



2024 Annual Report

Annual Congregational Meeting: February 16, 2025

Our Mission

Changing lives through God's love in Christ

Our Vision

We are a welcoming community First United in
Proclaiming FAITH in Jesus Christ,
Sharing HOPE for the future, and
Inspiring LOVE of our neighbors.

First United Presbyterian Church

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Annual Congregational Meeting Agenda

February 16, 2025, 10:15 a.m.

The Purpose of this meeting is to recall the events of 2024; accept the reports of the ministries and committees; hear the 2024 financial review; and presentation of the 2025 budget.

Opening – Rev. Dr. Luke Farwell

- Call to order
- Statement of purpose of the meeting
- Opening prayer
- Establishment of a Quorum (10% of the members – 23)
- Accept minutes of February 18, 2024, May 4, 2024 & November 24, 2024, congregational meetings

Report from the Jubilee Committee – Dawn Picard

Clerk's Report – Anne Ferron

Necrology Report – Anne Ferron

Hymn – No. 12 *Immortal, Invisible, God Only Wise*

Highlights of 2024/Co-Pastor's Report – Rev. Dr. Luke Farwell and Rev. Meggan Farwell

Financial review 2024 – Ken Nyberg

Presentation of the 2025 budget – Ken Nyberg

Buildings and Grounds Report – Kevin Spiegel

Endowment Fund Report – Kevin Spiegel, Mark Welle

Adjournment

Closing prayer – Rev. Meggan Farwell

Minutes of the Congregational Annual Meeting

February 18, 2024, 10:15 a.m.

The Rev. Dr. Luke Farwell called the meeting to order at 10:06 a.m. He stated that the purpose of the meeting is to recall the events of 2023; accept the reports of the ministries and committees; hear the 2023 financial review; and presentation of the 2024 budget. He then offered an opening prayer. A quorum was present.

A motion was made and seconded and passed unanimously to accept the minutes of congregational meetings held February 12, 2023, May 16, 2023, and December 3, 2023.

Dawn Picard was called on to give the Clerk's Report: Communion was offered 13 times; there were no weddings or baptisms; membership losses totaled 9 and gains 15 for an ending membership of 291.

Dawn Picard read the Necrology Report:

Joan Melcher	February 11, 2023
La Von Scott	July 6, 2023
Freida Joyce Smith	October 2023
Suzanne Rogers	December 10, 2023
Robert Knuth	December 27, 2023

The Congregation stood and sang the first verse of the hymn For All the Saints.

Co-Pastors Rev. Dr. Luke Farwell and Rev. Meggan Farwell gave their report, beginning with expressing appreciation for blessings bestowed upon them by our church; the dedication to our church by the membership; and the many programs and events of the past year. The stewardship campaign, Building Bridges through Christ, was the banner for many of the happenings of the year: the Mission trip to Hazard Kentucky, Families and Faith initiative, Christian Education programs, VBS, Derby Days, Fall Fest, Reason for the Season, new members, book studies, community use of the building, and vibrant worship.

Member information sheets were distributed, filled out, and turned in so the computer files can be completed.

Ken Nyberg, treasurer, reviewed the financial report for 2023. It was a good year with an income of \$366,096, against the planned for \$369,000. Expenses were planned at \$395,00 and came in under budget at \$384,164. Carry-over funds, grants and responsible spending contributed to the financial health of the church.

The 2024 budget is set with income and expenses balanced at \$388,000. The increase over last year allows us to celebrate our 175th Jubilee in 2024.

The Endowment Fund grew to \$381,469.18 in 2023, up from \$348,691.84.

A motion to adjourn was made, seconded, and passed unanimously at 10:35 a.m. Members were invited to attend the Potluck Dinner in the Family Life Center.

Rev. Meggan Farwell closed the meeting with a prayer.

Submitted by: Dawn Picard, Clerk of Session

Minutes of Congregational Meeting

May 4, 2024, 10:00 a.m.

The Rev. Dr. Luke Farwell called the meeting to order at 10:12 a.m. He stated the purpose of the meeting is to elect church officers, Class of 2027, and the congregational members of the nominating committee. He offered the opening prayer.

Mark Welle, Co-Chair of the Nominating Committee, was called on to present the slate of officers for Elders: Rich Batson, Amy Cassidy, Melissa Rusk, Class of 2027; and Jenn Van de Hei to fill an unexpired term, Class of 2025.

Nominations from the floor were called for. Hearing none a motion was made, seconded, and passed unanimously to close nominations.

A motion was made, seconded, and passed unanimously to accept the slate of Elders.

Mark Welle presented the slate of Deacons: Debbie Crooks, Mark De Cleene, Vicki Good, Rex Meyer, Class of 2027; and Debbie Spiegel to fill an unexpired term, Class of 2026.

Nominations from the floor were called for. Hearing none a motion was made, seconded, and passed unanimously to close nominations.

A motion was made, seconded, and passed unanimously to accept the slate of Deacons.

The slate for the Nominating Committee was presented: Marilyn Heim, Chris Mc Pherson, Lois Pelishek

Nominations from the floor were called for. Hearing none, a motion was made, seconded, and passed unanimously to close nominations.

A motion was made, seconded, and passed unanimously to accept the slate for Nominating Committee.

A motion was made, seconded, and passed unanimously to adjourn the meeting.

Rev. Meggan Farwell closed with prayer at 10:18 a.m.

Submitted by: Dawn Picard, Clerk of Session

Rev. Dr. Luke Farwell closed with prayer at 10:10 a.m.

Minutes of the Special Congregational Meeting

Sunday November 24, 2024, to approve Co-Pastors Terms of Call

Opened at 1014 & Pastor Luke led us in prayer

Elder Kevin Spiegel presented terms of call for Pastor Meggan Farwell

Motion was made & seconded to approve terms of call & motion approved unanimously

Elder Kevin Spiegel presented terms of call for Rev Dr Luke Farwell

Motion was made & seconded to approve terms of call & motion approved unanimously

Meeting was adjourned at 1022 & Pastor Luke closed in prayer

Respectfully submitted by Elder Jen Van De Hei



Jubilee Planning Committee for the 175th Anniversary of the Church

The Jubilee Committee convened for the first time in November of 2023 to strategize the best way to celebrate 175 years of being a church. Linda Allen, Jessie Baumgartner, Amy Cassidy, Myrna Dickinson, Rev. Dr. Luke Farwell, Anne Ferron, Marilyn Heim, Marjorie Hitchcock, Sue Hutchison, Rita Kilmer, Annette Kinchen, Julie Mackey, Dawn Picard (chair), Sue Renier, Tom Renier, Mark Riggle, Debbie Spiegel, Kevin Spiegel, Jen Van De Hei, Patricia Welle and Mark Young planned activities for each month of 2024. The committee met as needed throughout the year and communicated by e-mail to advance the plans, culminating in a celebration dinner on December 8, 2024, at the Marq Supper Club in De Pere.

The history of FUPC was divided into 12 time periods. On the first Sunday of the month there was a presentation by a member of the committee highlighting the events of that period. A picture board of appropriate photos was placed in the Narthex for the month and then later displayed in the Family Life Center. A timeline was placed in the sanctuary showing the Pastors and the buildings of the era. The corresponding verses of the Anniversary hymn, *Through One Hundred and Fifty Years*, lyrics by Rita Kilmer, were sung after the presentation each month. The year began with breakfast in January to introduce the plans for the year. On the third Sunday of each month, organist Julie Mackey provided pre-worship music of hymns written during the era being highlighted.

Throughout the year church T-shirts were available for purchase, a cookbook was compiled and sold, beverage coasters were sold, a float was entered in the De Pere Memorial Day Parade, photos were taken for a picture directory of the congregation, a campaign to raise funds for purchase of Gideon Bibles was held to leave a legacy by sharing the word of God, and although not originally planned, the Session turned a crisis of a flooded basement during a hard rain into an opportunity to renovate and update the building. Carpeting in classrooms, the library, the sanctuary, church offices and the gathering area were replaced, and new doors and windows were installed, renovating the building to reflect our celebration. Commendations were received from the Mayor of De Pere and the Governor of Wisconsin and congratulations were shared by the Rev. David Colby, General Presbyter of Winnebago Presbytery.

Throughout the year, Communications Director, Mark Young, shared photos and stories of past years through newsletters. He was instrumental in providing information and photos for the monthly presentations, erecting the timeline in the sanctuary and doing the layout and editing of the commemorative booklet for the celebration.

