St. John's

LUTHERAN ELCA

Brookfield, Wisconsin

Congregational Meeting

February 2, 2025

12:00 p.m.

Printed May 30, 2025

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Agenda

St John's January Semi-Annual Meeting

February 2, 2025

- Opening prayer
- Approval of minutes from June 2, 2024, meeting
- Treasurer's report
- Unfinished business
  - Pave the Way update
- New business
  - Information on the MET and interim process
  - Audit report
  - Committee financial reports
  - Election of Nominating Committee
  - Budget discussion and approval
- Adjournment

Meeting Minutes

Congregational Meeting Minutes – June 2, 2024

The meeting was called to order at 10:24 AM by President Brian Zach

Brian Zach and some kids led the opening prayer.

Brian Zach made a motion to approve the agenda. Kathy Davis, first and Jerry Hanson, 2nd the motion. Motion passed.

Brian Zach made a motion to approve the minutes from the February 4, 2024, meeting. Sandy Paukner, first and Angie Rose-Mueller, 2nd the motion passed.

Treasurer's report was given for the first months of 2024. Brian Zach asked if there were questions. Barb Lange asked if the council was looking at the drop in giving. Brian Zach explained that giving is being looked at by the finance committee and will revisit it at the end of the 2nd quarter.

Pastor, Staff and Ministry reports are in the printed handout. Brian Zach asked that the reports be accepted as written. Deborah Peterson, first and Patrice Krimpelbein, second. Motion passed.

Unfinished business: Brian Zach updated the progress of the Pave the Way Campaign. The exterior painting, the "Bump out" and narthex painting, and the Circle Drive re-paving were highlighted. Projects will continue as funds come in to cover the cost.

New Business: Brian Zach reported on the Nominating Committee's slate of officers. Two offices need to be filled. Pastor Paul Bulgerin agreed to serve as President and the youth representative is still being finalized. A youth is being considered and if accepts the position, the Council will approve the person to serve on the council. Brian Zach made a motion to approve Pastor Bulgerin for President. Jerry Hanson, first and Penny Holt second, motion passed.

Past President Kathy Davis congratulated and thanked Brian Zach for serving as President for four years. A standing ovation confirmed the congregation's thanks.

Announcements: Brian Zach talked about Pastor Brian Halverson's retirement in May of 2025. Plans for celebrations will be announced.

Joanna Salinas talked about the 4th of July Parade and urged people to sign up to walk or help out. She also asked members to sign up if they have Thrivent Dollars available to help with the youth programs.

Pam Klink talked about the need for a new directory. People were encouraged to pick up the envelope with their name to verify that the office has the correct information. Members should submit a picture, or it can be taken at church. The information needs to be submitted to Pam by June 30.

Brian Zach made a motion to adjourn as there was no further business. Terry Hoeppner, first and Kathy Hoeppner, second. Motion passed.

Meeting adjourned at11:00 AM

Treasurer's Report

Balance Sheet
Consolidated - December
2024

	Fund 01 - GENERAL FUND	Fund 02 - MISSIONS	Fund 04 - DESIGNATED	Total	12/31/2023
ASSETS					
BANK ACCOUNTS					
CHECKING ACCOUNTS					
Waukesha State Bank 3166	$65,176.50	$10,210.88	$97,843.07	$173,230.45	$325,871.94
SAVINGS ACCOUNTS					
Waukesha State Bank 4821 (CIF)	$0.00	$0.00	$15,698.38	$15,698.38	$114,248.64
Subtotal Bank Accounts	$65,176.50	$10,210.88	$113,541.45	$188,928.83	$440,120.58
INVESTMENTS					
BROKERAGE ACCOUNT					
Schwab 9498	$0.00	$0.00	$192.63	$192.63	$19,699.15
Computershare 0787	$0.00	$0.00	$15,544.62	$15,544.62	$11,360.44
Subtotal Brokerage Account	$0.00	$0.00	$15,737.25	$15,737.25	
CD'S					
Waukesha State Bank 1132	$0.00	$0.00	$51,965.27	$51,965.27	
Waukesha State Bank 1129	$0.00	$0.00	$51,965.27	$51,965.27	
WSB 4333 (CIF)	$0.00	$0.00	$101,996.06	$101,996.06	
Waukesha State Bank 5756	$0.00	$0.00	$58,906.11	$58,906.11	
Cetera Investments	$0.00	$0.00	$0.00	$0.00	$56,454.72
Subtotal Cd's	$0.00	$0.00	$264,832.71	$264,832.71	$56,454.72
Subtotal Investments	$0.00	$0.00	$280,569.96	$280,569.96	$87,514.31
VANCO					
Vanco Contributions	$668.70	$0.00	$590.64	$1,259.34	$0.00
TOTAL ASSETS	$65,845.20	$10,210.88	$394,702.05	$470,758.13	$528,406.38
LIABILITIES					
CURRENT LIABILITIES					
PAYROLL DEDUCTIONS					
INSURANCE PAYABLE					
EE Insurance Payable	$22.66	$0.00	$0.00	$22.66	$0.00
TOTAL LIABILITIES	$22.66	$0.00	$0.00	$22.66	$0.00
NET EQUITY					
Unrestricted Net Assets	$64,995.25	$0.00	$0.00	$64,995.25	$115,452.67
MISSIONS					
BENEVOLENCES					
Akeri/Meru Assistance	$0.00	$3,875.47	$0.00	$3,875.47	$10,017.36
Bread for the World	$0.00	$50.00	$0.00	$50.00	$332.00
El Salvador Scholarships	$0.00	$4,167.02	$0.00	$4,167.02	$1,666.58
Hope Center Meals	$0.00	$2,118.39	$0.00	$2,118.39	$1,286.94
Jail Ministry	$0.00	$0.00	$0.00	$0.00	$1,004.45
Subtotal Benevolences	$0.00	$10,210.88	$0.00	$10,210.88	$14,307.33
Subtotal Missions	$0.00	$10,210.88	$0.00	$10,210.88	$14,307.33
DESIGNATED FUNDS					
YOUTH					
Children's Ministry	$0.00	$0.00	$354.65	$354.65	$243.15
VBS Designated	$0.00	$0.00	$493.61	$493.61	
Friends of Youth					$21,009.19
FOY Scholarships	$0.00	$0.00	$2,030.00	$2,030.00	$0.00
FOY Payments	$0.00	$0.00	$16.83	$16.83	$0.00
FOY Fundraising	$0.00	$0.00	$11,414.54	$11,414.54	$0.00
FOY Other Designated	$0.00	$0.00	$419.06	$419.06	$0.00
Subtotal Friends Of Youth	$0.00	$0.00	$13,880.43	$13,880.43	$21,009.19
Middle School Ministry	$0.00	$0.00	$675.32	$675.32	$334.32
Subtotal Youth	$0.00	$0.00	$15,404.01	$15,404.01	$21,586.66
INREACH					
Flower Sponsorship	$0.00	$0.00	$323.24	$323.24	$0.00
Good Samaritan Fund	$0.00	$0.00	$3,059.52	$3,059.52	$3,323.52
Handbell Choir	$0.00	$0.00	$449.05	$449.05	$449.05

