

2023 ANNUAL REPORT

February 4, 2024



**COVENANT
COMMUNITY**
PRESBYTERIAN CHURCH

Embracing all. Feeding Spirits. Reflecting Christ... **Changing lives forever!**

**COVENANT COMMUNITY PRESBYTERIAN CHURCH
ANNUAL CONGREGATIONAL MEETING DOCKET
FEBRUARY 4, 2024**

OPENING PRAYER

DECLARATION OF QUORUM

APPROVE MINUTES OF 2023'S CONGREGATIONAL MEETING ON FEB. 5, 2023 *(Page 2)*

APPROVE 2024 TERM OF CALL FOR JIM GATES *(Page 5)*

ELECTION OF 2024'S NOMINATING COMMITTEE, ELDERS AND DEACONS *(Page 6)*

OPPORTUNITY FOR QUESTIONS ON WRITTEN REPORTS

- **PASTOR** *(Page 8)*
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- **WORSHIP & FELLOWSHIP COMMITTEE** *(Page 13)*
- **CHRISTIAN EDUCATION COMMITTEE** *(Page 14)*
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MOTION TO ADJOURN

CLOSING PRAYER

COVENANT COMMUNITY PRESBYTERIAN CHURCH
Rothschild, WI
Minutes for the Called Session Meeting
Date: February 5, 2023 at 11:15 am

The purpose of this meeting is to Conduct our Annual Congregational Meeting

Moderator: Jim Gates **Clerk of Session:** Bob Warner

Immediately following Worship Service, the Clerk of Session declared a quorum and Pastor Jim Gates opened the meeting with Prayer.

Copies of the Annual Meeting Packets were distributed to members present, and those attending via Zoom referred to their packet posted on CCPC Website.

The first order of business was to approve the minutes from the Annual Meeting of February 6, 2022 and the Called Congregational Meeting of August 21, 2022.

A Motion was made by Tom Wrynski to approve the minutes. **Seconded by** Chris Jelen. It was noted that the Minutes of 8/21/2022 read that Glenn Lamping was the acting Clerk of Session while in fact Bob Gebauer was acting as Clerk on that day. With that change made, **Motion Carried.**

Next, the nominations for Nominating Committee Members, Deacons, and Elders were presented as a motion coming from the Nominating Committee and were presented by Rick Barnes representing the outgoing nominating committee. Pastor Gates asked if there were any other nominations for any of the positions coming from the floor. After asking nominations from the floor three times, the slate of nominees was put to a vote.

A Motion to approve **Mary Fraaza, Kari Kufahl, Blake Mathies, Sheldon Rouse, Linda Vogen and Tom Wrynski** as Nominating Committee Members for 2023, was **made by** Ruth Wrynski. **Second by** Terry Geurink. **Motion Carried.**

A Motion to approve **Judy Beese, Beth Kohnert and Jeff Theilig** as newly elected Deacons was **made by** Howie Pries. **Second by** Sarah Farrar. **Motion Carried.**

A Motion to approve **Joy Briggs, Jim Jackson*, Sue Thompson, and Julie Trebus*** as Elders was **made by** Judy Geurink. **Second by** Ginger Dreger. **Motion Carried**
(*denotes a second three year term)

Pastor Gates then excused himself from the meeting in order for the members to review, discuss and prepare to approve the recommendation of the Session for Jim Gates' Terms of Call for 2023.

Bob Warner, Clerk of Session, read the Terms of Call approved by the Session for the Congregation's consideration and approval. The floor was then opened for questions and comments. There was concern expressed by several members about the 2% increase and questioned how that percentage was determined. The Clerk explained how the Session arrived at the 2% recommendation, how it had been budgeted and how Pastor Gates was himself in agreement with the amount. Bob explained that the ultimate decision was up to the Congregation and that the body could alter the terms of call by moving to amend the session's recommendation and voting to approve whatever the body felt appropriate. Pastor Jim then returned to the meeting and was informed by the clerk that a new Terms of Call would be coming from the Congregation.

Terms of Call for Jim Gates (2023) Recommended by Session.

Combined Salary and housing allowance:	\$92,958	2.0% increase (plus \$1,823)
Pension and Medical Insurance*:	\$36,254	39% of salary set by Presbytery (plus \$2,534)

**Last year this was 37%*

Professional Expenses	\$3,500	No change
Continuing Education	\$2,500	No change
Communications:	\$1,200	No change
Supplemental Insurance	\$650	No change
Supplemental Family Insurance	\$550	No change
FSA Contribution	\$ 50	Added January 2022

Total: \$137,662

An Amended Motion was made by Sheldon Rouse and **Seconded by** Mike Johnson to award Pastor Gates a 4% increase rather than a 2% increase. **A Friendly Amendment** was then offered by Dan Luessenhop to also increase the amount of Pension and Medical Insurance as required by the Presbytery. **Motion Carried.**

A Motion to approve Pastor Jim's Terms of Call (shown below) was **made by** Kent Perrin and **Seconded by** Kay Smith. **Motion Carried.**

Final Terms of Call for Jim Gates (2023) Approved February 5, 2023

Combined Salary and housing allowance: \$94,781 4.0% increase (plus \$3,646)
Pension and Medical Insurance*: \$36,965 39% of combined salary set
by Presbytery

**Last year this was 37%*

Professional Expenses	\$3,500	No change
Continuing Education	\$2,500	No change
Communications:	\$1,200	No change
Supplemental Insurance	\$650	No change
Supplemental Family Insurance	\$550	No change
FSA Contribution	\$ 50	Added January 2022

Total: \$140,196.00

Pastor Jim asked the members to review the reports included in the Meeting Packet and to feel free to ask questions of the various committee chairs. Hearing none, the Treasurer, Dan Luessenhop was then called to report on the various 2022 Financial and Budget reports. Dan covered each report and asked for any questions or comments. It was noted that a generous contribution was received last year that will enable CCPC to replace our roof in the Spring/Summer time frame in 2023. In order to capitalize on favorable pricing on materials, the Administration Committee had already authorized their purchase and are being held at the roofing installer's location.

