



# Annual Program Report

JUNE 4, 2023



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- Preschool Budget

# AGENDA

1. Call to Order, Opening Prayer
2. Adoption of Agenda
3. Approval of Minutes from the January 29, 2023, meeting
4. Treasurer's Report
  - a) Deficit Reduction Account
5. Pastor, Staff, and Ministry Reports
6. Old Business
  - a) Building Improvements
7. New Business
  - a) Nominating Committee Report / Election of Council Members
  - b) Pave the Way Capital Campaign
  - c) Preschool Budget
8. Closing Prayer / Adjournment

# MINUTES – JANUARY 29, 2023

## Congregational Meeting Minutes - January 29, 2023

1. 11:45, call to order by President Brian Zach, opening prayer
2. Thank yous
3. Approval of today's agenda; Jeremy Beyerlein 1<sup>st</sup>, 2<sup>nd</sup> from Chuck Klawitter, no questions, voted approval
4. Approval of minutes from June 5, 2022; Sandy Paukner 1<sup>st</sup>, 2<sup>nd</sup> from Jerry Hanson, no discussion, voted approval
5. Treasurer's Report presented by Brian; Keith Paukner 1<sup>st</sup>, Patrice Krimpelbein 2<sup>nd</sup>, no discussion, voted approval
6. Brian presented unfinished business: Call committee; Kathy Davis 1<sup>st</sup>, Jeremy Beyerlein 2<sup>nd</sup>, no discussion, voted approval
7. Brian presented Groth design update; reiterated original focus; price for large project got excessive, focusing this year on painting exterior, working on exterior signage w/ digital, addressing circle drive
  - a. Received some quotes, continuing to vet things out
  - b. Painting exterior estimate \$25K (5-7 years of longevity); biggest priority at this point due to deterioration; requires replacement of rotted wood, not just paint, all included in the \$25K quote
  - c. Signage estimate \$50K-60K, including other areas, neon signage included; goal to also have signage on Davidson for those coming from east end, does not include interior signage
  - d. Circle drive estimate \$80K-\$100K, includes circle drive and light poles in that area
    - i. Charged rent by WeEnergies for light poles, we pay them for maintenance, and we want to put in our own LEDs
    - ii. Need to keep the footprint that we currently have due to access for fire dept
    - iii. Extract and put down the same footprint is goal at this point
  - e. Plan would ask \$1,000 of each giving unit
  - f. Focus is to get these initiatives done this year without taking it from the Capital Improvement fund or budget; plan is to get concrete numbers, then release info to everyone & have a campaign strategy at that point
  - g. Question about money for signage from 60<sup>th</sup> Anniversary; 10K+ is there for signage
8. New business presented by Brian
  - a. No audit this year, as we're still converting from QB to PC
  - b. Goal is for the completion this year
9. Committee Finance Reports presented by Brian; Kathy Davis 1<sup>st</sup>, Phil Lange 2<sup>nd</sup>, voted and approved
10. Election of nominating committee; Jeremy Beyerlein 1<sup>st</sup>, Lizzie Roth 2<sup>nd</sup>; Mark addressed error in handout, should be 2023-2024 council, voted and approved
11. 10-year giving report presented by Brian
  - a. explanation of where giving goes

## MINUTES – JANUARY 29, 2023

- b. pointed out designated giving and giving unit change over the years, and that giving units have decreased, but actual giving has increased overall
12. Brian presented 2023 Budget (Brittany Larson took over minutes at this point)
- a. Salaries and compensation: At 59% of total budget within Synod recommendation and fully staffed.
  - b. Caring and sharing: Reduction because this area is self-sustaining through good will donations.
    - i. Congregant question - Question about status of full-time associate pastor: Brian said it is on hold because the budget does not show we can afford it as a long-term continual expense.
    - ii. Congregant question – What are the attendance numbers for church: Brian said he did not review these numbers. Brian will investigate getting these numbers and publishing them.
    - iii. Congregant question – Are the stewardship numbers going up per giving unit? Brian said he does not look at giving unit individual numbers. A letter was sent out in late 2022 to help encourage reflection and possible increase. There was no pledge drive this year because there was to be a focus on the capital campaign.
  - c. Worship:
    - i. Congregant question – Do we every look for comparison bids on the flowers? Brian said we use the company in town and haven't done comparisons at this time and that when flowers are unsponsored the church covers it.
  - d. Music: Reduction due to piano purchase in 2022 that doesn't need to occur in 2023. KOTK line item has an error. It says \$0 for 2023 when it should say \$400.
  - e. Children/Youth/Family: Lower amount for high school line item because this year is the Boundary Waters trip which is less expensive than the plans for the 2022 trip.
    - i. Congregant question – What hours do Joanna and Stephanie work and are these hours enough? Brian reported Joanna is 30 hours/week and Stephanie is 25/hours a week. These hours were increased in 2022 and the hope is that if it is not enough to support the services that staff would have this discussion with administration.
  - f. Administrative: There are large shifts in amounts per line item within this category. This is to more consistently charge certain invoices to certain line items. And utilities line item is a substantial increase in order to keep pace with current energy bills. Maintenance budget is lower than it would normally be due to the hard work and talent of our property committee. We are going to try and quantify what our savings are from this work.
    - i. Congregant question – Are the large shifts in the Admin line items due to trading out Services and Supplies charges? Brian answered yes.

# ADMINISTRATION

## Council President Report

Brian Zach

Historically, I am one who does not look back into “life’s review mirror,” nor do I often take time to “smell the roses.” Though one of the many personal joys of serving as St. John’s President, has been the practice of reflection and finding appreciating in daily moments. While I still consider myself a work in progress, the discovery and awareness of these shortcomings has brought about great joy in my life.

Though the discovery of these shortcomings leads me to the question of, “why now?”

In May, stores are stocked with graduation cards, books, and gifts. Out of all the items, I am always drawn to gifts reflecting Dr. Seuss’s 1990 book, “Oh, the Places You’ll Go!” Maybe it is the simplicity of the title, or his wittiness and whimsical writing that pulls me in. Either way, I wonder if Dr. Seuss should have written a prequel titled: “Oh, the People You’ll Meet!”

In my three years as serving as St. John’s President I have been blessed to meet so many amazing people within the community of St. John’s all carrying out God’s work in various ways. Without serving, some of those connections may never have been formed. I would have missed out on the opportunities to witness God’s work in ways that are unfamiliar to me.

When you read through the following pages take a moment, “smells the roses”, appreciate the many ministries throughout St. John’s which all align to our mission, Following Jesus, Making Disciples, Serving the World.

Sadly, Dr. Seuss did not have an opportunity write, “Oh, the People You’ll Meet!”, nor am I an aspiring author looking to write a book. Reflecting back to my question of, “why now?”, Why I am now taking time to “smell the roses” and pausing for personal reflection? ... the people. The amazing, unique, and diverse community members of St. John’s all pointed in the direction of our Savior. Thank You!

God’s blessings,  
Brian Zach – President

# ADMINISTRATION

## Senior Pastor Annual Report

*Pastor Brian Halverson*

It has been a great year for St. John's Lutheran Church. It is difficult to believe that another programmatic year has finished and a new one is beginning. God has been good to us, as always.

During this past year, I have had the opportunity to travel to El Salvador and Tanzania to better experience and learn about two of our three partnerships. These trips were a highlight of my year where I got to know the pastors, parishioners, and their families. I began to appreciate more deeply the joys and struggles each parish has in their witness to Christ. I am thankful for the on-going work to which our congregation is committed, particularly for Andy and Deborah Peterson, Mary Beth Gubbins, and Gail Rennie. We are blessed to have such dedicated leaders!

Another highlight I would like to lift-up is our emphasis on two major biblical characters, Moses and Paul. Through the small group studies, worship, and education programs, we were able to delve more deeply into the historical and theological aspects of these stories and further our knowledge in the Scriptures. I would like to thank the adult education team for selecting these topics and the materials that went with them, to Becky Whelpley for directing our Moses skit, and to Joanna Salinas for directing and videotaping the series on Paul for our worship service.

We celebrated our 60<sup>th</sup> Anniversary in November, marking the occasion with a wonderful dinner and raising over \$20,000, a part of which was donated to the synods "Equipping the Saint" campaign and the other part is being donated to new signage outside the church. Thank you to all of you who organized and assisted in this marvelous event!

As you will see in their reports, our church staff continues its level of excellence in moving the ministries forward. Each one exemplifies the creativity, organizational skills, and hospitality that is essential to providing the programming and relationship building necessary for successful ministry.

Finally, I would like to give a special word of appreciation and gratitude to Brian Zach, whose leadership on the Church Council has been invaluable. From administration to property to Human Resources to Finance, Brian has lent his considerable skills and valuable time to making sure the church is operating at its best.

