



ANNUAL REPORT

2025

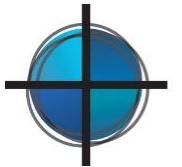
**First Congregational
United Church of Christ—
River Falls, WI Inc.**

2025 ANNUAL MEETING

February 1, 2026

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FIRST
CONGREGATIONAL
CHURCH, UCC
RIVER FALLS

**FIRST CONGREGATIONAL - UNITED CHURCH OF CHRIST, INC.
2025 ANNUAL MEETING
February 1, 2026**

AGENDA

WELCOME

1. Opening Prayer – Pastor Chris
2. Approval of Agenda
3. Approval of February 2, 2025, Annual Meeting Minutes
4. Old Business
5. New Business:
 - a. Presentations by Committees:
CE, Deacons, Discipleship, Endowment Grant, Mission, PTB, Trustees, Welcoming, Youth, Among Friends
 - b. Endowment Loan Study Group Recommendation
 - c. Tuckpointing Capital Campaign Authorization
 - d. WISE (Welcoming, Inclusive, Supportive, Engaged) Designation by WISE Team
 - e. Kitzrow Music Fund Update
6. Approval of Reports
 - i) Pastor, Denomination, Staff, and Moderator
 - ii) Boards and Committee Reports
 - iii) Clerk's Report
7. Acceptance of 2025 Treasurer's Report – Louie Filkins, Missy Luedtke, Marie Roe, Pastor Chris
8. Presentation and Approval of 2026 Budget as Recommended by the Church Council and Trustees –
Louie Filkins, Missy Luedtke, Marie Roe, Pastor Chris
9. Election of Officers, Conference Delegates, and Nominating Committee Members
Moderator, Vice Moderator, Treasurer, Clerk, Conference Delegates, Nominating Committee
10. Other Business
11. Adjournment

Pastor's 2025 Annual Report

Our theme for the 2025 year was telling our story. The Church Council spent most of the program year trying to describe who we are as a congregation and then creating a short 'elevator speech' description of church when we encounter those who have no church home. After much discussion, research, introspection and prayer we came up with these simple words: **Our Mission is to Love God and Serve People. Everyone is Welcome Because Everyone Matters.** Notice please the themes of love, service to God and others, and welcome. In an age when it is so easy to become detached, overwhelmed and exhausted, church leaders are working on ways of connecting, serving, welcoming and including. Here are some of our highlights for the 2025 year.

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, with additional services on Christmas and Easter. Worship this year has been very full on some Sundays (extra chairs!) and comfortably full on most Sundays.
- Communion—We are now entering our fourth 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 are still short one staff person—Minister for Community and Outreach. After several attempts, the Personnel Team is trying some different strategies to recruit a future staff person. The effect of this is delayed sabbatical (two years past) and lost vacation time for the pastor.
- Choir—Our music team of Jamie Mills, Sarah Plum and Dave Reilly continues to lead the congregation in song. We are getting used to our new hymnal, Worship and Rejoice. We have discovered some great new music as well as some songs that did not work so well for us. We are working on ways to keep the words we sing faithful, inclusive and singable, which some weeks can be a challenge!

Education

- Confirmation and Youth Group—Our numbers continue to grow and change. Our Middle School group is especially strong and welcomed more teens this fall. Our High School group is much smaller than years past. We now offer two Confirmation classes: a Middle School class taught by Stacy and a High School class that combines Church Interns and 3rd year Confirmands (9th graders) taught by myself. Alex continues to lead both Middle and High School youth groups. Alex will be leading his second Back Bay Mission trip in March of 2026.
- Babies and Baptisms—While we did not have the record number of baptisms we did last year, each week our worship is graced by little voices and Kahla in the nursery has a real work out, with 6-10 in the nursery each week.
- Programs—All of our educational programs such as Wednesday School, Sunday School, Bible Study, VBS and the Adult Forum continue. 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 and Women's Groups, Knitting and Game groups. Among Friends continues to grow though struggled with leadership. We also hosted three cooking classes in the church kitchen over the winter led by Peter Kwong. We experimented with a night-time Men's Group this fall with some success. Our day-time Men's Group regularly gathers 18-24 guys for conversation, connection and growth.

- Care for Shut-Ins—We continue to reach out to our shut-ins and special friends through Amaryllis deliveries and a 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 fourth time, which now seems like a kickoff to the River Falls Days festivities. The third year of the food truck went well.
- Art Exhibits—We had two other art exhibits this year as part of Stacy's sabbatical project which were well attended.

Mission

- Mission Committee—The committee revamped our mission partners and friends. A Diaper Drive between Mother's and Father's Day was held and a Reverse Advent Calendar brought in 1400 pounds of food and about \$2100 for the River Falls Food Pantry.
- Church Building Debt—Thankfully the church bank mortgage has been paid off, and we now have a plan to pay off the Endowment Loan of \$300,000 which will be presented at the 2025 Annual Meeting.
- Compassion Fund—Amazingly over \$19,850 was given to the Compassion Fund to help those in need in our community. This service to those in financial need inside and outside our congregation is a blessing.

Our church building is in near constant use. Special thanks to Troy Zakrzewski who joined our building team as lead custodian and has been kept very busy. Missy finds multiple ways to get information out and people signed up. Tim is busy fixing and maintaining things in the church almost daily. Stacy finds creative ways to keep faith relevant in our many faith formation programs. Farnum Fuller continues moving and setting up tables. Marsha and Terry, Jamie and Sarah try valiantly to harness our musical gifts. And Alex Plum who worked with our teens and young folk including a summer Bible Study and a wonderful prank of hiding over 220 plastic Jesus figures all over the church which has been a huge hit with all. Thank you all for your work and ministry.

Challenges and Goals for 2026

Church life is never static. We are always growing and changing. Some of the challenges and goals I see for the coming year include:

Invitation: Although we welcomed many new families this year, we need to continue to reach out to those with no church home. How do we do this in an age when people think of Christians as judgmental and narrow?

Fun events that bring people together like concerts, cooking classes and our men's and women's groups. How can we plan more of these?

Hybrid World: Some days it is just easier to stay home to worship, but then it is hard to connect with others. How do we better minister in a hybrid age?

Finances: We ended the year with a modest surplus, but our biggest givers are aging. We need to foster better stewardship, finding creative ways to financially fund our church programs with an aging congregation.

Thank you for making 2025 a memorable, faithful and fun year!

With Great Gratitude,
Chris Myers, Pastor

Minister of Christian Education 2025 Annual Report

I am called by the congregation to a ministry focused on education for learners of all ages. While much of my work centers on formal educational settings such as Sunday School, Confirmation, and adult studies, I also contribute to the congregation's work and learning opportunities in additional ways.

