

2022-2023 ANNUAL REPORT

Community Church of Boulder Junction

10445 Main Street

PO Box 14

Boulder Junction, WI 54512

Annual Meeting Agenda
Community Church of Boulder Junction
July 23, 2023 ~ 10:45 a.m.

Call to Order and Prayer

Certification of Quorum done by Elders who maintain membership list

Acceptance of Agenda ~ 1

Minutes of the Previous Annual Meeting ~2-5

Report of Constitution & Bylaws Committee

Proposed Amendments and Editing Resolution ~ 6-14

Report of the Treasurer

2022-2023 Financial Report~ 15-16

Presentation of Budget for 2023-2024 ~17-18

Report of Nominating Committee ~ 19

Election of Secretary and Treasurer and Department Members

Reports (Pastor, Department, Committee, Food Pantry)

Pastor ~ 20

Elders ~ 20

Christian Education ~ 20-21

Stewardship of Finances ~ 21

Memorials ~ 21-22

Missions ~ 22

Church Property ~ 22

Worship and Music ~ 22-23

Personnel ~ 23

Beautification ~ 23

Communications ~ 24

Fellowship ~ 24

Pastoral Relations ~ 24-25

Vision ~ 25

Food Pantry ~ 26-27

Unfinished Business

New Business

Appointment of committee to approve minutes of July 23, 2023 annual meeting.

Closing Prayer

Adjournment

COMMUNITY CHURCH OF BOULDER JUNCTION
ANNUAL MEETING Minutes
July 24, 2022 ~ ~ 11:00 a.m.

The meeting was called to order by Bill Spear, Chair, at 11:03 a.m.

Harold Eick offered an opening prayer.

Lorine Walters verified, on behalf of the Elders, a quorum was present. (47 members were present; 33 required for quorum.)

Sue Fehlandt moved to accept the agenda. Carole Rowe-Zaeske second. Approved.

Bill Spear introduced himself to those gathered and welcomed everyone to the meeting. Bill expressed his excitement about the future – the call to Pastor Nathan Keisler to come and serve, ending the fiscal year with a surplus, everyone stepping up to contribute to the health of the church by serving and helping. Bill thanked everyone for their service to the church and predicted the coming year will be a great one.

Approval of Minutes from July 25, 2021

- Bonnie Pollard moved to approve the minutes as written. Kris Roepke second. Approved.

Report of Treasurer

- Bruce Greenhill reviewed the budget vs actual report and the Balance Sheet for the year.
- **Year End Finances:** Income \$ 196,551.19 Expenses \$ 155,405.79 Net Income \$ 41,145.40
- Bruce reported the year ended with a surplus, but he reminded everyone that with no permanent pastor or CE or Youth Director, there were significant savings in expenses in salary and benefits in the last year.
- Bruce expressed his gratitude for the church family who demonstrated their support for the church with their tithes and offerings.
- Bruce reviewed the Balance sheet and reminded everyone those lines without any shading (white) reflect funds that can be spent at any time; light grey shaded lines are those funds that are temporarily restricted; dark shaded lines are those funds that are permanently restricted.
 - It is a general practice to hold six to twelve months in operating reserve and Bruce reminded the church we have almost twelve months in our reserves.

Department Reports

- Elders
 - Lorine Walters reported it has been a blessing to be a part of this church and department in the last year.
 - Jim Kassien, who has been a member of the church since 1943, expressed concerns about the fact that the original pews of the church were removed. Wendi Neupert reminded everyone that even as the church grows and changes, God is a constant and is still with us.
- Christian Education
 - Luella Doss reminded everyone that a lot has changed in the last few years (no paid CE staff, fewer young people), so the department is trying to keep things moving forward and has great hope for the future programs that can be offered.
- Stewardship of Finances
 - Wendi Neupert reported it was a blessing to be part of church and department, particularly to watch as donations continue to be given to the church. She thanked Sue Fehlandt, Dorinda Jensen, and Bruce Greenhill for their help in the last year.

- Wendi also reported the new donor management system, “Breeze”, is almost ready to use. Training will be offered to the appropriate people to allow more options for communication to various groups within the church. She reminded everyone that no confidential donor information will be accessible to most Breeze users. They will only have access to the lists of names and contact information.
- Church Property
 - Bill Spear reminded everyone of the open house next week at the parsonage.
- Worship & Music
 - Glen Wildenberg reported the department focused on being positive and looking forward. He highlighted that while we are open to new music, the survey results confirmed that we shouldn’t “mess with order of service.”
 - Glen thanked everyone who volunteered for special music and/or to act as ushers/greeters. Glen also thanked Lorine Walters for her musical skills and expressed appreciation to Kris Roepke and Mary Congdon for their willingness to act as backup to Lorine.
- Missions
 - Stephanie Miesbauer reminded everyone the Missions Department receives 15% of the “collections & tithes” line in the budget. She expressed thanks from the Missions department to church for contributing to God’s work.
- Personnel
 - Betty Clough reminded everyone to read the printed report.

Committee Reports

- Beautification – Luella thanked everyone for their contributions of flowers for services.
- Endowment – Bill reminded everyone the endowment will start paying distributions starting in January 2023.
- Fellowship – Betty thanked everyone who has signed up to serve Fellowship.
- Memorial – Harold reported it had been a good year for memorial, with no requests for funds.
- Newsletter – Wendi thanked everyone for their contributions to the newsletter. Wendi thanked everyone for letting her do the newsletter.
- Pastoral Relations – Bill reported the committee had worked diligently on creating a working document and that as new members join the committee, everyone is looking forward to working with Pastor Nathan.
- Pastoral Search – Those gathered expressed their thanks to the Pastoral Search committee with a round of applause.
- Website – Lorine reported the newsletter and website committees would be merging soon and would also take responsibility for maintaining the church’s Facebook page. She reminded everyone a new Facebook page is being created and everyone will be alerted when it is time to transition to the new page.
- Constitution & Bylaws – Ellie Orbison shared explanations of why the ten amendments were being proposed. (Please refer to the 2021-2022 Annual Report document for details of the amendments.) There was a request to discuss and vote on Amendments 1, 2, and 3 separately and that was honored.
 - Amendments 1 – motion to approve by Ellie Orbison. Second Sue Fehlandt.
 - # voting 36, # pro 28, # con 8; motion was favorable
 - There was discussion about whether the pastor should have a vote on the Pastoral Relations committee if that committee would be responsible for conducting his evaluations. It was reported the Pastoral Relations committee was still working on the evaluation details and appropriate amendments may be brought forward in 2023 to address this concern.
 - Amendments 2 – motion to approve by Ellie Orbison. Second Sue Fehlandt.
 - # voting 38, # pro 38, # con 0; motion was favorable
 - Amendments 3 – motion to approve by Ellie Orbison. Second Sue Fehlandt.
 - # voting 37, # pro 35, # con 2; motion was favorable
 - There was discussion about whether employees of the church who act in an ex-officio role should have a vote in the departments they serve. It was stressed that the employees still have a voice in the department, and we must trust their voices will be heard in department discussions.
 - Amendments 4 & 5 – motion to approve by Bruce Wilsie. Second Sue Fehlandt.

