



St. John's Lutheran Church



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St. John's

LUTHERAN ELCA | BROOKFIELD, WI

Following Jesus, Making Disciples, Serving the World

ANNUAL PROGRAM REPORT

SEPTEMBER 20, 2020

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AGENDA

1. Call to Order, Opening Prayer
2. Adoption of Agenda
3. Approval of Minutes from the January 26, 2020 meeting
4. Pastor, Staff, and Ministry Reports
5. Old Business
6. New Business
 - Nominating Committee Report / Election of Council Members
 - Constitution Revisions
 - Updates Since June 2020
 - New Website
 - GROTH Design
 - Stewardship
7. Closing Prayer / Adjournment

MINUTES – JANUARY 26, 2020

Congregational Meeting Minutes

January 26, 2020

Meeting called to order at 12:16 p.m. by President Kathy Davis. Opening prayer led by Pr. Brian.

Stewardship update

- Pr. Brian commended the Stewardship for All Seasons team.
- We received 185 pledges totaling over \$13,000 per week (over \$600,000 per year).

Approval of Meeting Minutes

- June 2, 2019 meeting minutes – motion to approve was made by Jerry Hanson and seconded by Jeremy Beyerlein.
- Motion carried.

Pastor's Report

- Thanked and expressed gratitude to the staff.
- Highlighted the Mental Health Initiative.
- Highlighted the Interiors Committee and the consulting group. Discussed the need for a strategic plan for our facility, both to maintain/replace major equipment and facility as they wear out over the next several years and to optimize the configuration of our facility to best support our mission and ministries.
- Will be focused on communication and transparency this coming year.
- No questions or discussion.

President's Report and Council goals/priorities

- Highlighted goals for 2020 and beyond:
 - Invest in our children, youth and family
 - Grow in hospitality
 - Partnerships and social ministry
 - Care and Core ministries
- Highlighted Council goals & objectives
 - Support the mental health initiative
 - Support development of a children, youth and family vision.

MINUTES – JANUARY 26, 2020

- Identify and support a team to promote year-round stewardship
- Identify and formalize Council member-at-large connections to congregational groups
- Branding, website/social media planning development
- No questions or discussion.

Treasurer's Report

- Dawn Williams presented the treasurer's report.
- We ended 2019 in the positive. Were able to transfer \$97K into the Capital Improvement Fund. \$51K was used for the sprinkler system.
- Over \$102K went to outreach from the general budget. When adding in designated giving, over \$175K in total was given to outreach last year.
- We invested \$150K from cash accounts into a CD ladder in order to generate interest income.
- We will begin using PowerChurch software this year, a much more robust accounting software program.
- No questions or discussion.
- Motion made by Joe Driscoll to approve the treasurer's report, seconded by Karen Wolfmeyer.
- Motion carried.

Old Business

- Sprinkler system update
 - Ken Bahr provided update. Part of the sprinkler was replaced last summer. Starting tomorrow the sprinkler installation in the sanctuary will be replacing the system under the roof. It will take about 4 weeks to complete.

New Business

- Audit Committee
 - Dale Landgren provided update.
 - Recommends external audit be performed for calendar year 2020 and a multi-year planning cycle for the annual audit should be prepared and followed.
 - Need for more consolidated reporting format.
 - Recommended the property team perform an annual inventory of physical assets and maintain current market or replacement values for all property.
- Committee financial reports
 - Gifts and Memorial Annual Reports, Preschool Financial Reports, and the Endowment Committee Report were presented.
 - Jeremy Beyerlein moved to accept all committee financial reports as presented and

MINUTES – JANUARY 26, 2020

seconded by John Nugent.

- Motion carried.
- Election of Nominating Committee
 - The committee will include Emily Otten, Melissa Seamonson, John Roth, Keith Paukner and Kathy Davis.
 - The floor was opened for 1 nomination for the Nominating Committee.
 - Marlene Zick nominated Mark Aamot to be on the Nominating Committee. Mark accepted.
 - Marion Schreiber moved to approve the slate and Jerry Hanson seconded the motion.
 - Motion carried.
- Budget Discussion and Approval
 - Dale Landgren asked about fee for consultant. It is located in the SAS Growth in Hospitality section.
 - John Almasi questioned why depreciation subtracted at the end.
 - Steve Schellin moved to approve the budget, seconded by Phil Lange.
 - Discussion: Karen Aamot asked for confirmation if the 8.5% designated to the synod was compliant. Dawn Williams responded that the synod did not mandate that we give a specific amount, but that according to feedback from the synod, we are giving higher than most of the congregations. Dawn Williams pointed out that 15% from SAS funds will also be designated to the synod.* Dale Landgren indicated that the Synod would like to receive 10% (a tithe), and that there are some churches that contribute a significantly higher percentage - as much as 20%.
 - Motion carried.

Closing Prayer/Adjournment

- Penny Holt made motion to adjourn. Seconded by Joe Schaefer.
- Closing prayer led by Pr. Brian.
- Meeting adjourned at 1:26 p.m.

Respectfully submitted by Dawn Driscoll, Secretary

* Post-meeting clarification: the actual number is 8.5%

PRESIDENT'S REPORT 06/09/2020

Dear Friends in Christ,

As I prepared to write this report, I reviewed the Council minutes and communications both received and distributed from February 2020 through June 9, 2020. The following report reflects Council deliberations and actions throughout this time period.

I also reflected on this most unusual time of the COVID-19 global pandemic and its impact on our personal lives and our congregational life. Many of us have learned how to participate in “Zoom meetings,” and to stay in touch with one another through email, Facebook, Instagram, etc. It has been difficult to refrain from hugs and to breathe through face masks, but we have learned once again that the church is people, not just a building or place. We look forward to being together again when it is safe.

February 2020:

We welcomed Pr. Matt Short, Assistant to the Bishop for Evangelical Mission. He shared the Greater Milwaukee Synod mission, *We follow Jesus, form communities, love all*. He asked about our challenges and our goals and priorities for 2020. Our response included the goals and priorities reviewed at our Annual meeting in January:

- Support the mental health initiative (book study, mental health seminar)
- Support development of a children, youth, and family vision
- Identify and support a team to promote year-round stewardship that will prioritize and recommend distribution of Stewardship for All Seasons (SAS) budgeted dollars (SAS team convened in April)
- Identify and formalize member-at-large connections to congregational groups (liaisons to Preschool & Children/Youth/ Family identified)
- Website/social media planning and development (website designed & soon to be implemented)

March 16, 2020:

- Public worship and limited access to the church building as COVID-19 pandemic affects our country, states, and cities
- A decision to re-voice the organ was deferred to keep money in reserve as the impact on giving is unknown
- A decision was made to continue to pay all of our staff for the next 4 weeks
- Investigate upgrading AV equipment to support online worship
- Begin meeting weekly to monitor and manage issues related to viral pandemic

March 23, 2020:

- Phil Lange, chair of the Endowment committee, requested Council approval of the committee's actions to defer grant requests until later this fall and to stay the course with the current Vanguard Fund rather than change funds at this time – committee actions approved by the Council
- Financial giving has declined
- The Council added Pr. Frank and the musician staff to the list of staff continuing to receive their salaries. The preschool will pay their teachers through the end of May
- 4 Zoom licenses purchased

PRESIDENT'S REPORT 06/09/2020

- Will review the process for funding the SAS initiatives and the Capital Improvement Fund related to the decline in giving

March 30, 2020:

- Electronic giving has increased since last year
- A new process for counting money developed to limit the number of people in the church building
- The spring 2020 election will be held
- There are 4 host Zoom licenses and another will be added – contact Diane or Pr. Brian if you need a meeting hosted
- A survey will be sent to determine interest in virtual coffee hours
- Pr. Brian is writing an Easter letter to the congregation and will communicate that the Council is meeting weekly, all ministries are continuing
- Pr. Frank will preach two Sundays per month through May

