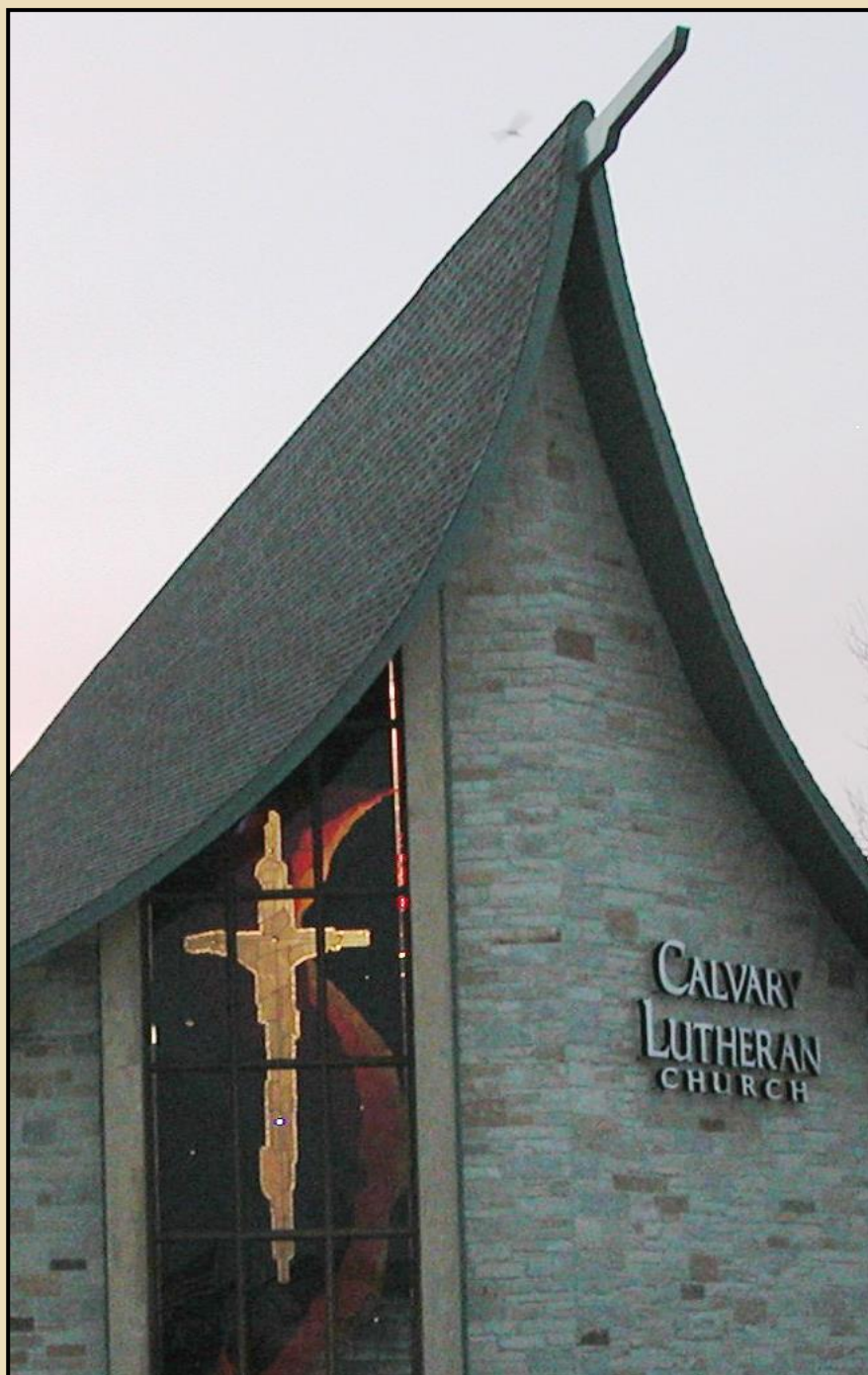


# Calvary Lutheran Church, NALC

## 2017 Annual Report



Annual Meeting: February 11, 2018 at 10:30 a.m.

# Annual Meeting Devotion

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## 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

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**Sunday, February 11, 2018, 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 and Jon Sayas
4. Appointment of Recording Secretary – Susan Vollmar
5. Approval of Meeting Agenda
6. Approval of Minutes
  - a. February 5, 2017
  - b. October 15, 2017
7. President's Address
8. Pastor's Address
8. Approval of the Financial Reports and Budget - Andy Schatz
  - a. 2017 Financial Report
  - b. 2018 Annual Budget
9. Election and Approval of Appointments - Jim Kalupa
  - a. Congregation Council Nominations/Elections
    - i. Nominees: Sue Dindorf, Ernie Kretschmann, Brad Meyer Sue Rowe, Erik Zipp
  - b. Approval of the Board of Deacons appointed by the Council at the January 16, 2018 meeting.
    - i. Three year term: Sheila Kershek, Darlene Louison, Al Rodriguez, Rhonda Rodrigues
    - ii. Two year term: Jim Kalupa
    - iii. One year term: Jerry Wittmus
  - c. Approval of Congregation Council Representatives for the Nominating Committee
    - i. Jim Kalupa, Andy Schatz
  - d. Election of 4 members of the congregation to the Nominating Committee
10. Unfinished Business – None
11. New Business - Task Force to create an emergency response plan
12. Installation of the Congregation Council and the Board of Deacons – Pastor Ken Nelson
13. Closing Prayer – Pastor Ken Nelson
14. Adjournment

# Pastor's Report

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

Calvary Lutheran Church Mission Statement

***“But Joshua spared Rahab the prostitute, with her family and all who belonged to her, because she hid the men Joshua had sent as spies to Jericho – and she lives with the Israelites to this day.”***

Joshua 6:25

The word “family” gets used in a lot of ways these days. Companies, schools, even professional sports teams call themselves “family” on occasion. I suppose it’s all right to employ the word in these non-traditional ways if it connotes a sense of togetherness and common purpose – which is how we use the word in our mission statement. We’re not (all) literally related to each other, but we have a common purpose and we care about one another deeply and Calvary does well to employ “family” in describing our congregation and our mission.

Surprisingly the word family is not used all that often in Scripture – only about 25 instances. Nearly every reference is to what we’d call “immediate family” – our households. In Galatians 6:10 Paul uses the word to refer to the church – as we do in our mission statement - urging Christians to do good to all people, but particularly to those who “belong to the family of believers”.

Galatians is really the first time the word family is used like this, but I have cited a reference to ‘family’ from Joshua 6:25 that supply some context for Paul’s later use. The story of the conquest of Jericho from which this passage is taken illustrates how ‘family’ started to mean people with a common purpose. Rahab was a citizen of Jericho, a non-Jew and, obviously, a person of rather low regard. She gave refuge one night to a couple of Jewish men sent to do reconnaissance of the town “before the walls came tumbling down.”

For her courage and kindness she received a promise from those men that when Israel returned to conquer Jericho she and her family would be spared. As the passage says she eventually became part of Israel. In fact, in the Gospel of Matthew chapter one, when supplying the genealogy of Jesus, Matthew says a Jewish man named Salmon had a son, Boaz, “whose mother was Rahab.”

Boaz went on to have a son named Obed, Obed a son named Jesse, and Jesse a boy named David. Rahab the Canaanite woman was King David’s great-grandmother! Nice. My point is this - “family” surely means our immediate “families” first and foremost, but it also means people with whom we share important things, like a common purpose and hope for the future grounded in our shared faith. Calvary did well to think of itself as a family of Christians committed to worship and prayer and being disciples of the Word of God – Jesus Christ.

Occasions like an annual meeting allow us to take note of the changes to our family, celebrate the additions, grieve the losses, and recall the “family chores” of the past year conceived and done in faith. Those “chores” – the works of our congregation, are well presented by the leaders of our various ministry teams. Please join me in thanking them for their good work this past year.

Please allow me to thank you for the manner in which the Calvary family gave in 2017. Our financial resources are ample; we have right now abundance. Thank you so much for giving as you did and pledging to continue your support in the coming year. Generous people are blessed people. Giving feels good, because it is an expression of faith and it does much good. In Matthew 5:14-16 Jesus says Christians “are the light of the world” and we are to “let (our) light shine before others so that they may see (our) good works and give glory to our Father in heaven.”

Giving may be the chief of good works. It is certainly a work of the sort ‘done in secret’ that Jesus in Matthew 6 commends. Jesus says the world does not need to see his disciples (his family) but our works – then glory comes to God. Well done givers of Calvary, well done!

# **Pastor's Report - continued**

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The Nelson family first worshipped with you last February 5th – the day we held our 2017 annual meeting. Since then the Calvary family has had other additions - new members Philip and Jill Voss, son Conner and daughter Natalie, who was baptized in last February, Alex Baumgarten, Lucy Dalmann, Annie Bermel, Al and Rhonda Rodriguez, Malorie Harder, Denise Usher and daughter Renee, Nancy and Jerry Wittmus and Bouaka Thao with daughter, Allison Thao. We also welcomed back former members Bernard Strachota and Helga Willett. Through baptism we welcomed to the family Claire Elizabeth Gall.

