



# **ANNUAL REPORT 2023**

**First Congregational  
United Church of Christ—  
River Falls, WI Inc.**



# 2023 ANNUAL MEETING

February 4, 2024

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FIRST  
CONGREGATIONAL  
CHURCH, UCC  
RIVER FALLS

**FIRST CONGREGATIONAL - UNITED CHURCH OF CHRIST, INC.**  
**2023 ANNUAL MEETING**  
**February 4, 2024**

**AGENDA**

WELCOME

1. Opening Prayer – Pastor Chris
2. Approval of Agenda
3. Approval of February 5, 2023, Annual Meeting Minutes
4. Old Business:
5. New Business:
  - a. Presentations by Committees:  
CE, Deacons, Discipleship, Endowment Grant, Mission, PTB, Scholarship, Trustees
  - b. WISE Team presentation
  - c. Creation Justice proposal
6. Approval of Reports
  - i) Pastor, Denomination, Staff, and Moderator
  - ii) Boards and Committee Reports
  - iii) Clerk's Report
7. Building Fund Update - Joel Larsen and Brad Williams
8. Acceptance of 2023 Treasurer's Report – Louie Filkins, Missy Luedtke, Kathy Rausch, Pastor Chris
9. Presentation and Approval of 2024 Budget as Recommended by the Church Council and Trustees – Louie Filkins, Missy Luedtke, Kathy Rausch, Pastor Chris
10. Election of Officers, Conference Delegates, and Nominating Committee Members  
Moderator, Vice Moderator, Treasurer, Clerk, Conference Delegates, Nominating Committee
11. Other Business
12. Adjournment

No matter who you are. No matter where you are on your spiritual journey, you are welcome here!

As Jesus' courageous disciples, living God's grace, we strive to:

- † Worship faithfully
- † Welcome openly
- † Grow spiritually
- † Care passionately
- † Serve generously

# Pastor's 2023 Annual Report

This is the first year when the pandemic of 2020 feels like ancient history. We are still dealing with its consequences, on our church community and society, but we have definitely reached a new groove. Last year I said our image for 2022 was to rebuild and renew as we emerged from several years of pivoting (2020) and see-sawing (2021). This year my image for our ministry is connecting, with God, our community, and ourselves.

Many of us are now living in a hybrid world which combines both in-person and online parts of living. Hybrid is the new normal. All of our worship services are now live-streamed, and we have a significant following thanks to our great web stream team (even as we look forward to a much-needed audio upgrade as part of our capital campaign). While these are great options that expand our reach beyond our building and enable people to worship with us while away at school, on vacation, sick or shut-in, in some ways they also contribute to a sense of isolation many people feel in the world today. Too many are feeling left out and left behind. Too many are feeling confused about the increasing pace of change. Too many feel lost, thus our focus for much of this year has been on connecting people to their faith and community.

I remain fiercely proud of this church and the way its members and staff have continued the mission of the church both inside and outside the church walls under sometimes trying circumstances. It is hard to keep up with all the ways this church keeps fulfilling its mission of loving people. I am particularly thankful this year to church staff and lay leaders who keep us both reflective and on task seeking to maintain and expand our church ministries. Here are some of our highlights from 2023:

## Worship

- Sunday Worship—We continue to offer three ways to worship each Sunday: in person, online, and on the radio. Our current in-person worship schedule is 10am during the program year, a compromise between the two previous times, and our 9:30am summer service. Worship this fall has been very full on some Sundays (extra chairs!) and comfortably full on most Sundays. When will we resume the two services? Our answer is when the 10am service is consistently very full.
- Communion—We are now entering our third year of offering weekly communion. We have an established system and a dedicated and growing team of deacons.
- Special Worship—Lent, Holy Week and Easter, Advent and Christmas worship services were all held and well attended. We continued Prayer Around the Cross for Lent and Holden Evening Prayer for Advent.
- Staff—We now have a full staff again and are trying to use each of their individual gifts to better minister to the whole community.
- Choir—Our music team of Jamie Mills, Sarah Plum and Dave Reilly continues to lead the congregation in song. A new hymnal, Worship and Rejoice, is here and will be debuted in early 2024 in worship.

## Education

- Confirmation and Youth Group—Confirmation continues to flip each week with Youth Group. Each group has a turn for both education and fun fellowship activities. Diana leads Pre-Confirmation, Stacy a combined Confirmation class, Chris leads Church Interns and Alex leads Youth Group. Our numbers are down from before Covid, but growing in Middle School which is great to see.
- Programs—All of our educational programs such as Wednesday School, Sunday School, Bible Study, VBS and the Adult Forum continue, after significant challenges in previous years due to Covid. A special thank you to Pastor Stacy who spends enormous amounts of time and energy coming up with new ways to keep families connected to their faith.

## **Fellowship**

- **Family Meals**—Family Meals continued this year with in-person meals and take outs available.
- **Small Groups**—Our small groups are growing with Men's Group reaching 20 guys, Merry Widows, Yoga at 15-20 people, Bible Study on Wednesday growing, and a new Sit and Knit group. Among Friends, a ministry to those with Alzheimer's continues to grow and perhaps expand.
- **Care for Shut-Ins**—We continue to reach out to our shut-ins and special friends through Amaryllis deliveries, Wellhaven gatherings and the revived Companion Program to visit our senior friends.
- **River Falls Days**—Our Music Team hosted an awesome Bluegrass concert out on the church lawn for the second time which now seems like a kickoff to the River Falls Days festivities in the future!

## **Mission**

- **Mission Committee**—This committee continues to find creative ways to support our mission partners. Earth Fest was again a hit, a Diaper Drive between Mother's and Father's Days was held and a Reverse Advent Calendar brought in over 2000 pounds of food and over \$1300 for the River Falls Food Pantry.
- **Compassion Fund**—Amazingly over \$14,000 was given to the Compassion Fund to help those in need in our community. We paid people's mortgages, bought medicine, provided grocery and gas gift cards.

Special thanks needs to be mentioned to our amazing and changing church staff who daily step up and reach out. Missy who finds multiple ways to get information out and people signed up. Tim busy fixing things in the church (including a recently found leaky gutter that was found bricked up *inside* the building--ask him about it). Stacy finding creative ways to keep faith relevant for faith formation programs. Pastor Deb who called on members and worked with our Mission Committee, WISE, Green and Welcoming Teams. Farnum Fuller kept our building clean and groups meeting where they needed to. Marsha and Terry, Jamie and Sarah who continually try to harness our musical gifts. And Alex Plum who worked with our teens and young folk. Thank you all.

## **Challenges and Goals for 2024**

Church life is never static. Some of the challenges and goals I see for the coming year include:

Church Council will read the book *All The Lonely People* as a creative way of helping us think more about how our church community can better reach out and connect people. *How can we as a church community and its leaders better connect people in a lonely world?*

Fun events that bring people together like some long-delayed Cooking Classes with Peter Kwong are already scheduled and full. *How can we use our people, building and gifts to bring people together?*

We received a Lilly Endowment Clergy Renewal Grant which will enable Pastor Stacy to take her first sabbatical and bring some fabulous art exhibits to our church in 2024. *How can we share this gift with others?*

Continuing to financially fund our church programs with an aging congregation. *How can we grow in our generosity?*

People are hungry to learn and serve. *How can we better equip lay leaders and worship leaders to help lead us as a strong, vibrant, faith community?*

In Great Gratitude,  
Chris Myers, Pastor

## Conference Minister 2023 Annual Report

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

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

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

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

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

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

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

Submitted with a grateful heart in the love of Christ,  
The Rev. Franz Rigert  
Conference Minister

## Moderator's 2023 Annual Report

For the past year it has been my privilege to serve as Moderator of this church. It has provided me with an opportunity to learn more about the church “from within” and to interact with many wonderful and committed people in leadership positions as well as staff and volunteers.

