

2023 ANNUAL REPORT



**FIRST CONGREGATIONAL
UNITED CHURCH
OF CHRIST
255 W 10TH STREET
DUBUQUE, IA 52001
WWW.1STCONGUCC.ORG**

**ANNUAL MEETING
NOVEMBER 12, 2023**



FIRST CONGREGATIONAL CHURCH
DUBUQUE, IOWA

UNITED CHURCH
OF CHRIST

2023 Church Staff

Designated Term Pastor	Kaity Kemp
Church Business Manager	Nikki Ketchum
Music Director/Organist/Pianist	Joanne Wright
Coordinator of Faith Formation & Youth Ministries	Ann Carbonelli
Custodian	Tom Bodnar
Chancel Choir Director	Jill Heitzman
Youth Ministry Associate/Kids Club	Kirsten Weidemann
Youth Ministry Associate/Youth	Andrew Kintzinger
Youth Ministry Associate/Youth	Rachel Kintzinger
Nursery Staff	Calla Blaine
Nursery Staff	Belle Ketchum
Nursery Staff/Kids Club	Shea Brown
Audio/Video Tech	Drew Weidemann
Audio/Video Tech	Jon Aguilar

2023 Annual Meeting Agenda
First Congregational United Church of Christ
Sunday, November 12, 2023 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 13, 2022 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 slate 2024/Bylaw report Travis Nelson, Moderator
 - d. Building Report Merle Santjer, Chair of Trustees/Mike Stickley, Vice Chair of Trustees
 - e. Presentation of 2024 Budget Merle Santjer, Chair of Trustees
 - f. Search Committee Report Mary Weck, Co-Chair Search Committee
 - g. Future of our Search Committee -- discussion Travis Nelson, Moderator
6. Closing Prayer Pastor Kaity Kemp
7. Adjourn

MINUTES OF THE NOVEMBER 13, 2022 ANNUAL MEETING

The Annual Meeting of First Congregational UCC, Dubuque, Iowa, was held in the Steeple Square multi-purpose room on November 13, 2022, following the 9:30 a.m. worship service.

Moderator Travis Nelson called the meeting to order at 10:28 a.m. A required quorum of 34 members was met with 70 members in attendance.

Barbara Collins moved that the minutes of the November 14, 2021, Annual Meeting found on pp. 3-4 of the Annual Report be accepted as submitted. Following a second by Kirsten Weidemann, the motion passed.

Moderator Travis Nelson pointed out the Church Clerk's report on p. 5 in the Annual Report. There were no questions.

Old Business: No Old Business.

New Business:

a. Reports of Moderator, Associate Pastor Kaity Kemp, Boards and Committees – Travis pointed out these reports in the Annual Report on pp. 6-13. Some highlights include: Trustees now have 3 subcommittees (Building and Grounds, Human Resources, Financial); Deacons have worked hard to make sure we are able to have a worship space; Cafe is on pause while our kitchen is unavailable.

b. Nominating Report – Travis presented the list of nominations for 2023 found on p. 14 of the Annual Report. Nancy Willett is a late addition to the Trustees. There were no additional nominations. Karen Steele made a motion to accept the report. Following a second by Barbara Collins, the motion passed.

c. Search Committee Update – Travis reviewed the process. A 10-person search committee was appointed by the Church Council. A 60-page church profile was written and completed around the first of July and sent to the UCC Conference for finalization and approval. The Conference posted the profile on their Opportunities Page so interested candidates can send in profiles to the Conference which reviews, does background checks, and forwards to our search committee. Three profiles have been received. The committee is doing Zoom meetings with two and not pursuing the third.

Travis updated the meeting on Associate Pastor Kaity Kemp as several in the congregation want the search committee to consider and possibly hire her as our senior minister. Following a round of applause for the wonderful job Kaity has done, Travis said, “Kaity herself considered the question for a while, and there were conversations between the search committee and Kaity about it, but upon reflection, Kaity is very clear that the senior pastor position is not right for her at this time for a couple of reasons. For one thing, she will have her masters in religious studies this May, but the path toward ordination has more steps than that and is a longer process. And Kaity is very clear that she wants to go very carefully through the UCC process toward ordination and follow all the steps with the Conference Committee on Ministry. Also Kaity recognizes and the committee agrees that she doesn't yet have the

experience that we need in a senior pastor and all that entails including a large capital campaign coming up next year.”

Tami Ryan asked why the search committee changed the search to include an interim or part time pastor. Travis answered that they wanted to widen the search.

d. Building Update – Merle Santjer gave the building update and reviewed the process – we have hired Gronen and WJE, Bovard has removed the 2 stained glass windows on the north wall, Berghaus has removed the organ, All American Scaffolding has erected scaffolding. The shoring up process to stabilize the wall will begin November 14.

Mike Stickley reported once engineers are satisfied with the process (maybe the end of December), we will be able to return to our Social Rooms for worship. WJE is finishing their construction drawings and will hopefully come up with bid documents in December. Following that, Gronen will take about 3 weeks to do bid pricing, so we might have numbers at the beginning of 2023.

Merle reported that we don't have an estimated cost. But when we do, money will come from church reserve funds, a capital campaign, local/historical grants, and historical tax credits – each supplying 25%.

e. 2023 Budget – Merle presented the proposed 2023 budget, prepared by the Trustees, approved by the Church Council, and found on pp. 17-19. The budget reflects increases in costs, hiring of a settled pastor, use of Steeple Square for Q1, and resumption of Cafe.

