



2020 Annual Report

Annual Congregational Meeting: February 7, 2021

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 7, 2021, 1:00 p.m., Via Zoom, due to the Covid-19 pandemic

The purpose of this meeting is to set the Pastors' terms of call, accept the reports of the ministries, review the approved budget for 2021, and conduct the business of the church.

Opening – Rev. Dr. Luke Farwell

Call to Order

Statement of the Purpose of this Meeting

Opening Prayer

Establishment of a Quorum (10% of members = 32)

Accept minutes of January 12, 2020, February 16, 2020, and August 12, 2020, Congregational Meetings

Highlights of 2020 – Rev. Dr. Luke Farwell & Rev. Meggan Farwell

Co-Pastor's Report – Rev. Dr. Luke Farwell & Rev. Meggan Farwell

Approve Pastors' Terms of Call – Rev. Dr. Luke Farwell & Rev. Meggan Farwell

Necrology Report/Clerk's Report – Dawn Picard

Treasurer's Report and Review of 2021 Budget – Ken Nyberg

Nomination and vote of a member of the congregation to serve on the Nominating Committee – Dawn Picard

Change in By-Laws – Lynnee Schmidt

Session requests to reduce the number of active Session members from 12 to 9. The rationale for this change is the following: 1) Align the Session with best practices regarding church size and Session 2) Increase and develop greater efficiency, commitment, and leadership. 3) Benefits recruitment, retention, and continuity of Session

The motion is to change the language to read:

The congregation shall **decrease the number of Elders from twelve to eleven in the year 2021, from eleven to ten in the year 2022, and from ten to nine in the year 2023. From then on, the congregation will elect nine Elders ~~twelve elders~~ and shall** **may** elect one Youth Elder to serve on the Session, the governing body of the church. The Elders shall be divided into equal classes, one class of which shall be elected each year at the May congregational meeting for a three-year term. The term of office for the Youth Elder shall be one year.

Questions from the congregation

Vote

Other Business

Closing Prayer – Rev. Meggan Farwell

Minutes of Congregational Meeting on January 12, 2020, 10:45 a.m.

The Rev. Meggan Farwell called the meeting to order at 10:59 a.m. and offered the opening prayer.

The purpose of the meeting was stated: The purpose of this meeting is to approve the Rev. Dr. Luke Farwell's terms of call for 2020.

The Rules of Decorum as outlined by Robert's Rules of Order were reviewed.

Pastor Meggan declared a quorum was present.

Tori England was introduced to present the terms of call:

Salary	\$44,500
Housing	\$24,000
Total Salary and Housing	\$68,500
Payroll tax	\$ 5,125
Family Medical Insurance	\$18,435
Pension	\$ 8,111
Disability	\$ 737
Total Benefits (set by Presbytery)	\$27,283
Car Allowance	\$ 100
Professional Expenses	\$2,000
Continuing Education	\$1,000
Cell Phone Allowance	\$1,000
Total Benefits	\$4,100
Total Compensation	\$105,000

Tori explained this is approximately a 1% salary increase over 2019.

A motion was made and seconded to accept the terms of call. Discussion followed with a question about the cell phone and that of the co-pastor's cell phone. Pastor Meggan reiterated the only topic for discussion is Pastor Luke's terms as the co-pastor terms had previously been voted on. A suggestion was made to publish the cell phone numbers of the co-pastors in the weekly and monthly newsletters. The question was called. Seconded and moved to the vote by consent. The vote was all yes to accept these terms of call.

A motion was made to adjourn. Seconded. All yes. Pastor Meggan closed with prayer at 11:04 a.m.

Submitted by Dawn Picard, Clerk of Session

Minutes of Congregational Meeting on February 16, 2020, 10:50 a.m.

Sanctuary

Call to Order: The Rev. Dr. Luke Farwell convened the meeting at 10:56 a.m. by welcoming those present and stating the purpose of the meeting: to accept reports of the ministries and review the approved 2020 budget.

The congregation remained seated for the singing of hymn #1: Holy, Holy, Holy, vs. 1&3.

Pastor Luke reviewed the rules of decorum as they were projected and reminded everyone we adhere to Robert's Rules of Order for our meetings.

He then offered the **opening prayer** at 11:00 a.m.

Establishment of a Quorum: Pastor Luke stated there is a quorum present. Thirty-four members are a quorum and there were considerably more present.

Accept minutes of past meetings: A motion was made and seconded to accept the minutes of the Congregational meetings on February 10, 2019; May 19, 2019; September 8, 2019; and September 29, 2019. All yes. Motion carried.

Treasurer's Report and Budget review: John Eggers introduced himself as the treasurer since August 1, 2019. He gave some back ground information and then explained the ministry spending summary for 2019. Actual expenses were \$367,942. Actual income was \$370,195. The mortgage on the FLC has been paid. The 2020 budget is set with expected expenses of \$378,695. Several questions were raised about specific line items. John answered these and offered to meet with any member who has further questions specific line items. A question was raised about raises for employees and Tori England answered that there were no raises however the staff is at the top of the scale for their positions as compared to other churches. A question was raised about increased secretarial time with two pastors. At this time no increase is anticipated. A question was raised about capital improvement funds. Funds have been designated to this, but there are no plans at this time to raise funds through a campaign. There was a question about mission giving and it was pointed out the total given to mission was \$21,700.

A motion was made to accept the Treasurer's report. Second. All yes. Motion carried.

Clerk of Session, Dawn Picard, gave the Necrology report. Those who passed on in 2019 are:

Mary Bradshaw Waite Larson	January 9, 2019
Thomas M. Johnson	January 24, 2019
Shirley Nahley	February 17, 2019
George Cornell, Jr.	March 25, 2019
Willard Chadwick	April 18, 2019
Elizabeth Weir	August 6, 2019
Vernon Robert Pahl	August 17, 2019
Ellen L. Stuebs	December 13, 2019

Dawn reviewed the statistical report sent to PCUSA. She informed the body there were 9,161 Presbyterian churches in the country in 2018, down 143 from 2017. FUPC is in the 300-500 member category. 88.5% of the churches are smaller than we are. 4% are larger. FUPC's membership closely follows the greater churches with FUPC having a slightly younger membership than the greater church. Rev. Meggan Farwell gave her report as **Director of Christian Education**. She highlighted the idea of neighbor, and stressed that all are welcome and all will be welcomed here. She referred to her written

report for specific activities and then introduced a slide show of many of the activities throughout the year.

Pastor Luke began his **Pastor's report** by thanking the congregation for all the activities of the past year and his appreciation for this calling and this position. He highlighted the new Woe-Be-Gone Group, the Worship Visioning team and serving communion monthly at Bellevue Retirement Center as new ventures in 2019. He has also served on Presbytery's Committee on Ministry and has enjoyed fostering a relationship with St. Norbert College. He is looking forward to another exciting year at FUPC. He then called for questions from the floor. There were none.

The congregation sang hymn #1, Holy, Holy, Holy, vs. 2&4.

At 11:37 Pastor Meggan called for **a motion to adjourn. Second. All yes. Motion carried.** She then offered the closing prayer.

Submitted by Dawn Picard, Clerk of Session

Minutes of Congregational Meeting on August 12, 2020, 7:00 p.m.

Via ZOOM due to the Covid-19 pandemic

The purpose of the meeting is to make an addition to the By-Laws as suggested by Presbytery; to elect the class of 2023 officers; to fill a vacancy of the Deacons Class of 2021; and elect members at large of the nominating committee for 2021.

The Rev. Dr. Luke Farwell called the meeting to order at 6:59 p.m. after it had been established that there were more than 30 people present. Total number of participants was 62 with 9 mail in voters.

Pastor Luke offered an opening prayer.

After stating the purpose of the meeting he thanked those present for participating in this unusual way of doing business. He also explained that voting would be done by show of hands with the vote against the motion happening first followed by the vote in favor of the motion. Pastor Meggan requested that those on ZOOM please wave their hand to vote and those listening on the phone vote by voice. He explained that several requests for ballots had come through the mail and those had been marked and returned. The Clerk stated 9 ballots had been returned, all in favor of the addition to by-laws and the slate of officers.

Clerk of Session, Dawn Picard, was called on to give the rationale for the addition to the by-laws. She explained that as a result of Covid-19 Session has been meeting via ZOOM and approved this meeting style in March at the suggestion of Presbytery. As the pandemic has not abated Presbytery strongly encourages congregations make an addition to their by-laws so they can also meet virtually and conduct business. The language reads:

The congregation may meet by electronic means if all members have reasonable notice of the electronic meeting and the ability to discuss and vote on business items. The quorum for such a meeting is 30 members.

