

Annual Report

July 1, 2023-June 30, 2024



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Pastor's Annual Report to the Congregation

Dear Friends,

As we gather to mark the passing of another church year and to look ahead to the coming year as this Beloved Community of Hope, we have much to remember and celebrate. 2023-2024 has undoubtedly been a full year: We've come together to support one another through times of illness, loss, and challenge, as well as to worship, fellowship, learn, try out new things, and, most importantly, touch and change lives.

Here are many of the highlights of 2023-2024:

Accessible, Inclusive, Caring Community

*The Trustees oversaw removal of the choir risers, which has made the chancel area of the sanctuary much safer and more accessible to all who wish to sing in the choir, speak from the pulpit, etc.

*The Mental Health Committee provided many educational opportunities in preparation for a vote to become a WISE (Welcoming, Inclusive, Supportive, and Engaged in Mental Health) congregation of the UCC.

*In response to needs observed within the congregation, a monthly grief peer support group and a weekly aging discussion group were formed.

*The Safety Committee is nearing completion of an exhaustive safety manual and recently provided First Aid/CPR/AED training to 12 members, who are now certified to respond to a host of medical emergencies.

*Weekly "Coffee with Carol" gatherings consistently draw anywhere from 3 to 13 folks and make for jovial, supportive micro-community. Ditto the monthly Juliets lunches and, so I hear, the weekly Romeos breakfasts!

Education/Advocacy/Partnership

*We were blessed to host Jennifer Stevens, our first Native American scholar-in-residence, to drum, dine and learn with her about Lakota/Oneida culture. Since then, the Racial Justice Committee has begun to explore land acknowledgement statements and ways to build relationships with local tribe members.

*We offered a racial justice book study and film night and are about to undertake a project to help us identify and respond to Hope's diversity, equity, and inclusion "growing edges."

*LEAF has formalized a relationship with Door County Medical Center that delegates administrative responsibilities to hospital staff and frees up Hope's volunteers to focus on the mission itself, to fundraise, dialogue and build partnerships with other local churches and community organizations.

Growth/Flexibility

*Hope leaders bonded and learned together through participation in a daylong leadership retreat.

*The congregation stretched itself to meet an ambitious stewardship goal of +15% in pledged annual giving.

*We received 9 wonderful new members into our congregation, who are already involved in many aspects of church life and leadership. We also continue to welcome many new and repeat visitors.

*We experimented with midweek intergenerational dinners and bible study plus an intergenerational film night, as well as with some innovative worship design, visuals, etc.

*With Enhance's financial support, we acquired a dolly and adjustable musician's bench, so pianists of all heights can comfortably play, and we have the freedom to safely wheel the piano around the chancel area, as needed.

Visibility

*Early in 2024, we launched a beautiful new church website. This is how most seekers currently find a church.

*We received the Sandy Brown Award at Open Door Pride, which in turn led to coverage in the *Peninsula Pulse*. Talk about abundance! We are truly blessed, have much to celebrate, and many people to thank. It takes a village, after all.

Looking to the future, the Nominating Committee did an excellent job of recruiting newer members and friends while also encouraging veterans to leadership at Hope to continue to share their gifts with the congregation. In the year ahead, I foresee our leadership and the wider congregation engaging in some big picture thinking, dreaming, and visioning around topics like...

***Outreach:** The "Nones" are a rapidly rising demographic comprised of atheists, agnostics, and others who claim no religious affiliation, yet long for a deeper sense of community akin to what we have cultivated and deeply cherish here at Hope. 20-30% of Americans currently identify as "Nones." How might their needs intersect with Hope's vision?

***Organization:** We're at the very earliest stages of reviewing and tweaking Hope's governance structure. The Board of Mission & Action is going first as it lives into a new configuration that brings the Mental Health and Racial Justice Committees under its umbrella, creating more opportunities for inter-committee dialogue and initiatives, while minimizing the time and people resources spent on administration and meetings, freeing up members to focus on *doing* the work of mission and justice.

***Education:** For the coming year, the Board of Education has been tasked with taking a “think tank” approach to respond to challenges posed by dwindling faith formation attendance, families’ increasingly complex and busy schedules, a desire for more intergenerational programming, and the yet-to-be-identified needs of the “Nones,” whom we may wish to invite into community and find relevant ways to serve.

***Dialogue/Bridge Building:** We’re all too aware of the divisions that currently exist within our country and are exacerbated by election season. As a diverse, progressive congregation in a “battleground state,” Hope could have a special role to play in the wider community as bridgebuilders. For such a time as this, the Wisconsin chapter of Planned Parenthood introduced an effective tool called Conversational Advocacy at the recent UCC Wisconsin Conference annual meeting and will gladly offer the training to local churches and other interested organizations at no cost. This technique equips individuals to engage in respectful dialogue across differences of opinion, not with the goal of changing minds, but to truly hear, understand, and appreciate others’ perspectives. I’ve been in contact with the trainers, and they’re poised to visit Hope as soon as August, if we are game.

Thank you, Hope! You are a uniquely wonderful, loveable congregation. You give me hope that a better world is possible, and I’m excited to begin another year of rich, purposeful, and even fun (!) ministry with you.

Namaste,

Pastor Carol

Moderator’s Report

July came quickly! It seems like we were just learning about the Oneida Nation from last summer’s scholar in residence, Jennifer Stevens! In October Pastor Carol and I led a workshop for members of the church council and other laity. The focus of the one day workshop was *Congregational Leadership in Anxious Times: Being Calm and Courageous No Matter What* by Peter L. Steinke. When surveyed, participants reported that the experience was useful and enjoyable.

Throughout the year several groups worked on a variety of projects that make Hope accessible to a wider group of people. We are enjoying a beautiful, functional website and learning how to be more welcoming to people struggling with mental illness. We’re beginning to challenge some of our assumptions about racial justice and we’re taking advantage of safety training and presentations.

We bade a fond farewell to Lynn Michelsen, our Office Manager, and are preparing to welcome someone else in that role. We will miss Lynn’s cheerful demeanor and

mad tech skills! Additionally, Steve Graf hung up his volunteer sexton hat and the Trustees stepped in to fill the gap. Thank you, Steve, for your attention to detail, sharing your considerable skills and expertise, and your careful research of options when we needed to buy something or make other changes.

Since January the Council has been working on by-law revisions. Some are minor, others more significant, for example when the bylaws called for practices that didn't match current practice and would not be practical. A small group commissioned by the deacons worked on membership. As a result, we have more clarity around active and inactive membership.

I am thankful that Bob Moellenbernt stepped into the Moderator position. He will do a fine job! I am also grateful for Sandy Brown, our Member-At-Large. Not only did Sandy fill in for me on several occasions, she was also a cool, calm, and collected sounding board. Thank you all, this has been a good experience; there were few dull moments!!

Respectfully submitted,
Ann Quale

Annual Statistical Report

Active Membership	Number of People
July 1, 2023	186
Amended Active Members (April 2024)	133
New Members Welcomed	9
Confirmands Welcomed into Membership	0
Deaths (Current Active Members)	4
Removed from Rolls	16
June 30, 2024	Total 123

(10 Inactive Members; 2 Archived Members)

Deaths

Name	Date of Death	Memorial Date	Details / Notes
Dorrie L. (Lerew) DeNoto	11/14/2023		Huehns Funeral Home assisted the DeNoto family; no formal services held.

Name	Date of Death	Memorial Date	Details / Notes
Lois A. Shaw	1/30/2024	Summer 2024	Memorial Service to be held the Summer of 2024 at Forbes Funeral Home.
Thelma Walker	4/7/2024	October 2024	A Celebration of Life is planned for October 2024 at Forbes Funeral Home.

New Members Welcomed

December 3, 2023

Roy and Mary Ames Shawn Conard Tom Foster and Don Tighe
 Geri Lynn Harju Gretchen O'Connell Cheryl Pfister Justin Pittman

All information compiled by Lynn Michelsen (July 9, 2024).

Board of Deacons Annual Report

This report is organized according to the mission of the Board of Deacons as stated in the by-laws of Hope United Church of Christ:

"...The Board shall be concerned with the spiritual life of the Church including but not limited to worship, membership, sacraments, ministry, and other matters as the Church Council may direct,"

–Article VII, F

By-Laws of Hope United Church of Christ

Worship

- The Board of Deacons assisted with the execution of the "Worship Design Studio" used by Pastor Reynolds throughout the church year; i.e. "What R U Up 2?" during Lent; "The Gift of Being Present" during Advent, etc.