At the conclusion of the Treasurer's report, and since there was no other business to conduct, Nolan Bouffleur moved to adjourn, which was order by common consent at 11:50 AM.

JeHae Bixby Kim then offered our musical benediction.

Recorded by Bob Warner
Clerk of Session

Terms of Call for Jim Gates (2024)

Combined Salary and housing allowance: \$97,624 3.0% increase (plus \$2,843)
Pension and Medical Insurance: \$38,073 39% of combined salary set by Presbytery

Professional Expenses	\$3,500	No change
Continuing Education	\$2,500	No change
Communications:	\$1,200	No change
Supplemental Insurance	\$684	Increase of \$34
Supplemental Family Insurance	\$634	Increase of \$84
FSA Contribution	\$ 50	Added January 2022
Family Medical Leave	12 Weeks	Required by Presbytery for updated Terms of Call after July 2023

Total: \$144,265

Nominees for Church Officers

Elders (Class of 2027)

Each Elder is elected for a three-year term.

They can be reelected to a second three-year term, after which they must rotate off of Session.

Matt Baumann (1st Term) – Matt and his wife, Kim, have been members at CCPC for eight years. They are very active in the Kids and Youth ministries, and he is also our primary audio tech. on Sunday mornings. Matt works for the Federal Aviation Administration as a Field Technician that takes care of electronic equipment at airports in Northern Wisconsin and the U.P. of Michigan. He and Kim have two sons, Kyle and Eli.

Glenn Lamping (2nd Term; Class of 2025) – Glenn has been attending CCPC for the last 20 years. Over the course of that time, he has served as Deacon Chair and now Clerk of Session. He and his wife Barb are very active in all things CCPC, as well as community organizations.

Kent Perrin (1st Term) – Kent has been a member at CCPC for 12 years and has previously served as an Elder. His wife of 33 years, Deb, is the Traditional Music Director here at the church. Kent loves to sing with her to lead worship, and also participates in the choir, small groups, and helps with announcements on Sunday mornings. He is the Marketing Coordinator for Denyon Homes and has worked in advertising and Marketing for over 30 years, while also giving of his creative gifts to the church in a variety of ways (including the design of our current logo). Kent is excited to once again be more active with Session to help lead the church.

Dale Poland (1st Term) – Dale and his family have been members for close to 20 years. He has been a chiropractor in the Wausau area for 46 years, but is now “primarily” retired. Dale and his wife, Jane, have been blessed to be part of this congregation and wish to serve more.

Lynda Reis (2nd Term) – Lynda has been a member for over six years and has served on the mission committee for four years. She is involved with Hearts of Hope, the Good Shepherd Shelter, Bridge St. Mission, The Hagar House, Memory Cafe, the ECDC Refugees, and mission trips.

Deacons (Class of 2027)

Each Deacon is elected for a three-year term.

They can be reelected to a second three-year term, after which they must rotate off.

Sandy DeSciscio (1st Term) – Sandy joined CCPC in 2022 and has been involved in the Sunday morning women’s study group and writing birthday cards to our members. She and her family moved to Rothschild from Minnesota in the 70’s, and she worked as a Para for DCE elementary schools for several years. Though she lost her dear husband in 2019, she is blessed to be involved in the busy lives of her 4 grandchildren.

Kelly Iaffaldano (1st Term) – Kelly is a proud mother of two teenagers (Tony and Alison) and is married to Mike. She has been a nurse for 25 years, most recently working as a Lung Nurse Navigator for Aspirus. Kelly’s father is a retired pastor in Wausau, so she’s been involved in many aspects of Christian outreach throughout her life.

Sarah Maciaz (2nd Term) – Sarah has been a member at CCPC since 2007 and has been a part of the C.E. committee, VBS, and L.I.F.E. She has been a 2nd grade teacher at Rothschild Elementary for 26 years and lives in Kronenwetter with her husband, Ken, and daughter, Peri. Their daughter, Liz, lives nearby with her husband Luke and daughter Vivienne.

Josh Werner (1st Term) – Josh lives in Rib Mountain with his wife of 19 years, Heather, two boys, Jase (10) and Parker (6), and their dog, Kinzie. They have been members at CCPC for two years. In their free time, the Werners love to head up to their cabin in Tomahawk and spend quite a bit of time watching their oldest son play soccer.

Nominating Committee (Class of 2025)

Each member of the Nominating Committee is elected for a one-year term. They can be reelected to a second one-year term, after which they must rotate off.

