2019
WHITE BOOK

Northeast Wisconsin Association
United Church of Christ

To be held
Saturday, April 6, 2019
10:30-11:30am

Wilderness Resort
Wisconsin Dells, Wisconsin
For Notes
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Agenda

2019 Northeast Association Annual Meeting

Saturday, April 6, 2019
Wilderness Lodge
Wisconsin Dells, Wisconsin

10:30-10:45 Welcome and Announcements

10:45-11:30 Business Meeting

11:30 Closing Prayer
Business Meeting

Call to Order
Registrar’s Report
Establishment of Quorum
Appointment of Parliamentarian
Approval of the Agenda

Andi Wolf
Robert Sherwood

Welcome and Recognitions
Conference Staff and Guests
Retired Clergy and Spouses
New Clergy
Members in Discernment
Departures

Andi Wolf
Jane Anderson

2018 Annual Meeting Minutes

Mary Schultz

Receiving Printed Reports
Moderator’s Report
Executive Committee
Division of Church and Ministry
Division of Local Church Ministries
Division of Wider Church Ministries

Andi Wolf
Andi Wolf
Marty Black
Gloria Kjer & Marsha Meyer
Kristal Klemme

Treasurer’s Report
2019 Budget and Dues
2020 Proposed Budget and Dues

Barbara Uehling

Nominating Committee’s Report
Slate of Nominees and Election

Kaylene Kloehn

Associate Conference Minister Report

Jane Anderson

Other Business
Recognition of Churches Reaching 100% or more of OCWM Goal
Recognition of Outgoing Officers and Committee Members
Minutes of the 2018 Northeast Association Annual Meeting

Northeast Wisconsin Association United Church of Christ
Annual Meeting, April 28, 2018,
Union Congregational UCC, Green Bay Wisconsin

Call to order: The meeting was called to order at 10:55 by moderator Rev. Andi Wolf.

Establishment of Quorum: Ray Beilke reported that there were 50 churches and 115 delegates in attendance and established the quorum.

Appointment of Parliamentarian: Rev. Andi Wolf asked Cathy Willie to be parliamentarian and she was in attendance.

Approval of Agenda: Adding to the agenda would be comments in New Business. Barb Uehling made a motion to accept the agenda, Ray Beilke seconded, motion approved.

Welcome and Recognition: Welcomed the conference staff that were present. Ray Beilke introduced the members of discernment, licensed ministers, newly installed, newly ordained, retired ministers which were all listed in the White Book.

Approval of 2017 Minutes: A motion from Rev. Bridget seconded by Gloria Kjer to approve the minutes. Minutes approved.

Receiving of the Printed Reports: Written reports were submitted to the White Book.


Executive Committee Report: As printed in white book.

Division of Church and Ministry: As printed in white book.

Division of Local Church and Ministry: As printed in white book.

Division of Wider Church: working to reestablish.

Associate Conference Minister Report: As printed in the white book.

Church and Ministry: As printed in the white book.

Jim Klein made a motion to ratify the actions of the executive committee, seconded by Steve Hirby. Motion carried.
**Church and Ministry:** Gary Prost made a motion to ratify the actions of the committee with Greg Whelton seconding it. Motion carried.

A motion to approve the written reports was made by Ray Beilke, seconded by Nancy Zorn Micke, motion approved.

**Treasurers Report:** It was stated that we have $196,000 in assets, with $65,000 of that restricted for new church development. The Executive Committee will be looking into the restricted funds. Pg. 23 of White book shows previous years and coming year of budget and actual budget. It also shows the proposed budget of 2019. Steve Hirby questioned Annual Meeting of next year and what the cost of meeting at the Dells would be. Jane explained that because of the General Synod being in Milwaukee next year, the Association and Conference meetings will be combined at the Dells to help the local planning committee of the General Synod. This will be held April 5-6. We do not know what the costs will be. Gary Prost commented that we received a mailing stating that we will need to raise $40,000 to fund the General Synod. He suggested that we use $10,000 of our unrestricted funds to donate to the seed money for the Synod. Gary asked what the executive committee can spend without permission of the NEA. After looking at the bylaws it was found that there is no legal restriction. Jane Anderson suggested that we wait until our next association meeting so that we know what will be needed as far as expenses. Andy will keep us updated as far as what will be needed. A motion to accept the treasurer’s report of 2017 was made by James Klein and seconded by Gary Prost. Milton Staskal made a motion to approve the budget for 2019, Lorri Steward then asked to amend the motion so that the executive committee can use up to $5000 from unrestricted funds at their discretion as needed. Steve Hirby seconded. Motion carried.

