

2019 ANNUAL REPORT



1st
Congregational Church
DUBUQUE, IOWA
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A Church with a Heart for the City

**1st CONGREGATIONAL
UNITED CHURCH OF CHRIST**

255 West 10th Street

Dubuque, IA

52001



**First Congregational United Church of Christ
Sunday, November 24, 2019**

Agenda

**Tami Ryan, Moderator
Josh Weidemann, Vice Moderator**

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| 1. Opening Prayer | Katrina Richardson, Pastoral Associate |
| 2. Call to Order | Tami Ryan, Moderator |
| 3. Action on the Minutes of the January 27, 2019 Annual Congregational Meeting | |
| 4. Church Clerk Report | Morgan Frazer, Deacon |
| 5. Remembrance of the Members who died in 2019 | Katrina Richardson, Pastoral Associate |
| 6. Old Business | |
| 7. New Business | |
| a. Moderator Report | Tami Ryan, Moderator |
| b. Report of Boards and Committees | Tami Ryan, Moderator |
| c. Nominating Report | Tami Ryan, Moderator |
| d. Presentation of 2020 Budget | George Davis, Treasure |
| e. Congregation vote \$200,000 of gains to be pulled out of our
Controlled endowment funds for capital improvement projects | George Davis, Treasure |
| f. Congregation vote of 5% draw from the investment accounts
To checking | George Davis, Treasure |
| 8. Benediction | The Rev. Dr. Lillian Daniel |

MINUTES OF THE 2018 ANNUAL MEETING

January 27, 2019

The Annual Meeting of First Congregational UCC, Dubuque, Iowa, was held in the church sanctuary following the 9:30 a.m. worship service.

Associate Pastor Katrina Richardson offered an opening prayer.

Moderator Tami Ryan called the meeting to order at 10:35 a.m. A quorum was present.

Barb Collins moved that the minutes of the 2018 Annual Meeting be accepted as submitted. The motion was seconded and passed.

Connie Cherba pointed out the church clerk's report in the Annual Report. Connie and Associate Pastor Katrina conducted a short service of remembrance for the ten members who died in 2018.

Old Business:

- a. Moderator Tami Ryan gave a final accessibility project report. The \$603,535 project involving an elevator and restroom construction/renovation has been completed and paid for. Tami recognized the Paul Exstrom family for donating half the cost of the project in memory of Bernice Exstrom and for challenging the congregation to raise the remainder of funds needed to complete the project. The congregation gave Paul a standing ovation!

New Business:

- a. Moderator Tami Ryan gave the moderator's report and thanked everyone for saying "yes" to all that needs to be done in the life of the church.
- b. Report of Boards and Committees – Tami asked Jennifer Connolly from the Board of Missions to talk about the restructuring of the board's budget for 2019. Jennifer explained that the committee has not been able to respond to local needs in the community with the past budget structure as all the recipients and funding amounts were pre-determined at the beginning of the year when the budget was approved. Following a methodical study, including meetings with area non-profits and surveys of church members, the 2109 budget will be restructured to allocate undesignated funds to the Board of Missions, offering them more flexibility in distributing those funds.

Vice-moderator Josh Weidemann outlined some changes to our support of Our Churches Wider Mission (OCWM) at both the Iowa and National (Cleveland) Conference levels. Going forward, we will be sending 10% of our total budget to the Iowa Conference. A study of the UCC in Cleveland shows that a lot of their funding supports administrative objectives instead of missions. It will be up to the Iowa Conference to forward money to Cleveland. We will not be sending additional funds to Cleveland.

- c. Nominating Report – Tami presented the list of nominations for 2019 and recognized all the new nominees. A motion to accept the report was made by Chuck Harris. Following a second, the motion passed.
- d. Presentation of the 2019 Budget - Mike Gratton, Trustee Chair, presented the 2019 budget. The \$505,277.00 budget is a balanced budget. He explained that the 2018 budget deficit can be attributed to lower than expected pledges, higher utility rates, more utility usage during accessibility construction, and costs associated with hiring new staff. The 2019 budget projects higher pledge income and designates funds for a planned mission trip. Danny Sprank made a motion to accept the 2019 budget. There was some discussion. A request was made to show endowments and reserve fund amounts in next year's annual report. A request was made to have Board of Missions 2019 distributions listed in next year's annual report. After a second, the motion to approve the 2019 budget passed.
- e. Tami announced that our next Annual Meeting will be held on November 17, 2019 – a move away from our January meetings to allow us to approve nominations and budget before they go into effect at the first of the year. She also announced that we will be celebrating the 180th anniversary of our church in May 2019.

Rev. Dr. Lillian Daniel offered a closing prayer.
 The 2019 Annual Meeting was adjourned at 11:15 a.m.

Respectfully submitted,
 Connie Cherba
 Church Clerk

ANNUAL REPORT OF THE CHURCH CLERK

Membership – January 1, 2019	427
New members in 2019	17
Deaths	7
Transfer/Resignation	3
Removed by Deacons	5
Total membership – November 24, 2019	429

NEW MEMBERS (17)

Macee Ellis
Colin Kintzinger
Clare Szalkowski
Paul Ellerbeck
Nancy Willett
Chris Lundell

Joshua Pelelo
Russell Miller
Christopher Vanden Berge
Nancy Kenney
Marie Wright
Sue Lundell

Madilyn Deifell
Jessie Meyer
Isabelle Miller
Ann Ranniger
Mary Bryant

MEMBERS LOST THROUGH DEATH (7)

Robert James Foddrill (76)
Betty Dahlgaard (92)
Jean Johnson (92)

Angel Holzhauer (51)
Ronald M. Johnson (75)

Garry Adams (87)
Norma Cade (92)

TRANSFERS AND RESIGNATIONS OF MEMBERSHIP (3)

Indigo Channing

Roger Broessel

Eric Jansen

REMOVED BY THE DEACONS (5)

