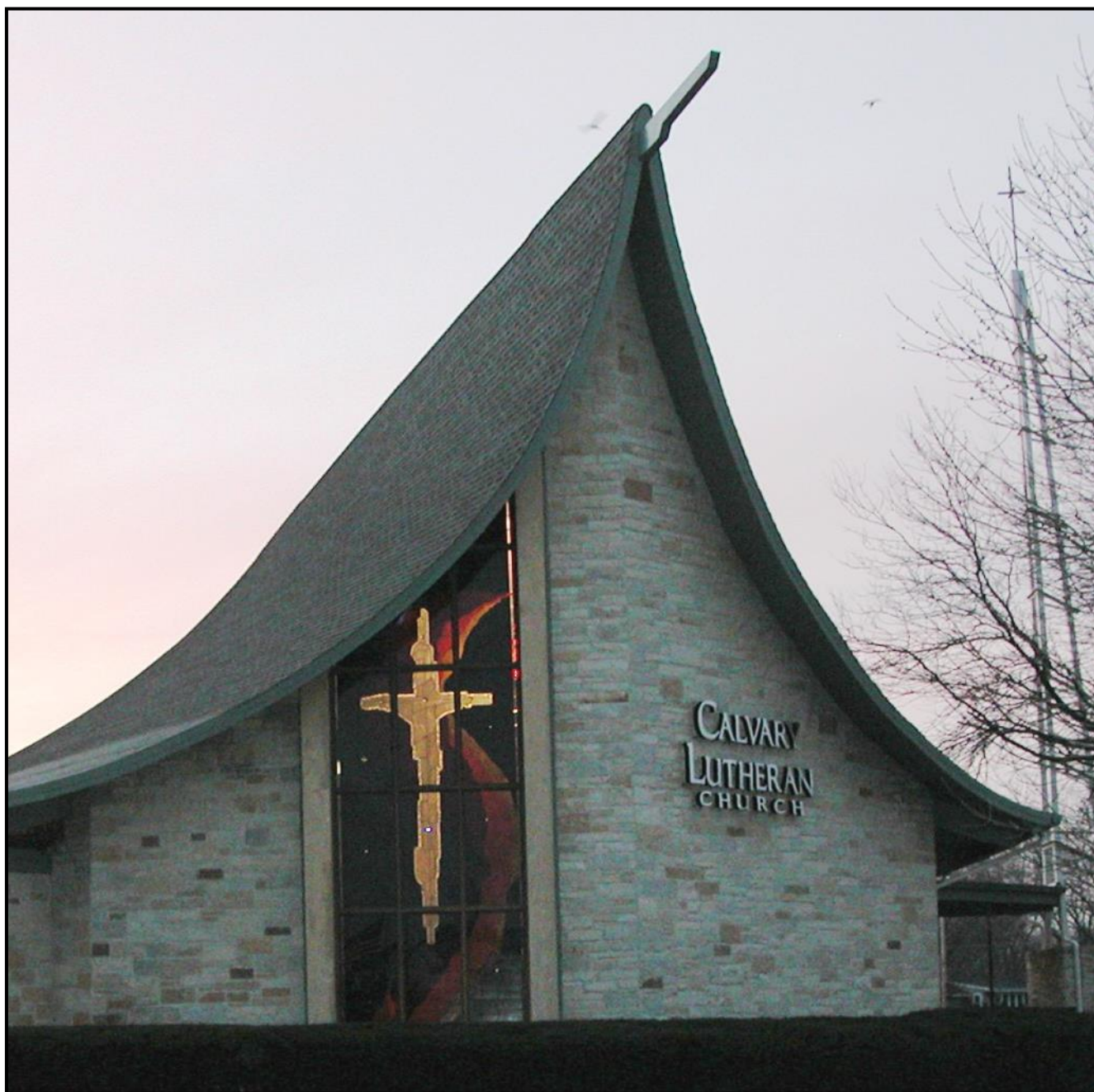


Calvary Lutheran Church, NALC

2016 Annual Report



Annual Meeting: February 5, 2017 at 10:30 a.m.

Annual Meeting Devotion

OPENING OF THE MEETING

P: As there are many members in one body,

C: **so we, though many, are one body in Christ.**

P: Where two or three are gathered together in my name,

C: **there am I in the midst of them.**

P: I urge you to live a life worthy of the calling you have received, being humble and gentle, eager to maintain the unity of the Spirit through the bond of peace.

C: **Let us pursue justice and peace, for mutual up-building.**

SCRIPTURE READING : EPHESIANS 1:15-23

P: "For this reason, ever since I heard about your faith in the Lord Jesus and your love for all God's people, I have not stopped giving thanks for you, remembering you in my prayers. I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in his holy people, and his incomparably great power for us who believe. That power is the same as the mighty strength he exerted when he raised Christ from the dead and seated him at his right hand in the heavenly realms, far above all rule and authority, power and dominion, and every name that is invoked, not only in the present age but also in the one to come. And God placed all things under his feet and appointed him to be head over everything for the church, which is his body, the fullness of him who fills everything in every way."

P: This is our God and we are his people. The Word of the Lord.

C: **Thanks be to God.**

PRAYER

P: Let us pray . . .

C: **Gracious Father, we pray for your holy Christian Church. Fill it with all truth and peace. Where it is corrupt, purify it; where it is in error, direct it; where it is in need, provide for it; where it is right, strengthen it; where it is faithful, embolden it; and where it waits on you, provide guidance and peace for the sake of Jesus Christ, your Son, our Savior. Amen.**

P: I declare this congregational meeting to be in session in the name of the Father, and of the Son, and of the Holy Spirit.

C: **Amen.**

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Annual Meeting Agenda

Sunday, February 5, 2017, 10:30 a.m.

1. Call to Order – Jim Kalupa, President
2. Opening Devotion – Rev. Ken Nelson, Senior Pastor
3. Appointment of Parliamentarian - Ron Foster; Jon Sayas, Assistant
4. Appointment of Recording Secretary – Susan Vollmar
5. Approval of Meeting Agenda
6. Approval of Minutes
 - a. January 24, 2016
 - b. December 4, 2016
7. President's Address
8. Pastor's Address
8. Approval of the Financial Reports and Budget - Andy Schatz
 - a. 2016 Financial Report
 - b. 2017 Annual Budget
9. Election and Approval of Appointments - Jim Kalupa
 - a. Congregation Council Nominations/Elections
 - i. Three year term: Judy Kestly
 - b. Approval of the Board of Deacons appointed by the Council at the January 17, 2017 meeting.
 - i. Three year term: Jeanette Kalupa, Judy Sayas
 - ii. Two year term: Mary Ellen Thiede
 - c. Approval of Congregation Council Representatives for the Nominating Committee
 - i. Kevin Wahlgren and Mark Trudell
 - d. Election of 4 members of the congregation to the Nominating Committee
10. Unfinished Business – Jim Kalupa
 - a. Ratification of the Constitutional Amendment to Chapter 7 approved at the January 24, 2016, Annual Meeting as required under Chapter 17.02.b of the Constitution

Calvary Constitution change 7.01 Property Ownership

- i. 7.01 This congregation is an independent legal entity with rights to purchase, hold, and convey real and personal property in accord with applicable law. The NALC shall have no right to or interest in the property of this congregation unless this congregation expressly conveys such a right or interest to the NALC, its successors, or any other religious denomination with whom this congregation is affiliated with. ~~If this congregation dissolves, this property shall be distributed in accord with applicable law and with the congregation's governing documents.~~
- ii. 7.02 Upon the dissolution of this Corporation, the assets of the Corporation shall be distributed for one (1) or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code and as the same may be amended at any time and from time to time [or to the federal government, or to a state or local government, for a public purpose].

11. New Business - None
12. Installation of the Congregation Council and the Board of Deacons – Pastor Ken
13. Closing Prayer – Pastor Ken
14. Adjournment

Pastor's Report

It is a good day to be the Church!

It has been a true blessing and a great joy to serve alongside you this year. Your love of God, service to the church and care for one another makes Calvary an amazing and beloved community of faith. It's no wonder that each weekend we have new people come and visit. It's not surprising we have so many who return again and again. It is a blessing and a joy to see so many reach out and shake a hand, introduce themselves and invite new faces to join in ministry here at Calvary and out into our community.

That is one of the fun and amazing things about this Annual Report. **In these pages you will not only see what God has been doing, but you'll also see how he's been using each one of us to get it all done.** I hope you'll take some time and read through. You'll notice that for each ministry area, you'll be able to identify a key contact person. If something looks interesting to you, I hope you'll take a moment and reach out. When in doubt, call the office at 262-786-4010 and we'll help get you connected. Maybe you're available to attend the *very early in the morning* Men's Breakfast, maybe you've been looking for a small group or class to take, maybe you'd like to get connected to one of the many teams that serve during worship. Whatever it is, this is your one-stop-shop for getting connected here at Calvary.

As we continue to gather for worship, prayer, study, and service, God will continue to knit us together as a community and use Calvary for His purposes in His world. In God's wisdom and grace, he has called Pastor Ken Nelson to serve as your new Senior Pastor. Under Pastor Ken's leadership and your service together as the People of God, God will continue to bless, guide and direct Calvary.

It is indeed a great time to be the church and I can't wait to see what God does next!

Be Ready!

Pastor Dawn Lyn Spies

President's Report



Dear Fellow Members of Calvary Lutheran Church,

2016 was a year of renewed hope for the future of our church and we are looking forward to new beginnings in the upcoming year. At our December 4th special church meeting, the congregation voted to extend a call to Pastor Ken Nelson. He has now accepted the position as our Senior Pastor and we eagerly await his arrival in February. We look forward to welcoming Pastor Nelson, his wife Marcella, and his daughters Johanna, Else-Marie, and Ingrid

to our Calvary family.

At the end of last year, we welcomed Pastor Dawn Spies and her family as our interim pastor. Pastor Dawn has done a wonderful job in this role, leading our church in worship and prayer. She has worked tirelessly to meet the needs of our congregation through her work with our Youth Ministry, the management and organization of our church and staff, and her introspective sermons every week. We will greatly miss her enthusiasm and ability to connect with people as she transitions to her next role.