I am blessed to be your pastor, and I look forward to another great year ahead!

Yours in Christ,

The Rev. Brian K. Halverson



# ADMINISTRATION

## Membership Report for 2022

submitted by Susan Smith, Administrative Assistant

### Members Received:

Philip and Carrie Peters (Children: Dayne, Jude and Huxley)  
Charles and Beth Ann Piette  
Reinholt and Carol Wasemiller  
Cindy Vitale

### Members Removed:

Tom and Ronda Sodemann  
Cynthia Proeber  
Al and Janell Schmidt  
Stephanie Slater (Children: Olivia, Felicity and Penelope)

### Baptisms:

Camryn Claire Jablonowski  
Owen Robert Pavlichek  
Everleigh Florence Pavlichek  
Lilyion Lee Schemberger  
Caden Charles Antonneau  
Greta Rosalee Grissman

### Funerals:

Steve Quam  
Donald Fuchs  
Matt Logemann  
Arlene Traxel  
Christine Lee Blask  
Lawson Rennie  
Ralph Nelson

### Weddings:

Connor and Gabrielle Koscielniak  
Joshua and Sarah Belli

# ADMINISTRATION

## Communications

submitted by Pam Klink, Communications Coordinator

### Worship

- Worship support is provided with bulletins, PowerPoints, lector sheets, and streaming.
- The regular crew of AV volunteers is amazing: Phil Peters, Dayne Peters, Penny Holt, Stephanie Broussard, and Dave Sturgill. Worship would not be the same without them – in person or online. (There is room for 1-2 more to join the team!)

### Social Media

- Our 8:30 service is live streamed to YouTube and Facebook.
- Our YouTube channel grew to 247 subscribers.
- Our Facebook page grew to 534 followers.

### Announcements

- Announcements are on the back of the bulletins each week.
- A PowerPoint of announcements runs before the early service and between services.
- Announcements are sent weekly in the Happenings email.

### Emails

- The *Happenings* email is sent each week on Friday.
- The *Inspire* newsletter is published each month. A link is sent via email to those who are subscribed to receive the newsletter. It is available on the website ([makedisciples.com](http://makedisciples.com)) under Resources along with a limited number of paper copies. We continue to mail a few newsletters to those unable to view it online and unable to pick up a copy.
- Prayer requests are emailed to the Prayer email list as requests are received.
- The “Subscribe” button on the bottom of each website page is the place to manage the emails you receive. There currently are five email lists: newsletter, Happenings, prayer requests, members, and Sunday School. If your email is not on the list, you will not receive that information. (Please contact me with questions.)

### Goals for the coming year

- Gather current demographics and contact information to produce an updated directory.
- Increase social media presence.

# ADMINISTRATION

## Finance Team/Treasurer Update

*submitted by Carrie Peters*

St. John's continues to have stable giving trends and strong financials. For 2023, in preparation for further PowerChurch module conversions, we voted to attribute all giving when the funds are received, rather than dividing larger giving amounts amongst all twelve months. This means that income and assets early in the year will appear higher than last year but may cause a deficit later in the year if giving doesn't remain strong. March and April giving trended lower than January and February and were below budget.

- The April 30 reconciled financials yielded the following:
  - Giving YTD is 17% higher than last year.
  - Total income is 18% higher than last year.
  - Total expenses are 5% below budget.

The Finance Team and Council voted to proactively address the roughly \$37,000 deficit present in the 2023 budget by establishing the Deficit Reduction Fund. This fund is aimed at addressing the budget deficit but may serve as an emergency expense fund later in the year if giving does not meet expectations. To date, \$12,102.31 has been moved into the Deficit Reduction Fund.

\$1,270.90 has been moved to the Capital Improvement Fund this year.

# ADMINISTRATION

## 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 2023, the HR Committee performed a thorough review of the Human Resource Policies and Procedures, as well as the Child Protect Policy. Several updates to the Human Resources Policies and Procedures were proposed and approved by Council. As part of its ongoing diligence, the Committee also conducted an annual review of the Recognition Program and Annual Performance Appraisal process.

Throughout the program year, the Committee kept abreast of and discussed new laws and regulations pertaining to human resources including but not limited to, the Fair Labor Standards Act.

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

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 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

Tom Potratz, Chair  
Lori Schettler, Secretary  
Brian Zach, Ex-Officio

Lisa Belli-Fuchs  
Scott Bingenheimer  
Kathy Davis  
John Seamonson

## COMMITTEE REPORTS

### Endowment Fund

*submitted by Phil Lange, chair*

Committee: Jennifer Cranfill (Term Expires May 2025)  
 Angie Rose-Mueller, Recording Secretary (Term Expires May 2025)  
 Carole Lewis (Term Expires May 2024)  
 Mark Sabin, Financial Secretary (Term Expires May 2023)  
 Phil Lange, Chairperson (Term Expires May 2023)

As reported at the Congregational meeting held in January 2023, the Endowment Committee was unable to offer any “Open-Window” campaigns throughout the previous six months due to continuing instability in the investment market. Sadly, market conditions during the first five months of this year have not improved significantly enough to be able to offer a new “Open-Window” campaign. The committee will continue to investigate other viable investment opportunities as market conditions warrant. The committee will monitor the marketplace options while safeguarding the future of the Endowment Fund and its intended purpose of outreach to worthy causes. The Endowment Fund Balance as of May 4, 2023, was \$146,496.90. During this reporting period the Fund did receive a memorial gift of \$200. Once again, donations to the fund will continue to be **“The Gift That Keeps On Giving”**. To date the Endowment Fund has distributed in excess of **\$88,000** to various charities throughout SE Wisconsin and Illinois.

We are looking for interested individuals who would enjoy working on the Endowment Committee. Beginning June 1, 2023, we have openings for two individuals willing to serve one-, two- or three-year terms. Two of our current members have served two consecutive three-year terms which is the current limit per the St. John’s Constitution By-Laws. Contact Phil Lange, if interested or have questions.

### Gifts and Memorials

*submitted by Barb Reed, Chair*

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 Gifts and Memorials committee consists of five members. Current members are: Dick Granholm, Barb Reed and Jim Truax. Two new members for the committee are needed. If you’re interested in serving, contact one of the current members.

## COMMITTEE REPORTS

### Interiors Visioning Team

*submitted by Gail Rennie, Chair*

The Interiors Team was called upon by Property to select the exterior paint colors for our building. The other area of choice which needed to be made was the memorial gift selection for Christmas altar paraments which we did with input from Pastor Brian.

In light of the fact that one of our goals as a team has been to re-imagine our Gathering Space (narthex) to reflect an open, welcoming area to gather in, welcome visiting friends, and share our fellowship, we have engaged a design consulting group. They will help us envision how we might incorporate fellowship with a coffee bar and seating areas to mingle in. We will share our ideas and plans with the congregation as we move forward. Please know we are open to your ideas and questions.

The Interiors Team:

Dick Granholm

Marion Schreiber

Jan Delzer

Jeff Gubbins

Gail Rennie

### 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 end-of-life planning, death, and burial. There are 72 niches in the Columbarium. At this time thirty-three niches have been purchased for fifty-six individuals. The Garden is debt-free. The budget is separate from the church budget.

Beautifully engraved pavers are placed in the Columbarium to honor loved ones. They may be purchased for \$125. Committee members perform the upkeep of the Columbarium throughout the year. The Garden is a beautiful place for meditation and prayer. Funeral services may be conducted in the Garden. On Easter Sunday a sunrise service is held in the Garden.

The following committee members are available for more information: Karen and Mark Aamot, Ben and Carrie Allbaugh, John and Mary Almasi, Darlene Bahr, Dick Granholm, Chris and Pam Klink, Jeff and Kyle Weyer, and Marlene and Ralph Zick.

"Surely goodness and mercy shall follow me all the days of my life and I will dwell in the house of the Lord forever," Psalm 23.

## COMMITTEE REPORTS

### **Worship Team**

*submitted by Pastor Brian Halverson*

The worship life at St. John's continues to be vital. As you will read in the Music Director's report, the music during worship has been broad in its participation and gifts which is faithful to the liturgical traditions and also to the contemporary style of worship. Our new digital sound system and speakers have made a notable difference in the quality of sounds we hear.

We included skits in worship, particularly during our study of Moses, as well as videos that augment the messages and readings of the day.

Our Wednesday evening Lenten services resumed, with soup being served beforehand. We averaged 50 people who attended both.

New Christmas paraments on the altar and lectern were introduced in the Christmas season.

Our average attendance during the Sunday morning early service was around 150 people and 60 during the second. We are excited and encouraged that more people are returning to church post-Covid, and we continue to reach people at home through our livestreamed and taped services.

