Pam Gibowski, Abbey Harkins, Steve Hoagland, Jayne Gardebrecht and Kate Tracy. Additional attendees included Pastor Steve Davidson, Jeff Jegl, Chris Sparrow, and Julie Loth, when their schedules allowed. We continue to livestream the worship service and think about ways to enhance the viewership using this technology.

We offered an Anniversary Sunday worship in January. Lenten season started off with cancellation of the Ash Wednesday service with a pot luck meal due to a storm. We continued Lenten Wednesday worship with weekly bible study focused on the Trinity and the United Church of Christ Statement of Faith. We held a special Mother's Day Service, Graduation Sunday, an expanded Rally Day and Totenfest Service. Rally Day was again held on church grounds with positive response. The meal was held inside, along with entertainment from the Men-O-Harmonie and the German Liederchor. Games (made last year as Ethan Welke's Eagle Scout Project) were available for play, but most participants stayed in Guild Hall. There was also a walk to the cemetery led by Jonathan "JJ" Jegl to show off his Eagle Scout Project.

Visitor and New Members booklets have been made available. New member classes were held. Three new members joined this year. Two current members have indicated they wish to transfer or withdraw their membership, so membership stayed the same. A pictorial directory was discussed with the decision to hold off until 2024.

A Missions subgroup has been meeting most of the year. They have decided to investigate opportunities to address mental health concerns in our community. Additionally, we have participated with/donated to St. Bens, Mr. Bob's Under the Bridge, and the Menomonee Falls Food Pantry.

BOARD OF MISSIONS AND STEWARDSHIP 2023 ANNUAL REPORT

The Board of Missions and Stewardship continues to be wrapped into The Board of Deacons and The Cabinet for 2023. There was a Mission Task Force established in 2023 that will continue to work into 2024.

St. Pauls UCC Missions Task Force began meeting in April this year. The current members are Pastor Steve Davidson, Jayne Gardebrecht, Chris Sparrow, Jane Martin, Julie Loth, and Sue Schuelke.

Mental Health is a community health priority with initiatives being taken on the local, state, and national levels. It seemed appropriate for this task force to support the cause and focus its efforts on mental health, too.

In May, green ribbons were made available during worship service for anyone wishing to wear one in support of Mental Health month. The children created "gratitude jars" during church school as a mental health-related activity.

Pastor Steve shared a communication from the Wisconsin Conference of the United Church of Christ with plans to declare it a WISE Conference for Mental Health. (WISE is an acronym for Welcoming, Inclusive, Supportive, and Engaged). The task force members contacted several local UCC churches to determine 1) their knowledge of the Mental Health Resolution by the WISE Conference; and 2) if there is any interest in a collaborative conversation or action. None was determined for either.

The Task Force is currently considering an educational forum or workshop on topics related to Mental Health for 2024. This would be open to the community as well as St Pauls church members.

Respectfully submitted,

Sue Schuelke

Task Force Member St Pauls Missions and Stewardship

**ST. PAULS CEMETERY
2023 ANNUAL REPORT**

This past year our cemetery saw some improvements thanks to J. J. Jegl. He chose to make some improvements at the cemetery as his Eagle Scout Project. There was a new door purchased and installed on the cemetery sign, the interior of the sign was redone, and the sign frame was painted along with the painting of the storage shed. Low hanging branches and brush was trimmed along the east line fence.

I want to thank J. J., Scout Troop 321, and the entire Jegl family and all who helped for a job well done.

I also want to thank our members who made donations to the cemetery fund this year to help with its upkeep.

This year there were two (2) burials this year:

- Annie M. Vogt
- Jenette Enness Hicke

Lawn care was provided by P & K Lawnscape Inc.

