

2022 ANNUAL REPORT



1st
Congregational Church
DUBUQUE, IOWA
1stcongucc.org

A Church with a Heart for the City

1st CONGREGATIONAL
UNITED CHURCH OF CHRIST

255 West 10th Street

Dubuque, IA

52001



Annual Meeting Agenda

First Congregational United Church of Christ

Sunday, November 13, 2022 10:45 AM

Travis Nelson, Moderator

Jeff Mozena, Vice Moderator

WE ENCOURAGE ANYONE WHO HAS QUESTIONS OR CONCERNS REGARDING ANY AGENDA ITEMS TO SUBMIT THEM TO THE CHURCH OFFICE IN ADVANCE OF THE MEETING, SO WE CAN BE EXPEDITIOUS AND EFFICIENT WITH OUR TIME TOGETHER.

1. Call to Order Travis Nelson, Moderator
2. Action on the Minutes of the November 14, 2021 Annual Congregational Meeting
3. Church Clerk Report and -see attached
4. Old Business—Please submit any action items in advance of the meeting
5. New Business
 - a. Moderator Report-see attached Travis Nelson, Moderator
 - b. Reports of Boards and Committees, see attached Travis Nelson, Moderator
 - c. Nominating Report and slate of nominees for 2023 Travis Nelson, Moderator
 - d. Search Committee Update Travis Nelson, Moderator, Co-Chair Search Committee
Mary Weck, Co-Chair Search Committee
 - e. Building Update Merle Santjer, Chair of Trustees
Mike Stickley, Vice Chair of Trustees
 - h. Presentation of 2023 Budget Merle Santjer, Chair of Trustees
6. Closing Prayer Merle Santjer, Chair of Trustees
7. Adjourn

MINUTES OF THE 2021 ANNUAL MEETING

November 14, 2021

The Annual Meeting of First Congregational UCC, Dubuque, Iowa, was held in the church sanctuary on November 14, 2021, following the 9:30 a.m. worship service.

Moderator Josh Weidemann called the meeting to order at 10:28 a.m. A required quorum of 37 members was met with 55 members in attendance.

Otto Krueger moved that the minutes of the November 15, 2020, Annual Meeting found on pp. 2-3 of the Annual Report be accepted as submitted. Following a second by Barb Collins, the motion passed.

Moderator Josh Weidemann pointed out the Church Clerk's report on pp. 3-4 in the Annual Report. There were no questions.

Old Business: No Old Business.

New Business:

- a. Moderator Josh Weidemann pointed out that the Moderator's Report is attached to the Annual Report on pp. 5-6.
- b. Reports of Boards and Committees – Josh pointed out these reports in the Annual Report on pp. 8-16. There were no questions.
- c. Nominating Report – Josh presented the list of nominations for 2022 found on p. 17 of the Annual Report. There were no additional nominations and no questions. Phil Ruppel made a motion to accept the report. Following a second by Karen Steele, the motion passed.
- d. Josh drew attention to the Church Organization Chart on p. 18 and the 2022 Church Administration Schedule (subject to change) on p. 19.
- e. Josh presented the proposed church 2021 by-laws changes found on pp. 20-39 with red-line changes and a “clean” version in the report. Some language did not translate. There is a corrected, attached version.

*Karen Steele questioned why delegates to the Iowa UCC annual meetings and to the Eastern Iowa Association meeting should fall under two separate committees – Deacons and Missions. The by-laws should be corrected to reflect that all delegates should fall under the Board of Missions and Social Concerns.

*Changes in by-laws language will formalize what is already in practice and make us officially a UCC church that is “Open and Affirming.”

*Merle Santjer explained that the Trustees now will have subcommittees – HR, buildings and grounds, and finance. The HR subcommittee (currently, Steve Felsted, Jeff Mozena, and Merle) will review staff job descriptions.

*Sharon Sinton questioned moving pastoral oversight from Deacons to HR. She also questioned who would be responsible for pulpit supply – that will be the responsibility of the Executive Team.

Bill Ross made a motion to accept the 2021 by-laws revision. Following a second by Chuck Harris, the motion passed. Bill emotionally expressed great appreciation for the efforts that have moved us to be officially listed as Open and Affirming with the UCC. He reminded us that it's been a long journey – started by his wife Nancy 20 years ago when the church voted to become “Open and Welcoming” to all.