## CARE MINISTRIES

### Faithful Friends ~ Make a Meal

*submitted by Pam Klink*

Faithful Friends- Make a Meal ministry grew out of Women's Ministries at St. John's fourteen years ago. This ministry has coordinated St. John's members who were willing to take a meal to a member who had an illness, surgery, or some other need. Carole Lewis and Judy Klawitter had coordinated this ministry since 2008. They were allowed to retire from this ministry during Covid. Now, the Faithful Friends ministry has the same purpose but is done in a different way. Instead of the coordinators calling for volunteers, St. John's is currently using Sign-Up Genius.

When the office is informed that someone needs meals, a sign up is created. The link is shared with members to sign up for dates to share a meal.

Faithful Friends-Make a Meal ministry has brightened the lives of many over the years! We are hopeful that, with this new approach, it will continue to touch the hearts of our St John's family!

### Funeral Reception Ministry

*submitted by Mary Almasi*

Following in the tradition of many years of loving service provided by St John's Women's Ministry, six members have organized to continue the funeral reception/meal ministry. A brochure is available from the church office to the family of the deceased that informs them of the options for a post funeral service reception for family and guests. The committee listed will welcome additional volunteer help. Please contact any one of us if we may include you when a funeral arises.

Mary Almasi	262-549-1369	<a href="mailto:jalmasi@wi.rr.com">jalmasi@wi.rr.com</a>
Darlene Bahr	262-894-9582	<a href="mailto:bahrdarlene@gmail.com">bahrdarlene@gmail.com</a>
Barb Lange	262-542-4010	<a href="mailto:sleepyb916@aol.com">sleepyb916@aol.com</a>
Carole Lewis	262-617-0605	<a href="mailto:rgmlewis@aol.com">rgmlewis@aol.com</a>
Cindy Schaefer	262-271-6623	<a href="mailto:cs.otm39@gmail.com">cs.otm39@gmail.com</a>
Carol Wasemiller	847-651-4694	<a href="mailto:clinnea@yahoo.com">clinnea@yahoo.com</a>

### Jail Ministry – “31 Years and Thriving”

*submitted by Jane Babcock*

In the spring of 1992, I experienced what I clearly interpreted as a call to explore the possibility of becoming involved in a jail/prison ministry. I was directed to a supervisor at the Waukesha County Jail who in turn had me call the chaplain for the St. Dismas Jail Prison Ministry – a Catholic organization which had a sound history of ministry at the jail. I was welcomed into their midst, their first non-Catholic, as they embraced the idea of becoming an ecumenical ministry. It has been a delightful and powerful collaboration ever since. Over the years about 20 of St. John's members have been part of this ministry – some have stayed for a season and some have stayed much longer. It's the kind of



## CARE MINISTRIES

ministry in which we don't just participate. We feel a nudge, a willingness to risk getting out of our comfort zone, and the courage to say yes to a call which can be life changing and incredibly fulfilling. It's been a good 31 years.

And so what is it that we do? We have the privilege of participating in and leading Sunday morning worship services at the jail. We pray together and share Holy Communion, and provide encouragement and support. We also write letters to inmates while they are at the jail and in many cases continue if they move on to prison. And we visit. These visits can occur weekly, biweekly or as needed and take place over a two-way video monitor. Families often contact us because they are unable to visit regularly. We can provide a valuable service to those who are incarcerated and who are often lonely, sad or despairing and provide a ray of hope through listening, conversation and encouragement.

Four separate group programs are conducted at the jail which we help facilitate. These include traditional Bible Study groups for men and women and a group targeted for women with substance abuse issues. And there's so much more.

If you think you might be interested and would like to learn more, please give me a call. I'd love to talk with you.

Jane Babcock (262) 544-6174

### **Prayer Shawl Ministry Group**

*submitted by Linda Nelson*

As always, our mission is to bring comfort and hope to anyone who needs it. We meet monthly on the second Friday of the month from 10:00 am to 12:00 pm. Our usual place to gather is in the narthex. When the weather permits, we meet outside in front of the church.

Our ongoing goal for the future is to ensure we have a good amount of shawls. We are also making baptism afghans, so that anyone being baptized has the opportunity to have one.

We continue our ministry with love and hope.

### **Quilting Group**

*submitted by Klaudia Hollander*

St. John's quilters are a small group of dedicated women who meet monthly on the first Tuesday of the month from 6:00-8:00 p.m. Our primary goal is to sew and assemble quilts for Lutheran World Relief which distributes them to people in need around the world. Last year St. John's packed and sent 92 quilts following our annual fall Quilt Sunday. St. John's is blessed by many generous members who continue to donate cotton fabric and sheets for our use. We also appreciate the contributions from those who have sewed tops using the 'quilt to go' packets that can be picked up from the rack in the concourse. New helpers are always welcome.

## CARE MINISTRIES

### **Visitation Ministry**

*submitted by Karen Aamot, Facilitator*

Approximately twenty people serve as visitors to our shut-ins with monthly visits. Our congregation includes between 11- 14 shut-ins. These are folks who are unable to attend worship. Some are in their homes; some are in senior living places in the area. Visitors bring communion and often share a devotional reading and pray with their friends. This ministry has been in place for ten years and works in tandem with our staff. Volunteers keep in touch by sharing a brief description of each visit with the team. The high school Youth Group sends handmade cards to folks at Christmas and Easter. Thank you for keeping our dear shut-ins in prayer.

“So faith, hope and love abide, these three, but the greatest of these is love,” I Cor. 13.

### **Yoga Group**

*submitted by Kathi Hanson*

Yoga sessions at St. John’s are led by Kim Walbrun, who has many years of experience and extensive training. We meet on Mondays from 10:00-11:00 a.m. in the Youth Room. Attendees pay only for the weeks they are able to attend. Everyone is welcome to attend – bring your own yoga mat and wear comfy clothes. Questions? Contact – text or call – Kim (414-698-7774) or Kathi (414-421-4206)

# GROW MINISTRIES

## Preschool

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

St. John's Preschool, having completed our twenty-fourth school year, is part of the Children, Youth and Families Ministries. We provide an early childhood education experience to our church members and to the community with a staff dedicated to sharing the love of God to these beloved children of God. Ours is proudly a diverse community both culturally and with the skills, gifts, and challenges of our children. We continue 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.

### 2022-2023 Preschool Year Highlights:

In our Two-Year-Old class, our team teachers, Mary Wagner and Lana DeCoto, enjoyed the eagerness of eight children playing and learning as their first classroom experience. This year we had two friends "graduate" from this class into the Three-Year-Old class because we respect each child as an individual and partner with parents regarding their preschooler's progress. We continue to be successful in enrolling children throughout the school year after their second birthday.

Our Three-Year-Old class with eighteen children, taught by the team of Mary and Lana, once again showed us how children their age make friends and create special friendships. And they showed us how they grow each in their own way. Their age-appropriate learning skills are introduced and practiced every day in a fun, fast-paced and nurturing learning environment.

Our Four-Year-Old class with eight eager learners was led by our newest teacher, LaBree Paukner. We were blessed to have LaBree join our staff having been a Four-Year-Old class parent last school year. She has brought "new to us" learning experiences to her classroom along with our time-tested curriculum. Our families appreciate the opportunity to use our class as either their child's Four-Year-Old experience and then move on to public school 5K, or to attend our Preschool and then enter their school's 4K class. We are confident that each child is well-prepared for their next step after this year of our Playing to Learn curriculum.

### Preschool Looking Ahead to 2023-2024:

We are busy with enrollment for the upcoming school year. We are proud of our reputation within the community and how our families refer others to us.

What a pleasure to have LaBree Paukner join St. John's Preschool bringing fresh, new teaching ideas and prospectives not only to her Four-Year-Old class, but to all the Preschool staff.

This summer will be busy with LaBree bringing her previous Physical Education teaching experience to creating a Guided Large Muscle curriculum for those days when Preschoolers can't play outdoors in the Outdoor Learning Center. It will truly be "Playing with a Purpose." Mary Wagner and Lana DeCoto as team teachers will work this summer with organizing curriculum for our Two- and Three-Year-Old classes and creating new teaching units from the wealth of materials St. John's Preschool is blessed to have.

## GROW MINISTRIES

The Preschool office is open throughout the summer preparing for the upcoming school year. This summer's Vacation Bible School Preschool program is being written and taught by Laura Rickinger and Lana DeCoto using the framework of a typical Preschool day. It will be five days of Seeds of Change created just for our youngest learners.

### Children's Ministries

*Joanna Salinas, Children's Ministry Coordinator*

Sunday School had a great year! This is our 8<sup>th</sup> 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. Families often attend this time together and several families have now dubbed this time as "kids church". Then students ages 2-5<sup>th</sup> grade 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.