Interiors	$0.00	$0.00	$2,250.00	$2,250.00	$2,250.00
Music Fund	$0.00	$0.00	$8,415.94	$8,415.94	$5,123.38
Organ Repair Fund	$0.00	$0.00	$1,244.00	$1,244.00	$1,244.00
Pastor's Discretion Fund	$0.00	$0.00	$1,518.36	$1,518.36	$2,389.63
Pastor's Sabbatical	$0.00	$0.00	$0.00	$0.00	$2,700.60
Preschool Tuition	$0.00	$0.00	$590.64	$590.64	$151.26
Property Use	$0.00	$0.00	$1,694.02	$1,694.02	$1,500.00
Technology Upgrades	$0.00	$0.00	$0.00	$0.00	$467.18
Subtotal Inreach	$0.00	$0.00	$19,544.77	$19,544.77	
OUTREACH					
GENERAL					
Benevolences/Evangelism	$0.00	$0.00	$340.00	$340.00	$340.00
Blankets LWR	$0.00	$0.00	$0.00	$0.00	$368.00
Int'l Staff Travel	$0.00	$0.00	$459.32	$459.32	$459.32
Loaves & Fishes	$0.00	$0.00	$0.00	$0.00	-$99.97
Refugee Fund	$0.00	$0.00	$734.63	$734.63	$734.63
Sunday School Offering	$0.00	$0.00	$844.23	$844.23	$825.11
Waukesha Food Pantry	$0.00	$0.00	$50.00	$50.00	$0.00
World Hunger/HungerAppeal	$0.00	$0.00	$180.25	$180.25	$280.00
Subtotal General	$0.00	$0.00	$2,608.43	$2,608.43	$2,907.09
PARTNERSHIPS					
Akeri/Menu Assistance	$0.00	$0.00	$9,482.95	$9,482.95	$4,692.95
All Peoples	$0.00	$0.00	$95.00	$95.00	$30.00
El Salvador - DaysForGirl	$0.00	$0.00	-$4.00	-$4.00	$1.00
El Salvador - Mission of Healing	$0.00	$0.00	$0.00	$0.00	$100.00
El Salvador Scholarships	$0.00	$0.00	$51,250.38	$51,250.38	$51,239.33
El Salvador - Travel	$0.00	$0.00	$4,649.45	$4,649.45	$6,223.93
Greatest Need	$0.00	$0.00	$2,027.08	$2,027.08	$4,223.11
Hope Center Waukesha	$0.00	$0.00	$210.80	$210.80	$70.00
Subtotal Partnerships	$0.00	$0.00	$67,711.66	$67,711.66	$66,580.32
WOMEN'S MINISTRY					
Prayer Shawl Ministry	$0.00	$0.00	$2,727.99	$2,727.99	$3,003.09
Newborn Kits	$0.00	$0.00	$1,205.80	$1,205.80	$2,027.37
Project Comfort	$0.00	$0.00	$550.00	$550.00	$2,339.70
Other	$0.00	$0.00	$110.00	$110.00	$110.00
Subtotal Women's Ministry	$0.00	$0.00	$4,593.79	$4,593.79	$7,480.16
Subtotal Outreach	$0.00	$0.00	$74,913.88	$74,913.88	$76,967.57
OTHER DESIGNATED					
Capital Improvement Fund (CIF)	$0.00	$0.00	$0.00	$0.00	-$52.91
CIF DCOH	$0.00	$0.00	$84,217.60	$84,217.60	$83,789.64
CIF Donations	$0.00	$0.00	$0.00	$0.00	$1,600.00
CIF Other	$0.00	$0.00	$25,923.84	$25,923.84	$28,911.91
Farmer's Market	$0.00	$0.00	$892.31	$892.31	$605.67
Gifts & Memorials	$0.00	$0.00	$2,834.21	$2,834.21	$18,260.02
Preschool Payroll	$0.00	$0.00	-$100.00	-$100.00	-$6,936.76
Limited Time Initiatives	$0.00	$0.00	$25,041.00	$25,041.00	$16,031.00
Deficit Reduction Fund	$0.00	$0.00	$12,102.31	$12,102.31	$12,102.31
Capital Campaign General	$0.00	$0.00	$119,649.27	$119,649.27	$119,574.51
Capital Campaign Sign	$0.00	$0.00	$15,106.14	$15,106.14	$15,106.14
Capital Campaign Drive	$0.00	$0.00	$0.00	$0.00	-$8,498.00
Subtotal Other Designated	$0.00	$0.00	$285,666.68	$285,666.68	$280,493.53
Subtotal Designated Funds	$0.00	$0.00	$395,529.34	$395,529.34	$398,646.38
TOTAL EQUITY	$64,995.25	$10,210.88	$395,529.34	$470,735.47	$528,406.38
TOTAL LIABILITIES AND EQUITY	$65,017.91	$10,210.88	$395,529.34	$470,758.13	$528,406.38