April 6, 2020:

- Financial giving continues to be down, payroll costs are also down related to an open position, all ministry leaders are below in their budgets – overall expenses are down, but income is above budget.
- Kathy, Gary, and the HR committee are investigating the Paycheck Protection Plan (PPP)
 - St. John's qualifies to request the loan that provides funds for payroll over an 8-week time period
 - A special Congregation Zoom meeting will be scheduled on April 19 at 1:00 pm to approve applying for the loan
- Online worship going well
- Virtual coffee hour well received, other Zoom meetings include the Saturday morning Men's study, the Property team, the Friday book club, and confirmation classes

April 8, 2020:

- With Synod consultation, it was determined that since the PPP loan will be forgiven if used for payroll costs, it does not require a congregation meeting
- Plans made to complete the application process
- Kathy Davis, as president, will write a letter to inform the congregation about the PPP loan application

April 13 2020:

- Waukesha State Bank approved the PPP loan
- It was moved and approved that St. John's continue to pay all our staff and the preschool staff through June 30, per the budgeted work schedule, including those that are able to continue working whether in-house or remotely as well as those unable to work because we are not having in-person worship services. This is to satisfy the requirement for the PPP loan to be forgiven.
- St. John's website team is developing a timeline

PRESIDENT'S REPORT 06/09/2020

- Interviewing website developers
- A comprehensive working list was developed including design, security, content management, other components necessary for maintaining an up- to- date web site
- Gary Schettler is developing a process for distribution of SAS funds that will be discussed and potentially approval at the next meeting
- Jerry Hanson, Gary Schettler and Kathy Davis will meet to determine necessary amendments to the Constitution in preparation for presentation at the next Congregation meeting in June

April 20, 2020:

- SAS process proposal: the Finance team will assess the budget and make recommendation for SAS dollar distributions to the Council. The Council will approve the recommendation and give direction to the SAS team. The SAS team will determine which ministries will be funded during the month staying consistent with the percentages identified for groups in the 2020 budget
- Council approved the proposal

May 11, 2020:

- Pr. Brian reported that Brian Zach (for President), Christine Hintze (for Secretary), Tim Tollander, and Maddie Beug-Hoffman (for members-at-large) have accepted nominations to the 2020-2021 Council
- St. John's has not, as of yet, approved the 2019 amendments to the model constitution – one of the amendments allows for virtual meetings. It is unlikely that it will be safe to hold a congregation in the near future. If the current officers and members (whose terms are ending) resign, the Council may appoint the nominees to fill the positions until the next annual meeting. The transition will be scheduled to take place on June 8.
- Program and committee reports normally included in the June Congregation meeting should be completed and ready for distribution in July 1.
- The website team selected Matt Gerber to develop our new website – the timeline is 8-10 weeks
- Finances are strong
 - The Finance team recommended that \$22,636 (January through April SAS budgeted funds) be released to the SAS team for distribution and that \$10,754 be placed into the Capital Improvement Fund. The Council approved both recommendations.
 - The Endowment Fund balance is \$144,166
- A special Council meeting will be held on 5/19 an agenda to review and determine which goals and initiatives are most important for the Council to work on
- A special letter will be written to recognize the St. John's graduating seniors

June 8, 2020:

- St. John's will plan to participate in SAS-year two with Council approval
- Council member-at-large liaisons to Preschool and Children/Youth/Family identified
- Website design phase completed, now reviewing 50 pages of content

PRESIDENT'S REPORT 06/09/2020

- Waiting for recommendations regarding AV equipment upgrade
- Transition team led by Brian Zach is recommending phased approach to re-opening based on Waukesha County COVID-19 dashboard and is considering outdoor worship in collaboration with the Worship committee
- Financials continue to be strong
 - \$11,939 will be transferred to the Capital Improvement Fund
 - \$5,689 will be released for SAS initiatives
- Formal letters of resignation were received from Kathy Davis, Dawn Driscoll, Emily Otten, and Jennifer Cranfill
- It was moved that the Nominating Committee's candidates (Brian Zach-president, Christine Hintze-Secretary, Tim Tollander and Maddie Beug-Hoffman – members-at-large) be appointed to fill the positions until the election at the next annual meeting

In closing, I would like to share a portion of Paul's greeting to the church in Rome: First, I thank my God through Jesus Christ for all of you... For I am longing to see you so that I may share with you some spiritual gift to strengthen you- or rather so that we may be mutually encouraged by each other's faith, both yours and mine. (Romans 8:11)

Yours in Christ,

Kathy Davis

President, June 2018 to June 2020

PASTOR REPORT

Senior Pastor Annual Report

Pastor Brian Halverson

This past year has been an eventful one, to say the least!

We are facing one of the most significant challenges we have had to face in response to the COVID-19 pandemic. Beginning in February, as the disease began to spread in the United States, we began to respond in measured steps to prevent the spread of the disease in our congregation. By March worship in-person worship services were canceled, replaced by weekly services that were recorded by the pastoral and music staff. All education classes and committee meetings were conducted via Zoom, and the church building was closed to everyone except staff.

Holy Week services were recorded and played through our website on YouTube. Services continued to be on-line at the beginning of June. The Congregational meeting had to be postponed until September.

Before the pandemic occurred, however, a number of events from the past programmatic year need to be highlighted.

The Stewardship for All Seasons program kicked-off in October, raising four core areas in which the church would concentrate additional funding through its increased budget. The stewardship group, on advice from our stewardship consultant, set a goal of a 15% percent increase of pledged amount from the previous year. The additional funds were designated to be invested in the core areas: partnerships, hospitality, youth and family, and community outreach. The congregation responded in an overwhelmingly positive way by meeting the goals set by the stewardship team and council!

From the Stewardship efforts, we were able to offer a weekend long Mental Health Initiative in February that provided education, resources, and conversation around the issues of mental health/illness and how we as a faith community can respond in helpful ways to persons who are suffering.

Our staff has done an outstanding job throughout the year, and particularly during this time of challenge. I encourage all of you to read their reports and appreciate the many creative ways they have been able to minister to us and keep us connected during this year! I want to give a special thank you to Diane Wilke-Zemanovic, our church administrator, who has done a brilliant job in keeping the church running smoothly and who has been instrumental in guiding projects to successful completions!

I look forward to the upcoming year! Who knows what God has in store for us!

ADMINISTRATION

Membership Report for 2019

submitted by Diane Wilke-Zemanovic, Office Manager

MEMBERS RECEIVED

By affirmation of faith

Tierney Anna-Lynn Athorp, Samantha Marie Ayer, Joseph Diego Balzer, Madeline Amy Beug-Hoffman, Nicolas William Luebstorff, Jennalyn Alexa Mallmann, Zayda Ann Stephens

Floyd and Julianna Webb***, Emily and Joshua Brooks, Susan Hamman***, Paul and Stephanie Moran, Karli and Timothy Jacques, Jacqueline and Jeremy Hale, Constance Braun***, Jenny and Timothy Rouse, Ann Kathleen Bohman***, Ken and Phyllis Reichert, Reinholt and Carol Wasemiller***, Gregg and Joy Miller***, James and Debra Morgan,***, Daniel and Christine Hintze***, Dylan Yourell, Duane and Virginia Walsh***, Laura and Patrick Gundlach, Keith and Sandy Paukner***, Ron and Holly Zahn, Fred Fuller and Debbie Hipke-Fuller***, Paul and Cathy Whitaker***, Donald and Cheryl Hintze***

Affirmation: **Baptism; ***Transfer; *Other**

MEMBERS REMOVED

David and Judy Larson; Beth and Philip Sharpless; Mary Anne Person;

PASTORAL ACTS

Baptisms

Charlotte Joelle Werner, Thomas Jeffrey Werner, Levi Alexander Wiesner, Isaac Peter Roth, Adalyn Lee Elfers, Abigail Emma Senior, Haley Marie Adams, Gavin Scott Stefanski, Maximus Benjamin Charles Kapellusch, Harrison Ragnar Hale, Cora Mae McDonell, James Thomas Larson, Kekoa Naveen Broussard