#### Highlights and milestones of the year include:

- Sunday School enrollment of approx. 60 children.
- Five new families were welcomed to Sunday School this year.
- Four students received their First Communion.
- Bible Distribution to our preschoolers and 3<sup>rd</sup> graders.
- Over 15 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 \$1000 in funds as we focused on local & world hunger, our Los Heroes students, and of course, the Penny Wars.
- Fall study of Moses and Lenten study of Paul's Journeys.
- Impromptu Christmas Pageant.
- Participation in the Reformation Village and St. John's 60<sup>th</sup> Anniversary.
- A 12-week unit on the Books of the Bible.

#### Concerns

Our current Sunday Morning timeframe does not always allow adequate time for families to transition from worship to Sunday School and adds time pressures to all Sunday morning programming.

Additionally, we have a growing need for leaders and volunteers. Have an hour or two to spare a few times a month? Join us for our new Friday Morning Work Crew beginning in July as we prepare for the upcoming year!

## GROW MINISTRIES

### Family worship

Building upon the successful pilot of an Interactive Family Worship in the spring of 2021, we continue to offer Family Worship at our 10:30 service. This worship incorporates components of our traditional Large Group Sunday School time within the Contemporary Worship framework. We add the occasional song movements, an interactive Family Lesson or Children's Sermon, coloring and crafts, a Family Blessing, and we offer an optional activity for children during the sermon.

### Summer Programming

#### Summer of 2022

We were excited to offer monthly Family Fun nights which provided a fun time of fellowship for the entire congregation. We also rejoiced with the return of Music Camp in June and Vacation Bible School in July. For VBS we partnered with Lutherdale Bible Camp and welcomed 4 Lutherdale counselors to run day long programming for our families.

#### Summer of 2023

This summer we are happy to offer Amazing Notes Music Camp in June, Seeds of Change VBS in July along with two Family Fun Nights.

### 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.

Sonja Beyerlein

Nicci Gillette (outgoing member)

Linnea Logan

Curtis Templin (incoming member)

Karie Zach

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

### Middle School Ministry, 5<sup>th</sup>-8<sup>th</sup> grade

*Joanna Salinas, Middle School Ministry Coordinator*

Our Middle School Ministries consist of approximately 38 students in 5th-8th grade. Our 5th & 6th grade students participate in a two-year Bible Overview Class and our 7th & 8th grade students are invited to participate in the Confirmation program. This is an age group that thrives with in person programming, and we were excited to create their own space for them downstairs in the Paul Room. We were excited to partner with our High School Youth this year to again offer weekly Sunday evening programming and meals for all our students. We welcomed new families and saw students reconnect and strengthen relationships with each other and St. John's.

## GROW MINISTRIES

**5th & 6th grade Pre-Confirmation** students participated in a twice monthly Bible Overview class on Sunday evenings taught by Karie Zach and Joanna Salinas using the Sparkhouse Connect Curriculum. This is a two-year program and this year we studied the New Testament.

**Our 7<sup>th</sup> & 8<sup>th</sup> grade Confirmation Students** participated in twice monthly instruction on Sunday evenings taught by Pastor Brian and Joanna Salinas. This year we explored worship, Lutheran history, prayer, the life of Jesus, and big faith questions.

Fellowship is also a critical component to our Middle School Ministry. In addition to our Sunday evening meals, we hosted monthly Fellowship events including Game Nights, serving at the Hope Center, ice skating and pizza, outings to area venues, the ropes course at Lutherdale, and service opportunities at St. Johns. In November several of our students participated in the Reformation Village and we have students participating each week in the Youth Leadership Team.

This summer, we will continue to connect with students during our Family Fun Nights, service opportunities, and as Camp Counselors during VBS.

### High School and College

*submitted by Stephanie Broussard, Youth Ministry Coordinator*

#### Summer Trip 2022:

Eight high school youth went to Savannah, Georgia to work in the community with the Youthworks program. While in Savannah the young adults had the opportunity to work on homes for those in the community unable to do it for themselves, help out at food banks, work on organizing a new homeless shelter that was opening, as well as other needs in the community. While we were there the youth also had the opportunity to learn more about the city of Savannah and its history as well as build relationships with one another and other youth from churches across the US.

#### Youth Group:

This year we continued with the Sunday Evening Youth Group that we began implementing last year. We begin each group with the opportunity to have dinner here at church before youth group starts. The number of students greatly varied throughout the year depending on the youth's other activities and sports. On average we had between 4 – 9 youth each Sunday. Besides gathering on Sunday evenings, we tried to get together at least once a month for an outside gathering to build relationships. These included things such as mini golf and escape rooms.

#### 9th Grade Confirmation:

This year we adapted the model for our 9<sup>th</sup> grade confirmation program. Rather than the students having a one-on-one mentor, we had group mentors who were able to make lasting relationships with all of the youth in the program. For the first half of the program year, we focused on comparative religions. We kicked off this by digging deeper into our own faith and had Bishop Erickson come to our Lutherdale retreat, where he had a very thought-provoking conversation with our students. We then had speakers of other religions come to our monthly meetings and teach the students about their faith.

## GROW MINISTRIES

Then after they learned about the faith, we had the opportunity to go to their place of worship and participate in a worship experience. We had 11 students get confirmed in May.

### **Young Adults:**

In an attempt to stay connected with our current college students and young adults. The High School Youth created and sent out care packages during the year, as well as sent cards at other times.

### **Adult Ministry Team**

*Submitted by Ralph Berglund*

Over the past year we have combined the Adult Ed Team and the Small Group Ministry Team to form our current Adult Ministry Team. The purpose of the team is to provide opportunities for people to grow in their faith and in their relationship with other people in our community. Key events over the past program year were two congregational wide book discussions and three associated St. John's Academy events. Eleven discussion groups participated in the Fall study of the book "Moses – In the Footsteps of the Reluctant Prophet" and seven discussion groups participated in the Spring study of the book "The Call – The Life and Message of The Apostle Paul". The three Academy events were Kris Ruffatto's lecture in December to wrap up our Moses focus, Paul Bulgerin's presentation in February on his journeys to Israel, and Linda and Tim Muth's presentation on our partnership with El Salvador in April. Feedback from both books and the Academy events has been very positive and we plan on offering similar opportunities this coming year.

If you have suggestions for books to consider for the future, please let one of the team members know. Team members are Brian Cranfill, Kathy Davis, Mary Tollander, Steve Johnson, and Ralph Berglund.

## SMALL GROUPS

### **Ad Hoc Groups**

During the congregational study of "Moses: In the Footsteps of the Reluctant Prophet" in the fall, in addition to existing groups, there were three new small groups that met to discuss the book. Two of those groups met again during the spring study of "The Call – The Life and Message of the Apostle Paul".

### **Friday Morning Ladies' Book Club**

*submitted by Karen Aamot*

Our book club meets from 9-11 a.m. the second Friday of each month. We read and discuss a variety of fiction and non-fiction books ranging from current best sellers to classics. The group meets either in homes or in the church. We will be selecting books this spring for the schedule beginning in the fall.

We welcome new members who enjoy reading and fellowship. For further information contact Linda Gugel – 414-744-1913.

## GROW MINISTRIES

### Friday Men's Group Discussion (MGD)

*submitted by Chris Klink*

The Friday Men's Group Discussion (MGD) meets at 6:15 a.m. weekly throughout the year. We have continued to meet by Zoom to allow members to join in from throughout Wisconsin, the rest of the US, and internationally. Our group has been in existence since the late 1990s and as we have all become more "seasoned", about half of us are retired while the rest of us are still working stiffs. We study a variety of biblical and faith-based topics. 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](mailto:klinklink@sbcglobal.net).

### Koinonia Support Group

*submitted by Doris Klitzke*

We are a small group of ten people meeting after 8:30 a.m. church service for breakfast. We are three couples and four single women. We include others for breakfast. We met five times a year before the pandemic with a Bible study. We are just social now.

### Retired Men's Meal Ministry

*submitted by Jerry Hanson and Roy Osmon*

This activity addresses an important group in the St. John's church family, older men with a variety of backgrounds in their vocational experiences, who nonetheless desire to be a part of Christian life with others who can understand and value them and be mutually supportive. Virtually everyone wants to have an identity which puts them in a positive light, especially when one is now getting up in years and faces the special challenges of changes in body, mind and even spirit. Our gatherings provide a unique opportunity to share fellowship, food, a devotion and prayer, as well as caring for one another's situation in life. The group meets for breakfast at 8:30 AM on the first Wednesday of the month at the Machine Shed in Pewaukee and on the third Wednesday of the month at Good Eats Café in Pewaukee for lunch at noon. The breakfast session usually is attended by about 15-20 men with the lunch by 8-12 men. If you are a man in this age group and are not yet on the mailing list or just want more information, please contact either of us to get in on the fun.