Questions:

*Deb Albert asked if we could resume passing the offering plate. Travis answered that it's a model for giving but money in the plate is minimal.

*Sharon Sinton asked for an explanation of how historical tax credits work.

*Mark Sinton expressed concern that we should budget more conservatively.

Following a motion by Barb Pfeiler and a second by Danny Sprank, the congregation approved the 2023 budget. Danny thanked the search committee. Travis thanked Nikki, Tom, and other staff members who have facilitated our worship services.

Merle offered a closing prayer. The 2022 Annual Meeting was adjourned at 11:04 a.m.

Respectfully submitted, Connie Cherba, Church Clerk

ANNUAL REPORT OF THE CHURCH CLERK

Membership – 10/31/2022	341
New members	1
Deaths	3
Transfers/Resignations	9
Removed by Deacons	5
Total membership – November 12, 2023	325

NEW MEMBERS (1)

Brooklyn Williams

MEMBERS LOST THROUGH DEATH (3)

Paul N. Exstrom (97) d. 11/21/2022 Richard H. Steele (80) d. 9/18/2023
Carl L. Braun (81) d. 10/9/2023

TRANSFERS AND RESIGNATIONS OF MEMBERSHIP (9)

Keith Shaw	Gloria Shaw	Bill Miller
Ann Miller	Carole Loetscher	Rebecca Johnson
Matthew Johnson	McKenzie Johnson	Kelly Johnson

REMOVED BY THE DEACONS (5)

Brenda Peterson-Pieper	Joe Pieper	Janice Marting
Kevin McGovern	Maddie Vosberg	

BAPTISMS (2)

6/18/2023	Fayia Rae Veasy	(Born 9/12/2022)
6/25/2023	Caden Phillip Barnhouse	(Born 10/3/2022)

WEDDINGS (0)

CHURCH COUNCIL MEETINGS FOR 2024

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 2024 on:

February 5

May 6

August 5

October 28

MODERATOR REPORT

Travis Nelson

As I sat down to write this year's moderator's report, I kept pondering the most recent Sunday service. During the service, Pastor Kaity preached about stewardship; Jacqueline and John sang with the praise band (this time with added banjo!); and the youth (as usual) danced up and down the aisle. After the service, the confirmands rushed off to an activity while most of the rest of the congregation stayed after to have a coffee and socialize – and of course, to tear down and stack our Steeple Square chairs. And what I realized while I helped Nancy Ross figure out how to get the folding chairs to properly collapse was that... I've kind of come to enjoy the tear down routine? When we all, young and old, get those chairs stacked on three overflowing carts? Don't get me wrong! I truly cannot wait until we are back home and in pews that don't need to be stacked every week. But... There is something about the shared communal experience of chair stacking (and coffee drinking) that has come to bring me joy.

Anyway: my larger point is that, yes, this year has been difficult. Yes, we are still away from our church home and everything that entails. But even in exile, there has been joy. And even in exile, we have gotten things done. We had a New Years jazz service that brought in a whole array of community members. We made staffing adjustments to best serve us during this transitional period. We strengthened our connections with Summit and Immanuel and had shared worship and devotional experiences. We organized and kicked off a capital campaign to pay for our expansive building repair project. And we continued to do all of those things – celebrating baptisms, mourning deaths, planning mission projects, singing, praying, stacking chairs, and more – that make us a congregation. As we all certainly know now, the church is not a building, it is a community.

Respectfully submitted, Travis Nelson

PASTOR REPORT

Pastor Kaity Kemp

Typically, the annual report from the Pastor is a reflection on the past year. This year, I find myself growing tired of looking back and anxious for the days ahead when we will be worshiping again in our building! However, we have moved with hopeful confidence through an uncertain landscape. We have continued to worship, for the most part, in the upper level of Steeple Square during this time of renovation for our sanctuary on the corner of 10th and Locust Street. We moved back to the upper level from the lower level so that we would have room for our children and also to accommodate increasing attendance. Though the sound isn't perfect, we have made great strides in clarity and quality by hiring Jon Aguilar in addition to Drew Weidemann. They have become our audiovisual department along with our Church Business Manager Nikki Ketchum. We are so thankful for both Nikki and our Custodian Tom Bodnar for setting up the sanctuary every week at Steeple Square. Tom has also had to move furniture, appliances and the like multiple times in our social room and education wing to accommodate construction needs as well as the needs of the congregation. And he does it all without complaint! We are blessed to have him.

Music continues to be very important to our congregation. Joanne Wright continues on as our music director and Jill Heitzmann as our choir director. We have added a Worship Band every fourth Sunday of the month. This band is composed of local musicians from the community as well as members of the congregation. Another exciting addition this year is the re-invention of the music team as well as the Interim Pastoral Relations team.

We continue to have children's programming in the education wing of our building. Kid's Club runs from 6-7 every Wednesday night and Youth Room from 7-8 and confirmation from 6-7. The youth have also paired with Resources Unite to form "The Kitchen Cupboard" They assemble boxes of kitchen supplies for people in need. We have a wonderful Faith Formation staff. This year we hired Anne Carbonelli to coordinate Faith Formation and we continue to benefit from the gifts of Kirsten Weidemann as well as Rachel and Andrew Kitzinger.