In our April meeting, the council reaffirmed its commitment to the Calvary mission statements that were established this past year. The vision of our church is **"Sharing the life-changing message of Jesus Christ"**. Our mission remains **"Calvary Lutheran Church is a family of Christians directed by the Holy Spirit and growing as disciples of Jesus through worship, Biblical study and prayer that is shared with the community and the world."** Some of our goals for the coming year include continuing to attract young families to our church, increasing Sunday School attendance for both youth and adults, and developing a "Culture of Evangelism" at Calvary as we share our faith with our community and beyond.

Each year brings challenges and opportunities to us as a congregation. I would like to sincerely thank Gene Traas, Holly Novotny, Kris Molitor, and Cindy Rooks as well as our amazing volunteers who contribute countless hours to the work of our Lord.

I would like to thank my fellow council members for their gentle guidance, strong leadership and conscientious initiative each one brings to our important work here at Calvary. I would also like to thank the Call Committee for their patience and hard work in identifying Calvary's next pastor. Under the leadership of Andy Schatz, the committee surveyed the church and identified a pastor that would best meet the needs of our congregation.

In 2017, we will again carefully assess Calvary's needs and move forward with ardent prayers and humble adoration of our Savior, Jesus Christ.

In His service,
Jim Kalupa, Council President

Secretary's Report - Minutes of Last Annual Meeting

CALVARY LUTHERAN CHURCH
Brookfield, Wisconsin

ANNUAL MEETING OF THE CONGREGATION MINUTES **January 24, 2016**

Call to Order:

Nancy Marsho, Council President, called the meeting to order at 10:43am.

Opening Devotion:

Interim Pastor Dawn Spies lead the opening devotion.

Appointment of Parliamentarian:

Ron Foster was appointed Parliamentarian and accepted those duties with assistance provided by Jon Sayas.

Appointment of Recording Secretary:

Terry Bzdusek accepted her appointment of Recording Secretary for this meeting.

Approval of Meeting Agenda:

Nancy announced that the meeting agenda printed in the Annual Report would need to be amended to include the approval of the minutes for the Special Meeting of the Congregation held on July 19, 2015 for the purpose of forming a Call Committee.

Terry Trotier motioned to approve the amended meeting agenda, was seconded by John Foley and motion passed.

Approval of Minutes: February 8, 2015

Nancy Marsho motioned to approve the minutes from last years annual meeting held on Sunday, February 8, 2015. The motion was seconded by Donna Schroeder and minutes were approved as submitted.

Approval of Minutes: July 19, 2015

Nancy Marsho motioned to approve the minutes from the Special Meeting of the Congregation held on Sunday, July 19, 2015. The motion was seconded by John Foley and minutes were approved as submitted.

President's and Interim Pastor's Addresses for 2016:

Council President, Nancy Marsho, addressed the congregation. She summarized 2015 as a year of change, challenge and sadness. Nancy said that while we were surprised by the announcement last summer from Pastor Roser that he was leaving Calvary, the congregation has remained strong, is being led by the Holy Spirit and has a very committed Call Committee leading the search for our new Pastor. Nancy requested everyone to read the committee reports printed in the Annual Report because these reports show how each committee has been flourishing and actively supporting the congregation at Calvary over the past year. She reminded us that all organizations, including churches, have challenges, but those that grow and strengthen during times of challenge due so because that have a united enthusiasm and are focused on a very clear vision. Nancy restated Calvary's Vision Statement; ***Sharing the life-changing message of Jesus Christ.*** She suggested that if we are ever asked the question of why we belong to Calvary Lutheran Church, we could

Secretary's Report - Minutes of Annual Meeting Continued

simply reply and stating our vision statement. Nancy concluded her address by thanking and recognizing the Deacons and Council members who diligently served the congregation this past year and with their actions and words model this vision for all of us.

Nancy reminded the congregation members to read Pastor Dawn's report that was printed in the Annual Report since she was temporarily called away during this portion of the meeting and was unable to make her address to the congregation.

Approval of the Financial Reports and Budget:

Andy Schatz, Treasurer, gave a brief summary of the 2015 financial report and presented the 2016 Proposed Budget. Andy thanked the audit committee members, including Eric Zipp, Sue Meyer and Gordy Gunnlaugsson, who met earlier in the week to review the financial reports. He reported that the 2015 preliminary operating revenue/expense budget was accurate as printed in the annual report. Andy mentioned that there was a positive balance of \$21,787 remaining from 2015 and that the Congregation Council will determine if any of this balance should be designated to other funds or expenditures in 2016.

With no further questions or comments regarding the 2015 budget, Andy moved the discussion to the proposed 2016 budget. Andy pointed out that the 2016 offerings budget is lower than actual received in 2015 by \$22,565. This reduction was based on pledges received for 2016 totaling \$426,000 and unpledged offerings estimated at \$33,000. Additionally, Andy stated that the 2016 personnel budget included a 3% raise for the current staff positions and included the assumption that there would be an interim pastor for 4 months and a full-time senior pastor for 8 months. In addition, the currently open position for the Youth and Family Ministry Director would be budgeted for only 6 months of the year. Andy also pointed out two additional assumptions in the proposed budget related to the new pastor and included that their salary would be equivalent to the prior senior pastor and that they would use the parsonage rather than receive a housing allowance.

Ron Foster motioned to approve the proposed 2016 budget and was seconded by Norm McGarvie. No additional questions or comments regarding the financial reports or proposed budget were received from the floor and a vote was taken. Motion was unanimously approved and passed.

Election and approval of appointments:

- a. Nancy announced the names of the nominees to congregation Council for a three year terms were John Foley and John Lau. The nominee for a two year term was Ro Jean Holler. Nancy stated that there was still one open position for council and asked if there were any nominations from the floor for the open 3 year term position for council. There were no nominations received from the floor for this open position. Nancy explained that council members will need to determine whether to continue the year with only 11 members or they could decide to appoint an additional member to fill the open position for the remainder of the year.

Gordy Gunnlaugsson motioned to close the nominations for council and was seconded by Erica Zipp. Motion was approved by unanimous vote and passed.

Ron Foster moved to accept the nominees for council by acclamation and was seconded by Andy Schatz. Motion was unanimously approved and passed.

- b. Nancy announced that Larry Bonier, Bill Clayton and Cindy Rooks were approved and appointed by the

Secretary's Report - Minutes of Annual Meeting Continued

Council at December 17, 2015 meeting to serve a three year term on the Board of Deacons.

- c. Nancy announced that Terry Bzdusek and Rich Baumgartner, who both completed their 3 year terms on Council, were appointed by the Congregational Council to serve on the 2017 Nominating Committee.
- d. Nancy opened the floor to accept nominations from the congregation for the 2017 Nominating Committee. The four nominees included Grace Gunnlaugsson, Sue Rowe, Judy DeBruine and Sallie Schulz. Nancy Marsho made a motion to approve the appointment of the four nominees to the Nominating Committee and was seconded by Mary Smith. The appointments were unanimously approved by congregational vote and motion passed.

Unfinished Business – Review of 2015 Calvary Goals:

Nancy reviewed the two goals that were presented to the Executive Board and Council at the end of 2014 by the Evangelism committee which were:

1. Engage Calvary members in witnessing for Christ
2. Increasing the membership at Calvary Lutheran Church

At the 2015 *Day of Renewal*, the Council felt that these goals did not just apply to the Evangelism Committee, but could be adopted for Calvary Lutheran as a whole and embraced by each Calvary member. These goals were presented as church-wide goals to the congregation at the 2015 Annual Meeting held in February. Each committee was asked to incorporate them into their planning of upcoming activities and events during the year.

Nancy reported that during 2015, the Evangelism committee continued to expand upon these goals. The committee determined that as a strategy to achieve goal #1, they would need to develop tactics that would enable and equip members to become more evangelical. Nancy said that this committee would be rolling out a plan of activities during 2016 to accomplish this goal. The plan will include workshops and classes for members to learn how to witness for Christ, incorporate this theme into our worship service in order to grow and build a community and culture that understands how to witness for Christ. In addition, Nancy also announced that they would be introducing a book as an “all member book read” that is titled *Just Walk across the Room*. Next, the committee decided that the strategy they would use to achieve goal #2 was to talk to members to find out what was important to them at Calvary. The committee interviewed six different focus groups between July-September to learn what people feel is important to them regarding the pastor, sermons, worship service, music, family and youth programs.

a. Report from the Evangelism committee on results from the Focus Group

Nancy introduced Tom Thiede who presented a summary of the results from the focus groups interviews. Tom briefly described the make-up of the six different focus groups and explained that they included a wide variety of age groups, both new and long term members, prospective members, and members who have left. The committee compiled the answers from all groups and Tom highlighted a number of items that received the highest rankings among all six focus group. All groups said that the pastor and preaching style was very important to them and that they wanted to have sermons that relate to their personal life. They wanted a pastor who was friendly, engaging, could connect and relate to different age groups and would provide the leadership needed to sustain and build strong youth programs at Calvary. Tom said that the groups also liked having blended worship services that used a combination of both contemporary music and traditional hymns. All

Secretary's Report - Minutes of Annual Meeting Continued

groups said that they would like to learn how to become more evangelical and would be willing to attend classes or workshops to learn how to do this more effectively. Tom reported that the committee also compared Calvary focus group results to those reported in national research studies and found a high correlation between them.

b. Introduction to Visitors into Members program

Nancy next introduced Jim Marsho who explained how the information gained from the focus group research will be used to expand the current visitor program. Jim said that they also received input from other committee in addition to what they learned from the focus groups about how we could enrich a visitor's experience when they come to worship at Calvary. Jim announced that the new Visitor's into Members program, or VIM, will merge the current mug-a-newcomer and welcome center into this expanded program. Jim mentioned that expanding the role of the greeters is a key component to this program also. Jim said that the Evangelism Committee is excited about rolling out this new VIM program during 2016. Jim encouraged all members to participate and actively support this new program as it becomes implemented during the year.