One of the duties of the moderator is to preside at all meetings of the church and church council. The council is the governing body of the church and is charged with coordinating the programs that make up the life of the church. The council consists of the elected officers of the church, the senior pastor, and representatives from each of the standing committees of the church. It meets monthly except in June and July.

Council meetings typically begin with an opening prayer, followed by approval of the agenda & minutes and acceptance of the monthly treasurer's report. Discussion of old & new business follows. The meeting then turns to ministry updates, in which each committee representative present recaps the most recent meeting of their committee, shares their committee's activities and future plans, and requests discussion and approval by council of any topics that affect the church as a whole. It is truly a blessing to be present for these updates and witness the creativity, energy and commitment of the leaders building the vibrant life of our church. People have so much to share that they need to speak quickly and summarize to the best of their ability so everything can be discussed within the time allotted for our meetings! I always leave council meetings feeling inspired, energized and humbled by how willingly our congregation members share their time and talents.

Council's goals for the 2023-2024 program year continue to mirror the emphases articulated by our Strategic Plan:

- Strategic Emphasis 1: Build a beloved community
- Strategic Emphasis 2: Care for our church home
- Strategic Emphasis 3: Grow our church
- Strategic Emphasis 4: Communicate our church's story

As a congregation, we are continually blessed to have a talented and dedicated staff serving our church – the pastors, the youth leadership, the music leadership, the building manager and custodial staff, and the office administrator. Their commitment, experience, and willingness to share their talents bless our church every day. Thank you!

And thank you, once again, to the members of the congregation for your openness and charity. Together we can help the church grow and thrive as we “strive to worship faithfully, welcome openly, grow spiritually, care passionately, and serve generously.”

Kathy Rausch  
Moderator



## Community and Outreach Ministry 2023 Annual Report

“For where two or three are gathered in my name, there am I in the midst of them.” - Matthew 18:20 RSV

It has been a blessing doing ministry with you this past year. I have been working with the Mission Committee, Welcome Committee, Green Team, Wise Team and First Church Companions. I have also been making Pastoral Visits and have led a monthly worship service at Wellhaven Senior Living Center; as well preaching occasionally.

Following a presentation by Wisconsin Conference Staff person, Lisa Hart on becoming a WISE Church: W-welcoming, I- including, S- supporting, and E-engaging people with mental health challenges; a Wise Team of six people has been established. We have met twice a month to educate ourselves on the issues surrounding mental health. We have also become a support group for one another. We have begun the application process of becoming a WISE Church. Our goal is to continue the work of the Christian Education Committee on educating and supporting the congregation on mental health challenges. Our goal is to remove the stigma of having mental health issues. In December we held a Blue Christmas Worship Service in which we recognize that Christmas can be a painful time and that in God there is hope.

Our Green Team was reactivated this past summer. We attended a city-wide Green Team Educational Event, and we are working to become a Creation Justice Church. We participated in the Earth Fest Day last April focusing on spiritual wellness.

I have also been working with a new lay visitation team named First Church Companions. We hope to connect companions with people of the congregation who wish to have a regular connection with a church friend.

I have led two relational bible study events this past year. There has been a request to have a bi-monthly women's group in 2024. We will begin that in January.

My hope for the new year is to continue ministries in which a sense of community and support is developed and to continue the work of missions; especially creating a city wide support for a continued supply of diapers for the Food Shelf, Our Neighbor's Place and Turning Point.

May we continue to be the people of God, experiencing the presence of Christ in our midst.

God's blessings,  
Pastor Deb Meyer

## Among Friends 2023 Annual Report

Among Friends is a Social Respite for Individuals with dementia and their families.

Among Friends staff and volunteers provide a safe and fun day for individuals with dementia to enjoy coffee and conversation, chair yoga and engaging activities, music, and meeting new people. We have a 1:1 volunteer ratio that allows each participant to seek out or be guided into activities they might want to do. This past year, we have petted the goats, fed the cats and dogs with our bagged donations of food to the local Pantry, walked the block on sunny days, participated in VBS and the Christmas luncheon, and given caregivers some renewing time.

Life does not end with a diagnosis of dementia, but it changes in ways that sometimes frightens us, and may even embarrass us. Our staff and volunteers strive to create a place where everyone has respite from fear and embarrassment, where we exhale laughter, and accept one another in the moment.

The Among Friends board, staff, volunteers, and families we serve are so grateful for the pleasant space and supportive congregation and the staff of First Congregational UCC. Supported by Bader Philanthropies and other grants, individual, community, and church donations, the Among Friends budget is small and fragile. We cannot exist without the space donated by the church. May each of you know that your generous gift of space gives us the opportunity to continue a ministry of welcoming folks and walking with them on the long dementia journey. Thank you.

# Board of Christian Education 2023 Annual Report

The Board of Christian Education is responsible for Sunday School, Confirmation, Wednesday School, Vacation Bible School, and educational opportunities for adults. Below are highlights of 2023:

## Ongoing Responsibilities

- **Sunday School:** 39 students, from age 3 through grade 8, are engaged in Sunday School. Lessons for elementary students are prepared specifically for our Sunday School program.
- **Adult Education:** Adults meet for text study on Sunday mornings to discuss the Bible readings heard during worship. The Bible Study group meets Wednesday afternoons, 1:00–2:30.
- **Summer Program:** VBS served 40 students and included 22 adult and teen volunteers. The theme was “When Jesus Lived.” Families received a booklet to help parents connect church learning to home life. The summer musical had 14 participants.
- **Confirmation:** Pre-confirmation and confirmation classes meet biweekly. Church interns meet monthly. On alternate Wednesdays, confirmands attend Youth Group.
- **Wednesday School:** Wednesday School serves 24 elementary students and is supported by an excellent team of adult leaders.
- **Outreach:** Throughout the year CE reaches out to individuals and families to nurture development and a connection to the congregation. Specific activities include: Cardboard City and Advent resources.

## Accomplishments

- Sponsored the wildly successful Cardboard City event.
- Presented an Advent musical, “Chimes in the Night” and a summer children’s musical, “Oh, Jonah!”
- Made an Advent resource highlighting four Advent themes for all members.
- Held three Learning Community events: Christian Nationalism, An Evening in Norway, and Sojourner Truth.
- Proposed a new social media policy for the congregation.
- Purchased reusable dishes appropriate for children for Wednesday School to reduce expense and waste of paper products.

## Report on 2023 Goals

Committee Goals:

1. Offer opportunities to consider issues across the lifespan—**Not directly accomplished.**
2. Restructure the Confirmation program to ensure vitality and relevance—**Accomplished for 2023-24, but an ongoing process.**
3. Expand the use of the Family Resource Center and move to an online computer check-out system—**In process.**

## 2024 Goals

1. Revise all registration forms to be aligned with the new social media policy.
2. Continue with expansion of Family Resource Center.
3. Update the congregation’s CE brochure.
4. Make the new wood backdrops.
5. Continue offering opportunities to consider issues across the lifespan.