Highlights of my work in 2025 that go beyond formal education settings include:

- Designing and implementing Lenten Prayer Around the Cross worship services. The 2025 emphasis was on a wide range of art that guided us as we sought to discover truths about ourselves, the world, and God.
- Writing an adult Lenten devotional focused on ideas related to specific W words: Wilderness, Weep, Worship, Wonder, Welcome, and Witness.
- Creating an adult Advent devotional reflecting on themes of: Wake Up!, Dream Up!, Speak Up!, and Light up!.
- Planning 2025 Advent Evening Prayer Services. The contemplative worship services centered on three examples of children's literature exploring the notion of the gifts we offer to others.
- Establishing a relationship with the Center for Excellence in Christian Education (CECE) that is connected to Union Presbyterian Seminary in Richmond, Virginia. CECE sells First Congregational's KidLit resource. I will provide online training sessions about the curriculum for CECE.
- Providing organizational leadership for the River Falls Ministerium.
- Serving on the Wisconsin Conference's Faith Formation Commission.

I continue to value the positive impact of my 2024 sabbatical. A key component of the Lilly Clergy Renewal grant that the congregation received was funds to rent two collections of fine art that were displayed temporarily in our Fellowship Hall. In the fall of 2024, we hosted "Witness to Faith: The Art of Sadao Watanabe" and in the fall of 2025, we hosted "Cardboard Chronicles: The Art of Rudolph Bostic." Due to a significant shipping issue with the Watanabe exhibit, we ended up being reimbursed the rental fee. It is our good fortune that the Lilly Foundation provided permission for us to keep the reimbursed money and spend it beyond the required deadline. So, in 2026 we will rent a third collection for our Fellowship Hall. More details will come but please start looking forward to it now!

Thank you for continuing to entrust me to guide the congregation's educational ministry.

Pastor Stacy Myers
Minister of Christian Education

Conference Minister 2025 Annual Report

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

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

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

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

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

Beyond that, we provide disaster relief funds, global missions, peace and justice advocacy, and support for the national setting of the UCC, Wisconsin Council of Churches, and Council for Health and Human Service Ministries. Additionally, our grant programs for authorized ministers offer continuing education scholarships, educational debt reduction, annual scholarships to Members in Discernment, and ministerial assistance for urgent needs. And we continue to provide more than \$50,000 annually for Catalyst grants to support innovative new ministries in local churches.

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

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

Gratefully submitted,
The Rev. Franz Rigert
Conference Minister

Moderator's 2025 Annual Report

Thank you for the opportunity to serve as your Moderator over the past year. As a member of this church for over 20 years and having served on several committees, I have learned so much more and met some incredible people over the past twelve months.

One of the duties of the Moderator is to preside over all the church meetings and church council. The church council is the governing body of this church and is charged with coordinating the many programs of this church. The council consists of the elected officers of this church, the senior pastor, and a representative from each of the standing committees of the church. We meet monthly throughout the year except for June and July.

Council meetings begin with an opening prayer, followed by the review of the treasurer's report, old and new business, and updates from each committee and the pastor. Each meeting is informative and exciting as we learn about the activities and projects of our church.

The council's goals for the 2025-2026 program year continue to mirror the emphasis of 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

Our congregation is truly blessed with a talented and dedicated staff. We celebrated the combined 60 years of ministry of Pastors Chris and Stacy! The church continues to thrive with our music and youth programs as well as Sunday School and VBS. We have a dedicated support staff that serve as our office administrator, building manager, custodial and nursery staff. You are all a blessing to our ministry. Thank you!

At our last annual meeting we were tasked with looking at ways to pay off our \$300,000 loan from the Endowment Fund. The group met several times in the spring and devised a plan. Shortly after that, one of our saints blessed us with a sizable memorial gift!

The council worked diligently to come up with an updated mission statement/elevator speech. We searched other churches and discussed this over a number of months. The following statement was decided upon: **Our Mission is to Love God and Serve People. Everyone is Welcome Because Everyone Matters.**

This fall we received new members and are thrilled that they are already involved on committees, in choir and bells and have their children involved in Sunday School. Let this be a reminder that it takes all of us to keep our church going. Please consider saying YES this year when asked to join a committee or activity.

In Gratitude,
Marie Roe, Moderator

Among Friends 2025 Annual Report

Among Friends Dementia Respite Program has reached a milestone. We are at a maximum capacity, with 9-11 guests attending on Tuesdays and Thursdays. We are also sharing information with the community through our vibrant social medial presence. The following data speaks to the success of the program in terms of services provided in 2025:

21 different participants attended Among Friends

33 unique caregivers were provided respite, primarily spouses and adult children

4,649 hours of care were provided to participants

2316 Volunteer hours were provided on-site. The needs, interests and abilities of our participants change, which requires a variety of activities taking place every day. We are incredibly fortunate to have 6-8 volunteers throughout the day assisting and supporting guests and staff. Volunteers bring their talents with music, crafts, woodworking, working with flowers, leading yoga and engaging our guests in conversation. We have also enjoyed visits from volunteers who bring their social dogs.

780 Volunteer hours were contributed by our Board members, writing grants, attending meetings, representing us in the community, and attending to personnel matters. An area of emphasis in 2025 was developing our presence on social media. It was incredibly successful. In 2025, there were **2,159** views of our website. Among Friends also shares blog posts and other information on our Facebook page which has almost **300 followers**. We had **31,194** views on Facebook in 2025. It is truly amazing.

Goals for 2026

1. Update and add to policies and procedures related to programming.
2. Conduct a successful search and hiring of a program coordinator.
3. Recruit and train additional daily volunteers.
4. Continue our strong social media connection.
5. Continue to research and apply for grants.
6. Create a sustaining donor program.

We are so very grateful for the support we receive from the staff, congregation, and volunteers from this church. The funding through Mission Education, the space provided to us in this church, and the other in-kind donations that make it possible for us to continue our mission and service.

Respectfully submitted,

Norma Revels

Interim Program Coordinator and Volunteer

Board of Christian Education 2025 Annual Report

The Board of Christian Education is responsible for Sunday School, Confirmation, Wednesday School, Vacation Bible School, and adult education programs. Below are highlights of 2025:

Ongoing Responsibilities

- **Sunday School:** We offered Sunday School September through May for students age 3 through grade 8 and added a focus on memorizing Bible passages for elementary students. Sunday School students prepared and presented the annual Advent Musical, "Miracle on Bethlehem Street."
- **Adult Education:** The adult text study group met Sunday mornings during the program year to discuss the Bible texts used in worship. The Wednesday Bible Study group met September through May with 10-15 participants.
- **Summer Program:** The 2025 VBS theme was "Be the Light" and served 38 students with over 25 adult and teen volunteers. The "Mud Kitchen" and bubble machine to celebrate the last day were gigantic hits. The summer musical was "Malice in the Palace: The Story of Esther" and had 21 participants.
- **Confirmation Students:** Confirmation classes met biweekly. Church interns met monthly. On alternate Wednesdays, confirmands and church interns attended Youth Group.
- **Wednesday School:** Wednesday School served elementary students and was supported by an excellent team of adult leaders.