Ken Kunkel
Ellen Koch

Kendra Kunkel
Drew Kemp-Baird

Kyle Koch

BAPTISMS (3)

07/14/2019
08/25/2019
09/22/2019

Max Gabriel Feller
Gavin Sydness
River Laine Miguel Garcia-Rondon

(Born 01/07/2017)
(Born 04/05/2012)
(Born 02/16/2019)

WEDDINGS (1)

09/28/2019

Travis Nelson and Michael Sivill

CHURCH COUNCIL MEETINGS FOR 2019/2020

The officers of the church, professional staff, chairs of boards and committees, and member-at-large of the Church Council will meet four times during the year to discuss the work of the church. Church Council meeting dates for 2019/2020 are:

December 2 (2019)

February 10

May 11

August 10

November 9

**Moderator
Tami Ryan**

Our 2019 church Annual meeting is two months earlier this year. The change was made to have the business of the church wrapped up before the business of the Christmas season and to have Boards start the new calendar year in January with new members. A change that has taken a little getting used to getting reports and budgets completed earlier than what we have been used to in the past. But, as everything we do in the church everyone got it done!

We celebrate a year with a steady and dedicated staff. There were zero changes or additions to staffing this year. This is good in the fact that everyone on board has their routine and is in their groove. Programs in the church are gaining strength and we continue to see friendly and welcoming members greet each other on Sundays and extend that welcome to the many visitors that worship with us. Some just passing through, but, many come back regularly and become members.

We did not undertake any major projects but the Columbarium was an area that did get a refresh and looks amazing. We also encountered a few unexpected repairs in our parking lot and other things that pop up in a building that is over 100 years old.

As we move forward we continue to identify the needs of maintaining our beautiful building both on the outside as well as the inside. Many of these projects we have just been putting off year after year. Our trustees have the huge task of evaluating which need is a priority and a plan is in the works on how to slowly take care of these needs that can no longer be pushed aside.

It has been my privilege and honor to serve as Moderator for the past two years. I have learned so much more about the church and the amazing things that happen when no one is really looking. We are very blessed to have amazing leadership with Rev. Lillian Daniel and all the staff and volunteers that keep our church as vibrant as it is.

Respectfully submitted,
Tami Ryan, Moderator

Senior Pastor
The Rev. Dr. Lillian Daniel

We are a church with a heart for the city. Many new members say they were inspired to come to worship by what we do during the rest of the week. This year, Missions has focused more than ever on neighborhood programs and the congregation has responded enthusiastically. Every Thursday at Cafe, we make a life-changing difference in downtown Dubuque when we offer a free, nutritious, home-cooked meal for 150 hungry people. In preparation for the 25th anniversary of Cafe, I've told that story to the Dubuque community and they have responded with grants, gifts and some terrific publicity. In the months ahead, Trustees will begin renovations on our kitchen and social hall, aided by funds raised to support Cafe from outside our already generous church family. The Holy Spirit is clearly at work.

This year, Deacons made stronger connections to our denomination by taking ownership of sending people to UCC meetings, with a highlight being General Synod in Milwaukee this summer, including an after church presentation. We continue to financially and spiritually support our two members in discernment in the ordination process, who will one day be a gift to the wider church when they are called as pastors. Youth and adults had such a great time at the UCC's Back Bay Mission in Biloxi Mississippi; they plan to go again next year. Our 180th anniversary celebrated the UCC history of Congregationalism, complete with pilgrim costumes

Growth in youth and music programs has led to yet more changes around the building. We turned two classrooms on the third floor into a massive music room to support our five amazing choirs, who are now joined by a sixth choir to teach newbies how to ring bells. As our Youth Room grew crowded, we saw the need to create a separate Junior High Youth Room on the third floor. Our recent elevator campaign has allowed us to make good use of previously underutilized space. Wednesday night suppers have grown in attendance and the building is now very busy and full on every level with choirs, youth groups and community.

Our beautiful historic church, which is now welcoming and accessible to all, is still in need of some major care and renovation. Trustees spent the year on long range planning and making our finances as transparent as possible to our members. The Columbarium was renovated to match the previous year's elevator construction and it has never looked better. As we plan for the future, we know we must do more to care for the sanctuary inside and outside. The church is more than a building but this is God's house here on 10th and Locust. From this beautiful place, we reach out to meet the needs of those who do not already have a spiritual home, as we continue to nurture and love those who have already found us. I am grateful for our devoted staff, our hardworking lay leaders and for Moderator Tami Ryan, who has poured so much love and talent into our church during her two year term. As your Senior Pastor, I feel blessed to call this my spiritual home, where we are grounded in God, called to serve and free to dream.

Respectfully submitted,
The Rev. Dr. Lillian Daniel, Senior Pastor

Board of Trustees
Danny Sprank

The Trustees have completed another year of managing out congregation's operational budget.

I want to thank those that attended the budget discussion last Sunday. We are working on being more transparent on issues concerning maintain our historic and aging property as well as creating a view for maintaining and working on preventative repairs of our facility. We could not be happier with wonderful and talented staff and volunteers that keep our beautiful church home running smoothly.

So far this year quite a few projects have been completed around the church. New LED lights were replaced in the social room and the entire education wing. As long as Columbarium court yard was remodeled with new pavers and steps. The parking lot started to develop a sink hole. Luckily we were able to hire a contractor to open the parking lot and fill the sink hole. Starting this month a new sounds system is being installed to have additional speakers in the balcony, a new camera system and an upgraded sound system.

Looking to future of our church home, we know the buildings are starting to require additional care. We are working with Heritage Works on applying for an Iowa Historic Tax Credit. The tax credit would be applied to projects relating to sanctuary building. We are aware that sanctuary needs new lighting.

In addition we aware of exterior issues and interior concerns. Below is a list of anticipated projects the Trustees have identified that need attention over the next 10 years. Please note that \$200,000 endowment withdrawal will not cover all costs of anticipated projects listed below and the list is subject to change.