New Business:

a. Proposed Amendments to the NALC Constitution

Nancy Marsho reviewed the Proposed Amendments to the NALC Constitution that were approved at the 2015 August NALC Convocation. She reviewed the amendment revisions and explained that they were minor in scope and related primarily to removing references to "Joint" commission and "Lutheran Core" from the NALC Constitution. This was being done because the Lutheran Core has broadened its scope and now provides support to multiple Lutheran denominations and synods in addition to the NALC. Nancy requested that those in attendance complete the printed ballot that was prepared by the NALC for congregations to use when voting to approve the proposed amendments. The completed ballots were collected and would be submitted to NALC as requested for their records. A ballot count showed there was unanimous approval from our congregation for the proposed amendment changes to the NALC Constitution.

b. Calvary Constitution change 7.01 Property Ownership

Andy Schatz made a motion to approve the Calvary Constitution changes to section 7.01 regarding Property Ownership as proposed in the meeting agenda and was seconded by Kevin Wahlgren.

Nancy introduced Jon Sayas and asked him to review the proposed constitutional change and explain the reasons why this change is needed.

Jon reported that over the past 2 years, Calvary has been working with the NALC to ensure that all of the required documents are in place in order for Calvary to maintain its 501(c) (3) tax- exempt status. The legal council for the NALC strongly recommended that Calvary's constitution should include a separate IRS dissolution provision specifically referencing Section 501(c)(3) of the Internal Revenue Code. In addition, Jon explained that since our Constitution is only an internal document and not a public document, it would be prudent to include this dissolution statement to our articles of incorporation that are on file in the Register of Deeds office of Waukesha County. The dissolution statement is contained under section 7.02 of the constitution as written in the meeting agenda.

Secretary's Report - Minutes of Annual Meeting Continued

After Jon answered a few questions from the floor regarding these proposed changes to the Constitution, he asked to take a vote to approve the prior motion. A vote was taken to approve the Constitutional changes to section 7.01 and was unanimously approved and passed.

Andy Schatz made a motion to approve our Articles of Incorporation to include the dissolution of assets provision shown as article 7.02 as printed in the meeting agenda. Ron foster seconded the motion, a vote was taken and the motion was unanimously passed by acclamation.

Installation of the Congregation Council and the Board of Deacons

The Congregation council and Board of Deacons was installed by Pastor Dawn Spies.

Closing Prayer

The closing prayer was lead by Pastor Dawn.

Adjournment

Carol Roe motioned to adjourn the meeting, seconded by Jeanette Kalupa and was passed. Meeting was adjourned at 11:55am with the election of Council Officers held immediately afterwards.

Respectfully submitted,

Terry Bzdusek
Recording Secretary

Secretary's Report - Minutes of Special Meeting Dec. 4, 2016

**Calvary Lutheran Church
Brookfield, Wisconsin
SPECIAL MEETING OF THE CONGREGATION
Sunday, December 4, 2016 10:30AM**

Call to Order

Jim Kalupa called the meeting to order at 10:44AM.

Appointments

Jon Sayas was appointed Parliamentarian. Sue Vollmar was appointed Recording Secretary.

Opening Prayer/Devotion

Ernie Kretschmann led the congregation in an opening devotion with a reading from Jesus Calling December 4th, followed by an opening prayer.

Agenda Approval

Jim Kalupa presented the Agenda and asked for a motion. Mary Smith made a motion to approve the agenda as presented, seconded by Jon Sayas, and the motion passed unanimously with a voice vote.

General Meeting Announcements

Jim Kalupa explained the necessity of all voting congregation members to sign-in for attendance record and obtain two voting ballots, that non-members are welcome to attend but cannot vote, use of written ballots for the two items under discussion, and that ballots will be collected and counted during the meeting.

Call Committee Presentation

Andy Schatz identified each Call Committee member by name, thanked each member for their time, thanked their families for loss of family time, thanked Pastor Dawn for leading the congregation and guidance to Andy Schatz as Call Committee chairman, thanked the congregation for patience and lastly thanked God for leading us throughout the process.

Andy Schatz presented the Call process starting with the update to the congregational profile, and thanked the Evangelism Committee which had conducted a focused group study which helped the Call Committee in its work. Andy Schatz proceeded to describe the review of Pastoral profiles, request for sermon recordings, listening and grading sermon recordings, initial conversations with pastoral candidates in-person or via phone or skype, first face-to-face discussion, follow-up conversations which eventually led to Pastor Nelson's leading worship at Calvary Lutheran Church on September 24-25, followed by further conversations and discernment and finally culminated in the Call Committee making a recommendation to extend a call to Pastor Nelson.

Senior Pastor Call

Andy Schatz formally made a motion for Calvary Lutheran Church to issue a letter of call to Pastor Kenneth J. Nelson to be our Senior Pastor, seconded by Larry Bonier, and the motion passed.

Andy Schatz opened the floor for discussion.

Norm McGarvie asked two questions regarding Pastor's age and how the process works when Pastor Nelson is not rostered with NALC. Andy Schatz first explained that Pastor Nelson has completed the process with

Secretary's Report - Minutes of Special Meeting Continued

NALC and is fully authorized with NALC to receive a call and is awaiting a call from a congregation before he is rostered with NALC. Andy Schatz next explained that the Call Committee did not focus on the candidate's age, but rather on the length of time a pastor would be serving with us. Pastor Nelson indicated that he felt confident to serve another 7-10+ years before retirement.

Jan Chesner asked whether the Pastor will reside at the parsonage or purchase a home. Andy Schatz explained that it is our understanding that Pastor Nelson may use the Parsonage as a short-term residence while in search to purchase a home in the Brookfield area.

Norm McGarvie asked a follow-up question regarding whether the parsonage require major work and the timeframe work would need to be completed before occupancy. Andy Schatz responded that Pastor Nelson did visit and saw the Parsonage during his visit with us in September. Andy Schatz further explained the timeline of potential occupancy for early February, since it is desirable for the Pastor's daughter to complete her semester at her current school. It is our understanding that a deep clean may be necessary before start of Pastoral residence, but no major rework is anticipated.

Carol Roe asked whether Pastor Dawn will be with us and stay until end of January. Andy Schatz explained that Pastor Dawn has been very flexible and has agreed to stay with us until the senior Pastor's arrival. So, we do expect Pastor Dawn to stay with us until end of January.

Wayne Johnson made a motion to call the question, seconded by Kevin Wahlgren, and the motion passed.

Voting members casted written ballots. Ballots were collected and counted by Brad Meyer, Larry Bonier and Grace Gunnlaugsson. Counters announced the voting result at 116 Yes, and 3 No.

By-Law Amendment Presentation

Andy Schatz presented the details behind the by-law amendment. The size of the Congregation Council was brought up as an issue due to difficulties in nominating and identifying Council Members at the annual meetings. Congregation Council studied the issue of the Council membership size over the past two years, spanning different Council memberships. After two years of studying the issue, Congregational Council recommended lowering the size of the Council from 12 to 9.

By-Law Amendment

Andy Schatz formally moved that Section 2A of Calvary Lutheran Church's Bylaws be amended to have 9 members of Councils instead of the current 12 members by amending Section 2A to read as follows: "The Congregation council shall consist of nine (9) members, each elected for a term of three (3) years, but elected in such a manner that approximately one-third (1/3) are elected each year.

Maxine Weisbrodt seconded the motion, and the motion passed.

Discussion followed with first question from Karen Pierce on whether a range should be used instead of a specific number to prevent the need to modify the size again in the future. Andy Schatz explained that use of a range represent uncertainty during Annual Meeting time when it becomes unclear how many Council seats need to be filled. Thus, the use of explicit number, 9, remained.

Secretary's Report - Minutes of Special Meeting Continued

Angie Schatz asked the question indicating that the current size of our congregation can be served by 9 Council members, and how much does the congregation have to grow before a new Council size is needed. Andy Schatz indicated that Council did not study this topic, however that the growth to previous congregation size may be a reasonable point when we need to increase Council size.

Don Krause asked "How many committees are served by the Council members" and the impact of the committee coverage due to reduced Council member size. Andy Schatz indicated that each Council member serve as liaison to a Committee under existing structure with a 1-to-1 mapping. Thus, the reduced size would create some overlap, but Andy Schatz indicated that some of the committees do not meet year round such as Stewardship Committee.

Nick Huettl made a motion to call the question, seconded by Kevin Wahlgren, and the motion passed. Voting members casted written ballots. Ballots were collected and counted by Brad Meyer, Larry Bonier and Grace Gunnlaugsson. Counters announced the result as a unanimous Yes.

Closing Prayer

Ernie Kretschmann led us in a closing prayer.

Adjournment

Jim Kalupa adjourned meeting at 11:30 a.m.

Respectfully submitted,
Sue Vollmar
Recording Secretary

Leadership & Service

Church Council 2016

	Office	Term Expires with Annual Mtg. in...	Committee Leadership	Notes
Jim Kalupa	President	2018	Christian Education	
Kevin Wahlgren	Vice-President	2017	Personnel	
Mark Trudell	Secretary	2017	Evangelism	
Andy Schatz	Treasurer	2018	Budget & Finance and Stewardship	
John Foley		2019	Endowment	
RoJean Holler		2018	Fellowship/Church Life and Mission & Outreach	
John Lau		2019	Property	
Dean Schmelzer		2019		Appointed to fill vacancy
Tom Thiede		2018		Appointed to fill vacancy
Carolyn Trotier		2017	Worship & Music	
Erica Zipp		2018	Youth & Family	
Nancy Marsho		2017		Resigned in May 2016
Bob Smith		2018		President until resignation in July 2016

Board of Deacons 2016

	Alpha Assignment	Term Expires w/ Annual Mtg. in...	Notes
Judy Sayas	A-B	2019	
Cindy Rooks	C-D-E	2019	
Larry Bonier	F-G	2019	Vice Chairperson
Ernie Kretschmann	H-I-J	2018	
Karen Pierce	K	2017	Vice Secretary
Keith Pierce	L, N-O	2017	
Bill Clayton	M, P-Q	2019	
Lydia Trudell	R	2017	Secretary
Mary Smith	Sa - Sh	2018	
Terry Trotier	Si-Sz	2017	Chairperson
Sue Rowe	T-U	2018	
Carol Roe	V-W-X-Y-Z	2018	

2016 Church Committee Structure

The committee structure at Calvary is divided into seven areas with various committees within each area, plus cross-support committees. Each committee area is headed by a committee chairperson and a council member who oversees the respective committees. In addition, there are Pastoral Outreach Groups.

