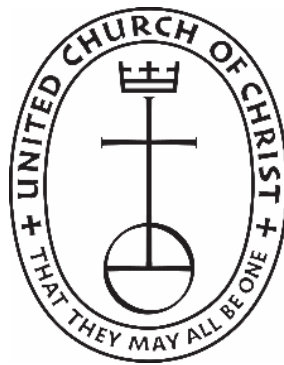


2024
Annual Meeting Book

Northeast Wisconsin Association
United Church of Christ



Northeast Association Annual Meeting

Saturday, April 20, 2024
Daycholah Center
W1010 Spring Grove Road
Ripon, WI 54971

For Notes



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Agenda

Northeast Association Wisconsin Conference UCC

Saturday, April 20, 2024 9:00 am - 2:00 pm
Daycholah Center – UCCI

- 8:30 - 9:00 Register and Gathering (Lakeview Hall)
- 9:00 - 9:45 Opening Worship with Communion (Ley Chapel)
*(An offering will be taken and given to the Wisconsin
Conference UCC Leadership Forward campaign)*
- 9:45 - 10:15 Keynote Speaker Rev. Breanna Illéné
Theme: How do you do church in a world of online
everything?
Rev. Illéné is the Director of Ecumenical Innovation and
Justice Initiatives at the Wisconsin Council of Churches,
where she helps them build strategic relationships and
broaden opportunities for ecumenical engagement and
advocacy. She describes her job as “listening to where God
is moving and asking how the Church can join in.”
- 10:30 – 11:45 Business Meeting
Installation of Officers and Committee Members
- 12:00 - 12:45 Lunch
- 1:00 – 2:00 Breakout Sessions (Choose 1) (Locations to be announced)
Session 1 Question and answer session with Rev. Illéné
Session 2: The future of the associations in the Wisconsin
Conference UCC. Discussion facilitated by Rev. Nicole
Herda and Rev. Julia Hollister
- 2:00 Leave for home

**The next Annual Meeting of the Association will be at
Daycholah on May 3, 2025.**

Business Meeting

Call to Order: Linda Bosman, Moderator

Establishment of Quorum

Appointment of Parliamentarian

Approval of the Agenda

2023 Annual Meeting Minutes

Receiving Printed Reports

Moderator's Report

Vice Moderator's Report

Executive Committee

Ratification of Executive Committee Actions

Division of Church and Ministry

Ratification of Church and Ministry Actions

Division of Local Church Ministries

Division of Wider Church Ministries

Treasurer's Report 2023

Financial Report 2024

Budget and Dues 2025

Proposed Budget

Nominating Committee's Report

Slate of Nominees and Election of Officers and Committee Members

Minutes of the 2023 Northeast Association Annual Meeting

ANNUAL MEETING MINUTES
NORTHEAST WISCONSIN ASSOCIATION UNITED CHURCH OF CHRIST
APRIL 22, 2023
DAYCHOLAH CENTER

11:00 CALL TO ORDER - Rev. Keith Weiland, Moderator
Establish Quorum - 99 Total Quorum

APPOINT PARLIAMENTARIAN - Cathy Willie, First Congregational UCC, Oshkosh.

APPROVAL OF THE AGENDA - Motion made to accept the agenda Arthur Willie/First Congregational UCC, Oshkosh, seconded by Jim Klein. To include New Business and the move of the Hancock Church to the Northwest Wisconsin Association. Motion Carried.

APPROVAL OF 2022 ANNUAL MEETING MINUTES - Corrections to 2022 minutes include correction of name, Klemme, First Congregational UCC - Plymouth and correction of Church for Arthur Wille - First Congregational UCC - Oshkosh instead of Appleton. Motion to accept 2022 Annual Minutes with corrections Susan Cartmell, First Congregational UCC, Appleton. Seconded by Jacob Nault, Union-Congregational Church Waupun. Motion Carried

APPROVAL OF ALL PRINTED REPORTS - Including Moderator's Report, Vice Moderator Report, Division of Local Church Ministries, Division of Wider Church Ministries. Motion to receive and approve all of the above reports Melinda Feller, St. John's UCC/St Paul's UCC, Elkhart Lake/Malone. Seconded Uriah Williams, Member in Discernment.

RATIFICATION OF EXECUTIVE COMMITTEE ACTIONS - page 14, Motion to ratify Bill Kesting, Retired Clergy. Second Julia Hollister, First Congregational UCC – Sheboygan. Motion ratified.

RATIFICATION OF CHURCH AND MINISTRY ACTIONS - Page 16 Motion Mary Mullen, Salem UCC, Plymouth. Second Jim Wheeler, Immanuel UCC, Kaukauna. Motion ratified.

TREASURERS REPORT - 2022 - Lavonne Athorp, Our Shepherd - Howards Grove. Motion to approve the final 2022 Treasurer's report Paul Clarke, Salem UCC, Plymouth. Seconded Steve Hirby, First Congregational UCC, Appleton. Motion Carried.

PROPOSED 2024 BUDGET - Lavonne Athorp, Our Shepherd - Howards Grove, reported that the negative budget amount report was an additional error and there was not time enough before publication to adjust. Question was from Jim Hollister. Motion to accept the Proposed 2024 Budget Bill Kesting, Union Congregational UCC, Green Bay. Second Larry Smith, St. Peter's UCC, Kiel. Motion Carried.

NOMINATING COMMITTEE REPORT - Jeffrey Dodson, First Congregational UCC of Ripon, Ripon. Moved to accept the Slate of Nominees presented by the committee. Seconded Diane Weiland, St. John UCC, Elkhart. Motion Carried.

The Division of Local Church is short one nominee for the committee. Motion to return nomination back to the Executive Committee to assign, Motion by Jim Wheeler, Immanuel UCC, Kaukauna. Seconded Paul Schultz, St. James/St. Mark's). Motion carried. The Nominating Committee is short one nominee for the committee. Motion to return nomination to Executive Committee to assign, Jennifer Falk, First Congregational UCC, Plymouth. Motion Carried.

