

First Congregational UCC Naperville

25 EAST BENTON AVE. NAPERVILLE, ILLINOIS 60540
630-355-1024 / www.loveandjustice.org

177th ANNUAL MEETING JANUARY 30, 2011



CHURCH STAFF

Rev. Greg Schneck-Skiba
Co-Pastor

Rev. Mark Winters
Co-Pastor

Paul Grizzell
Music Director

Sue Flaatten, Organist

Barbara Bailey
Church Secretary

Dana Merker
Bookkeeper

Gabriel Salgado
Custodian

Volunteer Music Staff

Carol Fancher, Gospel & Chime Choirs

Betsy Grizzell, A Joyful Sound!

Diane Herr, Youth Choir

Moderator
Christopher Lorimer

Lay Pastoral Leaders

Tom George
Sylvia Leeseberg

(Stephen Ministry Leaders)

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
Agenda for the 177th Annual Meeting	4
Minutes of the 176th Annual Meeting Minutes from January 31, 2010	5
Vision Statement / Mission Statement/ Congregational Covenant	8
<u>Reports</u>	
Co-Pastor's Report	10
Treasurer's Report	12
Moderator's Report	14
Trustee Ministry	16
Worship Ministry	17
Christian Education Ministry	18
Christian Missions/Social Action Ministry	19
PADS Ministry	21
Stewardship Ministry	22
Community Life	23
Women's Fellowship Board	24
Clerk Registrar	26
Delegates	27
Council of Ministries, Officer and Committee Nominations for 2011	29
Proposed 2011 Budget (as approved by the Council of Ministries on January 15, 2011)	(see attached)
Bylaws (as approved by Council of Ministries on January 15, 2011)	(see attached)

AGENDA

177th ANNUAL MEETING
FIRST CONGREGATIONAL UNITED CHURCH OF CHRIST
NAPERVILLE, ILLINOIS
JANUARY 30, 2011

Declaration of a Quorum & Call to Order	Christopher Lorimer
Invocation	Rev. Mark Winters
Approval of Minutes:	Christopher Lorimer
1. 176th Annual Meeting, Sunday, January 31, 2010	
Reports	
Co-Pastors	Rev. Mark Winters Rev. Greg Schneck-Skiba
Treasurer	Ron Lavoie
Moderator	Christopher Lorimer
Presentation of Budget for 2011 (Presentation, discussion, motions, vote)	Ron Lavoie
New Business	Christopher Lorimer
Bylaw changes	
Officers and Ministry Positions	
1. Nominating Committee Recommendations	Christopher Lorimer
2. Presentation, Discussion, Floor Nominations, Vote	Christopher Lorimer
3. Ritual of Commissioning for Service in Ministry	Rev. Mark Winters
Closing Words	Christopher Lorimer
Benediction	Rev. Greg Schneck-Skiba
Adjournment	Christopher Lorimer

**176th ANNUAL MEETING
MINUTES
of First Congregational UCC Naperville
(Draft, not reviewed nor approved by the congregation)**

Sunday, January 31, 2010

The 176th annual meeting of the First Congregational UCC, Naperville was called to order at 10:50 a.m. on Sunday, January 31, 2010, by moderator, Anne Swanson. A count of attendees was conducted and a quorum was declared. (79 members were present; 48 members were required for a quorum.)

Rev. Mark Winters opened the meeting with an invocation, and Rev. Greg Schneck-Skiba led those gathered in a reading of the church's Mission Statement.

Anne asked for approval of the minutes from the 175th annual meeting, as well as for the minutes of the two special congregational meetings that were held in the past year: the meeting on May 31, 2009, to vote on the five-year strategic goals and objectives, and the meeting on August 23, 2009, to vote on calling Rev. Mark as co-minister. Audrey Esposito moved to approve the minutes of all three meetings, with a second from Mary B. Wangerin. The motion carried.

Rev. Greg began his pastor's report by thanking Anne for the time she devoted and the dedication she showed during her two years of service as Moderator. He noted that when Anne agreed to the job, she did not know that Rev. Katie Morrison would soon be leaving and a search process would need to be undertaken. Rev. Greg also extended thanks to all those on the ministries, to those volunteering for PADS, to those contributing to the music program, and to all those giving their talents to the church. He then lifted up the work that we have been doing as part of our contract with Vibrant Faith Ministries and our consultant, Jim LaDoux. A lot of effort went into working with Jim to develop and subsequently to work towards our six strategic goals.

Rev. Mark expressed his joy at being a part of our congregation and gave thanks for who we are. He gave special thanks for Rev. Greg's guidance. He stated that he has been giving special attention to the establishment of a new Communications Ministry and to planning for the future. He asked the confirmands to rise so they could be acknowledged, and stated that some thought was being given to setting up an adult confirmation class.

Stan Woolley gave the Treasurer's report, acknowledging that Dana Merker did the work of generating the report that was published in the annual meeting booklet. Stan mentioned that the church was incorporated during the past year, and now we are officially recognized as a tax-exempt charity. Stan noted that although we ended the year with a \$10,000+ deficit, this was still about \$5,000 better than had been budgeted.

Anne characterized her two years as Moderator as a time of transition, in which we moved from having a youth pastor to having co-pastors and a Children, Youth, and Families Ministry that all of us are a part of. Currently Council, as well as the Stewardship and the Trustees ministries, have been focusing on leadership development and stewardship. The Council has receiving leadership training over the past year with more training planned in the future. The Community Life ministry needs to be rebuilt; having Ron Lavoie step forward to be a part of that ministry is the first step in that process. The Pastoral Relations Committees have been restructured, with two committees, one for each minister.

Gene Wollaston gave a status report on the Building First to Last (BFTL) capital campaign, which was conducted in 2005. \$850K was pledged in that campaign. Of this amount, \$763K has been received and \$19K has been earned in interest. The money was spent as follows: \$35K for administrative expenses, mostly for the consultant who helped conduct the campaign; \$180K for expenses associated with having a second pastor; \$430K for building improvements; \$110K for missions. \$22K remained in the fund at the end of 2009; this money has been folded into the general operating fund for 2010. While the official campaign period ended in June 2008, \$12K was received in December 2009. People still needing to catch up on their contributions were encouraged to do so.

Bev Parker submitted an addition to the Worship ministry report: the ministry was responsible for serving communion 14 times during the year and for providing lay readers.

