



163rd Annual Congregational Meeting

January 19, 2020

2019 Committee Reports

2020 Proposed Budget

AGENDA

1. Call to Order
2. Prayer of Invocation
3. Overview and Approve the minutes of the 162nd Annual Meeting

4. Q&A of Reports:
 - a. Pastor
 - b. President
 - c. Committees & Teams
 - d. Treasurer

5. New Business
 - a. Nominating Report

Slate of Officers:

President: Lois Darrow
Vice President: Pam Ridgway
Treasurer: Jeff Stellish
Financial Secretary: Chris Schwerin
Secretary: Donna Popp

Council Members: John Kiernan, Nan Cord, Jay Rosenberg,
Jim France & Jan Nowlen

Standing Committee Members

 - b. Presentation of proposed 2019 Budget

6. Adjournment

Order of Reports

Minutes of the 162nd Annual Meeting Feb 3, 2020
Pastor's Report
Council President's Report
Committee Reports
Vital Statistics
2020 Proposed Budget
2020 First Congregational Finance & Endowment/ Endowment Fund
allocation report

First Congregational United Church of Christ

Sioux City, Iowa

162 Annual Congregational Meeting

Feb 3 2019

1. Call to Order President- Susanne Piplani
 - a. 38 Members Present
 - b. Duane Hoffmeyer serving as Parliamentarian
2. Prayer of Invocation Melinda Zoebel
3. Overview and Approve minutes
 - . First Congregational UCC 161 Annual Meeting Minutes presented. Dick Owens Moved to approve, Barbie Knepper seconded. Vote taken and approved
 - a. Special Congregational Meeting Dec 9. Meeting Minutes presented. Donna Popp moved to approve, Jan Nowlen seconded the motion. Vote taken and carried unanimously.
4. Q&A of Reports
 - . Moderator's Report presented by Susanne Piplani
 - a. Committees/Ministry Teams
 - i. Worship Committee Report: Karen Heidman added that Dick Owens's name was omitted as giving a sermon. ii. Earl Miller moved: The 2 letters in the Worship Committee report be stricken from report, as they are not part of Worship Committee activities. Seconded by Jim France and Lois Darrow. Discussion followed with input from: Jim France, Dick Owens, Ruth Koster, and Jay Rosenberg.
 1. Motion to call the question by Lois Darrow.
 1. Vote by hands Yea 27 Nay 5 Motion carried iii. Dick Owens moved to add another file or report to the annual meeting report. This report would include the letters that appeared in the original Worship Committee report as well as additional information pertaining to activities by Pastor Ryan Dowel-Baum and activities of the Church Council, including any other letters from the congregation.
 1. It was suggested this information be limited to from Feb 2018 to Dec 2018. Second by John Kiernan. Discussion: Dick Owens, Mark Schmeddinghoff, Ruth Koster, Earl Miller, Eileen Helvig,
 1. Vote by hands Yea 7 Nay 20 Abstained 1 Motion defeated iv. Earl Miller had motion to amend to include all information obtained by Church Council both positive and negative, since 2017 (in the last 3 years). Second by Lois Darrow.
 1. Yea 9 Nay 28 Motion does not carry.
 - v. No further discussion per committee reports
 - c. Treasurer report submitted by Jeff Stellish- Treasurer and Chris Schwerin-Bookkeeper
 5. New Business
 - a. Nominating Report
 - i. Slate of Officers
 1. President Greg Gregerson
 2. Vice President Lois Darrow
 3. Treasurer Jeff Stellish

4. Secretary; TBD (Michele Schwerin clarified that a secretary should be selected from the current group of council nominees and members to maintain then number of members as defined in the By-Laws.) ii. Call for nominations from the floor None submitted from the floor.

iii. New Council Members: Lois Darrow, Nan Cord, Jim France

Jan Nowlen moved that the slate of officers and new Council members be accepted. John Kiernan seconded. No further discussion

Vote by raise of hands called: Aye: 20+, Nay: 2

Slate of officers and new Church Council members approved.

Greg Gregerson accepted the gavel from Susanne Piplani, and presided over the continuing meeting.

iv. Standing Committee Members: Members of all committees and ministry teams presented in Annual meeting Booklet.

1. Kathy Fliginger moved to accept the standing committee members as listed. and Ruth Holder seconded Discussion-none

Vote to accept members unanimously passed

b. Presentation of proposed 2019 Budget

i. Donna Popp moved to approve the budget as presented.

Owens seconded

1. Discussion: Barbie Knepper provided some details and suggestions.

Vote Aye-unanimous, (nay- none, abstaining none)

Additional Business:

Leon Koster asked if progress is being made on hiring an Interim Pastor, The Transition Coordinator and Search Committee.