Yet with sadness we released to the Lord Erika Schubert, Lillian Veenendaal, Lola Jean Anderson, Roy Adelman, John Ellison, Bill Anderson, Irene Dzurak, Michael Krause, Jack Trethewey, and Ed Ramthun, Sr. We did so recalling that in Ephesians 3:14-15 Paul spoke of why he bows before the Father “from whom the whole family in heaven and on earth derives its’ name.” There’s an old gospel song that says, “Will the circle be unbroken?” No, the circle remains. Our losses are real, but the joy those family members of ours in the Church triumphant gained is oh so real too. For this reason indeed, we kneel before the Father!

Much like the letters many of you got from family and friends this past Christmas, annual reports also give opportunity to highlight other work we’ve done together. Our committee and ministry chairs have done that well. But I’d like to add a few highlights, first of which was my trip to Nashville in August, along with Marcella for the annual North American Lutheran Church “convocation.”

You should know Calvary is a member of a vibrant and growing new church body. The NALC now numbers over 425 congregations and over 125,000 members. The North American Lutheran Church is “Christ Centered, Mission Driven, Traditionally Grounded and Congregationally Focused.” We’re an outward focused church, extending our reach around the world. The NALC publishing ministry – “Sola” is growing and producing solid bible studies and education resources for congregations.

Our commitments to Lutheran World Relief remain, and we’ve entered partnerships with such organizations as Lutherans for Life, the World Mission Prayer League, and Lutheran Bible Translators. Please keep our leadership – Bishop John Bradosky, General Secretary Pastor Mark Chavez, Missions Director Pastor Gemechis Buba, Congregational Ministry Director Pastor David Wendel, and Seminary Dean Pastor Amy Schiffrin particularly in prayer.

I was also grateful to accompany eight youth to St. Louis on an urban mission trip in July through the “Youth Works” organization. We worked with organizations that seek to care for vulnerable neighbors in the city, and were blessed to be a part of an evening prayer service and community picnic at a local church, an experience both humbling and uplifting.

And in October two wonderful things that hold great promise for our family in 2018 and beyond occurred. A call committee was formed to seek a Youth and Family Ministry Director for our church, in anticipation of the departure in May of Pastors Dawn and Dan Spies, who’ll be moving to California later this summer. The call committee has been energetic and busy and has done wonderful work thus far. We’ve already interviewed two candidates for the position, a remarkable thing.

Also in October I attended an information meeting at Holy Cross Lutheran in Menomonee Falls for Stephen Ministry, and since then we’ve identified two folks to assist me in getting the ministry started at Calvary – Scott and Peggy Langelin. The Calvary Endowment has provided most of the start-up funding for this care giving ministry. My pastor’s heart is glad to know this is coming to our family.

It’s been a good year – not without challenges and moments of sadness, but a good year as “a family of Christians directed by the Holy Spirit.” But then again, united by our faith and called to be servants of the Servant, when is it ever not good to be the family of Jesus Christ?

In gratitude for the privilege of serving Him and all of you,  
Pastor Ken Nelson

# President's Report

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Dear Fellow Members of Calvary Lutheran Church,

This year was a time of renewed optimism and growth of our church and we are looking forward to that momentum continuing in this coming year. In February, we welcomed Pastor Ken Nelson as our new Senior Pastor. Pastor Nelson has done an amazing job of building relationships, communicating within our committee structure and welcoming new members to our congregation.

I would like to thank the entire Nelson family for their contributions to our church throughout the year. I am also very happy to state that Calvary welcomed 21 new members and two returning members to our church this year. With the addition of new ministries such as the Stephen Ministry, I am very excited to see what the future holds for Calvary.

I would also like to thank Pastor Dawn and Pastor Dan Spies for their continued involvement in our church. Pastor Dawn has served as the interim youth director for the past 11 months and has had a wonderful impact on our youth of all ages. We are extremely happy that we will have the Spies family with us for a few more months before their next deployment.

In our April retreat, we discussed our vision of what our church Council represented and reviewed a description of what our duties and responsibilities were to the congregation. We also watched a webcast of the NALC's Dr. Buba's presentation on congregational renewal. The Council members reaffirmed their commitment to the Calvary mission statement that states "**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**". Throughout the year, we focused on our goals of trying 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 community members and beyond.

On October 15<sup>th</sup>, during a special congregational meeting, the congregation voted to form a call committee to search for a new Youth and Family Director and/or Pastor. This committee, under the leadership of Rich Baumgartner, continues to meet and discuss the attributes of what this youth leader will need to be successful at Calvary. Our thoughts and prayers are with them as they continue to search for this person.

Each year brings new opportunities and challenges to Calvary. I would like to sincerely thank our amazing Calvary staff- Gene Traas, Holly Novotny, Kris Molitor, and Cindy Rooks as well as our phenomenal committee members and lay leaders who contribute endless hours to the work of the Lord.

As I end my term as President, I would also like to thank my fellow Council members for their enthusiasm, passion, and efforts to continue to make our church a special place to worship. I will always be eternally grateful for the opportunity to serve at Calvary.

In His Service,  
Jim Kalupa, Council President



# **Secretary's Report - Minutes of Last Annual Meeting**

## **ANNUAL MEETING MINUTES Sunday, February 5, 2017 10:30 AM**

### **Call to Order:**

Jim Kalupa called the meeting to order at 10:40 a.m.

### **Opening Devotion and Pastor's Report:**

Pastor Ken Nelson gave the opening devotion.

Following opening devotion, Pastor Ken Nelson gave the Pastor's Report. Pastor Ken Nelson praised the congregation for our Christian faiths reflected in our actions demonstrated in our various committees and ministries work. Pastor Ken Nelson pointed out the importance of the church family by comparing the number of instances "one another" appeared in the bible compared to the instances of "pastor". Pastor Ken Nelson challenged the congregation to live as commanded: love one another, forgive one another, encourage one another, etc. Pastor Ken Nelson concluded with a reading from Jesus Calling followed by Psalm 46.

Council President Jim Kalupa presented Pastor Ken Nelson and family with a prayer shawl from the congregation.

### **Appointment of Parliamentarian:**

Ron Foster and Jon Sayas were appointed Parliamentarian and Assistant Parliamentarian with formal acceptance from Jon Sayas.

### **Appointment of Recording Secretary:**

Sue Vollmar was appointed Recording Secretary and accepted.

### **Approval of Meeting Agenda:**

Larry Bonier made a motion to approve Annual Meeting Agenda, seconded by Mary Smith, and the motion passed.

### **Approval of January 24, 2016 Annual Meeting Minutes:**

Ruth Brostowitz pointed out an error on page 8 of the Annual Report pertaining to the January 24, 2016 Annual Meeting Minutes. Ruth Brostowitz explained that the text in the second paragraph under Approval of the Financial Reports and Budget: "With no further questions or comments regarding the 2015 budget" should read "With no further questions or comments regarding the 2015 financial results". Larry Bonier made a motion to approve the January 24, 2016 Annual Meeting Minutes with the correction as stated by Ruth Brostowitz, seconded by Nick Huettl, and the motion passed.

### **Approval of December 4, 2016 Special Congregational Meeting Minutes:**

Kevin Wahlgren made a motion to approve the December 4, 2016 Special Congregational Meeting Minutes, seconded by Ruth Brostowitz, and the motion passed.

### **President's Address:**

Council President Jim Kalupa addressed the congregation. He welcomed Pastor Ken Nelson to the Calvary Lutheran Church community, thanked Pastor Dawn Spies for her tremendous job with Calvary Lutheran Church in the past year. Council President Jim Kalupa further thanked Pastor Dawn Spies for her assistance in a smooth transition with the new Senior Pastor Ken Nelson and that Calvary Lutheran Church is blessed to have the option of having Pastor Dawn Spies' as the Interim Director of Youth and Family Ministry.



# **Secretary's Report - Minutes of Annual Meeting Continued**

Council President Jim Kalupa summarized the works of the various committees in the past year, thanked church staff: both program staff and office staff in the daily operations of the church, thanked each outgoing Congregational Council member for completion of their terms, and set expectations of new goals in 2017.

## **Approval of the Financial Reports and Budget:**

Andy Schatz, Treasurer, first thanked the Call Committee for the completion of the Call Process. Andy Schatz next thanked the Audit Committee (Gordy Gunnlaugsson, Sue Meyer, and Christ Spangenberg) for their diligence in reviewing the 2016 Financial Reports. Next, Andy Schatz thanked the Budget and Financial Committee members (Jim Brostowitz, Ann Derse, Ron Foster, Gordy Gunnlaugsson, Kris Molitor, Cindy Rooks, and Andy Schatz) for creating the 2017 Budget. Andy Schatz further thanked the Financial Secretary Kris Molitor for handling the church day-to-day financial matters.