Board of Christian Education: Kim Brown, Dawn Follstad, Jennifer Friese, Kathryn Hector, Angie Knutson, Christina Krueger, Ann Nelson, Mara Shepherd, Lori Swanson,

Minister of Christian Education: Stacy Johnson Myers

## Board of Deacons 2023 Annual Report

The Board of Deacons is called upon to:

- Minister to the spiritual interests of the church and community.
- Assist in preparing and administering the sacraments and caring for the altar and its fixtures.
- Assist in church services by ushering, taking the offering, and assisting the minister in other ways.

The Deacons' ongoing tasks and goals include:

- Establishing and carrying out usher schedules and duties:
  - We greet and assist with in-person services.
  - We assist with mobility issues. We continue to reserve back-row seats to better accommodate those in wheelchairs or with walkers.
  - We received an endowment grant to purchase 4 hearing assist devices that members can use during services.
  - We support multiple services for Easter week & Christmas Eve Services.
  - We help with "Welcoming" at the 3<sup>rd</sup> Street Entrance prior to service.
- Assist in preparing and administering communion:
  - We prepared and served weekly communion throughout the year.
  - Special thanks to Laura Anderson, Cindy Gandrud, and Lois Martin for baking our communion bread!
  - Special thanks to Evelyn Purdy for helping the Deacons keep the pitcher & chalice polished throughout the year.
  - We purchased new candle holders and candles for the altar.
- Assist and support Inquirers' Classes:
  - We hosted 2 Inquirers' Classes this past year – one in January and one in October.
- Host Coffee Fellowship for Confirmation Sunday:
  - We provided cake in honor of the confirmands during coffee fellowship in May.
- Emergency Preparedness Committee:
  - Two Deacons, Laura Anderson and Linn Lawrence, represent the Deacons by serving on the Emergency Preparedness Committee to develop procedures for dealing with potential emergencies.

The Board is blessed to have the service of members over the past year: Laura Anderson, Cindy Gandrud, Traci Hagberg, Suzanne Hagen, Linn Lawrence, Karen Lloyd, Lois Martin, Jena Most, Sheila Peterson, Natasha Rayne, Peter Rayne, and Marshall Skule. We strengthen our committee bonds with occasional social gatherings and tangible support (e.g., flowers, food, cards) for Deacon members facing challenges.

## Discipleship Committee 2023 Annual Report

The Discipleship Committee's mission, as described in the Constitution, is to "plan and implement programs that generate support for the congregation's ministries. This support is in the form of members' time, talent, and money. The Discipleship Committee shall conduct the annual discipleship campaign."

Our work also supports our strategic planning efforts by establishing and maintaining a sound financial base, which is essential to living out our purpose as a congregation to Worship Faithfully, Welcome Openly, Grow Spiritually, Care Passionately and Serve Generously.

In 2023, we continued the *People in the Pews* series once per month in the newsletter. Members answer a few questions about themselves and we learn a little bit about each other. Please consider answering the questions if one of our committee members asks you to do so or let us know if you are interested. The *Tell Me a Story* speakers shared their message of how the church has changed their or their groups' lives during the four weeks of our fall campaign.

The campaign theme for the 2024 budget was ***Because of YOU, Our Church Changes Lives.*** We continued the theme by capturing pictures of the various missions and church groups that are supported by our congregation. Thank you to all who were bold enough to pledge more or begin to pledge in the year ahead.

The comparative results of the fall campaign as of January 3, 2024 were:

	2023 Campaign (for 2024 budget)	2022 Campaign (for 2023 budget)	2021 Campaign (for 2022 budget)	2020 Campaign (for 2021 budget)	2019 Campaign (for 2020 budget)	2018 Campaign (for 2019 budget)
<b>Total Pledges</b>	167	164	171	169	168	165
<b>Total Dollars Pledged</b>	\$431,684	\$424,552	\$385,736	\$382,114	\$388,867	\$374,342
<b>Average Pledge</b>	\$2,585	\$2,588	\$2,256	\$2,261	\$2,315	\$2,269

### Pledging Breakdown for 2023 Campaign:

**Increased:** 47 pledges (28% of total pledges)

**Same:** 103 pledges (62% of total pledges)

**Decreased:** 8 pledges (5% of total pledges)

**New:** 9 pledges (5% of total pledges)

This year we continued our 7th straight year of increases in the total amount pledged. The total amount of dollars pledged, particularly by those who made new pledges and those who increased their pledges, was significant. Every gift to our congregation helps to strengthen who we are and what we can do together. The congregation's generous giving even amidst challenging economic circumstances is a strong testament to the vitality of the church and its mission.

With appreciation,

The Discipleship Committee

Lara Koecher, Leland Lueck, Barb Mahoney, Becky Pajac, Marie Roe, Pastor Chris

# Endowment Grant Committee 2023 Annual Report

## Mission Statement:

To distribute funds allocated to the committee as per the Endowment Resolution of 2005.

## 2023 Endowment Grant Committee Budget

The 2023 Endowment Committee allotted funds for grants was \$14,000. ....		\$14,000
February	Deacons - Hearing Aide Devices (4) - approved.....	\$600
March	Mission Education - Display/resources for Earth Fest - approved .....	\$1,000
March	Welcoming/Deacons - A frame board for nametags - approved.....	\$1,500
July	Church Council - Items for Emergency Go Bags - approved .....	\$650
September	Christian Education - Reusable dishes for children - approved .....	\$500
October	Mission Education - Funds to purchase items for Shoeboxes - approved .....	\$750
December	Trustees - Seed money for purchase of new garden tractor - approved .....	\$2,000
December	Mission Education - Funds for Earth Fest sponsorship - approved.....	\$1,500
December	Christian Ed - Wood for backdrops for youth performances - approved .....	\$600

Total 2023 requests: \$9,100

The remaining balance of \$4,900 will be returned to the Church Council.

Committee Members: Norma Revels-Chair/Secretary. Jennifer Elsesser, Del Hirstein, Marsha Pearson, Matt Bastian, Joe Jackson.

Respectfully Submitted,  
Norma Revels

## Finance Committee 2023 Annual Report

The Finance Committee began 2022 with a much-delayed three-year capital campaign to: 1) eliminate the debt on our building, 2) fund improvements to our audio, visual, and online technology, and 3) replace our outdoor sign. We worked with Hal Johnson and Associates who conducted two previous capital campaigns for us. Thanks to the generosity of our church members, we had a very successful campaign. We received financial commitments that will allow us to achieve all our campaign goals over the next three years.

### Capital Campaign Summary – As of January 17, 2024

• Original cost of facilities expansion project	\$2,386,970
• Remaining amount on bank loan	\$46,656
• Audio, visual, online technology, and outdoor sign	\$120,000
• Cash on hand in the Building Fund	\$108,178
• Interest rate (locked in through January 2027)	3.39%
• Monthly payment	\$2,622

### What is happening now?

We continue to monitor our building fund balance and make pay-downs on the loan principal as excess funds become available. Retiring the bank debt has been our priority and in 2023 we made additional principal payments totaling \$205,000.

