

Conference Delegate Roles and Responsibilities

Thank you for agreeing to serve as one of the Delegates to the Illinois South Conference of the United Church of Christ. This is an important office in the life of your local church. Through your service, the mission and ministry of your local church and the entire United Church of Christ will be enhanced and strengthened. We are confident that you will find your role as a Conference Delegate a joyful and meaningful way to serve the Gospel of Jesus Christ.

There are several approaches you can take to maximize this opportunity.

1. **Attend all meetings** of the Conference during your term of service. Over the course of one calendar year, there are two regularly scheduled meetings:
 - a. *Day of Discipleship*. This is an opportunity to network with leaders of other churches, to gain practical skills, and learn about resources for building up and strengthening your local church. The meeting is usually held in February or March.
 - b. *The Conference Annual Meeting*. This is the annual gathering of the Illinois South Conference for worship, fellowship, and deliberation necessary for our shared life and ministry. The annual meeting is held in October.

In addition to these regularly scheduled gatherings of the Conference, Local Church Delegates attend:

- c. *Ecclesiastical Councils*. These special meetings are called to examine and approve persons for the Ordained or Commissioned Ministries of the church.
- d. *Special Meeting*. A special meeting will be convened when necessary to call a Conference Minister or address an emergency concern.

It is the role of the Conference Delegate to attend all of these meetings to ensure the full participation of your local church in the life of the Conference.

2. **Maintain communication** between your church and the Conference throughout your term.
 - a. *Listen and learn* about the issues, concerns, and missions of the Conference and share these with your local church. Participate in your local church so you are fully informed and familiar with its life, mission, and ministry.
 - b. *Share and interpret* the actions of Illinois South Conference Delegates with your local church members and leaders. Speak about the concerns and celebrations of your local church at meetings of the Illinois South Conference.

3. **Prepare for all voting matters** by reading and reviewing all materials sent before the Annual Meeting pertaining to motions and votes that will come before the body. Save the dates for the pre-Annual Meeting delegate sessions and plan to attend so you can hear the presentations and participate in question-and-answer times. **Illinois South Conference Annual Meeting Delegate Information Sessions on Zoom**

Time: Tuesday, Oct 14, 2025, 6:30 PM

<https://us02web.zoom.us/j/6349352317?omn=86977978215> Meeting ID: 634 935 2317
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4. **Deliberate and decide** those matters that come before the Illinois South Conference for action. Your church has asked you to enter into the discussion and empowered you to discern the leading of the Holy Spirit. As a Delegate, you are expected to participate fully in the deliberation, both listening to the views of others and sharing your own faith and convictions. You vote as a faithful follower of Jesus Christ, an informed participant in your local church, and a discerning member of the United Church of Christ.



AGENDA FOR THE 2025 Annual Meeting Saturday, October 18, 2025

2

St. Paul United Church of Christ
115 W. B St., Belleville, IL 62220

8:30 am	DOORS OPEN AND CHECK IN BEGINS
9:00 am - 9:30 am	GATHERING IN THE SANCTUARY FOR OPENING SESSION Welcome & Opening Prayer Introductions Opening Business (Quorum Report and items for adoption by unanimous consent including 2025 Standing Rules, 2025 Agenda, 2024 Annual Meeting minutes, and Voice without Vote)
9:30 am – 9:45 am	BREAK AND TIME TO VISIT THE MARKETPLACE IN HERITAGE HALL
9:45 am - 11:00 am	INTO THE DEEP WORSHIP IN THE SANCTUARY Worship will include a presentation by the 35 General Synod delegates, Rev. Shari Prestemon, AGM and Co-Executive of Global Ministries preaching, remembering the saints, communion, and a special collection for Our Church's Wider Mission
11:00 am - noon	UPDATES & CELEBRATIONS IN THE SANCTUARY Special reports DuBois Center presentation Celebrations of our pastors and churches
Noon - 1:30 pm	CATERED LUNCH <i>Lunch time will be a time for conversations, connections, and visiting the Marketplace in Heritage Hall</i>
1:30 pm - 1:45 pm	STATE OF THE CONFERENCE ADDRESS
1:45 pm - 2:45 pm	BUSINESS SESSION <i>Presentations and voting upon the 2026 Proposed Slate of Nominees and the 2026 Proposed Budget</i>
2:45 pm - 3:00 pm	BREAK AND TIME TO VISIT THE MARKETPLACE IN HERITAGE HALL
3:00 pm - 3:45 pm	RESOURCING SESSIONS You can choose to attend a small group session in which you can hear about a project (such as getting involved with Global Ministries, utilizing poetry in worship, or battling the banned books movements in our communities) connect with others with the same interest and discover resources you can use to implement these projects in your church.
3:45 pm - 4:00 pm	BREAK AND TIME TO VISIT THE MARKETPLACE IN HERITAGE HALL
4:00 pm - 4:30 pm	CLOSING WORSHIP