Roy Osmon

Email: [rosmon@wi.rr.com](mailto:rosmon@wi.rr.com)

Phone: 414-405-5799

Jerry Hanson

[jerryhansonrhp@gmail.com](mailto:jerryhansonrhp@gmail.com)

262-785-8098



## GROW MINISTRIES

### **Saturday Mornings Men's Group**

*Submitted by Ralph Berglund*

This group meets every Saturday morning during the school year except Holiday weekends. Our purpose is to provide an opportunity to grow in our relationship with God and other Christian men through book discussion and Bible study. This past year we started in early October by participating in the churchwide discussion of the book "Moses – In the Footsteps of the Reluctant Prophet". After completion of this book, we spent several weeks discussing the Pastoral Letters of 1<sup>st</sup> and 2<sup>nd</sup> Timothy and Titus, and then spent four weeks discussing the Holy Spirit. In the Spring, we participated in churchwide discussion of the book "The Call – The Life and Message of The Apostle Paul". It is amazing the insights that you discover through discussion in a small group format.

We look forward to starting up again in the fall. 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](mailto:ralph.berglund@gmail.com) or phone 262-547-8231) if you would like more information.

### **Saturday Night Couples Group**

*submitted by Steve Johnson*

This group is composed of six couples -both current and former members of St. John's:

Dave and Alice Beyer

Steve and Gerri Johnson

Jeff and Peggy Keough

Dennis and Teri Kramer

Phil and Barb Lange

Rick and Iddie (Elizabeth) Wallrath

This group was initially formed in 2000. Over time a few of the original couples left the group and then the remaining couples recruited replacements.

Currently the group is focused on "growth" - the group participated in both the Fall 2022, and Winter/Spring 2023, book studies. We had planned to do a bible study on I Timothy, II Timothy and Titus but member health and travel interfered with our meeting throughout the winter.

This group meets in the homes of group members and because of space limitation has had to limit membership to six couples.

The group has discussed doing a service project and that is something hopefully it can fit in down the road.

The group usually does the church-wide studies; it has also in the past found books, etc. on their own. For example: Mere Christianity by CS Lewis; The Rock, The Road and The Rabbi by Kathie Lee Gifford; The Lord's Prayer by William Barclay; Parables from the Backside by J Ellsworth Kalas; The Great Courses series on the Books of the New Testament by Bart Erdman; to name a few of the things the group has done.

## GROW MINISTRIES

### **Tuesday Night Bible Study Small Group**

*submitted by Kyle Weyer, facilitator*

Our small group meets from 7-9 p.m. on Tuesday evenings. We schedule approximately six weeks in the fall and six weeks during Lent. We select books that are closely tied to books in the Bible. Our goal is to grow in discipleship. Because we meet in homes, we are at capacity at this time.

### **Wednesday Morning Circle**

*submitted by Kathy Hoepfner*

The Wednesday Morning Circle group meets on the second Wednesday of each month from September through May at 9:30 a.m. in the library. We are a group of women who have a social hour breakfast followed by a Biblical video study. The women take turns hosting the breakfast.

Kathy Hoepfner, Chair. 262 786-0412 or [tkhoepfner2@gmail.com](mailto:tkhoepfner2@gmail.com)

### **Women of Faith Book Club**

*submitted by Patrice Krimpelbein*

The Women of Faith Book Club has been in existence since 2002, beginning as a bible study group and transforming over time to be a book club. We are about 7 members strong. We meet the 3rd Friday of each month (except December) at 7:00 p.m., gathering at the home of one of the members. 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 favorite books, whether fiction or non-fiction, create a good amount of conversation amongst us. Our upcoming book titles are "With: Reimagining the Way You Relate to God", "Quantum: A Thriller" (science fiction) "West with Giraffes", "Hello Beautiful", "Dinner at the Homesick Restaurant" and "Send for Me" (based on a true story).

The aim of our group is to gather as a community of faithful women ready 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.

## GROW MINISTRIES

### **Women's Monday Afternoon Study Group**

*submitted by Jan Gregoire*

We are a group who have studied from several sources and now are using the book 40 Verses to Ignite Your Faith. We meet the third Monday afternoon, September through May, in the church fellowship hall, We are a group of 12-15 who alternate leading the discussion and hosting.

If you would like more information contact Jan at [Gregoire6315@gmail.com](mailto:Gregoire6315@gmail.com).

### **Additional Small Groups at St. John's**

There are other small groups that meet regularly at St. John's. They include:

Tuesday Morning Bible Study

Tuesday Women's Book Club

Thursday Faith Alive

\* If your ministry group is not listed in this report, please see Pam so it may be included next year.

## SERVICE AND OUTREACH

### MUSIC MINISTRY

#### **Music Coordinator/Organist**

*submitted by Becky Whelpley, Music Director*

Dear Friends in Christ,

It has been a joy and honor to serve St. John's! We have much to be thankful for and this past year was no exception. I am thankful for the existing ministries as well as for the new ways that the Holy Spirit has moved us. I would like to thank the people of St. John's, the church staff, the choir members, instrumentalists, and Pastor Brian for all the support and collaboration. Many thanks to Kenn Anderson, Heidi Bischmann and Lisa Weiss-Cornelius for their wonderful musical leadership at St. John's.

June 2022, we welcomed 13 campers, numerous staff, and adult and youth volunteers to Music Camp for four days. The week included bucket drums, hand chimes, singing, learning about the different periods of music, snacks, outdoor sponge races, music bingo and more! Lisa and I look forward to offering "Amazing Notes" June 2023.

Last August we began each 8:30 am service with a hymn sing; what a wonderful way to gather! We are certainly blessed with the generous donations received to purchase the All Creation Sings ELW supplement that we have been using for the past two years.

A highlight this past fall was the intergenerational musical "Moses and the Freedom Fighters". In conjunction with the Moses book study the choir, KOTK, Sunday School and of course Pastor Brian (Pharoah) and Brent Halverson (Moses aka bulrush boy) brought the story of the Exodus to life. The musical was presented at both services.

A special middle school music ministry has grown from kids who have "aged" out of KOTK but still want to be involved in music. During the KOTK rehearsal time on Wednesdays I have been rehearsing with these young people to sing and add instruments such as hand chimes and percussion to hymns and KOTK songs. This has been a great blessing to me and the congregation.

Thanks to the congregation, the budget item for a new piano for the music office was approved last year. In October 2022, one was purchased and delivered.

The choir has been rehearsing all year and has certainly blessed our Sunday services. In addition, the choir has collaborated with handbells, brass, and instrumentalists to present special music during Advent, Christmas, Lent, and Easter.

I am so thankful to these dedicated volunteers that rehearse weekly to enhance our worship. Thank you!

Looking forward to serving with you in the coming year!

## SERVICE AND OUTREACH

### Handbell Choir

*submitted by Heidi Bischmann, Handbell Choir Director*

The Handbell Choir was richly blessed with a strong 2022/2023 season.

- There were enough returning and new handbell musicians, guests, and substitute ringers to have a full choir (11+ musicians) each month. Talented and generous musicians who dedicated time and energy to rehearsals and performances included: Chris Anderson, Sonja Beyerlein, Ariella Beyerlein, Heidi Bischmann, Mickey Fank, Penny Holt, Jan Janzow, Sue Keith, Pam Klink, Linnea Logan, Patti Mueller, LaBree Paukner, Beth Piette, Joanna Salinas, Pauline Shoemaker, Bonnie Suhaysik, Mary Wagner, Becky Whelpley and Tammy Zell.
- The choir met regularly throughout the year – September through May – to learn and perform 21 musical selections at 14 worship services/events.
- Weekly devotions to begin and a closing prayer time at each rehearsal strengthen us as we experience love, joy, challenge, and loss in our daily lives.
- For more than 28 years, the St. John's Handbell Choir has been an integral small group within our congregation. New choir members/guests are welcomed whole-heartedly, and the group regularly participates in book studies, Lenten suppers, and mission outreach projects.
- Several choir members attended the Milwaukee Handbell Ensemble Festival at the Brookfield Conference Center on March 29, 2023. Ten musicians from five area congregations joined to form one choir. Over 60 handbell ringers learned six songs in advance of the Festival, then rehearsed that day with Guest Director/Composer Sandra Eithun culminating in an evening concert. A truly unique experience!

New musicians are always invited and encouraged to join the Joyful Bells for laughter, prayer, fellowship, fun and beautiful music!

### Kids of the Kingdom (KOTK)

*submitted by Lisa Weiss-Cornelius*

2022-2023 was a great year for children's music and singing. We rehearsed on Wed. evenings followed by a meal which was prepared by each of the families involved. A "Sign Up Genius" was used to give families a list of weeks that needed dinners. There was no cost for families to be part of KOTK, they just prepared a dinner contribution. The families did a wonderful job of covering meals. A few of the meals were prepared by Adult Choir members to give the parents a break.