President Greg Gregerson Explained the process has begun.

Church Council Meeting night may be changed. Will be determined at first meeting, and communicated to all church members.

Dick Owens asked for thanks to Susanne Piplani and Barbie Knepper for their very hard work.

6. Adjournment: Motion to adjourn Leon Koster, Second Lois Darrow.

Minutes respectfully submitted by

Michele Sorum Schwerin, Church Council Secretary

Pastor's Annual Report for 2019

First Congregational UCC of Sioux City, IA
January 19, 2020

I was blessed to be invited to preach at FCUCC during Lent of 2019. I celebrated Easter with you, and then came on board as the part-time Interim Pastor in the summer.

To this position, I bring 33 years of experience as a clergy person. I also bring doctoral-level training in leadership (DMin) and in psychology (PhD).

I began by meeting with as many congregation members as possible to learn the history of the church. As a result, I've heard stories about the tenures of pastors over the past 30 years, including Pastor Richard Smith, Pastor Alva Hohl, and Pastor Ryan Dowell Baum. Knowing this history has been very instructive in gauging where we are now.

WHERE WE'VE BEEN

4/1990 to 10/1996 Richard Smith

11/1996 to 10/1998 Interim Pastors (3)

11/1998 to 2/2011 Alva Hohl

3/2011 to 6/2012 Interim (Ken Leischner)

7/2012 to 11/2018 Ryan Dowell Baum

One thing I have learned in 20 years of helping churches develop teams of leaders is that each of us has only one of the 8 skill sets needed to lead an organization. That is true of pastors, too. So, having a solid team, and appropriate support structures in place, is essential for the success of any church.

The church flourished under Pastor Al, but had challenging times under both Pastor Richard and Pastor Ryan.

Those who were members at the time recalled that Pastor Richard was a good preacher, but struggled with administration, follow-through, and accountability.

Pastor Al was a strong preacher. He also had a 40 hour/week administrator and a 30 hour/week secretary. That meant the congregation had 70 hours/week of staff support. During the 12 years he pastored, committees also met regularly. That level of support and communication let Pastor Al function in his best leadership area, because the other 7 leadership functions were being covered by support staff and committees. He was wise enough to know that administration and congregational communication/nurture were not his leadership skill sets. At one point, I was told, when there was a move to disband committees, Pastor Al discouraged it. He reminded church members that a congregational church is run by the congregation, not the pastor.

Pastor Ryan's leadership passion was clearly in the area of community networking. Administration and congregational communication/nurture were not their leadership skill sets. Yet, under Pastor Ryan, the 70 hours/week of staff support in place under Pastor Al was pared down to 30 hours/week, and then to 20

hours/week. Often the remaining administrative position was staffed by a person who was not well-suited for the role. It was soon apparent there was not enough coordination at the center.

In addition, under Pastor Ryan, committees were disbanded.

Committees serve a number of very important roles in a congregation. First, and foremost, a committee's work is just a rationale to get together because, fundamentally, every committee is an intentional small group whose real purpose is to get to know, and care for, each other. Second, committees serve as a very important way of transmitting communication from individual members to committees and Council, and from Council and committees to the members. When there are no committees, that communication channel is lost. Finally, committees are designed to cover all 8 leadership areas for the congregation. This ensures that, no matter which one leadership skill the pastor has, the organization will continue to move forward.

Unfortunately, not realizing the long-term implications of these staffing and committee changes, Council supported the changes. However, trying to pastor a church without committees or administrative support is like trying to drive a car without wheels (committees) or a chassis (administrative support). Despite the best intentions of both Pastor Ryan and the Council, it's no wonder things fell apart.

Also, psychologically, we know that when leaders find themselves in untenable situations, they will often unconsciously participate in a crisis that ends their leadership term. That certainly was the case with Pastor Richard -- he had an affair with a church member that ended his pastorate. It appears that Pastor Ryan also engaged in behavior that led to the end of their pastorate.

The Personnel Committee and the Council had been working on administrative problems with Pastor Ryan for several years. By 2018, the situation had deteriorated severely. Then Pastor Ryan announced they are gender-diverse. Being transgender or gender diverse is a recognized, and often distressing, medical condition. This could have been well-managed by working collaboratively with Personnel and the Council. (As a certified gender specialist, I have helped many employees and companies make these transitions – and with careful, collaborative planning it goes very well.) At that point, however, with things already falling apart administratively, Pastor Ryan chose another way to publicly transition; it did not go well.

By then, Pastor Ryan was overwhelmed and in crisis, so they were granted a month of sick leave in October 2018. At the end of that period, Pastor Ryan decided to resign, and the resignation was accepted by the Council.