Accomplishments

- Held three Learning Community events: The Life and Legacy of Dietrich Bonhoeffer, Cardboard Chronicles: The Art of Rudolph Bostic, and Exploring Political Polarization.
- Offered the annual Advent Workshop and prepared an Advent resource for families and adults.
- Presented a temporary art exhibit, "Cardboard Chronicles: The Art of Rudolph Bostic."
- Offered Adult Studies focused on: Jesus' miracles, Jesus' passion, Dietrich Bonhoeffer, John's gospel, and the New Testament book of Acts.

Report on 2025 Committee Goals

Review 2025 Goals

1. Determine new Discipleship Traits, create new posters—Done
2. Update CE brochure—Done
3. Expand the use of the Family Resource Center—Not Done
4. Offer opportunities to consider issues across the lifespan—Yes and ongoing

2026 Committee Goals

1. Sponsor a congregational-wide fused glass art project for Lent, 2026, depicting the theme: "In the beginning God created the heavens and the earth."
2. Expand use of the Family Resource Center.
3. TBD

Board of Christian Education: Dawn Follstad, Angie Knutson, Christina Krueger, Katie Krueger-Pesik, Jenny Luedtke, MiKayla Sanocki, Mara Shepherd (chair), Erin Syverson.

Minister of Christian Education: Stacy Johnson Myers

Board of Deacons 2025 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.
- Support church services through ushering, collecting the offering, and providing additional assistance to the minister as needed.

The Deacons' ongoing tasks and goals include:

- Establishing and managing usher schedules and duties, including:
 - Greeting and assisting with in-person services.
 - Providing support for individuals with mobility challenges, including reserving back-row seats to accommodate those using wheelchairs or walkers.
 - Supporting multiple services during Easter week and Christmas Eve.
 - Assisting with "Welcoming" at the 3rd Street Entrance before each service.
- Assisting in the preparation and administration of communion:
 - Prepared and served weekly communion throughout the year.
 - To reflect our commitment to unity and inclusivity, we moved to a "single cup" of full-bodied grape juice for all, keeping with our practice of serving from a "single loaf" of bread.
 - Special thanks to Laura Anderson, JoAnne Friedell and Trish Graves for baking our communion bread. Special thanks to Norma Revels for washing the communion cups each week.
 - Special thanks to Evelyn Purdy for continuing to help the Deacons keep the pitcher & chalice polished throughout the year.
- Assisting and supporting the Inquirers' Classes:
 - Hosted 2 Inquirers' Classes this past year – one in May and one in December.
- Hosting Coffee Fellowship for Confirmation Sunday:
 - We provided cake in honor of the confirmands during coffee fellowship in May.

The Board is blessed to have the service of members: Laura Anderson, Paul Shepherd, Liz Swank, Loral Keil, Melissa Oscanyan, Lance Lueck, Brian Miller, Jena Most, Ann Nelson, Becky Pajac, Heidi Cavaness, and Kathy Tomlinson. Special thanks to past members whose term ended in August 2025: Cindy Gandrud, Marshall Skule and Karen Lloyd. We continue to strengthen our committee bonds through occasional social gatherings and by offering tangible support, such as flowers, food, and cards, to Deacon members who are facing challenges.

Discipleship Committee 2025 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 Love God and Love Neighbor.

In 2025, 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. This year as part of our fall Stewardship Campaign we asked three different committee members to reflect on their own personal growth in generosity before we dedicated our pledges on Giving Thanks Sunday, November 16th.

The campaign theme for the 2026 budget was ***Dreaming God's Dream***. We tried to think of ways we as a church community dream of a better world and how we can make that happen through our actions and gifts. The Bible calls this the Kingdom of God or Way of God. Sometimes God's dream seems so big, we give up before we can even start so we challenged the congregation to remember the big and little ways we are seeking to make God's dream our dream. 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 the end of January 1 were:

	2025 Campaign (for 2026 budget)	2024 Campaign (for 2025 budget)	2023 Campaign (for 2024 budget)	2022 Campaign (for 2023 budget)	2021 Campaign (for 2022 budget)	2020 Campaign (for 2021 budget)
Total Pledges	176	168	167	164	171	169
Total Dollars Pledged	\$450,652	\$435,734	\$431,684	\$424,552	\$385,736	\$382,114
Average Pledge	\$2,561	\$2,594	\$2,585	\$2,588	\$2,256	\$2,261

Pledging Breakdown for 2025 Campaign:

Increased: 68 pledges (38% of total pledges)

Same: 84 pledges (48% of total pledges)

Decreased: 12 pledges (7% of total pledges)

New: 12 pledges (7% of total pledges)

This year we continued our 9th 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

Tony Hinden, Lara Koecher, Leland Lueck, Barb Mahoney, Diane Olson, Pastor Chris

Endowment Grant Committee 2025 Annual Report

Mission Statement:

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

2025 Endowment Grant Committee Budget

The 2025 Endowment Committee allotted funds for grants was \$17,000. \$17,000

Grants Approved to Mission Education:

Feed My Starving Children Mobile Packing Event \$4,000

Grant Approved to the Trustees:

Partial funding for emergency repair of freezer \$1,000

Funding for future bell tower repairs \$4,000

Grant Approved to the Music Committee:

Funding for bell cleaning and repair \$3,000

Grant Approved to the Mission Education Committee:

Funding for disaster relief supplies \$4,000

Grant Approved to the Church Council:

Funding for purchase of a commercial mixer and attachments \$1,000

Total Funds Dispersed \$17,000

Remaining Balance \$0

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

Respectfully Submitted,
Norma Revels

Investment Committee 2025 Annual Report

In 2025 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 2025, the Investment Committee discussed, moved, and approved an expenditure allocation of 4% of the Endowment Fund Balance as of December 31, 2024, for disbursement in 2025. That 4% figure was \$39,015 and was disbursed in 2025 by Church Council.

In January 2026, the Investment Committee discussed, moved, and approved an expenditure allocation of 6% of the Endowment Fund Balance as of December 31, 2025, for disbursement in 2026. That 6% figure is \$62,255.04 and will be disbursed in 2026 by Church Council.

12/31/2025 Investment breakdown as follows:

Investments are held at United Church Funds. We also hold liquid funds at 1st National Bank of River Falls in a “Non-General Fund” checking account.