Revised budget: motion to adopt the amended 2019 budget carried.

**Nomination Committee:** Letha Hauck explained needs that were still needed and thanked those that worked on the committee. Richard Feyen made a motion to close the nominations. Barb Uehling seconded, motion carried. Rev. RaeAnn Beebe made a motion to cast the ballot with Rev. Jeannie Douglas seconding. Ballot cast and nominations were approved. Nominations for nominating committee were called for. None were given.

**Other Business:**

Jane Anderson explained the workings of the local planning committee who are Debbie and Tom Payden, Bonnie Andrews, and Tom Perkins. Jane showed a video from this committee. We will be needing volunteers.

Rev. Joanne Thompson will be retiring as the Southwest Association Conference Minister so there will be a happening to celebrate her ministry. We are invited to join in this celebration.
We are partnering with the Minnesota Conference in the Damascus Project for those thinking about becoming ordained.

We are working with Eden Seminary to develop learning plans and assessment for those coming through alternative paths to ordination.

Manual on Ministry: This is being developed and will be discussed at the General Synod.

Jane showed a new video on OCWM.

Recognition of churches reaching 100% or more of OCWM goal, and the 5 for 5 churches which are all listed on page 25 in the white book.

Rev. Andi Wolf recognized those who have completed their terms of commitment on various committees.

Update on Website. It is almost up and running.

Ray Beilke had an addition to those leaving the association.

Bruce Janda made a motion to adjourn the meeting, Gary Prost seconded. Meeting adjourned.

Respectfully Submitted:

Mary Schulz
NEA Secretary
Treasurer’s Report

Northeast Association

<table>
<thead>
<tr>
<th>Balance Sheet</th>
<th>12/31/2017</th>
<th>12/31/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Checking</td>
<td>$54,690</td>
<td>$66,039</td>
</tr>
<tr>
<td>CD’s</td>
<td>47,001</td>
<td>47,418</td>
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<tr>
<td>Total cash</td>
<td>101,691</td>
<td>113,457</td>
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<tr>
<td>Receivable</td>
<td></td>
<td></td>
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<tr>
<td>Investments UC Funds</td>
<td>94,877</td>
<td>94,877</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$196,568</td>
<td>$208,334</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
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<tr>
<td>Accounts payable</td>
<td>732</td>
<td>622</td>
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<tr>
<td><strong>FUND BALANCES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted beginning of year</td>
<td>$60,703</td>
<td>$87,443</td>
</tr>
<tr>
<td>Net revenue over expenses [current year]</td>
<td>$17,494</td>
<td>$16,876</td>
</tr>
<tr>
<td>Transfers from executive committee restricted to unrestricted</td>
<td>$9,246 (A)</td>
<td>4,206 (B)</td>
</tr>
<tr>
<td>To Conference for local arrangements for 2019 synod</td>
<td>-</td>
<td>(5,000)</td>
</tr>
<tr>
<td>To restricted--executive committee--Periodic expenses for Church &amp; Ministry</td>
<td>-</td>
<td>(6,000) (F)</td>
</tr>
<tr>
<td><strong>Total Unrestricted</strong></td>
<td>87,443</td>
<td>97,525</td>
</tr>
<tr>
<td>Executive committee restricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Periodic expenses for Church &amp; Ministry</td>
<td></td>
<td>6,000</td>
</tr>
<tr>
<td><strong>Total Executive Committee Restricted</strong></td>
<td></td>
<td>6,000</td>
</tr>
<tr>
<td>Gain/loss on investments-beginning of year</td>
<td>23,618</td>
<td>39,395</td>
</tr>
<tr>
<td>Net gain/loss current year</td>
<td>15,777</td>
<td>-</td>
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<tr>
<td><strong>Total Gain/loss on Investments</strong></td>
<td>39,395</td>
<td>39,395</td>
</tr>
<tr>
<td>Restricted funds balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New church development fund</td>
<td>64,792</td>
<td>64,792</td>
</tr>
<tr>
<td>CTEN (Church Teachers Educational Network)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>remaining funds to unrestricted in 2018</td>
<td>4,206</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Restricted</strong></td>
<td>68,998</td>
<td>64,792</td>
</tr>
<tr>
<td><strong>Total liabilities &amp; fund balances</strong></td>
<td>$196,568</td>
<td>$208,334</td>
</tr>
</tbody>
</table>

