CONGREGATIONAL UNITED CHURCH OF CHRIST NEENAH/ MENASHA

Ministry Council Minutes
December 4, 2025

Present: Signa Meyers, Pastor Rob, Becky Nichols, Terri Flesburg, Chuck Luebke, Connie Regazzi, Mary Janness, Sue Knuth, Chris Parsons

Missing: Jeff Nichols, Marilyn Kostrzak, Sherri Jischke

Quorum Count (at least six council members/more than one-half of council): Quorum confirmed.

Minutes taken by: Chris Parsons

Welcomed Guests: Kevin Shumann

Joys and Concerns

Gathering Devotion: Sue Knuth

Approval of the November 6, 2025 Agenda and Minutes: Approved

Consent Agenda Items:

Item	Owner	Minutes from last meeting
Ministry of Spiritual Life Highlights • Christmas Eve Services (at 4:00 pm and 11:00 pm) – Sign-up for volunteers is in the Narthex • December 21 – Blue Christmas • January 4 – Taking down the greens • January 11 – Next meeting date • A thank you note for the Christmas tree will be sent. Escalations or decisions • None	Terri	September 14, 2025
Ministry of Service Highlights • Service Sunday – Discussing funding and options; Lake Edge to be provided with more information, as they are interested in participating and planning. • To be confirmed that money for benches is taken out of correct account. • Possible new monthly mission (for June) through Salvation Army – Pathways to Hope. Council discussed some concerns regarding the perception of Salvation Army's lack of inclusivity, but, in the end, expressed aligned as the Salvation Army does not discriminate in terms of who they serve. Escalations or decisions • None	Mary	September 16, 2025

Ministry of Faith Development Highlights • The Green Bay Packer speaker is to be adult event. • Recent fundraisers – Holy Pizza raised about $1800; Culver's night raised about $1200. • December 14 – Christmas program • Continuing to evaluate HS Sunday School, as attendance has been scattered. Escalations or decisions • None	Becky	November 11, 2025
Ministry of Stewardship (Stewardship, Finance, Building and Grounds, Insurance) Highlights • Exterior door locks are being re-keyed on December 8. Interior keys will continue to work. (Please be gentle with keys and locks.) Programming of locks is in military time. • Received two quotes for fire alarm system. The system works but does not shut off. • New lockers in the back hall are installed. Please use them for daily use only. • Central Temp provided a clean bill of current health for boiler, etc. • For snow removal, a method to compensate church member doing snow removal is being determined. • The Lake Edge contract and room usage are being reviewed for renewal and any amendments needed. • For the Memorial fund, $5200 is in the restricted fund; $5000 is in the unrestricted fund. • The new bookkeeper is Non-profit Bookkeeping, and everything is working well. • Current cash status is $66,500, indicating good liquidity. Escalations or decisions • None	Kevin (representing Jeff)	November 25, 2025

Pastor's Report
Highlights
• Funeral for matriarch (Vita) of Immanuel UCC will be held at CUCCNM; fees for use of sanctuary will be waived.
• Pastor Rob is happy with the visioning process and excited for holidays.
• Pastor Rob has identified bold dreams are emerging in our visioning process:
  • Growing resources and membership to strengthen youth programs and create life-changing experiences for all ages.
  • Becoming an inclusive, sustainable church that actively serves the community and cares for people and the planet.
  • Increasing children's involvement in worship and nurturing faith across generations.
Escalations or decisions
• None
	Pastor Rob	November 2025

Discussion Agenda:

Old Business

- November Congregational Conversation—Sherri/Connie
    - During the November conversation, council members had the opportunity to talk with some of the youth. No significant issues were raised.

- Appreciative Inquiry—Pastor Rob
    - The next meeting is on January 31. This will be a working meeting and the "workhorse" meeting for the entire process. Representatives from all ministries are required to attend in order to discuss/plan events visioned. The church is one meeting ahead in the process, so if January 31 goes well, we can eliminate one meeting.

- Habitat for Humanity build team update—Mary
    - The team is scheduled to meet on January 7 (or some time the week of January 5).

- Live Nativity Update—Connie
    - People have signed up, and the animals have been arranged. Confirmation of the animal provider's insurance for December 12 is pending. Music is ready to go. The shelter is in the garage and will be set up/configured.

New Business

- Calendar Review
    - Christmas events:
        i. December 12 – Live Nativity
        ii. December 14 – Youth Christmas Program and Cookie Walk
        iii. December 18 – Lake Edge Christmas Concert
        iv. December 21 – Blue Christmas
        v. December 24 – Christmas Eve Candlelight Worship (4:00 pm and 11:00 pm)
    - January 2 – Youth group Lock In
    - January 16 – Fun with Friends: Board Games
    - January 31 – Appreciate Inquiry: Dream (12:00 pm to 5:00 pm)
    - Late January – Budget hearings (after worship)
    - February 1- Annual Meeting

- Budgets due in advance of December 8. Please email Marilyn.

- Personnel Committee – annual review process update and holiday pay
    - All employee annual reviews have been scheduled, and are being led by Pastor Rob as supervisor.
    - Volunteers are needed for a Personnel Committee.
    - Pastor Rob's review will be done in January.
    - Council discussed holiday pay for current part-time Christian Education Director. Council recommends that she receive holiday pay for 9 holidays per year, in accordance with past practices specifically related to her.

- LELC update and requests for summer – November 19
    - Lake Edge had a new Board starting in June, and regular points of communication are established:
        i. Signa and Sue meet with Board
        ii. Kevin is the contact for maintenance and related matters.
        iii. Pastor Rob is the contact for day-to-day things.
    - Lake Edge formally requested Rooms 6 and 7 (instead of Fellowship Hall) for summer (June, July, and August) use, with the additional use added to contract. They used Rooms 6 and 7 last summer. (Furniture from Room 7 was moved to choir room last summer.) In

the past, we allowed them to use Room 6 in June because of rummage sale in Fellowship Hall. Council discussed adjusting the rummage sale, so Lake Edge can stay in Fellowship Hall. Council also recommended allowing Lake Edge to use Room 6 (but not Room 7) for June, July, and August.
    - Lake Edge is currently using Room 6 during the week as a "respite" type room, requiring additional weekly cleaning; this will be discussed with Lake Edge.

- Congregational Conversation for January reminder
    - Chuck and Becky will attend for the council.

- Scout Troup 50 – Kevin
    - CUCCNM will charter Scout Troup 50. Room 7 will be available for their use.

- Closing Procedure – Sue
    - In the event of inclement weather, decision for services will be made by 7:00 am. If services are cancelled, local media will be notified, an email will be sent, and a Facebook post will be added. Possible use of an all-church text will be evaluated.

- Advertising – Mary
    - Council approved an ad for Blue Christmas and Christmas Eve Services to run in Neenah News December 19, at an additional cost of $95.67. Neenah News will design the ad. This will not replace the regular weekly ad. The Communications budget has available funds. Council will review the ad prior to its publication.

Lord's Prayer

Next meeting: January 8, 2026 (NOTE: This is NOT the first Thursday of the month; date adjusted for holiday.)

Next Devotion: Chuck Luebke