- f. Merle Santjer presented the new Investment Policy found on pp. 40-45. He indicated we have never had a formal policy on how to manage current and future donations. The investment policy has been written in “donor language” and will outline and provide guidance going into the future. Following a motion by Sarah Ortmann and a second by Chuck Harris, the motion passed.
- g. George Davis, Treasure, presented the 2022 budget found in the Annual Report on pp. 46-48. The \$478,580 budget is a balanced budget. George reported that we are in a very strong financial position thanks in part to the two PPL forgivable loans and the generous support of the congregation. Over all our investments are up. Our current pledge commitment is 5% ahead of where we were last year.

*Mark Sinton asked why the actual 2021 numbers were not reflected in the printed report. George didn't know why the omission occurred but said “we are \$75,000 to the good in actual activity through Oct. 31.” Mark questioned the apparent shortfall of pledges but was assured that some do not pledge but give and those that use electronic deductions often don't fill out a pledge card but also give.

Following a motion by Karen Steele and a second by Danny Sprank, the congregation approved the 2022 budget.

Rev. Dr. Lillian Daniel offered a closing benediction.

Following a motion by Kirsten Weidemann, a second by Dick Steele, and approval by the congregation, the 2021 Annual Meeting was adjourned at 10:58 a.m.

Respectfully submitted,
Connie Cherba, Church Clerk

ANNUAL REPORT OF THE CHURCH CLERK

Membership – 11/14/2021 Adjusted by Deacons	361
New members	9
Deaths	5
Transfers/Resignations	19
Removed by Deacons	5
Total membership – October 31, 2022	341

NEW MEMBERS (9)

Kenneth Feeney	Amy Bertsch	Brooks Bertsch
Calla Blaine	Belle Ketchum	Michael Powers
Helena Sinton	Drew Weidemann	Jill Heitzman

MEMBERS LOST THROUGH DEATH (5)

Illa Kay Adams (78) d. 12/28/2021	Wyman W. Barnes (77) d. 4/20/2022
Robert H. Pelelo (54) d. 6/18/2022	Marjorie C. Mohr (89) d. 7/13/2022
Colleen N. O'Hare (68) d. 8/11/2022	

TRANSFERS AND RESIGNATIONS OF MEMBERSHIP (19)

Mel Tone	Kirsten (Tone) Kelley	Darren Kelley
Clay Ketchum	Marcy Armstrong	Michael Armstrong
Mikaela Armstrong	Nathan Armstrong	Kelly Howard
Jason Howard	James Blaine	Robert Besch
Marsha Besch	David Deifell	Elizabeth Deifell
Madilyn Deifell	Rev. Dr. Lillian Daniel	Robert Eager
Rosemary Eager		

REMOVED BY THE DEACONS (5)

Ashley Garcia-Rondon	Mercedes Garcia-Rondon	Heather Hackett
John Hackett Jr.	Cindy Lewis	

BAPTISMS (2)

04/10/2022	Brody Ray Bertsch	(Born 10/01/2021)
04/24/2022	Helena Sinton	(Born 02/19/2007)

WEDDINGS (2)

07/24/2022	Jill Heitzman and Fred Freebolin
09/24/2022	Rachel Hefel and Andrew Kintzinger

CHURCH COUNCIL MEETINGS FOR 2023

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 will meet at 5:30PM in 2023 on:

February 6

May 1

August 7

October 30

MODERATOR REPORT

Travis Nelson

“The church’s one foundation/Is Jesus Christ our Lord.” In preparing this moderator report, I have been thinking a lot about foundations. The north wall of our church building, for instance, may be weak. But the foundation remains strong, and our relocation will be temporary. Similarly, the loss of our senior pastor this year was a blow. But this too is temporary, and it is very clear to me that the spiritual foundation of our congregation is also strong.

Difficulties like the ones we’ve faced this year can be clarifying. In this case, I think they’ve shown how strong we are. We have a congregation full of people who are generous of time, generous of spirit, and generous of funds. Both staff and non-staff have stepped up in remarkable ways to support our church, support our community, and support each other. This is truly appreciated and shows again how foundationally strong we are.

Yes, we have work to do. We have a church building to repair and a capital campaign to organize. We have to continue rebuilding our youth and other programming after not just the disruptive events of this past year but the global pandemic that preceded it. We have to restart our Café ministry and continue to care for our neighbors near and far. And we have to identify the senior pastor who will lead us in the next stages of our spiritual journey.

This may seem like a lot. But I know we have the foundations to handle a lot. I feel incredibly grateful to have each and every one of you as a part of my church family, and I’m so excited to see what the year ahead has in store for us.