Brick Tuck-pointing	Installation of Motion Sensors around
Sanctuary Carpet Cleaning	building
Education Wing Carpet Cleaning	New Sanctuary HVAC
Security System Upgrades	New Education Wing HVAC
Computer Upgrades	New Education Wing Roof
Repave Parking Lot	New Sanctuary Roof
	Sanctuary Plaster Repair/ Repaint

Respectfully submitted,
Danny Sprank, Chairperson

Board of Deacons

Morgan Frazer

When asked to put this report together it was a reminder of what twelve members of a group can do when we work together as a team. Below you will find a list of items that Deacons have been involved in this past year.

Deacon's sign up for two months out of the year to serve as head ushers. Greeters use the sign up form in the narthex or online with the church administrator. We are always looking for volunteers to assist with these duties. Ideally we would like to see four ushers for each worship service. Greeters are a very important piece of our worship. We would like to see greeters not only in the narthex area but in the Sunday school wing entrance as well. During special holidays such as Christmas and Easter we have tried to have folk's open doors at all entrances. This is a great opportunity to volunteer and get to know other members of our congregation.

This year under the guidance of Pastoral Associate Katrina Richardson we have developed a group of Deacons, some former Stephen Ministry folks and other volunteers that help distribute communion on the first Sunday of each month or at other times during the week. This is a ministry to keep folks who are in care facilities or recovering at home connected and cared for by our church. Katrina has done an excellent job with training and providing the resources needed. You may have noticed during communion a special basket that contains the communion elements used for our visits. This is done so the elements are blessed during a worship service so the entire church family is a part of this ministry. This is also a great way for members of our congregation to volunteer. Ask any Deacon or Katrina if you have an interest in serving your church family in this way.

The Deacons voted this year to practice communion in two different styles. Three times a year we will do the traditional Congregational service of communion by serving in the pews. The rest of the year communion will be done using the practice of intinction. (Coming forward receiving the bread and dipping into the wine) There are several reasons for this change. It takes a lot of work and more volunteers to do the traditional style of communion. The practice of intinction is less work and takes less time during worship. We also have gone to all gluten free bread for all communion services. We have several volunteers who are a part of this team. They assist the Deacons in preparing the table for communion and making sure the proper color of paraments are used during worship. This is also an area where we can use help from the congregation. If you are interested in serving in this capacity talk with Morgan or Karen.

This has been an exciting year for our congregation as Maxx Tone has now been officially accepted by the conference to seek a call as an ordained clergy in the UCC. Kaity Kemp has also started this

journey and continues to take courses working with the Iowa Conference, Pastor Lillian and the Board of Deacons.

The General Synod of the United Church of Christ was held this year in Milwaukee. Special thanks to the Board of Trustee for helping us fund several of our members to attend this event. Maxx Tone was a delegate appointed by the conference to attend. Karen and Dick Steele, Jim Gronen, David Tone was also able to attend. Plans are in place for the Iowa Conference meeting to be held in 2020.

Special Thanks to the 180th Anniversary Committee for organizing this special event. The event was held on the actual date of the formation of our church charter. Pilgrim costumes and visitors from our history were present to help us celebrate. There was a reception following in the fellowship hall. This year our youth offered a special worship done completely by youth. Special Music, ushers, greeters, liturgist and the sermon. This is hopefully going to be an annual event for our congregation.

Deacon continues to work with the Pastor and other volunteers to make sure the sanctuary is decorated for worship. Christmas and Easter are the two most prominent. We are working toward replacing some items that are starting to see the test of time.

It is the role of the Deacon Board to recommend to the Annual Meeting a list of names to be removed from membership. This year as a board we voted to add a Friends of First Congregational UCC list. This would be a space where they could remain connected through email and YouTube and if they move back, moved to the regular membership roll.

Elizabeth Swan from University of Dubuque served as a summer intern under the guidance of Pastor Lillian. She worked closely with the Board of Missions and went on the summer mission trip. Her term was very short, six weeks and we wish we had a longer time with her.

Respectfully submitted,
Morgan Frazer, Chair

Board of Missions & Social Concerns
Jennifer Connolly

It has been a great year so far for the Board of Missions & Social Concerns. We spent a lot of time listening to the needs of our community and talking about how we could make the most effective difference in the lives of our neighbors in need. We were so glad to bring representatives from a few of them to speak to the congregation on Sunday mornings including: Beth McGorry from St. Mark's Youth Enrichment, Robert Kimble from the Dream Center, and Sherry Meyer from Jefferson Middle School and our own youth who shared their experiences with the Back Bay Mission.

The board also heard about and responded to the needs of our local Rescue Mission, Riverview Center, and Camp Albrecht Acres--just to name a few. We also continued to support our own church's Cafe ministry and the Necessities Closet. We believe these two missions are an important resource to our community.

On a larger scale we heard and responded to needs from around the country and as far away as Uganda. We are so grateful to the congregation for making it possible to help support the very people Jesus calls us to love and as we head into the Advent season we look forward to continuing to listen, learn, and respond to the call of God to love our neighbors both near and far.