Jeromy Cannon presented the 2010 budget. He started by outlining the budget process, which began in October as a function of the Finance Committee of the Trustees. He noted that the budget was a topic of discussion for 2-3 Trustees meetings before being brought to Council for approval. The final approval of the budget was made at the January Council meeting.

Jeromy covered the highlights of the budget. \$256K in pledges was received from our fall pledge campaign. This is significantly down from what was in our 2009 budget and slightly down from what was actually received in 2009. As the BFTL fund is being closed out, the budget does not show any more supplements from BFTL. As Gene mentioned earlier, though, the \$22K left in BFTL was transferred into the general fund and is shown in the budget as income. The budget also assumes that we will be drawing \$100K from our line of credit; this is also shown in the budget as "income." Four percent of the credited contributions and plate offerings will be allocated to Missions. This is comparable to the percentage of this income that has been going to Missions for the past few years. However, in past years, we were able to supplement this percentage with BFTL funds and we can't do that this year. Other expenses were kept at roughly the same level as last year, except that expenses were reduced where possible, and line items for a second pastor were added. The budget anticipates an approximately \$15.5K deficit. This is a slightly higher deficit than was predicted in 2009, although as Stan noted, we did not finish 2009 with as high a deficit as predicted.

Mary B. Wangerin noted that she is concerned about finances, and was embarrassed to have to hold off paying one of our creditors last fall due to having insufficient cash on hand. She asked folks to try to throw a little more into the collection plate each Sunday.

Claudia Hackney made a motion to accept the budget as presented and Jim Fancher seconded the motion. The motion carried.

Amendments to the bylaws were proposed, to include in the general section a sentence stating, "The church is incorporated in the State of Illinois," and to add to section 5.6, "At the Annual Business Meeting, the Moderator, Treasurer and Chair of the Trustees ministry are elected as directors of the corporation." It was explained that incorporation protects our church from liability and lenders require incorporation before extending a line of credit to us. Sally Winkelman made a motion to accept these bylaws changes, with a second from Shirley Davidson. The motion carried.

The slate of nominees for the officers of the Council was presented: Christopher Lorimer for Moderator, Diana Lorenz for Secretary, Bill Parker for Treasurer, and Peter Fales for Registrar. Jennifer Trezona moved to elect these nominees, and Todd Esposito seconded the motion. The motion carried.

Per the recently accepted bylaws amendment, an election for the directors of the corporation was then held. The nominees were Christopher Lorimer, Moderator; Bill Parker, Treasurer; and Mary B. Wangerin, Chair of Trustees. Nancy Vass moved to elect these nominees, with a second from Lisa Mitchell. The motion carried.

A ritual of affirmation of ministry was then conducted for the remainder of the slate of nominees for positions on the various ministries. Mary B. made a plea for additional volunteers to step forward to fill holes in the Trustees ministries and Rev. Greg pointed out that there were openings on other ministries as well.

Anne Swanson gave a few parting words, as a reflection on her time as Moderator, and passed the Moderator leadership binder to Christopher Lorimer. Christopher gave Anne a gift to Anne for her service (the "Discipleship Bible") and thanked her for her help in his transition to Moderator. Anne received a standing ovation from the audience.

Christopher asked whether there was any other business to conduct. There being none, he accepted a motion from Tom George to adjourn the meeting, with a second from Tyler Mitchell. The meeting was adjourned at 11:48 a.m.

Respectfully submitted,
Diana Lorenz
Secretary of the Council of Ministries

VISION STATEMENT

The vision of the First Congregational, United Church of Christ in Naperville, is:

- ❑ to hold worship services and programs that refresh us, engage us, and enable us to go out into the world to do God's work, while serving others;
- ❑ to always open our doors for participation by any and all, welcoming and accepting people with diverse ideas and cultural backgrounds;
- ❑ to be a community of believers who support each other in fellowship, in our faith journeys and in times of special need;
- ❑ to provide, for those who seek peace, sanctuary and opportunity to reach out to God;
- ❑ to have strong programs that focus on providing structure, guidance, and a safe place for questioning, for all our church family;
- ❑ to educate ourselves and our children through a strong Christian education program;
- ❑ to strive to achieve justice in the world and lead our communities in addressing social issues;
- ❑ to give generously of our time, talents and money for missions.

MISSION STATEMENT

The mission of the First Congregational, United Church of Christ in Naperville is:

“Welcoming all, we spread Christ’s radical message of love and justice.”

CONGREGATIONAL COVENANT

We promise to pray, alone and together, to thank God and to ask for God's help in our lives and in our work for our Church.

We promise to listen to God's answer to us, whether directly or through others.

We promise to respect and care for each other.

We promise to listen with an open mind to the words and ideas of others in our Church.

We promise to work together to further God's work in the world.

We promise to live our relationships according to the spirit and teachings of Jesus Christ.

We promise to contribute to the ministries of the church and our missions efforts in the world.

We promise to diligently seek the spiritual welfare of the Congregation, and the winning of others to Christ.

We promise to try to discover what is best for our Church as a whole, not what may be best for us as individuals, or for small groups within the church.

We promise to be a safe haven for Children.

Knowing that living this covenant is a lifelong process of learning and caring, we ask God to help us.

We covenant with God and each other!

CO-PASTOR'S JOINT REPORT 2010

We continued to work closely together throughout the past year under the definition of a single job description, although we have often needed to focus our individual attentions on different emphases for the sake of more effective use of time and resources. We received from a number of colleagues and our consultant (Jim LaDoux of "Vibrant Faith Ministries") good advice that, as we began last fall the second half of this transitional two-year ministry, we needed to start repositioning how we present ourselves to the congregation. The Transition Task Force affirmed this too, commending Mark to shift toward more visible leadership roles of preaching, and worship leadership, as well as administrative tasks, support for lay leaders and focusing on Stewardship as well; all of which he will necessarily assume as lead pastor upon Greg's departure by the end of August, 2011. Greg has therefore begun preaching less, and is serving in supportive roles, both functionally and to help facilitate a clear sense of Mark in the eventual lead pastoral capacity.

One discovery of the Transition Task Force this past year, is that we'd like to involve the congregation more in pastoral caring for each other. There is much that people have done as individuals, and our Stephen Ministers have done an excellent job. But this past year, Greg has gathered a team together under Bev Parker's leadership, to help provide meals and rides for people in need. It has been so nice to have Bev as point person, to rally the troops and help us take care of each other!

