

**Plymouth Congregational United Church of Christ
Annual Meeting
January 22, 2012**

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**Plymouth Congregational United Church of Christ
Minutes of the Annual Meeting
January 30, 2011**

The meeting was called to order by Moderator Sylvia Adrian at 10:49 a.m. Church Clerk Sally Iverson declared a quorum was present with 43 members on hand. An opening prayer was given by Pastor Charles Wolfe.

Approval of Minutes

The Minutes of the Annual Meeting ~ January 31, 2010 were approved as printed with a motion by Michael Huckaby and a second by Bill Mollway. Motion carried.

Treasurer's Report

Treasurer Bill Mollway presented the 2010 Treasurer's report as follows:

- On page 4 of the Annual Report, the General Checking Account Balance as of 12/31/09 is misstated. It should be \$17,653.94.
- At the beginning of 2010, we had \$13,922 in undesignated funds available in our checking account. We ended the year with \$9,794 in working cash.
- Thanks to the efforts of Marleen Lippert of the Board of Trustees, Plymouth sold four of the five cemetery plots we have owned at Roselawn Cemetery for the past several years, and received \$2,700 for them.
- We extended our mortgage note with Anchor Bank through July of 2013. As of the end of 2010, we had \$64,494 remaining to be paid on the mortgage. I expect there will be more discussion about the mortgage a bit later in the meeting.
- In 2010 we were able to retire Sally's old computer and upgrade her system and software. Notwithstanding all the changes, Plymouth's financial reporting and accounting system never missed a beat. I'd love to give Plymouth's IT department the credit, but I know that it was Sally who was the real hero in keeping things running smoothly.
- Our general giving – tithing – was budgeted at \$159,000 last year, while we received \$149,388.48. This represents an unexpected 7% drop in giving from Plymouth's 2009 general giving (\$154,252).

- Our 2010 income shortfall was greatly helped by our receipt of \$1,600 in “Over and Above” giving and \$6,361 in gifts. Likewise, our total 2010 expenses of \$187,957 was only \$965 over our budget target of \$186,992, even though this expense figure includes a \$5,000 down payment on a replacement boiler system.
- Plymouth was able to successfully weather an economic storm caused, I suspect, by a deep economic recession. As in the past, the generosity of the Plymouth community helped – with your general gifts, “Over and Above” giving, and anonymous special gifts for such unexciting but desperately necessary things such as a new boiler. I cannot thank you enough for your continued support of Plymouth Church. In addition, our skillful staff continues to watch expenses – turn down heat, turn off lights, reuse paper – to save money. Members and friends of Plymouth Church, led by Pastor Charles Wolfe and Ron Ohlsen and our Board of Trustees, continue to donate services and labor that would otherwise need to be paid for in hard cash out of our checking account. We are all blessed by the many gifts these people bring to our church.
- Finally, my discussion about blessings and gifts to Plymouth Church must not omit mention of our Office Administrator. Thank you, Sally Iverson, for another year of stellar service to Plymouth Church. Sally's superb financial skills, combined with good sense and patience – particularly with me – have kept Plymouth running smoothly, and have made my job as Treasurer an easy one.

The Treasurer’s Report was placed on file.

Individual, Board and Committee Reports

Moderator Adrian asked for comments regarding the reports on pages 9 through 29. The Board of Diaconate amended their report as follows: Paragraph 3, first sentence should read “...families of three Plymouth members and friends...” The Endowment Committee Financial Report should reflect a living gift from Tip Tyler in the amount of \$25,738.64, which was divided as per the Constitution to the Committee, Board of Trustees and Board of Social Concerns.

Dan Rolfs moved that the Annual Reports on pages 8 through 31 be accepted as corrected. Gail Holmes seconded the motion. Motion carried.

Ecumenical Housing Corporation Report

Dan Rolfs, president of the Ecumenical Housing Corporation (EHC) Board of Directors, gave an oral report of Plymouth’s involvement and current work in EHC. Plymouth has been a long time member of EHC, an organization which owns and operates housing for seniors over 55. Properties owned are Dempsey Manor, Meadow Grove Apartments and Taylor Ridge. When EHC formed approximately 30 years ago, there was a great need for affordable senior housing on the east side of Madison. Today, there are about 400 units competing with EHC for senior housing. Dempsey Manor has been struggling with low occupancy rates for the past couple years. At its January 24, 2011 EHC Board meeting, it was decided to open Dempsey to low income families, for whom affordable housing is a great and constant need. EHC will partner with The Salvation Army, Porchlight, United Way, YWCA, and The Road Home. The Road Home will work with EHC in selecting families and will provide on-going case management. There are no current plans for remodeling or enlarging apartments due to the high expense of renovating, obtaining permits, and bringing the building up to code, so family size will be limited. EHC’s corporate offices will remain at Dempsey. Pastor Wolfe has been an active EHC Board member for many years and Laura Stalder has been a Plymouth representative for the past few years.

Jon Schultz moved that the Ecumenical Housing Corporation Report be accepted as presented. Jane Rowe seconded the motion. Motion carried.

Presentation & Adoption of 2011 Budget

Trustee Chair Ron Ohlsen presented the 2011 Income and Expense Budget (see handout).

- Income: Contributions were reduced to reflect 2010 actual contributions; the Southwest Wisconsin Association rent will stop in 2011; and a Bequest Income line was added. The Mortgage Interest Difference item of \$2,980 is the difference in interest paid to AnchorBank vs. to the Endowment Fund and is shown as an income item (this will be discussed further under New Business).
- Expenses: Bequests are rare and allow for opportunities, so the Trustees are proposing one-time staff bonuses for Pastor Charles, Sally and Bud – which are the only major changes to payroll expenses. The mortgage payments in the amount of \$14,028 will be reduced by \$2,980 if the resolution is passed. The two high efficiency boilers ordered should reduce our gas and electric expenses, and those amounts have been reduced from last year's line items; the \$18,000 balance on the boilers is reflected in Church Maintenance. We had no heat for a couple days which, thankfully, was repaired, and we are hoping to wait until warmer weather to replace the boilers. The Capital Reserves line item of \$25,311 is what is left from the bequest income item. Ohlsen noted the estimated treasurer and choir director salaries (as being low) and thanked Bill Mollway (and former treasurers) and Marleen Lippert for their gifts of time to Plymouth Church. The congregation showed their appreciation with a round of applause.

Ron Ohlsen moved that the Income and Expense budgets be accepted as printed. Marleen Lippert seconded the motion. Motion carried.