During the month of leave in 2018, and then through May 2019, in order to support Pastor Ryan and their family through the remainder of the school year, the congregation provided Pastor Ryan with full salary, housing allowance, medical benefits, pension, and Social Security offset payments. The total amount paid to support Pastor Ryan during those months was \$52,487.86.

In 33 years of ministry, I've only known of one other congregation that provided that level of generous support as their pastor transitioned to the next phase of their life.

GOING FORWARD

Going forward, in 2020, taking a cue from the successful tenure of Pastor Al, committees have been reconstituted. The Nominations Committee has designed the current committees in such a way that most

Pastor's Annual Report for 2019 2

congregation members are serving on only one committee. This serves 2 purposes: 1) to engage more members in order to increase caring, communication, and ownership, and 2) to prevent member burnout.

Attention is also being paid to the need to re-establish a strong program of congregational care and nurture. We cannot do for others what we are not doing for ourselves. As Jesus reminds us, we are called to love our neighbors as ourselves – our own work together comes first. That’s how we practice and “fund” our caring in the wider community!

Another area the Personnel Committee will be addressing is staffing. It is clear that 20 hours/week is not enough staff time to coordinate communication, manage the needs of this congregation, and support a pastor.

A key finding of the January 2017 Progressive Renewal report also needs to be taken into consideration. The only item that was not underlined in the copy of the report I was given was the major area of growth expected in Sioux City. The report states “the population’s fastest growth segment will be those over 65 years of age.” The report also noted that people in FCUCC’s zip code are attracted to “yoga, meditation, discussion groups, Christian Education for children [although the report states the number of children is declining in Sioux City], and traditional worship.” It seems that FCUCC may be uniquely positioned to address the needs and interests of the fastest growing group in Sioux City: seniors.

I am blessed every day to be serving with you, and I look forward to where God is leading us in 2020.

Blessings,

Rev. Dr. Anne Dilenschneider

WHAT PASTOR ANNE WAS DOING IN 2019

So far, during my time with FCUCC, I’ve paid attention to the 4 quadrants of leadership in these ways (two of the 8 leadership skills are associated with each one of these quadrants):

1) Attention is being paid to our spirituality (North – Soul, our connection with God)

- I’ve spent time listening to congregation members and tightening up the worship service.
- The weekly “Straight to the Point” newsletter contains a gratitude prayer or reflection for the coming week.
- The summer sermon series was focused on the Book of Acts – it’s a good road map from the early church to remind us we are not lost. In the fall, we began a series of sermons on spiritual disciplines – these help sustain Christian living for the long-haul. That series will finish before Lent begins in late February. In the meantime, the focus has been on Christmas and Epiphany and the presence of God in our midst.

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2) Attention is being paid to membership (East – Heart, our connection with each other):

- I’ve prioritized time visiting with and listening to congregation members when I’ve been in Sioux City (when I’m not doing administrative tasks or in meetings). The Communication Committee has been invaluable in providing direction.
- I’ve also been sending out birthday cards and thank you notes. It’s so important to appreciate each other. In the coming year, we will be updating our contact list, and making sure we have an emergency contact number for each person related to our community.

- Two new members have joined the congregation, and their two children were baptized.
- A new “Foodie Group” has begun getting together to explore regional restaurants, and they are teaching me a great deal about Sioux City in the process. I’m also appreciative of the ways the bridge groups and the book group bring people together.

3) Attention is being paid to the “nuts and bolts” (South – Mind, the structure that supports us):

- There is a large 12-month calendar on the office wall, It is color-coded for events, meetings, outside groups, etc. That way everyone will have a quick visual to work with, we won’t double book, and the administrative assistant will be able to see what needs to be publicized
- I’ve met with the Worship Committee. We’ve reviewed the current service flow and adjusted it. I’m thankful for the ways the committee invites members to share their gifts in worship.
- I’ve spent time with members of Personnel. The job description for the current 20-hour administrative assistant position is being updated.
- Eventually, having the administrative assistant, intergenerational program coordinator, and communications coordinator in place would put FCUCC at 60 hours/week of staff support – this is closer to the 70 hours/week of staff support that helped the church flourish when Pastor Al was here.
- At this point in time Jerrod Kiernan and Todd Siefker have been creating a new website and Facebook page, and helping manage our electronic communications.
- I’ve spent time with members of the Education team. Todd Siefker was hired as intergenerational program coordinator. Education has been working with Todd on realistic goals based on strengths we have now, and possible next steps.
- The Sunday Admiration Series continues under Todd’s leadership, with participants often taking turns leading. I am also leading a Friday afternoon study at Pierce Street Coffee Works on the scripture for the coming Sunday. Michele Schwerin is providing leadership for the JOY group. Michele Schwerin and Suzanne Johnson are guiding the Adulging Group for transition-age youth. The Beer and Theology group continues under Chris Schwerin and Jeff Stellish.
- I’ve spent time with members of the Nominations team. Nominations’ goal was to have members serve on only one committee for the coming year. This should help increase involvement, communication, and care.