(A) WCM event, sabbatical, technology funds transferred to unrestricted by executive committee in 2017
(B) 2018 executive committee transfer of remaining CTEN funds (Church Teachers Education Network) left upon their closure.
(D) Net gain/loss on investments only recorded annually; will be Feb before have amount
(F) 2018 executive committee transfer of prior year earnings to cover Church & Ministry expenses exceeding budget

The revenue and expense report for the year ended December 31, 2018, is found on page 22, the same page as the proposed 2020 budget.
NORTHEAST ASSOCIATION OF WISCONSIN
UNITED CHURCH OF CHRIST

2018 financial reports and treasurer’s report

Net assets
The NEA has $208,334 in net assets. $97,525 is unrestricted assets from regular operations. Restricted funds total $110,187 of which $64,792 is for new church development, $39,395 is the cumulative gain/loss on investments, and $6,000 of board restricted funds for periodic expenses for Church and Ministry.

NEA is in a good position as restricted funds are “funded” by assets other than regular cash, indicating that regular operations have not used restricted funding. (This happens in agencies where there have been significant losses from operations.) NEA is in a good position as $94,877 of the restricted funds is held in investments and the balance of $15,310 is available in CD’s.

The new church development fund is $64,792. As reported in 2018 the monies came from NEA prior years’ operation surpluses set aside by former board of directors, and $5,000 from Grace Congregational UCC, Two Rivers church given several years ago. The board feels these new church development monies should be repurposed and are reviewing other ideas that will make a difference in the lives of local churches.

Revenue
Revenue was $65,665, $3,020 above budget. $64,075 of dues were collected, $2,830 over budget. Investment revenue from CD’s was $1,590. This revenue is kept in operations.

Expenditures were $48,789, $16,763 under the 2018 budget of $65,552. Major areas are:

<table>
<thead>
<tr>
<th></th>
<th>Budget</th>
<th>Actual</th>
<th>Under budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payment to conference</td>
<td>$16,277</td>
<td>$14,777</td>
<td>$1,500</td>
</tr>
<tr>
<td>Annual meeting, net</td>
<td>300</td>
<td>694</td>
<td>(394)</td>
</tr>
<tr>
<td>Exec comm &amp; admin costs</td>
<td>2,000</td>
<td>1,118</td>
<td>882</td>
</tr>
<tr>
<td>Church &amp; Ministry</td>
<td>14,000</td>
<td>5,549</td>
<td>8,451</td>
</tr>
<tr>
<td>Local Church Ministry</td>
<td>27,975</td>
<td>25,151</td>
<td>2,824</td>
</tr>
<tr>
<td>Wider Church Ministries</td>
<td>5,000</td>
<td>1,500</td>
<td>3,500</td>
</tr>
</tbody>
</table>

- Church and Ministry includes meeting costs, programming, evaluations and testing as well as Christmas gifts to retired clergy or surviving spouse. Large expenses for intensive assessments and training for conflict & resolution team were not incurred in 2018.

- Local Church Ministries. The EPIC HUB, budget $3,000, is behind schedule so no payments were made. Lay Academy scholarships were $1,800 under budget. The team and the board approved using the $4,800 from these accounts in 2019 as scholarships for youth at the 2019 Synod.

- Wider Church Ministry--$1,500. $500 Lakeland for confirmation program, $1,000 to Mission House.
Moderator’s Report

What a privilege it has been to serve as Moderator for the Northeast Association of the Wisconsin Conference, United Church of Christ. And yet I am happy to pass the baton to Paul Black, our incoming Moderator.

I am honored to serve with an amazing Executive Committee. Comprised of elected members, as well as the chairpersons of our Northeast Association Divisions and Wisconsin Conference Board of Director liaisons, your Executive Committee meets about four times a year to complete the business ministry of our Association. This past year we have discussed the various ways in which we can help our local churches better equip their people to serve local communities and global communities and all the places between. What an awesome and daunting task! It is only the varied gifts offered by each member that makes this possible.

We are blessed with the leadership of our ACM, Rev. Jane Anderson, who traverses a pretty significant eastern swath of the state, ministering to the churches and ministers located there. She continues to offer a Conference presence to us here in the Northeast Association, while offering a Northeast Association presence and voice to the Wisconsin Conference. She challenges us with new and innovative ways to do the ministry set before us. While the gospel message does not change, they ways in which we share it must.

This year’s Annual Meeting has been an example of ‘thinking outside the box’. Joint Conference and Association meetings challenge us as we must change to meet the shifting circumstances around us. General Synod 32 is right around the corner (June 21-25 in Milwaukee) and we will continue to call upon the people of the Northeast Association to show the rest of the UCC our unique brand of Midwest hospitality.