Presentation of Nominating Committee Report

Nominating Committee Chair Gail Holmes recognized and thanked the members of the committee for their work this year. Holmes also thanked those who completed service this past year and look forward to renewed energy for next year. A volunteer system was used this year to obtain nominees, which worked well. She urged members to volunteer early next year to be able to serve on a board or committee of their choice. Those who agreed to serve this year were thanked. Last year's moderator elect is unable to serve as moderator this year due to work scheduling issues so this year there are nominations for both moderator and moderator elect. Holmes asked for nominations from floor. Hearing none...

Gail Holmes made a motion that nominations be closed, that the slate of nominees for officers, boards and committees be accepted, and that a unanimous ballot be cast. Richard Walker seconded the motion. Motion carried.

Nomination and Election of Church Treasurer for 2010

Board of Trustees Chair, Ron Ohlsen, made a motion that Bill Mollway be nominated as Church Treasurer for 2011. Michael Huckaby seconded the motion. Motion carried.

Old Business - none

New Business

Trustee Chair Ron Ohlsen and Endowment Committee Member Ann Lacy presented the "Resolution to Approve a \$75,000 Investment Loan from the Endowment Fund to Pay Off the Mortgage and Create a Capital Expense Fund." This resolution would allow the mortgage loan with AnchorBank to be paid off and provide approximately \$12,000 for needed repairs around the Church building. The \$75,000 would be repaid by monthly payments at 7% interest over ten years. The Trustees and Endowment Fund members felt that it would be a sound financial move to make interest payments to "ourselves" rather than to the bank. When the Hansen bequest came along there was some discussion of paying off mortgage rather than proceeding with this resolution. However, with two new boilers and other needed repairs, the amount of the bequest was already

reduced and consensus was to proceed with this resolution. Monthly mortgage payments would be reduced by \$300.

Ron Ohlsen moved to approve the resolution and for the Endowment Committee to transfer funds to pay off the bank mortgage and retain the balance of the bequest funds until needed. Marleen Lippert seconded the motion. Motion carried.

Passing the Gavel

With no further business, Sylvia Adrian expressed her appreciation for the wonderful year as moderator and for working with everyone. She is appreciative for the time given by Plymouth members, the thoughtful efforts of Plymouth folk, and for the occasional update on Robert's Rules of Order. Adrian passed the gavel to Laura Stalder, moderator-elect, who accepted it for Moderator David Mickle. Stalder thanked Adrian for her hard work as moderator over the past year.

Gail Holmes moved the meeting be adjourned. Maria Hanson seconded the motion. Motion carried and the meeting adjourned at 11:21 a.m. Pastor Charles Wolfe gave a table grace.

Respectfully submitted,

Sally Iverson

Church Clerk

Report of the Auditors

On January 12, 2012, the books of Plymouth Congregational United Church of Christ were audited on a random selection basis according to generally accepted accounting principles. Our audit found the books to be in good order with transactions properly recorded and the books in balance.

Respectfully submitted,
Chris Rickert and Paul Spetz

2011 Annual Report of the Treasurer

I. General Checking

Account Balance as of 12/31/10	\$4,716.96
Voided Check (2010) #8545	\$62.00
2011 Income	\$285,857.71
2011 Disbursements	<u>\$290,322.05</u>

Account balance as of 12/31/11 \$10,314.62

Less designated funds:

Youth Mission Trip Fund	\$3,661.62
COCT Fund	\$591.38
Library Fund	\$159.90
Chancel Choir	\$150.00
Key Deposits	<u>\$300.00</u>

Total Designated Funds \$4,862.90

Net working cash 12/31/11 \$5,451.72

II. Other Assets

Cemetery spaces at Roselawn Cemetery (approximate value) \$ 1,200.00

III. Liabilities/Commitments

Mortgage Loan balance 12/31/10	\$64,493.78
Less Principal payments	\$1,339.93
Payoff	<u>\$63,153.85</u>
Balance of mortgage	0.00
Investment Loan	\$75,000.00
Less Principal payments	<u>\$4,448.65</u>
Balance on Investment Loan	\$70,551.35

**Statistical Report of the Church Clerk
January 1, 2011 - December 31, 2011**

Church Membership as of 12/31/2010 199

Members Received

By Transfer or Reaffirmation of Faith – 10
Dwight Hollingshed 01/23/2011
Daniel J. Lyons 01/23/2011
Patricia J. Hough 07/24/2011
Patrick W. Otim 07/24/2011
Jamie N. Gennrich 12/11/2011
Beth A. Goeddel 12/11/2011
Noel D. Goeddel 12/11/2011
Eric M. Holz 12/11/2011
Lisa K. Patterson 12/11/2011
Zoe M. Rickenbach 12/21/2011

By Confirmation 5/15/2011 – 4

Anna Mickle
Alicia Pope
Matthew Snell
Isaiah Stefan

Total Members Received 14

Members Removed

Members lost by death – 6

Clyde B. Wells 03/10/1925 – 01/13/2011
Mary Endres 04/27/1930 – 05/05/2011
Adeline Haeffner 07/12/1922 – 06/27/2011
Loren V. Enerson 02/27/1922 – 07/17/2011
W.J. “Tip” Tyler 02/23/1919 – 08/08/2011
Audrey E. Poole 07/25/1931 – 08/10/2011

Members Lost by Transfer or Change in Status – 6

Michelle Daniels
Tret Fure
Cathy Balke Jehn
James Kennedy

William Solomon

Jane Weldon

Total Members Removed

12

Church Membership as of 12/31/2011

201

Baptisms:

Sofia Elizabeth LeBlanc (d.o.b. 12/25/2010) 05/01/2011

Ava Rene Burrus-Dessert (d.o.b. 07/04/2006) 09/11/2011

Morgan Lane Burrus-Dessert (d.o.b. 04/04/2011) 09/11/2011

Zoe M. Rickenbach 12/21/2011

Non-member funeral/interment/memorial

Christophe Besant (3/03/1962 – 7/30/2011) 08/15/2011

Respectfully submitted,
Sally Iverson, Church Clerk

Annual Report of the Moderator

This has been a year full of changes. Here are just a few:

- Refinancing of the church's mortgage so we are self-financed through our Endowment Fund.
- Several major contributions to the Endowment Fund with the appropriate proportion going to the Board of Trustees and the Board of Social Concerns.
- Our long-term minister, Charles Wolfe, retiring. A grand send off party was organized which was well attended by members and many other contacts Charles had throughout Madison.
- Patricia Hough was called to be our interim minister.
- Many members worked on the manse and church to prepare them for our interim pastor.
- The reorganization of the Wisconsin Conference leading to the loss of the Southwest Association ministerial position and our long time Southwest Association minister, Bob Mutton, retiring.
- Meetings of church members focused on remembering the past and what brought us to Plymouth was shared.
- Spending more money than we are bringing in from our regular donations. The Trustees planning and additional funds that were received from the Endowment fund distributions offset this concern for this year.
- The pulpit committee, which will search for a new pastor, was formed.
- Valued members passed on and new members joined our community.

