



2021 ANNUAL REPORT
COMMITTEE REPORTS



BOARD OF DEACONS

- **Submitted by Glori Kurth**

Committee members: Larry Bonier, Terry Bzdusek (Secretary), Lisa Grossman, Diane Grundman, Ernie Kretschmann, Glori Kurth (Chair), Ed Ramthun (Vice Chair), Jonni Roush, Mary Ellen Thiede, Linda Thorpe, Nancy Wittmus and Jerry Wittmus.

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

This has been a busy year for your Deacons—

- We navigated the ever changing communion procedures, assisted altar guild and now are mentoring the Acolytes.
- A Deacon retreat was held in Spring of 2021. To better serve our congregation we are looking forward to including members of altar guild and assisting ministers for our next retreat in Spring of 2022.
- “Coffee with your Deacons” was held in October 2021.
- A procedure book was prepared for the Deacon chair and will be updated as needed.
- Your Deacons send cards to their Alpha groups on their anniversary, birthday, sickness, etc.
- Most importantly, your Deacons prayed for our congregation.

CHURCH LIFE

- **Submitted by Julie Matthes**

Committee Members: Julie Matthes (Chair and Council Liaison), Chuck and Jan Lukasik, Brad Meyer, Sue Rowe, Sallie Schulz and Maxine Weisbrodt.

Membership changes for 2021: Ruth Brostowitz is no longer a committee member.

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 to attract a wide range of ages 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 office, 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 organizes a wide variety of activities throughout the year that offer opportunities for fellowship and community outreach that appeals to a cross section of age groups and interests.

Church Life Committee held a “Walk for Water” at Mitchell Park on May 22, 2021. This event was very well attended by 40 members of our congregation! We asked individual participants to donate \$10, and families to donate \$25 to participate in the Walk. A donation from Thrivent was used to underwrite the expenses of the event and a total of \$655 was raised for Compassion International’s Clean Water Program.

North Coast Orchestra had a concert in the Brookfield Civic Plaza on July 28, 2021. Our committee encouraged the congregation to join us for this free event.

We postponed plans for future events because of Covid-19 restrictions. As events moved indoors because of colder weather, restrictions continued, and no additional events were held.

This committee also coordinates decorating the church for the Christmas season and taking the decorations down. We completed these activities.

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

Knitting Group

Led by Pat Dieck, provided hats, mittens, and scarfs as part of the Mitten Tree sponsored by Mission & Outreach and produced beautiful prayer shawls and pocket prayer shawls for the members of Calvary and guests.

SALT: Senior Adults Living Triumphantly

This group is led by Grace and Gordy Gunnlaugsson. In 2021, this group was also unable to hold any events primarily due to Covid-19.

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.

ENDOWMENT

Submitted by Ernie Kretschmann

Committee members: Lee Tyne, Gordon Gunnlaugsson, Sue Vollmar, Jane Taufner, Ernie Kretschmann, Alex Baumgarten (Council liaison) and Pastor Ken (non-voting member)

Mission: The Endowment Committee is charged with providing and promoting planned giving opportunities that support the ministry of both the Church and the donor for local, regional and international outreach and educational purposes in to perpetuity. We also review and manage the Funds in the Organ Maintenance Fund so that we have adequate funds to maintain the pipe organ and the environment required by the organ.

The Endowment Fund (EF) had \$24,427 available at the beginning of the year to support the three mission categories for 2021: Education, Outreach and Programs.

In Education, we provided \$500 in a scholarship for Hailey Halmstad, a seminary student from Northern Wisconsin and part of our NALC Mission District who is attending the Institute of Lutheran Theology. We provided \$2,036 to support the MOM fund drive in December to reach the \$5,000 commitment to the NALS. We also allocated \$1,964 to provide for additional Seminarian support for NALS and ILT as guided by Pastor Ken. We did not have any requests for scholarship assistance for students from Calvary attending a Lutheran College in 2021.

