



St. John's
LUTHERAN ELCA | BROOKFIELD, WI
Following Jesus, Making Disciples, Serving the World

ANNUAL PROGRAM REPORT

JUNE 6, 2021

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AGENDA

1. Call to Order, Opening Prayer
2. Adoption of Agenda
3. Approval of Minutes from the January 31, 2021 meeting
4. Treasurer's Report
5. Pastor, Staff, and Ministry Reports
6. Old Business
 - a) Transition Team
 - b) GROTH Design
7. New Business
 - a) Nominating Committee Report / Election of Council Members
 - b) Staff Update
 - c) Pastoral Support
8. Closing Prayer / Adjournment

MINUTES – JANUARY 31, 2021

Congregational Meeting Minutes - January 31, 2021

President Brian Zach called the meeting to order at 10:36 a.m. using Zoom video and audio conferencing to approximately 58 church members. Opening prayer was led by Pr. Brian Halverson.

Approval of minutes from 9/20/20 meeting

- Motion to approve made by Jeremy Beyerlein and seconded by Jerry Hanson
- Motion carried

Agenda adjusted to include Constitution update

Treasurer's Report presented by treasurer Dawn Williams

- A question was raised concerning the status of the Payroll Protection Plan (PPP) loan. Dawn responded that the loan has been forgiven but due to uncompleted paperwork it is still under the liability part of the budget (p.7 treasurer's report). It will be shown in this year's operational statement when final paperwork is completed.
- Question concerning church's % contribution to synod was raised. Dawn clarified and satisfied the question.
- Motion to approved made by Phil Lange and seconded by Steve Schellin.
- Motion carried.

Old Business

Constitution Update by Kathy Davis

- St. John's needs to update current constitution to be in compliance with Synod Model Constitution by including the Parish Authorization Chapter.
- Kathy moved to ratify the September 20, 2020 congregation member approved addition of Chapter 20 Parish Authorization to St. John's constitution.
- Motion was seconded by Dawn Williams.
- Motion carried.

Transition Team Update

- Concerns were shared about the time frame for reopening the church for indoor worship. Brian Zach responded that as a result of numbers in Waukesha County going in a positive direction the Feb. 2nd meeting of the Transition Team will address the current situation and provide a write up in the Friday, Feb. 5th Happenings.
- Brian reassured members that online services would continue even after the reopening.
- St. John's has the ultimate decision when reopening will occur.

MINUTES – JANUARY 31, 2021

Groth Design Group Update

- Questions were asked about next steps and a time frame for moving forward with Groth Design plans. Brian Zach responded there would be no financial implications until 2022. The year of 2021 will be spent getting the master plan correct and comfortable with a time line and foundation set up for the next 5, 10, 15 years.
- The group is meeting at the end of February and should have a better understanding of some time tables supported by some focus groups.

New Business

Audit Report - It was decided to postpone the audit until the church has reopened.

Committee Financial Reports

- **Endowment Fund** - New window opening for Endowment requests from February 1 - 15. \$15,550 was allocated in 2020. The tentative grant release for 2021 will be the end of March.
- **Jeremy Beyerlein moved to accept all the Committee financial reports.**
 - Seconded by Jerry Hanson
 - Motion carried.

Preschool Financial Report

- Motion to accept by Jerry Hanson, seconded by Kathy Davis.
- Motion carried.

Nominating Committee for council replacements

- 5 of 6 nominees were presented: Carolyn Krause, Gary Schettler, Ariella Beyerlein, Dawn Williams, Chris Klink. The 6th nominee will be appointed at a later date.
- Motion to accept nominees was made by Brian Zach, seconded by Jerry Hanson.
- Motion carried.

Budget Discussion and Approval

- General fund comparison between 2020 and 2021 - keeping revenue (\$808,332) the same as last year due to COVID.
- Last year budget was split between general operating and SAS initiatives (Stewardship for all Seasons). 2021 will combine the two and put them under the categories where they belong.
- To the right of the Total column is "Conditional" - if expected revenue is not received St. John's won't be able to fund the "Conditional" funds. Finance committee will watch incoming revenue for first few months before making recommendations about the Conditional funds.
- No new staffing added to Personnel but cost of living increases were included.
- Intending to fill vacancy left by Youth Ministry Coordinator so position is included in budget.
- At some time in future might add a financial manager so position is included in budget.

MINUTES – JANUARY 31, 2021

- Dale Landgren questioned reason for outreach to Greater Milwaukee Synod decreased to 8.2%. Dawn said it was not intentional and will be further reviewed.
- Dale questioned the % of increase for personnel. Mark Sabin from HR committee did some investigating before arriving at that figure. He said it is a place holder in the budget and if circumstances arise that it needs to be changed, the HR team will review it and make recommendations.
- Dale Landgren recommended as he did last year to have more transparency with salaries.
- Question about the new ELCA hymnal has been discussed by staff and is under consideration for future.
- Financial team and council feel that contributions to Capital Improvement Fund (CIF) need to become more intentional. The plan is to make monthly additions to the CIF whenever possible.
- Sound technology for the sanctuary is still being evaluated. Selection and installation has not been finalized yet.
- Brian Cranfill asked how will spending the Conditional monies be determined. Dawn said finance team will look at monthly reports, make a recommendation to council for distribution.
- Pledges for 2021 are higher and stronger than last year.
- Thanks were expressed to Dawn Williams and the Finance team for all their efforts.
- Motion to accept the 2021 budget made by Jerry Hanson, seconded by Steve Schellin.
- Motion carried.

Adjournment

- Motion to adjourn made by Kathy Davis, seconded by Mark Sabin.
- Motion carried
- Meeting adjourned at 12:03 p.m.

Respectfully Submitted by Barb Lange, Council Member

PRESIDENT'S REPORT

Fellow Disciples,

As I read through the Annual Meeting Ministry Reports, it is apparent that God's work throughout St. John's is abundant. This past year our in-reach and outreach programs may have looked and felt different (thank you Zoom), and we may have been outside of our comfort zones with the challenges, but at the end of the day we persevered and moved forward. I often think about those who encountered Jesus and wonder how they felt when they were asked to follow, trust, and believe Jesus's message. A true test of faith. St. John's dedication and faith shined bright in the past bleak year.

Thank you to all those who supported our mission of, Following Jesus, Making Disciples, Serving the World.

Looking ahead, I am excited to see how St. John's can build and grow off the creativity of last year. Work with GROTH Design should be wrapping up in 2021, giving St. John's a Master Plan for the short and long term. I'm optimistic we will be closer to our normal worship and the fellowship routines we are accustomed to. Lastly, thank you for the trust, support, and prayers over the past year.

Praying for peace, good health to all, and a very bright upcoming year!!

Brian Zach

PASTOR REPORT

Senior Pastor Annual Report

Pastor Brian Halverson

This past year has been both challenging and rewarding. Through both God has been gracious in God's presence with us, providing strength, comfort, and hope during these times. Although we have not been able to gather as a worshipping community until recently, we have stayed connected spiritually in prayer and via Zoom where we have continued to meet for Bible studies, small groups, and church ministries. As always, I cannot stress enough how diligent, creative, and dedicated our staff has been during the past year, and it is due to them that our ministries remain strong and effective.

We have had some transitions in our staff. Diane Wilke-Zemanovic has retired in order to spend more time with her grandchildren. Our great thanks to her marvelous work and gifted presence she provided to all of us during her tenure here. Currently, we are working to fill her position as Office Manager. In the meantime, we have excellent volunteers who are answering phone calls during the morning hours on Mondays through Thursdays.

Stephanie Broussard, who has been our Ministry Coordinator, has moved to her new position as High School Youth/Young Adult Coordinator. Stephanie has taken over the position from Carrie Allbaugh who left at the end of December. We thank Carrie for all the excellent ministry she provided for our young people over the years and we wish her well in her new pursuits.

We will continue to videotape worship services until we install new camera equipment in the sanctuary. It is our plan to live-stream our Sunday worship services, hopefully by the end of June. Pam Klink and Penny Holt have been taping our services this past year, and Pam has been editing and producing the finished service that you see each Sunday. It is through her fine and creative work, both in the video production and in continuing the Happenings and Inspire newsletter, that we have been connected in an extra-ordinary way.