1. Youth & Family

Council Member: Erica Zipp
262-347-9656 · erica.zipp@outlook.com

Chairperson: Rich & Tina Baumgartner
262-367-3898 · rteam1@wi.rr.com

- FIRM (Families in Real Ministry)
- High School Youth Group
- Middle School Youth Group
- 3rd - 5th Grade Youth Group
- Littlest Lutherans

2. Worship & Music

Council Member: Carolyn Trotier
262-781-5567 · cttrotier@yahoo.com

Chairperson: Sallie Schulz
262-781-8746 · ssschulz127@wi.rr.com

- Music Ministry
- Acolytes
- Altar Guild
- Assisting Ministers
- Baptism Ministry
- Greeters
- Lectors
- Nursery
- Ushers
- Wedding Hostesses

3. Fellowship (Church Life)

Council Member: RoJean Holler
262-853-8212 · rojeanholler@gmail.com

Chairperson: Sue Rowe
262-781-0093 · scrowe@wi.rr.com

- Church Life
- Hospitality
- Knitting Group
- SALT (Seniors Adults Living Triumphantly)

4. Christian Education

Council Member: Jim Kalupa
262-784-3114 · jkalupa@wi.rr.com

Chairperson: Susan Vollmar
262-780-5015 · vollmars@wi.rr.com

- New Members
- Women's Ministry
- Men's Ministry
- Small Groups
- Sunday School
- Confirmation
- High School
- Adult Education

5. Mission & Outreach

Council Member: RoJean Holler
262-853-8212 · rojeanholler@gmail.com

Chairperson: Open

- Mission Servant Projects
- Serenity Inn
- Mission of the Month
- St. Vincent de Paul Meal Program
- Quilters

6. Evangelism

Council Member: Mark Trudell
414-704-8699 · mtrudell@Derse.com

Chairperson: Tom Thiede
414-704-6314 · tomwthiede@gmail.com

- Prayer Chain
- Visitors Into Members (VIM)

7. Stewardship

Council Member: Andy Schatz
262-373-0535 · andrew.schatz@outlook.com

Chairperson: Larry Bonier
262-784-1827 · larryb0412@gmail.com

2016 Church Committee Structure

Cross-Support Committees:

- Budget & Finance
Council Member: Andy Schatz
262-373-0535 · andrew.schatz@outlook.com
Chairperson: Jim Brostowitz
262-781-0896 · rbrostowitz@wi.rr.com
- Personnel
Council Member: Kevin Wahlgren
262-784-0983 · kevincwahlgren@gmail.com
Chairperson: Kim Leonard
262-513-6869 · SRLlawngirl@aol.com
- Property
Council Member: John Lau
414-975-3137 · jlau2@mac.com
Chairperson: Nick Huettl
608-712-0207 · huettln@appliedscienceinc.com
- Publicity - Inactive
- Endowment
Council Member: John Foley
262-781-9076 · dfoley7@wi.rr.com
Chairperson: Ernie Kretschmann
262-782-4989 · Kretschmann@att.net

Pastoral Outreach Groups:

- Board of Deacons
Chairperson: Terry Trotier
262-781-5567 · cttrotier@yahoo.com
- DivorceCare
Chairperson: Jenni Swanson Rian
262-439-8172 · jenni.rian@yahoo.com
- Visitation Ministry
Chairperson: Judy DeBruine
262-372-4301 · judy.debruine@gmail.com

Staff

Calvary Lutheran Church Staff as of December 31, 2016:

Rev. Dawn L. Spies	Interim Pastor
Gene Traas	Director of Music
Rev. Dawn L. Spies	Director of Youth & Family Ministries
Holly Novotny	Office Manager
Kris Molitor	Financial Secretary
Cindy Rooks	Communications Coordinator
Mary Baumgartner	Youth Hospitality Coordinator

We also recognize other Calvary Staff who served during 2016:

Jennifer Arnold	Communications Coordinator
Elise Baumgartner	Youth Hospitality Coordinator
Sara Kalupa	College Intern

Volunteers

We want to take a few moments to express our thanks and appreciation to our many volunteers for your dedication and devotion to the ministry here at Calvary Lutheran Church. We have again been blessed throughout 2016 with an abundance of people willing to step forward and serve.

There is a saying that says “we’re better together”, which basically means that even though each one of us are gifted in some way, and could accomplish many things on our own, the real difference is when we each take that God-given ability or talent and work as a team for His glory!

Pause to think what it would be like if we did not have wonderful volunteers to serve in our Worship & Music Ministry, in our office and on our Property Committee, in our Christian Education Ministry, or on any of the numerous committees and ministries at Calvary. To be quite honest, no one wants to think on that too long! But as people are stepping up to volunteer, needs are being met that would have never been met and people are growing in their relationship with the Lord Jesus Christ - which is really our goal in the first place.

So again, thank you! What a blessing you are to Calvary, but beyond that, what a blessing you are to the people you serve, and of course, to our precious Lord and Savior.

Music Ministry Report

From the Director of Music Ministry

My second year in service to Calvary draws to a close. I will say yet again what I said when this trip began: I hope that I can do Calvary justice. It appears that I am meeting that criteria.

The Contemporary Ensembles have settled into a regular routine, under the adept leadership of Tina Baumgartner. I prefer not to micromanage the Contemporaries, but I do offer input when asked, mostly concerning the suitability of a given piece. Alleluia Choir varies in size between 8 and 12 members, and we almost always have sufficient voices to offer up what music needs offering. Celebration Ringers continues to learn, and it is hoped that their horizons can further expand. The Cherub Choir, under the direction of Carolyn Trotier, continues to raise up music at worship.

Calvary staff members were asked to present their goals to be implemented while working at Calvary. I haven't changed them, but for those who haven't memorized them (and I certainly haven't), here they are:

- a) My first goal is to be a stable presence in the congregation. I continue to do so, despite the past year's events of my mother doing the slow dance into dementia, and her passing.
- b) My second goal is to keep reminding Calvary's music ministers to do outreach on their own concerning the Ministry of Music at Calvary. The key here is that (you and) I cannot motivate anyone. The individuals must be self-motivated, or any attempts by (you and) me to motivate will fail. The music makers of Calvary have been doing outreach on their own and have been making a stellar effort. They and I will press on and endure.

Soli Deo Gloria.

Respectfully submitted,
Gene Traas

Committee Reports

Board of Deacons *submitted by Terry Trotier*

Committee Members: Larry Bonier (Vice Chair), Bill Clayton, Jim Harrison (2/1/16-5/31/16), Ernest Kretschmann, Karen Pierce (Vice Secretary), Keith Pierce, Carol Roe, Cindy Rooks, Sue Rowe, Judy Sayas (effective 8/1/16), Mary Smith, Terry Trotier (Chair), and Lydia Trudell (Secretary)

Mission: Our mission is to care for the spiritual welfare of the congregation.

Committee Responsibilities:

1. Praying regularly for those on our alpha lists and having personal contact with them as per the Deacon Position Description.
2. Assisting in the distribution of Holy Communion and assisting with worship support functions as requested.
3. Ministering to members who have become delinquent or inactive.
4. Inviting and encouraging new and current members to participate in the programs and organization of the church.
5. Maintaining confidentiality of all matters addressed within the Board of Deacons.

In 2016, the Board of Deacons interacted with their alpha groups and the congregation in general through:

- Birthday, anniversary, sympathy, and get well cards, notes and phone calls
- Original Easter and Christmas cards designed by Mary Smith
- Hosting Saturday Socials held after Saturday worship on July 23, September 17 (Bill Anderson's 100th Birthday Party), November 12, 2016 and January 14, 2017
- Hosting three "Meet Your Deacon" fellowship events on February 12-13, April 30 & May 1, and November 12 & 13, 2016
- Praying for members of the congregation at each meeting and sending postcards to those for whom we prayed
- Serving Lenten Supper on February 24, 2016
- Sending "Care" packages to new college students in October 2016
- Distributing Holy Communion at all worship services.

Deacon volunteers also distributed bottled water, including a worship schedule and invitation, to 4th of July parade attendees.

During the past year, the corporate and intercessory prayer function of the Board of Deacons was expanded. The roles of Deacons serving Communion at worship now include leading the Acolytes and other attending Deacons in prayer in the Narthex immediately prior to service.

Committee Reports

Christian Education *submitted by Susan Vollmar*

Committee Members: Sue Vollmar (Chair), Lynnette Anderson, Cindy Rooks, Mary Ellen Thiede, and Jim Kalupa (Council Liaison)

Mission: The Committee on Christian Education shall have special responsibility to provide Christian education program designed to plant, nurture, and deepen a lifelong faith in Jesus Christ as Lord.

Committee Responsibilities:

- Organize Christian Education programs and volunteer teachers within Calvary Lutheran Church.
- Provide Christian Education programs for members from Preschool and beyond.
- Encourage all members to continue learning and deepen our faith in Jesus Christ Our Lord.

Committee Highlights/Accomplishments:

On March 13, 2016, 3 members, Scott Anderson, Preston Meyer, and Jacklyn Warber, celebrated their First Communion.

In May 2016, Christian Education Committee thanked Jay and Marianne Citraro for their service on the Christian Education Committee as well as teachers in the 4th/5th grade Sunday classroom, and bid them farewell as they relocated out of state.

On May 22, 2016, 2 members, Emily Berger and Gwen Rian, completed their Confirmation class with the Affirmation of Baptism.

On September 18, 2016, Christian Education Committee kicked off the new 2016-17 Christian Education school year with Rally Day. Rally Day activities included an all-church meeting, meet your teachers and classmates, an inter-generational game, and potluck picnic.

On September 25, 2016, 3rd graders and 3 years old congregation members received their bibles.