Sincere thanks to the committee for their dedication and hard work. And special thanks to Mark Young for taking on the task of organizing our history.

Submitted by: Dawn Picard, Chairperson

2025 Pastor Terms of Call		
Rev. Dr. Luke Farwell	2024	2025 TERMS
Salary	\$50,400.00	\$52,750
Housing	\$22,200	22,200
Total Effective Salary & Housing	\$72,600	\$74,950
Medical Insurance 2025=16%	\$21,054	\$11,992
Pension 8.5%	\$6,171	\$6,371
Disability & Death Insurance 1.5%	\$1,089	\$1,124
Total Benefits (set by PC-USA)	\$28,314	\$19,487
Professional Expenses (up to voucher 3yrs)	\$1,500	\$1,500
Continuing Education (up to voucher 3 yrs)	\$1,500	\$1,500
Self-Employment Tax Allowance	\$5,554	\$5,614
Cell Phone Allowance (voucher calendar yr)	\$1,000	\$1,000
Member Dental Insurance	0	545
Member Eyewear Vision Insurance	0	47
Medical Reimbursement (Voucher rolls over)	0	\$1,500
Total Other Benefits (Set by FUPC)	\$9,554	\$11,706
Pastor Luke Total Compensation	\$110,468	\$106,143
2025 Pastor Terms of Call		
Rev. Meggan Farwell	2024	2025 TERMS
Salary	\$55,800	\$57,900
Housing	\$7,800	\$7,800
Total Effective Salary & Housing	\$63,600	\$65,700
Medical Insurance* 2025=16%.	\$18,444	\$10,512
Children Medical Insurance Flat \$8,950		\$8,950
Pension 8.5%	\$5,406	\$5,585
Disability & Death Insurance 1.5%	\$954	\$986
Total Benefits (set by PC-USA)	\$24,804	\$26,032
Professional Expenses (up to voucher 3yrs)	\$1,500	\$1,500
Continuing Education (up to voucher 3yrs)	\$1,500	\$1,500
Self-Employment Taxes Allowance	\$4,865	\$4,921
Cell Phone Allowance (voucher calendar yr)	\$1,000	\$1,000
Member + Children Dental Insurance	0	1225
Member + Children Eyewear Vision Insurance	0	98
Medical Reimbursement (voucher rolls over)	0	\$1,500
Total Other Benefits (Set by FUPC)	\$8,865	\$11,744
Pastor Meggan Total Compensation	\$97,269	\$103,476
Total Pastor Compensation	\$207,737	\$209,619

Necrology Report

Sandra Kufahl

January 14, 2024

John Robert Everett

June 29, 2024

Clerk's Report

Lord's Supper

January 7	February 3	March 3	April 3
May 5	June 2	July 7	August 4
September 1	October 6	November 3	December 8

Weddings

Calista Van de Hei June 8, 2024
and Jordan Woldt

Baptisms

Clara Elizabeth April 7, 2024
Baney
Cora Hanson December 22, 2024

Deaths

Sandra Kufahl January 14, 2024
John Everett June 29, 2024

Funerals

John Everett July 16, 2024

Weekly average attendance 110

Membership Losses

Tom and Martha Bayer	Bob and Peggy Barden
Bo Baxter	Jeremy and Amanda Beck
Chris, Katie and Olivia Bivins	Phil, Michelle, Tyler and Ryan Bredael
Amber Conway	Lu Anne Christiansen
John Cornell	Lori Dill
Richard French	Corday and Sydney Goddard
Brad, Peg Hau, Cole and Seth Hau	Cayley Griffin
Connor Griffin	Michelle Janssen
Braedon Janssen	Kari and Lynn Jensen
Carol, Adam and Jared Longton	Larry Longlais
Abigail Malcolm	Nirmala Mammen
Scott and Colleen McCurley	Sarah Pahl
Danielle Pahl	Barbara Richardson
Gail Roest	Mellisa Roest
Pam Sacotte	Lynnee Schmidt
Jason and Kayla Schnitzler	Casey Seigler
Joseph and Brittaney Shoemaker	Barbara Soble
Brooke Spinler	Christen Steele
Steve and Lora Warner	Kim and Gary Williams
Danielle Wimberly	Jennifer and Jonas Wirtanen

Membership Gains

Fred Darling	Jodi Kloehn
Judy Darling	Kevin Kloehn
Beth Hardt-Ohlemacher	Gail Montero
Jan Howard	Natalie Parrish
Kay Humphreys	Judy Parrish
Cambria Humphreys	Robin Schmitz
Cassandra Humphreys	

<u>Membership Age Distribution</u>	<u>Total</u>
17 & under	35
18- 25	28
26-40	21
41-55	34
56-70	48
Over 70	72
 Total	238
<hr/>	
Military Members- 1	1
Men	101
Women	137

Friends of the Church- 90

Affiliate Members - 0

Total Members, Friends, Affiliates - 328

Children/Youth

Age 4 and under - 2

Elementary School (K-5th) - 11

Middle School (6th – 8th grade) - 14

High School (9th – 12th grade) - 8

Total Youth -- 35

Pastors' Report

Greetings, Brothers and Sister in Christ,

As the Letter of Paul to the Romans begins, "First, I thank God through Jesus Christ for all of you because your faith is proclaimed throughout the world." We, too, want to begin with thanksgiving for your commitment and support of the First United Presbyterian Church of De Pere, Wisconsin. This past year, we celebrated our 175th Anniversary on December 8, 2024, with a deep and abiding sense of reverence and awe for God's blessings upon this congregation. From its humble beginnings in the local courthouse to its current home on the corner of Webster and George Street, the same Triune God has guided and provided for His people.

Celebrating this significant milestone in the congregation's life, we would be remiss not to recollect the saints who selflessly gave of themselves so we could be afforded this unique moment in the Church's history. On an occasion like this, we sense our deeper familial connection to our brothers and sisters in faith. Ecclesiastes' author writes, "I know that whatever God does endures forever; nothing can be added to it, nor anything takes from it; God has done this so that all should stand in awe before Him." We recognize that we form a chain between the dead, the living, and the not yet born. This knowledge allows us to realize our dependence upon those who came before us and our responsibility to those who will follow us.

During our 2024 Jubilee Celebration, it was natural to ask ourselves what the future of our Church will look like for the following generations. The Scots Confession tells us the Church will be where "the true preaching of the Word of God and the right administration of the Sacraments" occurs. No matter how cultures change, and civilizations rise and fall, The Letter to the Hebrews states, "Jesus Christ is the same yesterday and today and forever." Thus, the First United Presbyterian Church is part of the great cloud of witnesses who trace their lineage back to an upper room in Jerusalem when the day of Pentecost arrived and who will be responsible for generations of Christians to follow them.

In closing, we sincerely thank the congregation and the Jubilee Committee, which has faithfully and joyfully provided opportunities to celebrate and reflect on this anniversary. And let us rejoice with thanksgiving that we would be so blessed to witness this venerable celebration, giving thanks to God and those faithful witnesses who came before us. May we never lack the same zeal and love of God that, through the many years, brought us to this moment. When asked, "Whom do you serve?" let us answer as those first disciples of Jesus replied, "We serve the living God, who made the heaven, the earth, the sea, and all things that are in them."

May it be God's will for the next 175 years.

In Christ,

Co-Pastors Luke and Meggan Farwell



Co-Pastors Luke and Meggan Farwell

Buildings & Grounds Ministry

Building and Grounds

- The purpose is to maintain the church structure and property.
To ensure a safe and clean environment for worship and fellowship.
- Kevin Spiegel is the chair for Building and Grounds and asks for volunteers needed for specific projects.
- Spring and Fall cleanup of the church and property went well with enough volunteers to accomplish most of the projects slated for those cleanups.
- The biggest accomplishment of the year unfortunately started due to a failed sump pump. This flooded the basement of the church from one end to the other.
- Replaced the failed sump pump and added a battery back-up unit.
- Several of the rooms had carpets that were damaged beyond cleaning. Those that could be saved were professionally cleaned. Those that could not be cleaned were replaced. At the same time the Session approved replacing the sanctuary and gathering area carpets, along with the main office, Pastor Luke's office and the library.
- We replaced 45 windows that had failed with new glazing.
- We have also contracted the replacement of seven (7) doors, but the work will be done in 2025.
- Wall was repaired and painted by the Paulson's in the sanctuary.
- Drywall has been reinstalled where it needed to be cut away due to flood damage. Will need to be painted yet in 2025.