I will close this report with a verse from Psalms. Specifically Psalms 143:10. This is the verse that the Search Committee chose to include in our church profile because it spoke to us and we hoped it might speak for our future senior pastor. Seems appropriate here as well. “Teach me to do your will, for you are my God; May your good Spirit lead me on level ground.”

Respectfully submitted,
Travis Nelson

ASSOCIATE PASTOR REPORT

Kaity Kemp

This has certainly been a year full of twists and turns and unexpected challenges! As I am reflecting back on the year, I am amazed by everything we have been through and how resilient we are as a congregation. As this year began, we were still taking our first steps out of existing in an active pandemic and trying to rebuild after several years of Covid 19 restrictions. Just as it was starting to feel like we were getting our footing, we learned that the north wall was unstable and that our sanctuary was condemned!

Though this was certainly a difficult situation, our congregation didn't miss a beat. We joined with our neighbors at St. Lukes and then found a temporary home at Steeple Square. We began worshiping in the opulent and beautiful sanctuary space, however the magnificence of the space did not make up for the poor sound quality of the space. We have relocated worship to a cozy conference room in the basement of Steeple Square where everyone can hear what is going on. What the future holds in regards to our sanctuary and worship locations is not exactly clear. However, we are taking things one step at a time and appreciating each Sunday we are able to worship and fellowship with one another.

In February, we learned the bittersweet news that our Senior Pastor, Rev. Dr. Lillian Daniel, had felt the call of the Holy Spirit to take on the role of UCC Conference Minister for the state of Michigan. We were sad to see her go but also rejoiced with her on this new and exciting opportunity to grow in her Ministry and God's call for her vocation. As we prepared for her departure, I took the steps necessary to acquire authorized Lay Ministerial Standing and agreed to serve this congregation as the search began for a new Senior pastor. I have learned so much and been received so warmly by our congregation. It has truly been amazing to have the opportunity to follow this calling, learning and growing in my role as Associate Pastor.

Because of the logistical talents of our Church Business Manager Nikki Ketchum and the hard work of our custodian Tom Bodnar, we have been able to continue to hold our Wednesday night programming in the education wing of our building. We moved the family supper to one of the upstairs classrooms and transformed another classroom to accommodate Kids Club. This programming year, our older youth were thrilled to have the use of their youth room again. One of the highlights of the year was our older youth event at Offshore Resort. It may have rained but fun was had by all! We look forward to scheduling an event for the younger youth. We are also blessed to have Kirsten Weidemann on staff running Kids Club and Andrew and Rachel Kitzinger back as our youth ministers. We bid farewell to Hannah Von Mulert and wished her Godspeed, and we immediately put our new member and accomplished musician Jill Freebolin to work as our new choir director! Joanne Wright continues to be our music director and we are blessed by their gifts as well as the gifts of our talented choir and musicians every Sunday.

This year may not have gone as planned or maybe as we had originally hoped, however if the past few years have taught us anything, it is that our plans are really an illusion. God, however, will always be working through the plans that we have made and the plans that have been broken. God will always show up, as we have seen this past year, sometimes it is in the most unexpected ways.

Respectfully submitted, Kaity Kemp, Associate Pastor

BOARD OF TRUSTEES REPORT

Merle Santjer

Thanks to the “pillars from the past”, your vision for the future has kept us strong! As I reflect on the year to date of 2022, I can only be thankful for our members and leaders of the congregation over the past decades. The current Trustees and congregation members are grateful for your dedication to our church's mission to be a “Church with a heart of the City”. The following is a summary of the Trustees work for the congregation so far in 2022:

January- Breakdown of Trustees to serve on sub-committees: Building and Grounds, Human Resources and Financial. The purpose of these subcommittee is to improve discussion and decision making and recommendations to the trustees. Approval of construction management with Gronen Restoration was signed.

February- Review of possible changes in church worship location due to North wall condition/repairs needed. Contract with Berghaus Pipe Organs reviewed and signed. Church social room to be primary backup for worship. Senior Pastor Lillian informed Trustees of her decision to become UCC Conference Minister of Michigan.

March- Reviewed transition paperwork for Senior Pastor Lillian Daniel. Reviewed Origin contract as to completion of all work and discussion of contract with WJE out of Chicago.

April-Discussion on moving to Steeple Square for temporary worship location. Reviewed timeline of WJE contract: Phase 1-Investigation Stage, Phase 2- Preparation of documents, Phase 3- Construction period. Shared copies of separation agreement, transitional organizational chart and new job description for Pastoral Associate Kaity Kemp. All documents agreed upon and approved. Reviewed plans for farewell reception for Senior Pastor Lillian Daniel. The Search Committee provided an update.

