

**First Congregational United Church of Christ  
Gaylord, MI**



**Annual Meeting Agenda  
Sunday, October 29, 2023**

- I. Call to Order.....Margaret Wallin, Moderator**
- II. Opening Prayer.....Pastor Greg Watling**
- III. Establishment of Quorum**
- IV. Approval of 2022 Annual Meeting Minutes**
- V. Acceptance of Reports**
  - a. Pastor Greg**
  - b. Council**
  - c. Reaching In**
  - d. Reaching Out**
  - e. Pastor Parish**
  - f. Women's Fellowship**
  - g. Trustees**
- VI. Election of Officers**
- VII. Budget Report and Adoption**
- VIII. Other Business**
- IX. Adjournment and Closing Prayer**

# **First Congregational Church of Gaylord**

## **2022 Annual Meeting Minutes**

1. Call to order – Maggie Wallin, moderator
2. Prayer – Greg Watling
3. Quorum established – need 16, have 23
4. 2021 annual meeting minutes
  - a. Louann Spearman moved to approve.
  - b. Don Storing seconded.
  - c. Unanimously approved
5. Acceptance of reports as sent in by Pastor Greg, Council, Reaching In, Reaching Out, Women's Fellowship, Trustees. Reports had been emailed out to everyone.
  - a. Mary Fox moved the approve.
  - b. Joe Wambold seconded
  - c. Unanimously approved
6. Election of officers
  - a. There will be a change for trustees. Gloria House will serve as the assistant secretary.
  - b. Laura Hotelling moved to approve.
  - c. Mary Fox seconded.
  - d. Unanimously approved
7. Budget – sent out via email
  - a. Joe Wambold moved to approve.
  - b. Cathy Otto seconded.
  - c. Unanimously approved
8. Adjournment
  - a. Mary Fox moved to adjourn.
  - b. Margaret Hellenberg seconded.
  - c. Unanimously approved
9. Prayer – Maggie Wallin

# **Pastor's Annual Report, 2023**

## **“Part Time Ministry and Vitality”**

### **Pastor's Report to the Congregation**

**October 2023**

Recently, Helen Crandall and I attended a workshop offered by the Michigan Conference, UCC, Vital Growth Ministry Area Team. It was called, “Part-Time is Plenty” and featured author G. Jeffrey McDonald. Helen and I participated in a panel of congregations who have done well with part time ministry.

Many times, when congregations move from full time to part time, they feel like they've lost something, or that their best days are behind them. Some even think they are simply slowing down the process of eventual congregational demise. McDonald's premise is that not only can part time ministry be fruitful, but it can also even lead to vitality, growth and a better future than congregations served by full time pastors.

In fact, he believes the model of part time ministry is not only Biblical, but historical. It wasn't until the 19<sup>th</sup> century that churches hired full-time pastors. Meanwhile, as ministers “did everything” the congregation's laypeople became consumers – dropping in a check and receiving religious services. This has led, in some cases, to a shallower faith and a clergy-dependent congregation.

The hard part about thriving in part time is that a congregation and it's pastor have to have a plan and understanding of what they agree is important for the pastor's role in church and society. McDonald notes that there are three pastorate models that have emerged in vital congregations: pastor as equipper, pastor as ambassador, and past as multi-staff team member. He goes into detail about what those terms mean and that in some ways there can be more than one model operating at a time. What is important is that both the clergy and congregation know what model they are working with.

Over this past year, the Council has been working on some strategic planning using Cameron Trimble's book *Piloting Your Church: Helping Your Congregation Take Flight*. Trimble asks some important questions about who the church is called to be in today's world. In combination with McDonald's work, I think we can come up with a plan that leads us into a bright future together.

I do believe that our future can be bright and vital, but that we are facing some headwinds. That is true of most any congregation in today's world. With a plan in place and vital partnership, I believe we can choose a bright future. It doesn't just happen. Our future can't be just the Council's responsibility, nor the Pastor's. It will take all of us to consider together what our call is for this time and place.

I pray you will join the conversations.

In the meantime, I want to thank you. I have already learned a lot about being a part time pastor. I am growing, and I believe you are as well. May our future together lead to where God already is – touching the lives of all people with love. I treasure our journey together.

Blessings for an amazing 2024!

Pastor Greg

## **Annual Report of Council January-October 2023**

Church Council acts as the liaison between committees and as the body that is empowered to act for the congregation on matters requiring its approval or action. With few exceptions, Council has met on a monthly basis to accomplish the tasks before it.

One of Council's objectives is to assist in coordinating facilitating communication between committees and responsible individuals. To that end, each meeting has included a time for us to share what our committees are doing and the progress being made on longer term projects. This year, projects that came to our attention included the bathroom revisions that removed gender assignment and barriers for differently abled people – a way to make concrete our overriding goal that no matter who you are or where you are on life's journey, you are welcome here. This project was contracted for, paid for, and managed by Trustees. However, Council participated to some extent in the planning, and received updates with enthusiasm.