Pastor Dawn and Christian Education Committee selected 2016-17 Sunday School curriculum:

- Preschool -1st grade: Augsburg Fortress' Spark Bible curriculum,
- 2nd-5th grades: SOLA Sunday Schoolhouse Series,
- Confirmation: SOLA Confirmation series: Apostles' Creed and Sacraments for 2016-17, Ten Commandments and Lord's Prayer for 2017-18, and rotate back to "A Lamp to My Feet" in 2018-19.

The Christian Education Committee was blessed with wonderful volunteers who signed up to teach and substitute for 2016-2017 Christian Education programs: Lynnette Anderson, Larry Bonier, Chet Elliott, Jim Harrison, Ruby Hauch, Alicia Huettl, Wayne Johnson, Adam Kershek, Sheila Kershek, Sue Meyer, Leah Morris, Karen Pierce, Jenni Rian, Cindy Rooks, Sue & Tom Sadowsky, Angie Schatz, Pastor Dan Spies, Pastor Dawn Spies, and Erica Zipp.

For the second year, Adult Education hour offered two options. Wayne Johnson led the bible study on the book of John, and Jim Harrison returned for the second year to facilitate the Open Forum "Tackling Today's Topics" biblical discussion group.

Committee Reports

Christian Education Committee selected the Heifer International Project as the Benevolence Program for 2016-17 Christian Education year using the noisy offering at each Sunday School classroom.

In addition to the Christian Education classes, the Committee has oversight for New Members, Women's and Men's Ministries and Small Groups.

Grace Gunnlaugsson led the Women's Ministries comprised of a Bible Study Series which focused on "Verbs of God: How God Moves on Our Behalf" during Lent and "Armor of God" in the fall of 2016 which had over 30 Calvary and guest participants. In addition to the bible study series, Women's Ministries held monthly book group meetings, the monthly Monday Morning Movies, and various Bible Study circles.

Ernie Kretschmann led the Men's Ministries which met at the weekly Wednesday Breakfast gatherings at Maxim's and the monthly Thursday evening Gathering at Calvary. The gatherings focused on fellowship and spiritual growth.

In 2016, multiple small groups combined as members relocated out of the area or members entered eternal life. Numerous small groups (Heinz, Kretschmann, Hauch, Gunnlaugsson, Trotier, Men's Breakfast, Men's Group, Pastor's Study, Rebekah Circle, Amazing Grace Adult Study) met regularly for bible study, discipleship, fellowship and growing in Christ. Two small groups (Bonier and Sayas) suspended meeting temporarily. Small groups studied varying topics, used both new materials as well as existing resources within the Calvary Lutheran Church Library.

Committee Goals/Looking Ahead:

Christian Education Committee expects to continue to explore how we can improve the Christian Education programs within Calvary Lutheran Church. We expect to continue to evaluate the Sunday School classroom groupings as an on-going process, to look at small group participation and invite new members to join or start new small groups as well as support the Women's and Men's Ministries of Calvary.

Endowment Fund *submitted by Ernie Kretschmann*

Committee Members: John Foley, Ron Foster, Audrey McGarvie, Erik Zipp, Gordon Gunnlaugsson, Pastor Dawn Spies and Ernie Kretschmann

Mission: The Endowment Committee is charged to provide and promote planned giving opportunities that supports the ministry and mission of both the church and the donor for local, regional, and international outreach and educational purposes into perpetuity.

Based on the income from the funds for 2015, we could disburse \$8,470 in 2016. Segments for disbursement are defined by our by-laws. The three segments consist of

- Educational support for students in seminaries, Lutheran Colleges or for those institutions,
- Outreach that is consistent with the faith statement of Calvary Lutheran Church including local, regional and international programs,

Committee Reports

- Programmatic ministry opportunities (such as special music, youth, etc.) ...enhancing the mission outreach of the congregation and not covered by the budget.

In the Educational segment the endowment committee has again endorsed the goal of sending \$5,000 to the NALC Seminary (Trinity School of Ministry and the House of Studies) which includes the contributions received during the December Mission of the Month and additional funds to reach the \$5,000 goal. This year the contributions received for the December Mission of the Month exceeded \$5,000; thus, no funds were disbursed from the Endowment Fund.

In the Outreach segment the committee agreed to support Lake Country Caring (a Waukesha County organization that provides assistance to individuals or families in need or crisis) and the Joseph Project (a central city job training, placement, and transportation service for workers in Milwaukee which allows them to be connected to jobs in Sheboygan). Each organization received \$2,100.

The committee also supported an number of Programmatic outreach opportunities during the year.

1. Ripon College Choir performance in March
2. Armed Forces Day (May 21) presentation of General Patton
3. Contribution toward the June Mission trip by the Calvary youth
4. Christmas Concert organized, directed, and performed by Mr. Gene Traas and the assembled choir consisting of Calvary members, guests and visitors.

The expenditures to support these programs totaled approximately \$1,100 to provide food and drink for the attendees to the various events and \$1,000 for the Youth Mission trip.

In summary, the disbursements from the Endowment Fund in 2016 totaled \$6,268 approximately \$2,200 less than the total funds available for disbursement. Additionally, due to an oversight by the committee in determining the total funds available for disbursement, the Outreach segment was overspent by \$1,400. The Committee has further clarified their processes associated with that portion of the Fund Income that can be spent in any given year under the by-laws.

The committee members wish to thank all of the donors to the Endowment Fund so that we can provide support to these organizations and outreach opportunities.

Evangelism *submitted by Tom Thiede*

Committee Members: Bob Branston, Jane Krause, Keith Pierce, Tom Thiede (chair), Mark Trudell, Janet Zastrow

Mission: To glorify God by proclaiming the Gospel to all people as commanded in Matthew 28:18-20 and by moving God's people from membership to discipleship.

Committee Responsibilities: Develop programs, educational opportunities and events that will encourage a growing spirit of evangelism among all members of our congregation. In addition, help further Calvary Lutheran Church as a beacon in the community for bringing people to Christ.

Committee Reports

Committee Highlights/Accomplishments:

Since the “Mug-A-Newcomer” program was put on hold, the Evangelism Committee wanted to make sure that church guests were not being overlooked. A plan called “Visitors Into Members” (VIM, for short) was developed. VIM provided a way to approach guests attending services as well as keep in touch with them. Before the plan was launched in August, the committee met with many Calvary members in order to get feedback and fine-tune the program. A key element to the program are Shepherds, which engage with guests who attend services. More than 20 Calvary members serve as Shepherds.

A second major goal of the committee was to show Calvary members how to be more evangelical. Many people would like to talk with friends, family members, co-workers and neighbors about Christ, but just aren’t sure how to go about it. The Evangelism Committee presented a four-part educational series over the month of August that showed how to approach people, what to say and how to keep in touch. The series, entitled “Just Walk Across the Room,” was attended by 21 Calvary members.

The Prayer Chain ministry is coordinated by Audrey McGarvie and Darlene Louison. Calvary members share news and prays for members and friends of our church family. Prayers may be requested for celebrations of life (births, marriages) or comfort and healing with the approval of the member or friend. If you are interested in becoming part of this wonderful ministry, please contact Audrey or Darlene.

In 2017 we look forward to building on these accomplishments and encouraging a growing spirit of evangelism among all members of our congregation.

Fellowship/Church Life *submitted by Sue Rowe*

Committee Members: Sue Rowe (Chair), Ruth Brostowitz, Ron Foster, Jan Lukasik, Julie Matthes, Sue Rowe, Jon Sayas, Sallie Schulz, Chris Spangenberg, Lydia Trudell and Maxine Weisbrodt

Mission: This committee is responsible for coordinating and planning activities that provide opportunities for fellowship at Calvary.

Committee Objectives:

- Provide a variety of activities throughout the year that promote fellowship within our congregation.
- Ensure the activities are diverse so as to attract a wide range of age and interests over the year.
- Promote and encourage participation in scheduled events/activities.

Committee Responsibilities:

- Partner with other committees as needed to ensure there is adequate support for larger, more complex events/activities.
- Meet on a regular basis and prepare minutes which are submitted to the Calvary Office Manager, Church Council, and Pastor.
- Prepare an annual budget for the scheduled activities and operate within the approved budget.
- Ensure scheduled activities are adequately communicated to the congregation to allow for maximum participation.

Committee Reports

Committee Highlights/Accomplishments:

The Church Life Committee organized a wide variety of activities throughout the year that offered opportunities for fellowship and community outreach that appealed to a cross section of age groups and interests.

Almost every activity generated interest among non-members of Calvary, focusing on the church's goal of "Increasing Membership at Calvary".

The 2016 activities included:

Spring Fling Dinner*	"General Patton Presentation"*
Mallards Game in Madison*	Adult Game Night*
Golf Outing*	Hall-0-Wine Party*
Starry Nights*	Sanctuary Decorating
Sunset Playhouse "Best Christmas Pageant"	

**Non-members of Calvary attended this event.*

A special thank you to Jesse Niederbaumer (Thrivent Financial Elm Grove) for his support of the bus for the Mallards outing and to the Endowment Committee for help with expenses and refreshments for the General Patton event.

Also under the umbrella of Fellowship/Church Life are the Knitting Group, and SALT (Senior Adults Living Triumphantly). The Knitting Group, led by Ruby Hauch, provided hats, mittens, and scarfs as part of the Mitten Tree sponsored by Mission & Outreach and produced beautiful prayer shawls and pocket prayer shawls for the members of Calvary and guests.

SALT (Senior Adults Living Triumphantly) was very active this year under the leadership of Grace Gunnlaugsson which held the following events:

- Leap Day Lunch
- Lunch with the old grade school favorite "Show & Tell"
- Picnic at the Gunnlaugssons
- Lunch and Tour of Grohmann Museum at MSOE
- Advent/Christmas Gathering

Committee Goals/Looking Ahead:

Engage Calvary members in witnessing for Christ

- Explore how we can provide opportunities to allow participants to witness for Christ during our fellowship events/activities.
- Develop/design a fellowship event that focuses on being a witness for Christ.

Increasing the membership at Calvary

- Develop a fellowship activity/event that expands the audience beyond Calvary's doors and involves community participation.
- Investigate what kind of promotional materials/needs would be required to promote fellowship events to our surrounding communities.

