



Group Name	McFarland UCC Annual Meeting Minutes
Date	January 28th, 2024
Recorder	Diane Mikelbank

Agenda Item/ Topic/Question	Discussion / Decision	Action
Welcome & Announcements		
Welcome & Call to Order & Annual Meeting 2024 Agenda (Colleen)	<p>The annual meeting was called to order by the Moderator, Colleen Krattiger. A quorum was declared by Joan Jacobsen.</p> <p>67 official reported number in attendance (124 members, 25% is quorum - need 31 members)</p> <p>Meeting details were shared including how to vote in person and through Zoom. All individuals were invited to participate in meeting, including discussion and questions, but only members of this congregation are eligible to vote.</p> <p>All meeting materials were made available as of January 14th on our website and hard copies were available.</p>	
Agenda Items Requiring a Vote	<ul style="list-style-type: none"> ● The 2023 annual meeting minutes ● Revisions to our governing documents ● The 2024 budget ● Election of church leaders 	
Approval of 2023 Meeting Minutes (Becky Cohen)	The Annual Meeting minutes from January 22, 2023 were made available to review as of January 14th.	Motion was made by Ann Ross to approve minutes from the annual meeting held on January 22nd, 2023. Motion seconded by Walt Jackson. Approved by 67. Opposed by 0. Motion approved.
Celebration of 2023 Ministries (Becky Cohen)	With the COVID closures, re-openings, re-closures, and re-openings that occurred 2020 through early 2022, it was great to have a complete year where	

our church building remained open and active for the entire year! And a busy year it has been! We would like to take this opportunity to have you hear from committee and team members about our highlights of 2023. You will note that several leadership changes are being announced. Several people have chosen to step back from their leadership roles and we are fortunate that others have picked up this responsibility.

Ecojustice Team (Julie Woodward)

- February - Shedd Farley from Farley Center presented discussion on Green Burials
- New Waste/Recycle cans for Fellowship area introduced with help from youth for recycling education.
- Switched to eco-friendly palms for Palm Sunday
- Celebrated Earth Day with Rev. Daniel Cooperrider, author of "Speak with the Earth and It Will Teach You," leading worship focused on care-for-creation and helped us dedicate newly planted oak trees.
- Joined with members of Memorial UCC for a book study of Cooperriders's book.
- Julie Woodward attended the WI UCC Annual Conference in Green Lake where she participated in green issue seminars and networked with other Ecojustice team members from other churches.
- Youth planted Three Sisters and sunflower Gardens
- Leadership of EcoJustice Team will transition to Bruce and Jayne Fischer. They are looking forward to an additional pollinator garden and prairie plantings around the church property.

NION (Judy and Mark Emmrich)

- WI Conference Immigration Work Group - learning about the current status of immigration justice activities throughout the state.

- First Step Scholarship established in 2022 with Madison College (initial \$5000 contribution). The purpose is to provide immigrants the opportunity to continue their education in fields where they can get good paying jobs that offer benefits and promotional opportunities. Three scholarships were awarded and the scholarship fund increased by about \$5000 this year which included an additional \$4000 from McFarland UCC.

- Common Ground on the Border Conference Attended the Borderlands Immigration Justice conference in AZ. They were educated about justice issues at the US/Mexico border through tours, lectures and discussions. Information from the

conference was shared with NION as well as the entire congregation. As a result, Judy now teaches English weekly to four individuals running a shelter in Mexico for families trying to legally enter the U.S.

- Plymouth UCC Request - assist with legal fees for an immigrant family; \$500 was provided to support this effort.
 - Support for Tcheki, Jeffrey and Jefferson with their arrival in June. The committee worked hard to provide for the needs of the family including housing (temporary and permanent), coordinating legal support (work authorization, social security numbers, etc.) facilitating benefit identification and support (health insurance, food share, etc.), identifying job opportunities, assisting with healthcare needs, providing cell phones, assisting with enrollment in English as a second language classes, arranging transportation, and scheduling social activities to help with acclimation to new surroundings and culture. This has been a huge learning experience for all committee members but rewarding for our congregation to truly help a family in a very meaningful way.
- Allianos* - means Allies - connected through Food pantry - need help registering children in school, classes at Madison college, etc.