Funerals

Charles Dybro, Ramon Klitzke, Patsy Schwalbe, Brian Scanlon, William Schreiber, Jacqueline Gerhardt. Alice Ladewig. Earl Kerschke,

Weddings

Julia Henning/Conor Moon
Belle Dodd/Michael Rosenthal
Amy Hutchinson/Mark Surma

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Endowment Fund

submitted by Phil Lange, chair

Committee: Carole Lewis (Term Expires May 2021)
 Jennifer Cranfill (Term Expires May 2022)
 Angie Rose-Mueller, Recording Secretary (Term Expires May 2022)
 Mark Sabin, Financial Secretary (Term Expires May 2023)
 Phil Lange, Chairperson (Term Expires May 2023)

This year the Endowment Committee's 2020 annual open-window promotion for accepting Grant application requests ended on March 15, 2020. The application requests received for the out-reach Endowment monies totaled \$11,050. It was the Committee's intention to review and award the various grants by the end of March. However, due to the onset of the COVID-19 Pandemic and the resulting tremendous negative impact on the world's investment markets, the Committee decided (with the Church Council's concurrence) that it was best to delay making any grant awards or to alter any investment strategies until the investment market showed signs of consistent recovery and regained stability.

Looking forward, the Committee is hopeful that we can resume acting on not only the previous grant requests received in March but also any new requests received during a second open-window promotion targeted for early September. There is no need to resubmit any requests that were made earlier in March. All grant requests will be given equal consideration for their merit and content. All approved Grants help to support either special outreach programs or specific qualifying programs within St. John's.

The Endowment Fund balance as of 6/15/2020 was \$149,088.

During the remainder of this fiscal year and into the next, the Committee will continue to promote additional programs which should help to build the Endowment Fund through efforts utilizing Estate Planning and/or Legacy Gifting by members and friends of St. John's Lutheran Church.

Remember...contributing to the St. John's Endowment Fund will continue to provide a "Gift that will Keep On Giving".

If you have any questions concerning this report or the Committee itself, please contact any one of the Committee's members.

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Finance Team

submitted by Dawn Williams

Accomplishments in the last couple of quarters:

- From January through June, we added over \$22,000 to the Capital Improvement Fund
- Over \$23,000 was designated towards the SAS Initiatives
- Streamlined financial procedures for operating during a pandemic
- Maintained a positive cash position during the pandemic with an increase of 3% over last year's first two quarters

Goals for the next two quarters:

- Continue to fund the Capital Improvement Account
- Implement the new accounting system (PowerChurch)
- Continue to fund the SAS initiatives
- Explore e-giving options

Garden Team

submitted by Jerry Hanson, chair

It was surprising to realize that the Garden Team has been functioning for five years already. Every year is a bit different in terms of the weather pattern, the vegetables we plant, the harvest we get from the garden and even the members of the team. We have been blessed for all five years with dedicated folks making this outreach project to the Food Pantry of Waukesha County a success. The 2019 harvest was approximately 400#, of which approximately 25# was donated by Klaudia Hollander from her home garden.

Team members included the following: The Beyerlein family, Brian and Jennifer Cranfill, Bill Davis, Dick Gennerman, Klaudia Hollander, Carolyn Krause, Phil Lange, Diane Nelson, Becky and Anna Whelpley, Brian Zach and Jerry Hanson. We look forward to the 2020 growing season and hope for a greater harvest.

Gifts and Memorials

submitted by Barb Reed, chair

The Gifts and Memorials committee consists of five members: Dick Granholm, Jan Gregoire, Barb Reed (chair), LoRayne Schmidt and Jim Truax. Committee members can serve two consecutive three-year terms. A brochure is available which explains procedures used within the committee and offers information on memorials to families who have lost a loved one. Anyone wishing to leave a gift or

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memorial in memory or honor of someone can complete the “Designation of Gift” form. Persons or committees requesting to use undesignated memorial funds for an unbudgeted need within the church can complete a “Request for Use of Funds” form. Both forms are available at the Information Desk or from the church office. A memorial book located in the chapel is used to record the names of those who have given memorials in memory of a loved one.

Hospitality Team

submitted by Cindy Schaefer

The Hospitality Team got the 2019-2020 education program off to a healthy start by serving brunch on Rally Day. A display on 'spreading kindness like confetti' was created to represent the Hospitality Team at the Ministry Fair. New member brunches were held on 9/7/19 and 1/11/20 with the latter one cancelled that morning due to a snowstorm. Team members prepared and served food for the Winter Market on 2/2/20. Unfortunately, with the arrival of Corona virus concerns in Spring, our support for pre-school conferences, new member brunch, and the year-end education extravaganza were suspended. However, members were involved in writing graduation cards for our high school graduates.

The Hospitality Team has begun using SignupGenius as a tool to communicate and manage team involvement, although email, phone and narthex posting methods are still employed. While explored, the initiation of a monthly senior program with food was tabled for now. The Hospitality Team has some interest in being involved when it gets piloted and launched.

The Hospitality Team always welcomes new members and new ideas on how we can support special times and events in our congregation. Reach out to any of the team coordinators: Mary Hughes, Kim Rateike, Janet Nolan or Cindy Schaefer.

Human Resources

submitted by Lisa Belli-Fuchs

The staff members at St. John’s Lutheran Church are vital to our ministry. The Human Resources Committee (the “Committee” or the “HR Committee”) is a strategic partner with St. John’s Lutheran Church leadership and the Congregation and is committed to assisting in the development of a high performing staff, capable of supporting the mission of the church. The Committee’s core responsibilities include maintenance of job descriptions, participation in recruitment and staffing, performance management, employee relations, investigations and disciplinary actions through termination, employee development, compensation and benefits design, budgeting and administration, Human Resource information management, regulatory compliance related to employment, Human Resources policy development and monitoring of compliance with them.

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During this program year, as a result of regulatory changes, the HR Committee has been reviewing, assessing and updating several Human Resource policies. To comply with these new laws and regulations, new or revised policies were put in place for Child Protection, overtime approval and time reporting for salaried non-exempt staff.

Additionally, the HR Committee, in partnership with Council, is continuing to work on the impacts of COVID-19 as it pertains to staff and Human Resource policies.

The Committee drafted, and Council adopted, an Employee Recognition Program to provide an opportunity to recognize and thank staff for their contributions, dedication and commitment to St. John's values and mission.

Also during this year, the Committee assisted in job description evaluations and the selection and recruitment process for the following positions: Ministry Coordinator, Building Supervisor, Custodian and Preschool Teacher Assistant.

The HR Committee continued to monitor St. John's performance management process, which enables managers to have more robust discussions with staff about what each is doing well and how that person can be even more effective. The Committee trained interim and new employees on the process and ensured Annual Reviews and new employees' 90-Day Reviews were conducted. The performance management process at St. John's continues to be effective and enables us to serve our strategic priorities.

We look forward to continuing to work closely with Council to ensure that St. John's continues to have a high-performing staff, which serves the mission of our church at a high level.

Respectfully submitted,

St. John's Human Resources Committee

Mark Sabin, Chair
Tom Potratz, Secretary
Lisa Belli-Fuchs

Kathy Davis
Lori Schettler
John Seamonson

Memorial Garden with Columbarium

submitted by Mark Aamot

Dedicated in October 2017, the St. John's Memorial Garden and Columbarium continues to serve our congregation in both their end-of-life planning/preparations and in dealing with unexpected death and burial. During the past twelve months the Committee has assisted members with four inurnments. To date, 32 of the 72 niches have been sold representing 54 souls. New pavers have been purchased and placed in the Garden in honor of loved ones. Committee members have planted and tended the beautiful garden as a place for meditation and prayer. The Committee has also shared its experience

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with area congregations as they make plans for building a columbarium. Information on the Garden, including Guidelines and Application Forms, is available on St. John's website and on brochures. The committee and church staff are available at any time to assist members in the sacred work of caring for their deceased loved ones. Committee members are: Mark and Karen Aamot, John and Mary Almasi, Darlene Bahr, Dick Granholm, Jeff and Kyle Weyer, Ralph and Marlene Zick.