Membership

- Current Membership Status:
 - Active Members: 123
 - Inactive Members: 10
 - Archived Members: 2

- A new “Welcome” brochure provides a snapshot of who we are and includes highlights of Hope’s worship schedule & events calendar. It is now included with all mailings sent to first timers.
- Orientation classes for prospective new members were held after worship on November 5, 12, and 19. Led by Pastor Reynolds, each class was devoted to various topics including UCC history, faith-journey sharing, and testimonials by long-standing Hope members.
- On December 3, 2023, nine new members were received in a ceremony conducted during Sunday worship: Roy & Mary Ames, Shawn Conard, Tom Foster, Geri Lynn Harju, Gretchen O’Connell, Cheryl Pfister, Justin Pittman and Don Tighe. Mentors volunteered to assist them in navigating their new spiritual home during the first year.
- By-laws were reviewed and updated by the Membership team and the Board of Deacons to accurately reflect current protocols and practices.

Ministry

- Deacons assisted with two Memorial services during the past church year:
 - July 15, 2023–Peggy Nelson Memorial
 - September 30, 2023–Catherine Farrell Memorial
 - In March, 2023 the website team completed and launched Hope’s new website. Built on a different platform, it features an updated design, format, and provides access to both members and friends of Hope as well as information for those seeking a faith community.
- A funding request approved by Endowment enabled the purchase of a new piano truck and adjustable artist piano bench. The truck will facilitate moving the grand piano safely and with ease. The bench makes accommodating the individual preferences of professional musicians possible.
- The Enhance committee financed the purchase of a new Apple Computer and Seagate External Hard Drive. Both are vital to Hope’s worship-related audio/visual needs.

Respectfully submitted,
Tom Foster

Board of Education Annual Report

Committee members included Pastor Carol Reynolds, Ricki Mitchell, Jen Gantzer, Lynn Brunswick, Moises Zahler, Cari Bicoy, Jessika McCoy, Ken Turk (secretary and chair). For the 24/25 committee year, Moi will chair the committee and Ken will handle the

administrative tasks of preparing the agenda and meeting minutes and attending Hope's monthly Council meetings.

Nursery: Four volunteers rotate in the nursery one Sunday a month. They have completed Hope's Safe Conduct program. The volunteer system for attendants is working well and will continue to be used until there are consistently more youth participants to justify hiring an attendant. The room and toys were organized and cleaned in the late summer.

Faith Formation Classes: All teachers have completed the Safe Sanctuary Training and vetting required by Hope Policy. The World Curriculum program was purchased to provide guidance and a structured program for teachers and students. It has been well received and will continue to be used through the fall classes. Attendance has been sparse. Parents and youths are being contacted to get their ideas to improve interest and attendance in the program.

Family Life Bi-Monthly Program: Beginning September '23 a bi-monthly intergenerational evening class was started. It uses a purchased curriculum "Living The Word" to provide readings and activities for the program. Last November and June '24 the class included a bonfire and hot dog roast as one of the bi-monthly programs.

BOE Budget: All past program costs were reviewed prior to developing the budget for selected programs and positions for the '24/'25 fiscal year.

Other Family Life Programs: The Board planned and hosted (some with Social Life Committee) many other activities including Presentation of Lambs, March of the Goblins, Halloween Pizza Party, Christmas Pageant, Christmas workshop and breakfast, Shrove Tuesday gathering, teacher and nursery attendant recognition, high school graduate recognition, Hope movie night.

Respectfully submitted,
Kenneth Turk

Board of Mission & Action Annual Report

Scott Hanson, Jeanne Harris, Marsie Hartman, Tom Minahan, Michele Munson, Carol Moellenberndt and Don Whitson-Schmidt

"They shall be responsible for encouraging study and discussion of the Church's mission in the light of today's problems and needs. They shall develop and/or coordinate the various activities of the Church in the area of social action in the community, nation and the world."

Bylaws of Hope UCC, updated 10/16/15

UCC's Our Church's Wider Mission and the Special Mission Offerings: Mission & Action continues its responsibility for overseeing the annual collections sponsored by the United Church of Christ: Neighbors in Need, One Great Hour of Sharing, Our Church's Wider Mission (through annual offerings), the Christmas Fund, and Strengthen the Church. Each of these events required significant coordination for which we gratefully worked with Lynn Michelsen, Office Manager. Lynn graciously took on the tasks of ordering materials and envelopes, placing these as inserts in the weekly bulletins and included articles within Hope eNews to help educate each of us on what each offering is meant to support. The amounts collected for each of these offerings and special projects are included in the Treasurer's Report.

Latinos Emergency Assistance Fund (LEAF): This is the 4th year that the Board of Mission & Action has worked to enable the Hope congregation and the community at large to support the emergent financial needs of our Latino neighbors who are struggling to live and work beside us. The Latinos Emergency Assistance Fund (LEAF) assists our neighbors in Door and Kewaunee counties who are experiencing financial emergencies. In collaboration with the Hispanic Resource Center, Door County Medical Center, Hope United Church of Christ and other local churches and agencies, LEAF raises the funds and provides the volunteers to work with the Social Services team at DCMC to provide discrete and reliable emergency assistance to targeted families for rent and utilities, medical care, transportation, employment and household goods. The program at DCMC is named Imelda's Hope.

Hope Church continues to collaborate with Imelda Delchambre of the Hispanic Resource Center of Door and Kewaunee Counties (HRC) to identify and assist families in need. LEAF's target population are:

- Families living in Door County or Kewaunee counties;
- Of Mexican, Central American or South American descent;
- Spanish language is primary;
- Adults of working age
- Financial emergencies cannot be served by existing or traditional services available in the community due to eligibility issues or immediate accessibility issues.

From December 1, 2023, to May 9, 2024 26 families were served with money accrued from generous donors including continued memorial donations on behalf of LEAF's founder, Kent Berkley. Our church has been particularly generous at Christmas time for holiday gift giving of grocery store gift cards and winter clothing for 23 families with children.

In this fourth year of operation, LEAF is becoming known to other caring groups and organizations in the community. This Spring, members of the Board of Mission and Action and Hope's Moderator, Ann Quale, began meeting with the Door County Medical Center's case management staff and with Imelda Delchambre to collaborate on expanding and improving the LEAF program. NWTC, Sturgeon Bay campus, is also offering resources to assist expansion efforts. The needs of our Latino neighbors continue to grow as progress with immigration reform efforts remains buried under political posturing and divisive rhetoric. Your Board of Mission and Action continues to be honored to oversee this growing effort to help our neighbors meet their most basic needs.

Open Door Pride Fest

Hope UCC was again represented at the June 29th, 2024, Open Door Pride Fest with baked goods galore! The people visiting and participating in this event expressed deep gratitude to Hope for representing, being present and active in the support of LGBTQ rights. Bookmarks were available about Hope, as well as information about UCC. \$300 was donated for the 4 area High Schools with groups supporting their students including Gilbratar, Sevastapol, Southern Door, and Sturgeon Bay High Schools.

Pizza Oven Ministry and Coffee Hour

A huge thank you to Don and Gale Whitson-Schmidt for their donation of a beautiful, wood-burning pizza oven, which is transportable! Mission and Action again hosted several after-church Coffee Hours with a variety of pizzas assembled that morning and carefully baked by Don! Our board has decided to expand this Pizza Oven Ministry with additional coffee hours open to families of LEAF and Literacy Door County. Expansion of this Pizza Ministry is being planned for the coming year by increasing the number of trained operators.

Racial Justice

This past year M & A voted unanimously to include in our mission the Racial Justice Committee. Their current project is to have 25 people *signed up to take the QUAD DEI Consulting Intercultural Development Inventory (I.D.I.)* (report included in this Annual Report.)

Mental Health

This past year M & A also voted unanimously to include in our mission the Mental Health Committee. Their current project is to present the W.I.S.E. Covenant to the

congregation to be voted upon at the Annual Meeting. (Report included in this Annual Report.)

Respectfully submitted,
Jeanne Harris and Marsie Hartman

Board of Trustees Report

The Trustees had a busy year, but we are pleased to report that the church finances and building are in good condition. Issues addressed in the past year include:

- Completing the church budget for the coming year. We have submitted a budget with a small deficit which will be funded from our rainy day reserves.
- Church exterior was painted
- Risers in the sanctuary were removed
- Continued to fix various doors in the church
- Installed LED lighting in the parking lot. Also, Eric worked on limiting the parking from high school students in our parking lot for insurance and liability purposes.
- Steve Graf retired as church sexton after doing significant work in that position. A new maintenance protocol was implemented which draws on the time and skills of a handful of church members.
- Discussion of use and maintenance of church grounds was started.
- Conducted all church outdoor and indoor cleanup projects

Respectfully submitted,
David Tauber & Eric Vollrath

Adult Forum Committee Report

2023-2024 Committee Members

Sandy Brown, John Contratto, John Harris, and Pastor Carol Reynolds

The Adult Forum Committee strives to fulfill the Hope Church Mission Statement by:

- Promoting personal and spiritual growth
- Encouraging tolerance and openness of thought
- Providing opportunities to all members to increase the understanding of ourselves through the teachings of Jesus and other great teachers
- Promoting an understanding of how all things are related to each other and to learn how we may best serve our local and world community.