Through all this the church has maintained and continued all its good works and programs that we all have come to expect.

Next year will bring additional challenges. There will be the need for additional funds to support the search for a new pastor. This could lead to a strain on our finances. I hope we can all pull together to make it through this necessary transition. But like all births there is a time of travail followed by a glow of love that will sustain us for many years to come. To quote Marleen Lippert, "You have to have faith." For with faith all things are possible.

Thank you for allowing me to be your moderator this year. Sincerely, David Mickle

Annual Report of the Historian

I have kept copies of bulletins, newsletters, photos, and audio files of worship services (mp3) as computer records on DVD/CD for the year of 2011. One set of disk will be kept in the library and a back-up set in a secure place. I would be willing to help anyone gain access to these files if help is needed.

On occasion I have taken photographs of church activities to post on the bulletin board near the kitchen. These photos and other documents received throughout the year are placed in a binder, also located in the library.

I have also kept the Plymouth web site currently up-dated. When up-dates are made to the site I send out emails to interested members. If you are not on my list and wish to have notifications please let me know.

Respectfully submitted,

Richard G. Walker

Annual Report of the Pastor

July brought great changes to Plymouth with the retirement of Charles after 24 1/2 years and my arrival on the scene. It took a few weeks to get my bearings and settle into the routine of Plymouth. I enjoy getting to meet and spend time with each one of you and learn of your gifts and talents shared generously with Plymouth.

The end of summer brought the death of three dear members and the beloved son of another member. We remember Loren Enerson, W.J. "Tip" Tyler, Audrey Poole, and Jane Rowe's son, Chris Besant.

Fall found us back to the usual routine with Sunday School and other church programs back on track. We expanded the Drop in Scripture study to a second Sunday each month with lay leadership to give Jon Schultz a break now and then. We began the first round of discussions of the interim period with a focus on our history, our accomplishments and our grief.

We looked at the past and acknowledged how difficult change is and lifted up the wonderful things Plymouth has accomplished. Charles mentioned some of these in his last annual report and it is important to list them again: being Open and Affirming, a Just Peace church, handicapped accessible, politically involved in the community, ecumenical, working with our sister churches, and a sense of determination that Plymouth will always be here. Plymouth does an excellent job in welcoming new people and incorporating them into our fellowship.

Plymouth has welcomed eight new members since mid-summer and we have others who have indicated an interest in joining us. As we move into the future and the prospect of a new pastor we need to think of building up the congregation. Church growth only happens when you (those of you in the pews) invite newcomers into the community, friends, and family to come and check out Plymouth. I always council church leaders to mentor new people, helping them move into leadership roles and to eventually take over their job. This ensures people get involved and share their gifts and talents with us. I encourage all of you to find your replacement in the pews before you move on to your great reward. This is part of the covenant we make when we join the church, and the way of Evangelism in our current environment.

Our physical buildings also need to be looked at with fresh eyes, which is another task for the interim period. Those of us who are here each week tend to overlook repairs that need to be done. Sometimes we just need to freshen things up. There are many repairs and changes we need to look at as we move into this new century,

making sure our building is not leaving behind a large carbon footprint. The manse is also in need of some repairs and *face lift* as you prepare to welcome your new pastor.

As an interim pastor, I am not here to change your programming but to help you look at all areas of your ministry. I am here to help you dream of the future and make good decisions about what qualities you are looking for in a new pastor. I have made a few changes to the order of worship to help you realize the new pastor will likely do this right away. Change is here and will be continuing until you are all settled again, down the road.

These changes can be liberating and scary. Some may wonder why we didn't make this change before, why were we hanging on to this. Others will say, "Yes change comes but I want it the old way." We are human! Plymouth will come through all this. I know you love each other so much that you will thrive!

I want to thank all the members who give so much of their resources, time and energy to support the ministry of Plymouth. Personally, I appreciate your welcome and support. I thank the paid staff for all they do, especially Sally who had to deal with a mother of the bride at times.

My door is open to all who need me and if you don't find me at church please call me.

Blessings,

Rev. Patricia

**Special Aid Report
July 12 – December 31, 2011**

Disbursements \$2,627.14

Thank you to all who have helped with this fund which aids those who are hungry, in need of shelter, and assistance.

**Annual Report of the
Board of Christian Stewardship and Mission**

The Board of Christian Stewardship is "responsible for creating an awareness of, and a concern for, the general financial needs of the Church, including the general and special funds, and...for the organization and implementation of a Christian stewardship drive at least annually." This year's drive lasted five weeks, beginning October 16 and finishing November 13, our "Stewardship Sunday." The campaign focused on three questions that members and friends of Plymouth were asked to consider.

- Why am I a member of Plymouth?
- What is special about Plymouth?
- Why do I give to Plymouth?

During the first four Sundays, a Plymouth member offered a stewardship moment to share their answers. Members speaking were Marleen Lippert (October 16), Mark Rickenbach (October 23), Chris Rickert (October 30), and Ron Ohlsen (November 6). On the final Sunday (November 13), Jenny Solomon offered a special Children's' sermon including another cruise on the SS Stewardship. Jane Rowe provided an article for the November addition of the Plymouth Bell.

As of December 31, 52 completed estimate of giving cards were returned to the Church Office.

Respectfully submitted,

Mark Rickenbach, Chair

Annual Report of the Board of Christian Education

There has been an ongoing attempt to reinvigorate the Safe Sanctuary policy at Plymouth Church. Early last year, the required policy training session was presented and was also an important topic for the committee/teacher meeting before the current school year. In the coming year, the education committee will continue working toward renewing applications for everyone involved with children of Plymouth church per the Safe Sanctuary policy. The committee hopes to sustain momentum by appointing a committee officer to be in charge of maintaining the policy requirements.