May-Review of work and contracts: Berghaus Pipe Organs, Bovard Windows, WJE, Gronen, all contracts approved. Search committee provided an update. Future Capital Campaign discussion once we have a report from WJE on north wall repair costs.

July- Reviewed staff reports on the need to increase Pastor Kaity’s hours up to 30-40 a week, Jill Heitzman was hired to replace Hannah von Mulert as Choir Director. Review of reports by WJE and Gronen on the North Wall project. Search Committee update. HR Subcommittee: reviews scheduled for Nikki and Pastor Kaity as well as job descriptions reviewed and updated.

September- Pastor Kaity provided an update on her work as pastor. WJE report reviewed. Trustees appreciate the thoroughness of the report. Search Committee update. Financials: Sub committee met to work on 2023 proposed budget. **God has a bigger plan for our church, than we might currently have.**

October North wall update reviewed on stabilization report provided by WJE to Gronen with an implementation stabilization plan yet this Fall. WJE working on project bid/repair documents. Reviews and job descriptions update from HR subcommittee. Approved draft of 2023 budget.

A personal Thank you to fellow trustees, Pastor Kaity Kemp, Church Business Manager Nikki Ketchum and all church staff for your dedication and unwavering service to the church in 2022. Our congregation is blessed with your daily work. As trustees, we continue to manage the mission of the church., Thanks to our congregation for generous and faithful financial support.

**As Steve Felsted, member of Trustees stated during his mission moment to our congregation..
Our North Wall may be weak but our church is strong!**

Blessings,
Merle Santjer, Chair of Trustees

BOARD OF DEACONS
Jacqueline Burnett, Chair

With a trinitarian approach to how we serve the congregation, the Deacons have focused on hospitality toward worshippers, shepherding members of the congregation, and preparing our worship space.

Since Lillian's departure, we felt an even greater need to model and offer deeper spiritual care. We began with our own spiritual practice of prayer with and for each other. While this has been a personal challenge for each of us, we have offered and received grace as we improve. This helped us extend ourselves to offer communion to those who cannot leave their homes to receive communion.

Because of the building issues, it was a challenge to rethink the how and where of worship on short notice, and we have felt the joy and frustration of worshipping at Steeple Square. We continue to work out the logistics of communion, sound issues, and ways to provide meaningful worship experiences. We are grateful for all the extra work our staff has taken on, in order to keep our church vital.

How blessed we are to have Kaity Kemp step up as our Associate Pastor. God has found a way for her to explore discernment of her call to ministry, and we will continue to be supportive to Kaity as she works toward ordination.

Respectfully submitted,
Jacqueline Burnett, Chair

BOARD OF MISSIONS & SOCIAL CONCERNS

Melissa Ellis, Co-Chair

It seems our ability to face adversity is being tested once again in 2022! As Covid-19 is still a daily concern in our community so too is the safety of our church home. The lack of structural integrity our north wall has again made us adapt our mission to our current environment. As another year comes to close, we learned to adapt to the challenges we've faced to meet our goals and be thankful for all that has been achieved.

Given the challenges we've all faced, our goal for 2022 was to continue to support our local, national, and international missions. As we have learned over the last few years, the only thing we can count it is unpredictable. Therefore, the Board of Missions voted unanimously to assess our budget and giving periodically throughout the year. We felt this would give us the ability to continue to support those organizations that we have in the past, but also have the flexibility to support needs that arise as the year progresses.

Because of the safety concerns surrounding our building the Café Ministry has been put on hold, but we continue to financially support those organizations that have stepped in to help our guests get a hot meal on Thursday evenings. As this was our biggest outlet for the Hygiene Pantry, we have been working to find other outlets to continue with this mission.

Locally, we continue to give financial support to St. Stephen's Food Bank, DBQ Food Pantry, St. Mark's Youth Enrichment and the Dubuque Rescue Mission. Our generous congregation also brought many, many pounds of carrots to support the Food Pantry request for the Easter season. We've also donated a large quantity of winter socks and gloves to both the Rescue Mission and Resources Unite. This will help keep toes warm over the cold Iowa winter!

Angie's DayCare sent an application directly to the Mission Board requesting daycare specifically children's dinnerware, a small pantry for snacks and non-perishable food, highchairs, diapers, and clothes. This center assists low income children, several that are in the department of human services care due to neglect. The board was able to meet all their requests and intends to continue to support them by having a snack drive – "Treats for Tots" - to stock the pantry.