Here is the complete list of organizations that were assisted so far in 2019. On the following page you will find a breakdown of dollar amounts given for each of these organizations:

Riverview Center	Africa Medical Mission	Tri-State Islamic Center
Habitat for Humanity	UCC Seminary	YMCA Domestic Abuse
Uganda Fistula Fund	Salvation Army	Shelter
Zambia School Project	1st Cong hygiene closet	Bay Back Mission
St. Mark's Youth Enrichment	Cafe Ministry	NISOM
Operation New View	OCWM Iowa Conference	Burgart Fund for libraries
American Cancer Society	OCWM National Flood Relief	Dream Center
Veterans Freedom Center	Cafe 361 Cedar Rapids UCC	Jefferson Middle School
Camp Albrecht Acres	Eastern Iowa UCC Association	Special Spaces
DBQ Rescue Mission	Dubuque Food Pantry	Steeple Square Day Care Center
Multicultural Family Center	Opening Doors	ECIA Pocket Housing Project

Respectfully submitted,
Jennifer N Connolly, Co-Chair

2019 Board of Missions Social Concerns Budget Disbursement History



	Local	National/ Regional	Global	Café	Mission Trip	East IA UCC Dues	OCWM Iowa
Mission Dollars ⇒	28,538.00	4,558.00	4,558.00	7,500.00	5,000.00	850.00	50,528.00
Organizations ↓							

Hygiene Closet	-1,000.00						
UCC Flood Fund		-200.00					
Mission Trip					-5,000.00		
Tri State Islamic	-200.00						
Café				-7,500.00			
OCWM paid monthly							-42,106.80
Veterans Freedom Center	-1,000.00						
Multicultural Center	-250.00						
Camp Albrecht Acres	-700.00						
Headstart	-1,000.00						
Relay for Life	-500.00						
St. Mark's Youth Enrichment	-1,000.00						
Riverview Center	-2,000.00						
First Cong Café 361 Cedar Rapids		-250.00					
Special Spaces		-250.00					
UCC Iowa Annual Dues						-850.00	
UCC Back Bay Mission		-1,500.00					
ECIA		-1,000.00					
Dream Center	-6,000.00						
Rescue Mission	-2,500.00						
Uganda FF			-2,000.00				
Zambia Scholarship Fund			-2,000.00				
Burgart Fund for School Libraries	-500.00						
Marita Thiesesn Steeple Square	-2,000.00						
NISOM		-500.00					
African Medical Mission			-100.00				
UCC Seminary Scholarship		-250.00					
Remaining Balance	9,888.00	608.00	458.00	0.00	0.00	0.00	8,421.20

* Board of Missions and Social Concerns will be voting on the organizations that have submitted requests for all remaining funds to be disbursed in November/December 2019 meetings.

**Pastoral Associate
Katrina Richardson**

When I think about all that has happened 2019, my first full year of ministry, a one word keeps floating to the top: gratitude. There is so much for which to be grateful in the life of First Congregational Church. I have had the privilege of offering pastoral care to our friends and neighbors at CAFE on Thursdays. Along with other CAFE staff and volunteers, we have worked towards building relationships with children and families, inviting them to join in our youth programming. Over the summer, many children from café attended our Vacation Bible School, Flora Pool Party and Sunday worship services.

All of this means that this fall, our Wednesday night programming rapidly expanded as well, creating a need for changes throughout all of Faith Formation programming to accommodate the new additions to our church family. We have implemented more structure and more volunteers (over 25 total), along with a new Junior High youth room, designed by our 5th-8th graders, that was made possible by generous contributions of hard work, furniture, and ideas from our members and youth. However, the children of the church are not the only ones who have experienced a boost in programming. This year, we have added an Adult Bible Study, in which we have studied Genesis using the *Listen Up!* UCC curriculum, which has encouraged both deep discussions and laughter. For the upcoming year, we plan to incorporate book studies into our lesson plans in preparation for upcoming guest speakers.

Also this year, we expanded our Haunted Halls in order to connect with our city. Like last year, on the Sunday evening before Halloween, we held Halloween meal and tours of the Haunted Halls for 65 of our church family and friends. This year, on Monday during the Dubuque Halloween Parade, we opened our Haunted Halls to the public where we drew in over 100 people from our community. It was such a scream that we are already excited about our plans for the third one.

In 2019, my position here has taken me to tend to our church community and neighbors outside of our walls near and far. I have collaborated with the Board of Deacons to create a pastoral care team. Now, each month with communion supplies in tow, a group of caring people including a few children bring communion to individuals who are limited in their ability to attend our worship services. As I continue to make the more acute pastoral care visits, together, we have made over 150 visits and contacts this year. Even further from our building, I attended on our mission trip at Back Bay Mission in Biloxi, Mississippi. It was a joy to scrub, pray, paint, sweat, and dance, serving alongside our teens and adults as we built relationships with Back Bay Mission staff, the local community, each other, and even a baby alligator. Look out Back Bay Mission; here we come again in 2020. With the Season of Advent just around the corner, we are already gearing up for our Christmas pageant – be ready for some uncoordinated, yet adventurous adults being outshined by our youngsters as we give glory to baby Jesus. Whether dressed like shepherds or zombies, there is no doubt that are youth and families take loving God and loving our neighbors very seriously. My heart is full of gratitude as I am looking forward to the adventures of 2020.

Respectfully submitted,
Katrina Richardson, Pastoral Associate

Cafe Ministry
Sarah Ortmann

Our Café Ministry continues to be blessed with an increased number of volunteer groups who want to help, increased monies donated as well as kitchen and food donations.

Personnel: Our Café Coordinator Nikki Ketchum is amazing and does a fantastic job in organizing and scheduling of volunteers, determining our menu and shopping for everything we need to prepare the meal.

Members of the church who have given food/time are as follows: Jerome and Angie Willie, Carol McClenahan, Patti Johannsen, Nancy and Bill Ross, Rosemarie and Anita, Barb Pfeiler, Miller family, Menster-Sio family, Stickley family, Chris and Sue Lundell, Nancy Willett and Marie Wright, Nancy Kenney, Joanne Wurtz, Marty McNamer, Mary Weck, Shirley Grall, Clay & Belle Ketchum, Hope Schumacher and Tami Ryan.

Financial: I continue to be amazed by the generosity of our congregation and the Dubuque Community. The Café Ministry received money from the following: Premier Bank, McDonough Foundation, Butler Family Foundation, Doug and Karen Horstman, Tom Woodward, Kirsten Woodward-Vassen, Bill Collings, Sarah Ortmann, Phil and Judy Ruppel, Gay Spitznas, Hutch, Magoo's Pizza, Theisen's Foundation, Sid and Janet Scott and Dubuque Food Panty Association, Sustainable Dubuque and so many others. We also received many items for use in the kitchen like a huge mixer for mashed potatoes.