The education committee used Hoover endowment funds this year to pay for translator services to support the integration of Bhutanese children into the classrooms. With the arrival of Pastor Patricia, we hoped to familiarize the children of Plymouth with the pastoral changeovers with the introduction of "Children's Time" near the beginning of Sunday services. We hope to continue to hear more singing performances, as well, before they exit to classrooms. Plymouth children also presented the annual Christmas program and Pentecost services. The superintendent, teachers and committee members will continue to evaluate the UCC's Faith Practices educational resources. Adult education continues with the monthly "Drop-In Scripture" studies monthly after Sunday services.

Respectfully submitted,

Rick Reiner

Financial Report of the Board of Christian Education

Checking account 01/07/2011	\$217.02	
Income:		
Sunday School Offerings	\$68.00	
Mission Project (Heifer International)	\$241.60	
Coffee Hour Donations	\$47.50	
Camp Fund Coffee Hour	\$63.00	
General Fund – Budget	\$1,400.00	
UNICEF		\$312.75
Hoover Fund Withdrawal	\$1,000.00	
transfer from Board of Diaconate	<u>\$730.00</u>	
Total Income		\$3,862.85
Expenses:		
Curriculum and Supplies	\$509.30	
Nursery		\$780.00
Camp Scholarships	\$418.50	
Hoover grants:		
Interpreter services	\$400.00	
Subscription to Faith Practices	\$300.00	
Hayride		\$45.00
Mission Project (Heifer International)	\$271.60	
UNICEF		\$350.75
Seasonal Programs	<u>\$152.98</u>	
Total Expenses		<u>\$3,228.13</u>
Balance 12/31/2011		\$851.74*

*Includes \$255 of Hoover Memorial Fund.

[Sunday School offering money was given to Heifer International (\$30) and UNICEF (\$38)]
Other Assets: Hoover Memorial Fund – See Endowment report.

Respectfully submitted,
Marianne Mollway, Treasurer for
The Board of Christian Education

Annual Report of the Board of Evangelism and Church Growth

*"A vision is not just a picture of what could be; it is an appeal to our better selves,
a call to become something more." - Rosabeth Moss Kanter*

The Board of Evangelism and Church Growth did not meet much this year but that did not mean that they did not accomplish anything. The Board Chairperson developed a little business card that contains pertinent information about Plymouth Congregational United Church of Christ. This would include a map, time of service and who we are. It seems like a useful tool to keep in your purse or wallet so when someone asks about religion/church, you could simply pull it out and give them our calling card. The board posted an invitation on Craigslist for new people to check out our church if they were looking for some where to worship. We continue to grow our membership with some of our recent visitors. We have continued to advertise in various publications but the Chairperson is pursuing other venues as well including other publications. Our church members continue their volunteerism with The Road Home as well as other events in and around the Madison area. Our church may be small but our faith is infinite. With all the changes occurring with Reverend Charles leaving and Reverend Patricia joining us, now is the time to make changes and figure out who we are, where we are, who we want to be, and where we want to go from here.

Growth can be painful, but if we can make it through the pain, the reward will be worth it! Plymouth Congregational United Church of Christ is working its way to growth by enduring the pain of loss. But in spite of our pain, we are improving ourselves as well as improving the world. We touch lives near and far, they may never meet us or share a conversation with us, but because of us their lives are greatly improved. And no one has said it better than Anne Frank, who changed the world with her words while enduring war.

*"How wonderful it is that nobody need wait a single moment
before starting to improve the world." - Anne Frank*

Respectfully submitted,
Tammy Heath

Annual Report of the Board of Diaconate

Plymouth deacons for 2011 were David Bechtolt, Jim Cleasby, Zoya Cottom, Agnes Hollingshed, Rita Honnold, Kat Klafka, Ann Lacy, Gert Lang, Donna Salzwedel, Rheda Schultz, Betsy Sonnemann, and Betsy Stalder.

2011 was a "business as usual" year for the Board of Diaconate. In addition to serving six coffee hours, deacons served Communion monthly, with a few extra services during Lent, and a summer recess in July and August. Memorial plates were engraved, notes were written to visitors from 39 different households, and 14 new members, including four Confirmands, were approved. Treasurer Jim Cleasby saw that Diaconate bills (for altar candles and pew envelopes, among other items) were paid on time, Zoya Cottom (with Gert Lang as backup) baked our Communion bread, and Rheda Schultz led the deacons in coordinating with first Pastor Charles and then Reverend Patricia to see that Plymouth's chancel was decorated in a seasonally and liturgically appropriate manner. For the second year in a row, Gert Lang lined up greeters for Sunday services all year

long, often filling the post herself when no one else was available. The Usher Coordination Committee was not quite as successful in its attempts to keep the usher roster full, although several new ushers were recruited – and the Board is most grateful to all ushers, current and past, for their service!

The Board would also like to extend a few special notes of thanks to a few special non-deacons: Randy Stefan, Daniel Lyons, and, most especially, Les Wadsworth. After many years of service, Randy “retired” from the job of maintaining Plymouth’s outdoor sign board – and Daniel immediately volunteered to take on this important task! And each week, as he has done for several years, Les Wadsworth faithfully and diligently sent cards to Plymouth’s shut-ins and others in need of cheer; only gravest ill health prevented him from continuing in this much appreciated service. On behalf of the congregation, the Board of Diaconate would like to thank Randy, Dan and Les for all that they have done and continue to do for Plymouth!

Respectfully submitted,

Ann Lacy

Financial Report of the Board of Diaconate

Checking balance as of 12/31/10	\$822.21	
<u>Income</u>		
Memorials		\$250.00
Coffee Hour Receipts	\$69.97	
Transfer from Savings Account	<u>\$1,100.00</u>	
Total Income		\$1,419.97
<u>Paid Out in 2011</u>		
Postage for mailing to shut-ins	\$44.00	
recording supplies/CD’s	\$90.75	
Board of Christian Education	\$730.00	
Lippert Memorial to General Fund	\$732.28	
Offering envelopes		\$10.00
UCC Resources		\$27.00
Berman Engraving		\$96.00
Dept. of Justice – name searches	\$119.00	
Cake		\$38.99
Palm branches		\$26.95
Candles		\$72.60
Altar decorations		\$16.91
Women’s Fellowship – coffee	\$20.00	
Envelopes and greeter	<u>\$21.94</u>	
Total Paid Out		<u>\$2,046.42</u>
Checking balance as of 12/31/11	\$195.76	
Savings account balance as of 12/31/10	\$2,469.52	
Withdrawal to checking		\$1,100.00
Interest earned		<u>\$1.86</u>
Savings account balance as of 12/31/11	<u>\$1,371.38</u>	
Total Diaconate funds		\$1,567.14
<u>Balances of Designated Funds</u>		
Virginia Utter Fund		\$31.51
Cora Larson Fund		\$64.24

Respectfully submitted,

James Cleasby, Treasurer

Annual Report of the Board of Social Concerns

The board members for 2011 were Jane Rowe, Rich Walker, Shelley Hagan, Sara Storck, and Rain Zephyr and Cynthia Roskovic (both of who replaced Steve Landkamer and Sharon Larson upon their move to Arizona).