NEW BUSINESS - Motion to ratify the movement of Hancock UCC from the Northeast Wisconsin Association to the Northwest Wisconsin Association, by Phil Gabrielson, First Congregational UCC, Appleton. Second Larry Smith, St. Peter UCC, Kiel. Motion Carried.

Keith Weiland led the closing.

Meeting adjourned 11:50.

Respectfully submitted
Mary Beduhn, Secretary

Moderator's Report

Like every other church, my church adapted to “doing church” in different ways during the pandemic. Thanks to a handful of members with the right skills, we were able to offer a livestreaming service that was well attended and much appreciated by our members. When it came time to resume in-person services, our livestreaming service continued and there is still a fairly large contingent of members who choose to continue to attend church in this manner, all for different reasons, e.g. health, transportation, snowbirds, family schedules. From what I hear, this is a fairly common situation in many of our churches.

But I also hear, in our church as well as others, is this good for the future of the church? How do we have meaningful connection with the members we don't see routinely on Sunday mornings or other times? What are those who watch from home missing? Should we be doing more to engage those members or are they satisfied being “long-distance” members?

Unrelated, I've been reading recently about what some are calling an “epidemic of loneliness.” This is usually mentioned in articles about mental health issues, often among older individuals but also among youth. One recent survey I saw claimed that close to half of all Americans report having three or fewer friends and that the percentage of people who have no close friends at all has quadrupled over the last 30 years. Some older adults claim they haven't made a new friend in at least five years.

Conflating two very different issues, I can't help but wonder: what can our churches do to make sure our livestreaming members feel they are a valued member of our congregations? And is there a way we can reduce the feeling of loneliness our members may be feeling? I'm hopeful our annual meeting presenter will provide some guidance and ideas on this for all of us.

Looking ahead, there are ongoing discussions occurring (including during our annual meeting) about the future of the associations within the Conference. The outcome is far from certain at this point, so I would encourage to you participate in the various opportunities that present themselves this coming year for you to make your thoughts known as the Association and Conference leadership determine the best path forward.

Peace,

Linda Bosman
Moderator

Vice Moderator's Report

I have enjoyed serving as the Vice Moderator since April of 2023 and look forward to another year in this roll. What I enjoy most about being Vice Moderator are how my duties give me an opportunity to meet and work with many interesting people across the association and the conference. My primary duty is to plan the annual meeting for the association. There is a bit of irony here as I had just moved here from Memphis to serve in Fond du Lac in 2022 and missed the annual meeting in 2023 due to illness. As a result, the only person to never attend a Northeast Association annual meeting oversaw planning a Northeast Association annual meeting. Considering we have new conference staff, (Andrea Vik) and newer UCCI staff, (Amanda Edwards and Laura Jorgensen), we can confidently say it has been a learning experience for everyone. I am grateful for Linda Bosman as Moderator, Rev. Jane Anderson, as our Northeast Association Conference Minister, the rest of the Northeast Association board members, transitioning and departing conference staff, (Susan Taylor and Nola Risse-Connolly), everyone new like me mentioned above, and new friends and colleagues alike, who have all helped us to offer what we hope is an engaging and soul refreshing annual meeting for you, the members of the association.

Respectfully,

Rev. Rob Van Ess
Vice Moderator, Northeast Association

Associate Conference Minister Report

April 2024

Associate Conference Minister Report Wisconsin Conference UCC Serving the Northeast and Southeast Associations

Greetings Siblings in Christ,

I am grateful for you and the wonderful ways you continue to Be the Church. Your ministry matters. In a world that is often filled with messages and acts of hate, shining forth the Love of Christ in heartfelt, tangible ways matters. Please know that I and the conference staff deeply appreciate that wondrous ways you show up and shine the light of God's love in the world, offering hope, peace, grace, and mercy to others.

I consider it a privilege to continue to serve as your Associate Conference Minister. This year we continue to see more of our churches and association meetings return to being in person. However, many continue to do have an online presence. A number continue to hold meetings and do their work online, for sake of convenience and efficiency. Some are choosing to adapt to a hybrid approach, and some will meet at least once a year in person. This has required all of us to continue to adjust and adapt the way in which we gather and continue to do our work together, including the technology needed to support our ministries. Furthermore, this hybrid way of life poses its own questions and challenges. For example, how do we create community in virtual space? How do we care for one another online? Moreover, how do we continue to build meaningful ministry, mission, and community in an online/hybrid world? We, as staff, are continuing to explore with leadership how we can best resource our churches and communities as we live into these new realities.

This year we have seen several changes to our conference staff. Susan Taylor retired as our full-time administrative associate the end of 2023. She remains with us part-time as search and call coordinator, for which we are grateful. We welcome a new office coordinator Andrea Vik beginning 2/12/24. I am grateful for how our staff has grown and deepened our working relationships. It certainly has served us well as we moved our offices from DeForest to our new home at Daycholah Center. We have been warmly welcomed there and we are grateful. Both the staff and I deeply appreciate the prayers and support for our covenantal ministry in the association. I will continue to help resource our churches as faithfully to the best of my abilities in the year ahead.

Blessings,
Jane

Transitions

In the last year, I've worked with 34 churches in transition—22 in NEA and 12 in SEA. We currently need interims as several of our churches are being served by pulpit supply until an interim can be found. In NEA alone there are 6 retirements. In these settings we are beginning the transition process early rather than waiting until the retiring minister has left and an interim is in place. I am grateful to be a guide and resource for our churches in the search and call process. I am also grateful to welcome new colleagues to our association and conference.

Shared Ministry

This past year we've have several 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 and the pool of candidates seeking to serve in a part-time position shrink. Additionally, some of our churches already doing shared ministry are moving toward mergers.