I graduated with my MA from Wartburg Theological Seminary this past May and am finishing up my last class requirements in order to, by the grace of God alone, pursue ordination in January. I continue to grow and develop in my identity as a pastor. I have completed a two part Interim Ministry course over the past year to increase my understanding regarding congregations in transition and continue to grow in my preaching, following the revised common lectionary and the gospel texts. I have also presided over a baptism, two weddings and multiple funerals for both church members and members of the community.

As the church year draws to a close, I am reminded of Ecclesiastes 3: *There is a time for everything.* This has been our time to uproot and our time to build. Through it all, we have grounded in our faith, our love of God and our love for each other.

Respectfully submitted, Pastor Kaity Kemp

BOARD OF TRUSTEES

Merle Santjer, Chair

*Trust in the LORD with all your heart,
and lean not on your own understanding.*

*In all your ways acknowledge Him,
and He will direct your paths. Proverbs 3: 5-6*

As I reflect on the year 2023 to date, I am grateful and thankful to our God, for His constant presence with us – helping us during challenging times as well as in joyful celebrations. Please know that the Board of Trustees has worked tirelessly and diligently throughout the year to fulfill our duties for our church congregation. Our subcommittees – Building and Grounds, Finances and Human Resources have each been hard at work this year.

Buildings and Grounds have held numerous meetings with Gronen and WJE and our subcontractors providing the work for our North Wall and church building project. Special thanks and recognition is given to Mike Stickley who has provided many hours of time and expertise to move our building project forward. The Finances of our church have been reviewed at each of our monthly Trustees meetings.

We prepared and reviewed the 2023 church operating budget and planned and prepared for our capital campaign – along with a team of fundraising professionals. We have met with Insurance professionals, Banking professionals and Fundraising professionals during the year. The Human Resources subcommittee met with our church staff to support and encourage their work for our congregation. Employee reviews were conducted. Meetings regarding call agreements, goals, planning and church programming occurred throughout the year.

The following are details regarding the work of the Trustees for the congregation to date in 2023.

January: Many discussions and meetings were held to begin regular congregational update meetings after Sunday worship services. The update meetings were to provide our church members with good communication as well as to have an opportunity for questions and input regarding the building project and the pastor search committee. Bid documents were approximately 90% completed and hoped to be finalized soon. The scope of the building project could not be determined or finalized until the documents were completed. The Trustees needed to prioritize the specific work and needs, since we may not be able to afford to do everything. The Trustees needed to determine details for a planned capital campaign.

February: In person, hard hat tours of our church building and construction site were started. This was in an effort to allow guided tours of our building, to see the building concerns, construction and the progress of work.

March: Pastor Kaity Kemp provided updates on current church programming and of her first planned sermon series for the summer. Building Bid documents included pricing requests on optional items for the north wall and building repair. Multiple meetings were held planning for the capital campaign.

April: Extensive meetings with our current insurance agent/agency to verify adequate coverage for our church property as well as sufficient coverage to meet the requirements for the general contractor and subcontractors. Bid documents were signed. The search committee updated the Trustees – questions and discussion followed. Discussion was held regarding a visit from the Iowa Conference Church Council.

May: Received and reviewed pricing on optional items. Much discussion was held regarding the building project as well as the cost proposals and summaries. Optional items include HVAC, electrical upgrades, painting the sanctuary, carpeting the sanctuary, roofing items, window repair and restoration. Final project numbers were needed from Gronen for completion of the marketing materials for the upcoming capital campaign.

June: Reviewed bids for a new HVAC system for the church. Much of the discussion involved questions regarding the technology, maintenance, future replacement costs, energy savings and multiple thermostats. After much discussion, the decision was made to accept the bid from Geisler.

July: Update received from Terri and Mike from Gronen on the status of the north wall building project. Continued discussion regarding the identification and prioritization of work that was originally

included in phase two that might be critical enough to include in phase one. Discussions around finalizing a designated term call agreement for Pastor Kaity Kemp. After much discussion, A motion was made and approved for the completion of the call agreement with Pastor Kaity.

August: Discussion regarding the potential use of the church building social room sometime in the fall of 2023 and the timing of the use of the sanctuary in 2024. At the recommendation of Gronen – Glass Heritage Company prepared a detailed report regarding 44 windows in the church building. A review of this report was completed with questions forwarded to Gronen for their reply regarding the repair and restoration of the windows in the church. A draft of the capital campaign handout was reviewed. A report was reviewed regarding the current use of the church endowment funds for payment of the cost of the north wall repair. An update was given to the Trustees regarding the status of the current bridge loan with Premier Bank.

September: An update was given to the Trustees from Gronen. Randy from Gronen updated the Trustees on the tax credit application as well as the requirements for the church to ultimately qualify for tax credits. Part one of the application was submitted and approved and within the next month Part two of the application will be submitted. Part three of the application will be submitted after the project is complete, which may necessitate some additional requirements to ultimately qualify for the tax credits. After questions and discussion, the Trustees were much more informed on the status of tax credits for payment of a portion of the cost of the north wall repairs.

October: This annual report was completed before the October meeting of the Trustees. The annual giving, the capital campaign giving and the 2024 proposed annual budget will be reviewed at the October Trustees meeting and will then be reviewed by the church council.

We are currently at 1 year and 8 months of worshipping together at Steeple Square while our church building is being repaired. It appears this will be a 2 year journey to get to our destination – worshipping again in our home church. No one imagined the scope of the North Wall project would become so extensive and take this timeframe. However, I believe good things do come out of challenges and that can certainly be said of our North Wall building project. As you can see from the many details listed above, the north wall repair project became a sanctuary/building project. It was hard to discover additional concerns throughout the project. But, it was good to discover these concerns while repairs were ongoing and could be remedied. Our beautiful and historic church building will serve our current members as well as our future members. Future members will be grateful for our diligence, hard work and financial giving in order to preserve our building for future generations.