Respectfully submitted,
Kevin Spiegel



Christian Education Ministry

The Christian Education of First United is managed by various groups of individuals as they relate to their tasks at hand. Meetings are called as needed by the various groups and the curriculum is approved by the Session. Groups work closely with Co-Pastors Meggan and Luke Farwell to provide educational and faith enrichment opportunities for all children, youth, and adults of the Church.

2024 Highlights

- The Christian Education needs are met with smaller teams covering specific CE areas such as Sunday School, Youth Group, VBS, Library etc. If anyone has a passion for getting involved, please contact a member of the Session or one of the Co-Pastors and they will get you plugged in. New ideas are always welcomed too!
- **Sunday School** preschool through 12th grade has continued meeting weekly in the spring and fall. In the spring teachers for elementary were Meggan Farwell, Vicki Good, Ashton Macklem, Cori Marinan, and Debbie Spiegel, and for youth Mark DeCleene and Patricia Welle. In the Fall teachers remained the same except for Ashton Macklem no longer teaching.
 - **Curriculum** Preschool - 2nd grade has continued both in the spring and fall with the curriculum “Simply Loved” by Group. Using this curriculum for the last several years, which also has a



structure similar to Vacation Bible School, has provided for needed routine, predictability and continuity in learning from year to year for both teachers and children. Grades 3rd – 5th have continued with the curriculum “Be Bold,” also by Group, which validates kids faith related questions and provides them a safe place to explore those questions together. The youth continue to use a variety of sources for their curriculum but mainly draw their content from RFour which uses scripture and video content for its youth lessons with the overall goal being to teach what it means to be a disciple of Jesus and how to choose to follow Jesus. The youth also have choice topic weeks where the youth get a chance to request a topic as well as both “challenge” and “reward” Sundays.



- **Vacation Bible School** was held in person July 21st – July 25th from 9am – noon on the weekdays and after church on the 21st. VBS is designed to connect kids to God, create change in their hearts, and to give them opportunities to share God’s love with others. The theme was “Scuba” where

throughout the week participants “dove into friendship with God.” Led by an awesome team of teen and adult volunteers, kids were taken deep into an amazing undersea adventure where they experienced the ever-flowing, never-ending love of God in many areas - music, snacks, games, Bible stories, skits, experiments and more. We had close to 30 kids (from our church and community) and almost an equal number of amazing volunteers.

- **Bibles** were given out on the Fall Kickoff Sunday (September 8th, 2024) during worship, or at Sunday school and/or youth group, based on the preference of the individuals receiving them. Bibles are given to Pre-K children (My First Hands-On Bible), 3rd graders (NIV Adventure Bible), and 6th graders (NIV Teen Study Bible). A homemade cross was

included with each Bible thanks to Debbie Renier.



- **The Christmas Pageant** took place on the Sunday prior to Christmas Eve, December 22nd, during the 9am Worship service. This is a wonderful annual tradition which provides for the telling of Christ’s birth through songs, acting, and narration done by our children and youth. Thanks to all who helped make it possible this year, it is always a special service.

- **Nursery** The nursery is still available to be used by families as they have need but it is not staffed on a weekly basis. This is an area that we are looking at to see how it can be better

utilized on an ongoing basis. The children’s area just outside of the sanctuary has been well received and used by our younger members and visitors.

- **Youth Group** Youth Group, referred to as CORE (6-8) and JAM (9-12) met weekly on Sunday evenings from 6:00 - 7:30 p.m. Both groups have consistent attendees and some who join on occasion, with a weekly average attendance of 14. The group was led by Mark DeCleene, Meggan Farwell, Scott McPherson, and Dawn Picard in the spring and in the Fall, Dawn Picard stepped down and Luke Farwell and Anne Ferron joined the leadership team. We have monthly topics and then weekly have games, lessons, and fellowship. A highlight for 2024 was a long-awaited lock-in at the church. We were grateful to have taken 11 youth and 2 adults to The Great Escape middle school conference on July 8th – 12th as well as having member Kira Hanson who serves as one of the three directors for the camp. The youth also open and run the coffee shop, including a



bake sale on the first Sunday of each month after worship and they are grateful for the support from church members.

- **Confirmation** Based on a rotating schedule; confirmation was not offered in 20224.
- **Adult Christian Education** was offered weekly in the K-Lounge following worship and fellowship. In the spring classes were led by Luke Farwell and in the Fall by Luke Farwell and Scott McPherson.
- **Intergenerational Offerings** Throughout the year we like to provide fellowship opportunities for all ages to come together outside of the “normal” church activities. The idea is that if friendships are strengthened, it will



help attendance at weekly offerings such as Sunday school classes and youth group meetings. It also gives opportunities for ALL ages to interact with one another. Events in 2024 included but were not limited to a day at Bay Beach, the annual ski trip done with First Pres. Green Bay, and a Blizzard Game in conjunction with the Men’s Club.



- **Library** Sue Renier continues in the position of volunteer Librarian, and we thank her for her service. If you would like to help in the Library in any capacity, please reach out to Sue Renier. We were grateful that no damage (other than the carpet) occurred in the library when the sump pump failed.
- **Dead Reformer’s Society** meets monthly on the first Tuesday of the month at 7:00pm with an average of 10 to 15. This group discusses varying topics of interest from a host of presenters, and all are welcome to attend. If you are interested in leading a meeting, please reach out to Luke Farwell.



Connecting Ministry

The Great Commission

Matthew 28: 18-20

Then Jesus came to them and said, "All authority in heaven and earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit, and teaching them to obey all that I have commanded you and surely, I am with you always to the end of age."

Purpose: To connect the membership of FUPC with the community through activities and mission, Aligned with the Vision Statement of our church.

1. Proclaiming faith in Jesus Christ
2. Sharing hope for the future
3. Inspiring love of our neighbors

Members: Anne Ferron, Annette Kinchen, Debbie Spiegel, Lynn Huebbe, Mark Young, Marilyn Heim, Marilyn Kabat, Mike Kettner, Vicki Good and Amy Cassidy, Session Rep.



Connecting has had a very busy and successful year with the following events:

- An Evening in the Highlands
- Pancake & Porkie Breakfast with the proceeds going to off-set the cost of Great Escape for our youth
- Brown County Hygiene Drive collecting hygiene products for the homeless shelters
- Agape serves the community free meals on the 1st Wednesday of the month through drive-thru. Also, we have 2 sit down meals during the year, Thanksgiving and St. Patrick's Day celebrations. We enjoyed the Irish Dancers and Irish music provided by Chasing Squirrels.
- Ecumenical Partnership in Housing continues to sponsor and maintain a house in Green Bay. EPH provided housing for 55 families including 158 children. We also helped another 45 families including 141 children through our prevention program. This means 45 families were able to stay in their homes. Jim France is now our house manager.
- Derby Day is a fun afternoon of games and Derby themed food and raffle prizes. Then off to the K Lounge to watch the Kentucky Derby. Proceeds from this event went to Exceptional Equestrians.
- Three potlucks after Sunday worship
- Fall Fest is a fun day filled with games for the kids, music bingo, cake walk and raffles. The day is filled with many community members joining us to take part in the festivities.
- The Christmas Store had another successful year sharing love and joy with 199 families.
- Reason for the Season a free afternoon that was attended by about 100 people with the majority of the from the community. The day offered crafts, food, hot chocolate, and wassail and making swags. It was heartwarming to hear the laughter and conversation that took place between the young and old. People were here from start to finish. It's a wonderful way to celebrate the Reason for the Season.



Connecting has been very busy!!

Respectfully submitted by,
Amy Cassidy

Judy Allan Memorial Garden

The church garden's mission is to be an outreach project for our members and our community to provide fresh produce for those that cannot have gardens of their own or don't have access to fresh produce from any other source. We were able to provide fresh produce to Paul's Pantry and the De Pere Christian Outreach Pantry. On Sundays we were able to provide fresh produce for our church members. We also had neighbors help themselves to some tomatoes and cucumbers as they needed for a salad for their evening dinner.

We unfortunately did not produce as much as we did last year, due to the weather. We were able to harvest 60 tomatoes, 40 cucumbers, 38 zucchini, 12 plastic grocery bags of beans, 5 squash, many, many cherry tomatoes.\

In the year 2025 we will need to put some extra work and money into the garden. The raised beds are 12 + years old. Kevin Spiegel has been repairing them for the last few years, but the wood is old and not holding up any longer.

We had multiple helpers with watering and hope we will continue to have the church member's support.