During this past year I have led funeral services at the funeral homes in the area. Within the past few weeks we have been able to conduct funeral services here in the church. The funeral service for Sue Miller occurred three weeks ago here at St. John's. We hope to have memorial services for those who could not have a funeral here because of COVID restrictions but whose family and friends can now gather safely to honor them here at church.

Likewise, with baptisms, we have begun baptizing children at church in private baptismal ceremonies. There have been two baptisms performed within the past month with one scheduled in July.

As I stated at the beginning of my report, it has been a challenging and rewarding year. The rewards have been to see everyone join together and continue to proclaim the gospel of Jesus Christ, both in word and deed, in creative and meaningful ways. I look forward to our next year together – one that I know will be both challenging and rewarding. With God's help we will see and experience the fruits of the Spirit in all that we do!

ADMINISTRATION

Membership Report for 2020

submitted by Diane Wilke-Zemanovic, Office Manager

Members Received:

Robert and Karen Davis
Kelly Petfalski, children Tea, Michael, Tobias
Dale Myron Oistad
Scott and Katie Pavlichek, children Jacob, Owen
Angela and David Sidebottom, children Joseph, Henry
Ronald and Ruth Novak
Josh and Emily Brooks, children Liam, Hadley

Members Removed:

Lynn Hintz
Karli and Tim Jacques
Tanner and Stephanie Wojcik
Ann Bohman
Dawn and Joe Driscoll

Baptisms:

Charlotte Jean Moran
Ethan Richard Moskopf

Funerals:

Jerome Kopecky
Dick Schemberger
Ron Reick
Martha Andeen
Lilly Allbaugh
Nathan Kraus
Marjorie Rucks
Ruth Nugent

Weddings:

Matthew and Ashley Wimmer

ADMINISTRATION

Communications

submitted by Pam Klink, Communications Coordinator

This past program year has been a year of growth.

- Our staff grew in knowledge of recording and producing worship videos.
- Our online presence grew with our online worship videos.
- Our YouTube channel grew from eight subscribers to 157 subscribers.
- Our Facebook page grew to 457 followers.
- Our Instagram grew to 45 followers.

This past program year, some things stayed the same.

- The *Inspire* newsletter continues to be published each month. It is available online along with a limited number of paper copies. While the church building was closed, we mailed the *Inspire* to those unable to view it online and unable to pick up a copy.
- The *Happenings* email continues to be sent each week.
- Prayer requests continue to be emailed to the Prayer email list as requests are received.
- The “Subscribe” button on the bottom of each website page continues to be the place to manage the emails you receive. There currently are five email lists. If your email is not on the list, you will not receive that information. (Please contact me with questions.)

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.

During the program year ended May 2021, the HR Committee, in partnership with Council, continued to work on the impacts on COVID-19 as it pertains to staff and Human Resource policies. This work included consultation and proposals for staff COVID protocols and the Families First Coronavirus Response Act/COVID Relief Act.

Additionally, during the program year, the HR Committee reviewed and updated several Human Resource policies, including but not limited to, the staff reimbursement policy, the EEO/harassment policy, payroll policy and a social media policy. The HR Committee also continued its work on the Child Protection policy.

ADMINISTRATION

Also, during this year, the Committee assisted in job description evaluations and the selection and recruitment process for the following positions: Custodian, Office Manager and Youth Ministry Coordinator. The Committee also reviewed several existing job descriptions and created or reviewed new job descriptions, including descriptions for volunteer positions.

The Committee conducted its first annual review of St John's Employee Recognition Program, which provides an opportunity to recognize and thank staff for their contributions, dedication and commitment to St. John's values and mission. The Committee discussed the program's implementation over the past fiscal year and concluded that the program is operating as intended.

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

Lisa Belli-Fuchs

Lori Schettler

Tom Potratz, Secretary

Kathy Davis

John Seamonson

Office Manager

Submitted by Diane Wilke-Zemanovic

2020 will go down in history as the year of many opportunities—even with the building closed there were lots of items to take care of...from starting Zoom meetings to the porch puzzle exchange to forwarding USPS mail to congregation members to developing workarounds for standard business practices.

During 2020, we recognized and thanked the following St. John's Staff members for their service:

Heidi Bischmann	5 Years
Stephanie Broussard	1 Year
Dan Thompson	1 Year
Diane Wilke-Zemanovic	1 Year

Projects completed in 2020:

- New domain name secured for staff email updates: stjohnsbrookfield.org
- Staff hardware prepped for transition to Office 365

ADMINISTRATION

- New camera ordered to update Sanctuary technology
- New website created and launched
- Creation of St. John's Zoom accounts to transition to virtual meetings
- Signup Genius accounts secured to enable online registration
- Processes and procedures for dealing with safe distancing and sanitizing
- Porch ministry for deliveries and drop-offs
- With the Property team's help, installed a dropbox at the Circle Drive

Diane would like to thank Laura Rickinger for her leadership and expertise during the pandemic—she helped us by interpreting the CDC and state of Wisconsin emergency orders and created a safe environment for the Preschool children and staff.

In 2020, Diane recognized that being a grandma to grandchildren living in the southwest would necessitate some life changes; she reluctantly resigned her position in order to spend time with the kids. She will miss all of the congregation members who graciously shared their time and talents, a major blessing in a challenging year.

Building Supervisor/Property Team

submitted by Dan Thompson, Building Supervisor

The St. John's Property Team continued to work and be proactive to keep God's house well maintained, clean, functional and well organized. Having dealt with multiple challenges this past year, I am proud to say the Property Team was able to upkeep and maintain the building and grounds. We thank the Property Chairman Dan Thompson who has led the Property Team through this challenging year. We thank every member of the Property Team for all that they do and are blessed to have such an impactful group here at St. John's. Thank you to the entire team – Bill Davis, Ken Bahr, Rodger Lewis, Keith Paukner, Brian Zach, Roy Osmon, Ralph Nelson, Jeff Weyer, Jerry Hanson, Dick Granholm, Dick Gennerman, Dave Beyer, Karen Wolfmeyer, Cindi Wright-Kau, Debra Holifield, Phil Lange and Mark Latus.

This year the custodial team consisting of Dan Thompson, Debra Holifield and Cindi Wright-Kau were able to follow CDC cleaning policies to effectively sanitize and disinfect the building in regards to COVID-19. These cleaning procedures consisted of changing to more sustainable, yet efficient, disinfectant solution to kill COVID 19 on impact and to improve our cleaning standard throughout the church. We are grateful for our dedicated custodial staff to help keep St. John's a sanitized and organized environment.

The Property Team this past year has partnered with various departments to help complete ministry projects. Some of these projects consisted of painting, cutting and stabilizing nativity scene figures, to support and retell the story of Bethlehem. Working with the Worship Team to upgrade various AV equipment in the Sanctuary and working with the Interiors Committee to remove congregational mailboxes.

ADMINISTRATION

The Property Team this past year completed over two hundred and fifty tasks that in every way helped to support the building and grounds. Some of these tasks consisted of installing a letter drop box at the circle drive entry doors to make letters and documents secure, cutting down a pine tree located by the north east entrance, and spreading ten yards of mulch to support the trees life and the presentation of the grounds.

COMMITTEE REPORTS

Endowment Fund

submitted by Phil Lange, chair

Committee: 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)
 Carole Lewis (Term Expires May 2024)

Despite the significant negative impact that COVID-19 had on the investment markets during early to mid-2020, the second half of the year brought with it signs of a rebuilding of many core markets. This positive movement resulted in the Endowment Committee offering two “Open Window” promotions that provided outreach gifts in the amount of \$15,550.

Market growth continued into early 2021 so that the Committee offered another “Open Window” promotion in early February that brought outreach requests for grant monies totaling \$27,100. Safeguards for the Endowment Fund within the St John’s constitution limited the outreach dollars in this case to a total of \$14,500. This amount was distributed to eighteen individual charities or programs. The current Fund balance as of May 15, 2021 was \$152,733.