Committee Reports

- Provide assistance (for example, financial, transportation, child care) that would reduce any barriers that may prevent people from attending a fellowship event.
- Utilize the information gathered from the focus groups in order to develop future fellowship events and activities.

We are excited about the events we are planning for 2017 and invite the congregation to watch the weekly **Connections**, monthly **Crossroads** and in-church announcements for information about these activities! Anyone who is interested in being a part of this committee should reach out to any committee member. We'd love to have you join us!

Mission & Outreach *submitted by Linda Berger*

Committee members: RoJean Holler, Jenni Rian, Ernie Kretschmann, and Linda Berger.

Mission and Outreach provides Calvary's congregation opportunities to give both financially, and of time and talent towards sharing the Good News and helping those in need.

Our Mission of the Month program historically provided members an opportunity to support twelve different organizations or activities with monetary gifts.

2016 Menu of Opportunities:

January:	Lutheran Bible Translators
February:	Calvary Lutheran Youth Mission Trips
March:	NALC Mission Partnership
April:	Compassion International
May:	Mission Servant Projects in June
June:	Samaritans Purse
July:	B.A.S.I.C.S. - Brothers and Sisters in Christ Serving
August:	African Lutheran Church
September:	Opportunity International
October:	Lutheran World Relief
November:	Mosaic/Bethpage
December:	Seminary Fund/ Lutheran Higher Education

Over the past few years we reviewed two parts of the Mission of the Month program to enhance what we are doing. In 2015 we were called to review the list of organizations to ensure they were involved in sharing the Good News, as well as serving those in need. Secondly, we looked at opportunities to provide time and talent during some of our monthly missions.

Our first several months were essentially monetary support to organizations and activities.

In April, Dave DeBruine came to present updates on Compassion International and provided us several options to learn more about what can be achieved with our support. A number of Calvary

Committee Reports

members walked through a Compassion exhibit in Cedarburg in May. Other members participated in the Walk for Compassion in October and raised money and awareness through the Walk.

For May we introduced and raised funds for our transformed "Mission Servant Week," now June's Mission Servant Projects. This transformation expanded the time and incorporated new project options. We were again blessed by Thrivent Financial with seed money for a number of our projects. Members served several meals to the homeless in Waukesha's Hope Center. We learned the Hope Center is a great place to donate clothes and household items. Another new serving opportunity incorporated 25 members working a shift of food sorting for Hunger Task Force in Milwaukee.

During June's Mission Servant Projects members participated in the making of 11 fleece blankets, 40 school kits in sewn backpacks, and 17 health kits. Our quilters work throughout the year and supplied 50 quilts! All these precious gifts of time and talent were packed for shipping to Lutheran World Relief in October.

Also during June Mission Servant Projects, members put in sweat and muscle to cut brush and invasive trees and bushes at Hickory Hills, a Lutheran Social Services site in SW Waukesha, enough for four large loads to be taken to the dump. Many members, even some of our youngest, completed Calvary property clean-up pruning bushes, spreading mulch, removing a dead tree, and sprucing up to prepare for summer and our annual hosting of the community along our property for the 4th of July parade. Finally, letters of hope and prayer were written by congregants to members of the military.

A representative from Brothers and Sisters in Christ Serving (B.A.S.I.C.S.) visited us in July to inform us of the lives we can touch locally in Milwaukee. We provided monetary donations for their Blankets and Bibles project, Bibles that are third grade reading level. In December we donated 94 items for the homeless through our mitten tree collection.

We continued the monetary donations in August, September, October, November, and December to our long supported organizations.

For the second year we supported Samaritan's Purse in November providing monetary gifts, donations of necessities and fun stuff for kids, packaged in boxes by our members and shipped as Christmas presents to kids in need around the world. Along with the 63 presents, the children will be provided a class in their local region for learning and sharing the Good News of Christ Jesus.

In addition to the Mission of the Month and June Mission Servant Projects, the Mission & Outreach Committee includes the on-going meal programs with St. Vincent de Paul, Serenity Inn, and Waukesha Food Pantry as well as the Quilters.

Under the leadership of Marge Tyne, Calvary continues to participate with the Pius Congregation in providing the monthly (4th Monday) meal ministry at St. Vincent de Paul in Milwaukee. This program has served our south-side neighbors for over 30 years with 300-400 meals served nightly. Thank you to the 40 plus volunteers in our Calvary congregation who contribute meatloaf, rice, fruit, lettuce, and beverage as well as delivering and serving of the meal. We extend our thanks to all those who help,

Committee Reports

especially Jeanette, Ginny, Shirley, Donna, Pat, and Herb who show up faithfully to deliver and serve. We need additional help with food preparation, loading, transporting of the food and serving. We can only continue this service if we can expand our support. Please prayerfully consider helping and joining us in this vital mission. Contact Marge Tyne or Janet Zastrow to help.

The Serenity Inn team provides meals the second Monday of each month to men who are recovering from an addiction to drugs or alcohol. Each man stays at the house located in Milwaukee for an average of seven months while they learn how to apply the twelve step recovery program to their life, find a stable job, and prepare themselves to go back into society clean of their addiction. Judy Kestly leads the coordination of the meal preparation donated by congregants and Mark Trudell leads the men who serve the meals each month. Serving nourishing food is greatly appreciated by an average of 15 to 20 men at Serenity Inn. During each meal, each person shares stories about their life and how they are dealing with the daily struggles about getting well. Our Calvary volunteers are also asked questions so we have the privilege to share Jesus Christ with the men.

Each month, members of Calvary are encourage to donate certain food items for the Waukesha Food Pantry under the "Food Sunday" program held generally the third Sunday of the month. Chuck Giuliani has faithfully led the delivery of the food from Calvary to the pantry.

As indicated earlier, the Quilters were very busy and supplied 50 quilts to Lutheran World Relief this past year. The Quilters meet the morning of the first and third Thursday of the month under the organization of Harriet Polzin and Ruby Hauch. Additional help is welcome and please note, you do not need to know how to sew!

In 2017 Mission and Outreach will continue to balance opportunities for monetary gifts with options to use time and talents. Administratively we will continue to support St. Vincent de Paul food program, Food Pantry Donations, and Serenity Inn.

We welcome additional team members to join the committee and bring fresh ideas. Please consider joining.

Pastoral Outreach Groups *submitted by Pastor Dawn Spies*

A pastor is responsible for a variety of things within the life of the congregation: preaching, teaching, pastoral care, as well as encouraging and building up servant leaders as we worship God and serve one another. Three teams assist as an extension of the of Pastoral Office: The Board of Deacons (*see the Board of Deacon report for more information*), the Visitation Team and New Ministry Support.

Visitation Team

The function of the visitation ministry team is to work with our Pastor, and under his/her direction, to maintain contact with shut-ins and those who are experiencing short term illness as well. We do this through visits and bringing communion on a regular basis. Prayer shawls are also given as a reminder of our congregation's thoughts and prayers for them. Throughout 2016, the visitation team completed 75 visits!

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We have a group of members who participate on the Visitation Team. We meet quarterly to coordinate our efforts. If you are interested in participating in this ministry, we would love to have you join us. Please contact either Judy DeBruine or Pastor Ken for more information.

New Ministry Support

New ministries often begin their life under the oversight of the Pastor. In 2016, **DivorceCare** held their first meetings. This amazing ministry provides a place within the church for any one experiencing a separation or divorce. The goal of this ministry is to help individuals find comfort, healing and hope in the midst of difficult days and to serve one another along the way. Many thanks to Jenni Rian for leading up this new ministry that will continue to meet on Thursday nights into 2017.

Personnel *submitted by Kim Leonard*

Committee Members: Kim Leonard (Chairperson), Jim Brostowitz, Ron Foster, Jon Sayas, Kevin Wahlgren (Council Liaison)

The primary purpose of the Personnel Committee is to serve Calvary Lutheran Church by providing a resource to the Senior Pastor and Church Council in areas relating to personnel.

Objectives:

- Review and approve annual goals and objectives in conjunction with the senior pastor and parish staff to ensure alignment with the overall objectives of the congregation.
- To ensure that all staff members are fairly reviewed on an annual basis.
- To ensure that the salaries and benefits are fair and competitive.
- To assess on an ongoing basis the personnel, staff, and equipment of the congregation to assure the fulfillment of the congregation's mission and objectives.

Responsibilities:

- The Personnel Committee and Senior Pastor jointly shall strive to develop and maintain a positive, joyful, and caring atmosphere in which staff members flourish.
- The Personnel Committee is to assess personnel requirements, salaries/benefits and make recommendations to the Council for approval.
- The Personnel Committee will develop/modify job descriptions including salary and benefit requirements, and the Council liaison will make a presentation to Council for approval.
- The Personnel Committee will facilitate the hiring process to fill approved staff positions.
- The Personnel Committee will meet annually to review the past years performance of staff and assist in the development of next year's objectives and goals.
- The Personnel Committee will review each position and the performance of each staff person in their respective positions through annual conversations with the Senior Pastor and individual staff members.
- The Personnel Committee shall be responsible for arbitrating any problem, which cannot be resolved between the senior pastor and the staff.
- The Personnel Committee shall make recommendations for improvements to the working environment.
- All meetings shall be held in strict confidence until recommendations are made to the Council.

Committee Reports

Committee Highlights/Accomplishments:

The Personnel Committee worked in conjunction with Pastor Dawn to fill the Communications Coordinator position that had been vacated earlier in 2016.

With the office fully staffed, the Personnel Committee has turned its focus towards the future with succession planning in anticipation of the retirement of some office staff. As part of that planning, office hours were reviewed and changed. Previously, the office had been open from 8:00 a.m. – 4:30 p.m. The new hours of operation are 8:00 a.m. – 12:00 p.m. With this change in office hours, all staff members are now part-time status. Therefore, we have changed all employees to non-exempt, or hourly, status.

Annual staff reviews were completed in December. At that time, staff members were notified of their pay increase (if applicable) and staff member goals for 2017 were discussed.

Committee Goals for 2017:

The Personnel Committee will continue to move forward in succession planning for anticipated retirements. The committee will also review and revise the Employee Guidelines handbook to more accurately reflect our current status.