In Outreach, we continued to support Serenity Inn (\$3,000) and the Joseph Project (\$1,000). Serenity Inn serves men recovering from substance abuse. The Joseph Project helps unemployed Milw. residents return to the workforce by providing transportation to industries in outlying areas. In addition, \$3,000 was given to support Music Outreach programs.

Program support included -

- \$ 500 was sent to Mount Carmel ministries.
- \$1,000 helped to defray the cost of the youth mission trip.
- \$3,000 was used to fund the special Music Initiatives. These included Dr. Behnke's All Saints Hymn Fest, the Holiday Jazz Concert with Kostia Efimov and friends, Gela Ashcroft at various worship services and the flute ensemble for Epiphany service. These were intended to invite our neighbors and the public to Calvary and to enhance our worship services.

Looking back on 2021, the Endowment Fund had \$12,077 carried over from 2020 and \$12,350 from the income on the Unrestricted Fund for 2020 for a total of \$24,427 available to disburse in 2021. Of that \$16,000 was disbursed and \$8,427 will be carried over to 2022.

We thank all of the donors to the Endowment Fund that enable us to support Calvary's mission.

The Organ Fund gains and disbursements vary over the years. Some years only require minor tuning and maintenance while every fifth year or so more significant maintenance is required. For 2021 we disbursed \$1,930 for organ repairs and tuning. Our investments increased by \$25,111 for a balance of \$145,901 available for future repairs and upkeep.

EVANGELISM

Submitted by Tom Thiede

Committee Members: Pastor Ken Nelson, Bob Branston, Marcella Nelson, Keith Pierce, Bob Siderits, Mark Trudell, Tom Thiede, Sue Vollmar (Council Liaison)

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

Committee Responsibilities: Promote Calvary Lutheran Church, increase membership and develop an ever-increasing spirit of evangelism within our congregation.

Committee Highlights:

- Sue Rowe, Communications Coordinator, and the Evangelism Committee met with Jonathan Deatherage, Senior Church Consultant with Ministry Brands, to gain an overview of ways to improve Calvary's website.
- Supplied the church with a series of fun, attention-getting messages for our church sign on the corner of Calhoun and Gebhardt roads.
- Continued working on Calvary's market position of distinction in the community.
- Helped in the promotion of Calvary at the July 4th parade.
- Worked with Sue Rowe in developing new "I Love My Church" cards, which Calvary members can hand out to friends, neighbors, etc.
- The committee attended a live-stream evangelism workshop entitled "How Comfortable are You Having Spiritual Conversations?".
- "Sharing the Faith" pamphlets were developed from the six-part series that appeared in the Connections newsletter. The pamphlets were placed in the Narthex for Calvary members and guests.

FAITH FORMATION

Submitted by Kyle Jones

Committee Members: Kyle Jones, Sue Meyer, Chris Morris, Cindy Rooks, Sue Vollmar and Scott Grossman (Council Liaison)

True to who he is, God continues to be faithful. In 2021, we saw a return of ministry activities that the pandemic had halted or altered.

Sunday school returned to our classrooms and some families, which we had not seen since the pandemic began, returned. Our Sunday school teachers continue to faithfully proclaim the gospel and teach God's word to the children and students of Calvary.

I had the joy and privilege of taking our high school students to Gilbert, South Carolina for a weeklong mission trip. In 2021 (and already in 2022), we took middle and high school students to Camp Timber-lee in East Troy, Wisconsin for our annual winter retreat. Confirmation students returned to Camp Lutherdale for Confirmation Camp.

We also resumed in-person VBS in 2021. We welcomed the return of families from the community who have attended our VBS in the past and we welcomed new families. We had volunteers fill new roles and others faithfully resume old ones to make VBS a success for our community as the Gospel was faithfully proclaimed to children and students in a fun and memorable way.