One project that Council took on was planning for and soliciting an original work of art for the back of the sanctuary that would help people to remember we go out into the world to bring what we know of God into daily life. Laura Hotelling took on the brunt of this project, and enabled us to receive a lovely piece of artwork from Gaylord High School's art program from a young artist, who will no doubt have an interesting future. It was our delight to host her and her mother at the service in which the painting was dedicated.

This year, perhaps Council's most important task involved working on strategic planning, looking at where we are now, and where we might set our compass for the future of this ministry. To that end, we have been diligently reading and discussing chapters from the book Piloting Church, Helping Your Congregation Take Flight, by Cameron Trimble. With these readings we are preparing ourselves so that we might assist the congregation in looking to the future, designing new ministries, evaluating current ministries, looking at various financing needs and options, among other issues crucial to the continuation of the ministries of this group we call church.

It has been an honor and a privilege to serve along with all the other members of council for this year. I thank you for your support and your diligence.

Respectfully submitted,

Maggie Wallin, Moderator

**ANNUAL REPORT**  
**REACHING IN COMMITTEE**  
**FIRST CONGREGATIONAL CHURCH UCC, GAYLORD, MI**  
**OCTOBER 29, 2023**

- Chairperson Rokko Jans til Dec. 2022; Chairperson Sallie Anderson, 2023
- The Annual Stewardship Program was completed by November 2022.
- ADVENT/CHRISTMAS: Theme was “Peace, Hope, Joy, Love; Christmas Potluck held 12/18; Christmas Caroling 12/18
- ECUMENICAL SERVICES: Thanksgiving Service, 11/20 @ Presbyterian Church; Winter Solstice, 12/21 @ Peace Lutheran; Good Friday @ First United Methodist
- WORSHIP THEMES FOR THIS PAST YEAR: “Do I Stay Christian?” by Brian McLaren; “Tired Of Apologizing For A Church I Don’t Belong To,” by Rev. Dr. Lillian Daniel; “Speak With The Earth And It Will Teach,” by Daniel Cooperrider
- MI CONFERENCE UCC; Rev. Dr. Lillian Daniel was our guest speaker 5/21; we hosted a luncheon in her honor after the Service
- ADULT BAPTISM: Jason Peterman was baptized 5/14/23
- SPECIAL EVENTS:
  - Ash Wednesday 2/22/22
  - “From Friends to Family”; soup & sandwich luncheon honoring new participants
  - Maundy Thursday; Incorporated Service with art and meditation stations headed by Sharon Wade
  - Salad Luncheons; monthly from April thru September
  - Coffee Hours, Liturgists and Greeters...solicited by Reaching In Committee
  - Spring Work Day 5/21/23
  - Church Picnic 9/10/23 & Outdoor Services
  - 150<sup>th</sup> Anniversary of our church: July 21, 2024
  - Book Discussion for Sept & Oct; “Jesus and John Wayne” by Kristin Kobes DuMez
- ADVENT THEME FOR 2023: “How Does A Weary World Rejoice?”
- SPECIAL THANKS:
  - Worship Leaders: Rokko Jans, Maggie Wallin, Helen Crandall, Don Storing, Laura Hotelling, Rosie Gibson
  - Music Groups: Ukulele Group; Brian & Sarah Peterson

Submitted by: Helen S Crandall, Secretary

## REACHING OUT ANNUAL REPORT 2023

The committee is composed of chairperson, Louanne Spearman, Cindy Goller, Mona Viviano, Kathy Menkes, and Cathy Otto along with Pastor Greg.

The Reaching Out committee exists to promote and support UCC activities and to address needs in our local community.

In January we formed a subcommittee to update our church's website <https://www.firstuccgaylord.org/>. This subcommittee made up of Stephanie, Cindy, Cathy, Brenda Brummel and Pastor Greg met to go over initial ideas and goals. We can proudly boast that the website is now up and running. Although it is a work-in-progress, we have received very positive feedback as of September, 2023.

The first Friends to Family luncheon was attended by approximately 25 people. The focus of the luncheon was to bridge the gap between new guests and church family, with plans to repeat these meetings every quarter.

In February we held a special offering to benefit The Refuge.

The UCC 5 for 5 collection in March was for One Great Hour of Sharing and the congregation supported it by donating \$220.00.

May brought about Mother's Day Blanket Sunday sponsored by CWS. The record amount of \$509.00 was raised.

In June Rokko and The Hat held the 16th Annual June Jans Memorial Concert to a packed crowd, in memory of his mother. Proceeds went again to The Refuge.