Andy Schatz presented the 2016 Financial Report and summarized 2016 financial standing as good. 2016 was summarized as a year of underspending in the amount of \$94,000 mainly from the Personnel saving of \$73,500 as result to having Pastor Dawn Spies who covered the duties of the Senior Pastor and the Youth Director positions for the entire year. The underspending was offset by lower than expected income as result of vacancy in the Parsonage due to lack of a Senior Pastor and lower than expected offering receipts in 2016. The final net income for 2016 is around \$70,000.

Andy Schatz next presented the 2017 Budget shown on page 37 of the 2016 Annual Report. Andy Schatz highlighted each significant line item difference compared to 2016 Actual values such as the increased Offering in 2017 Budget, increased Personnel cost for the Senior Pastor and Youth Director in 2017 Budget. Andy Schatz further explained that the age of the facility warranted extra budget for building maintenance which are planned and budgeted under Building Fund and would not come from operating cost or the General Fund, Andy Schatz duly noted that the 2017 Budget is unusual where he is presenting a budget that is not balanced (not net sum of \$0). The presented 2017 budget has a \$18,000 deficit. Andy Schatz explained that the surplus from 2016 would offset some of this figure as a separate discussion later.

Ruth Brostowitz made a motion to approve the 2017 Budget, seconded by Norm McGarvie, and the motion passed.

Andy Schatz directed the audience to look at page 39 of the Annual Report regarding the Building Fund. 2016 Building Fund end of year balance was \$52,223 with an anticipated spending of approximately \$10,000 for the Hearing Loop project leaving the Building Fund at a balance of approximately \$42,000 in the near future. Andy Schatz reported that the Congregational Council has approved the distribution of the \$70,000 2016 net income in the portion of \$30,000 to the Building Fund, \$6000 to the Call Committee for the Pastoral Installation, and the remainder to the General Fund.

Chuck Lukasik inquired about the status and cost associated with the photo directory. Cindy Rooks updated the congregation that the photo directory is nearly complete, awaiting updated photographs of the new 2017 Congregational Council and 2017 Board of Deacons. She also reported that the plan is to print the photo directory on regular paper which does not incur significant added cost.

Andy Schatz asked for a motion to approve the distribution of the \$70,000 2016 net income as recommended by the Congregational Council. Larry Bonier made a motion to approve distribution as stated, seconded by Audrey McGarvie, and the motion passed.

Lastly, Andy Schatz explained to the congregation that an error was found on page 39 of the Annual Report regarding the Endowment Fund. Corrections were in the "Transfers" line item which was reported as (\$14,062) should have read (7,551), and the line item for Disbursement was reported as (\$62,959) should have read (\$69,470) resulting in no change in the Ending balance.

# **Secretary's Report - Minutes of Annual Meeting Continued**

## **Elections and Approvals of Appointments:**

- **Congregation Council**

Carolyn Trotier, Mark Trudell, and Kevin Wahlgren fulfilled their terms on the Council. Nancy Marsho and Bob Smith resigned in 2016. Judy Kestly was nominated by the Congregation Council for a three-year term. Larry Bonier made a motion to close the nominations for council, seconded by Jim Brostowitz, and the motion passed. Ruth Brostowitz next made a motion to accept the nominees for council by acclamation, seconded by Mary Smith, and the motion passed with unanimous congregation vote.

<b>Council Member</b>	<b>Term Ends</b>
RoJean Holler	Feb. 2018
Jim Kalupa	Feb. 2018
Andy Schatz	Feb. 2018
Tom Thiede	Feb. 2019
Erica Zipp	Feb. 2018
John Foley	Feb. 2019
John Lau	Feb. 2019
Dean Schmelzer	Feb. 2018
Judy Kestly	Feb. 2020

- **Board of Deacons**

<b>Deacon</b>	<b>Term Ends</b>
Ernie Kretschmann	Feb. 2018
Carol Roe	Feb. 2018
Sue Rowe	Feb. 2018
Mary Smith	Feb. 2018
Larry Bonier	Feb. 2019
Cindy Rooks	Feb. 2019
Mary Ellen Thiede	Feb. 2019
Jeanette Kalupa	Feb. 2020
Judy Sayas	Feb. 2020

Karen Pierce, Keith Pierce, Terry Trotier, and Lydia Trudell fulfilled their terms on the Board of Deacons. Following members were appointed to Board of Deacons by Congregational Council at January 17, 2017 meeting: Jeanette Kalupa and Judy Sayas for a three-year term and Mary Ellen Thiede for a two-year term.

- **Nominating Committee 2017** Kevin Wahlgren and Mark Trudell were appointed by the Congregational Council to serve on the 2017 Nominating Committee. Council President Jim Kalupa opened the floor to accept nominations from the congregation for the 2017 Nominating Committee. Four floor nominees were Sue Rowe, Chuck Lukasik, Ron Foster, and Sallie Schulz. Erica Zipp made a motion to approve above appointments, seconded by Norm McGarvie, and the appointments were unanimously approved by congregation vote.

## **Unfinished Business:**

**Ratification of the Constitutional Amendment to Chapter 7 approved at January 24, 2016 Annual Meeting** Council President Jim Kalupa read the full text of the Constitutional Amendment as part of the ratification process: 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

# **Secretary's Report - Minutes of Annual Meeting Continued**

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 means 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]. Norm McGarvie made a motion to ratify the constitution change as read, seconded by Nick Huettl, and the motion passed unanimously.

## **New Business:**

None

## **Installation of the Congregation Council and the Board of Deacons:**

2017 Congregational Council and the Board of Deacons were installed by Pastor Kenneth Nelson.

## **Closing Prayer:**

Closing prayer was led by Pastor Ken Nelson.

Larry Bonier motioned for the adjournment of the meeting, seconded by Kevin Wahlgren, and the motion passed. The meeting was adjourned at 11:31, with the election of Officers held immediately afterwards in the media room.

Respectfully submitted,

Sue Vollmar  
Recording Secretary

# **Secretary's Report - Minutes of Special Meeting Oct. 15, 2017**

## **CALVARY LUTHERAN CHURCH SPECIAL MEETING OF THE CONGREGATION Sunday, Oct 15, 2017 10:30AM**

### **Call to Order**

Jim Kalupa called the meeting to order at 10:32AM.

### **Appointments**

Sue Vollmar was appointed Recording Secretary. Ron Foster and RoJean Holler were appointed Parliamentarians.

### **Opening Prayer/and Devotion**

Pastor Ken Nelson led the congregation in an opening devotion with a reading from Mark 11:12-15. Pastor Ken explained the similarity of the reading to the congregation's current status. We too have expectations, and need to answer the question "What are we looking for" at Calvary. Pastor Ken further summarized the various topics that require discernment:

- Youth Ministry (youth groups, mission trips)
- Family Ministry (PEPPER, FIRMs, TnT)
- Christian Education (Sunday School, Confirmation, High School)
- Pastoral Duties (administering of communion, sermon, pastoral care)

Pastor Ken next presented the advantages of a Call Committee versus a Search Committee. Pastor Ken highlighted the additional access to resources and contact with NALC available to a Call Committee that is not as readily available to a Search Committee. A Call Committee will have more access to graduating seminarians and rostered pastors looking for a call. Pastor Ken further explained that the commitment and focused purpose of a Call Committee allow for improved identification of candidate attributes. Lastly, Pastor Ken explained that the formation or use of a Call Committee does not exclude non-ordained or lay candidates. More explicitly, the Call Committee is not required to recommend a call for an associate pastor. The Call Committee is open either call an ordained pastor or recommend a non-ordained or lay candidate. The Call Committee is tasked to determine what qualities we desire in a candidate, and the Call Committee can make recommendations to call an ordained pastor or make a recommendation of a non-ordained or lay candidate who meet the same qualifications.

### **Financial Presentation**

Andy Schatz presented the financial implications with the Call Committee discussion. Andy Schatz first presented the summary of 2016 Actual Offering, 2017 Budgeted Offering, 2017 Actual Offering year-to-date (YTD). Andy Schatz further summarized offerings against expenditures from 2015 actual offerings and expenditures, 2016 actual offerings and expenditures, and 2017 Budget compared against projected expenditures if we have an associate pastor on staff. Andy Schatz explained that he can not predict the future, but he predicted the expense to be somewhere between the 2017 Budget and the estimated expenditure with an associate pastor.

### **Call Committee**

Andy Schatz next explained that the formation of a call committee for a senior pastor is clearly written in the Calvary Lutheran Church constitution. However, the constitution does not clearly state the requirements around the call committee for an associate pastor. Andy Schatz presented that the Congregational Council recommended the formation of a 9-member call committee consisting of nominations from the floor.

Jim Brostowitz stated that the Call Committee is vital to the congregation. He expressed that this is more than just the youth director. It is about how we as Calvary Lutheran Church will move forward. So Jim Brostowitz posed the question "How do we go forward" to each of us and asked the Congregational Council

# **Secretary's Report - Minutes of Special Meeting Continued**

why the Call Committee recommendation doesn't follow the senior pastor call committee make-up of 3 representatives from Council, 3 representatives from Board of Deacons and 3 representatives members at-large. Andy Schatz responded to Jim Brostowitz's question that the Congregation Council took past Associate Pastor Call Committee formation into consideration. Previous Call Committee for the Associate Pastor was made up of 5 members only, thus the Congregational Council recommended a Call Committee of 9 members this time.