Conflict Transformation Team

This team is trained by Lombard Mennonite Peace Center who continue to be the gold standard for this ministry. This year the Conflict Transformation Team has written several articles for our Wisconsin Conference life and offered workshops. The teams are actively working with our churches in our associations. We continue to receive support and appreciation for their ministry. They are available to help our churches with developing guidelines for building healthy relationships and communication skills, conflict mediation and developing core values. They have the supervision and support of Sandbur Associates. I continue to resource and provide leadership for this team. The team has been doing great work at resourcing one another across association lines, which is very helpful.

Communities of Practice (COP)

This program continues to grow. We have 25 groups in the Conference. This year we added a new group for Members in Discernment. We continue of offer a COP group for MIDs who are also serving as a licensed pastor in a congregation. We have added a new COP group for retirees, one for chaplains. We had 36 clergy new to COP sign up last fall. I have great appreciation for our COP facilitators, who work tirelessly to lead and support the clergy in the joys and challenges of ministry, especially in this time when so much adaptation in church ministry is needed.

Unified Member in Discernment Assessment Team (UMAT)

This year all the Association Division on Church and Ministry teams agreed to a centralized assessment process for our Members in Discernment. The new (2018) Manual on Ministry shifted the guidelines for how Committees on Ministry determine the fitness of each Member in Discernment and their readiness to serve in authorized ministry role in and on behalf of the United Church of Christ. The new model is complex in nature. Thus, assessment is intricate and complicated. The scope of work and the skill sets needed to assess fairly and equitably have stretched beyond the capacity of the Committees on Ministry to do the in-depth reflection needed with each MID. Therefore, the Commission on Ministry suggested a team model whose sole focus of ministry is to work with MID's and their COM Advisors in this assessment and development of learning covenants that will help the MID meet the Marks for Faithful and Effective Ministry. The Unified MID Assessment Team (UMAT) is to assist Committees on Ministry in each Association in their work to determine how each MID meets the Marks for Ministry. I am grateful for having a representative from each association to do this work together. We launched our work last fall and working hard with all our MID's that COM's have referred to us.

Anti-Racism Training

The Commission on Ministry, which has sought to bring all four associations of the conference together regarding best practices for authorization, support, and oversight, has been working on this for the last 5 years in concert with Committees on Ministry. Last year we put together a team with representation from both WI and MN to design the first anti-racism training opportunity. They did a fabulous job, and we are grateful.

We realize there are many excellent anti-racism training opportunities available to you as clergy. We commend these to you, should you choose to go that route, and we will list those approved trainings on our website. But all the other trainings we found are more expensive and time intensive.

The first module in the anti-racism course we in the WI & MN Conferences have developed is called Exploring Implicit Bias. This anti-racism training course is being offered through the Damascus Project and be available for clergy in both MN and WI. It does fulfill the standing requirement in all the associations. This last year we had over 60 clergy from WI Conference take the course. We will offer again Spring and Fall of 2024. We hope clergy will enjoy this first module and other modules will be developed in the coming years.

Word of Gratitude

I am grateful to work with such a talented, creative, devoted staff in the Wisconsin Conference. Each Wisconsin Conference staff member is exceptional and strives to make our common life better in every way. I'm especially grateful to Franz who is an exceptional leader for our staff and Conference Minister. I'm grateful to my clergy colleagues across the conference who are both talented and skilled for this ministry in challenging times, especially during this pandemic. It is my pleasure to serve alongside you in mission and ministry.

Blessings,

Rev. Jane B. Anderson
ACM for the Eastern Region of the WI Conference UCC

Executive Committee Annual Report for 2023

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 between the yearly Annual meetings. The Executive Committee meets regularly four times yearly, February, May, August and November. When necessary, the Executive Committee holds special meetings either in person, email or conference call to address matters that cannot wait until the next scheduled meeting.

In 2023 the Executive Committee has:

1. Ratified the work of the division of Church and Ministry.
2. Approved a change in how NEA scholarships are handled for UCCI camp registrants.
3. Approved Christmas gifts to retired clergy, widows of clergy and members in discernment from the NEA.
4. Planned the association's annual meeting.
5. Participated in discussions about associational life.

Reports of the Divisions and Committees

Church and Ministry Division Annual Report

The group that is called “Committee on Ministry” in many regions of the United Church of Christ is, for us in the Northeast Association, known as The Division of Church and Ministry. The work of the Division is split between three committees: Placement and Transition; Pastor and Church Ethics; and Periodic Support and Consultation.

Together, these committees are charged with the authorization and oversight of ministers in our association. Tasks involved in this role include:

- A. Overseeing professional standards for ministry
- B. Conducting ministerial status events (ecclesiastical councils, ordinations, installations, and recognition of the end of ministry)
- C. Supporting and overseeing individuals who are discerning their call to ministry
- D. Leading boundary training events
- E. Upholding ethical standards for pastors and local churches
- F. Strengthening the relationship of pastors and congregations
- G. Supporting pastors throughout their ministry and in their retirement

In 2023, we continued to implement the changes seen in the new Manual on Ministry, which has allowed “alternative path” candidates to pursue ordination. The Conference-wide UMAT team (Unified MID Assessment Team) has helped all 4 associations have consistent standards for what we require of Members in Discernment. The “Commission on Ministry” brings together Committee on Ministry leaders from across the Conference to further develop collaboration and share best practices. From this group, this year saw the launch of the Damascus Project’s Anti-Bias course, to fulfill the requirement for UCC Clergy to have regular anti-racism training. The Commission also saw the launch of a new Clergy Compensation Guideline handbook, and is now working on a new Licensing manual for the Conference.

As many of our committees and teams continue much, or even all, of their work over Zoom, we are able to have vital and valuable conversations together without losing time to travel - especially helpful for us in the wintertime! This has furthered conversation around the future of our Conference and Association work. Can we reorganize our work in different ways to accomplish more, being more efficient and also more effective? This past year has seen these questions develop in a multitude of ways in Association structures, among conference staff, and our local congregations.

The world is changing. What it means to be Church in the world is changing too. As members of the Division of Church and Ministry, we are working together to prepare, equip, and support us all to be the best we can be for what lies ahead. I am grateful to everyone who serves on any of our Division committees and teams for all of the time, energy, compassion, thought, and skill you pour into this work.