Pastor Luke stated that proper notice of the meeting was given and ballots mailed to those who do not have internet access and requested a ballot. He then called for and received a motion and a second to accept this addition. No votes were cast against the motion. **All were in favor. Motion carried.**

Chair of Nominating Committee, Mark DeCleene, read the slate of officers for consideration:

Elders, Class of 2023: Laurie Clayton, Les Gulyas, Scott McPherson, Lynnee Schmidt

Deacons, Class of 2023: Rich and Diane Batson, Terri Gulyas, Sydney Goddard, Beth Paulson

Deacons, Class of 2021: Chris McPherson

Nominating Committee members at large: Martha Bayer, Bob Bivins, Judy England, Judy Nighorn

A question was raised about Youth Elders. Pastor Luke stated that this will be directed to the nominating committee and if they bring a candidate forward the congregation will vote at a later date.

A motion was made and seconded to close nominations for Elders, all in favor, motion carried.

A motion was made and seconded to accept the slate for Elders, none opposed, all in favor, motion carried.

A motion was made and seconded to close nominations for Deacons, all in favor, motion carried.

A motion was made and seconded to accept the slate for Deacons, none opposed, all in favor, motion carried.

A motion was made and seconded to close nominations for Nominating Committee, all in favor, motion carried.

A motion was made and seconded to accept the slate for Nominating Committee, none opposed, all in favor, motion carried.

Pastor Meggan called for and received a motion to adjourn the meeting, seconded and motion carried.

Pastor Meggan offered the closing prayer at 7:14 p.m.

Submitted by Dawn Picard, Clerk of Session

2021 Pastor Terms of Call

Rev. Dr. Luke Farwell

Salary	\$47,200
Housing	\$24,000
Total Salary & Housing	\$71,200

Family Medical Insurance	\$17,800
Pension	\$7,832
Disability Insurance	\$712
Self Employment Tax	\$5,447
Total Benefits (set by Presbytery)	\$31,791

Car Allowance/Travel Expense	\$0
Professional Expenses	\$1,500
Continuing Education	\$1,500
Cell Phone Allowance	\$1,000
Total Other Benefits	\$4,000

Total Compensation	\$106,991
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Rev. Meggan Farwell

Salary	\$57,056
Housing	\$0
Total Salary & Housing	\$57,056

Family Medical Insurance	\$14,264
Pension	\$6,274
Disability Insurance	\$571
Self Employment Taxes	\$4,365
Total Benefits (set by Presbytery)	\$25,474

Car Allowance/Travel Expense	\$0
Professional Expenses	\$1,500
Continuing Education	\$1,500
Cell Phone Allowance	\$1,000
Total Other Benefits	\$4,000

Total Compensation	\$86,530
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Necrology Report

Tommie Lindsley	February 2, 2020
Roberta "Bobbi" Longlais	February 6, 2020
Ramona Sadlon	February 24, 2020
Barbara Ann LeMense	March 22, 2020
Anna Smith	April 6, 2020
Roy Krueger	June 1, 2020
Allan Ron Pagel	June 20, 2020
Dr. Robert "Bob" Bivins	December 2, 2020
Maria Miller	December 8, 2020

Clerk's Report

Lord's Supper

January 5	February 2	March 1	(Covid-19)
May 3	June 7	July 5	August 2
September 6	October 4	November 1	December 6

Baptisms

Oscar Gregory Hintz, son of Megan and Daniel Hintz, grandson of Rick and Karen Braun, June 27, 2020 (date of birth April 14, 2020)

Emmalynn Castle, daughter of Susan Castle, September 20, 2020 (date of birth December 23, 2019)

Weddings

Stacy Elizabeth Cornell and Craig Allen Bringe, August 29, 2020

Births

Ezra Lin Beck, daughter of Amanda and Jeremy Beck, April 1, 2020

Ryan Lily O'Konski, daughter of Patti and Jay O'Konski, August 19, 2020

Deaths

Tommie Lindsley	February 2, 2020
Roberta "Bobbi" Longlais	February 6, 2020
Ramona Sadlon	February 25, 2020
Barbara Ann LeMense	March 22, 2020
Anna Smith	April 6, 2020
Roy Krueger	June 1, 2020

Allan Ron Pagel	June 20, 2020
Dr. Robert "Bob" Bivins	December 2, 2020
Maria Miller	December 8, 2020

Funerals

Roberta "Bobbi" Longlais	February 14, 2020
William H. Wangerin, Jr. (husband of a former member)	February 15, 2020
(date of death November 13, 2019)	
Ramona Sadlon	March 6, 2020
Allan Ron Pagel	June 20, 2020
Maria Miller	December 14, 2020

Weekly Average Worship Attendance **130**

(Based on tally of Facebook viewers and views on website)

Membership Losses

Eva Vincent	Evelyn Vincent	Dylan Vincent
Troy Gutzman	Kathy Gutzman	
Daniel Hamersky	Jean Hamersky	

Membership Gains

Katherine Campbell	Katie Bivins	Sam Clayton
Adam Longton	Sarah McPherson	Rhett Mehlberg
Kellyn Pelegrin	Emilie Planert	Jonas Wirtanen
Cindy Fermanich		

Membership Age Distribution

	Men	Women	Total
Under 26	25	16	41
24 -40	5	24	28
41-55	16	35	51
56-70	34	50	84
Over 70	30	56	86
Total	108	183	290

Military Members **3**

Friends of the Church

Total	55	21	78
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Affiliate Members **4**

Total Members, Friends, Affiliates **170** **205** **375**

Children/Youth

Birth – 3	6	Grade - 7	2
Age 4	4	Grade –8	8
Kindergarten	6	Grade – 9	5
Grade – 1	4	Grade – 10	7
Grade – 2	5	Grade – 11	6

Grade - 3	7	Grade -12	3
Grade - 4	6		
Grade - 5	4		
Grade - 6	3		
Total Children/youth 76			

Online Attendance

Began Online Worship on 3/15/20. Began Live Online Worship on 7/19/20. Number includes devices, not people. Does not include call ins and video views from the website.

Date	Peak Live Viewers	1+ Minute Video Views	Date	Peak Live Viewers	1+ Minute Video Views
03/15/2020	NA	62	08/09/2020	No report	59
03/22/2020	NA	72	08/16/2020	No report	41
03/29/2020	NA	113	08/23/2020	No report	46
04/05/2020	NA	136	08/30/2020	28	38
04/09/2020	NA	69	09/06/2020	36	53
04/12/2020	NA	126	09/13/2020	33	53
04/19/2020	NA	101	09/20/2020	NA	9
04/26/2020	NA	107	09/27/2020	33	48
05/03/2020	NA	86	10/04/2020	44	59
05/10/2020	NA	95	10/11/2020	42	77
05/17/2020	NA	75	10/18/2020	37	85
05/24/2020	NA	78	10/25/2020	43	66
05/31/2020	NA	87	11/01/2020	39	61
06/07/2020	NA	90	11/08/2020	42	68
06/14/2020	NA	74	11/15/2020	46	82
06/21/2020	NA	61	11/22/2020	45	79
06/28/2020	NA	78	11/29/2020	44	80
07/05/2020	NA	62	12/06/2020	38	64
07/12/2020	NA	28	12/13/2020	43	74
07/19/2020	No report	56	12/20/2020	53	103
07/26/2020	No report	49	12/24/2020	62	121
08/02/2020	No report	50	12/27/2020	NA	52

Pastor's Report

Dear Members and Friends,

Wow, what a year! Who would have thought that after a few months into our Co-Pastor model, a pandemic would alter the life of the church? Although many things changed throughout this time, we fulfilled our roles as Co-Pastors with energy, intelligence, imagination, and love. To the best of our abilities, we maintained worship, Christian Education (in the form of Sunday school, youth group, Vacation Bible School (VBS) and adult Sunday school), as well as the ministries and their work. This was important as it showed our members and friends that our church is so much more than a building, it is the people.

The year 2020 presented unique challenges regarding traditional approaches to growing membership and ministering to our congregation due to Covid-19. Nevertheless, using various forms of technology, outreach, and pastoral care initiatives, we were able to reach out and engage with our church and community. Several examples that allowed this to happen include: Pastors in the Parking Lot, increased Facebook use, a wide range of Zoom events, online VBS, Advent Devotionals, congregational phone call canvassing with the help of church officers, outdoor events, Agape drive-thru dinners, and more.

Supervising and managing the staff allowed us to experiment with new roles and responsibilities necessitated by limited building use and office hours. The challenges of managing staff during a pandemic were successfully navigated by providing professional guidance and pastoral sensitivity throughout the year. The staffing model was adjusted to allow staff flexibility, safety, and new opportunities for growth and professional development.

Leadership is a critical component to the success of our church. We maintained our commitment to Presbyterian polity and its prescriptions for orderly governance and maintenance of worship. Using technology, we were able to provide safe and effective church meetings at every level, including but not limited to committees, ministries, the Board of Deacons, the Session, and the congregation.

Throughout this year, we have strived to exceed the expectations of what was considered possible in an adverse and unique situation. We formed and led a Covid-19 Church Response Team, helped to secure a government PPP Loan to protect our employees, trained new church officers, confirmed a new class of youth, served on Presbytery committees, led a Session study "Canoeing the Mountains," and held an online Session retreat.