2024 ANNUAL MEETING MINUTES
Saturday, October 19, 2024

Host Church: Evangelical United Church of Christ
2520 Poplar Street, Highland, IL

GATHERING IN THE SANCTUARY FOR OUR OPENING SESSION

1. Welcome from the host church
2. Opening Prayer and Centering Time
3. Recognition of new Conference staff
4. Quorum Report
 - a. Including business items for adoption by unanimous consent
 - i. Voice without Vote - **(granted)**
 - ii. 2023 Annual Meeting Minutes – **(approved)**
 - iii. 2024 Standing Rules, and 2024 Agenda **(adopted by consensus)**

GATHERING IN THE SANCTUARY WITH ATTENTION TO BUSINESS

1. Celebrating our Ministry in the Conference
 - a. Sharing and discussion took place, e.g., “Joy as Resistance” of working together, referencing John 15 that we are called to build together, as the Church of Jesus Christ that works and grows together. “The joy of staying connected equals abiding in Christ, remaining in relationship with one another.
 - b. As we celebrate 60 years of Joy, in looking to the future: “What is possible if we live in Joy—a covenant and interdependent relationship with one another?”
2. Celebrating our Ministry at DuBois Center
 - a. Jason Petry
 - i. DuBois Center is more than a summer camp; it is a retreat place/center.
 - ii. 2024 season: 6.5 weeks of camp, 288 campers
 - iii. 1/3 of campers were new to camp/camping.
 - iv. Positive feedback from both parents and campers alike.
 - v. The staff did a “phenomenal” job!
 - vi. All but one staff member were former campers themselves.
 - vii. TKCF = The Kids Come Firsts
 - viii. “Our Ministry is a part of your Ministry.”
3. Presentation and vote on the 2025 Proposed Budget
 - a. Darryl Collins – treasurer
 - i. The proposed budget tells the story of what 2025 might look like for the Conference.
 - ii. 80% of the contributions remain in the Conference. 100% of the donations to “Friends of the Conference” stay in the Conference.

- iii. Saving accounts: Two restrictive accounts mostly grew. General Fund – 85% of savings. Investment - \$1,124,000 – cash 4%, fixed 20%, equities 76%. Savings are used when cash flow is required.
- b. Rev. Todd Mushaney is the chair of the Financial Ministry Team.
 - i. The auditors found no issues.
 - ii. Regarding the 2025 Proposed Budget—No significant changes on the Conference side—other than 3% cost of living
 - iii. The projected income from OCWM in 2025 will be the same as the previous year.
 - iv. 5% of our investment will be utilized.
 - v. Looking at the changes for DuBois Center's budget:
 - Wages increase, minimum wage. Utilities are a little higher. No increase with Director / Program Director. Insurance increase.
 - vi. A word of thanks was offered to all of our church for their generosity and support through gifts to OCWM, Friends of Conference, and Strengthen the Church.
 - vii. Questions
 - 1. What are plans to address the deficit?
 - a. Rev. Johnson explained that most expenses occur in the summertime, and church giving occurs at the end of the year, so some projections are based on end-of-year contribution history.
 - 2. A question was asked about paid leave and pay for full and part-time workers.
 - a. Response: Per the Paid Leave for All Workers Act, staff are offered 40 hours of additional leave and flex time. In Illinois, seasonal staff can be exempt from minimum wage and paid a weekly or monthly stipend.
 - 3. Concern was raised about credit card costs rising.
 - a. Response: As more payments go through PayPal, credit card fees will increase.
 - viii. Budget Vote: **Passed** – 0 no's / 0 abstentions
- 4. Presentation and vote on the 2025 Slate of Nominees
 - a. Recruitment committee report:
 - i. Motion to accept slate of nominees: **Passed** - 0 no's / 0 abstentions
- 5. Liturgy of Installation for Committees and Teams
- 6. Pastoral and Local Church Milestones & Remembrances
- 7. Introduction of our 60th Anniversary celebration guests

The 2024 Illinois South Conference of the United Church of Christ concluded with the 60th Anniversary Celebration Jubilee Joy Reception in the social hall, followed by the 60th Anniversary Jubilee Joy Worship Service:

Respectively submitted,



Rev. Steven Boorsma, ISC Secretary

2025 STANDING RULES
FOR THE ILLINOIS SOUTH CONFERENCE ANNUAL MEETING

1. Registration schedule will be determined yearly and published in the Call to Annual Meeting letter.
2. Per our Constitution and Bylaws, we send voting materials to delegates to review before our business meeting. A two-week window is required for general voting matters. However, if a Constitutional change is coming before the Annual Meeting, a 90-day window is required.
3. The hours indicated on the business meeting agenda will be followed unless changed by a two-thirds vote of the Conference.
4. VOTING MEMBERS have GOLD name badges, which will also be their voting cards. The church must designate alternate delegates and provide a note confirming their replacement for the registered Delegates.
5. VISITORS are welcome to attend any or all plenary sessions and are encouraged to participate in all the activities of the Annual Meeting. They will be issued WHITE name badges.
6. Immediately following their presentation from the floor, motions and amendments must be delivered to the Secretary in writing or via email.
7. Nominations for Committees and/or Teams may be made from the floor of the Annual Meeting. Permission must be obtained from the person for them to be nominated.
8. All resolutions shall be handled per the "Guidelines for the Resolution Process" of the Illinois South Conference.
9. In the discussion of reports, resolutions, motions, etc., the remarks of a Delegate will be limited to two minutes; she/he/they will not be granted the floor a second time to speak on the same side of an issue unless all others on the same side of the issue shall have had an opportunity to speak. Opportunity will be provided for two Delegates speaking in favor and two Delegates speaking in opposition to a motion before an amendment can be made. A Delegate may not speak on an issue and conclude by moving the previous question.
10. Any printed/projected materials to be distributed during the Annual Meeting that have yet to be approved must first be presented to the ISC Business Committee by contacting the Moderator or Vice Moderator of the Conference.

Illinois South Conference
2026 Proposed Slate of Nominees

Committees of the Conference Council				
CONFERENCE COUNCIL AT LARGE MEMBERS - 5 members 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Rev.Dr.Mary Beth	Hartenstein	2	26	2
Mark	Beckmeyer	7	27	2
Chilang	Lawless	1	27	2
Rev. Jeremy	Wood	5	27	1
Terry	Kalinowski	9	27	1
EXECUTIVE COMMITTEE 4 members; 2-year term with 2-term limit				
	First Name	Last Name	Region	End Term/ Term#
Moderator	Rev. Christy	Smith	8	27/2
Vice-Moderator	Rev. Lori	Schafer	4	27/2
Secretary	Phyllis	Landwehr	1	27/1
Treasurer	Darryl	Collins	3	27/2
PERSONNEL COMMITTEE 6 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Bob	Sudhoff	5	26	2
Rev. Dr. Chance	Beeler	3	FUT 24-26	0-1-2
Roxanne	Mortensen	8	27	1
Barb	Jutting	5	27	1
Rev. Paul	Burden	5	27	1
Rev. Dana	Schindler	3	27	1
PROPERTY COMMITTEE 6 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Pastor John	Mindrup	5	27	2
Priscilla	Self	7	27	2
Alan	Rushing	1	26	2
David	Shanks	3	26	1
Hank	Henderson	8	26	1
Rick	Porter	5	26	1

RECRUITMENT COMMITTEE 6 members; 2-year term with 2-term limit;				
First Name	Last Name	Region	End Term	Term #
Norma	Borgmann	6	26	2
Chilang	Lawless	1	26	2
Rev. Mike	Krewson	5	27	1
David	Newfarmer	1	FUT 26	1
Pastor Matt	Friz	2	26	1
Rev. John	Pawloski	4	27	1
CONFERENCE MINISTRY TEAMS				
COMMITTEE ON MINISTRY TEAM 12 members - 3-year terms with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Rev. Cherie	Hambleton	8	FUT 27	1
Myron	Hanna	2	27	1
Rev. Paula	Comper	7	28	2
Rev. Tim	Darmour-Paul	5	28	2
Virginia	Ilch	4	28	2
Mark	Waltermire	3	28	2
Rev. Brett	Palmer	8	28	2
Rev. Nancy	Brooks	5	27	2
Mark	Walz	9	27	2
Leslie	Lehmann	8	28	1
Rev. Steve	Boorsma	2	28	1
Rev. Lisa	Hart	8	28	1
CONFERENCE GATHERINGS TEAM 8 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Eileen	Hoag	9	27	2
Rev. John	Pawloski	4	26	2
Rev. Tim	Powers-Reed	9	26	2
Nancy	Wagner	8	26	2
Douglas	Eichen	4	26	1
Norma	Borgmann	6	26	1
Beth	Miller	8	27	1
Pastor Norma	Patterson	9	27	1