I want to personally thank each of the current Trustees, Pastor Kaity Kemp, Church Business Manager Nikki Ketchum, as well as all church staff for your dedication and extra effort for our church in 2023. Our congregation is blessed with your dedicated work. As Trustees, we will continue to manage the mission and direction of the church. Thank you to our congregation for your continued and faithful financial support, with your annual pledges as well as your strong commitment to the capital campaign.

Respectfully submitted, Merle Santjer

BOARD OF DEACONS

Marie Wright, Chair

The major task of the Deacons is the spiritual welfare of the congregation and supporting the professional staff as they fulfill their duties to the congregation. There are currently 6 Deacons and are thus searching for 5 to 6 members to share the responsibilities of the Deacons. In October 2022 it was decided to form three subcommittees to meet monthly, and to meet as a Board quarterly. The Deacons are to participate in one or more of these subcommittees, along with several other Church members also serving on these 3 subcommittees.

The Chancel Ministry works with pastoral and office staff to ensure the preparing, serving, and care of monthly communion. They also prepare the sanctuary and other places as necessary for worship, including changing adornments and decorations such as candles, banners, and paraments which follow the liturgical calendar. This committee had many challenges this year, having many different worship locations, and last-minute changes. Hopefully we will be back home in our sanctuary – or at least the Social Room - in the near future.

The Pastoral Care Ministry ensures that all those within the congregation are cared for in the event of a physical, emotional or spiritual crisis in their life. This involves home and care facility visits, making phone calls, sending postcards or e-mails, and providing transportation on Sundays.

The Church Life Ministry promotes relationships between visitors, newcomers and congregation members with other boards and committees. They plan and organize fellowship activities, sign up volunteers for greeting and ushering, and maintain the membership rolls. Meeting only quarterly seems to not work well. The “subcommittees” get scattered. A few individuals are left to do the work; yet it does get done. We changed back to monthly through the “school” year – Sept. – May, then “vacation” in the Summer. To say the least, it has been a very challenging year for not only the Board of Deacons, but our entire church family. We are so looking forward to getting back in our own Church sanctuary when things will get back to “normal”.

Respectfully submitted, Marie Wright, Chair

BOARD OF MISSIONS & SOCIAL CONCERNS

Patrick Keller, Co-Chair

Over the course of 2023, we found new ways to reach those most in need in our community and around the world as we continued to be out of our building. We were able to team up with local non-profits to distribute hygiene bags, disburse diaper supplies to Marshallese Families, donate food to the Dubuque Rescue Mission and in November we are teaming up for National Homeless Awareness Month with CSEI (Community Solutions of Eastern Iowa) gathering warm items for winter months to be distributed in our community and the region we serve.

This year we continued to disburse our financial gifts on a quarterly basis, but unlike previous years, we held back a majority of our approved budget until the fourth quarter due to the North Wall project. The Board will meet two more times in 2023 to disburse remaining funds. In addition, the board voted to begin the process in 2024 of studying, gathering and sharing information on the UCC WISE Program (Welcoming, Inclusive, Supportive, and Engaged in Mental Health) to our congregation. Examples such as becoming a dementia friendly church, collaborating with local mental health organizations with support groups and educational opportunities.

Locally, we continue to give financial support to St. Stephen's Food Bank, DBQ Food Pantry, St. Mark's Youth Enrichment Angel Drive and the Dubuque Rescue Mission. We've also donated a large number of fans to the Salvation Army to help those without Air Conditioning this past summer stay cooler on those hot hot days! In December, we will continue to support Opening Doors/Teresa Shelter with our annual advent drive. We also supported two families in crisis this past year.

On the global front we continue to support the Zambia Scholarship Fund, which helps schools and teachers with providing tools and resources for children to learn in a safe setting. We provided financial assistance to the UCC Israel fund, providing humanitarian aid to people amid war in Gaza, Palestine and Israel with the Middle East Conflict.

Annually, we look at how to share our financial 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 funds to be used locally, nationally and globally, below is the list of 2023 allocations:

LOCAL

Salvation Army \$650

DACU (DBQ Area Congregations) \$350

Dubuque Food Pantry \$1,000

Dubuque Rescue Mission \$2,000

Hygiene Pantry \$546

St. Mark's Youth Enrichment \$500

St. Stephen's Food Bank \$1,500

Families in crisis \$2,700.00

Kitchen Cupboard Youth Mission \$800

REGIONAL/NATIONAL

UCC OCWM \$6,850

INTERNATIONAL

Zambia Scholarship Fund \$1,000

UCC Israel Fund \$1,509

Thank you to our generous congregation as you continue to allow this board to support the charities and non-profit organizations locally, nationally, and abroad.

Respectfully submitted, Patrick Keller

HISTORIAN REPORT
Connie Cherba, Church Historian

2023 was a typical year in many ways with requests for baptismal dates and other genealogical information kept in the church Archives. However, 2023 was also an unusual year with some interesting discoveries and publications.