The emphasis this year on harnessing new technologies and media platforms has allowed us as Co-Pastors to fulfill our roles, responsibilities, and duties while maintaining a safe, healthy, and positive environment for our staff and congregation. It is a testament to trusted and wise leadership that as a church we have successfully mitigated risk, maximized opportunities, provided continuity of services, and contributed to positive outcomes in a time of so many setbacks and hardships.

Thank you for the opportunity to serve and minister at First United Presbyterian Church where together we strive to achieve our vision of being a welcoming community *First United* in proclaiming **FAITH** in Jesus Christ, sharing **HOPE** for the future and inspiring **LOVE** of our neighbors. As we begin 2021, we look forward to "Sharing the Light of Christ" with each and every one of you in our community and beyond.

In Christ,

Rev. Dr. Luke Farwell and Rev. Meggan Farwell

Christian Education Ministry

The Christian Education (CE) Ministry meets every three months on the first Tuesday of the month at 6:00 p.m. in the Middle High classroom. The Ministry works closely with Co-Pastors Meggan and Luke Farwell to provide educational and faith enrichment opportunities for all children, youth, and adults of the Church.

Members

Mark DeCleene, Chair (Elder), Meggan Farwell (Co-Pastor), Scott McPherson (Elder), Chris Bivins (Elder), Betty Pajkos (Deacon)

Highlight of Activities

- The CE Ministry continues to follow the team approach. The ministry meets minimally every three months but otherwise meets as smaller teams covering specific CE areas such as Sunday School, Nursery, Vacation Bible School, Library etc. This has been favorable in getting more individuals involved in areas that are of interest to them without having to be a "member" of the CE Ministry. If anyone has a passion for getting involved or helping any of the leads out, please contact a member of the CE Ministry and they will get you plugged in.
- Covid-19 changed the way the CE Ministry did its work, but on the same note, all of the CE offerings continued throughout the year in a slightly different format. During the beginning of the pandemic, all offerings were provided virtually. In the summer the ministry, after much thought (including a parent survey), decided to begin the Fall curriculum and offerings in person twice a month. In addition, there are still virtual offerings as well to make sure all have a chance to participate, if desired.
- Sunday School for 3-year-olds through 12th grade has an average attendance in the upper 20s in the spring (pre-Covid-19) and 15 in the fall. Teachers for elementary Sunday school were Brenda Duncanson, Meggan Farwell, Scott McPherson, and Barb Williams. Teachers for the youth were Mark DeCleene and Beth Paulson. Especially in a time of great change, the ministry is grateful for consistent leadership in Sunday School.
- From Jan to March, the elementary students continued with Deep B.L.U.E by Abingdon Press. The mission of Deep B.L.U.E is to reach, empower, and equip children, and those that care for them with grace-based resources that help them on the journey to: understand themselves as children of God, explore and deepen their relationship with God through Jesus Christ, and love and serve God and neighbor. In the fall, we used our unused VBS curriculum from the summer to kick off outdoor Sunday school bi-weekly. The youth (6-12) finished their "Believe" Curriculum in the spring and began a study called "Modern Parables" in the fall. As is custom, high school youth are still invited to attend any of the adult offerings or to work with the children's Sunday school as well and we are grateful to have one youth leader as of Fall 2020 working with the younger children.
- Vacation Bible School was held online this summer in conjunction with First Presbyterian Church, Green Bay, virtually August 3rd – 5th. The theme was "Praise: Where kids get down and lift God high" and we had 15 of our children attend. It was nice to collaborate with First Pres given the stresses and demands of Covid-19. Each evening was filled with interactive activities, a craft, and a snack focusing on praising God.
- Bibles were given out on Rally Day - September 13th, 2020 either in worship, outside at Sunday school, or picked up or delivered based on Covid-19 comfort levels. 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 was held virtually during the December 20th worship service. A special thank you to Scott McPherson for taping and editing the pageant as well as the other Sunday school teachers and families for their flexibility in doing it a different way. Despite Covid-19 and social distancing, we were grateful that the annual pageant could go on and provide joy during the Christmas season for so many.
- Family Nights are typically nights of food, fellowship, and learning that are enjoyed by families in the congregation with children age 3 through 5th grade (and their siblings). Although they did not include food in 2020, these events remained on Wednesdays and moved virtually. We had a Halloween, Christmas, and Scripture Scavenger hunt via Zoom and it was great to continue to meet for fellowship as well as faith development.
- We are grateful for our Nursery staff – Trish Voss and Sue Lester. Based on Covid-19, they were only in the nursery for a few months in 2020, but we are grateful for their care and dedication. We are hopeful that following safe guidelines and procedures we can open the nursery again in 2021 with the help of our staff and faithful volunteers.
- Youth Group Youth Fellowship or Youth Group, referred to as CORE (6-8) and JAM (9-12) met on Sunday evenings from 5:30 p.m. - 7:00 p.m. in the beginning of the year and starting in the fall moved to the 1st and 3rd Sundays at 11:00 a.m. Both groups have consistent attendees and some who join on occasion, with a core of 12 youth. Leaders in Spring of 2019 were CORE - Scott McPherson and Dawn Picard and JAM - Mark DeCleene, Lynnee Schmidt, and Meggan Farwell. Leaders for the Fall of 2019 were: Mark DeCleene, Meggan Farwell, Scott McPherson, and Lynnee Schmidt. Summer trips did not occur nor did the Coffee Shop due to Covid-19, but it was refreshing, especially in the fall, for the kids to meet face to face to help each other through such an unprecedented time. With so many changes and ways for school to take place, whether virtually (in the spring) or in person in the (fall) youth group was a good outlet and opportunity for continued faith development.
- Adult Christian Education in Spring 2020 and Fall 2020 provided two class options for adults. One class met in the gathering area near the coffee shop and followed the format of a short video and discussion. In Spring of 2020, prior to going virtual, the second option was held in the K Lounge and covered various topics and was taught by various teachers using curriculum from WJK Press “Being Reformed: Faith Seeking Understanding.” Once moving to a virtual format in March, one class was offered weekly online via Zoom and in the Fall of 2020 a weekly Zoom class has been offered at 8:30 a.m. as well as in person option at 11:00 a.m. on the 2nd and 4th Sundays.
- Men's Bible Study is coordinated by Tom Bayer and meets twice a month to discuss God's word and explore how it affects their lives. The group met virtually in the Spring and voted to postpone further study until all attendees were more comfortable meeting in person.

Submitted by Rev. Meggan Farwell

Library

Marilyn Knuth transitioned away from the Library this year. We thank her for her many years of dedicated service to the library. Sue Renier is our new Library Volunteer and is seeking others who would like to help.

Buildings & Grounds Ministry

Buildings and Ground's purpose is to maintain the church building and grounds, and to make sure it is a clean and safe environment for all to use.

Current Membership

Les Gulyas, Rev. Dr. Luke Farwell, Dave Griffin, Dennis Hibray, Abby Malcolm, Debbie Pahl, Bill Picard, & Kevin Spiegel

Highlight of Activities

- We had many sections of cracked sidewalk repaired per request of the City of De Pere
- Large dead tree on north end of building was removed
- Approved replacement of several windows. The insulating seal has leaked causing them to fog up and be inefficient. Replacement scheduled for end of January 2021
- Installed auto Hand Sanitizers throughout the building
- Replaced failed USB/Battery backup for computers
- Had computer system updated to allow live streaming of our church service
- For Christmas season had large pine tree lit with 15 strands of lights and an updated lit nativity scene

Submitted by Kevin Spiegel

Connecting Ministry

The purpose is to connect congregants to each other and connect our congregation to its neighbors through mission work and fellowship.

Members

Amy Cassidy (Chair), Gary Williams (Vice Chair), Co-Pastors Luke & Meggan Farwell (Ex-Officios), Kim Williams, Anneliese Waggoner, Marilyn Heim, Martha Bayer, Annette Kinchen, Steve Warner, Corday Goddard, Mike Kettner, Lynn Huebbe, Marilyn Kabat, & Mark Young

The Connecting Ministry has been working to better align our Congregation's mission work with our focus on the goals of the church.

Faith - Spreading God's word and the word of First United.

Hope - Hope for the future.

Love - Provide the entire church with an opportunity to help people and share their love.

Highlight of Activities

- The Connecting Ministry adopted a Mission Action plan for the year of 2020. The theme was homelessness, poverty and hunger. Plans were made for a Faith build with Habitat for Humanity, Spending the day with Feed My Children, do a poverty simulation, and a cardboard city. However, Covid-19 derailed those plans. So, our 2021 Mission Plan will remain the same. We will work to get those programs re-established and offer them to the congregation if Covid-19 allows it to be done safely.