	12/31/2024	12/31/2025
CASH Equivalents: (UCF Cash & Equivalent Fund + Non-GF Checking)	\$54,159.11	\$9,242.05
UCF Funds:		
Fixed Income	\$307,784.54	\$342,771.05
Domestic Core	\$482,568.38	\$547,504.08
Small Cap Equity	\$213,757.80	\$240,108.50
International Equity	\$205,443.41	\$235,571.22
Total Invested Funds	\$1,263,716.24	\$1,375,196.90

12/31/2025 Church Funds breakdown:

	Balances
Endowment Fund	\$ 737,584.01
Scholarship Fund	\$ 579,236.52
Discretionary	\$ 18,141.34
Music	\$.00
Brazil	<u>\$ 40,235.02</u>
Sub Total	\$1,375,196.90
Endowment Loan	<u>\$ 300,000.00</u>
Total of Funds	\$1,675,196.90

Total gain on the invested funds for 2025 was \$189,688 for an annualized return of 15%.

Total distributions from invested funds for 2025 were \$79,304.12

Accounting for all distributions, total invested funds increased by \$111,480.66 or 8.82%.

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

Committee Members: Joel Larsen/Chair, Scott Elsesser, Janet Johnson, Kathy Rausch, Bob Fegurson, Marie Roe, and Chris Myers/Staff

Mission Education Committee 2025 Annual Report

The goal of the Mission Education Committee is to educate the congregation about mission opportunities, seek new missions, and allocate funds from the mission budget. Financial contributions to partners and other organizations are reviewed and modified annually. Committee members are responsible to frequently connect with our missions.

Financial Contributions:

2025 Mission Partners: Among Friends, Basics for Local Kids, Operation Help, Feed My Starving Children, Food Pantry, Our Church's Wider Mission, Our Neighbors' Place, Turningpoint, UCC Camps

Other donations: Simpson Shelter (meals/basic need donations), UWRF Campus Free Library (books), EarthFest 2025 (financial), Journey House (financial and donations), Falcon Links (financial support of monthly meal), Habitat for Humanity, Servant of the Shepherd, Basics for Local Kids (winter clothing donations), Our Neighbors' Place (basic needs donations)

Shrimp Boil: Held on February 25th and raised \$500.

Endowment Grants: Feed My Starving Children 2025 community event at Tattersall, Conference Relief Kits.

Mission Opportunities:

Reverse Advent Calendar: 1,438 pounds of food and checks for a total of \$2,103.97 were delivered to the Food Pantry on December 30th.

Mother's Day/Father's Day Diaper Drive: We donated 9,562 diapers to the RF Food Pantry, Turningpoint and Our Neighbors' Place in June.

Volunteer Opportunities: Basics for Local Kids, Our Neighbors' Place, Food Pantry, Feed My Starving Children, Turningpoint, Among Friends.

Education:

Learning Visits: Operation Help, Falcon Links, Journey House, Simpson Shelter, Grace Place, Have a Heart.

Mission Moments: Food Pantry, Christmas Fund, Operation Help, Church Camps, Diaper Drive, WISE.

Mission Ed Notebook: Completed and available in the office.

Plans for 2026: Education through Mission Moments and newsletter updates will continue. Update of Mission page on church website for greater clarity of Mission Partners and volunteer opportunities. Cookie bake for Journey House and Falcon Links students in spring. Connect with Grace Place in New Richmond.

Mission Committee Members: Bobbie Kuhn, Carol Merriman, Larry Peterson, Rebecca Ferguson, Bonnie Jones-Witthuhn, Sally Steneman, Renee Whipple, Betsy Terlinden, Evelyn Purdy, Judy Sambs, Vicky Swank and Madeline Pietz. Thank you to outgoing members Rene Bylander and Sue Simonet.

The Mission Committee is deeply grateful for your overwhelming generosity. Thank you so much!

Music Committee 2025 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 for 2026:

We will strive to:

- Provide opportunities to perform music that will enrich the lives and worship experiences of our musicians, congregation, and community
- Keep our musicians active and connected
- As stewards of the Kitzrow Fund, support exceptional musical offerings to our church and community
- Support musical endeavors and equipment, upkeep and supplies

2025 Music Events and Accomplishments:

- The Chancel Choir performed a Good Friday Cantata during Holy Week.
- The committee hosted a worship service followed by music during fellowship that featured Fendrick and Peck in April.
- The committee coordinated the concert on the lawn in July; hired a food truck, hosted Slapdash Bluegrass, and provided refreshments for attendees.
- The committee funded and music coordinator organized complete handbell refurbishment over the summer.
- The committee, with the help of Lillian Tan, hosted a quartet of local and Minnesota Orchestra musicians for a concert featuring music by Dvorak, Rachmaninov, and Massenet in October.

Music Events in 2026:

The Music Committee hopes to bring back Slapdash Bluegrass and Rollin' River Mobile Hospitality for another event at the opening of River Falls Days. We are also looking to provide a monitor so the choir can hear the piano better during worship. The choir is looking forward to singing another cantata for Good Friday, and will be participating in the It Takes a Village concert in February. The handbell choir is loving their shiny refurbished bells and is taking extra care to make sure they stay in pristine condition!

Respectfully submitted,
Jamie Mills
Music Coordinator

Music Committee Members:

Jamie Mills, Jamie Follstad, Dave Reilly, Jen Syverson, Marsha Pearson, Missy Linaberry, Tanner Pietz

Personnel Committee 2025 Annual Report

The Personnel Committee has several specific responsibilities as outlined in our committee description:

- *Develop and maintain a supportive relationship with each church employee.*
- *Conduct an annual performance review with each employee, create a review document outlining this discussion and retain these reviews in each confidential personnel file.*
- *Foster regular communication between each church employee, their needs and their role in service to church committees.*
- *Provide annual compensation recommendations to the Trustees and refine as needed to meet the annual church budget.*

In 2025, the committee continued recruiting for the part-time Minister for Community vacancy. The number of ordained or licensed individuals interested in a position like this is very limited. We identified two candidates in the spring who we interviewed. Both candidates ultimately withdrew – each for different reasons. The committee redoubled its outreach in the fall and identified at least two candidates who might be interested in starting in summer of 2026. The committee will continue to follow up with these candidates as well as any additional ones until this position is filled.

In October and November individual committee members met one on one with each church staff member regarding their work, accomplishments, challenges, and questions. This information was then brought back and shared with the committee and Pastor Chris. The committee also does a separate meeting with Pastor Chris regarding his work.

Our church is blessed with a very good staff. Their work is important to the health and success of our church community, and we value what they bring to their work.

As is required by our committee charge, we made a salary increase recommendation to the Trustees. We recommended a 4% increase for 2026.

