



**Annual Congregational Meeting
January 24, 2010**

- *Notes* -

**Our Savior's Evangelical Lutheran Church
Annual Congregational Meeting
January 24, 2010 • 9:30 a.m.**

Musical Devotion

Chancel Choir

Opening Prayer

Pastor Chuck Brummond

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Closing Devotion

Adjournment



**Semi-Annual Meeting Minutes
August 30, 2009**

Semi-Annual Congregation Meeting August 30, 2009

CALL TO ORDER

The Semi-annual Congregational Meeting began with an opening devotion and prayer from Pastor Chuck Brummond.

John Stocking called the meeting to order at 9:36. At this time John Stocking expressed his appreciation: Pastor Chuck, the OSELC office staff, SLT especially Jeff Smith and Tom Carroll who have additional responsibilities with the Mission Exploration Teams, and Mary Stocking who has been very patient with her husband.

APPROVAL OF ANNUAL MEETING MINUTES – JANUARY 25, 2009

The minutes of the January 25, 2009 annual meeting were reviewed. Scott Gosse moved to approve the amended minutes. Carol Emmel seconded. Motion was carried.

ONGOING MINISTRY TEAM REPORTS

Jeff Smith offered a thank you to all the OMT members whose three year commitment on their respective OMT committee had expired:

Sunday School: Lisa Lehman, Shelley Javorek, and Sonja Le Pine

Property: Al Zietlow

Faith Stepping Stones: Liza Klokow, Stephanie Dettman

Liturgical Arts:

Evangelism:

Youth: Kari Tyson

Outreach: Trent Spear

All OMTs will be looking to fill openings. OMTs will be represented at Rally Day to encourage members of the congregation to consider participating in this important area of service.

The meeting schedule has changed: OMTs will meet on the first Tuesday of the month they are scheduled (August, September, November, January, March, May) meetings and SLT will meet on the second Tuesday of each month.

There is a new means of communication for OMTs with a simpler form for documentation of meetings. These forms will focus on coordinating services between OMTs and the forms will be posted on the OMT bulletin board and are available to congregation.

TRANSITION PROCESS

The transition process checklist was updated.

The MET report will be complete in the next couple of weeks. The purpose of the report is to help this congregation refocus our attention on our purpose as a church and give the applicant the information they will need to determine if they would be a good fit for this church.

The MET report will be reviewed and approved by SLT, Synod, and OSELC Congregation. John Stocking made a request that any member of the church may self nominate themselves for the Call Committee. The process is to fill out application and give it to John Stocking or Pastor Chuck . The

constitution requires 6 members on the call committee. These 6 members and alternates will be determined at the next SLT meeting.

Call committee will interview and make recommendations on pastoral candidates. The congregation needs to approve their recommendation so the congregation will ultimately make the final decision on calling the new pastor/pastors.

There were questions about the transitional process: At the time the congregation approves the MET report, there may be amendments or changes. These structural changes will need to return to SLT and Synod for approval. The hope is to have a new pastor called by the end of the year.

FINANCIAL REPORT;

The information for the financial report was through July 31, 2009.

John Stocking talked about some of the highlights. The cash balance through 7/31/09 has grown. This is primarily attributed to refinancing the mortgage last fall and increasing the cash flow. Expenses are down because the church was paying for 1.5 pastor salaries and this year that has been reduced to 1 pastor salary. In addition, pledged and unpledged giving is down. John Stocking asked members of the congregation to review their pledge giving to actual giving. This church believes strongly in 10 % of offerings to go to Benevolence. John Stocking did review the organizations that our monies support.

REPORT ON CHURCH-WIDE ASSEMBLY VOTE

Pastor Chuck referred the congregation to the letter from The Reverend Mark Hanson who is ELCA Presiding Bishop as a response to the vote taken at the 2009 ELCA Church wide Assembly. There are 4 resolutions that were approved. Pastor Chuck started with 3 comments. The ELCA community is a large organization is acknowledging diversity in life and faith matters. Pastor Chuck's role as interim pastor is not to come with an agenda but support this congregation especially in assisting the process to call the right pastor to serve this congregation for years to come. All questions and concerns from this decision and its impact on individual or community faith journeys should be directed to Pastor Chuck. In conclusion, Pastor Chuck asked for prayer for OSELC and the world-wide church leadership.

John Stocking spoke and explained that individual congregations will implement these resolutions. The votes taken were close so this was not a mandate. John Stocking asked that the congregation give this new information time and the church will look at individual options available. In review, John Stocking read the last paragraph from The Reverend Mark Hanson's letter to remind us of the oneness of God that brings us together at the foot of the cross.