Dependent upon continued growth of the Fund, the Committee is looking at the possibility of offering another “Open Window” promotion later this year. In addition, over the next several months, the Committee will also be providing information on how individuals and families can help to build the Endowment Fund through efforts such as Estate Planning, Legacy Gifting or just plain donations. Please consider that your gift becomes the “Gift that Keeps On Giving”. Only the earnings from your gift are used to provide the grant monies for these various programs.

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

COMMITTEE REPORTS

Finance Team/Treasurer Update

submitted by Dawn Williams

The Finance Team is very pleased with the financials for the first few months of the year!

- For the first five months of 2021, St. John's continues to have strong financials
 - Per the April 30 reconciled financials
 - The P&L total income is 15.7% above YTD budget
 - YTD net income is 201% higher than last year
 - Total expenses are 21.9% below YTD budget
- \$23,971 was transferred to our Capital Improvement fund
 - \$3,012 per budget approval
 - \$20,959 per our procedures for excess days cash on hand greater than 45 days
- PowerChurch
 - The main focus for the past few months has been the transition of the accounting system
 - Anticipated "live date" on this platform will be sometime this month (June)
 - Both the Contribution and Membership modules will be addressed soon
 - St. John's obtained the services of Stewardship Resources for ongoing conversion questions/assistance
- St. John's Inventory
 - During the planning stages of PowerChurch the Finance Team recommended to work with property to maintain an Inventory List
 - Recommendation would be to either video tape each area of the Church or take digital pictures to archive
 - Work with Church Mutual insurance as to how the current value of our inventory is derived by our policy.

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. The committee did not meet during 2020 and is working on updating records. 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 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. (The forms soon will be available on the website.) 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.

COMMITTEE REPORTS

GROTH Planning Committee

Submitted by John Almasi, Chair

In the fall of 2020, our consultant from Groth Design, Paul Barribeau, held two Visioning Workshops to solicit input from St. John's staff, individual members and small groups and thus identify needed improvements to St. John's facilities. From our inputs, Paul developed a "space needs" document and several different architectural designs to meet these needs.

In January 2021, a planning committee was chosen to analyze Paul's proposals and list the pros and cons of each. The goal was to develop a long-term master plan for St. John's, looking to our future in 5 to 10 years and not just the short term. Deciding on priorities for the various proposed items was a key objective for the committee.

The planning committee members are: John Almasi, Ken Bahr, Gregg Everts, Jeff Gubbins, Kasee Lange, Andy Petersen, Laura Rickinger, Melissa Seamanson, Dan Thompson and Tim Tollander. Council President Brian Zach has also been attending our meetings. By having Brian Zach and Tim Tollander involved, we wanted to insure good communication with the church council.

As we considered the various options, Paul suggested visiting churches in the area that had issues similar to those facing St. John's and had used Groth Design to address them. Thus, two churches in Madison and one in Grafton were visited to aid us in our deliberations. All three churches were pleased with the renovations that Paul Barribeau had designed.

The committee met as needed from February 2021 onwards, both among themselves and sometimes with Paul (mostly via Zoom until recently), to discuss the various options. We have already modified several of Paul's design ideas and are starting to converge on a plan that addresses the highest priorities for St. John's. The committee is hoping to have the master plan completed by the end of the summer of 2021. Updates of the committee's progress will continue to be communicated in the Inspire.

Hospitality Team

submitted by Cindy Schaefer

As our onsite gatherings were restricted during this last year, there has been little activity by the Hospitality Team. We did explore interest in doing a more coordinated outreach to members from our homes. However, once we learned that such outreach was already being planned by other ministries, we offered to support them as needed and continued doing things individually to support our family, friends and community. There were however several opportunities to do some baking. There was a strong response from the team to help with baking cookies for the All Peoples Church food pantry as well as making apple pies to send with the Thanksgiving baskets. In March, the coordinators met with Pastor Brian to discuss where this ministry has been and where it might go in the future.

We always welcome additional participation and input from members. Please connect with any of the coordinators to get involved: Kim Rateike, Janet Nolan, or Cindy Schaefer.

COMMITTEE REPORTS

Interiors Visioning Team

submitted by Gail Rennie, Chair

As an ongoing project, our team redefined our role to reach beyond paint colors, visual images and reimagining our gathering spaces by looking closely at them and how they reflected our ministry goals not only to ourselves, but to those entering our space for the first time.

The pandemic gave us the opportunity to communicate with our membership on a more personal level via e-mails, phone calls, mailings and some personal visits. Our mailboxes were no longer a means of connecting with each other. At the beginning of this year, they were removed and re-cycled in spaces such as All Peoples where they could be used for other purposes.

In late 2019, the team recommended to Council that Groth Design Group be hired to vision with us and create a Master Plan for St. Johns. Once they were on board, we continued the visioning process on Zoom, led by Paul Baribeau, Liturgical Architect at GDG and laid the foundation for how to ensure that any changes to our gathering spaces and Pre-school occupied spaces would have long-term benefits. Additionally, exterior amenities and maintenance considerations were also factored in. In January, we transferred our responsibilities to the Planning Team, approved by Council, with Jeff Gubbins being designated as the liaison between the Interior Visioning Team and the new Planning Team.

Going forward, we will be part of the decision-making for color, furniture, decor and artistic considerations that impact the visual and personal use effect of what the Planning Team approves for the re-imagining of our gathering and exterior spaces.

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 end-of-life planning and death and burial. During the past twelve months the Committee has assisted members with two inurnments, several purchases of pavers and four purchases of niches. To date, 32 of the 72 niches have been sold. The Garden operates on a separate budget from the church's budget. As of August 2020, the Garden has been debt-free. The Committee continues to care for the garden throughout the seasons of the year. Eickhof Columbarium Inc. has included photos of the St. John's Garden and Columbarium in their publicity. The Committee continues to share its experience with area congregations when contacted. The Garden is a beautiful place for meditation and prayer; the Easter Sunrise Service was held in the Garden on Easter Sunday.

Committee members are: Karen and Mark Aamot, John and Mary Almasi, Darlene Bahr, Dick Granholm, Jeff and Kyle Weyer and Marlene and Ralph Zick.

*Surely goodness and love will follow all the days of our lives,
And we will dwell in the house of the Lord forever. (from Ps. 23)*

CARE MINISTRIES

Faithful Friends ~ Make a Meal

submitted by Judy Klawitter

Faithful Friends- Make a Meal ministry is a caring, serving ministry for preparation and delivery of meals to members who have a special need around times of crisis, surgery, etc. The ministry has been on hiatus in this COVID-19 time, and will resume when restrictions permit.

Funeral Meal Ministry

submitted by LoAnn Petermann

The funeral meal ministry has been inactive since March of 2020 due to the COVID pandemic. When the Church Council determines it is safe to again have events with food and fellowship, the committee would resume its ministry of service to the congregation with a meal or refreshments following a funeral or memorial service.

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

Jail Ministry

submitted by Jane Babcock

The jail ministry, along with many other St. John's outreach ministries, was forced to temporarily suspend its in-person ministries due to COVID, and our participation at the jail remains on an indefinite hold. The suspension of in-person visits also extends to the state's prison system, and the extension of our ministry into the prisons has also become limited to phone calls and letters. We are often told that we should be thankful for what we have rather than longing for what we have lost. Over the years, I have met and worked with many inmates who have gone on into the prison system, some for extensive periods of time. Continuing our ministry with them has been a very rewarding part of what I do.

During this time when the jail and prisons have been closed to us, I have been working with three inmates in state prisons. It has been my privilege to continue reaching out them. Through letters and phone calls I am given the opportunity to listen to both large and small concerns as these individuals gain perspective and develop coping techniques for dealing with the added stress of incarceration during COVID. During the past year, one of the inmates who was in medium security reached the end of his sentence and was released into the community to find his way (sink or swim) back into the world, with a prison record, very limited funds, and an immediate need for shelter and employment. This is extremely challenging for anyone leaving prison and for many weeks, he stayed at shelters, spent his days at the library putting in endless applications for a room or apartment to rent and jobs of all kinds. After many, many rejections, he was finally successful in getting both a temporary job and a room - and life began to look up. Our regular conversations became a lifeline of sorts, and I am happy to report that after several months of bouncing around, he has a job at an engineering firm in Madison where he is respected and his skills appreciated, an apartment (also in Madison), a car, a few stable

CARE MINISTRIES

friends and a future which appears full of opportunity. It was an extremely difficult year, but he has made it through and to have been a small part of his process has been an enormous privilege.