Joy Briggs (1st Term) – Joy and her husband, Craig, are parents to Braydon, Nathaniel, Maiah, and Elli. After working at Greenheck Fan for five years as a Manufacturing Engineer, she had the opportunity to redirect her energy into her family by becoming a homemaker and home school mom. Joy has been blessed to serve God’s Kingdom in a variety of ways, including Middle School I.D. teacher, Elder, Deacon, and member of the C.E. committee. She is also active in a variety of Christian groups around the community.

Jason Fandrey (1st Term)– Jason grew up in Hatley and is married to a “non-Hatley” girl (Meagan) and has three children. He works as an in-home physical therapist for Compassus throughout central Wisconsin. Jason has served as a Deacon after joining our church family in 2019, and also plays guitar for our Praise Band.

Blake Mathies (2nd Term) – Blake is a Wausau native and currently lives in Weston with his wife Jill, son Lucas, daughter Paige, and dog Frankie. He is part owner of Purple Mountain Solutions, a transportation, logistics, and warehousing company. Blake enjoys coaching, exercising, and helping out with Hearts of Hope.

Karen Thompson (1st Term) – Karen was a two-term Deacon, in which time she facilitated the Prayer Chain and enjoyed visiting folks in hospitals, nursing homes, and at their homes. She has been retired for 15 years from a 40-year career in billing and collections at Wausau Insurance/Liberty Mutual. Karen and her husband of 32 years, Ric, have five children and five grandchildren.

Linda Vogen (2nd Term) – Linda has been a member at CCPC for two years, but she spent ten years as our office manager/bookkeeper before retiring. She has a daughter and three grandchildren that live in Illinois.

Tom Wrysinski (2nd Term) – Tom and his wife, Ruth, have been members for 23 years. He has served as an Elder, Deacon, and Treasurer. Tom is a promoter of wearing church name tags (which he makes) on a regular basis, and has spearheaded the Kringle sales for the past 17 years. He and Ruth have two grown daughters and three granddaughters. Tom is the current chairperson of the Nominating Committee.

Pastor's Report - 2023

Like almost every year, as I look back over 2023 I find myself amazed at all that God did in our midst. From January to May, we finished our *In the Beginning* series and our study of the Book of Genesis. Over the summer, we studied 1 Corinthians in a series called *United*, where we discussed our visible and sexual unity, our freedom, and the role of the Holy Spirit in bringing us together. This September, we began a new series on the Gospel of Mark called *Mark the OG (Original Gospel)*, working through the first stories of Jesus using the Lord's Prayer as a thematic outline. This Lent, we will conclude the Gospel of Mark with "Deliver us from Evil."

We replaced our entire roof this year and paid for the project in full through one major donation and our regular giving – incredible!

Our first Family Mission Camp since Covid occurred in August, with 67 participants – more than ever before. At the same time, after several scouting trips, we selected Costa Rica as a location for an international mission trip in 2024, and already have more than 20 people signed up for that trip.

Other major missions this year included Anti-Human trafficking event this Fall, which was not only live here at CCPC, but live-streamed at six other congregations across WI, our Food Pantry which saw a significant increase in guests, and our Hearts of Hope ministry that served 100 families and over 300 children. We were also blessed to partner with many amazing ministries like Bridge Street Mission, Hagar House, the Gospel TLC and Mission Starfish Haiti.

Big changes happened in our youth ministry, as Dan Frost left in January and I took over our youth programming. We had our first Middle and High School youth conferences this past summer, our first confirmation retreat since Covid, and our first summer intern (Abi Fraaza) since 2019!

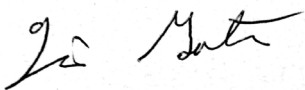
Our staff grew with the wonderful additions of our Office Manager Cyndi Schneider and our Assistant to the Pastor Raissa Dupuis in January, and with the addition of Renee Radtke as our Church Accountant in December.

We also welcomed our new Treasurer, Scott Doescher, after Dan Luessenhop's wonderful five-year tenure in that volunteer role concluded in March.

And I've not even mentioned many of our "regular" ministries and programs which a great success this year – from the Auction to VBS to the Father's Day Car Show and the church Picnic. I'll say it again – we are blessed!

Stay tuned for big changes in 2024 regarding our Praise service, for exciting discussions around our kitchen and fellowship hall space, and for our first year hosting the Global Leadership Summit. Save your forks - the best is yet to come!

Grace and Peace,



Jim Gates

2023 Diaconate Annual Report

Deacon Chairperson: Tom Daman

Deacon Secretary: Nicki Wensel

Deacons: Brett Bixby, Tom Daman, Beth Kohnert, Jeff Theilig, Fred Hillman, Derek Hawley, Gina Freels, Joe Johnson, Mike Johnson, Sarah Maciaz, Judy Beese, Amy Snow, Sue Taylor, Bev Werner, Nick Wensel.

Our Deacons (comprising of 15) are fulfilling their mission to care for the sick, the heartbroken, the needy, the youth and the lonely of our congregation and community. Through our pastor, congregation and staff we are in contact with members to discern their needs.

The year has seen a loosening of Covid-19 restrictions. We are aware of COVID as we perform our ministries and have meetings. It is not an obstacle for the most part. Some Hospitals and other care facilities regulations have been adjusted compared to the previous year. Individuals are semi cautious when visiting homes, multi living facilities and our hospitals. It was not a hinderance for our Deacons to press forward and succeed at giving love, passion and support in 2023. Due to accounting staffing issues it was difficult to track the deacons expenses and scrip revenues. I foresee more need on giving additional aid to support individuals circumstances through the deacons budget.