BUDGET REPORT

Comparison of Actual to Budget for January 2024 – December 2024

Account		Actual	Budget	Difference	%
01	GENERAL FUND				
INCOME					

Treasurer's Report

01-4000	INCOME					
01-4050	OPERATING REVENUE					
01-4075	UNRESTRICTED					
01-4100	General Fund	668,753.84	758,149.84	-89,396.00	88	%
01-4110	Loose Checks-Non-Members	248.00	3,464.00	-3,216.00	7	%
01-4115	Cash Contributions	6,407.20	6,163.00	244.20	104	%
01-4120	Initial Offering/Seasonal	0.00	0.00	0.00	0	%
	Subtotal Unrestricted	675,409.04	767,776.84	-92,367.80	88	%
	Budgeted UNRESTRICTED	675,409.04	767,776.84	-92,367.80	88	%
	Non-Budgeted UNRESTRICTED	0.00				
01-4150	OTHER RECEIPTS					
01-4155	Building Usage	8,021.90	5,720.00	2,301.90	140	%
01-4160	Investment Income	10,891.30	0.00	10,891.30	0	%
01-4170	Other Income	613.00	0.00	613.00	0	%
	Subtotal Other Receipts	19,526.20	5,720.00	13,806.20	341	%
	Budgeted OTHER RECEIPTS	19,526.20	5,720.00	13,806.20	341	%
	0.00					
TOTAL INCOME		694,935.24	773,496.84	-78,561.60	90	%
Budgeted INCOME		694,935.24	773,496.84	-78,561.60	90	%
Non-Budgeted INCOME		0.00				
EXPENSE						
01-5000	EXPENSES					
01-5010	PERSONNEL COSTS					
01-5015	STAFF TRAVEL/MISSION TRIP					
01-5020	Staff Travel/Mission Trip	0.00	2,800.00	2,800.00	0	%
01-5040	SUPPLY PASTOR					
01-5041	Supply Pastor	1,225.00	1,350.00	125.00	91	%
01-5050	STAFF SALARIES					
	Subtotal Staff Salaries	392,266.87	411,304.71	19,037.84	95	%
	Budgeted STAFF SALARIES	392,266.87	411,304.71	19,037.84	95	%
	0.00					
01-5200	PAYROLL COSTS					
01-5210	HEALTH INS & OTHER BENES					
01-5220	Senior Pastor - HSA&Life	16,454.73	16,596.00	141.27	99	%
01-5225	Senior Pastor - Add'l HSA	1,700.00	1,700.00	0.00	100	%
	18,154.73	141.27	99 %			
	18,154.73	99 %				
	0.00					
01-5240	PENSIONS					
01-5250	Senior Pastor - 403B	11,104.93	10,806.00	-298.93	103	%
	Subtotal Pensions	11,104.93	10,806.00	-298.93	103	%

Treasurer's Report

	Budgeted PENSIONS		11,104.93	11,104.93	-298.93	103	%
	Non-Budgeted PENSIONS		0.00				
01-5260	SOCIAL SECURITY						
01-5270	Staff Social Security		20,971.10	23,526.85	2,555.75	89	%
	Subtotal Payroll Costs		50,230.76	52,628.85	2,398.09	95	%
	Budgeted PAYROLL COSTS		50,230.76	52,628.85	2,398.09	95	%
	0.00						
01-5400	CONTINUING EDUCATION						
01-5435	Non-Pastoral Staff		285.00	980.00	695.00	29	%
01-5440	Senior Pastor		1,260.00	1,260.00	0.00	100	%
	Subtotal Continuing Education		1,545.00	2,240.00	695.00	69	%
	1,545.00	695.00	69 %				
	0.00						
01-5500	STAFF TRAVEL EXPENSES						
01-5520	Other Staff		68.21	840.00	771.79	8	%
01-5530	Senior Pastor		1,296.15	1,200.00	-96.15	108	%
	Subtotal Staff Travel Expenses		1,364.36	2,040.00	675.64	67	%
	1,364.36	675.64	67 %				
	0.00						
	Subtotal Personnel Costs		446,631.99	472,363.56	25,731.57	95	%
	Budgeted PERSONNEL COSTS		446,631.99	472,363.56	25,731.57	95	%
	Non-Budgeted PERSONNEL COSTS		0.00				
01-5600	CARING & SHARING						
01-5610	CONTINUING EDUCATION						
01-5650	Adult Ed & Small Groups		550.86	2,040.00	1,489.14	27	%
01-5670	Mail/Stewardship		0.00	1,385.00	1,385.00	0	%
	Subtotal Continuing Education		550.86	3,425.00	2,874.14	16	%
	550.86	2,874.14	16 %				
	0.00						
01-5700	OTHER						
01-5720	Fellowship Expense		297.67	1,275.00	977.33	23	%
01-5730	Partnership Travel		633.14	1,000.00	366.86	63	%
	Subtotal Other		930.81	2,275.00	1,344.19	41	%
	Budgeted OTHER		930.81	2,275.00	1,344.19	41	%
	Non-Budgeted OTHER		0.00				
	Subtotal Caring & Sharing		1,481.67	5,700.00	4,218.33	26	%
	Budgeted CARING & SHARING		1,481.67	5,700.00	4,218.33	26	%
	Non-Budgeted CARING & SHARING		0.00				