Blessings to you.

Respectfully submitted,
Rev. Dr. Colie Bettivia, Chairperson of the Committee on Placement and Transition

Committee on Placement and Transition

The NEA Placement and Transition Committee is responsible to the Association, Conference, and National Church for all activities and actions involved with candidates for ordination, licensed ministry, transitions of pastors between churches and associations, transfers of pastoral standing, and requests for dual standing or privilege of call. The Placement and Transition Committee also seeks to maintain an updated list of those willing and able to provide pulpit supply.

Responsibilities and Activities include:

- Oversight of education process in preparation for ordination
- Oversight of standing transfers in and out of our Association
- Regular meetings/interviews with Members-In-Discernment (MID's)
- Oversight of and Annual meetings with Licensed Ministers seeking renewal
- Conducting Ecclesiastical Councils
- Ordination, Installation, and End of Ministry services
- Oversight of clergy requirements for boundary training and anti-racism training

In 2023, the Damascus Project launched the first 2 cohorts of a course that meets the requirements for clergy anti-racism training. We are glad to be continuing the work of dismantling the systems of racism that are so prevalent in our world, and even in the church. As much of P+T's work is the oversight of Members-in-Discernment, we are delighted that individuals continue to discern a call to ministry and seek ways to live into that call. It is a joy to do this work!

These are the persons and events overseen by the Northeast Association Placement and Transition Committee, from April 2023 through March 2024.

Members-in-Discernment (MIDs)

Pam Hodgson, Multiple Path. Advisor: (open), Mentor: Rev. Marty Black

Dianne Droster, Multiple Path. Advisor: Rev. Dr. Colie Bettivia, Mentor: Rev. Beth Petzke

Uriah Williams, United Theological Seminary. Advisor: Rev. Nancy Zorn Micke, Mentor: Rev.

Melinda Feller (Approved for Ordination)

Randy Koppenhaver, Multiple Path. Advisor: Rev. Dr. Colie Bettivia, Mentor: Rev. Jeremy Hysten

Mark Schmitt, Eden Theological Seminary. Advisor: Rev. Moira Finley

Derek Elkins, Multiple Path. Advisor: Rev. Kristal Klemme

Ecclesiastical Councils

David Kohls, St. John's UCC New Holstein, 8/19/23

Uriah Williams, Peace UCC Shawano, 1/6/24

Ordinations

David Kohls, St. John's UCC New Holstein, 10/22/23

Scheduled: Uriah Williams, Peace UCC Shawano, 4/14/24

Installations

Jacob Nault, Union Congregational UCC Waupun, 4/30/23

Randy Koppenhaver, Bethlehem UCC Kiel, 5/7/23

Carol Ann Reynolds, Hope UCC Sturgeon Bay, 5/21/23
Steve Savides, First Congregational UCC New London, 9/10/23

Licensed Ministry

ongoing licenses:

Randy Koppenhaver, Bethlehem UCC, Kiel
Dale Miller, Salem Plankroad UCC, Plymouth
Uriah Williams, Peace UCC, Shawano
Mary Jo Laabs, First Congregational UCC, Appleton
Diane Droster, First Congregational UCC, Appleton
David Kohls, Hope UCC, Fremont
Gary Wilner, Saron UCC, Sheboygan Falls

temporary licenses:

Dale Miller, Community UCC, Elkhart Lake

licenses that have ended/are no longer active

Dianne Droster, Peace UCC, Brillion
David Kohls, First Congregational UCC, DePere

Dual Standing

Rev. Dr. Matthew Sauer (Manitowoc Cooperative—First Presb. & Peace UCC) UCC/PCUSA
Rev. Dr. Patrick Schultz (St. Mark's & St. James): UCC/UMC
Rev. Jennifer Czarnota (Zion UCC Dale/First Congo UCC Red Granite): UCC/ELCA
Rev. Michael Bober (St. Paul's UCC Oshkosh): UCC/ECDMA & ECC
Ecumenical Catholic Diocese of Mid-America & the Ecumenical Catholic Communion

Transfer of Standing

Rev. Lance Lacklore from NEA to SWA 3/13/23
Rev. David Frey from NEA to Southwest Association of the Michigan Conference 6/1/23
Rev. Deborah Tyler from NEA to Pacific Northwest Conference 8/10/23
Rev. Tara Tetzlaff from NEA to SEA 3/14/24

Privilege of Call - none this year

Leave of Absence

Rev. Jayne Helgevold (member of First Congo Sheboygan), leave granted beginning 9/8/22
Rev. Adam Westrich (member of Union Congregational UCC Green Bay), leave granted beginning 2/13/23.

Farewell services

Rev. David Frey, Congregational Church of Neenah/Menasha 5/14/23
Rev. Rae Anne Beebe, Saron UCC, Sheboygan Falls 1/7/24

Chaplains

Rev. Dan Borchers, Holy Family Hospital, Manitowoc
Rev. Alex Cade-White, St. Luke's Hospital, Milwaukee
Rev. Dana Caldwell, St. Agnes Hospital, Fond du Lac
Rev. Dr. Julie Mavity Maddalena, Lakeland University

This past year has been my last on this committee, and I am grateful for the chance to have been involved in this important work. Sincere appreciation and profound gratitude is extended to the members of the team: Rev. Moira Finley (2nd term, 2026); Rev. Kristal Klemme (2nd term, 2026); Ms. Jeanne Williams (1st term, 2026); and Rev. Nancy Zorn Micke (1st term 2025). Thank you also to our Division Chair, Rev. Beth Petzke and to our Associate Conference Minister, Rev. Jane Anderson.

Respectfully submitted,

Rev. Dr. Colie Bettivia, chair

Pastor and Church Ethics Committee

The Pastor and Church Ethics Committee handles ethical concerns and questions, including boundary concerns for Pastors and others leaving ministry positions. The committee is also responsible for keeping records of Boundary Training sessions and attendance, providing consultation in accordance with our guidelines as provided in the Manual on Ministry, and offering exit interviews to clergy to process experiences and issues, and offer guidance regarding questions they have about their transitions.