Outreach Funds Committee (Chris Taber)

The Outreach Funds Committee met four times this year and, using Fund Distribution Guidelines, authorized distributions of Outreach Funds totaling \$21,866. These included \$2100 to support participation of two church members at the **Common Ground Immigration Conference in AZ**, \$1100 to pay for this year's education for our **SHARE student in Haiti** (this is our third year of a 10-year commitment), \$5000 to support two dental programs (\$2500 each to **WI Foundation UCC Dental Assistance Program** and the **More Smiles WI** program) and a \$5000 contribution to the **Ignite Generosity** appeal to support programs at the WI Conference church camps. Other distributions included \$270 to support **youth retreat** participation by our confirmands at the Daycholah Center, \$300 for sponsorship of the **McFarland Pride in the Park** event, and a \$250 scholarship for one of our members **graduating from high school**. Finally, the Outreach Funds Committee made a commitment to provide support for **Tcheki and Jeffrey**; to date this support has totaled \$7,846 for travel, food, housing, clothing, school, and legal expenses.

This year, the Outreach Funds increased by \$18,955; this included a \$10,000 fund transfer from our General Funds, investment returns on the short-term CDs purchased this year and mutual fund

valuation changes and other contributions. The current Outreach Funds balance is \$72,548. The Outreach Funds Committee has agreed to multiple commitments totaling almost \$25,000; this reduces the Outreach Funds balance to \$47,594.

Racial Justice Team (Rachel Saladis)

Jayne Fischer had been co-leading with Rachel until recently. We have had a busy year of learning, relationship building, and the launching of the Indigenous Justice Project. Our learning experiences included organizing and leading three sessions of the “Color of Compromise” video and discussion series, and taking a road trip to Milwaukee to visit the Black Holocaust Museum followed by lunch at a Black- owned restaurant. Our relationship building activities included attending two activities at Morris Community AME Church in Madison and collaborating with Art and Dawn Shegonne to lead the Call for Peace program. With the support of many community partners, we were able to launch the **Indigenous Justice Project** by hosting Mr. Mark Charles with a series of events that included a community presentation and reception, speaking during a Sunday worship service, and spending time in classrooms at McFarland High School. These events have led to building meaningful collaboration and justice work around the “Doctrine of Discovery” and healing past injustices with the Ho-Chunk Nation and other WI Indigenous Nations. Simultaneous with planning and hosting the Mark Charles events, a group of faith communities and organizational leaders began meeting to discuss the best way to leverage the commitment to racial justice, specifically Indigenous Justice, that each is committed to. This group has grown from a small group of 8 to now over 20, representing faith communities and organizations from McFarland, Madison, Stoughton, Appleton, Fitchburg, and Monona. Meetings occur every 6-8 weeks in person and Zoom. The focus of the group: developing relationships with Ho Chunk and other tribal members, expanding learning, developing methods for sharing the learning with others, and rethinking how we can take meaningful action toward reconciling and healing with Indigenous Peoples. Our current action steps include standing in public support of the work of the Indigenous Solidarity Collective (McFarland) as that group works to return the mounds behind Indian Mound School to the Ho-Chunk Nation and planning a “group read” of “Unsettling Truth: The Ongoing, Dehumanizing Legacy of the Doctrine of Discovery,” including dialogue with author Mark Charles.

Worship Arts Team (Cindy Wendorf)

One of our actions this year was updating the Pride Flag that hangs in the Fellowship Space. Thanks to the art wall mount system that was installed in 2022, the artwork displayed in the sanctuary and near the kitchen is being rotated. I presented some of my artwork in the Fellowship Space earlier this year and we are pleased to currently highlight the creativity of Dawn Cogger. The team is looking for the next person ready to display their creative work.