We have also formed two separate committees that will be reviewing and managing the other two Capital Campaign projects:

- 1) Improvements to the audio, visual, and online technology. This Committee will be meeting in early 2024 to discuss the project, get proposals, and hopefully begin the improvements soon after.
- 2) Replacement of the outdoor sign. This Committee has met and is laying the groundwork necessary to get this project completed later in 2024.

Respectfully submitted,

Brad Williams, Pastor Chris, Scott Jameson, Fred Benson, Joel Larsen, and Carole Mottaz

## Investment Committee 2023 Annual Report

In 2023 the Investment Committee continued following the investment committee charter and policy guidelines created in 2013. Our roles and responsibilities included oversight of the invested assets of the church, as well as monitoring the management of the portfolio for compliance with the investment policies and guidelines.

In January 2023, the Investment Committee discussed, moved, and approved an expenditure allocation of 4% of the Endowment Fund Balance as of December 31, 2022, for disbursement in 2023. That 4% figure was \$34,603 and was disbursed in 2023 by Church Council.

### 12/31/2023 Investment breakdown as follows:

In 2023 we consolidated investment funds at United Church Funds, closing our account at Cornerstone. We also hold some liquid funds at First National Bank of River Falls in a "Non-General Fund" checking account.

	<u>12/31/22</u>	<u>12/31/23</u>
CASH Equivalents: (UCF Cash & Equivalent Fund + Non-GF Ckg)	\$ 2,809.36	\$ 38,004.11
UCF Funds: Fixed Income	\$ 278,803.41	\$ 289,021.06
Domestic Core	\$ 436,863.45	\$ 464,893.13
Small Cap equity	\$ 198,495.61	\$ 211,246.27
International Equity	<u>\$ 188,401.58</u>	<u>\$ 199,337.87</u>
Total Invested Funds	\$1,105,373.41	\$1,202,502.44

### 12/31/2023 Church Funds breakdown:

	<u>Balances</u>
Endowment Fund	\$ 634,402.38
Scholarship fund	\$ 515,917.08
Discretionary	\$ 15,887.57
Music	\$ 5,212.69
Brazil	<u>\$ 31,082.72</u>
Sub Total	\$1,202,502.44
Endowment Loan	<u>\$ 300,000.00</u>
Total of Funds	\$1,502,502.44

Total gain on the invested funds for 2023 was \$187,186 for an annualized return of 16.93%.

Accounting for all distributions, total invested funds increased by \$97,129.03 or 8.79%.

If you have further questions, please do not hesitate to ask any committee members.

Committee Members: Joel Larsen/Chair, Kris Roen, Suzanne Hagen, Roland Roe, Janet Johnson, Kathy Rausch/Moderator, Fred Trautmiller/Advisor and Chris Myers/Staff



# Mission Education Committee 2023 Annual Report

The Mission Education Committee is responsible for educating the congregation about mission opportunities, providing financial support for mission partners and seeking mission ideas from the congregation. The Committee is thankful for the generous cash donations and service time provided by the congregation in 2023. We are blessed to be part of such a giving congregation.

## **Financial Support:**

**Current Mission Partners:** Among Friends, Assistance & Resource Center (ARC), Back Bay Mission, Feed My Starving Children, River Falls Food Pantry, Free Clinic, Habitat for Humanity, Our Church's Wider Mission, Our Neighbors' Place, Refugee Relief, Servant of the Shepherd, Turning Point, UCC Camps

**One-time donations:** The River Falls Public Library for Spanish Children's books, Have a Heart Farm, Walk on Therapeutic Riding, Simpson Shelter Meal, Lahaina, Veterans Lunches

**5 for 5** giving was renewed in 2023.

**Endowment Grants:** Christmas Shoeboxes and Earth Fest sponsorship

## **Service Opportunities:**

**Reverse Advent Calendar:** Over 2000 pounds of food and a check for over \$1300 were delivered to the River Falls Food Pantry at the end of December.

**Diaper Drive:** The Mother's Day-Father's Day event was such a success, the Mission Ed Committee contacted local businesses to rally their assistance in holding monthly Diaper Drives. So far Diaper Drives have been held at CVTC and First National Bank, with plans of more to come in 2024.

## **Education and Support:**

**WISE Committee for Mental Health:** The WISE Committee began meeting in May 2023 with a goal to educate and support the congregation's and community's mental health needs. In addition to the "WISE Corner" in the newsletter, the committee held a "Blue Christmas" service for individuals who are grieving or suffering from mental health challenges.

**Earth Fest 2023** was held in April, with over 2000 in attendance. Our theme was "Spiritual Wellness" and we provided free finger labyrinths to festival attendees.

**Mission Moments** have been reintroduced once a month during worship.

We are truly grateful for the service provided by our former chairperson, Rose Rude, who served two terms on the committee. Current members: Bobbie Kuhn, Carol Merriman, Larry Peterson, Lori Otto, Rebecca Ferguson, Rene Bylander, Sue Simonet, Bonnie Jones-Witthuhn, Pastor Deb Meyer and Sally Steneman.

The Mission Education Committee looks forward to continuing our work in supporting, educating, and providing mission opportunities for the congregation and wider community.

Respectfully Submitted, Sally Steneman

# Music Committee 2023 Annual Report

**Committee Purpose:** To provide appropriate music to enrich the life of the church and to oversee the music of the church.

## Music Committee Goals and Objectives:

We will strive:

- To provide opportunities to perform music that will enrich the lives and worship experiences of our musicians, congregation, and community.
- To keep our musicians active and connected.
- As stewards of the Kitzerow Fund, to support exceptional musical offerings to our church and community.
- To support these musical endeavors with expenditures and equipment, equipment upkeep and supplies.

Events in 2023:

- We hosted a concert of Ukrainian music in April featuring Natalia Moiseeva and Ivan Konev.
- The Chancel Choir performed a Good Friday Cantata.
- The Music Committee hired a food truck and provided desserts and entertainment for the concert on the lawn in July, hosting Slapdash Bluegrass.
- Presented a second summer concert on the lawn with Tarnished Brass in August.
- Led Christmas caroling during coffee fellowship in December.
- Worked with the church office and congregation to purchase new hymnals and will be rolling them out soon!

The Music Committee is planning a spring concert and hopes to bring back Slapdash Bluegrass and Rollin' River Food Truck for another event at the opening of River Falls Days. We have already started learning a Good Friday Cantata and have a spring concert in the works.

Respectfully submitted,  
Jamie Mills  
Music Coordinator

Music Committee Members:

Jamie Mills, Vicki Hoffman, Jamie Follstad, Dave Reilly, Lillian Tan, Deb Hoffman

## **Personnel Committee 2023 Annual Report**

The Personnel Committee conducts annual performance reviews with all staff members based on the position descriptions. Discussions may include updates and needed changes to job descriptions. A summary is written and agreed upon for the file of each staff member. In addition, the committee oversee hiring and termination of staff as needed with the consent and advice of the senior pastor. Compensation recommendations for annual salaries are provided to the Board of Trustees.

It appears that 2023 has been an excellent year for our church staff and the church has found a fairly comfortable new normal following Covid. The congregation is regathering and valuing in-person programming again. Ministries of the church are doing well.