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- I’ve spent time with members of the PRC team. PRC developed a clear flow chart to help us utilize a process to resolve differences.
- The Financial Team is providing monthly income and expenditure reports for Council members. This is helping us understand our current challenges, needs, and obligations.
- Among other things, Building and Grounds has addressed lighting, safety, and leaks.
- I am planning to meet with the Stewardship team with the goal of developing ways to help all of us understand how we are supporting our church with our prayers, presence, financial gifts, and service. It often helps for a congregation to have this information on a monthly basis.

4) Attention is being paid to mission (West – Strength, our purpose together in the wider community):

- I've been listening to what makes congregation members "come alive." There are dreams percolating among us. In a few weeks, we'll engage in a process that will help us learn more about who we are. This will help our Pastoral Search Committee develop our church profile.
- In the meantime, congregation members continue teaching me about our community ministries – Children's Closet, Rummage Sales, Moving on Boxes, Soup Kitchen, Sanford Center, hosting the Martin Luther King Jr. event, etc.
- I continue to meet monthly with area UCC clergy.
- I met with Conference Minister Samantha Houser to provide some background as to how FCUCC came to this point of challenge and opportunity. It's far more complicated than the "presenting issue" of the last year.

President's Report

2019 has been a year of tremendous growth and reflection at First Congregational Church. Our year began without a full-time permanent pastor so we created a position of transition coordinator to help keep the functions of the church moving during this absence of leadership. Barb Knepper filled this role in January, followed by DeAnna Mumgaard.

Dick Owens and the members of the Pastoral Relations committee began a reflective series of small group meetings to help us identify who we are as a congregation and where we are going with the future of the church. The result of this process has created a stronger community with a commitment to keep our Church family vital and with a better focus on our priorities and the mission of our church.

Karen Heidman stepped down from the church council after completing two terms. I would like to thank Karen for her hard work and dedication to our church family.

By late spring we realized that one of the pastors providing pulpit supply services, Anne Dilenschneider, could be a good fit as our interim pastor. Ann is a very talented speaker and easily relates to the congregation making for a very good fit.

Our search committee has been nominated to begin the process of calling a new permanent pastor. This is a very detailed and multifaceted process that will require the help and input of many in the congregation in addition to those serving on the committee. The prayers and support of everyone in the congregation will be greatly appreciated.

Todd Siefker was hired as our intergenerational coordinator on a part-time basis to assist pastor Anne and the committees in developing opportunities for everyone in our congregation.

The council has been looking at opportunities to better reach out into the community and inviting the community into our church facility. We continue to look for opportunities to better use some of the spaces upstairs that originally designed and used as a preschool.

I would like to thank everyone who has served as worship leader throughout this past year, the Pastoral Relations committee for their diligent work in building a more dynamic church family, and Pastor Anne for her much needed help and guidance through the process of congregational healing, and all the members of the congregation who have found new purpose in serving our family of faith.

COMMITTEE MEMBERS - January 5, 2020

CHURCH COUNCIL

President Lois Darrow
Vice President Pam Ridgway
Secretary Donna Popp
Treasurer Jeff Stellich
Financial Secretary Chris Schwerin
Member At Large John Kiernan
Member At Large Nan Cord
Member At Large Jay Rosenberg
Member At Large Jim France
Member AT Large Jan Nowlen

Committee Representative

Personnel
Missions

Building & Grounds
Worship
Christian Education
Stewardship
Nurture

CHRISTIAN EDUCATION

Todd Siefker
Suzanne Johnson
Michele Schwerin
Jay Rosenberg – Council Representative

MISSIONS

Donna Popp – Council Representative
Peggy Hoffmeyer
Ruth Holder
Jan Nowlen
Ginger France

PASTORAL RELATIONS

Dick Owens
Leon Koster
Mary Elder
Eileen Helvig
Suzanne Peplani

NURTURE

Jan Nowlen – Council Representative
Ginger France
Greg Gregerson
Jeffery Hoselton-McCarthy
Kelley McCarthy

SEARCH COMMITTEE

Dick Owens Chris Schwerin
Jay Rosenberg Constance Popken
Mary Elder Lois Darrow
Jim France