Care Team (Lavon Geasland)

Lavon Geasland and Jean Duchrow formed the Care Team in March to reach out to the congregation to give care and support by sending cards of encouragement, making prayer shawls, offering meals, rides and visits. We are grateful for the many individuals who have volunteered their time in each of these categories. We blessed more than 10 prayer shawls in the summer and more are being made. Numerous cards have been mailed out for those who we haven't seen for a while as well as those who have been ill or need encouragement. We have received many positive responses from these cards. In September, we started the Befrienders Ministry classes with 8 individuals; on December 10th our Befrienders were commissioned during worship service and will continue their learning in 2024. The Care Team provided meals, rides to appointments, scheduled visits and overnight stays for those in need along with helping out with any care needs when Pastor Bryan was on vacation. Finally, our Christmas Day meal was a huge success. Over 65 meals were served and there were plenty of volunteers to assist with set up, serving, and clean up. People from the community and our church family attended. Most people stayed after the meal to visit and enjoy the fellowship. We are already starting plans for next year's Christmas Day meal!

We now have a bulletin board out in the hallway for what is going on. You are welcome to add prayer requests to this board.

Finance Committee (Joan Jacobsen)

Joan Jacobsen is the treasurer for our church and chair of the Finance Committee. In March, SaLT authorized the transfer of \$10,000 from General Funds to Outreach Funds per the General Fund Cash Policy that the Finance Committee recommended and SaLT endorsed in 2021. However, in July, following a 7-month trend of expenses exceeding revenue that started in December 2022, SaLT and the Finance Committee agreed to maintain a General Fund cash balance between three - four months of budgeted

expenditures (for this fiscal year, between \$45,000 and \$60,000). If General Funds cash balance were to go above \$60,000 during 2023, then SaLT should transfer funds to Outreach Funds. The Finance Committee provided a mid-year financial update to the congregation during the July 16th worship service. Starting in December 2022, our church has purchased short-term CDs to take advantage of the higher interest rates. During 2023 we were able to add over \$2000 to our Outreach Funds from the interest earned on these short-term CDs. Other focus for the Finance Committee included contracting with SurePayroll to provide payroll services for Pastor Bryan and church staff, project planning to expand our use of the Icon software to support the use of the General Ledger and Accounting functions, and exploring options for the Treasurer transition as I conclude my second three-year term. Our Financial Secretaries, Sue Haeffner and Lavon Geasland, distributed mid- and end-of-year contribution statements. Finance Committee and Treasurer developed and recommended the proposed 2024 budget that was approved by SaLT on January 11th and will be presented during this meeting for final approval.

Building & Grounds Committee (Gregg Krattiger)

Spring clean up in May completed with a great crew. Maintenance projects this year included

- staining the church exterior and storage building,
- painting concrete wall that was exposed after the removal of the planters at the parking lot entrances,
- painting red doors under the steeple
- replacing two windows in the nursery
- placing mulch around three oak trees
- painting the steeple cross
- setting up/taking down the Christmas tree
- reinforcing the outside church banner with plywood
- removing two large dead trees
- repairing lights and the automatic door opener,
- mowing the property including the area around the community garden
- overseeing the snow removal.

Our biggest expense came at the end of the year when we discovered that both furnaces needed to be replaced. We went from having heat only in the Sanctuary and the rest of the church cold and without heat on Sunday morning December 10 to having both furnaces purchased, installed, and running efficiently by end of the day on Wednesday, December 13.

Geoff Brink recognized that Gregg Krattiger has been B & G chair since 2010. As a thank you from Geoff, who will take on the leadership of this committee, a gift was presented to Greg.

Personnel Committee (Geoff Brink)

Activities for the Personnel Committee this year included revisions to the Employee Handbook and Paid Time Off policy, coordinating with contracted professional cleaner to increase custodial duties to bi-weekly to support increased use of the church building, and conducting the annual performance review for our Administrative Assistant.

Colleen Krattiger provided an update of Personnel Committee membership - Much work was done during a time when we needed additional help with personnel. Going forward, members of the Personnel committee will now come from SaLT team as they work with staff the most.