Ron Foster made a motion to form a 9-member Call Committee for the calling of either an ordained associate pastor or a non-ordained or lay youth director. Larry Bonier seconded the motion, and Jim Kalupa opened the floor for discussion.

## **9-Member Call Committee Discussion**

Ray Chesner expressed serious concern regarding Calvary Lutheran Church's membership. He stated that this is a serious problem, and we need to figure out how to bring people back to church.

Erica Zipp expressed that the Call Committee is a perfect answer to how Calvary Lutheran Church should move forward. She stated that God knows how to grow our church, and how to bring people to church. She stated that as a parent of youths in the congregation and a Congregational Council member, she felt excited about the prospect of a Call Committee and excited about moving forward.

Gordy Gunnlaugsson recalled that he made the same comment when we called the music director. Gordy Gunnlaugsson stressed the significance of a "call" versus a "hire". The discernment associated with calling a person is considerably much more serious than a hire. Gordy Gunnlaugsson further stated that after calling a candidate, if the candidate turned out to not be a good match, it is much harder to dissolve such a relationship as compared to a hire. Lastly Gordy Gunnlaugsson stated that whatever we decide, the congregation should stay unified and be supportive.

Angie Schatz asked whether the Call Committee can call either an ordained pastor or a lay person to fill the position. Response to the clarification question was "Yes".

Janet Zastrow opined "We've missed the boat". Janet Zastrow stated that it is our job to invite our neighbors to come to church, and that it is part of our discipleship. Janet Zastrow stated that the person we call can not grow our church, but can be a resource to help us.

Wayne Johnson expressed that the candidate is not here to fix our congregation. He stated that no single person can do that task. We all share the task of how to move forward and grow our church.

Sallie Schulz asked whether we need 9 members on the Call Committee and whether 5 or 7 can do the work. Ernie Kretschmann responded that 9 is a perfect number for the Call Committee with 3 representatives from Council, 3 from Board of Deacons and 3 from the congregation at-large. This worked well in the call for the Senior Pastor.

Terry Trotier further expanded that the 3-3-3 makeup for the Call Committee for calling Senior Pastor worked very well, and Terry Trotier made a motion to amend the motion of the 9-member Call Committee to be made up of 2 Council members, 2 Board of Deacons members, and 5 members at-large. Sue Vollmar seconded the motion, and the motion passed with unanimous voice vote.

Tina Baumgartner passionately talked about her young adult children's involvement in church in college as well as the remaining daughter in high school at Calvary Lutheran Church. She expressed passion in ensuring that the future youth have access to what her girls in college experienced years ago at Calvary Lutheran Church.

# **Secretary's Report - Minutes of Special Meeting Continued**

Jeanette Kalupa expressed the concern of lack of critical mass and very few young adults at Calvary Lutheran Church.

Grace Gunnlaugsson expressed the need for strong leadership for the youth and that we all want this to happen. She acknowledged that we have to go through the process, but she expressed her concern about the financial impact and that we don't want to wishfully hope and build a house on sand.

Pat Treutelaar expressed her approval for the Call Committee by citing the successful fruit of the previous Call Committee which called Pastor Ken to Calvary Lutheran Church, and compared the lack of a Call Committee with the previous Director of Youth and Family Ministry prior to Pastor Dawn.

Jim Brostowitz responded that the Youth Director search did not involve only the Personnel Committee. Jim Brostowitz noted that Youth and Family Ministry members were involved in the search for the Youth Director in the past. Jim Brostowitz further noted that Personnel Committee is limited in its resources and capacity to take on this task.

Bonnie Johnson affirmed that the Call Committee can call either an ordained pastor or a lay youth director.

## **Call Committee Vote**

After discussion ended, the congregation members voted by paper ballot for the following:

To form a Call Committee made up of 9 members of the congregation consisting of 2 from Council, 2 from the Board of Deacons, and 5 members at large, charged to assess congregational youth and family ministry needs, search for available candidates, make recommendation related to the position to the Congregational Council and the congregation as a whole.

Larry Bonier, Ruth Brostowitz, Scott and Peggy Langelin counted each written ballot. The Call Committee vote as stated above passed with 74 members voted for Yes and 5 voted for No.

## **Call Committee Nominations**

Jim Kalupa presented the Call Committee members representing Congregation Council: John Lau and Erica Zipp. Next Jim Kalupa presented the Call Committee members representing Board of Deacons: Rich Baumgartner and Sue Rowe. Jim Kalupa opened the floor for at-large nominations. Nominations from the floor were: Natalie Anderson, Mary Baumgartner, Chuck Lukasik, Sue Meyer, Leah Morris, Johanna Nelson, Megan Sayas, Angie Schatz, and Sue Vollmar.

Written ballots were handed out for the voting of the 5 at-large members. Larry Bonier, Ruth Brostowitz, Peggy and Scott Langelin counted each written ballot. In alphabetical order, the top five at-large member votes were: Natalie Anderson, Mary Baumgartner, Chuck Lukasik, Megan Sayas, and Angie Schatz. Thus yielded the 9 member Call Committee

<b>Council</b>	<b>Deacon</b>	<b>At-Large</b>	
John Lau Erica Zipp	Rich Baumgartner Sue Rowe	Natalie Anderson Mary Baumgartner Chuck Lukasik	Megan Sayas Angie Schatz

## **Closing Prayer**

Pastor Ken closed the meeting with a closing prayer.

## **Adjournment**

Jim Kalupa adjourned meeting at 12:00 noon

Respectfully submitted,  
Sue Vollmar  
Recording Secretary

# Leadership & Service

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## Church Council 2017

	Office	Term Expires with Annual Mtg. in...	Committee Leadership	Notes
Jim Kalupa	President	2018	Christian Education and Worship & Music	
John Lau	Vice-President	2019	Personnel	
RoJean Holler	Secretary	2018	Church Life and Mission and Outreach	
Andy Schatz	Treasurer	2018	Budget & Finance	
John Foley		2019	Endowment	
Judy Kestly		2020	Stewardship	
Dean Schmelzer		2018	Personnel	
Tom Thiede		2019	Evangelism	
Erica Zipp		2018	Youth & Family	

## Board of Deacons 2017

	Alpha Assignment	Term Expires with Annual Mtg. in...	Notes
Judy Sayas	A, B	2020	
Cindy Rooks	C, D, E	2019	
Larry Bonier	F, G	2019	Chairperson
Ernie Kretschmann	H, I, J	2018	
Mary Ellen Thiede	K, O	2019	
Sue Rowe	L, T, U	2018	Secretary
Jeanette Kalupa	M, N, P	2020	
Rich Baumgartner	Q, R	2020	Appointed in February 2017
Mary Smith	S	2018	Vice Chairperson
Carol Roe	V-W-X-Y-Z	2018	



# 2017 Church Committee Structure

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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](mailto:erica.zipp@outlook.com)

Chairperson: Rich & Tina Baumgartner  
262-367-3898 · [rteam1@wi.rr.com](mailto: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: Jim Kalupa  
262-784-3114 · [jkalupa@wi.rr.com](mailto:jkalupa@wi.rr.com)

Chairperson: Sallie Schulz  
262-781-8746 · [ssschulz127@wi.rr.com](mailto:ssschulz127@wi.rr.com)

- Music Ministry
- Acolytes
- Altar Guild
- Assisting Ministers
- Baptism Ministry
- Funeral Angels
- Greeters
- Lectors
- Nursery
- Ushers
- PowerPoint Techs
- Wedding Hostesses

## 3. Fellowship (Church Life)

Council Member: RoJean Holler  
262-853-8212 · [rojeanholler@gmail.com](mailto:rojeanholler@gmail.com)

Chairperson: Julie Matthes  
262-252-9995 · [juliematthes1@gmail.com](mailto:juliematthes1@gmail.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](mailto:jkalupa@wi.rr.com)

Chairperson: Susan Vollmar  
262-780-5015 · [vollmars@wi.rr.com](mailto: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](mailto:rojeanholler@gmail.com)

Chairperson: Marcella Nelson  
262-505-6378 · [nelskog@juno.com](mailto:nelskog@juno.com)

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

## 6. Evangelism

Council Member: Tom Thiede  
414-704-6314 · [tomwthiede@gmail.com](mailto:tomwthiede@gmail.com)

Chairperson: Mark Trudell  
414-704-8699 · [mtrudell@Derse.com](mailto:mtrudell@Derse.com)

- Prayer Chain
- Visitors Into Members (VIM)
- Mug a Newcomer

## 7. Stewardship

Council Member: Judy Kestly  
262-782-5286 · [tandjkestly@sbcglobal.net](mailto:tandjkestly@sbcglobal.net)

Chairperson: Larry Bonier  
262-784-1827 · [larryb0412@gmail.com](mailto:larryb0412@gmail.com)

# 2017 Church Committee Structure

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## Cross-Support Committees:

- Budget & Finance  
Council Member: Andy Schatz  
262-373-0535 · [andrew.schatz@outlook.com](mailto:andrew.schatz@outlook.com)  
Chairperson: Jim Brostowitz  
262-781-0896 · [rbrostowitz@wi.rr.com](mailto:rbrostowitz@wi.rr.com)
- Personnel  
Council Member: Dean Schmelzer  
262-786-1221 · [dschmelzer@wi.rr.com](mailto:dschmelzer@wi.rr.com)  
Chairperson: Jim Brostowitz  
262-781-0896 · [rbrostowitz@wi.rr.com](mailto:rbrostowitz@wi.rr.com)
- Property  
Council Member: John Lau  
414-975-3137 · [jlau2@mac.com](mailto:jlau2@mac.com)  
Chairperson: Nick Huettl  
608-712-0207 · [huettln@appliedscienceinc.com](mailto:huettln@appliedscienceinc.com)
- Endowment  
Council Member: John Foley  
262-781-9076 · [dfoley7@wi.rr.com](mailto:dfoley7@wi.rr.com)  
Chairperson: Ernie Kretschmann  
262-782-4989 · [Kretschmann@att.net](mailto:Kretschmann@att.net)

## Pastoral Outreach Groups:

- Board of Deacons  
Chairperson: Larry Bonier  
262-784-1827 · [larryb0412@gmail.com](mailto:larryb0412@gmail.com)
- DivorceCare  
Chairperson: Jenni Swanson Rian  
262-439-8172 · [jenni.rian@yahoo.com](mailto:jenni.rian@yahoo.com)
- Stephen Ministry  
Stephen Leaders: Scott & Peggy Langelin  
262-792-9335 · [splangelin@yahoo.com](mailto:splangelin@yahoo.com)
- Visitation Ministry  
Chairperson: Judy DeBruine  
262-372-4301 · [judy.debruine@gmail.com](mailto:judy.debruine@gmail.com)

# Staff

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## Calvary Lutheran Church Staff as of December 31, 2017:

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



**Holly Novotny**

*“Behold, I will do something new!  
Now it will spring forth . . .” Isaiah 43:19.*

We would like to recognize the outstanding service to Calvary by Holly Novotny and Kris Molitor as they enter their season of retirement in 2018. Holly has been with Calvary for 33 years or as she has been known to state “since the Lord was a boy” and will retire at the end of March. Kris has been managing the finances of Calvary for 18 years and will retire at the end of April. Their dedication in making sure the needs of Calvary and its congregation has enabled Calvary’s flock to



**Kris Molitor**

grow in God’s love knowing the operations of Calvary were in wonderful hands. Thank you Holly and Kris for your timeless service, your boundless caring, and enabling the flame of faith in so many. May you have a wonderful long, healthy retirement.

## 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 2017 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.

# Committee Reports

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## **Board of Deacons** *submitted by Larry Bonier*

**Committee Members:** Larry Bonier (Chair), Rich Baumgartner, Jeanette Kalupa, Ernest Kretschmann, Carol Roe, Cindy Rooks, Sue Rowe (Secretary), Judy Sayas, Mary Smith, and Mary Ellen Thiede.

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

**The Board's Responsibilities include:**

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

**The Board of Deacons fulfilled its responsibilities to the congregation by:**

- Assisting with Holy Communion at Worship Services
- Mailing birthday, anniversary, sympathy, get well cards, and by personal and telephone contact with congregational members.
- Mailing Easter and Christmas cards, designed by Mary Smith
- Hosting Saturday Socials and Sunday "Meet Your Deacon" events
- Praying for members of the congregation at each meeting and sending postcards to those we prayed for
- Serving a Lenten Supper
- Sending "Care" packages to college students
- Assisting in serving meals at St. Vincent de Paul
- Collecting and helping to distribute bottled water at the Independence Day Parade and Walk with a Doc.
- Praying with the Acolytes prior to Worship Services

## **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 programs designed to plant, nurture, and deepen a lifelong faith in Jesus Christ as Lord.

# Committee Reports

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## **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 April 2, 2017, Joshua Connor and Sam Sayas celebrated their First Communion.

On May 21, 2017, Natalie Anderson, Connor Morris, and Jared Springer completed their Confirmation education with the public celebration of the Affirmation of Baptism.

On September 10, Christian Education Committee kicked off the new 2017-18 Christian Education school year with Rally Day. Rally Day activities included a meet your teachers and classmates followed by an inter-generational get-to-know-you activity.

During the months of September and October 2017, Pastor Ken Nelson hosted an inter-generational study with “The Bible’s Big Story” in the sanctuary during the Sunday School hour. Confirmation students and parents, high school students, and adult congregation members came together for this fast-paced overview study.

On November 5th, 3rd graders and 3 years old congregation members received their Bibles.

Numerous small groups met regularly for Bible study, discipleship, fellowship and growing in Christ throughout the year. Small groups studied varying topics, used both new materials as well as existing resources within the Calvary Lutheran Church Library. Consisting mainly of Calvary Lutheran Church youth parents, a small group (PEPPER) was formed in early 2017.

The Women’s Ministries was led by Grace Gunnlaugsson meeting regularly for the monthly book group and Monday Morning Movies as well as two Bible studies. In early 2017 the Bible study was based on “Breathe” with Priscilla Shirer and the fall study was “Armor of God” also with Priscilla Shirer. A number of Calvary women and friends attended an evening of laughter, learning, stories, and music with the Aspire Women’s Event 2017 Tour in November.

Pastor Nelson and Christian Education Committee selected 2017-18 Sunday School curriculum:

- Preschool -1<sup>st</sup> grade: Augsburg Fortress’ Spark Bible curriculum
- 2<sup>nd</sup>-5<sup>th</sup> grades: SOLA Sunday Schoolhouse Series
- Confirmation: The Bible’s Big Story, See Through Scripture, and 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 2017-2018 Christian Education programs: Lynnette Anderson, Jeff/Pam Debele, Chet Elliott, Malorie Harder, Jim Harrison, Wayne Johnson, Sheila Kershek, Sue Meyer, Leah Morris, Pastor Ken Nelson, Karen Pierce, Cindy Rooks, Sue/Tom Sadowsky, Angie Schatz, Pastor Dan Spies, and Pastor Dawn Spies.

Adult Education hour continued to offer two options. Wayne Johnson led the Bible study on the 1 Corinthians, and Jim Harrison facilitated the Open Forum “Tackling Today’s Topics” biblical

# Committee Reports

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discussion group.

The Christian Education Committee selected the Heifer International Project as the Benevolence Program for 2017-18 using the noisy offering during the Children's Sermon.

## **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.

## **Endowment Fund** *submitted by Ernie Kretschmann*

**Committee Members:** John Foley (Council Liaison), Ron Foster, Gordon Gunnlaugsson, Ernie Kretschmann (Chair), Audrey McGarvie, Erik Zipp, and Pastor Ken Nelson.

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

Based on the income from the funds for 2016, we were able to disburse up to \$16,818 in 2017.

Segments for disbursement are defined by our by-laws. The three segments consist of

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

We held an Endowment Committee Awareness event on Nov. 5 to review the purpose of the committee and to discuss the various ways of giving and the advantages of each to the donors.

In the Educational segment the Endowment Committee supported the NALC Seminary — Trinity School of Ministry with \$4,406 and the Institute of Lutheran Theology in Brookings S.D. with \$1,200 for a total amount of \$5,606. In the Outreach segment the committee agreed to again support 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 County and the surrounding area). Joseph Project received \$2,100.

The Programmatic segment involved a contribution of \$1,000 for the Youth Mission trip this past summer.

The Endowment Committee also approved the request to assist in the establishment of the Stephens Ministry program at Calvary. Pastor Ken asked that we support the cost of the training sessions consisting of the transportation and hotel expenses (\$3,600) for Pastor Ken and Scott and Peggy Langelin.

The Endowment Committee reviews all requests for funding to determine which needs may be met

# Committee Reports

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and to subsequently make a recommendation to the Congregation Council for action. Such requests should be directed to the Endowment Committee or any of its members.

We also wish to thank all of the donors to the Endowment Fund that enabled us to support these organizations and outreach opportunities.

## **Evangelism** *submitted by Mark Trudell*

**Committee Members:** Bob Branston, Jane Krause, Keith Pierce, Tom Thiede (Council Liaison), Marcella Nelson, Janet Zastrow, Mark Trudell (Chair), Pastor Ken Nelson

**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. Work with existing Calvary committees to promote evangelism at Calvary. Focus on prayer as our guiding way to gain God's inspiration.