Property Team

submitted by Dan Thompson, Building Supervisor

The St. John's Property Team continues to contribute their time and effort to maintain God's house keeping it, fully functional, safe, secure, sanitized and organized. We are blessed to have a working Property Team that meets the congregation's and building needs to help sustain our building, grounds and mechanical systems. We thank each and every one who is part of the Property Team; they dedicate their knowledge and hard work within a place that is considered a 'second home'.

Dating back to October 2019, St. John's welcomed Dan Thompson as Building Supervisor of St. Johns. Dan has been inspired and highly impressed with the great welcome from the congregation, the hardworking staff and proactive Property Team here at St. John's. Dan manages the Property Team and adds his expertise and skills to ensure building operations run smooth for now and the future. We thank Dan and the entire Property Team for all that they do – Bill Davis, Ken Bahr, Roger Lewis, Roy Osmon, Ralph Nelson, Jeff Weyer, Jerry Hanson, Dick Granholm, Dick Gennerman, Dave Beyer, Karen Wolfmeyer, Chris Klink, Phil Lange, Gregg Everts, Mark Latus, Brian Zach, Brian Cranfill, Keith Paukner, Diane Wilke-Zemanovic, Debra Holifield and Cindi Wright-Kau.

This past year the team oversaw the new sprinkler system projects for the staff area and Sanctuary and numerous small assignments:

- wiring/connections for the new digital sound board for the sanctuary
- speaker hookups
- camera installations
- machinery repairs
- building and grounds upkeep
- technology upgrades
- landscaping
- plumbing work
- lighting improvements
- preventive maintenance on building system applications

The majority of work is done by our Property Team volunteers, work effort that saves the congregation an average of \$2,600 a month, roughly \$31,200 a year. We are extremely grateful for this continuous service and mission that is supported by the Property Team. In these uncertain times we thank the Property Team for abiding and following the building precautions to help sustain the church's building

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needs.

For the future to come, the Property Team will continue to help support the church in any way. Our current long term goal is to identify how to utilize spaces/rooms more efficiently, identify capital improvements that will benefit the church for the future and to help support a healthy sustainable environment for everyone that is part of the great St. Johns community.

CARING AND SERVING

CARE MINISTRIES

Faithful Friends ~ Make a Meal

submitted by Judy Klawitter

Faithful Friends is a meal ministry that was organized about 13 years ago. Carole Lewis and Judy Klawitter coordinate this caring, serving ministry. They arrange for the preparation and delivery of meals to members in need. The meals are provided by kind, caring members who are willing to help others in this special way. In addition to the delicious food, they provide friendly smiles and well-wishes to brighten the days of those whose lives they touch. It is a heartwarming experience for all who have participated. This past year, Faithful Friends have provided 26 meals to members of our St. John's family. We are grateful for the hands and hearts of those who have shared God's love and care in this special ministry. Their kindness has meant so much to so many!

Funeral Meal Ministry

submitted by LoAnn Petermann

The funeral meal ministry remains committed to offering a fellowship meal following a funeral or memorial service. This past program year two fellowship meals were provided; one for 180 people and another for 80-90.

LoAnn Petermann, Chairperson; Judy Klawitter, Carole Lewis, Laura Rickinger, Mary Sabin and Darlene Bahr.

Quilting Group

submitted by Klaudia Hollander

St. John's Quilting ministry is a fellowship of women who put together quilts for shipment to Lutheran World Relief each October. The day group meets the first and third Wednesdays of the month, and the evening group meets the first Tuesday of the month. New members are always welcome. Sewing skills are not necessary, as help is always needed for cutting, measuring, ironing or pinning. We also have an active group of home sewers who make quilt tops at home using the popular "Quilt To Go" prepared packets that are available. Coleen Marshall is our dedicated finisher as she ties each quilt after it is assembled. Last year 138 quilts were shipped to LWR.

CARING AND SERVING

PARTNERSHIPS

submitted by Cindy Halverson, Joint Partnership Team Chair

SJLC is blessed with three ministry partnership relationships with sister parishes. In 2019, our congregation and members provided over \$80,000 to support these partners to both help sustain their program and worship ministry as well as the critical outreach and education work done by in the communities they serve. Below are detailed reports on each.

Akeri/Nguruma Parishes and School, Tanzania

Deborah and Andy Petersen, Ministry Leaders

The partnership between the Greater Milwaukee Synod and the Meru Diocese in Tanzania remains solid. In October 2019, a delegation of lay people, pastors and the Bishop, visited Milwaukee. The group saw many sights, experienced our culture, food, hospitality and left understanding this partnership is based on the love of Christ, mutual respect and walking side by side in support of each other.

As a part of this delegation, St. John's was able to bring and host Veronica Mushi, a lay person who acts as the school board administrator. She stayed with multiple families, had dinner at several different homes and spoke during worship services at St. John's.

School

The school is thriving and adding students each month. As of October, there were 170 students enrolled. The students come from the Akeri/Nguruma parishes and surrounding communities. The school has obtained a school bus, to help get students up and down the mountain. This dramatically increases their enrollment rate. Once again, this past year, all students in the top level passed the national exam that qualifies them for entry into Secondary School!

St. John's is pleased to assist in plans to expand the school campus which include adding the final set of classrooms, a dining hall and kitchen.

Delegation

Our planned trip for April 2020 was cancelled due COVID-19 travel restrictions and health concerns. This was a great disappointment for all 9 members of the delegation, many who were going to experience Akeri/Tanzania for the first time. We have tentatively set a possible trip for April 2021, but of course, that will depend on the progression of the coronavirus.

COVID-19 in Tanzania

Tanzania was not exempt from the virus. COVID-19 has affected the community, though no one in the Akeri/Nguruma area, that we know of. The government is withholding a lot of the data so it is impossible to tell how deep they were affected. Schools did close for awhile but have now reopened.

CARING AND SERVING

Martha Kayaa passed away

We were shocked and saddened by the news that our dear sister/mama passed away suddenly. She had lived with Diabetes but had taken ill and was not able to overcome the complications. She was a pillar in the community and a founding member of our partnership. She will be missed but we celebrate her eternal life in heaven!

All Peoples Lutheran Church, Milwaukee

Mary Mueller, Ministry Leader

All Peoples has been blessed to have Pastor Lindsey Beukelman guide the church with love and enthusiasm this past year!

- Worship has evolved into an online experience. Attendance holds steady with active participation during live worship of 25 families with hundreds of views later including young adults who have moved away!
- To keep the Member Families involved:
 1. Every member family received a box filled with Holy Week worship activities.
 2. Moms received a violet for Mother's Day. Cards were mailed for Father's Day.
 3. We have an online story hour for families.
 4. Peeps Academy program did porch drops of educational materials and online classes.
 5. Online book club for kids and one for adults.
- Food Justice continues to be a huge commitment to the church families and community:
 1. Isaiah 55 Community Meal, and Food Pantry: 60 people typically attended lunch and 25 families per week were served by the Food Pantry. Additional families were served via the "free table" of items from Feeding America. Food donations also come from partner churches!
 2. With COVID-19, the meal was suspended and the pantry was switched to outdoor pick-up. Twenty-five families per week are served with dry goods and meat/frozen items. An additional 15 families are served with dry goods.
 3. A Produce Stand (March through beginning of June) served 40-60 families per week with bags of fresh produce provided by Pete's Fruit Market.
 4. June through October we run our own free garden stand. In 2019 we gave away approximately 1000 lbs of produce!
 5. In 2020 we expect that amount to be greatly increased with the introduction of Partner Plots to the program.
 6. St. Vincent de Paul serves dinner nightly from 5:30 to 6:30 with an average of 100 persons per night. During the spring because of COVID-19, the indoor meal was shut down by their board. Currently they are serving 'to-go' meals.

