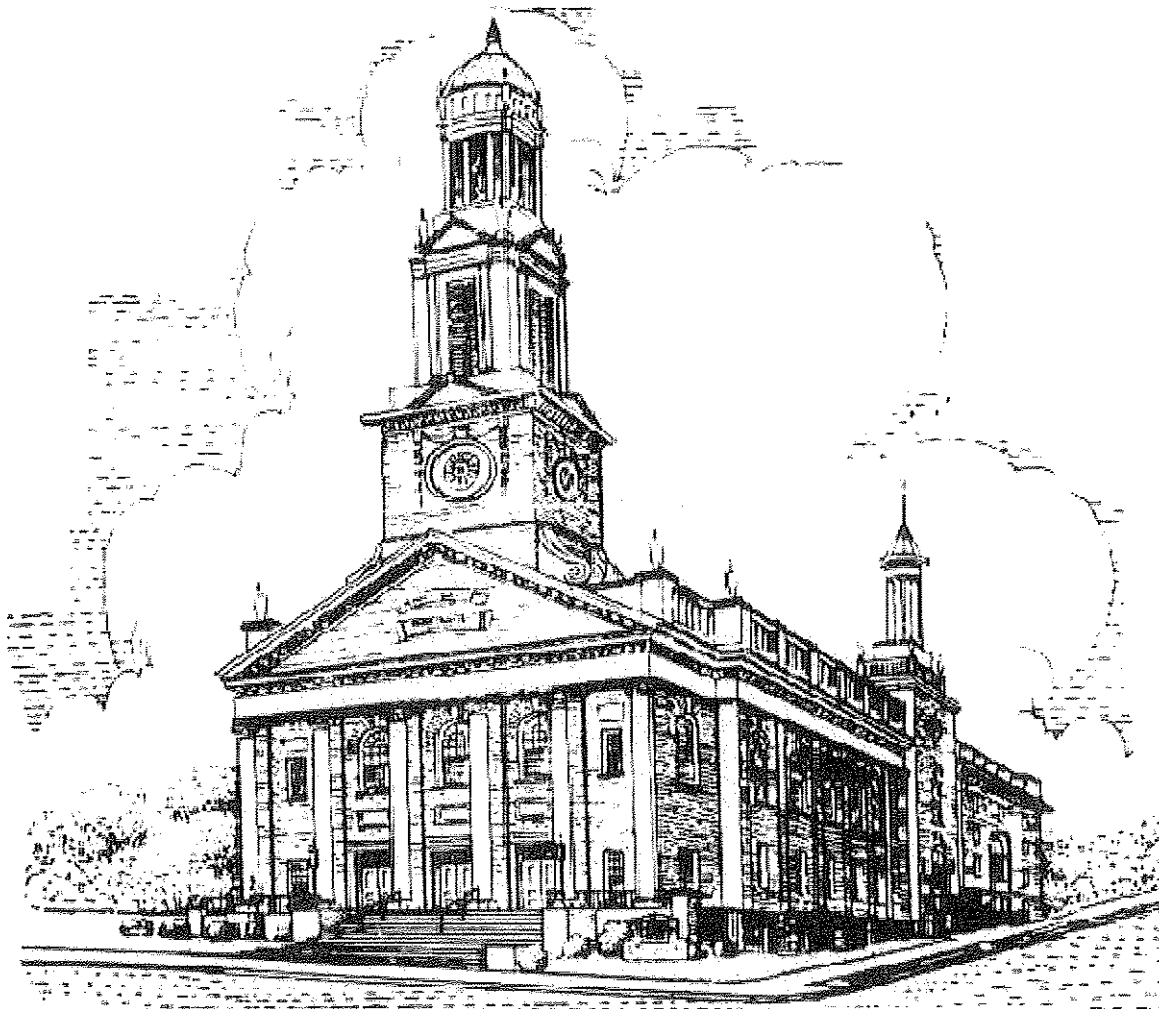


Annual Report

May 2011



First Congregational Church UCC

1609 University Avenue

Madison, WI 53726

TABLE OF CONTENTS

| | |
|--|----|
| Congregational Meeting May 2, 2010..... | 3 |
| Congregational Meeting February 20, 2011..... | 4 |
| Congregational Meeting March 6, 2011..... | 5 |
| In Memoriam 2010 and Office Report..... | 7 |
| Senior Minister Report..... | 8 |
| Associate Minister Report..... | 11 |
| Executive Council Report..... | 12 |
| Nominating Committee Report..... | 13 |
| Conference Minister Annual Report | 15 |
| Prison Ministry Project Report..... | 17 |
| Director of Music Ministries Report..... | 19 |
| Director of Christian Education for Children and Youth Report..... | 20 |
| Board of Community Life Report..... | 22 |
| Board of Christian Education Report..... | 23 |
| Board of Deacons Report..... | 25 |
| Board of Outreach Report..... | 27 |
| Board of Stewardship Report..... | 29 |
| Members Serving the Wider Church..... | 30 |
| Statement of Financial Position All Funds..... | 31 |
| Operating Fund Historical Results and 2010 Budget..... | 33 |
| UCC Annual Report Financial Data..... | 45 |
| Memorial Fund, Long Term Reserve Fund and Capital Campaign..... | 50 |

First Congregational United Church of Christ
Madison, Wisconsin
Congregational Meeting: Sunday, May 2, 2010: Minutes

Call to Order: The Clerk informed the Moderator, Diane Drinkman, that a quorum was present, and she called the meeting to order at 11:20 AM. She pointed out that copies of the Annual Report were available, and asked that the congregation formally receive the reports. Barbara Arnold moved and Janet Pugh seconded *that the Annual Report for the 2009-2010 term be accepted*. Motion carried with none opposed.

Minutes of the Meeting: Sue Jones moved and Rich Fluechtling seconded *that the Minutes of congregational meetings of May 3, 2009; February 7, 2010; and March 21, 2010, be accepted as written*. Motion carried.

The Scholarship Fund: As was explained in a recent article in *The Tower*, the Executive Council at its meeting on April 26, 2010, authorized the establishment of a college scholarship fund for First Church youth. As was promised at the February 7, 2010, congregational meeting, this proposal is now being put before the congregation for discussion and action. The topic on the floor is the recommendation of the Council *that the congregation authorize the establishment of a scholarship fund for youth members of First Congregational Church UCC*. The discussion centered on how the fund would be financed and whether any consideration had been given to how this fund would compare with other priorities of our congregational mission. The proposal was described as too vague, too lacking in details about funding and qualifications of recipients, to be acted on at this point. Henry Hempe moved and someone seconded *that this recommendation be tabled*. The Moderator ruled that the motion implied tabling until the next congregational meeting. The voice vote was too close to call. A count of hands showed that the motion failed. The discussion continued with comments on the amount of conversation that had already gone into this proposal, since February 2009, by the Council, the Foundation, Stewardship, and informal groups, on the need to provide encouragement for our fine young people, and on the contribution this initiative might make to an eventual capital campaign. Others argued that "the boilers have changed the situation," that our precarious financial state precludes undertaking unessential expenditures at this time. It was suggested that we should see this as a work in progress, establishing a starting point for developments over time, without requiring precise details or commitments. Fred Wileman moved and Dana Chabot seconded *that the proposal to establish a scholarship fund be referred back to the Executive Council to prepare a formal presentation for the congregation*. The following discussion covered much the same topics as the preceding, with more details being added to each point. It was noted that the Executive Council's action had only ear-marked \$50,000 for the Fund, if it were established. And it was emphasized that establishing the Fund would not automatically give it a priority in any future capital campaign. Finally, by voice vote, the motion to refer was defeated. After a call for the question, the congregation by voice vote established a Scholarship Fund.

Nominating Committee Report: Tom Rickner for the Committee after expressing thanks to out-going members, and those who accepted appointments, and those who are continuing, moved and Barbara Arnold seconded *that the congregation accept the Nominating Committee report as written*. Motion passed without opposition. A service of installation followed in which the elected officers and the congregation made vows of service for the coming year.

Passing of Authority and Responsibility: The out-going Moderator turned the meeting over to the newly-elected Moderator, Gary Pine, who presented the former Moderator with a gift of appreciation – a framed rendering of a scripture passage done by member Linda Hancock.

Adjournment: Rich Fluechtling moved and Dean Guerdet seconded that the meeting be adjourned. The Moderator reminded Board members of the retreat to follow immediately.

First Congregational United Church of Christ Madison, Wisconsin

Congregational Meeting: Sunday, February 20, 2011: Minutes

Call to Order: The Clerk informed the Moderator, Gary Pine, that a quorum was present and that the meeting could conduct business. At 11:24 AM the Moderator asked those present to be seated and called the meeting to order.

Presentation of the First Church Website: Liz Michaels and Jay Edgar combined for a show and tell introduction to the church's recently updated website. Those present were treated to a tour of the features and acquainted with the broad usefulness of the archives. In addition to the presenters, special recognition was given to Jeanne Marshall, and photographers Tom Rickner and Chris Schoenwetter. As the congregation expressed our appreciation, we were reminded that an effective website requires a lot of work to keep it updated.

Presentation of the Proposed Budget: The Moderator informed us that Rich Fluechtling, the Treasurer, was temporarily hospitalized. Copies of the budget and supporting documents were distributed (see handout). The Moderator, with the help of a slide presentation, reviewed the 2010 financial year with its positive net of \$20,443.45 (using non-operating sources for building heating repair costs). He described the budget for 2011 that assumes \$10,000 from the New Century Fund, \$16,752 in unallocated 2007, 2009, and 2010 Foundation Grant funds, the use of positive new revenue from 2010 of \$20,443, and a deficit of \$8,782 (which with recent pledges is actually about \$3000). This deficit, which is less than 1% of the total budget, can be covered by the accumulated operating fund balance which stands at \$23,061.

Discussion: Comments from the floor concerned the lack of benefits listed for the Christian Education staff (some are matching benefits, some like disability are covered for all staff); a plea to get serious about the decline in pledging units and in the amount pledged, neither of which is sustainable; a query about the reasons for the drop in pledges; an observation that we have lost significant donors through death, but the impact seems to have been minimal. Members were encouraged to attend the Discernment Committee's report on March 6th, when many of these topics would be discussed.

The Vote: Jim Taylor moved and Diane Drinkman seconded *that the congregation accept the proposed budget for 2011*. The motion passed by consensus through a show of hands.

Information on Foundation Grants: The Moderator used slides to report on the use of monies granted by the Foundation over recent years. He also explained the temporary suspension by the Executive Council of the automatic passing of large bequests to the Foundation, due to concerns about unanticipated expenses for the heating system. Though the temporary suspension remains in effect, the most recent bequests have been forward to the Foundation.

Adjournment: Curt Anderson was asked to close the meeting with a prayer. At 12:21 PM, Gloria Green moved and Diane Drinkman seconded, that the meeting be adjourned.

Respectfully submitted by Don Metz, Church Clerk

First Congregational United Church of Christ Madison, Wisconsin

Congregational Conversation: Sunday, March 6, 2011: Minutes

Preliminaries: Complications in setting up the projector screen, connecting the computer with the projector, getting one of the computers to work, and lowering the window shades to darken the screen, foreshadowed our later discussion of the need for sanctuary enhancements. It is not clear what the accidental spotlighting of a spray of flowers on the chancel foreshadowed.

Call to Order: Though this was not an official business meeting, more than a quorum were on hand for the presentation. The Moderator, Gary Pine, opened the meeting with a prayer at 11:27 AM. Before proceeding to the main focus of the gathering, he praised the work of the members who are updating the congregation's website and bylaws. Using a series of photos of backstage equipment, he explained the inadequacies of our current heating system and the reasons for the Executive Council's recommendation that the heating system be replaced and those costs covered through a capital campaign to be authorized at the May congregational meeting. No votes would be taken at today's meeting.

Report of the Discernment Committee: Phil Certain reported for the committee (Annette Ellstrom, Sue Jones, Dana Chabot, Diane Drinkman, Curt Anderson, Rich Fluechtling) on its background, its method, the emerging vision, and the distillation of its findings into proposed project areas for the future (see handout). Three members presented details on aspects of the anticipated capital campaign. Dana Chabot underscored the importance of emphasizing **membership renewal**. Pledging units have declined from 255 to 195 over ten years, and it is a failed strategy to rely continually on old, faithful givers. Leaders skilled in sales, marketing, and organizational growth will be needed to help us deal with this. Sue Jones proposed seeing the **building repairs** together as a process of "greening" leading toward a reduced carbon footprint. Karen Kanitz urged us to see effective **space utilization** as encompassing our congregational activities, those groups with whom we share the building, and potential users who might help us generate income. Our challenge is to re-imagine the use of our space. At this point the floor was opened for questions and discussion.

Discussion: There were a few questions about **the decision-making process**. Small groups, guided by a steering committee, will explore each of the project areas and provide more specific information and ideas to the congregation at the May meeting. The voting at that point will approve tentative rather than definitive tiers of projects for the campaign. It was proposed that since members, on average, would be agreeing to accept a financial obligation of two to three times their annual pledge for several years, the vote on a capital campaign should be by secret ballot.

There was a plea to be bold in considering **efficient space utilization**, to think of modernizing and redesigning the whole west side of the building so that traditional spaces can be made more flexible and multi-purpose, the staff offices can be updated, and the whole complex be made accessible. We had already had a demonstration of the need for **sanctuary enhancement** in our tussle with the audio-visual equipment.

There was also a plea to move **parking improvements** from the tentative third tier to the first, because parking has a significant impact on new members who are considering First Church,

because it limits outside groups who think of using our facilities, and because both of these restraints prevent us from increasing our income. As the number of neighborhood cars has increased, and the number of neighborhood parking spaces has declined, our church has shown the consequences of the constriction. We have been told our neighbors, the city, and the university are willing to be flexible about changes we might want to make in this regard. (Whether encouraging our members to allow visitors to use the Lathrop lots on Sundays is working, might be judged from the number of open slots when worship begins.)

However, most of the comments had to do with **membership renewal**, broadly defined. More than one person said we should not undertake such a large campaign without ensuring that we would have enough contributors to complete it. Why has there been a decline in membership, considering that the last big change for this congregation resulted in a revitalization. It's unlikely that the building is responsible for the decline. Why do members disappear after a few years; do we have a serious problem with retention? Do we ever do exit interviews? Others were concerned with how we go about finding new members. Clearly our motivation in seeking new members should not be primarily to increase our income. Rather, our exciting program should be the attraction. Because most new members come on the arms of present members, we have to be excited enough to invite them. We should not hesitate to define ourselves as what we are -- a liberal congregation, even if that is not the conventional image of churches. Again, present members with skills related to marketing could be of great help now. We must also be realistic and understand that even if a number of new members join, it will be years before they are likely to be committed to giving and become substantial pledgers. Perhaps some of our emphasis should be on encouraging our gray-headed members in long-term giving, in estate planning, and in bequests. We know the downturn in the economy and our draw-downs have diminished it's funds, but the Foundation might be considered remiss in not publicizing itself and its work more fully. We should not forget that our church was able to relocate and rebuild in the face of the economic depression of the late 1920's.

Adjournment: The Moderator's final comment to the congregation was "Work with us. We'll try to figure it out." The meeting was closed with a prayer.

Respectfully submitted by Don Metz, Church Clerk

IN MEMORIAM 2010

"I am the resurrection and the life," says the Lord. "Those who believe in me, even though they die, will live; and everyone who lives and believes in me will never die." ~John 11:25-26

| | | |
|------------------|------------------|-----------------|
| Charles Shetler | Harriett Shetler | Donald Anderson |
| June Forsyth | Verner O'Neill | Doris Beatty |
| Joseph Shaw | Milton Pella | Leslie Fishel |
| Bernice Merriman | Nancy Fowlkes | Mary Jane Day |
| Barbara Fishel | Lorna Canfield | Wells Grogan |
| Robert Kingdon | Emma Hoops | |

OFFICE REPORT

The church staff work to coordinate use of the building by outside groups including Boy Scouts, four 12-step programs, Piano Technicians Guild, Community Groups, Jugglers, Madison and UW Table Tennis Clubs and Stillpoint, which all meet on a regular basis. Also, we hosted concerts, recitals and a few community groups. Many weddings are performed, as well as memorial services, plus all church board meetings, committee uses, program, and book studies.