SaLT (Colleen Krattiger)

SaLT met monthly throughout 2023. During our meetings, we received updates from committees and teams; reviewed financial reports; finalized decisions and approvals such as policies, budget, and expenditure; determined the focus for "Outreach Sunday"; and identified any building or grounds issues or special needs and requests. This year, SaLT used the goals identified during the October 2022 Leadership Retreat to guide some of our actions. These goals included improving communications, exploring McFarland community outreach opportunities, and reviving the Care Team. I will review SaLT's accomplishments toward these goals. First, for communication improvements, SaLT now consistently receives minutes and other updates from committees and teams thanks to the efforts of our Office Administrator, Ginger, and the leads of these groups who respond to her requests. This consistent information has also helped Ginger keep our church's website updated, including the calendar of events. Team leads post information on bulletin boards, send information to Ginger for the weekly Pulse email message, and make announcements during worship services. The McFarland UCC Facebook page has also been updated. SaLT now holds "Meet and Greet" sessions with new members who have just joined our church community. One communication goal that has not been fully completed has been the creation of an onboarding folder or packet for new SaLT members; this work will continue into 2024. For the outreach goal of having a McFarland UCC presence at two McFarland community events, we are pleased to report we surpassed this goal by

supporting and participating in the Pride in the Park event, inviting Dawn and Art Shegonne to lead the Call for Peace program, having the Racial Justice lead the “Color of Compromise”; video and discussion series, successfully hosting the Mark Charles Doctrine of Discovery events, and hosting a Community Christmas Meal. Finally, as you heard from Lavon, the Care Team has been re-established and has been actively serving our congregation.

Youth Ministries (Pastor Bryan)

I am happy to say that both our younger youth and teen youth programs are continuing to grow, and that 2023 was a wonderful year for us. We have well over 20 younger youth (roughly 12 and under) who are active now, and there are a solid 8-10 youth in our teen (or close to teen) group.

The Younger Youth met monthly throughout the year on the second Sunday evening of the month. Our biggest challenge once again was just that everyone is busy and it’s hard to get them all to show up at the same time. Sheryl Rowe really came into her own in 2023 by providing craft projects for kids both on Sunday mornings during worship and during our monthly evening meetings. She completely outdid herself with the “Bible Story Obstacle Course” she created and held outside in September to kick off the church programming year. Thanks so much to Sheryl for her enthusiasm, creativity, generosity, and faithfulness.

The teen group has been meeting the first Sunday of the month with youth from Lake Edge UCC. This combined group has been great and we’ve done a bunch of fun things together. Once again the busy schedules of the youth are probably our biggest challenge, and a few activities were canceled because of timing conflicts and not enough people able to attend when the event rolled around. There’s good energy and enthusiasm among our group and we’re hoping 2024 will be a great year. In addition to our monthly regular meetings and fun activities, we are hoping to take a group service trip somewhere fun and meaningful during the summer of 2024. One of the best things that happened in 2023 is that new MUCC members Cody DeWayne and Kiley Timler have agreed to help lead the teen youth group. They are both lots of fun and gifted with kids and I am very excited to have them help to lead this ministry. We have some AMAZING young people in our midst who will teach and bless us all in the years to come. There will likely be a confirmation class starting in the fall of 2024. I am very enthused about the next several years when it comes to youth ministry in our congregation. As I’ve often said, what our youth need most when they come to church is to enjoy themselves and to know that they are loved