Middle and high school students continue to be able to meet regularly for youth nights and events. Confirmation students have returned to serving in Sunday worship as acolytes. Our high schoolers continue to step up and serve as needed with more opportunities on the way. We had high school freshman confirm their faith in front of the congregation and we welcomed them to full membership at Calvary.

Pastor Ken has led several adult Bible study opportunities that the congregation has received well and Pastor Ken and I have adjusted Calvary's podcast, *Foretaste of the Feast*, to provide more faith formation resources people can return to, such as working through Bible study materials and study materials for other important topics of the Christian faith.

In 2021, we saw parents lead their children through our at-home first communion preparation material and then received their children at the Lord's Table. One point of emphasis for the Faith Formation Committee will be reestablishing fellowship among Calvary families. In this fellowship, relationships form, and parents can support one another as they raise their children in the Christian faith.

Chris Morris joined the Faith Formation Committee this year and we look to remain faithful stewards of the ministry God has given to Calvary in this area.

To God alone be the glory!

MISSION & OUTREACH

Submitted by Marcella Nelson

Committee Members: Linda Berger, Sue Dindorf, Lisa Grossman, Diane Knappe, Ernie Krestschmann, Marcella Nelson and Karen Pierce (Council Liaison),

God blesses others through Calvary. The Mission & Outreach Committee would like to thank the congregation for its generous support of the monthly missions and programs. This year total giving to Mission of the Month projects was just over \$35,100. An additional \$27,000 was designated for Mission and Outreach by the congregation in response to the covid crisis of 2020. Total mission dollars for the year of 2021 was **\$62,140**. Thanks be to God.

2021 Mission of the Month Results		
January	Bethesda -- Christian support and care of developmentally disabled	\$ 2,104
February	Youth Projects -- Support for our youth mission trips and camps	\$ 1,910
March	NALC Disaster Relief -- Survivors of hurricanes and flooding. Additionally, Calvary contributed 50 school backpacks, 9 health kits, 28 quilts, 10 devotional books and 20 fleece blankets to this program.	\$ 3,412
April	Compassion International -- Spreading the Gospel through compassion, clean drinking water, and sponsorship of children for Christian education	\$ 4,837
May	Lutheran Bible Translators -- Sharing the Gospel/developing written languages	\$ 1,940
June	NALC International Missions -- India/World Mission Prayer League	\$ 3,868
July	Hope Street Ministry/Greenhouse for People -- Cultivate Hope within the Milwaukee inner city and the love of Christ	\$ 2,939
August	Opportunity International -- Micro loans to support entrepreneurship	\$ 2,885
September	BASICS Milwaukee -- Brothers & Sisters in Christ serving people in poverty	\$ 2,000
October	Shepherd's Canyon & BroomTree -- Pastors' support by counseling/retreats	\$ 2,674
November	CareNet Pregnancy Center Milw. -- Meeting the spiritual & practical needs of pregnant women; Operation Christmas Child Samaritan's Purse -- \$228 and 50 boxes were collected	\$ 3,597
December	NALC Seminary Fund -- Supporting seminarians pursuing callings in ministry	\$ 2,974
	TOTAL	\$ 35,140

Calvary's 2021 budgeted revenue allowed the congregation to designate \$27,000 for distribution to missions. Mission and Outreach Committee distributed the funds as follows in 2021:

Milwaukee Missions		
	St. Vincent de Paul	\$ 2,000
	Care Net Pregnancy Center	2,000
	BASICS	2,000
	Genesis Lighthouse Ministry	2,000
	Serenity Inn	2,000
	Hope Street	2,000
	Joseph Project	2,000
	Franciscan Peacemakers	1,000
		15,000
Regional Missions		
	Seminary Student H. Halmstad	1,000
	Joy Lutheran, Escanaba, MI	1,000
		2,000
National Missions		
	Broom Tree	1,000
	Shepherd's Canyon	1,000
		2,000
NALC		
	General Fund	1,000
	Disaster Recovery	2,000
	NALC Seminary	3,000
		6,000
International Missions		
	World Mission Prayer League	2,000
Total		\$ 27,000

Winter clothing collection for BASICS, Franciscan Peacemakers, Hope Center Waukesha, CareNet Pregnancy Center --- Coats and other clothing items, new and used were collected. **Mitten Tree** -collection of 350 new items were knitted, crocheted or purchased and were distributed to the above missions. Many thanks to our dedicated and generous knitters and crocheters at Calvary. Fifty bags of groceries were collected for the New Berlin Food Pantry.