Treasurer's Report

01-5800	WORSHIP & MUSIC					
01-5810	WORSHIP EXPENSE					
01-5820	Altar Paraments	0.00	0.00	0.00	0	%
01-5840	Devotionals	443.80	500.40	56.60	89	%
01-5850	Flowers	0.00	1,450.00	1,450.00	0	%
01-5870	Worship Resources	377.33	900.00	522.67	42	%
01-5880	Worship Supplies	2,533.12	2,425.00	-108.12	104	%
	Subtotal Worship Expense	3,354.25	5,275.40	1,921.15	64	%
	Budgeted WORSHIP EXPENSE	3,354.25	5,275.40	1,921.15	64	%
	0.00					
01-6000	MUSIC MINISTRY					
01-6010	CCLI Music License	821.99	835.00	13.01	98	%
01-6020	Fine Arts Series	49.38	100.00	50.62	49	%
01-6030	Guild Membership	150.00	275.00	125.00	55	%
01-6040	Handbell Choir	1,108.83	2,155.00	1,046.17	51	%
01-6050	Instrument Maint/Adds	3,460.84	5,049.96	1,589.12	69	%
01-6060	Instrumental/Organ Music	276.90	150.00	-126.90	185	%
01-6070	KOTK	425.94	400.00	-25.94	106	%
01-6080	Music Camp	0.00	300.00	300.00	0	%
01-6100	Praise Band Music & Suppl	357.15	400.00	42.85	89	%
01-6110	Choir/Traditional Music	983.31	996.00	12.69	99	%
01-6120	Special Music/Performers	1,383.10	2,300.00	916.90	60	%
	Subtotal Music Ministry	9,017.44	12,960.96	3,943.52	70	%
	Budgeted MUSIC MINISTRY	9,017.44	12,960.96	3,943.52	70	%
	Non-Budgeted MUSIC MINISTRY	0.00				
	Subtotal Worship & Music	12,371.69	18,236.36	5,864.67	68	%
	Budgeted WORSHIP & MUSIC	12,371.69	18,236.36	5,864.67	68	%
	Non-Budgeted WORSHIP & MUSIC	0.00				
01-6200	CHILDREN, YOUTH, FAMILIES					
01-6210	HIGH SCHOOL 9TH-12TH					
01-6220	High School	7,407.82	8,810.04	1,402.22	84	%
01-6230	9th Grade Confirmation	2,325.57	2,850.00	524.43	82	%
	Subtotal High School 9th-12th	9,733.39	11,660.04	1,926.65	83	%
	9,733.39	1,926.65	83 %			
	0.00					
01-6300	MIDDLE SCHOOL 5TH - 8TH					
01-6305	Middle School Ministry	4,319.18	4,500.00	180.82	96	%
01-6310	CHILDREN'S MINISTRY					
01-6320	Education	2,227.89	2,650.00	422.11	84	%
01-6330	Ministry Training	290.97	750.00	459.03	39	%
01-6340	Programming	2,181.91	2,250.00	68.09	97	%
01-6350	Service & Missions	480.92	500.00	19.08	96	%
01-6360	Sponsorship	137.72	700.00	562.28	20	%
01-6370	VBS	746.81	775.00	28.19	96	%

Treasurer's Report

	Subtotal Children's Ministry	6,066.22	7,625.00	1,558.78	80	%
	6,066.22	1,558.78	80 %			
	0.00					
01-6400	YOUNG ADULT/COLLEGE					
01-6405	Young Adult/College	844.65	2,000.00	1,155.35	42	%
	Subtotal Children, Youth, Families	20,963.44	25,785.04	4,821.60	81	%
	Budgeted CHILDREN, YOUTH, FAMILIES	20,963.44	25,785.04	4,821.60	81	%
	Non-Budgeted CHILDREN, YOUTH, FAMIL	0.00				
01-6410	ADMINISTRATIVE EXPENSES					
01-6420	EMPLOYEE RECOGNITION					
01-6425	Employee Recognition	269.72	500.00	230.28	54	%
01-6430	ADMINISTRATIVE EXPENSES					
01-6435	Hospitality - Admin	0.00	0.00	0.00	0	%
01-6440	Insurance	3,100.77	21,500.00	18,399.23	14	%
01-6450	Services	32,403.99	36,000.00	3,596.01	90	%
01-6460	Supplies	8,752.28	13,800.00	5,047.72	63	%
01-6470	Technology	10,964.00	3,500.00	-7,464.00	313	%
01-6480	Communications	798.12	1,000.00	201.88	80	%
	56,019.16	19,780.84	74 %			
	56,019.16	74 %				
	0.00					
01-6500	PROPERTY EXPENSES					
01-6510	Maintenance	60,605.75	60,000.00	-605.75	101	%
01-6515	Hospitality - Property	631.52	1,008.00	376.48	63	%
01-6520	Building Improvements	0.00	0.00	0.00	0	%
01-6530	Utilities	26,586.48	34,800.00	8,213.52	76	%
	Subtotal Property Expenses	87,823.75	95,808.00	7,984.25	92	%
	87,823.75	7,984.25	92 %			
	0.00					
	Subtotal Administrative Expenses	144,112.63	172,108.00	27,995.37	84	%
	Budgeted ADMINISTRATIVE EXPENSES	144,112.63	172,108.00	27,995.37	84	%
	Non-Budgeted ADMINISTRATIVE EXPENSE	0.00				
01-6600	TRANSFERS					
01-6615	To Deficit Reduction F04	0.00	0.00	0.00	0	%
01-6620	To CIF F04	6,000.00	0.00	-6,000.00	0	%
01-6655	To Benevolences F04	112,831.24	112,831.24	0.00	100	%
01-6675	To Pastor's Discret F04	1,000.00	1,000.00	0.00	100	%
	Subtotal Transfers	119,831.24	113,831.24	-6,000.00	105	%
	Budgeted TRANSFERS	119,831.24	113,831.24	-6,000.00	105	%
	Non-Budgeted TRANSFERS	0.00				

Treasurer's Report

TOTAL EXPENSE	745,392.66	808,024.20	62,631.54	92	%
Budgeted EXPENSE	745,392.66	808,024.20	62,631.54	92	%
Non-Budgeted EXPENSE	0.00				