As per the Transition team's recommendation, one of Greg's focuses this spring will be for him to continue working on the pastoral caring needs of the church, as well as other Community Life Ministry projects. Greg will also be giving more time working with Christian Ed Ministry in clarifying their priorities for the future, developing the church's Children, Youth and Families Ministry expectations, and offering some additional adult faith formation opportunities.

We encourage you to read all the ministry reports included herein. Your Moderator, Christopher Lorimer, has done a wonderful job leading us during this past year. Please take note of his report relative to the Transition Task Force's report about how we have been and will be working together in these last months of co-pastoral ministry. With his and Council's leadership, we are continuing our goals to deepen our spiritual development, and other priorities as well. It will be a busy time!

This past year, with economic stresses as they have been, it's been a challenge to keep focused on our Missions commitment. Missions, Stewardship and Trustees Ministries are doing their best to ensure we all work to move forward in supporting this vital area. As one theologian put it, "Mission is to the church what fuel is to a fire." We may think it is just one more thing we do, but the outward reach of mission to the community and world are essential in God's call to Christ's ministry of bringing humanity to healing wholeness. Together, we nurture each other in Ministries of Community Life and Welcoming, inviting others to join us through outreach to let others know of, and join us in hearing "the Still Speaking God." We are so pleased at the generosity of this congregation in giving of significant volunteer hours and thousands of dollars toward building God's realm on earth. Please see the Missions and Social Action report for further detail.

As always, we are so grateful for the many ministry leaders in the church, and all of you who share your many gifts and commitments of time, talent, and financial resources, to serve

God in this world. We may not say it enough, but we are filled with thanksgiving to be part of this congregation of dedicated folks! You have been faithful stewards of God's many blessings through First Congregational UCC in Naperville. You truly are a church that cares for others, here and into the world!

As well as our tremendous volunteers, we want to recognize and thank our supportive staff that supports us all and facilitates our ministries. Thanks to office staff, Barb Bailey (secretary) and Dana Merker (bookkeeper), who steadfastly carry out behind-the-scenes tasks of the church office.

In our worship life, which undergirds everything we do as church, our thanks to Paul Grizzell, Music Director, and to our newest musician on staff, Sue Flaatten. Their role is key in energizing and supporting our collective worship of God.

Many thanks also to our volunteer music leaders: *Gospel* and *Chimeringer* choirs' director, Carol Fancher, *Joyful Noise* Children's Choir director Betsy Grizzell, as well as to *Youth Choir* director Diane Herr. And thanks to all our volunteer accompanists, singers and instrumentalists, who add their talents to making worship the centerpiece in our life of faith!

Worship is also greatly supported by Fumiko Michael and Bev Parker, who oversee our communion servers, and Stan Woolley and Dale Bryson, who keep a host of ushers on track including preparation and clean up (along with custodian, Gabriel Salgado) of our worship space. Thanks to our Arts in Worship team as well - for keeping us bannered and dressed, and of course Shirley Davidson for faithfully keeping our paraments liturgically accurate.

Outside of worship, we have a huge number of volunteers in our many ministries that allow us to be what we are - from Sunday school teachers to leaders of fellowship activities to coffee pourers, from PADS volunteers to garden weeders - you are all so wonderful, and all of you help us to welcome all, and spread Christ's radical message of love and justice! Thank you!

Rev. Mark Winters and Rev. Greg Schneck-Skiba

**First Congregational UCC Naperville
TREASURER'S REPORT
Year Ending December 31, 2010**

As of January 8, 2011, the most current results are for the 12-month period ending December 31, 2010.

Church Operations

Income

	YTD <u>Jan-10 to</u> <u>Dec-10</u>	2010 <u>Budget</u>	Difference From <u>Budget</u>	YTD % of <u>Budget</u>
Pledged	247,053.90	256,512.00	9,458.10	96.31%
Adj. For Unpaid Pledges	0.00	(12,056.00)	(12,056.00)	0.00%
Non-Pledged	19,171.00	20,000.00	829.00	95.86%
Plate	5,461.78	5,000.00	(461.78)	109.24%
Interest/Dividends	408.80	1,300.00	891.20	31.45%
Building Usage	9,560.00	8,110.00	(1,450.00)	117.88%
Other Period Pledges	265.00	0.00	(265.00)	0.00%
Misc. & Special Fundraiser Revenue	507.38	0.00	(507.38)	0.00%
BFTL Pledges	2,185.00	0.00	(2,185.00)	0.00%
BFTL Close Out	<u>21,648.00</u>	<u>21,648.00</u>	0.00	100.00%
Total Operating Income	306,260.86	300,514.00	(5,746.86)	101.91%

- Church income fell below budget through December 2010 by 3.69%. This year's budget was based on zero growth in expenditures from the '09 budget with a slight gain in pledges.
- Not all of the anticipated pledge income was fully realized to date.
- The close-out of BFTL to income greatly affected the budgeted pledges for 2010.

Expenses

Total Ministries	56,818.91	62,230.00	(5,411.09)	91.30%
Total Pastor Expense	204,272.31	218,279.00	(14,006.69)	93.58%
Total Administration Expense	60,982.47	57,578.00	3,404.47	105.91%
Total Worship Home Maintenance	69,431.92	73,524.00	(4,092.08)	94.43%
Total Interest Expense	<u>1,773.99</u>	<u>4,500.00</u>	<u>(2,726.01)</u>	<u>39.42%</u>
Total Expense	393,279.60	416,111.00	(22,831.40)	94.51%

Expenses ran better than budget by 5.5% due to "holding the line" on missions donations, reduction in general expenses, etc.

Net Income

YTD December shows our net operating income is (\$87,018.74). Borrowing on the Line of Credit YTD

is \$90,000.

NOTES TO FINANCIAL STATEMENTS:

The financial statements of the First Congregational Church, UCC of Naperville, a non-profit organization, have been prepared using modified cash basis accounting.

The assets and liabilities of the church are classified into funds according to their nature and purpose.

MODERATOR'S REPORT 2010

Last year's Moderator's Report began by talking about the transitional period we were going through, having Greg as one pastor and transitioning into having Greg and Mark as co-pastors. This model worked wonderfully. 2010 was a year of renewed vigor and vitality in our congregation as Mark and Greg worked together to grow the spiritual health and vibrant faith of our congregation through the sharing of worship duties, sermon preparation, ministry involvement and reaching out individually to the members of our congregation.