PERSONNEL

Pam Ridgway – Council Representative
Barb Knepper
Earl Miller

BUILDING AND GROUNDS

John Kiernan – Council Representative
Mike Timblin
Kevin Knepper
Bob Nicholson
Phyllis Nicholson
Darin Johnson
Doug Helvig

WORSHIP COMMITTEE

Kathy Flinginger
Rick Darrow - Organist
Steve Lundberg
Ellen Shaner
Verlee Owens
Nate Hettinger – Choir Director
Nan Cord - Council Representative

STEWARDSHIP

President
Vice President
Treasurer
Financial Secretary
Jim France

MINISTRY TEAMS

Worship Committee – Sub-Teams

Communion Team

Jan Nowlen
Ruth Holder

John Kiernan
Eileen Helvig
Steve Lundberg
Ellen Shaner
Ellen Shaner

Scripture Readers Team

John Kiernan
Volunteers

Pastoral Relations - Sub Teams

Communications Team

Nan Cord
Dick Owens
Mary Elder
Leon Koster
Suzanne Johnson
Ginger France

Missions – Sub Teams

Moving On Boxes

Ruth Koster
Ginger France

Rummage Team

Jan Nowlen
Pam Ridgway
Volunteers

Children’s Closet

Mary Elder
Volunteers

Bake Sale Team

Penny Fee
Volunteers

Nurture – Sub Teams

Ushers & Greeters

Volunteers

Caring Caterers Team

Verlee Owens
Volunteers

Worship Committee Report – 2019

Members of the Worship Committee for 2019 are Verlee Owens, Ellen Shaner, Rick Darrow, & Lois Darrow.

The first half of this year was spent finding supply ministers to do our worship service, finding people willing to be worship leaders and help with other parts of the church service. In May the council hired Rev. Anne Dilenschneider to be our interim pastor so we could concentrate on other aspects of the church service.

Easter Services - Deanna Mumgaard, our transition coordinator helped plan the Palm Sunday and Easter services. There was special music for both services.

In May the choir went on Summer Sabbatical and Rick lined up soloists for the services for the summer months.

Fall – worked on order of service, moving the passing of the peace to the beginning of service so the service can flow more smoothly.

Choir began again with new Choir director, Nate Hettinger. Rick will remain as organist. Nate substituted for Rick while gone the month of October.

Worship committee is working on emergency service plans for when Anne cannot get here.

Nov 1st worship committee provided an All Saints Service as Anne was gone that Sunday.

We reviewed the process of organizing the Thanksgiving Dinner. Many people from the congregation volunteered to make it a successful event. There are notes for it in the worship committee binder for next year.

Worship Committee provided Poinsettias for the Advent Season. CSADV is no longer a provider of Poinsettias so next year we will have to find a new provider. This year we bought from Sam's Club. Poinsettias must be ordered before the end of September from your provider in order to have them for the holiday season. Church members helped decorate and provided decorations for the Sanctuary for the Christmas Season.

Rick and Nate have organized several people to do special music for the Advent/Christmas services.

Respectfully Submitted

Lois Darrow

Christian Education Report 2019

Committee members: Michele Schwerin, Suzanne Johnson, Aileen Hutton, Jay Rosenberg, and Todd Siefker

The program year for 2019 saw Christian Education working very hard to provide education and spiritual growth opportunities to a wide range of people. We have some new activities focused on providing fun and educational experiences to youth in their teens and to those who are older.

“Adulting/ Adulteen” is what we call our youth programming for teens from 14 to 20. The Adulting /Adulteen sessions have been occurring every 1-2 months. There has been a concerted effort to provide both social events and educational events. The Educational topics have included: basic car care, finances and savings average attendance was 5-8 students. We had a fun Halloween party hosted by the Johnsons. There were 18+ attendees where we had pumpkin bowling, food, trips to haunted hallways, and a bon fire. We are planning at least 4 more Adulting sessions.

JOY club stands for “Just Older Youth” we started having JOY club sessions in the summer. Each joy club meeting has included dinner with appetizers, and desert and education on topics of interest to the active and growing “older youth”. Topics have included: Balance and falls prevention, Music and memory, and foods to improve brain power, and Winter Survival and making your home your gym. Attendance was 8-27 persons, with another 5- 8 persons helping to set up, cook, clean-up and serve.

Attendance in the JOY with FCUCC was 8-27 persons, with 5- 8 persons helping to cook, clean-up and serve. We had friends and new faces at every event for JOY bringing new people into our church!

We have continued to offer a wide range of groups to allow members and nonmembers opportunities to learn, laugh and bond with Christians of all ages.

Adult Sunday morning programing (Sundays at 9:30 am) has been spear-headed by Todd Siefker. Each week a group of 6-12 persons gathers to discuss the how some famous people provided impacts to society, we call this “the adoration series”.