Treasurer's Report

OUTREACH ANALYSIS

	Benv. Outreach	% of General Giving	Designated Gifts	Total Gifts	% of Total Outreach Gifts	2024 Budget	% of Budget
Greater Church							
Greater Milwaukee Synod	65,747.24	9.7%	0.00	65,747.24	36.0%	65,747.23	8.2%
Subtotal	***65,747.24***	***9.7%***	***0.00***	***65,747.24***	***36.0%***	***65,747.23***	***8.2%***
Outreach Partnerships							
Akeri Benevolence	10,000.00	1.5%	7,850.00	17,850.00	9.8%	10,000.00	1.2%
All People's Church*	10,000.00	1.5%	7,952.00	17,952.00	9.8%	10,000.00	1.2%
El Salvador	10,000.00	1.5%	34,090.51	44,090.51	24.2%	10,000.00	1.2%
El Salvador Mission of Healing			1,675.00	1,675.00	0.9%		
El Salvador (Days for Girls Kits)			1,202.00	1,202.00	0.7%		
Partnerships Greatest Need			302.00	302.00	20.0%		
Subtotal	***30,000.00***	***4.4%***	***53,071.51***	***83,071.51***	***45.5%***	***30,000.00***	***3.7%***
Outreach Support							
Blankets LWR			250.00	165.00	0.1%		
Bread for the World	500.00	0.1%		500.00	0.3%	500.00	0.1%
Build Up a Child	300.00	0.0%		300.00	0.2%	300.00	0.0%
Christmas Food Drive			1,550.00	1,550.00			
Disaster Relief (ELCA)			1,347.00	1,347.00	0.7%		
Hope Center Meals	5,700.00	0.8%		5,700.00	3.1%	5,500.00	0.7%
Hope Center Waukesha	3,504.00	0.5%	3,076.80	6,580.80	3.6%	504.00	0.1%
Loaves and Fishes			100.00	100.00	0.1%		
Lutheran Social Services	3,000.00	0.4%		3,000.00	1.6%	3,000.00	0.4%
Lutherdale	1,200.00	0.2%		1,200.00	0.7%	1,200.00	0.1%
Waukesha Food Pantry			50.00	50.00	0.0%		
Women's Center	2,880.00	0.4%		2,880.00	1.6%	2,880.00	0.4%
World Hunger/Hunger Appeal			10,322.05	10,322.05	5.7%		
Subtotal	***17,084.00***	***2.5%***	***16,695.85***	***33,694.85***	***18.5%***	***13,884.00***	***1.7%***
Outreach Totals	**112,831.24**	**16.7%**	**69,767.36**	**182,513.60**	**100.0%**	**109,631.23**	**13.7%**
2024 General Fund Giving	**675,409.04**					2024	**802,060.2**

**$6,000 was offset by grant funding in 2024*

Treasurer's Report

2024 Designated Giving Summary

	Designated Gifts	
Designated Outreach (See Outreach Analysis)	69,767.36	
Adult Education	617.00	
Children, Youth, & Family	5,694.50	
Youth Scholarships	15,030.00	
Farmer's Market Donations	260.00	
Fellowship & Funerals	1,400.10	
Flower Sponsorship	2,952.24	
Gifts & Memorials	3,195.44	
Good Samaritan Fund	36.00	
Miscellaneous Short-Term Fundraising Events (Parade Memorial, Confirmation Projects, etc.)	3,813.23	
Memorial Garden	1,550.00	
Music Fund	4,447.00	
Newborn Kits	2,815.00	
Preschool Scholarships	2,000.00	
Project Comfort	310.00	
Property Use	2,800.00	
Sunday School Offering*	2,286.37	
Vacation Bible School	1,643.61	
Pave the Way	117,834.13	
2024 Designated Giving	**238,451.98**	26% of total giving to St. John's
2024 General Fund Giving	**675,409.04**	

**Restricted for Monthly Sunday School Stewardship Focus*

Audit Report

submitted by Dawn Williams

An audit team consisting of Jim Mathes, Joe Schaefer and Dawn Williams has meet to go over the process of the audit. They started the process on January 31. and hope to complete the audit by month end.

Committee Financial Reports

Endowment Fund Committee Report for 2024

submitted by Jennifer Cranfill, Chairperson and Rich Warp, Financial Secretary

Committee:

Chairperson	Jennifer Cranfill (Term Expires May 2025)
Secretary	Phil Peters (Term Expires May 2026)
Financial Secretary	Rich Warp (Term Expires May 2026)
Alternate Secretary	Angie Rose-Mueller (Term Expires May 2025)
Member	Curtis Templin (Term Expires May 2027)

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

St. John's Lutheran Church - Endowment Fund

Balance Sheet

	Balances as of Dec. 31, 2024	Balances as of Dec. 31, 2023
ASSETS:		
Vanguard Wellington Fund - Admiral	$179,247	$156,076
Receivable from St. John's	0	0
TOTAL ASSETS	$179,247	$156,076
LIABILITIES & FUND BALANCE		
Grants Payable	$0	$0
Fund Balance:		
Funds Available for Distribution	43,454	20,283
Restricted Fund Balance	135,793	135,793
Total Fund Balance	$179,247	$156,076
TOTAL LIABILITIES & FUND BALANCE	$179,247	$156,076

Committee Financial Reports

St. John's Lutheran Church - Endowment Fund
Statement of Funds

	For the Year Ended Dec. 31, 2024	For the Year Ended Dec. 31, 2023	
Fund Balance:			
Beginning of the period	$156,076	$140,418	
Endowments received	$0	$2,700	
Endowment grants:			
STJ Food Box Drive	$0	$750	
Waukesha Food Pantry	$0	$500	
Just One More Ministry (food)	$0	$1,000	
El Salvador Days for Girls Kits	$0	$1,000	
STJ Newborn Kits	$0	$1,000	
Habitat for Humanity - Waukesha	$0	$1,000	
Pave the Way STJ Campaign	$0	$1,000	
All People's Food Pantry	$0	$400	
STJ Preschool Scholarships	$0	$500	
Total Endowment Grants	$0	$7,150	*
Investment gains (losses):			
Investment income, dividends	$3,836	$3,531	
ST capital gain distributions	$789	$5,602	
LT capital gain distributions	$13,165		
Market value gain (loss)	5,380	10,976	
Net investment gains (losses)	$23,171	$20,109	
Ending Fund Balance	$179,247	$156,076	

* Note: No grant award windows occurred in 2024, one window occurred in 2023.

Committee Financial Reports

Gifts and Memorials Annual Report - 2024

submitted by Barb Reed, chairperson

The Gifts and Memorials committee currently consists of three members: Dick Granholm, Barb Reed and Jim Truax. **New members for the committee are needed**. Please contact Barb Reed or the Council President if you're interested in serving.