The deconstruction of a good portion of the north wall of the sanctuary led to the discovery of some items of historical interest, including old bulletins and a cardboard “funeral home” fan, along with a collection of names and dates carved into the wooden panels that made up the east wall of the organ chamber. J.W. Chrissinger carved his name in the wall. He was a cabinet maker/carpenter in 1878, living on Dubuque’s 9 th St. Charles Poole, a molder or “wood shaper,” also added his name to the wall. Someone also carved the date July 4, 1879. Wayne Collins framed some of the carved panels.

Finally, three books with historical information relative to First Congregational UCC were published. Gary Gansemer published Reflections on Hillcrest Family Services, a historical volume that includes information on Hillcrest founder and First Congregational Church member Nancy Hill. Terry Wilson published a chapter on her involvement with Cafe in Mine to Give, an anthology of stories from twenty-one volunteers from seven states. Connie Cherba published The Windows of First Congregational UCC, Dubuque, Iowa, a short book that focuses on the history and significance associated with the church’s stained glass windows along with biographies of those individuals who are memorialized in the windows.

Connie Cherba – Church Historian/Archivist

PASTORAL CARE TEAM
Cathy McDermott

Pastor Kaity reached out with a sign up at Rally day last year to see if members would be interested in helping provide pastoral care to those who are unable to attend church, or those needing extra support.

A small group was formed and Kaity provided some training and guidelines on what this would involve. Each person was assigned some people to visit regularly and take communion to on at least a monthly basis. There have been 12-15 people being seen on average. We also sent care packages out to the youth that were most impacted by the disconnection during the Covid shutdown, and have discussed ways to help support others with ongoing needs in our congregation.

There has even been some discussion of how we can further minister to those in our congregation and community both with our talents and our building space when we are able in the future.

Respectfully Submitted, Cathy McDermott

CHURCH LIFE MINISTRY

Vanessa McClune

The last couple of years brought a lot of changes to the social life of the church, first because of Covid restrictions, then the loss of our building/central meeting place, and changes of leadership, including the loss of two longtime church life group members who kept things moving. We started this year with new eyes and reviewed past successful events as well as brainstormed new ideas. Our goal is to have 3 or 4 large events each year.

Church Life has been working on offering opportunities to re-engage members. Our first event this year was a Mardi Gras celebration at Jubeck's. We had a social hour with music, drinks, appetizers, sandwiches, and a king cake for good luck! It was a small group, but it allowed us to really get to know one another. Our summer event was the parish picnic and pool party at Flora Park. Many people came to enjoy the outdoor worship services and picnic. Families enjoyed games like cornhole and ladder toss. Afterwards the kids had a blast at the pool. As the year winds down, we are exploring other opportunities for future events. Some of the suggestions that have come up are caroling and a New Year's Eve party. We will be meeting later this month to finalize the remaining events.

Respectfully submitted, Vanessa McClune

CHANCEL MINISTRY

Jacqueline Burnett

Our worship experience is enhanced when sacrament and word are kept in focus. The Chancel Committee prepares and assists in serving communion. They also prepare the worship space with sacred symbols and colors to add to the liturgical themes and seasons. During Lent, Jesus' journey to the cross is central. During Advent, we move from darkness to the light, through the birth of Jesus. Other times and events are marked by special paraments, banners, displays and artwork.

This sub-committee welcomes participants with a flair for creative ways to enhance our worship space and experience.

Respectfully submitted, Jacqueline Burnett

SPRUCE UP

Wayne Collins

It goes without saying that there was little need, or opportunity, for the Spruce-Up crew to do their magic at church this year - what with the contractors demolishing and rebuilding the building.

But, when all is done, and we're back in the building, there will be plenty of work for us again. We'll be needing more volunteers to "spruce up" the property after the bricklayers, carpenters, plasterers, painters, glaziers, carpet layers, and HVAC folks have left. - and the organ is restored to its glory.... Meanwhile, here are a few jobs we did in 2023. Taped over the heat outlet in the archives room to lower the temperature. Trimmed bushes, removed a dead tree, painted the parking lot fence, after two broken rails were replaced. The crew: Randy Lyon, Dick Worm, Wayne Collins

MUSIC MINISTRY

Mary Bryant, Chair

The music committee, formed in September. As a new committee, we are still discerning how best to operate as we support and assist the pastor and music director in their music ministry. Our first tasks were to consider current efforts and identify steps forward to engage all age levels in music. We identified the Chancel Choir and Worship Band's needs and arranged some logistical details, as well as discussed the possibility of the return of the Bell Choir once we are again able to worship in our own building.

One significant goal we identified is to intentionally keep community and togetherness in the forefront so that we might avoid falling into silos, particularly those that separate people of different ages. We hope to transform our existing music ministry efforts into intergenerational activities, and bring children into areas that used to be adult-only. For instance, children and the Chancel Choir could prepare together to lead a hymn during an upcoming service and the Worship band could help with the children's sermon.

Going forward, we will also need to examine and expand efforts to involve more people in our music ministry. Community and togetherness are key.

Respectfully submitted, Mary Bryant

CRADLE ROLL

Nancy Kenney, Chair

Two babies were added to the Cradle Roll in 2023: Fayia Rae Veasy born on 9-12-2022, baptized on 6/18/2023, Caden Phillip Barnhouse born on 10-3-2022, baptized on 6/25/2023

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

Tami Ryan

Cafe continues to be on hold while the church is under construction. The Dubuque Rescue Mission continues to fill the void that we left on Thursday evenings. During this hold time, we have donated funds to Rescue Mission in support of the duties they took on for us. We also have church members volunteering at the Mission on Thursdays. Cafe and the need to serve the downtown community will be re-evaluated once we are able to fully use our church space and kitchen.