As always, some of the work of the Association can be found in these pages of the White Book. We do great and mighty things when we draw together to be the Body of Christ. The church was never meant to be a spectator sport—we need you to participate, to work and to serve. Please prayerfully consider how you can continue to support your Northeast Association of the Wisconsin Conference.

Blessings and prayers to you all,

Rev. Andi Wolf, Northeast Association Moderator
Greetings Sisters and Brothers in Christ,

Thank you for the calling, care and commitment you offer in each of your settings to *Be the Church*. As I travel around to our churches across the eastern part of Wisconsin, I am particularly grateful for the expressions of God’s love and grace that I see you sharing. You are witnesses to the risen Christ. Thank you for continuing to follow in the Way of Jesus and to offer a continued compassionate tangible presence of God’s love. Thank you, too, for the many ways you are willing to work for justice in our world, especially on our more recent dedicated focus for racial justice, being an immigrant welcoming church, and creation care. It demonstrates your willingness to risk much for the sake of the gospel. I am grateful for our churches, pastors and lay leaders who give of themselves. Your dedication and devotion are much appreciated.

**Conference Presence**
I continue to visit our churches in and around the association. On average I am now preaching twice a month in our churches. 33 weeks this past year I was in one of our churches on Sunday morning. I continue to be present for ecclesiastical councils, ordinations and installations in our churches, services of farewell. There were 22 that I attended in 2018.

**Transitions**
We currently have 27 churches in transition, that’s down from the total of 36 we had last year. There are 16 in NEA and 11 in SEA. Currently only one is seeking an interim. I helped place 15 interims last year. I assisted with 30 transitions last year.

**Shared Ministry**
This past year we’ve have a number of our churches move toward Shared Ministry, sharing a pastor(s) in two or more churches. This has become a trend as church membership declines. There are 8 churches in NEA actively engaged, 4 of which have settled their call. There are 4 churches in SEA that are exploring this option.

**Conflict Resolution Team**
Our team of two representatives from each association plus conference field staff were trained by the Lombard Mennonite Peace Center in November 2016. They offered a workshop at last year’s Wisconsin Conference Annual Meeting which was very well attended. We have two more planned for this year in the fall—one in Wausau and one in DeForest, so watch for these workshops which will focus on building healthy churches.
The teams are actively working with our churches in our associations. We have received some great feedback on their work. They will be available to help our churches as needed, along with the supervision and support of Sandbur Associates. I will resource and provide leadership for this team. We added one new person to this team last year and will add 3 more this year. We had two resignations last year, so we are continuously needing to build this team.

**Unified Fitness Review Team**
The recently formed and trained team continues to do Fitness Reviews. One of the learnings was we needed more people to help, especially on the Response Team conducting interviews. More people have now been recruited and were trained this May. Rev. Joanne Thomson is providing excellent leadership for this team.

**New Manual on Ministry**
The MESA (Ministerial, Excellence, Support, and Authorization) Team in conjunction with a working group of clergy and lay people throughout the nation has completed a new Manual on Ministry. We in the Wisconsin Conference UCC have made some determinations about how we can live into these new models and understandings while offering valuable feedback to MESA. MESA will be giving us a sense of where they are heading this year. We have designed working groups on the commission to explore what this will mean for our common life. The rollout will be accomplished in thoughtful, measured ways, especially as it pertains to those who choose to pursue ordained ministry in a non-traditional route. We are very grateful to the work of the Damascus Project and how their work is of great help to us on the Commission of Ministry. In particular, Sandy Graham’s work on a matrix of the marks for ministry and creating a rubric for outcome based learning has helped all of our COM’s create better learning covenants for our MID’s. We are currently working with Eden Seminary on a pilot project to help develop spiritual formation plans and assessment tools for multiple-path candidates.

**A Word of Gratitude**
I am grateful to work with such a talented, creative, devoted staff in the Wisconsin Conference. Each one is exceptional and strives to make our common life better in every way. I’m grateful to my clergy colleagues who are both talented and skilled for this ministry in challenging times. It is my pleasure to serve alongside you in mission and ministry.

Respectfully and joyfully submitted,

Rev. Jane B. Anderson
Associate Conference Minister for Wisconsin Conference
Serving Northeast and Southeast Associations
Executive Committee Annual Report for 2018

The Executive Committee is comprised of officers, chairpersons of divisions, association representatives from the Conference Board of Directors and members at large. We meet to conduct business of the Northeast Association at St. John’s UCC in Appleton. The Executive Committee meets regularly four times yearly, February, May, August, and November. When necessary, the EC holds special meetings either in person, email or conference call to address matters that cannot wait until the next scheduled meeting.