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7. During April and May, All Peoples fed 100 people per night via the Food Truck Ministry while St Vincent was closed. All Peoples partnered with a local, black-owned food truck using grant money which they received.

Kids Working to Succeed (KWTS)

- For 2020 the program has been reconfigured to comply with COVID-19 protocols. The kids participate four days per week with a rotating schedule which includes worship, Bible Study, Garden Education (all virtual), pick-up day (lunches & supplies for the week) and garden work day (1 small group at a time, masked and distanced). It's going well!!!!

APC and St John's direct partnerships will need to change but are still very important ...

- School supplies, Winter Coats for Kids, Christmas Food Baskets will continue this year!
- The Annual Dorm Shower for two new freshmen going off to college this fall.
- Beloved Sisters Retreat, will be different this year! Stay tuned...

Heroes of the Faith, El Salvador

Mary Beth Gubbins – Ministry Leader

The church of Los Héroes de la Fe in Los Héroes, El Salvador, led by Pastor Santiago, has been in partnership with St. John's Lutheran church for over 20 years. The partnership, which started in 1998, continues to grow stronger as we are blessed to share our joys and struggles. Our moto continues to be, "We are Better Together".

The Education for Life scholarship program (the program) continues to be a significant and important aspect of our partnership. It was apparent that one of the best ways in which we could support our brothers and sisters in El Salvador was to help them rise out of poverty through education. Our support of these students gives them the hope and the opportunity so that they can make a better life for themselves. This impacts not only their futures, but also that of their families.

The program currently blesses 68 students ranging from elementary school to university! Members of St. John's are given the opportunity to sponsor a specific child directly and form a lasting relationship. As an alternative, they can also give a general donation to the program. Funds are distributed to the students monthly by Pastor Francisco who is the paid administer of the program. The program also supports the salary of the preschool teacher who oversees a classroom with 12-15 children and tutors older students who require extra help.

In El Salvador, the school year begins in January and ends in early November. School kits were distributed to all the scholarship students. The kits were tailored to each grade level based on what was needed. Donated funds were used to purchase the supplies. Kits were assembled and the supplies delivered by the youth of St John's during their weeklong mission trip in January of 2020.

It has been a goal of the partnership to travel to each other's country every other year. This January, Carrie Allbaugh led a delegation of seven youth from St John's to El Salvador. Julia Mauck, who has been to El Salvador several times was their youth leader. The trip offered many opportunities to see

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different parts of El Salvador, learn the history of the country, and bond with Pastor Santiago, other leaders of the church and the youth of Los Héroes.

El Salvador, along with the rest of the world, was of course affected by the COVID-19 pandemic. The country was in complete lock down until just recently. Schooling was still happening from home. Lessons were distributed through their cell phones. Scholarship funds were delivered monthly to families. This became their only source of income for food and internet service. To complicate their situation even more, they were severely impacted by the flooding caused by storm Amanda.

SERVICE/OUTREACH

submitted by Brian Cranfill, Outreach Chair

Our Caring & Serving Ministries at St. John's provides us many opportunities to "outreach" in the name of Jesus Christ to those less fortunate. Folks of all ages help out in numerous ways, through the many ministries we advocate for.

Monthly Outreach Focus

Each month we focus our in-kind giving on one of our local or global partners. On the first weekend of the month our ministry leaders provide a short Ministry Moment to tell us about the collection and highlight important information about our partner organizations. In the second half of 2019 we collected: Backpacks and school supplies for All Peoples, quilting supplies for the St. John's quilt team, medical supplies for Mission of Healing to El Salvador, and coats for All Peoples. In early 2020 we collected socks & undies for Hope Center, Women's Center donations, and started the Luther Manor cookie drive before the Pandemic stopped our efforts. Thank you to all our leaders and contributors who help make a difference in the lives of many each month.

Christmas Food Drive

This year was our 35th year for the Christmas Food drive. We delivered 140 bags of groceries, plus 40 hams, and 7 turkeys. Our delivery teams transported the donated food items to All Peoples and the Waukesha Food Pantry. Thanks to the financial support of the Women's Ministries group 40 bags of apples, 40 bags of oranges, and several extra hams and Turkeys were purchased, beyond congregational donations. We continue to enjoy assistance from our high school youth group with shopping duties for the extra purchases.

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ELCA Hunger Appeal

St. John's also continues to be a leader in giving to ELCA World Hunger an arm of the church that seeks to eliminate hunger domestically and abroad. St. John's contributed \$1,720 in 2019, and \$4,177 in the first half of 2020, all through individual designated giving.

Hope Center

Every Monday a team of volunteers serves lunch to 45-60 people at Hope Center in Waukesha. St. John's general budget helps pay for the food served each week. In 2019, we served ~ over 3000 lunches! In 2020 we continued our traditional Monday lunch program until the COVID-19 Pandemic forced our teams to stop in person preparation and serving of meals. However, our dedicated team leaders continued to prepare 30 "take-out" meals from their homes each week, and deliver them Monday mornings to Hope Center.

We also have a team of volunteers who stop by local restaurants to pick-up surplus food donations and deliver it to Hope Center to be used throughout the week. There are also several members who volunteer at the Hope Center Clothing Shop providing basic necessities to Hope Center clients. Several St. John's members also volunteer for Project Move, which connects furniture donations to folks having a similar need.

Twice a year, volunteers from St. Johns prepare and Serve a Sunday afternoon Spaghetti supper at Hope Center as part of the Loaves and Fishes program.

Bread for the World

Delayed due to the COVID-19 pandemic.

Outreach support

St. Johns continues to dedicate a percentage of budget to several ministries outside the church, including LSS (Lutheran Social Services), Hope Center, Women's Center, Oaks Indian Center, and Lutherdale.

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Jail Ministry

submitted by Jane Babcock

The past year has been both interesting and challenging and, as a result, we have needed to become very flexible in how we serve at the jail. We have had to learn to bend with the times. Until late March, our ministry continued as it has for many years. We participated in Sunday morning worship, helped provide needed support services for inmates, visited with individuals when requested, wrote letters, and provided encouragement and support. Then the corona virus appeared on the scene, along with the stay at home order and the jail suspended programming, including visitation, worship services and Bible studies, denying entrance to all but professional staff. Our ministry was stopped in its tracks. As of this writing, it continues to be on an indefinite hold.

I have been blessed over the years, by having many inmates who, when leaving the jail to go on to prison, have asked me to follow them. I have gladly done so, and when the jail closed its doors, I had three inmates in the prison system who continued to need our care. These were people I had known for 4, 5, and 27 years respectively, and for us, although visitation at the prisons was also suspended, ministry continued regularly by way of phone calls and letters. During this stay at home time, one young man was released from prison, and for him, attempting to reintegrate into the community during a pandemic, including finding an apartment and a job, was filled with obstacles and impediments. Week after week, doors were shut and opportunities denied him because of his record. During those weeks, we talked a lot. It was a time when he needed someone to listen and to provide him with the encouragement and hope he needed. I'm happy to report that after many weeks, he was finally blessed to find a landlord and an employer who were willing to take a chance on him. He now has a good job, an apartment, and with the coming of beautiful weather, he is enjoying running and biking and the freedom of being in the outdoors to appreciate nature once again. He is doing well. He texts me photos of wild turkeys, colorful flowers, and gorgeous, gnarled trees which he sees along the way, and we continue to talk every week. I've had no long drives to prisons or visitations in noisy, overcrowded visiting rooms but instead have enjoyed the connections with these young adults who, under very difficult circumstances, are working at putting their lives back together and making things right, doing the best they can while facing daunting challenges.