Volunteers: Premier Bank and Rainbo Oil, Express Employment serves to serve and clean 6 times a year. Clare Cares Non Profit assists and serves volunteers the first Thursday of every month. Other regular volunteer groups are as follows: First Presbyterian, St. Peter Lutheran DBQ, St. Peter Lutheran Garnavillo, Resources Unite, UD Students, Clarke Nursing Students, Wartburg Seminary students, Boy and Girl Scout's troops, Sedona Staffing, Rotary Club, Divine Word Students, and several other wonderful individuals have volunteered as well.

Café Dinners: Weekly we continue to serve an average of 135 with breaking the 25 year record this fall serving 172 in one evening. Our Christmas guests will receive a gift as well as person hygiene products. Our children will also get a craft gift Improvements: We have received the first blueprint for our kitchen remodel. We are a bit short of our goal for the money needed so we continue with our fundraising effort.

Conclusion: The Café Ministry will celebrate 25 years of feeding the needy every Thursday at our worship service on November 17, 2019. The kitchen remodel will be a dream come true for our

Café Ministry. The kitchen will be larger in square footage, more prep and serving surface areas, 3 compartment sink and other upgrades. Preparing the food, serving and cleaning up will be much easier and faster. Our Café Ministry will certainly be able to serve dinners to others in need for the next 25 years! The Café Committee consists of Nikki Ketchum, Sarah Ortmann, Terry Wilson, Dan Schumacher and Diane Heiken.

Respectfully submitted,
Sarah Ortmann, Chair Café Committee

Church Life Committee

Our Church life goal for 2019 was a success. Our goal for 2020 will continue to offer a variety of events/opportunities building fellowship and stronger community outside of the church walls. A recap of 2019 is pretty exciting looking back because of all the fun that was seemed to have been had within our church community.

2019 events throughout the year:

Assisted throughout year with new member classes

Cherry Lanes Bowling	Approx 65 attended
Guess Who's Coming to Dinner	Approx 60 attended
Church Cookout" Picnic & Pool Party	Approx 120 attended
Spirit, Sip & Swing	Approx 30 attended
Murder Mystery	Approx 75 attended
Church Volleyball team	Approx 10 attended weekly in summer
Church Kayaking Group	Approx 12 attended
Assisted with Haunted Halls	Approx 165 attended
*Christmas Caroling in December 2019	

Respectfully submitted,
Bob Pelelo Church Life Committee

**Music Committee
Jacqueline Burnett**

There have been times when the church musicians have felt like the Hebrews wandering in the wilderness searching for their homeland. If you wander to the third floor you will see that we finally have settled into a Wednesday night rehearsal space large enough for the bell choirs and chancel choir.

Our music files and bell playing equipment also made the move thanks to the elevator. We have new foam under our bells, with newly sewn color-coded covers to make set up and take down more efficient.

Some potential ringers sparked the reinstatement of a third bell ensemble, The Rhythm Ringers. This group is learning basic music reading and ringing techniques. This group and all of our bell ensembles are now considered multi-generational, as each plays a different difficulty level of music.

There has been ongoing concern with the temperature variance within the different levels of the organ chambers. This difference between strata of the pipes causes the organ to go out of tune very quickly. It is anticipated that a new fan/blower system will be installed within coming months to help regulate the problem.

We are pleased and blessed to have talented and dedicated staff members lead our merry minstrels.

Respectfully submitted,
Jacqueline Burnett

**Cradle Roll
Nancy Ross**

Norah Rose Clark Max Gabriel Feller River Laine Miguel Garcia-Rondon Miles Galant Lansing

Four babies have been added to our Cradle Roll in late 2018 and in 2019. A greeting card and a Cradle Roll Certificate were mailed to the parents of newborns. A personalized cross stitched sampler, in a wooden frame, was presented to the parents at the time of Baptism.

Special thanks to: Greg Hutchinson for framing the samplers, and Karen Steele, Marilyn Shea, and Terry Wilson for stitching samplers. Personalizing was done by the chairperson.

Respectfully submitted,
Nancy Ross, Chair

Coyople Group
Joanne Wurtz

Our senior group continues to meet monthly on the third Thursday of the month, except December. We have added new members again this year.

In January, we heard from Jim Wagner about the Veteran's Freedom Center and decided that organization should receive our gifts for hospitalized members this year. We ended up cancelling the February meeting due to bad weather. In March, we heard about Dubuque's Multicultural Center from Director Jacqueline Hunter at Catfish Charlies. Sue Lemon shared about "Caring Transitions" at Windsor Park in April. We met at the Pointe Restaurant in May, making up for our missed meeting there in February. We shared our favorite vacations with the group. We met at the Arboretum in June, hearing from a staff member about the annual gardens' theme of classic children's stories. Barrel Head Winery hosted us in July. John Burns brought us up to date on winery happenings. We were back at Catfish Charlies in August to hear from Carole Loetscher about her book, Wood. We tried to meet at Swiss Valley Park in September but due to rain and high water we met at church. The Worms shared local county parks history. October's meeting was at my home where we viewed autumn colors and heard about the history of the home. November's meeting is planned at the Keystone AEA where we will have box lunches and hear more about Dubuque history. In December, we will again be at the Best Western and hear the Madrigal Singers from Dubuque Senior High.

We gave a memorial for Gary Adams. We also gave \$15 to the Veterans' Freedom Center for any member hospitalized this year.

I want to thank Illa Adams for serving as Vice President of the group for MANY years! She has filled in for many other officer positions as needed. Our super sub! Other officers continue in their positions for next year. They are; Mary Carter; Secretary, Jane Worm, Treasurer and myself as President. The new Vice President will be elected at our November meeting.