In 2018 the Executive Committee has:

1. Approved a $50 automatic scholarship for youth attending youth programs.
2. The Wider church is now meeting with a representative at the EC meetings.
3. Approved moving restricted money from Tech fund, Sabbatical fund, WCM event to unrestricted funds.
4. Voted to send $5000 of unrestricted funds to the conference for the General Synod Meeting to be held in Wisconsin.
5. Approved Christmas gifts to retired clergy, widows of clergy and members in discernment from the NEA.

Respectfully Submitted,

Mary Schulz, NEA secretary
Reports of the Divisions and Committees

Church and Ministry Division Annual Report

The Church and Ministry Division of the Northeast Association is comprised of three committees:

- Placement and Transition
- Pastor and Church Ethics
- Periodic Support and Consultation

These committees are charged with the authorization and oversight of ministers in our NEA churches and with other tasks that facilitate their relationship to the greater United Church of Christ. Among these tasks are:

1. Overseeing professional standards for ministry
2. Conducting ministerial status events—such as ecclesiastical councils, ordinations, installations and end of ministry services
3. Supporting and overseeing individuals who are discerning their call to ministry
4. Leading boundary training events
5. Upholding ethical standards for pastors and local churches
6. Strengthening the relationship of pastors and parishes
7. Supporting pastors throughout their ministry and in their retirement

There are reports of the activities and actions of these three committees in this NEA White Book.

Each Advent-Christmas season our Division sends notes of appreciation and support, including a monetary gift, to all NEA retired clergy, widowed clergy spouses, and Members in Discernment (persons seeking ordination). These are greatly appreciated as an indication of our care and support.

The National Office of the United Church of Christ has developed a new edition of our denomination’s Manual on Ministry (abbreviated as “MOM”). This manual contains the guidelines for ministry in the United Church of Christ—guidelines that are used by our committees. The new edition is an attempt to help Associations in their task of authorizing and supporting ministry for the evolving church.

We have begun and will continue discussion about implementation of the new guidelines regarding (but not limited to):

- More comprehensive information reviews
- Guiding Members in Discernment (including persons seeking alternate paths to ordination) using the Marks for Ministry
- Requirements for retaining ministerial standing
- The future of Licensed Ministry
Our NEA Church and Ministry Division is part of the Wisconsin Conference Church and Ministry Commission. This Commission is focusing on the proposed changes in “MOM” that will affect every Church and Ministry Committee in the UCC. The Commission also continues to develop a network of Conference-wide leadership teams for mediating local church-pastor concerns and conducting fitness reviews.

The three Church and Ministry Committees work hard on your behalf! These committees require dedicated, capable, dependable, compassionate and creative individuals who are both willing and able to offer time, talents and energy to accomplish their responsibilities. My profound gratitude and thanks to each committee member who has accepted these responsibilities that are so vital to our pastors and our life together. Thank you also to the Rev. Jane Anderson who gives hours of her time to support, encourage, and guide, these committees. It has been my great privilege and joy to Chair this Division.

God’s Grace and Peace to you all!

Respectfully submitted,

Martha E. (Marty) Black
Chairperson NEA Church and Ministry Division
Committee on Placement and Transition

In the past year, the Placement and Transition Committee of the Northeast Association has attended to the following business.

Kept an accurate list of pulpit supply.

Installations:
- Rev. Becky Johnston- Bethlehem UCC, Kiel - March 4, 2018
- Rev. RaeAnn Beebe- Saron UCC - May 6, 2018
- Rev. Beth Petzke- Grace UCC Kohler - September 23, 2018,
- Rev. Lynn Martin- St. John Appleton and Immanuel UCC Kaukauna - October 7, 2018
- Rev. Moira Finley- St. John Black Creek - November 18, 2018
- Rev. David Frey- Congregational UCC Neenah/Menasha - January 27, 2019

Ecclesiastical Councils
- Lucas Williams
- Diane Cayemburg

License:
- Dale Miller, Salem Plank Road UCC, Plymouth
- Randy Koppenhaver, Bethlehem UCC, Kiel
- Randy Miller, St. John’s UCC, Black Creek
- Connie Perry, St. John’s UCC, Appleton
- Mike Mathes, St. Peter’s UCC, Kiel
- Pam Hodgson, Ebenezer UCC, Sheboygan
- Jon Pahl, Union Congregational, Green Bay

Members in Discernment: Diane Cayemburg, Pam Hodgson, Dan Krueger, Jacob Nault

Ordinations:
- Beth Petzke, January 14th at First Congregational UCC, Sheboygan
- Lucas Williams, July 8th at Saron UCC, Sheboygan Falls