Property Committee *submitted by Nick Huettl*

Committee Members: Nicholas Huettl (Chair), Ernie Kretschmann, John Lau (Council Liaison), Brad Meyer, Andy Schatz, Mark Trudell, Kevin Wahlgren, Wayne Wegner

Mission: The Property Committee is responsible for the prudent maintenance, care and improvements of the church buildings and grounds.

2016 Committee Highlights:

Throughout the year, the committee, along with congregational members, completed the following projects:

- The Grey Garage: The garage was organized, cleaned out and the exterior was repainted.
- Yew Bush Replacement: The Yew bushes that once covered the front of the church, along Calhoun, were removed and replaced by a beautifully landscaped area that now includes perennial plants and bushes.
- Exterior Basement Door replaced
- Emergency Fire System Updated: Our sprinkler system has passed the annual test and inspection and is in good condition. This system now ties into a monitoring service that has us covered for fire emergencies.
- Annual Carpet and Chair Cleaning completed
- General Furnace Repair: The church HVAC system was maintained throughout the year. Notably, a gas valve was replaced on a basement furnace and a fan replaced on another unit.
- “5-ton” Furnace Replaced: One of our four rooftop HVAC units failed this year. Due to the age of the unit, it was prudent to replace the failed unit. The remaining three units will be monitored for replacement as needed.
- Wireless Microphone Replacements: Two new wireless mics were purchased and installed to replace our older units, one of which had failed. They gave us a good 16 years of service!

Committee Reports

- Roof Maintenance: The roof has been repaired and patched as needed throughout the year. A variety of maintenance items were started and will be completed when the weather improves.

Projects for 2017:

- Roof Beam Repairs
- T-Coil Hearing Assistance Addition in the Sanctuary
- Sound System Overhaul
- Church Gutter Repair
- Gray Garage Roof
- Basement Cleanup
- Fellowship Hall and Office Lighting

High-Priority Future Projects:

1. Church Roof
The last major renovation that affected the roof was done in 1996. Though our current maintenance and repairs will help maintain the roof, it will likely need to be replaced within 3-5 years.
 - Sanctuary Roof (aka “wings”) ~ \$150,000 for replacement
 - Flat Roof ~ \$20,000 per year for maintenance and repair
2. Parking Lot: Over the next 5 years this will need to be addressed.
 - Repairs and replacements will cost ~ \$25,000 per year for 2-3 years
3. HVAC Replacement: Over the next 5-8 years a phased replacement will cost ~ \$50,000 in total.

Stewardship Committee *submitted by Larry Bonier*

Committee Members: Larry Bonier (Chair), Ron Foster, Judy Kestly, Jon Sayas

The Stewardship Committee is responsible for assisting congregation members in giving their time, talent, and treasure back to God in grateful response for the gifts He has given to us. The committee worked with Pastor Dawn to plan the annual stewardship campaign - **Faithful Stewardship - Four Seasons of Giving**. The campaign was carried out with close to 100% of our members having completed and returned their pledge cards.

Worship & Music Committee *submitted by Sallie Schulz*

Committee Members: Sallie Schulz (Coordinator), Carolyn Trotier (Council Liaison), JoAnne Krause, Norm McGarvie, Jan Lukasik, Tina Baumgartner, Gene Traas

Worship and Music committee saw a shuffling of members as we had to say good bye to Marianne Citraro when she and Jay moved to Texas. Bill Steiner also stepped down. We were fortunate to welcome Jan Lukasik and Tina Baumgartner as new members.

Our committee coordinated two special events this past year. We welcomed the talents of Ripon College Chamber Singers to our church during their spring break tour. The singers performed a program of traditional chamber music for an enthusiastic audience of Calvary members and choir

Committee Reports

friends and family. We would like to thank the Calvary families who provided overnight accommodations for the choir members and food for the reception afterward. The Calvary concert was the largest audience for which this choir performed.

In place of Live Nativity, Gene Traas organized a Christmas & Holiday Sing-Along. Live Nativity was not presented this year as it was the belief of a majority of church members that we did not have the members or the energy needed to successfully stage this event. The Sing-Along was a wonderful event with traditional hymns presented in the sanctuary followed by snacks and secular holiday favorites in Fellowship Hall.

The Alleluia Choir and the Celebration Ringers continue to perform at services throughout the year. Gene Traas has provided knowledgeable and passionate leadership (along with tapping his wonderful wife Laura to fill in as needed with the bells and choir), as the choirs take on new, interesting music for worship. I believe we have all enjoyed the processional and recessional organ pieces Gene has performed. New members for either performing group would be welcomed with open arms! Bell rehearsal is Tuesday from 6-7 p.m., choir practice is Wednesday from 7-8 p.m.

Carolyn Trotier (along with a few helpers) has provided leadership for our youngest performers, the Cherub Choir. They are always enthusiastic and certainly mirror God's love of music and laughter.

In April, Marianne Citraro coordinated a Music Jam to highlight the Contemporary Singers. The idea was to recruit anyone who was interested in singing contemporary Christian music at worship. The result was a reinvigorated group of singers, anchored and coordinated by Tina Baumgartner. This enthusiastic group has been working to learn new music and would welcome new singers or musicians. Practice is normally after Sunday worship in the sanctuary for 30 minutes.

Midweek Lenten services were held with a meal beforehand. We thank the many groups and individuals who worked to serve dinners.

Pastor Dawn was instrumental in rethinking worship bulletins and the PowerPoint presentation. The bulletin was reorganized and redesigned with a new, larger font. The PowerPoint presentation was reformatted with an eye to easy reading from anywhere within the church for our oldest members. Thanks to Erika Zipp for lending her expertise.

There are numerous groups within the congregation which facilitate worship at Calvary. Their faithful service is valued by all. These groups and their coordinators are:

- | | |
|-----------------------|-----------------------------|
| • Acolytes | Sheila Kershek |
| • Altar Guild | Chuck & Norene Giuliani |
| • Assisting Ministers | Pastor Dawn & Holly Novotny |
| • Baptism Ministry | Pastor Dawn |
| • Greeters | Lydia Trudell |

Committee Reports

- Lectors Sallie Schulz
- Nursery Open
- Ushers Rich Baumgartner and Grace Gunnlaugsson
- Wedding Hostesses Jan Lukasik

We look forward to working with our new Pastor, Ken Nelson, as we service on the Worship & Music Committee.

Youth & Family *submitted by Pastor Dawn Spies*

Committee Members: Lynnette Anderson (Christian Education Committee Liaison), Michael Anderson, Mary Baumgartner, Rich Baumgartner (Co-Chair), Tina Baumgartner (Co-Chair), Megan Sayas, Erika Zipp (Council Liaison)

Mission: To develop and support a vision for youth ministry that is intentional in providing age-specific and life-stage-specific faith formation programs and activities. To partner with families to equip them to be faithful, lifelong disciples of the Christian faith, who then disciple their children creating a dynamic home built upon the foundation of a relationship with Jesus Christ.

Committee Responsibilities:

1. Organize opportunities for youth and families to experience fellowship and a growth of faith and discipleship.
2. Provide opportunities for Christian outreach locally and nationally.
3. Encourage Christian education as individuals and families.

Committee Highlights/Accomplishments:

Throughout the year, each youth group has met regularly for fellowship and study.

- The **Littlest Lutherans** have met for a PJ and Prayers event where we learned about the Fruits of the Spirit. They will do this again in the new year as well as enjoy a “Lunch with the King” event where they get to dress like princesses, princes and knights as they are, truly, children of the King of all Kings!
- **3rd-5th Grade Students** are learning some basic tenants of faith (obedience, grace and worship). Though the study and pizza are wonderful each time we meet, their favorite activity is playing Sardines, a version of hide and seek. It is a blessing that they are so at home and comfortable in the house of God.
- **Middle School Students** also gather regularly for study and fellowship. The most well-liked events have been our annual bowling trip. Who knew it was so fun to bowl!
- **High School Ministry** has had a harder time getting together regularly as our students have such full schedules. Through Sunday School, these students continue to be well grounded in their Faith.

Committee Reports

During our annual Mission Trip, students traveled, with Rich Baumgartner and Pastor Dawn to Cheyenne River, South Dakota through Youth Works Mission Trips. We had an opportunity to work at a Native American reservation building tiny houses and helping repaint their PowWow grounds. It was an amazing week of service, faithfulness and fellowship.

- We also had an amazingly successful **Vacation Bible School** week. Many thanks to Angie Schatz and Megan Sayas for their leadership. We hosted 79 participants and 37 volunteers helped out throughout the week. It was a week of study and fun and included a wonderful Thursday night community event where 150 people – students, families and volunteers – gathered for dinner and a program.
- The **Youth Christmas Pageant** was a successful rendition of long ago and included participation of over 20 preschool through high school youth. After several weeks of planning, practices, and dress rehearsal, over 200 people enjoyed and appreciated the re-enactment.
- **Families In Real Ministry (FIRM)** also held a few events. We went tubing, visited the Pumpkin Farm, hosted Trunk or Treat for our Calvary children, helped pack Operation Christmas Child Boxes and helped decorate for Vacation Bible School. These opportunities for a little service and a little fun give our whole church family a chance to play and pray together.

Committee Goals/Looking Ahead:

In the year to come, all of these groups will continue to meet. The Youth and Family Committee continues to find ways to help students and families grow in faith and feel ever more a part of our overall worshipping community.

Statistical Reports

2016 Membership Statistics

	Baptized	Confirmed
Membership as of December 31, 2015	528	416
Members Received During 2016		
Baptisms: children (15 & younger)	2	
Baptisms: adult (16 & older)	0	0
Affirmations of Faith	3	3
Transfers	4	4
Baptized Members Confirmed in 2016		2
Total Received	9	9
Members Removed During 2016		
Deaths	12	12
Transfers	24	18
Other & Statistical Adjustment	1	1
Total Removed	37	31
Membership as of December 31, 2016	500	394

Average Attendance (Four Year Comparison)

	1/1 to Memorial weekend	Memorial weekend through Labor Day weekend	Rally Day through 12/31
2013	*150	184	*154
	184		175
2014	*148	175	*159
	172		173
2015	*172	164	*152
	180		165
2016	*155	151	*157
	170		171

Average weekly attendance for the full year 2016:

*155

165

*Excluding Lent, Joint Service with St. John Vianney, Thanksgiving, and Christmas.