We started off this year with our marvelous Scholar in Residence, Jennifer Stevens. On Sunday, September 10, Hope United Church of Christ welcomed its 2023 Scholar-in-Residence to Sturgeon Bay.

For 2023, the Scholar-in-Residence Committee's aim was to identify a qualified Native American candidate and relaunch the annual program after a few years' COVID-related hiatus. In Jennifer Stevens, who is a member of the Oneida Tribe of Wisconsin and a descendant of the Lakota Nation, we found much, much more than just a qualified candidate. She was a real gem!

A resident of Milwaukee, Jennifer is multi-talented, to say the least: She is an educator and creator-director of children's productions, an opera singer and a classical composer, a painter, sculptor, and Oneida-Iroquois master potter/instructor, a photographer, and a graphic designer. As artist and teacher, Jennifer strives to build understanding and appreciation for diverse cultures and ethnicities, as well as to preserve traditional art forms and the Oneida language. Her many accomplishments highlight both her abundant leadership gifts and the ways in which she brings people together.

In 2022 Hope United Church of Christ began exploring the possibility of covenanting to become certified as a WISE congregation; that is, a faith community that intentionally strives to welcome people whose lives have been touched by mental illness or brain disorder. The WISE acronym stands for "Welcoming, Inclusive, Supportive and Engaged" and is a mental health ministry initiative.

The WISE education process is intended to increase understandings of mental illness and the people it impacts, as well as encourage strategies to promote mental wellness. This year we had three WISE presentations on Forest Bathing, the WISE Survey, and the WISE Covenant. "The Gift of Years" was suggested from that survey. The WISE committee has changed its name to the Mental Health Committee and is now under the Mission and Action Board.

We had a Fire Safety presentation by the Fire Department and one on the Safety Committee by them. We discussed **the** Intercultural Development Inventory, by the Racial Justice Committee which is now under the Mission and Action Board.

We also did two book studies, *Fever in the Heartland* on Wednesdays at noon in February led by John Harris because of the Racial Justice Committee and *The Gift of Years* two Thursday afternoons per month from March to June led by Pastor Carol.

Thank you to all our planners and presenters!

Respectfully submitted,
Sandy Brown

Benevolent Committee Report

Benevolent Committee members:

President	Nancy Feld
Vice-President	Marsie Hartman
Treasurer	Marsie Hartman
Secretary	Nancy Feld

Other members of the 2023-24 Benevolent Committee are as follows:
Penny Beerntsen, Maetta Chase (Emeritus Member), Jeanne Harris, Suzanne Holvenstot, Joyce Williams, Judy Proctor, Joan Shiels, Karen Wilcox, Marsie Hartman, Nancy Feld and our newest member Jean Gwen Severson.

The election of officers was held in April 2024.

A very successful rummage sale was held in May 2024. Nice clean salable merchandise was delivered at a steady pace allowing the workers to price and display the goods in a timely manner while not feeling overwhelmed. Besides making over \$4,000, the committee also felt successful because we had less leftover rummage to pass along to Sunshine Resources and The Green Door Thrift Store as well as less garbage to send to the dump. We also had several boxes of FREE items available (things that don't meet our standards) that got picked over during the sale – leaving very little as garbage. Special thanks to Patsy and Eric Vollrath who continue to haul our recycling and our garbage at the end of each sale as well as delivering leftovers to Sunshine Resources. Pete Sherwood was a great help delivering leftovers to Green Door Thrift Store. The members of the Benevolent Committee are very grateful to all those who helped The Best Rummage Sale in Door County in any way – setting up following Coffee Hour, hauling display racks from the basement and attic, unpacking, displaying and pricing rummage, donating nice rummage, buying nice rummage and thanks to those who cooked and helped to feed the workers. It's a lot of work during the whole, long week but it's also a fun time! We are planning another sale this fall beginning with set-up following Coffee Hour on Sunday, September 29, and the sale for the public on October 4th and 5th. Nice donations accepted from NOON on Monday, September 30th until Noon on Thursday, October 3rd. Thanks in advance for the help we received from so many!

As stated in the Constitution of the Benevolent Committee, the purpose of the committee is to raise funds to pay for unbudgeted needs requested by the various

Boards and Committees of Hope Church. The Benevolent Committee also supports several local charities. Donations in 2023 were made to the following charities: Altrusa, Door County Boys & Girls Club, Feed My People, HELP of Door County, Neighbor-to-Neighbor, JAK's Place, Sunshine Resources, Lakeshore CAP Inc., Door CANcer, Crossroads at Big Creek, Door Tran, Habitat for Humanity, YMCA Summer Foods Program and for unbudgeted Hope Church Special Needs.

An offshoot of the Benevolent Committee is a group of volunteers who serve, by request, at receptions following funerals and memorial services.

The Benevolent Committee continues to generate some income by gathering the Tadych's/Marketplace sales receipts. Thanks to Karen Wilcox, those receipts get totaled and bring in a several hundred dollars each year. Many THANKS to Karen for all her time and effort and to all who bring their receipts to Hope for the Benevolent Committee. Karen is looking for a replacement for this job so if anyone would like to take over this important and lucrative job, please contact me or Karen. Thanks!

Respectfully submitted,
Nancy Feld, President / Secretary

Endowment Fund Committee Report

The Hope Church Endowment Fund was established to help secure the financial future of Hope Church. The Endowment Fund invests its gifts with the Door County Community Foundation. Each year the average value of the fund for the past 5 years on December 31 is calculated and then 5% of that value is determined for the purpose of granting projects that reflect Hope Church's Mission Statement. It is assumed that over the years the fund will provide more than 5% gain- thereby leaving the original funds to keep growing.

The value of the Endowment Fund on 12/31/23 was \$180,779.11. The average value of the fund over that past 5 years on 12/31 was \$170,947.85. The amount available for granting for 2024 is 5% of that average value for a total of \$8,547.00

The Endowment Fund has historically funded scholarships for high school graduates. The application process is managed by the Door County Community Foundation. They have a standard scholarship application for and process. Besides the standard application, the students must answer an essay. The question we ask is as follows: "Please share with us an essay about how your life has demonstrated spiritual growth as well as how you've demonstrated acceptance of diversity and openness of thought in our community.

We had 14 applicants and after reading each one and discussing the merits of each, the committee decided to grant one \$1000 scholarship to Ezra Linnan.

The committee has agreed to grant a request from the Deacons to fund a piano dolly and new bench at a total of \$1975. This will allow the piano to be moved safely and easily and the new bench will accommodate the new piano height.

The committee also agreed to fund \$100 to the Grief Support Group for supplies.

That leaves a balance of \$5472 for the balance of 2024. We encourage groups within Hope Church to apply for projects they are considering. Applications are available in the Hope Church office and via email.

We would also like to encourage Hope Church friends and members to consider Hope Church in your estate plans. Remember that during your lifetime and death, the mission and needs of Hope Church do not end. Your gift to Hope Church will continue giving as long as Hope Church exists!

If you have any questions, please feel free to contact any Endowment Committee member. They are Nancy Feld, Jerry Stephenson, Mark Jinkins, Ann Quale and Eric Paulsen.

Respectfully submitted,
Eric Paulsen

ENHANCE Committee Report

ENHANCE (Engaging New Hope & New Challenges Every-Day) Hope Allocations

Committee: Oversees the distribution of the ENHANCE Hope funds. **Members:** Karen Brunstrom, Mark Jinkins, Jock Wilcox, and Patsy Vollrath.

Community Building Sail:

- One project was completed this year. This involved paying half of the painting of the exterior of the church. Endowment paid the other half.

Ability to Connect Sail:

- A new TV for the portable cart was purchased to replace the original. This item is used for Zoom meetings, sharing documents during meetings, and the Intergenerational Film night that took place on May 29th.
- ENHANCE Hope paid \$1,500 toward the building of the new website. This project began the summer of 2022 with the assistance of Lynn Michelson (church administrative assistant and WIX Web Designer), Tom Foster, Pastor Carol, and Patsy Vollrath. It was completed and launched in March 2024.

- A new laptop and external hard drive were purchased for the sanctuary to replace an aging computer, accommodate new software updates, and increase storage of Facebook broadcasts.