- # voting 39, # pro 39, # con 0; motion was favorable
- Amendments 6 & 7 – motion to approve by Ellie Orbison. Second Gracee Vickerstaff.
 - # voting 41, # pro 41, # con 0; motion was favorable
- Amendments 8 & 9 – motion to approve by Ellie Orbison. Second Carole Rowe-Zaeske.
 - # voting 41, # pro 41, # con 0; motion was favorable
- Amendment 10 – motion to approve by Ellie Orbison. Second Don Pollard.
 - # voting 44, # pro 44, # con 0; motion was favorable
 - Concerns were expressed about inconsistencies in Amendment 10 regarding the use of the word “church” versus spelling out Community Church of Boulder Junction. Because these inconsistencies exist throughout the Constitution and Bylaws, the Constitution and Bylaws committee made a commitment to address this by next year’s annual meeting.
- Editing resolution – motion to approve by Ellie Orbison. Second Wendi Neupert.
 - # voting 46, # pro 46, # con 0; motion was favorable

Presentation of Budget for 2022-2023

- Bruce Greenhill pointed out the key items of the proposed budget (refer to pages 34 & 35 in Annual Report 2021-2022 document):
 - Line 401 (Collections – General): The budget projects a 25% increase in collections and tithes. While this appears aggressive, the budgeted amount is less than the pre-covid three-year average of collections.
 - Funds will be distributed from the endowment starting in January. The distribution will show up in the budget NOT as projected income, but as “Funds Released from Endowment.”
 - All salaries for church employees are listed in the interest of full transparency.
 - Line 509 (CE/Youth Director Salary) - There is still a budget for the hiring of a CE Director as we didn’t want to make it harder for Nathan to move his ideas forward due to a lack of funding.
 - Employee benefits are up due to hiring a new pastor.
 - Line 519 (Pastoral search expenses) – Rather than create a new expense line for the cost of moving Nathan & family, the one-time moving expenses are shown in this line.
 - While the Stewardship of Finances Department does not like to present a deficit budget, they feel this is a realistic budget.
 - Wendi Neupert moved to accept budget as presented. Harold Eick second. Approved.

Report of Nominating Committee

- Stephanie Miesbauer read the nominations as listed on the ballot (refer to page 36 of Annual Report 2021-2022) with the additions of Brent Priegel and Peggi Dry as nominees for the Department of Stewardship of Finances.
- Lorine Walters moved nominations be closed. Don Pollard second. Approved.
- Stephanie Miesbauer moved the nominations as listed and corrected be approved and a unanimous vote be cast. Betty Clough second. Approved.

There was no unfinished business.

New Business

- Lorine Walters moved that the Council Chair appoint a committee of three members to review and approve the Annual Meeting minutes. Ellie Orbison second. Approved.
- Members were reminded that the minutes will still be printed in the Annual Report of the church for 2022/2023 and that corrections to the minutes can be brought forward at next year’s annual meeting if necessary.

Harold Eick offered a closing prayer.

The meeting adjourned at 12:27 p.m.

Respectfully submitted, Ellie Orbison, Corporate Secretary

Members present: Penny Samuelson, Lee Ann Ondracek, Deb Halvorsen, Bill Spear, Dick Govier, Darrell Clough, Betty Clough, Claudia Russell, Dick Russell, Kris Kassien, Bonnie Spear, Bruce Wilsie, Jody Wilsie, Kris Roepke, Bonnie Pollard, Don Pollard, Nancy Naylor, Jim Naylor, Joanne Eick, Harold Eick, Luella Doss, Stephanie Miesbauer, Mary Anderson, Dennis Westphal, Gracee Vickerstaff, Allyson Duwe, Joyce Marquardt, Susan Govier, Jim Kassien, Nancy Kassien, Glen Wildenberg, Steve Sheriff, Nancy Sheriff, Carole Rowe-Zaeske, Mindy Wolf Poisson, Dorinda Jensen, Susan Fehlandt, Lorine Walters, Bruce Greenhill, Lois Jung, Duane Marquardt, Peggi Dry, Wendi Neupert, Shelby Tallroth, Krista Mauer, Anne Derber, Ellie Orbison

Non-Members present: Dennis Aukstik (Food Pantry governing board)

Approved August 8, 2022

Proposed Amendments to the Community Church of Boulder Junction Constitution and Bylaws

UNDERLINED PRINT = INSERT OR ADD /// ~~LINE THROUGH WORDS~~ = STRIKE OUT OR DELETE

1. (page 8) Amend Bylaws Article III, Section 1, subsection D.1 – Church Treasurer		
Current Wording	Proposed Amendment	If adopted, it will read
1. The duties of the Church Treasurer shall be to receive all church funds, to deposit them in any bank as designated by the Church Council, to disburse said funds as directed by the Council, and to keep a true and correct record of all receipts and disbursements of this church. The Treasurer shall present a written report of the receipts and expenditures to each regular meeting of the Council and to each congregational business meeting.	1. The duties of the Church Treasurer shall be to <u>oversee the receipt and deposit of</u> receive all church funds, to deposit them in any bank as designated by the Church Council, to direct the disbursement of said funds as directed by the Council, and to ensure keep a true and correct record of all receipts and disbursements of this church is maintained. The Treasurer shall present a written report of the receipts and expenditures to each regular meeting of the Council and to each congregational business meeting.	1. The duties of the Church Treasurer shall be to oversee the receipt and deposit of all church funds, to direct the disbursement of said funds as directed by the Council, and to ensure a true and correct record of all receipts and disbursements of this church is maintained. The Treasurer shall present a written report of the receipts and expenditures to each regular meeting of the Council and to each congregational business meeting.

EXPLANATION: In an effort to remove the ongoing conflict of interest for a paid employee to be an officer of the Church Council, Personnel recently changed the job title of what had formerly been known as “Treasurer” to Finance Manager. (There are no changes in the responsibilities the current Finance Manager performs for the church.) This amendment is to ensure the newly elected (and future) Treasurer will have clear responsibility to oversee the work of the Finance Manager in conjunction with the Department of Stewardship of Finances.

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THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED SEPARATELY.

Each will be discussed separately but voted upon as one.

2. (page 8) Amend Bylaws Article III, Section 1, subsection D.3

Current Wording	Proposed Amendment	If adopted, it will read
3. The Council shall appoint an Assistant Treasurer who shall assist the Treasurer and perform such duties as shall be assigned by the Treasurer and the Church Council.	3. The Council shall appoint an Assistant Treasurer who shall assist the Treasurer and perform such duties as shall be assigned by the Treasurer and the Church Council.	

EXPLANATION: There is no longer a need to appoint an Assistant Treasurer for the church. The Finance Manager can call upon the Church Treasurer and/or Office Manager for support as needed.

3. (page 9) Amend Bylaws Article III, Section 2.A.3. Department of Stewardship of Finances

Current Wording	Proposed Amendment	If adopted, it will read
The Department of the Stewardship of Finances, three or more in number, will be responsible for all financial matters, including education in the stewardship of finances. The Church Treasurer will be an ex-officio member, without vote, of this department.	The Department of the Stewardship of Finances, three or more in number, will be responsible for all financial matters, including education in the stewardship of finances. <u>The Church Treasurer will be a member of the department.</u> The Finance Manager Church Treasurer will be an ex-officio member, without vote, of this department.	The Department of the Stewardship of Finances, three or more in number, will be responsible for all financial matters, including education in the stewardship of finances. The Church Treasurer will be a member of the department. The Finance Manager will be an ex-officio member, without vote, of this department.

EXPLANATION: Would make the Church Treasurer a member of the Department of Stewardship of Finances. Would update the wording to reflect the new title of Finance Manager and Finance Manager's role as an ex-officio member of the department.

4. (page 11) Amend **Bylaws Article III, Section 4. Committees**

Current Wording	Proposed Amendment	If adopted, it will read
<p>A. Nominating</p> <p>The Nominating Committee shall consist of three or more members, nominated by the chair at the second Council meeting after the Annual meeting, and appointed by the Council, to serve one year. It shall be their duty to arrange candidates, who are agreeable and capable of serving, be available for the annual election or other vacancy. They shall prepare a ballot for the annual meeting of the congregation listing at least one qualified candidate for each office to be filled, clearly indicating number of years remaining when filling unexpired terms.</p>	<p>A. Nominating</p> <p>The Nominating Committee shall consist of three or more members, nominated by the chair at the second Council meeting after the Annual meeting, and appointed by the Council, to serve one year. It shall be their duty to arrange candidates, who are agreeable and capable of serving, be available for the annual election or other vacancy. They shall prepare a ballot for the annual meeting of the congregation listing at least one qualified candidate for each office to be filled, clearly indicating number of years remaining when filling unexpired terms.</p>	<p>A. Nominating</p> <p>The Nominating Committee shall consist of three or more members, nominated by the chair at the second Council meeting after the Annual meeting, and appointed by the Council, to serve one year. It shall be their duty to arrange candidates, who are agreeable and capable of serving, be available for the annual election or other vacancy. They shall prepare a ballot for the annual meeting of the congregation listing at least one qualified candidate for each office to be filled, clearly indicating number of years remaining when filling unexpired terms.</p>
<p>B. Pastoral Relations</p> <p>The Pastoral Relations Committee shall consist of the Pastor, a member of the Department of Elders, the Council Chair, and three or more members at large, nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council, and shall promote effective working relations between the Pastor and the church. This committee shall meet as needed.</p>	<p>B. Pastoral Relations</p> <p>The Pastoral Relations Committee shall consist of the Pastor, a member of the Department of Elders, the Council Chair, and three or more members at large, nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council, and shall promote effective working relations between the Pastor and the church. This committee shall meet as needed.</p>	<p>B. Pastoral Relations</p> <p>The Pastoral Relations Committee shall consist of the Pastor, a member of the Department of Elders, the Council Chair, and three or more members at large, nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council, and shall promote effective working relations between the Pastor and the church. This committee shall meet as needed.</p>
<p>C. Fellowship</p>	<p>C. Fellowship</p>	<p>C. Fellowship</p>