KOTK sang about two to three times a month from October to May. They did a wonderful job of learning music and sang a number of songs with the adult choir. This intergenerational approach of adding music to the service was enjoyed by so many. We added drums to a few songs and will continue to add more instruments to the next year of KOTK. This summer the Music Camp will be a chance to make more children aware of KOTK and will encourage more enrollment for the next church year.

## SERVICE AND OUTREACH

### Praise Band

*submitted by Kenn Anderson, Contemporary Music Director*

- Add electric drums to enable better harmonic “mixes”
  - Continue learning new songs as well as familiar songs to maintain interest and participation
  - Cooperate with single service days
  - Hold outdoor services when appropriate
  - Keep congregation engaged
  - Support sermon with thematic songs
  - Continue bluegrass on a quarterly basis
  - Add keyboard player to Praise Band
  - Continue building up our “system” to ensure sound clarity and quality
  - Add Praise Band members when needed to ensure “fullness” of sound.
- 

## SERVICE AT ST. JOHN’S

### Garden Team

*submitted by Jennifer Cranfill*

St. John’s garden grows vegetables for distribution to St. John’s congregation and also for sharing with community partners like the Waukesha Food Pantry and our sister church All Peoples. Our team members each take a week to weed and harvest the garden. Watering is automatically taken care of by an in-ground drip irrigation system. Our harvest is bountiful with the full sun and adequate water supply!

This past year we have moved towards plants requiring minimal effort: butternut and acorn squash, tomatoes, and root crops of beets, turnips, and onions.

Thanks to an Eagle Scout project by member Ryan Logan, the garden received a much-needed makeover. The original raised bed garden boxes were removed to create one large gardening space. The fence was replaced, two benches were built and a large storage box for tools. This larger space will be easier to maintain in the future with easier rototilling, planting, and harvesting.

## SERVICE AND OUTREACH

### Offering Counters

*submitted by Roger Lewis*

We have four teams of Offering Counters. Each team consists of 2 or 3 counters and each team counts about one Monday per month. We enter the names and amounts from the envelopes and from any loose checks into a spreadsheet. We then enter the amount of loose cash in the spreadsheet. Once this all balances, we turn it over to the office for recording, then one of us takes the checks, cash, and deposit slip to the bank.

We would be happy to accept additional Counter applications!

### Property Team

*submitted by Bill Stace, Building Supervisor*

As the new Building Supervisor at St John's Lutheran, I have had the pleasure of working with the hard-working group of dedicated men and women that make up the Property Team. Our goal is to keep everything running smoothly, from heating and cooling systems to changing light bulbs! Since I came here in September of 2022, we have made significant improvements to the exterior of the building including tree removal, exterior painting, and landscaping. The Property Team meets every Tuesday morning to go over future plans and delegate tasks to be completed that day, which there are many, and we constantly try to meet the needs of all the St. John's staff and members. As volunteers the Team has saved St John's a great deal of expense. As of April 18, 2023, we have saved over \$8,000 in expenses for not using outside services. Our custodial team of Debra and Cindi keep the building clean and inviting to all who enter. I am proud to be part of such a great group and look forward to making St John's a beautiful and welcoming house of worship!

### Usher Team

*submitted by Mark Aamot, 8:30 Usher Facilitator*

Hospitality is a priority at St. John's. Thirty volunteers form teams of ushers who serve at the 8:30 service. They extend a welcome to all worshippers, including visitors. In addition to greeting folks and passing out worship materials, they assist the pastor and congregation during the service. Thank you to all of our volunteer ushers. You are the beat!

"All Are Welcome!" (Hymn 641)

## SERVICE AND OUTREACH

### PARTNERSHIP AND OUTREACH

*Cindy Halverson, chair*

SJLC outreach and partnership ministries continue to run strong in both commitment by members and impact of the lives of people. In 2022, over \$101,000 in budgeted and designated gifts were given to support our three parish partnerships and several local and global ministries and programs throughout the ELCA and in our community. On behalf of the committee and the whole congregation, thank you for your offerings and special gifts that make this amazing level of support for the care of others possible!

Below are reports of the many ministry activities supported by SJLC:

### LOCAL 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.

#### Christmas Food Drive

*submitted by Brian Cranfill, Outreach Chair*

This was our 38<sup>th</sup> year for the Christmas Food drive. We delivered 125 bags of groceries, plus 31 hams, 13 turkeys, 40 bags of oranges, 10 bags of oranges, and lots of home baked cookies. Our delivery teams transported the donated food items to All Peoples and the Waukesha Food Pantry. We continue to enjoy assistance from our high school youth group with shopping duties for apples, oranges, and some hams and turkeys. Thank you to all the folks who baked cookies, especially our middle schoolers who baked a large batch. Thanks also to our loaders and delivery drivers.

#### Hope Center

*submitted by Carole Lewis*

Hope Center has been a valuable partner in the community, providing basic needs ... food, shelter, and clothing ... to anyone who needs a helping hand. Our special relationship with Hope Center continues, thanks to your generosity and caring hearts!

Over the years, St. John's members have donated clothing, hygiene items and furniture, as well as volunteering their time and giving financial support to this very worthy program. Thank you for your support, and for making a difference to all those who benefit from the Hope Center!



## SERVICE AND OUTREACH

### Hope Center Meals

*submitted by Brian Cranfill, Outreach Chair*

Every Monday since December 2020, one of our dedicated volunteers makes 50 bag lunches in their home and delivers them to Hope Center of Waukesha. We have a very dedicated core of volunteers who participate one Monday of each month to support this ministry. St. John's general budget pays for the food served each week.

### Loaves and Fishes

*submitted by Dawn Williams*

St. John's continues to support Loaves and Fishes, serving an afternoon meal two to four times a year at the Hope Center for about 40-60 guests. Loaves and Fishes was started many years ago and was funded by the Cooperative Congregations of Waukesha. This program provides a nutritious meal for families and individuals who are in a variety of difficult situations.

Since COVID started, many of our neighboring Churches have not been able to support this critical mission, but thanks to the support of Joanna and many of our youth, St. John's has been able to more than double the number of meals we prepare and serve over the past two years. Our traditional meal of spaghetti and garlic bread, tossed salad, is usually supplemented with cookies for dessert! No one leaves the dinner table hungry!

We'd love to have more groups sign up since there are always more weeks in the year than volunteers. If you are part of a group at St. John's and would like to be a part of this vital mission, please contact Dawn Williams to get you started!

### 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. Our collections include:

- Backpacks and school supplies for All Peoples
- Mission of healing for Heroes of Faith in El Salvador
- Coats/gloves/scarves for All Peoples
- Socks & undies for Hope Center
- Women's Center donations
- 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.

## SERVICE 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.

### **Project Move**

*submitted by Chris Klink*

Project Move is a branch of ministry through the Hope Center where three Saturdays per month groups from various churches pick up donated furniture - such as beds, dressers, tables, chairs and couches, and appliances such as refrigerators, stoves, and washers and dryers - that is then available at no charge for people in need. St. John's in one of nine churches who rotate through the assigned dates. We currently have a team of four members and are always looking for new members to our team. If you would like to find out more, please contact Chris Klink at [klinklink@sbcglobal.net](mailto:klinklink@sbcglobal.net).

### **Waukesha Food Pantry**

*submitted by Brian Cranfill, Outreach Chair*

St. John's continues to support the Waukesha Food Pantry through continuous ongoing donation by members to the labeled collection bin in Fellowship Hall. We are on a regular pickup route by the Food Pantry for pickup. Bring your donations when you come to worship, and save yourself an extra trip to the food pantry!

### **Waukesha Food Pantry Surplus to All Peoples**

*submitted by Brian Cranfill, Outreach Chair*

Our food transport ministry continued with transporting of excess food from Waukesha Food Pantry to All Peoples food pantry to help their St. Vincent DePaul meal program. The Food pantry often receives excess bulk items, which cannot be readily used by their clients, but are greatly appreciated by the All Peoples team. Thanks to a St. Johns volunteer team of drivers willing to lend their hands and vehicles, this ministry is serving a great need.

## SERVICE AND OUTREACH

### **Women's Center**

*submitted by Mary Almasi, liaison*

In 2023 Doris Klitzke who gave 43 years of service through St. John's to the Women's Center (WC) of Waukesha was recognized for her dedication and loving devotion to the women and children served by the WC. Each Christmas season tags on a Christmas tree in the Narthex give St. John's members the opportunity to purchase gift cards for gas and groceries for the residents of the WC. Tn February of each year, the congregational monthly Outreach Opportunity is for the WC. Items collected include paper products, hygiene items, coloring books for children and adults, non-perishable food items, etc. based on items requested by the WC. St. John's continues to be VERY generous supporting this community ministry.

HEAD'S UP! There is a large blue bin in the Donation Location in the Fellowship Hall entitled Women's Center that will accept donations throughout the year. Thank you.