And remarkably in the midst of all this, we have added a new member to our team. Nancy Olson is now part of St. John's jail ministry, bringing with her some remarkable gifts and life experience, and a passion for reaching out to those who are incarcerated. We had the privilege of having her with us for a Sunday service at the jail in March and are looking forward to having her in our regular rotation --- once the jail reopens. Watch for her articles in upcoming editions of the Inspire as you hear from a brand new voice with a fresh perspective. Welcome, Nancy.

The work of ministry continues. It sometimes needs to bend, re-evaluate and possibly take on new forms – but it continues. Thank you for your ongoing support.

God's blessings always,
Jane Babcock, 262-544-6174

CARING AND SERVING

Winter Farmers' Market

submitted by Joanna Salinas

St. John's partnered with the Food, Faith and Farming Network and hosted our third annual local Winter Farmers' Market on Sunday, February 2, 2020. We had 16 local vendors participate and we served a brunch sourced entirely from local food to over 140 people! The market is a great opportunity for outreach to our local community and drew many non-members into St. John's. A huge thank you to the many volunteers who made the morning a success and especially to the Hospitality Team. We are currently exploring different formats to partner with the Network for the 2021 season.

If you are interested in working on this team, please contact Joanna Salinas or Sonja Beyerlein.

CHILDREN, YOUTH, AND FAMILIES

High School and Young Adult

submitted by Carrie Allbaugh, Youth Ministry Coordinator

July 2019-June 2020

July 14: We had four college students and five high school students show up to give the youth room a fresh look with a new coat of paint. The current furniture was also updated with matching slip covers generously donated to give the room a more finished look.

July 27-August 3: St. John's sent fourteen high school students, three college students and six adults to the Boundary waters for a week of exploring their faith and building community together. The trip was through Wilderness Canoe Base where we also met up with three additional college students from St. John's, two who were working at Wilderness Canoe Base for the summer and one who was working for another camp in the boundary waters for the summer. The group led worship on August 11 and reported about what they learned and how they saw God throughout the week.

August 18: We yoked six confirmation students with their mentors, and had a cook-out-pool-party to celebrate and help build community among the confirmands and their mentors.

High School Youth Group met Sunday mornings at 9:45 in the youth room. We currently have about 18 active High School students with five to nine showing up on a given Sunday. This year our focus was on what it means to serve.

The beginning of October we sent out 32 small care packages along with a survey to all of our college aged young adults asking what they are looking for out of a college ministry, we received 19 of the surveys back and used them to put several different opportunities in place throughout the year.

October 27: We went sent out seven high school students and three adults out to three homes of congregation members to help with fall clean up!

November 1-3: Five of our mentors and all six of our ninth grade confirmation students along with Pastor Brian and myself headed to Lutherdale for the confirmation retreat to talk about our faith stories and have some fun building relationships.

November 10: One of St. John's adult bible study groups threw a Packer party for the high school students with roughly 12 students and 13 adults attending. We shared conversation, food and celebrated an exciting Packer win!

Over the course of two Sundays in November the high school youth group invited the Sunday school students to the youth room to help make cards to send in care packages to our shut ins and college students.

November 15: Nine students from the youth group met at Adventure Rock in Brookfield for some fun and fellowship.

December 8: The youth group offered an afternoon of free babysitting to the congregation the event consisted of nine children, nine high school students and four adults. The event was four hours long.

We made 18 care packages for shut ins in the community that our visitation team delivered on 12/19

CHILDREN, YOUTH, AND FAMILIES

these included homemade cards, decorated mugs reminding them that someone is thinking of them and praying for them and some tea bags and an ornament. We made cards for 25 care packages for college students spanning over six states that were mailed out on December 13. We made one care package for the police and one for the fire department in our community that the high school students delivered on December 20. These included snacks, tea bags and individual packs of Kleenex and homemade cards. The care packages were created using funds from a Thrivent grant.

In December the youth group focused their Sundays service helping our sister churches. By prepping 132 band aid kits for the mission of healing in El Salvador and 20 Hygiene kits along with some fun Christmas treats for the teens at All Peoples. They also collected a big box of hygiene items to share throughout the year.

On December 20, five our students went to the local grocery store to buy 40 bags of oranges, 40 bags of apples, 30 pie crusts and hams for the food drive.

January 7-14: St. John's offered its first mission trip to our college aged young adults. We had six of our young adults travel with me to visit our sister church in El Salvador. While there we spent time with the young adults of Los Héroes on different field trips, worshiped with them, spent time in their community, spent the afternoon at the homeless shelter sharing a meal, and handed out school kits to the scholarship students in Los Héroes. We had hoped to share our experience in March but that was cancelled due to the pandemic.

February 29: Our high school students headed to Sunburst for some fun and fellowship snow tubing. We had seven students and three adults in attendance.

March 14 – 15: This was to be the lock in and pancake breakfast. They became the first events cancelled due to the COVID-19 pandemic.

Starting March 22 the youth group went virtual with Zoom meetings on Sunday mornings at 10 a.m. The online meeting lasted about an hour and had between five and thirteen students in attendance weekly. We met each week until June 21, when we welcomed the incoming freshman on our Zoom youth group meeting.

To keep kids engaged, we also started a text group - with the permission of parents - where weekly challenges were sent out.

April 10: The young adult, college aged book study started. We looked at the book "Anxious for Nothing", by Max Lucado. The group consisted with two options, the first being following a study guide and receiving a weekly email with a short devotion and questions to think about and reflect on, and the second option was the same as the first but with an added Zoom meeting to discuss the book virtually. We had thirteen participants, eight of them choosing the first option and five choosing the second. The study was five weeks long. The books were purchased using a grant. At the last meeting the group discussed the future of the group and decided to do a weekly Zoom drop in devotional group during the year and possibly another book next summer.

May's Confirmation day was cancelled due to not being able to meet in person. Several Zoom meetings were set up to keep connected to the confirmands and mentors and to continue work on faith

CHILDREN, YOUTH, AND FAMILIES

statements. Confirmation was officially held at outdoor worship for five of the students on August 23 and will be held for the sixth student on September 20.

We had 21 students and adults signed up for our mission trip to Lynn, Massachusetts through the Youth Works organization. This was relocated to Niagara, Michigan due to the pandemic, but then eventually cancelled by Youth Works.

To celebrate our seniors in June we collected cards for our seniors and delivered small celebration baskets to each of them. We had six active seniors graduate from youth group this year.

Middle School Ministry, 5th-8th grade

Joanna Salinas, Middle School Ministry Coordinator

St. John's Middle School Ministries experienced an injection of energy as we expanded Middle School Ministries to include our 5th grade students. Under the direction of Pastor Brian and their amazing teacher Jenny Rouse, 5th & 6th grade students are engaged in a two-year Bible Overview program that challenges students in new and challenging ways. This past year we ended with 21 students!

Our 7th & 8th grade Confirmation Students participated in weekly instruction, a Sunday morning Youth Leadership Team in collaboration with the Sunday School program, and monthly social and service events. This spring the students participated in a Confirmation Retreat at Lutherdale, and served a meal at the Hope Center.

We were able to successfully transition both of these programs to virtual learning in April and had a blast exploring this new format and platform with the students!

Children's Ministries

Joanna Salinas, Children's Ministry Coordinator

Sunday School

Sunday School had a great year! This is our 5th year utilizing the Large Group/Small Group format. Children gather first in Large Group, where they experience music, stewardship, the lesson and prayers all together as a group. Then they head to Small Groups where they build peer relationships and expand on the lesson.

The benefits of this framework are that it allows us the freedom to be highly creative in how we present the lesson and allows for greater volunteerism and family participation. It also provides an environment for children with specific needs to fully participate in (and enjoy) Sunday School in areas where they may struggle in a traditional format.