Transfer of Standing:
- Rev. Marty Carney to Southeast Association
- Rev. Wayne Drueck to Northwest Association
- Rev. David Frey to Northeast Association
- Rev. Kathleen Gloff to Southeast Association
- Rev. Kathleen Rinear to Southeast Association
- Rev. Melanie Werner to Fox Valley Association, Illinois Conference
- Rev. Alexander Tychkin to the Hawaii Conference.
Worked with the following to become Board Certified Chaplains:
    Rev. Dan Borchers
    Rev. Jayne Helgevold
    Rev. Alex James Cade-White

Necrology:
    Rev. John Staton – 4/16/2018

Thanks to the dedicated members of the committee: Collie Bettivia, Lori Steward, Harold Lexow, Randy Miller and to Jane Anderson and Marty Black.

Respectfully Submitted,
Robert G. Sherwood
Pastor and Church Ethics Committee

The Pastor and Church Ethics Committee handles ethical concerns and questions, including separation concerns for Pastors and others leaving ministry positions. We are also responsible for keeping records of Boundary Training sessions and attendance, providing consultation in accordance with our guidelines in the Manual on Ministry, and offering exit interviews to clergy to process issues and questions they may have about handling their transitions.

Ethics and Periodic Support are working together to learn to live into the new Manual on Ministry.

This year Boundary Training was the responsibility of the Southeast Association this year. On October 30th, Ted Drewsen and Cathy Wille led the second boundary training for the year. The attendance was outstanding.

The Ethics Committee continues to work with the pastors and churches of the NEA to help both live out the mission of the church which is abundant life. We have worked with pastors in crisis and continue to interview pastors as they make the transition to retirement.

I would like to thank my committee for their hard work this year and for Rev. Jane Anderson for the countless hours and the love that she puts in to serve the pastors and churches of the NEA.

Members of this committee include: Rev. Ralph DiBiasio-Snyder, Rev. Laura Yurs, Rev. Jennifer Dawson, Steve Ware, Barbara Henry, Rev. Ted Drewsen (Chair), and Rev. Jane Anderson, Associate Conference Minister for Northeast Association.

Respectfully Submitted,

Ted Drewsen, Chair
Periodic Support and Consultation Committee

This past year, the PSCC has been re-evaluating our role and responsibilities in regard to the new Manual on Ministry. The new MOM stated that the Periodic Support and Consultation Committee will be focused on support, not review. Formerly, we had been involved in individually interviewing pastors at certain points in their current ministries. That is no longer done.

Last year was the first year when all clergy were required to fill out and send in annual professional status reports. With the two committees, Ethics and Placement and Transition, we have been focusing on working together on determining how to use the information provided in those status reports. One of the new responsibilities of the PSCC is to know what resources and people are available so that we can make correct referrals or do follow-ups on special programming needs that may arise.

The PSCC continues to plan three main events: Clergy Day, Clergy Retreat and Retired Clergy Day. This past year, all three events were well attended.

Clergy Day was held on May 2nd in Appleton. The topic was: "Helping a Congregation Move Beyond Inertia." This was led by Linda Kuhn and Dave King of Sand Bur Consulting, LLC.

The Fall Clergy Retreat was held Sept. 30th-October 2nd and featured a workshop originally scheduled for last April. The workshop was entitled "Worship for Praise, Resistance and Hope" led by John Thomas and Art Clyde.

The Retired Clergy Day in October had Rev. Franz Rigert as the main speaker. Franz spoke on the theme for the Wisconsin Conference and the church.

PSCC members are: Rev. Michael Safford-Kennedy, Rev. Gail Irwin, Gary Prost, Dwight Sattler, Mary Mullen-Secretary and Rev. Paula Anderson--chairperson.
Division of Local Church Ministry

The purpose of the Division of Local Church Ministry is to seek to equip and empower Local Churches in their ministries, including worship, Christian education, leadership development, evangelism, youth ministry, stewardship, nurture of volunteers, scholarships for Lay Academy and camps, and fellowship among local churches so that Local Churches may be healthy and grow as witnesses to God’s all-encompassing love.

The EPIC Hub (formerly the ELCA Resource Center) is still under construction and is in process of acquiring staff (a communicator) as well as developing programs. At this time, our financial commitment to them is unknown. This shared resourcing hub is moving from solely resourcing faith formation materials to broadening the ministry to include support of churches through the use of new technologies. We anticipate the transformation of this ministry to be complete in 2019. We look forward to seeing how updated technology and networking helps to equip the churches of the Northeast Association. Stay tuned for the opportunities this change will present for your church.