During the past twelve months a staff change occurred, the hiring of David Krantz as Building Manager.

Much appreciation is given to the volunteers who work in the mornings answering the phones, greeting the public, conquering the folding machine, and mailings. Those volunteering during the past year were Fred Wileman, Margaret Strass, Jane Deyo, John Toussaint, Janet Pugh, and Joanne Lenburg. Sunday office volunteers are Fannie Hicklin, Barbara Williams, and Janet Schriber, whose help is greatly appreciated.

| | |
|---------------------------|------------|
| Members 12-31-09 | 530 |
| Plus: Confirmation | + 7 |
| New Members | + 8 |
| Less: Deaths | - 18 |
| Transfers | - 0 |
| Other Removals | - 8 |
| Members 12-31-10 | 520 |
| | |
| Baptisms | 10 |
| Average Weekly Attendance | 199 |

The Staff of First Congregational United Church of Christ:

Curt Anderson, Senior Minister
Eldonna Hazen, Associate Minister
Jerry Hancock, Prison Minister
Jeffrey S. Rabe, Director of Christian Education for Youth and Children
Donald J. DeBruin, Director of Music Ministries
Jill Farnsworth, Church Secretary
David Krantz, Building Manager
Rob Eagle, Bookkeeper
Agustin Garcia and Jessica Grantman, Assistant Building Maintenance

Senior Minister Annual Report for 2010

I'm going to spend a fair amount of time in this report talking about the subject that has occupied the minds (and sometimes the meeting agendas) of the leadership of the church over the last year, and that is the discovery, over a year ago, that our current steam heating system was under severe distress. One steam boiler quit working, and the other worked but with leaks. We limped through the end of the 2010 heating system in that condition, and then repaired them to get another 2 or 3 years out of them. During the late winter and spring, we consulted several heating contractors, and we hired an engineering consulting firm; and pretty much the unanimous opinion was that we should change from a steam system to a hot water system of heating our building. It will be much more energy efficient, and it will save us money and save the environment from some of our greenhouse gasses. It has a predicted long life. Unfortunately, while it has the lowest operating costs of any of the alternatives, it has the most expensive up-front costs. The heating system working group estimates that it might be around \$900,000 to purchase and install. But as Gary Pine, a member of that group, said in his recent written report to the congregation: *The costs are mind-boggling to someone like me. But this work will make our building safer, more comfortable, more energy efficient and ready for the challenges of the next half-century.*

A committee appointed by the Executive Council recommended that we survey a representative sample of the congregation to see what your thoughts and feelings were about our building and about our church programming. Based on your ideas, and also ideas and concerns expressed by the Executive Council and some of the Boards, the Discernment committee presented a report to the Executive Council. That report, and the ensuing Executive Council discussion, resulted in the appointment of 8 project area or task area working groups. Those working groups are the following: 1.heating system, 2.greening the building, 3.effective space utilization, 4.membership renewal strategy, 5.sanctuary enhancements, 6.mission, 7.parking, 8.planned giving and long-term stewardship. Each of these committees is being asked to make an interim written presentation to the Executive Council at a special meeting on May 9. The Executive Council will fashion those reports into a presentation to the congregation at a congregational meeting on Sunday, May 15, after worship. At this meeting, the congregation will be asked to vote on a capital campaign proposal. If that proposal passes, pledges for the capital campaign and for next year's budget will be solicited on the fall of 2011. Pledges for the capital campaign are to be paid over a period of 5 years.

This process has the possibility of revitalizing the life of the church in significant ways, and it could set directions and programming for the church for years to come. More parking space has been a need for a long time. Our Sunday School is growing and needs more room. We are looking for hands-on mission programs for our church that capture the imagination and the energy of more people. We could make a significant statement to the community if we installed solar panels on our roof. And so on. Of course, we won't be able to do everything these groups recommend in this campaign; but we can certainly do some things, and we will have plans to do others things in the years ahead. This is a nervous and exciting time in the life of the church. I hope people participate in the congregational meeting in May, and later in pledging toward the campaign in the fall. In an article in our newsletter he wrote on behalf of the Stewardship

Board, board member Henry Hempe said: *Giving is not a burden to be coercively imposed by the church or performed in the hopes of insuring an easier afterlife. It is a cheerful task, to be undertaken with a lightness of spirit and heartfelt gratitude for the gifts and opportunities God has provided.*

In addition to all the planning and work during 2010 and 2011 around the proposed capital campaign, the life of our church has proceeded in other interesting and exciting ways. The various annual reports give good accounts of that activity. Let me highlight just a few in the rest of this report.

Our church has a reputation in Wisconsin of sending to seminary really good candidates for the ministry. Jerry Hancock went from our church and is now the Director of the innovative and growing Prison Ministry Project. Patricia Campbell from our church finished seminary in Chicago last year, passed an Ecclesiastical Council at our church in January of this year, and is now working on her profile and looking for a position as a chaplain or a local church minister. And this year, we sent Susan Shands to Yale Divinity School and Clare Gromoll to United Theological Seminary. They are in their first year in seminary and have made one report on their progress to the congregation which was printed in our newsletter.

We had a number of guest speakers in worship in 2010. In addition to Susan and Clare, who spoke in August before leaving for seminary, Kim Bobo, Executive Director of Interfaith Worker Justice (IWJ) in Chicago, spoke in our Labor in the Pulpits program. She urged us to intervene on behalf of workers who are being cheated or dealt with unfairly by employers. Rev. Loey Powell, from our Justice and Witness Division of our national church, spoke on Open and Affirming (ONA) Sunday, the second Sunday in October. Our Conference Minister spoke on Stewardship Consecration Sunday in November. In January of 2010, the prison chaplain at Redgranite prison, Deb Mejchar, spoke in worship; and in January of 2011, Rev. Joe Ellwanger of WISDOM in Milwaukee spoke in worship. Both of these speakers were part of a Prison Ministry program which we have in early January each year.

In 2010, we finished paying for the Habitat for Humanity house which we built in 2009 with Habitat for Humanity and the Hasani family. I spoke with father Dino Hasani on two occasions, the last time at the house blessing in January of 2010. Words cannot express how appreciative they were that, because of HFH and First Congregational UCC, they were able to afford a home of their own. We had a Bid and Build Auction in April, 2010, to help finish paying for the HFH house. We seem to have one about every three years, and this one was as much fun as the others – both the time of the auction itself, and the many and various ways afterwards that goods and services are exchanged.

In 2009, one of our Gathering classes (Wednesday evenings in Lent and October) was on interfaith dialogue; and our speakers were from the Jewish and Muslim traditions. In 2010, we followed that with a class on the Parliament of World Religions, which was held in Melbourne, Australia, in 2009. Fred and Wendy Coleman attended the Parliament and led our Gathering class. Our other Gathering class in 2010 had sessions on the gospels, led by Jim Taylor and Dave Schrieber, and session on meditation, led by Ed Beers.

In April of 2010, about 25 or so of us traveled together to Milwaukee to see an exhibit of the Dead Sea Scrolls. It was thrilling for me to see artifacts of our holy texts

that come from the time of Jesus' life and before. Reading again the story of their discovery and preservation was better than reading a good mystery or adventure novel.

There is another event we do each year; and each year I am impressed beyond words by the organization and dedication it takes to carry it out. Our Outreach Board coordinates a Thanksgiving meal in which we serve around 500 meals – to people who come to our building for the meal, and to people who ask for it to be delivered to their homes. This is a huge undertaking. Thanks to everyone who makes it possible.

And in general, I want to thank everyone who helps carry out the many and varied missions and ministries of our church. This is one of the most active churches in Madison and in the UCC. Thank you to everyone who helps make possible the many things we do.

The world news has in many ways been dominated by disaster and war in the last 16 months. In January, 2010, an earthquake devastated Haiti, and thousands of people were killed. We had a special offering which was sent for Haiti relief through the UCC national offices. Thousands of people are still homeless 15 months later. That disaster showed that the poor are uniquely vulnerable to crisis and tragedy. In April of 2010, the Deepwater Horizon oil rig exploded, killing 11 workers and pouring so much oil into the gulf that fish and bird life will be affected for some time. Many Christian people used this as an occasion to examine their own use of fossil fuels and make new commitments about energy conservation and alternative energy use. Earlier this year, the earthquake and tsunami in Japan caused a nuclear disaster that is ongoing, and may end up being worse than the Chernobyl disaster 25 years ago. This calls into question those who have advocated nuclear power as the panacea of our energy problems. The U.S. wars in Iraq and Afghanistan are ongoing. Those societies have been so devastated by war that one wonders how they will ever recover. Now rebellions spreading throughout the Middle East threaten to engulf that whole region. As individual Christians or as an individual church, there is little or nothing we can do about any of these things. But it seems to me that excessive energy consumption and use, and a willingness to go to war as a first option in foreign policy, have been shown to be unsustainable and unproductive practices in our world. We need to encourage ourselves, and our political leaders, and people throughout the world, to change direction and to think and act in ways that are sustainable over the long term and that produce societies where people can function as full and equal human beings. Rabid, overzealous, unthinking consumption is not sustainable. Wars do not produce a world of peace.

On a much more joyful note, the whole church welcomed the arrival of twins to our Associate Minister and her family. Aiden Reese and Carlyn Elizabeth were born on November 8, 2010. Aiden gave us all a scare for a little while, but both are doing quite well now; and they are certainly welcomed into worship on Sunday mornings with arms willing to hold and rock them as long as they are allowed. We share our joy with Eldonna, Cathy, Spencer, Aiden and Carlyn.

Thanks to all my colleagues who make the ministry of this church so interesting. I look forward to another year together. And mostly, I look forward to doing ministry with you.

Very Sincerely,

Curt Anderson

Annual Report 2010
Associate Minister

The life I touch for good or ill will touch another life, and that in turn another, until who knows where the trembling stops or in what far place my touch will be felt.
-- Frederick Buechner

This is certainly a year that I and my family have felt touched by the community of First Congregational UCC. Throughout the year of anticipating new children in our family, we felt loved and supported. Then, after their birth, the hands were extended even wider, when we needed help with meals, hands for holding babies and support during health scares. The church embodied the touch that reaches beyond. This church continues to reach and touch beyond the community in its outreach and love. The year, as always, has been a year of action.

Twelve Saturdays of the year, the Women's Book Study meets, discusses, sometime cusses and continues to grow. This last year we read *Another Country: Navigating the Emotional Terrain of our Elders, Lit and Eat, Pray, Love*. The conversation is always lively and interesting.

Not only do I have the joy of participating in the Sunday morning services, but I am also able to lead services outside the church. The monthly services continue at Oakwood West, with both members and non-members attending. I have also lead services at Attic Angels, Meadow Grove Ecumenical Housing, Fairhaven, and Integrity Dignity. It is always special to share time with those who attend these services.

Some of the activities that I continue to be actively involved in include: A pit stop for ACT 8, where the church provides snacks, water, and lots of cheering for the riders who help to raise funds for those living with AIDS. The Foods Resource Bank, which successfully tried a new project of raising pigs and the project culminated with a barn dance. How wonderful it has been to get acquainted with others and work toward a common goal! We also continue the newest group for families called FiGS (Families including God and Stuff). This has been a new way to bring the community of families together to share common joys and challenges. I get to function as organizer and parent. I continue to serve as the staff liaison to the Board of Community Life.

It was also a joy to be able to send two members off to seminary this year and we were able to do so with a joyous service in August. Susan Shands and Clare Gromell are near the completion of their first year of seminary. We hold them in our prayers.

I also monitor the work of the Lay Ministry Team. The lay ministers give so generously of their time and energy. I enjoy hearing the updates from their visits. Unfortunately, we lost several of the members that receive the benefits of our lay ministers. The Lay Ministry Team made at least 143 recorded visits. Those of you who like numbers, much of my time was spent with people. I made 103 visits, performed 7 weddings, 8 funeral/memorial services, and 5 baptisms. We held three new members classes, with a total of 8 new members joining the church.

Again, I want to thank the congregation for their past and continued support of our family. I am grateful to do work that I love as a part of First Congregational UCC. I look forward to another year of building community in our church and beyond.

Peace & Blessings,
Eldonna Hazen

Executive Council
Annual Report for 2010-2011

The Executive Council took very seriously its responsibility to lead the congregation in these times. One of the largest concerns we wrestled with is the need to do something about the ailing heating system in the building, which grew into an effort to discern the direction of the church in the next few years and to examine how the building can be made to better serve the congregation.

At the beginning of the administrative year (May, 2010), temporary repairs to the heating system were already underway. Those repairs appear to have been sufficient to give us two or three years to gather our plans and our resources for forging ahead.

Led by the advice and efforts of a Capital Campaign Planning Committee and a Discernment Committee, the Council expanded the idea of raising funds to replace the heating system to raising funds to make this building better able to meet the needs of our congregation and more responsible to the environment. Considerations of this are ongoing and will probably continue on for the next few months. One piece of information to help us with those plans is an energy audit of the building that we had done this year.

Another subcommittee of the Council to bring their work to fruition this year is the Bylaws Revision Committee. They have carefully updated our "old" bylaws to reflect today's needs and practices. You will see the results of their work at this Annual Meeting.

We also took some first steps toward a Leadership Development program, in which we want to continually introduce the members of this church with leadership potential to the leadership opportunities that abound here.

The new Governor of Wisconsin's proposals affecting public employees had a negative impact on many members of the congregation. The Executive Council passed a resolution objecting to the demeaning intent of those proposals

During this year, Curt took a short sabbatical leave and Eldonna took a short Family Leave after the birth of the twins. Because of the professionalism of all of the staff here at First Congregational, we were able to operate smoothly during the absence of each of our ministers. For this and for all they do for us, I would like to thank the staff.

I would also like to thank the many volunteers who have carried out the work of the church in the ad hoc committees and workgroups that have operated this year. It seems we have had more than usual and they have done much heavy deliberation and planning on our behalf.

Gary Pine, Moderator

First Congregational United Church of Christ

Report of the Nominating Committee

The Nominating Committee submits the following slate of nominations for election on May 15, 2011, to serve as Church Officers, Council Members and Board Members. Members are listed according to the years their current terms expire. Numbers in parentheses indicate whether the person is serving a 1st or 2nd or 3rd term. Names in all capital letters are persons newly nominated to serve on Boards or as Officers. An asterisk * beside a name denotes the current chair/co-chair of that Board.

Church Officers 2011

Moderator.....PHIL CERTAIN
 Moderator-elect..... SUE JONES
 Clerk..... Don Metz
 Treasurer..... Rich Fluechtling
 Historian.....Leslie Johnson

Executive Council Members-at-Large

Executive Council Members-at-Large serve a two-year term; they may serve two consecutive terms.

| | |
|---|--|
| 2012 Diane Drinkman (1) Annette Ellstrom (1) | 2013 SARAH NORDBERG (1) JOAN SHANDS (1) |
|---|--|

Foundation Board of Directors

Foundation Board of Directors serve a six year term. Ex-officio members of the Foundation Board: Moderator, Moderator-Elect, Senior Minister, Treasurer and Stewardship Chair.

| | | |
|--|--|---|
| 2013 Dana Chabot (1) Dave Schrieber (2) | 2015 Scott McKinney (1) Jane Oman (2) | 2017 HANK WHIPPLE (1) Fred Wileman (2) |
|--|--|---|

Nominating Committee

Nominating Committee members serve a two-year term; they may serve two consecutive terms.

| | |
|---------------------------------|---|
| 2012 *Tom Rickner (2) | 2013 Dorothy Brown (2) BOB GENTILE (1) MARSHA HALL (1) JEFF SHAW (1) |
|---------------------------------|---|

Church Boards

Board members serve a 2-year term; they may serve three consecutive terms.