	<p>in a very special and authentic way by God and by their church. Everything else tends to take care of itself when these two things happen consistently.</p>	
<p>Sharing Our Gifts-Wider Church (Joan Jacobsen)</p>	<p>Each year, members and friends of McFarland UCC have the opportunity to share financial resources with the wider church and our wider community. Information about how we share our gifts has been available with the rest of the annual meeting materials.</p> <p>We are a “5-for-5” church meaning that we contribute to the five UCC offerings throughout the year, including One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, the Christmas Fund, and Our Church’s Wider Mission. Our commitment to OCWM has been 10% of our general fund contributions and we maintained that commitment this year. This year, support from the Dana Crumpton-Lee Camp Scholarship Fund and the Reed-Smeaton Outreach Fund enabled six youth and our pastor to attend a youth retreat in April at the Daycholah Center in Green Lake. The Reed-Smeaton Outreach Fund also provided a scholarship for a church member who graduated from high school this year and made a significant contribution to the United Church Camps. Our commitments to the wider church and our church community totaled \$34,381 in contributions this year. In addition, we continue to share our resources with focused contributions for ministries throughout the wider community. In 2023 this included distributions from our church’s Pastor Discretionary Fund to help those in need. The Reed-Smeaton Outreach Funds were used to support the WI Foundation UCC Dental Assistance Program, More Smiles WI, McFarland Pride in the Park, a Haitian student in the SPARE Program, and our Haitian family, Tcheki, Jeffrey, and Jefferson. In addition, our church facilitated contributions to the Madison College Foundation as part of the FIRST STEP Scholarship Program; UNICEF; Haiti Allies; McFarland Food Pantry, including Christmas gifts purchased by our Teen Youth Ministry, Filter of Hope, and Plymouth UCC. These contributions totaled \$29,438. Our contributions to others in 2023 totaled \$63,819. This total represents a 20% increase (over \$10,000) of our financial contributions in 2022. Thank you for your continued generosity to both the wider church and the wider community.</p>	

<p>Revisions To Governing Documents (Colleen Krattiger)</p>	<p>Our church has several governing documents, including our Constitution, Bylaws, and the Reed-Smeaton Outreach Fund. Members of SaLT are recommending a few revisions to our governing documents. Three of the proposed revisions impact the number of at-large members for our leadership team, SaLT. Two other proposed revisions clarify expectations of the Outreach Funds Committee and Finance Committee. There will be time for questions at the end of the review.</p> <p>The number of at-large members for the Servant Leadership Team is identified three times in the governing documents. Currently the wording is “at least three and up to five additional members”. To increase opportunities for members to actively participate in the Servant Leadership Team, SaLT is proposing “at least three additional at-large members” in these governing document sections.</p> <p>In Article VI of the Bylaws, the proposed revision to letter A, Outreach Funds Committee includes rewording number 1 to more accurately reflect the current duties of the Outreach Funds Committee. In Article VI of the Bylaws, the proposed revision to letter B, Finance Committee includes rewording number 1 to more accurately reflect the current process used by the Finance Committee for Stewardship Campaigns.</p>	<p>A motion to approve all the proposed changes was made by Maryanne Raese and seconded by Bonnie Thomas.</p> <p>Motion was approved with 61 votes in favor, 0 opposed, 0 abstained.</p> <p>Motion carried unanimously.</p>
<p>FINANCIAL UPDATE AND 2024 BUDGET (Joan Jacobsen)</p>	<p>Your annual meeting materials included two documents and a graphic depiction of the proposed 2024 budget. The first document is the summary of the general or operation (revenues and expenses) for the past 12 months. This summary is updated each month and shared with the congregation via the Pulse. The second document provides details about our 2021, 2022 and 2023 actual expenses and our proposed budget for 2024. Highlights:</p>	<p>A motion was made by Walt Jackson to accept the 2024 budget as presented.</p> <p>Motion was seconded by Ann Ross.</p> <p>Votes In favor: 64 Opposed: 0 Abstained: 0 Motion carried unanimously.</p>

Budget Category	2022 Actual	2023 Actual	Proposed 2024 Budget
Property	10,386	11,420	14,200
Office	13,689	13,023	13,870
Wider Church	18,631	19,463	
Pastor	91,343	91,061	96,268
Other Staffing	16,597	23,703	27,150
Mission & Service (Ministries)	7,203	8,590	26,650
Extraordinary Expense	5,075	11,387	10,000
Budget Total	174,957	178,646	188,138
Actual Over (Under) Budget	(12,033)	(2,440)	

Actual expenses were \$2,440 less than budget while actual revenues slightly surpassed actual expenses for the year with a \$369 positive revenue variance.