For me, personally, this has been a “good” year - a useful one - and I have felt our work all the more important. In coming months, the jail will reopen, and we will go back to our Sunday services and other means of supporting and encouraging the inmates we meet in real and important ways. But this unique year will stay with me as one where the focus of our work was intensified and I felt very much needed. It continues to be my privilege to be able to serve as part of the jail ministry.

Jane Babcock, (262) 544-6174

Visitation Ministry

submitted by Karen Aamot, Facilitator

The Visitation Ministry consists of volunteers from the congregation who make regular visits to Shut-Ins. The monthly visits are an outreach to our church members who are unable to attend worship services. Twenty visitors call on approximately twelve shut-ins, serving them communion and praying with them. The visitors also send cards and small gifts for special days. During the pandemic, in-person visitation wasn't possible; however, our visitors kept in touch with phone calls and cards. The Visitation Ministry supports the pastors and works with them. *“I tell you the truth, whatever you did for one of the least of these of mine, you did for me.”* Matthew 25:40.

PARTNERSHIPS AND OUTREACH

PARTNERSHIPS

Akeri/Nguruma Parishes and School, Tanzania

Deborah and Andy Petersen, Ministry Leaders

Partnership

The partnership between Akeri/Nguruma parish and St. John's remains steady. We have monthly communication with the Senior Pastor, Anaeli Nassari, via WhatsApp. We have shared prayers for each other's countries and communities.

The Tanzanian President suddenly died in March 2021, reportedly due to a heart attack. The country quickly pivoted and put a new President in place. Her name is Samia Suluhu Hassan and is the first female president in their rich history.

Due to the passing of our beloved friends, Nahum Kayaa and Martha Kayaa, new members were added to their Partnership Committee. Please join us in praying for their collaboration.

Mr. Noel Ndekirwa Abia

Mrs. Elizabeth Aminiel Mungure

Mr. Samwel Peniel Mbise

Mr. Okuli Nahumu Kayaa (Nahum's son)

Mrs. Tumaini Felix Sumari and

Mr. Victor Anderson Kayaa

The Nguruma parish has a new pastor, Ms. Tumaine Japhet Pallangyo.

School

The school now has over 200 students. The students are thriving, despite the pandemic. St. John's continues to be a blessing to the Akeri/Nguruma community by assisting with the construction of the final classrooms, a dining hall and a kitchen.

Delegation

With the ongoing COVID-19 pandemic, health concerns and travel restrictions, a 2021 delegation is not possible. We are full of hope we will be sending a group in 2022.

COVID-19

The installation of President Hassan brings new travel restrictions, mask wearing and a lift on banning the media from reporting on it. The numbers are still not clear and may never be. The country is moving forward with trying to get the pandemic under control.

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All Peoples Lutheran Church, Milwaukee

Submitted by Mary Mueller and Teri Quam, Liaisons

We are blessed by relationships, with brothers and sisters Christ, who have various experiences. We envision a partnership where members of St. John's Lutheran Church of Brookfield and members of All Peoples Church in Milwaukee share worship, share stories, pray together, pray for one another, and do God's work collaboratively and reciprocally.

Intentions:

1. St. John's will provide financial support for the APC ministry.
2. St. John's will provide necessary materials (coats, hats, mittens, school supplies, health supplies) that support APC ministries.
3. St. John's members will develop relationships with members of APC (through prayer, working side by side, sharing in each other's gifts, respectful consideration of each other's ministries and to crack the code of race relations and develop authentic cross-racial relationships).
4. St. John's members will support the food justice ministry of APC with connections from their garden, our garden, and the communities we grow food to nourish.

During this past year, 2020, we witnessed All Peoples Church continue its active ministry with providing food to the community via the food pantry, the Hoop House fresh food cooperative and a food truck initiative which provided meals. They continued to have worship via Facebook Live, zoom Bible studies and many take home activities for the various holidays.

St. John's continued its financial support for the APC ministry. We continued to collect and delivery coats, hats, mittens, school supplies and health supplies as they were available. Because of COVID, we did not provide KWTS lunches during 2020 as garden work was limited. During the Holiday food collection, for APC & Waukesha Food Pantry, it was discovered that the Waukesha food pantry did not need our donation so that collection was also donated to the APC food pantry. Apple pie baking was a new initiative for the Holiday food collection. APC provided the apples and St. John's baked the 50 pies. We had 26 people participate. It was a "big hit".

Throughout the year, St. John's men, who typically delivery food to the Waukesha Food Pantry, continued to make deliveries to All Peoples Food Pantry as long as the Waukesha Food Pantry was not in need.

APC participated in a collaborative event with Holy Cross Lutheran and Faith & Race, which was titled "Something to Say". Teri participated in this event and would recommend we do this program at St. John's to start conversations around "telling our stories".

Two new initiatives happened during 2020 to help connect St. John's Lutheran Church and All Peoples Church. The St. John's Beloved sisters wrote letters to the APC Beloved Sisters. We had 12 St. John's Beloved Sisters writing. During Lent we did a cookie baking activity to provide the APC food pantry some extra special treats to give out. Each week we delivered 35 dozen cookies. We had 42 St. John's bakers participate.

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All Peoples Church continues to be very careful with masking and distancing in an effort to protect those who haven't been vaccinated yet and of course youth who don't have access to vaccines yet. We plan to continue our connections and work to get more St. John's members involved with All Peoples members.

Héroes of the Faith, El Salvador

Mary Beth Gubbins – Ministry Leader

The church of Los Héroes de la Fe in Los Héroes, El Salvador,

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 plus 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". In March the community celebrated their 25th Anniversary with fireworks, special treats, and a church blessing.

The Education for Life scholarship 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. It is such a joy to witness the growth and be part of the improved future of these students.

The scholarship program currently blesses 70 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. New students are added each year. Another option is for people to 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 in El Salvador. The Education for Life program also supports the salary of the preschool teacher in the community. The teacher, Karla Fuentes Coto, is a graduate of the scholarship program. The preschool, with 12-15 children, is run out of the church's Sunday school room. Karla also tutors several older students who require extra help.

A computer and printer were donated to the church in 2020. This has been a blessing to the community! For a small fee, (to cover the cost of ink) lessons can be printed saving our families so much money!

In El Salvador, their school year begins in January and ends in early November. School kits were distributed again this year. However, because of COVID all the supplies were purchased directly in El Salvador with funds sent from St John's. These funds were part of our SAS campaign. Kits were tailored to each grade level based on what was needed. The church leaders in Los Heroes were responsible for purchasing and delivering of the kits.

No mission trips to El Salvador happened in 2020 and none are planned for 2021.

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 in 2021 was still happening from

PARTNERSHIPS AND OUTREACH

home. However, they are now slowly going back to in person. Lessons were distributed through cell phones. Scholarship funds continue to be delivered monthly to families. This became their only source of income for food and internet service. Special consideration was given to some university students to help them complete their necessary course work to graduate.

Two other ongoing ways we support El Salvador is through the Mission of Healing and Days for Girls Kits.

Mission of Healing did happen in 2021 but looked different. They went virtual! The leadership team for the northern micro region churches of the Salvadoran Lutheran Church came up with topics such as personal hygiene, nutrition, domestic violence, fitness, respiratory illnesses, stress and sleep, sex education to name a few. Videos were produced with study guides, activity pages and suggestions for things to do at home or in a small group.

The Days for Girls Women's Sewing Project in Los Héroes produces washable menstruation kits for girls and young women. In 2020, the women made masks, Days for Girls kits and newborn layettes during 9 months of sewing at home under strict quarantine. So far in 2021, the women have produced 240 kits to give away at reproductive education classes taught by Sonia (the Evangelist in Los Héroes who is also a trained health educator and Salvadoran coordinator of this project). The cost to produce each kit is \$7.50. The project relies on donations to cover the cost of production so that the kits may be given to women for free.