Respectfully Submitted,
Paul Martin
Cemetery Sexton

**ST. PAULS CEMETERY TREASURER'S REPORT
2023 ANNUAL REPORT**

Summary 2022

General Fund (Assoc Bank)	\$ 5,154.51
Perpetual Invested (Edward Jones)	\$16,918.69
Total (12/29/22)	\$22,073.20

2023 Income

Interest (Assoc Bank)	\$.35
Special Offering/Donations (to Assoc)	\$ 2,940.00
Investment Interest (Edward Jones)	\$ 685.39
Total	\$ 3,625.74

Disbursements

Lawn Care (P.K. Landscape)	\$ 1,400.00
Invested into Edward Jones	\$ 2,500.00
Total	\$ 3,900.00

Summary 2023

General Fund (Assoc Bank) (12/27/23)	\$ 4,870.28
Perpetual Invested (Edward Jones)(12/27)	\$18,669.01
Total (12/29/22)	\$23,539.29

William Gibowski, Treasurer

**PRAYER SHAWL MINISTRY
2023 ANNUAL REPORT**

Our hooks and needles have been busy! We donated 214 7 x 9 inch sections to Warm Up America which assembles these sections into blankets for people who are homeless. The Community Center in Whitewater received 15 scarves and 9 hats from St Pauls for those in need. Love and Blessings in Hartford was given 9 scarves, 1 hat and 58 dishcloths for a homeless shelter. And the mitten tree had a total of 15 scarves, 1 cowl, 13 hats, 16 pairs of mittens/gloves to be donated to St. Ben's. Thank you to everyone who knit, crocheted or donated yarn or items. Many people will be warmer thanks to your generosity.

WOMEN'S FELLOWSHIP 2023 ANNUAL REPORT

St. Pauls UCC Women's Fellowship is currently lead by Jayne Gardebrecht - President, Jane Martin - Vice President, Kam Lindow - Secretary, Sarah Welke - Treasurer, Jean Lipenski - Kitchen coordinator, Sarah Welke and Sue Harris - cookie walk coordinators, Sue Schuelke - Past President. We welcome all women of the congregation to join us for our monthly meetings on the third Sunday of the month at 10:45 am.

We started out our year with the election of new officers at our January meeting.

Some of the events that happened in 2023:

- Blanket tying; the blankets were then donated to the Linus Project and Washington County Human Services.
- We collected soup for the Falls Food Pantry at our annual Souper Bowl party.
- We planned and attended many outings this year such as the Patio Players production of Joseph and the Amazing Technicolor DreamCoat, a LakeShore Chinooks game, as well as going to the Schauer Center for the production of The Church Basement Ladies.
- We will continue to have the Ice Cream Sundae Sunday on Father's Day to help raise money for the Campership funds.
- For Mothers Day we planted flowers in coffee cups to give to the women of the church.
- On Easter, we made Easter Baskets for our homebound members.

The Women's Fellowship continues to sponsor a variety of local programs such as Cedar Community, The Guest House, United Church Camps, Hope Network, Friends Inc. of Washington County, The Women's Center of Waukesha, Lakeland College, and Sojourner Family Peace Center .

The Cookie walk was a success again this year with the help of many church members.

We look forward to another exciting and eventful year, with everyone's help this can happen.

Jayne Gardebrecht

PRAYER CHAIN MINISTRY 2023 ANNUAL REPORT

"Do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God." Philippians 4:6. The prayer chain ministry lifted up 23 people in prayer during 2023. If you would like to join this faithful group, please contact Julie Loth at 262-422-0267 or jmhloth@gmail.com

MEMORIAL FUND 2023 ANNUAL REPORT

Donations were made to the fund in 2023 in memory of Marion Karch.

Beginning balance:	\$ 12,109.05
Deposits/additions/interest:	\$ 424.84
Withdrawals	\$ 0.00
Balance at end of 2022:	\$ 12,535.89

Respectfully submitted,

Paul Martin

St Pauls Memorial Fund Chairperson

BILL DILLARD
2023 ANNUAL REPORT

The Dillard fund, which was established in 2012 by a member in his will, has a remaining balance of \$11,001 which has not been touched again in 2023. This remaining balance is primarily for Christian Education.