Respectfully submitted, Tami Ryan

COYOPLE GROUP

Joanne Wurtz, Chair

In November we met at Applewood IV and enjoyed Jan Russell's Chili. Gary Gansemer, retired CEO of Hillcrest, gave the program and pointed out the many ties to our congregation with Hillcrest. December we met at Catfish Charlie's, where Ron Lubbers entertained us with familiar songs and a sing a long. 2024 started off with canceling both January and February due to the weather! So finally in March, we were able to have the Steele's giving a program about Viking Cruises in Europe. In April we met at Applewood IV where Amy Muchmore from the Carnegie-Stout Library gave the presentation and we enjoyed pizza after. In May we met at Burkey's and did our own program on "getting to know you" where we shared memorable events in our lives. In June we were at Oak Park Place. Theresa Caldwell from the Dubuque Food Pantry gave the presentation and we enjoyed a delicious meal. In July we met at Kelly's Cafe where Bill Rokusek from the SHIP program gave the presentation. In August, we met at the Dubuque Art Museum, where the museum staff told us about all their plans and displays. In September we were back at our church, Bev Wagner from Dubuque Solid Waste gave the program and we had Big Apple box lunches. In October, our meeting was at Catfish Charlie's Susan Hellert gave the program on her book; "The Hidden History of Dubuque".

The group gave donations to the church for members that were in the hospital and Memorial Gifts in memory of members that passed. This year we lost long time member Paul Exstrom and relative newcomer but special member Dick Steele. This year concludes with the same officers: Vice President Barbara Collins, Secretary Karen Steele and Treasurer Jane Worm.

Respectfully submitted, Joanne Wurtz

INTERIM PASTORAL RELATIONS TEAM

Steve Felsted

An Interim Pastoral Relations Team has been formed to serve as a support group for the pastor's leadership, and to assist in building strong connections and relationships among the pastor, church leadership, and the congregation during this time of transition and change. Members at this time are Steve Felsted, Jacqueline Burnett and Cathy McDermott.

Respectfully submitted, Steve Felstead

PAVING THE WAY TO THE FUTURE- OUR CHURCH'S VISION

During the month of October, Pastor Kaity asked members to provide input on what the church's vision is for the future. We received so many wonderful words of input, vision, and love that clearly showed our church's strength! The Interim Pastoral Relations Team and Pastor Kaity will be reviewing and working with the congregation on the vision of our congregation. Remember that God is still speaking and church leadership is listening! Numbers in () indicate same/similar responses to the question.

What do we want to do as a congregation?

Get back into our building (3), Continue to grow and be a place of acceptance in our community (3), More participation by all, Keep Pastor Kaity, Deeper relationships with each other and God (3), Services at 10 AM, Grow the congregation with a family welcoming environment (need more littles). Get inclusive forms of transportation for those that cannot drive to church or events, teach in a user friendly way stewardship of resources.

What do we want to let go of?

Uncomfortable pews, Too few people doing too many things, Intro to scripture, Searching, More creativity in service private from lectionary, Antiquated mindsets-become even more open, That we have to go back to our "usual" way of worshiping,

What do we want to keep?

Pastor Kaity (8), Youth involvement (2), Recite more creeds/niche. More low tech styles of communicating, Music programs (3), Cafe, Our welcoming presence, Missions, Fellowship events like potluck and outings (5).

What can we re-invent?

Cafe, Family/Community in house and enlarge community outreach, Intergenerational connections, Faith Formation Groups, seating at Steeple Square, When back in sanctuary have coffee area in sanctuary like at Steeple Square to re-invent the way we visit before and after service (3), meet our culture and community where they are and where they are going. We need to change the way we meet the needs of faithful people now and in the future to grow. (2), don't preach, tell stories relative to current events.

How can we move forward into the future?

More young members on committees, more intergenerational activities, Pastor Kaity (3), Keep lines of communication open, Keep doing congregation updates, Explore the needs of middle to younger age people of faith to help feel our church is a place they want to invest themselves. (2), Keep good rapport with other UCC Church's, Grow our congregation (2), More member involvement in boards, committees and Sunday Worship duties (2).

2024 NOMINATIONS & BYLAWS

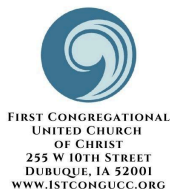
Over the course of 2023, church leadership has been looking at ways to strengthen our church in more ways than just the structure during this time of transition.

One challenge that we continue to face is not having as many active members as in the past when the bylaws were adopted. Our current members have expressed they are becoming increasingly stretched thin for boards and church council due to time requirements. However, more frequently we are hearing from members that are willing to be on a committee or ad hoc team project as this is a lesser time commitment with not having required monthly meetings.

The Church Council has had several conversations regarding this and voted in May of 2023 to update our church bylaws to reflect the true work of the current congregation. Leadership has taken time this past year to speak with members, UCC Congregations near and far as well as our Lutheran & Methodist neighbors on how their governance is structured to truly capture today's church. As you have read in the weekly email, bulletin and the large worksheets at the back of the sanctuary this month, we are also seeking your additional input on our 5 vision questions on what are your ideas on how we can work together on *"Paving the way to the future"*.