Great updates and information about this special partnership can be found our Facebook page-Los Héroes and St John's Sister Churches. Thanks St. John's for all you do!

SERVICE/OUTREACH

Our ministries at St. John's provide 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 for which we advocate.

Bread for the World

submitted by Brian Cranfill, Outreach Chair

In April we held our offering of letters to congress, asking for personal letters to request our elected officials support polices that will benefit the hungry locally and globally. Specifics in this year's offering of letters asked for folks to write with regard to global nutrition support, and to request making the Child Tax Credit permanent.

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Christmas Food Drive

submitted by Brian Cranfill, Outreach Chair

This year was our 36th year for the Christmas Food drive, but it was organized differently from any other year due to COVID-19. We received all donations on the first Saturday in December in the parking lot at St. John's, then volunteers immediately transported the food to All Peoples. We donated 125 bags of groceries, 28 Turkeys, 40 bags of apples, 40 bags of oranges, 25 pie crusts, and lots of home baked cookies. This was a great turnout in spite of the challenges created by the pandemic. Our youth team shopped for apples, oranges, and some of the turkeys to help supplement donations.

Food Pantry Surplus to All Peoples – We started a new ministry in December 2020 of weekly transporting excess food from Waukesha Food Pantry to All Peoples Food pantry and their St. Vincent DePaul meal program. Thanks to a St. John's volunteer team of drivers willing to lend their hands and vehicles, this ministry is serving a great need.

ELCA Hunger Appeal

submitted by Brian Cranfill, Outreach Chair

Scheduled for Fall 2021.

Garden Team

submitted by Jerry Hanson, chair

This was an unusual year due to the COVID pandemic, but the garden was outside and negligible cross contact occurred. We grew a variety of vegetables including green beans, acorn squash, butterhorn squash, green peppers, several varieties of tomatoes, yellow globe onions and beets. We harvested over 425 pounds of produce which was taken to the Waukesha Food Pantry.

The team consisted of approximately 15 people including Jennifer and Brian Cranfill, the Beyerlein family, Bill Davis, Richard Gennerman, Klaudia Hollander, Phil Lange, Diane Nelson, Keith and Sandra Paukner, the Zach family and myself. We encourage anyone who is interested in this ministry to speak to one of the team which will be led in the 2021 season by Jennifer Cranfill.

Hope Center

submitted by Brian Cranfill, Outreach Chair

Every Monday since the COVID-19 lockdown, one of our dedicated volunteers makes bag lunches in their home and delivers them to Hope Center of Waukesha. The lunch count was as high as 55 during several winter months. St. John's general budget pays for the food served each week.

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Luther Manor

submitted by Mary Tollander

Despite the fact that Luther Manor has not allowed visitors since the beginning of the pandemic, our church has maintained an active relationship with the residents.

Our cookie donation drive began in March 2020, and SJLC members continued to donate even after church and the facility were closed. Our members sent hundreds of Easter cards in 2020, and we continue to send notes of encouragement to combat isolation and loneliness. We donated handmade and store-bought Christmas cards, and there were so many that we were able to deliver 100 cards to ProHealth Brookfield. Last month our members generously donated over 300 handmade and other gifts to help celebrate Easter and spring. The extra gifts will be given as prizes for Bingo games and other events.

Monthly Outreach Focus

submitted by Brian Cranfill, Outreach Chair

Each month we focus our in-kind giving to one of our local or global partners. Many of these efforts have a long history of support at St. Johns. We shifted to “porch drop” off for the last year, and still managed to receive great support. Our collections include:

- Backpacks and school supplies for All Peoples
- Mission of healing for Heroes of Faith in El Salvador (Band-Aids and Tylenol)
- Coats/gloves/scarves for All Peoples
- Socks and undies for Hope Center
- Women’s Center donations
- Gift bags for Luther Manor – This new effort for 2021 received an overwhelming response of over 400 bags.
- Newborn Kits
- Hope Center personal care items

Thank you to all our leaders and contributors who help make a difference in the lives of many each month.

Newborn Kits

submitted by Mickey Fank

The Newborn Kit ministry has been active since 1999. It started as a ministry run by St. John’s Women’s groups who assembled 25 kits. The ministry has evolved in many ways over the years, and now participants include St. John’s women, men, and children, as well as many friends/family in the community.

Every year, people either purchase or make items to include in the kits. Some of the specific items have changed through the years, and in order to stretch every dollar as far as possible, we started

PARTNERSHIPS AND OUTREACH

purchasing diapers and diaper pins in bulk, and purchasing towels and wash cloths in bulk on Black Friday.

Each year, about 50 people come together to share a wonderful fellowship dinner and assemble the kits. Once assembled, the kits are delivered to Global Health Ministries in Minnesota. Global Health Ministries then sends the kits to various developing nations.

In 2020, due to COVID, we had to get creative. Technology, via emails, texts, and phones, became the norm for all communication. Many people were looking for things to do, and stepped forward by sewing, knitting, and/or crocheting baby hats and blankets. Since in-store shopping was limited, many items were purchased online. The generosity of St. John's members never ceases to amaze me. Even in these difficult times, we increased the number of kits we able to assemble! Unfortunately, the annual fellowship dinner was canceled, but we were able to safely assemble 450 kits with about 20 people.

This past year, 2020-2021, since we have not been able to gather together until recently, we have continued to be communicate via technology, sew/knit/crochet hats at home, sew blankets at home, purchase items on-line, etc. COVID will not stop us from using out hands, feet, and hearts to help those in need. St. John's members, as well as extended family and community members, have continued to generously donate to this wonderful ministry. While we probably will still not be able to gather for a fellowship dinner, we are currently making plans for safely assembling the kits.

From 1999 – 2020, St. John's has donated a total of 11,277 Newborn Kits. This summer, we hope to be assembling and donating another 500-550 kits.

Quilting Group

submitted by Klaudia Hollander

St. John's Quilting ministry has continued to be productive, despite the challenges presented by the COVID-19 pandemic. Like many other activities, in house participation came to a standstill during the shutdown. There has been a dedicated, mostly anonymous, group that continued to sew tops at home, many using the "Quilt To Go" packets made available on the porch distribution center. We are also thankful for those who have recently gathered in small groups to pin and sew quilts together. Also appreciated, are the many donations of fabric and bedsheets that have been given in support of this ministry. Special thanks to Coleen Marshall who faithfully ties every quilt so it is ready to be shipped. Although the group did not send any quilts to LWR in 2020, the finished quilts cabinet is filling up and we look forward to resuming the annual shipment this fall. The Quilting Group meets on the first Tuesday of the month in the Ruth-Naomi room from 6-8 p.m. New members are always welcome.

PARTNERSHIPS AND OUTREACH

Outreach support

submitted by Brian Cranfill, Outreach Chair

St. John's 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.

Winter Farmers' Market

submitted by Joanna Salinas

For the past three years, St. John's has partnered with the Food, Faith and Farming Network to host a Winter's Farmer Market and Meal made entirely of locally grown produce. The market is a great opportunity for outreach to our local community and draws many non-members into St. John's.

Due to the Covid-19 pandemic, the market did not take place in the winter of 2021. We are looking eagerly forward to February 2022, with the hopes of once again hosting the market.

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

Women's Center

submitted by Doris Klitzke and Peg Schellin

Started in 1977, The Women's Center (TWC) has grown into five contingency houses that is able to house up to 22 clients of women and children from abused homes. The first houses were kept secret but their new building in Waukesha, located across from the Hope Center, isn't secret.

One of the first ministries St. John's participated in was the Women's Center/ Sister House. We started with donations with food, clothing, school supplies and paper products and Christmas gifts. For Christmas 2020, St. John's members helped The Women's Center with monetary donations and gift cards sent directly to TWC. Then during the Outreach Focus in February 2021, we collected paper products for The Women's Center. Many carloads of these items were delivered from church to TWC.