<p>The Fellowship Committee shall consist of three or more members nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council to serve one year. It shall be their duty to encourage growth in fellowship by initiating, planning, and arranging social events.</p> <p>D. Committees within the church may be developed as needed provided the purpose of such is consistent with church's overall purpose and standards and is approved by the Council.</p>	<p>The Fellowship Committee shall consist of three or more members nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council to serve one year. It shall be their duty to encourage growth in fellowship by initiating, planning, and arranging social events.</p> <p>D. <u>Constitution & Bylaws</u> The <u>Constitution & Bylaws Committee</u> shall consist of <u>three or more members nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council to serve one year. It shall be their duty to receive, review, and recommend proposed amendments to the Constitution and the Bylaws of the church.</u></p> <p>E. <u>Communications</u> The <u>Communications Committee</u> shall consist of at least two members. It shall be their duty to ensure strong communications to church members and friends through newsletters, social media, website, and other methods appropriate for the church.</p> <p>F. <u>Pastoral Search (as needed)</u> Upon the position of pastor becoming vacant, the <u>Council Chair</u> shall nominate church members to serve on the <u>Pastoral Search Committee</u>. The <u>Pastoral Search Committee</u> shall consist of five or more members.</p>	<p>The Fellowship Committee shall consist of three or more members nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council to serve one year. It shall be their duty to encourage growth in fellowship by initiating, planning, and arranging social events.</p> <p>D. <u>Constitution & Bylaws</u> The <u>Constitution & Bylaws Committee</u> shall consist of three or more members nominated by the Chair at the second Council meeting after the Annual Meeting and appointed by the Council to serve one year. It shall be their duty to receive, review, and recommend proposed amendments to the Constitution and the Bylaws of the church.</p> <p>E. <u>Communications</u> The <u>Communications Committee</u> shall consist of at least two members. It shall be their duty to ensure strong communications to church members and friends through newsletters, social media, website, and other methods appropriate for the church.</p> <p>F. <u>Pastoral Search (as needed)</u> Upon the position of pastor becoming vacant, the <u>Council Chair</u> shall nominate church members to serve on the <u>Pastoral Search Committee</u>. The <u>Pastoral Search Committee</u> shall consist of five or more members.</p>
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	G. Committees within the church may be developed as needed provided the purpose of such is consistent with church's overall purpose and standards and is approved by the Council.	G. Committees within the church may be developed as needed provided the purpose of such is consistent with church's overall purpose and standards and is approved by the Council.
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EXPLANATION: Would add the Constitution & Bylaws, Pastoral Search (as needed), and Communications Committees to the list of standing committees for the church (changing the number of standing committees from three to six). All members of committees are appointed per Bylaws Article III, Section 3 Council Duties, subsection F (no change to existing practice).

5. (page 1) Amend **Constitution** Article I – Name of Organization

Current Wording	Proposed Amendment	If adopted, it will read
The name of this church shall be Community Church of Boulder Junction, a corporation organized under Chapter 187 of the laws of the State of Wisconsin. The church shall be non-denominational.	The name of this church shall be Community Church of Boulder Junction, <u>hereinafter referred to as the church or CCBJ.</u> The church is a corporation organized under Chapter 187 of the laws of the State of Wisconsin. The church shall be non-denominational.	The name of this church shall be Community Church of Boulder Junction, <u>hereinafter referred to as the church or CCBJ.</u> The church is a corporation organized under Chapter 187 of the laws of the State of Wisconsin. The church shall be non-denominational.

EXPLANATION: Would add a reference to clarify how the rest of the document refers to Community Church of Boulder Junction.

6. (page 4) Amend **Bylaws** Article I – Membership

(Because of the majority of the wording has changed, we ask you to consider the current wording to the "If adopted, it will read" language.)

Current Wording	If adopted, it will read
The constitution of the Community Church of Boulder Junction states in Article IV, Membership: "Membership in this church shall be granted upon application to anyone having faith in Jesus Christ as their personal Savior, having been baptized according to the Bible, and having resolved to live a life consistent with that faith."	Section 1. Becoming a Member A. All those who desire to join the church will participate in discussion about becoming a member with the Pastor and/or the Elders prior to their welcome at a church service. B. Membership process will continue through one of the following: 1. Confession of Faith before the Pastor and/or the Elders 2. Transferring from another church 3. Upon completion of confirmation/youth discipleship program C. New members will be welcomed into the church family during a communion service. D. After a member has been welcomed into the church, the Pastor and/or one or two Elders will meet with the new member as a first meeting of care and relationship.
Section 1. Application A. Application for membership in this church shall be made to the Pastor or to a member of the Department of Elders. 1. Application for membership may be made by one of the following: a. Confession of faith: Such applicant shall be instructed in the meaning of membership by the Pastor. They shall then appear before the Pastor and/or Elders when their application is presented, to testify concerning their faith and life in Jesus Christ.	