- Agape meals are served the first Wednesday of each month. We have had a great year! We started serving Agape meals as a drive thru. The meals are prepared, packaged, and handed out the night of the meals. Agape did not serve meals in April or May of this year as we prepared to do the meals with the highest standard of safety and sanitation to keep us all safe. We limited the number of people who were able to help serve the meals. We have also used the Agape meals as a way of helping our neighbors and community. We collect food for the Presbyterian Food Pantry in the month of September. We asked that people donate non-perishable food items when they picked up their meal. We collected 152 pieces of non-perishable food items and donated the monies that were given for the meals to the pantry also for a total of \$107. In November, we helped De Pere Christian Outreach by collecting food for the pantry located by St Anne's Church. We collected 160 pounds of non-perishable food items for that pantry. Providing the entire church with an opportunity to help people and share their love.
- It was reported that this was a very interesting year for the De Pere Christian Outreach Christmas Store. The churches voted that the store could not happen under the same guidelines as it has previous years. They were not going to set up the store but ask for gift cards that they could give to the families. Our church and the 7 other churches were extremely generous. 594 people in total were served. Each person received \$90.00 in gift cards. In addition, each family received another \$25 gift card to either Kwik Trip or Festival. Our church members donated over \$6,000 in gift cards monetary donations and \$1,200 was raised by selling chicken noodle soup.
- The Judy Allen Memorial Garden reported that only 1/3 of the garden was planted. However, that 1/3 was very prolific and produced many items for the different pantries in the area.

Submitted by Amy Cassidy

NEW Community Shelter Meal Program

Traditionally First United Presbyterian is one of more than thirty local groups that prepare and serve dinner at the New Community Shelter each month. We continued this tradition until the pandemic hit in March of 2020. During the 2020 year, we served 358 meals in comparison to 2,369 meals served in 1999, 2,346 served in 2018 and 2,371 in 2017.

We prepared and served meals to guests at the shelter the third Tuesdays of January and February, but the staff notified us in March that out of safety and health concerns for volunteers the opportunity to prepare and serve meals would be discontinued.

The Men's Club, who has financially funded this ministry made the decision to support the New Community Shelter meal program by making periodic monetary donations to the program. As of December 2020, the Men's Club has donated \$1,800.

We hope to continue preparing and serving meals at the New Community Shelter once it is determined it is safe to do so. Serving others in our community is a top priority, but not at the risk of jeopardizing the safety of our volunteers.

Submitted by Cynthia Barnett

Freedom House

We hope to continue preparing and serving meals at the Freedom House once it is determined it is safe to do so. Serving others in our community is a top priority, but not at the risk of jeopardizing the safety of our volunteers.

Submitted by Cynthia Barnett

De Pere Christian Outreach

Our Mission Statement is to voluntarily come together in sharing our talents, time and energy for the efficient and effective operation of the De Pere Christian Outreach Thrift Store and Food Pantry in a Christian manner for all those involved. By judicious use of donated resources, we will generate assistance for individuals and organizations in need, while treating all persons with respect and dignity.

The De Pere Christian Outreach (DPCO) effort continues to run with a board member from each of (8) participating churches, plus a staff of volunteers. Member churches are St. Mary's Catholic, First United Presbyterian, St. Anne's Episcopal, St. John Lutheran, Hope Lutheran, First Congregational UCC, Our Lady of Lourdes Catholic, and St. Francis Xavier Catholic.

Amy Murphy, Operations Manager, is the only paid, full-time staff member. Her responsibilities include managing the Food Pantry as well as the Thrift Store. Volunteer officers are Corday Goddard, President, First United Presbyterian; Tori England, Vice-President & Secretary, First United Presbyterian; and Judy Niesing, Treasurer, St. Mary's.

Despite the challenges of the Covid-19 virus, DPCO Thrift Store was able to provide over \$223,562 to strengthen 47 local non-profit organizations. In addition to supporting and sustaining the local non-profits, we were also able to provide much needed assistance to help local De Pere residents with the rent and utilities, as well as emergency gas needs.

We were able to accomplish this given the fact that DPCO was closed for 3+ months, operating with limited hours and customers for over half the year. What an impact! All glory, honor and praise be given to our Heavenly Father for giving us the opportunity to do good deeds through HIM. We simply can't thank everyone enough for your donations, financial support, patronage, and the volunteers who make this ALL POSSIBLE. Thank you for helping DPCO "Care for the Community through Christ's love and His Compassion!"

Submitted by Wally Heil

Finance Ministry

The Finance Ministry's mission is to conduct the financial "business" (making disciples) of First United Presbyterian Church in a Christian and professional manner through the use of money God has entrusted in our church.

Managing all First United funds in a Christian and transparent manner that aligns with the policies, mission and goals of First United. Create and manage an annual balanced operational budget. This ministry meetings the second Monday of each month, (Summer Second Tuesday), 6:00 PM in K-Lounge or Zoom.

Members

Ken Nyberg (Session & Chair), Loren Porretto (Session), Laurie Clayton (Session), Wally Heil, Mike Kettner, Jon Motquin. Ex officio members: Treasurer Sue Planert, Rev. Dr. Luke Farwell, Rev. Meggan Farwell.

Highlight of Activities

- Monthly review of Treasurer's Financial Statements
- Monthly reviewed Designated Funds and use
- Monthly reviewed Memorial Fund and use
- Monthly reviewed Endowment Fund performance and use
- Monthly review of Operating Fund income and spending
- Monthly providing financial summary and questions/concerns to Session/Ministries via Dashboard Report, Treasurer's Report, and Ministry Spending Report.
- Thanked Judy England for serving on Ministry
- Thanked John Eggers for services and welcomed Sue Planert as Bookkeeper
- Met with Morgan Stanley Wealth Management to review the performance of First United's Endowment Fund. Rebalanced portfolio as per recommendations by Morgan Stanley and First United's guidelines.
- Recommended to Session to accept Paycheck Protection Program loan of \$36,325. To request forgiveness to convert loan to grant early in 2021.
- Developed annual 2021 Operating Budget.
 - Gave guidance on income and expenses projected for 2021 to Session/Ministries.
 - Communicated with Ministry Chairs to review and revise the 2021 Ministry expense requests.
 - Presented revised 2021 budget after Pledge Campaign to Session for final approval.
- Followed and communicated First United's Financial Principles, Rules, Policies, and Procedures.

The Finance Ministry expresses gratitude for the financial support our congregation generously gave to First United during this difficult year. We also appreciate and recognize the Co-Pastors, Staff and Ministries for the innovative and responsible ways they navigated and guided us during the pandemic.

Submitted by Ken Nyberg, Chair

Stewardship Ministry

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

The goal is to plan and execute special events financially supporting First United's annual pledge campaign that tells, asks, and thanks the congregation and Ministries for the wonderful work that is being done and how important each person's support is to spiritual growth and ministries of FUPC.

Members

Members represent each Ministry and include Loren Porretto (Finance and Chair), Ken Nyberg (Finance), Anne Motquin (W&M), Dave Griffin (B&G), Mark Young (Connecting), and Chris Bivens (Leadership). Ex officio members: Luke Farwell (Co-Pastor), Megan Farwell, (Co-Pastor), and John Eggers (Treasurer). The members meet and serve as needed, February through December. Meetings were held via Zoom.

Highlight of Activities

- Planned and executed events supporting the operating fund. Normal planned events were limited due to the Covid-19 pandemic.
 1. Hu Terra coupon rebate
- Established theme: '*Sharing the Light of Christ*' and action calendar for annual stewardship campaign.
- Conducted Annual Stewardship Campaign:
 1. Presented Ministries narrative summaries beginning 3 weeks before pledge Sunday. Written narrative summaries were also placed on Church website & Facebook pages as well as included in Pastors' letters.
 2. Pastors' letter and pledge card beginning October 11, 2020, to every member.
 3. Follow-up letters were sent, and Pastors called members that had not responded.
- Year-round emphasis continued to be placed on the "Ten Best Practices of Changing the Culture of Generosity" at First United.
- Coordinated ASK calendar
 1. Deacon's Fund
 2. PC-USA special offerings (4)
 3. Per Capita
 4. Designated Offerings

Submitted by Loren Porretto

Audit & Review Committee

Mission

To perform an annual review of First United Presbyterian Church's and approved organizations' financial books and records as required by the Book of Order and basic accounting principles.

Goals

To conduct a full financial review of all financial books and records used at First United Presbyterian Church. To confirm that accounting procedures are in place and being used.

Members

The Audit and Review committee reports directly to Session and is overseen by Session to ensure the committee is formed and completes its review in a timely matter. Membership consists of four or more members that are not members of Session or the Finance Ministry. The term is one year, and the terms can be repeated. The members are recruited by the Leadership Ministry and approved by the Session. Members include Joe Williams (Chair), Frank Petiniot, Debbie Spiegel, Bill Trost, Sue Hutchison and assisted by Treasurer, John Eggers.

Highlights of Activities:

- An audit was not conducted during 2020 because of Covid-19 and health issues with our Treasurer.
- Last audit and review took place in September of 2019.
- Procedures, timeliness, financial reports and session minutes were reviewed monthly by Finance Ministry.
- Financial reports reviewed and approved monthly by Session.
- Committee and membership to be formed in spring of 2021 for audit of 2020.

2019 Audit Findings

A sampling of bank statements, invoices, general ledger, payroll and taxes and authorizations for bill payment was conducted by the team. Individual offerings and gifts were sampled by analyzing the giving statements of the team members. Treasurer's reports were compared to Session minutes to verify the guidelines of the budget process.