Respectfully submitted,
Joanne Wurtz

Sewing Ministry

Barbara Collins

This past year the Handcrafters have been blessed with several skeins and balls of different colors and weights of yarn donated by thoughtful members of our church. The yarns have been knitted and crocheted into toques (caps), scarves and lap robes for people in wheel chairs around Dubuque. The caps and scarves were mainly given to those in need at *Opening Doors, Rescue Mission* and single *needy recipients* known to the church. The Lap robes were distributed to several retirement and rehabilitation facilities around Dubuque.

This next year brings some added recipients and new ideas for our devoted group of Handcrafters. Prayer shawls, other knitted or crochet items plus stuffed toys and simple dresses from scrap materials are being considered.

Donations of yarns, tools, ideas for handcrafts as well as participants are always welcome. We meet together once a month (the third Tuesday morning at 10 AM in the church social hall) where we work on projects, compare notes on patterns, stitches, possible new recipients, and always fun chit-chat with coffee.

Respectfully submitted,
Barbara Collins

Spruce Up Wayne Collins

A sampling of works done:

- Swept up wiring bits from the bell tower floor.
- Mounted new paper towel holders in kitchen and coffee bar areas.
- Adjusted door latch on N.E Exit door from Social Hall.
- Painted offices and other walls.
- Painted a yellow stripe on front door step.
- Stained scratches on bell tower storage room door.
- Repaired a black plastic chair
- Set up concrete bench in columbarium courtyard.
- Straightened hinges on music closet bi-fold door.
- Fixed problems with telephones
- Moved a picture to hide an old electric box.
- Drank coffee and soda-pop
- New "spruce green" hats were given to the guys
- Hung a new mirror on the pastor's door
- Caulked nail/screw picture hanger holes in lower hall.
- Insulated gap between floor and brick wall in bell tower.
- Tested emergency lights
- Cleaned air filter for organ blower intake
- Modified furnace exhaust pipes to keep away from plants.

- Programmed thermostats
- Replaced old incandescent lights with LED, day/night units
- Painted kitchen door.
- Adjusted/tightened kitchen cupboard door hinges.
- Replaced broken hinges.
- Repaired broken chairs.
- Dismantled and removed the Christmas Tree; swept up needles, vacuumed
- Carpets, removed the big wreath to its storage crate.
- Put new wheels on the blue hand truck. (The bearings were shot in the old ones)
- Put new hinges on one of the music closet bi-fold doors.
- Disposed of old paint cans, and stuff from the paint closet. Organized to rest.
- Recycled the old bronze nameplates and screws from the columbarium.
- Removed hair/fibers/dirt from the wheel of the two older kitchen carts.
- Cleared storm drain outside kitchen door, removed snow and ice to speed melting.
- Hung pictures/artworks on 2nd & 3rd floor hall walls.
- Hung all the confirmation class photos in 1st floor hall.
- Scattered snow piles in parking lot to speed melting.
- Installed two new pulpit and lectern microphone wiring outlets.
- Tightened a front door crash bar that had come loose.
- Installed a water fountain in the columbarium courtyard.
- Brushed & washed dirt splatter off the Ed Bldg. wall bricks.
- Mounted a bulletin rack on the wall next to Lillian's office door.
- Stuck a medallion back on one of the altar flower vases.
- Installed an irrigation system for the trees on the courtyard terraces.
- Stained the bench slats with Teak Oil.
- Freed a rusted stuck bottom latch of a front door.
- Replaced weather stripping on that same door.
- Replaced the loose wall outlets in Ed. Bldg. halls.
- Swapped the wood slats of the second bench in the columbarium courtyard.
- Swept up brick and stone bits, cigarette butts, leaves, etc. around the buildings.
- Trimmed bushes bagged the trimmings for disposal.
- "Round-Upped" weeds.
- Started wiring to add a light fixture at the dark end of the dungeon.
- Hung a white board on wall of front classroom, 2nd floor.
- Studied means to brighten the sanctuary with "hotter" bulbs in the can lights.
- Cleaned the top and side surfaces of the older columbarium.

The Spruce-Up Crew: Mike Chase, Wayne Collins, Bill Knight, Owen Leeser, Randy Lyon, Bill Miller, Joe Pieper, Paul Porter, Dick Worm.

2020 Proposed Annual Budget

First Congregational UCC Budget	2018 Actual	2019 Proposed	2019 YTD through 10/31/19	2020 Proposed
TOTAL INCOME	<u>432,253.00</u>	<u>505,077.00</u>	<u>391,903.00</u>	<u>460,000.00</u>
PLEDGES & CONTRIBUTIONS				
Pledges & Contributions	315,391.00	364,697.00	280,987.00	330,000.00
Loose Plate Collections	8,151.00	7,000.00	4,540.00	5,000.00
Building and Grounds				200,000.00
GENERAL INTEREST INCOME				
Income	40,000.00	45,000.00	40,000.00	40,000.00
Endowment Interest	36,000.00	50,000.00	36,000.00	47,400.00
Wimmer-Fox Trust	18,000.00	23,000.00	21,500.00	24,000.00
General Interest	1,701.00	2,500.00	1,158.00	1,200.00
Sheppley Interest	2,600.00	2,600.00	2,600.00	2,600.00
Housing Allowance	2,888.00	1,500.00	2,558.00	2,500.00
Community Foundation Endow #1	1,404.00	2,000.00	0.00	2,000.00
Community Foundation Endow #2	758.00	300.00	0.00	300.00
OTHER INCOME				
Parking Lot	5,360.00	6,480.00	2,560.00	5,760.00
MISSION SPECIAL OFFERING				
Sunday School Offering	206.00	0.00	48.00	0.00
Café Donations / Grants	21,918.00	0.00	56,941.00	0.00
Food Mission Offerings	4,732.00	0.00	1,311.00	0.00
Mission Trip	506.00	0.00	3,005.00	0.00
Memorial Fund	2,295.00	0.00	2,508.00	0.00
Maundy Thursday / Habitat	893.00	0.00	583.00	0.00
Ash Wednesday / UCC Pension Fund	411.00	0.00	198.00	0.00
TOTAL EXPENSES				\$460,000.00
MISSIONS	<u>92,882.00</u>	<u>101,532.00</u>	<u>96,731.00</u>	<u>57,530.00</u>
UCC TOTAL	<u>70,000.00</u>	<u>50,528.00</u>	<u>42,106.00</u>	<u>20,150.00</u>
UCC OCWM Iowa	35,000.00	50,528.00		
UCC OCWM National	35,000.00	0.00		
UCC One Great Hour of Sharing	0.00	0.00		
UCC Strengthen The Church	0.00	0.00		
UCC Neighbors In Need	0.00	0.00		
UCC Christmas Fund	0.00	0.00		
Local, National, Global Non UCC Missio	22,032.00	50,154.00	54,625.00	37,380.00