<p>b. Letter of Transfer: Such applicant shall be oriented to the work of the church by the Pastor or Elders.</p> <p>c. Upon completion of confirmation: Confirmands shall be invited to become members on confession of faith.</p> <p>2. Action on application shall be taken by the Department of Elders in the absence of the applicant. New members shall be welcomed at the first communion service thereafter.</p> <p>Section 2. Conduct</p> <p>All members should regard it a privilege and a sacred duty to use their gift, both spiritual and material, for the furtherance of the work of this church and God's kingdom. All members should pledge themselves to the Christian spirit and conduct for which the apostle Paul pleaded in Romans 12:</p> <p>"I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to the world, but be transformed by renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect." (New Revised Standard Version)</p> <p>Section 3. Active Membership</p> <p>A. "For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually, we are members of one another. We have gifts that differ according to the grace given us, prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness." Romans 12 (New Revised Standard Version)</p> <p>B. Active membership constitutes the sharing of one's gifts and talents to further the good news of the Gospel of Jesus Christ. Active members shall celebrate in worship, participate in the sacraments, and support the ministries of the Community Church.</p>	<p>Section 2. Active Membership</p> <p>Being a member of CCBJ means being a part of a community made up of individuals with different personalities, strengths, gifts, and points of view. As individuals we accept we are part of a greater body of believers, committed first and foremost to loving each other with genuine affection, honoring one another and holding tightly to what is good (Romans 12:4-10).</p> <p>These other attributes listed below describe those who are committed and willing to be members of this church:</p> <p>A. A willingness to share one's gifts and talents to further the health and life of the community and further the good news of Jesus Christ. A member participates in the function of the church either through serving on a team, program, or simply through voice and vote.</p> <p>B. A commitment to personal growth, learning and maturing in character.</p> <p>C. Active members participate in the Christian practices of worship, fellowship, communion, prayer, and other practices of the Christian faith.</p> <p>D. Active members are committed to cultivating a healthy environment of diversity, embracing people from all walks of life and backgrounds, and celebrating a culture of unity amidst the diversity which empowers us to grow, collaborate, connect, and belong.</p> <p>E. Membership with another church will not preclude membership in CCBJ.</p> <p>Section 3. Discontinuing Membership</p> <p>A member may discontinue their membership in CCBJ, either through voluntary or involuntary circumstances. A member may communicate verbally or in writing to the Pastor or an Elder their intention to withdraw from the CCBJ community for any of the following reasons:</p> <p>A. Transferring of membership and involvement to another church</p>
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<p>C. Active membership participates fully in the direction of church policy and program by voice and vote.</p>	
<p>Section 4. Associate Membership</p> <p>Associate membership shall be extended to those who, for valid reasons, retain membership in another Christian church in another community. Associate members shall have the privilege of voice and vote at business meetings. The church and its Pastor shall serve them in their spiritual needs, and they shall have the privilege to serve on appointed or voluntary committees, and as a department member, but not as chair of a department.</p>	<p>B. Moving away from the area</p> <p>C. No longer wish to be a member, attend, or receive communication from CCBJ</p> <p>D. Death of member</p> <p>E. If after two years of communications from the Elders with no response from the member (including two final communications explaining pending removal from active status), the Elders can remove a member from active status.</p>
<p>Section 5. Inactive Membership</p> <p>A. Inactive members are those, deemed by the Department of Elders, to have willfully neglected to participate in the life and mission of the Community Church of Boulder Junction.</p> <p>B. After one year, the Department of Elders will seek out the inactive member and in the spirit of Romans 12 ask that member to once again participate in the life of the church community. If that inactive member chooses not to participate, they will remain inactive, having no voice or vote in the mission and direction of the Community Church of Boulder Junction. After five years, the inactive member shall be dropped from the rolls of the church.</p>	<p>Section 4. Termination</p> <p>There may be, on rare occasions, the need to exclude an individual from membership. This only occurs due to extreme situations and will be conducted with utmost care and consideration. This process will include the Pastor, the Council Chair, and the Elders. Dismissal of a member must be acted upon by the church with a two-thirds vote of those present and voting at a duly constituted congregational business meeting.</p>
<p>Section 6. Termination</p> <p>A. Voluntary</p> <p>1. By transfer. Letter of transfer shall be issued by the Pastor and/or the Department of Elders.</p> <p>2. By withdrawal. Any member may resign from the church roll by submitting a letter of resignation to the church office.</p>	<p>A. If a member has committed an egregious offense of character, concerned parties may address the Pastor or Elders to discuss further review of the situation.</p>
<p>B. Involuntary by Exclusion</p> <p>1. Any member known to err in doctrine or conduct shall be counseled according to the procedure outlined in Matthew 18:15-17 and Galatians 6:1. A fellow member having knowledge of such error shall in the spirit of Christian love seek to restore the brother or sister. If they do not heed this counsel, the matter shall be brought</p>	<p>B. If a member has committed a legal offense, their membership may come under review.</p>

<p>to the attention of the Elders, who shall in meekness and gentleness seek to restore them. If counsel is again not heeded, the error shall be brought before a congregational business meeting. Discipline shall then be administered in the spirit of Christ will due regard for the welfare of the individual as well as that of the church.</p> <p>2. Dismissal of a member must be acted upon by the church, which alone has the authority. A two-thirds vote of those present and voting at a duly constituted congregational business meeting is necessary for such action.</p>	
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EXPLANATION: Proposed changes include using more modern language to clarify process for becoming a member; clarifies the Elders’ responsibilities in reaching out to inactive members and reduces the waiting period from five to two years; removes Associate Member category as church has never tracked Associate Members separately; removes duplication with what is written in Constitution about membership.

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RESOLUTION

Resolved, That the Bylaws Committee be authorized to correct article and section designations, punctuation, and cross-references, and to make such other technical and conforming changes as may be necessary to reflect the intent of Community Church of Boulder Junction.

Presented to CCBJ Council June, 2023

Community Church of Boulder Jct Profit & Loss Prev Year Comparison

	Jul '22 - Jun 23	Jul '21 - Jun 22	\$ Change
Ordinary Income/Expense			
Income			
400 · Collections & Tithes	191,578.81	180,895.72	10,683.09
405 · CE/Youth/SS Income	915.00	1,945.00	-1,030.00
410 · Missions Income	3,190.24	2,899.60	290.64
415 · Memorials	1,535.00	6,315.00	-4,780.00
420 · Special Gifts	5,000.00	0.00	5,000.00
435 · WCC Income	3,543.00	2,150.00	1,393.00
450 · Interest Income	1,038.38	40.87	997.51
455 · Other Income	1,015.62	2,305.00	-1,289.38
470 · Campus Renovation Campaign	1,100.00	1,200.00	-100.00
Total Income	208,916.05	197,751.19	11,164.86
Gross Profit	208,916.05	197,751.19	11,164.86
Expense			
500 · Payroll Expenses	123,057.28	79,693.15	43,364.13
519 · Pastoral Search Expenses	9,118.37	5,563.43	3,554.94
520 · Temporary Pastor	500.00	6,850.00	-6,350.00
525 · Other Temporary Help	0.00	500.00	-500.00
526 · CPA/Audit	50.00	0.00	50.00
530 · Conferences & Continuing Ed	932.64	348.00	584.64
535 · Auto & Travel Expenses	0.00	387.20	-387.20
540 · Subscriptions & Publications	139.67	157.20	-17.53
545 · Web-Page Maintenance	0.00	133.00	-133.00
550 · Gas & Electricity	8,325.42	6,901.89	1,423.53
555 · Telephone	4,008.15	2,277.53	1,730.62
560 · Office Supplies	3,519.40	2,067.78	1,451.62
565 · Computer & Office Equipment	7,074.48	3,944.81	3,129.67
570 · Properties	8,235.69	5,899.30	2,336.39
575 · Tools & Maint Equipment	92.94	0.00	92.94
576 · Capital Expenditures	15,604.62	0.00	15,604.62
580 · Insurance	4,887.00	5,629.50	-742.50
590 · Interest Expense	25.76	60.64	-34.88
595 · Bank Service Charges	193.15	469.75	-276.60
600 · Elders	153.12	299.46	-146.34
605 · CE/Youth/SS	1,879.40	900.00	979.40
610 · Missions	28,250.00	29,495.59	-1,245.59
615 · Worship & Music	4,423.70	1,168.18	3,255.52
630 · Banners	0.00	58.77	-58.77
635 · WCC Expenses	295.52	0.00	295.52
640 · Fellowship	751.79	768.42	-16.63
645 · Miscellaneous Expenses	150.00	42.83	107.17
650 · Outreach/Evangelism	70.59	0.00	70.59
655 · Transfers/Non-Budget activity	0.00	1,789.36	-1,789.36
Total Expense	221,738.69	155,405.79	66,332.90
Net Ordinary Income	-12,822.64	42,345.40	-55,168.04
Net Income	-12,822.64	42,345.40	-55,168.04