Other mission and outreach activities of Calvary include food and serving at Serenity Inn, food for the Waukesha Food Pantry, and contributions for St. Vincent de Paul.

PASTORAL OUTREACH GROUPS

Submitted by Pastor Ken Nelson

A congregation's Pastor is responsible for the ministry of Word and Sacrament – preaching, teaching, baptizing and presiding at the Eucharist or Holy Communion. But the ministry also includes the “incarnational” word – normally understood as pastoral care, as well as encouraging and building up servant leaders as we worship God and serve one another. Three teams at Calvary assist Pastor Nelson as an extension of the Pastoral Office: The Board of Deacons (*see the Board of Deacons report for more information*), the Visitation Team and Stephen Ministry.

Visitation Team

The function of the Visitation ministry team is to work with our Pastor, and under his direction, to maintain contact with shut-ins and those who are experiencing short-term illness. We do this through communion visits on a regular basis. Prayer shawls are also given to members who've gone through a difficult time or lengthy hospitalization as a reminder of our congregation's thoughts and prayers for them. Our Home Communion Visitation was dramatically expanded last year due to the pandemic for the sake of members who might not feel comfortable attending on-site worship services. In 2021 nearly 15 Calvary members requested either weekly or bi-weekly visits. 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.

Pastoral Outreach

Our 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 Stephen Ministry Team is led by Scott and Peggy Langelin. We are a team of seven trained ministers with four of them currently in care-giving relationships, which can include non-Calvary members. We meet regularly for continuing education and peer review.

Continuing Education is on two fronts – care of people experiencing grief and it's stages and how to live through a grief-producing loss in life. In the upcoming year we plan new topics to keep our ministers fresh and knowledgeable about situations they may encounter in their care-giving relationships.

PERSONNEL

Submitted by Jim Brostowitz

Committee Members: Jim Brostowitz, Gordon Gunnlaugsson, Jon Sayas, Terrence Trotier, and Bob Branston (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

2021 Personnel Committee Highlights

First of all, we would like to thank the entire Calvary staff for their ingenuity, flexibility and hard work during this past year. A year that included: continued attention to building maintenance, virtual and video broadcast of our church services and educational programs, and special music which enhanced our services and provided outreach to our community.

During the first half of 2021, Nicole Moritz continued to fill in for the vacant organist/accompanist position in addition to her regular duties as choir director. Given the strength of her performance, the Personnel committee offered her the job of Music Director which includes the duties of both the choir director as well as organist/accompanist. Thankfully, Nicole accepted this new role.

The pastoral internship program will once again be active in 2022. A candidate has been identified and hopefully will be joining Calvary in Spring.

Cindy Rooks, our financial secretary and office manager has informed us of her desire to retire by the end of February, 2022. We can not offer a big enough Thank You for her service over the years. The committee has begun the process of finding her replacement and would appreciate any leads the congregation can offer in this tight job market.

Staff annual reviews have been completed and suggested salary adjustments have been submitted to Church Council along with the personnel budget for 2022.

PROPERTY

Submitted by Nick Huettl

Committee Members: Nicholas Huettl (Chair), Jim Brostowitz, Rick Kegel, Ernie Kretschmann, Andy Schatz and Philip Voss (Council Liaison),

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

2021 Committee Highlights:

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

- Flat Roof Replacement
- Paint of Church Exterior & Caulk Repairs
- Sanctuary Air Handler Economizer Updates
- Stage Lamps Replaced in Sanctuary
- Roof Beam Replacement

Overall, \$107,600 was spent on major property projects in addition to \$26,000 in maintenance.