While errors and omissions were found, the conclusion of the team was that financial condition of the church was properly managed, monitored and contributions of the members of the congregation are being sent out quarterly and accurately. Additional tracking of purchases and use of the credit cards should be improved by Session as soon as possible.

We need to address training of staff and authorized purchasers of the ministries. With the monthly reviews by Session and Finance Ministry, the audit should be considered completed.

Submitted by Ken Nyberg

Leadership Ministry

The Leadership Ministry's mission is to provide opportunities for leadership development of our Pastors, Staff, Ruling Elders and Ministry members by ensuring a caring and nurturing environment. Setting strategic direction and operating standards for the church for an efficient operating entity.

Members

Tom Bayer (Member at large), Chris Bivins (Elder) Tori England (Chair), Pastor Luke Farwell (Teaching Elder), Pastor Meggan Farwell (Teaching Elder), Anne Motquin (Elder), Dawn Picard (Member at large), & Lynnée Schmidt (Member at large)

Highlight of Activities

- Installed Rev. Meggan Farwell as Co-Pastor on 2/23/20.
- Planned Session Retreat for March. Delayed due to Covid-19. Continue to hold retreat virtually in smaller sessions.
- Led discussion with Session about how to help Nominating Committee recruit for open Elder seats by providing additional information about the Ministry.
- Moved Congregational Meetings to online via Zoom.
- Transitioned staff to pay per performance and hourly to honor human resources best practices.
- Continue Elder Education to upskill and prepare our leadership.
- Offboarded Treasurer, created Bookkeeper position, and onboarded Bookkeeper.
- Offboarded Secretary and thanked Michelle Lake for her service.

Submitted by Tori England, Chair

Worship & Music Ministry

The purpose of the Worship and Music Ministry is to oversee all elements of our worship services including music, sanctuary decor, pulpit supply, series themes, and special services. The ministry and the teams (musicians, liturgical arts and vision teams) meet on an as needed basis.

Members

Rev. Dr. Luke Farwell, Rev. Meggan Farwell, Andrew Parks, Julie Mackey, Ted Huebbe, Mark Young, Dawn Picard, Anne Motquin, and Alice Wood.

Highlight of Activities

- Two worship series: Becoming a Christian Hero & Creation
- Co-Pastor Meggan Farwell's installation service
- Shift to online services and optional in-person worship
- Lent services: Palm Sunday, Ash Wednesday, Maundy Thursday's reshowing of the Choir Cantata, Good Friday, Easter Sunday
- Outdoor guided meditation
- Advent services and activities, including Lessons and Carols service, Advent scavenger hunt, and home Advent wreath kits
- Christmas Eve service online and singing in the parking lot

- Musical contributions from individual FUPC members and friends
- Liturgical continued to decorate according to the theme / season

Submitted by Alice Wood, Chair



Counter-clockwise from top-left: Debbie and Abby Renier (Becoming a Christian Super Hero series); congregation members singing Silent Night at the Christmas Eve parking lot service; McPherson family attending church in-person; arrangement for the outdoor guided mindful meditation.

Liturgical Arts Committee

The Liturgical Arts Committee (LAC) provides appropriate seasonal décor for the sanctuary, Koinonia Lounge, Narthex, and Gathering area. The committee will also provide items to enhance the worship experience as requested by the pastors.

Members

Judy England, Julie Mackey, Dawn Picard, Kathy Thorpe, and Nancy Rosenthal.

We met as needed. We are grateful to the Buildings and Grounds Ministry for their assistance with some of the displays.

Highlight of Activities

- The sanctuary was dressed for Advent and Christmas this year.
- Banners were changed as dictated by the liturgical year and/or theme of the worship service.

Submitted by Dawn Picard

Nominating Committee Annual Report

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 the called congregational meetings.

Members

Mark DeCleene and Bill Picard, Session representatives; Dan Hamersky, Deacon representative; Marilyn Heim, Mike Kettner and Barb Ryan, members from the congregation. Mark DeCleene served as Chair.

Candidates for the Class of 2021 were:

<u>Elders</u>	<u>Deacons</u>
Laurie Clayton	Diane and Rich Batson
Les Gulyas	Sydney Goddard
Scott McPherson	Terri Gulyas
Lynnee Schmidt	Beth Paulsen

Candidate to fill an unexpired term for the Class of 2021 Deacons: Chris McPherson

Candidates for the 2021 Nominating Committee were

Dr. Bob Bivins
Judy England
Judy Nighorn

Submitted by Mark DeCleene

Board of Deacons

The Board of Deacons is a group of caring, companionate, respectful members of First United Presbyterian Church's congregation. The Deacons oversee the welfare, health, and short comings of the congregation. The Deacons assist with weddings, baptisms, funerals, and the set-up of communion. The Deacons offer a listening ear, caring heart, and a prayer. The Deacons meet once a month (2nd Monday via Google Hangouts) to make sure everyone is aware of the needs, concerns, and celebrations of First United Presbyterian congregation members. The Deacons serve a three-year term.

Members

Each year, the Deacons say thank you to four amazing people and welcome four new ones. The current Deacons are....

Class 2020-2021: Becky Dzekute (President), Bonnie LeMense (Secretary),
Betty Pakjos (Treasurer), Chris McPherson (1 year term)

Class 2021-2022: Linda Allen, Cassie Griffin, Melissa Rusk, Sandy and Tom Steffens

Class 2022-2023: Teri Gulyas (Vice President), Diane & Rich Batson, Sydney Goddard, Beth Paulson

Highlight of Activities

With the unforeseen pandemic in 2020, the Deacon's highlighted events look differently as Sunday service was live streamed, we were unable to visit those in caring facilities, and traditional gatherings could not be held.

- Mailed cards to those members on the card list
- Visited/contacted those members on the Special Care list
- Assisted in baptisms, funerals, and weddings
- Prepared individual servings of communion the first Sunday of each month
- May/June-supplied confirmation class with a small gift
- Made sure flowers where available for each Sunday service
- In March, Deacons handed out soup for members of the congregation over the age of 80
- In September, term of Deacons was up
- In December, the Deacons supported our church families during the Christmas season. Diane and Rich Batson purchased and delivered gift cards.
- Received two lists throughout 2020 to contact members of the congregation to stay in touch and to deliver advent packets.

Submitted by Becky Dzekute

Men's Club

The name, "Men's Club", was adopted in the 1960's as an organization to provide men of the congregation with Christian fellowship and service to the church, to the community and beyond. All men in the church are automatically "members," invited to participate in activities of this organization. There is a calendar year annual meeting in late January for planning, otherwise meetings are as needed. Offices are for a President (Joe Williams), Vice President (Gary Williams), and a Secretary/Treasurer (Dennis Hibray).

Highlight of Activities

Due to the pandemic, men's activities were curtailed and will resume as the threat of the virus diminishes. This report outlines usual projects to be continued in 2021.

- The main fundraiser since 1956 is the annual fruitcake bake. About 30 men bake about 800 fruitcakes during three nights/week for three weeks in time to sell them starting at Thanksgiving. Fresh gourmet breads are offered as an alternative to fruitcakes.
- Members grill the meats for the FUPC annual "Worship in the Garden."
- Several of us helped this year at the Agape monthly meals.
- Lee Richardson and Lois Pelishek provided a monthly meal for Freedom House residents in Green Bay.
- Men's Club team of cooks provide for a monthly meal at the NEW Community Shelter in Green Bay.
- The brat sale on the corner for Memorial Day Weekend will be continued.

In 2020, we continued the tradition of giving away our proceeds from 2019. Funds were provided to FUPC operating fund which provides for youth activities, Connecting Ministry outreach, NEW Community Shelter for food costs, and FUPC Building Fund. Detailed accounting is provided in the Treasurer's report.

Presbyterian Women

Forgiven and freed by God in Jesus Christ and empowered by the Holy Spirit, we commit ourselves: to nurture our faith through prayer and Bible study, to support the mission of the Church Worldwide, to work for justice and peace, and to build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's Kingdom. The Presbyterian Women Coordinating Team meets the second Thursday of each month, at 8:30am. The format of Presbyterian Women is both small group work (Circles and groups) meeting monthly, as well as joint, large group programs throughout the year.

Members

Jan Nelson (Moderator, Treasurer, Papercrafting rep), Susan Leiber (Mission Sewing I and II/ Mary Circle rep), Barb Kraus (Talbot Circle rep), and Julie Mackey (Secretary, Mission Sewing I/Esther Circle rep). Other leaders include Sandy Steffan (4th Tues. Readers' Group) and Amy Nelson (Papercrafting).