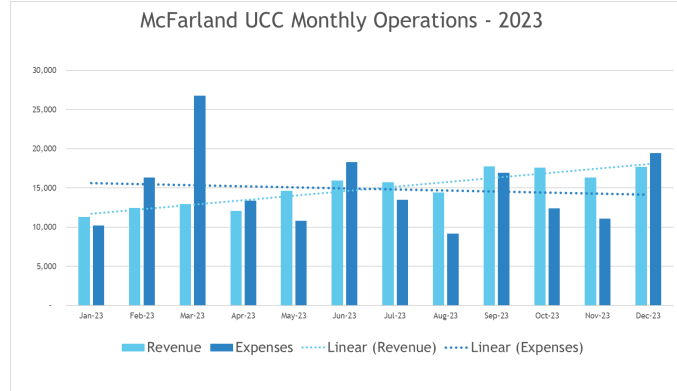
- For property expenses, electricity expenditures were offset with solar credits of \$1100 over the past 12 months, and the maintenance/repair expenses included the July 2023-July 2024 contract for HVAC maintenance & fire extinguisher replacements.
- For office expenses, our building and liability insurance costs reflect savings achieved with changing to Grinnell Mutual Insurance. The change in insurance provider was based on the recommendation from a subgroup of the Finance Committee. Also, the Worker's Comp expense included 2022 and 2023 payments.
- Part of the Wider Church expenses supported participation of 5 members at the WI Conference UCC annual meeting. We fully met our obligations to the wider church with our 10% commitment to Our Church's Wider Mission contribution being the largest factor.
- Pastor health insurance decreased with the change to Medicare in May.
- Admin. assistant support averaged 16 hrs/wk.
- Extraordinary expenses included the additional sanctuary screen in the back and a transfer of \$10,000 from General Funds to Outreach Funds.
- Note that two major maintenance expenditures occurred this year: exterior painting and furnace replacements. The painting was paid for by the Planned Capital Expenditures restricted funds. The furnaces will be paid for in Jan 2024; part of this expense will be paid using the remaining funds in the Planned Capital Expense restricted fund with the balance identified as an Extraordinary Expense. Thanks to all who have consistently

contributed toward Planned Capital Expenditures. Your generosity helped respond to maintenance and urgent building needs.

Monthly Operations Last 12 Months

● With 2023 financial commitments that were fulfilled and the ongoing generosity from the congregation along with management of expenses, actual year-to-date revenues exceeded year-to-date expenses by \$369.

2024 Proposed Budget



- Note that the table has our actual expenditures for the past two years (2022 and 2023) along with the proposed budget for 2024. For the 2024 budget, I will make comments about each budget category.
- Property expenses include replacement of lights above the altar and in the steeple.
- Office expenses are increased to reflect additional license fees and adding the EFT fees category (EFT had been in Mission & Service).
- Wider church meetings expenses have been moved to Ministries.
- Pastor expenses include increases to salary, housing, and related increases to pension, life and disability insurance, and social security offset. This includes 3.5% to reflect cost of living increase and a 1.5% performance based bonus.
- Staff salaries increased a total of 5% (including a 3.5% cost of living increase and 1.5% increase based on performance).
- Ministries includes an increase for Ministry Teams (has been listed as “Mission”) to reflect the active work of multiple teams; a Miscellaneous category has been added.
- Extraordinary expenses include purchase of a new laptop for meeting use, enhancements to the sanctuary microphones, and payment for the December 2023 replacements of furnaces.
- Total increase for the Proposed 2024 Budget from 2023 Actual Expenditures is 5.3% (\$9492).