Existing Resources Sail:

- No new purchases were made this year under this sail. Jason Feldman and his crew continue to help maintain our beautiful grounds along with the Wild Weeders (Penny Beerntsen, Donna Shewchuk, Patsy Vollrath, and Karen Wilcox) who meet for two hours weekly during spring-summer-fall for fellowship and weed pulling! Anyone is welcome to join this crew.

Spiritual Growth Sail:

- **Scholar-in-Residence:** ENHANCE Hope sponsored Jennifer Stevens, a Native American from the Oneida-Oglala Lakota tribes as our Scholar-in-Residence for the month of September. For further details please see Adult Forum.
- For questions or comments, contact Patsy Vollrath (920-746-4463) or Mark Jinkins (920-493-8000).

Respectfully submitted,
Patsy Vollrath

Green Team Committee Report

The Green Team focuses on Environmental Justice Issues and the protection of God's creation. Established in 2018 following a Lenten Series, the Green Team encourages Hope Church to provide education, service and advocacy on Environmental Justice issues and to engage the congregation in making sustainable choices. The Green Team has mostly provided recycling information in our weekly electronic newsletter, *This Week @ Hope*, and monthly *Hope Happenings*. Our Trustees plan to move forward with discussion and dialogue about environmental justice efforts at Hope and about becoming a Creation Justice Church are on hold until such time that new initiatives can once again be addressed and committee members found. If you are interested in helping with this endeavor, please contact sandybrown212@gmail.com.

We encourage you to visit UCC.org for information about UCC environmental justice ministries.

Respectfully submitted,
Sandy Brown

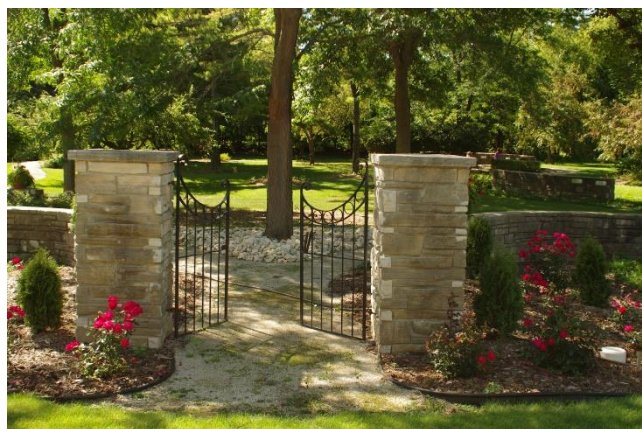
Memorial Garden Committee Report

Memorial Garden welcomes all members and friends of Hope Church and their families. Please feel free to walk around and enjoy the grounds. For answers to questions and copies of necessary forms, please contact the church office or any members of the Memorial Garden Committee. To date, about 90 spaces on the walls have been assigned. Not all assigned spaces display a plaque, as the timing for installation is determined by the individuals involved. Currently, each space requires a payment of \$950 to Memorial Garden. Each stainless-steel plaque will be engraved and installed at cost. The Memorial Garden Committee gratefully accepts any donations or memorial funds entrusted to Memorial Garden. Meetings were held this past year to discuss business issues and the maintenance of the grounds.

Jason Feldman Landscapes, LLC continues to deliver outstanding services for Memorial Garden and the grounds at Hope Church. The Committee is grateful for his in-kind donations, hard work, dedication, and presence. Thank you, Jason.

In the fall of 2023 Leanne Bither resigned after relocating to Milwaukee. Leanne along with her husband, Charles, were founding members of the Memorial Garden Committee. Leanne served for many years, and we are forever grateful for her wisdom, strength and guidance. Thank you, Leanne, for all that you have done for the enhancement of the garden.

As you walk through Memorial Garden, please take a moment to appreciate the beauty that surrounds Hope Church. All are welcome.



Memorial Garden Committee

Sandy Brown, Chair
Mark Jinkins, Vice-Chair
Jerry Bloom Stephenson, Treasurer

Nancy Feld
Carol Weis
Nanette Anschutz, Secretary

Barb Ottum
Jason Feldman
Darrel Severson

Respectfully submitted,
Nanette Anschutz, Secretary

Mental Health Committee Report

The Mental Health Committee has been working diligently preparing the congregation for its vote on the Covenant Proposal on July 28 through various adult forum related topics and worship services focusing on mental health. The committee has used an original proposal used by another congregation and adjusted it to represent Hope's philosophy. Members of the congregation have been encouraged to become familiar with the proposal so that the process of voting can proceed efficiently.

A book study has been in progress about aging, *The Gift of Years*, by Joan Chittister. The study has been well attended and will continue this fall after a summer hiatus. The subject of mental health and aging was chosen out of a survey taken of the congregation on priorities in mental health.

Committee members have included Courtie Demerest, Olive Schott, Deb Sherwood, Carol Moellenberndt, Pastor Carol Reynolds, John Contratto, and Kathy Bandstra.

If other members of the congregation are interested in joining the committee, please talk to Pastor Carol or John Contratto.

If the congregation votes to be a WISE Congregation, the committee will continue its work of educating the church members on a variety of mental health topics through guest speakers and videos in line with the results of congregational mental health survey needs.

Respectfully submitted,
John Contratto

Music & Choir Committee Report

Choir: Choir rehearses and sings from Labor Day to Memorial Day (early September through late May), with one Sunday off per month. The 2023-2024 Roster totaled 12 members, and weekly participation averaged 6-8 singers each Sunday. The Choir continues to be a hard-working, fun-loving, flexible, talented and supportive group.

Singers of ALL ages, voice parts, experience, and ability are Welcome! Join us! Fall rehearsals resume on Wednesday, September 4.

Special Music: We were blessed with many congregational members and community members who presented special music for services this past year. Local community groups that performed included the Door County Handbell Choir, the Door County Ukulele Society, the Door County Recorder Ensemble, Mama J and the Praise Hounds, and musicians from Midsummer Music Festival. Special thanks to Hope members and friends Nanette Anschutz, John Contratto, Holly Feldman, Tom Foster, Mary Hall, John & Paul Harris, Janelle Hollingshead, Ricki Mitchell, Bob Moellenberndt, Barb Ottum, Cheryl Pfister, and Don Tighe; as well as community guests Josep Elvir and Eli Klug. We have also been blessed by musical meditation from the Circle Singers.

Music Committee: Interested members and friends of Hope are always invited to join the Music Committee, as well! The Music Committee meets once a month; business includes instrument and music library maintenance, and collaboration on service planning for Sundays as well as holiday services and other special events.

2023-2024 Notable Events

December 2023: Sanctuary Remodel. Choir Risers/steps were removed and returned to single-level flooring, to address safety and mobility concerns as well as increase flexibility in use of the space. Thank you to project leader Steve Graf!

Now that the baby grand piano can move throughout the space to suit, plans were started to purchase a piano dolly to facilitate safe transportation of the instrument (the piano has wheels for rare/occasional use, but the legs are not meant to withstand the stress of regular motion, especially on carpet).

Because the dolly will raise the keyboard slightly, plans were also started to upgrade to a height-adjustable, professional bench.

January 2024: Electrical issues uncovered/caused by the remodel were addressed and resolved for safety and maximum flexibility within the front Sanctuary space. Thank you to project leader Eric Vollrath!

March 2024: Organ was serviced and tuned by Robert Hoppe of Robert D. Hoppe & Associates, LLC, a pipe organ designer, builder, and licensed Dobson Technician out of Algoma, WI.

March/April 2024: In response to singer feedback, choir programming was shifted from single-rehearsal preparation in direct relation to weekly thematic material, to multi-week advanced preparation according to more broad/general topical guidance per the Revised Common Lectionary and/or topical suggestions as provided in Worship Series literature.

This change in approach resulted in increased singer satisfaction, by allowing for a wider variety of repertoire (can include more challenging music -- does not need to be ready in one rehearsal or less), relieving pressure to have a song completed quickly, and allowing for better planning around singer availability across the calendar (the group is still small, so missing members often influences the possible song selections).

The shift in programming has been reported to be received favorably by the congregation as well, as it was relayed that most attendees appreciate the nice sound of the music more than its specific relevancy to the Message.

April: Hope's Dobson Opus 47 Pipe Organ was a destination on the Northeast Wisconsin chapter of the American Guild of Organists' Spring Organ Crawl. NEWAGO Members heard a presentation of the church's and organ's history by Ann Quale, perused display boards assembled by Nancy Feld for the 25th Anniversary celebration (2014), viewed inside the access panels to observe the tracker action "in action," and took turns trying out the instrument - which, as a baroque-voiced instrument with fully mechanical action, was a unique experience for several of them. Hope was honored to host the NEWAGO chapter, and it was delightful to hear each of their talents displayed on our instrument.