2020 Proposed Annual Budget

First Congregational UCC Budget	2018 Actual	2019 Proposed	2019 YTD through 10/31/19	2020 Proposed
STAFF TOTAL WAGES & WITHHOLDINGS	<u>273,763.00</u>	<u>294,100.00</u>	<u>241,571.00</u>	<u>289,785.00</u>
Senior Pastor Total Wages	<u>138,751.00</u>	<u>139,132.00</u>	<u>113,185.00</u>	<u>142,119.00</u>
Payroll (Wages & Withholdings)	71,459.00	73,577.00	59,210.00	75,417.00
Cell Phone	1,803.00	1,800.00	1,661.00	1,800.00
Cont. Education / Prof. Expenses	7,485.00	7,500.00	5,808.00	7,500.00
FICA Reimbursement	5,120.00	5,772.00	4,634.00	5,772.00
Health & Disability Ins.	14,489.00	10,070.00	8,052.00	10,070.00
Housing Allowance	22,406.00	23,337.00	18,781.00	23,921.00
Mileage Reimbursement	4,165.00	3,000.00	3,007.00	3,000.00
UCC Pension	11,824.00	14,076.00	12,032.00	14,639.00
Office Administrator Total Wages	<u>40,703.00</u>	<u>42,255.00</u>	<u>34,402.00</u>	<u>43,841.00</u>
Payroll (Wages & Withholdings)	38,103.00	39,655.00	31,902.00	41,241.00
Cell Phone	600.00	600.00	500.00	600.00
Pension	2,000.00	2,000.00	2,000.00	2,000.00
Custodian Total Wages	<u>18,426.00</u>	<u>22,783.00</u>	<u>14,933.00</u>	<u>18,450.00</u>
Payroll (Wages & Withholdings)	18,426.00	22,783.00	14,933.00	18,450.00
Pastoral Associate / Visitor Total	<u>7,262.00</u>	<u>35,300.00</u>	<u>26,715.00</u>	<u>34,575.00</u>
Payroll (Wages & Withholdings)	7,154.00	31,000.00	25,039.00	31,775.00
Cont. Education	0.00	1,000.00	1,000.00	1,000.00
Cell Phone	50.00	300.00	225.00	300.00
Mileage Reimbursement	8.00	2,000.00	208.00	500.00
Professional Expenses	50.00	1,000.00	243.00	1,000.00
Organist Total Wages	<u>13,945.00</u>	<u>12,500.00</u>	<u>10,060.00</u>	<u>12,500.00</u>
Payroll (Wages & Withholdings)	13,945.00	12,500.00	10,060.00	12,500.00
Music Director / Chancel, Bell, Cherub Choirs Total Wages	<u>12,978.00</u>	<u>13,500.00</u>	<u>9,603.00</u>	<u>13,500.00</u>
Payroll (Wages & Withholdings)	12,978.00	13,500.00	9,603.00	13,500.00
Youth Choir / Youth Bells / Soloist / Section Leader Total Wages	<u>6,399.00</u>	<u>8,000.00</u>	<u>4,939.00</u>	<u>8,000.00</u>
Payroll (Wages & Withholdings)	6,399.00	8,000.00	4,939.00	8,000.00