Alan Tuchtenhagen, Chair
Personnel Committee

Personnel Committee Members: Kathy Rausch, Carol Merriman, Suzanne Hagen, Marie Roe, and Alan Tuchtenhagen

Picture the Bible® 2025 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 and maintain the PTB web store.

2025 Accomplishments

In 2025 the committee:

- Hired the law firm Skinner and Associates for “trademark watching” that will extend into 2026.
- Completed seven remaining PTB KidLit materials. We now have 52 KidLit units divided into seven thematic units.
- Entered into an agreement with the Center for Excellence in Christian Education (CECE) associated with Union Presbyterian Seminary in Richmond, VA, to feature and sell KidLit in their online store.

2026 Goals

- Find an artist to create the existing commissions for two new images.
- Reproduce and frame new commissioned images.
- Create PTB KidLit materials and conversation pages for the two new images and add to the online store.

Net Income

As of December 31, 2025, PTB has \$11,645 cash on hand, as well as physical and digital inventory.

Picture the Bible Committee: Rebecca Ferguson, Scott Jameson, Jennie Price, Jean Smith, Alan Tuchtenhagen, Brad Williams.

Staff Person: Pastor Stacy Myers

Scholarship Committee 2025 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 added an essay component to our Continuing Education Application. Our final task 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 \$533,071. Our recipients are grateful, and our congregation and community are thankful!

Scholarship awards for High School Seniors, Continuing Education, and Spiritual Growth Scholarships totaled \$42,020. Thirty-five individuals (3 High School Seniors – \$12,170; 15 Continuing Ed Students – \$27,300; and 17 Spiritual Growth Recipients – \$2,550) benefited from these scholarships. Sixteen of the seventeen Spiritual Growth Recipients used their funds for the Back Bay Mission Trip. Some students deferred receiving their grants, so they will carry over to next year.

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

2025/26 Committee Members: Alex Plum - Chair, Wayne Roen, Lois Martin, Pastor Chris Myers

Trustee Committee 2025 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, improvements and repairs, opening and closing the building on Sunday mornings, creating and implementing a balanced church budget, and other needed financial decisions as they arise. 2026 Trustee members: Mike Danielson, Andy Krueger, Scott Nelson, Louie Filkins, Rick Price, Matthew Meyer, Steve Koecher, Vicki Sippel, Matt Bastien, Tim Bylander, Missy Luedtke. **Thank you all for your support!**

Special Thanks: Missy Luedtke: Our treasured Treasurer and Tim Bylander: The fix-it guy

2025 Accomplishments

- Investigated and acquired new insurance after being dropped by Church Mutual.
- Formed a sub-committee to study the Endowment Fund Loan payment options.
- Procured two bids to repair/maintain the bell tower.
- “Balanced” the 2026 budget.
- Inside cleaning of the Sanctuary, Fellowship Hall, Kitchen, Bathrooms and other areas.
- Outside fall and spring clean-up days.
- Miscellaneous building tests and repairs including roof leaks.

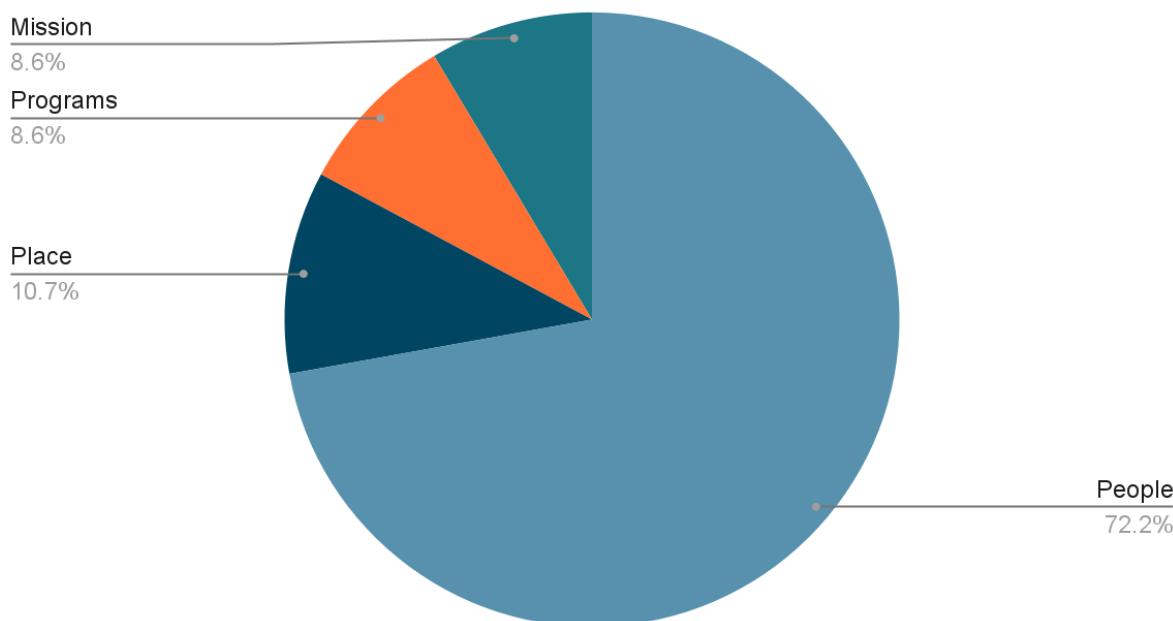
2026 Planned Projects

- Outdoor and indoor clean-up events.
- Paint at least one room in the building.
- Raise funds in order to hire a contractor to repair/maintain the bell tower.
- Estimate our 2027 budget.

2026 Budget Graphic

- Budget up 6.5% (\$552k-\$588k), based on giving trends and 2026 surplus.

General Budget



Welcoming Ministry 2025 Annual Report

Mission Statement

The Welcoming Ministry seeks to live out God's gracious hospitality, as we open our doors wide, remembering everyone is welcome because everyone matters.

Purpose

The Welcoming Ministry's purpose is to make everyone who walks through the church doors on Sundays feel welcomed through greetings, refreshments, and a friendly smile.