Christian Education

| | |
|--|---|
| 2012 *Pam Cramer (3) Sarah Kissel (1) | 2013 Sara Beachy (2) RUTH BENEDICT (1) NIKOLE JONES (1) Alison Pharo (3) SUSAN VEIT (1) |
|--|---|

Deacons

| | |
|--|--|
| 2012 Robin Craig (1) Matt Lenburg (3) Mary Metz (2) Amy Whitehead (1) | 2013 *Josh Feyen (2) VICKI LOVELY (1) MATT SAGER (1) JESSICA TAFT (1) |
|--|--|

Community Life

| | |
|---|---|
| 2012 Gloria Green (2) Tom Pugh (2) Chris Schoenwetter (1) | 2013 ANNE KARCH (1) Joanne Lenburg (2) CASEY NEWMAN (1) MARCIA OLSON (1) TOM SYRING (1) |
|---|---|

Outreach

| | |
|--|--|
| 2012 Cheryl Bentley (1) *Jessica Flowers (2) Kathy Wiggins (1) | 2013 JESSICA BACHHUBER (1) KATRINA DWINELL (1) SARAH KRAUS (1) |
|--|--|

Property Management

| | |
|---|---|
| 2012 Fred Arnold (1) Ron Campo (1) Mike Green (2) Scott Hackel (1) | 2013 BETH CANNISTRA (1) Fannie Hicklin (3) GARY PINE (1) TERRY SHERMEISTER (1) |
|---|---|

Stewardship

| | |
|--|---|
| 2012 Kristin Kanitz (2) Amy Smith (1) | 2013 Dana Chabot (3) Henry Hempe (2) PAUL KARCH (1) JOHN KREMER (1) Kevin McAleese (2) *Mark Rzchowski (3) |
|--|---|

Report of the Wisconsin Conference Minister

To: Congregations in the Wisconsin Conference

Dear friends and partners in ministry:

Grace and hope to you in the spirit of Jesus Christ. Thank you for the opportunity to be included in your congregation's annual report. I am grateful to be able to share with you the ways in which your local church is connected to many wider ministries through our four Associations, the Wisconsin Conference, United Church of Christ, and a variety of UCC and ecumenical partners.

2010 was a year of planning for significant changes in the way the Conference and Associations carry out our mission to provide spiritual growth and leadership development for laity; support our pastoral leaders; form and renew congregations; and serve as a point of connection for extending the mission of the local church. The 2010 Annual Meeting approved a new model for structure and staffing.

The changes include moving from individually staffed Association offices to a unified staff with shared responsibilities; creating a unified financial accounting system; and a common database; and the closing of the four regional Association offices. Many of these changes will take place by July 1, 2011, and the remainder will be completed by the end of 2011. The changes are difficult, and I invite your continuing prayers for all of us who are working on shaping a new form for our ministry and especially for those whose jobs are changing or being eliminated. Our goal continues to be to provide the best possible service in support of your ministry, and the most faithful witness to the transforming love of Christ, and we look to the guidance of the Holy Spirit to help us.

Partnerships have long been important to the Wisconsin Conference, and our partnerships in Germany were a particular focus in 2010. The growing Gospel choir partnership brought the Westend Gospel Singers of Eberswalde, Germany to Wisconsin for a retreat and concert tour. In the summer, Wisconsin delegates and the choir and bell choir from Greendale Community Church visited Goerlitz and Reichenbach in eastern Germany to celebrate the 200th anniversary of Louis Eduard Nollau, one of the founders of the Evangelical Synod of North America, a predecessor of the UCC. In November 12 German visitors attended a Nollau event at Eden Seminary, St. Louis and then toured sites in Wisconsin.

Lay Academy continues to grow and provide opportunities for growth in faith and formation in ministry to many in our congregations. More than 400 persons have now participated in the program. The significant growth in our educational ministry in the past year has been in online, web-based programs. Our online UCC polity course even included a participant in Germany. What marvelous possibilities as well as challenges come from the incredible growth in communication technology.

One of the richest resources for ministry that we have is found in our two outdoor ministry sites at Pilgrim Center and Moon Beach Camp. 2010 was the first full year of the new Ley Chapel at Pilgrim, and its beauty and practicality greatly enhance ministry at that site. Moon Beach completed its shoreline maintenance and “makeover” camps have allowed many remodeling projects. Camps and retreats were full, and both camps have continued to extend their ministries to camps for persons with specialized needs. Thank you for your support of these vital ministries. They are one of our best ways of expressing the theme of the “hospitality” of a “still speaking” God.

Our two new congregations continue to grow in their ministries, and we are grateful for Grace United Church of Christ, now fully chartered as a congregation in the Southeast Association and for La Viña del Señor, the Latino congregation in Waukesha. We continue to seek new locations for the planting of UCC congregations, and we have begun intentional partnerships with several congregations for renewal.

A highlight for the 2010 Annual Meeting was the Rev. Mitri Raheb, pastor of the Bethlehem Lutheran Church in Palestine/Israel and a leader in the Palestinian community, and we were also honored by Bishop Bruce Burnside of the Evangelical Lutheran Church in America share in celebrating communion as an expression of our Formula of Agreement between the UCC and the ELCA. Please look for information on our website (wcucc.org) for the 2011 meeting.

There is much more I could share with you, and our complete Annual Reports will be out prior to the June 2011 Annual Meeting. Let me close by thanking you for your faith and your ministry. I am especially grateful for the leadership of our pastors and for their faithfulness in preaching and in pastoral work. As congregations, you have continued to be generous and faithful in your sharing of gifts for wider ministry through Our Church’s Wider Ministry (“OCWM”). In 2010 Wisconsin Conference congregations gave the greatest amount to basic OCWM of all Conferences in the UCC. Thank you!

Finally, I want you to join me in expressing thanks to our staff. The past year has been stressful, and we continue to live into challenging transitions, but all continue to serve our churches and to work together with grace and hope. Next year when I report to you, we will not look like we look now, but in faith we know that forms change, but that a loving and transforming God is faithful in all situations, and we trust that it is not what the church looks like that matters so much as our mission of pointing people to what Christ looks like in and for our world.

With great hope and with the joy of serving as your partner in ministry.

David S. Moyer
Conference Minister

Prison Ministry Project Annual Report 2010

Dear Friends,

I am happy to report that the Prison Ministry Project continues to grow in positive ways. During the past year more than 100 dedicated volunteers have been inside the walls of Wisconsin prisons more than 400 times. We continue to speak truth to power by advocating for prison reform.

I deeply appreciated the continued financial support of this church, the Southwest Association and the Wisconsin Conference. In addition we continue to receive financial support from more than 200 individuals and other institutions.

That support allows us to go to prison but I want to share with you one volunteer's answer to the question "Why go there?"

Peace,

Rev. Jerry Hancock JD MDiv

Director, The Prison Ministry Project

Why Go There?

--by Peg Wallace

That's the question that arises most often when I mention my visits with inmates in Wisconsin's prison system. Why go there? Why would I, who lost a beloved family member to violent crime, want to "go there"—emotionally, let alone physically? Why do I spend three consecutive days of my discretionary time locked in intense conversation with convicted felons, many of whom have committed violent crimes? Why would *anyone* want to do that?

My own journey to prison began over 25 years ago, when my 88-year-old grandmother and her two elderly friends were kidnapped after attending a charity event in my hometown. Their kidnapper drove them to an isolated, wooded location and brutally kick-boxed them to death. Within days, he was captured, and within months, he was tried and convicted.

My father and his father before him practiced law in that town and the trial took place in the same county courthouse that I'd visited numerous times with my dad. I had grown up in the 1950s seeing justice prevail in the *Perry Mason* episodes I watched on TV with my family each week, and, as a teenager, I had worked summers in my dad's law firm, answering the phone, filing papers, and helping to do title searches. In my family, we had great respect for the law and for the justice system.

But, having experienced the justice system first-hand through this tragedy, I was acutely aware of its limitations and inadequacies. Although I am very grateful that the murderer was caught, convicted, and incarcerated, the system did not directly or adequately address the damage to our family and our community. The murder of a beloved family member is intensely personal, and the crime raised profound personal questions for me about the nature of justice and about individual and community responsibility.

Over twenty years after the tragedy, at the invitation of a friend and neighbor, Jerry Hancock, who was conducting a Restorative Justice program at Columbia Correctional Facility in Portage, I first attended a three-day Restorative Justice “talking circle.” It was there in prison, for the first time, that I found a venue strong enough to hold and acknowledge the painful reality of what had happened to my grandmother and her two friends, to me and my family, to the other victims’ families, to our friends, and to our community.

That restorative justice circle was not the adversarial courtroom setting I’d experienced, concerned with side bars and procedures and prosecution. Nor was it the sensational national press coverage that reported all the sordid details of the crime. It wasn’t the shocked, embarrassed silence that often accompanies discussion of personal tragedies of this magnitude. Instead, it was a group of people—a “community,” if you will—who either knew from personal experience, or were willing to honestly acknowledge, the incomprehensible cruelty and terrible damage that violent crime visits on all of us, a community comprised of victims, survivors, offenders, jailers, lawyers, social workers, chaplains, teachers, and others who were willing and able to address that cruelty and damage—openly, bravely, personally—from the heart. That “talking circle” felt to me like arriving home after a very long journey.

Since that first circle, I’ve “gone there” on a regular basis—to sit in circles with prisoners, survivors of crime, and community members (the three essential components of the Restorative Justice healing process) and wrestle with the hard reality of crime. It’s fulfilling and exhausting work, and it’s transformative. We look at the ripple effect of crime. Who was harmed? How were they harmed? How can we address the harm? How can we heal? The questions are inescapable and very difficult. They require a degree of honesty, empathy, vulnerability, and trust that’s rarely found *outside* of prison, let alone inside the walls. They require commitment and courage and mutual respect. They require rigorous thought and they encourage thoughtfulness.

Restorative Justice raises the bar beyond retribution and punishment and asks us to think harder. I “go there” because I am healed by these discussions. I go there because the offenders are healed. I go there because I believe our communities can be healed. I go there because, after all these years, it’s the most constructive and hopeful and effective way I have found to acknowledge the hard realities of violent crime and to reconstruct my world. I go there because it makes a difference for me, because the offenders say over and over again that it makes a difference for them, and because I believe that the willingness to address these questions mutually can make a profound difference. Jerry Hancock’s goal for the program is to offer the men the opportunity to lead lives of integrity in their communities whether or not they leave the prison. That opportunity is present and available to *all* of us in the circles—to all of us who “go there.”

Years ago, at the end of the murderer’s trial, my father approached his mother in the courtroom and clasped her hand, acknowledging their mutual grief; and, afterward, he sent a letter to the offender’s family members, telling them that he regarded the murders as tragedies for all of our families—victims and offender alike. My dad knew that victims and offenders—all of us—are members of the same community. Participating in Restorative Justice circles has deepened that understanding for me.

DIRECTOR OF MUSIC MINISTRIES ANNUAL REPORT – 2011

The **Cherub Choir** (ages 5 through grade 5) continues to provide musical leadership during worship. The **Cherub Choir** sings with great enthusiasm on the second Sunday of most months during the school year.

The **Chancel Choir** continues to provide choral music during worship nearly every Sunday of the year. Their dedication is a great source of joy to me. There is always room in the choir loft for new singers. No experience is necessary and you never have to worry about what to wear to church on Sunday morning! In addition, the **Summer Singers** provides musical leadership every other Sunday during the summer months.

The chamber music ensemble **Con Vivo** continues to use our church as its home base. Comprised of several members of the congregation, myself, and a number of professional musicians from the area, Con Vivo presents three or four concerts in our sanctuary each year. It would be wonderful to fill the sanctuary for these events. This season included a performance of Igor Stravinsky's *The Soldier's Tale*. More than three hundred people were in attendance for this performance conducted by Madison Symphony Orchestra conductor John DeMain.

The **Coventry Ringers** handbell ensemble has played in worship a number of times this season. They also travelled to Milwaukee at the end of March for the *Twenty-fifth Milwaukee Area Handbell Festival*.

The Overture Center for the Arts sponsors four or five hymn sings during the year. On Saturday, March 26 I was invited to represent First Congregational as the organist for one of these hymn sings. Three hundred people gathered in Overture Hall while I played the Klais organ and led the singing of ten hymns taken from *The New Century Hymnal*.

In April of 2010 former Associate Minister Diana Shaw and I shepherded a group of travelers to the island of Iona in the Inner Hebrides in Scotland. This was our first visit back to Iona since I last led a group in 2006. This year the group consisted of Fred and Barbara Arnold, Monique Brockley and Diane Drinkman, Mike and Gloria Green, Don and Mary Metz, Susan Shands, Ron and Diana Shaw, and myself. Each of us had a wonderful experience being part of the Iona Community for a week.

We also had a very unique experience when we were stranded in Scotland following the eruption of [Eyjafjallajökull](#) in Iceland which closed every airport in Europe for six days! As I mentioned to several people, I packed for cold, for warm, for dry, and for wet. I didn't know that I would also have to pack for a volcano! Even with the added stress of the extra week that we hadn't planned on, it was, again, a wonderful experience. Keeping in touch with some of the members and staff through the internet was a great help to my mental wellbeing during that very stressful time.

My thanks to all of the members of all the choirs who give of their time and talent in order to enhance the worship experience.

Donald J. DeBruin
Director of Music Ministries

DIRECTOR OF CHRISTIAN EDUCATION FOR CHILDREN AND YOUTH 2011

Another year has come and gone and the children, youth, and family programs at First Congregational UCC continue to grow and flourish. FCUCC is truly blessed with a group of outstanding, energetic kids. Work continues to address their needs and provide a safe, stimulating environment for their spiritual growth.

NURSERY

A very dedicated staff of individuals is committed to care for our youngest members in the nursery. The Nursery Staff includes: Lauren Bonanno, Angela Bedward, Brianna Huemmer, Melinda Pine and Kaitlyn Schmitz.

SUNDAY SCHOOL

A dedicated staff of teachers and parent volunteers continue to offer energetic Christian Education. Much gratitude goes out to the following dedicated teachers, subs and room aides:

Pre-Kindergarten: Darcy Syring, Teri Kremer, Jodi Shaw, Kelly Haslam, Helen Counts, Andrea Kreft, Lyn Macgregor, Erin Baumann, Isabel Conner, Emma Larson, Rachel Syring

Kindergarten/1st Gr: Jess Bachhuber, Sarah Kraus, Bill Tishler, Brenda Burke, Christine Grady, Alison Rice, Rachel Vierstra, Sam Shermeister, Emma Hetze.

2nd / 3rd Gr: Melissa Baumann, Sarah Buhl, Terry Shermeister, Patty Newman, Nikole Jones, Mary Cooke, Brian Kirkpatrick, Sara Baumann, Wil Hetzel.

4th / 5th Gr: Katie Petykowski, Petrovnia McIntosh, Susan Veit, Pam Cramer, Amy Whitehead, Tina Chavez

SUBS: Julie Kramer, Kristi Mason

Special Needs Shepherd: Tasha Scott

WEE WORSHIP: Sara Beachy, Corissa Miller

BIRTHDAY CARDS: Joanne Lenburg, Margaret Strass

LRC: Vicki Lovely

Worship Totes: Kristan McKinney

The Sunday School again reached out helping hands to the wider community. In October, children were encouraged to take the traditional orange UNICEF boxes with them for trick-or-treating. This past year's UNICEF adventure included a costume party! Crafts were made in late November as Christmas gifts for shut-in members of the congregation. Robin Craig and Suzanne Walaszek were instrumental in creating a *GOIN' FISHIN'* event for the children two Sundays in March.

The Sunday School Children, along with a group of Church Youth, presented the Christmas Pageant *GLORY!* in December.

YOUTH

The two Youth Groups at FCUCC continue to grow and develop programming. Adult leaders for the groups are Jane Oman, Christina Schoenwetter and Jennifer Schroeder. BOUNCE, the Mid-High Group and SAGE, the Sr. High Youth, were busy with monthly meetings and events including: football parking, lock-ins, bowling, the Easter Egg Hunt, Christmas Shopping, movie meditations, a winter retreat studying creeds, and a lot of fun. Bible Studies continued for both

age groups as well. BBQ (Bounce Bible Quest), lead by Rebecca Kesting and John Ehlke, and GAS (God And Stuff), offer monthly opportunities for youth to explore the scriptures and their responses to them. A large cast of First Cong Youth presented a hilarious retelling of the Hebrews wandering in the wilderness in the musical, *Are We There Yet?*. The Sr Highs also hosted *The AMAZING GRACE*, gathering over 60 kids and 24 adults from Madison area churches for a race.