May/June 2024: Piano dolly and professional bench were delivered and installed. Many thanks to project leader Tom Foster!

Respectfully submitted,
Mary Hall & Cheryl Pfister

Pastoral Support Committee Report

The overall purpose of the Pastoral Support Committee (PSC) is to provide an effective support system for our minister and to promote effective and clear communication within the church. Members of the 2023-2024 committee include John Harris, Patsy Vollrath, and Olive Schott. We met monthly, approximately 11 times. The committee had an effective year, further working with and fine tuning the committee's purpose, structure, and processes that were developed the previous year. The new structure and processes supported our efforts in the best possible way. The committee members

are confident that we were able to offer helpful, timely support and advice to our pastor. Most importantly, the committee continued to operate in the spirit of trust, confidentiality, and care.

Respectfully submitted,
John Harris

Personnel Committee Report

The Personnel Committee consists of Moderator Ann Quale, Member-at-Large Sandy Brown, Jeff Ottum, Scott Brunswick, and Chair Ann Jinkins. Pastor Carol serves with the committee and supplies direction in her role as the supervisor of staff. The Personnel Committee meets as needed.

- It keeps apprised of current job situations for each employee and keeps copies of pertinent documents in personnel files.
- It is responsible for ensuring that staff members are familiar with Hope's Safety Plan and have participated in Safe Conduct training as required.
- It develops job descriptions and reviews them annually to ensure they are current.
- It conducts annual interviews and follows through with action plans as needed.
- It makes recommendations for salary and benefit packages with input from appropriate boards and committees.
- The committee makes hiring and firing recommendations to the council, except for the pastor, which follows established processes in accordance with UCC guidelines.

In addition to the above annual duties, this church year the Personnel Committee:

- Addressed staff questions and concerns as needed.
- Presented the Reflecting on Ministry Evaluation, a bi-annual assessment tool for the purpose of evaluating the work of the minister as well as the church ministries, to the Council for their input. The Personnel Committee plans leading this assessment starting in October 2025, the Pastor's two-year anniversary at Hope Church.

- Said goodbye to Lynn Michelsen as our Office Manager and started the process to hire a new Office Manager.

Respectfully submitted,
Ann Jenkins

Safety Committee Report

Members: Roy Ames, Steve Graf, Cal Holvenstot, Gretchen O'Connell, Patsy Vollrath, and Jock Wilcox.

The Hope UCC Safety Plan was updated as needed. This plan outlines efforts to:

- Conduct regular safety reviews, inspections, and measures to **PREVENT** or minimize potential risks, accidents, crime, violence, and disruptive events.
- **PREPARE** for a potential emergency, crisis, or disaster.
- Plan for an informed **RESPONSE** to crisis or trauma.
- Plan for **RECOVERY**; both emotional trauma and business continuity.

During the year, membership evolved. This included Jock finishing his term in December and Roy taking his place, along with Gretchen joining in April.

The SafeConduct™ Policy was updated as needed. This included: the moderator overseeing the completion of the Leadership Code of Behavior at the beginning of each term rather than the board/committee chairs and the age limit of the children in the nursery was changed to six and under to accommodate kindergartners turning six during the year and not old enough for Faith Formation to qualify for the nursery.

In June 2023 Church Council charged the Safety Committee with developing an Emergency Action Plan (EAP). The purpose of the EAP is to have as safe a church as possible for all members and visitors and, if an emergency should occur, to be prepared to respond appropriately. The committee worked diligently throughout the year using the model created by Rev. Janis Doleschal, a risk management expert, as the basis of this work. Procedures of the plan include: Fire Emergency, Tornado, Medical Emergency, Attempted Robbery of Offering, Suspicious Behavior/Active Shooter, and After Action. Part of the plan included developing a partnership with the United Methodist Church in the event we would need a centralized gathering point, checking all doors to be sure they are in working order, and looking into the possibility of creating a ramp for an additional exit door. Currently, the committee is putting the finishing touches on this plan in order to bring it to Council for final approval.

Five educational events related to the Safety Plan and SafeConduct™ Policy were organized by this committee. These included a Nursery Attendant/Faith Formation

Teacher orientation in September, a Fire Safety Presentation in October, an Adult Forum in April to familiarize the congregation with the comprehensive Emergency Action Plan, and two CPR/AED/First Aid Trainings in June facilitated by Karen Callahan, MSN RN an AHA Certified Life Safety Instructor in which 12 church members participated.

Respectfully submitted,
Patsy Vollrath

Social Life Committee Report

Members and frequent volunteers include: Moi Zahler, Patsy and Eric Vollrath, Chuck and Jean Sully, Donna Shewchuk, Mary and Roy Ames, Penny Beerntsen, Gail and Don Whitson-Schmidt, Jeanne Harris, Marsie Hartman, Claire and Tom Minahan, Jessika McCoy, Olive Schott, Kathy White-Graf, Carol and Bob Moellenberndt, Lynn Brunswick, and I.

The two main responsibilities are special occasions and weekly coffee hours. For coffee hours, I have a list of frequent hosts. Congregants are encouraged to sign up in the entryway to host a specific Sunday and instructions are posted in the kitchen explaining how to make coffee, prepare the dishwasher, and use the stoves. Occasionally, if no one signs up to host, we do not have a coffee hour, but generally it is a much-loved time on Sunday mornings. Social Life continues to encourage the Spartan Coffee Hour, that is coffee, water, juice, and cookies or goodies from the freezer or refrigerator. Some hosts like to put on a big spread, but that is not expected. Singles can pair up to host, as it works well to have at least 2 people sharing duties. We also strongly encourage groups or committees such as Mission in Action, choir, and Education to host. Reliably we serve about 50 people at a regular coffee hour. Two pots of regular coffee and 1 pot of decaf is a good amount.

The second responsibility covers special occasions. Gathering committee members one month ahead of an event is most helpful for planning. Announce events 3-4 weeks prior, vocally in church and in print. The first event is the annual Halloween Party: this tradition offers Hope members and the community a hot pizza dinner on Halloween evening (5:30-7:00) with fresh apple slices and toppings (Nutella, caramel, and chopped nuts.) Beverages were water and lemonade. The next event is the Christmas brunch served at coffee hour. Plan on 75 people at a special event. Generally, folks are not too good about signing up, but the 75 number remains steady. Also have a sign-up giving attendees the option to supply specific food options. Request 7 egg bakes, fruit, and side dishes. The third event is Shrove Tuesday. We have invited the Sturgeon Bay jazz band to play from 5:30-6:00. (We give them \$100.)

Volunteers prepare and serve pancakes and bacon, and helpers supply toppings, and other side dishes. Finally, Bingo wraps up the evening with prizes donated by the congregation. Next is Easter Brunch, the egg fight game, an Easter egg hunt, and plenty of food. Again, recruit ahead to have 7 dozen hard cooked eggs, egg dishes, fruit, and side dishes. Moi buys trinkets to fill plastic eggs for the egg hunt and leads the activity. Some events are pop-ups such as a birthday cake for Pastor Carol and a farewell cake for Lynn Michaelson.

We have found that placing special events during regular coffee hour time is the most successful. Many positive events are good reasons to celebrate, such as special birthdays and graduations. Many thanks to the cheerful and capable volunteers who make social life at Hope fun, welcoming, and delicious throughout the year. We build community and enjoy the events with many hands working together.

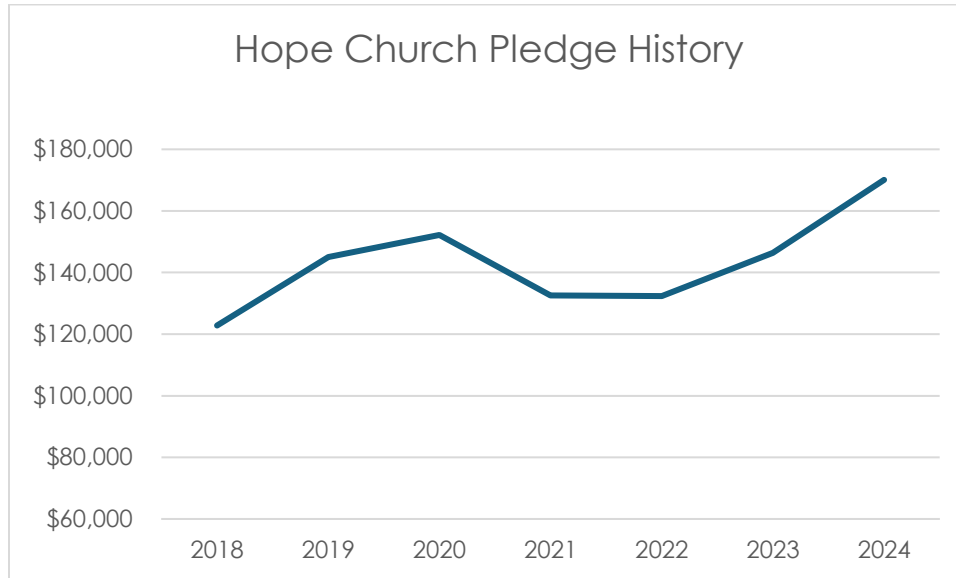
Respectfully submitted,
Suzanne Holvenstot

Stewardship Committee Report

The Stewardship Committee is responsible for inspiring the congregation of Hope Church to provide the financial pledges necessary to support our church's operating budget and be able to plan our upcoming program activities. Our Stewardship campaign occurs each fall to raise pledges of financial support for the following calendar year. In 2023 the goal established by our budget was \$170,000... a very significant 15% increase over the previous year. The campaign was conducted under the theme "Because of You... Our Church Changes Lives." Activities included a series of pastoral and committee written communications through letters, emails, and Hope Happenings and weekly eNews appeals. Many Hope members participated in our "Appreciative Inquiry" church forum in which we shared what brought us, what we love and what inspires and energizes us, and our wishes for the future. We also enjoyed several Hope Church members sharing their stories during the Sunday service and a delightful harvest dinner celebration.