Sincere gratitude is given to Pastor Jim for his leadership and direction. In addition, thanks to Jess Wakefield for his ongoing efforts in contacting those in need. Nicki Wensel, does an excellent job updating minutes and distributing them. The reorganizing of staffing roles have been very positive.

Ministries:

1. Gatekeepers is a ministry to assist with the congregations safety. While attending Sunday services and trusting others to watch over your family we have a team of people checking our parking areas throughout the services to help avoid theft and vandalism. In addition, access to the church is limited to specific entries only. Volunteers have specific check lists to help assure members and guest are safe. If necessary, as a precaution they will shovel and put ice melt at the entrance doors. This includes offering assistance for those that need it. (Lead: Mike Johnson)
2. Our prayer team shares with congregational prayer warriors via email an ongoing prayer chain where we lift up members and others in prayer. Names are submitted to the Deacons for this ministry. We maintain the accuracy of the list monthly. It is not uncommon to have close to a hundred names on the list. (Lead: Gina Freels)
3. Assist Pastor Jim as needed with home bound visits to members that are unable to attend church to offer them communion and prayers at home. This is originated by the pastor. In the event you are aware of church members needing routine visits, please call any Deacon or staff member with their information. (Lead: Pastor Jim)
4. College gift cards initiative is to support our students as they go forward with their higher education goals. These students are always in our hearts, minds and prayers. We support their endeavors. We recognized 14 students with \$25.00 Target gift cards in 2023. (Lead: Sarah Maciaz)
5. Hospital Visits have been an important ministry. The Covid constraints had little effects on the ministry in 2023. We contact both local hospitals daily to check to see if there are any congregational members

registered. If so, we will visit them. Currently we alert pastor Jim and Jess and they also communicate with family members. Deacons work on a seven week rotation covering a week at a time. In addition, the card ministry is contacted and cards are sent. (lead: Tom Daman)

6. Card ministry: When members make Deacons aware of struggle's we reach out with cards. If not, in person we want people struggling to be aware we are thinking and praying for them. In 2023 we sent close to 140 cards to our brothers & sisters in support of members. (Lead: Sarah Maciaz)
7. Hospitality Ministry has three components. They are ambassadors, new member mentors and inactive members. All three are to aid in creating relationships with our brothers and sisters in Christ. Our ambassadors rotate every eight weeks. Their primary focus is to seek out visitors attending Sunday services. The focus is to make their visit pleasant and answer questions they may have. Randomly, Deacons will attend the start of CCPC101 classes in support of our leadership. New member mentors entail a Deacon reaching out to a new member to find out their church interests. Once understanding the desires we assist with connecting them to the appropriate leader or staff person. If new members get involved, our church becomes stronger. Thirdly, Deacons assist staff in order to nurture inactive members to become active once again. In all three areas mentioned, it is important that communications exist with staff, Hub volunteers and Elder greeters. (Lead: Tom Daman)
8. "Shine"- This ministry primarily provides meals to families temporarily laid up and unable to do the routines they usually perform. Members bring our Christian love by preparing meals for families. Part of this ministry is a meal, but as important, is the value of conversation with one another when the meals are delivered. It is a ministry that volunteers are encouraged to participate in. In the last year we prepared 12 meals. This ministry exemplifies our compassion and love. (Lead: Sarah Maciaz)
9. Secret Agents is a thriving ministry bonding adults and youth together. We have 64 youth and adults involved. An adult and youth are matched up. The youth is unaware of who their partner is and they interact through notes to get to know one another and to support their Christian lifestyles. Exchanging of notes are done regularly from September through the latter part of March. When completed, all get together to reveal who has been matched up. This has been a great way to engage both adults and youth into the life of the church. (Lead: Nicki Wensel)
10. Serving our members and loved ones through a funeral ministry. Now that Covid restrictions are behind us Deacons provided for the bereaved with comfort and assistance in planning and carrying out a memorial service / reception. In 2023 our ministry provided 7 lunch gatherings at CCPC. In addition, a review and revisions were made to the process and procedures by Bev Werner. A volunteer list has been created. If requested by the family, this ministry lives out our faith by serving to organize and help families in times of their passings. (Lead: Bev Werner)
11. A ride ministry supports bringing elderly members to Sunday services. This ministry truly touches the hearts of these members. We currently have three members being transported. To share in this ministry there are 6 volunteers. (Lead: Tom Daman)
12. Our SCRIP program is and has been a successful ministry. In 2023 the scrip program started with a balance of around \$19,000. Through purchasing gift cards at discounted rates and selling them at resale prices provides the church extra funds to support unexpected purchases. Gift cards are from a variety of local businesses. This program does not cost the purchaser any added costs. Proceeds have gone to fully

purchase or share in purchasing items for the church. Examples from past years, is a freezer, furniture for Bouldin Hall, parking lot lamps and etc. In 2022 we purchased a drum set for the new service, shared in the new entry sign and paid for our organ repair. The total purchases exceeded \$15,000.00. The net income we had to start 2023 was close to \$20,000.00. Our corporate partners, Crystal Finishing, Wausau Tile, Imperial Ind. are owed a huge thanks. They have been very supportive. In 2022 they purchased \$177,380.00 in gift cards for their employees and 2023 is predicted to be similar. This is something every church member can be involved in without any out of pocket costs. Promoting participation will produce additional income in the future. (Lead: Brett Bixby)