We were able to support regional needs by contributing to Mobile Independent, a group that refurbishes electric mobility chairs and provides them with the hope that they will be returned to the group to be put back in service when they are done using them. Along with Mobile Independent, we supported Afghan refugees in Platteville, WI where our support helped set up the refugees with housing, employment and schooling so they can be active and engaged members of their community. We also assisted a very special family that lost their entire home in a fire by providing much needed household staples and items for their four children.

On the global front we voted to support Zambia Foundation, which helps schools and teachers with providing tools and resources for children to learn in a safe setting.

Annually, we look at how to share our gift allocations between local, national and global. We adapt these allocations as needs change. This year we continued to support the Church's Wider Mission (OCWM) with both Iowa and National Conference support. Member Emergency Fund and the remaining amount of \$27,400 remaining funds to be used locally, nationally and globally, below is the list of 2022 allocations:

LOCAL

Cafe \$1,000	St. Mark's Youth Enrichment \$1,175
DACU (DBQ Area Congregations) \$365	St.Stephen's Food Bank \$1,500
Dubuque Food Pantry \$1,000	Teresa Shelter \$500
Dubuque Rescue Mission \$4,000	Western DBQ Thanksgiving Meals \$1,400
Dubuque Pride \$2,000	
Hygiene Pantry \$2,354	

REGIONAL/NATIONAL

Afghan Refugees \$2,500	UCC Hurricane Ian \$2,100
Angie' Day Care \$1,500	UCC OCWM \$11,000
Mobile Independant \$1,000	
Petosi Fire Family \$1,000	

INTERNATIONAL

Zambia Scholarship Fund \$2,000

The gifts of this generous congregation have continued to allow us to support the charities and non-profit organizations locally, nationally, and abroad. We are looking forward to the year ahead to ways we can continue supporting all our neighbors in need.

Respectfully Submitted,
Melissa Ellis, Co-Chair

CRADLE ROLL

Nancy Kenney

One baby was added to the Cradle Roll this year: Brody Ray Bertsch born on October 10, 2021 and baptized on April 10, 2022.

A greeting card, Cradle Roll Certificate and personalized cross-stitch sampler in a wooden frame were presented to the parents of each at the time of their Baptisms. Special thanks to Greg Hutchinson for supplying the frames. The samplers were done by the chairperson.

Respectfully submitted,
Nancy Kenney, Chair

CAFE COMMITTEE

Sarah Ortmann

The Café Ministry faced many challenges in the past year. In November of 2021, our Café coordinator Nikki Ketchum had to reduce her duties after emergency surgery on her neck and spine making her unable to do several tasks. Tami Ryan stepped up and jumped in to fill these duties and take on the lead role of our meal going forward with assistance from Nikki Ketchum.

An engineering company was hired to inspect our North wall and found structural problems. The firm deemed the social room and kitchen unsafe for our volunteers and guests. The Café Ministry team was able to make some fast changes, the committee members began to cook at Tami's home and other preparations and bagging were done in the lower level in the church building as we switched to giving to-go meals from March 10 to June 9.

Once the engineers asked that we not be in the social room or kitchen, we were left with no option but to suspend Cafe meal at our location. The Dubuque Rescue Mission immediately stepped up and began serving the Thursday night meal in our place until we are able to return.

The Café Ministry continues to provide financial support for the program as well as encouraging our volunteers to assist at the mission during this time. Once we are able to have access to the kitchen and social room, we will return to cooking and serving our biggest mission. We deeply miss our guests, our volunteers and serving to all our neighbors in need.

The Café Committee consists of the following dedicated members: Tami Ryan and Nikki Ketchum, Café Coordinators, Diane Heiken, Mary Weck, Shirley Grall, Charlie Daoud, Dan Schumacher, Marty McNamer, Joanne Wurtz and Terry Wilson who has served on the committee since the beginning 28 years ago!

We also continue to have several other dedicated members and community volunteers that assist on a regular basis who we could not do our mission without their dedication that will return with us.