Submitted by Debbie Spiegel



Financial Review Committee

Yearly Report for 2024

Purpose: A financial review of all financial books and records from 2023, conducted by a committee of members versed in accounting procedures.

Membership: Bonnie LeMense, team leader, Jim France, Dennis Gusick and Rex Meyer, with assistance from Treasurer Ken Nyberg.

Meeting Date: February 5, 2024, at 10:30 AM in the church library

The committee had completed a thorough review of contributions, expenses and payroll in Spring of 2023 and had determined that good accounting practices were in place with sufficient transparency. The current committee addressed the following recommendations that were made at that time:

- Second approval for Payroll: A monthly schedule for Payroll is in place. The treasurer signs time sheets and the Pastor signs the Pay Roll.
- Back up for the Church Treasurer: It is recommended that the Clerk of Session meet with the Treasurer to familiarize themselves with the process. The procedural manual and Church Windows are available.
- Direct Bill Pay Option: has been implemented for the majority of bill payments.

It is recommended that the Session continue to review cash balances and work with the Treasurer to address flexibility for investing cash in short-term High Yield Savings accounts.

It is also recommended that the Session strategically address the future needs of the Church.

Submitted by Bonnie LeMense

Stewardship Ministry

The Stewardship Ministry's mission is to develop an annual pledge campaign and special events to financially support First United and its Ministries. Helping God's people grow in their relationship with Jesus using time, talents, and money God has entrusted in them.

The goal is to develop, communicate, coordinate, delegate and/or execute events financially supporting First United's Ministries. Telling, asking, and thanking the congregation and Ministries for the wonderful work that is being done and how important each person's support is to spiritual growth and the Ministries of FUPC.

Members represent the session, deacons, ministries, and include Marilyn Heim (Chair), Kevin Spiegel (Session/B&G), Amy Cassidy (Session/Connecting), Debbie Spiegel (Deacons/Connecting), Annette Kinchen (Connecting/Deacons), Mark Welle (Session), Dave Griffin (B&G) until he moved, and Sue Hutchison (Session). Ex officio members: Rev. Dr. Luke Farwell (Co-Pastor), Rev. Meggan Farwell, (Co-Pastor), Mark Young (Communications) and Ken Nyberg (Treasurer). The members meet monthly.

Highlights of Activities

- Conducted Annual Stewardship Campaign to provide pledged funding for 2024 Session and Ministries' plans.
 1. 2025 Stewardship Theme: "Moving Forward & Growing"
"The Lord brought me out into a spacious place; he rescued me because he delighted in me." Psalm 18:19
 2. The type of campaign was mailing letters and pledge cards to members and friends.
 3. We continued with a 3-week campaign beginning the campaign on September 22 and continuing to commitment Sunday on October 13 with a thank-you brunch following worship.
 4. The Pastors did a 3-week sermon series on Moving Forward with Growth.
- Events were held to support the Ministries of First United during 2024.
 1. Agape Dinner donations
 2. Burns Dinner with proceeds going to the annual budget
 3. Pancake & Porkie Breakfast with proceeds going to defray costs for the youth attending Great Escape
 4. Derby Day in support of Exceptional Equestrians
 5. Fall Fest & Raffle
 6. Men's Club Fruit Cake Sale
 7. Thanksgiving Meal
 8. Youth Coffee Shop
 9. 175th Celebration
 10. Giving Tuesday
- Special Offerings and Requests
 1. Christmas Store supporting De Pere Christian Outreach
 2. Presbytery Support annual offering supporting our Presbytery
 3. Deacon's Fund monthly offerings supporting the Deacons of First United
 4. PC-USA: Pentecost, One Great Hour, Peace and Global Witness, and Joy Offerings

The Stewardship Ministry is very grateful for the generosity of our members and friends and the difference they make by pledging and supporting the Ministries of First United.

Submitted by Marilyn Heim
Chair of Stewardship Ministry

2024-2025 Moving Forward and Growing Pledge Campaign

	2024 Actual Pledged Offerings Received	2025 Goal	2025 Pledges
Operating Fund	\$287,140	\$288,000	\$314,887
Presbytery Support	\$4,038	\$4,000	\$4,580
Total Pledge	\$291,178	\$292,000	\$319,467

	Number of Pledges	Percent of Total
Increased Amount Pledged from 2024	70	59%
Same Amount Pledged as 2024	28	24%
New Pledges	11	9%
Decreased Pledged Amount from 2024	9	8%
Total Pledges Returned	118	100%

The Stewardship Committee expresses gratitude and joy from the generosity of our members and friends. Thank you for supporting First United.

Session and the Stewardship Committee encourages all members and friends to make an annual commitment to First United's operating fund. This is used to finalize the plans and funding needed to support our Ministries, staff, building and grounds. The commitment gives our Ministries the confidence to carry out our 2025 plans throughout the year.

First United's primary source of funding is from our congregation's pledged offerings. Pledges represent three-quarters of our operating needs. The remaining \$85,000 comes from other sources including: Sunday non-pledged offerings, building use fees, Presbytery support offerings, VBS and Sunday school offerings, Fall Fest, Highlanders Dinner, fruitcake sales, agape and fellowship donations, special events, up to 5% of our endowment fund, and other gifts received.

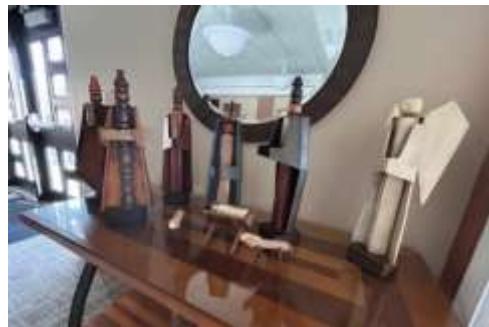
The use of authorized monthly withdrawals from your bank by First United is encouraged. Automatic bank withdrawals help First United to have a steady, consistent flow of funds and you do not have to remember to bring your offering on Sundays. Donations may also be made through our website or your cell phone at any time or anywhere. For more information, contact our treasurer: Treasurer.firstunited@gmail.com.

Liturgical Arts Committee

The Liturgical Arts Committee decorates the church for Easter and Christmas. The committee also provides visual enhancement of the sanctuary when the Co-Pastors plan a sermon series.

Linda Allen, Judy England, Vicki Good, Kathy Thorpe, Julie Mackey, Dawn Picard, Melissa Rusk and Debbie and Kevin Spiegel are the core group of this committee.

This year the Youth Group assisted in moving decorations from the storage area and hanging the wreaths at Christmas. The goal is to hang the appropriate banners, provide décor to brighten the chancel while not detracting from the message and to decorate the gathering areas to reflect the seasons.



Nominating Committee

The purpose of the Nominating Committee is to identify and bring to the congregation candidates for the offices of Elder, Deacon, and the next nominating committee. All candidates are voted in by the congregation at a congregational meeting.

Members

Mark Welle & Marilyn Heim (Elders & Co-Chairs) Annette Kinchen (Deacon), Mark DeCleene (Member at large), Nancy Rosenthal (Member at large), Melissa Rusk (Member at large), Dawn Picard (Clerk of Session) and Pastors Luke & Meggan

Candidates for the Class of 2027 were:

Elders

Amy Cassidy
Melissa Rusk
Rich Batson
Jen Van De Hei (to fill David Griffin's unexpired one year term)
Wally Heil (to fill Ashton Macklem's unexpired one year term)

Deacons

Debbie Crooks
Mark De Cleene
Vicki Good
Rex Meyer
Debbie Spiegel (to fill Cassie Griffin's unexpired two-year term)

Nominating Committee

Jim France
Chris McPherson
Lois Pelishek

Submitted by Mark Welle & Marilyn Heim

Board of Deacons

The mission of the Deacons is to provide kindness and compassion to church members wherever the need arises. We help those that are sick, lonely, friendless, and are going through a difficult time, but also celebrate the joys within our congregation, such as a birth of a baby. We try and bring cheer and friendship where we can.

We send cards monthly to members on our card list. Also, there is a list of 'Special Care' people that a Deacon is assigned to, and that person gets weekly or monthly visits from their Deacon.

We provide special little gifts to people if they are going through a difficult time such as an illness or a family member has passed. We also help when there is a funeral, by being there to help the funeral director in becoming familiar with our church or if they need extra help with the funeral, such as passing out bulletins, etc. We provide water and a light snack for the family in the K-lounge. We make sure there are plenty of tissues in the K-lounge for the family and in the first couple of pews where the family sits. We try to be on hand for the family and provide them with whatever they need in their time of sorrow.