13. Celebrate Recovery is a ministry that was launched in 2021. This is a Christ-centered recovery program for anyone struggling with hurt, pain or addiction of any kind. We provide a safe place to find community and freedom from issues that are controlling one's life. A key component is confidentiality in the highest degree. Currently, new leaders are examining the program to insure compliance and positive outcomes. (Leads: Judy Beese, Jenelle Fenton, Drew Bouche, Ryan Rouse)

14. A new ministry started in 2023 is preparing/serving meals at the Bridge Street Sober Living Complex. CCPC currently does four meals per month. The deacons have taken one of the four meals every month in order to further illustrate our desire to lovingly support the community and those whom have chosen to see a need to alter their life styles. (Interim Lead: Tom Daman)

In closing:

The Deacons extend an immense amount of gratitude for every volunteer who has given their Christian love to those in need.

Mission Committee 2023 Annual Report

Mission Committee members:

Bob Gebauer - Chair	Glenn Lamping
Ruth Wrynski - Secretary	Lynda Reis
Gail Daman	Ann Isakson
Glenn Lamping	Joan Jackson

Monetary donations were made to various local and international missions: Mission Starfish Haiti, Bridge Street Mission, Hagar House, Damascus Road, Women's Community, New Beginnings/ECDC, Hope Life Center, and Gospel TLC.

The Annual Mission Auction was held on March 4, returning to a pre-Covid format with dinner, silent and live auctions, bucket raffle, and shoe sale. Thanks to the generosity of our congregation and community, we raised over \$40,000.

Our partnership with the Bridge Street Mission continued hosting a "Grill Out" at Riverside Park on July 7, a "Golf Outing Lunch" at Crane Meadows on August 16, and a "BSM Appreciation Night" at CCPC on November 3.

The CCPC Food Pantry continued to serve the hungry in our community, increasing the number of families served by 50% over last year.

A very successful Family Mission Camp was held August 18-20 at Spencer Lake Christian Camp, with 67 people attending and assembling/packaging 16,000 meals for "Rise Against Hunger".

An "Anti-Human Trafficking Awareness and Outreach" event was held at CCPC on October 21. There were 94 people in attendance at the Awareness program, both in-person and livestreaming. Main speakers were Kelly Olson, Damascus Road Project; Brenda Bayer, Women's Community; Lt. Bryan Wrycha, WI State Patrol; and Sister Celine, Holy Cross Sisters of Merrill. Then, 9 Outreach teams distributed 94 folders of Anti-Human Trafficking material to businesses in community.

Hagar House, which provides refuge and assistance to single mothers and their children, officially opened in November, 2023. Jessica Bretl acknowledged that CCPC was the first church in the area to financially support them.

A new mission, called Memory Café, is a program of monthly events for people with Alzheimer's and their caregivers. CCPC partnered with Mount Olive Lutheran Church and the Aging and Disability Resource Center to host events on April 20, August 17, November 1, December 21.

A caring group of CCPC volunteers provided dinner and services needed at the Good Shepherd Shelter (aka Warming Center) on the 1st, 3rd, and 5th Tuesdays from January-April and November-December and also provided dinner to residents of the Bridge Street Mission Sober House.

A tree was again provided to the annual Festival of Trees.

Hearts of Hope/Wrapped in Warmth/Seats and Feet was again very successful in 2023, a total of 100 families (331 children) received Christmas gifts and food on December 16 and 235 children received new winter jackets, snow boots, hats, mittens, and socks on November 7 and 9. The Red Envelopes brought in over \$11,000. Earlier in the year, a Pasta and Book Night was held with 100's of children's books being given away. The annual Christmas Dinner was again successful with 210 home deliveries and about 40 served at church. A decision was made to go on an "International Mission Trip"; CCPC will be working with Praying Pelicans, to go to Costa Rica in 2024.

Respectfully submitted- Bob Gebauer, Chair

Worship & Fellowship 2023 Annual Report

Purpose of Committee: To maintain, enhance and support the worship and fellowship of the church and be a think-tank for ideas in these areas.

Committee Members: Jason Fandrey, Marcy Fehrman, Caitlin Kyle, Judy Lewis, Deb Perrin, Kay Smith, Lynn Theilig, Deb Tice (Elder/Chair), Shelby Waraksa (Elder), Bob Warner, Herb Westlund

Activity Groups and Fellowship:

Book Club	Sheepshead
Craft Outreach Group	Softball Team
Dartball Team	Small Group for Singles
Lunch Bunch	
Old Guys Rule	

Worship & Fellowship Responsibilities:

Acolytes	Projection Team
Attendance Counters	Sanctuary Decorations
Children's worship bags	Sanctuary Preparation
Communion	Small Groups
Fellowship Hour	Special Fellowship Events
Greeters	Special Music
Kitchen Fellowship Supplies	Special Worship
Music programs	Ushers

2023 Accomplishments:

- With Les Fraaza's retirement, Deb Perrin took over as the traditional music director. Among other things, she started a Pop-Up Praise children's choir.
- Since the Craft Group started meeting again this year, all activity groups are now back to meeting in person post-Covid. They are always looking for new people to try them out!
- Continued the fun all-church fellowship events, such as the Fathers Day car show / softball team fundraiser, kick-off picnic and corn-hole tournament, and Advent Soup Luncheon.
- The original church charter was starting to fade, so a copy was made. The original is still behind the copy, hanging on the wall by the entrance near the hub.
- Volunteers continue to step up for the many areas where help is needed to make the services happen. CCPC is blessed with some willing and talented people offering up their service in music, technology, preparation, greeting, etc. etc. etc.
- Provided a meaningful "Longest Night" service on the longest night of the year, Dec. 21st, personally inviting those who may have had a tough year, though open to everyone.