The Ethics committee is available to work with the pastors and churches of the Northeast Association to help both live out the mission of the church – abundant life, as well as working with pastors in crisis and coordinating exit interviews to support pastors as they transition to another call or retirement.

Thank you to the committee for their hard work this year, as well as Rev. Jane Anderson for her support and love as she faithfully serves the committee, pastors, and churches in the NEA. It has been a pleasure to serve alongside these committee members. Their thoughtfulness, compassion, and dedication, along with many other gifts they bring, have enriched the work of the committee in meaningful ways.

Members of the committee include: Rev. Nathan Athorp (chair), Allison Klemme, Barbara Henry, Kristy Pahl, Rev. Dr. Julie Mavity Maddalena, Rev. Dr. Steve Savides, and Rev. Jane Anderson (Associate Conference Minister for NEA).

Respectfully submitted,

Nathan Athorp, chair

Periodic Support and Consultation Committee

Report for 2023

The committee participants have changed as of mid-year 2023.

A special “Thank You” to those who ended their term of service:

- Gail Irwin (Immediate Past Chair)
- William Kesting
- Mary Mullen (Secretary)
- Gary Prost
- Wesley Koplitz
- Jane Anderson (ACM)

The current members of the Periodic Support Committee:

- Elizabeth Kaprelian (Secretary)
- Wesley Koplitz (Chair)
- Jacob Nault
- Jill Meyer
- Lynn Martin
- Beth Petzke
- Jane Anderson (ACM)

Committee Highlights and Duty Summary

- 1) Annual Information Review Forms
 - a) Verify return of the form.
 - b) Respond appropriately to requests of “Exempt Status.”
 - c) Respond to individuals needing to complete Boundary and/or Racism Training.
- 2) Planned and administered the NEA Wisconsin UCC Picnic for Retired Clergy September 21, 2023, held at South Park. Activities included fellowship, worship, and updates from the conference staff. Kevin Mundell provided an update of his experience at the UCC Synod gathering. A Pension Board Annuitant visitor addressed the group, we celebrated Franz’s birthday, and box lunches were provided from Panera Bread.
- 3) The committee is currently planning the 2024 needed activities of the Retired Clergy Event (Wednesday, September 25, 2024) and the Fall Clergy Retreat (Wednesday, October 30, 2024).

Respectfully submitted,

Wesley Koplitz
Committee Chair

Division of Local Church Ministry

The Local Church Ministry Committee has in essence been inactive over the past year. No requests for workshop topics have been received. It is the belief of the committee members that most workshop needs are currently being met through other organizations such as the Wisconsin Council of Churches, Wisconsin Conference, Lakeland University or multiple on-line venues.

The Association awarded \$4,225 in camp scholarships automatically through the camp registration process and additional scholarships for youth faith formation events.

Blessings,

Rev. Nathan Athorp

Division of Wider Church Ministry

The Division on Wider Church Ministries encourages and equips local churches for ministries beyond their local congregations by providing resources and training related to the relationship of the local church to the wider church, including mission, evangelism, social justice, global partnerships, scholarships for wider church opportunities, and interpretation of Our Church's Wider Mission support.

Of late, WCM works primarily by offering grants for events, programs, and new dimensions in mission that relate to events engaging the wider community. Grants may be applied for by contacting WCM or filling out the form on the Wisconsin Conference website.

Over this past year, WCM received one grant request from Lakeland University to help support the annual confirmation event that Lakeland hosts annually.

WCM is currently looking at ways to help local churches connect with and engage with the wider body of Christ through areas of global mission, prison ministry, and educational events.

Respectfully submitted,

Rev. Jeremy Hylan
Chair of WCM

2023 Financial Statements

WI Conference UCC - Balance Sheet - Two Year Comparison

Northeast Association - December 31, 2023

		Actual 12/31/2023	Actual 12/31/2022
86-WCNE-000 - NE Association Operating Fund			
Assets			
07-11000	Foundation Checking Agency - Settlers	(\$104.48)	\$106.20
07-11500	Conference Checking Agency - Settlers	\$92,763.19	\$53,912.99
07-14000	Investment Pool - Agency Non-Endowed	\$7,194.91	\$138,654.11
07-15000	Acct Rec - General	\$0.00	(\$408.54)
07-16720	Note Receivable - UCCI	\$0.00	\$10,963.77
Total Assets		\$99,853.62	\$203,228.53
Liabilities and Fund Balance			
Liabilities			
07-21100	Accounts Payable	\$0.00	\$106.20
Total Liabilities		\$0.00	\$106.20
Fund Balance			
07-30000	Agency Fund Balance - Earnings	\$99,853.62	\$203,122.33
Total Fund Balance		\$99,853.62	\$203,122.33
Total Liabilities and Fund Balance		\$99,853.62	\$203,228.53
86-WCNE-100 - NE Association General Fund			
Assets			
07-11000	Foundation Checking Agency - Settlers	\$109.28	\$0.00
07-14000	Investment Pool - Agency Non-Endowed	\$151,230.15	\$0.00
07-16720	Note Receivable - UCCI	\$10,809.91	\$0.00
Total Assets		\$162,149.34	\$0.00
Liabilities and Fund Balance			
Fund Balance			
07-30000	Agency Fund Balance - Earnings	\$162,149.34	\$0.00
Total Fund Balance		\$162,149.34	\$0.00
Total Liabilities and Fund Balance		\$162,149.34	\$0.00
86-WCNE-212 - NE Church & Ministry Fund			
Assets			
07-11000	Foundation Checking Agency - Settlers	\$2.89	\$2.72
07-11500	Conference Checking Agency - Settlers	\$1,943.16	\$1,940.36
07-14000	Investment Pool - Agency Non-Endowed	\$4,057.75	\$3,551.36
07-15000	Acct Rec - General	\$0.00	(\$10.46)
07-16720	Note Receivable - UCCI	\$276.87	\$280.81
Total Assets		\$6,280.67	\$5,764.79
Liabilities and Fund Balance			
Liabilities			
07-21100	Accounts Payable	\$0.00	\$2.72
Total Liabilities		\$0.00	\$2.72
Fund Balance			
07-30000	Agency Fund Balance - Earnings	\$6,280.67	\$5,762.07
Total Fund Balance		\$6,280.67	\$5,762.07
Total Liabilities and Fund Balance		\$6,280.67	\$5,764.79
86-WCNE-222 - NE Church Development Fund			
Assets			
07-11000	Foundation Checking Agency - Settlers	\$39.01	\$36.73
07-11500	Conference Checking Agency - Settlers	\$4,374.05	\$4,336.31
07-14000	Investment Pool - Agency Non-Endowed	\$54,740.54	\$47,909.03
07-15000	Acct Rec - General	\$0.00	(\$141.16)
07-16720	Note Receivable - UCCI	\$3,735.14	\$3,788.30
Total Assets		\$62,888.74	\$55,929.21
Liabilities and Fund Balance			
Liabilities			
07-21100	Accounts Payable	\$0.00	\$36.73
Total Liabilities		\$0.00	\$36.73
Fund Balance			
07-30000	Agency Fund Balance - Earnings	\$62,888.74	\$55,892.48
Total Fund Balance		\$62,888.74	\$55,892.48
Total Liabilities and Fund Balance		\$62,888.74	\$55,929.21
Grand Total - All NEA Fund Balances		\$331,172.37	\$264,922.53