Highlight of Activities

Pre- March 13 church shut down due to Covid-19 coronavirus:

- Held regular monthly meetings
- Coordinated funeral luncheons
- On Feb. 16th, Celebrate the Gifts of Women Sunday, Rev. Meggan Farwell preached, Marilyn Kabat awarded the PW Honorary Life Membership, women-led worship
- On Feb. 18th, Primary Election Day Bake Sale

Post- March 13 church shut down due to Covid-19 coronavirus:

- All meetings/events were temporarily suspended. Some groups restarted after varying lengths' hiatus, meetings tailored to interest, comfort and safety of group members
- Talbot Circle has continued contact via various methods
- Mission Sewing has continued contact, sewing/quilting/knitting at home, sewing of masks and other activities (see separate Mission Sewing article)
- Esther Circle is on continued hiatus
- Fourth Tuesday Readers' Group has continued meetings, after a break
- Papercrafting meetings have continued

Presbyterian Women in the Congregation continued to honor the Mission Pledge made "pre-virus" to Presbyterian Women to help fund development and PC(USA) mission projects, donations to special Offerings, and local mission, even though regular fundraisers (bake sales, used book sales, rummage sale) were not held for safety reasons. See the PW Treasurer's report for details. We so appreciate the faithfulness of the women of this congregation and hope that Presbyterian Women can continue to find opportunities to support them, the church and the body of Christ.

Submitted by Julie Mackey, member of PWCT

Presbyterian Women Mission Sewing Circle

2020 found us problem solving & finding new ways to support our mission giving. Our PW Sewing Circle routinely gathers at FUPC monthly, setting up a quilt frame, forming a knitters' circle, & finishing small projects in fleece & flannel. About noon, we break for devotions & lunch.

Within our "Covid-19 World", our Mission Sewing volunteers continued to support mission projects, but from the privacy of their homes. The NEW Community Shelter, HOWE & other family resource centers were not accepting donations during most of 2020. But, slowly, community need allowed us to donate our hand-made items.

Thank you to the creative women of our church family, who finished the following donations (more are awaiting a destination).

Single sized quilts 9
Child sized quilts 18
Knit blankets 2
Flannel blankets 2
Fleece blankets 5
Crochet blankets 3
Fleece child hat 6
Fleece scarves 4
Knit scarf 1

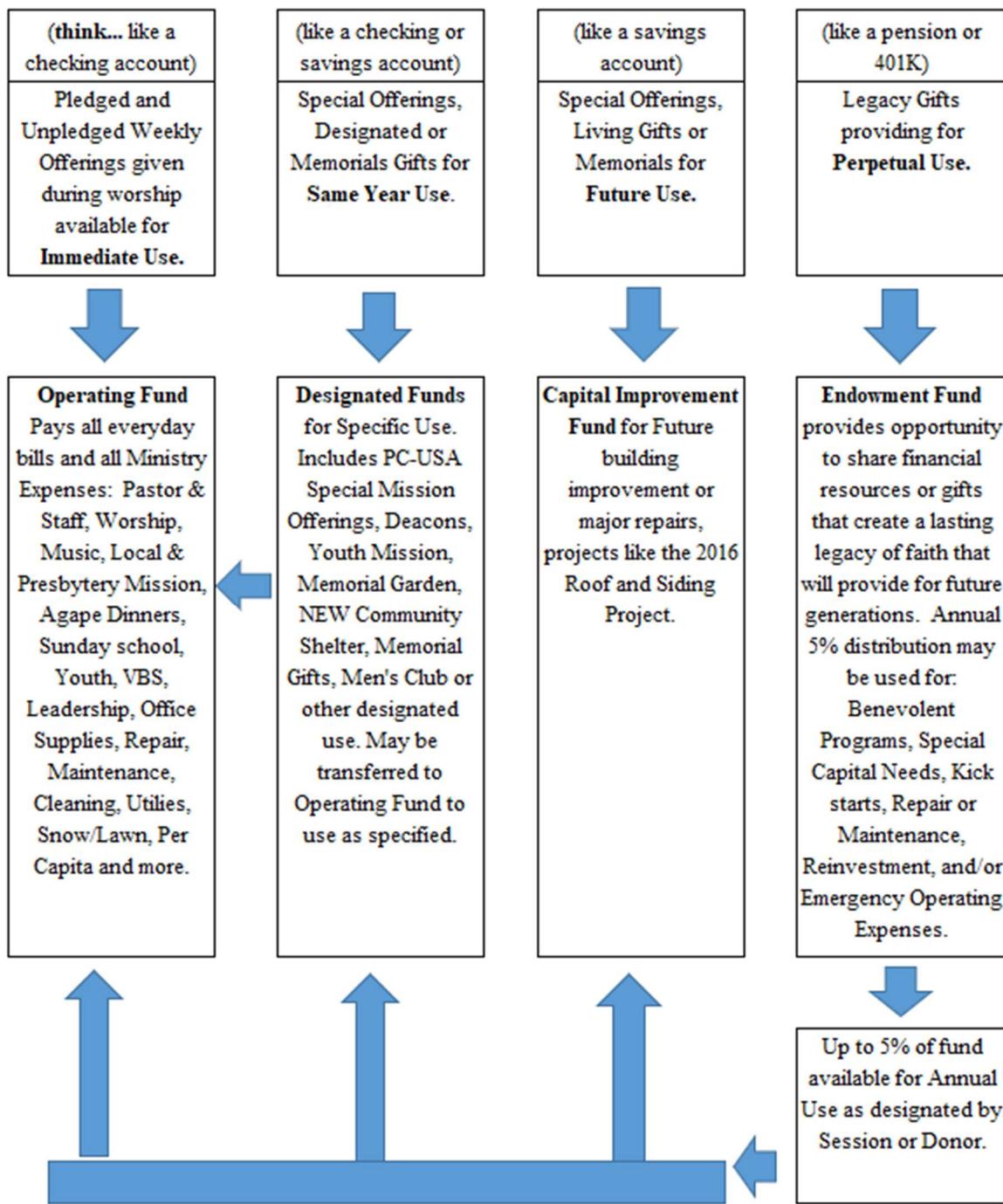
Knitted hats: Adult 9, Child 72, Infant 26
Baby bibs 12
Burp clothes 21
Knit dishrags 14
(Animal) Cage Blankets 8
Fleece "dog pulls" 28
Bag of yarn balls & donated markers for teacher @
Tank Elementary School

Organizations receiving PWMS's items:

- (January's) Brown County Blanket Collection
- Florence County Community Services
- The Linus Project
- Salvation Army of Green Bay
- Family Services of Green Bay
- Willow Tree Child Advocacy
- Howe School Family Services
- Ann Sullivan Elementary
- Tank Elementary
- Webster Elementary
- Happily Ever After Animal Shelter

Submitted by Susan Leiber & Julie Mackey, PW Mission Sewing Coordinators

Fund Descriptions & Use of Funds



2020-2021 “Share the Light” Stewardship Annual Campaign

	2021 Pledged	2021 Goal	2020 Actual Pledged
Operating Fund	\$281,923	\$300,000	\$287,680
Per Capita	\$6,426	\$7,500	\$7,320
Total Pledged	\$288,349	\$307,500	\$295,000
Member Units Pledging	121	150	135

2020-2021 Percentage of Members Changing Estimate of Giving from Prior Year

	Number of Pledges	Percentage
Increased pledge	49	32%
New member pledge	11	7%
Same as last year pledge	48	32%
Decreased from last year’s pledge	13	9%
Pledged last year, not this year (includes no estimate given and/or change in membership status).	30	20%

Treasurer's Report

	Budget <u>2019</u>	Actual <u>2019</u>	Budget <u>2020</u>	Actual <u>2020</u>	Budget <u>2021</u>
Beginning Balance	24,389	24,389	27,771	27,781	22,556
Income:					
Pledges	311,000*	301,628	301,250	288,941	284,757
Non-Pledged	16,900	21,729	19,425	24,788	23,879
Loose Offering	3,550	3,083	2,585	482	1,250
Per Capita	8,000	7,864	8,085	6,623	7,000
Building Use	10,600	8,145	10,325	4,446	5,000
Miscellaneous	3,000	2,272	2,000	643	1,500
Sunday School	650	750	555	83	630
Fellowship/Agape Dinners	1,500	3,047	2,000	2,201	2,200
Endowment Interest	0	0	0	0	0
Endowment Transfer	19,200	19,200	19,570	19,570	18,917
Transferred from Designated Fund	3,000	3,000	4,000	9,250	4,000
Investments	400	636	400	23	100
Total Income	377,800	371,354	370,195	357,050	349,233
*Payroll Protection Program Loan Forgiveness Grant					
36,328					
Beg Balance + Income	402,189	395,743	397,966	384,831	408,117
Expenses					
Co-Pastor Salaries/Housing/Staff	141,700	143,807	172,104	172,353	172,256
Co-Pastor Medical/Pension/Terms of Call	34,940	31,222	56,284	55,369	56,437
Payroll Taxes (Staff and Co-Pastors)	10,840	10,993	13,132	13,306	13,184
Cleaning Service/Heat & AC Maintenance	25,500	21,085	22,445	20,262	20,310
B&G Supplies/Copier Lease	9,500	11,483	10,075	7,803	10,695
Telephone & Internet	3,780	3,860	3,780	4,244	4,080
Postage	1,250	999	1,000	2,200	1,800
Utilities/Taxes/Insurance/Lawn/Snow	51,020	55,814	52,355	47,929	51,665
Maintenance of Equip/Instruments	8,300	9,446	7,275	10,632	7,615
Computer Equip & Maint	2,000	227	1,000	2,936	2,020
Advertising and Publications	1420	1179	1100	217	1450
CE/Connecting/Worship Programing	12,220	13,109	18,345	5,006	8,500
Per Capita	12,765	12,765	12,400	12,400	12,400
Building Fund Expense	55,020	44,853	0	0	0
Agape/Local and Presbytery Mission	8,420	7,130	7,400	7,619	9,850
Total Expenses	378,675	367,972	378,695	362,276	372,262
Ending Balance	23,514	27,771	19,271	22,555	35,855