Respectfully submitted,
Sarah Ortmann, Chair

COYOPLE GROUP

Joanne Wurtz

Coyople met ten months this last year. We enjoyed hearing Connie Cherba's program about "Saving Monarchs-One Butterfly at a Time" in November. December 9, we met at Catfish Charlies and heard a program by Barb O'Hea on the Crescent Community Health Center. Our January 20th meeting was canceled due to bitter cold temperatures. In February, we met at Applewood 4 Apartments, where Randy Lyon gave his program; "Genealogy-It's All Relative". He came in costume for his presentation! We did not meet in March. On April 21, we met again at Catfish Charlies and enjoyed a

program on our past church women's Easter Bazaars. Members brought items made years ago to display. Everyone enjoyed remembering those times. On May 19 we met at the Mines of Spain for a tour and travel reports from Coyople members. Several have been to Costa Rica and shared their memories. In June, we met in the third floor classroom in our Education Wing where Merle Santjer gave an update on our north wall repairs and then Connie Cherba gave the program ; "What's in the Archives?" The Dubuque Arboretum porch was the site of our July meeting. Jenna Hirtz, Arboretum Director, gave the program. We met again in the third floor classroom of the Education wing in August to hear a program given by Jolene Koopman on the Caregiver Resource Center at Stonehill. September found us at Cloie Creek Park in Asbury. Our program was given by Captain Steve Radloff, from the Dubuque Police Department, on the bicycle police and school resource officers. In October, we went to Breitbach's Country Dining in Balltown.

We voted to donate any money for hospitalizations to the church's north wall repair fund. Sadly, we lost long time member Illa Adams in December and gave a memorial. Illa was vice president for years and was always an active member of Coyople. Joanne (President), Barb Collins, (Vice -president) and Jane Worm (Treasurer) remained as officers. Mary Carter retired as secretary and we thank her for the many minutes she wrote! Karen Steele is our new secretary.

Respectfully submitted,
Joanne Wurtz

SPRUCE UP
Wayne Collins

- Replaced damaged lamp socket in kitchen exhaust hood.
- Installed a new electric outlet to power a new freezer for the kitchen
- Put all new LED bulbs in the 10 globes on the 2 sidewalk post lamps; so they are all the same color and brightness. Changed out various dead light bulbs, picked up trash outside
- Assisted plumber fixing a cracked length of drain pipe in the furnace room. Fixed a faucet in 3rd floor classroom.
- Disposed of a number of old lamp globes that were stored in the dungeon. but no longer usable.
- Replaced the outside light at 2nd floor courtyard door with a dusk-dawn LED light. Replaced a failed motion sensor in the mens room.
- Mounted brackets on wall in 2nd floor front classroom for the new listening assist devices for hearing impaired members.
- Disposed of (recycled) the old brass pew candle holder clamps - Got about \$45 as scrap metal
- Moved and hung an "angels" banner in the 3rd floor music room.

The rest of the year, we've been on hold, waiting for the north wall repair to be done. Some of our guys are no longer able to help. So, we're open for new volunteers.

Respectfully submitted,
Wayne Collins



2023 CHURCH COUNCIL AND BOARD MEMBER NOMINATIONS

Moderator Travis Nelson- * Nominated 2nd, 1 year term
Vice Moderator Jeff Mozena-* Nominated 2nd, 1year term
Church Clerk- Connie Cherba- * Nominated (no term limit)
Treasure- George Davis (2024)
Member at Large- Barb Pfeiler-*Nominated 2nd, 1 term

ALL BOARDS ARE THREE YEAR TERMS

Board of Trustees

Merle Sanjter 2nd term (2024), Chair
Danny Sprank 2nd term (2024)
Mike Stickley 2nd term (2024), Vice Chair
Jeff Szalkowski 1st term (2024)
Tina Sio 1st term (2024)
Bob Wirzbach 1st term (2024)
Steve Felsted 1st term (2025)
Carrie Keller 1st term (2025)
* Susie Cronk, nominated 2nd term (2026)

Board of Deacons

Marie Wright 1st term (2024)
Gary Wilson 1st term (2026)
Jim Gronen 1st term (2025)
Cora Allbaugh 1st term (2025)
CC Acosta 1st term (2025)
Tina Aguilar 1st term (2025)
*Wayne Collins, nominated 2nd term (2026)

Board of Missions and Social Concerns

Jennifer Connolly 2nd term (2024)
Chuck Harris 2nd term (2024)
Patrick Keller, Co-Chair 1st term (2025)
Sarah Ortmann 2nd term (2025)
Nikki Ketchum 2nd term (2025), Co-Chair
*Melissa Ellis- Co- Chair, nominated 2nd term (2026)
*Mary Weck, nominated 1st term (2026)

Faith Formation, Church Life, Chancel and Cafe Committees do not require congregational vote and are unlimited terms and open to new members.