At the conclusion of the campaign Hope Church members had cheerfully pledged \$170,084. The committee is very grateful for this remarkable generosity. We are also grateful for the inspired leadership of Claire Minahan who retired after many years as our committee chair. Thank you, Claire. And thank you Hope Church members and friends!

Stewardship Committee: Jeff Ottum Carol Reynolds Eric Vollrath



Respectfully submitted,
Jeff Ottum

Treasurer's Annual Report

Operating Income & Expense:

<u>Operating Income</u>	<u>Budget</u>	<u>Actual</u>	<u>Last Year Actual</u>
Contributions	173,150	179,531	182,159
Bldg. Fees, Other Income	17,600	33,285	23,566
Total Operating Income -	190,750	212,816	205,725

<u>Operating Expense</u>	<u>Budget</u>	<u>Actual</u>	<u>Last Year Actual</u>
Deacons Music Program	24,009	25,162	21,476
Deacons Church Program	2,232	4,633	3,509
Board of Education	4,305	258	767
AV Support	2,293	3,150	2,831
Social Life	500	307	530
Pastor	91,333	92,587	94,813

Pulpit Search	0	0	14,609
Family Life Coord + Scholar	1,500	0	0
Trustees	64,787	72,963	76,638
Mission and Action	500	200	5
Personnel	800	0	0
Other	0	4,688	28
UCC Donations	6,191	6,932	6,880
Total Operating Expense -	198,450	210,880	222,086
Net Operating Surplus(Deficit) -	(7,700)	1,936	(16,361)

Comments:

1. As anticipated, there was a transfer of \$3,300 from Operating Funds into a Building Maintenance Special Account. This is included on Other Expenses.

2. The church received a \$10,000 anonymous donation to support operating purposes in June 2024, which is reflected above under Contributions.

Respectfully submitted,

Gale Whitson-Schmidt, Treasurer

Proposed 2024-2025 Annual Budget

Proposed Budget - - 2024/2025

	<i>FY 23-24</i>	<i>FY 24-25</i>		<i>FY 23-24</i>	<i>FY 24-25</i>
	<u>Budget</u>	<u>Budget</u>		<u>Budget</u>	<u>Budget</u>
<u>INCOME</u>					
Recordable Contributions	\$170,000	179,600	Custodial Services	\$5,040	\$5,200
Loose Offerings	\$2,100	2,151	Maintenance/Repairs/Building Fund	\$8,300	8,450
Other Income	\$1,050	1,081	Building Supplies	\$500	150
Building Usage Fees	\$2,100	2,163	Safety Committee	\$100	140
Contributed Support -	\$175,250	\$184,995	Heating (WPS)	\$4,440	4,575
Uncategorized Income & ENHANCE	\$5,500	13,500	Electricity/Water (SBU)	\$7,200	\$7,416
Anonymous Donor	\$10,000	0	Insurance	\$7,630	10,855
Total Income -	\$190,750	\$198,495	Snow Removal	\$2,665	1,080
			Yard Care/Fire Extinguishers	\$100	\$2,000
			Total Trustee Building/Occupancy -	\$35,975	\$39,866
<u>EXPENSE</u>					
Organist	\$11,534	\$11,996	Officer Manager	\$18,821	\$19,574
Choir Director	\$9,911	\$10,307	Accounting/Bank Fees	\$2,181	2,249
Guest Performances	\$1,150	\$1,150	Accounting Programs	\$1,410	1,452
Music Supplies	\$439	\$500	Internet Service	\$3,096	1,110
Instrument Maintenance	\$540	\$1,500	Telephone	\$1,470	1,050
Substitute Organist	\$273	\$300	Postage	\$290	400
Continuous Learning		\$0	Paper Supplies	\$240	500
Professional Associations	\$162	\$170	Office Supplies	\$575	150
Total Deacons - Music Program -	\$24,009	\$25,923	Office Equipment - Maintenance	\$0	0
			Copier Expense	\$545	565
Worship Supplies (Bulletins, etc.)	\$518		Computer Software	\$0	
Special Events	\$714		Other Office Expense	\$0	
Visiting Pastor	\$1,000	1500	Website Expense	\$0	
Sabbatical Fund	\$0	720	Total Trustee Office Expense -	\$28,628	\$27,050
A/V License & Support	\$2,293	3938	Stewardship & Membership	\$0	\$250
Other Deacon Church Expense	\$0	1283	Miscellaneous	\$0	0
Total Deacons - Church Program -	\$4,525	\$7,441	Online Processing	\$184	1,000
			Total Other Trustee Expense -	\$184	\$1,250
Nursery (Attendants, etc.)	\$1,260	0	Mission & Action Expense -	\$500	\$500
Youth Ed. (Curriculum)	\$600	600	OCWM Commitment	\$4,800	\$4,992
Safe Sanctuary/Supplies. Etc.	\$240	240	NE WI Association Budget	\$1,034	1,065
Special Events	\$300	300	UCC Annual Meeting	\$357	\$370
Youth Groups	\$1,305	1305	Total UCC Expense -	\$6,191	\$6,427
Adult Education	\$600	600	Total Expense -	\$198,450	\$210,995
Family Life Coordinator & Scholar	\$1,500	1500	Net Ordinary Income/Operating	-\$7,700	-\$12,500
Total Board of Education -	\$5,805	\$4,545	COVID Cash Surplus Infusion	7700	\$12,500
Total Social Life -	\$500	515	Net Ordinary Income	\$0	0
Total Personnel Committee -	\$800	1500			
Pastor's Compensation	\$38,000	39520			
Pastor's Benefits, Expenses	\$53,000	53958			
Pastor Education/Professional Exp	\$333	2500			
Total Pastor -	\$91,333	\$95,978			

Slate of Officers, Board & Committee Members

OFFICERS

	Name	Term	Expires	Contact Info.
Moderator	Bob Moellenberndt	2 yr.	July 2026	rmoellen@charter.net 920-495-1149 (m)
Member-at-Large	John Harris	2 yr.	July 2026	harris1447@yahoo.com 920-574-5535 (m)
Treasurer	Gale Whitson-Schmidt	Indefinite		fgws01@gmail.com 920-559-6760 (m)
Associate Treasurer	Eric Vollrath	Indefinite		e.vollrath@wireforming.com 920-746-4463 (h) 920-818-1397 (m)

CHURCH COUNCIL

	Name	Term	Expires	Contact Info.
Minister	Pastor Carol Reynolds*	NA		pastor@hopechurchdc.org (508) 282-9511 (m)
Moderator	Bob Moellenberndt*	2 yr.	July 2026	rmoellen@charter.net 920-495-1149 (m)
Member-at-Large	John Harris*	2 yr.	July 2026	harris1447@yahoo.com 920-574-5535 (m)
BOE Chair	Moi Zahler * (3 rd term)	3 yr.	July 2026	moychuntaro53@gmail.com 920-256-2128 (m)
Deacons Chair	Tom Foster*	3 yr.	July 2025	pianfos@gmail.com 732-586-5816 (m)
Mission/Action Chair	Don Whitson-Schmidt*	3 yr.	July 2027	donws1947@gmail.com 920-559-9012 (m)
Trustees Co-Chairs	Eric Vollrath*	3 yr.	July 2025	e.vollrath@wireforming.com 920-746-4463 (h) 818-1397 (m)
Treasurer	Dave Tauber*	3 yr.	July 2025	dtauber1955@gmail.com 920-421-1160 (m)
Associate Treasurer	Gale Whitson-Schmidt	Indefinite		fgws01@gmail.com 920-559-6760 (m)
	Eric Vollrath	Indefinite		e.vollrath@wireforming.com 920-746-4463 (h) 818-1397 (m)

*Voting members. (If both co-chairs vote, their votes count for half each; or one co-chair casts a whole vote.)