There are now three bible study groups, one recently added and well attended. Men's group has hit records of 16-20 attending. There is a new knitting and needle work group. Youth groups are well attended and participated in both Feed My Starving Children and cooking at the Simpson Shelter. An adult group also participated in Feed My Starving Children. Our Sunday in-person church attendance is very good. We now know that online worship and listening on the radio are here to stay, which is positive, but does bring challenges. We really don't know who is watching and listening so it's hard to know when people get lost or may benefit from in-person contact. Education programs and offerings are doing well year-round, including Sunday School, Wednesday School and Vacation Bible School.

The four newest staff members are fully integrated into the operations of the church and making valued contributions. We also benefit from the longevity of at least four or five senior staff members so there is a good balance of continuity and new ideas.

Church maintenance and repair are going well but require constant juggling behind the scenes. Replacing and repairing the roof over the summer was a huge project and accomplishment. Although some work does remain, it has become much more manageable. Our musicians of all ages continue to provide high performances regularly. Finding practice time in this busy world is never easy and continues to challenge all musical groups.

The Personnel Committee recommended an overall 2.5% salary increase for staff members for the upcoming year. Our Church remains strong and successful based in large part to our dedicated and talented staff members.

Personnel Committee Members include:

Diane Crist, Chair, Wendy Querna, Janet Johnson, Kathy Rausch and Chris Myers

# Picture the Bible® 2023 Annual Report

## Ongoing Responsibilities

- Oversee all *Picture the Bible* (PTB) activities.
- Monitor and ship all PTB sales.
- Keep track of PTB sales and inventory.
- Make decisions regarding the appropriate, legal use of the PTB images.
- Make financial and business decisions for PTB.
- Monitor the PTB website.
- Provide financial updates regarding PTB to church council.

## 2023 Accomplishments

In 2023 the committee:

- Completed half of the 52 new resources called PTB Kid Lit (as in *Picture the Bible Children's Literature*).
- Provided free samples of PTB Kid Lit to all congregations in the Wisconsin Conference, UCC.
- Commissioned two new images and gathered funds to finance them.
- Arranged with a new printer to print future reproductions at a cost-effective price.
- Updated the online store.
- Explored hiring for digital advertising support but determined it would be too expensive.

## Report on 2023 Goals

- Establish a more user-friendly financial accounting system—**Not accomplished. This relies on the church's financial accountant.**
- Commission one new piece of art for the collection—**Accomplished. Commissioned two pieces: *Manna and Quail in the Wilderness* and *Jesus' Anointing at Bethany*.**
- Create new literature-based PTB educational materials—**Completed 26 of 52 lessons.**
- Chart a course for PTB's future.
- Consider two new book projects with The Pilgrim Press: a new board book and a book for teens—**The Pilgrim Press has delayed this project.**
- Consider allowing The Pilgrim Press to use PTB images for Christmas cards—**Accomplished.**

## 2024 Goals

- Complete the second half of the PTB Kid Lit materials.
- Work with the artist to finish the new commissioned images.
- Reproduce and frame new commissioned images.
- Create PTB Kid Lit materials and conversation pages for the two new images and add to the online store.

## Net Income

As of December 31, 2023, the net income for the Picture the Bible ministry since its inception is \$21,576.67.

Picture the Bible Committee: Rebecca Ferguson, Scott Jameson, Jennie Price, Jean Smith, Alan Tuchtenhagen,  
Staff Person: Stacy Myers

## Scholarship Committee 2023 Annual Report

Scholarships are awarded in three categories--High School Seniors, Continuing Education, and Spiritual Growth. The committee made several changes to the program in the past few years. The Continuing Education Scholarships will have a due date of the first Sunday in May, rather than being an open-ended application period. This will give the Investment Committee a better idea on how much needs to be withdrawn from the investments. We also updated our Church Scholarship Bookmark and application forms, to reflect the new deadline. We added an essay component to our Continuing Education Application, as well. Our final task this year was updating Scholarship Committee Guidelines that were originally created in 2016.

The Scholarship Fund was founded years ago by a church member named Fred Short. More recently an anonymous donor has provided the financial means for our scholarship program to expand greatly. This year our Scholarship Fund Balance was \$522,764. Our recipients are grateful, and our congregation and community are thankful!

Scholarship awards for High School Seniors and Continuing Education Scholarships totaled \$42,050. Sixteen individuals (6 Seniors & 10 Continuing Ed Students) benefited from these scholarships. Some students deferred receiving their grants, so they will carry over to next year. There were no requests for Spiritual Growth Scholarships. In addition, 10 individuals were given \$150 each to fund their trip on the Back Bay Mission Trip. This amount totaled \$1,500.

The scholarship funds are under the direction of the Church Investment Committee. Year-end financial information can be found in the Investment Committee report.

**2023/24 Committee Members:** Jenny Luedtke--Chair (Term Ends August 31, 2024); Wayne Roen; Lois Martin; Pastor Chris Myers

## Trustee Committee 2023 Annual Report

The Trustee Committee is one of the many committees of the church that work hard to keep the church functioning. We are responsible for overseeing building maintenance and upkeep, opening and closing the building on Sunday mornings, creating and implementing a balanced church budget, and other needed financial decisions as they arise.

The Trustees have been busy working to make our church a great place to gather and worship. Here are some of the things that we have been working on.

- Painting of one of the basement classrooms.
- Inside cleaning of the Sanctuary, Kitchen, Bathrooms and other areas.
- Addressing building repairs as they arise.
- Continuing to oversee the newly formed Sound System Committee.
- Worked with our Sign Committee on our proposed new sign.
- Outside fall and spring clean-up days.
- Many other odd jobs that are too numerous to detail.

We are blessed to have as members of the Trustee Committee: our Maintenance Supervisor, Tim Bylander and church Secretary Missy Luedtke. Tim knows all things building/equipment/grounds and Missy is our “bean counter”. We owe you both a great deal of thanks for all you do! Also a special thanks to Brad Williams for continuing to organize our “Operations Manual”. Brad has spent many hours on our numerous contracts and other facilities management items.

The roof on our Church was replaced in 2023 after the 2022 hail damage. This project was extensive and involved the removal and replacement of the solar panels and HVAC systems on the roof. Tim also replaced the heat tapes on the Sanctuary portion of the roof.

Before and after our new roof, we have had several water leaks into our building: The first was through the window wells in the alley and was likely due to the abundance of snow and ice last year. Some waterproofing around the wells was performed in an effort to hold back the glacier melt. Another was through the roof near the north Sanctuary entrance and was likely solved with the new roof. Three other roof leaks (not part of the replaced roof area) will need addressing in 2024.

The Trustees applied for and received a \$2000 Endowment Grant for “Tractor Fund” seed money. Our current lawn tractor was donated by Del Permann and is probably around 30 years old. The Trustees would like to proactively save up to \$20,000 to someday replace our aging tractor.

The other item that the Trustees deal with is the annual church budget. Again, in December of 2023, we were concerned that we would have a budget shortfall. But once again, our generous congregation came through and we ended 2023 with a \$125.85 surplus. Thanks again for your continued financial support!

The Trustees deliberated much on the 2024 budget and prayerfully submitted it to the congregation for approval. Thank you to all the Trustees for the long hours needed to bring the budget to this point.