*Submitted by Deb Tice
Worship & Fellowship Chair*

Christian Education 2023 Annual Report

Current Membership

* Elders

Voting Members – Kim Baumann, Bethany Bertrand, Joy Briggs*, Emily Fraaza, Julie Nelson,* Tom Messman, Sue Thompson*

Non-voting Members - Jim Gates, Amanda Fuls

2023 Summary

It has been a year of transition and transformation for the Christian Education Committee as personal changes became necessary and leadership switched hands several times. Some of those changes brought challenges, but also presented opportunities for reflection, refocus, and growth. Romans 8:28 is an inspired reflection on the journey of our committee this year. “And we know that for those who love God all things work together for good, for those who are called according to his purpose.”

One of our first tasks was to articulate what God was calling us to do and set text to that call. We crafted Vision and Mission Statements and created a task list to encourage those goals.

CCPC Christian Education Committee Vision Statement

To nurture life-long followers of Jesus

CCPC Christian Education Committee Mission Statement

By reading and studying the Bible, we are preparing and encouraging people to:

- **experience** Jesus
- **learn the** Bible- God’s Word
- **grow** through spiritual practices
- **live out** a Christian Perspective in the World
- **share** Jesus with others

CCPC Christian Education Committee’s Charge

- to train and equip God’s people to serve His Kingdom through knowledge of the Bible – God’s Word
- to thoughtfully plan, implement and promote Christian educational opportunities for all ages
- to model and encourage personal spiritual practices
- to encourage connections of spiritual wisdom with real life application
- to partner with families and the church in upholding their baptismal promises
- to protect the physical, emotional, and spiritual well-being of God’s people

To become more efficient in nurturing the spiritual growth of all the ages of our congregation, we divided our committee into three subcommittees: Children’s Ministry ages 0-5th grade; Youth Ministry grades 6-12; Adult Ministry – post high school and beyond.

We also adopted a new meeting format. We will meet in our subcommittees one month and as a whole committee the next month in an every-other month pattern throughout the year.

Children’s Ministry – Subcommittee Report

Children’s Ministry focuses on 5 areas to support the spiritual growth of children at CCPC. These areas are experiences, relationships, biblical knowledge, spiritual practices, and behavior/worldview. Through our weekly programming Kids ID and Kids L.I.F.E and our annual events Eggstravaganza and VBS we are intentional to include a component of each of these areas.

In August, 21 families or 65 adults and kids gathered for our first Family Mission Camp since 2019. We

partnered with Rise Against Hunger, Foundation for Living and the King Veterans Home and served in the Waupaca area.

In September we implemented new curricula for all age levels including Preschool, Elementary and Upper Elementary curriculum for both Kids ID and Kids LIFE this fall. Feedback from teachers and kids has been very positive and we are seeing kids committing memory verses to heart, kids getting a strong understanding of the biblical narrative and we are seeing consistent attendance for both Sundays and Wednesdays. Our average attendance is 15+ kids on Sundays and 20+ kids on Wednesdays.

We ended 2023 with our annual Christmas Program where 33 kids did an outstanding job Shining Jesus' Light, and we had 17 kids and 8 adults share the joy of Christmas caroling at Birchwood Highlands Apartment Complex.

Youth Education- Subcommittee Report

This year saw big changes in our youth ministry! Jim Gates took over leading our youth programming in January. We had lots to celebrate in 2023. We welcomed 6 confirmands in April and started a new class of 6 students in September. We saw exciting changes with our Confirmation program, including their first weekend retreat since covid, and serving meals with their mentors at Bridge Street Mission. Our 9am ID classes for middle school and high school began a new curriculum this fall, and we've seen an average of 12 youth across those two classes on Sunday morning. Our Wednesday night programming also had major format changes this fall, and we've since seen an average of 25 students each Wednesday night, with great attendance growth especially with our 6-8th graders. In the summer, we hired Abi Fraaza as our Summer Youth Intern. She was a great blessing to our students and allowed us to do extra programming while our youth were out of school. Last but certainly not least, we took two week-long summer trips to youth conferences - Quest for our High Schoolers and The Great Escape for our middle schoolers. We continue to build on our spiritual road map and have more exciting things planned for 2024! A huge thank you goes out to all our ID, Confirmation, and Wednesday night youth leaders and teachers - we couldn't do this without you!