Summary of Fund Balances

<u>Fund</u>	<u>Beginning Balance 01/01/2020</u>	<u>YTD Income</u>	<u>YTD Expense</u>	<u>Ending Balance 12/31/2020</u>
Operating Fund	\$ 27,780.61	\$ 357,050.23	\$ 362,275.53	\$ 22,555.31
Memorial Fund	\$ 1,584.38	\$ 1,725.00	\$ 3,309.38	\$ -
Building Fund	\$ 91.76	\$ -	\$ 91.76	\$ -
Designated Funds	\$ 27,153.31	\$ 28,849.72	\$ 32,371.93	\$ 23,631.10
	** Includes funds transferred from other funds			
Capital Improvement	\$ 17,870.89	\$ 17.50	\$ -	\$ 17,888.39
*Endowment Fund	<u>\$ 395,785.00</u>	<u>\$ 52,119.00</u>	<u>\$ 23,502.00</u>	<u>\$ 424,402.00</u>
 Total	<u><u>\$ 518,144.56</u></u>	<u><u>\$ 439,761.45</u></u>	<u><u>\$ 421,550.60</u></u>	<u><u>\$ 488,476.80</u></u>

*The beginning and ending balances reflect the market value of the investments.

Summary of Mission Giving

Mission Support Paid from Operating Funds		
General Mission	<u>\$ 6,000</u>	\$ 6,000
Other Mission Support Paid from Operating Funds		
Presbyterian Pantry	\$ 107	
Agape Dinner	<u>\$ 1,512</u>	\$ 1,619
Designated Mission Funds Dispersed:		
NEW Community Shelter	\$ 1,943	
Peacemaking	\$ 458	
Christmas Store	\$ 2,483	
One Great Hour of Sharing	\$ 755	
Pentecost	\$ 288	
Youth Mission Trip	\$ 2,396	
De Pere Christian Outreach	\$ 500	
Sharing is Caring	\$ 31	
EPH	\$ 1,000	
Presbyterian Pantry	<u>\$ 700</u>	
		\$ 10,554
Total Mission Giving		<u>\$ 18,173</u>

Designated Funds

<u>Fund #</u>	<u>Designation</u>	1/1/20		<u>Expense</u>	<u>Transfers</u>	12/31/2020	
		<u>Balance</u>	<u>Donations</u>			<u>In/(Out)</u>	<u>Balance</u>
400	Extra Commitment Mission	507.62	500.00	1,007.62			-
403	Vacation Bible School	-	352.80	-			352.80
405	Youth Coffee Shop	2,726.96	665.00	925.99			2,465.97
406	B&G - Security Deposit	1,451.60	700.00	2,423.45	271.85		-
406	B&G - K Lounge						
406	plumbing	25.00	50.00	75.00			-
408	Music and worship	-	258.82	258.82			-
410	Deacons	3,657.57	2,000.00	1,345.41	(271.85)		4,040.31
412	Youth Mission Trip	678.34	-	2,196.37	2,000.00		481.97
	One Great Hour of						
421	Sharing	-	755.00	755.00			-
422	Joy Offering	-	725.00	-			725.00
	Peacemaking (Keep						
423	25%)	533.50	200.00	733.50			-
425	Presbyterian Pantry	-	700.00	700.00			-
	NEW Community						
428	Shelter	1,208.80	25.00	1,343.44	2,000.00		1,890.36
439	Great Escape Mission	-	1,500.00	200.00			1,300.00
	Pentecost Offering						
442	(Keep 40%)	180.80	480.00	660.80			-
	Judy Allan Memorial						
467	Garden	519.94	50.00	-			569.94
470	Christmas store	532.60	1,950.00	2,482.60			-
471	Men's Club	12,347.43	1,937.00	2,200.23	(8,000.00)		4,084.20
	Professional Exp						
474	Carryover	1,337.53	2,229.25	291.85			3,274.93
	Continuing ed.						
475	Carryover	1,445.62	3,000.00	-			4,445.62
482	Agape Dinner	-	-	-			-
		27,153.31	18,077.87	17,600.08	(4,000.00)		23,631.10

Capital Improvement Fund

Beginning Balance, 1/1/20 \$ 17,870.89

Income:

Growth of fund \$ 15.21

Disbursements:

\$ -

Ending Balance, 12/31/20 \$ 17,886.10

Living Gifts and Memorials Fund

Beginning Balance 1/1/20 \$ 1,584.38

Income-Memorials and Living Gifts received in memory of:

Ramona Sadlon	\$ 100.00
Tommie Lindsley	\$ 1,000.00
Anna Smith	\$ 50.00
Anonymous Living Gift	\$ 200.00
Allan Pagel	\$ 125.00
Jan Pomprowitz	\$ 250.00
	<u>\$ 1,725.00</u>

Disbursements:

Microphone - MF (Cornell)	\$ 527.78
Office computer (Cornell, Larsen, Weir, Pomprowitz)	\$ 1,031.60
Church/Best use (Sadlon)	\$ 100.00
Organ enhancement (Lindsley)	\$ 1,000.00
To Deacons for Flowers (Pahl)	\$ 25.00
Streaming Equipment (Anonymous))	\$ 200.00
To NEW Shelter (Pagel)	\$ 25.00
To Endowment (Smith and Pagel)	\$ 150.00
Church/Best use (Pomprowitz)	\$ 250.00
	<u>\$ 3,309.38</u>

Ending Balance 12/31/20 \$ -

Balance Sheet – By Fund

	Fund 01 <u>Operating</u>	Fund 02 <u>Memorial</u>	Fund 03 <u>Building</u>	Fund 04 <u>Designated</u>	Fund 05 <u>Cap. Imp.</u>	Fund 10 <u>Endowment</u>	<u>Combined</u>
Assets:							
BMO Harris bank	\$64,289.44	-	-	\$23,631.10	\$10,370.89	-	\$98,291.43
Morgan Stanley account	-	-	-	-	\$7,515.00	\$424,405.17	\$431,920.17
Building and equipment	-	-	<u>1,579,044.49</u>	-	-	-	<u>\$1,579,044.49</u>
Total assets	<u>\$64,289.44</u>	<u>-</u>	<u>\$1,579,044.49</u>	<u>\$23,631.10</u>	<u>\$17,885.89</u>	<u>\$424,405.17</u>	<u>\$2,109,256.09</u>
Liabilities:							
Employment taxes payable	\$1,599.86	-	-	-	-	-	\$1,599.86
Dental insurance - pastor	\$460.03	-	-	-	-	-	\$460.03
Medical Reimbursements	\$104.75	-	-	-	-	-	\$104.75
Accounts Payable	\$2,167.26	-	-	-	-	-	\$2,167.26
Prepaid pledges	\$6,090.64	-	-	-	-	-	\$6,090.64
Prepaid per capita	\$40.00	-	-	-	-	-	\$40.00
Loan due BMO (PPP)	<u>\$36,327.50</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>\$36,327.50</u>
Total liabilities	<u>\$46,790.04</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>\$46,790.04</u>
Fund balance	<u>\$17,499.40</u>	<u>-</u>	<u>\$1,579,044.49</u>	<u>\$23,631.10</u>	<u>\$17,885.89</u>	<u>\$424,405.17</u>	<u>\$2,062,466.05</u>
Total liabilities and fund balance	<u>\$64,289.44</u>	<u>-</u>	<u>\$1,579,044.49</u>	<u>\$23,631.10</u>	<u>\$17,885.89</u>	<u>\$424,405.17</u>	<u>\$2,109,256.09</u>

Endowment Fund Financial 2020

Beginning balance – January 1, 2020	\$395,785
Realized and unrealized market value gains (Prior to contributions, expenses and withdrawals)	\$51,972 13.1%
Endowment gifts	\$150
2020 Annual Distribution Withdrawals: • Presbytery general mission \$5,900 • Operating fund support \$13,670	-\$19,570
Fund management expenses	-\$3,932
Ending balance – December 31, 2020	\$424,405

The endowment is conservatively managed by Morgan Stanley Wealth Management and is subject to consultation with members of the Finance Ministry. Asset allocations are evaluated based on overall economic conditions and expected fluctuations and market movements. Assets are invested in stock funds, bond mutual funds and money market funds to access the broadest possible footprint in the market. The fund experienced a remarkable 13.1% gain during 2020. The goal of the fund is to average an annual growth of 6.5% over time.