FCUCC Youth were actively involved in several mission projects this year. Several Youth participated in a Tour de Nursing Homes, bringing a portion of their Youth Musical to area nursing homes. The Sr Highs brought back *The Newlywed Game* to raise funds for their Summer Mission Trip to Minneapolis/St Paul. Mid-Highs are planning a work weekend Mission Trip to Rockford IL.

SPECIAL PROJECTS

CONFIRMATION CLASSES are being offered to a class of 8th graders at FCUCC. The four-month program gives students a crash course in Bible history and introduces them to the big parts of being a member of the Church.

SAFE SANCTUARIES, a program to address the protection of our children, youth and adult volunteers continues to work to provide a safer environment for First Cong. children, youth, and the adult volunteers who work with them. Reviews and updates were made to the current policy and its implementation.

CHILDREN AND COMMUNION classes were again offered this past year. Children in 2nd grade and older and their families are invited to participate in a 3-session program, which introduces them to the sacrament. The children are then invited to celebrate communion with the congregation.

THE SPECIAL NEEDS COMMITTEE continues to work to recognize and address the special needs of individuals and families in the congregation.

FiGS (Families including God & Stuff), an ongoing program to build community and address the needs of families with young children was introduced to First Cong. Classes on Communication and Talking with your child about Death and Dying were offered. Families also gathered for social events.

INTERGENERATIONAL PROGRAMMING

Efforts were made to create events for all ages including an all church Ice Skating Party.

The Children and Youth programs at First Congregational UCC continue to evolve and grow. Evaluation of the programs and continued dialogue with children, youth and parents will continue to create new opportunities for this important segment of our church family.

Jeffrey S. Rabe Director of Christian Education for Children and Youth.

BOARD OF COMMUNITY LIFE

The Board of Community Life had an active year coordinating annual and new activities to connect the community of First Congregational Church.

Activities this year included: Sponsorship of the Pew Warmers softball team, Long-Term Member brunch, and assisting with refreshments for Palm Sunday and Easter Sunday. This year, we became the official organizing group for the annual Advent Workshop and for the Summer Camp Weekend.

Community Life sponsors one of the rest and water stops for the annual Aids Ride. Last year, for ACT 8, we hosted a Thursday rest stop and look forward to ACT 9 this summer.

The Board embarked on a new series of activities we call the Wellness Project. We hosted a Health Fair in 2010, but were forced to cancel this past year when too many of our participants developed schedule conflicts. We hope to reschedule this event for this fall and to make this an annual event. We have continued our fall walk in the woods with a Sunday outing to Indian Lake County Park. Look for our Board-sponsored weekend bike rides again this summer.

We have continued our series of House Dinners in members' homes. Dinners were hosted by member of the FCC community in their homes, who invited parishioners to join them with the goal of getting to know one another better. We hope to expand the series this year with an emphasis on relatively new members.

We continue to support Cabs to Congo, which allows members without transportation to attend activities at church.

After two years of a new approach to After Worship Refreshments, (asking members to supply and serve refreshments) it has proven to be a successful change. Members have been willing to participate and have found it a great way to meet and visit with members and visitors. We continue to monitor the process to find ways to make it better.

All of the board members rotate in acting as mentors to the New Member Classes. These classes allow new members to meet existing members and for the existing members to help new members navigate the church activities. The board calls the new members to invite them to upcoming activities.

The Board welcomed Christina Schoenwetter after a period away from Madison. The board rotates the chair and secretary position monthly. The members of the board continue to encourage the congregation to share new activities that would assist the community in fellowship opportunities.

Board Members: Christina Schoenwetter, Joanne Lenburg, Gloria Green and Thomas Pugh. Eldonna Hazen serves as the Staff/Clergy Representative.

BOARD OF CHRISTIAN EDUCATION ANNUAL REPORT for 2010-2011

The Board of Christian Education (CE) works to support and nurture the Christian education of all members -- from children to adults and everyone in between. To do this a wide variety of programs, events, and activities are organized by Director of Christian Education Jeff Rabe and the CE board members.

The following is a synopsis of CE's 2010-2011 goals and the progress made toward accomplishing them.

Sunday School

Refurbish Sunday school classrooms / Maintain and upgrade space for children and youth (jointly with Property Management Committee):

Carryout Phase IV of Foundation Grant that includes replacing carpet in rooms 302 and 303. The timing of this should coincide with when the boiler is fixed so this project is currently on hold.

Create a welcoming environment for children with special needs and their families:

- The special needs committee continues to meet and plan for individuals and families with special needs.
- The respite room continues to be maintained and used.
- The Sunday School staff is supported by the assistance of UW student aides and older youth aides.

Provide Sunday School training for teachers:

Ongoing support is available to teachers through fall training sessions, curriculum and the director of Christian education.

Adult Education:

Julie Kramer continues to represent the CE board on the Adult Education Committee. Julie's CE term will end in April 2011, however Julie has agreed to stay on as special representative of CE on the Adult Education Committee.

New adult education topics and ideas continue to be explored for future programs. The successful "Gatherings" continue to be held twice a year -- during Advent and Lent.

Publicize the Learning Resource Center (LRC) and its use:

Work in improving the library continues. Improvements include stocking the LRC with updated resources, reorganizing materials to improve usage and promotion of the availability of resources outside of the LRC.

Human sexuality education program (Our Whole Lives <OWL>): This class continues to be offered every other year.

BOARD OF CHRISTIAN EDUCATION ANNUAL REPORT for 2010-2011

Increase participation through family/intergenerational activities:

Throughout the year there are a variety of activities planned to encourage family and intergenerational involvement. These activities include but are not limited to:

- Involving the youth in making Christmas gifts for our homebound members
- Winter ice skating party
- Collaboration with the Board of Outreach for the FRB Planting Day and Harvest Day
- Movie and game nights
- Dances
- Halloween costume party and UNICEF kick-off
- Newlywed game and luncheon
- Match Game
- Ice Cream social
- Fall Festival
- Advent Luncheon
- All Church Camping and support of church camp for families through scholarships

Foster involvement of youth in church:

Thanks to our creative, enthusiastic and well-organized director of Christian education, there are year-round options for youth involvement in the church. Options for involvement include:

- Music: choirs, youth musical
- Worship and service projects: youth scripture readings, youth Sunday (where the youth lead worship), outreach projects, assisting in Sunday School, participating in the acolyte program, mission projects and trips, CROP Walk, pie making fundraiser, Christmas shopping for others
- Youth fellowship: retreats, movie meditations, Mid-High and Senior-High groups
- Education: confirmation classes and OWL
- Miscellaneous Fun: Amazing Grace, the Corn Maze, Camperships to promote summer camp opportunities for youth

Provide support to Director of Christian Education for Youth and Children:

The CE Board continues to provide support to the Director of Christian Ed. for Children and Youth, Jeff Rabe, to help him meet his annual goals.

Update the Safe Sanctuary Program:

The Safe Sanctuary policy is updated annually.

The Board of Christian Education Members include: Alison Pharo and Pam Cramer (co-chairs), Julie Kramer, Bill Tishler, Sara Beachy, Sarah Kissel and Jeff Rabe - staff to the board/director of Christian education.

Respectfully submitted by: Alison Pharo and Pam Cramer

BOARD OF DEACONS

Deacon Membership

- New members: Robin Craig, Corissa Miller and Amy Whitehead joined the Deacons for a first term.
- Departing members: Linda Ketcham, Rachel Kesting and Clare Gromoll
- Board co-chairs: Josh Feyen and Mary Metz

Board of Deacons Threefold Focus: Worship, membership and publicity.

WORSHIP

Communion

We prepared, assisted the ministers in serving and cleaned up communion on the first Sunday of each month. We also brought homebound communion as one or two pairs of Deacons each month.

As part of making communion accessible to the congregation without the “separate but equal” situation of offering gluten-free bread and gluten bread, the board did extensive research (taste testing, etc.) to find a bread that would be accessible to the entire congregation. This proved to be difficult. We have not been able to find a suitable bread. We decided as an interim arrangement that the center deacon will have a gluten, dairy, and egg free bread. We are open to further modifications.

Homebound communion

Deacons brought communion to our homebound members. This is a ministry of reminding ourselves and our elders that we are all part of the First Congregational family, and communion was brought to two or three homebound members most months last year. For both the October World Communion Sunday and on May 1, we conducted a special homebound communion effort, sending out five pairs of Deacons and past Deacons to visit 10 homebound members. Deacons brought the Prayer for Daily Use and oversees sending CD recordings of the worship services each week to those who request it.

Helping with Sunday services

Deacons with the guidance of Ed Hasselkus arranged the poinsettias for Christmas and lilies for Easter services. On the first Sunday in Advent the Deacons along with some of our newer congregation members decorate the Sanctuary (Christmas trees, wreaths, pine boughs, etc.) for Christmas.

The Board of Deacons oversees and offers assistance to the following:

- Usher Coordinator (Katrina Dwinell)
- Greeter Coordinator (Sarah Kissel)
- Liturgy Reader Recruiter (Ellsworth Brown)
- Sound System Coordinator (Mark Rzchowski)

These groups operate independently; however, the Deacons are ultimately responsible for their activities. To show our gratitude and appreciation, Deacons hosted a Refreshment Recognition after worship on May 31, 2009 with cake and coffee. Mark Rzchowski was encouraged to

purchase a new CD burner (Deacon funds from UW Parking money) for recording worship services.

MEMBERSHIP

New Members

Deacons participated in the New Member Classes in 2010-11, sending representative to the classes. In addition, the Board of Deacons held a New Member Dessert at Josh Feyen and Jay Edgar's home in June 2010. We didn't have many new members, but it was a good bonding time for the Deacons board.

Membership rolls

Over the summer, the board worked with the ministers to review our membership rolls, especially the need for accurate records as we embark on a capital campaign. Letters were sent to both in-town and out-of-town people who have not been to church in a long time inviting them to return and indicating we will remove them from our roll if we didn't hear from them. At least one member responded positively that she wanted to return to attending church.

In Care

Patricia Campbell passed her ecclesiastical council on January 16, 2011 at First Congregational. Deacons assisted with refreshments. Following discernment committee recommendations, Clare Gromoll and Susan Shands were taken in care and started in seminary. They were recognized during the August 8, 2010 service, leading worship that day. Deacons plan to keep in touch with them throughout their seminary studies.

PUBLICITY

First Congregational website

Our main project in 2010-11 was completely recreating the church's website, plus addressing other online projects to complement our current publicity efforts. We hired a vendor to consult and eventually build a website that is modern and easy to update. This effort was paid for from our 2009 and 2010 football parking funds. The site launched in early 2011. At the same time, we created a free Facebook presence, optimized local search results and updated our information in more than 20 free online church-related listings. All of these efforts will improve our overall local search results when people search online for churches in the Madison area. This effort was paid for from our "football parking" fund from 2010 and 2011.

We are very appreciative of Liz Michaels's leadership in this effort. Deacons would also like to recognize the contributions of member Jay Edgar, whose company created the website; Jay contributed an extraordinary amount of his own time to help us stay within budget. He also helped staff transition to an entirely new email system. Our thanks are due, as well, to Josh Feyen, who got us up on Facebook and updated our online listings.

CAPITAL CAMPAIGN

Throughout the year, Deacons, and all boards, staff and the membership in general have been thinking about the upcoming capital campaign. In addition to throwing ideas into the ring, the board, led by Deacons member Robin Craig, organized the many ideas into a tiered system that made a substantial contribution to the list suggested by the discernment committee.

BOARD OF OUTREACH

"For I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me." Jesus' words in Matthew 25:35-45 continue to be a guide for the Board of Outreach's mission. We are guided to serve God in the Madison area, our state, our country and our world.

Continuing Service Projects:

- **Foods Resource Bank-** We continued our participation in the FRB with our sister churches, Zwingli UCC in Paoli, and Washington Reformation UCC in rural Monticello. In April 2010, 8 piglets started eating happily at Russ Torkleson's farm near Washington Reformation UCC. They grew for 6 months, then went to Market (Hoesly's in New Glarus gave us a discount for the processing.) The three churches held silent auctions to bid for half pigs. The rest of the meat was auctioned off in October at our Fall Harvest Celebration, "**Swing 'N Swine**"! We had farm fun for the kids, fabulous fellowship for all, and fantastic food, including pulled pork sandwiches. We "Swung" upstairs to the loft of the Barn to continue the festivities, learning real square dance moves from the Blair Family. We were honored to meet Marv Baldwin, the FRB President, and two guests from Zambia; Donalia, a widowed farmer was able to tell us with the help of her interpreter, how she was able to more than double her yield in four years after contacting FRB. Donalia now has enough food to feed her four children as well as extra to sell to support their education. We raised over \$3000 this year, most of which will go to support the Cambodia-South FRB project. A HUGE thanks to all who organized and participated in these events.
- **Summer Garden Markets-**For the second year in a row, we held *weekly* markets, every Sunday from Mid-July until the end of September. They continue to be a beautiful show of God's Creation. We raised over \$400 for the FRB project. We look forward to continuing this in 2011 and hope members will consider planting dedicated produce in their gardens to help support the market! You can also sign up to be a market manager.
- **Fill the Backpacks-**As a collaboration between Outreach and Christian Education, we organized the summer school supply drive and bought almost 100 discounted Lands' End backpacks. We especially thank the families who helped with this and the Patch Party! Thanks to the donations of many we were able to assist the Boys and Girls Club's goal of supplying over 1000 students with a fresh start to the school year.
- **Habitat for Humanity-**In September we joined many other churches and individuals in a "Framing Frenzy", building walls for local Habitat houses. This was done on Martin Luther King Blvd. during the Saturday Downtown Farmer's Market for maximum exposure of the Habitat program.
- **Bread for the World Letter Writing-**On Hunger Sunday in October, we joined thousands of citizens in writing our Congressional Representatives to advocate for progressive legislation to assist people in the U.S. and the world dealing with hunger.
- **Community Thanksgiving Meal-** With the generous help of the Congregation and community volunteers we were able to serve over 400 meals to people, either in our dining room or through home deliveries. This meal not only offers us the chance to serve those in need, but also afford us an opportunity of fellowship between church members and the wider community. Leftovers were warmly received at Port St. Vincent.
- **Recycle the Warmth-**Once again we participated in this bedding drive coordinated by St. Vincent de Paul. This annual drive in January helps ensure that all our neighbors have adequate blankets to keep their families warm. The bedding is given to families throughout Dane County. Great thanks to our congregation for filling two large donation boxes.

- **Meal for Habitat Builders-**In late January, we served about 25 people at the Twin Oaks Neighborhood build site. Thanks to members of the congregation and Outreach members for providing and serving a healthy and hearty Chili lunch with all the fixin's.
- **New Projects:**
 - **Refugee Resettlement-** In 2010 we began a partnership with Lutheran Social Services to sponsor a Bhutanese family from a refugee camp in Nepal. During the Advent season, members pledged a variety of household items, including furniture to furnish an apartment. In Jan and Feb these items were collected, after we learned when our family would be expected. We set up a whole household complete with food from their native culture. In one of the snowiest blizzards our family arrived! The Subba Family includes Tek, Sancha, their daughter Jessica, niece Suk, and nephew Sha. We are thankful to Robin Craig and her family for volunteering to be their cultural mentors. They were invited to come to church and we have enjoyed getting to know their family. 2011 has been a busy year so far for new refugee arrivals. Cultural mentors are greatly needed for other families. If you are interested in volunteering, call LSS at 250-2671 or speak to Robin or Pat Howarth-Burns about their experiences as mentors.
 - **Hygiene Kits-** We were able to assemble 100 Hygiene kits with the assistance of the congregation. Many young people participated in this "hands on" project in September, thanks! These kits are sent by Church World Service to people in disasters all over the world, including Haiti, Pakistan, and the U.S.
 - **World Communion Sunday-**In October, the Outreach Board set up several tables which highlighted the many ways our church serves in the World. Members of the Board of Deacons helped to serve communion to small groups of church members, as those of Outreach described current projects of Church World Service/CROP Walk, Bread for the World, Fill the Backpacks, Bhutanese Refugee Resettlement, and the Foods Resource Bank.