WI Conference UCC - Budget Report

Northeast Association - 2023 Budget Vs. Actual

	2023 Actual	2023 Budgeted
86-WCNE-000 - NE Association Operating Fund		
Revenues		
Ordinary Revenues		
07-41000 Contributions	\$8,500.00	\$0.00
07-46000 Interest & Dividends	\$439.88	\$0.00
07-47200 Association Dues	\$50,207.00	\$57,000.00
07-48100 Annual Meeting Revenue	\$1,100.00	\$0.00
07-49200 Registration	\$120.00	\$0.00
Total Ordinary Revenues	\$60,366.88	\$57,000.00
Total Revenues	\$60,366.88	\$57,000.00
Expenses		
General Expenses		
07-50000 Grants Approved	\$306.50	\$0.00
07-55100 Legal Services	\$837.00	\$1,000.00
07-55200 Common Services	\$8,500.00	\$17,000.00
07-55300 Executive Committee	\$0.00	\$400.00
07-60000 Postage & Shipping	\$0.00	\$0.00
07-62100 Annual Meeting	\$4,020.70	\$700.00
07-69000 MISC Operating Expenses	\$0.00	\$400.00
Total General Expenses	(\$13,664.20)	(\$19,500.00)
Local Church Ministry		
07-50100 LCM Youth & Family Summer Camps	\$2,325.00	\$20,000.00
07-50150 LCM National/Regional Youth Events	\$0.00	\$1,300.00
07-50200 LCM Camp Scholarships	\$50.00	\$0.00
07-55410 LCM Resourcing & Projects	\$0.00	\$2,500.00
07-55420 LCM Meetings Expense	\$0.00	\$100.00
07-63330 LCM Lay Academy/Damascus Scholarships	\$100.00	\$1,000.00
07-63350 LCM Youth Spiritual Formation Retreats	\$1,750.00	\$3,500.00
07-63360 LCM Camp Awesome Volunteer Scholarships	\$0.00	\$2,000.00
Total Local Church Ministry	(\$4,225.00)	(\$30,400.00)
Church & Ministry		
07-62150 Church & Ministry Meetings	\$0.00	\$1,000.00
07-62160 Church & Ministry General	\$887.61	\$0.00
07-63220 Diversity Training	\$0.00	\$1,000.00
07-63230 Conflict & Resolution Training	\$0.00	\$500.00
07-63240 Conflict & Resolution Other Expenses	\$0.00	\$500.00
07-63260 Fitness Review Other Expenses	\$0.00	\$1,000.00
07-63270 Pastor Assistance	\$2,200.00	\$3,000.00
07-63400 Placement & Transition	\$52.50	\$1,000.00
07-63500 Ethics	\$0.00	\$1,500.00
07-64110 Periodic Support	\$156.77	\$2,000.00
Total Church & Ministry	(\$3,296.88)	(\$11,500.00)
Wider Church Ministry		
07-64120 Wider Church Ministry - General	\$0.00	\$0.00
07-64140 Wider Church Ministry - Resourcing & Projects	\$0.00	\$4,000.00
Total Wider Church Ministry	\$0.00	(\$4,000.00)
Total Expenses	(\$21,186.08)	(\$65,400.00)
NET SURPLUS/(DEFICIT)	\$39,180.80	(\$8,400.00)