2023 Church Administration Schedule *subject to change*

- Feb 6- Church Council 5:30 PM
- Feb 22- Ash Wednesday Service 7 PM
- Mar 5- All Church Bowling Event
- Apr 2- Palm Sunday
- Apr 6- Maundy Thursday service 7 PM
- Apr 20- Estate and Final Planning Seminar
- May 1- Church Council 5:30 PM
- May 7- Music Appreciation Sunday
- May 17- Last night of programming
- May 21- Parking Lot Worship/church cookout
- July- Staff Reviews
- Aug 7- Church Council 5:30 PM
- Aug 13- Joint worship and community picnic at Arboretum
- Aug 27- Stewardship Moment
- Sept 3- Stewardship Moment
- Sept 7 -Stewardship letter with pledge form and graphs mailed-due Oct 2
- Sept 10- Rally Day
- Sept 13- Fall Programming Starts
- Sept 17- Stewardship Moment
- Sept 20- Budget Team Meeting
- Sept 22- 2nd Stewardship letter mailed
- Sept 24- Stewardship Sunday/Sermon
- Sept 25- Board Nominations due to Church Office
- Oct 2-Pledges Due to Church Office
- Oct 7- American Lady Boat Cruise
- Oct 15-Annual Reports due to Church Office
- Oct 24- Trustees to vote on budget
- Oct 30- Church Council Meeting 5:30 PM Annual Budget Approval
- Nov 2- Annual Report in Newsletter
- Nov 9- Survey Questions/answers in Newsletter
- Nov 12- Annual Meeting

First Congregational of Dubuque UCC
Balance Sheet
As of October 15, 2022

	Oct 15, 22
ASSETS	
Current Assets	
Checking/Savings	
Money Market Account	
Money Market Account - Transfer	-70,000.00
Money Market Account - Other	70,416.77
Total Money Market Account	416.77
Operating Checking Account	21,290.74
Total Checking/Savings	21,707.51
Total Current Assets	21,707.51
Fixed Assets	
2020 Capital Budget	50,633.91
Elevator/Accessibility Project	1,922.54
North Wall Project Costs	477,150.62
Northwall Project Income	-470,292.37
PPP Payroll Loan	45,200.00
Total Fixed Assets	104,614.70
Other Assets	
Investments & Endowed Accounts	
Community Foundation Endow #1	19,753.43
Community Foundation Endow #2	10,828.72
Daniel Humphry Wilkinson Fund	1,035,000.00
Endowment Fund UCE	780,593.93
General Trust Fund UCE	47,541.57
Housing Allowance Fund-Comerst	70,000.00
Sheppley Fund UCE	62,324.92
Wimmer-Fox Fund ATSB	282,074.15
Total Investments & Endowed Accou...	2,308,116.72
Prepaid Insurance	5,217.00
Total Other Assets	2,313,333.72
TOTAL ASSETS	2,439,655.93
LIABILITIES & EQUITY	
Liabilities	64,504.43
Equity	
2020 Capital Investment Gain/(L	64,289.30
2021 Investment Gain & (Loss)	158,174.94
2022 Investment Gain & (Loss)	-494,541.52
Investment Gain/Loss from 2013	501,635.37
Opening Balance Equity	2,185,023.37
Post 2016 Earnings (Loss)	-46,757.10
Net Income	7,327.14
Total Equity	2,375,151.50
TOTAL LIABILITIES & EQUITY	2,439,655.93

First Congregational UCC Budget	2021 Final	2022 Approved Budget	2022 YTD through 09/30/22	2023 Proposed Budget
TOTAL INCOME	\$514,444.00	\$478,580.00	\$335,601.00	\$446,275.00
PLEDGES & CONTRIBUTIONS	\$337,022.00	\$337,500.00	\$223,326.00	\$337,500.00
Pledges & Contributions	\$335,453.00	\$335,000.00	\$219,821.00	\$335,000.00
Loose Plate Collections	\$1,569.00	\$2,500.00	\$3,505.00	\$2,500.00
GENERAL INTEREST INCOME	\$120,943.00	\$132,980.00	\$109,665.00	\$100,775.00
Humphrey-Wilkinsin Foundation Income	\$40,000.00	\$40,000.00	\$40,000.00	\$40,000.00
UCC Endowment Interest	\$46,419.00	\$56,261.00	\$42,513.00	\$42,933.00
Wimmer-Fox Trust	\$25,192.00	\$24,000.00	\$19,237.00	\$10,000.00
General Interest	\$62.00	\$3,427.00	\$1,425.00	\$1,714.00
UCC Sheppley Interest	\$3,635.00	\$4,492.00	\$3,395.00	\$2,615.00
UCC Housing Allowance	\$4,333.00	\$2,500.00	\$2,502.00	\$1,713.00
Community Foundation Endow #1	\$862.00	\$2,000.00	\$540.00	\$1,500.00
Community Foundation Endow #2	\$440.00	\$300.00	\$53.00	\$300.00
OTHER INCOME	\$50,584.00	\$8,100.00	\$2,610.00	\$8,000.00
Parking Lot	\$5,384.00	\$8,100.00	\$2,610.00	\$6,500.00
SBA PPA LOAN	\$45,200.00	-	-	-
Columbarium				\$1,500.00
TOTAL EXPENSES	\$490,375.00	\$478,580.00	\$331,152.25	\$446,275.00
MISSIONS	\$85,354.00	\$50,092.00	\$25,271.00	\$33,991.00
UCC OCWM	\$21,000.00	\$21,000.00	\$6,850.00	\$13,991.00
Board of Missions Discretion	\$64,354.00	\$27,392.00	\$18,421.00	\$20,000.00
STAFF	\$286,833.00	\$315,154.00	\$218,370.00	\$281,169.00
Pastoral Staff Salaries & Benefits	\$150,829.00	\$162,133.00	\$80,114.00	\$143,200.00
Support Staff Salaries & Benefits	\$118,882.00	\$126,324.00	\$100,754.00	\$137,969.00