Local Mission Funds and Special Offerings:

We take great joy in being stewards of our Local Missions funds. We distributed \$10,000 to organizations who work to fulfill the needs of children and youth, persons with mental illness, the LGBT community, prisoners' families, the homeless, the environment, and other at -risk populations. Donations were made to Briarpatch, Domestic Abuse Intervention Services, Interfaith Coalition for Worker Justice, Madison-Area Urban Ministry, Mary House, Outreach, Porchlight, Madison Urban League, Samaritan Counseling, Triangle Community Ministry, MACSAC Partner Shares Program, Gay/Straight Alliance for Safe Schools. We added a new school to our school nurses' health fund at West High School.

We also support the mission work of the larger church by supporting Our Church's Wider Mission and organizing special offerings: One Great Hour of Sharing, Neighbors in Need, and the Christmas Fund.

Many other mission-oriented activities take place through the initiative of individual members of the congregation, young people, staff, and other boards. Please see the bulletin board outside the Chapel for on-going Outreach opportunities and announcements. We hope you will find many ways to serve those in need in a way that is meaningful to you.

We thank the congregation and our church staff for its support, and for entrusting us with the responsibility of coordinating outreach opportunities for church members. We thank Erin Jones, Pete Chandrangsu, Cathy Noth, and Karen Gussert for their faithful service on the Board of Outreach.

Blessings,

Jessica Flowers, Cheryl Bentley, Kathy Wiggins, Erin Jones, Pete Chandrangsu, and Karen Gussert

**Board of Stewardship
2010-2011 Annual Report**

In My Gratitude May I Also Be Generous - This was the theme of our fall campaign and the message remains with us today. Gratitude and generosity go together hand in hand in so many ways. Our many generous members bless our church. This year, we heard the phenomenal personal stories about pledging through our witnessing stewards. Our members showed their gratitude for our church and community by posting their thoughts on the Gratitude walls that were located in the sanctuary. Stewardship Board members wrote thought provoking Tower articles and Gratitude posters were seen throughout the church. Our church board members led by example by turning in their pledge cards early. And we all celebrated Consecration Sunday with (our favorite) Dessert First before service.

The result of that fall campaign breaks down as follows: pledge income as of January 27, 2011 was \$477,751 with 194 households pledging. This is a decrease from 2010 budget of \$7,703, with 12 fewer pledging units. Of note: our regularly pledging households increased their pledges on average for 2011. Also, 50% of pledging households increased their pledge this year. Despite these bright spots, we all need to be aware that the number of households that pledge continues to slip a bit each year.

The Board of Stewardship also presented the 2011 budget to the Executive Council. By analyzing funds available through the 2010 budget, Foundation grants and working very closely with the Church Treasurer, the Board put forth a budget that was able to include staff increases for 2011.

Through this budget year, we are indebted to the hard work and clear vision of Rob Eagle, our bookkeeper and Rich Fluechtling, our Treasurer. They not only track the finances, but they also provide insight to help us understand our budget. Thank you!

THANK YOU, also to our members and friends of FCC-UCC who support our missions, programs and staff, as they are able. Where there is gratitude, generosity is found.

Kristin Kanitz, Chair
Mark Rzchowski
Dana Chabot
Henry Hempe
Kevin MacAleese

Members Serving the Wider Church

Curt Anderson

Southwest Association UCC, Division on Church and Ministry

Rich Fluechtling

UCC Coalition for LGBT Concerns, National Board/Treasurer

Wisconsin Conference UCC, Treasurer and Budget Committee

Wisconsin Conference UCC, Investment Committee

Wisconsin Conference UCC, Committee on Ministry with LGBT Persons

Wisconsin Conference UCC, United Church Camps Working Group

Wisconsin Conference General Synod Delegate

Southwest Association UCC, Moderator / Executive Committee

Eldonna Hazen

Southwest Association, Periodic Support Consultation Committee

Wisconsin Conference General Synod Delegate

Mary Metz

Southwest Association, Social Concerns Committee

Janet Pugh

Wisconsin Conference UCC, Annual Meeting Planning Committee

Jeffrey Rabe

Wisconsin Conference UCC - Partners in Education

Southwest Association UCC, Division on Christian Education

Susan Shands

National UCC, Office of General Ministries Board

First Congregational Church
Statement of Financial Position
All Funds

| | Balance as of <u>12/31/2009</u> | Balance as of <u>12/31/2010</u> | <u>Change</u> |
|-----------------------------------|------------------------------------|------------------------------------|---------------------------|
| <i>Assets:</i> | | | |
| 1 Checking-U.S. Bank | 38,857.04 | 47,976.52 | 9,119.48 |
| <i>General Operating</i> | | | |
| 121 Investment-U.S. Bank | 40,800.91 | 88,893.79 | 48,092.88 |
| 18 Office Petty Cash | 50.00 | 0.00 | (50.00) |
| 492 Lincoln Financial | 75.00 | 84.16 | 9.16 |
| 257 Certificates of Deposit | <u>61,008.05</u> | <u>43,877.66</u> | <u>(17,130.39)</u> |
| <i>General Operating</i> | 101,933.96 | 132,855.61 | 30,921.65 |
| <i>Long Term Reserve Fund</i> | | | |
| 49 LTRF - First Federal | 21,670.77 | 25,524.06 | 3,853.29 |
| 4 LTRF-Anchor Bank | 0.00 | 0.00 | 0.00 |
| 367 LTRF CDs-Anchor Bank | 30,591.82 | 0.00 | (30,591.82) |
| 246 UCC Cornerstone Fund | 75,000.00 | 75,000.00 | 0.00 |
| 3 LTRF CD's - Oak Bank | 75,000.00 | 50,000.00 | (25,000.00) |
| 136 LTRF Loan Recv-Church | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| <i>Long Term Reserve Fund</i> | 202,262.59 | 150,524.06 | (51,738.53) |
| <i>Capital Fund</i> | | | |
| 7 Land & Improvements | 212,019.50 | 212,019.50 | 0.00 |
| 8 Church Buildings | 1,546,278.42 | 1,546,278.42 | 0.00 |
| 9 Furn,Fixt, & Equip | 571,750.67 | 571,750.67 | 0.00 |
| 10 Accum Depreciation | (1,709,114.85) | (1,790,717.46) | (81,602.61) |
| 11 Investment-Stamps | 780.00 | 780.00 | 0.00 |
| 28 Construction in Progress | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | 621,713.74 | 540,111.13 | (81,602.61) |
| <i>Memorials Fund</i> | | | |
| 65 Memorials-First Federal | 28,347.21 | 125,005.22 | 96,658.01 |
| 234 Memorials-AnchorBank | 0.00 | 0.00 | 0.00 |
| 390 Investment- Stocks | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| | 28,347.21 | 125,005.22 | 96,658.01 |
| <i>75th Year Campaign</i> | | | |
| 342 75th Yr-Guaranty Bank | <u>80,925.12</u> | <u>62,279.54</u> | <u>(18,645.58)</u> |
| Total Assets: | <u><u>1,074,039.66</u></u> | <u><u>1,058,752.08</u></u> | <u><u>(15,287.58)</u></u> |