On May 31, 2009, the congregation affirmed Greg's decision to retire from service with FCC at the end of the two-year co-minister period, regardless of available funding, and stated the intent to hire a second pastor to work with the new pastor. The two-year transition period will end on September 1, 2011. Unfortunately, we realized that we are not able to financially sustain a co-minister model after Greg retires. In April, 2010, the Church Council established a Transition Team Task force, whose primary charge was to develop a proposal regarding the roles extra staff would play and how many hours a week they would work, as well as to develop a plan for financially supporting them, while maintaining a one-pastor church.

Thanks to the growing spiritual health of our church, our vibrant faith, and a call to share more of our time and talents, we are meeting this challenge of transition head-on. With the council of Jim LaDoux (who served as our coach through June 2010), and with the training and experience of the Alban Institute seminar attended by Mark, Diana Lorenz, and myself, we are preparing to meet the challenges of transition, as well as our financial concerns. This past summer the Transition Team's report was finalized. It was submitted to and unanimously affirmed by the Council in November.

Even though we continue to draw on our line of credit, we need to start working on how to repay it. To that end, a charge has been written and affirmed by the council (December 2010) to create a Development Team, whose top priority will be to come up with innovative ways to pay down our debt. They are also charged with coming up with ways to sustain our congregation on a day-to-day basis, in order to financially support some of the program and additional staffing suggested in the Transition Team report. This team will begin its work in February, 2011.

The bylaws were reviewed this past year. To encourage more congregational involvement, ministries have been restructured, and council membership has been updated. The web-site has been updated, and a communications team has been working together to improve contact within the congregation, as well as presenting a new and consistent look to our publications and community outreach materials.

This past year, a new mission statement was written, which has been used on all of our materials since its acceptance by the council in May. After several discussions about who we are and what we are about, the statement seemed to write itself: "Welcoming all, we spread Christ's radical message of love and justice."

I would like to thank all those of have served on various committees, ministries, task forces, sub-ministries, teams, etc. who have worked so hard throughout this past year. A lot has been accomplished thanks to your dedication and caring.

The transitions we have been through and continue to go through, the on going issues of financing, meeting the needs of our congregation and individual congregants, our growth through vibrant faith -- these are all challenges we will continue to meet with prayerful

consideration and with each other's and God's help. Through it all and because of it all, as members and friends of the First Congregational United Church of Christ of Naperville, working together as a community of faith, we will continue to welcome all and to spread Christ's radical message of love and justice.

Respectfully submitted,
Christopher Lorimer, Moderator

TRUSTEE MINISTRY

2010

We are fortunate to have had 11 dedicated people who volunteered to be Trustees for 2010. They are Claudia Hackney, Duane Stone, Stan Woolley, Todd Esposito, Ron Lavoie, Laurie Uberas, Judy Payne, Linda Robertson, Lou Aderman, Al Zalazinski, Mary B. Wangerin. I am eternally grateful to all of them for serving our congregation in this way.

We accomplished several things during the year. Several physical things needed to be done and they are as follows:

1. The copier Room wall and the Fireside Room walls were repaired.
2. There was tuck pointing done on the outside east wall of the copier room and the south wall of the ladder garden front hallway.
3. There were hooks placed on the outside south wall of the Community Room building from which we can hang banners. Gabe Salgado purchased special heavy-duty hangers to use for this process.
4. The front Community Room doors had rotted out and they were rebuilt and put back on. This cost us several thousand dollars less than replacing them would have cost us.
5. The cloth stacking chairs that are used as extra chairs for the Community Room were recover with vinyl fabric so they will not look so dirty all the time.
6. There was a security light put on the roof of the hallway leading into the ladder garden. This is should turn on if teenagers try to go up there to explore or to smoke illegal substances.
7. The large tree in front of the Narthex was removed and will be replaced with a smaller Japanese maple in the Spring of 2011.
8. The hand rails that go up the front stairs of the Community Room and down the front stairs to the Kindergarten area were replaced with wooden ones that fit the hand better and the small hand rail in the Sanctuary that leads up the north side to the stage was installed.
9. A defibrillator was purchased and installed in the hallway as you enter the Community Room from the back ramp.

Other subject were also discussed or accomplished:

1. Park Bank was bought out by U.S. Bank so our account was moved there. There were several complications with this move but most have been solved by now.
2. We tried to offer a credit card pledge program, but it was only used by 6 people and was too expensive to continue for only that number. So we encouraged people to have their pledge directly sent from their banks each month.
3. There has been a new committee working on making a new, more attractive Web page for the church.
4. Rev. Greg and Rev. Mark have exchanged offices. So Greg is upstairs now and Mark is across from the Church office.
5. It was decided to have Gabriel Salgado (Gabe), our custodial work five hours per day (five days per week) instead of four, since he does more than just clean our church.
6. There was a Special Needs Camp here this summer sponsored by the Healey family.
7. We rented the Sanctuary to the Naperville Academy for a concert and to a local music teacher for recitals.
8. The Personnel Committee has been working on the Personnel Manual and the evaluation process for the employees.
9. We have applied for a Line of Credit for 2011.
10. We voted to apply the monies left in Rev Greg's Sabbatical Account to the general fund.

Respectfully,

Mary B. Wangerin – Trustee Chairperson

WORSHIP MINISTRY 2010

Annual Report 2010 – Worship Ministry

The past twelve months were exceptionally busy for the Worship Ministry. During the year we:

- Successfully conducted a review of the Music Ministry. Under the coordination of Susan McNeal Bulak and Valorie Lorimer, a group that included Willie Eifler, Chuck Hall, Tyler Mitchell, and Haley Wilson reviewed the current music program, examined whether the music ministry was most effectively using the personnel and financial resources of the church, and explored whether the program was supporting the goals of the church as well as providing a positive experience for the leaders and participants. Follow-up to the review has included increased communication and coordination between and among members of the music program.
- Successfully conducted a search for a new church organist. The search was under direction of Val Lorimer, and included Terry Giese, Phil Hockberger and Paul Grizzell.
- Re-organized, through the efforts of Dale Bryson and Stan Woolley, our usher teams. Dale and Stan recruited more volunteers and standardized procedures to say nothing of dashing around the sanctuary to ensure rapid delivery of microphones for Joys and Concerns.
- Continued working with Pastor Mark to examine the worship service elements, order, and organization in order to continue to provide a meaningful worship experience.
- Enjoyed the beautiful music presented by the churches' many talented choirs and music groups.
- Celebrated the contributions of Fumiko Michael and Bev Parker, as they coordinated the work of many volunteers that provide the congregation with the monthly Eucharist blessing.
- Coordinated with the Arts and Worship team who creates a beautiful environment within the sanctuary as well on the entrance doors.