We have an amazing resource of outdoor ministry in this conference and we encourage NEA members to experience our camps. LCM distributed outdoor ministry scholarships in the amount of $12,775. In 2018, we provided scholarships for Northeast Association youth to attend Faith Formation retreats in the amount of $1,550. NEA youth attending Knock Knock received a total of $650 in scholarships. LCM aims to host a workshop at Pilgrim Center in 2019 to help churches discover ways for their congregations to help students and families make attending camp more affordable.

The Division of Local Church Ministry is happy to be able to continue to support lay leadership in the association by offering scholarships to Lay Academy participants. This year, 13 participants received $100 from the Association.

In 2018, all NEA churches received a questionnaire in the fall from the Division of Local Church Ministry. We asked pastors and leadership teams to meet and assess different areas of their church life and ministry to help Local Church Ministry determine how we can best help to ‘equip and empower Local Churches in their ministries, including worship, Christian education, leadership development, evangelism, youth ministry, stewardship, nurture of volunteers, scholarships for Lay Academy and camps, and fellowship among local churches so that Local Churches may be healthy and grow as witnesses to God’s all-encompassing love.’, as our purpose is stated in the bylaws of the Northeast Association. Responses have been returned (and we welcome additional input from congregations that we have not heard from), and we are in the process of identifying needs expressed in those surveys. It is our intention to address the predominant needs identified by the church leaders. We are working towards providing resources to ‘equip and empower local congregations’.

Respectfully submitted,

Gloria Kjer and Marsha Meyer
Co-chairs of LCM
## Northeast Association

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<thead>
<tr>
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<td>(897)</td>
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<td>-</td>
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<td></td>
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<td>5,000</td>
<td>1,500</td>
<td>3,500</td>
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<td><strong>Total Operating Expenses</strong></td>
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<td><strong>Total Expenditures</strong></td>
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<td>$48,789</td>
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<td>Income over/(under) expenses</td>
<td>$16,981</td>
<td>(2,907)</td>
<td>16,786</td>
<td>19,783</td>
<td>(4,846)</td>
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</table>

2018–$5,000 was paid to conference toward 2019 synod local arrangement costs. Source was prior years' earnings—see balance sheet.

(A) History—this was the Resource Center that closed. It was to be replaced by EPIC HUB; unknown when EPIC HUB will be available.

(B) Camp, Faith Formation, & Jesus Core scholarships

(D) In 2018 LCM had no Resources & Projects expense and it is unknown when EPIC HUB will be available. In 2018 lay academy scholarships were $1,800 under budget. LCM requested, executive comm approved, using this $4,800 in 2019 budget to encourage youth to attend synod.

(E) Clergy retreat at Moon Beach 9/30/18–10/2/18; retired clergy day. Any fees or other monies collected are offset against expenses.

(F) The 2019 budget is a 2% decrease from 2018 actual collected. The 2020 budget is a 2% decrease from the 2019 budget.

(G) The 2019 budgeted payment to conference is too high. Actual 2019 payment will be closer to 2018 payment.

The 2020 budgeted payment is a 8% increase from the actual paid for 2018.
Northeast Wisconsin Association, UCC

2019 and 2020 Budgets

2019 Budget
The executive committee amended the 2018 budget that was approved at the April 2018 NEA annual meeting to include $4,800 of funds to support youth participation at Synod in Milwaukee. This is the amount of 2018 budget unspent for Lay Academy scholarships, $1,200, and the 2018 unspent resourcing and projects budget of $3,000. You will note the amount as both a revenue and expenditure so the net loss did not change.

2020 Budget
The 2020 budget is presented with a $3,000 net loss. The board approved this deficient as there may be several expenditures under budget and there are sufficient prior year’s earnings to cover the loss.

The payment to the conference for 2020 has a small increase from the actual paid in 2018. (2019 budget is too high.) The actual number of members and any rate increase from $1.25 per member will not be known until later this year when the conference does their 2020 budget.

Other general expenses--$2,500, in line with actuals from 2017 and 2018.

2020 NEA Association annual meeting--$700 loss which is similar to prior years.

Church and Ministry--$10,500. Periodic support and review costs include clergy day, retired clergy day, the clergy retreat and support and review of clergy. Large expenses for intensive assessments and training were not incurred in 2018. C&M will need training for additional boundary trainers and conflict resolution team members in the future. Should they occur in 2019 or 2020 and exceed the budget, the board restricted Church & Ministry fund of $6,000 could be used to cover the costs.