Highlights from 2025

- Updated our mission statement to reflect the church's
- Handed out 25 welcome bags
- Greeted an average of 120 people per week
- The congregation consumed more than 1500 cookies, over 500 donuts, and numerous other delicious treats
- Welcomed seven new member families

Goals for 2026

1. Welcome openly all new worshipers through:
 - a. Sunday service Welcomers at the doors.
 - b. Promotion of church name tags.
2. Welcome openly new guests by:
 - a. Encouraging guests to sign in and take a gift bag filled with church information and a church cup.
 - b. Sending special notes to visitors who leave their address.
 - c. Encourage guests to attend fellowship, talk with them and introduce them to others.
3. Support the Coffee Fellowship through promoting and scheduling volunteers.
 - a. Create instructions for hosting fellowship

Committee Members

Julie Bauer, Jo Anne Friedell, Norma Revels, Deb Hoffman, Lu Lueck, and Rene Bylander

Report submitted by Rene Bylander, Chair

WISE Committee 2025 Annual Report

The United Church of Christ has encouraged congregations to recognize and embrace people coping with mental health issues. First Congregational of River Falls took that challenge in 2023 and has been working toward normalizing conversations around mental health, seeking to prevent isolation and suicide by centering on education, belonging and safety. Our acronym WISE reflects how we want to behave toward all people and especially those with mental health issues. (Welcoming, Inclusive, Supportive, Encouraging)

It has been a continued building year. We have been working toward getting a WISE covenant in place, approved by our church council, then sent to our conference that makes First Congregational a WISE church. Our WISE team actually became a committee in 2025.

A lot of our effort by team members has been educational: offering comfort and support on a personal level, while also fighting stigma about mental illness. Also, we continue to work to make people aware of community connections, and to increase knowledge about how to get help.

In February, we were able to present Creative Catharsis with a local art therapist through a donation from the Endowment Committee.

In April, we brought in the St. Croix NAMI (National Alliance on Mental Illness) Family to Family team to demonstrate what happens in sharing of family concerns for mental health issues.

In July, Kristin Andes shared how harp music can be used in therapeutic ways.

For Mental Health Sunday in October, we considered how we could get others to pick up the burden of sharing and caring. Missy designed zines while Pastor Stacy worked with some of the Wednesday School children to illustrate Psalms to share with people who need them. We passed out the Psalms along with green ribbons for Mental Health Sunday. The Psalms also were given to River Falls Action Committee to help educate them in how to start a WISE team.

In December, First Congregational opened its doors to support a new NAMI Peer to Peer group for individuals coping with mental health issues. The WISE team joined with local churches, Spirit of Grace and Ezekiel for a Longest Night Service. We provided snacks following fellowship, and shared thoughts with others.

Youth Ministry 2025 Annual Report

My name is Alex Plum, and I am serving in my fifth year as Youth Minister at First Congregational UCC. In this role, I have had the honor of working with our middle school youth group, high school youth group, and our church intern program. I also serve as part of the planning committee for *Souled Out*, a collaborative group of local youth ministers from River Falls-area churches. We meet quarterly to share ideas, discuss our youth programs, and collaborate on joint opportunities for students in our community.

As Youth Minister, I have the joy of planning fun and engaging events for our church youth and their friends, while also walking alongside students as they navigate childhood and transition into adulthood. After five years in this role, I have witnessed meaningful milestones: my first group of middle school students has now entered high school, and my first group of high school students has graduated and moved on to college, military service, or the workforce. I especially enjoy when college students return to First Congregational during school breaks, as it is a gift to reconnect and hear about all they are doing after high school. I am deeply grateful for the opportunity this role gives me to help create experiences and memories during students' formative years—memories that connect them to a caring church community that helped nurture and support them.

Each year brings changes in the dynamics of both the middle and high school youth groups as students enter and graduate from the program. The first few years involved rebuilding and growth as we navigated a post-COVID return to routine. This past year has been especially joyful. Our middle school youth group continues to be lively and well-attended, with students actively inviting friends to join. For our high school youth, I have found increasing success in offering fewer but more intentional and meaningful events, recognizing the busy schedules students balance between school, extracurricular activities, athletics, work, church, and family.

Our youth continue to participate in many service opportunities that support both our congregation and the wider community. These include preparing meals at Feed My Starving Children, serving at the Giving Thanks Meal and Easter Breakfast, wrapping Christmas gifts for the men's rehabilitation center, packing college care packages for students in our congregation, and unloading peach deliveries for the annual peach fundraiser.

With the generous support of the congregation and the youth fund, our youth have been able to enjoy a wide variety of activities throughout 2025. These have included:

- Late-night skiing at Trollhaugen
- Rock climbing at UWRF
- A recreational day trip to the Twin Cities
- Attending UWRF athletic events
- Videogames on the fellowship hall big screen
- Four-square games in the church alley and Gaga ball at the middle school
- Bowling
- Ice cream trips to Culver's, Dairy Queen, and Knoke's
- Bonfires on the church lawn
- Visits to Activate, WhirlyBall, laser tag, and Vagabond Arcade
- A church-wide scavenger-style activity hiding 210 mini Jesus figurines throughout the building

Looking ahead to the coming year, we are excited about upcoming opportunities such as additional rock-climbing outings, an escape room experience, late-night skiing at Trollhaugen, and snow tubing at Badlands in Hudson. We are also preparing for our semi-annual Back Bay Mission trip to Biloxi, Mississippi. This year, a group of 16 participants will be traveling, including five youth from our congregation.

As a parent of a toddler in this church, I am especially thankful for First Congregational UCC's commitment to youth programming that draws children and families into the life of the church through education, community, and meaningful experiences. I am deeply grateful to the congregation for their continued support of youth ministry and for uplifting the children and youth of our church.

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

Annual Meeting Minutes, February 2, 2025

Attendance: 67

Meeting was opened at 11:30 am

WELCOME given by Kathy Rausch, Moderator

Opening Prayer given by Pastor Chris

1. Approval of Agenda - Motion made to approve agenda given by Sally Steneman, second by Christina Krueger. Passed by congregation.
2. Approval of February 4, 2024, Annual Meeting Minutes: Motion made to approve 2024 annual meeting minutes given by Joel Larsen, second by Jean Smith. Passed by congregation.
3. Old Business: None
4. New Business:
 - a. Presentations by Committees:

CE, Deacons, Discipleship, Endowment Grant, Mission Education, PTB, Scholarship, Trustees, Youth

b. Preliminary Discussion of Endowment Loan - Written description distributed to congregation. There is a \$300,000 Endowment Fund loan to the congregation that has been unpaid. The annual 4% required distribution is based on the valuation of \$975,635 which includes the \$300,000. Based on the fund balance, \$39,015 will be funded back to the congregation in 2025.