The committee continued to assess the overall condition of our church property. It is anticipated that the Sanctuary roof will need to be replaced with the next three years at an estimated cost of \$110,000. In addition to maintenance, larger projects planned for 2022 are below.

Project Estimates for 2022:

- Narthex Roof Replacement (~\$35,000)
- Music & Youth Rooms Roof Replacement (~\$45,000)
- Cross Tower Repaint
- Building WIFI Expansion

Funding: At the end of December 2021, our Building Fund has a balance of \$42,900. The 2022 Operating Fund Budget for Capital Improvements includes \$16,000. With Council approval, part or all of the 2021 Surplus of \$74,000 will be allocated the Building Fund to cover costs associated with our church building and property projects. In total, with the \$74,000 surplus from 2021, we will have almost \$132,900 to cover the 2022 and future projects.

STEWARDSHIP

Submitted by Judy Kestly

Committee Members: Judy Kestly (Chairperson), Leah Morris (Council Liaison), Pastor Ken Nelson, Cindy Rooks

The Stewardship Committee is responsible for assisting congregation members in the giving of 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 – “God So Loved . . . He Gave”. The program included a display of Calvary’s spending of those gifts, focused sermons, and concluded with enhanced Fellowship on Commitment Saturday and Sunday. While this year’s campaign resulted in about a five percent decrease in the number of pledges received there was an increase of about five percent in the total amount pledged over last year’s numbers. A special thank you to the congregation for their outstanding response to this campaign in this challenging time.

WORSHIP

Submitted by Sallie Schulz

Committee Members: Sallie Schulz (coordinator), JoAnne Krause, Norm McGarvie, Carolyn Trotier, Terry Trotier (Council Liaison), Sheila Kershek, Diane Knappe, Nicole Moritz, Nancy Wittmus, and Pastor Ken Nelson

Worship and Music Report covering activities during 2021

Our function is to support the Pastor and Director of Music in preparation and evaluation of worship services.

Our committee started 2021 with optimism regarding church and COVID restrictions. We started singing with individuals or small groups, the handbell choir was very active and we welcomed the gift of a new Clavinova, thanks to Don and JoAnne Krause.

At the start of the year, we were worshipping at three services to allow social distancing. By June, we were back to two services as CDC guidance had relaxed the distancing and mask wearing. While we had been recording and sending links to our services, we took the next step and started streaming our Sunday morning services. This did NOT come without lots of growing pains. Kudos to Kyle Jones for muscling through the problems and getting this outreach effort up and running!

This past fall, Nicole put together a number of special musical guests to help celebrate our festival weekends, which brought a welcome warmth and different sound to our services, beginning with Dr. John Behnke leading a hymn festival on All Saints’ Sunday, November 7. Other events throughout the fall and winter included:

- November 28, the first Sunday of Advent we had guest musician Carol Meves on flute.
- Thursday, December 2, we hosted a holiday jazz concert with Kostia Efimov and several of his collaborators including Stas Venglevsky.
- December 5, Advent II, we had guest musician Gela Ashcroft leading us in contemporary worship.
- December 12, Advent III, we had our Lessons and Carols service with guest organist Beth Screnock.
- December 19, Advent IV, the children performed a Nativity Pageant.
- Christmas Eve and Christmas Day had Katherine Messer as guest violinist/violist.
- January 6 was a concert/service with guest musicians from the Gutekunst Flute Ensemble.

We had to say goodbye to Norm McGarvie, and the Trotiers, as all three have moved on to other churches. All three individuals contributed feedback, thoughtful commentary and helpful guidance to this committee and the church as a whole – we will miss them and wish them well in the future.

This page intentionally blank.



CALVARY LUTHERAN CHURCH NALC
1750 N. Calhoun Road, Brookfield, WI 53005
262.786.4010

www.calvarylc.com