First Congregational Church
Statement of Financial Position
All Funds

| | <u>Balance as of</u> 12/31/2009 | <u>Balance as of</u> 12/31/2010 | <u>Change</u> |
|---|------------------------------------|------------------------------------|--------------------|
| <i>Liabilities:</i> | | | |
| <i>General Operating</i> | | | |
| 13 FICA W/H | 3,129.92 | 2,380.82 | (749.10) |
| 14 Federal W/H | 1,732.56 | 1,624.55 | (108.01) |
| 15 Wisconsin W/H | 997.00 | 814.00 | (183.00) |
| 138 Prepaid Pledges | 39,690.64 | 49,622.00 | 9,931.36 |
| <i>General Operating</i> | <u>45,550.12</u> | <u>54,441.37</u> | <u>8,891.25</u> |
| | <u>45,550.12</u> | <u>54,441.37</u> | <u>8,891.25</u> |
| <i>Net Assets:</i> | | | |
| 20 Operating Fund | 23,061.06 | 43,504.51 | 20,443.45 |
| 347 Sabbatical Reserve | 1,247.72 | 0.00 | (1,247.72) |
| 21 Long Term Reserve Fund | 202,262.59 | 150,524.06 | (51,738.53) |
| 22 Capital Fund | 621,713.74 | 540,111.13 | (81,602.61) |
| 250 Memorials Fund | 28,347.21 | 125,005.22 | 96,658.01 |
| 341 75th Year Campaign | 82,925.12 | 62,279.54 | (20,645.58) |
| | <u>959,557.44</u> | <u>921,424.46</u> | <u>(38,132.98)</u> |
| <i>Dedicated Funds</i> | | | |
| Unrestricted | 62,563.33 | 73,342.68 | 10,779.35 |
| Temporarily Restricted | 8,368.77 | 9,543.57 | 1,174.80 |
| <i>Total for Dedicated Funds</i> | <u>70,932.10</u> | <u>82,886.25</u> | <u>11,954.15</u> |
| <i>Total Net Assets:</i> | <u>1,030,489.54</u> | <u>1,004,310.71</u> | <u>(26,178.83)</u> |
| <i>Total Liabilities & Net Assets:</i> | | | |
| | <u>1,076,039.66</u> | <u>1,058,752.08</u> | <u>(17,287.58)</u> |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|--------------------------------------|-------------------|-------------------|-------------------|-------------------|-------------------------------|
| GENERAL OPERATING INCOME | | | | | |
| Contribution Income | | | | | |
| 23 Pledges Received | 488,852.46 | 485,454.00 | 478,054.66 | 477,751.00 | (7,703.00) |
| 25 Pledges Prior Years | 820.00 | 500.00 | 1,110.00 | 500.00 | 0.00 |
| 26 Non-Pledged Income | 29,150.50 | 20,000.00 | 15,112.21 | 15,000.00 | (5,000.00) |
| 27 Offerings | 9,417.72 | 8,500.00 | 7,169.35 | 7,500.00 | (1,000.00) |
| 385 Broker Fees/Value Chg-Stocks | (72.77) | 0.00 | 35.10 | 0.00 | 0.00 |
| 448 EFT Fees | (131.50) | 0.00 | (139.00) | 0.00 | 0.00 |
| | <u>528,036.41</u> | <u>514,454.00</u> | <u>501,342.32</u> | <u>500,751.00</u> | <u>(13,703.00)</u> |
| Grant Income | | | | | |
| 311 Foundation Grant | 0.00 | 13,300.00 | 13,299.36 | 6,767.00 | (6,533.00) |
| 313 Undesig Memor'l Grnt | 0.00 | 0.00 | 0.00 | 9,985.00 | 9,985.00 |
| 477 New Century Fund Grant | 10,000.00 | 10,000.00 | 10,000.00 | 10,000.00 | 0.00 |
| 478 75th Campaign Funds | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | <u>10,000.00</u> | <u>23,300.00</u> | <u>23,299.36</u> | <u>26,752.00</u> | <u>3,452.00</u> |
| Miscellaneous Income | | | | | |
| 160 Found Admin Income | 500.00 | 500.00 | 500.00 | 500.00 | 0.00 |
| 281 Miscellaneous Income | 0.00 | 0.00 | 97.72 | 0.00 | 0.00 |
| 449 Special Event | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 240 Special Contributions | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 499 Trans-Long Term Reserve | 0.00 | 10,000.00 | 10,000.00 | 0.00 | (10,000.00) |
| | <u>550.00</u> | <u>10,500.00</u> | <u>10,597.72</u> | <u>500.00</u> | <u>(10,000.00)</u> |
| Investment Income | | | | | |
| 34 Investment Interest Income | 2,552.31 | 1,800.00 | 1,926.30 | 1,000.00 | (800.00) |
| 33 Long Term Reserve Fund Income | 8,000.00 | 7,000.00 | 7,000.00 | 3,600.00 | (3,400.00) |
| | <u>10,552.31</u> | <u>8,800.00</u> | <u>8,926.30</u> | <u>4,600.00</u> | <u>(4,200.00)</u> |
| Transfer From Other Resources | | | | | |
| 321 Major Maint Projects-Income | 9,077.49 | 0.00 | 56,405.38 | 0.00 | 0.00 |
| | <u>9,077.49</u> | <u>0.00</u> | <u>56,405.38</u> | <u>0.00</u> | <u>0.00</u> |
| Total for General Operating | <u>558,216.21</u> | <u>557,054.00</u> | <u>600,571.08</u> | <u>532,603.00</u> | <u>(24,451.00)</u> |
| Board of Deacons | | | | | |
| Foundation Grants | | | | | |
| 62 FDTN Transfer-Deacons-Music | 1,200.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | <u>1,200.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> | <u>0.00</u> |
| Music | | | | | |
| 429 Sound System Tech Income | 150.00 | 0.00 | 50.00 | 0.00 | 0.00 |
| 40 Contrib. To Music | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 42 Organ Maint. Income | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 323 Sound System Income | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 268 Memorial Fund Transfer | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 300 Con Vivo Income | 4,225.00 | 3,200.00 | 3,835.00 | 3,750.00 | 550.00 |
| | <u>4,375.00</u> | <u>3,200.00</u> | <u>3,885.00</u> | <u>3,750.00</u> | <u>550.00</u> |
| Worship | | | | | |
| 19 Altar Flowers | 1,645.00 | 1,200.00 | 1,470.00 | 1,400.00 | 200.00 |
| 41 Holiday Florals | 892.00 | 1,400.00 | 971.00 | 1,100.00 | (300.00) |
| | <u>2,537.00</u> | <u>2,600.00</u> | <u>2,441.00</u> | <u>2,500.00</u> | <u>(100.00)</u> |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|-------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Evangelism | | | | | |
| 401 Outreach Contribs.to Publicity | 0.00 | 0.00 | 490.00 | 0.00 | 0.00 |
| 66 Football Parking | 510.33 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 510.33 | 0.00 | 490.00 | 0.00 | 0.00 |
| Total for Deacons | 8,622.33 | 5,800.00 | 6,816.00 | 6,250.00 | 450.00 |
| Personnel | | | | | |
| Foundation Grants | | | | | |
| 450 Grant Special Comp | 7,390.39 | 0.00 | 0.00 | 0.00 | 0.00 |
| Sabbatical Transfer | | | | | |
| 434 Transfer- Sabbatical Reserve | 0.00 | 0.00 | 1,247.72 | 0.00 | 0.00 |
| Miscellaneous Income | | | | | |
| 98 UADC Cleaning | 11,364.00 | 11,364.00 | 11,364.00 | 11,364.00 | 0.00 |
| Total for Personnel | 18,754.39 | 11,364.00 | 12,611.72 | 11,364.00 | 0.00 |
| Board of Education | | | | | |
| Foundation Grants | | | | | |
| 216 FNDT transfer-C.E. | 0.00 | 0.00 | 192.76 | 0.00 | 0.00 |
| Children | | | | | |
| 90 Chrch School Mission | 366.15 | 200.00 | 207.59 | 200.00 | 0.00 |
| Youth | | | | | |
| 96 Sr High Mission Income | 3,107.80 | 3,000.00 | 3,666.72 | 3,000.00 | 0.00 |
| 119 Mid High Mission Incom | 1,069.66 | 2,000.00 | 1,439.48 | 2,000.00 | 0.00 |
| 426 From Dedicated-Confirmation | 0.00 | 0.00 | 94.97 | 0.00 | 0.00 |
| 465 Vacation Bible School | 156.00 | 200.00 | 151.00 | 200.00 | 0.00 |
| 500 Mid/Sr Hi Fellowship | 766.00 | 0.00 | 625.00 | 0.00 | 0.00 |
| | 5,099.46 | 5,200.00 | 5,977.17 | 5,200.00 | 0.00 |
| Intergenerational | | | | | |
| 129 Memorial Fund Grant | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 93 Advent Workshop Craft Income | 722.62 | 800.00 | 567.25 | 800.00 | 0.00 |
| 424 Advent Workshop Luncheon | 642.00 | 600.00 | 585.00 | 600.00 | 0.00 |
| 92 Fall Festival Income | 207.00 | 250.00 | 177.56 | 200.00 | (50.00) |
| 224 Ice Cream Social Income | 242.30 | 250.00 | 302.00 | 250.00 | 0.00 |
| 189 Resource Center Donations | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 1,813.92 | 1,900.00 | 1,631.81 | 1,850.00 | (50.00) |
| Learning Resource Center | | | | | |
| 427 From Dedicated-LRC | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Contributions | | | | | |
| 403 C. E. Contributions | 250.00 | 250.00 | 250.00 | 250.00 | 0.00 |
| 501 Dedicated Memorials | 150.00 | | | | 0.00 |
| Total for Chistian Education | 7,679.53 | 7,550.00 | 8,259.33 | 7,500.00 | (50.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|-------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Board of Community Life | | | | | |
| Evangelism | | | | | |
| 71 Foundation Grant | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Community Life | | | | | |
| 285 Misc. Contrib/Training Lay Mem | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 467 Misc Events | 72.15 | | 484.00 | | 0.00 |
| 480 Cabs for Congo | 0.00 | 500.00 | 0.00 | 500.00 | 0.00 |
| 175 Refreshments | 15.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 360 Palm Sun Bkfst Incme | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 398 Transfer -Memorial Fund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 87.15 | 500.00 | 484.00 | 500.00 | 0.00 |
| Total for Community Life | 87.15 | 500.00 | 484.00 | 500.00 | 0.00 |
| Board of Outreach | | | | | |
| Foundation Grants | | | | | |
| 262 FNDT Transfer-Outreach | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 476 FDTN-Updike Grant | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0.00 |
| Memorial Tranfers | | | | | |
| 410 Memorial Fund Transfer | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Mission | | | | | |
| 460 Food Resource Bank | 4,361.69 | 0.00 | 5,741.35 | 2,500.00 | 2,500.00 |
| 466 Transfer-Dedicated | 226.89 | 0.00 | 769.88 | 750.00 | 750.00 |
| 214 Special Outreach Contributions | 5.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 91 Grant from outside sources | 0.00 | 0.00 | 452.53 | 0.00 | 0.00 |
| | 4,593.58 | 0.00 | 6,963.76 | 3,250.00 | 3,250.00 |
| Total for Outreach | 6,093.58 | 1,500.00 | 8,463.76 | 4,750.00 | 3,250.00 |
| Board of Property Mgmnt | | | | | |
| Foundation Grants | | | | | |
| 220 FDTN Transfer-Property | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Miscellaneous Income | | | | | |
| 174 Memorial Fund Transfer-Property | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 495 Transfer-75th Campaign | 8,204.60 | | | | |
| 409 Transfer from Other Boards | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 261 Pop Machine Income | 1,108.79 | 1,100.00 | 1,092.67 | 1,100.00 | 0.00 |
| 384 Miscellaneous Income | 3.55 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 9,316.94 | 1,100.00 | 1,092.67 | 1,100.00 | 0.00 |
| Building User Payments | | | | | |
| 35 Rentals-Church Bldg. | 3,540.00 | 3,000.00 | 5,655.05 | 9,000.00 | 6,000.00 |
| 36 DayCare Income | 28,392.00 | 28,392.00 | 30,392.00 | 35,142.00 | 6,750.00 |
| 201 320 Lathrop Income (Orion) | 13,116.00 | 13,116.00 | 13,116.00 | 13,116.00 | 0.00 |
| 375 Hourly pay/Special Bldg. Use | 1,070.00 | 1,000.00 | 475.00 | 1,000.00 | 0.00 |
| 207 303 Lathrop Income (UW) | 26,213.00 | 27,250.00 | 27,256.32 | 28,346.00 | 1,096.00 |
| 237 DayCare Parking Income | 1,920.00 | 1,920.00 | 1,920.00 | 1,920.00 | 0.00 |
| 416 303 Parking Income | 1,260.00 | 1,440.00 | 1,260.00 | 1,440.00 | 0.00 |
| 496 Cell Tower | 20,103.74 | 19,776.00 | 20,821.94 | 18,000.00 | (1,776.00) |
| | 95,614.74 | 95,894.00 | 100,896.31 | 107,964.00 | 12,070.00 |
| Total for Property Mgmt | 104,931.68 | 96,994.00 | 101,988.98 | 109,064.00 | 12,070.00 |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|--|----------------|----------------|----------------|----------------|-------------------------------|
| Office/Stewardship | | | | | |
| Foundation Grants | | | | | |
| 289 FDTN Transfer | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| General Office | | | | | |
| 280 Office Misc. Income | 35.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Contributions | | | | | |
| 94 Contrib-Special | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Memorial Tranfers | | | | | |
| 370 Memorial Transfers | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Exec Council Dedicated Fd | | | | | |
| 47 Dedicated Account Transfer | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total for Office/Stewardship | 35.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Executive Council | | | | | |
| Foundation Grants | | | | | |
| 493 Fdtn-Special Projects | | | | | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Community Life | | | | | |
| 104 Gathering Income | 1,789.00 | 1,800.00 | 1,449.92 | 1,500.00 | (300.00) |
| Contribution Income | | | | | |
| Foundation Grant - Still Speaking | | | | | |
| 222 FDTN Transfer-Still Speaking | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total for Exec Council | 1,789.00 | 1,800.00 | 1,449.92 | 1,500.00 | (300.00) |
| Designated Offering/Funds | | | | | |
| Designated Offerings/Funds | | | | | |
| 180 OGHS Offering | 4,098.50 | 4,000.00 | 4,107.74 | 4,000.00 | 0.00 |
| 186 NIN Offering | 1,927.00 | 2,000.00 | 2,519.61 | 2,400.00 | 400.00 |
| 179 Christmas Fund Offering | 1,693.00 | 1,500.00 | 2,098.00 | 1,700.00 | 200.00 |
| 391 Special Projects Offering-OCWM | 604.00 | 0.00 | 3,809.15 | 0.00 | 0.00 |
| Total-Designated Offerings | 8,322.50 | 7,500.00 | 12,534.50 | 8,100.00 | 600.00 |
| Prison Ministry | | | | | |
| Foundation Grants | | | | | |
| 435 Foundation Grant | 17,291.63 | 17,500.00 | 17,500.00 | 17,500.00 | 0.00 |
| Contribution Income | | | | | |
| 437 Prison Contributions | 38,745.57 | 35,000.00 | 38,087.61 | 35,000.00 | 0.00 |
| 479 Special Contributions | 0.00 | 5,000.00 | 0.00 | 0.00 | (5,000.00) |
| 491 Restorative Justice Gifts | 0.00 | | 0.00 | 10,000.00 | 10,000.00 |
| | 38,745.57 | 40,000.00 | 38,087.61 | 45,000.00 | 5,000.00 |
| Grant Income | | | | | |
| 436 Grant from outside sources | 14,708.53 | 0.00 | 1,208.68 | 0.00 | 0.00 |
| Total for Prison Ministry | 70,745.73 | 57,500.00 | 56,796.29 | 62,500.00 | 5,000.00 |
| TOTAL INCOME | 785,277.10 | 747,562.00 | 809,975.58 | 744,131.00 | (3,431.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| GENERAL OPERATING EXPENSE | | | | | |
| Major Projects | | | | | |
| 329 Major Maint Projects | 9,077.46 | 0.00 | 56,405.38 | 0.00 | 0.00 |
| Total for General Operating | 9,077.46 | 0.00 | 56,405.38 | 0.00 | 0.00 |
| Board of Deacons | | | | | |
| Music | | | | | |
| 430 Sound System Tech Expense | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 382 Music Instruments | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Music Supplies | | | | | |
| 55 Music Supplies | 2,199.78 | 2,200.00 | 2,325.15 | 2,000.00 | (200.00) |
| 249 Music-Desig Mem'l | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 2,199.78 | 2,200.00 | 2,325.15 | 2,000.00 | (200.00) |
| Music Maintenance | | | | | |
| 200 Deferred Organ Maint | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 56 Organ/Piano Tuning | 3,014.80 | 2,200.00 | 2,963.65 | 2,000.00 | (200.00) |
| 238 Sound System Maint | 31.62 | 0.00 | | 0.00 | 0.00 |
| | 3,046.42 | 2,200.00 | 2,963.65 | 2,000.00 | (200.00) |
| Worship | | | | | |
| 52 Worship Supplies | 2,140.75 | 1,854.00 | 1,995.25 | 1,854.00 | 0.00 |
| 54 Holiday Florals | 1,034.00 | 1,400.00 | 1,079.26 | 1,200.00 | (200.00) |
| 37 Altar Flowers | 1,683.14 | 1,200.00 | 1,785.00 | 1,700.00 | 500.00 |
| 17 Worship Decorations | 47.38 | 100.00 | 24.50 | 100.00 | 0.00 |
| 60 Publications | 159.28 | 150.00 | 167.82 | 150.00 | 0.00 |
| | 5,064.55 | 4,704.00 | 5,051.83 | 5,004.00 | 300.00 |
| Membership and Lay Ministry | | | | | |
| 63 New Member Expenses | 95.00 | 200.00 | 121.10 | 200.00 | 0.00 |
| 418 Homebound Ministry | 338.90 | 700.00 | 132.00 | 100.00 | (600.00) |
| 123 Volunteer Recognition | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 433.90 | 900.00 | 253.10 | 300.00 | (600.00) |
| Evangelism | | | | | |
| 126 Publicity Expense | 5,663.40 | 8,800.00 | 6,159.08 | 8,000.00 | (800.00) |
| Contracted Musicians | | | | | |
| 57 Organist Sub | 800.00 | 800.00 | 800.00 | 1,000.00 | 200.00 |
| 58 Instrumental/Soloist | 550.00 | 550.00 | 550.00 | 1,000.00 | 450.00 |
| | 1,350.00 | 1,350.00 | 1,350.00 | 2,000.00 | 650.00 |
| Program | | | | | |