	<ul style="list-style-type: none"> ● SaLT is recommending a total budget for 2024 of \$188,138. ● Our revenues in 2023 were \$178,816. In order to meet our 2024 budget, we will need to exceed our 2023 revenues by over \$9000. ● This concludes the 2023 treasurer report and the proposed 2024 budget. <p>Questions Ann Gehrke: Why did the organist budget change only slightly as it does not seem to reflect a 5% increase? Answer: This is because there may have been some extra services in 2023 she was paid for. Also, 1.5% of the increase for staff is a bonus payment.</p> <p>Pastor Bryan’s salary increase was explained as Cost of Living increase at 3.5 and 1.5% increase for performance. Totally 5% increase. Why hasn’t the Maintenance budget gone up? Answer: It actually did go up approximately \$2,000 for 2024. The Buildings and Grounds committee was consulted prior to the budget being created. They identify the parking lot and other expenses will likely need to be addressed in the near future.</p> <p>Question by Mark Emmerich: Looking at revenue patterns in 2023, are we anticipating similar trends in 2024? Answer: The SaLT team watches trends monthly and tries not to exceed our revenues. When people pre-pay or give annual contributions, those payments are spread out throughout the year. This allows us to move those dollars over monthly to assist with the varying revenue.</p>	
<p>Nominations For Leadership (Colleen Krattiger)</p>	<p>Becky Cohen has been our Vice-Moderator this year and will move into a one-year term as Moderator.</p> <ul style="list-style-type: none"> ● Donna Grossman has agreed to be our Vice-Moderator for a one-year term. ● Diane Mikelbank has agreed to a second two-year term as clerk. ● Kathy Schwenn has agreed to a three-year term as our Treasurer. ● Judy Taber has agreed to a second two-year term as an at-large SaLT member. In addition, we have three individuals who have agreed to be at- large members of the Servant Leadership Team for two-year terms: Jill Miatech, Walt Jackson, and Colleen Krattiger. 	<p>A motion made by Mark Emmrich to approve the presented slate of officers and members of the SaLT Team. Motion Seconded by Anne Gehrke. Motion approved by 59, 0 opposed, 0 abstained. Motion passed.</p>

	<ul style="list-style-type: none"> • Margaret Miller has agreed to a two-year term as our second Financial Secretary. <p>Question from the audience: Why are there 2 financial secretaries? Answer: Because this is how it is defined in our by-laws. This was established when there were more cash contributions. They count the money and make a deposit. They also add the contributions in the software system. They double check the count and information.</p> <p>Question by Carol Lemke: There was conversation that we may consider not requiring the Treasurer to be the chair of the Finance Committee. Is that still the case? Answer: There is no obligation in our governing documents for the treasurer to be the chair of the finance committee. Therefore, it is not a requirement.</p> <p>Question by Cody DeWayne: Are these SaLT positions paid positions? Answer: No</p> <p>Mark Emmerich commented that it would be nice to know who is on what committees and what all the committees are. Answer: We are working on adding to website.</p> <p>Transition Of Leadership (Colleen Krattiger and Pastor Bryan)</p> <p>Changes to the Financial Secretary and SaLT:</p> <ul style="list-style-type: none"> • Sue Haeffner is ending her second two-year term as one of our Financial Secretaries. • Colleen is ending her Moderator role, but will be continuing as a member at-large for a two-year term • Joan is concluding a second three-year term as Treasurer. <p>Pastor Bryan shared a special thank you to Joan Jacobsen for her hard work and leadership as treasurer of our church. It is impossible for us to thank her for her work. “You are a gift and a blessing Plaque” was presented to Joan along with gift cards.</p>	
<p>Commissioning 2024 Leaders (Pastor Bryan)</p>	<p>You have been called by God and this congregation to use your gifts in the leadership of this church. It is an honor to be entrusted with responsibility for service. Having</p>	

	<p>prayerfully considered the duties and responsibilities, are you willing to serve? Response: I am, relying on God's help. Do you promise to exercise this ministry diligently and faithfully, showing forth the love of Christ? Response: I do, relying on God's grace. Members and friends of the church, you have heard the promises of our siblings in Christ.</p> <p>Here is the covenant between us: We gather in celebration and joy! It is good to be partners with you In the life and ministry of this church. We promise to love you, Honor your leadership, And be partners in the Gospel So that together we may be A faithful and vibrant church, A church with heart, In ministry for those Inside and outside these doors.</p> <p>Appreciation expressed for leadership team and the work done as well as those taking future leadership roles.</p>	
ADJOURNMENT (Becky Cohen)	This concludes the business of the annual meeting. Meeting adjourned at 12:06 p.m.	Motion to adjourn was made by Tom Ludwig. Seconded by Walt Jackson. Approved: 59, opposed: 0, abstained: 0. Motion carries.