A review of options were outlined to the congregation. The Church Council recommends option C: creation of a committee to review the matter and make a recommendation at next year's annual meeting to put forward for a vote. Loral Keil asked if this year of contemplation regarding the matter would cause there to be a suspension of grant allocations. Chris responded there would not. Brian Miller asked if a combination of payback and forgiveness be considered by the proposed committee. Louie provided a description of the 4% disbursement and how a combination could be considered. Suzanne Hagen reports she was moderator in 2011 when this loan was made. She is in favor of Option C for a committee appointed to study the matter. Bob Ferguson seconded Suzanne's recommendation. Tim Bylander reports that the congregation made an agreement in 2011 that the loan would be repaid. Forgiveness of this loan is "robbing us of our future." Suzanne Hagen gave the motion to accept option C "a committee to study the endowment fund and loan to consider the options and make recommendations to the congregation." Second by Traci Hagberg. Passed by congregation.
5. Approval of Reports
 - i) Pastor, Denomination, Staff, and Moderator
 - ii) Boards and Committee Reports
 - iii) Clerk's Report
 - iv) Motion made to approve reports given by Brian Miller, second by Marie Roe. Passed by congregation.
6. Building Fund Update - Joel Larsen reported the mortgage has been paid off. Remaining balance - \$24,772.00
Bob Ferguson asked if there are any further bills that need to be paid. Chris responded there are funds that have been pledged towards the project.

7. Acceptance of 2024 Treasurer's Report – Louie Filkins, Missy Luedtke, Kathy Rausch, Pastor Chris
Louie reported there was a surplus of \$8,812 at the end of 2024. Church Council will determine disbursement of those funds.
8. Presentation and Approval of 2025 Budget as Recommended by the Church Council and Trustees –
Louie Filkins, Missy Luedtke, Kathy Rausch, Pastor Chris - Proposed budget \$552,399.
Motion to accept the 2026 Budget made by Joel Larsen, second by Susan Walden. Passed by congregation.
9. Election of Officers, Conference Delegates, and Nominating Committee Members
Moderator, Vice Moderator, Treasurer, Clerk, Conference Delegates, Nominating Committee
Motion made to accept the election of officers made by the congregation as a whole with the addition of Kathy Rausch to the Nominating committee.
10. Other Business - none
11. Adjournment given by new Moderator Marie Roe. Motion made by Rose Rude to adjourn, JoAnn Lentz gave the second. Passed by congregation.

Respectfully submitted by Jo Anne Friedell, Clerk

Clerk's Report 2025

Baptisms: Lily Rachel Hodges dob: May 10, 2024, child of Quinn Hodges and Rachel Sitz, 3/23/2025
Blake Marie Bruns dob: Nov. 21, 2022, child of Jack and Lacey Bruns, 9/21/2025
Brynn Carolyn Bruns dob: Feb. 17, 2025, child of Jack and Lacey Bruns, 9/21/2025

Confirmands: Calpurnia Stacie Bastien
Casey Clifford Beatty
Evelyn Tangcan Myklebust

New Members: Jeff and Heidi Cavaness
Jacob and Anna Morrison, with children Hazel, Lyla, Malakai and Stella
Tom and Melissa Oscanyan
Tanner and Madeline Pietz
Tracy Ronnander, with children Cody and Wil
Elizabeth Swank, with child Alex
Victoria Swank

Marriages: Katelin Krueger and Hunter Pesik, June 14, 2025
Roman Klink and Julianna Hanson, October 18, 2025

Deaths
Through
12/31/25: Roland "Rollie" Charles Hall, January 15, 2025
*Brian Jeffry Healy, April 13, 2025
Peggy Joyce Wells-Steinmetz, April 21, 2025
Glenn Galen Kees, April 30, 2025
Janet Marie Hansen, May 22, 2025
Marshall "Marc" Leroy Otto Sr., June 6, 2025
Charles E. White, June 20, 2025
Marjorie Mae Faulks, July 21, 2025
*John William Fuller, August 3, 2025
Steven Michael Hove, October 27, 2025
Grace Helen TerMaat, November 16, 2025
James Joel Filkins, November 30, 2025
JoAnn Lentz, December 14, 2025
*Mary Ella Fern, December 24, 2025

*Denotes non-members

Membership Total # of members on 12/31/2025: 694

Submitted by
Jo Anne Friedell, Church Clerk

Budget History at a Glance

	Actual 2020	Actual 2021	Actual 2022	Actual 2023	Actual 2024	Actual 2025	Proposed 2025	Proposed 2026
Mission	44,398	44,438	47,500	47,533	47,570	50,133	50,000	50,470
People	325,510	326,202	357,398	377,565	390,554	393,763	392,829	424,414
Place	59,488	55,789	54,962	54,920	59,003	57,254	60,400	62,700
Program	47,494	43,775	44,048	47,927	49,603	48,230	49,170	50,470
Total Expense	476,890	470,204	503,908	527,945	546,730	549,380	552,399	588,054
Surplus/Deficit	+561	+665	+223	+125	+8,812	+7,943	0	0

2026 Budget at a Glance Notes:

- The budget is balanced and realistic in terms of both expenses and income.
- All four of our main budget categories are up slightly:
 - * People is increased because the Personnel Committee recommended a 4% cost of living adjustment which is included for all staff that have been employed for more than a year.
 - * It includes 6 months of funding (starting in July) for a Minister of Community.
- Our pledged income is up (see Discipleship Annual Report).
- Our general fund mission giving is up but that is only a small part of our total mission giving of \$141,960.

ELECTED OFFICERS – 2026
First Congregational United Church of Christ

MODERATOR (2-year term)	<i>Marie Roe (2024-26)</i>	715-781-2103
VICE MODERATOR (2-year term)	<i>Louie Filkins (2024-26)</i>	715-377-2669
CLERK:	<i>JoAnne Friedell</i>	715-426-6139
TREASURER:	<i>Missy Luedtke</i>	715-425-2052
DELEGATE:	<i>Carol Merriman</i>	715-307-1056

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

<i>Norma Revels</i>	2027(1)	651-260-5725	<i>Marsha Pearson</i>	2026(2)	715-425-5614
<i>Karen Lloyd</i>	2027(2)	715-821-4478	<i>Kathy Rausch</i>	2027(1)	612-636-2348
<i>Bobbie Kuhn</i>	2026(2)	715-425-6814	<i>Marie Roe (Mod)</i>	2024-26	715-781-2103

COMMITTEES AND BOARDS 2025-26

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 2025) *Asterisk before name indicates chairperson

CHRISTIAN EDUCATION (9 members/3-year term)

<i>Christina Krueger</i>	2027(2)	715-222-9242	<i>MiKayla Sanocki</i>	2027(1)	651-307-6176
<i>Jenny Luedtke</i>	2028(1)	715-821-9248	<i>Angie Knutson</i>	2026(1)	612-961-7974
<i>*Mara Shepherd</i>	2028(1)	715-533-2500	<i>Dawn Follstad</i>	2028(2)	651-278-3885
<i>Erin Syverson</i>	2028(1)	715-440-4078			
<i>Katie Krueger-Pesik</i>	2028(1)	715-220-0394	<i>Stacy Johnson Myers</i>	<i>Staff</i>	715-425-2052

DEACONS (12 members/3-year term)