BOARDS

Board of Deacons

Name	Term	Expires	Contact Info.
Lynn Brunswick	3 yr.	July 2025	jbrunsw@hotmail.com 920-743-0479 (h) 920-493-1479 (m)
Tom Foster, Chair	3 yr.	July 2025	pianfos@gmail.com 732-586-5816 (m)
Jeanne Harris	3 yr.	July 2025	dchodag92@yahoo.com 920-574-5521 (m)
Marsie Hartman	3 yr.	July 2027	mar siehartman2019@gmail.com 920-559-6364 (m)
Barb Ottum	3 yr.	July 2027	ottums@gmail.com 920-265-7597 (m)
Deb Sherwood	3 yr.	July 2026	djgloud@gmail.com 920-915-3616 (m)
Don Tighe	3 yr.	July 2026	fighedon@yahoo.com 973-752-6115 (m)
Carol Weis	3 yr.	July 2025	gcweis@gmail.com 920-743-8687 (h) 495-6442 (m)

Board of Education

Cari Bicoy	3 yr.	July 2026	cari@bicoy.com 920-818-0385 (h) 920-265-3586 (m)
Jeanne Harris	3 yr.	July 2027	dchodag92@yahoo.com 920-574-5521 (m)
Ricki Mitchell	3 yr.	July 2027	rickimitchell54@gmail.com 920-473-4139 (h) 920-866-0010 (m)
Ken Turk, Secretary (3 rd term, ext. 1 yr.)	1 yr.	July 2025	kenturk42@gmail.com 920-493-4184 (m)
Moi Zahler, Chair (3 rd term)	3 yr.	July 2026	moychuntaro53@gmail.com 920-256-2128 (m)

Board of Mission & Action

Sandy Brown, Liaison to Racial Justice Committee			sandybrown212@gmail.com 920-743-8146 (h) 920-495-8662 (m)
John Contratto, Liaison to Mental Health Committee			contratto.john@yahoo.com 920-495-9714 (m)
Scott Hansen (3 rd term)	3 yr.	July 2025	sp.hansen@sbcglobal.net 920-743-4818 (h) 920-559-2505 (m)
Marsie Hartman (2 nd term)	3 yr.	July 2025	mar siehartman2019@gmail.com 920-559-6364 (m)
Tom Mindhan	3 yr.	July 2025	thomas.mindhan@frontier.com 920-495-3357 (m)
Carol Moellenberndt	3 yr.	July 2026	rmoellen@charter.net 920-743-3476 (h) 920-493-4541 (m)
Michele Munson (2 nd term)	3 yr.	July 2025	berkmuns@att.net 920-818-0897 (h) 920-228-2114 (m)
Don Whitson-Schmidt, Chair (2 nd term)	3 yr.	July 2027	donws1947@gmail.com 920-559-9012 (m)

Board of Trustees

Name	Term	Expires	Contact Info.
Roy Ames	3 yr.	July 2027	royames56@gmail.com 918-671-9217 (m)
Greg Bauman	3 yr.	July 2027	kathybandstra@gmail.com 262-902-6128 (m)
Pete Sherwood	3 yr.	July 2027	psherwood@new.ir.com 920-915-5989 (m)
Dave Tauber, Co-Chair (ext. 1 yr.)	3 yr.	July 2025	dtauber1955@gmail.com 920-421-1160 (m)
Eric Vollrath, Co-Chair (ext. 1 yr.)	3 yr.	July 2025	e.vollrath@wireforming.com 920-746-4463 (h) 920-818-1397 (m)
George Weis, Emeritus	Indefinite		gcweis@gmail.com 920-743-8687 (h) 920-495-6041 (m)
Don Whitson-Schmidt	3 yr.	July 2025	donws1947@gmail.com 920-559-9012 (m)
Gale Whitson-Schmidt, Treasurer	Indefinite		fgws01@gmail.com 920-559-6760 (m)

COMMITTEES

Adult Forum Committee

Sandy Brown (3 rd term)	3 yr.	July 2025	sandybrown212@gmail.com 920-743-8146 (h) 920-495-8662 (m)
John Contratto	3 yr.	July 2026	contratto.john@yahoo.com 920-495-9714 (m)

Benevolent Committee

Maetta Chase, Emeritus	indefinite		ramachase@gmail.com 920-743-2971 (h)
Nancy Feld, President/Secretary	indefinite		nancyfeld@gmail.com 920-746-4417 (h) 920-493-8652 (m)
Jeanne Harris	indefinite		dchodag92@yahoo.com 920-574-5521 (m)
Marsie Hartman, Treasurer	indefinite		marsiehartman2019@gmail.com 920-559-6364 (m)
Suzanne Holvenstot	indefinite		suzscott7@icloud.com 920-743-1089 (h) 920-493-0411 (m)
Gwen Jean Severson	indefinite		gwennsturgeonbay@yahoo.com 920-559-9750 (m)
Joan Shiels, VP/Publicity	indefinite		jshielsdc@gmail.com 920-743-8984 (m)
Karen Wilcox	indefinite		jockwilcox@hotmail.com 920-746-8616 (h) 920-370-7567 (m)
Joyce Williams	indefinite		danwilliams122@gmail.com 920-868-2280 (h) 414-510-6746 (m)

Care Team Committee

Name	Term	Expires	Contact Info.
Nancy Feld	indefinite		nancyfeld@gmail.com 920-746-4417 (h) 920-493-8652 (m)
Ricki Mitchell	indefinite		rickimitchell54@gmail.com 920-473-4139 (h) 920-866-0010 (m)
Carol Moellenberndt	indefinite		rmoellen@charter.net 920-743-3476 (h) 920-493-4541 (m)
Pastor Carol Reynolds, Chair	indefinite		pastor@hopechurchdc.org (508) 282-9511 (m)

Endowment Fund Committee

Jerry Bloom Stephenson	indefinite		jerrybloomstephenson@gmail.com 920-413-1768 (m)
Nancy Feld	indefinite		nancyfeld@gmail.com 920-746-4417 (h) 920-493-8652 (m)
Mark Jinkins	indefinite		jinkins.mark@gmail.com 920-743-1189 (h) 920-493-8000 (m)
Mark Nelson	indefinite		georgemarknelson@hotmail.com 920-743-5954 (h) 559-0234 (m)
Eric Paulsen, Chair	indefinite		drpaulsen@dcea.com 920-743-7690 (h) 920-495-0649 (m)
Ann Quale	indefinite		qualeann@gmail.com 920-256-0006 (m)

Memorial Garden Committee

Nanette Anschutz, Secretary	indefinite		nsanschutz@gmail.com 920-559-3314 (m)
Jerry Bloom Stephenson, Treasurer	indefinite		jerrybloomstephenson@gmail.com 920-413-1768 (m)
Sandy Brown, Co-Chair	indefinite		sandybrown212@gmail.com 920-743-8146 (h) 920-495-8662 (m)
Nancy Feld, Asst. Treasurer	indefinite		nancyfeld@gmail.com 920-746-4417 (h) 920-493-8652 (m)
Jason Feldman	indefinite		jfeldman22@gmail.com 920-495-7022 (m)
Mark Jinkins, Co-Chair	indefinite		jinkins.mark@gmail.com 920-743-1189 (h) 920-493-8000 (m)
Barb Ottum	indefinite		ottums@gmail.com 920-265-7597 (m)
Darrel Severson	indefinite		dseversonsturgeonbay@yahoo.com 920-559-9754 (m)
Carol Weis	indefinite		gcweis@gmail.com 920-743-8687 (h) 920-495-6442 (m)

Music & Choir Committee

John Contratto	indefinite		contratto.john@yahoo.com 920-495-9714 (m)
Mary Hall, Choir Director	indefinite		mhall.musicmaker@gmail.com 920-495-2666 (m)
John Harris	indefinite		harris1447@yahoo.com 920-574-5535 (m)
Cheryl Pfister, Organist/Accompanist	indefinite		cpfister911@gmail.com 920-495-9165 (m)

Nominating Committee

Name	Term	Expires	Contact Info.
Marsie Hartman	1 yr.	July 2025	marsiehartman2019@gmail.com 920-559-6364 (m)
Shaun Tauber	1 yr.	July 2025	taubersct@yahoo.com 920-421-1159 (m)