### **Committee Highlights/Accomplishments:**

- Prayer Chain supported many in need of prayers for healing or joy under the leadership of Audrey McGarvie and Darlene Louison
- 4<sup>th</sup> of July parade booth provided treats, water and information on Calvary to viewers
- VIM – visitors into members program continued to welcome guests at worship
- Mug A Newcomer program was re-ignited to follow up with visitors at worship
- *The Bible's Big Story* classes were held by Pastor Ken in May and September
- Divine Plan app was promoted for *The Bible's Big Story*
- Members magnetic name tags were developed and encouraged all to wear them regularly
- Promoted Calvary's Lenten Series, special events at Calvary including Shepherd's Canyon, Lessons & Carols, as well as Christian resources
- Calvary business cards were distributed to encourage all to invite others to Calvary
- Provided insights and support in changes to Calvary's website
- Bookmarks with different Bible apps was developed and made available to all
- Established a lending library built by John Lau on Calvary's playground
- Did a follow up letter to our non-Calvary Vacation Bible School students
- A doxology magnet was produced and distributed at Christmas (thank you to Gil Thompson)
- Committee reviews articles, books, and websites for new ideas
- Increase Calvary's exposure to Brookfield high school youth
- Working on an early 2018 spiritual gifts seminar
- Working on a 2018 "Walk Across The Room" new class schedule

In 2018 we look forward to building on these accomplishments and encouraging a growing spirit of evangelism among all members of our congregation.



# Committee Reports

## Fellowship/Church Life *submitted by Julie Matthes*

**Committee Members:** Julie Matthes (Chair), Sue Rowe, Ruth Brostowitz, Ron Foster, Jan Lukasik, Jon Sayas, Sallie Schulz, Chris Spangenberg, Lydia Trudell, Maxine Weisbrodt, Brad Meyer, RoJean Holler (Council Liaison), Grace Gunnlaugsson

**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 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 2017 activities

Spring Fling Luau	Milwaukee River Cruise*
Starry Nights	Sanctuary Decorating
Create a sign (May 7 & Oct 21)*	Sunset Playhouse Theater "Sister Act"*

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

Under the umbrella of Fellowship/Church Life Committee are the Knitting Group and SALT (Senior Adults Living Triumphantly).

### The Knitting Group

Led by Ruby Hauch, the group 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.

# Committee Reports

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## **SALT (Senior Adults Living Triumphantly)**

This group is under the leadership of Grace Gunnlaugsson. They participated in the following events:

- Winter Break Party
- Tour of St. Josaphat's Basilica
- "Stage Door Canteen" movie w/ light lunch in the Fellowship Hall
- Alfred Lunt & Lynn Fontanne Summer Home Tour - A Tour of Ten Chimneys
- 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.
- 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 2018 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, Marcella Nelson, and Linda Berger. We were blessed by Marcella Nelson's joining with fresh ideas, leadership, and enthusiasm. Pastor also attended a number of our meetings and his contributions were gratefully received. It was an exciting year!

Mission and Outreach Committee provides Calvary's congregation opportunities to share their blessings both financially and of time and talent. Through these opportunities we work to share the Good News while helping those in need.

Our Mission of the Month historically provided members an opportunity to support organizations and projects through monetary gifts. In the last several years we have incorporated options to actively serve. Another newer focus is to ensure the Good News can be shared through the organizations we support.

# Committee Reports

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## **2017 Menu of Opportunities were:**

January:	Lutheran Bible Translators
February:	African Lutheran Church
March:	Compassion International
April:	Compassion International
May:	Mission Servant Projects in June
June:	Lutheran World Relief
July:	Opportunity International/*NALC Disaster Response
August:	Opportunity International
September:	BASICS - Brothers and Sisters in Christ Serving
October:	Shepherd's Canyon**
November:	Samaritan's Purse
December:	Seminary Fund/ Lutheran Higher Education

\* Due to hurricanes and with introduction from the Nelson's we supported NALC Disaster Response

\*\*Mosaic was scheduled for October and was switched to January 2018 when a speaker was available to join us. Shepherd's Canyon was able to visit us for October.

Our first several months were monetary support to the extremely important work of spreading the Good News through those serving in villages where no written language has developed. Lutheran Bible Translators live and learn among villagers to understand and then speak in their language. They are then able to speak God's Good News and over time develop a written language for them to read and share God's word in the "language of their hearts." The African Lutheran Church is among the fastest growing in the world. We partner with them to support their continued sharing and caring through ministry.

In March we welcomed back Dave DeBruine to present updates on Compassion International. We focused on life giving water filtration systems. Calvary members contributed enough to purchase nearly 60 water systems. Congregants also had the opportunity to sponsor children - write to them, provide funds so they can attend school and receive the Good News. We continued supporting Compassion in April.

In May we introduced our projects and raised funds for June's Mission Servant opportunities. We were again blessed by Thrivent Financial with seed money for a number of projects.

June's completed projects included

- Serving breakfast and lunch to people in poverty at the Waukesha Hope Center.
- 26 members sorted 15,000 pounds of food with Hunger Task Force.
- Members worked on fleece blanket tying, sewing backpacks, and donating items for school and health kits to be sent to Lutheran World Relief - we increased our output from last year in each category! See October's summary below.
- Making rolled bandages was a new project brought to us by Marcella and we are thankful to John Lau for building the bandage rollers for the project. This ongoing project will continue and the end products sent to mission hospitals through Global Health Ministries.
- Filled to overflowing a grocery cart with food for the Waukesha Food Pantry.
- Cards of hope and prayer were written to members in military service and Calvary members.
- Landscaping projects were completed for both a Waukesha Lutherans Social Services site and at Calvary. Multigenerational hard work supplied a great clean up and freshening.

# Committee Reports

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- In cooperation with Brookfield Central's Key Club, new and used sports equipment and clothing were collected for the Boys and Girls Club of Milwaukee. The Nelson's delivered a van full of summer fun.

In July and August we provided monetary support to the amazing Opportunity International providing funds for micro business loans in third world countries to start businesses and then mentor others in their communities to do the same. We have supported this mission for many years and our generosity changes lives and then communities. It is a blessing to bless this Opportunity!

Disaster Relief was on everyone's mind with the magnitude of Harvey, Irma, Jose and Maria. In August Pastor Ken and Marcella Nelson attended the national NALC convocation in Nashville, Tennessee. Calvary sent backpacks, blankets, health kits and gift cards for home repairs to the NALC Disaster Response collection. These items were used for hurricane relief efforts just a few weeks later. In response to the hurricane damage in the Corpus Christi area of Texas, Johanna Nelson from Calvary volunteered for 10 days with NALC disaster response relief efforts. We are thankful for the support from Calvary for disaster response efforts delivered through the NALC for those whose homes were damaged or lost due to floods, fires and storms.

In September we were blessed to have co-presidents, Laurie and Gary Hendrickson's from Brothers and Sisters in Christ Serving (B.A.S.I.C.S) share their experiences working with those living below the poverty line in Milwaukee. We donated funds for their Bible and Blankets mission. In December RoJean Holler delivered an additional 294 items including hats, mittens, gloves, scarves, socks, and sweatshirts from our generous congregation through the December "Mitten Tree" drive. Calvary is obviously growing in this area as well. Five coats were donated as well.

October brought a new group to our Congregation, Shepherd's Canyon Retreat Ministries for Pastors. Pastor Ken invited Dave Anderson to lead worship service to introduce this ministry to Calvary. Our offerings support this healing ministry for pastors and their spouses. Pastor Ken and Marcella were blessed by this ministry after their prior congregation and their own home was hit by a disastrous flood.

In October we celebrated the culmination of the year's Lutheran World Relief Projects with a blessing before their sending. We had a great year:

- 55 handmade quilts (5 more than last year, made by our talented quilting team)
- 55 backpacks sewn by members, filled with school supplies (15 more than last year)
- 20 assembled health kits (up from 17)
- 15 fleece blankets (up from 11 last year)

Samaritan's Purse Operation Christmas Child was our November Mission. In its third year and growing, members donated items and filled boxes with presents being shipped to kids in need around the world. This year we sent 79 boxes (up from 63 last year). We were blessed with monetary donations to provide the children a class in their local region for learning and sharing the Good News of Christ Jesus.

Calvary greatly blessed December's Mission of the Month with a generous outpouring to the Lutheran Education Seminary Fund, ending our year on a substantially high note!

# Committee Reports

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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 provide 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. 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. 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.

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 55 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 2018 we will continue to balance opportunities for monetary gifts with options to share our time and talents. We will work with more focus on supporting and sharing the Good News to those in great need in Waukesha and Milwaukee through our partnerships with BASICS and The Hope Center. Administratively our committee will support the activities of serving with St. Vincent de Paul food program, Food Pantry Donations, and Serenity Inn.

We welcome additional team members to join the committee and bring your fresh ideas!

## **Pastoral Outreach Groups** *submitted by Pastor Ken Nelson*

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. 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 2017, the visitation team completed more than 75 visits!

# Committee Reports

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We have a group of members who participate on the Visitation Team. We meet regularly 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 2017, **DivorceCare** continued to meet. 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 this new ministry that will resume in spring 2018 after a winter break.

We are delighted that in late 2017 Calvary decided to add **Stephen Ministry**. Stephen Ministry is a one-to-one caring ministry which equips and empowers lay caregivers called Stephen Ministers to provide high-quality, confidential, Christ-centered care to people who have experienced loss of some kind. Our initial Stephen Ministry Team will be led by Scott and Peggy Langelin. They along with Pastor Ken will attend training early in 2018 which will equip them to lead the implementation of the Stephen Ministry at Calvary. Thank you to Scott and Peggy for their leadership in this very important ministry.