Adult Education

We have five pillars of adult education programs - Adult ID at 9am on Sundays, Adult LIFE at 6pm on Wednesdays, Men's and Women's Bible Studies on Tuesdays, Small Groups that meet throughout the week, and our Bible App reading plans. Our Adult ID class has covered many topics this year, most recently completing a series on the Book of Acts. Our Tuesday Bible Studies finished the Gospel of John in the Spring and are currently studying Isaiah. Our Bible App reading plans took us through the New Testament in 2023, along with some topical series for November and December. We have three small groups that meet regularly at church or in homes - a couples' group, a women's group, and a retired singles group. Our biggest change this year was with Adult LIFE, as Jim stepped away to lead our youth on Wednesdays. We had several excellent classes taught by church members this Spring and Fall, and a huge "thank you" goes to those LIFE teachers, our ID teachers, and all our small group leaders! We had 75 adults regularly involved in our in-person classes and groups, and over 60 who participated in our Bible reading plans!

Respectfully submitted,
Susan Thompson
Chairperson

Administration Committee 2023 Annual Report

The Administration Committee meets monthly during the year to facilitate the finance, budget, personnel and building & grounds functions of the church.

Membership consists of at least three elders, the church treasurer, the Pastor and at least three members of the congregation.

Current members as of December 31, 2023 are Julie Trebus (E) (Chair), Scott Doescher (Treasurer), Jeff Gramling, Sheldon Rouse (E), Pam Higgins, Dave Farrar, Mike Mathies, Paul Schwantes, John Gritzmacher, Jeff Marcel and Pastor Jim Gates.

2023 Budget Closeout: The books are typically closed out at the end of February. The preliminary December 31, 2023 treasurer's report is attached.

During the past year, the committee's accomplishments/highlights are as follows:

- Replaced the roof with majority of the cost covered by a donation
- Replaced the food pantry doors and repaired the walkway for safety purposes
- Replaced concrete at the entrance of Fellowship Hall
- Scott Doescher started as our new treasurer
- Hired an office manager, an assistant to senior pastor and an accountant
- Started a message board
- Created an Amazon account for office supplies to reduce costs
- Installed an outdoor lockbox for the fire department
- Multiple building and grounds repairs including repaired concentric vents, repaired holes in the parking lot, installed gutters and downspouts and clearing storm basis area
- Approved the use of the church for multiple groups

Respectfully Submitted - *Julie Trebus, Chairperson*

2023 Church Statistical Report

Church	Covenant Community	PIN	11012
Presbytery	Winnebago		
Address	1806 Weston Ave, Schofield, WI 54476-4934		
Phone	715-359-6467	Fax	
Email	ccpc@covenantcommunitypc.org		
Web Site	covenantcommunitypc.org		



Membership

Prior Active Members	572	Adjusted membership	572
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Gains		Losses	
Certificate	14	Certificate	2
Youth Professions	6	Deaths	7
Professions & Reaffirmations	29	Deleted for any Other Reason	56
Total Gains	49	Total Losses	65
Total Ending Active Members	556		

Baptisms

Presented by Others	6	Average Weekly Worship Attendance	332
At Confirmation	0	Friends of the Congregation	12
All Other	3	Ruling Elders on Session	12
		Do you have Deacons?	Yes

Age Distribution of Active Members

17 & Under	28
18 - 25	51
26 - 40	87
41 - 55	129
56 - 70	118
Over 70	143
Total Age Distribution	556

People with Disabilities

Hearing impairment			7
Sight impairment			1
Mobility impairment			9
Other impairment			0

Gender Distribution

Women			315
Men			241
Non-Binary			

Youth in Congregation

Age 4 and under	34	Middle School (6th – 8th grade)	65
Elementary School (K-5th grade)	77	High School (9th – 12th grade)	53
		Total Youth	229

Racial Ethnic

Asian/Pacific Islander/South Asian	4	Native American/Alaska Native/Indigenous	0
Black/African American/African	3	White	548
Middle Eastern/North African	0	Multiracial	1
Hispanic/Latino-a	0		
		Total Racial Ethnic	556

Budgeted Income	572,700
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Budgeted Expense	545,900
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Receipts

Regular Contributions	734,364	Bequests	0
Capital Building Fund	0	Other Income	2,573
Investment Income	13,945	Subsidy or Aid	0

Expenditures

Local Program	524,036	Investment Expenditures	0
Local Mission	80,484	Per Capita Apprt	21,052
Capital Expenditures	88,613	Other Mission	26,072

Monday, January 29, 2024

Covenant Community Presbyterian Church

Statement of Financial Position

As of:

	<u>12/31/2023</u>	<u>12/31/2022</u>
Assets:		
Checking Account - Incredible Bank	\$66,195	\$138,128
Money Market - Incredible Bank	0	2,502
Mission Money Market Account	15,033	0
Checking Account - Stripe	4,619	4,382
Securities - Fidelity Investments	1,086	1,022
Endowment Account - Vanguard	154,441	76,787
Petty Cash	200	200
Prepaid Expenses	16,762	789
Building & Land	<u>3,153,461</u>	<u>3,073,167</u>
Total Assets	<u><u>\$3,411,797</u></u>	<u><u>\$3,296,977</u></u>
Liabilities:		
Accounts Payable	\$16,174	\$9,295
Withholding: Medical FSA	196	1,616
Pre Paid Pledges	19,217	7,500
Memorials - Restricted	650	550
Softball Fund	0	318
Clearing account - Scrip	14,542	19,126
Clearing account - Int'l Mission Trip	3,100	0
Clearing accounts - All Other	<u>1,080</u>	<u>1,345</u>
Total Liabilities	<u>\$54,959</u>	<u>\$39,750</u>
Net Assets:		
Restricted Assets - Administrative Total	3,620	51,115
Restricted Assets - Endowment Fund	155,104	76,787
Restricted Assets - Christian Education	5,894	5,519
Restricted Assets - Mission Total	105,452	135,938
Net Value of Building & Land	3,153,461	3,073,167
Operating Fund Balance - current year	18,607	73,610
Operating Fund Balance - prior	<u>(85,300)</u>	<u>(158,909)</u>
Total Fund Balances	<u>\$3,356,838</u>	<u>\$3,257,227</u>
Total Liabilities & Net Assets	<u><u>\$3,411,797</u></u>	<u><u>\$3,296,977</u></u>