Young people’s Sunday school has continued to be offered. During Advent and Lent the lessons were based on the “Godly Play” curriculum. We did have a series of lessons and activities learning about stories of animals in the Bible. Attendance varies from 1 up to 3. This year we changed from Sunday school before church to Sunday school during the service. Feedback thus far is good as the teachers enjoy participating in part of the church service. Sunday School teachers have rotated and are Jay Rosenberg, Suzanne Johnson, Todd Siefker, and Michele Schwerin.

Sunday afternoons from 4-6pm are dedicated to “Beer and Theology” hosted at the Jackson Street Brewery. Chris Schwerin facilitates a group of 6-14 people with diverse backgrounds and beliefs. They discuss diverse questions related to current events, philosophy, religions, and their experiences in life.

Fridays at 1:00pm at a local coffee shop have seen a re-boot of Bible Study and focused discussion called “Building a Life” led by Pastor Anne.

Many, many thanks to people who have helped with volunteering their time and talent to assist in our CE programming: Tony Rosenberg, Darin and Austin Johnson, Chris, Phoebe, Maddie, Bella Schwerin, Greg Gregerson, Mary Elder, Donna Popp and John Kiernan have all helped to provide fun and engaging programs and delicious meals for the JOY club. Jeff Stellish and Leon Koster presented information to the Adulting group.

Building and Grounds -2019

Upgrades to the temperature controls for the main building are a priority for 2020.

Progress is being made on a new LED sign down by Hamilton Blvd.

Sidewalk repairs are completed, to satisfy the city.

The large bushes along 46th Street are gone to improve the visibility of our church from Hamilton Blvd.

John Kiernan

Church Personnel Committee Report, 2019

Personnel Committee, 2019 consisted of Lois Darrow, Barb Knepper and Earl Miller

We would like to thank the Church Council, under Greg Gregerson's leadership in supporting the Personnel committee in what started as a very challenging year and letting us build to a point of stability.

In February 2019 the role of Church Coordinator was hired to assist in securing pulpit supply and facilitating daily church business since our Church Administrator was also being filled by a part-time temporary role. This coordinator role was effective in having someone providing pulpit supply, however, it brought a different set of challenges for the personnel committee. We had to meet weekly and sometimes multiple times a week to resolve relationship challenges. To contend with some of those challenges the committee was required to secure outside legal council after investigating a few complaints that were all deemed unfounded.

The coordinator role was eliminated in May 2019 with the securing of Anne Dilenschneider as Interim Pastor. A 3-month contract was negotiated for a part-time pastor to allow personnel to present Anne to the Church Council for hiring on a trial basis. Anne worked out well for those 3 months and the personnel committee recommended extending a contract which was also done.

In July, 2019 the personnel committee revised the job description of the Intergenerational Ministry Coordinator that had been created and recommended as a needed resource by the Education Committee in 2018. The committee then advertised, interviewed candidates and made a recommendation to the Church Council for hiring of Todd Siefker in August 2019 as the Intergenerational Ministry Coordinator. The council interviewed and acted positively on that recommendation.

With the absence of a full-time pastor, the personnel committee has stepped in several times throughout the year to address job descriptions, salary and vacation issues, as well as manage performance inadequacies.

As we wrap up 2019 and move forward in 2020, the personnel committee will continue to participate in performance evaluations of staff to ensure our congregation's needs are met. We recognize that many volunteer hours have been spent to help through our transition time and the committee will continue to work with our staff to support our church for a positive future.

Earl Miller

MOVING-ON-BOX MINISTRY

This ministry team is part of the work of the Missions Committee. 2019 was a quieter year for the Moving-on-Box Ministry team. With your help and support, 27 Moving-on-Box sets were distributed. This is a decrease from the 70 sets distributed in 2018 and the 67 sets distributed in 2017.

Each set usually consists of a wastebasket with cleaning supplies, a clothes basket with towels and laundry supplies, a utility tub with a frypan, saucepan, toaster plus a box with dishes, bowls, glasses, silverware and more! For a complete list, you can pick up one of the half-sheets of 'always needed supplies' by the MOB display poster in the narthex by the back stairway. The ministry team spent a total of \$1697.28 in 2019. Church Council had budgeted \$1000 in 2019 and designated gifts of \$400 were received. Additionally, your regular donations of needed items contributed to our support.

FCUCC plans to continue this worthwhile ministry in 2020. The Crossroads Shelter closed in 2019, but we continue to partner with:

- CSADV
- Women Aware
- Welcome Home

In November the Missions Committee hosted a 'Treat-for-Treats' fellowship after church to help restock shelves in the MOB room upstairs. Many of you bring supplies for our MOB room on a regular and on-going basis. THANK YOU! We hope you will continue to do so as needs are communicated through the Straight to the Point church newsletter.