## **Personnel** *submitted by Jim Brostowitz*

**Committee Members:** Kim Leonard, Jim Brostowitz (Chair), Ron Foster, Gordon Gunnlaugsson, Jon Sayas, Terrence Trotier, and Dean Schmelzer (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 office equipment of the congregation to assure the fulfillment of the congregation's mission and objectives.

### **Committee Highlights/Accomplishments:**

With the arrival of Pastor Ken Nelson in January, Pastor Dawn Spies agreed to take on the role of Director of Youth & Family Ministries until the Spring of 2018. Pastor Dawn's husband is a member of the Armed Services and is required to transfer every three years. With her anticipated departure in May 2018, the Church Council and congregation elected a special Call / Search Committee to fill this position. The Personnel Committee is assisting this committee in their endeavor.

Holly Novotny (Office Manager) and Kris Molitor (Financial Secretary) have both informed the Personnel Committee of their desire to retire in early 2018. As such, the Personnel Committee is currently working on revised job descriptions and is recruiting for their replacements.

As noted in last year's Annual Report, our Employee Guideline Handbook was out of date. The

# Committee Reports

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Personnel Committee completely revised the handbook during 2017 using a NALC template. The new Employee Handbook was approved by Council and went into effect January 1, 2018.

## **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.

### **2017 Committee Highlights:**

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

- T-Coil Hearing Assistance addition in the Sanctuary to provide improved hearing to those with hearing assistance devices.
- Sound system electronics were upgraded in the sanctuary. System provides an upgrade in equipment technology and allows for expansion/addition to the system.
- Annual carpet and chair cleaning completed.
- A leaking cold water pipe entering the Church basement was repaired.
- The refrigerator was replaced at the parsonage.
- General heating, ventilation and air conditioning (HVAC): The church HVAC system was maintained throughout the year. In addition, the HVAC condition was evaluated, and quotes provided for system replacements.
- Roof maintenance: The roof has been repaired and patched as needed throughout the year.
- Leaks associated with the skylights in Fellowship Hall were resealed.

### **Projects for 2018:**

- Roof Beam Repair
- Church Gutter Repair
- Gray Garage Roof
- Organ Preventative Maintenance
- Replace skylights in Fellowship Hall
- Replace 1-2 furnaces

### **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. Replace skylights in the Fellowship Hall and over two rooms across from office. ~\$30,000.
3. 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
4. HVAC replacement: Phased replacement will cost ~ \$50,000 in total.



# Committee Reports

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## **Stewardship Committee** *submitted by Larry Bonier*

**Committee Members:** Larry Bonier (Chair), Ron Foster, Judy Kestly (Council Liaison), 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 Nelson to plan the annual stewardship program - ***Duty and Delight - Living and Giving Faithfully***. This year's campaign provided more than a 10% increase in total pledges compared to the prior year.

## **Worship & Music Committee** *submitted by Sallie Schulz*

**Committee Members:** Sallie Schulz (coordinator), Carolyn Trotier, JoAnne Krause, Norm McGarvie, Jan Lukasik, Tina Baumgartner, Gene Traas, Pastor Ken Nelson

The Worship & Music Committee supports the pastor and Director of Music in preparation and evaluation of worship services. We have been fortunate in retaining our committee membership – Carolyn Trotier was our Council liaison, and after retiring from the Council, agreed to stay on. We were excited to welcome Pastor Ken to our meetings and have had several thoughtful discussions about worship service norms for Calvary Lutheran. We have encouraged Pastor Ken to bring any and all new ideas for services that other congregations enjoy, gauging whether these alternative Christ-centered worship ideas would meld with our congregation. This was the impetus for the Blue Christmas service, and we hope to start a tradition of Healing services in 2018.

We have taken over the coordination of Lenten suppers ahead of Holly's retirement, requesting that the menu for these meals stay consistent. Our congregation was treated to five weeks of delicious soups, salads, breads and desserts. Our committee worked hard this year serving Easter brunch and a reception following Lessons and Carols (thanks again Jan Lukasik).

We have been extremely fortunate to have Pastor Dawn Spies available to help with the transition to Pastor Ken's leadership. Pastor Dawn has stepped forward to lead some of the child oriented services during Holy Week and Christmas, as well as serving as Youth Pastor with Pastor Dan. We are also able to tap new member Pr. Jerry Wittmus as a supply pastor.

Tina Baumgartner led the Contemporary Musicians providing much loved music during our worship services. In addition she proposed a pre-parade concert (which turned into pre and post-parade) as part of our July 4<sup>th</sup> hospitality. This Contemporary Musicians concert was well received on the front lawn of Calvary!

Our efforts to replace Carolyn Trotier as Children's Choir leader hit some bumps, but we are hopeful to have a short term solution in place for the spring semester. We want to thank Carolyn for her service (along with Terry Trotier's help) to the children – hearing those voices, seeing those performances is always a joy. We hope that a permanent solution for the Children's Choir leadership can be worked out after the next ministry position is filled.

Finally, our holiday services were delightful – services were well attended and the church looked

# Committee Reports

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great! In addition to sharing their talents at our holiday services, the Alleluia Choir and Celebration Ringers provided special music regularly during worship services including our Lessons & Carols program in December. Many thanks to Gene Traas for his thoughtful renditions of pre- and postlude selections as well as the musical choices performed by the choirs. These choices make great use of our organ and our “talents and tongues”.

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 | Holly Novotny                           |
| • Baptism Ministry    | Pastor Ken                              |
| • Greeters            | Lydia Trudell                           |
| • Funeral Angels      | Holly Novotny                           |
| • Lectors             | Sallie Schulz                           |
| • Nursery             | Erica Zipp                              |
| • PowerPoint Techs    | Sue Rowe and Lydia Trudell              |
| • Ushers              | Rich Baumgartner and Grace Gunnlaugsson |
| • Wedding Hostesses   | Jan Lukasik                             |

## Youth & Family *submitted by Pastor Dawn Spies*

**Committee Members:** Lynnette Anderson (Christian Education Committee Liaison), 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:

In the first half of 2017, youth groups met regularly for fellowship and study.

- **3<sup>rd</sup>-5<sup>th</sup> Grade Students** focused on fellowship while growing in faith.
- **Middle School Students** also gathered regularly for study and fellowship including a rather messy Gross Games event. We will open this event to all ages in 2018. Middle School and High School

# Committee Reports

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students also went on a Ski Retreat and had fun sliding down the slopes and worshipping together at Camp Lutherdale.

- **High School Ministry** continued to grow in faith and fellowship. During our annual Mission Trip, students traveled, with Pastor Ken Nelson and Marcella Nelson to St. Louis, MO through Youth Works Mission Trips. We had an opportunity to work at a variety of inner city locations. 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 over 80 participants and nearly 40 volunteers helped 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.
- **Families In Real Ministry (FIRM)** also held a few events. We went tubing, 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.

## Youth Sunday a New Way

During the second half of 2017, we shifted our youth group meetings to a once-a-month Youth Sunday with the following general schedule

- 11:30a All students and their families were invited to gather for lunch.
- Noon Adult: PEPPER Small Group Meeting  
Students: Group Event
- 1:00p All gather for prayer.

Students were also invited and encouraged to participate in worship during these monthly events. They were given the opportunity to be an apprentice greeter, usher and to help with PowerPoint.

The overall goal is to incorporate our students into the life of the congregation. We want all members to know “our kids” – to know their names and to feel comfortable serving with them – and we want our students to know the names and faces of our adult members too. Additionally, the goal was to include adults in leading these monthly events *beyond* their parents.

We have been blessed to see a variety of adults respond by serving during a Youth Sunday, by welcoming our students into their areas of service and by greeting our families with grace, love and joy each Sunday.

## Committee Goals/Looking Ahead:

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

## 2017 Membership Statistics

	Baptized	Confirmed
<b>Membership as of December 31, 2016</b>	<b>500</b>	<b>394</b>
<b>Members Received During 2017</b>		
Baptisms: children (15 & younger)	2	
Baptisms: adult (16 & older)	0	0
Affirmations of Faith	11	10
Transfers	10	10
Baptized Members Confirmed in 2017		3
<b>Total Received</b>	<b>23</b>	<b>23</b>
<b>Members Removed During 2017</b>		
Deaths	9	9
Transfers	4	4
Other & Statistical Adjustment	4	3
<b>Total Removed</b>	<b>17</b>	<b>16</b>
<b>Membership as of December 31, 2017</b>	<b>506</b>	<b>401</b>

## Average Attendance (Four Year Comparison)

	1/1 to Memorial weekend	Memorial weekend through Labor Day weekend	Rally Day through 12/31
<b>2014</b>	*148	175	*159
	172		173
<b>2015</b>	*172	164	*152
	180		165
<b>2016</b>	*155	151	*157
	170		171
<b>2017</b>	*173	157	*162
	193		196

### Average weekly attendance for the full year:

<b>2017</b>	*165	<b>2016</b>	*155
	184		165

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

# Financial Report

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## Calvary Lutheran Church Financial Report

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

### **2017 Actual Results**

2017 was a year of positive financial results for the congregation. The congregation had total Revenue of \$490,000 thanks to collecting offerings of \$472,000 (\$12,000 more than was budgeted) and parsonage and other rental income of \$18,000 (\$8,000 more than budgeted).