We served six coffee hours and also coordinated the Easter breakfast (with the generous help of many other church members who made delicious food and helped with the serving and cleanup, can we call you in a few months? ha, ha). This breakfast raised \$600 towards Plymouth's obligation to the Housing and Hope program.

At our February 13, 2011 meeting, the Board of Social Concerns named its officers. The group was informed that a larger-than-usual amount of funds were at our disposal. In addition to \$1,000 from the general endowment, Social Concerns received \$2,000 from Tip Tyler's gift and \$45,000 from Mark Hanson's bequest. The board decided to save \$45,000 in a CD (later changed to a bond fund) and keep \$3,000 to use for current priorities.

Through the spring, Social Concerns continued to support the needs of our local community. We contributed \$100 to the Pastor's Aid Fund and \$200 to help a homeless family with some immediate needs. We were pleased to be part of the effort to assist Bhutanese refugee families resettle in Madison. We gave money to help cover the bus rental for the families to attend a group picnic. We also helped cover costs for swim lessons and a pool pass for our Bhutanese family. Two youth from the Wilmar Center received partial scholarships (\$100 each) to attend an east side arts camp, PRISM, at the Tapit Dance Studio.

At our September meeting, the board discussed priorities – how to choose among the myriad worthy causes that would benefit from our support. Top focus areas suggested were our immediate region of Madison, its people and environment; the broader Madison community, and other projects that could promote collaboration (e.g., Church World Service health kits as a joint project with Christian Education). At this meeting, it was voted to donate \$1,000 to the Goodman Center Thanksgiving basket program, to help with the Center's loss of corporate sponsorship that in past years had paid for the turkeys that were given away. At a later date we voted to donate another \$1,000 for the Thanksgiving baskets. An article was placed in the Bell to remind members that their suggestions for donation and/or action are always welcome by the Board.

A special meeting was held in October to discuss ways in which the Board could assist Saidou in bringing his oldest son, Isaac, from Burkina Faso to live with him and Veronica in Madison. The Board voted to facilitate loans to help make Saidou's dream a reality.

The Board was happy to pay off the remaining \$3,078 of Plymouth's pledge to the Housing and Hope initiative, more than a year before the final \$2,000 was due.

Respectfully Submitted,

Sara Storck, Chair

Financial Report of the Board of Social Concerns

INCOME:

Bank balance, January 2011	\$1,978.84
Coffee hour receipts	\$70.20
Repayment of pontoon rental fee	\$90.00

Audrey Poole Bequest (10% share)	\$1,000.00	
Mark Hansen Bequest monies	<u>\$7,000.00</u>	
Total Income		\$10,139.04
EXPENDITURES:		
Security deposit for Lowell family	\$300.00	
Pastor's Special Aid Fund	\$300.00	
Goodman Pool Membership (for refugee family)		\$175.00
Share of bus transport cost for Bhutanese Community picnic		\$100.00
Camp registration Shilesh Rai	\$75.00	
Pontoon boat rental for Bhutanese pontoon/picnic at Tenney Park	\$95.00	
Pastor's Special Aid Fund	\$770.00	
Dance scholarships	\$200.00	
Special Aid Fund	\$500.00	
Camp scholarship for S. Rai	\$117.25	
Pastor's Special Aid Fund	\$300.00	
Goodman Community Center	\$1,000.00	
Saidou Kabore, son	\$1,000.00	
Food Pantry Thanksgiving turkeys	\$1,000.00	
The Road Home – Housing and Hope	<u>\$3,078.00</u>	
Total Expenditures		<u>\$9,010.25</u>
Bank Balance, January 2012	\$128.70	
Mark Hansen Bequest Investment	\$38,139.64	

Respectfully submitted,
Jane Rowe

Annual Report of the Board of Trustees

Facilities and Grounds

Church: Various plumbing repairs, downstairs speakers repaired, audio equipment shelf installed, boiler replaced with two efficiency boilers, handy person approved for 20 hours per month at \$15 per hour (Bill Mollway started in December), flat roof leak repaired, down spout replaced with new and increased angle to aid drainage, ceiling damage from leak to classroom repaired with drop ceiling, pastor office carpet shampooed, walls painted and drapes replaced, gutters cleaned, miscellaneous repairs throughout the church.

Manse: Assistance by many volunteers in helping pack and load the moving truck for Charles and Mary, cleaning and prepping manse by many volunteers prior to Pastor Patricia, new locks installed, new garage door, lawn mowing, chimney repair.

Future Needs: Window replacements, driveway maintenance, interior painting, carpet replacement, gutters, and other discoverable issues

Future Considerations: Whether or not a new minister uses the manse will determine its disposition and resulting expense impact.

Grounds: Melissa LeBlanc and several volunteers did a wonderful job of managing our community garden. The Goodman Center was the recipient of many months of nutritious produce. That's what a community garden looks like! Thanks to all of our gardeners. Trees were trimmed, lawn mowed and bushes trimmed, sign stained,

Financial

For most months of the year we did not meet our income budget and as a consequence fell short of our 2011 goal. Certainly the economic times contribute to our situation as well as transitioning to a new pastor.

We have suffered through the loss of members through death and relocation that have also had a significant impact. At the same time we have experienced many unexpected expenses that have impacted our cash flow, i.e. boilers and relocation expense.

It has been through generous bequests (most notably Mark Hansen), over and above contributions, and gifts from others that have sustained us. The year started with a seventy-five thousand dollar reserve because of this generosity. Our expenses have reduced this to the point where we will go into 2012 with a reserve estimated at twenty thousand dollars.

2012 Budget

The trustees have agreed and submitted a budget that continues to repair and replace as necessary at the manse and church as well as insuring our paid staff feel secure during important transition times. Our budget reflects a deficit of around \$42,000. Expenses and projects will be prioritized as needed. Please review the budget detail for specifics. The most important resource for maintaining our spiritual and fiscal vitality is all of us. We have many resources to draw from.

Thanks to all who support Plymouth Church through your time, talents, and financial contributions.