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## SERVICE AND OUTREACH

### GLOBAL SERVICE AND OUTREACH

#### **Bread for the World**

*submitted by Brian Cranfill, Outreach Chair*

In 2023 we will hold our offering of letters to Congress, asking for personal letters to request our elected officials support policies that will benefit the hungry locally and globally. Specifics in this year's offering of letters asked for folks to write with regard to the Farm Bill.

#### **ELCA Hunger Appeal**

*submitted by Brian Cranfill, Outreach Chair*

On September 25, Dan Rift, director from ELCA World Hunger and Lutheran Disaster Response, preached and led an adult education forum at St. John's, providing insights into how the ELCA supports numerous hunger-fighting ministries across the US and the world. It was a great privilege to have Dan as our guest and to hear about the work of our church in addressing hunger issues around the world and, of course, responding to both natural and human influenced disasters.

St. John's has a very long history of supporting ELCA Hunger Appeal and Disaster Relief in a big way. In 2022, we donated over \$8,000 to the ELCA Hunger Appeal. Since 2012, direct giving to this effort totaled just under \$100,000.

#### **Newborn Kits**

*submitted by Mickey Fank*

In 2022, St. John's assembled and donated 600 Newborn Kits. Over the past 24 years, St. John's has donated a total of 12,442 Newborn Kits!

We partner with Global Health Ministries in Minnesota. They ship the kits to various developing nations in Africa, Asia, and Central America. Newborn Kits are gifts that help a new mom celebrate her baby and help her clothe and care for her child. Importantly, the kits are also used by overseas partners to encourage young women to seek prenatal care during pregnancy, greatly improving their chances for a healthy, happy outcome. Once that connection is made, they can also encourage postnatal care, including vaccinations and well-baby checks that can help a newborn thrive.

Our goal for 2023 is 600 kits. Newborn Kits will be assembled in July. Each kit contains a towel, wash cloth, receiving blanket, onesie/shirt, baby hat, Ivory Soap (bath bar), two cloth diapers, and two diaper pins.

About \$3000.00 is needed in monetary donations to purchase the diapers, diaper pins, towels, and wash cloths and to help offset the cost to deliver the kits to Minnesota. In the past, our mission received \$500-\$600 from the Holiday Bazaar proceeds. Those funds were received this year, but this

## SERVICE AND OUTREACH

is the last year. We've also received \$1000.00 from St. John's Endowment Fund for the past few years. I do not know if we will get those funds again this year.

Other items are purchased & donated by members/friends of our mission. Depending on sales/deals, each kit costs about \$10.00 - \$12.00, for a total cost of \$6000.00 - \$7200.00 each year! St. John's members are so generous!

If there are any questions, please contact me.

### Refugee Resettlement

*submitted by Cindy Halverson, Ministry Leader*

In 2022, SJLC co-sponsored a refugee family from Afghanistan. Initially, over 20 SJLC members volunteered to work with and on behalf of a family coming to the US after the August 2021 evacuation of Afghan people from Kabul. SJLC ended up co-sponsoring a family of 8. A team of six members continued to work with the Karimi family and assist with ESL training. Additionally, SJLC assisted the family with needed household items including a floor rug, vacuum, bookcase, clothing, and miscellaneous kitchen items. The family is doing very well. The father and two 20- year-old young men all have jobs in Waukesha. The two teenage girls and 12-year-old boy are now in their second full year of school here in Milwaukee and doing very well with their English. The baby girl who has Down's Syndrome is thriving, and the mother, too, is managing all the family comings and goings well. She is a marvelous cook. The family has done so well that there is no longer a need for assistance from SJLC.

Additionally, donated household items not needed by the family were well received by a newly arriving refugee family of seven from Myanmar. A few items LSS could not use went to the Hope Center. Thank you, everyone, for providing so many wonderful household items and furnishings.

## PARTNERSHIPS

### Akeri/Nguruma Parishes and School, Tanzania

*Submitted by Deborah and Andy Petersen, Ministry Leaders*

#### PARTNERSHIP

We continue to make new and cultivate ongoing relationships with our Tanzanian brothers and sisters in Christ. Since June 2022, there have been leadership changes in their church. Their partnership committee has all new members. Four are children of former members. In January, we welcomed a new pastor-in-charge, Franaely Issangya. Pastor Issangya is the pastor at Akeri and one other parish, and the District Pastor. He has numerous responsibilities but manages to keep us updated on current happenings via WhatsApp. He has two young children, Filbert, Felicia, and wife, Niwael.

## SERVICE AND OUTREACH

### DELEGATION

Deborah, Andy, and Gail Rennie led a delegation of fifteen to Tanzania from Feb 28 through Mar 12. The group consisted of Pastor Brian Halverson, his daughter, Eliza, Jim and Gail Mathis, Chris and Pam Klink, Dawn Williams, Patrice Krimplebein, former members Al and Janell Schmidt, and Doug and Mary Dehler, members of Galilee Lutheran Church, Pewaukee.

Our goal was to spend time in the community, learn about their daily life, foster new relationships, and spend time with students and teachers at Akeri Hope English Medium school. We submersed ourselves into the community. We witnessed and heard the struggles they endure; visited and learned about other successful projects; and got comfortable with being uncomfortable. This part of the trip is challenging, and our group took it all in with open hearts.

### SCHOOL

The Lead Teacher, Samson Sikawa, has been on staff at the school since the beginning. He is a humble and devoted leader. Samson is respected by the school board, school staff, and the students. He and his wife welcomed their first child this past year. We recognized teachers who were at Akeri Hope during our 2018 visit, and met new ones, witnessing them collectively working hard in their devotion to their students' futures.

The school is thriving, not only in the number of students, but also in testing. Every Class 7 since the school opened, has passed the state exam, ensuring their acceptance into secondary school. The students are learning about what careers they could have if they continue their education, so they have a greater purpose in their studies. Since June of last year, enrollment has increased from 259 to 285.

Our delegation spent one day in the classrooms, reading, crafting, playing, singing, and building. The students speak clear English and cherish their time with us.

### THE FUTURE

Our goals this coming year include walking along side our partners in prayer and encouragement; communicating on a regular basis; sharing news to St. John's more consistently; and helping them use our monetary gifts in an impactful way – specifically, increasing teacher salaries. We will also be planning our next visit for 2025. Karibu Sana! (You are very welcome!)

## SERVICE AND OUTREACH

### All Peoples Gathering Church, Milwaukee

Submitted by Cynthia Halverson, Interim Ministry Leader

Our partnership with All Peoples is 31 years old! We share a lot of history, life, and love together.

- **Backpacks & School Supplies** - SJLC continues to be a strong partner for this annual late-summer campaign which enabled All Peoples to give 271 backpacks, filled with a complete supply of items required for their grade levels, to students in Kindergarten through High School.
- **Food Justice** - a faithful team from SJLC delivers overstock of food from the Waukesha Food Pantry to the All Peoples Food Pantry. The pantry is set up as a shopping experience where guests are assisted in selecting items which work for their family situations. Families can also choose books and Bibles to take home.
- **Thanksgiving Pies** – SJLC provides apple pies for many of the 100 Thanksgiving food baskets given out by All Peoples in the community.
- **Christmas Food Baskets** - SJLC provided grocery bags filled with items needed by families to create their Christmas feasts. This ministry served 100 families in 2022.
- **Winter Wear** – SJLC collected new and gently used children/youth jackets and accessories in early fall. All Peoples created a gift bag with a coat, hat, scarf, and gloves in sizes newborn through Men's XXL and distributed them in early November. In 2022, 201 coat bags were given to children.
- **Financial Support** – SJLC continues to support All Peoples as one of 3 partnerships through benevolence giving. As one of All Peoples original mission partners, St. John's made a financial commitment to support All Peoples for 10 years. In an abundance of grace and love, St. John's has kept this commitment over 3 decades.

At the end of 2022, Mary Mueller stepped down after serving as the All Peoples ministry leader for several years. We are so grateful to Mary for the years of faithful service. And, we are looking for someone who has a heart for urban ministry and our dear partner to assist us in continuing this important partnership. Please contact Cindy Halverson at [chalvers57@gmail.com](mailto:chalvers57@gmail.com) or Pastor Halverson if you would like to find out more.

## SERVICE AND OUTREACH

### **Héroes of the Faith, El Salvador**

*Submitted by Mary Beth Gubbins – Ministry Leader*

The Education for Life El Salvador Scholarship Program continues to be the main focus of this partnership as we support and bless the children of Los Héroes and their families. The Salvadoran school year runs from mid-January to late October-early November. During the 2022 school year, there were 61 students in the program. Scholarship amounts are different for each grade level.

