CONGREGATIONAL UNITED CHURCH OF CHRIST NEENAH/ MENASHA

# Ministry Council Minutes
November 6, 2025

**Present:** Signa Meyers, Connie Regazzi, Chuck Luebke, Mary Janness, Marilyn Kostrzak, Pastor Rob, Sue Knuth, Sherri Jischke, Becky Nichols

**Missing:** Chris Parson, Terri Flesburg, Jeff Nichols

**Guest:** Kevin Shumann

**Quorum Count and Minutes taken by:** Marilyn Kostrzak

1. **Welcome Guests**
2. **Gathering Devotion: Terri (delivered by Signa)**
3. **Approval of the prior month's agenda: All agreed minutes were approved as submitted.**
4. **Consent Agenda Items**

| Item | **Owner** | **Minutes from last meeting** |
|---|---|---|
| **Ministry of Spiritual Life**<br>• Christmas Tree will be put up before Advent– looking for help<br>• Blue Christmas is scheduled<br>• Sign up for ushers for Christmas Eve services will be established | Terri | September 16, 2025 |
| **Ministry of Service**<br>• Need to determine 2026 missions<br>• Turkey dinner will be delivered the day before Thanksgiving (not a Service project) | Mary | Meeting not set for next time |
| **Ministry of Faith Development**<br>• Meeting next week – introduction of allergen statement<br>• Mission Trip discussion – what is needed<br>• More planning for 175th celebration | Becky | Meeting Next week |
| **Ministry of Stewardship** (Stewardship, Finance, Building and Grounds, Insurance)<br>• Epoxy flooring – getting a second quote - $40,000 estimate<br>• $5400 for replacement of fire alarm system<br>• Finance process – going well – Melanie is being trained | Marilyn (representing Jeff) | October, 2025 |
| **Pastor's Report**<br>• Pastor does track all the time spent on meetings and home visits<br>• Steve Stoll sent a request to withdraw his and Linda's name from the roles<br>• After the first of the year, the membership roles will be cleansed<br>• Personnel Committee – still looking for 2 people to do this task<br>• Stewardship messages – assigned<br>• Pastor Rob is fully supervising Alan vs Building & Grounds supervising him<br>• Revisiting how we share spaces with others who use shared spaces<br>• In the midst of annual reviews for all paid staff<br>• Lake Edge will go to Pastor for day to day issues; contractual issues will be handled by Signa or Kevin Shumann | Pastor Rob | See addendum to Pastor's Report below: |

Submitted by Rev. Rob Van Ess for the November 6, 2025 CUCCNM Council Meeting

1. Volunteer Coordination
    - Pastor is exploring new ways to organize volunteers and resources to enhance worship experiences.
2. Personnel & Supervision
    - Pastor supervises four staff members and manages building operations, requiring 2–3 hours weekly.
    - Recommendation: Form a new personnel committee with 2 additional members starting June 2026.
3. Ongoing Work

- Continued focus on worship, stewardship campaign, volunteers, personnel, supervision, building and grounds, and pastoral care.
- Emphasis on the importance of these foundational tasks for the church's health and future.
- Pastor expressed hope and excitement for the future, grounded in the gospel of love and authentic faith.

**Discussion Agenda:**

*Old Business:*

- October Congregational Conversation—Chris/Becky

Chris and Terri attended and led this – updates will be given in December

- Appreciative Inquiry
    a. Any updates?

Still looking for child care. Rob created a flyer to help get the word out. Flyer was sent to local churches seeking assistance. Committee is meeting next week for planning of the next session. Next meeting will be held in the sanctuary. John is still looking for 3 more casseroles.

- Habitat for Humanity build team update—Mary

January is the next meeting. Working on talking with people about financial support.
Has there been more conversation about engaging the community in our efforts to do the build? The committee has not had further discussion on this. Pastor Rob is willing to assist in getting other churches involved. Becky and Pastor Rob will be included in the emails to open communication for further ideas.

- Craft Fair Review (funds raised for booths and donuts and plans for 2026)—Connie

Donuts raised $251. It is a lot of work for the small amount of money made – but it's good for exposure. It was a good outreach. This money goes to Youth Group as well.

Good first show – steady traffic – variety of crafters. $550 was brought in 19 tables $50 will pay for the signs - $500 will be given to the Youth Group fund. Growth for next year- 10 of the vendors said they would come back. Wants to work with other churches for collaboration. Would like to use the entire Fellowship Hall rather than just half of the hall. This does help the small crafters. Not as much buying as expected. More advertising will be needed.

Pastor Rob said the vendors set up and cleaned up well.

*New Business:*

- Calendar Review

Reviewed the calendar to ensure all dates are listed.
Holiday meal needs to have communication for the kitchen use.
Nov 30 – Hanging of the Greens
Nov 15 – Appreciative Inquiry
Dec 2 – Westgor Funeral Christmas Memorial service
Dec 14 – Youth Christmas program & Cookie Walk
Dec 24 – Christmas Eve service at 4pm & 11pm
Dec 21 – Blue Christmas as 3pm
Dec 28 – Sing-a-Long – not live-streamed
Jan 2-3 – Youth Lock in
Jan 4 – unhanging of the greens

- "Fun" ad-hoc committee update—Connie
    a. Live Nativity

Live Nativity – sign up sheet is in the hall. Building a new set. Needs more volunteers. The Fun Committee is coordinating this event.

Committee met – 3rd Friday of every month will be different multi-generational events
Connie Regazzi, Dianna Hintz, Max Amador, Cindy Anderson, Charissa Lingenhag is the Committee
Connie will get the list of events for Melanie and Signa

LE, Signa, Sue Knuth and Kevin will be meeting Nov 19 for next year planning.

$500 is being requested by the Youth Group to bring in a speaker, a Packers player for May 1, 2026. He will spend 3 hours with the Youth Group. Discussion regarding how to fund this. Youth Group is successful and a positive experience. Recommendation is to increase the budget to include this for 2026.

Scout update: Troop 14 is down to 3 scouts and they will make Eagle. Troop will have no new scouts. Troop 50 is looking for a new meeting place. It's possible they will come to our church for sponsorship – there are 20-30 boys in this troop. Kevin is meeting with them to take next steps. This is "chartered" relationship with CUCCNM. All the equipment stays here for the next troop to use. Once the transfer of troops happens, they will be introduced to the church body.

Lord's Prayer:
Next meeting: December 4, 2025
Next Devotion: Sue Knuth