Respectfully submitted,
Ron Ohlsen

Report of the Interim Search Committee

In March of 2011, a committee was appointed by the Church Council to begin searching for an Interim Pastor, who would help lead Plymouth until a permanent Pastor was called. Committee members were: Sally Iverson, Ann Lacy, David Mickle (chair), Laura Stalder, Esther Stevens and Steve Storck. The committee met with Rev. Bob Mutton (Association Minister) and was given its tasks as guided by the United Church of Christ standards. Rev. Mutton reviewed and forwarded ministerial profiles of eight potential candidates. Upon careful review of all of the profiles, committee members narrowed the group to four possible candidates for Plymouth. Telephone interviews, written information and videos were reviewed prior to deciding to arrange for an on-site interview and visit with Rev. Patricia Hough, from Ohio.

Rev. Hough visited Madison during a weekend in April. The Interim Search Committee had a thorough, formal interview with her, as well as several less formal conversations. We were impressed by her positive personality, her specialized training and experience in interim ministry, her successful employment in churches and her high recommendations from parishioners and colleagues. We believed that she had skills and experience that would be important for Plymouth as it moved towards a new, settled pastorate. A contract offer was extended and Rev. Hough became Plymouth's Interim Pastor on July 1, 2011. She will help to guide us through our time of transition and assist us in preparing for a change of leadership.

Upon the hiring of Rev. Hough, the Interim Search Committee concluded its work. Recently, the Pulpit Committee was appointed by the Church Council to begin the formal search process for our permanent pastor.

Submitted by,
Laura Stalder, Moderator-Elect

Annual Report of the Endowment Fund Committee

The purpose of our Endowment Fund is to "enrich the mission and ministry of Plymouth Church, and ensure the financial stability of our congregation, while providing an opportunity to establish tributes to family members and loved ones through estate planning, gifts, and bequests. The Endowment Fund perpetuates the funds gifted to it and provides that all principal amounts will be retained and only the income expended." The Endowment Fund is separate from regular church finances, but is an essential part of ensuring our continued mission and service within and beyond our walls.

The general strategy is to grow the principal and use the interest toward mission and service, but principal has been used when the Church has decided it was in its collective interest. For example, at the last Annual Meeting, the Church voted to take a \$75,000 loan from the Endowment Fund to pay off the mortgage and

complete capital repairs. The Church, in return, makes monthly fixed payments to the Endowment Fund to repay the loan. More on the Endowment Fund is available from the Church Office or on the website.

In addition to monitoring portfolio performance in consultation with our financial advisor, the Endowment Committee's work focused on the receipt and disbursement of two bequests.

The passing of two members, Mark Hansen in late 2010 and Audrey Poole in 2011, brought gifts to Plymouth's Endowment Fund. The Endowment Fund Committee and, in particular, our treasurer, Lois Schultz, have worked with the Boards of Social Concerns and Trustees that receive specific allocation to further their missions. The losses of these stalwart members from our congregation is felt by all, but we appreciate that they will continue to aid our mission for years to come as we strive to honor their memory.

The Endowment Fund is built on gifts from both deceased and living members, and wise stewardship and investing consistent with our mission in Christ. Our fund has endured a tumultuous market year, but remains an important resource for our on-going mission.

Respectfully submitted,

Mark Rickenbach, Chair

Annual Report of the Endowment Fund Treasurer

The Endowment received two gifts in 2011: first, from the estate of Mark Hansen in the amount of \$478,057.40, and the second from the estate of Audrey Poole in the amount of \$10,000.00. The gifts were divided between the Endowment Fund (75%), Trustees (15%), and the Board of Social Concerns (10%) as stated in the Constitution.

Income earned from the Lincoln Financial Account for 2009 as directed by the congregation would be a minimum of \$1,000 to be distributed in 2011. The income for 2011 will include interest earned from the loan to the Board of Trustees for the mortgage, and the dividend and short-term capital gains from the actual Endowment Fund. The income will be divided evenly between the three groups.

Continued next page . . .

By the direction of the Endowment Fund Committee, the following checks were issued:

7/21 Patio stones	\$60.00	
10/6 Special Aid Fund	<u>\$940.00</u>	
		\$1,000.00

By the direction of the Church Council, the following checks were issued:

6/21 Rheda Schultz banner	\$50.00	
9/11 UCC Conference	\$750.00	
12/23 Special Aid Fund	<u>\$200.00</u>	
		\$1,000.00

By the direction of the Board of Social Concern, the following check was issued:

6/1 Board of Social Concerns	\$1,000.00
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Christian Education Fund

Account DJC0002763 value as of 1/1/2011		\$ 10,153.87
Withdrawals for 2011	\$-1,400.00	
Income for 2011	<u>\$395.38</u>	
Account value as of 12/31/2011	\$9,119.77	

Endowment Fund

Portfolio Value as of 12/31/11 broken down as follows:

Anchor Checking Account	\$21,277.16	
Lincoln Portfolio Value	\$488,521.92	Inland Western Retail Real Estate
Trust		

\$ 20,751.31
\$530,550.38

Breakdown of LNC Portfolio

Lincoln Portfolio as of 1/1/11	\$185,606.24	
Deposits		\$383,763.49
Withdrawals		\$-25,194.26
Transaction Cost, Load & Fees	\$-3,748.21	
Change in Investment Value	<u>\$-31,154.04</u>	
Lincoln Portfolio value as of 12/31/11		\$509,273.22

Distributions of Annual Earnings

2011 Earnings:

Lincoln Financial Advisors	\$7,429.20	
4/7 th of interest paid on 10 loan payments		
	<u>\$2,433.97</u>	
Total Income for 2011	\$9,863.17	Divided by 3 =
\$3,289.72 each		

Missing from the 2010 report was an acknowledgement of the gift from Tip Tyler in the amount of \$25,738.64.

Respectfully submitted,
Lois Schulz

Annual Report of the Health Ministry Committee

Members of our committee were Nancy Dreckschmidt, Vicki Hall, Saidou Kabore, Kate Mickle, David Stiffler, and Carol Walker (chair).

Remembrance Sunday was May 29 with many readers, as well as family or friends representing each person in the church who had died in the past year.

In the June 2011 Plymouth Bell David Stiffler and Laura Stalder wrote an article explaining our committee position on discontinuing holding blood drives at Plymouth Church.

- At the UCC Synod of 2009, the suggestion was made that O & A churches should no longer support blood drives in their churches.
- Since the mid 1980s the American Red Cross has not allowed men to donate blood who have admitted to having had sexual relations with another man since 1977.
- We clearly encourage individuals to continue giving blood.
- We are only suggesting that blood drives not be sponsored by Plymouth church until these laws change.