FINANCE MINISTRY TEAM				
6 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Tom	Kuergeleis	2	26	2
Joy	Honegger	3	26	1
Greg	Lambert-Goheen	1	26	1
Rev. Jeff	Schwab	7	27	1
John	Hinkle	8	27	1
Rev. Dr. Carol	Lange	9	27	1
JUSTICE AND MISSION TEAM				
6 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Dale	Fiedler	8	26	2
Anne	Popkess	5	26	1
Pastor Tim	Burns	2	26	1
Anne	Miller	3	27	1
Rev. John	Holst	1	27	1
Rev. Jonathan	Bangera	2	27	1
LOCAL CHURCH MINISTRIES				
6 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Rev. Steven	Stark	8	26	2
Pastor Tim	Sandifer	4	26	1
Rev. Ken	Schafer	6	26	1
Synthia	Kalinowski	8	27	1
Rev. Jane	Hillman	9	27	1
Carolyn	Catalano	3	27	1
OUTDOOR MINISTRIES TEAM				
10 members; 2-year term with 2-term limit				
First Name	Last Name	Region	End Term	Term #
Rev. Julie	Kies	3	27	2
Audrey	Hicks	2	27	2
Rev. Philip	Barbier	5	27	2
Ryan	Goetter	3	FUT 25-27	2
Kara	Schmid	2	26	1
Kristian	Avise-Rouse	2	26	1
William	Layman	8	27	1
Rev. R.J.	Morgan	2	27	1
Rev. Josiah	Accola-House	8	27	1
Donna	Asbridge	8	27	1

2026 PROPOSED COMBINED BUDGET FOR THE ILLINOIS SOUTH CONFERENCE

		2026 PROPOSED	2025 BUDGET	YTD 2025	2024 ACTUAL	2023 ACTUAL
1	REVENUE					
2	Contributions & Grants	455,000	505,000	161,746	562,972	460,528
3	Program Service Income	299,000	207,000	177,012	245,177	243,500
4	Other Income	5,500	17,500	16,759	47,569	5,155
5	Total Revenue	759,500	729,500	355,517	855,718	709,183
6						
7	EXPENSE					
8	Personnel and Personnel expenses					
9	Illinois South Conference	299,666	301,688	144,641	268,017	319,671
10	DuBois Center	353,969	356,912	179,191	293,725	312,036
11	Operations (Facility and Programming)					
12	Illinois South Conference	110,150	110,350	37,258	81,726	90,759
13	DuBois Center	148,000	96,500	78,186	101,308	89,079
14	Ministry Development & Program Expenses					
15	Illinois South Conference	35,767	36,867	18,810	35,145	42,476
16	DuBois Center	181,315	188,335	113,874	175,942	171,610
17						
18	Total Expense	1,128,867	1,090,652	571,960	955,863	1,025,631
19						
20	OPERATING REVENUE LESS EXPENSE	(369,367)	(361,152)	(216,443)	(100,145)	(316,448)
21	NORMAL 5% INVESTMENT FUNDS TRANSFE	50,000	50,000	25,000		-
22						
23	EXCESS/(DEFICIT)	(319,367)	(311,152)	(191,443)	(100,145)	(316,448)
24						
25	<i>AFS reconciliation:</i>					
26	<i>Excess/(Deficit)</i>	<i>(319,367)</i>	<i>(311,152)</i>	<i>(191,443)</i>	<i>(100,145)</i>	<i>(316,448)</i>
27	<i>Subtract depreciation expense</i>				<i>(52,908)</i>	<i>(52,908)</i>
28	<i>Add back investment income/(loss)</i>			<i>19,353</i>	<i>75,596</i>	<i>75,596</i>
29						
30	<i>Excess/(Deficit) per AFS</i>	<i>(319,367)</i>	<i>(311,152)</i>	<i>(172,090)</i>	<i>(77,457)</i>	<i>(293,760)</i>