Kindergarteners (8) and Elementary students, first-fifth (17) receive \$150, Middle School students, 6<sup>th</sup>-9<sup>th</sup> grade, (21) receive \$275, High school students (12) receive \$580 and University students (3) receive \$1,250. We also provide additional scholarships for university students who need partial help to complete their degrees. In 2022, five students were granted partial scholarships based on need. Other costs associated with the program include the administration coordinator fee, tithing to the El Salvadorian Lutheran Church, preschool teacher salary and graduation fees. In total the program cost was just over \$40,000. Funding is provided through gifts from sponsors and the church budget.

Scholarships for the 2023 school year will increase slightly due to inflation and rising costs.

Transportation costs have more than doubled this pass year which impacts our students getting to and from school.

In addition to the scholarships, school kits are supplied for each student and are funded by St John's. Supplies are purchased here and assembled in El Salvador. School kits are handed out in January of each new school year.

There are three opportunities for sponsors to communicate with their students. Tim and Linda Muth travel back and forth from the US to El Salvador and act as our couriers and translators.

Health and Day's for Girls support consist of financial, first aid supplies, fabric and sewing supplies.

Pastor Brian traveled to El Salvador in November for the International Gathering of Companion Synods. He had a chance to visit Los Héroes, make new friends and preach during worship. Since the onset of the pandemic, St John's members have participated in online prayer groups with folks from Los Heroes. Sharing prayer concerns online and in Sunday worship continues to be a life-giving way in which we accompany one another.

Pastor Santiago continues as head Pastor of our sister church, Los Héroes de la Fe in Los Héroes, El Salvador. Pastor Francisco continues to be the administrator of the Education for Life Scholarship Program in El Salvador and Pastor Sonia Fuentes (who was ordained in 2022) oversees the church, Sunday school and the Days for Girls kits.

#### WHAT'S HAPPENING IN EL SALVADOR IN 2023?

Los Héroes began 2023 with strategic planning activities. The congregation identified 4 focal ministries for the year and formed 4 commissions with identified leaders. On the first Sunday of the month, the pastoral team and council meet to share breakfast and plan for the month. After worship on first Sundays, the whole congregation meets, with each member participating in one of the 4 commission meetings. Throughout the month, the commissions work together to sponsor special activities. Some activities which have already taken place in 2023 include distribution of school kits,



## SERVICE AND OUTREACH

weight-lifting day at church, community clean-up days and a sleepover at the church to celebrate the 27th anniversary of the community.

### **Pastoral Care Commission**

Led by Pastor Santiago; work includes worship content, baptism and confirmation education, online prayer groups and devotions, and home visits.

### **Health and Healing Commission**

Led by Pastor Sonia and Linda; work includes Sunday wellness events, health education at the church, Days for Girls washable menstruation kit sewing project, reproductive education and Days for Girls kit distribution in local schools, development of a health resource space in the church.

### **Care for the Environment Commission**

Led by Jocelyn and Tim; work includes coordination with the new Los Héroes Community Civil Protection Team to identify and mitigate risks related to nature, infrastructure, behaviors, and family situations; community clean-up projects, modeling good practices as the church, assisting elders

### **Holistic Education Commission**

Led by Pastor Francisco and Karla; work includes supporting the Family Circle (church preschool program), Sunday School and Education for Life program, development of more education opportunities for youth and adults to do Bible study, encourage adults to keep learning

### **HOW ARE ST. JOHN'S & LOS HÉROES CONNECTING IN 2023?**

We are celebrating our 25th Silver Anniversary of partnership! Throughout the year, we will be sharing stories from over the years. We are also going to celebrate IN PERSON!

August 2023 - travel to El Salvador to celebrate during our actual anniversary month-contact Linda Muth if interested at [linda.muth@gmail.com](mailto:linda.muth@gmail.com)

October 2023 - five leaders from Los Héroes travel to Wisconsin to celebrate

January 2024 - the big finale of the silver year with a "young adult" (young is an attitude, not an age) visit in Los Héroes by St. John's & All Peoples.

A small remodeling project at the church in Los Héroes to create a dedicated health space will take place in 2023. Funds have already been raised to meet this need through private gifts.

Great updates and information about this special partnership of 25 years can be found on our Facebook page-Los Heroes and St John's Sister Churches.

Continued gratefulness and thanksgiving St John's for blessing our brothers and sisters in El Salvador. Your gifts, prayers and love continue to change the lives in El Salvador!

## INTEREST GROUPS

### Boy Scout Troop 16

- After being involved in scouting for 70 years, Terry Hoepfner retired as Scout Master of Troop 16. A retirement party was held in his honor in February.
- Troop 16 was unable to find a new Scout Master. The scouts have temporarily joined different troops. Troop 16 is registered with the Boy Scouts of America for 2023 but is not active as the Troop's Committee considers the future.

### Men's Softball Team

*submitted by Brian Harms*

We have approximately 15 participants that play softball on Monday evenings throughout the summer from May to mid-August. Games are played against other churches in the area at Wirth Park in Brookfield. While we enjoy playing softball, at the heart of the team is just getting together to enjoy fellowship and friendship. A number of the members of the team have participated for many years together and always welcome new players to the team. If interested, please reach out to Brian Harms – (414) 651-2120.

### Winter Farmers' Market

*submitted by Joanna Salinas*

St. John's was excited to open our doors on February 19, 2023, to the greater Waukesha community and host our 5th Annual Winter Farmer's Market and Meal. This event is a project of the Food, Faith and Farming Network and consists of a Farmer's Market with 10-15 local farmers and a 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. Additionally, we were able to raise over \$500 for the Harvest for Hope fund, an emergency relief program for area farmers.

We are eagerly looking forward to hosting the market again next year!

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

## NEW BUSINESS

### Nominating Committee Report

submitted by Brian Zach

The 2023 Nominating Committee included: Kathy Davis, Penny Holt, Mark Aamot, Jane Babcock, Carole Lewis, John Almasi, and Brian Halverson.

Council positions are staggered two-year terms; four elected in odd years, five elected in even years. This being an odd year, the Nominating Team presents these individuals to the congregation for election to a first or second term on Council.

Vice-President	Keith Paukner
Treasurer	Carrie Peters
At Large Member #1	Jim Morgan
At Large Member #5	Elizabeth Roth

#### 2022-23 Council Members

Brian Zach - President  
 Keith Paukner- Vice-President  
 Carrie Peters – Treasurer  
 Josh Werner – Secretary  
 Jim Morgan – At Large #1  
 Mark Latus – At Large #2  
 Charlotte Yourell – At Large #3  
 Brittany Larson – At Large #4  
 Kris Wasserman – At Large #5

#### 2023-24 Proposed Council Members

Brian Zach – President (2<sup>nd</sup> term, 2<sup>nd</sup> year)  
 Keith Paukner – Vice-President (2<sup>nd</sup> term, 1<sup>st</sup> year)  
 Carrie Peters – Treasurer (2<sup>nd</sup> term, 1<sup>st</sup> year)  
 Josh Werner – Secretary (1<sup>st</sup> term, 2<sup>nd</sup> year)  
 Jim Morgan – At Large #1 (2<sup>nd</sup> term, 1<sup>st</sup> year)  
 Mark Latus – At Large #2 (1<sup>st</sup> term, 2<sup>nd</sup> year)  
 Charlotte Yourell – At Large #3 (1<sup>st</sup> term, 2<sup>nd</sup> year)  
 Brittany Larson – At Large #4 (1<sup>st</sup> term, 2<sup>nd</sup> year)  
 Elizabeth Roth – At Large #5 (1<sup>st</sup> term, 1<sup>st</sup> year)

## NEW BUSINESS

### **Pave the Way Capital Campaign**

Information on this initiative will be available as a handout at the meeting.

### **Preschool Budget**

*submitted by Brian Zach*

For the past year Council, the Preschool Board, and Finance Team have explored the idea of incorporating the St. John’s Preschool budget into St. John’s accounting software, PowerChurch.

While the Preschool budget will be administered under PowerChurch, both the St. John’s and Preschool budget will operate independently.

To help understand this accounting software change for the Preschool in greater detail, we will hold a Town Hall meeting in September.

On behalf of the Council, Finance Team, and Preschool Board,  
 Brian Zach – President

#### **St. John’s Preschool Board**

Barb Lange  
 Tom Potratz  
 Laura Rickinger  
 John Roth  
 Lori Schettler  
 Dawn Williams  
 Pastor Brian Halverson

#### **Finance Team**

Gary Schettler  
 Rick Elfers  
 Lisa Belli-Fuchs  
 Carrie Peters  
 Jim Morgan  
 Keith Paukner  
 Dawn Williams  
 Pastor Brian Halverson

#### **St. John’s Council**

Josh Werner  
 Brittany Larson  
 Kris Wasserman  
 Keith Paukner  
 Jim Morgan  
 Carrie Peters  
 Brian Zach  
 Charlotte Yourell  
 Mark Latus  
 Pastor Brian Halverson