We will continue to assist TWC with these projects. Since The Women's Center is always open, they also welcome monetary donations at any time.

They are very appreciative to St. John's for the continued support all these years. St. John's had also pitched in for their new building a while back and helped with their flood relief.

Also, thanks to the donation by the Endowment committee for their needed monetary donation.

Their Hotline Crisis phone number for Abuse is: 542-3828 - Donation number is 262-522-3845

CHILDREN, YOUTH, AND FAMILIES

High School and Young Adult

submitted by Stephanie Broussard, Youth Ministry Coordinator

This fall, Carrie Allbaugh kicked off High School Youth group via Zoom on Sunday mornings and 9th grade Confirmation once a month also via Zoom. The high school youth were invited to join her every Sunday morning to learn and discuss different topics throughout the year. 9th graders would meet with her and Pastor Brian to talk about their faith and their last year of confirmation. At the end of 2020, Carrie was called in her walk with Jesus to no longer be the Youth Ministry Coordinator and stepped down from the position. In January, Pastor Brian took over the program with the assistance of Stephanie Broussard. They continued to have high school youth gatherings via Zoom every Sunday and then increased the 9th grade classes to every other Sunday. When the transition team stated that it was okay to begin small in person gatherings, the 9th graders began meeting face to face first. Then they put together gathering nights for the high school youth including game nights, gaga ball, paint nights, etc. In April the high school youth also created care packages that were sent to the college students right before their final exam weeks. Starting May 1, 2021, Stephanie Broussard accepted the position of Youth Ministry Coordinator.

Middle School Ministry, 5th-8th grade

Joanna Salinas, Middle School Ministry Coordinator

Our Middle School Ministries consist of approximately 35 students in 5th-8th grade. Our 5th and 6th grade students participate in a two year Bible Overview Class and our 7th and 8th grade students are invited to participate in the Confirmation program.

5th and 6th grade Pre-Confirmation students participated in a twice monthly Bible Overview class on Sunday evenings taught by Karie Zach and Joanna Salinas. This is a two-year program and this year we studied the New Testament. We began teaching in the fall over Zoom due to COVID-19 and were able to shift to hybrid classes this spring. We also had a great outing to Adventure Rock, held a cleanup on St. John's grounds and played kickball. We welcomed two new families to this program this year.

Our 7th and 8th grade Confirmation Students participated in twice monthly instruction on Sunday evenings taught by Pastor Brian and Joanna Salinas. In the fall we did this over Zoom and are thrilled to be once again meeting face-to-face with a Zoom option for students at home. To help facilitate this new hybrid learning format, we were able to purchase a Vibe interactive Smart Board using funds budgeted for our Confirmation program. The Vibe board allows us to teach students who are both here in the building and students participating at home at the same time in interactive and meaningful ways. We ended the year with a unit on World Religions and students were asked to each research a major World Religion and present the information to the class. They did a fantastic job!

CHILDREN, YOUTH, AND FAMILIES

Fellowship is also a critical component to our Middle School Ministry. In December several of our students participated in the Virtual Christmas Pageant. In January, we hosted an Among Us game night, and this spring Confirmation students had an evening of fun at Adventure Rock, packed bag lunches for the Hope Center, played Gaga Ball, and ended the year with a High Ropes Adventure at Lutherdale Bible Camp.

This summer, we will continue to connect with students during Family Fun Fridays. We are eagerly looking forward to fall and re-launching our Middle School Leadership Team on Sunday mornings and once again attending retreats and lock-ins.

Children's Ministries

Joanna Salinas, Children's Ministry Coordinator

While the year 2020 will forever be known as the year of COVID-19, for our Children's Ministries, it became a year of great exploration, offering us the freedom and flexibility to connect with our families in a multitude of new ways. From Sunday evening Pajama Party Zooms, Advent kits, and a virtual Christmas pageant to a Summer Bug Series and our new Interactive Family Worship, we learned an incredible amount about the needs of today's families and the tools and technology needed to connect with people. We are incredibly excited to take what we have learned and integrate it into our fall programming in 2021.

HIGHLIGHTS OF THE YEAR INCLUDE:

Sunday School Pajama Party Zooms -- we met for 30 minutes on Sunday evenings over Zoom for music, stewardship, the story and lesson, and to pray and bless each other. We had an average of 40 students participate each week and welcomed three new families. Stewardship projects collected \$600 in donations for the year.

Units (4-6 weeks long) included:

- MOVE! When God calls, we MOVE!
- Building Christmas, a Lego inspired Advent.
- Bible Science, God is the greatest scientist of all time!
- Escape the Tomb! Ariella was trapped in the Pharaoh's Tomb for weeks!
- Spark Bible Stories, we revisited our favorite stories.

Videos -- Connecting via videos continues to be a fun way to connect with families who are at home or on the go!

- Bugs! -- We partnered with the Waukesha County Creation Care Network and Retzer Nature Center to create a Summer Video Series called BUGS! Each video highlighted a different insect to teach us something special God wants us to know. Thanks to Kenn for providing our music.
- Do Not Be Afraid, a Virtual Christmas Pageant -- Written by Illustrated Ministry and utilizing over 20 actors, our first ever virtual Christmas Pageant was a smashing success!

CHILDREN, YOUTH, AND FAMILIES

Milestones

- Scouting Award - We once again offered Scouting Awards through the P.R.A.Y. curriculum. Students will be finishing these up over summer.
- First Communion - Seven children received their First Communion in April 2021.

Family worship

Looking for a way to reconnect with our families once again on Sunday mornings, Pastor Brian, Youth Director Stephanie Broussard, and Joanna Salinas piloted an Interactive Family Worship from Easter through the end of the program year. This worship incorporated components of our traditional Large Group Sunday School time within the Contemporary Worship Framework. We added in song movements, an interactive Family Lesson, a Children's Stewardship focus, coloring and crafts, a Family Blessing, and we encouraged children and families to read the lessons and prayers.

This worship received great feedback from both families with and without young children and folks of all ages.

Children, Youth, and Family Board

In Fall 2020, a Children, Youth and Family Board (CYF) was formed to help guide our educational programming. We would like to thank the members of the CYF Board for their dedication and vision for the future of St. John's CYF programs.

Board Members:	Sonja Beyerlein
Nicci Gillette	Linnea Logan
Andrea Warp	Karie Zach

If you have interest in serving on the Board, please reach out to Linnea Logan.

Vacation Bible School

Traditionally we offer a summer Vacation Bible School for a week in July. While we had to postpone our traditional VBS slated for the summer of 2020, we were excited to offer five weeks of an intergenerational, outdoor worship experience called Compassion Camp. Each week we invited families to gather with others in their neighborhoods and explore themes around Compassion and Empathy, while sharing prayer and a communal art project. We had three different groups participate.

This summer we once again need to postpone holding our Vacation Bible School. While COVID-19 cases are currently low, VBS planning begins in December of the previous year. Unfortunately, we needed to decide early in the year and were unable to predict how the summer of 2021 would be. Instead, we are excited to offer three Friday Family Fun Nights this summer. We will gather outdoors for games, food, and fellowship!

CHILDREN, YOUTH, AND FAMILIES

Preschool

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

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, along with every aspect of our world, has been challenged by the COVID-19 health crisis.

For the 2020-2021 school year, we put well-researched processes and procedures in place for families and staff to manage the risk of transmitting COVID-19. We are grateful to our preschool families who worked in partnership with us to keep everyone healthy with close adherence to our new procedures, our illness policy as well as following all quarantine protocol.

We are proud to say that we have been successful providing an uninterrupted school year. We maintained our ministry's mission to provide each child's preschool experience centered on their social, emotional and educational needs in this difficult time.

Our enrollment on our first day, September 2, looked very different than our last day on May 19. We began the school year with some returning Preschool families and only four new families. Then we began having children enroll every month from October through mid-April. Our Two Year Old class began with four children and ended with eight children; Three Year Old class grew from seven to twelve children and our Four Year Old class from six children to ten.