Many of you made monetary donations that went directly into this ministry budget, and for those dollars ~ THANK YOU! Should you choose to make a monetary donation to Moving-on-Boxes in 2020, **please make notation to MOB Ministry so that the money goes directly for this project.**

If you would like to see the MOB room upstairs or, perhaps, become a member of this ministry team, please contact one of us presently on the team. We are seeking another member or two to help us shop and assemble sets of Moving-on-Boxes to be ready to go out.

Thank you! We couldn't continue this worthwhile ministry without our faithful FCUCC congregation.

MOB Ministry Team

Julie Ducommun

Ginger France

Ruth Koster

Children's Closet 2019 Annual Report

Acts 4, Verse 32: All the believers were one in heart and mind. No one claimed that any of his possessions was his own, but they shared everything they had. Verses 34, 35: There were no needy persons among thembrought the money from the sales...it was distributed to anyone as he had need.

The annual spring and fall Children's Closet is one of our annual Missions projects. The Bake Sales and the fall Rummage Sale are part of the entire project. Many of our congregants volunteer their time to help make these sales possible. The clothes, accessories, furniture, toys, books, games and so much more are brought to the church by sellers in the community. That sale is coordinated by two community volunteers that began as sellers when Alaire Willets first started this project twelve plus years ago. Church congregants bring rummage items to sell, and congregants also bake LOTS of goodies to sell. Children's Closet has a private Shop First sale day where agencies from the community give vouchers to families to purchase items at the sale. A public sale is open to the public for a day and a half to purchase items from the Children's Closet, rummage (fall only) and bake sales. The 20% of money taken in from the Children's Closet sale and all the money earned from the rummage and bake sales are put together. Then the Missions Committee distributes the money in equal check amounts to the community agencies we donate to in November of each year. Those agencies work with women and children from our community to help them begin a new start in life.

For many years a great amount of money has been distributed to the agencies and has helped many women and children, as well as people in the community who attend the public sale. The last two years has shown a decline in the amount of money taken in. There are many venues and private sales in town similar to Children's Closet that have increased in number, which accounts for finding less sellers and people buying items. Plus, the main coordinator for the sellers has now retired from doing that job, as she has done that job for MANY years, has experienced having and treating breast cancer and feels it is time for her to spend more time with family and friends. She is a HUGE LOSS. Finding someone to take her place will be difficult. The coordinators at church for the CC, rummage and bake sales will some day retire from their work also. Finding people to do these jobs will also be difficult. However, the church is still doing the mission of helping others in our community that are in need of the items sold.

First United Congregational Church of Christ

Pastoral Relations Committee

Report to Congregation (for 2019 Annual Report - January 2020)

**O my God, in you I trust;
let me not be put to shame; let not my enemies exult over me.**

3 Indeed, none who wait for you shall be put to shame;
they shall be ashamed who are wantonly treacherous.

4 Make me to know your ways, O Lord;
teach me your paths.

5 Lead me in your truth and teach me,
**for you are the God of my salvation; for you I wait all
the day long.**

— **Psalm 25, v.1-5**

The Pastoral Relations Committee (PRC) has been engaged throughout 2019 in a number of projects aimed at helping the congregation navigate this continued time of transition in the church. These projects included:

Re-establishing the Expectations and Responsibilities of the PRC. On January 23, the PRC adopted a new definition of the role of the PRC in accordance with the bylaws of the church and guidelines established by the national United Church of Christ. This was then revised in May of 2019, and presented once again to the Church Council.

The letter and survey mailed to the congregation the week of January 21. This letter highlighted some of the changes that had been made and plans to address this time of division within the church, and to gather some information from the congregation about how best to move forward as a church.

The two “Let’s Talk” sessions, held prior to the church services on January 27 and February 3. PRC announced these sessions through the letter that was mailed in January, and hosted the two sessions to give congregants an opportunity to share their thoughts and feelings, as well as to discuss in person some of the positive steps that have already taken place.

Lenten sessions. The PRC worked with the Transition Director to develop and present a series of evening discussions during the season of Lent. These sessions focused on who we are as Christians, as members of the global United Church of Christ, and as members of this congregation here in Sioux City. These sessions also produced a vision of the future and some immediate goals for the congregation and church leadership.

The Communication Team. Dick Owens, Mary Elder, and Leon Koster from the PRC are leading this group, which is tasked with reaching out to the congregation to address any concerns during this time of conflict and division, and, when possible, work towards resolution and reconciliation.