2023 Trustee members: Jeff Hoffman, Jane Truesdill, Scott Nelson, Trish Graves, Louie Filkins, Rick Price, Scott Elsesser, Jon Paul Okal, Dan Rude, Steve Koecher, Tim Bylander, Missy Luedtke

# Welcoming Ministry 2023 Annual Report

## **Mission Statement**

*The Welcoming Ministry seeks to live out God's gracious hospitality, as we open our doors wide, remembering that no matter who you are, or where you are on your spiritual journey, you are welcome here.*

## **Goals**

1. Promote an atmosphere where we, as a church, welcome openly all new worshipers through:
  - a. Sunday service Welcomers at the doors.
  - b. We have partnered with the Deacons to help with the door on 3rd street.
  - c. Promotion of church nametags. Marshall built a new nametag holder.
2. Promote an atmosphere where we, as a church, welcome openly all new guests through:
  - a. Our new table, made by Marshall Skule, where guests are encouraged to sign in and take a gift bag filled with church information and a church cup.
  - b. Have someone there to man the table after church to meet and greet the visitors.
  - c. Special invitation to all church events.
3. Support the Coffee Fellowship through promoting and scheduling volunteers, especially involving the interns. We serve Best Maid cookies for safety and now are allowed to serve other treats.

## **Highlights of the Year Include**

- We welcome our new committee members: Lynn and Dennis Linder, Jill Paulson, Julie Bauer, JoAnn Lentz, Norma Revels and Pastor Deb Meyer.
- We said goodbye and many thanks to our outgoing welcoming member: Callie Trautmiller.
- We pray this year of 2024 will be our best year ever and we can continue to welcome everyone who comes through our doors. Interact and fellowship together again.
- The year of 2023 we participated in two events with the Joy Seekers. The making of pies and Valentines.

## **Committee Members:**

Susan Walden, Lynn and Dennis Linder, Jill Paulson, Julie Bauer, JoAnn Lentz, Norma Revels, and Pastor Deb

## **This year we assigned new positions for our group.**

Susan Walden (Chair and sending out Welcome Visitor Cards), Deb Meyer (liaison and visit new contacts), Jill Paulson (Gift bags), Lynn Linder (Secretary), JoAnn Lentz (Coffee Fellowship), Norma Revels (Welcome Schedule)

Report submitted by Susan Walden, Chair

# **First Congregational United Church of Christ - River Falls, WI Inc.**

## **Annual Meeting Minutes, February 5, 2023**

### WELCOME

Attendance Total: 83

1. Opening Prayer – Pastor Chris
2. Approval of Agenda – Motion to accept the agenda was made by Jan Place, seconded by Rebecca Ferguson. Passed by Congregation.
3. Approval of February 6, 2022, Annual Meeting Minutes – Motion to accept the minutes was made by Alan Tuchtenhagen and seconded by Lou Greub. Passed by Congregation
4. Old Business: No old business brought forward.
5. New Business:
  - a. Presentations by Committees: CE, Deacons, Discipleship, Endowment Grant, Mission, PTB, Scholarship, Trustees, Welcoming Committee
  - b. Proposal by Council to Support Capital Campaigns for Wisconsin Conference and Back Bay Mission – Motion made to accept the proposal to seed the funds with Endowment Grant 2022 balance for \$2150.00 per campaign with the Congregation donating the balance for a \$20,000 total commitment over a three-year time frame. Motion to accept the proposal was made by Brian Miller and seconded by David Reilly. Discussion: question from Rebecca Ferguson regarding whether this would reduce budget allocations for committees and it will not impact any committee budgets. Passed by Congregation.
6. Approval of Reports
  - a. Pastor, Denomination, Staff, and Moderator
  - b. Boards and Committee Reports
  - c. Clerk's Report

Motion made to approve the reports made by Roz Ostendorf seconded by Rene Bylander. Passed by Congregation.

Review of the graphic annual report by Pastor Chris. Highlight of the financial gifts given by the congregation.
7. Building Fund Update – Joel Larsen and Brad Williams  
Clarification requested by Pastor Deb regarding the final balance of the mortgage, sign and sound system.
8. Acceptance of 2022 Treasurer's Report – Missy Luedtke, Joel Larsen, Pastor Chris  
Motion made to accept the 2022 Treasurer's report made by Christina Krueger and seconded by Jan Place. Passed by Congregation



9. Presentation and Approval of 2023 Budget as Recommended by the Church Council and Trustees – Missy Luedtke, Joel Larsen, Pastor Chris. Missy provided a recap of the increases in the 2023 proposed expenses. Roz Ostendorf requested clarification on which column. Bob Ferguson asked about actual amounts for expenses in 2022 and proposals in comparison to 2023 increases. He stated that members need to be cognizant of increases. Question from congregation regarding the proposed pledges and estimated income. Pastor Chris responded “It always comes down to Christmas Eve.” Brad Williams stated the goal is always to pass a balanced budget. Motion made to accept the 2023 Budget made by Brad Williams and seconded by David Reilly. Passed by Congregation
10. Election of Officers, Conference Delegates, and Nominating Committee Members  
Moderator, Vice Moderator, Treasurer, Clerk, Conference Delegates, Nominating Committee  
Motion made to approve election of officers made by Alan Tuchtenhagen and seconded by JoAnn Lentz. Passed by Congregation  
Alan Tuchtenhagen made comments regarding the excellence of the church staff that this congregation is blessed with. Additional comments made by Tim Bylander. Congregation gave a standing ovation.
11. Other Business – Rebecca Ferguson recommended that the 2023 agenda should include the item “BURN THE MORTGAGE”
12. Adjournment - Motion made to adjourn by Joel Larsen and seconded by Randy Welsh.

Respectfully submitted by Jo Anne Friedell, Church Clerk

## Clerk's Report 2023

Baptisms: Theodore Paul Kearns dob: Dec. 4, 2022, child of Trevor and Sara Kearns, 3/26/2023  
Anderson Michael Plum dob: Aug. 18, 2023, child of Alex and Sarah Plum, 10/8/2023  
Weston James Peck dob: Oct. 5, 2022, child of Lucas and Megan Peck, 10/22/2023

Confirmands: Eleanor Fiona Adams  
Hannah Jane Cudd  
Maggie Melissa Cudd  
Mason Andrew Peterson  
Emma Kristine Shepherd  
Rhett Mitchell Theisen  
Jaelyn Rae Trautmiller

New Members: Joe and Katie Jackson, with child Hattie  
Arlene Johnson  
Dan Johnson  
Nancy Johnson  
Deb Meyer  
Josh and Angela Knutson, with child Dylan  
Marc and Jen Meyer, with children Lucas, Hannah and Emma  
Mason and Heidi Wilhelmy, with child Murphy  
Marg Downing  
Diane Olson  
Elizabeth Terlinden  
Lyle Vernon Wood and Helen Stoltz-Wood

Marriages: Danielle Filkins and Matt Robbins 7/1/2023

### Deaths Through

12/31/23: Alice Avis Hanson February 5, 2023  
Daniel T. Turner March 29, 2023  
Donna Jean Moseman May 8, 2023  
Henry Richard "Dick" Hoblin May 17, 2023 (non-member)  
Wilbur William Sperling May 25, 2023 (non-member)  
Annalee Benson Rose June 21, 2023 (non-member)  
Mary Jean Church October 3, 2023  
Gerald E. Mikunda October 18, 2023 (non-member)  
Susan L. Koosmann October 29, 2023  
William "Bill" Henry Olson November 5, 2023  
Frederick Warren Volkmann December 3, 2023  
Sheila Lynn Peterson Gregory December 8, 2023  
Dahn Carrison December 20, 2023  
Dorothy Mae Sorenson December 31, 2023