Community Church of Boulder Jet
Change in Assets Between 6/30/2022 and 6/30/2023

	Jun 30, 23	Jun 30, 22	\$ Change	% Change
100 · Checking	46,919.00	41,931.00	4,988.00	11.90%
110 · Potty Cash	50.00	50.00	0.00	0.00%
120 · Savings-Reserve & Designated				
121 · General Fund	152,849.00	162,714.00	-9,865.00	-6.06%
122 · Missions Funds				
124 · Adult Service Trip	205.00	205.00	0.00	0.00
125 · Missions - Undesignated	5,119.00	4,519.00	600.00	0.13
126 · Missions - Scholarships	400.00	400.00	0.00	0.00
127 · Missions - OCC	984.00	1,139.00	-155.00	-13.61%
Total 122 · Missions Funds	6,708.00	6,263.00	445.00	7.11%
130 · CE/Youth/SS				
131 · Activities	12,197.00	12,087.00	110.00	0.91%
132 · Campership Fund	2,585.00	3,085.00	-500.00	-16.21%
133 · Youth Service Trip	2,568.00	2,568.00	0.00	0.00%
Total 130 · CE/Youth/SS	17,350.00	17,740.00	-390.00	-2.20%
135 · WCC Fund	11,044.00	9,717.00	1,327.00	13.66%
136 · Building Fund	8,757.00	5,952.00	2,805.00	47.13%
137 · Campus Renovation Fund	4,756.00	3,756.00	1,000.00	26.62%
138 · Sound System	12,600.00	7,600.00	5,000.00	65.79%
139 · Bible Fund	1,562.00	1,562.00	0.00	0.00%
140 · Memorials Fund				
142 · Music	943.00	853.00	90.00	10.55%
143 · Memorials - Undesignated	15,983.00	15,858.00	125.00	0.79%
Total 140 · Memorials Fund	16,926.00	16,711.00	215.00	1.29%
148 · Sabatrical Fund	7,800.00	7,800.00	0.00	0.00%
Total 120 · Savings-Reserve & Designated	240,352.00	239,815.00	537.00	0.22%
160 · PayPal	0.00	2,835.00	-2,835.00	-100.00%
Total Checking/Savings	287,321.00	284,631.00	2,690.00	0.95%
Operating / Reserve Funds	199,818.00	207,530.00	-7,712.00	-3.72%
Temporarily Restricted Funds	87,503.00	77,101.00	1,270.00	1.65%
TOTAL CASH ASSETS	287,321.00	284,631.00	2,690.00	0.95%
165 · Endowment Fnd	133,903.00	126,479.00	7,424.00	5.87%
LIABILITIES				
215 · VisaCard	11,063.00	866.00	10,197.00	1177.48%
220 · Payroll Liabilities	754.00	566.00	188.00	33.22%
Total Year-End Liabilities	11,817.00	1,432.00	10,385.00	725.21%
TOTAL YEAR-END CASH & LIABILITIES	409,407.00	409,678.00	-7,695.00	-1.88%

Unrestricted - Current Operations & Operating Reserves

Temporarily Restricted - Can only be spent as designated

Permanently Restricted - Can only be released by resolution of Council

Community Church of Boulder Junction
Proposed 2023-24 Operating Budget

	Actual Jul '20-Jun '21	Actual Jul '21-Jun '22	Actual Jul'22-Jun'23	Budget 2022-23	Proposed 2023-24 Budget	Notes
Operations Income						
400 · Collections & Tithes						
401 · Collections ~ General	135,476.28	155,895.72	168,229.00	196,000.00	173,000.00	1
402 · Collections ~ Designated	30,125.00	25,000.00	23,350.00	15,000.00	20,000.00	2
Total 400 · Collections & Tithes	165,601.28	180,895.72	191,579.00	211,000.00	193,000.00	
405 · CE/Youth/SS Income	1,959.56	1,945.00	915.00	700.00	1,000.00	3
425 · Rental Income	92.00	0.00	0.00	0.00	0.00	4
435 · WCC Income	4,128.52	2,150.00	3,543.00	5,000.00	2,500.00	5
450 · Interest Income	-1.85	40.87	1,038.00	50.00	500.00	6
455 · Other Income	20.21	2,305.00	1,016.00	6,000.00	1,000.00	7
Total Operations Income	171,799.72	187,336.59	198,091.00	222,750.00	198,000.00	8
			Plus Funds Released from Endowment		5,000.00	9
					203,000.00	
Non Operations Income						
410 · Missions Income	679.44	2,899.60	3,190.00	0.00	0.00	10
415 · Memorials	1,305.00	6,315.00	1,535.00	0.00	0.00	11
420 · Special Gifts	1,500.00	0.00	5,000.00	1,000.00	0.00	12
470 · Campus Renovation Campaign	1,200.00	1,200.00	1,100.00			13
All Income			208,916.00			
Operations Expense						
500 · Payroll Expenses						
505 · Wages						
Total 505 · Wages	62,405.43	73,990.85	86,307.00	109,350.00	99,422.00	14
515 · Payroll Taxes	3,539.19	5,660.30	6,606.00	4,250.00	3,000.00	15
516 · Employee Benefits	13,532.15	0.00	30,091.00	33,275.00	35,000.00	16
517 · Payroll Processing Fees	28.00	42.00	54.00	75.00	75.00	17
Total 500 · Payroll Expenses	79,504.77	79,693.15	123,058.00	146,950.00	137,497.00	18
519 · Pastoral Search Expenses	0.00	5,563.43	9,118.00	9,000.00	0.00	19
520 · Temporary Pastor	49,850.00	6,850.00	500.00	750.00	1,000.00	20
525 · Other Temporary Help	503.95	500.00	0.00	500.00	500.00	21
526 · CPA/Audit	0.00	0.00	50.00	250.00	250.00	22
530 · Conferences & Continuing Ed	0.00	348.00	933.00	500.00	500.00	23
535 · Auto & Travel Expenses	0.00	387.20	0.00	1,000.00	1,000.00	24
540 · Subscriptions & Publications	109.00	157.20	140.00	200.00	200.00	25
545 · Web-Page Maintenance	208.00	133.00	0.00	150.00	175.00	26
550 · Gas & Electricity	7,011.94	6,901.89	8,325.00	8,500.00	8,500.00	27
555 · Telephone & Hi-Speed I/net	2,229.57	2,277.53	4,008.00	2,200.00	3,000.00	28
560 · Office Supplies	2,486.41	2,067.78	3,519.00	2,000.00	2,100.00	29
565 · Computer & Office Equipment	5,490.27	3,944.81	7,074.00	4,000.00	7,000.00	30
570 · Properties						
571 · Properties - Supplies	785.64	1,664.36	1,928.00	1,500.00	1,900.00	31
572 · Properties - Services	2,879.68	4,234.94	6,307.00	4,500.00	5,000.00	32
Total 570 · Properties	3,665.32	5,899.30	8,235.00	6,000.00	6,900.00	
575 · Tools & Maint Equipment	143.99	0.00	93.00	250.00	250.00	
580 · Insurance	5,916.50	5,629.50	4,887.00	5,600.00	4,300.00	33
590 · Interest Expense	37.16	60.64	26.00	50.00	50.00	
595 · Bank Service Charges	248.60	469.75	193.00	350.00	250.00	34
600 · Elders	85.55	299.46	153.00	200.00	200.00	35
605 · CE/Youth/SS	1,182.39	900.00	1,879.00	2,000.00	1,000.00	36
610 · Missions	30,000.00	29,495.59	24,000.00	27,135.00	25,250.00	37
615 · Music & Worship	1,044.10	1,168.18	2,075.00	3,100.00	2,000.00	38
620 · Library	0.00	0.00	0.00	50.00	50.00	
625 · Beautification	57.58	0.00	0.00	150.00	150.00	39
630 · Banners	0.00	58.77	0.00	100.00	100.00	
635 · WCC Expenses	53.54	0.00	296.00	550.00	350.00	40
640 · Fellowship	163.56	768.42	752.00	900.00	900.00	41
645 · Miscellaneous Expenses	815.81	42.83	150.00	0.00	0.00	
650 · Outreach/Evangelism	712.60	0.00	71.00	1,000.00	1,000.00	42
655 · Transfers/Non-Budget activity	14,391.69	1,789.36	0.00	0.00	0.00	
Total Operating Expense	205,912.30	155,405.79	199,535	223,435.00	204,472.00	
Operating Surpluss/Deficit	-34,112.58	31,930.80	-1,444.00	-685.00	-1,472.00	43
Capital Expenditures						
576 · Capital Expenditures	4,145.00	0.00	-15,605.00	-4,700.00		44
			-17,049.00	-5,385.00		