2026 PROPOSED BUDGET FOR ILLINOIS SOUTH CONFERENCE

	2026 PROPOSED	2025 BUDGET	YTD 2025	2024 ACTUAL	2023 ACTUAL
1 INCOME					
2 Our Church's Wider Mission	280,000	280,000	105,397	279,926	271,603
3 Friends of the Conference	10,000	35,000	5,323	48,282	25,815
4 Other Grants & Donations	60,000	60,000	3,465	21,711	28,831
5 Registration fees (events, meetings, etc)	15,000	15,000	8,255	18,205	14,445
6 Miscellaneous & CD Investment Income & Group	5,000	15,000	16,095	42,268	3,273
7					
8 TOTAL	370,000	405,000	138,535	410,392	343,967
9					
10 MINISTRY DEVELOPMENT EXPENSES					
12 National Share of OCWM (20%)	56,000	56,000	21,088	55,988	67,969
13 Meetings, events, retreats and programming	20,000	20,000	9,941	8,821	7,741
14 Ministry expense - ISC	10,000	10,000	3,969	12,055	9,655
16 Retired Clergy Insurance Supplement	1,400	1,600	0	0	-
17 General Synod fund	10,000	10,000	0	0	0
18 Dues and Subscriptions (includes dues for CCM)	10,000	10,000	2,112	4,044	3,885
19 Fundraising Expense	1,000	1,000	0	0	-
20 Books and curriculum	250	250	0	48	-
21 Postage for communication to local churches	1,500	1,500	148	770	1,509
22					
23 TOTAL	110,150	110,350	37,258	81,726	90,759
24					
25 BUILDING AND OPERATION EXPENSES					
26 Property Insurance	11,617	11,600	8,713	10,913	9,591
27 Office Supplies (inc copier)	4,000	5,000	1,940	4,755	7,038
28 Computer/Technology/Software	10,000	10,000	4,647	9,160	14,535
29 Repairs & maintenance	2,000	2,000	1,048	2,030	1,730
30 Telephone system	2,000	2,117	935	2,412	2,852
31 Utilities	3,205	3,205	1,255	2,999	3,546
32 Landscaping for the Conference office and Fayetteville cemet	1,920	1,920	140	594	480
34 Bank service charges & Credit card processing	525	525	132	282	483
35 Conference Legal Counsel	250	250	0	0	550
36 Miscellaneous expenses	250	250	0	2,000	1,671
37					
38 TOTAL	35,767	36,867	18,810	35,145	42,476
39					
41 SALARY EXPENSE			77,940	152,124	
42 Conference Minister (full time) salary	88,358	85,784			80,082
43 Conference Minister housing	12,000	12,000			12,000
44 Conference Minister social security offset	7,480	7,480			7,044
45 Executive Administrator (full time) salary	54,450	52,864			49,350
46 Communications Coordinator (part-time) salary	26,523	25,750			
47 Hourly wages for part-time support staff	3,786	3,786	14,766	28,691	80,639
48					
49 TOTAL	192,596	187,664	92,706	180,815	229,115
50					
51 OTHER PERSONNEL EXPENSES					
52 Pension Boards (insurance, retirement, disability)	64,767	61,839	35,996	58,580	57,469
53 Employers FICA	6,083	13,784	3,208	6,186	5,822
54 Staff expenses (mileage/travel/supplies)	8,000	10,000	2,000	3,537	3,309
55 Yearly contribution to the CM sabbatical fund	2,400	2,400	0	0	-
56 Workers Compensation	1,820	2,000	389	(1,029)	1,678
57 Accounting and Auditing Services	21,000	21,000	10,342	19,532	20,750
58 Payroll Processing	3,000	3,000	0	396	1,528
59					
60 TOTAL	107,070	114,023	51,935	87,202	90,556
61					
62 Operating Budget (Revenues, Less Expenses)	(75,583)	(43,905)	(62,174)	25,504	(108,939)
63 Normal 5% Investment Funds Transfer	50,000	50,000	20,000		
64					
65 Conference Cash Flow With Ordinary Investment Transfer	(25,583)	6,095	(42,174)	25,504	(108,939)
66					
67 REVENUE	370,000	405,000	138,535	410,392	343,967
68 EXPENSES	(445,583)	(448,905)	(200,709)	(384,888)	(452,906)
69 NET REVENUE (EXPENSE)	(75,583)	(43,905)	(62,174)	25,504	(108,939)