2025 Proposed Budget

Northeast Association				
2022 & 2023 Actual				
2024 Budget	2022	2023	2024	2025
2025 Proposed Budget	Actual	Actual	Budget	Proposed budget
Association Dues Rate per member	\$ 4.50	\$ 4.50	\$ 4.50	\$ 4.50
Actual Membership (from 2 years prior)	12,667	12,516	12,153	11,800
Estimated Membership (at budget creation)		Est 12,667	Est 12,265	Est 11,800
Dues x Membership	\$ 57,002	\$ 56,322	\$ 54,689	\$ 53,100
Revenue				
Association Dues	\$48,194	\$50,207	\$55,193	\$53,100
Annual meeting revenue	\$ 870	\$ 1,100	\$ 850	\$ 1,000
Investment Income--CD's & checking	454	440	450	450
Other Revenue	-	8,620	-	-
Total revenue	\$49,518	\$60,367	\$56,493	\$54,550
General Expenses				
Common services, WI Conf (\$1.25*members)	\$16,054	\$8,500	\$15,331	\$14,750
Legal Services (national special counsel)	837	837	1,000	1,000
Executive Committee	-	-	400	400
Postage & Shipping (other office exp)	28	-	400	100
Annual Meeting	2,203	4,021	3,500	4,080
Misc Operating Expense	51	307	600	400
Total General Expenses	19,173	13,664	21,231	20,730
Local Church Ministries				
Scholarships				
Youth & Family Summer Camp	7,865	2,325	10,350	10,350
National/Regional Youth Event		-	1,300	1,300
Misc Camp Scholarships	613	50	650	650
Damascus Project		100	1,000	1,000
Youth Spiritual Formation Retreat	700	1,750	3,500	3,500
Camp Awesome Volunteers		-	2,000	2,000
Resourcing & projects		-	1,700	-
Meeting expense		-	100	100
Misc Expense	1,000	-		
Total Local Church Ministries	10,178	4,225	20,600	18,900
Church and Ministry				
Meeting & General expense	916	888	1,000	1,000
Boundary Training (host every 4th yr)		-	-	-
Diversity Training		-	1,000	1,000
Conflict & Resolution Training		-	500	500
Conflict & Resolution Other Expenses		-	500	500
Fitness Review Other Expenses		-	1,000	1,000
Pastor & Church Assistance	2,700	2,200	3,000	2,500
Placement & Transition	45	53	1,000	500
Ethics		-	1,500	1,000
Periodic Support	2,153	157	2,000	2,000
Total Church and Ministry	5,814	3,297	11,500	10,000
Wider Church Ministries				
Meeting Expense	-	-	-	-
Misc Expense	1,900	-	-	-
Resourcing & projects		-	3,200	3,200
Total Wider Church Ministries	1,900	-	3,200	3,200
Total Operating Expenses	\$37,065	\$21,186	\$56,531	\$52,830
Other/Non-budgeted Income/(Expenses)				
Net Income over/(under) expenses	12,453	39,181	(38)	1,720

Northeast Association 5 for 5 Churches

Faith UCC	Antigo
St. John's UCC	Black Creek
Peace UCC	Brillion
St. Mark's UCC	Cleveland
Christ Congregational UCC	Clintonville
Union Congregational UCC	Green Bay
Immanuel UCC	Kaukauna
St. Peter's UCC	Kiel
Bethlehem UCC	Kiel
Grace UCC	Kohler
First Congregational UCC	New London
St. James UCC	Newton
Salem UCC	Plymouth
Salem Plankroad UCC	Plymouth
First Congregational UCC	Plymouth
First Congregational Church UCC	Ripon
Peace UCC	Shawano
First Congregational UCC	Sheboygan
Ebenezer UCC	Sheboygan
St. John's UCC	Sheboygan
Saron UCC	Sheboygan Falls
Grace Congregational UCC	Two Rivers
Union-Congregational Church	Waupun

Nominating Committee Report-2024

Slate of Nominees for 2024

2023-2024 Elected Officers

We thank the following Officers and Division and Committee persons who have served in elected positions of the Northeast Association for 2023-2024.

*Slate of Nominees for 2024

*Will be nominated at the April 20, 2024 meeting (*in italics)

Division of Church and Ministry - Division Chair & NEA Board Liaison (2 three-year terms)

Rev. Beth Petzke	Clergy	Chair	Term ends 2026	Term 1 of 2
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Pastor & Church Ethics (2 three-year terms)

Rev. Steve Savides	Clergy	Member	Term ends 2027	Term 2 of 2
* <i>Kelly Haefs</i>	<i>Lay</i>	<i>Member</i>	<i>Term ends 2027</i>	<i>Term 1 of 2</i>
Rev. Nathan Athorp	Clergy	Chair	Term ends 2025	Term 2 of 2
Kristi Pahl	Lay	Member	Term ends 2025	Term 2 of 2
Rev. Julie Mavity Maddalena	Clergy	Member	Term ends 2026	Term 1 of 2
Allison Klemme	Lay	Member	Term ends 2026	Term 1 of 2

Periodic Support & Consultation (2 three-year terms)

Wes Koplitz	Lay	Chair	Term ends 2025	Term 3 of 2
Rev. Lynn Martin	Clergy	Member	Term ends 2026	Term 1 of 2
Liz Kaprelian	Lay	Member	Term ends 2026	Term 1 of 2
Rev. Jill Meyer	Clergy	Member	Term ends 2027	Term 1 of 2
Rev. Beth Petzke	Clergy	Member	Term ends 2026	Term 1 of 2
* <i>Rev. Jacob Nault</i>	<i>Clergy</i>	<i>Member</i>	<i>Term ends 2027</i>	<i>Term 1 of 2</i>

Placement & Transition (2 three-year terms)

* <i>Darlene Ott</i>	<i>Lay</i>	<i>Member</i>	<i>Term ends 2027</i>	<i>Term 1 of 2</i>
Rev. Moira Finley	Clergy	Member	Term ends 2027	Term 2 of 2
Rev. Nancy Zorn-Micke	Clergy	Co-Chair	Term ends 2025	Term 1 of 2
Rev. Kristal Klemme	Clergy	Co-Chair	Term ends 2025	Term 2 of 2
Jeanne Williams	Lay	Member	Term ends 2026	Term 1 of 2
vacant	Lay	Member	Term ends 2025	Term 1 of 2

Division of Local Church (2 three-year terms)

Tina Clegg	Lay	Member	Term ends 2027	Term 2 of 2
* <i>Fitz Fitzpatrick</i>	<i>Lay</i>	<i>Member</i>	<i>Term ends 2025</i>	<i>Term 1 of 2</i>
Rev. Jacob Nault	Clergy	Member	Term ends 2025	Term 1 of 2
Rev. Jeffrey Dodson	Clergy	Member	Term ends 2026	Term 1 of 2
Michael Boscaljon	Lay	Member	Term ends 2025	Term 1 of 2
vacant	Clergy	Member	Term ends 2027	Term 2 of 2