ST. PAULS FOUNDATION
2022 ANNUAL REPORT

Every year, the Foundation has approximately \$23,000 to distribute. We generally begin taking requests in May and finalize them throughout the summer and fall. In 2022, the Foundation started a matching fund matching 2 for 1 donations toward the retention of a full time pastor. This constituted the entirety of our giving. We have matched \$16,000 year to date.

Respectfully submitted,

John Rubatt

Chairperson – St. Pauls Foundation

ST. BEN'S MISSION
2023 ANNUAL REPORT

We are a truly Blessed congregation with many members willing to volunteer to help those in need. We have 14 dedicated people who cook the Chili Mac 4 times a year and 9 people to help serve at St. Ben's. Without these valuable members this mission would not take place. Currently we have been serving about 140 people at St. Ben's, these numbers have been increasing during this past year. If you are interested in knowing more about this program please let me know.

Jayne Gardebrecht

FALLS FOOD PANTRY MISSION
2023 ANNUAL REPORT

As it is said in Matthew 25: 35 - 40 “ when I was hungry and you fed me, thirsty and you gave me a drink.....I tell you, whenever you did this for one of the least important followers you did it for me”.

St. Pauls is one of 12 churches that help serve those in need for the Menomonee Falls Food Pantry. St. Pauls does this in many ways, when we collect food during our reverse advent calendar collection, the souper bowl sunday soup collection and any given sunday donations during the year. We are a generous congregation who wishes to help others. As of 2020 the food pantry switched from in-person shopping to drive thru. Starting Nov.2023 the food pantry will continue to offer drive thru pick up on Tuesdays but will open for in-person shopping on Thursdays. This will mean more volunteers will be needed. Please consider this opportunity to help. St. Pauls works with Prince of Peace Lutheran church once every 12 weeks, so currently we only need to be at the pantry 2 times per year.

If you have questions or other ideas how to continue to help this program please let me know.

Jayne Gardebrecht

PROPOSED 2024 BUDGET

	2021 Actual	2022 Actual	2023 Actual	2024 proposed budget
Income				
Current Income	\$126,510	\$132,176	\$108,321	\$111,500
Rental (Main St Dance) Income	\$5,200	\$6,500	\$9,750	\$7,150
Liederkrantz (German Mens Choir)	\$3,300	\$3,450	\$4,875	\$4,875
Rental (Mason) Income	\$5,100	\$5,100	\$5,100	\$5,100
Other Income	<u>\$28,710</u>	<u>\$13,735</u>	<u>\$39,570</u>	<u>\$21,500</u>
Total Income	\$168,821	\$160,961	\$167,616	\$150,125
Expenses				
Pastor Salary & Benefits	\$63,317	\$35,660	\$50,616	\$51,810
Organist Salary	\$19,000	\$17,417	\$20,567	\$11,250
Secretary/Bookkeeper's Salary	\$13,519	\$11,716	\$14,450	\$14,883
Staff/Pastoral substitutes	\$950	\$2,250	\$600	\$750
Social Security	\$25,349	\$-826	\$3,298	\$3,833
Christian Ed	\$1,128	\$1,168	\$20	\$0
Worship Supplies	\$2,256	\$2,480	\$1,042	\$775
Stewardship Supplies	\$2,040	\$0	\$0	\$0
Music				
Cleaning/Tuning/Supplies/subs	\$857	\$2,232	\$928	\$2,328
Utilities	\$14,960	\$17,160	\$17,952	\$17,846
Women's Fellowship	\$0	\$0	\$4,530	\$4,530
Building Maintenance	\$23,649	\$15,957	\$23,468	\$20,768
Insurance	\$12,270	\$12,390	\$8,738	\$11,816
Office (including loan interest)	\$6,247	\$7,617	\$5,627	\$5,446
Designated Giving	\$8,613	\$8,677	\$325	\$0
Conference Support - OCWM	\$2,500	\$0	\$2,500	\$2,500
SE Association Dues	<u>\$1,375</u>	<u>\$1,500</u>	<u>\$1,500</u>	<u>\$1,500</u>
Total Expenses	\$198,028	\$135,397	\$156,161	\$150,035
Net Operating Income (Loss)	-\$29,208	\$25,564	\$11,455	\$90