2026 PROPOSED BUDGET FOR DUBOIS CENTER

	2026 PROPOSED	2025 BUDGET	YTD 2025	2024 ACTUAL	2023 ACTUAL
1 INCOME					
2 General Donations & Fundraising & Fall Fest	80,000	80,000	47,561	213,053	114,705
3 DuBois 6.0 Donations		-	-		19,574
4 Gifts, Bequests, Trusts	25,000	50,000			-
5 Retreat	10,000	50,000	21,077	58,749	65,018
6 Guest Group Income	100,000				
7 Summer Camp Registrations	140,000	130,000	134,804	145,045	141,916
8 Horse Program	18,000		6,815	12,730	
9 Camp Store	1,000				
10 Natures Classroom	15,000	12,000	12,876	10,448	22,121
11 Miscellaneous & Investment income	500	2,500	664	5,301	1,882
12					
13 TOTAL INCOME	389,500	324,500	223,797	445,326	365,216
14					
15 PROGRAM EXPENSES					
16 Fundraising Expense (includes Fall Fest)	5,500	5,500	54	2,575	5,037
17 Retreat Expenses	1,000	1,000	0	200	-
18 Camp Lodging & Meals	90,000	50,000	47,122	48,389	45,708
19 Program Activities	6,000	6,000	9,942	7,729	3,647
20 Horse Program	30,000	18,000	13,833	32,326	30,078
21 Camp Scholarships	8,000	10,000	5,100	0	1,375
22 Books & Curriculum	500	500		751	494
23 Camp Store Expense	1,500	1,500	1,031	918	-
24 Advertising & Promotion	5,000	4,000	706	4,840	2,038
25 Dues and Subscriptions	500	-	398	3,580	702
26					
27 TOTAL	148,000	96,500	78,186	101,308	89,079
28					
29 BUILDINGS & OPERATIONAL EXPENSES					
30 Auto, Property, Casualty Insurance	62,615	62,615	48,123	58,913	53,971
31 Vehicle Expense	2,500	2,500	1,713	2,639	3,221
32 Office Supplies, postage & Equipment	3,500	3,500	2,644	5,151	3,848
33 Telephone	7,000	4,020	3,818	11,008	3,134
34 Internet/Computer/Technology/Software	5,000	5,500	3,790	4,895	12,094
36 Bank services charges & Credit card processing	4,000	4,000	2,022	3,667	3,257
37 Small Tools and Equipment	5,000	15,000	119	2,643	921
38 Repairs & Maintenance (inc lake)	50,000	50,000	29,665	50,268	47,188
39 Utilities	40,000	40,000	21,232	35,993	35,901
40 Real Estate Tax	200	200	0	205	185
41 Miscellaneous expenses	1,500	1,000	748	560	7,890
42					
43 TOTAL	181,315	188,335	113,874	175,942	171,610
44					
45 PERSONNEL EXPENSES 2026--3% COL increase					
46 Co-Interim Directors (FT) salary package	98,389	95,523	28,879	46,782	23,588
47 Program Coordinator (full time) salary		0	-		44,342
48 Office Coordinator (part time 20-25 hours)		15,600			
49 Hourly wages (inc summer staff)	173,000	163,000	103,700	177,150	168,727
50					
51 TOTAL	271,389	274,123	132,579	223,932	236,657
52					
53 OTHER PERSONNEL EXPENSES					
54 Insurance/Retirement Plans	15,439	15,439	9,007	11,075	13,417
55 Employers FICA (7.65% of total pers exp)	20,761	20,970	10,048	17,096	18,308
56 Staff Expenses	5,000	5,000	4,707	10,315	6,270
57 Meetings & Conferences	2,500	2,500	0	1,607	-
58 Workers Compensation	16,380	16,380	3,505	4,843	15,106
59 Accounting and Auditing Services	21,000	21,000	19,344	23,955	20,750
60 Payroll Processing	1,500	1,500	1	902	1,528
61					
62 TOTAL	82,580	82,789	46,612	69,793	75,379
63					
64 CAMP DUBOIS REVENUE, LESS EXPENSES	(293,784)	(317,247)	(147,454)	(125,649)	(207,509)
65					
66					
67 REVENUE	389,500	324,500	223,797	445,326	365,216
68 EXPENSES	(683,284)	(641,747)	(371,251)	(570,975)	(572,725)
69 NET REVENUE (EXPENSE)	(293,784)	(317,247)	(147,454)	(125,649)	(207,509)

Another year has come and gone in my time serving as Moderator, and it has been wonderful to see the many ways God continues to work through the hands, feet, and hearts of the people of the Illinois South Conference. This work has, in large part, revolved around nurturing and strengthening our relationships as the Body of Christ.

As you read through these reports for Annual Meeting, I'm sure you will see this reflected in many ways – including the relationship building being done in and through DuBois Center, the innovative and imaginative work of our Finance Ministry Team, the discerning and prayerful work of the Committee of Ministry, the hope-filled work of ISC Pride and the WISE team, the tireless and fruitful behind-the-scenes work of our staff and many other committees, and the countless ways our Conference Minister, Rev. Shana Johnson continues to faithfully serve and care for our congregations, ministers, conference staff, and the Illinois South Conference as a whole.

In addition to these vital ministries, a new venture got off the ground this year. Our regional listening sessions focus on nurturing and strengthening the relationships in and among our congregations and conference. While it takes time to coordinate a meeting time and place that works for all the churches in a region, we were able to plan and hold two listening sessions this year – one in April and one in July. On April 27th, churches from Region 1 gathered at Zion UCC in Marion, and on July 27th, churches from Region 2 met together at St. Paul UCC in Columbia. Both sessions provided space for members of various churches to come together and share, while Rev. Shana Johnson, and two members of Conference Council listened. In my eyes, two of the greatest takeaways from these listening sessions have been...

- 1) **Multiple churches are facing similar challenges.** It can be easy to feel like your church is the only one struggling with issues surrounding things like money, membership, Sunday School, division, or social issues. This can lead to feelings of hopelessness or even shame, but at our listening sessions, we saw that, time and time again, when a member of one church bravely named a challenge they were facing, a member of at least one other church would say, “We’re struggling with that, too.” This simple phrase can have a huge impact on a church’s self-esteem and begin to heal some of our shame and hopelessness.
- 2) **People are yearning for connection and collaboration.** Because of the autonomy we are blessed to have in the United Church of Christ, it can feel like we are in this work alone. Our struggles are ours alone. Our joys are ours alone. Our ministry is ours alone. In this, we can forget that the gift of autonomy is tied to the gift of covenant. Covenant is the thread that weaves us all together. It is the relationship we have and the love we share. At these sessions, we heard a longing to lean into that covenantal relationship and dream of new ways of being the Body of Christ together. Through this, *my* struggles become *our* struggles, *my* joys become *our* joys, and *my* ministry becomes *our* ministry.

All in all, these sessions have provided great insight into how we can live and work together as a conference, and over the next year, we look forward to future meetings with Regions 3 through 9.