Meetings are on the second Wednesday of each month at 5:30 p.m. in the K Lounge.

Members

Karen and Rick Braun, Michele Griffith, Mara Marks, Barb Ryan, Ginger France, Annette Kinchen, Connie Gusick, Debbie Crooks, Mark DeCleene, Vicki Good, Rex Meyer.

Debbie Spiegel
Chair of the Deacons

Men's Club

Purpose: Men's Club is the name that represents the organized activities of the men of the First United Presbyterian Church of De Pere. The purpose is to provide men of the congregation with Christian fellowship and service to the church, to the community and PCUSA Mission.

Members: All men in the church are automatically "members," with an open invitation to participate in activities of this organization. Leadership positions are President (Joe Williams), Vice President (Bruce Kilmer), Secretary/Treasurer (Dennis Hibray), and Marketing and Advertising (Ken Nyberg).

Meeting Schedule: As required by activities

Activity Highlights:

Individual men participated in activities of the church's such as counting church weekly receipts, flipped pancakes for our church brunches, bike rides in summer, church seasonal clean-ups, and working in the church's community garden. We prepared a meal a month for the NEW Community Shelter and served an average of 150 meals per month with crew headed by Cindi Barnett.

The main fundraiser to support our mission is the annual fruit cake bake that the men of the church have done every year since 1956. About 25 of us baked 670 fruitcakes which were sold in the narthex, on election day, and out of the church office with great support from the church staff and volunteers. Ken Nyberg created phone lists and yard signs and made many phone calls. All proceeds will be distributed for 2025 as summarized in the FUPC Treasurer report.

Respectively Submitted:

Joe Williams
Men's Club President

NEW Community Shelter Meal Program and Freedom House

Yearly Report for 2024

First United Presbyterian Church has been actively involved in preparing and serving meals at the New Community Shelter since Room at the Inn, as it was originally called, began offering meals and shelter to those in need in the early eighties. During the 2024 calendar year we prepared and served 1,885 meals. We operate on the philosophy that we prepare and serve meals comparable to meals we would serve our own families. Dedicated members of our congregation continue this long tradition of serving others in our community.

- During the 2024 calendar year we served 1,885 meals in comparison to 2,198 meals served in 2023. In part this was due to eliminating takeout meals that were initially provided during the pandemic.
- We prepare and serve meals on the third Tuesday of each month. A meal typically consists of an entree like tater tot casserole, chili, spaghetti with meat sauce or shepherd's pie. Add tossed salad or coleslaw, fruit, bread/rolls and cake/brownies for dessert and you have a meal that will be served to 150 to 180 people. The food is plentiful, and compliments are generous.
- Meals served per calendar year:

2019	2,346
2020	358 (pandemic interruption)
2021	710 (pandemic interruption)
2022	2,753 (11 months of serving)
2023	2,198
2024	1,885

Data supports the continued need and the importance of this outreach ministry.

- The Men's Club financially supports the ministry in addition to planning the meals to be served, purchasing the ingredients/food items, preparing the meals and assisting with serving. The church's operating budget doesn't financially support the meal program but the Presbyterian Women and donations from individuals supplement the men's club's financial support.
- Bruce Kilmer, Dennis Hibray, Joe Willams, and Lee Richardson are the backbone of this ministry along with Diane Betz who coordinates the donations of the cakes baked by the men and women of the congregation. A giant thank you to our volunteers for their commitment to this outreach ministry.

In addition to preparing meals at the shelter Lois Pelishek and Lee Richardson prepared and delivered meals to Freedom House until Lee and Barbara moved to Milwaukee in September. During the 2024 calendar year 315 meals were served to families at Freedom House.

Respectfully Submitted by: Cynthia Barnett

Presbyterian Pantry

Purpose: to help neighbors with hunger issues in West Green Bay neighborhoods, around First Presbyterian Church, Green Bay, 200 S. Ashland, Green Bay, where the Pantry is housed.

Members: First United Presbyterian Church, De Pere, Wequiock Presbyterian Church and First Presbyterian Church, Green Bay

Meeting Schedule: The pantry is open to clients from 10:00-12:00 on the 2nd and 4th Tuesdays of every month.

Activity highlights:

- Our congregation provides food donations, grocery sacks, and money from our operating budget that goes to purchase food items
- Other ongoing corporate food donors are: Breadsmith, Feeding America, Red Lobster and Schreiber Foods
- Volunteers from our church pack grocery bags with food items to be given to clients, along with other food resources, either refrigerated, frozen, or fresh.
- Baggers are organized by Susan Leiber and Julie Mackey. Other baggers were David Leiber, Kevin Mackey, Carl and Jan Welle, and other friends.
- To volunteer to help pack food bags for each donation date, contact Susan Leiber or Julie Mackey.
- For more information, check out the website <https://firstpresgreenbay.org/presbyterian-pantry>



Presbyterian Women

Purpose: Presbyterian Women is organized to nurture faith through prayer and Bible study, support the mission of the Church Worldwide, work for justice and peace, and build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's Kingdom.

Members: All women of the church are members of Presbyterian Women. They can participate in our various small groups, large group programs, fundraisers and mission projects. All these are coordinated by the PW Coordinating Team, led by Jan Nelson, Julie Mackey, Susan Leiber and Barb Kraus. Additional leaders are Barb Ryan and Amy Nelson.

Meeting Schedules: The Coordinating Team meets on the 2nd Thursday of each month at 9:00am. Talbot Circle meets on the 2nd Thursday at 12 noon. Esther Circle Bible study meets the 3rd Wednesday of each month at 9:30am. Mission Sewing meets on the 1st Thursday of each month at 9:00am. On the fourth Tuesday the Readers' Group meets on the 4th Tuesday of each month at 1:00pm. Papercrafting meets on the 4th Saturday of each month at 10:00am.

Activity Highlights:

- January- sewing supplies, sewing lessons offered for Amanda's House residents
- April/August/November Election Day Bake Sales, with generous donations
- April- PW rummage sale
- May and November- Used Book sales
- Spring PW-on-the-go events:
 - Griffin String Quartet concert; Amanda's House fundraiser Gala
- Summer PW-on-the-go events:
 - June- tour of Green Bay's historic Hazelwood House; July- tour of Green Bay's historic Northland Hotel; August- tour of St. Francis Xavier Cathedral, Green Bay
- December- PW Christmas Tea – "PW Tea Jubilee" history of our Teas program, hands-on mission project for Humane Society, tea and refreshments
- Esther Circle studies included "Sacred Encounters-The Power and Presence of Jesus Christ in Luke-Acts" and "Let Justice Roll Down". Talbot Circle met for fellowship and devotion. On the fourth Tuesday the Readers' Group read and discussed different books each month over lunch. Papercrafting met for creating handmade cards, and other crafts, lunch and fellowship. Mission Sewing made quilts, fleece projects, knitted hats, mittens, prayer shawls, blankets, animal toys, and had some special guests.
- Funeral luncheons are effectively coordinated by Judy England and Debbie Spiegel.
- FUPC Presbyterian Women honored the mission pledge made to PW to help fund development and PC(USA) mission projects, made donations to the PW Thank Offering and PW Birthday Offering for mission projects, and made donations to several local missions.

Presbyterian Women Financial Summary

Year to Date

Beginning Balance \$ 957.14

Receipts:

Cash in (Bake Sale)	\$	150.00
Bake Sales	\$	1,744.00
Rummage Sale	\$	1,084.45
Book Sales	\$	205.66
Check written off	\$	25.00
Cents-ability	\$	22.62
Thank Offering	\$	141.00
Least Coin Offering	\$	11.08
Mission Sewing Luncheon offering	\$	<u>20.15</u>

Total Receipts \$ 3,403.96

Disbursements:

Mission Pledge	\$	1,150.00
FUPC Pledge	\$	600.00
Birthday Offering	\$	100.00
Thank Offering	\$	141.00
Least Coin Offering	\$	11.08
Cents-ability	\$	22.62
Donations		
N.E.W. Community Shelter Meals	\$	480.00
Green Bay First Presby. Food Pantry	\$	25.00
Office Staff Gifts	\$	175.00
Mission Sewing Supplies	\$	122.88
Horizons magazine renewal	\$	24.95
Cash Out (Bake Sales)	\$	150.00
Cash Out (Rummage Sale)	\$	<u>128.29</u>

Total Disbursements \$ 3,130.82

Ending Balance \$ 1,230.28

Presbyterian Women Mission Sewing Group

Purpose: Members and friends of Presbyterian Women of First United Presbyterian Church gather monthly, working together to create items for donation to organizations that help others in need.