Operating Budget for adoption by Annual Membership meeting

Capital Budget to be determined by new Properties & Stewardship Departments

Community Church of Boulder Junction
Proposed 2023-24 Operating Budget

Notes

- 1 Slight increase over previous year actual - new members etc
- 2 Previous years' actual include extraordinary \$10K + \$15k gifts to fall appeal.
- 3 Fewer youth participating, but anticipate some support for youth activities from Church family
- 4 Currently no rentals anticipated post-Covid19
- 5 Limited Strawberry Social in July 23. Includes *Junque-for-Jesus* sale income
- 6 Includes interest on reserve fund money market account.
- 7 Mostly Food Pantry and other contributions to shared expenses.
- 8 Reduced 11.1% from previous budget
- 9 NOT income - Balance Sheet adjustment only
- 10 Congregant gifts directed to a specific mission - does NOT contribute to operations
- 11 Memorials income does not support operations
- 12 \$5k in 2023 for sound system. Specific Purpose - does not support operations
- 13 Capital Campaign receipts do not support operations
- 14 Decrease of 9.1 % from last year's budgetted payroll due mostly to \$0 for CE & Choir director.
- 15 7.65% of all salaries except pastor
- 16 Include retirement fund + family med/Rx/dent/dis/life insurance. 10 months only last year
- 17 Depends on number of employees being paid via direct deposit
- 18 Reduction of 6.4 % from previous year budget - \$0 for CE/Youth or Music Director
- 19 Previous year was moving expenses for Pastor Nathan. \$0 this year
- 20 4 x pulpit supply at \$250
- 21 Temporary office staff to cover vacations. Could reduce to \$0 if volunteers.
- 22 CPA consultation only. Audit every other/3rd year? If review add \$1,000. If audit add \$3,500
- 23 Pastoral conference and some funds available for other staff training.
- 24 Pastor's travel. IRS mileage reimburse rate 2023 = 65.0c/mile. May change in 2024.
- 25 Daily Bread; Upper Room - devotional guides offset by cash income
- 26 Annual web-hosting fee = \$135 + some website updates.
- 27 Annex = minimal heating cost but parsonage occupied by 6 ppl
- 28 High-speed internet & phone @ church & parsonage + contribution to pastor's cellphone
- 29 Consumables - mainly paper plus other stationery supplies and postage
- 30 Incl copier lease & maint; QB payroll subscription, one new computer, Breeze & Zoom fees
- 31 Janitorial supplies + misc hardware for odd jobs and repairs.
- 32 Plowing ; HVAC maintenance; Security and other monitoring; Pest control etc
- 33 ChurchPak (PubLiab; ODEO; Property - reduced to annex shutdown) + WorkComp
- 34 Mostly processing fees for online donations
- 35 More people at communion but not using expensive pre-packaged communion supplies
- 36 Reduced participation. Unknown when/if return to "usual" activities
- 37 15% of previous year's actual collections.
- 38 Sheet music; Licensing; Piano tuning; Ashes; Palms; Pew Pads etc
- 39 Often offset by congregant donations
- 40 Mostly StrawbSoc expenses so slight increase over previous actual
- 41 Supplies increased - resumption of coffee hour & larger weekly attendance
- 42 Community Thanksgiving, "Music on the Lawn" & related advertising expenses
- 43 **\$1,472 anticipated 2023-24 Operating Deficit**
- 44 2022-23 included - Parsonage Flooring; Fellowship Hall Furnace; Sound Equipment - From Capital Reserve
- 45 2023-24 Capital Exp TBD - will include Parking Lot; Marquee - from Building Fund and Capital Reserve

Community Church of Boulder Junction
Ballot
July 2023

Secretary

Ellie Orbison 2024

Treasurer

Bill Spear 2024

Department of Elders

Jim Stober 2028
Dick Govier 2028
Duane Marquardt 2028
Lee Anne Ondracek 2028
Lynn Leigh 2028

Department of Worship & Music

Susie Govier 2026
Sue Altschwager 2026

Department of Missions

Lynn Leigh 2026
Diana Dunker 2026
Luella Doss 2026

Department of Church Property

Dick Jenks 2026
Jim Naylor 2026

Department of Personnel

Department of Christian Education

DEPARTMENT REPORTS

Pastor's Report

Not quite a Year. It has been 11 months since my family and I have joined your community. That very first weekend was already filled with a visitation, a wedding, and a sermon already! It may not be something everyone thinks about but the act of reorienting how people feel about the church itself has been a huge milestone to reach. We still have a ways to go but we have made profound progress. We are here to bear witness to a miracle, that of a church coming back from pain and heartache into once again the spring of new life. This is not necessarily a common outcome these days. Many a church has come to closure and ending. Our story is now seeing celebrations once again, new members, those who were absent coming back, attitudes of thankfulness and even excitement starting to take hold. There are always obstacles and questions to work through. There is the pain of saying goodbye to those who are now in heavenly places. but I truly believe the heart of our community is being mended and restored. At our core, we are still a group of people dedicated to following God as he leads and directs us to His will. I am thrilled to see what will happen next. Thank you all for inviting me to be a part of this journey with you. (Submitted by Nathan Keisler.)

Elders

This past year the Elders welcomed and got to know our new pastor. Pastor Nathan Keisler attends the Elders meetings and has been a welcome addition. He has begun a series of teaching and training sessions on how we can better serve our congregation. It was also the role of the Elders to make sure the pulpit was filled every week. Having a full-time pastor made this responsibility much easier.

The Elders served communion once a month and for special services. On Ash Wednesday we served a soup supper before the evening service. In conjunction with the Pastor, we planned for the receiving of 13 new members. We continue to maintain and update the membership roster.

Part of our care for those who lose a loved one is to send them a series of 4 books: Journeying Through Grief. Fifteen families were served through this ministry in this fiscal year.

The Department of Elders look forward to continuing to serve this congregation. We are open to positive suggestions as to how to do this better. (Submitted by Bonnie Pollard.)

Christian Education

During the winter, the ministry of Christian Education entered a time of Sabbath. Those who were on the Department were asked to lay down their responsibilities so as to leave time for God to work and answer prayer about what was to come next for Christian Education. There has been time for prayer and strategy. At this time now, we will be focusing on bible studies, a book club, and hosting times to connect with the adults in our area. Our goal will be to connect with men and women of all ages (hopefully some will be parents) in the community to rebuild relationships with families. July 2023 is the beginning of a commitment to connect with those adults who do not go to any church and share the love of God with them in any venue we find that allows us the opportunity to meet them. (Submitted by Pastor Nathan)

Since August 2022, Christian Education has mainly consisted of adult opportunities. Wednesday morning 10AM Bible Study continued with Dwayne Marquardt and Steve Sheriff offering shared leadership. Sometimes Steve played his guitar as special music or sometimes the group sang along. This Bible study focused on the following Sunday worship scriptural lectionary and studying the interrelationship of the scriptures. Further leadership of this Bible Study Group came from Pastor Nathan beginning in May 2023, to the present. The Sunday Bible Study group (after church/during fellowship) led by Dwayne Marquardt no longer met late in 2022 to the present, due to lack of attendance.

Dick and Susie Govier organized a Book Club around the book: *Waking the Dead* by John Eldridge. This group, of approximately eight, met on Monday evenings and shared dessert at the end of their lively discussions about reactions to the book, led by Dick and Susie.

From August through November, Diana Dunker and Luella Doss led the mission to fill boxes for “Operation Christmas Child”. An all-church fellowship kick-off for the campaign began in September. Our church sent 131 boxes to children around the world including boxes filled through the internet.

When Pastor Nathan arrived in the fall of 2023, Pastor Nathan and I met frequently to discuss and pray about programs for Christian Education for our church. Early in 2023, Pastor Nathan thought that Luella and Diana (the only two people serving in the department) and he should continue listening for God’s direction in how Christian education should progress for our church. A decision to cease the CE department as it was and begin with a new slate was considered and made, which made room for new ideas to come forth as new programs are evolving. (Submitted by Luella Doss)

Stewardship of Finances

I want to take this moment to thank the members of the Stewardship of Finances Department for their time and dedication over this past year. It is such a pleasure to work with a team committed to helping turn your gifts into God’s good work and helping to maintain the fiscal health of our church.

This year, despite an uncertain beginning, we were blessed by your generosity and willingness to commit to the growth of this church and the good works God continues to lead. Thoughtful use of the monies received allows the church to meet its financial obligations.