WI CONFERENCE UCC MINISTER 2023 ANNUAL REPORT

*“For the grace of God has appeared, bringing salvation to all ... while we wait for the blessed hope
and the manifestation of the glory of our great God and Savior, Jesus Christ.” Titus 2: 11-13*

I greet you in the joyful spirit of Epiphany. The words of Titus remind us that between the grace of God that came to Bethlehem in the birth of Jesus and the full manifestation of God’s glory on Earth, we in the United Church of Christ are called to bear witness to the love of Christ every day.

The love of Christ is faithful in every generation. Four years after COVID-19 radically changed our lives, congregations still are adjusting to new realities. Many have faced significant declines and are enduring the anxiety that accompanies concerns about sustainability. Yet most have embraced new technologies, and nearly all congregations can point to bright spots of ministry that have unleashed new energy. COVID affected the wider church as well. In early 2023, we made the painful decision to sell the Trost Center in DeForest and shift the Conference offices to Daycholah Center on Green Lake, enabling a closer partnership with United Church Camps Inc. and providing UCCI with a financial boost.

The love of Christ is courageous in the face of challenges. Our associate conference ministers – the Revs. Jane Anderson, Rachel Bauman and Michael Jones – continue to guide congregations through the search process at a time when the candidate pool is small, and the number of part-time pastorates is increasing. We consider every creative pastoral option and use the leadership and ministry skills courses of the Damascus Project to train future pastoral leaders. The Rev. Dr. Stephanie Perdew, director of the Damascus Project, secured a \$500,000 Lilly Endowment grant that – over the next five years – will widen our pool of learners through expanded course offerings at very reasonable costs. The Damascus Project is the shared educational ministry of the Minnesota and Wisconsin conferences.

The love of Christ demands justice for the oppressed. The justice working groups and Supportive Ministries Team continue to provide resources for local congregations and a collective voice supporting the poor and marginalized. The Damascus Project introduced an implicit bias course, part of our emphasis on anti-racism training. One of our newer working groups – Older Adult Ministries – has produced significant resources for local churches that seek to cultivate deeper connections with seniors. The Creation Care Team, the Immigration Justice Work Group and the Alliance for Justice, which focuses on honoring indigenous peoples, are empowering local congregations with resources to advance these vital ministries.

The love of Christ brings generosity to the world. Despite the challenges of the pandemic, the 210 UCC congregations of the Wisconsin Conference remain remarkably generous. Your support through Our Church’s Wider Mission provides three-quarters of the Conference budget and all sorts of resourcing, training and programs, and an incredible global mission outreach. We are deeply grateful to all those who have made commitments to the Leadership Forward Campaign. Already, Leadership Forward has received pledges totaling \$1 million. In addition, the Wisconsin Foundation UCC now holds investments of roughly \$17 million on behalf of several congregations and the Conference. The Foundation provides an ideal opportunity for your congregation to achieve excellent financial returns through socially responsible investments.

The love of Christ builds beloved community. In our wider Conference life, we are asking this question: “How can we better connect, resource and support each other, as local churches, pastors and lay leaders?” The question has prompted us to rethink church governance structures and to imagine new forms of collaboration. Meanwhile, the staff continues to cultivate care and connection with one another and to build relationships throughout the Conference. At the beginning of 2023 we welcomed ACM Michael Jones and just recently introduced our newest staff member, Carla Myers, who succeeds Susan Taylor as office coordinator. Though Sue is mostly retired, we’re happy that she has agreed to work a few hours a week to coordinate the search-and-call process.

Submitted with a grateful heart in the love of Christ,

The Rev. Franz Rigert
Conference Minister

The End