Many thanks to the energetic members of the Worship Ministry: Terry Giese, Jane Jacobek, Joan Lausier, Mike Ode, Becca Canon and Pat Swindle.

Much recognition and appreciation for the efforts of our First Congregational Church's music participants and staff under the direction of Music Director Paul Grizzell, as well as our choir directors, Carol Fancher, Betsy Grizzell, and Diane Herr.

Susan McNeal Bulak and Susan Greenwood
Worship Ministry Co-Chairs

CHRISTIAN EDUCATION

2010

The Christian Education Ministry was very active again this year overseeing educational and faith formation opportunities for all ages at First Congregational Church. The process of re-visioning Christian “education” (started approximately three years ago) moved into its second year of implementation. This year we continued to put emphasis on *Faith Formation* rather than simply “education.”

The two year consulting and coaching relationship with Vibrant Faith Ministries (formerly The Youth and Family Institute) ended in June. Vibrant Faith Ministries has been a great resource for the past two years. They will continue to provide support to us on a limited (and no cost) basis going forward. Prior to ending the engagement we worked with them to complete a long range Ministry Plan that will serve as a guide for us to continue moving forward on additional Faith Formation efforts at FCC.

Vibrant Faith Ministries (www.vibrantfaith.org) is a faith-based non-profit organization whose mission is dedicated to equipping congregations, families and individuals to pass on a vibrant faith in Jesus Christ. They are specialists in taking theory, theology, and research and making it practical, relevant, understandable and effective in daily life. Through on-site visits, monthly telephone coaching sessions, and congregational presentations and training sessions, the Vibrant Faith Ministries’ vast resources have begun to be integrated into the life of First Congregational. Jim LaDoux, our congregational coach, has been extremely valuable in supporting the Ministry’s Faith Formation projects.

The Christian Education Ministry continued the distribution of the Blueprints for Learning (Statement of Learning Objectives and Goals for All Age Groups). This comprehensive document is designed to provide members and friends of First Congregational Church with an outline of basic Christian knowledge appropriate to each age level from the pre-school child to the mature adult. Keep on the lookout in 2011 for more deliberate integration of the Blueprints for Learning into the life of FCC.

This year the largest group ever (or, at least, this decade) of Faith Formation class teachers, youth leaders, and adult education facilitators were assembled for the 2010 – 2011 program year. Each class group, from pre-school through high school, has a team of teachers actively planning and leading classes. Additionally, there are six youth leaders split across the junior high and high school youth groups. It has been especially exciting this year to see the overwhelming support we have received from these volunteers!

Throughout 2010 the educational, spiritual enrichment and faith formation programs at First Congregational Church continued to thrive. This was due, in most part, to the energy, dedication, and enthusiasm of the teachers, church staff, and members and friends of First Congregational Church. The Ministry is looking forward to the New Year which promises to be very exciting as new Faith Formation programs continue to be introduced.

Respectfully submitted,
Lewie Mitchell, Co-Chair

Christian Education Ministry members: Tina Giehler; Brenda Hockberger; Sharon Josefsen, Co-Chair; Lewie Mitchell, Co-Chair; Lisa Mitchell and Marc Wilson.

CHRISTIAN MISSIONS / SOCIAL ACTION MINISTRY REPORT 2010

Members of the Missions and Social Action (M&SA) Ministry in 2010 included Gene Wollaston, Bill Hall, Tom Farthing, Janice Grimm, Shelley Weakly, Tanya Lyonsford, Haley Wilson and Amie LaPorte. Susan Greenwood participated in several meetings to represent PADS with M&SA, and Haley Wilson was the M&SA Ministry Chair.

Sustain

Budget – This year there was a 66% M&SA budget reduction from 2009 to 2010 dropping from \$30,832 to \$10,448 (4% total 2010 pledged, credited and plate offerings). M&SA decided to spread this year's budget across global, local and change-oriented organizations and to focus on a few organizations with larger donations rather than many as we have in the past. We designated \$4,000 of the 2010 budget to Our Churches' Wider Mission (OCWM – basic support for our UCC denominational mission and ministries). We also designated \$1,200 for our annual contribution to DuPage United that helps us address more local justice concerns, such as affordable housing and fair treatment of diverse faith communities. The rest of the funds were evenly distributed (\$1,000/organization) between 5 other regional and local organizations: Naperville Cares, Naperville Community Outreach, Samaritan Interfaith, The Night Ministry, and Protestants for the Common Good.

Special Donations – Thanks to the M&SA-designated contributions for Sunday morning flowers throughout the year (provided free by Jacobsen Flowers' owners Roger and Judy Malmberg), we will be able to add \$1,278 to the Pastor's Discretionary Fund for missions related needs. Also thanks to Val Lorimer's coordination of the much anticipated, annual FCC Advent Bazaar December 5, there were several vendors from FCC and the community who contributed a portion of their profits to M&SA totaling \$408.

Special Plate Offerings – In response to the tragic earthquake in Haiti, we held a special plate offering for Haiti relief efforts on January 24, receiving \$1,836. M&SA used the Haiti special plate offering from January 24 to purchase Church World Service (CWS) Haiti hygiene kit materials, and then led the congregation in the assembly of 288 kits on January 31. On February 28, there was a special plate offering for Chicago Theological Seminary, receiving \$220. On Ash Wednesday, we took a special offering for Loaves and Fishes (L&F), receiving \$249. We also held special plate offerings for 4 UCC designated causes, including: One Great Hour of Sharing for CWS (Church World Service) on April 18, raising \$853; Neighbors in Need on September 26, raising \$389; Strengthen the Church on May 23, raising \$729; and a Christmas Offering in December, raising \$2,216.