The goals on which the department worked this past year include:

- Utilizing our donor management system (Breeze) to the fullest; implementing and expanding options for giving through online and “text to give”; besides during regular church services. Expanded use of Breeze and it’s functionality continues.
- Created a process to ensure memorials and designated financial gifts are available for non-budgeted projects. This includes incorporating the Endowment Fund as an option for Memorial Giving and other gifts. This has resulted in the completion of projects and growth of the Endowment fund.
- Implemented a Confidentiality Agreement specific to the department, upholding the trust placed in this department. This is now incorporated in the department processes and procedures.

We continue to seek ways to create a systematic and sustainable Building Fund that plans for the future needs of the campus and all church properties in the future.

Looking back at the good works that have blessed our community, we must still be cognizant of the need to remain financially sound. We ask everyone to prayerfully review their financial giving and make adjustments as God leads you.

Your willingness to share your financial gifts in the service of others is overwhelming. Truly God has blessed our church and its mission to continue good works in His name and we look forward to the wonderful opportunities to which God leads us. Thank you for allowing us to serve you this past year. (Submitted by Wendi Neupert)

Memorials

Gifts were received **In Memory of**

- Carol Zogata
- Gordon Moen
- Joanne Eick

Note: In addition to receipts into the Memorial fund, a couple of gifts in memory of Joanne Eick were designated by the donors to go into the Endowment Fund.

Gifts were also received **In Honor of**

- Gracie “Chirp” Vickerstaff’s 90th birthday

Only one request for use of memorial funds was received by the Memorials Committee:

- \$500 was granted to upgrade the office printer/copier software.

The current (6/30/2023) balance of the Memorial Account is \$17,082. (Submitted by Harold Eick and Joyce Marquardt)

Missions

A major accomplishment within Missions was the completion for the department guideline. This department guideline will help communication among team members when they take over their new positions. It will also help facilitate assigning their responsibilities.

One big change this past year was the reassigning for some of the committees to be under the umbrella of the Mission Department outreach projects. This included Strawberry Social, Operation Christmas Child, Junque for Jesus, and scholarships for post-secondary education. Scholarships were awarded to four eligible post-secondary students. The recipients were Sarah Poisson, Lauren Gardner, Joe Beda, and Jessica McInnis.

The department's main goal this year was to write a Purpose Statement. A copy of the entire Purpose Statement is available through the church office. A brief summary of it states "**Missions Department's purpose is to carry God's love, compassion, encouragement, and hope into the lives of children, youth, and family**". Upon completion of the purpose statement our task became clear in aligning that purpose statement to the charitable entities supported by this church. In addition, we followed through with Pastor Nathan's vision to make a stronger impact on the entities supported by this church. Previously the department supported 24 charitable entities. The revised list is 11 entities supported. A significant expenditure was the purchase through World Vision of a mechanized water system tap.

Community Church Bylaws state that the Mission Department support Local, National, and Global entities. That breakdown was 33% of funds used locally, 23% of funds allocated for national entities, and 44% disbursed to global charities. However, we also put together a Narrative Budget which reflects the THREE FOCAL POINTS stated in the Purpose Statement. That breakdown was as follows:

Health Care and medical assistance (34%)

Spreading the Gospel (27%)

Child Safety and protection welfare (39%)

We are thankful to our congregation for your tithing, which is how the Community Church is able to be the hands and feet of Jesus Christ. (Submitted by Stephanie Miesbauer)

Church Property

Properties accomplishments for the past year include a new furnace for the sanctuary and a new thermostat in the fellowship hall; as well as cleaning duct work and changed furnace filters. We found and hired contractor services for snowplowing. Hired a new inside custodian and summer grounds keeper. We recently replaced the rope and pulley on the church bell and fixed faucets in the lady's restroom. We identified the flaw in the outside lighting control. We also hung the new visitor and gift envelope holders on the church pews. We assist other committees on set up for Junque for Jesus, and Christmas decorations, in addition to a organizing a fall and spring yard clean up. (Submitted by Steven Sherriff)

Worship and Music

Thank you to the members of the department; Chirp Vickerstaff, Nancy Naylor, Carole Rowe-Zaeske, Joyce Marquardt, Jamie Zogata and ex-officio members, Lorine Walters and Glen Wildenberg for their dedication to the department this year.

We rejoice with Glen Wildenberg as he left his Choir Director position to transition into full time retirement. We are so thankful for his years of dedication to the Music Ministry of CCBJ, directing the vocal and bell choir, as well as his various other contributions. Glen will be greatly missed. Also, we thank Claudia Russel for over 20 years of faithfully supplying Scripture readers for service and also a thank you to Ellie Orbison, who has assumed scheduling Scripture readers.

A heartfelt thank you to Mary Anderson for sending out notes to visitors. A special thank you to Office Manager Laurie Hoelzel, for her support and technical ability in completing several of our projects this year. Finally, thank you to Harold Eick for supplying homemade bread for Communion Services.

Regrettably, due to low participation, "One Voice" vocal choir ceased to meet in February and since we do not have a choir director at this time, "Joyful Sound" bell choir did not resume ringing in May as anticipated.

This was a very productive year for W&M. We worked closely with Pastor Nathan to support his arrival and role as permanent pastor. We developed a statement outlining the heart of our ministry which is to provide an atmosphere that brings us closer to God, in all aspects of the worship experience. Keeping both the "what we are to do" as outlined in the Bylaws, and the "why we do it" at the forefront, this year we identified three priorities for our department

1. In response to the worship survey that indicated a desire for more well-known hymns and contemporary music, we worked on the development and implementation of a CCBJ song book. The goal is for this music to become "ours" for the Community Church, in order to increase familiarity with each song and have a balance of traditional, contemporary, and most popular songs across denominations. Thank you for supporting and embracing this change ! The new songbooks are beautiful and the music is becoming more familiar to us all.
2. Secondly, we want to see increased engagement within and outside our church: while increasing outreach to the community; continue ensuring that members are engaged and feel comfortable participating in all aspects of worship. We want to ensure that appropriate communication is given and received, focusing on the "why" for the reason behind changes that are made. In order to better connect with and follow up with visitors and their needs, a new visitor card process was launched.
3. Lastly, we have a great desire to upgrade and update technology that supports a better worship experience, both in person, and online. New equipment has been ordered, including a new keyboard that has several new features, microphones, speakers and an upgrade to the camera that supports the YouTube recordings of the services. These new updates will begin to be installed shortly and we are very excited for that to happen and are especially thankful for a generous donation towards that project.

Thank you to all those who volunteer in any way; choir members, ushers, greeters, readers, candle lighters, sound and media people, and those who share Special gifts. We appreciate each one of you and the contribution you make to the life and ministry of CCJB. (Submitted by Jamie Zogata)

Personnel

The Personnel Department has had a busy year. In addition to Pastor Nathan, we have a new Office Manager, Inside Custodian and Outside Groundskeeper. We've updated the job descriptions and evaluation procedures for all five current employees. An Employee Confidentiality agreement has been implemented to ensure the personal information of our congregation and church is protected. It is our goal in the next year to finish updating the Personnel Manual so our employees have clear guidelines to feel respected and appreciated. (Submitted by Bonnie Spear)

COMMITTEE REPORTS

Beautification

Beautification of our church consisted of live and forever floral offerings as well as Spiritual sayings and accompaniments in the Sanctuary, narthex, front and back hallways, conference room, library, and Fellowship Hall. I gave assistance to memorial and funeral considerations as well as holidays, particularly in the Fellowship Hall which included tablecloths and centerpieces. Front door baskets year-round, plus wreath in the hallway entrance are maintained. Wreath and a flower planter are maintained at the back door. Family floral donations are slowly returning mainly for sanctuary beautification. (Submitted by Luella Doss)

Communications

The Communications Committee is the merger of the Website/ Social Media and Newsletter committees. It has grown to also encompass communications that arise from the church office such as congregation and community notices, newspaper and media contact, bulletins and more. Meetings are held monthly and as needed. The committee currently consists of the Webmaster, Lorine Walters; the Newsletter Editor, Wendi Neupert; and the Office Manager, Laurie Hoelzel.