As we continue to pray and obtain guidance from the Iowa and National UCC Conferences as well as our neighboring congregations, in 2024 we will begin the work updating our bylaws to match the work of the congregation and incorporate a new vision and mission statements for our congregation. In addition to updating the bylaws, we will be creating a clear and dynamic governance structure that allows our congregation to operate from a place of hope and with vitality.

The following page is the 2024 Church Council and Board nominations, please note that in 2024 all nominated positions are for a one year term.



2024 CHURCH COUNCIL AND BOARD MEMBER NOMINATIONS

****ALL NOMINATIONS ARE FOR A ONE YEAR TERM****

Church Council

Moderator- Barb Pfeiler
Vice Moderator-Sharon Sinton
Church Clerk- Connie Cherba
Treasurer- Tami Ryan
Member at Large- John Weidemann

Board of Trustees

Merle Sanjter-Chair
Mike Stickley- Vice Chair
Danny Sprank
Jeff Szwalkowski
Tina Sio
Jacqueline Burnett
Steve Felsted
Carrie Keller
Susie Cronk
Nancy Willett
Bob Wirzbach

Board of Deacons

Gary Wilson
Cora Allbaugh
CC Acosta
Brooklyn Williams
Sam Fenstermacher
Wayne Collins

Board of Missions and Social Concerns

Jennifer Connolly
Chuck Harris
Patrick Keller
Sarah Ortmann
Nikki Ketchum
Mary Weck



FIRST CONGREGATIONAL
UNITED CHURCH
OF CHRIST
255 W 10TH STREET
DUBUQUE, IA 52001
WWW.ISTCONGUCC.ORG

2024 Church Administration Schedule *subject to change*

- Feb 6- Church Council 5:30 PM
- Feb 14- Ash Wednesday Service 7 PM
- Feb 25- Church Bowling Party 12 PM
- Mar 28- Maundy Thursday service 7 PM
- May 6- Church Council 5:30 PM
- May 12- Confirmation
- May 15- Last night of programming
- July 21- Outdoor Worship and Church Picnic
- July- Staff Reviews
- Aug 5- Church Council 5:30 PM
- Sept 9- Budget Team Meeting
- Sept 23 -Stewardship letter with pledge form and graphs mailed-due Oct 14
- Sept 22- Stewardship Moment
- Sept 29- Stewardship Moment
- Oct 6- Stewardship Moment
- Oct 12- American Lady Cruise
- Oct 13- Stewardship Moment
- Oct 14- Pledges Due to Church Office
- Oct 15-Annual Reports due to Church Office
- Oct 22- Trustees to vote on budget
- Oct 28- Church Council Meeting 5:30 PM Annual Budget Approval
- Oct 31- Annual Report in Newsletter
- Nov 7- Annual Report in Newsletter
- Nov 10- Annual Meeting

First Congregational of Dubuque UCC
Balance Sheet
As of October 31, 2023

	Oct 31, 23
ASSETS	
Current Assets	
Checking/Savings	
Money Market Account	
Money Market Account - Transfer	-70,000.00
Money Market Account - Other	70,289.08
Total Money Market Account	289.08
Operating Checking Account	84,594.95
Total Checking/Savings	84,884.03
Total Current Assets	84,884.03
Fixed Assets	
2020 Capital Budget	50,833.91
Elevator/Accessibility Project	0.00
North Wall Project Costs	1,213,292.23
Northwall Project Income	-1,185,265.67
Total Fixed Assets	78,860.47
Other Assets	
Investments & Endowed Accounts	
Community Foundation Endow #1	19,787.76
Community Foundation Endow #2	10,847.30
Daniel Humphry Wilkinson Fund	1,035,000.00
Endowment Fund UCE	812,204.03
General Trust Fund UCE	49,485.87
Housing Allowance Fund-Cornerst	70,000.00
Shepley Fund UCE	64,845.62
Total Investments & Endowed Accou...	2,062,150.58
Prepaid Insurance	5,217.00
Total Other Assets	2,067,367.58
TOTAL ASSETS	2,230,912.08
LIABILITIES & EQUITY	
Liabilities	57,293.00
Equity	2,173,619.08
TOTAL LIABILITIES & EQUITY	2,230,912.08