| 414 Con Vivo Expenses | 4,225.00 | 3,200.00 | 3,835.00 | 3,750.00 | 550.00 |
| Total for Deacons | 21,983.05 | 23,354.00 | 21,937.81 | 23,054.00 | (300.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|--------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Personnel | | | | | |
| Pastoral Salaries | | | | | |
| 70 Salary-Sr. Minister | 44,256.51 | 44,162.00 | 44,162.16 | 44,869.00 | 707.00 |
| 77 Salary-Assoc. Min. | 12,213.78 | 12,167.00 | 13,286.66 | 16,200.00 | 4,033.00 |
| 348 Salary-Interim Min. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 56,470.29 | 56,329.00 | 57,448.82 | 61,069.00 | 4,740.00 |
| Ministers Housing | | | | | |
| 282 Housing Senior Minister | 26,506.08 | 26,506.00 | 26,506.08 | 26,506.00 | 0.00 |
| 81 Housing Assoc. Minister | 22,800.00 | 22,800.00 | 22,800.00 | 22,800.00 | 0.00 |
| 349 Housing Interim Minister | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 49,306.08 | 49,306.00 | 49,306.08 | 49,306.00 | 0.00 |
| Ministers Pension/Life Ins. | | | | | |
| 72 Pension Senior Minister | 9,893.52 | 9,894.00 | 9,893.52 | 9,993.00 | 99.00 |
| 78 Pension Assoc. Minister | 4,895.40 | 4,895.00 | 5,052.15 | 5,460.00 | 565.00 |
| 353 Pension Interim Minister | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 14,788.92 | 14,789.00 | 14,945.67 | 15,453.00 | 664.00 |
| Disability Insurance | | | | | |
| 74 Disability Ins.Senior Minister | 1,233.51 | 1,350.00 | 1,067.30 | 1,350.00 | 0.00 |
| 80 Disability Ins. Assoc. Min. | 524.52 | 525.00 | 524.52 | 585.00 | 60.00 |
| 355 Disability Ins. Interim Min. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 213 Disability Insurance-Lay Staff | 1,267.13 | 1,450.00 | 1,288.29 | 1,445.00 | (5.00) |
| | 3,025.16 | 3,325.00 | 2,880.11 | 3,380.00 | 55.00 |
| Soc. Sec. Contrib.- Ministers | | | | | |
| 378 Social Security Contribution | 8,092.05 | 8,081.00 | 8,166.93 | 8,444.00 | 363.00 |
| Staff Salaries | | | | | |
| 406 Director of Christian Educ. | 44,472.00 | 44,472.00 | 44,472.00 | 46,696.00 | 2,224.00 |
| 330 Director of Music Ministries | 52,284.00 | 52,284.00 | 52,284.00 | 52,807.00 | 523.00 |
| 140 Building Manager | 40,000.08 | 40,000.00 | 40,124.90 | 40,000.00 | 0.00 |
| 141 Assist. Building Mgr. | 17,829.68 | 14,300.00 | 15,278.03 | 15,904.00 | 1,604.00 |
| 157 Parish Admin/Bookkeeper | 10,431.91 | 9,971.00 | 9,181.90 | 10,072.00 | 101.00 |
| 158 Parish Secretary | 24,133.33 | 22,944.00 | 22,896.21 | 23,712.00 | 768.00 |
| | 189,151.00 | 183,971.00 | 184,237.04 | 189,191.00 | 5,220.00 |
| Staff Soc. Sec. Employer Tax | | | | | |
| 50 Music/Education | 7,645.57 | 7,402.00 | 7,321.75 | 7,612.00 | 210.00 |
| 142 Property Staff | 4,518.01 | 3,899.00 | 4,266.96 | 4,277.00 | 378.00 |
| 159 Office Staff | 2,592.08 | 2,518.00 | 2,454.04 | 2,584.00 | 66.00 |
| | 14,755.66 | 13,819.00 | 14,042.75 | 14,473.00 | 654.00 |
| Employer 403B Contribution | | | | | |
| 51 Music/Education | 1,568.63 | 1,569.00 | 1,568.64 | 1,584.00 | 15.00 |
| 143 Property Staff | 1,200.00 | 1,200.00 | 1,180.67 | 1,200.00 | 0.00 |
| 161 Office Staff | 0.00 | 688.00 | 0.00 | 0.00 | (688.00) |
| | 2,768.63 | 3,457.00 | 2,749.31 | 2,784.00 | (673.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|-------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Health/Dental Insurance | | | | | |
| 204 Health/Dental Senior Minister | 14,331.00 | 15,126.00 | 11,502.36 | 12,619.00 | (2,507.00) |
| 203 Health/Dental Ins. Assoc. Min. | 15,492.00 | 16,307.00 | 16,307.00 | 18,264.00 | 1,957.00 |
| 357 Health/Dental Interim Minister | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 113 Health/Dental Min. CE/Youth | 7,245.00 | 7,632.00 | 7,632.00 | 8,548.00 | 916.00 |
| 109 Health/Dental Dir. of Music | 7,245.00 | 7,632.00 | 7,632.00 | 8,548.00 | 916.00 |
| 156 Health/Dental Property Staff | 7,245.00 | 7,632.00 | 6,996.00 | 8,548.00 | 916.00 |
| 309 Health/Dental Office Staff | 7,245.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 205 Health Ins. Wis Conf-Per Capita | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 58,803.00 | 54,329.00 | 50,069.36 | 56,527.00 | 2,198.00 |
| Expense Accounts | | | | | |
| 76 Exp. Acct. Senior Minister | 4,800.00 | 4,800.00 | 4,148.40 | 4,800.00 | 0.00 |
| 236 Exp. Acct. Assoc. Minister | 2,995.67 | 3,000.00 | 2,821.31 | 3,000.00 | 0.00 |
| 358 Exp. Acct. Interim Minister | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 115 Exp. Acct. Minister CE/Youth | 1,953.62 | 2,000.00 | 2,000.00 | 2,000.00 | 0.00 |
| 106 Exp. Acct. Dir. of Music | 2,000.00 | 2,000.00 | 1,999.01 | 2,000.00 | 0.00 |
| | 11,749.29 | 11,800.00 | 10,968.72 | 11,800.00 | 0.00 |
| Other Staff Expense | | | | | |
| 393 Clergy/Pulpit Supply | 150.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 411 Special Compensation | 7,390.39 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 7,540.39 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total for Personnel | 416,450.47 | 399,206.00 | 394,814.79 | 412,427.00 | 13,221.00 |
| | | | | | |
| Board of Education | | | | | |
| Children | | | | | |
| 319 PIPS Kids Expenses | 285.05 | 500.00 | 320.38 | 500.00 | 0.00 |
| 99 Chrch Schl Curriculum | 1,809.52 | 2,500.00 | 2,403.91 | 2,500.00 | 0.00 |
| 102 Craft Supplies | 628.45 | 700.00 | 781.41 | 750.00 | 50.00 |
| 111 Chrch Schl Mission | 451.02 | 200.00 | 207.59 | 200.00 | 0.00 |
| 101 Snack Supplies | 519.05 | 500.00 | 607.42 | 500.00 | 0.00 |
| 228 Vacation Bible School | 581.36 | 500.00 | 730.82 | 650.00 | 150.00 |
| 373 Children's Bibles | 203.00 | 200.00 | 254.49 | 250.00 | 50.00 |
| | 4,477.45 | 5,100.00 | 5,306.02 | 5,350.00 | 250.00 |
| | | | | | |
| Youth | | | | | |
| 243 Mid High Fellowship | 1,155.25 | 1,000.00 | 1,275.71 | 1,000.00 | 0.00 |
| 278 Sr High Fellowship | 1,005.07 | 1,000.00 | 1,346.96 | 1,000.00 | 0.00 |
| 245 Mid High Mission Expns | 1,069.66 | 1,500.00 | 1,439.48 | 1,500.00 | 0.00 |
| 244 Sr High Mission Expns | 3,077.44 | 3,500.00 | 3,666.72 | 3,500.00 | 0.00 |
| 105 Confirmation Expenses | 219.24 | 200.00 | 294.97 | 300.00 | 100.00 |
| 292 Youth Learning Resources | 541.91 | 500.00 | 755.30 | 600.00 | 100.00 |
| | 7,068.57 | 7,700.00 | 8,779.14 | 7,900.00 | 200.00 |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|--------------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Adult | | | | | |
| 317 Teaching Resources | 0.00 | 100.00 | 0.00 | 50.00 | (50.00) |
| 320 Speaker Honoraria | 50.00 | 100.00 | 0.00 | 100.00 | 0.00 |
| 338 Food Supplies | 0.00 | 100.00 | 0.00 | 50.00 | (50.00) |
| 84 Curriculum and Books | 33.85 | 200.00 | 0.00 | 100.00 | (100.00) |
| 471 Young Adult | 30.41 | 250.00 | 67.78 | 100.00 | (150.00) |
| | 114.26 | 750.00 | 67.78 | 400.00 | (350.00) |
| Intergenerational | | | | | |
| 114 Advent Workshop Craft Expense | 510.02 | 750.00 | 220.05 | 750.00 | 0.00 |
| 425 Advent Workshop Luncheon | 415.04 | 500.00 | 531.19 | 500.00 | 0.00 |
| 191 Fall Festival | 434.88 | 400.00 | 168.75 | 200.00 | (200.00) |
| 227 Social Events | 645.95 | 200.00 | 0.00 | 100.00 | (100.00) |
| 235 Photos and Film | 158.31 | 200.00 | 77.44 | 100.00 | (100.00) |
| 82 Camp Scholarships | 560.00 | 800.00 | 585.00 | 700.00 | (100.00) |
| 248 Ice Cream Social | 0.00 | 0.00 | 103.03 | 100.00 | 100.00 |
| | 2,724.20 | 2,850.00 | 1,685.46 | 2,450.00 | (400.00) |
| Learning Resource Center | | | | | |
| 239 Resource Center Supplies | 0.00 | 100.00 | 0.00 | 100.00 | 0.00 |
| 100 Journal Subscriptions | 61.95 | 100.00 | 38.84 | 100.00 | 0.00 |
| 95 Learning Resource Center | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 339 Educational Resources-Books | 320.05 | 500.00 | 426.25 | 400.00 | (100.00) |
| | 382.00 | 700.00 | 465.09 | 600.00 | (100.00) |
| Staff and Volunteers | | | | | |
| 415 Fellowship and Appreciation | 332.43 | 250.00 | 491.61 | 400.00 | 150.00 |
| 242 Leadership Training | 93.00 | 100.00 | 7.00 | 100.00 | 0.00 |
| 107 Nursery/Child Care | 2,468.00 | 2,500.00 | 2,654.27 | 2,900.00 | 400.00 |
| 377 Occasional Child Care | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 2,893.43 | 2,850.00 | 3,152.88 | 3,400.00 | 550.00 |
| Social Security Contributions | | | | | |
| 97 Social Security Tax | 181.77 | 190.00 | 203.10 | 225.00 | 35.00 |
| Program | | | | | |
| 223 Furniture & Equipmnt | 446.19 | 500.00 | 188.16 | 400.00 | (100.00) |
| 446 Special Programs | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | 446.19 | 500.00 | 188.16 | 400.00 | (100.00) |
| Total for Christain Education | 18,287.87 | 20,640.00 | 19,847.63 | 20,725.00 | 85.00 |
| Board of Community Life | | | | | |
| Community Life | | | | | |
| 468 Misc Events | 220.57 | 0.00 | 484.00 | 0.00 | 0.00 |
| 481 Cabs for Congo | 0.00 | 500.00 | 0.00 | 500.00 | 0.00 |
| 64 Training-Lay Members | 0.00 | 100.00 | 0.00 | 100.00 | 0.00 |
| 196 Refreshments | 140.00 | 100.00 | 84.59 | 100.00 | 0.00 |
| 197 Longtime Mem Recogn. | 222.63 | 300.00 | 191.23 | 300.00 | 0.00 |
| 187 Palm Sunday Breakfst | 0.00 | 350.00 | 183.48 | 250.00 | (100.00) |
| | 583.20 | 1,350.00 | 943.30 | 1,250.00 | (100.00) |
| Total for Community Life | 583.20 | 1,350.00 | 943.30 | 1,250.00 | (100.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|----------------------------------|----------------|----------------|----------------|----------------|-------------------------------|
| Board of Outreach | | | | | |
| Mission | | | | | |
| 251 New Opps Seed Fund | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 130 OCWM Mission Support | 70,000.00 | 71,250.00 | 71,250.00 | 72,500.00 | 1,250.00 |
| 131 SW Association | 2,569.50 | 2,600.00 | 2,385.00 | 2,350.00 | (250.00) |
| 464 Food Resource Bank | 4,361.69 | 0.00 | 5,741.35 | 2,500.00 | 2,500.00 |
| 135 Local Missions | 10,000.00 | 10,000.00 | 10,000.00 | 10,500.00 | 500.00 |
| 405 Madison Campus Ministry | 1,500.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0.00 |
| 277 UCC Coaltion LGBT Concerns | 500.00 | 500.00 | 500.00 | 500.00 | 0.00 |
| 192 Outreach Parish Fund | 2,750.00 | 3,750.00 | 3,750.00 | 4,000.00 | 250.00 |
| 276 Special Projects | 231.89 | 0.00 | 1,222.41 | 750.00 | 750.00 |
| | 91,913.08 | 89,600.00 | 96,348.76 | 94,600.00 | 5,000.00 |
| Council Memberships | | | | | |
| 132 World Council | 350.00 | 350.00 | 350.00 | 350.00 | 0.00 |
| 133 National Council | 350.00 | 350.00 | 350.00 | 350.00 | 0.00 |
| 134 Wisconsin Council | 350.00 | 350.00 | 350.00 | 350.00 | 0.00 |
| | 1,050.00 | 1,050.00 | 1,050.00 | 1,050.00 | 0.00 |
| Total for Outreach | 92,963.08 | 90,650.00 | 97,398.76 | 95,650.00 | 5,000.00 |
| Board of Property Mgmnt | | | | | |
| Property Supplies | | | | | |
| 144 Bldg.Maint.Supplies | 3,124.23 | 4,400.00 | 4,587.88 | 4,400.00 | 0.00 |
| 263 Pop Machine Expense | 408.00 | 700.00 | 522.65 | 700.00 | 0.00 |
| | 3,532.23 | 5,100.00 | 5,110.53 | 5,100.00 | 0.00 |
| Repairs | | | | | |
| 145 Building Repairs | 25,022.94 | 25,000.00 | 15,195.84 | 25,000.00 | 0.00 |
| 146 Equipment Repair | 679.94 | 2,000.00 | 3,308.23 | 2,500.00 | 500.00 |
| 147 MaintenanceContracts | 4,529.81 | 5,200.00 | 4,548.34 | 5,000.00 | (200.00) |
| 149 Snow Removal | 2,782.42 | 5,000.00 | 2,663.00 | 3,500.00 | (1,500.00) |
| | 33,015.11 | 37,200.00 | 25,715.41 | 36,000.00 | (1,200.00) |
| Utilities | | | | | |
| 148 Utilities | 39,285.01 | 42,700.00 | 38,728.58 | 40,000.00 | (2,700.00) |
| Insurance | | | | | |
| 154 Insurance | 22,214.00 | 23,750.00 | 20,817.75 | 25,000.00 | 1,250.00 |
| Building Use Expenditures | | | | | |
| 150 303 Lathrop Expenses | 173.63 | 3,000.00 | 756.00 | 2,500.00 | (500.00) |
| 151 320 Lathrop Street | 8,575.12 | 1,500.00 | 179.43 | 1,500.00 | 0.00 |
| 182 Day Care Expenses | 2,345.24 | 4,200.00 | 3,748.26 | 4,000.00 | (200.00) |
| 152 Hourly Exp./Special Bldg Use | 1,230.00 | 1,000.00 | 475.00 | 1,000.00 | 0.00 |
| | 12,323.99 | 9,700.00 | 5,158.69 | 9,000.00 | (700.00) |
| Equipment Purchase | | | | | |
| 369 Equipment Purchase | 36.97 | 500.00 | 2,385.87 | 1,500.00 | 1,000.00 |
| Total for Property Mgmt | 110,407.31 | 118,950.00 | 97,916.83 | 116,600.00 | (2,350.00) |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|-------------------------------------|------------------|------------------|------------------|------------------|-------------------------------|
| Office/Stewardship | | | | | |
| General Office | | | | | |
| 290 Leadership Dev-Lay Members | 99.00 | 500.00 | 0.00 | 300.00 | (200.00) |
| 164 Stewardship Campaign | 309.76 | 1,000.00 | 448.19 | 1,000.00 | 0.00 |
| 171 Travel Expenses | 0.00 | 100.00 | 0.00 | 50.00 | (50.00) |
| 173 Ofc. Staff Training | 0.00 | 250.00 | 0.00 | 100.00 | (150.00) |
| 269 Misc Expense | 2,236.24 | 1,000.00 | 1,057.35 | 1,000.00 | 0.00 |
| | <u>2,645.00</u> | <u>2,850.00</u> | <u>1,505.54</u> | <u>2,450.00</u> | <u>(400.00)</u> |
| Administration Supplies | | | | | |
| 162 Office Supplies | 3,648.36 | 3,500.00 | 2,877.01 | 3,200.00 | (300.00) |
| 226 Payroll Expenses | 411.50 | 425.00 | 437.00 | 450.00 | 25.00 |
| 447 EFT charges | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | <u>4,059.86</u> | <u>3,925.00</u> | <u>3,314.01</u> | <u>3,650.00</u> | <u>(275.00)</u> |
| Administration Equipment | | | | | |
| 103 Computers | 1,232.99 | 2,000.00 | 1,716.99 | 1,750.00 | (250.00) |
| 163 Computer Related Exp | 445.19 | 700.00 | 179.97 | 500.00 | (200.00) |
| 169 Computer Software | 120.13 | 600.00 | 617.00 | 800.00 | 200.00 |
| 168 Office Equipment | 229.00 | 250.00 | 0.00 | 150.00 | (100.00) |
| 170 Office.Equipment Repair | 0.00 | 0.00 | 420.62 | 150.00 | 150.00 |
| 328 Maintenance Contracts | 4,500.58 | 4,800.00 | 2,188.86 | 950.00 | (3,850.00) |
| 368 Lease Payments/Rentals | 2,156.50 | 2,400.00 | 5,079.46 | 6,000.00 | 3,600.00 |
| | <u>8,684.39</u> | <u>10,750.00</u> | <u>10,202.90</u> | <u>10,300.00</u> | <u>(450.00)</u> |
| Total for Office/Stewardship | <u>15,389.25</u> | <u>17,525.00</u> | <u>15,022.45</u> | <u>16,400.00</u> | <u>(1,125.00)</u> |
| Communication | | | | | |
| 117 Tower Supplies | 755.30 | 600.00 | 0.00 | 600.00 | 0.00 |
| 118 Tower Postage | 2,325.52 | 2,500.00 | 2,015.48 | 2,100.00 | (400.00) |
| 343 Tower Mileage | 0.00 | 50.00 | 0.00 | 50.00 | 0.00 |
| 165 Printing & Stationery | 552.22 | 700.00 | 1,020.41 | 600.00 | (100.00) |
| 166 Telephone | 6,805.15 | 4,800.00 | 4,458.88 | 4,600.00 | (200.00) |
| 167 Postage | 3,002.71 | 3,400.00 | 3,445.94 | 3,200.00 | (200.00) |
| 380 E-Mail/Web Page | 239.40 | 250.00 | 239.40 | 250.00 | 0.00 |
| | <u>13,680.30</u> | <u>12,300.00</u> | <u>11,180.11</u> | <u>11,400.00</u> | <u>(900.00)</u> |
| Total for Communication | <u>13,680.30</u> | <u>12,300.00</u> | <u>11,180.11</u> | <u>11,400.00</u> | <u>(900.00)</u> |
| Executive Council | | | | | |
| Community Life | | | | | |
| 122 Fellowship Supplies/room 4 | 517.16 | 600.00 | 545.79 | 500.00 | (100.00) |
| 69 Gathering Expenses | 3,263.44 | 3,300.00 | 2,940.60 | 3,000.00 | (300.00) |
| 120 Special Receptions | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | <u>3,780.60</u> | <u>3,900.00</u> | <u>3,486.39</u> | <u>3,500.00</u> | <u>(400.00)</u> |
| Misc. Expense | | | | | |
| 176 Exec.Council Expense | 1,022.58 | 1,000.00 | 605.69 | 750.00 | (250.00) |
| 326 Senior Search Comm. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 61 WI Conf Mtg-Lay Mem | 507.49 | 600.00 | 642.20 | 700.00 | 100.00 |
| | <u>1,530.07</u> | <u>1,600.00</u> | <u>1,247.89</u> | <u>1,450.00</u> | <u>(150.00)</u> |