Serve

Haiti - M&SA and Angie Vanden Heuvel, along with several other FCC volunteers, hosted a Hope for Haiti chili lunch fund-raiser March 7 and raised \$810. The Haiti lunch fund-raiser proceeds, combined with another \$700 that Angie Vanden Heuvel raised through a similar fund-raiser at her work, gave us a grand total of \$1510. Funds from the Haiti lunch fund-raiser were used to purchase materials for 60 CWS Haiti infant care kits that the congregation assembled together on May 2.

Youth – Tom Farthing and Lisa Mitchell led 8 youth in a Rock Island, IL summer work trip and volunteered at The Place 2 B. There were also youth fund-raisers such as the car wash that raised \$145 to World Wildlife Fund, SuperBowl Sub sales that raised \$261 for Naperville Loaves and Fishes (L&F) and the Advent Bazaar bake sale that raised \$200 for The Place 2 B where the youth volunteered on a summer work trip earlier in the year.

The Night Ministry – On October 31, 2010, David Weasley (The Night Ministry) joined us for a testimonial during worship about the impact of FCC's contribution. Then 25 people donated food for an FCC sponsored Night Ministry Starlight Supper serving the Chicago homeless followed by 4 volunteers who cooked chili and prepared food for 5 people (including 2 youth) to serve approximately 85 guests with the Night Ministry Bus.

Crop Walk - Todra Oken organized 30 FCC volunteers to participate in the Crop Walk and they raised \$1,541.

PADS – There was an incredible outpouring of support for PADS in 2010. (Read Diana Lorenz's PADS Annual Report for the details.)

Change

Fair Trade - The Weakley Family sold fair trade coffee and chocolate throughout the year at fellowship hour.

Environmental - Tom Farthing held an electronics recycling day in which we raised \$150 to support FCC's renewable energy credits.

Education – We had several, excellent adult education offerings this year including a series on Human Trafficking (taught by Shelley Weakley) and another series on Immigration (taught by Diane Herr). Inspired by the Human Trafficking classes, Bill Hall sold Tassa Tags (<http://www.tassatag.org/>) to support the elimination of human trafficking, selling \$480 worth of tags. FCC was featured in the Naperville Patch online newspaper for this social action (<http://naperville.patch.com/articles/fighting-slavery-one-luggage-tag-at-a-time>).

As a result of the generosity of members and friends in the ways mentioned above, FCC contributed a total of \$22,213 to missions and social justice in 2010. This includes a budgeted amount of \$10,448 and an additional \$11,765 through special donations, special plate offerings and fund-raisers. We (FCC) continue to bring to life our commitment to promote love and justice within our community and throughout the world through the ways mentioned above. Thanks everyone for a fantastic year full of generous contributions!

Respectfully Submitted,
Haley Wilson
Chair, Missions and Social Action Ministry

P.A.D.S. MINISTRY REPORT
2010
(Our mission as a homeless shelter host site)

The 23rd season of PADS ministry at our church ended in May and our 24th season started in October. During 2010, we experienced a slight change in our leadership team, as Nancy Vass transitioned her responsibilities as Supplies Manager to Tonya Sobol. Chris Farthing and Joan Lausier continue their work as the General Site Managers, assisted by Hope Church's Val Tucker. Susan Greenwood and Diana Lorenz round out the leadership team as Volunteer Coordinator and Communication Facilitator, respectively, and Tiffany Lichlyter continues to serve as the Meal Planner.

We continue to have a full roster of supporting organizations that staff the site each week, including Sts. Peter and Paul, Hope Church, the Sunrise Rotary Club, the DuPage Unitarian Universalist Church, St. John UCC, and Congregation Beth Shalom. We have again received generous financial assistance from Sts. Peter and Paul's Christian Service Commission and Hope Church, totaling \$3000 in 2010, which has offset the costs of operating the ministry. Edward Hospital has served us by providing and cleaning the linens used by our guests. We are grateful for the partnership we have with these other organizations, and we are even more grateful for the support of all the wonderful volunteers from our church.

The biggest change for the 2010-2011 season is that the PADS organization has started a program called "Families First" at its "southern tier" of sites, of which we are one. Families are given first priority space at these sites. ("Engaged" clients, i.e., those who are working toward their GED or participating in another PADS-sponsored program, are given second priority.) Families are allowed into the site an hour earlier than other guests, so the children can get settled in and have some time for homework or play or to interact as a family before the other guests arrive. Lights out is earlier than in the past to allow the children to get more sleep. The changes have presented us with some new challenges, but we and all our other volunteer groups have been pleased to be able to make things easier on our youngest guests.

With these changes, we decided to put on hold our idea of using one of the downstairs Sunday School rooms as a women's and children's room. We were, however, able to get the Fire Marshall to agree to increase the sleeping capacity of the Community Room from 37 guests to 45 guests. This means that we can accommodate a larger percentage of the people who come to our church and fewer people need to be turned away.

With the rollout of our church's new website, the PADS web page is at a new address. You can now visit us at <http://www.loveandjustice.org/action/pads> to learn more about the PADS ministry at our church.

Respectfully submitted,
Diana Lorenz
PADS Communication Facilitator

STEWARDSHIP MINISTRY REPORT 2010

Illinois Conference of the United Church of Christ sponsored a “Stewardship in Hard Times” workshop in September of 2009 in Yorkville, IL, which Pastor Greg, Mary B, Claudia Hackney, and I attended. The featured speaker was Steve Clapp who presented his “Dessert First” Campaign for Stewardship. We all were so impressed with the concept and all agreed it was worth consideration for our church – especially the Cottage Meetings portion of the program.

As one of our first decisions for the new year, we chose to incorporate this alternative approach to our year round and fall campaign for 2010 - “Dessert First”. Therefore proper notice was given and we canceled our contract with K LW Enterprises.

The year also began with much concern for the involvement of volunteers to serve on the Stewardship Ministry. However, within the first quarter Brian LaPorte and Claudia Hackney agreed to serve and our Stewardship Ministry Committee was formed. Later in the year, Brian had to resign his membership and after a short time, we were grateful to have Judy Bryson join our team.

This year, we chose to focus our message towards “Praising God” for all of the abundance provided. We wanted to develop a theme that would also fit in with our Dessert First campaign and since having dessert can bring a sense of delight – we chose as this year’s theme “*God loves it when the giver delights in the giving,*” based on Biblical scripture 2 Corinthians 9:8, “and God is able to provide you with every blessing in abundance so you may share abundantly.”

Although the main focus was on the Dessert First Campaign, we continued implementing measures taken last year meant to inspire generosity i.e.