Beginning Balance as of January 1, 2023		$18,260.02
Gifts and Memorials received		3,795.44
Gifts and Memorials distributed		-19,221.25
Narthex Furniture	15,000.00	
Choir/Quilters	600.00	
Altar Paraments	-3,621.25	
Total	19,221.25	
Ending Balance as of December 31, 2024		$ 2,834.21

Committee Financial Reports

Memorial Garden Financial Activity for 2024

Submitted by John Almasi

Memorial Garden Fund Checking Account - WSB #XXX8154

Funds Received		
	Memorial 17-Mar-2024	$50
	Gift for Columbarium Maintenance 4-Dec-24	$1,500
	Total funds recceived	***$1,550***
Expenses		
Garden Landscaping		
30-May-24	Boxwoods, Mandevilla, Fertilizer stakes for Garden	$87.53
20-Nov-24	2 Wintergreens for Memorial Garden flower pots	$73.48
Landscaping Subtotal		*$161.01*
Two niches: nameplate shipping and inscribing by Eickhof Columbaria		
March/Dec	2 Nameplates ship to Eickhof for inscribing	$34.30
8-Mar-24	Inv #4786 John Gugel nameplate inscribing plus shipping	$242.41
25-Dec-24	Inv #6589 Pat Dybro nameplate inscribing plus shipping	$212.44
Niche expense subtotal		*$489.15*
Miscellaneous		
27-Aug-24	Mailing of updated columbarium documents to niche owners	$30.00
Miscellaneous Expense Subtotal		*$30.00*
Total Expenditures		***$680.16***
Year 2024 net gain/loss		$869.84
Account Balance - End of year 2023		$7,937.10
Account Balance - End of 2024		***$8,806.94***

Columbarium Care Fund Account - WSB #XXX8410

Account balance - End of 2023	$4,413.45
Deposit for 0 niches sold	$0.00
Interest	$1.33
Account balance - End of 2024	***$4,414.78***

Memorial Garden Fund CD Account - WSB #XXX9047

Account Balance End of 2024	***$10,501.52***

Committee Financial Reports

Preschool Financial Report – as of December 31, 2024

submitted by Laura Rickinger, Preschool Director and Dawn Williams, Preschool Treasurer

Since the inception of Preschool in 1999, this year is the first time we have had the opportunity to create a plan with a forward-looking Scholarship Fund and Operating Reserves, which we consider our fiscal responsibility. We are very pleased that we have been able to proactively add $2,000 to our scholarship fund in 2024!

	Jan - Dec 24	Jan - Dec 23	% Change
Ordinary Income/Expense			
Income			
CCC Grant Monies 2021-2022			
CCC Grant Monies - Program A	11,115.00	18,497.00	-39.91%
CCC Grant Monies - Program B	912.00	2,108.00	-56.74%
Total CCC Grant Monies 2021-2022	12,027.00	20,605.00	-41.63%
CCC Grant Monies 2022-23			
CCC Grant 2022-2023 Program C			
CCC Grant Monies - Program C	0.00	1,875.00	-100.0%
Total CCC Grant 2022-2023 Program C	0.00	1,875.00	-100.0%
Total CCC Grant Monies 2022-23	0.00	1,875.00	-100.0%
Field Trip Income	195.00	200.00	-2.5%
Gifts and Donations	0.00	10,500.00	-100.0%
Healthy Snack Fee	321.64	139.50	130.57%
Lunch Bunch Income	1,030.00	2,140.00	-51.87%
Registration fee	1,100.00	875.00	25.71%
Tuition	77,154.45	78,920.12	-2.24%
Total Income	91,828.09	115,254.62	-20.33%
Gross Profit	91,828.09	115,254.62	-20.33%
Expense			
CCC Grant Monies 2021-22			
CCC Grant - A	0.00	0.00	0.0%
CCC Grant - B	0.00	1,500.00	-100.0%
Total CCC Grant Monies 2021-22	0.00	1,500.00	-100.0%
CCC Grant Monies Program C	0.00	1,674.23	-100.0%
Classroom expenses			
Snacks and Refreshments	102.13	92.18	10.79%
Supplies	1,094.99	750.86	45.83%
Total Classroom expenses	1,197.12	843.04	42.0%
Continuing Education	671.66	98.00	585.37%
Credit Card/Vanco Fees	-415.44	533.42	-177.88%
Facilities & Admin Expense			
Advertising and Promotion	50.00	250.00	-80.0%

Committee Financial Reports

Background check	176.18	50.90	246.13%
Business Licenses and Permits	589.27	0.00	100.0%
Office Supplies	23.31	0.00	100.0%
Postage	41.29	72.64	-43.16%
Total Facilities & Admin Expense	880.05	373.54	135.6%
Family Night	354.08	349.36	1.35%
Field Trip expense	258.00	280.00	-7.86%
Healthy Snack Expenses	1,044.87	1,203.68	-13.19%
Honorariums Expense	45.39	25.00	81.56%
Miscellaneous Expense	10.79	0.00	100.0%
Personnel Costs			
MEDI Taxes	1,013.28	1,170.78	-13.45%
OASDI Taxes	4,333.00	4,145.25	4.53%
Payroll Expenses	69,986.45	68,259.64	2.53%
Payroll service fee	136.21	245.12	-44.43%
Total Personnel Costs	75,468.94	73,820.79	2.23%
Programs and Events Expense			
Christmas Program expense	132.37	96.51	37.16%
End of Year Picnic expense	29.56	36.73	-19.52%
Open House	12.13	7.07	71.57%
Programs and Events Expense - Other	12.99	29.65	-56.19%
Total Programs and Events Expense	187.05	169.96	10.06%
Reconciliation Discrepancies	-1,250.00	0.00	-100.0%
Total Expense	78,452.51	80,871.02	-2.99%
Net Ordinary Income	13,375.58	34,383.60	-61.1%
Net Income	**13,375.58**	**34,383.60**	**-61.1%**