Pastoral Support Committee

Penny Beerntsen	indefinite		pbeerntsen@gmail.com 920-743-4162 (h) 630-362-0232 (m)
Justin Pittman	indefinite		justin.obfuscate@gmail.com 920-365-2103 (m)
Patsy Vollrath	indefinite		patsy_54235@yahoo.com 920-746-4463 (h)

Personnel Committee

Scott Brunswick	3 yr.	July 2026	jsbrunsw@hotmail.com 920-743-0479 (h) 920-495-0479 (m)
John Harris, Member-at-Large	2 yr.	July 2026	harris1447@yahoo.com 920-574-5535 (m)
Ann Jinkins, Chair (2 nd term)	3 yr.	July 2025	jinkins.ann@gmail.com 920-743-1189 (h) 920-559-3950 (m)
Bob Moellenberndt, Moderator	2 yr.	July 2026	rmoellen@charter.net 920-495-1149 (m)
Jeff Ottum	3 yr.	July 2026	jeffottum@fastmail.fm 920-621-4340 (m)

Safety Committee

Roy Ames	3 yr.	July 2026	royames56@gmail.com 918-671-9217 (m)
Steve Graf	3 yr.	July 2025	wisg56@gmail.com 920-559-2070 (m)
Gretchen O'Connell	3 yr.	July 2027	golowilson@hotmail.com 920-412-0567 (m)
Patsy Vollrath, Chair	3 yr.	July 2025	patsy_54235@yahoo.com 920-746-4463 (h)

Social Life Committee

Lynn Brunswick	3 yr.	July 2026	jsbrunsw@hotmail.com 920-743-0479 (h) 920 493-1479 (m)
Shawn Conard	3 yr.	July 2027	rmoellen@charter.net 920-493-4541 (m)—Carol & Bob M

Social Life Committee (continued)

Name	Term	Expires	Contact Info.
Geri Lynn Harju	3 yr.	July 2027	gerilynn2015@gmail.com 920-536-1105 (m)
Jeanne Harris	3 yr.	July 2027	dchodag92@yahoo.com 920-574-5521 (m)
Marsie Hartman	3 yr.	July 2026	mar siehartman2019@gmail.com 920-559-6364 (m)
Suzanne Holvenstot, Chair (ext. 1 yr.)	3 yr.	July 2025	suzscott7@icloud.com 920-743-1089 (h) 920-493-0411 (m)
Jessika McCoy	3 yr.	July 2025	airangel.1010@yahoo.com 920-256-9184 (m)
Donna Shewchuk	3 yr.	July 2026	shewchukdj@aol.com 831-206-6854 (m)
Jean Sully	3 yr.	July 2026	jeanasully@aol.com
Eric Vollrath	3 yr.	July 2026	e.vollrath@wireforming.com 920-746-4463 (h) 920-818-1397 (m)
Moi Zahler	3 yr.	July 2026	moychuntaro53@gmail.com 920-256-2128 (m)

Stewardship Committee

Jeff Ottum, Chair	1 yr.	July 2025	jeffottum@fastmail.fm 920-621-4340 (m)
Shaun Tauber	1 yr.	July 2025	taubersct@yahoo.com 920-421-1159 (m)
Eric Vollrath	1 yr.	July 2025	e.vollrath@wireforming.com 920-746-4463 (h) 920-818-1397 (m)

**Hope United Church of Christ
Annual Congregational Meeting
Sunday, July 16, 2023
Minutes**

Call to Order: 11:35 am

Attendance: 40

Approval of Agenda: Motion to approve Agenda made by Steve Graf, seconded by Jeff Ottum. Approved.

Approval of the Minutes: Motion to approve minutes of Annual Meeting on July 17, 2022 made by Ann Jinkins, seconded by Scott Brunswick. Approved.
Motion to approve minutes of Call Meeting on July 31, 2022 made by Nancy Feld, seconded by Penny Beerntsen. Approved.

Acceptance of proposed budget: Motion to accept proposed budget made by Steve Graf, seconded by Jeanne Harris. Accepted.

Acceptance of the slate of officers: Motion to accept Slate of Officers made by Mark Jinkins, seconded by Penny Beerntsen. Accepted.

Changes in the by-laws:

Motion made by Sandy Brown to change Article VI Services and Meetings; B Meetings; 5. Rules and Regulations; e. Council and Board meetings may be conducted according to Robert's Rules of Order. Seconded by Jim Ebbeson. Approved.

Motion made by Olive Schottt to add Pastoral Support and Safety Committee to Article VII, Officers; G. Committees. Approved.

Adjournment: Motion to adjourn made by Steve Graf at 12:00pm, seconded by Scott Brunswick. Approved.

Respectfully Submitted,
Don Tighe, acting secretary

Hope United Church of Christ
Congregational Meeting – Sunday, June 2, 2024

Minutes

- The meeting was called to order by Moderator, Ann Quale, at 11:45 a.m.
- The Deacons established a quorum.
- Pastor Carol asked for suggestions of ground rules for the meeting from the gathering. The suggestions were recorded on paper and posted for all to see. **All agreed by voice vote to abide by the ground rules.**
- Pastor Carol led the gathering in a guided meditation as a spiritual exercise prior to the presentation and discussion.
- Ann Quale introduced the Safety Committee. The Safety Committee members presented the topic as follows: Cal Holvenstot – background of the Safety Committee, Patsy Vollrath – the history of the question at hand, Roy Ames, risk assessment, Gretchen O’Connell – trial period results, Steve Graf – active shooters and suspicious individuals.
- Ann Quale chaired the discussion. Bob Mollenberndt and Pastor Carol ran mics to those wishing to speak.
- No motions were made.
- The gathered sang “We are One in the Spirit” as a closing prayer.
- Ann Quale adjourned the meeting.

Respectfully submitted by,

Ann Jenkins

A WISE Congregation for Mental Health

We, the people of Hope United Church of Christ of Sturgeon Bay, Wisconsin, know we are graced by the gifts, stories, and experiences of all our members, including those living with mental health challenges such as, but not limited to, mental illnesses, brain disorders, addictions, emotional challenges, and trauma. We know these challenges can profoundly disturb our feelings, thoughts, and behavior. We care about the whole person: body, heart, mind, and soul. We affirm the deep and constant movement of God's Holy Spirit, seeking to bring us to the fullness of life. We believe that all people are beloved by God, and if a person has a mental health challenge, that person has a right to be seen as a person first. Jesus told us, "Love your neighbor as yourself." He made no distinction between various members of society. He did not show any partiality. He included all people in this commandment. Sometimes individuals with mental health challenges feel cut off from God and do not feel included. It is our calling to communicate to all individuals that God loves all of us equally, even when we do not feel the love of the Holy Spirit in our lives. People with mental health challenges have gifts to be offered in our faith community, and we want everyone to feel fully welcomed, included, supported, and engaged in the life, work, and leadership of our church.

We, Hope United Church of Christ, Sturgeon Bay, Wisconsin, vote to become a WELCOMING, INCLUSIVE, SUPPORTIVE, and ENGAGED (WISE) congregation for mental health.

Call to Action:

WE PLEDGE TO CREATE A WELCOMING ENVIRONMENT FOR PEOPLE WITH MENTAL HEALTH CHALLENGES AND THEIR FAMILIES BY

- *educating ourselves and offering educational opportunities to help our whole congregation understand the issues surrounding mental health challenges
- *reducing social stigma and examining our own attitudes and preconceived notions about mental health challenges and by confronting our own ingrained stigma
- *actively welcoming those with mental health challenges into our faith community and providing a safe environment in which people can tell their stories and share their journeys

WE PLEDGE TO INCLUDE PEOPLE WITH MENTAL HEALTH CHALLENGES IN THE LIFE, WORK, AND LEADERSHIP OF THE CONGREGATION BY

- *recruiting, nominating, and supporting persons with mental health challenges to serve on committees and in leadership, pastoral, and staff positions within the congregation

WE PLEDGE TO SUPPORT PEOPLE IN OUR CONGREGATION WHO HAVE MENTAL HEALTH CHALLENGES AND THEIR FAMILIES BY

- *reaching out to those suffering from mental health challenges the same way we reach out to those living with other illnesses
- *offering companionship and compassion for individuals and families living with mental health challenges

WE PLEDGE TO ENGAGE WITH OTHER ORGANIZATIONS THAT WORK AT THE INTERSECTION OF MENTAL HEALTH AND FAITH/SPIRITUALITY/RELIGION BY

- *welcoming and encouraging outside groups who deal with mental health challenges to use our church facilities
- *engaging with other organizations to find opportunities to be in shared mission, ministry, and advocacy together. This includes working with Hope Church's Mental Health Committee, the UCC Mental Health Network, and the UCC Disabilities Ministry.