Financial Report

Calvary Lutheran Church Financial Report

Prior to reviewing the following financial reports we would like to highlight the following:

2016 Actual Results

Last year can be categorized as the year of underspending, with the congregation spending \$94,000 less than was budgeted for the year. The largest area of cost savings was in Personnel (\$73,500 less than budgeted) due to having an Interim Pastor that covered the duties of Senior Pastor and Youth Director positions for the entire year.

However, the congregation also collected approximately \$446,000 in offerings which was \$12,000 below what was budgeted. In addition we also did not have the rental income associated with the parsonage which was expected to total \$12,000 for the year. All of this resulted in Net Income for 2016 of just over \$70,000.

2017 Budget

The coming year can be thought of as the year of increased spending, with personnel expenses leading the way, as we anticipate the arrival of Pastor Ken along with planning to have a full office and program staff for the entire year. Personnel costs are budgeted to be \$303,000, an increase of \$84,000 over 2016 actual expenses, and \$11,000 over 2016 budgeted expenses. Total expenses for the year are budgeted to be \$488,000 an increase of \$16,000 over the 2016 budget. It should also be noted that similar to 2016, there are no dollars allocated for capital improvements within the operating budget. Any capital improvements or major property maintenance items will need to be funded out of the building fund.

To date we have received pledges totaling \$384,000, which is \$19,000 less than pledges received for 2016. With pledges at this level, we will have to receive unpledged offerings of over \$75,000 to achieve budgeted offerings of \$459,600. Receiving this level of unpledged offerings could be difficult considering we have typically receive unpledged offerings of \$50,000-\$55,000 over the past several years.

Considering the anticipated increase in expenses, the decline in pledges, and the stretch goal for unpledged offerings, the Budget and Finance Committee could not bring forth a balanced budget for 2017. In the following pages you will see this as a budgeted loss of \$18,000 for 2017.

Given the positive financial results for 2016 and prior years, we feel that the congregation has sufficient financial reserves to overcome this anticipated one time budgeted deficit.

Respectively submitted,
Andy Schatz, Treasurer
Jim Brostowitz, Budget & Finance Committee Chairperson

Financial Report: 2016 Rev. & Exp. and 2017 Budget

AUDITED CALVARY LUTHERAN CHURCH REVENUES / EXPENSES

	2015 Actual	2016 Budget	2016 Actual	2017 Budget
REVENUES				
Offerings	481,165	458,600	446,686	459,600
Rental Income	1,602	1,000	1,695	1,000
Parsonage Housing	13,500	12,000	0	9,000
Interest / (Fees)	(332)	0	(327)	0
Total Revenues	495,934	471,600	448,054	469,600
EXPENSES				
N.A.L.C.	28,600	28,600	28,600	28,600
Personnel	291,235	292,510	218,993	303,510
Evangelism	170	2,800	666	1,300
Worship & Music	4,609	6,800	3,751	6,800
Christian Education	2,601	4,000	1,745	4,000
Stewardship	1,201	2,000	1,131	1,500
Fellowship	590	700	318	800
Youth & Family	6,039	6,440	4,367	8,440
Pastor - Deacons - Council	1,615	2,850	1,600	2,850
Publicity	858	3,400	890	3,200
Office	18,826	16,900	16,392	16,900
Kitchen	7,157	7,000	6,746	7,000
Properties	82,117	90,400	85,029	95,800
Capital Improvements	19,714	0	0	0
Mortgage	6,540	6,200	6,312	5,900
Miscellaneous	2,274	1,000	1,040	1,000
Total Expenses	474,147	471,600	377,580	487,600
Income (Loss)	21,787	0	70,474	(18,000)

Financial Report: Balance Sheet as of Dec. 31, 2016

**AUDITED
ANNUAL REPORT
CALVARY LUTHERAN CHURCH
BALANCE SHEET
DECEMBER 31, 2016**

	General Fund	Property & Equip Fund	Memorial & Other Funds	Building Fund	Organ Fund	Endowment Fund	Combined 2016
ASSETS							
Cash							
Checking Account	186,715		100,847	52,223		7,988	347,773
Restricted Investments					92,937	52,961	145,898
Investments						143,819	143,819
Petty Cash	125						125
Life Insurance Policies							
Cash Surrender Value						123,298	123,298
Annuity						61,245	61,245
Property & Equipment							
Land & Improvements		227,668					227,668
Sanctuary		423,441					423,441
Fellow. Hall & Classrooms		177,815					177,815
Equipment		311,186					311,186
Parish House		155,966					155,966
1997 Building Expansion		1,640,074					1,640,074
Pipe Organ		334,900					334,900
TOTAL ASSETS	<u>186,840</u>	<u>3,271,049</u>	<u>100,847</u>	<u>52,223</u>	<u>92,937</u>	<u>389,311</u>	<u>4,093,207</u>
LIABILITIES							
Accrued Expense	926						926
Advance Envelope Giving	46,000						46,000
Property Mortgage	147,412						147,412
TOTAL LIABILITIES	<u>194,338</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>194,338</u>
Fund Balances	(7,498)	3,271,049	100,847	52,223	92,937	389,311	3,898,869
TOTAL FUND & LIABILITIES	<u>186,840</u>	<u>3,271,049</u>	<u>100,847</u>	<u>52,223</u>	<u>92,937</u>	<u>389,311</u>	<u>4,093,207</u>
Fund Balance							
Beginning Balance	(56,185)	3,271,049	78,900	48,812	81,333	340,946	3,764,855
Transfers	(21,787)		(9,705)	17,430		14,062	0
Net Income (Loss)	70,474		31,652	(14,019)	11,604	34,303	134,014
Ending Fund Balance	<u>(7,498)</u>	<u>3,271,049</u>	<u>100,847</u>	<u>52,223</u>	<u>92,937</u>	<u>389,311</u>	<u>3,898,869</u>

Financial Report: Memorial, Gift & Designated Funds

AUDITED
ANNUAL REPORT
CALVARY LUTHERAN CHURCH
DECEMBER 31, 2016

MEMORIAL, GIFT AND DESIGNATED FUNDS

	Memorial Fund	Designated Gifts	Call Committee	Mission of Month	Designated Benevolence	Med Mission to Guatemala	<u>TOTAL</u>
Beginning Balance	9,705	21,571	12,000	1,697	18,509	15,418	78,900
Contributions	13,992	9,970	-	24,760	7,097	38,792	94,611
Transfers (out) in	(14,062)	1,466		(1,466)			(14,062) (A)
Transfers from General		4,357					4,357
Disbursements	(964)	(13,275)	(5,097)	(13,749)	(2,032)	(27,842)	(62,959)
Ending Balance	8,671	24,089	6,903	11,242	23,574	26,368	100,847

BUILDING FUND

Beginning Balance	48,812
Transfer from General Fund	17,430
Contributions	1,285
Expenses	(15,304)
Ending Balance	52,223

ORGAN MAINTENANCE FUND

Beginning Balance	81,333
Investment Income	11,604
Ending Balance	92,937

ENDOWMENT FUND

	<u>Restricted</u>	<u>Unrestricted</u>	<u>TOTAL</u>
Beginning Balance	49,273	291,673	340,946
Contributions		7,415	7,415
Memorial Fund Transfers		14,062	14,062 (A)
Income	3,688	29,468	33,156
	3,688	50,945	54,633
Disbursements			
Educational Support		-	-
Outreach		4,200	4,200
Programmatic Ministry		2,068	2,068
	-	6,268	6,268
Ending Balance	52,961	336,350	389,311
<i>Funds available for Disbursement in 2017</i>		16,818	

Financial Report: Personnel

AUDITED
2016
ANNUAL REPORT
CALVARY LUTHERAN CHURCH
PERSONNEL

	2017 Budget						2016 Budget Actual	
	Salary	Housing	Health/ Pension	Other Benefits	Other	Total	Total	Total
<u>Pastoral Staff</u>								
Senior Pastor	41,086	21,083	26,842	5,408		94,419	78,370	-
Interim Pastor	3,172	417	358	467		4,414	17,655	49,315
Supply Pastor					2,000	2,000	2,000	704
Total Pastoral Staff	44,258	21,500	27,200	5,875	2,000	100,833	98,025	50,019
<u>Program Staff</u>								
Youth	32,300			750		33,050	18,125	-
Music	51,050			750	1,500	53,300	50,350	49,800
Total Program Staff	83,350			1,500	1,500	86,350	68,475	49,800
<u>Office Staff</u>	99,695			1,000		100,695	123,430	116,480
<u>Other Ministries</u>	3,875					3,875	1,080	1,060
<u>Insurance</u>					1,500	1,500	1,500	1,634
<u>Reserve</u>	10,257					10,257	-	-
TOTAL	241,435	21,500	27,200	8,375	5,000	303,510	292,510	218,993

2016 Happenings at Calvary!



Firm Bake-o-Rama Event

↓ Youth Mission Trip



Pumpkin Farm

Vacation Bible School

Trunk or Treat



2016 Happenings at Calvary!



↑ Bill Anderson 100th
 Mission Servant Month
 Contemporary Musicians
 Adult Game Night →

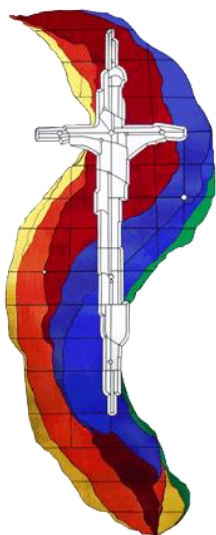


↗ Mallards
 Game

Hall-O-Wine →



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Calvary's Vision and Mission Statement

VISION:

Sharing the life-changing message of Jesus Christ

MISSION:

Calvary Lutheran Church is a family of Christians directed by the Holy Spirit and growing as disciples of Jesus through worship, Biblical study and prayer that is shared with the community and the world.

Calvary Lutheran Church

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