Members: Co-led by Susan Leiber and Julie Mackey, 10-15 folks give of their time and talent to sew/knit/crochet/quilt.

Meeting Schedule: First Thursday of every month, from 9:00am to 2:00pm in the Koinonia Lounge

Activity Highlights:

- Knitting/crocheting prayer shawls
- Knitting/crocheting hats and scarves
- Sewing quilt tops, tying quilts
- Creating fleece blankets, knitting baby blankets and flannel baby blankets
- Creating pillowcases, burp cloths, baby bibs, fleece scarf as well as an assortment of knitted and crocheted hats, scarves and mittens
- Creating animal cage blankets, dog tug toys for Green Bay Humane Society
- Donating yarn, craft supplies to elementary art programs
- Hearing presentation by Camp Hope volunteer about their program, donating projects to them
- Donating sewing supplies, teaching sewing lessons to clients at Amanda's House
- Creating items for Veterans' Manor residents
- Donating items for the St. John's Homeless Shelter fundraiser Gala
- Enjoying devotion, lunch and fellowship as we work together!
- Other organizations receiving donations were: Golden House, GB Family Services, NEW Shelter, House of Hope, Willow Tree Child Advocacy Center, Amanda's House Fundraiser
- A total of 184 items were created and donated in 2024



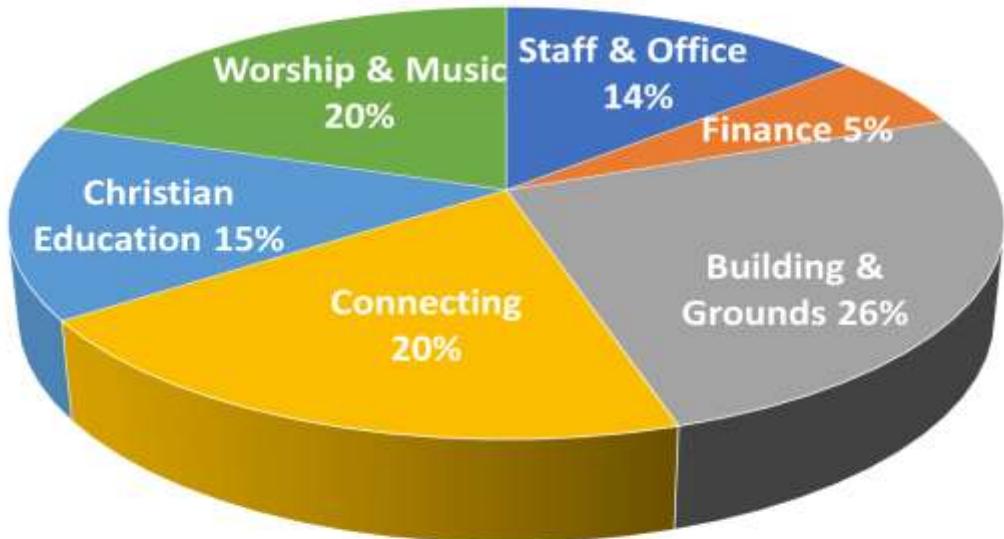
Operating Fund Report for 2023-2024 and Budget for 2025

December 31, 2024

	Actual 2022	Actual 2023	Budget 2024	Actual 2024	Budget 2025
Income:					
Pledged Offerings	274,148	255,261	273,000	287,140	306,000
Non-Pledged Offerings	37,652	21,751	25,000	28,650	13,150
Loose Offering	1,825	2,768	2,350	3,458	2,300
Per Capita/Presbytery Support	6,332	3,869	4,500	4,038	4,400
Special Offerings/Event Proceeds	9,300	19,537	15,000	10,234	6,000
Building Use	7,581	10,485	10,000	11,909	28,900
Miscellaneous Offerings	24,694	20,491	26,650	25,960	10,000
Sunday School Offerings	361	525	500	443	500
Fellowship/Agape Dinners	2,528	2,687	2,500	2803	3,000
Endowment Transfer	22,100	18,500	19,000	19,000	19,900
Transferred from Designated Fund	13,926	9,132	8,000	6,053	4,000
Interest & Rebates	110	1,089	1,500	1,907	1,550
Total Income	400,561	366,096	388,000	401,595	399,700
Expenses					
Co-Pastor Salaries/Housing	130,800	134,306	136,200	136,200	140,640
Co-Pastor Medical/Pension/Benefits	56,541	59,012	61,150	59,012	58,400
Staff Salaries/Wages	38,694	38,558	37,900	39,156	39,230
Social Security/Taxes	12,908	13,723	13,250	13,353	13,460
Cleaning Service/B&G Supplies	17,676	18,200	17,300	18,221	18,240
Insurance & Property Taxes	9,378	9,587	11,050	14,183	15,030
Heating and Cooling Maintenance	6,897	10,627	8,000	10,544	10,040
Postage/Office Supplies & Fees/Copier	9,260	9,445	9,010	7,285	8,065
Gas, Water, Electricity, Internet	30,429	33,544	32,700	27,271	33,720
B&G Services & Fees, Lawn, Snow	16,599	17,218	16,000	15,137	16,270
Maintenance & Repair of Equipment	10,574	2,980	4,000	4,266	4,000
Computer and Audio Equipment	4,981	147	6,000	4,680	4,500
Sign (22), Bell Tower (23), 175 th Jubilee	36,775	15,979	10,000	11,895	1,000
Worship Programming	3,791	3,089	4,650	2,940	5,200
Connecting, Agape, Presbytery Mission	10,486	5,225	3,390	4,319	7,700
Christian Ed, Leader Training, VBS	6,909	4,415	7,500	5,464	7,600
Per Capita/Presbytery Support	10,730	6,387	6,900	6,900	6,900
Banking, Stewardship, Loans	2,925	2,272	3,000	2,027	9,700
Total Expenses	416,353	384,716	388,000	382,853	399,700

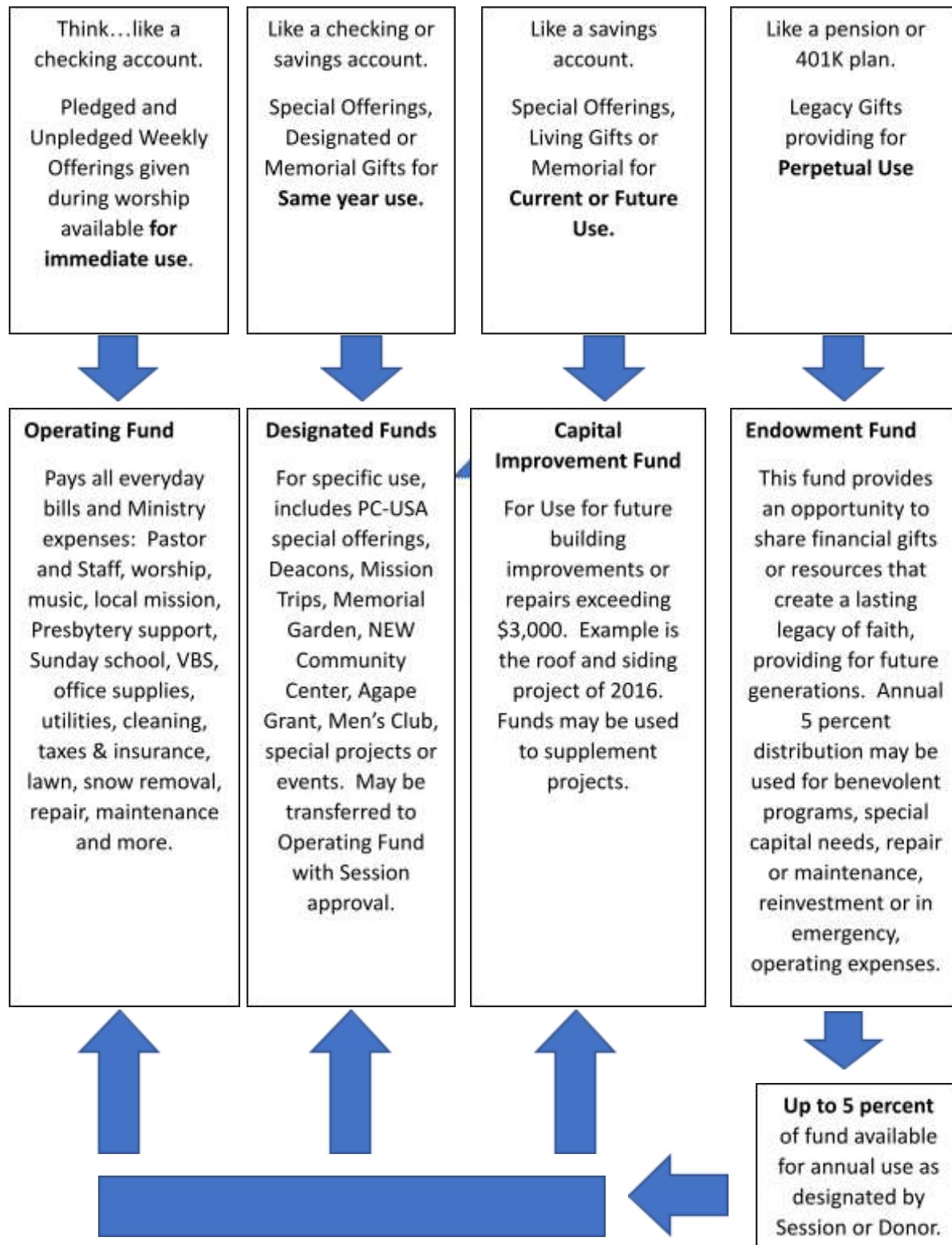
2024 Actual Expenses compared to 2024 Budget of Expenses Prorated with Staff.