Mona continues to keep an eye on the Sharing Cupboard.

July's UCC Strengthen the Church netted a mere \$50.00 so our goal is to increase that amount for next year

In August we asked for and received school supplies, something we have done for the past few years. We are promoting UCC's Neighbors in Need in September and Reaching Out will be hosting the monthly salad luncheon. We research the cost of getting placemats made with our church's information with the funds raised from the September salad luncheon. Placemats will be available for any church function to use.

## **The Pastoral Relations Committee**

The actions and discussions of this committee are confidential. However, it is important for the congregation to be aware that its purpose is to support and enhance the ministry of this church by paying attention to the relationship between pastor and participants. To that end we meet at least quarterly, review the current climate in the church, and discuss ways in which we might be of assistance to the ministry.

The committee encourages anyone with an issue with the pastor to first address it with him, personally. However, should there be a need beyond that direct communication, anyone may address an idea or concern to one of the members of this committee. The committee currently includes 4 people: Cathy Otto, Maggie Wallin, Mary Fox, and Joe Wambold. Working together with the congregation and Pastor Greg, we seek to continue a healthy church/pastoral relationship.

## **Women's Fellowship Annual Report Oct 1 22 to Oct 1 23**

The women met four times this year, we were able to care for our business for ore origination and the church: such as funeral luncheons, donations to different venues, and ect.

We purchased 20 more place settings for the kitchen to add to the place settings that were donated from the Hellenberg's. Much appreciated.

Sallie A took over the chair of the rummage sale this year. We made a profit of \$863.45. Very good Sallie.

It takes a village to get this done, thanks to all who helped.

Blessings to all, we are hopeful for a good new year.

Submitted by Mona Viviano



## Trustee Report – 2023 Annual Meeting

- Trustees are responsible for issues related to finances, property, and business matters of the church. We appreciate the dedicated volunteers who currently serve as Church Trustees: David Schopp, Mary Fox, Margaret Hafner, Vicky Rigney, Becky Trenda, Ken Wade, and Paul Balliet.
- Ongoing maintenance of buildings and grounds involves assistance from many, and we thank everyone for your contributions. A very significant special project completed this year – made possible by generous memorial gifts – involved the renovation of bathrooms in our Fellowship Hall. Our renovated bathrooms are both ADA compliant and gender-neutral, allowing us to live out our resolve as an Open and Affirming church welcoming to all.
- In June of this year everyone received a special appeal letter highlighting all of the positive things happening in the life of our church as well as mid-year budgetary shortfalls. Since then, we have seen an increase in giving, and appreciate everyone’s efforts to adequately fund our vibrant church and its ministry.
- Routine tithes and offerings through September totaled \$69,877 which is 95% of the amount needed through this period. Although we are still short \$390 monthly (on average), it is an improvement over where we were in May. We are grateful for your continued contributions to the work of our church.
- Our proposed budget for 2024 reflects an increase of 3% overall compared to the current year. This increase is intended to keep pace with inflation, and is consistent with the Social Security cost of living increase predicted for 2024. *Note, the proposed 2024 budget is detailed elsewhere in the Annual Meeting packet.*
- The 2024 stewardship campaign is currently underway; see the church bulletin and newsletter for routine updates. As you consider your giving for the coming year, please know that gifts of all sizes really do make a difference, are greatly appreciated, and contribute to the well-being of our church and its ongoing ministries.
- Thanks to the generosity of our church family combined with careful stewardship of resources, we have remained in stable financial shape overall. In August, our church received a significant gift from the estate of former church member Myrtle Hilliker, enabling us to increase our invested savings. The following table reflects current account balances at the end of September:

	Church Account Balances	
	30-Sep-23	30-Sep-22
Huntington Checking - General Account	\$ 52,879.58	\$ 62,289.75
Huntington Checking - Community Meal	\$ 2,939.66	\$ 3,290.21
Huntington Savings	\$ 31,934.15	\$ 30,706.98
Edward Jones Investment	\$ 97,718.10	\$ 49,334.35
Community Foundation Endowment, spendable	\$ 5,438.17 *	\$ 4,148.98
	\$ 190,909.66	\$ 149,770.27
		* as of 6/30/23