Note: These financial statements are for internal purposes only and do not include building cost depreciation

Covenant Community Presbyterian Church
Operating Fund Income & Expense Comparison

	2024 Budget	2023 Actual	2023 Budget	2022 Actual
Income				
Offerings	\$602,300	\$589,611	\$567,700	\$591,570
Christian Education	0	842	0	985
Worship & Fellowship	3,200	3,639	3,200	3,153
Other Income	1,800	2,711	1,800	2,402
Total Revenues	\$607,300	\$596,803	\$572,700	\$598,110
Expenses				
Personnel	\$423,460	\$388,722	\$395,548	\$402,637
Administrative	61,836	59,645	50,852	53,120
Christian Education	22,200	16,060	20,600	21,216
Worship & Fellowship	16,100	12,483	14,100	10,486
Property & Equipment	71,600	66,996	59,500	58,694
Other Expenses	5,300	2,232	5,300	4,495
Total Expenses	\$600,496	\$546,138	\$545,900	\$550,648
<i>Excess From Recurring Activities</i>	\$6,804	\$50,665	\$26,800	\$47,462
Non-Recurring Income (Expense)				
Operating Revenues		\$172		\$44,426 *
Roofing Project		(38,295) **		
Deacon's Donation of Scrip Profits		8,000 ***		
Deacon's Committee		(2,479)		(3,274)
Reserve Allocations		544		(15,000)
<i>Total Operating Fund Excess</i>	\$6,804	\$18,607	\$26,800	\$73,614

* Includes \$44,013 in Debt Reduction Donations

** Cost of Roof Replacement in Excess of the Amount Paid by Administrative Fund

*** Deacon's Donation of Scrip Profits to Roof Replacement Project

Note: These financial statements are for internal purposes only and do not include building cost depreciation

Covenant Community Presbyterian Church
2023 Mission Fund Activity / 2023 & 2024 Budget

	2023 Actual		
Mission Restricted Assets 12/31/2022	\$135,938		
<u>Add: Revenues</u>			
Auction	\$40,799		
Hearts of Hope	13,156		
Christmas Dinner	230		
Anti-Human Trafficking	1,550		
Starfish Haiti	5,714		
Bridge St. Mission	656		
Food Pantry	5,403		
Community Outreach	20		
Hagar House	446		
International Mission Trip	3,000		
Misc. Mission Donations	996	2023	2024
Total Revenues	\$71,970	Budget*	Budget*
<u>Less: Expenditures</u>			
Auction Expenses	\$2,570	\$4,000	\$4,000
Hearts of Hope	20,617	15,000	15,000
Festival of Trees	422	500	800
Christmas Dinner	288	500	500
Anti-Human Trafficking	7,099	4,000	4,000
Starfish Haiti	5,714	5,000	5,000
Hagar House	10,000	10,000	7,500
Bridge St. Mission	4,115	3,000	5,000
Family Mission Trip	5,645	8,000	
Food Pantry	25,551	23,400	25,000
Presbytery Support	3,500	3,500	
International Mission Trip	10,114		20,000
Discretionary	6,821	5,000	12,500
Domestic Mission Trip		8,000	8,000
Community Outreach		1,000	
Gospel GLC			7,500
Good Shepherd Shelter			2,000
Women's Community			3,000
Youth Conference Ministries			1,000
GLS Tuition Support			3,000
Total Expenditures	\$102,456	\$90,900	\$123,800
Mission Restricted Assets 12/31/2023	\$105,452		

*Expenditures Only are Budgeted for Mission

Covenant Community Presbyterian Church
2023 Administrative, Endowment, CE & Softball Fund Activity

	2023
Administrative Restricted Assets 12/31/2022 Balance	\$51,115
Add: Donations	\$1,810
Less: Expenses	
Roof Replacement	\$47,297 *
AV For Bouldin Hall	808
Computer Equipment	1,200
Total Expenses	\$49,305
 Administrative Restricted Assets 12/31/2023 Balance	 \$3,620
* 2023 Cost of Roof Replacement \$85,592 (\$47,297 in Admin Fund and \$38,295 in General Fund). Roofing Materials Purchased in 2022 at a cost of \$47,703	
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Endowment Restricted Assets 12/31/2022 Balance	\$76,787
Add: Donations	\$64,683
Interest Income	2,932
Dividend Income	802
Securities Gains	9,900
Endowment Restricted Assets 12/31/2023 Balance	\$155,104
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CE Restricted Assets 12/31/2022 Balance	\$5,519
Add: Donations	\$375
CE Restricted Assets 12/31/2023 Balance	\$5,894
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Softball Fund 12/31/2022 Balance	\$318
Add: Fundraising	\$1,209
Less: Expenses	1,527
Softball Fund 12/31/2023 Balance	\$0