Committee Financial Reports

	Dec 31, 24	Dec 31, 23	$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
Checking Waukesha State Bank	88,512.98	93,655.65	-5,142.67	-5.49%
Total Checking/Savings	88,512.98	93,655.65	-5,142.67	-5.49%
Accounts Receivable				
Accounts Receivable	-542.50	70.50	-613.00	-869.5%
Total Accounts Receivable	-542.50	70.50	-613.00	-869.5%
Other Current Assets				
Scholarship Fund	-200.00	0.00	-200.00	-100.0%
Undeposited Funds	574.00	147.00	427.00	290.48%
Total Other Current Assets	374.00	147.00	227.00	154.42%
Total Current Assets	88,344.48	93,873.15	-5,528.67	-5.89%
Fixed Assets				
Furniture and Equipment	106.50	106.50	0.00	0.0%
Total Fixed Assets	106.50	106.50	0.00	0.0%
TOTAL ASSETS	**88,450.98**	**93,979.65**	**-5,528.67**	**-5.88%**
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable	0.00	8,836.70	-8,836.70	-100.0%
Total Accounts Payable	0.00	8,836.70	-8,836.70	-100.0%
Other Current Liabilities				
Deferred Revenue Sem Tuition	7,563.17	7,563.17	0.00	0.0%
Reserve for Scholarship	-2,792.60	-894.10	-1,898.50	-212.34%
Total Other Current Liabilities	4,770.57	6,669.07	-1,898.50	-28.47%
Total Current Liabilities	4,770.57	15,505.77	-10,735.20	-69.23%
Long Term Liabilities				
Reserve Operating Fund	757.00	757.00	0.00	0.0%
Reserve Outdoor Learning Center	1,095.98	10,000.00	-8,904.02	-89.04%
Total Long Term Liabilities	1,852.98	10,757.00	-8,904.02	-82.77%
Total Liabilities	6,623.55	26,262.77	-19,639.22	-74.78%
Equity				
Opening Balance Equity	10,033.71	10,033.71	0.00	0.0%
Unrestricted Net Assets	65,613.99	52,136.91	13,477.08	25.85%
Net Income	6,179.73	5,546.26	633.47	11.42%
Total Equity	81,827.43	67,716.88	14,110.55	20.84%
TOTAL LIABILITIES & EQUITY	**88,450.98**	**93,979.65**	**-5,528.67**	**-5.88%**

Ad Hoc Committee Reports

Pave the Way Update

Pave the Way is a campaign to fund crucial property improvements, maintenance and repairs, and ministry enhancements at St. John's that began in 2023. The original goal of the campaign was $283,800. Pledges to the campaign totaled $312,000! To date, $302,000 has been received.

The projects included in the Pave the Way campaign were the painting of the building, signage, updating the narthex, re-constructing the circle drive and a tithe to the Hope Center.

PAINTING THE BUILDING
This part of the campaign was completed in April 2023. Rotten wood siding was replaced and the entire outside of the church building was painted.

RE-CONSTRUCTING THE CIRCLE DRIVE
This project was long overdue. The existing pavement was removed, a new foundation was built up, and new asphalt was poured in the circle drive. The entire parking lot was striped with 185 parking spaces. The old light poles in the circle drive were leased from WE Energies. Those poles were replaced with more efficient lights that we now own. The paving and lights are completed. Still to come are some improvements to the landscaping.

UPDATING THE NARTHEX
The Interiors Committee has worked diligently to refresh the narthex – now know as the gathering space – with new paint, furniture, and fixtures. A sculpture was commissioned and will be installed soon. Interior signage has been ordered. The team plans to add a few more accent items before their work is complete.

OUTDOOR SIGNAGE
The outdoor signage team has selected a sign vendor after reviewing quotes/proposals from four vendors and is currently working with the Town of Brookfield on all our signage possibilities.

TITHE TO HOPE CENTER
The Hope Center completed a move to a new location in 2024. Our tithe to assist in the renovation of their new site fulfills our mission of serving the world. The tithe was given as Pave the Way project milestones were completed.

Nominating Committee

Nominating Committee Report
submitted by Paul Bulgerin, Council President

Nominations for 2025 Nominating Committee

1. Paul Bulgerin
2. Keith Paukner
3. Jim Morgan
4. Carrie Peters
5. Josh Werner
6. (Pastor Brian Halverson)

2024-2025 Church Council

Paul Bulgerin – President (1st term, 1st year)

Keith Paukner – Vice-President (2nd term, 2nd year)

Carrie Peters – Treasurer (2nd term, 2nd year)

Josh Werner – Secretary (2nd term, 1st year)

Jim Morgan - At large #1 (2nd term, 2nd year)

Mark Latus – At large #2 (2nd term, 1st year)

Jack Shaffer – At Large #3 (1st term, 1st year)[1]

Brittany Larson – At large #4 (2nd term, 1st year)

Elizabeth Roth – At large #5 (1st tern, 2nd year)

[1] appointed by council in October 2024 to fill open position

Proposed 2025 Budget

2025 BUDGET w/ 2024 BUDGET & ACTUAL FOR COMPARISON

Fund 01 GENERAL FUND			BUDGETED	*Planned Designated Funds Used in 2025*	ACTUAL	*Designated Funds Used in 2024*
01-4100	General Fund	**2024**	758,149.83		673,753.84	
		2025	673,753.84			
01-4110	Loose Checks-Non-Members	**2024**	3,464.00		248.00	
		2025	248.00			
01-4115	Cash Contributions	**2024**	6,163.00		6,407.20	
		2025	6,407.20			
01-4155	Building Usage	**2024**	5,720.00		8,021.90	
		2025	8,021.90			
01-4160	Investment Income	**2024**	0.00		10,891.30	
		2025	10,800.00			
01-4170	Other Income	**2024**	0.00		613.00	
		2025	12,715.31			
Fund 01 Total Income						
		2024	**773,496.83**		**699,935.24**	
		2025	**711,946.25**			
SALARIES/COMPENSATION						
TOTAL SALARIES						
		2024	**412,490.73**		393,491.87	
		2025	**385,916.53**			
TOTAL HEALTH INS & OTHER BENES						
		2024	**52,628.85**		50,230.76	
		2025	**43,899.31**			
TOTAL CONTINUING EDUCATION						
		2024	**2,240.00**		1,545.00	
		2025	**520.00**			
TOTAL STAFF TRAVEL EXPENSES						
		2024	**2,040.00**		1,364.36	
		2025	**1,015.30**			
TOTAL PASTOR'S DISCRETION						
		2024	**1,000.00**		1,000.00	
		2025	**0.00**			
TOTAL STAFF COSTS						
Budgeted		**2024**	**470,399.58**		**447,631.99**	
		2025	**431,351.14**			