<i>Laura Anderson</i>	2027(2)	715-497-8103	<i>Kathy Tomlinson</i>	2027(1)	715-410-5256
<i>Jena Most</i>	2026(2)	651-503-0639	<i>Paul Shepherd</i>	2028(1)	715-563-8292
<i>Heidi Cavaness</i>	2027(1)	608-387-9642	<i>Liz Swank</i>	2028(1)	920-203-5008
<i>Melissa Oscanyan</i>	2028(1)	715-377-5945	<i>Becky Pajac</i>	2027(1)	715-684-9897
<i>*Lance Lueck</i>	2026(1)	715-629-0006	<i>Ann Nelson</i>	2027(1)	715-222-4982
<i>Brian Miller</i>	2026(1)	715-377-2779	<i>Loral Keil</i>	2027(1)	715-781-3333

DISCIPLESHIP (6 members/3-year term)

<i>Diane Olson</i>	2027(1)	612-501-4611	<i>Barb Mahoney</i>	2026(1)	715-441-1881
<i>Tony Hinden</i>	2028(1)	715-808-8394	<i>Lara Koecher</i>	2026(2)	651-285-2748
<i>Lee Lueck</i>	2026(2)	715-781-0183	<i>Chris Myers</i>	<i>Staff</i>	715-425-2052

ENDOWMENT GRANT (6 members/3-year term)

<i>Matt Bastien</i>	2026(1)	312-731-0408	<i>Dianne Barnes</i>	2028(1)	651-485-6503
<i>Maxine Sitz</i>	2028(1)	715-425-7853	<i>Jen Elsesser</i>	2026(2)	651-485-9799
<i>*Norma Revels</i>	2028(2)	651-260-5725	<i>Marsha Pearson</i>	2028(2)	715-425-5614
			<i>Chris Myers</i>	<i>Ex-Officio</i>	715-425-2052

MISSION EDUCATION (9 members/3-year term)					
<i>Larry Peterson</i>	2026(2)	715-377-5007	<i>Bonnie Jones-Witthuhn</i>	2026(1)	715-307-1182
<i>Betsy Terlinden</i>	2027(1)	651-301-1051	<i>*Sally Steneman</i>	2026(2)	651-208-4128
<i>Carol Merriman</i>	2028(2)	715-307-1056	<i>Bobbie Kuhn</i>	2028(2)	715-441-2517
<i>Judy Sambs</i>	2028(1)	715-377-2306	<i>Madeline Pietz</i>	2028(1)	605-380-8400
<i>Rebecca Ferguson</i>	2026(2)	262-227-1542	<i>Evelyn Purdy</i>	2028(2)	952-891-5182
<i>Rene Whipple</i>	2027(1)	715-307-5074	<i>Vicki Swank</i>	2028(1)	715-410-5769

MUSIC COMMITTEE (6 members/3-year term)					
<i>*David Reilly</i>	2027(2)	715-907-5381	<i>Jamie Follstad</i>	2026(2)	651-208-2995
<i>Marsha Pearson</i>	2027(1)	715-425-5614	<i>Jen Syverson</i>	2027(1)	715-821-6614
<i>Tanner Pietz</i>	2028(1)	605-380-8400	<i>Jamie Mills</i>	<i>Staff</i>	715-419-0850
<i>Missy Linaberry</i>	2028(1)	715-222-5791			

TRUSTEES (9 members/3-year term)					
<i>Mike Danielson</i>	2028(1)	715-307-4659	<i>Steve Koecher</i>	2028(2)	651-335-1768
<i>Scott Nelson</i>	2027(2)	715-307-5877	<i>Andy Krueger</i>	2028(1)	651-307-5008
<i>Matt Bastien</i>	2027(1)	312-731-0408	<i>Matthew Meyer</i>	2028(1)	715-410-4656
<i>*Louie Filkins</i>	2027(2)	715-377-2669	<i>Rick Price</i>	2026(1)	715-426-2640
<i>Vicki Sippel</i>	2027(1)	715-220-0270	<i>Tim Bylander</i>	<i>Staff</i>	715-425-7437

WELCOMING MINISTRY (6 members/3-year term)					
<i>*Rene Bylander</i>	2028(1)	715-808-2806	<i>Lu Lueck</i>	2028(1)	715-781-0138
<i>JoAnne Friedell</i>	2028(1)	715-821-3252	<i>Norma Revels</i>	2026(1)	651-260-5725
<i>Deb Hoffman</i>	2028(1)	612-308-4945	<i>Julie Bauer</i>	2026(1)	715-386-9603

WISE COMMITTEE (9 members/3-year term)					
<i>Marg Downing</i>	2027(1)	715-307-5905	<i>Michelle Jensen</i>	2027(1)	612-388-8455
<i>Lynn Linder</i>	2027(1)	612-280-6483	<i>Bobbie Kuhn</i>	2027(1)	715-441-2517
<i>Sally Steneman</i>	2027(1)	651-208-4128	<i>Rhonda Klink</i>	2027(1)	715-307-4321
<i>David Reilly</i>	2027(1)	715-907-5381			
<i>Rose Rude</i>	2027(1)	715-781-7032	<i>Chris Myers</i>	<i>Staff</i>	715-425-2052

===== Appointed =====

INVESTMENT COMMITTEE (5 voting members/5 yr terms, 1 ex-officio members; Appointed by Moderator & Council)					
<i>Kathy Rausch</i>	2026(2)	612-636-2348	<i>Janet Johnson</i>	2028(1)	715-425-6648
<i>Marie Roe</i>	<i>Moderator</i>	715-781-2103	<i>Scott Elsesser</i>	2027(1)	715-690-9537
<i>*Joel Larsen</i>	2029(1)	715-821-9800	<i>Chris Myers</i>	<i>Ex-Officio</i>	715-425-2052
<i>Bob Ferguson</i>	2030(1)	262-422-9567			

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

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

PERSONNEL (6 members/3-year terms; Appointed by Moderator)					
<i>Alan Tuchtenhagen</i>	2027(1)	715-307-1748	<i>Kathy Rausch</i>	2028(1)	612-636-2348
<i>Carol Merriman</i>	2027(1)	715-307-1056	<i>Marie Roe</i>	<i>Moderator</i>	715-781-2103
<i>Suzanne Hagen</i>	2027(1)	715-307-8744	<i>Chris Myers</i>	<i>Ex-officio</i>	715-425-2052

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

SCHOLARSHIP (3 members/3-year terms; Appointed by Moderator)					
<i>Lois Martin</i>	2026(2)	715-307-4412	<i>Wayne Roen</i>	2026(2)	651-707-6271
<i>Alex Plum</i>	2027(1)	612-224-5894	<i>Chris Myers</i>	<i>Ex-Officio</i>	715-425-2052