Structure and Organizational Project. Dick Owens continues to spearhead this project for the PRC, which focuses on developing a healthy and functional committee structure for the church. At this time the focus has been on establishing PRC's role and relationship with the Council. There will be more to come here in the near future.

Conflict Resolution Procedures. Dick Owens has led the PRC in an effort to begin developing a defined process and procedure for resolving conflicts among members and friends of the church when they arise. To this end, PRC made a presentation to the congregation in October that addressed the need for such procedures, and provided an introduction to the principles of healthy conflict resolution. This project will continue into 2020, and we pray that the incoming Council will recognize the need for a defined process and work with us towards its implementation.

The PRC would like to thank everyone in the congregation who has assisted us in our work to move through this time of transition. We would especially like to thank Barb Knepper and Deanna Mumgaard for their service as Transition Director, and Anne Dilenschnieder for her continued work with us as Interim Pastor. We would also like to thank those on the Council who chose to see us as partners rather than adversaries, and who understood our desire to make the needed structural changes so that our congregation never again falls victim to rampant, unaddressed conflict, as it did in 2018. We ask for your continued support in 2020, as the work to rebuild and strengthen this congregation is far from complete.

The Pastoral Relations Committee
Mark Schmedinghoff, chair
Mary Elder
Eileen Helvig
Leon Koster
Dick Owens

Vital Statistics for 2019

50 Year Members

Nan Cord, Ann & Jon Cleghorn.

Membership, Dec 31, 2018			295
Church Directory			86
Giving Units for 2018			61
	Last Years (2019)		
Deaths	(Kim Brown - Attendee)	(1)	
Transfers out	Carol Wassmuth	3	
Those no longer Attending but Haven't officially transferred membership	Ryan Dowell Baum Molly Dowell Baum (Detrick Dowell Baum) (Anna Dowell Baum) (Ross Brown) (Karen Heidman) (Michael Nguyen) (Melissa Brown) (Cora Nguyen) (? Nguyen) (Conrad Douglas) (Lucinda Douglas) (Mitch Finnesgard) Sammy Finnesgard) (Alana Finnesgard) (Dylan Finnesgard) (Joyce Fisher) (Roger Gunn) (Linda Gunn) (Karen Heidman) (Aileen Hutton) (Tia Ildings) (Brad Lego) (Denise Lopez) (Bob Meis) (Holly Meis) (Curt Miller) (Sandy Miller)		

	(Cathy Perley) (Kathie Petrie) (Mark Bowden) (Chris Schlabach) (Beth Schlabach) (Mark Schmedinghoff) (Heather Schmedinghoff) (Timothy Schmedinghoff) (Gregory Scmedinghoff) (Mitch Sorenson) (Susan Sorenson) (Heidi Vondrak) (Ryan Vondrak) (Nevaeh Vondrak) (Addeline Vondrak) (Wyatt Vondrak)	(45)	
Births	Mason Stevenson	1	
New Members	Kelley McCarthy	2	
	Jeffery Hoselton-McCarthy		
New Regular Attenders	Joy Adams		
	Chase Adams		
	Shirley Morgan		
	Todd Siefkert		
	Allyson Siefkert		
	William Siefkert		
	Zachary McCarthy		
	Quinten McCarthy		
	Nate Hettinger	9	
Membership Dec 31, 2019			295
Church directory			86
Giving Units or 2019			60
Baptisms		2	
	Quinten McCarthy		
	Zachary McCarthy		

Sunday worship averages 55 in attendance. We continue to have returning and new visitors each week. Easter worship, Thanksgiving Feast and Christmas Eve worship each had between 85 and 90 in attendance.

Endowment & Memorial Gifts Barb Knepper

2019 was a very positive year in the financial markets. The Endowment Fund's 2019 market value increased \$178,885 and had income of over \$44,000. The value of the Endowment Fund ended the year (after distributions) at \$1,286,333 which is \$103,000 higher than the start of the year. As usual, there were distributions (quarterly payments to help supplement the Council expenses, Building and Grounds and Missions and management fees) totaling \$121,220.

We have 4 Memorial Gift accounts: An unrestricted account with \$19,790 and 3 Restricted accounts (Waller Scholarship account \$38,574, Eidsmoe Music Fund \$61,488 and the Younglove Mission Account \$37,511) ending values in 2019.

All the Endowment and Memorial accounts have diversified investments with a conservative asset mix which minimized our risk and gave us a well-balanced return. The goal for these accounts is to protect the principal yet gain some moderate growth over time.

These accounts have been made possible by the generosity of many past members who have included our Church in their estates. *Please include our Church as you look at your financial and estate plans. Many aspects of our church life are enriched by the generosity of you and others.*

Financial Report

Proposed Budget 2020