The annual 5% distribution totaled \$19,570 for 2020, and the funds were utilized as noted above. The 2021 budget shows an expected distribution of \$18,917.

Men's Club Financial Report

January 1, 2020 – December 31, 2020
Designated Fund 471

As of 1/1/20 \$12,347.43 was in the FUPC Men's Club Designated Fund 471.

1/01/17 – Beginning balance: \$12,347.43

For the period 1/1/20 – 12/31/20 the Men's Club received the following income:

2019 Fruitcake/cake sales	\$377.00
Donated by congregation (November mailing)	\$1,060.00
Individual Congregational member donation	\$500.00
 Total Income	 \$1,937.00

2018 beginning balance plus income \$12,347.43 + \$1,937 = \$14,284.43

For the period 1/1/20 – 12/31/20 the Men's Club incurred the following expenses:

NEW Community Shelter	\$2,000.00
FUPC Operating Fund	\$4,000.00
Mission Trip Designated Fund.....	\$2,000.00
Expenses (fruitcake, other)	\$2,200.23
 Total Expenses	 \$10,200.00
 Balance in Designated Fund 471 as of 12/31/20	 \$4,084.20
(\$14,284.43 - \$10,200.23 = \$4,084.20)	

A Men's Club member planning meeting for 2021 has been delayed due to Covid-19. Fruitcakes were not made in CY 2020 due to CV19 thus except for the generous donations from the congregation and carryover fruitcake revenue, activities have been placed on a hiatus until we are back to a somewhat normal existence.

Respectively Submitted by Dennis Hibray, Treasurer

Presbyterian Women Treasurer's Report

Checking Account:

Opening Balance 1/1/2020	\$1,974.36
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Receipts	
Letter Appeal	1,360.00
Mission Sewing Luncheons	45.59
Cash In	50.00
Funeral Luncheons	212.64
Bake Sales	261.50
Cents-ability	21.83
Papercrafting Transfer	1,315.00
Least Coin	19.15
Thank Offering	20.68
<hr/>	
Total Receipts	\$3,306.39
<hr/>	
Disbursements	
Letter Appeal Supplies	24.60
Cash Out	50.00
Tablecloth Cleaning	238.52
Office Expense	
(INCLUDING Postage)	70.75
HLM & Supplies	101.09
Papercrafting Transfer	1,315.00
Thank Offering	20.68
Least Coin	19.15
Cents-ability	21.83
Presbyterian Pantry	45.59
Lenten Luncheon Expense	58.32
Mission Pledge	1,380.00
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Total Disbursements	\$3,345.53
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Ending Balance 12/31/20	\$1,935.22
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Savings Account:

Opening Balance 1/1/2020	\$1,096.91
Interest for 2020	.12
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Ending Balance 12/31/2020	\$1,097.03
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Program & Volunteer Information Directory

Group	Times & Location	Chair/Lead	Phone	Email
Adult Christian Education	Sundays, 8:30 a.m., KL & Gathering Area	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org
Agape Dinner	1 st Wednesday, 5:45 p.m., FLC	Amy Cassidy	(920) 336-1994	ajcassidy@wearecp.org
Audit & Review Committee	Spring, as needed.	Anne Motquin	(920) 309-0757	anne.motquin@gmail.com
Building & Grounds Ministry	1 st Monday, 5:30 p.m. Sr. High	Kevin Spiegel	(920) 619-3151	kevinsp2740@gmail.com
Chancel Choir	Sundays, 8:30 a.m., Music Room	Andrew Parks	(715) 426-1104	andrewhparks@gmail.com
Christian Education Ministry	Quarterly, 1 st Tuesday, Mid. High	Mark DeCleene	(920) 819-1661	moxie21357@gmail.com
Church Steps String Band	2 nd & 3 rd Tuesdays, 7:30 p.m., Music Room	Ted Huebbe	(920) 246-9919	ted_huebbe@new.rr.com
Connecting Ministry	1 st Monday, 6:30 p.m., Rm 11	Amy Cassidy	(920) 339-1994	ajcassidy@wearecp.org
Contemporary Readers Group	2 nd Sunday (Oct-May), 5:30 p.m., KL	Lee Richardson	(920) 336-5331	rich60.dc@gmail.com
CORE /JAM (Middle/High School Youth Groups)	Sundays, 5:30 p.m., Youth Rms	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org
Deacons	2 nd Monday, 6:30 p.m., Rm 11	Becky Dzekute	(920) 609-4671	becky.dzekute13@outlook.com
De Pere Christian Outreach Center	3 rd Thursday every other month, 6:30 p.m., DPCO	Wally Heil	(920) 337-0505	laurelheil@att.net
De Pere Christian Outreach Christmas Store	As needed.	Marilyn Heim	(920) 655-8704	Dheim3@new.rr.com
Esther Circle Bible Study	3 rd Wednesday, 9:30 a.m., KL	Julie Mackey	(920) 337-0890	juliemackey4@gmail.com
Ecumenical Partnership on Housing (EPH)	As needed	Mert Bayer	(920) 655-8360	tomert@sbcglobal.net
Freedom House	As needed	Cindi Barnett	(920) 737-5376	Cindi.barnett@snc.edu
4th Tuesday Readers Group	4 th Tuesday, 1:00 p.m., KL	Sandy Steffen	(920) 435-6526	steffensandy@hotmail.com
Finance Ministry	2 nd Monday, 6:00 p.m., KL	Ken Nyberg	(920) 497-4537	Kcnyberg208@gmail.com
Handbell Choir	Tuesdays, 6:30 p.m., Music Rm	Ted Huebbe	(920) 246-9919	ted_huebbe@new.rr.com
Judy Allen Memorial Garden	As needed.	Kevin & Debbie Spiegel	(920) 606-3981	Debbielou333@gmail.com
Leadership Ministry	1 st Monday, 6:00 p.m., Library	Tori England	(773) 531-6604	toriengland@hotmail.com
Library	As needed	Sue Renier	(920) 562-9208	Srenier129@sbcglobal.net
Liturgical Arts Committee	As needed	Dawn Picard	(920) 246-3279	Dpicard2@new.rr.com

Group	Times & Location	Chair/Lead	Phone	Email
Men's Bible Study	2 nd & 4 th Wednesday, 10:30 a.m., KL	Tom Bayer	(920) 371-7523	tomert@sbcglobal.net
Men's Club	As announced	Joe Williams Dennis Hibray	(920) 819-6974 (920) 336-0361	tarheel6@sbcglobal.net dhw0361@gmail.com
NEW Community Shelter	3 rd Tuesday Dinner	Cindi Barnett	(920) 737-5376	Cindi.barnett@snc.edu
New Members Class	As needed	Pastor Luke Farwell	(920) 461-2663	luke@firstunitedpc.org
Nominating Committee	As needed	Anne Motquin	(920) 309-0757	anne.motquin@gmail.com
Nursery	Sunday mornings & various groups, as needed	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org
Pastoral Care	As needed	Pastor Luke Farwell Pastor Meggan Farwell	(920) 461-2663 (920) 246-9030	luke@firstunitedpc.org meggan@firstunitedpc.org
Presbyterian Pantry	Food Packing, 2 Monday AM's a month	Julie Mackey Susan Leiber	(920) 337-0890 (920) 337-0979	juliemackey4@gmail.com skayleiber@yahoo.com
Presbyterian Women	Coordinating Team, 2nd Thursday, 8:30 a.m., Rm 11	Jan Nelson Julie Mackey	(920) 338-0155 (920) 337-0890	jnelson35@new.rr.com juliemackey4@gmail.com
PW Mission Sewing Circle	1 st Thursday, 9:30 a.m., KL	Julie Mackey Susan Leiber	(920) 337-0890 (920) 337-0979	juliemackey4@gmail.com skayleiber@yahoo.com
Safe Church Committee	As needed	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org
Session	3 rd Monday, 6:30 p.m., KL	Dawn Picard, Clerk of Session	(920) 246-3279	Dpicard2@new.rr.com
Stewardship Committee	4 th Monday, 7:30 p.m., Rm 3	Loren Porretto	(310) 251-0425	Hi.lander@yahoo.com
Sunday School	Sunday, 8:30 a.m., Various Rooms	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org
Talbot Circle	2 nd Thursday, Noon, KL	Barb Kraus	(920) 983-6149	NA
Worship & Music Ministry	Quarterly	Alice Wood	(785) 393-9990	avicwood@gmail.com
Woe-Be-Gone	Last Thursday of month, 10:00 a.m., KL	Pastor Luke Barb Williams	(920) 461-2663 (920) 819-3063	luke@firstunitedpc.org tarheel6@sbcglobal.net
Women's Fellowship	Monthly, various	Pastor Meggan Farwell	(920) 246-9030	meggan@firstunitedpc.org

KL: Koinonia Lounge, FLC: Family Life Center