2024 Ministry Actual Expenses including Prorated Staff



MINISTRY OPERATING FUND <small>Updated 1/6/25</small>	*YTD Actual JAN-DEC 2024	*YTD Budget JAN-DEC 2024	Variance JAN-DEC 2024
24 Budget Income \$388,000	\$401,595	\$388,000	\$13,595
Building & Grounds Expenses	\$94,687	\$97,000	(\$2,313)
CE Expenses	\$4,551	\$7,000	(\$2,449)
Connecting Expenses	\$16,215	\$13,400	\$2,815
Finance & Stewardship Expenses	\$8,926	\$9,900	(\$974)
Leadership Expenses	\$255,534	\$256,000	(\$466)
Worship & Music Expenses	\$2,940	\$4,700	(\$1,760)
24 Budget Expenses \$388,000	\$382,853	\$388,000	(\$5,147)

Fund Descriptions and Use of Funds



Summary of Fund Balances

December 31, 2024

Fund	Beginning Balance	Income	Expenses	Ending Balance
Operating Fund	\$23,844.37	\$401,595.30	\$382,853.97	\$42,585.70
Memorial Fund	\$50.00	\$800.00	\$850.00	\$00.00
Capital Improvement	\$5,000.00	150,320.05	100,561.31	\$54,758.74
Designated Funds	\$47,295.00	\$85,679.00	\$83,003.00	\$49,738.07
Endowment Fund	\$381,469.18	44,806.60	\$142,699.23	\$283,576.35
Total	\$456,658.055	\$477,632.68	\$458,791.62	\$457,658.55

Capital Improvement Fund

December 31, 2024

Beginning Balance	\$5,000.00
Transfer from Endowment Fund	\$120,000.00
Project Gift	25,000.00
Project Gifts/Interest	6,537.04
Less 2024 Carpeting, Windows, Doors Project Expenses	\$102,279.19
Ending Balance	\$54,257.85
Less Planned 2025 Carpet, Window, Doors Project Future Expenses	47,720.81
Available to Replenish Capital Improvement or Endowment Fund	\$6,537.04

Living Gifts and Memorial Fund

December 31, 2024

In Memory or Honor of:	Beginning Balance	Memorial Gifts	Disbursements	Ending Balance
Bob Knuth	\$50.00	\$50.00	\$100.00	
Sandy Kufahl		\$50.00	\$50.00	
Alan Good		\$500.00	\$500.00	
Suzanne Rogers		\$50.00	\$50.00	
John Everett		\$50.00	\$50.00	
Barbara Richardson		\$50.00	\$50.00	
Totals	\$50.00	\$750.00	\$800.00	\$0.00

Disbursement in Memory of:

Bob Knuth: Endowment Fund
Sandy Kufahl: Endowment Fund
Alan Good: N.E.W Community Shelter
Suzanne Rogers: Endowment Fund
John Everett: Endowment Fund
Barbara Richardson: Endowment Fund

Summary of FUPC Mission Giving

December 31, 2024

Mission Support paid from Operating Funds		
General Mission Fund	\$2,000	
Local Mission	\$200	\$2,200
Mission Support paid from Designated Funds		
PC-USA Disaster Assistance	\$1,874	
Heavenly Peace	\$63	
Mission Trip	\$1,216	
Great Escape Mission	\$4,123	
Youth Events	\$2,116	
One Great Hour	\$1,190	
Joy Offering	\$570	
Peace & Global Witness	\$452	
Pentecost	\$1,152	
Deacons	\$5,287	
NEW Community Shelter	\$1,335	
Pastor Discretion	\$955	
Judy Allen Memorial Garden	\$361	
Agape Dinners	\$8,494	
Derby Event	\$455	
Christmas Store	\$250	\$29,893
Mission Support paid from Presbyterian Women		
PW-USA Mission	\$1,150	
Green Bay Food Pantry	\$25	
NEW Community Shelter (FUPC)	\$480	
Thank, Less Coin, Cent-ability Offering	\$175	\$1,830
Total FUPC Operating, Designated, PW Mission Giving*	\$33,923	

Endowment Fund

December 31, 2024

Beginning Balance	\$381,469.18
Donations	\$150.00
Change in Market Value	\$45,506.60
Expenses Management Fee	(-\$3,649.43)
Transfer to Capital Improvement Fund	(-\$120,000.00)
2024 Annual Distribution (5% of June Market Value \$19,900)	
• Operating Fund	(-\$17,300.00)
• Youth Mission Scholarship	(-\$600.00)
• Presbytery General Mission Fund	(-\$2,000.00)
Ending Balance	\$283,576.35

Designated Funds

December 31, 2024

Fund	Designation	Beginning	24 Donations	24 Expense	In-Out	24 Balance
403	Vacation Bible School	\$0.00	\$20	\$20		\$0.00
404	Water Damage Insurance	\$0.00	\$25,000	\$25,000		\$0.00
405	Youth Coffee Shop	\$1,712.67	\$2,969	\$2,116		\$2,566.35
406	Building & Grounds-	\$0.00	\$100	\$100		\$0.00
407	Heavenly Peace	\$0.00	\$63	0	-63	\$0.00
409	Highlander Event	\$0.00	\$6,091	\$6,091		\$0.00
410	Deacons	\$4,931.08	\$7,577	\$5,287		\$7,221.34
412	Mission Trip	\$2,215.96	\$0	\$1,216		\$999.96
421	One Great Hour of Sharing	\$0.00	\$1,190	\$1,190		\$0.00
422	Joy Offering	\$275.00	\$672	\$570		\$377.00
423	Peace & Witness (Keep 25%)	\$255.00	\$420	\$452		\$222.66
424	Fall Fest	\$0.00	\$3,465	\$3,465		\$0.00
428	NEW Community Shelter	\$803.92	\$1,280	\$1,835	1,000	\$1,249.42
429	PC-USA Disaster Relief	\$0.00	\$1,874	\$1,874		\$0.00
437	Pastor's discretion	\$0.00	\$4,550	\$706	-250	\$3,593.78
439	Great Escape mission	\$279.78	\$3,843	\$4,123		\$0.00
442	Pentecost Offering Keep 40%	\$382.66	\$769	\$1,152		\$0.00
443	EPH	\$30.62	\$0	\$0		\$30.62
467	Judy Allan Memorial Garden	\$231.52	\$307	\$361	63	\$240.99
470	Christmas store	\$0.00	\$250	\$250		\$0.00
471	Men's Club	\$10,154.00	\$10,946	\$4,009	-\$7,000	\$10,091.01
472	Agape DCO/Packer Grant	\$8,022.91	\$6,205	\$8,494		\$5,733.76
474	Professional Exp Carryover	\$9,000.24	\$2,804	\$2107	-1,053	\$8,644.18
475	Continuing Ed Carryover	\$8,999.64	\$3,000	\$2,250	-750	\$9,000.00
478	Derby Event	\$0.00	\$455	\$455		\$0.00
480	Tickets for Events	\$0.00	\$765	\$765		\$0.00
	Miscellaneous				187	187.00
Total		\$47,295.00	\$84,616	\$73,888	-7,866	\$50,158.07