Nancy contacted Peggy Bezruki, Lake Edge UCC Parish Nurse regarding a payment of \$150.00 for years of past articles in the Bell. We decided to continue with Peggy's articles.

The assistive device collection will now consist of two quad canes, two walkers,, one shower bench, and one manual wheelchair. We donated two quad canes, two walkers, and a pair of crutches to the Wheelchair Recycling Program.

In addition to existing hand sanitizers in the church, we decided to add new ones for the sanctuary.

Respectfully submitted,

Carol Walker

Annual Report of the Library Committee

Members of our committee were Char Bell, Michael Huckaby, Veronica Kabore, Charlene Levenick, Meg Shepherd, and Carol Walker (chair).

We held our organizational meeting on September 18 because some of us were added during the year. On both September 18 and on October 16 we organized the library. We dusted off the shelves and table, and removed duplicated books. New and extra books were donated to St. Vincent de Paul after checking with Jane Rowe for any need she may have with her contacts. We plan to continue to assess the book collection. Anyone is welcome to give a book report in the Bell.

Respectfully submitted,

Carol Walker

Annual Report of the Music Committee

Children's music was headed by Barb Hoffman again this year. She taught the children a few new songs from the curriculum and some of the familiar songs from last year. Children provided music during the anthem several times throughout the year, including Easter and Children's Day. The children also sang at the Christmas play. Special Music had good participation during the summer. Members of the church offered their talents at the piano, singing, unicycling and doing special readings. The choir was led by Marleen Lippert and they had another successful year. This year, Dan Rolfs who is in the choir welcomed a new baby girl and the music committee was able to host a baby shower in her honor.

Respectfully submitted,

Emi Reiner

Outdoor Ministry in 2011: "Got Spirit?"

Spirituality – the desire for God. Summer camp events will help you explore God's presence in your life. Camp is also time for community, conversation, and fun plus relaxation and rejuvenation. Find God in creation at Moon Beach Camp in the Northwoods of Vilas County or at Pilgrim Center on big Green Lake in Ripon.

The Camp Sunday presentation on March 13 by Gail Holmes involved "Man on the Street" interviews with Emily Holmes carrying the microphone to other campers to share their stories. Then the children spent the One Room Sunday School time enjoying camp songs and crafts, and making delicious camp treats to serve at the coffee hour. Proceeds from the coffee hour donations are added to the Camp Scholarship Fund which pays the cost of registration deposits upon request to the Board of Christian Education.

Plymouth Church began the camping season with the Women's Wild Winter Weekend at Moon Beach Camp from March 4 to 6. Gail Holmes, Kari Iverson, Bonnie Peterson, and Lois Schulz embraced the theme "Fill Your Lamp" with a wide selection of activities and free time pursuits. Gail again prepared the closing worship and communion service for the 60 women.

Moon Beach lures a group of church members to the Work Camp Weekend, held this spring from May 13 to 15. Attending were Gail & Emily Holmes, Ted & Bonnie Peterson and son Fred, Tracy Westbury Zander & friend Angie Steinhauer. We accomplished a variety of tasks (the equivalent of about 5 weeks work for one

person!) and were rewarded with delicious meals. Gail led the Sunday morning worship before a brunch to send us off well nourished for the ride home.

Here are Plymouth's campers for summer 2011 at Pilgrim Center or Moon Beach Camp.

- Emily Holmes, Intermediate Camp (grades 3-4) June 19-25 at Moon Beach
- Shailesh Rai, Junior Camp (grades 5-6) August 7-13 at Pilgrim Center
- Jay, Becky, and Jackson Honnold, Jr/Sr Hi MADD Camp, June 19-25 at Moon Beach
- Tyler Letlebo, Senior High Adventure Camp (with participants from Pine Ridge Indian Reservation in South Dakota), June 26-July 2 at Pilgrim Center
- Melinda Rindfliesch, Senior High Sail Camp, July 17-23 at Pilgrim Center
- Moon Beach Family Camp, July 3-9
 - Mike and Barbara Hoffman
 - Jim and Rita Honnold
- Moon Beach Family Camp, July 24-30 (sharing a cabin)
 - Jodi Cowle and daughter Emilie Huckaby
 - Gail Holmes and granddaughters Emily Holmes and Melinda Rindfliesch
- Zoe Rickenbach & friend Maria Fiorella, A Stitch in Time (quilting and crafting retreat for adults), Sept. 23-25 at Pilgrim Center

A large group attended Moon Beach's fall Work Camp from September 30 to October 2. Appreciation to Ted Peterson for facilitating the group of a dozen: Gary and daughters Emily Holmes and Melinda Rindfliesch, Ted, Bonnie and Fred, Bonnie's sister Jean Swalheim, Bonnie's cousin Sue and Andy Andrews, Mark Walter, and Tracy and Kendall Zander. On Saturday, a memorial service was held at Moon Beach by the family of W.J. "Tip" Tyler, a decades-long camper at both camp sites along with his (now deceased) wife, Lois. Tip was a faithful member of Plymouth Church, and we were pleased to be present for his memorial.

God's creation sings around you at Pilgrim Center and Moon Beach. Catch the spirit!

Gail Holmes

Camp Coordinator

Ecumenical Housing Corporation Summary of 2011

Plymouth Church continues to be involved in Ecumenical Housing Corporation (EHC), an organization that was started in 1979 by several Madison faith communities in order to address what was at that point a lack of options for affordable senior housing. Plymouth has three representatives to EHC, with Dan Rolfs also serving as the President of the Board of Trustees.

At the start of 2011, EHC owned and managed three properties-Meadow Grove (Cottage Grove Rd), Taylor Ridge (in Cottage Grove) and Dempsey Manor (near Woodman's East). Due to a saturation of senior housing in the Madison market, the two Madison properties have been experiencing increasingly low occupancy rates-especially Dempsey Manor. It was decided that the EHC mission statement would be changed to now include a focus on "affordable family housing", not just senior housing. Dempsey Manor was made available for this population but despite a partnership with United Way agencies that was focusing on issues of homelessness, occupancy remained low. In September the property was sold.

EHC is at a pivotal point as it looks to redefining its mission and focus, in a present day market where senior housing options abound. We will be asking for input from members of our faith communities, trying to

encourage more involvement by our members and looking to ascertain the most pressing housing needs in our community. So, stay tuned!