Local Church Ministry--$32,000. This is an increase over 2018 expenses as support now includes Camp Awesome and adult camp scholarships. The EPIC Hub resource is expected to be functional by 2019 so $4,000 is included for that and other projects.

Wider Church Ministry--$5,000.

2019 Synod meeting in Milwaukee. NEA gave the conference $5,000 toward local expenses in 2018 (see balance sheet). As of this time there are no requests for further funds.
<table>
<thead>
<tr>
<th>Church Name</th>
<th>Location</th>
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<tbody>
<tr>
<td>St. John UCC</td>
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<tr>
<td>St. Johns UCC</td>
<td>Black Creek</td>
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<tr>
<td>Ebenezer UCC</td>
<td>Chilton</td>
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<tr>
<td>St. Marks UCC</td>
<td>Cleveland</td>
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<tr>
<td>St. James UCC</td>
<td>Cleveland</td>
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<tr>
<td>Christ Congregational UCC</td>
<td>Clintonville</td>
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<tr>
<td>First Congregational UCC</td>
<td>De Pere</td>
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<tr>
<td>Bethel UCC</td>
<td>Elkhart Lake</td>
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<tr>
<td>Pilgrim UCC</td>
<td>Fond Du Lac</td>
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<tr>
<td>Hope UCC</td>
<td>Fremont</td>
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<tr>
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<td>Hancock</td>
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<tr>
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<td>Kaukauna</td>
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<td>Bethlehem UCC</td>
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<tr>
<td>Immanuel UCC</td>
<td>Neenah</td>
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<td>Emmanuel UCC</td>
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<tr>
<td>Union - Congregational UCC</td>
<td>Waupun</td>
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2018 Elected Officers

We thank the following Officers and Division and Committee persons who have served in elected positions of the Northeast Association for 2018.

**Div Church and Ministry**
Black, Rev. Marty  Term end 2021  Chair  Term 1

**Pastor & Church Ethics**
Dawson, Rev. Jenny  Term end 2020  Member  Term 2
DiBiasio-Snyder, Rev. Ralph  Term end 2020  Member  Term 1
Drewsen, Rev. Ted  Term end 2021  Chair  Term 2
Henry, Barb  Term end 2021  Member  Term 1
Yurs, Rev. Laura  Term end 2019  Member  Term 1

**Periodic Support & Consultation**
Anderson, Rev. Paula  Term end 2020  Co-Chair  Term 2
Irwin, Rev. Gail  Term end 2020  Member  Term 1
Mullen, Ms. Mary  Term end 2021  Member  Term 2
Prost, Gary  Term end 2020  Member  Term 1
Safford-Kennedy, Rev. Mike  Term end 2019  Member  Term 0
Sattler, Dwight  Term end 2019  Member  Term 2

**Placement & Transition**
Bettivia, Rev. Colie  Term end 2020  Member  Term 2
Lexow, Harold  Term end 2019  Member  Term 1
Miller, Randy  Term end 2021  Member  Term 2
Sherwood, Rev. Robert  Term end 2020  Member  Term 1
Steward, Rev. Lorri  Term end 2019  Member  Term 1

**Div Ministry in Local Church**
Fritz, Rev. Tom  Term end 2019  Member  Term 1
Kjer, Gloria  Term end 2019  Co-Chair  Term 1
Meyer, Mrs. Marsha  Term end 2020  Co-Chair  Term 2
Morien, Joel  Term end 2021  Member  Term 1
Yurs, Rev. Laura  Term end 2021  Member  Term 2

**Div Wider Church Ministries**
Frink, Tricia  Term end 2021  Member  Term 1
Hylen, Rev. Jeremy  Term end 2021  Member  Term 1
Klemme, Rev. Kristal  Term end 2020  Chair  Term 1
Post, Barb  Term end 2019  Member  Term 2
Ross, Rev. Christopher  Term end 2019  Member  Term 1
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<td>Term 4</td>
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<td>Johnston, Rev. Becky</td>
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<td>Kloehn, Kaylene</td>
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MISSION STATEMENT OF THE NORTHEAST WISCONSIN ASSOCIATION UNITED CHURCH OF CHRIST IN THE UNITED STATES OF AMERICA:

We are an association of covenanted UCC congregations, responding to the call of the Holy Spirit to serve Jesus Christ in our local communities. We authorize and uphold accountability of our ministers and congregations; celebrate and champion our mutual ministries; and equip and empower Christ’s disciples; so that local congregations may be healthy and grow as they witness to God’s all encompassing love.

Adopted 2007