Proposed 2025 Budget

CARING & SHARING						
01-5650	Adult Education & Small Group Ministries	**2024**	2,040.00		550.86	83.94
		2025	550.00			
01-5670	Mail/Stewardship	**2024**	1,385.00		0.00	
		2025	600.00			
01-5023	Preschool Grant	**2024**	0.00		0.00	
		2025	13,956.00			
01-5720	Fellowship	**2024**	1,275.00		297.67	404.92
		2025	300.00			
TOTAL CARING & SHARING COSTS						
Budgeted		**2024**	**4,700.00**		**848.53**	
		2025	**15,406.00**			
WORSHIP						
01-5730	Partnership Travel	**2024**	1,000.00		633.14	
		2025	700.00			
01-5820	Altar Paraments	**2024**	0.00		0.00	
	No budget for 2025	**2025**	0.00			
01-5840	Devotionals	**2024**	500.40		443.80	
		2025	500.40			
01-5850	Flowers	**2024**	1,450.00		0.00	1,102.00
		2025	500.00			
01-5870	Worship Resources	**2024**	900.00		377.33	
		2025	360.00			
01-5880	Worship Supplies	**2024**	2,100.00		2,533.12	
		2025	2,425.00			
TOTAL WORSHIP COSTS						
Budgeted		**2024**	**5,950.40**		**3,987.39**	
		2025	**4,485.40**			
MUSIC						
01-6010	CCLI Music License	**2024**	835.00		821.99	
		2025	821.99			
01-6020	Fine Arts Series	**2024**	100.00		49.38	
		2025	100.00			
01-6030	Musician Memberships	**2024**	275.00		150.00	
		2025	275.00			
01-6040	Handbell Choir Music/Outreach	**2024**	2,155.00		1,108.83	
		2025	1,755.00	449.05		
01-6050	Instrument Maintenance/ Additions	**2024**	5,049.96		3,460.84	

Proposed 2025 Budget

		2025	0.00	7,415.94		
01-6060	Instrumental/Organ Music	**2024**	150.00		276.90	
		2025	240.00			
01-6070	KOTK	**2024**	400.00		425.94	
		2025	400.00			
01-6080	Music Camp	**2024**	300.00		0.00	
		2025	100.00			
01-6100	Praise Band Music & Suppl	**2024**	400.00		357.15	
		2025	1,150.00			
01-6110	Senior Choir & Traditional Music	**2024**	996.00		983.31	
		2025	0.00	1,000.00		
01-6120	Special Music/Performers	**2024**	2,300.00		1,383.10	
		2025	1,440.00			
TOTAL MUSIC						
Budgeted		**2024**	**12,960.96**		**9,017.44**	1,154.44
		2025	**6,281.99**			
CHILDREN, YOUTH, FAMILES						
01-6220	High School	**2024**	8,810.04		7,407.82	10,456.19*
		2025	1,488.80	8,887.82		*Plus family trip costs of $3,371.17
01-6230	9th Grade Confirmation	**2024**	2,850.00		2,325.57	
		2025	3,540.00			
01-6305	Middle School Ministry	**2024**	4,500.00		4,319.18	
		2025	4,500.00	675.32		
01-6320	Education	**2024**	2,650.00		2,227.89	
		2025	3,500.00			
01-6330	Ministry Training	**2024**	750.00		290.97	
		2025	0.00			
01-6340	Programing	**2024**	2,250.00		2,181.91	
		2025	2,250.00			
01-6350	Service & Missions	**2024**	500.00		480.92	
		2025	500.00			
01-6360	Sponsorship	**2024**	700.00		137.72	500.00
		2025	500.00			
01-6370	VBS	**2024**	775.00		746.81	1,150.00
		2025	750.00	493.61		
01-6405	Young Adult/College	**2024**	2,000.00		844.65	
		2025	1,000.00			
TOTAL CHILDREN, YOUTH, FAMILES						
Budgeted		**2024**	**25,785.04**		**20,963.44**	

Proposed 2025 Budget

		2025	**18,028.80**		
ADMINISTRATIVE					
01-6425	Employee Recognition	**2024**	500.00	269.72	
		2025	300.00		
01-6440	Insurance	**2024**	21,500.00	3,100.77	
		2025	28,149.24		
01-6450	Services	**2024**	36,000.00	32,403.99	
		2025	33,999.96		
01-6460	Supplies	**2024**	13,800.00	8,752.28	
		2025	10,000.00		
01-6470	Technology	**2024**	3,500.00	10,964.00	467.18
		2025	500.00		
01-6480	Communications	**2024**	1,000.00	798.12	
		2025	1,000.00		
01-6510	Maintenance	**2024**	60,000.00	60,605.75	
		2025	69,000.00		
01-6515	Hospitality - Property	**2024**	1,008.00	631.52	
		2025	1,008.00		
01-6520	Building Improvements	**2024**	0.00		2,805.98
	No Budget for 2025	**2025**	0.00		
01-6530	Utilities	**2024**	34,800.00	26,586.48	
		2025	28,420.95		
TOTAL ADMINISTRATIVE					
Budgeted		**2024**	**172,108.00**	**144,112.63**	
		2025	**172,378.15**		
BENEVOLENCES					(See Outreach Analysis)
02-4210-210	Akeri/Meru Assistance	**2024**	10,000.00	10,000.00	
		2025	6,800.00		
02-4215-215	All Peoples	**2024**	10,000.00	4,000.00	6,000.00
		2025	6,800.00		
02-4220-220	Bread for the World	**2024**	500.00	500.00	
		2025	0.00		
02-4225-225	Build Up a Child	**2024**	300.00	300.00	
		2025	0.00		
02-4240-240	El Salvador	**2024**	10,000.00	10,000.00	
		2025	6,800.00		
02-4250-250	Greater Milwaukee Synod	**2024**	65,261.03	65,747.24	
		2025	46,276.51		
02-4260-260	Hope Center Meals	**2024**	5,700.00	5,700.00	
		2025	5,500.00		

Proposed 2025 Budget

02-4265-265	Hope Center Waukesha	**2024**	3,504.00	3,504.00
		2025	2,500.00	
02-4275-275	Lutheran Social Services	**2024**	3,000.00	3,000.00
		2025	2,000.00	
02-4280-280	Lutherdale	**2024**	1,200.00	1,200.00
		2025	1,000.00	
02-4290-290	Women's Center	**2024**	2,880.00	2,880.00
		2025	2,000.00	
TOTAL BENEVOLENCES				
Budgeted		**2024**	**112,345.03**	**106,831.24**
		2025	**79,676.51**	
	F1 Total Expense	**2024**	802,060.20	739,392.66
	F1 Total Expense	**2025**	727,582.99	
2025	F1 Total Income	**2025**	**711,946.25**	
2025	F1 Net	**2025**	**15,636.74**	