2020 Proposed Annual Budget

First Congregational UCC Budget	2018 Actual	2019 Proposed	2019 YTD through 10/31/19	2020 Proposed
Youth Ministry Associate Total	<u>3,070.00</u>	<u>3,400.00</u>	<u>1,480.00</u>	<u>2,500.00</u>
Payroll (Wages & Withholdings)	3,070.00	3,400.00	1,480.00	2,500.00
Nursery Coordinator Total Wages	<u>0.00</u>	<u>5,112.00</u>	<u>2,958.00</u>	<u>3,500.00</u>
Payroll (Wages & Withholdings)	0.00	5,112.00	2,958.00	5,112.00
Nursery Staff Total Wages	<u>5,950.00</u>	<u>3,538.00</u>	<u>1,934.00</u>	<u>2,500.00</u>
Payroll (Wages & Withholdings)	5,950.00	3,538.00	1,934.00	2,500.00
Meal Coordinator Wages Total	<u>3,047.00</u>	<u>7,500.00</u>	<u>7,508.00</u>	<u>7,500.00</u>
Payroll (Wages & Withholdings)	3,047.00	7,500.00	7,508.00	7,500.00
Video Recorder Wages Total	<u>652.00</u>	<u>1,080.00</u>	<u>762.00</u>	<u>800.00</u>
Payroll (Wages & Withholdings)	652.00	1,080.00	762.00	800.00
TOTAL	<u>3,050.00</u>	<u>4,100.00</u>	<u>1,625.00</u>	<u>2,425.00</u>
Professional Guest Musicians	1,550.00	2,000.00	0.00	1,000.00
Guest Preacher	550.00	500.00	500.00	250.00
Organist Substitute	250.00	600.00	125.00	375.00
Guest Speakers	700.00	1,000.00	1,000.00	800.00
ADMINISTRATION TOTAL	<u>13,589.00</u>	<u>14,860.00</u>	<u>14,801.00</u>	<u>14,710.00</u>
Office Expenses & Supplies	7,256.00	8,000.00	7,573.00	7,000.00
Promotion & Advertising	3,695.00	4,000.00	3,701.00	4,000.00
Payroll Processing	2,220.00	2,160.00	2,004.00	2,160.00
Postage	418.00	700.00	673.00	700.00
Eastern Iowa UCC Dues	850.00	850.00	850.00	850.00
FACILITIES TOTAL	<u>56,415.00</u>	<u>52,650.00</u>	<u>49,238.00</u>	<u>53,650.00</u>
Insurance	15,510.00	14,000.00	11,504.00	14,000.00
Electric	13,368.00	14,000.00	10,628.00	14,000.00
Gas	5,685.00	8,000.00	7,198.00	8,000.00
Maintenance Supplies	7,617.00	1,500.00	2,517.00	1,500.00
Internet, Website, Telephones	2,523.00	2,800.00	2,275.00	2,800.00
Snow Removal	2,350.00	3,000.00	3,625.00	3,500.00
Computers/Software updates	1,043.00	1,000.00	857.00	1,000.00
Water	2,090.00	1,400.00	1,874.00	2,000.00
Office/Building Equipment	2,565.00	2,400.00	4,256.00	2,400.00
Custodial Supplies	1,488.00	1,100.00	1,189.00	1,100.00
Instrument Tuning	0.00	1,100.00	1,282.00	1,000.00

2020 Proposed Annual Budget

Parking Lot Taxes	590.00	350.00	850.00	850.00
Annual Inspections	1,586.00	2,000.00	1,183.00	1,500.00
BUILDING IMPROVEMENTS & UNEXPECTED CAPITAL REPAIRS			14,848.00	<u>213,000.00</u>
Capital Improvements from Endowment				200,000.00
Maintenance & Repairs			14,848.00	13,000.00
COMMITTEES TOTAL	<u>19,695.00</u>	<u>22,800.00</u>	<u>20,605.00</u>	<u>19,550.00</u>
Faith Formation	11,627.00	10,500.00	8,157.00	9,000.00
Church Life	2,455.00	4,300.00	4,606.00	4,000.00
Music	2,244.00	2,000.00	1,999.00	1,800.00
Deacons	869.00	3,500.00	3,343.00	3,500.00
Seminary Scholarship	2,500.00	2,500.00	2,500.00	1,250.00
EVENTS TOTAL	<u>11,654.00</u>	<u>8,400.00</u>	<u>11,184.00</u>	<u>9,350.00</u>
Hospitality	10,648.00	8,000.00	11,024.00	9,000.00
Member Expenses Meetings	706.00	300.00	160.00	300.00
Safe Church	300.00	100.00	0.00	50.00
TOTAL ORDINARY INCOME	<u>432,459.00</u>	<u>505,077.00</u>	<u>6,187.00</u>	<u>460,000.00</u>
TOTAL EXPENSES	<u>469,215.00</u>		<u>503,693.00</u>	<u>460,000.00</u>
TOTAL NET INCOME	-36,756.00		6,187.00	0.00

First Congregational United Church of Christ
Balance Sheet

	<u>12/31/18</u>	<u>2019 to 10/31/19</u>
Assets		
Checking Account	\$55,262.41	\$8,548.73
Money Market Account	\$119,377.03	\$80,126.03
Café Savings Account	<u>\$0.00</u>	<u>\$46,663.29</u>
Total Checking/Savings	\$174,639.44	\$135,338.05
Other Current Assets		
Community Foundation Endowment #1	\$15,026.00	\$17,027.00
Community Foundation Endowment #2	\$9,279.28	\$10,441.00
Endowment Fund	\$816,556.00	\$887,201.00
General Trust Fund	\$49,500.00	\$53,927.00
Housing Allowance Fund	\$70,000.00	\$70,000.00
Shepley Fund	\$64,867.00	\$70,684.00
Wimmer-Fox Fund	\$509,435.00	\$516,836.00
Daniel Humphry/Wilkinson Foundation	<u>\$903,500.00</u>	<u>\$903,500.00</u>
Total Other Assets	\$2,438,163.28	\$2,529,616.00
Fixed Assets		
Elevator/Accessibility Project	\$603,538.01	\$603,538.01
Pledges Accessibility Project	<u>-\$543,983.43</u>	<u>-\$584,258.79</u>
Total Elevator/Accessibility Project	\$59,554.58	\$19,279.22
TOTAL ASSETS	<u>\$2,672,357.30</u>	<u>\$2,684,233.27</u>
LIABILITIES & EQUITY		
Prepaid Pledges & Accrued Expenses	\$39,353.85	\$20,017.69
Allocated Money Market Reserves		
Building & Capital Fund	\$7,235.60	\$0.00
Café Reserves	\$13,067.80	\$0.00
Columbarium Fund	\$15,774.35	\$308.67
Memorial Fund	\$2,895.08	\$3,772.01
Organ Restoration	\$64,005.10	\$62,593.25
Scholarship Fund	\$7,213.21	\$4,266.21
Schweitzer Courtyard Fund	<u>\$9,185.89</u>	<u>\$9,185.89</u>
Total Money Market Account Reserves	\$119,377.03	\$80,126.03
TOTAL LIABILITIES		
Net Income	-\$57,530.65	\$6,187.20
Accumulated Surplus	<u>\$2,571,157.07</u>	<u>\$2,577,902.35</u>
Total Equity	\$2,513,626.42	\$2,584,089.55
TOTAL LIABILITIES & EQUITY	<u>\$2,672,357.30</u>	<u>\$2,684,233.27</u>