- a) Inserting the Stewardship Moment box in the bulletin and Leaflet
- b) Stewardship litany for giving is recited in worship prior to offering
- c) Witnessing Stewards testimony
- d) Guest speaker – this year we were blessed to have had Rev. Dr. Lillian Daniel

For 2010, we developed or redefined:

- a) Purpose of Stewardship
- b) Job descriptions for Chairperson & ministry members
- c) Calendar of events for Stewardship for 2010
- d) Positions needed for the Cottage meetings
- e) Internet website context for Stewardship which includes the eight areas to care for: Creation Care – Body Care – Mind Care – Time Care – Talent Care – Money Care – Community Care – Spirit Care. Stewardship is how we take care of the gifts we have been given by God. No single person can be responsible for the entire planet, but each of us can work to be a good Steward of these gifts.

Our top achievement for 2010 was the implementation of the Cottage Meetings. The main objective of these meetings was to get together and:

- Have a pleasant evening with others from our congregation.
- Reflect on the ways in which our lives and the life of the church have been blessed by God.
- Think about the relationship between spiritual growth and stewardship of one's resources.
- Share some of the desires of our hearts for our own lives and for the life of our congregation.

This endeavor took a lot of planning and involvement from the congregation. We had members volunteer to recruit, host, facilitate, and attend the meetings. The positive feedback received from these meetings combined with the other measures taken for the year, resulted in a positive increase for 2011 pledges:

Results as of end of 2010	2010	2011	\$ Change	% Change
Total Amount Pledged	256,512	261,119	4,607 +	1.764%
Number of Pledging Units	101	95	-6	-9%
Average Amount Pledged	2,539	2,749	210	7.64% +

As evidenced, the dollar amount pledge is slightly higher than last year but with lesser number of pledges – from 101 to 95. It is very encouraging to see the total amount pledged is more than last year with less pledges and that our average amount pledged was increased well over \$200 per pledge.

Praise God!

Jack Mahoney, Claudia Hackney, Judy Bryson
Stewardship Ministry

(Special thanks to Pastor Greg for all his hard work and guidance throughout the year and to Pastor Mark for his contributions and support.)

COMMUNITY LIFE REPORT 2010

No formal meetings were held this year. Community Life has been revised in the Bylaws and will be ready for congregation approval at the annual meeting.

Sally Winkleman has agreed to chair Community Life for 2011. Community Life will be responsible for duties as outlined in the newly revised Bylaws.

For the year 2010, we had put on Fat Tuesday, which was to benefit the Hurricane Katrina relief fund, and had an Easter Brunch, which congregation members offered dishes for the brunch.

We held a semi-successful 50's Sock Hop in May, which was intended to be a no-cost fun evening for the congregation. Spiritfest was held in September with delights from Portillo's, and we had a Consecration Brunch at the end of October, which was a fully-funded brunch.

An attempt was made to provide birthday cakes for all birthdays within a month. As December was a busy month, there was no cake, however, plans are to continue the birthday cake idea.

We are hoping to hold a Pizza/Game Night or Day every month for all to enjoy. Cost will be for pizza only.

We are still looking for different ideas for fundraising opportunities and to keep the congregation in the spirit of fellowship!

Respectfully submitted,
Ron Lavoie

WOMEN'S FELLOWSHIP BOARD REPORT 2010

The Women's Fellowship Board is one of several subgroups that function within the Community Life Ministry. Our specific aims are to serve as the coordinating board for the two "Circles" and to develop and implement activities of both social and service nature that are open to female members and friends. We strive to directly serve our church family by providing learning/informational opportunities and organizing and presenting receptions or memorials as needed. We also support activities sponsored by other ministry groups.

During the 2010 calendar year, in addition to coordinating the monthly meeting of Morning/Noon Circle and Evening Circle, we have been involved in the following activities:

In April, we held a spring potluck luncheon with special entertainment by the Waubonsie Valley High School vocal group, Cloud Nine.

In the fall, we sponsored a very successful Harvest Luncheon in October. This free event was held on a Saturday afternoon and open to all church women and their friends. The Board prepared three homemade soups and also supplied a variety of breads. Members and guests brought salads or desserts to share. We had an excellent presentation on the new Loaves & Fishes facility which is scheduled to open in January 2011. Again this year the Board sponsored a community service project for Loaves and Fishes. We

held a food drive and asked Harvest Luncheon participants to bring items for this Naperville food pantry.

We supported Church Women United (CWU) through attendance at meetings and participation in projects, including collecting Christmas cards for women in Illinois prisons and hand tying small quilts which are sold at CWU meetings. This is an international ecumenical women's organization whose purpose is working for peace and justice. Shirley Davidson has served as the liaison to this group.

The Board hosted one memorial reception in 2010, and participated in the installation reception for Rev Mark. We want to thank Vicki Keller and Liz Law for organizing the memorial receptions. Vicki Keller will be serving as coordinator of receptions.

The Circles had many social/information programs such as visiting shut-ins, Christmas party, annual book review, Bunco, and wrapping birthday presents for the Humanitarian Service Project agency. There were also excellent presentations including Rev. Mark's time in Ireland; Sharon Robson in Bosnia; Joyce Trier discussing the Lost Boys of Sudan; and Joanne Nadelhoffer, sharing her collection of Scottish jewelry.

Board members include Carol Fancher, Bev Parker, Karan Schmitz, Ellen Stone, and Joyce Trier. A special thank you to outgoing member, Nan Deacon, for her many years of time and effort on the Board.

Respectfully submitted,

Karan Schmitz

**CLERK REGISTRAR'S REPORT
2010**

Active Members as of December 31, 2009		320
New Members Received		16
Confirmation	8	
Confession or Reaffirmation of Faith	6	
Letter of Transfer	2	
Restored to Active		0
Members Removed		3
Deaths	1	
Transfers	2	
Inactive/Released	0	
Active Members as of December 31, 2010		333

During 2010, there were 3 infant/child baptisms, 3 adult baptisms, 1 wedding, and 1 funeral or memorial.