St. John's Preschool's ministry goals for the 2021-2022 school year after a restful summer:

- At whatever stage of the COVID-19 health crisis we find ourselves at for our first day on September 1, we will continue to meet the needs of each child and maintaining a healthy environment for our children as well as ourselves. We will continue to follow the CDC, Wisconsin Department of Health, Wisconsin Department of Children and Families and Early Childhood Education resources regarding best practices to for a new school year.
- Determining the needs of our in-coming preschoolers who have not attended an
- in-person preschool during 2020-2021 school year. We have a new observation and assessment process and new policy to review placement during the school year. This new school year may find children beginning in one class and moving into their next class at some point during the year. It is always our goal for each child to be successful in their learning.
- Resuming the collaborative work with the Children, Youth and Family Ministry Team as the representative of our youngest children and their families at St. John's.

CHILDREN, YOUTH, AND FAMILIES

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 six assistants
- The troop presently has 13 active scouts
- With the church shut down, meetings were a challenge this past year
- Last spring, we stayed in contact virtually with email presentations
- Summer and Fall we met at Marx Park and the church fire bowl
- When the cool weather set in we met at various locations such as the Town of Brookfield Townhall
- Swimming, archery, and tours were some of the off-sight activities we enjoyed
- We shut down Winter Cabin Camping but enjoyed Fall and Spring camping
- We had our first Eagle Ceremony after waiting for a year

ADULT MINISTRIES

Ministry Coordinator

Submitted by Stephanie Broussard

This year, Teri Quam and I split the entire congregation into geographic “neighborhood groups”. From there, we took our best efforts to find a leader for each group. Those leaders would then check in on who is in their group from time to time as well as relay information from Church out. Then we expanded off those original groups this past summer and offered up a neighborhood worship experience to those who were interested. A few of those worship experiences took off and were led by Becky, Joanna and myself. Leading then into the fall, the stewardship committee again used those groups and leaders to assist in reaching out to everyone again.

Adult ed this year looked very different than it has in the past. There were multiple studies that members were able to participate in from the fall through spring. We offered two different tracks that members were able to either follow one or both if they chose. There was a theological based discussion led by Pastor Brian on Saturday mornings via Zoom where the large group would gather to begin their discussion and then they would split off into smaller groups still via Zoom to have more specific discussion. The second track was a Bible basics course that was held on Tuesday nights and led by Pastor Karen Natterstad.

Our small groups looked different this past year than they have in the past. Some took time off and waited to regather when they were able to do so in person. Others chose to begin using Zoom very quickly and didn’t miss a week. We had some other groups that fell somewhere in the middle. Because we were able to have the access to Zoom technology, we had members who no longer live near Brookfield rejoin small groups in which they once participated.

As of April 30,2021, Stephanie Broussard is no longer the Ministry Coordinator.

Faith Alive

submitted by Carol Schulz

Faith Alive has started Bible Study again after a year off. We have decided to meet during the summer months. We are completing the study of Jeremiah by Melissa Spoelstra. We have a workbook and video to assist discussion. We meet every other week at St. John's. We meet on Thursday in the Library. We begin at 6:00 p.m. and usually end at 7:30 p.m. We welcome new members at any time. I have no idea how long we have existed, but it has been over 20 years. Our organizer is Carol Schulz who can be reached at ceschulz1945@yahoo.com or 414-651-7927.

ADULT MINISTRIES

Friday Men's Group Discussion (MGD)

submitted by Chris Klink

The Friday Men's Group Discussion (MGD) has continued to meet at 6:15 a.m. over the last year, despite COVID. Like so many others, we have transitioned our meetings to a Zoom format. This has actually INCREASED our attendance, as many in our group spend time in other parts of Wisconsin, throughout the US, and in other countries. With Zoom we have also been able to welcome back a former, founding member who now lives in Texas. We tried to identify the year when our group started and believe it was sometime between the late 1990s to just after 2000. We study a variety of biblical and faith-based topics. In the last year, two notable topics we have taken up were the role of the church in race relations and community development and the issue of violence in the Old Testament. Our group currently numbers 13 and we are always open to new members. If you would like to find out more please contact Chris Klink at klinklink@sbcglobal.net.

Retired Men

submitted by Jerry Hanson and Roy Osmon

The retired men of St. John's are back together again!

Beginning May 2021, the retired men resumed our monthly breakfast and lunch gatherings. For over five years, this group had been sharing monthly meals together. So, it was disappointing in March 2020 when COVID forced us to suspend our fellowship. Now with COVID on the decline, many of the retired men were requesting that it was time to restart this valuable men's ministry.

We had our first breakfast at Honeyberry Pancake Café (formerly Chili's Restaurant) on Bluemound on Wednesday, May 5 and lunch at Good Eats Café in Pewaukee on Wednesday, May 19. As of this moment, we plan to have our breakfasts at 8:30 a.m. on the first Wednesday of the month at Honeyberry and lunch at noon on the third Wednesday of the month at Good Eats. We plan to survey the men shortly to assure that the days, times and locations are the best for all.

For all St. John's retired men, if you are not receiving our email notices, please reach out to Jerry Hanson (jerryhonsonhp@gmail.com) or Roy Osmon (rosmon@wi.rr.com) and we will be most happy to add you to our retired men's email list.

ADULT MINISTRIES

Saturday Mornings Men's Group

Submitted by Ralph Berglund

This group meets every Saturday morning during the school year. We started meeting in the spring of 1995, so over 25 years ago. The sessions provide a time to grow in our relationship with God and other Christian men through book discussion and Bible study. The group normally alternates from discussing a book of interest and discussing a book of the Bible. This past fall, instead of studying a particular book of the Bible, we tried something a little different. We discussed the scripture lessons for the weekend as defined by the Revised Common Lectionary. Then this spring we discussed C. S. Lewis' book [The Problem of Pain](#).

Because of COVID, our meetings this past year have been via Zoom. Although in-person meetings at church are preferred, the Zoom meetings actually went fairly well. Attendance was great (COVID didn't allow us to be doing much else). We look forward to starting up again in the fall, with actual in-person meetings at church. We will be kicking off this coming fall in mid to late September. Bring a mug of coffee and join us for some fellowship and meaningful discussion with other Christian men. Contact Ralph Berglund (email ralph.berglund@gmail.com or phone 262-547-8231) if you would like more information.

Tuesday Night Bible Study Group

submitted by Karen Aamot

The Tuesday Night Bible Study Group formed in October 2003 for the congregation-wide study of Rick Warren's book/video *Purpose Driven Life*. From that time to the present the small group has met in homes to study various books and resources. Weekly sessions are held for eight weeks in the fall and eight weeks during Lent and Easter. The fifteen members alternate hosting and leading the discussions. Currently, the group is studying Mary E. Hinkle's book entitled *Signs of Belonging – Luther's Marks of the Church and the Christian Life*.

Women's Monday Afternoon Study Group

submitted by Jan Gregoire

Meets at 1:00 p.m. the third Monday of the month September through May. If interested call Jan Gregoire at 262-784-6953.

ADULT MINISTRIES

Women of Faith Book Club

submitted by Patrice Krimpelbein

Our group has been in existence since 2002, beginning as a bible study group and transformed over time to be a book club. We are about 15 members strong, with regular attendance of about 6-7. We meet the 3rd Friday of each month (except December) at 7:00 p.m., gathering at the home of one of the members. With the pandemic limiting contact, we met by Zoom for the last year. Our gathering in May took us back to our regular format – meeting at someone’s house. It was such a pleasure to be able to be in one another’s presence after such a long year.

Our reading selections range from historical fiction to science fiction, serious to humorous, mysteries to biography to inspirational. The book titles are selected by the group as a whole (those that are together at the time the list needs to be expanded) and then sent out to the full email list of members. Our upcoming book titles are *The Tenth Saint* (science fiction) *The Book Woman of Troublesome Creek* (historical fiction), *Straight Man* (humorous), *Circling the Sun* (biographical).

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. You are not required to offer your home for meetings and it is not necessary to have read the book to join us, so long as you attend with an open heart and a loving spirit.