First Congregational UCC Budget	2021 Final	2022 Approved Budget	2022 YTD through 09/30/22	2023 Proposed Budget
FACILITIES	\$88,881.72	\$69,175.00	\$54,570.00	\$79,325.00
Insurance	\$19,751.00	\$15,000.00		\$22,000.00
Electric	\$12,012.00	\$14,000.00		\$11,000.00
Gas	\$8,793.00	\$8,000.00		\$10,000.00
Internet, Website and Telephones	\$6,312.00	\$5,300.00		\$6,300.00
Snow Removal	\$5,511.00	\$5,500.00		\$5,500.00
Computers/Software updates	\$2,268.00	\$1,700.00		\$5,000.00
Water	\$2,111.00	\$2,500.00		\$2,200.00
Office/Building Equipment	\$7,539.00	\$2,400.00		\$3,800.00
Custodial Supplies	\$2,500.36	\$2,000.00		\$2,000.00
Parking Lot Taxes	\$126.00	\$354.00		\$104.00
Annual Inspections	\$1,453.00	\$1,000.00		\$1,500.00
Repairs	\$16,568.36	\$2,000.00		\$2,000.00
Maintenance Supplies	\$1,184.00	\$1,500.00		\$2,000.00
Contracted Maintenance	\$1,177.00	\$4,000.00		\$2,000.00
Maintenance Contract Elevator	\$1,576.00	\$3,921.00		\$3,921.00
Contingency Fund	-	-	-	
ADMINISTRATION	\$17,014.00	\$15,109.00	\$10,947.00	\$15,990.00
Office Expenses, Supplies & Postage	\$8,000.00	\$8,100.00		\$10,500.00
Promotion & Advertising	\$6,000.00	\$4,000.00		\$2,000.00
Payroll Processing	\$2,160.00	\$2,300.00		\$2,760.00
UCC Eastern Iowa Association Dues	\$854.00	\$709.00		\$730.00
EVENTS	\$5,165.00	\$8,850.00	\$14,975.00	\$16,550.00
Church Supplied Food/Beverage (non-CAFe)	\$5,145.00	\$8,500.00		\$11,000.00
Member Expenses Meetings/Safe Church	\$20.00	\$350.00		\$350.00
Steeple Square Rental 1st Quarter	-	-	-	\$5,200.00

CAFE COMMUNITY MEAL				
EXPENSES	\$11,402.36			
INCOME	\$36,089.88			
Balance forward	\$34,600.28			
Grants, Donations, Bequests, Interest	\$1,489.60			
REMAINING BALANCE	\$24,687.52			
NORTH WALL PROJECT				
INCOME	\$477,150.00			
Money Market Account	\$287,400.00			
Wimmer Fox Endowment	\$105,000.00			
Member Donations	\$47,815.00			
General Operating Checking Account	\$36,935.00			
EXPENSES	\$477,150.00			
General Contractor, Vendors	\$477,150.00			
Hypothetical Project Funding Example				
North Wall Project Cost >	\$2 Million	\$2.5 Million	\$3 Million	
Church Reserve Funds	\$500,000.00	\$625,000.00	\$750,000.00	
Capital Campaign	\$500,000.00	\$625,000.00	\$750,000.00	
Local/Historical Grants	\$500,000.00	\$625,000.00	\$750,000.00	
Historical Tax Credits	\$500,000.00	\$625,000.00	\$750,000.00	