CHILDREN, YOUTH, AND FAMILIES

When we needed to pivot in March to Virtual Family School, this format allowed us to seamlessly transition to online Family Sunday School through creative videos and at home activities.

Highlights for the year include:

- Enrollment of approximately 80 children who regularly attended Sunday School.
- We welcomed 8 new families to Sunday School this year and expanded our class offerings for two-year-olds.
- Over 20 Youth/Adult volunteers (Large Group team, Small Group leaders, planning teams)
- Collaboration with the Confirmation students in a Youth Leadership Team on Sunday mornings
- Stewardship Projects brought in over \$750 in funds as we focused on local and world hunger and our Los Héroes student.
- Lenten focus was an art based six-week study of the Lord's Prayer.
- Our 3rd-5th grade students went on a Lutherdale retreat in January
- Six of our Sunday School students received 1st Communion this year.
- Creation of weekly Family Sunday School videos using dozens of volunteers!

Vacation Bible School

VBS 2019 was a great success that brought 70 children and our adult and youth volunteers together around the theme of "Who is My Neighbor". Through this ELCA World Hunger VBS we traveled the globe and explored different cultures as we become God's hands and feet in the world. By playing with a purpose as we shared kindness, extended compassion, and explored justice through dramas, games, service projects, and more!

While we had to postpone our traditional VBS slated for the summer of 2020, we are excited to offer five weeks of an intergenerational, outdoor worship experience called Compassion Camp. Each week families will gather with others in their neighborhoods and explore themes around Compassion and Empathy, while sharing prayer and a communal art project.

Preschool

submitted by Laura Rickinger, St. John's Lutheran Church Preschool Administrator

The mission of St. John's Preschool is to foster learning in a nurturing environment in which our young children are loved, respected, and valued.

St. John's Preschool finished our 20th Anniversary Year in many remarkable ways. We were blessed with record attendance, welcoming students throughout the school year, successfully adding a teacher to our staff and having a shortened school year, ending March 13, 2020, due to the global COVID-19 pandemic. We had 43 children and four teachers learning and growing each weekday morning in our Two Year Old, Three Year Old and Four Year Old classes. By far, this current school year is our highest enrollment in our recent past.

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For the nine weeks we were closed by state Safer at Home order, our teachers provided activity newsletters to our families. Each newsletter, written by the team teachers, and sent by email, featured activities similar to the preschooler's classroom lessons for "Playing to Learn, Home Edition." Our last day of Preschool was missing our traditional Blessing and Sending event in the Sanctuary followed by a Family Play Day. It was replaced with a class photo collection emailed to each child featuring fun classroom activities and their friends' smiling faces and a gift certificate for Oscar's Custard mailed to them.

We are proudly a diverse community both culturally and with the skills, gifts, and challenges of our children. We continue to be blessed to welcome children with special needs and challenges and where they can learn and grow receiving the attention they may need and cannot receive in other preschools.

Preschool Highlights:

Our Two Year Old class of eleven children was a joy! Our team teachers enjoyed their eagerness to participate in playing and learning with their friends and their unabashed enthusiasm to be in Preschool. We have been very successful enrolling children throughout the school year after their second birthday.

Our Three Year Old class closed with 17 children who each grew so much each in their own way. Our Three Year Old class shows us how children their age make friends and create those special friendships. How fun to see them burst into the classroom looking for their friends to play!

Our Four Year Old class is the biggest class in several years, 14 children. Our families appreciate the opportunity to use our class as either their child's 4K experience and then move on to public school 5K, or to attend our Preschool and then enter their school's 4K class. Our children are offered opportunities to learn at their own pace. Our new Teacher Assistant was a true asset to the classroom allowing both teachers to provide individualized learning.

Boy Scout Troop 16

submitted by Terry Hoepfner, Scoutmaster

Boy Scout Troop 16 is sponsored by St. John's and meets in the fellowship hall on Tuesday evenings.

- Jim Mathes is the Institutional Representative and Larry Long is the Troop Chairperson
- Terry Hoepfner is the Scoutmaster and has five assistants
- The troop is led by the boys, each one having a troop leadership position
- We camp twelve times a year including two week long summer trips
- The scouts work on various skills to develop Character, Citizenship and Fitness
- There are various ranks earned on the trail to Eagle Scout
- During its 55 years of existence, Troop 16 has been honored with 74 Eagles.

ADULT MINISTRIES

Ministry Coordinator

Submitted by Stephanie Broussard

It has been an exciting year as the ministry coordinator. With this position being new this year was filled with trying to figure out exactly what I would be in charge of throughout the year and where my role would take me.

One large piece that became my focus for this year was mental wellness. Starting in January we read the book "Grace for the Afflicted" and multiple small groups both new and old took on this book to really dive in deeper to a clinical and biblical study of mental illness. There were sections of the book suggested to read along as well as discussion questions to get us really thinking about mental illness and removing the fear of talking openly and candidly about it. This then led up to a weekend of events to provide us with more discussion, information, and resources. Over the weekend we were able to touch over 100 individuals both members of our congregation and members of our community. We focused on increasing our factual knowledge of mental illness and how we are able to be receptive and understanding of mental health as a spectrum.

As the world shut down, it opened up the opportunity for me to take a look at how we stay in contact with our members. This led to neighborhood groups being formed. All members were looked at from a geographical standpoint with their addresses on file and grouped with other families that live near them. Each group then we attempted to find a leader for who would check in with those in their group and relay information from Church out to our members in another format. At this time, not every group has a leader, but we then have a team who has taken on calling additional groups.

Sunday Adult Education

submitted by Dale Landgren and Crispian Sievenpieper, co-facilitators

A dedicated group of over 20 women and men (with average attendance of 16) met weekly on 34 Sundays throughout the church program year to engage in Bible and book study, including the last 9 sessions via Zoom.

It has been a great way to build community and grow in understanding. The schedule for the last church program year:

- Bible study on the Acts of the Apostles using a book by C. Robertson
- Book study for Advent: *The First Christmas* by Borg & Crossan
- Bible study on the Old Testament book of Daniel using a book by E. DeSueza & J. Jones
- Book study during Lent: *Entering the Passion of Jesus*, by Amy-Jill Levine
- Post-Easter: Weekly study of lectionary readings for that Sunday, with ELCA study guides

This welcoming group met on Sunday mornings between services in the library. All were able to participate, including those who couldn't attend regularly.

ADULT MINISTRIES

Women of Faith Book Club

submitted by Patrice Krimpelbein

Our group has been in existence since 2002, first as a Bible Study, then as a book club. Our email list consists of about 15 people, with regular attendance by about 6 women. The September 2019 Ministry Fair blessed us with four new members. We meet the 3rd Friday each month at the home of one of our members, excluding December and any month where the weather would prevent us from driving safely to the host's home. Since March, we have met on-line, first by Skype and then by Zoom. We always select a wide variety of books from science fiction to mysteries to inspirational to biographies. A sampling of the last few months are *Memoir of the Sunday Brunch* by Julia Pandl; *Where the Crawdads Sing* by Delia Owens, *City of Girls* by Elizabeth Gilbert, *The Day the World Came to Town* by Jim DeFede, *If You Ask Me* by Betty White, and *Inspired: Slaying Giants, Walking on Water and Loving the Bible Again* by Rachel Held Evans.

Our aim is to gather as a community of faithful women to discuss topics inspired by the books we read, by current events and by the needs of the group. Anyone is welcome to join us. There is no requirement to read the books that are selected, we just ask that you come with an open heart and a loving spirit.

WORSHIP AND MUSIC

Music Coordinator/Organist

submitted by Becky Whelpley, Music Director

Dear Friends in Christ,

It has been an interesting year to say the least. We all think of this year as before and after COVID-19.

It has been a joy and honor to serve St. John's. Thank you to the music staff, the church staff, the choir members and instrumentalists. It is a great joy of music ministry to involve musicians of all levels in worship as we serve the Word together.