# Committee Rosters, 2023-2024

Position	Name	Term	Year
Moderator	Maggie Wallin	2	1
Asst. Moderator			
Financial Secretary	Margaret Hafner	2	1
Treasurer	Mary Fox	1	1
<b>Council</b>			
(must have 5 members, but may have up to 3 add'l)			
Position	Name	Term	Year
Moderator	Maggie Wallin	2	1
Reaching in Rep.		3	1
Reaching Out Rep.	Cathy Otto	2	1
Trustees Rep.	David Schopp	2	1
At large	Laura Hotelling	3	1
At large	Margaret Hellenberg	1	2
At large	Jeanine Wambold	1	2
At large	Helen Mate	3	1
<b>Trustees</b>			
(must have 3-5 members, in addition to Treasurer and Financial Secretary)			
Position	Name	Term	Year
Chair	Dave Schopp	3	1
Liaison to community Meal and Women's Fellowship	Vicky Rigney	3	1
Trustee Representative	Dave Schopp	2	1
Financial Secretary	Margaret Hafner	2	1
Treasurer	Mary Fox	1	1
Assistant Financial Secretary		1	1
At large	Paul Balliet	1	1
At large	Ken Wade	1	1
<b>Reaching Out</b>			
(3-5 members)			
Position	Name	Term	Year
Chair	Cindy Goller	2	1
	Stephanie Kalember	1	1
	Cathy Otto	2	1
	Kathy Menkes	2	1
<b>Reaching In</b>			
(3-5 members)			
Position	Name	Term	Year
Chair	Sallie Anderson	2	2
	Rokko Jans	2	2
	Maggie Wallin	2	2
		1	1
		1	1
<b>Pastor Parish</b>			
Position	Name	Term	Year
	Cathy Otto		
	Joe Wambold		
	Maggie Wallin		
	Mary Fox		

**First Congregational UCC Gaylord  
Annual Meeting, 10/29/23**

	<b>2024 Proposed Budget</b>		2023 Annual Budget
	<b>Annual</b>	<b>Monthly</b>	
<b>INCOME</b>			
Tithes/Offerings	\$100,786	\$8,399	\$97,850
Other Donations / Income	\$3,605	\$300	\$3,500
Otsego Comm. Fdn. Spendable	\$2,060	\$172	\$2,000
Transf from Savings (investment inc)	\$5,150	\$429	\$5,000
<b>TOTAL INCOME</b>	<b>\$111,601</b>	<b>\$9,300</b>	<b>\$108,350</b>
<b>EXPENSES</b>			
<b>Facility</b>			
Kitchen supplies	\$300	\$25	\$350
Cleaning Services	\$3,600	\$300	\$3,600
Maintenance	\$2,400	\$200	\$2,400
Building & Liability Insurance	\$6,500	\$542	\$5,500
Licenses/Permits	\$620	\$52	\$480
Spectrum (phone/internet)	\$1,800	\$150	\$1,710
Consumers Energy (electric)	\$2,800	\$233	\$2,800
DTE (natural gas)	\$4,200	\$350	\$4,200
City of Gaylord (water/sewer)	\$1,200	\$100	\$1,200
Lawn / Snow Care	\$750	\$63	\$1,500
Waste Management (trash pickup)	\$420	\$35	\$360
<b>Total Facility</b>	<b>\$24,290</b>	<b>\$2,024</b>	<b>\$24,100</b>
<b>Administration</b>			
Copier (US Bank)	\$1,700	\$142	\$1,600
Office supplies	\$300	\$25	\$250
Postage	\$350	\$29	\$300
Dues & Subscriptions	\$410	\$34	\$260
Marketing	\$100	\$8	\$100
Website	\$380	\$32	
Broadcast Software & Music Licence	\$500	\$42	\$450
Computer - Other	\$220	\$18	\$600
Accounting / CPA	\$400	\$33	\$680
UNA Per Capita Fee	\$500	\$42	\$500
<b>Total Administration</b>	<b>\$4,860</b>	<b>\$405</b>	<b>\$4,740</b>
<b>Ministry</b>			
Reaching In	\$600	\$50	\$390
Reaching Out	\$200	\$17	\$250
Christian Ed	\$200	\$17	\$350
Youth/Kidz on Mission	\$200	\$17	\$500
Church Education / Transformation	\$200	\$17	\$300
<b>Total Ministry</b>	<b>\$1,400</b>	<b>\$117</b>	<b>\$1,790</b>
<b>Personnel</b>			
Pastor Travel Reimbursement	\$250	\$21	\$250
Pastor Continuing Ed	\$750	\$63	\$750
Pastor Compensation	\$56,610	\$4,717	\$54,961
Communications Coord.	\$11,700	\$975	\$11,000
Music Director	\$3,119	\$260	\$3,028
Accompanist	\$5,200	\$433	\$5,200
Work Comp Insurance	\$700	\$58	\$700
Dir Deposit Fees	\$50	\$4	\$100
Payroll Taxes	\$1,000	\$83	\$1,000
<b>Total Personnel</b>	<b>\$79,379</b>	<b>\$6,615</b>	<b>\$76,989</b>
<b>TOTAL EXPENSES</b>	<b>\$109,929</b>	<b>\$9,161</b>	<b>\$107,619</b>
<b>NET INCOME</b>	<b>\$1,672</b>	<b>\$139</b>	<b>\$731</b>