First Congregational Church - Operating Fund

Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|-----------------------------------|------------------|------------------|------------------|------------------|-------------------------------|
| Executive Council Training | | | | | |
| 324 Exec.Council Training | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Still Speaking | | | | | |
| 254 Still Speaking-Shared | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 273 Still Speaking | 6.00 | 500.00 | 0.00 | 300.00 | (200.00) |
| | <u>6.00</u> | <u>500.00</u> | <u>0.00</u> | <u>300.00</u> | <u>(200.00)</u> |
| Total for Exec Council | 5,316.67 | 6,000.00 | 4,734.28 | 5,250.00 | (750.00) |
| Designated Offering/Funds | | | | | |
| Designated Offerings/Funds | | | | | |
| 198 OGHS Offering | 4,098.50 | 4,000.00 | 4,107.74 | 4,000.00 | 0.00 |
| 199 NIN Offering | 1,927.00 | 2,000.00 | 2,519.61 | 2,400.00 | 400.00 |
| 255 Christmas Fund Offering | 1,693.00 | 1,500.00 | 2,098.00 | 1,700.00 | 200.00 |
| 392 Special Projects Offering Exp | 604.00 | 0.00 | 3,809.15 | 0.00 | 0.00 |
| Total-Designated Offerings | <u>8,322.50</u> | <u>7,500.00</u> | <u>12,534.50</u> | <u>8,100.00</u> | <u>600.00</u> |
| Prison Ministry | | | | | |
| General Office | | | | | |
| 451 Mileage | 15,843.15 | 15,400.00 | 12,150.50 | 15,400.00 | 0.00 |
| 452 Postage | 144.13 | 250.00 | 323.12 | 250.00 | 0.00 |
| 453 Printing/Supplies | 96.96 | 200.00 | 0.00 | 200.00 | 0.00 |
| 454 Telephone | 1,414.90 | 1,200.00 | 1,205.89 | 1,200.00 | 0.00 |
| 455 Conferences | 576.38 | 500.00 | 883.97 | 500.00 | 0.00 |
| | <u>18,075.52</u> | <u>17,550.00</u> | <u>14,563.48</u> | <u>17,550.00</u> | <u>0.00</u> |
| Pastoral Salaries | | | | | |
| 441 Salary-Prison Minister | 8,000.16 | 1,000.00 | 1,000.08 | 1,000.00 | 0.00 |
| 442 Housing-Prison Minister | 24,000.00 | 13,000.00 | 13,000.08 | 13,000.00 | 0.00 |
| | <u>32,000.16</u> | <u>14,000.00</u> | <u>14,000.16</u> | <u>14,000.00</u> | <u>0.00</u> |
| Program | | | | | |
| 497 Spiritual Discipline-CCI | | 2,500.00 | 1,523.12 | 2,500.00 | |
| 508 Worship-Fox Lake | | 600.00 | 365.65 | 600.00 | |
| 511 Restor. Justice-Columbia | | | 1,810.64 | 2,500.00 | |
| 512 Restor. Justice-Redgranite | | | 2,546.97 | 800.00 | |
| 513 Restor. Justice-Fox Lake | | | 1,948.93 | 1,000.00 | |
| 514 Restor. Justice-Green Bay | | | 6.70 | 250.00 | |
| 515 Restor. Justice-Oakhill | | | 78.00 | 300.00 | |
| 516 Restor. Justice-WRC | | | 0.00 | 2,500.00 | |
| 473 Restorative Justice | 7,050.73 | 7,350.00 | 3,501.52 | 2,500.00 | -4,850.00 |
| 521 Pastoral Visit-Columbia | | | 165.13 | 600.00 | |
| 522 Pastoral Visit-Redgranite | | | 674.59 | 600.00 | |
| 523 Pastoral Visit-Fox Lake | | | 119.96 | 600.00 | |
| 524 Pastoral Visit-Waupan | | | 92.42 | 600.00 | |
| 525 Pastoral Visit-TCI | | | 3.66 | 600.00 | |
| 526 Pastoral Visit-Oshkosh | | | 258.33 | 600.00 | |
| 527 Pastoral Visit-Green Bay | | | 174.76 | 600.00 | |
| 528 Pastoral Visit-WRC | | | 0.00 | 300.00 | |
| 529 Pastoral Visit-Racine | | | 230.85 | 600.00 | |
| 530 Pastoral Visit-Other | | 5,600.00 | 475.81 | 500.00 | |
| 540 Prison Reform | | | 0.00 | 2,500.00 | |
| | <u>7,050.73</u> | <u>16,050.00</u> | <u>13,977.04</u> | <u>21,050.00</u> | <u>(4,850.00)</u> |

First Congregational Church - Operating Fund Historical Results & 2010 Budget

| | 2009 Actual | 2010 Budget | 2010 Actual | 2011 Budget | 2011 Budget vs 2010 Budget |
|----------------------------------|-------------------|-------------------|-------------------|--------------------|-------------------------------|
| Misc. Expense | | | | | |
| 461 Ministry Assist-Prison | 7,892.48 | 2,000.00 | 5,266.94 | 2,000.00 | 0.00 |
| 447 Ministry Assist-Community | | 4,000.00 | 4,837.42 | 4,000.00 | |
| 502 Family Connections | | 2,500.00 | 1,051.63 | 2,500.00 | |
| 462 Refreshments | 110.89 | 400.00 | 282.35 | 400.00 | 0.00 |
| 463 Resources | 3,188.83 | 400.00 | 183.80 | 400.00 | 0.00 |
| 472 Worship Supplies | 99.10 | 150.00 | 1,363.65 | 150.00 | 0.00 |
| 469 Misc Expense | 2,328.02 | 450.00 | 1,269.82 | 450.00 | 0.00 |
| | <u>13,619.32</u> | <u>9,900.00</u> | <u>14,255.61</u> | <u>9,900.00</u> | <u>0.00</u> |
| Total for Prison Ministry | 70,745.73 | 57,500.00 | 56,796.29 | 62,500.00 | (4,850.00) |
| TOTAL EXPENSES | <u>783,206.89</u> | <u>754,975.00</u> | <u>789,532.13</u> | <u>773,356.00</u> | <u>8,531.00</u> |
| NET REVENUE (DEFICIT) | <u>2,070.21</u> | <u>(7,413.00)</u> | <u>20,443.45</u> | <u>(29,225.00)</u> | <u>(11,962.00)</u> |

INCOME

| | Total | Pledge/ Contrib. | Bequests |
|------------------|-------------------|---------------------|------------|
| General | 809,975.58 | 501,481.32 | |
| Memorials | 107,857.54 | | 104,821.57 |
| Long Term Res | 5,816.39 | | |
| Capital Campaign | 749.53 | 105.00 | |
| subtotal | <u>924,399.04</u> | <u>501,586.32</u> | |

less: transfers

Major Maintenance 321
From Fdtn grant

from other funds

| | | | |
|--------------------|------------|--|--|
| Long Term Res | -56,405.38 | | |
| Fdtn grant | | | |
| Deacons | | | |
| Christian Educ | -192.76 | | |
| Comm. Life | | | |
| Outreach-Updike | -1,500.00 | | |
| Outreach-dedicated | -769.88 | | |
| Outreach-FRB | -5,741.35 | | |
| Office | | | |
| Executive Council | | | |
| Personnel | -1,247.72 | | |
| Prison Ministry | -56,796.29 | | |

Memorials

| | | | |
|-------------------|------|--|--|
| Christian Educ | | | |
| Community Life | | | |
| Outreach | | | |
| Office/Stew | | | |
| Deacons | | | |
| Executive Council | 0.00 | | |
| Prison Ministry | | | |

Sabbatical Reserve -1,247.72

From 75th Campaign

| | | | |
|-------------------|------|--|--|
| Major Maintenance | | | |
| Property | | | |
| Executive Council | 0.00 | | |

From Dedicated Accts

 General
 Christian Ed
 Outreach
 Property

| | | Contributions | Expense |
|------------------------|-------------------|----------------------------|--------------------|
| Dedicated Accts | | | |
| Bob Michaels | 510.00 | 510.00 | 510.00 |
| Football-Deacons | 1,400.00 | | 1,751.68 |
| Music Contributions | 800.00 | 800.00 | 215.44 |
| Handbell | | 0.00 | 0.00 |
| Pipe Organ | | 0.00 | |
| Sound Equipment | | 0.00 | |
| Publicity | | | |
| Music FDTN Grant | | | 825.00 |
| Sr Hi Workcamp | 1,400.00 | | 1,678.72 |
| Mid Hi Workcamp | 1,400.00 | | 1,289.48 |
| Confirmation Fund | | | 94.97 |
| CE Foundation grant | | | 85.20 |
| Community Life | | | 165.00 |
| Thanksgiving | 1,203.00 | 1,203.00 | 1,313.77 |
| Outreach fund | 749.55 | | 853.45 |
| Food Resources Bank | 6,686.09 | 6,686.09 | 5,541.35 |
| Habitat | 9,161.10 | 9,161.10 ex. 75th campaign | 15,075.00 |
| Prayer Wraps | | 0.00 | 0.00 |
| Prison Ministry | 54,321.00 | 53,721.00 ex. parking | |
| Cell tower | | 0.00 | |
| Natl Youth event | | 0.00 | |
| Still Speaking-WI | | | |
| Still Speaking-Natl | | | |
| 2006 Oper Fund- FDTN | | | 0.00 |
| Rides | 0.00 | 0.00 | 0.00 |
| Senior Min Fund | | 0.00 | 100.00 |
| Assoc Minister Fund | | | |
| Fluechting fund | 0.00 | 0.00 | |
| Chiapas | 0.00 | 0.00 | |
| Shelter Gifts | 350.00 | 350.00 | |
| Con Vivo | 5,823.00 | 5,823.00 | 4,004.52 |
| Rainbow People | 1,400.00 | | 925.39 |
| Hazen Installation | | | |
| New Opps Seed | | | 2,410.28 |
| Student Lounge remodel | 3,099.45 | | Women's Fellowship |
| Still Speaking | | | |
| FDTN grant 2007 | 2,789.75 | | 2,789.75 |
| FDTN grant 2008 | | | 10,509.61 |
| FDTN grant 2009 | 15,500.00 | | 5,000.00 |
| FDTN grant 2010 | 17,500.00 | | |
| Worship & Special | | | |
| Music 2006 Grant | | | |
| TOTAL | <u>924,590.88</u> | <u>579,840.51</u> | <u>55,138.61</u> |

EXPENSES

| | | | |
|---|-------------------|-----------|------------|
| General | 789,532.13 | | |
| direct disburse from other funds, if any | <u>789,532.13</u> | | |
| OCWM | -71,250.00 | 71,250.00 | |
| Special Support | | | |
| Designated Offerings | -12,534.50 | | |
| Association Dues | -2,385.00 | 14,919.50 | 86,169.50 |
| Non-UCC | | | |
| New Opps Seed Fund | | | |
| Iraqi Relief | | | |
| Youth Missions | | | |
| Local Missions | -10,000.00 | | |
| Mad Campus Min. | -1,500.00 | | |
| UCC Coalition | -500.00 | | |
| Outreach Parish | -3,750.00 | | |
| Special Projects | -1,222.41 | | |
| Food Resource Bank | -5,741.35 | | |
| Council Memberships | -1,050.00 | 23,763.76 | 109,933.26 |
| Loan Payments | | | |
| Major Maintenance | -56,796.29 | | |
| 303 Lathrop | 0.00 | | |
| Line of Credit | 0.00 | 56,796.29 | |
| | <u>622,802.58</u> | | |

Ministerial Support

| | Senior Full Time | Associate Part Time | Prison Ministry Full Time |
|----------------------|---------------------|------------------------|------------------------------|
| Cash | | | |
| Salary | 44,162.16 | 13,286.66 | 1,000.08 |
| Housing | 26,506.08 | 22,800.00 | 13,000.08 |
| Total | <u>70,668.24</u> | <u>36,086.66</u> | <u>14,000.16</u> |
| Social Security | 5,406.12 | 2,760.63 | 0.00 |
| Pension | 9,893.52 | 5,052.15 | 0.00 |
| Insurance | | | 0.00 |
| Medical | | | |
| per capita | | | 0.00 |
| premium | 11,502.36 | 16,307.00 | 0.00 |
| Disability | 1,067.30 | 524.52 | 0.00 |
| Total Insurance | <u>12,569.66</u> | <u>16,831.52</u> | <u>0.00</u> |
| Total Standard | <u>27,869.30</u> | <u>24,644.30</u> | <u>0.00</u> |
| Additional Expenses | | | |
| Expense account | 4,148.40 | 2,821.31 | 15,868.85 mileage, etc |
| Total Benefits/Addtl | <u>32,017.70</u> | <u>27,465.61</u> | <u>15,868.85</u> |
| TOTAL | <u>102,685.94</u> | <u>63,552.27</u> | <u>29,869.01</u> |

worship attendance

| | |
|--------|--------|
| 185.00 | 149.00 |
| 181.00 | 164.00 |
| 221.00 | 130.00 |
| 196.00 | 130.00 |
| 217.00 | 130.00 |
| 197.00 | 159.00 |
| 227.00 | 112.00 |
| 186.00 | 148.00 |
| 213.00 | 145.00 |
| 198.00 | 168.00 |
| 197.00 | 213.00 |
| 234.00 | 201.00 |
| 229.00 | 245.00 |
| 304.00 | 200.00 |
| 242.00 | 216.00 |
| 187.00 | 180.00 |
| 248.00 | 239.00 |
| 161.00 | 196.00 |
| 228.00 | 244.00 |
| 209.00 | 314.00 |
| 265.00 | 194.00 |
| 89.00 | 226.00 |
| 201.00 | 274.00 |
| 156.00 | 0.00 |
| 200.00 | 241.00 |
| 159.00 | 209.00 |

10,157.00

195.33

199.16

Memorial Fund

Undesignated funds were received in memory of Marjorie Wichlei, Gordon Garnett, Wayne Young, Harriet and Charles Shetler, Lucy Stampfli, Verner O'Neill, Doris Beatty, Joseph Shaw, June Forsyth, Milton Pella, Nancy Fowlkes, Mary Jane Day, Bernice Merriman, Les and Barbara Fishel, The Roberts Family, Nora Scott and Robert Kingdon. Designated funds were received in honor of David and Janet Schrieber's anniversary. Bequests were received from Ruth White, Harriet Shetler, June Forsyth and Bernice Merriman.

Disbursements were used to supplement the school backpack project.

Any undesignated bequest funds are transferred to The First Congregational Church of Madison Foundation, Inc. as set by the policy that bequests to the church of \$1,000 or more be transferred to the Foundation. The Executive Council made one exception for a large to retain liquid cash for any possible heating system repairs.

Long Term Reserve Fund

This fund was created from sale of parsonages many years ago. An estimate of earnings from the fund is included in the budget of the operating fund; the amount transferred this year was \$17,000. Also the fund was used for repairs to the heating system and related items.

75th Year Capital Campaign

A fund for the three year capital campaign in celebration of the church building's 75th year anniversary. Total pledges to this campaign were \$320,518 exceeding the goal of \$250,000. Total gifts have been \$306,032. Total disbursements to date were \$262,013 including \$75,000 for Habitat for Humanity house and \$75,000 for the building, \$75,000 for the Long Term Reserve, \$5,769 for search committee, \$9,396 for campaign related expenses, \$9,835 for the 2008 operating fund, and \$11,998 for second Habitat project.

| | |
|----------------|---------------------|
| Balance | |
| Jan 1, 2010 | \$28,341.21 |
| Receipts | |
| Memorials | |
| Undesignated | \$ 2,795.00 |
| Designated | 50.00 |
| Bequests | |
| Undesignated | \$104,821.57 |
| Interest | <u>190.97</u> |
| Total | \$107,857.54 |
| Disbursements | |
| Undesignated | \$ 199.53 |
| Designated | 0.00 |
| Bequests | |
| Undesignated | \$ <u>11,000.00</u> |
| Total | \$ 11,199.53 |
| Balance | |
| Dec 31, 2010 | \$105,005.22 |

| | |
|------------------|---------------------|
| Balance | |
| Jan 1, 2010 | \$202,262.59 |
| Interest Income | 5,816.39 |
| Transfer from | |
| 75th Anniversary | 15,882.21 |
| Transferred to | |
| Operating Fund | 17,000.00 |
| Heating repairs | 56,437.13 |
| Balance | |
| Dec 31, 2010 | \$150,524.06 |

| | |
|-----------------|---------------------|
| Balance | |
| Jan 1, 2010 | \$ 82,925.12 |
| Receipts | |
| Pledge Payments | 105.00 |
| Interest | 644.53 |
| Disbursements | |
| Building Use | 15,882.21 |
| Habitat Project | 5,497.90 |
| Misc. | 15.00 |
| Balance | |
| Dec 31, 2010 | \$ 62,279.54 |