In August of 2019 myself and fellow area musicians (including members of St. John's choir) were able to participate in a worship service during the church wide assembly in Milwaukee. What an honor it was to sing with Calvin Hamptom and lift up the ordination and work of female pastors of the ELCA.

The choir was glad to welcome a number of new singers this past fall. So many, in fact, that I was able to locate and pick up donated choir robes from another church that match ours. The choir was able to collaborate with other groups throughout the year and many thanks to Lisa Weiss-Cornelius for being the choir accompanist. A highlight was the Christmas Music weekend of Lessons and Carols. Two identical services with all musicians took place on a Sunday at 8:30 and 10:45 am with time for fellowship in between. This past Christmas we also presented a Children's pageant during the early Christmas Eve service. Thank you to all musicians, leaders and participants!

I continue to encourage youth to act as organ assistants during the 8:30 am worship services and many thanks to Chris Anderson for again directing the youth handbell choir.

In the fall of 2019 a more blended style was introduced once a month to the 10:45 am Sunday service which included piano and some familiar hymns out of the ELW in addition to the praise band. Many thanks to Kenn Anderson for his leadership of the band. Also, a new liturgy, Joyous Light, was taught to the Thursday evening worshipers as this service was a new addition to the fall schedule.

During the fall of 2019 I asked Berghaus Organ Company to evaluate our organ and make recommendations for the future of the instrument. As our pipe organ ages we have been confronted with some maintenance issues above and beyond keeping the instrument tuned regularly. In September 2019, Berghaus Pipe Organ Builders presented a proposal concerning current and future needs of our pipe organ. Prior to the proposal two members of the tonal department came out to St. John's to listen and take notes. The proposal included 1. installation of seven toe studs to duplicate general pistons 2. replacement of 8' Principal and 4' Octave pipework and re-voice of instrument 3. discussion of the overall condition. The inspection revealed that the pipe organ is in good overall condition and there are a few specific things that can greatly improve the tonal quality and make the instrument more versatile. We are very pleased with the installation of seven toe studs that took place on November 12, 2019. "Toe studs" or foot switches are located above the pedals. Piston switches operate the combination action which allows the organist to preregister "combinations" of stop tabs, and then replicate each combination simply by pushing a piston button, or a toe stud. St. John's was ready to move to the next phase in March 2020 of replacing the pipework and re-voicing the instrument. We have put the project on hold due to COVID-19.

WORSHIP AND MUSIC

The Fine Arts Series continues to welcome groups and individuals to St. John's; we welcomed the Carthage College Choir on March 8th. Not only was the concert given beautiful and well received, St. John's families showed their spectacular hospitality in feeding and providing overnight accommodations for the students.

COVID-19 cut many programs short, the choir and KOTK were preparing a musical "The Tale of Three Trees" to present in April 2020 and preparation for a Musical VBS was well underway.

I am very thankful to the staff and congregation as we have navigated this new normal. I am thankful for the understanding and grace that has been shown as we switched to virtual recordings of worship as well as outdoor offerings. We will continue to serve God's people in a safe manner and I look forward to seeing you in person.

Handbell Choir

submitted by Heidi Bischmann, Handbell Choir Director

Highlights of the 2019/2020 Handbell season include:

Regular musicians, guests and substitute ringers – Chris Anderson, Darlene Bahr, Sonja Beyerlein, Mickey Fank, Penny Holt, Sue Keith, Pam Klink (NEW IN 2019), Linnea Logan, Karen Natterstad, Joanna Salinas, Janell Schmidt, Pauline Shoemaker, Bonnie Suhaysik, Mary Wagner and Rebecca Whelpley

I believe that the strength of the handbell choir – particularly this year – went far beyond the time we spent together in rehearsals and worship services. We learned two or three pieces of music each month and shared them in worship. Some of the pieces were repeated from prior years and others were new and challenged us as musicians. Unfortunately, our season was interrupted by COVID-19 which tested our patience and resolve. We quickly realized that it was important to each of us to stay connected and so our weekly "rehearsals" continued on Zoom. We may not be able to ring together at this time, but our camaraderie and the opportunity to "check in" with one another has kept us in touch. We share highs, lows and prayer concerns/updates, as well as laugh often.

We are looking forward to being together again and adapting so that we can continue to praise God and share our musical talents. New musicians are always invited and encouraged to join the Joyful Bells for laughter, prayer, fellowship, fun and beautiful music!

WORSHIP AND MUSIC

Kids of the Kingdom (KOTK)

submitted by Lisa Weiss-Cornelius

KOTK for 2019-2020 was an excellent year. For summer VBS 2019, we added the use of drum circles. During the church year, drum circle pieces were added to the variety of songs performed in church at both the 8:30am and 10:45am services. KOTK sang at least two Sundays per month until the COVID-19 epidemic changed our situation in March, 2020. We were planning on adding a Musical this year in April called *The Three Trees*. When we return to singing in church, this musical will be added again.

KOTK was part of the Christmas Lessons and Carols and the Sunday School presentation of the Christmas story. We sang a number of songs with the adult choir when programmed. The children also took on leadership roles to include mentoring younger members in rehearsal and church services. They also started assisting with conducting the ensemble at times when I was playing the piano and it helped to have a leader to guide the members through hand motions and words.

KOTK grew in size throughout the year. We had between 12-17 members in the ensemble this year. There was no cost to be in KOTK, but parents volunteered to cover meals on Wed. evenings after the rehearsal. It was a very positive musical experience for the families involved. The KOTK had the chance to see how adding music to the church service was greatly appreciated by the congregation. The children grew musically and personally through this experience.

Praise Band

submitted by Kenn Anderson, Contemporary Music Director

Highlights of the 2019-2020 program year include:

- learned many new worship songs, some requested by members
- added full time drummer and piano
- added fill-in drummer
- worked with "lead team" in utilizing new sound system
- worked with Becky on "blended" service
- worked with Pastors on appropriate sermon songs
- worked with KOTK on special songs
- worked well with other musical groups to provide special services when requested

NOMINATING COMMITTEE

Nominating Committee Report

submitted by Pastor Brian Halverson

The 2020 Nominating Team included: Mark Aamot, Kathy Davis, Emily Otten, Keith Paukner, John Roth, Melissa Seamonson, and Pastor Brian Halverson

Election of Council officers and members routinely occurs in June. We were unable to hold a meeting in June due to COVID-19, so in consultation with Synod staff, Council discussed two options:

1. Current officers and members remain in office until the next congregation meeting.
2. If a member's place on the Congregation Council be declared vacant, the Congregation Council shall elect, by majority vote, a successor until the next annual meeting (C12.03).

The Council chose option 2. Letters of resignation were submitted on June 8, 2020, to the Council for the offices of President, Secretary, and two members-at-large at which time these positions were declared vacant. The Council then elected the following nominees, chosen by the Nominating Team, to serve on the Council in an interim basis, until the next annual meeting can be held (C12.03):

Brian Zach, President;
Christine Hintze, Secretary;
Tim Tollander, member-at-large;
Madelyn Beug-Hoffman, member-at-large.

The Nominating Team now presents these four individuals to the congregation for election to their first term on Council.

2019-20 Council Members

Kathy Davis – President
Gary Schettler– Vice-President
Dawn Williams – Treasurer
Dawn Driscoll – Secretary
Jerry Hanson – At Large #1
Jennifer Cranfill – At Large #2
Emily Otten – At Large #3
Linnea Logan – At Large #4
Barb Lange – At Large #5

2020-21 Proposed Council Members

Brian Zach, President
Gary Schettler– Vice-President
Dawn Williams – Treasurer
Christine Hintze – Secretary
Jerry Hanson – At Large #1
Tim Tollander – At Large #2
Madelyn Beug-Hoffman – At Large #3
Linnea Logan – At Large #4
Barb Lange – At Large #5