I’m so grateful for the collaborative and hopeful work of our Conference Minister and the Conference Council. Thank you for the trust and faith you have placed in our leadership. May God grant us the wisdom, strength, and grace to serve Christ’s Church faithfully.

With Love and Hope,
Rev. Christy Smith, ISC Moderator

2025 Conference Minister's Report

"When he had finished speaking, he said to Simon, 'Put out into deep water, and let down the nets for a catch.'" –Luke 5:4

This year's Illinois South Conference Annual Meeting builds upon the challenge of the 35th General Synod of the United Church of Christ to go "Into the Deep." This theme, rooted in Luke 5:4, where Jesus instructs Peter to go out into the deep water and let down his nets, leading to a significant catch of fish, is a call to discipleship.

It pushes us beyond the shallow waters of what we have known, even what we have been able to imagine up to this point. It is a call to place our trust more fully in Christ, the head of the Church, to take risks, engage in deeper spiritual practices, and bolder action. It is a call and commitment to imagine the future God has in store for us.

In many ways, we have been watching from the safety of the shores of what we have known, what we have always done, what we have assumed will always be, even though we are aware of the many changes the past few years have brought to our churches and our Conference.

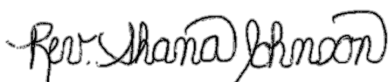
Some have been welcomed and refreshing changes, like more churches that are partnering and collaborating in ministry, more people getting involved in the work of the Conference by saying yes to special projects and serving on committees and teams, and a renewed sense of excitement and pride at DuBois Center under the leadership of the new (and now settled) Co-Directors.

Some have been unfortunate and distressing changes, including church closures, more churches shifting to calling part-time ministers, decreased giving to OCWM (Our Church's Wider Mission, which is the primary revenue stream for the Conference), and the increasing costs of maintaining property and programs through the Conference and DuBois Center. In the face of these kinds of changes, it is tempting to stay in denial and remain on the shores of what we have always done.

Yet, friends, fellow sojourners of the faith, and daring disciples, I invite you to join me and the leadership of the Conference to step into the waters of discernment. There are many questions we need to ask ourselves, questions that we do not yet have answers to, because discernment is not about having the answers from the outset. True discernment involves prayer, listening, and engaging with one another to discover and explore new connections, opportunities, and places where the Spirit is calling.

We are not the first Conference in the United Church of Christ to embark on such a path. And so, we will not do this alone. We will reach out to other Conferences, ministry partners, and leaders in the United Church of Christ seeking a broader perspective, wisdom, and clarity. United in our commitments as Christ's disciples, we will listen, we will learn, and we will go into the deep together.

In faith and hope,

A handwritten signature in black ink that reads "Rev. Shana Johnson". The signature is written in a cursive, flowing style.

Rev. Shana Johnson

COMMITTEE ON MINISTRY REPORT
ILLINOIS SOUTH CONFERENCE ANNUAL MEETING 2025

The Committee on Ministry of the Illinois South conference is entrusted with the sacred work of supporting persons considering ministry, clergy, and the member churches of the Conference to more fully discover God's call in individual lives, local churches, and the wider Church. The Committee on Ministry (COM) consists of twelve elected persons from the Conference who work closely with our Conference Minister in three areas: preparation, authorization, and connection.

Preparation

- We work with Members In Discernment (MID) to help them identify where God might be calling them to minister and the necessary steps in preparation.
- We assign mentors to meet with our MIDs individually to offer encouragement, wisdom, and support.
- We support the preparation of Members in Discernment by reviewing the training/education, experience, qualifications, and character of those seeking authorization through ordination or licensure.

Authorization

- We provide oversight and accountability for our authorized ministers so that they may serve to the best of their ability.
- We meet with new clergy coming into the Conference to introduce ourselves and offer encouragement to take advantage of the resources and relationships available to support their ministries.
- We gather information from the mandatory ministerial review forms our clergy must complete each year to assess how we might better serve our pastors' needs and concerns.

Connection

- We assist churches in preparing services of Ordination and Installation.
- We make ourselves available to meet with church leaders who are struggling with pastoral leadership or facing other challenges they cannot handle alone.
- We offer exit interviews upon request when a pastor is resigning or retiring so that the pastor and church can reflect on the mutual ministry, consider the lessons they learned from the shared experience, and offer closure and blessings as both move forward in ministry.

Sometimes, there are challenges facing the church that require us to follow the accountability processes of the United Church of Christ Manual on Ministry to:

- Provide situational support consultation for clergy and churches experiencing difficulty in their mutual ministry.
- Initiate fitness reviews for clergy who have committed an ethical violation. In the

Here is an overview of the work we did in these areas:

Preparation

- We met and offered counsel to our Members in Discernment, who were Tim Burns, Tim Sandifer, Kathleen Gallivan, and Angela Nolan.