In addition, the congregation underspent respective budgeted expenditures by a total of \$53,000. The largest areas of cost savings were: Personnel (\$26,000 less than budgeted) due to having a part time Interim Youth Director for the year (Thank You, Pastor Dawn!); Properties (\$21,000 less than budgeted) due to mild temperatures and lower than expected maintenance costs.

For a year in which we expected a loss of \$18,000, favorable revenues and cost savings resulted in net income of \$55,000.

### **2018 Budget**

With the expected hiring/call of a Youth Director during the upcoming year, the congregation is anticipated to have expenditures totaling \$505,000 for 2018 (\$70,000 more than total expenditures for 2017).

To date, the congregation has pledged offerings of \$424,000 for 2018 (a \$40,000 increase from 2017). Pledges along with anticipated parsonage and other rental income result in the congregation needing an additional \$61,000 of unpledged offerings during 2018 to achieve breakeven. This level of unpledged offerings represents an amount that is by no means guaranteed, but represents an amount that the Budget and Finance Committee feels is attainable.

In the following pages you find the 2017 financial statements as well as a balanced budget for 2018.

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

# Financial Report: 2017 Rev. & Exp. and 2018 Budget

## PRELIMINARY CALVARY LUTHERAN CHURCH REVENUES / EXPENSES

	2016 Actual	2017 Budget	2017 Actual	2018 Budget
<b>REVENUES</b>				
Offerings	446,686	459,600	472,126	485,500
Rental Income	1,695	1,000	1,640	1,500
Parsonage Housing	0	9,000	16,500	18,000
Interest / (Fees)	(327)	0	(562)	0
<b>Total Revenues</b>	<b>448,054</b>	<b>469,600</b>	<b>489,704</b>	<b>505,000</b>
<b>EXPENSES</b>				
N.A.L.C.	28,600	28,600	28,600	28,600
Personnel	218,993	303,510	277,268	317,200
Evangelism	666	1,300	867	800
Worship & Music	3,751	6,800	5,166	6,800
Christian Education	1,745	4,000	3,221	4,150
Stewardship	1,131	1,500	1,649	1,500
Fellowship	318	800	209	800
Youth & Family	4,367	8,440	4,517	8,500
Pastor - Deacons - Council	1,600	2,850	2,597	4,450
Publicity	890	3,200	981	2,000
Office	16,392	16,900	20,581	21,900
Kitchen	6,746	7,000	7,248	7,000
Properties	85,029	95,800	74,704	94,700
Capital Improvements	0	0	0	0
Mortgage	6,312	5,900	5,843	5,600
Miscellaneous	1,040	1,000	1,300	1,000
<b>Total Expenses</b>	<b>377,580</b>	<b>487,600</b>	<b>434,751</b>	<b>505,000</b>
<b>Income (Loss)</b>	<b>70,474</b>	<b>(18,000)</b>	<b>54,953</b>	<b>0</b>

# Financial Report: Balance Sheet as of Dec. 31, 2017

## PRELIMINARY ANNUAL REPORT CALVARY LUTHERAN CHURCH BALANCE SHEET DECEMBER 31, 2017

	General Fund	Property & Equip Fund	Memorial & Other Funds	Building Fund	Organ Fund	Endowment Fund	Combined 2017
<b>ASSETS</b>							
Cash							
Checking Account	197,841		69,160	70,689			337,690
Restricted Investments					98,574	63,200	161,774
Investments						181,069	181,069
Petty Cash	125						125
Life Insurance Policies							
Cash Surrender Value						128,884	128,884
Annuity						54,405	54,405
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
<b>TOTAL ASSETS</b>	<u>197,966</u>	<u>3,271,049</u>	<u>69,160</u>	<u>70,689</u>	<u>98,574</u>	<u>427,558</u>	<u>4,134,996</u>
<b>LIABILITIES</b>							
Accounts Payable						9,053	9,053
Advance Envelope Giving	46,456						46,456
Property Mortgage	140,055						140,055
<b>TOTAL LIABILITIES</b>	<u>186,511</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>9,053</u>	<u>195,564</u>
Fund Balances	11,455	3,271,049	69,160	70,689	98,574	418,505	3,939,432
<b>TOTAL FUND &amp; LIABILITIES</b>	<u>197,966</u>	<u>3,271,049</u>	<u>69,160</u>	<u>70,689</u>	<u>98,574</u>	<u>427,558</u>	<u>4,134,996</u>
<b>Fund Balance</b>							
Beginning Balance	(7,498)	3,271,049	100,847	52,223	92,937	389,311	3,898,869
Transfers	(36,000)		3,885	30,000		2,115	0
Net Income (Loss)	54,953		(35,572)	(11,534)	5,637	27,079	40,563
<b>Ending Fund Balance</b>	<u>11,455</u>	<u>3,271,049</u>	<u>69,160</u>	<u>70,689</u>	<u>98,574</u>	<u>418,505</u>	<u>3,939,432</u>

# Financial Report: Memorial, Gift & Designated Funds

PRELIMINARY  
ANNUAL REPORT  
CALVARY LUTHERAN CHURCH  
DECEMBER 31, 2017

## 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	8,671	24,089	6,903	11,242	23,574	26,368	100,847
Contributions	11,504	18,958	5,390	21,229	19,989	200	77,270
Transfers (out) in	(2,115)						(2,115) (A)
Transfers from General			6,000				6,000
Disbursements	(1,260)	(17,949)	(13,165)	(30,482)	(23,418)	(26,568)	(112,842)
<b>Ending Balance</b>	<b>16,800</b>	<b>25,097</b>	<b>5,128</b>	<b>1,990</b>	<b>20,145</b>	<b>0</b>	<b>69,160</b>

## BUILDING FUND

Beginning Balance	52,223
Transfer from General Fund	30,000
Contributions	1,868
Expenses	(13,402)
<b>Ending Balance</b>	<b>70,689</b>

## ORGAN MAINTENANCE FUND

Beginning Balance	92,937
Investment Income	5,637
<b>Ending Balance</b>	<b>98,574</b>

## ENDOWMENT FUND

	<u>Restricted</u>	<u>Unrestricted</u>	<u>TOTAL</u>
Beginning Balance	52,961	336,350	389,311
Contributions		5,296	5,296
Memorial Fund Transfers		2,115	2,115 (A)
Income	10,239	24,773	35,012
	10,239	32,184	42,423
Disbursements			
Educational Support		5,606	5,606
Outreach		2,100	2,100
Programmatic Ministry		5,523	5,523
	-	13,229	13,229
<b>Ending Balance</b>	<b>63,200</b>	<b>355,305</b>	<b>418,505</b>
<i>Funds available for Disbursement in 2018</i>		<b>17,765</b>	

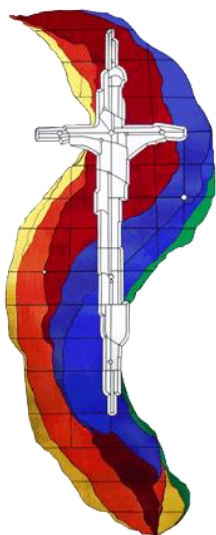


# Financial Report: Personnel

PRELIMINARY  
2017  
ANNUAL REPORT  
CALVARY LUTHERAN CHURCH  
PERSONNEL

	2018 Budget						2017 Budget    Actual	
	Salary	Housing	Health/ Pension	Other Benefits	Other	Total	Total	Total
<b><u>Pastoral Staff</u></b>								
Senior Pastor	40,600	23,000	33,000	8,800		105,400	94,763	95,249
Interim Pastor	0	0	0	0		0	4,415	6,155
Supply Pastor					2,000	2,000	2,000	2,230
Total Pastoral Staff	40,600	23,000	33,000	8,800	2,000	107,400	101,178	103,635
<b><u>Program Staff</u></b>								
Youth	55,300					55,300	33,050	6,265
Music	50,304			750	1,500	52,554	53,304	51,664
Total Program Staff	105,604			750	1,500	107,854	86,354	57,929
<b><u>Office Staff</u></b>	91,524			2,500		94,024	100,699	106,755
<b><u>Other Ministries</u></b>	1,290					1,290	3,870	951
<b><u>Insurance</u></b>					1,500	1,500	1,500	1,042
<b><u>Reserve</u></b>	5,132					5,132	9,909	6,957
<b>TOTAL</b>	<b>244,150</b>	<b>23,000</b>	<b>33,000</b>	<b>12,050</b>	<b>5,000</b>	<b>317,200</b>	<b>303,510</b>	<b>277,268</b>

[illegible]



## 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

1750 North Calhoun Road

Brookfield, WI 53005

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