Membership Total # of members on 12/31/2023: 683

Submitted by  
Jo Anne Friedell, Church Clerk

### Budget History at a Glance

	Actual 2018	Actual 2019	Actual 2020	Actual 2021	Actual 2022	Actual 2023	Proposed 2023	Proposed 2024
Mission	40,150	40,675	44,398	44,438	47,500	47,533	47,500	47,500
People	329,697	353,309	325,510	326,202	357,398	377,565	383,312	394,208
Place	50,703	46,568	59,488	55,789	54,962	54,920	56,475	54,700
Program	46,843	44,478	47,494	43,775	44,048	47,927	46,670	47,670
Total Expense	467,393	485,030	476,890	470,204	503,908	527,945	533,957	544,078
Surplus/Deficit	+305	+362	+561	+665	+223	+125	0	0

#### 2024 Budget at a Glance Notes:

- The budget is balanced and realistic in terms of both expenses and income.
- The main increase this year is People (our personnel budget).
- \* People is increased because the Personnel Committee recommended a 2.5% cost of living adjustment which is included for all staff that have been employed for more than a year.
- Our pledged income is up (see Discipleship Annual Report).
- Our general fund mission giving is only a small part of our total mission giving (see Pictorial Annual Report).

## ELECTED OFFICERS – 2023

### First Congregational United Church of Christ

<b>MODERATOR (2-year term)</b>	<i>Kathy Rausch (2022-24)</i>	<i>612-636-2348</i>
<b>VICE MODERATOR (2-year term)</b>	<i>Marie Roe (2022-24)</i>	<i>715-781-2103</i>
<b>CLERK:</b>	<i>JoAnne Friedell</i>	<i>715-426-6139</i>
<b>TREASURER:</b>	<i>Missy Luedtke</i>	<i>715-425-2052</i>
<b>DELEGATE:</b>	<i>Carol Merriman</i>	<i>715-307-1056</i>

#### NOMINATING COMMITTEE (Elected– 5 members/3 yr. term)

<i>Lu Lueck</i>	<i>2024(2)</i>	<i>715-781-0138</i>	<i>Dianne Barnes</i>	<i>2024(2)</i>	<i>715-425-6258</i>
<i>Karen Lloyd</i>	<i>2024(1)</i>	<i>715-821-4478</i>	<i>Marsha Pearson</i>	<i>2026(2)</i>	<i>715-425-5614</i>
<i>Bobbie Kuhn</i>	<i>2023(1)</i>	<i>715-425-6814</i>	<i>Kathy Rausch (Mod)</i>	<i>2022-23</i>	<i>612-636-2348</i>

## COMMITTEES AND BOARDS 2022-23

### Approved by Church Council

(Dates indicate final year of service; 1 or 2 after year indicates first or second term;  
terms began Sept. 1 of 2022) \*Asterisk before name indicates chairperson

#### CHRISTIAN EDUCATION (9 members/3-year term)

<i>Christina Krueger</i>	<i>2024(1)</i>	<i>715-222-9242</i>	<i>Ann Nelson</i>	<i>2024(2)</i>	<i>715-222-4982</i>
<i>Kim Brown</i>	<i>2025(1)</i>	<i>952-232-7201</i>	<i>Angie Knutson</i>	<i>2026(1)</i>	<i>612-961-7974</i>
<i>Jennifer Friese</i>	<i>2025(1)</i>	<i>651-323-3267</i>	<i>Kathryn Hector</i>	<i>2025(1)</i>	<i>715-307-2052</i>
<i>*Mara Shepherd</i>	<i>2025(2)</i>	<i>715-533-2500</i>	<i>Dawn Follstad</i>	<i>2025(1)</i>	<i>651-278-3885</i>
<i>Lori Swanson</i>	<i>2025(2)</i>	<i>715-425-7470</i>	<i>Stacy Johnson Myers</i>	<i>Staff</i>	<i>715-425-2052</i>

#### DEACONS (12 members/3-year term)

<i>Laura Anderson</i>	<i>2024(1)</i>	<i>715-497-8103</i>	<i>Sheila Peterson</i>	<i>2023(2)</i>	<i>715-222-0173</i>
<i>Jena Most</i>	<i>2026(2)</i>	<i>651-503-0639</i>	<i>*Karen Lloyd</i>	<i>2025(2)</i>	<i>715-821-4478</i>
<i>Lois Martin</i>	<i>2024(1)</i>	<i>715-307-4412</i>	<i>Marshall Skule</i>	<i>2025(2)</i>	<i>612-282-1889</i>
<i>Cindy Gandrud</i>	<i>2025(2)</i>	<i>715-307-1289</i>	<i>Linn Lawrence</i>	<i>2024(2)</i>	<i>715-441-3531</i>
<i>Lance Lueck</i>	<i>2026(1)</i>	<i>715-629-0006</i>	<i>Traci Hagberg</i>	<i>2024(2)</i>	<i>612-385-4154</i>
<i>Brian Miller</i>	<i>2026(1)</i>	<i>715-425-0210</i>	<i>Suzanne Hagen</i>	<i>2024(1)</i>	<i>715-307-8744</i>

#### DISCIPLESHIP (6 members/3-year term)

<i>Becky Pajac</i>	<i>2024(2)</i>	<i>715-684-9897</i>	<i>Barb Mahoney</i>	<i>2026(1)</i>	<i>715-441-1881</i>
<i>Lara Koecher</i>	<i>2025(2)</i>	<i>651-285-2748</i>	<i>*Marie Roe</i>	<i>2024(2)</i>	<i>715-781-2103</i>
<i>Lee Lueck</i>	<i>2025(1)</i>	<i>715-781-0183</i>			
<i>Yvonne Benson</i>	<i>2026(1)</i>	<i>715-222-2555</i>	<i>Chris Myers</i>	<i>Ex-Officio</i>	<i>715-425-2052</i>

#### ENDOWMENT GRANT (6 members/3-year term)

<i>Matt Bastien</i>	<i>2026(1)</i>	<i>312-731-0408</i>	<i>Del Hirstein</i>	<i>2025(2)</i>	<i>715-425-9522</i>
<i>Joe Jackson</i>	<i>2026(1)</i>	<i>573-465-1846</i>	<i>Jen Elsesser</i>	<i>2026(2)</i>	<i>651-485-9799</i>
<i>Eunice Filkins</i>	<i>2024(1)</i>	<i>715-497-4514</i>	<i>Marsha Pearson</i>	<i>2025(1)</i>	<i>715-425-5614</i>
<i>Norma Revels</i>	<i>2025(1)</i>	<i>651-260-5725</i>	<i>Chris Myers</i>	<i>Ex-Officio</i>	<i>715-425-2052</i>