Authorization

- Since our last Annual Meeting, we have celebrated these new calls and will be celebrating their installations in the coming months:
Rev. Kyle Timmons as settled pastor of St. Paul UCC, Waterloo
Rev. Debby Harness as settled pastor of St. John's UCC, Smithton
- We affirmed and celebrated the four-way covenant of Rev. Dr. Chance Beeler, a board-certified chaplain and a UCC-authorized minister with standing in the Illinois South Conference. The covenant is between Rev. Dr. Beeler, the church where he is a member (St. Paul UCC, Belleville), his employer (the Palliative Care Division of Barnes-Jewish Hospital), and the Conference.
- We renewed pastoral licenses for
Pastor Matt Fritz for St. Paul UCC in Floraville.
Pastor Cory Hartz for St. Peter UCC in Red Bud.
Pastor John Mindrup at Salem UCC in Alhambra.
Pastor Norma Patterson at Good Shepherd of Faith in East Saint Louis.
Pastor Ken Schafer at Immanuel UCC in Carlyle.

And extended two new pastoral licenses for
Tim Sandifer for Evangelical UCC, Godfrey
Tim Burns for St. John UCC, Maeystown, and Zion UCC, Waterloo

- Since our last Annual Meeting, one authorized minister of the Illinois South Conference has retired. Rev Joan Mier retired from Concordia UCC, Belleville, on December 29, 2024.

Connections

- Since our last Annual Meeting, we participated in the farewell services of Rev. Brian Damrow with St. John's UCC, Smithton, on January 19, 2025, and Rev. Michelle Torigian with St. Paul UCC, Belleville, on September 28, 2025.
- We celebrated with our churches and pastors, who had special anniversaries.

We covet your continued prayers for the Committee on Ministry of the Illinois South Conference as we seek to faithfully serve the Conference in these meaningful ways and partner with our pastors and churches in all seasons of ministry.

Respectfully submitted by your Conference Minister, Rev. Shana Johnson, and your co-chairs of the Committee on Ministry, Rev. Kevin Strobe and Mark Walz.

REGISTRAR'S REPORT

October 1, 2025 - September 30, 2026

MEMBERS IN DISCERNMENT				
	Kathleen Gallivan	Member of Church of the Good Shepherd - Carbondale	Eden Theological Seminary	11/26/24
	Angela Nolan	Member of St John's UCC, Brighton	Eden Theological Seminary	11/26/24
ORDINATIONS				
	Josiah Accola	Held at St John's UCC Midway of Moro		11/10/24
INSTALLATIONS				
	Rev. Josiah F. Accola-House	St. Paul UCC, Lebanon		01/19/25
NEW CALLS				
	Rev. Kyle Timmons	St. Paul UCC, Waterloo		
	Rev. Debby Harness	St. John's UCC, Smithton		
LICENSED MINISTERS		Serving		Through
	Pastor Matt Friz	St. Paul UCC, Floraville	Pastor	04/15/26
	Pastor Cory Hartz	St. Peter UCC, Red Bud	Pastor	04/15/26
	Pastor John Mindrup	Salem UCC, Alhambra	Visitation Pastor	04/15/26
	Pastor Norma Patterson	Good Shepherd of Faith, East St. Louis	Pastor	04/15/26
	Pastor Ken Schafer	Immanuel UCC, Carlyle	Pastor	04/15/26
	Pastor Tim Sandifer	Evangelical UCC, Godfrey	Pastor	06/26/25 - 04/15/26
	Pastor Tim Burns	St John UCC Maeystown Zion UCC Waterloo	Pastor	07/24/25 - 04/15/26
PASTORS TRANSFERRED TO OTHER CONFERENCES				
	Rev. Will VerDuin	Illinois South Conference	Missouri Mid-South	
	Rev. Brian Damrow	Illinois South Conference	Illinois Conference	
PASTORS TRANSFERRED FROM OTHER ASSOCIATIONS/CONFERENCES				
	Rev. Dr. Carol Lange	Illinois South Conference	Illinois Conference Eastern Association	
	Rev. Kyle Timmons	Illinois South Conference	Illinois Conference Eastern Association	
	Rev. Debby Harness	Illinois South Conference	Missouri Mid-South St. Louis Association	
RETIRED PASTORS				
	Rev. Joan Mier	Concordia UCC Belleville	retired as of Dec. 31, 2024	12/29/2024 last service

REGISTRAR'S REPORT

October 1, 2025 - September 30, 2026

DEATHS				
	Rev. Ivan Horn	most recently served Friedens UCC Hecker		Passed on 12/26/2024
	Rev. Phillip Jerry Bennet	most recently served St Peter UCC Hookdale		Passed on 01/14/2025
	Rev. Russell Miller	retired from Zion UCC in Metropolis		Passed on 02/02/2025
	Kevin Hirsch	He was a Lay Person serving St John UCC Evansville		Passed on 06/28/2025