Men's Club

December 31, 2024

	Income	Expense/Transfers	Balance
Beginning balance 1-1-24	\$10,154.00		
FUPC NEW Community Shelter		\$1,000.00	
FUPC Operating Fund		\$5,000.00	
FUPC 175 th Jubilee		\$1,000.00	
Fat Tuesday Pancake Breakfast	\$305.00	\$108.07	
Fruitcakes	\$10,646.00	\$3,900.42	
Ending Balance 12-31-24			\$10,096.51

Balance Sheet

December 31,2024

Account #	Account Name	YTD Balance
Assets		
1.01.2000	Nicolet Bank Checking-General Operating	42,055.13
1.01.3000	Morgan Stanley B-General Operating	31,000.62
1.02.2000	Nicolet Bank Checking-Memorials	0
1.03.1500	Building and Equipment	1,579,044.49
1.03.2000	Nicolet Bank Checking-Building	0
1.04.1000	BMO Harris Checking - Designated**	0
1.04.2000	Nicolet Bank Checking-Designated Funds	20,232.62
1.04.3000	Morgan Stanley B- Designated Funds	30,000.00
1.05.2000	Nicolet Bank- Capital Improvement	1,170.69
1.05.3000	Morgan Stanley PB-Capital Improvement	53,107.16
1.10.1900	Endowment Fund - Morgan Stanley	<u>283,576.40</u>
	Total Assets	\$2,040,187.11
Liabilities		
2.01.2000	Accounts Payable/Vendors	-0.4
2.01.2100	941 Fed Taxes Payable	232.08
2.01.2105	State Taxes Payable	0
2.01.2110	Accounts Payable Liability	0
2.01.2200	Dental Premium Payable	146.03
2.01.2300	Salary Deferral 403b	0
2.01.2600	Prepaid Pledges	29,856.00
2.01.2610	Prepaid Per Capita	0
2.01.2620	Prepaid Presbytery Support	280
2.04.2410	Prepaid Deacons	0
	Total Liabilities	\$30,513.71
Fund Balances		
3.01.3000	Operating Fund Balance	42,586.59
3.02.3000	Memorials Fund Balance	0
3.03.3000	Building Fund Balance	1,579,044.49
3.04.3000	Designated Fund Balance	50,158.07
3.05.3000	Capital Improvement Fund Balance	54,257.85
3.10.3000	Endowment Fund Balance	<u>283,626.40</u>
	Total Fund Balances	\$2,009,673.40
	Total Liabilities and Fund Balances	<u>\$2,040,187.11</u>

Program & Volunteer Information Directory

Group/Topic	Times & Location	Items to route	Chair/Lead	Phone	Email
4th Tuesday Readers Group			Barb Ryan	920-327-0153	barbe999@aol.com
Adult Christian Education	Sundays, 10:30 a.m., KL		Pastor Luke	920-461-2663	PastorLuke.FUPC@gmail.com
Agape Dinner	1st Wed., 5:45 p.m., Drive Thru or FLC	Austin's receipts	Amy Cassidy	920-370-3817	ajcassidy@wearecp.org
Audit & Review Committee	Spring as needed		Ken Nyberg	920-497-4537	kencnyberg@aol.com
Bike Rides			Becky Nyberg	920-606-6438	nybergrl@aol.com
Building & Grounds Ministry	1st Mon. of the month, 6:00 p.m.	Utility bills, water bills, repair bills, lawn maintenance, snow plowing, Cintas, Church Mutual, IT invoices, Door security system, Apex, August/Winter	Kevin Spiegel	920-619-3151	kevinsp2740@gmail.com
Chancel Choir		practice: Wed., 6:30 p.m.	Andrew Parks	920-339-0345	andrewhparks@gmail.com
Christian Education Ministry/ CORE /JAM (Middle/High School Youth Groups)/ Sunday School			Pastor Megan	920-246-9030	PastorMegan.FUPC@gmail.com
Clerk		Any requests for baptism dates	Anne Ferron	920-309-0757	anne.motquin@gmail.com
Coffee Shop			Scott McPhearson	920-621-4713	chrisandscott@yahoo.com
Communications		JW Pepper, CCLI	Mark Young	920-819-2063	communications.fupc@gmail.com
Computer, Internet		Computer or Internet Issues			
Connecting Ministry	1st Mon. of the month, 6:00 p.m.	One Great Hour of Sharing, Heifer International, any outside organization asking for money, Photo Directory	Amy Cassidy	920-370-3817	ajcassidy@wearecp.org
De Pere Christian Outreach Center	As needed		Tori England	773-531-6604	toriengland@hotmail.com
De Pere Christian Outreach Christmas Store			Marilyn Heim	920-655-8704	dheim3@new.rr.com
Deacons	2nd Wed. 6 p.m., Middle High	Flowers, Upper Room, Any updates on members that are convalescing, Sunday Fellowship.	Debbie Spiegel	920-606-3981	debbielou333@gmail.com
Ecumenical Partnership on Housing (EPH)			Lynn Huebbe	920-562-0593	lynn_huebbe@new.rr.com
Esther Circle Bible Study			Julie Mackey	920-217-8341	juliemackey4@gmail.com
Freedom House			Cindi Barnett	920-737-5376	cindi.barnett@snc.edu
Handbell Choir			Ted Huebbe	920-246-9919	lynn_huebbe@new.rr.com

Judy Allen Memorial Garden		Kevin Spiegel & Debbie Spiegel	920-619-3151; 920-606-3981	kevinsp2740@gmail.com; debbielou333@gmail.com
Library	Publications	Sue Renier	920-562-9208	srenier229@gmail.com
Liturgical Arts Committee	Decoration info	Dawn Picard	920-246-3279	dawn.picard@outlook.com
Men's Club		Joe Williams, Dennis Hibray	920-819-6974	tarheel6@sbcglobal.net
NEW Community Shelter		Cindi Barnett	920-737-5376	cindi.barnett@snc.edu
New Members Class		Pastor Luke	920-461-2663	PastorLuke.FUPC@gmail.com
Newsletters	Newsletters, website, announcements, Sunday Service projection	Mark Young	920-819-2063	communications.fupc@gmail.com
Nominating Committee		Mark Welle	920-562-0490	mark.welle@schreiberfoods.com
Nursery		Pastor Meggan	920-246-9030	PastorMeggan.FUPC@gmail.com
Pastoral Care	Any congregational concerns. Pass immediately. Calls from hospitals, hospice, Chaplains, Presbyterians today.	Pastor Luke, Pastor Meggan	920-461-2663; 920-246-9030	PastorLuke.FUPC@gmail.com; PastorMeggan.FUPC@gmail.com
Praise Band	practice: Wed., 7:30 p.m.	Andrew Parks	920-339-0345	andrewhparks@gmail.com
Presbyterian Pantry		Julie Mackey	920-217-8341	juliemackey4@gmail.com
Presbyterian Women	Presbyterian Women, Inc., Horizons Magazine	Jan Nelson, Julie Mackey	920-338-0155; 920-217-8341	jnelson35@new.rr.com; juliemackey4@gmail.com
PW Mission Sewing Circle		Jan Nelson, Julie Mackey, Susan Leiber	920-338-0155; 920-217-8341; 920-819-3430	jnelson35@new.rr.com; juliemackey4@gmail.com; skayleiber@yahoo.com
Safe Church Committee		Pastor Meggan	920-246-9030	PastorMeggan.FUPC@gmail.com
Session	Anything addressed to the Elders or Session	Anne Ferron	920-309-0757	anne.motquin@gmail.com
Stewardship Committee		Marilyn Heim	920-655-8704	dheim3@new.rr.com
Talbot Circle		Barb Kraus	920-983-6149	
Treasurer	Bank accounts, stocks, money market, Church Windows Invoices, Constant Contact Invoices	Ken Nyberg		treasurer.FUPC@gmail.com
Wall lock box	Any checks or cash	Ken Nyberg	920-497-4537	treasurer.FUPC@gmail.com
Woe-Be-Gone		Pastor Luke, Barb Williams	920-461-2663; 920-819-3063	PastorLuke.FUPC@gmail.com; tarheel6@sbcglobal.net
Women's Fellowship		Pastor Meggan	920-246-9030	PastorMeggan.FUPC@gmail.com