<b>MISSION EDUCATION (6 members/3-year term)</b>					
<i>Larry Peterson</i>	<i>2026(2)</i>	<i>715-377-5007</i>	<i>Bonnie Jones-Witthuhn</i>	<i>2026(1)</i>	<i>715-307-1182</i>
<i>Lori Otto</i>	<i>2026(2)</i>	<i>651-216-1664</i>	<i>*Sally Steneman</i>	<i>2026(2)</i>	<i>651-208-4128</i>
<i>Carol Merriman</i>	<i>2025(1)</i>	<i>715-307-1056</i>	<i>Bobbie Kuhn</i>	<i>2025(1)</i>	<i>715-441-2517</i>
<i>Rene Bylander</i>	<i>2025(1)</i>	<i>715-808-2806</i>	<i>Sue Simonet</i>	<i>2025(1)</i>	<i>715-425-2279</i>
<i>Rebecca Ferguson</i>	<i>2026(2)</i>	<i>262-227-1542</i>			

<b>MUSIC COMMITTEE (6 members/3-year term)</b>					
<i>*David Reilly</i>	<i>2024(1)</i>	<i>715-907-5381</i>	<i>Jamie Follstad</i>	<i>2026(2)</i>	<i>651-208-2995</i>
<i>Vicki Hoffman</i>	<i>2026(2)</i>	<i>651-485-5080</i>	<i>Lilian Tan</i>	<i>2024(1)</i>	<i>715-425-6754</i>
<i>Deb Hoffman</i>	<i>2025(1)</i>	<i>612-308-4945</i>	<i>Jamie Mills</i>	<i>Staff</i>	<i>715-419-0850</i>

<b>TRUSTEES (9 members/3-year term)</b>					
<i>Jane Truesdill</i>	<i>2025(2)</i>	<i>715-338-9459</i>	<i>Scott Elsesser</i>	<i>2024(1)</i>	<i>715-690-9537</i>
<i>Scott Nelson</i>	<i>2024(1)</i>	<i>715-307-5877</i>	<i>Dan Rude</i>	<i>2025(1)</i>	<i>715-781-7031</i>
<i>Trish Graves</i>	<i>2024(1)</i>	<i>715-307-7461</i>	<i>Jon Paul Okal</i>	<i>2025(1)</i>	<i>715-386-0589</i>
<i>*Louie Filkins</i>	<i>2024(1)</i>	<i>715-377-2669</i>	<i>Rick Price</i>	<i>2026(1)</i>	<i>715-426-2640</i>
<i>Jeff Hoffman</i>	<i>2024(2)</i>	<i>612-804-0264</i>	<i>Tim Bylander</i>	<i>Staff</i>	<i>715-425-7437</i>
<i>Steve Koecher</i>	<i>2025(1)</i>	<i>651-335-1768</i>			

<b>WELCOMING MINISTRY (6 members/3-year term)</b>					
<i>Diane Crist</i>	<i>2023(2)</i>	<i>715-425-1300</i>	<i>Callie Trautmiller</i>	<i>2026(2)</i>	<i>715-760-1637</i>
<i>*Susan Walden</i>	<i>2025(2)</i>	<i>612-805-3505</i>	<i>JoAnn Lentz</i>	<i>2025(1)</i>	<i>715-425-6477</i>
<i>Dennis Linder</i>	<i>2025(1)</i>	<i>612-750-1761</i>	<i>Jill Paulson</i>	<i>2024(1)</i>	<i>715-425-5362</i>
<i>Lynn Linder</i>	<i>2025(1)</i>	<i>612-280-6483</i>	<i>Julie Bauer</i>	<i>2026(1)</i>	<i>715-386-9603</i>
<i>Norma Revels</i>	<i>2026(1)</i>	<i>651-260-5725</i>	<i>Deb Meyer</i>	<i>Staff</i>	<i>715-425-2052</i>

===== Appointed =====

<b>BUILDING FINANCE COMMITTEE (Appointed by Moderator/Council)</b>					
<i>Carole Mottaz</i>		<i>715-425-7903</i>	<i>Kathy Rausch</i>	<i>Moderator</i>	<i>612-636-2348</i>
<i>Brad Williams</i>		<i>612-723-1873</i>	<i>Chris Myers</i>	<i>Ex-Officio</i>	<i>715-425-2052</i>
<i>Scott Jameson</i>		<i>715-410-0144</i>	<i>Fred Benson</i>		<i>715-222-1555</i>
<i>Joel Larsen</i>		<i>715-821-9800</i>			

<b>INVESTMENT COMMITTEE (5 voting members/5 yr terms, 1 ex-officio members; Appointed by Moderator &amp; Council)</b>					
<i>Roland Roe</i>	<i>2026(2)</i>	<i>715-381-1215</i>	<i>Janet Johnson</i>	<i>2028(1)</i>	<i>715-425-6648</i>
<i>Kathy Rausch</i>	<i>Moderator</i>	<i>612-636-2348</i>	<i>Suzanne Hagen</i>	<i>2024(1)</i>	<i>715-307-8744</i>
<i>Kris Roen</i>	<i>2025(2)</i>	<i>715-629-7230</i>	<i>Chris Myers</i>	<i>Ex-Officio</i>	<i>715-425-2052</i>

<b>MEMORIAL GARDEN (3 members; Appointed)</b>					
<i>Lu Lueck</i>		<i>715-781-0138</i>	<i>Susan Walden</i>		<i>612-805-3505</i>
<i>JoAnne Friedell</i>		<i>715-821-3252</i>	<i>Chris Myers</i>	<i>Staff</i>	<i>715-425-2052</i>

<b>PASTORAL RELATIONS (4 members; Appointed by Moderator and Pastor)</b>					
<i>Bob Ferguson</i>		<i>715-629-7792</i>	<i>Ann Gustafson</i>		<i>715-821-2957</i>
<i>Suzanne Hagen</i>		<i>715-307-8744</i>	<i>Brad Williams</i>		<i>612-723-1873</i>

<b>PERSONNEL (6 members/3-year terms; Appointed by Moderator)</b>					
<i>Janet Johnson</i>	<i>2024(2</i>	<i>715-425-6648</i>	<i>Wendy Querna</i>	<i>2026(2</i>	<i>715-425-2871</i>
<i>*Diane Crist</i>	<i>2023(2</i>	<i>715-425-1300</i>	<i>Kathy Rausch</i>	<i>Moderator</i>	<i>612-636-2348</i>
			<i>Chris Myers</i>	<i>Ex-officio</i>	<i>715-425-2052</i>

<b>PICTURE THE BIBLE COMMITTEE (Appointed)</b>					
<i>Alan Tuchtenhagen</i>		<i>715-425-9666</i>	<i>Jennie Price</i>		<i>715-426-2640</i>
<i>Rebecca Ferguson</i>		<i>715-629-7792</i>	<i>Jean Smith</i>		<i>715-781-6880</i>
<i>Scott Jameson</i>		<i>715-410-0144</i>	<i>Stacy Johnson-Myers</i>	<i>Staff</i>	<i>715-425-2052</i>

<b>SCHOLARSHIP (3 members/3-year terms; Appointed by Moderator)</b>					
<i>Lois Martin</i>	<i>2026(2</i>	<i>715-307-4412</i>	<i>Wayne Roen</i>	<i>2026(2</i>	<i>651-707-6271</i>
<i>*Jenny Luedtke</i>	<i>2024(2</i>	<i>715-821-9248</i>	<i>Chris Myers</i>	<i>Ex-Officio</i>	<i>715-425-2052</i>