Respectfully submitted,
Ann Lacy, Dan Rolfs and Laura Stalder

Annual Report of the Women's Fellowship

Acting Officers: Marleen Lippert, President, Charlene Cleasby, Secretary, Rita Honnold, Treasurer

January 15, 2011 was the memorial service for Mark Hansen M.D. The Women's Fellowship helped serve the "picnic" potluck luncheon with the help of many other people from Plymouth Church. It was a celebration of Mark's life during the time he was at Plymouth Church.

March 16 – The soup supper was served by the Women's Fellowship before the Ecumenical Lenten Service at our church.

April 24 – Rita Honnold ordered the Easter lilies for the altar given in memory of loved ones.

May 11 – Women's Fellowship served the luncheon after Mary Endres' funeral.

August 15 – Women's Fellowship served the luncheon after Audrey Poole's funeral.

November 27 – The Hanging of the Greens was held to decorate the church for Christmas and afterwards the Women's Fellowship served a soup luncheon.

December 18 and 25 – Rita Honnold ordered the poinsettia plants to decorate the sanctuary.

Respectfully submitted,
Charlene Cleasby

Women's Fellowship Financial Report

Checking Account Balance 1/1/11	\$1,146.84
Receipts:	
Coffee Hour donations	\$677.67
Altar flowers – for poinsettias	\$167.00
Altar flowers – for lilies	\$182.00
CWU Least Coin offering	\$22.00
Lenten soup supper net donations	\$72.00
Hanging of the Green luncheon	\$14.65
Serving funeral luncheon	<u>\$100.00</u>
Total Receipts	<u>\$1,235.32</u>
Total Funds available 2011	\$2,382.16
Disbursements:	
Kitchen supplies and food	\$221.33
Klein Floral – lilies	\$190.00
Klein Floral – poinsettias	\$172.00
Church Women United	\$50.00
CWU – Fellowship of Least Coin	\$22.00
Funeral Luncheon expense	\$79.75
Diaconate for memorials	\$20.00

Hanging of Green luncheon	\$74.25		
Farewell gift to Charles & Mary	\$150.00		
Christmas gifts - church staff	<u>\$125.00</u>	Total Disbursements	<u>\$1,104.60</u>
Balance 12/31/11 in checking	\$1,277.56		

Women's Fellowship still owes Klein's for 2011 poinsettias: \$154.00
 Deposited for poinsettias since 1/1/12: \$36.00
 Church members still owe for 2011 poinsettias: \$48.00
 Deposited for 2011 mitten sales since 1/1/12: \$150.00
 Savings Account Balance 12/31/11: \$73.31
 Certificate of Deposit: \$1,000.00

Submitted by,
 Rita Honnold, Treasurer

Annual Report of Plymouth's Book Club

In 2011, the book club's second year, an average of six people met (almost) monthly for lively book discussion and an optional brown bag lunch. The book club also expanded its "Book Club Book Basket" to a whole shelf of books available for interested members of Plymouth's community to borrow.

It wasn't planned, but much of the year's book club reading has a common theme: relationships, personal, political, and historical. We began in **January**, reading Garth Stein's The Art of Racing in the Rain, a fast-paced tale of love and sorrow, faithfulness, personal growth and race car driving, narrated by a philosophical dog. **February's** meeting, postponed due to snow, featured a discussion of Hotel on the Corner of Bitter and Sweet, Jamie Ford's bittersweet fictional examination of familial and other relationships, set in Seattle both in the present and during the disgraceful WWII era internment of Japanese-Americans. In **March**, we discussed Saving Jesus from the Church: How to Stop Worshipping Christ and Start Following Jesus, a refreshing view of religion as relationship by progressive theologian (and UCC pastor) Robin Meyers. **April's** pick was The Help, Kathryn Stockett's popular novel of the intertwined lives of white employers and their black maids in early 1960's Mississippi. In **May**, we read The Heretic's Daughter, a fictionalized account of the imprisonment, trial for witchcraft, and execution, of Salem goodwife Martha Carrier, told from the point of view of her not always admiring daughter, and written by Carrier's descendant Kathleen Kent. In **June**, we discussed Blood Done Sign My Name: A True Story, Timothy Tyson's work of autobiographical history about the long-lasting repercussions, personal and historical, of the brutal 1970 murder of a black man by white racists in North Carolina. After a two month summer break, we resumed in **September** with Sarah's Key, Tatiana de Rosnay's fictional story of a family's relationships in present day Paris, against a gradually uncovered background of devastating secrets, kept since the 1942 roundup by Paris's Nazi occupiers—and their French assistants—of Parisian Jewish families for transport to concentration camps and death. In **October**, we talked about Still Alice, Lisa Genova's well-researched novel of the effect of a diagnosis of early-onset Alzheimer's on a successful professional woman and her family and colleagues. **November's** book was Traveling Mercies: Some Thoughts on Faith, Anne Lamott's collection of short, pithy, and often humorous essays. We finished the year in **December** with a fiction title appropriate to the Advent season of waiting, Olga Grushin's The Line.

Books and dates for the first months of 2012

- January 4th: The Latehomecomer: A Hmong Family Memoir by Kao Kalia Yang.
- February 1st: We Are All Welcome Here by Elizabeth Berg.
- March 7th: Enrique's Journey: The Story of a Boy's Dangerous Odyssey to Reunite with his Mother by Sonia Nazario
- April 4th: Major Pettigrew's Last Stand by Helen Simonson.

Carol Martell
Chris Rickert
Paul Spetz

Carol Berglund
Peggy McEvilly
Mark Walter

Maria Hanson
Ted Peterson

Term expires at conclusion of the Annual Meeting in January following the year:

2012

2013

2014

COMMITTEES

ENDOWMENT FUND COMMITTEE

Lois Schulz

Mark Rickenbach

Gail Holmes

HEALTH MINISTRY COMMITTEE

Nancy Dreckschmidt

Crystal Fey

Kate Mickle

Saidou Kabore

Carol Walker

Kim Martell

LIBRARY COMMITTEE

Charlotte Bell

Betsy Sonnemann

Michael Huckaby

Richard Walker

Carol Walker

MUSIC COMMITTEE

Sally Iverson

Sylvia Adrian

Zoe Rickenbach

Meg Shepherd

NOMINATING COMMITTEE

Bill Mollway

Zoya Cottom

Ann Lacy

Sharon Isensee

Ron Ohlsen

REPRESENTATIVES TO ECUMENICAL HOUSING

Ann Lacy

Dan Rolfs

Laura Stalder

Respectfully submitted,

Gail Holmes, Chair

Sally Iverson

Ann Lacy

Bill Mollway

Judi Ohlsen

Sara Storck