Contact: Patrice Krimpelbein

WORSHIP AND MUSIC

Music Coordinator/Organist

submitted by Becky Whelpley, Music Director

Dear Friends in Christ,

Thank you to all the staff and members who have helped navigate St. John's through this past year. I have truly missed the regular face to face interaction but feel blessed to reflect on the ministry that occurred during the last year.

Summer 2020 we were able to safely gather outdoors for worship. I was blessed to be a part of the team that developed Neighborhood Worship to bring folks together outdoors. Choir members stayed in contact by Zoom, phone and text, outdoor meetings and just recently in person. While conferences and workshops were not able to meet in person I was able to attend many webinars throughout the year.

We joined with the Preschool and Sunday School for a Thanksgiving Food Drive for the Waukesha Food Pantry. Members of the choir went outdoor Christmas caroling at a few members homes including one of our charter members.

In October 2020 the church building was closed due to the pandemic, but ministry continued. Throughout the entire year Kenn, guest musicians, and I have been recording weekly to provide a virtual worship service. It has been wonderful to watch the service evolve from one take to being able to insert videos (many thanks to Pam and Joanna!). We were able to provide a virtual Lessons and Carols at Christmas and a Blue Christmas service as well as Christmas services that included many different musicians. Many brave souls came out on a cold Christmas Eve to worship together outdoor with readings, hymns and beautiful stations – Journey to Bethlehem.

We were able to go ahead with replacing some pipework and re-voicing the organ after having to put the project on hold due to COVID-19 in March 2020. In October 2020 we signed the work order for Berghaus pipe organ builders to order replacement pipes for the 8' Principal and 4' Octave, remove all pipes and clean/repair in the shop, prevoice new and cleaned pipes, install all pipes back in St. John's sanctuary and perform tonal finishing to blend new and existing pipework and create a cleaner, lighter overall tone. The pipes were removed on January 6, 2021 and reinstalled the week of February 15, 2021.

I was able to share fun facts about pipe organs with the preschool, Sunday school students and congregation with info and coloring sheets. If you are interested, you can get information from The American Guild of Organists "A Young Person's Guide to the Organ".
<https://www.agohq.org/young-persons-guide/>

In March 2021 St. John's safely returned to indoor worship. The Choir and Kids of the Kingdom were able to safely rehearse and sang outside on Palm Sunday and Easter Sunday. Since then, we have welcomed soloists, handbells and instrumentalists to indoor worship.

It seems timely that as we are able to worship together that the ELCA has put out a new hymnal supplement called "All Creation Sings". It is a new, comprehensive song and prayer collection developed as part of the ELCA's commitment to the ongoing renewal of worship in these changing

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times. Supplementing *Evangelical Lutheran Worship*, this resource contains expansive hymns and liturgies that invite us to join our voices with God's whole creation. We look forward to using these in the coming years.

It has been a joy and honor to serve St. John's. Thank you to the Kenn, Heidi and Lisa for the leadership, 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. I am very thankful to the staff and congregation as we have navigated this new normal. 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

It goes without saying that the 2020/2021 Handbell season was like none other. Who could know that when I left our rehearsal on March 3, 2020 for vacation that it would be the last rehearsal together for 350 days!! Just a few of the things we missed – Palm Sunday, Easter, annual end of season gathering, first rehearsal in Fall, monthly musical offerings in worship, Music Weekend at Christmas and the list goes on for all of us.

However, we made every effort to stay connected. We had Zoom gatherings, emails, texts and phone calls to check in, prayers for one another at difficult and joyous times, parking lot lawn chair gatherings, a virtual handbell seminar, a drive-thru food drive, snowman ornaments, and beautiful gift baskets. Our small group stayed strong and supportive while we waited...not so patiently... for the green light to resume rehearsals.

On February 16, 2021 we rejoiced and gathered with bells in our hands. What a strange feeling to ring again after almost a full year away. It is just like riding a bike; after a few measures the handbell techniques fall right back into place and we were making beautiful music once again. We have been able to record songs as well as play for indoor worship.

While we do not know exactly what the next year will look like, we do know that we will remain strong and will adapt. The choir looks forward to sharing our music with all members and guests at St. John's during the next year. Thank you to everyone for your kind words and support during this time.

Regular musicians, guests and substitute ringers this year included Chris Anderson, Ariella Beyerlein, Sonja Beyerlein, Mickey Fank, Penny Holt, Sue Keith, Pam Klink, Linnea Logan, Denise Reichhoff, Joanna Salinas, Janell Schmidt, Pauline Shoemaker, Bonnie Suhaysik, Mary Wagner, Carol Wasemiller and Rebecca Whelpley

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

2020-2021 was a challenging year.

In October of 2020, KOTK started to meet together through the use of Zoom. These were online computer sessions which included devotions, music theory information and learning new songs. The kids did an amazing job of sharing music together, and learning lots of helpful music knowledge. This was accomplished with musical resources set up for online learning. It is amazing how kids are so comfortable with computers and technology. Together we learned many new songs and kept preparing for the time when it was safer to meet in person.

KOTK was part of the online Christmas Pageant with the Sunday School kids. The KOTK had the chance to be Angels. They each learned how they would need to say their lines for this event on Zoom. We rehearsed and prepared for the performance. The KOTK did a great job of adding to the Christmas Pageant. We even had some fabulous "bloopers" to share with the families in preparation of the online performance. We had lots of laughs and the kids felt the importance of their contributions.

KOTK sang on Palm Sunday outside with the adult choir. At this time, we started to meet in person at the church following the pandemic guidelines. The kids followed the rules and sang beautifully with masks. We started to record many songs and were able to add musical selections to the online and in-person services. It was such a fun experience to see them sing and dance to the music we recorded. We found that people would look forward to hearing the songs recorded by the KOTK throughout the end of the church year.

Praise Band

submitted by Kenn Anderson, Contemporary Music Director

We continue to sing His praises through all seasons! This season proved to be especially challenging. We persevered with the assistance of a wonderful support team in the audio/visual arena. The band was put on hold but assisted in taping. Sam, Kyle and Missi Anderson proved to be a welcome addition to the taped services for online worship.

We look forward to "live" worship and congregational singing as we move out of pandemic status.

We also love working with KOTK and their song selections.

WORSHIP AND MUSIC

Decorating Committee

Submitted by Cindi Wright-Kau

As a congregation of the ELCA, St. John's celebrates all of the liturgical seasons and corresponding holidays. The decorating committee focuses on bringing the colors, themes and visual aesthetics to the Church building.

This year we missed sharing the decorations of several liturgical seasons due to COVID. Altar decorations were done for the online services. Christmas was the first time people could come inside to decorate.

In person worship brought us the opportunity for spring colors to welcome everyone back to our church family. Easter was a busy week with many decoration changes for recording and liturgical colors of purple for Maundy Thursday, black for Good Friday and white with beautiful florals in joyous colors for Easter Sunday. 🌷

The decorating committee chairs would like to thank our wonderful team, we couldn't do it without them. We would welcome more helping hands in making each liturgical season a beautiful experience.

NOMINATING COMMITTEE

Nominating Committee Report

submitted by Gary Schettler, chair

The 2021 Nominating Team included: Gary Schettler, Ariella Beyerlein, Chris Klink, Carolyn Krause, Michelle Sternkopf, Dawn Williams, and Pastor Brian Halverson.

There are four council positions open because the current members are completing the second year of their second term. As of the writing of this report, the Nominating Committee found nominees for three of the four positions.

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

Vice-President	Keith Paukner
Treasurer	{open}
At Large Member #1	Jim Morgan
At Large Member #5	Kris Wasserman

2020-21 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

2021-22 Proposed Council Members

Brian Zach – President (1st term, 2nd year)
 Keith Paukner – Vice-President (1st term, 1st year)
 _____ – Treasurer
 Christine Hintze – Secretary (1st term, 2nd year)
 Jim Morgan – At Large #1 (1st term, 1st year)
 Tim Tollander – At Large #2 (1st term, 2nd year)
 Madelyn Beug-Hoffman – At Large #3 (1st term, 2nd year)
 Linnea Logan – At Large #4 (2nd term, 2nd year)
 Kris Wasserman – At Large #5 (1st term, 1st year)