2024 First Congregational Church of Dubuque Proposed Budget

First Congregational UCC Budget	2023 Approved Budget	2023 YTD 10/31/23	2024 Proposed Budget
TOTAL INCOME	\$446,275.00	\$349,889.00	\$380,013.00
PLEDGES & CONTRIBUTIONS	\$337,500.00	\$220,047.00	\$286,000.00
Pledges & Contributions	\$335,000.00	\$215,373.00	\$284,000.00
Loose Plate Collections	\$2,500.00	\$4,674.00	\$2,000.00
GENERAL INTEREST INCOME	\$100,775.00	\$127,708.00	\$90,513.00
Humphrey-Wilkinsin Foundation Income	\$40,000.00	\$40,000.00	\$40,000.00
UCC Endowment Interest	\$42,933.00	\$62,440.00	\$43,000.00
Wimmer-Fox Trust	\$10,000.00	\$16,829.00	\$0.00
General Interest	\$1,714.00	\$111.00	\$1,400.00
UCC Sheppley Interest	\$2,615.00	\$3,070.00	\$2,600.00
UCC Housing Allowance	\$1,713.00	\$3,678.00	\$1,713.00
Community Foundation Endow #1	\$1,500.00	\$940.00	\$1,500.00
Community Foundation Endow #2	\$300.00	\$640.00	\$300.00
OTHER INCOME	\$8,000.00	\$1,845.00	\$3,500.00
Parking Lot	\$6,500.00	\$1,245.00	\$2,000.00
Columbarium	\$1,500.00	\$600.00	\$1,500.00
TOTAL EXPENSES	\$446,275.00	\$300,763.00	\$380,013.00
MISSIONS	\$33,991.00	\$5,196.00	\$20,000.00
UCC OCWM	\$13,991.00	\$0.00	\$5,000.00
Board of Missions Discretion	\$20,000.00	\$5,196.00	\$15,000.00
STAFF	\$243,407.00	\$186,994.00	\$243,677.00
Pastoral Staff Salaries & Benefits	\$101,209.00	\$73,822.00	\$101,479.00
Support Staff Salaries & Benefits		\$113,172.00	
FACILITIES	\$79,325.00	\$79,895.00	\$78,541.00
Insurance	\$22,000.00	\$25,538.00	\$22,000.00
Electric	\$11,000.00	\$8,105.00	\$11,000.00
Gas	\$10,000.00	\$12,228.00	\$10,000.00
Internet, Website and Telephones	\$6,300.00	\$6,059.00	\$6,300.00
Snow Removal	\$5,500.00	\$7,538.00	\$7,200.00
Computers/Software updates	\$5,000.00	\$5,531.00	\$4,000.00
Water	\$2,200.00	\$1,851.00	\$2,200.00

2024 First Congregational Church of Dubuque Proposed Budget

First Congregational UCC Budget	2023 Approved Budget	2023 YTD-10/31/23	2024 Proposed Budget
Office/Building Equipment	\$3,800.00	\$7,180.00	\$3,800.00
Custodial Supplies	\$2,000.00	\$1,381.00	\$2,000.00
Parking Lot Taxes	\$104.00	\$120.00	\$120.00
Annual Inspections	\$1,500.00	\$77.00	\$1,000.00
Repairs	\$2,000.00	\$924.00	\$2,000.00
Maintenance Supplies	\$2,000.00	\$0.00	\$2,000.00
Contracted Maintenance	\$2,000.00	\$1,151.00	\$1,000.00
Maintenance Contract Elevator	\$3,921.00	\$2,212.00	\$3,921.00
ADMINISTRATION	\$15,990.00	\$11,516.00	\$14,445.00
Office Expenses, Sunday Supplies & Postage	\$10,500.00	\$6,989.00	\$9,000.00
Promotion & Advertising	\$2,000.00	\$1,231.00	\$2,000.00
Payroll Processing	\$2,760.00	\$2,614.00	\$2,760.00
UCC Eastern Iowa Association Dues	\$730.00	\$682.00	\$685.00
EVENTS	\$16,550.00	\$6,595.00	\$5,350.00
Church Supplied Food/Beverage (non-CAFe)	\$11,000.00	\$10,442.00	\$5,000.00
Member Expenses Meetings/Safe Church	\$350.00	\$0.00	\$350.00
Steeple Square Rental 1st Quarter	\$5,200.00	-\$3,847.00	\$0.00
CONTRACTED SERVICES	\$5,000.00	\$4,500.00	\$7,500.00
Professional Guest Musicians	\$2,500.00	\$2,700.00	\$5,000.00
Guest Preacher/Speakers	\$2,000.00	\$1,300.00	\$2,000.00
Organist Substitute	\$500.00	\$500.00	\$500.00
COMMITTEES/BOARDS	\$14,250.00	\$6,067.00	\$10,500.00
Faith Formation	\$7,000.00	\$3,317.00	\$5,500.00
Church Life	\$3,000.00	\$1,600.00	\$3,000.00
Music	\$500.00	\$0.00	\$0.00
Deacons	\$500.00	\$0.00	\$0.00
Education Scholarship	\$2,000.00	\$1,000.00	\$2,000.00
Seminary Scholarship	\$1,250.00	\$150.00	\$0.00
TOTAL INCOME	\$446,275.00	\$349,889.00	\$380,013.00
TOTAL EXPENSES	\$446,275.00	\$300,763.00	\$380,013.00
NET INCOME	-	\$49,126.00	\$0.00

2024 First Congregational Church of Dubuque Proposed Budget

CAFE COMMUNITY MEAL			
EXPENSES	\$1,500.00		
INCOME	\$25,392.00		
Balance forward	\$24,888.00		
Grants, Donations, Bequests, Interest	\$504.00		
REMAINING BALANCE	\$23,892.00		
NORTH WALL CAPITAL REPAIRS			
INCOME	\$1,344,375.00		
Church Checking/Money Market Accounts	\$316,452.00		
Endowment Withdrawals	\$375,000.00		
Member Gifts	\$376,718.00		
Bridge Loan	\$276,205.00		
EXPENSES	\$1,116,910.87		
Origin Engineer/Architect Firm	\$34,230.00		
Gronen Development	\$8,229.00		
WJE Engineer/Architect Firm	\$185,176.00		
Heritage Works (Historic Tax Credit)	\$7,500.00		
Berghaus Organ	\$270,000.00		
Bovard Studios Stained Glass	\$24,300.00		
Gronen General Contractor	\$335,082.62		
Lifeline Audio/Visual	\$792.00		
US Heritage Group	\$740.00		
All American Scaffolding	\$233,542.72		
A&G Electric	\$1,217.44		
Ornamental Plasterwork Service	\$15,000.00		
Bridge Loan Interest	\$1,101.09		