Respectfully submitted,
Peter Fales, Clerk Registrar

DELEGATES REPORT 2010

Fox Valley Association Annual Meeting 4/24/10

Peter Fales attended the Fox Valley Association meeting at St. Paul Evangelical UCC in Bloomington on April 24, 2010. He was a substitute delegate due to illness/accident of the elected delegates. The fall association meetings are primarily focused on church leadership training and the spring meeting is more focused on UCC business. This meeting began with a worship service, followed by a business meeting. There were only two business items on the agenda: approving a slate of candidates for election and approval of a change to FVA "Design for Ministry." The theme of the meeting was "Finding Mission in Your Own Backyard." Congregations were invited to provide displays about community mission work they have been involved in, and the bulk of the meeting was devoted to a series of talks about community mission by Joy Skjegstad. She spoke on the topics of "Outreach is Not Optional", "Meeting the Neighbors" and "Designing Your Community Ministry". Joy is a regular speaker and consultant about community mission. Information about her published books and related topics can be found at: <http://www.alban.org/bookstore.aspx?id=6904>

IL Conference Annual Meeting June 19, 2010

Rev. Greg Skiba and Rev. Mark Winters attended the two-day annual meeting of the Illinois Conference United Church of Christ, held in Chicago at the UIC campus. The decision to meet in the city was a result of the "Sacred Conversations on Race" in the UCC that began two years ago in response to racial issues in the U.S. presidential campaign. The program included worshipping together, adopting the annual Conference budget, and electing lay and clergy leaders to Conference offices and programs. Rev. Dr. Jorge Morales was called as our new Conference Minister. Jorge has been our Senior Associate Conference Minister for Stewardship and Church Renewal for the past several years. (Go to our newly designed Conference website <http://www.ilucc.org> for more info about Rev. Morales.) We said farewell to the Rev. Phil Hart, who has joyfully served as our Interim Conference Minister during the past two years' search process, which resulted in calling Rev. Morales.

Two resolutions were presented at the meeting that we need to consider for action:

- One calls on each congregation to claim the designation as a "Global Mission Church" and to strengthen our joint efforts in mission with 270 global partners in 68 countries. (More at <http://www.ilucc.org>.) The Missions and Social Action Ministry will study this. This will be voted on at the IL Conference Annual Meeting in 2011.
- The second was an emergency resolution calling for solidarity with the Southwest Conference UCC as it works to care for those suffering painful effects of a recent Arizona law, feared to enforce "racial profiling" of both undocumented workers and legal Hispanic immigrants. This was discussed in our comprehensive Immigration Adult Education class held in September and October 2010. ([see Resolution](#))

Fox Valley Association Fall Meeting 11/24/10

The Fox Valley Association fall meeting was held on October 23, 2010 in Crystal Lake. Five people attended from our church: Rev. Greg Skiba, Rev. Mark Winters, Bill Hall (Delegate), Diane Herr (Delegate), and Ron Lavoie (Treasurer). Each person attended two workshops. The meeting consisted of worship, announcements, workshops and a closing communion service. One announcement was that the Death Penalty Abolition bill may be coming to a vote of IL legislators soon and people should contact their appropriate legislators to express their opinion.

We attended the following workshops:

- "Adult Mission Trips" workshop led by Rev. David Russell & Mr. David Mook Sr.
- "Spiritual Formation through the Classic Christian Disciplines" workshop led by Dr. Anne Ferguson, Dean of the Chapel of Garrett-Evangelical Theological Seminary.
- "Training for Intrepid Treasurers" and
- "Building a Budget - How to Build a Church Budget from the Bottom Up"
- "Anxiety, Thinking, and Beliefs: How Each Affects the Others" workshop led by Dr. Bob Williamson, member of the faculty of the Center for Family Consultation (CFC).
- "Access Granted: The Benefits and Hazards of Social Media" led by Rev. Kirk Moore, Union Congregational UCC, Somonauk & Rev. Seth Carey, First Congregational UCC, Glen Ellyn.

Fox Valley Association Ecclesiastical Council 11/7/10

Diane Herr and Rev. Greg Skiba attended the Fox Valley Association Ecclesiastical Council on November 7, 2010 in Elgin. Two candidates were questioned about their faith and theology and both were determined ready for ordination in the UCC.

Respectfully Submitted,
Diane Herr and Bill Hall, Delegates

**2011 Council of Ministries Roster
Officers and Ministry Nominees**

Elected Lay Leadership of the Congregation

Moderator* †	Christopher Lorimer
Moderator-elect *	Diana Lorenz
Secretary*	Priscilla Grundy
Treasurer* †	Ron Lavoie
Assistant Treasurer	Stan Woolley
Member-at-large	Karan Schmitz
Registrar	Peter Fales
UCC Denominational Delegates	Diane Herr and Bill Hall

All ministry chairpersons and the pastor(s) are considered members of the church council pursuant to FCC bylaws Section 7.1

Non-Elected Lay Leadership of the Congregation

Ministry

Serving in 2011

Christian Education

Lewie Mitchell, Sharon Josefson, co-chairs
Lisa Mitchell, Marc Wilson, Brenda
Hockberger, Tina Giehler, Bev George

Community Life

Sally Winkelman, chair
Ron Lavoie, Table fellowship
Bev Parker, Care team
Tom George, Sylvia Leeseberg, Stephen Ministers
Welcoming team

Missions and Social Action

Haley Wilson, chair
Tom Farthing, Janice Grimm,
Bill Hall, Tanya Lyonsford, Gene Wollaston,
Susan Greenwood, Hannah Lorimer

Stewardship

Jack Mahoney, chair
Claudia Hackney, Judy Bryson,
Alex Sobol, Mary B. Wangerin

Worship

Susan McNeal Bulak, Joan Lausier, co-chairs
Terry Giese, Jane Jacobek, Mike Ode,
Patricia Swindle, Becca Cannon, Rich Trezona

Trustees

Jeromy Cannon, chair†
Claudia Hackney, Ron Lavoie, Rebecca Nix,
Judy Payne, Duane Stone, Laurie Uberas,
Stan Woolley, Linda Robertson, Todd Esposito,
Brian Pelecky

* To be elected as Officers of the Congregation pursuant to Section 6 of FCC bylaws

† To be elected as Directors of the Corporation pursuant to Section 6.9 of FCC bylaws

All ministry chairpersons and the pastor(s) are considered members of the church council pursuant to FCC bylaws Section 7.1

First Congregational UCC Naperville
2011 Budget
(as approved by the Council of Ministries on January 15, 2011)

(see attached)

First Congregational UCC Naperville
Bylaws
(as approved by the Council of Ministries on January 15, 2011)

(see attached)