The Church Website, commchbj.org continues to be a good source of information for our congregation and beyond. Information updates are ongoing and evolving to meet the needs of the Church. Facebook and Facebook Live continues to be an effective tool for reaching the community and promoting events of the church. Our Live services average 3-5 participants on Sunday mornings, but greater participation once placed on the YouTube channel through the church website: consistently 20-25 views per week. Participation is slightly higher in the winter months and special events like Christmas and Easter. It is also used to document events such as memorial services (at family request) and Community Conversations.

The Newsletter continues to be a beneficial communication tool for our church. Reaching out to our members and the community each month helps us stay connected and informed. Each month includes key information (Pastors message; readings, financial, mission, community events, congregant celebrations). 165 active members and non-members are emailed monthly, and 14 hard copies are mailed to members.

One of the goals of this committee is to expand the church's presence in the community with increased print media; newspapers when appropriate and radio will be utilized to promote the work of our church. Another goal is to update the bulletin boards throughout church, providing focused and current church and community information to our members and visitors. The committee is committed to working with Pastor, the department chairs and committees and others to ensure that accurate information is being shared throughout the various communication avenues. (Submitted by Wendi Neupert and Laurie Hoelzel)

Fellowship

We want to thank all those who have helped make our Sunday fellowships a great time to get together with each other. If you would like to host and provide treats for fellowship, all you need to do is sign up in the Fellowship hall. The sign-up sheet is located on the large table. If you have questions or would like to have help and don't know who to ask, please contact one of our members and I'm sure we can find someone to join you. Our committee will be happy to show you how to make coffee and help with any questions you may have. **If you notice we are out of anything, be sure to look in the small room next to the kitchen on the south wall.** We keep all our extra supplies there. If there is something that needs attention in the kitchen, please let one of us know so we can be sure to have it checked out. We are always looking to have new folks sign up and as part of joining the church, we will be telling our new members all about our fellowship on Sundays and welcoming them to join us.

Please join us every Sunday so you can enjoy coffee, treats and conversation with those who sit next to you. God has truly blessed us with this wonderful opportunity to spend time together every Sunday. (Submitted by Betty Clough and Shelby Tallroth)

Pastoral Relations

The Pastoral Relations Committee (PRC) is a group of persons who provide support for the pastor and provide a regular channel of communication between the pastor and the congregation. The PRC functions to augment and enhance the variety of informal and formal means of support and communication within the congregation. The committee members currently include Bill Spear, Ellie Orbison, Jamie Zogata, Kris Reed, Jim Naylor, Anne Derber and Pastor Nathan.

Our meetings include prayer, sharing of affirmations, Pastor's sharing as to whatever is on the pastor's heart or mind using the following as a guide: Successes, surprises, satisfactions, solutions, and sadness. We meet monthly following this format. We are currently conducting an evaluation of Pastor Nathan and will be seeking some feedback from the congregation in the coming weeks. Our goal is to evaluate in such a manner that the pastor is set up to thrive through positive and constructive feedback.

We invite the congregation to reach out to any of us including Pastor Nathan if you have accolades or if there are areas of concern. Our goal is to support and keep the channels of communication open as we work to enhance our church community and allow for future growth. (Submitted by Anne Derber)

Vision

In March, a small, select group of men and women were asked to join me (Pastor Nathan) to begin discussion of a vision for CCBJ. Forming purpose, ideas, and a structure model for our church's vision strategy was the main focus of these meetings. The meetings began in late April and lasted till the beginning of June. The foundation was laid allowing and giving us the ability to then invite discussion and ideas from the rest of our church community. This committee will continue to reconvene once a quarter to evaluate all collected information, filling out our vision strategy. The committee will continue to stay aware of our vision progress. Our strategy will continue to be formed and solidified as we walk this journey as a unified body. Committee Members: Pastor Nathan Keisler, Anne Derber, Susie Govier, Jim Naylor, Ellie Orbison, Steven Sherriff, Bill Spear. (Submitted by Pastor Nathan)

The Community Food Pantry of Boulder Junction

July 1, 2022 to June 30, 2023

Our food pantry continues to serve the community providing food for those families in our area which have difficult economic issues. We continue to purchase milk, eggs and bread for our weekly distribution along with a variety of other food items, personal products and nonfood items. A family of four usually receives about \$175.00 worth of groceries at each pantry visit. We are able to provide our clients with this variety because of the excellent community support. We receive unsolicited donations weekly from individuals, businesses, and churches in the area, along with donations of food and special items. The Boulder Junction Chamber has supported us with the "Big Bundle-Up". Our pigs continue to "do their job" as they accept donations from individuals in the local businesses. The governing committee of the Pantry meets monthly, and strives to improve the operation of the pantry and how to continue to serve our client community. The committee includes representatives from St. Anne Catholic Church, St. Rita Catholic Church, Community Church of Boulder Junction and Manitowish Waters Community Presbyterian Church. The work done by the pantry, as we serve our clients, is a success due to the wonderful volunteers and their willingness to give of themselves whenever help is needed. This support is what makes The Community Food Pantry a successful operation.

Total # Clients Served	Adults	Children	Households	New Clients
1400	986	414	498	50

Food Distribution

- **9150 pounds** of food purchased (an increase of 64%) from Coontail, Lakewood Market, Trigs, Save-More, Wal-Mart, Aldi's, Dollar Tree, Super One, and others. Total cost of foods purchased averaged **\$1.59 per pound**
 - **10,877 pounds** of food donated (an decrease of 59%) (324 pounds from Lakewood Market, 465 Coontail and 6706 pounds from Trig's) from church members, student council, scout troops, local businesses, and individual community members
- Total cost of all non commodity foods distributed \$.75 per pound.

Income Sources

- Local Churches
- Local Civic Organizations
- Grants
- Individuals
- Donated vehicle use & mileage use

Volunteers

- 30 volunteers
- 943 volunteer hours this year
(All volunteer staff – no salaried position)
(reduction in staff hours due to covid)

Special Events

- Great Clothing Give Away in spring and winter distributed 10,000 pounds of clothing
- Thanksgiving Dinner distribution
- Special monthly distributions, such as picnic supplies, oral hygiene items, etc.
- Distributed gym shoes through the school guidance dept. to children in need.
- Distributed winter boots through the school guidance dept. to children in need.
- Distributed snow pants through the school guidance dept. to children in need.

Governing Committee

- Fred Zarembka, *Chair*
- Ken Perry, *Warehouse & Distribution-Manager*
- Renee Whirry, *Treasurer*
- Bob Wilhelm
- Dennis Aukstik, *Acting Secretary*
- Robert Rider
- Dennis Roan
- Anita Hornbrook, *Asst. Treasurer*

This food pantry continues to serve the community and is always trying to improve. We are dedicated to serving the clients with respect and dignity. Our clients continue to appreciate the contributions and efforts of all who give of their time, talents, and resources. A big thank you is given to everyone.

**The Community Food Pantry
Boulder Junction, Wisconsin
Fiscal Year 2022-2023 Financial Report**

July 1, 2022 to June 30, 2023 Income & Expenditures

	Income	Expenditures	Balance
General Operating:			
Beginning Balance			\$ 179,237.84
Individual Donations	\$ 18,525.00		
Business Donations	\$ 500.00		
Grants			
Churches	\$ 3,814.11		
Civic Groups	\$ 4,030.50		
Pigs	\$ 1,508.28		
Interest earned Savings/Mutual	\$ 1,100.51		
Total			\$ 29,478.40
			\$ 208,716.24
Expenses:			
Shared Expenses w/ Com Church		\$ 500.00	
Maintenance , Improvements		\$ 14,650.86	
Food		\$ 14,549.89	
Electric		\$ 2,893.80	
Heat		\$ 695.96	
Supplies including gift certificates		\$ 1,734.80	
Shoes, Boots, Snow Pants		\$ 1,687.41	
Insurance		\$ 468.00	
Phone		\$ 1,510.79	
Total Expenses		\$ 38,691.51	\$ (38,691.51)
Ending Balance			\$ 170,024.73

**Community Food Pantry
Funds End of Fiscal Year**

Checking Account Balance	\$ 58,410.51
Mutual Account Balance	\$ 111,614.22
Total Bank Balance	\$ 170,024.73