Division of Wider Church 2 three-year terms

Lavonne Athorp	Lay	Member	Term ends 2025	Term 2 of 2
Rev. Melinda Feller	Clergy	Chair	Term ends 2026	Term 1 of 2
Tim Kennan	Lay	Member	Term ends 2026	Term 1 of 2
Carol Reynolds	Clergy	Member	Term ends 2027	Term 1 of 2
Sara Companik	Lay	Member	Term ends 2027	Term 1 of 2
vacant	Clergy	Member	Term ends 2025	Term 1 of 2

Nominating Committee (1 three-year term)

Rev. Kristal Klemme	Clergy	Member	Term ends 2025	Term 1 of 1
Rev. Wes Wassell	Clergy	Member	Term ends 2026	Term 1 of 1
Tom Konecny	Lay	Chair	Term ends 2026	Term 1 of 1
<i>*Kari Mooney</i>	<i>Lay</i>	<i>Member</i>	<i>Term ends 2027</i>	<i>Term 1 of 1</i>
Randy Miller	Lay	Member	Term ends 2027	Term 2 of 1
vacant	Clergy	Member	Term ends 2025	Term 1 of 1

Executive Committee 3 two-year terms

Rev. Jane Anderson	Conference Staff Liaison			
Rev. Jeffrey Dodson	Conf. Board Liaison		Term ends 2025	Term 2 of 3
(elected by the Wisconsin Conference Board of Directors)				
Phil Gabrielson	Member-at-large		Term ends 2025	Term 2 of 3
Cathy Putman	Member-at-large		Term ends 2025	Term 2 of 3
Bret Bicoy	Conf. Board Liaison		Term ends 2025	Term 5 of 3
Rev. RaeAnn Beebe	Conf. Board Liaison		Term ends 2026	Term 3 of 3
Rev. Kevin Mundell	Member-at-large		Term ends 2026	Term 3 of 3
<i>*Kris Hietpas</i>	<i>Lay Conf. Board Liaison</i>		<i>Term ends 2026</i>	<i>Term 1 of 3</i>
vacant	Clergy Member-at-large		Term ends 2027	Term 1 of 3

Executive Officers

Mary Beduhn	Secretary		Term ends 2026	3 of unlimited
Lavonne Athorp	Treasurer		Term ends 2025	1 of unlimited
Linda Bosman	Moderator		Term ends 2025	Term 1 of 1
Rev. Rob Van Ess	Vice-Moderator		Term ends 2025	Term 1 of 2

General Synod Nominees for 2025

Rev. Jeannie Douglas	Debbie Manley
Rev. Beth Petzke	Elliot Luedtke

We extend our heartfelt thank you to the following committee members who have fulfilled their commitments. Their faithful and diligent service is greatly appreciated.

Rev. Colie Bettivia, Placement and Transition
 Linda Bosman, Board of Directors
 Barb Henry, Pastor and Church Ethics
 Rev. Jeremy Hysten, Division of Wider Church
 Rev. Mary Jo Laabs, Nominating committee
 Rev. Nancy Taylor, Board of Directors

Installation Service

Installation of New Officers and Leaders

Greeting & Introduction – Linda Bosman

Grace, mercy and peace to you from Jesus Christ.

Affirmation of ministry is the act whereby a local church of the United Church of Christ recognizes the diverse gifts of its members and celebrates the particular ministry of each person in the life of the church. There are different kinds of spiritual gifts, but the same Spirit gives them.

People: There are different ways of serving, but the same God is served.

Jane Anderson: There are different abilities to perform service, but the same God gives ability to each of us for our particular service.

People: The Spirit's presence is shown in some way in each person for the good of all.

Jane Anderson: Christ is like a single body, which has many parts.

People: It is still one body even though it is made up of different parts.

Jane Anderson: If one part of the body suffers, all the other parts suffer with it: if one part is praised, all the other parts share its happiness.

People: All of us are Christ's body and each one is part of it.

Jane Anderson: Servants of God, I invite you to step forward in Spirit as a sign of your acceptance to the call to serve as leaders the Northeast Association of the Wisconsin Conference of the United Church of Christ.

These people have been called by God, in accordance with the faith and order of this church, to serve among us. They have accepted their call and are before us in witness to their willingness to serve.

Questions to the Officers and Leaders – Jane Anderson:

Sisters and brothers in Christ, it is an honor to be entrusted with the work of the Northeast Association of the Wisconsin Conference of United Church of Christ. Having prayerfully considered the duties and responsibilities of this ministry, are you prepared to serve with the help of God in Christ's name? If so, answer I am.

Officers and Leaders: I am.

Jane Anderson: Are you ready, with the help of God, to enter this ministry on behalf of the whole church and to serve faithfully according to the faith and order of the United Church of Christ? If so, answer I am.

Officers and Leaders: I am.

Jane Anderson: Will you perform the duties of your office diligently, faithfully and to the best of your ability, looking to God for your strength, and showing forth the love of Christ? If so, answer I will with the help of God.

Officers and Leaders: I will with the help of God.

Jane Anderson: Members and Friends of the Northeast Association of the Wisconsin Conference United Church of Christ, you have heard the promises of our brothers and sisters in Christ who have answered God's call to service. Let us affirm our intention to live in covenant with them. Will those who are able please stand and affirm your support for these volunteers.

People: We receive you as Officers and Leaders. We gather in celebration of the joy that is ours to be partners with you in the service of Jesus Christ. We promise to love you, honor your leadership and assist you that together we may be a faithful church of Jesus Christ.

Linda Bosman: Let us pray. Eternal God, you have called these people to serve you in this household of faith and in the world, which you have entrusted to our care and keeping. Send your Holy Spirit on them that they may serve among us with honor and faithfulness. Help them to be diligent in their duties that your church may prosper in the mission you place before it. May their example prove worthy for all of us to follow, as we are united in Christ's ministry, to the glory of your name. Amen.

In accordance with the faith, and order of this church we extend to you the hand of Christian love.

ALL: Thanks be to God.

Jane Anderson: Go and serve.

Mission Statement of Northeast Association UCC

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