CLOSING PRAYER

Pastor Chuck closed in prayer. The meeting ended at 10:28

Respectfully submitted,
Linda Westlie



Ongoing Ministry Team Reports

Evangelism OMT

Chairpersons: Jeff Gratz, Diane Gratz

Members: Dwayne Butler, John Fuhs

The Evangelism OMT members for 2010 are Dwayne Butler, Diane Gratz and Jeff Gratz as acting co-chairpersons. A special thanks Denise Gundrum, Deb Nollen, and the office staff for their support, guidance and gentle reminders throughout 2009.

This past year we participated in three new member informational classes. These classes are to welcome and inform families interested in joining our church. The Evangelism /Welcoming OMT supplied lunch for all the classes, prepared gift bags with a number of Our Savior's trinkets, and arranged sponsors for new families to be introduced as members during New Member Sunday services. We have agreed to hold three informational classes for 2010 and add if there is a need.

Our Savior's was represented at a booth with Community Fest event held in spring at Arrowhead High school. Over fifteen members of Our Savior's actively participated in working the booth, preparing brochures and chip clips, and designing a new Our Savior's banner. Several hundred "giveaways" were handed out to persons at the event and we took opportunities to talk with many. This event will be at the Kettle Moraine High School for 2010 and we plan on participating once again.

The past several years we have advertised weekly in the church page of our local news publication "The Reporter" and will continue the ad for 2010. We hope to budget the same amount as last year except restructure by decreasing some of the small weekly ads, then adding larger ads during high attendance services such as Easter and Christmas. The hope is to attract those people who are looking for a church to attend. It is difficult to determine the response from these ads, but it is reasonable in cost and this particular newspaper is popular in the Lake Country area. We continue to look for ways that people can find us easily when searching for a place to worship.

Our hope for 2010 is to help facilitate ideas from all Our Savior's members on how to help keep members involved in the church, improve on an open and welcoming atmosphere and attract potential new members looking for a place to worship. The Evangelism /Welcoming mission will be an ASKING mission that invites every member to share their thoughts and participate in generating potential new members to attend Our Savior's.

2010 will be an exciting year while we search and welcome a new pastor. We are praying for more overall participation and also hoping to continue to build upon the strength of our relationships as church members, while helping to make Our Savior's a wonderful place to worship. Our wish for all is to find a way we may be used to spread the good news of Christ and live as he wishes us!

In God's service,
Jeff Gratz
Evangelism/Welcoming OMT Chairperson

Faith Stepping Stones OMT

Chairperson: Tiffany Weske

Members: Liza Klokow, Terri Spear, Lynn Schneider, Dave Watry

This past year, Faith Stepping Stones (FSS) participated in the following activities:

- Cup of Blessing: FSS asked Dave Watry to assist with the Cup of Blessing workshop in spring assisting 2nd graders with their First Communion.
- VBS: FSS held a 4-day Vacation Bible School in August. The theme was Son Rock Kids Camp. The kids enjoyed crafts, games and service projects. Many of the kids from the congregation enjoyed trying out the Climbing Rock on the Vacation Bible School kickoff party.
- Bibles: FSS provided Bibles to new confirmands, 3 and 4 year olds, and 3rd graders (along with a bible class for 3rd graders).
- This group is looking to add new members and expand its activities.
- Participated in the Wednesday Evening Lenten Services by providing a meal to the congregation during Lent.

Hospitality OMT

Chairperson: Martha Gatchel

Members: Mary Kay Carroll, Marianne Zimmerman, Kathi & Larry Lund

The Hospitality OMT is responsible for:

- Donuts and coffee after services on Sunday. We're now recruiting bakers to bake the first Sunday of the month for a special treat
- Recruit volunteers to clean up after coffee and donuts each Sunday.
- Biannual kitchen cleaning-clean all cupboards, refrigerators, inspect appliances etc.
- Recruit OMTs to cover Wednesday Lenten dinners
- Helping Youth OMT with Easter breakfast
- Special occasion celebrations as requested by pastor, i.e. Confirmation, Mother's Day
- Help coordinate biannual Seder dinner
- Help coordinate Confirmation dinner
- Help recruit bakers for Rally Day
- Coordinate meals for the marriage course
- Coordinate Thanksgiving Pie Social
- Support for Christmas Program Chili Dump
- Support for any OMT/SLT that requests our assistance

We would like to include a big thank you to Kim Lewin and the Youth for all of the events they ran. You made our job much easier. We appreciate all the hard work Kim puts in to help us.

Liturgical Arts OMT

Chairperson: Carie Bronson

Members: Linda Arshem, Ann Grevenkamp, Sally Zarling and maybe you!

The Liturgical Arts team has been active again this year to enhance the worship experience. One of our goals is to use as much natural materials as feasible and when appropriate. We are currently working on a new banner for the front wall. We will be making banners for our sister congregations in Tanzania which will be delivered by our church members when they go this summer. We plan to continue adding new items for the different liturgical seasons and we would welcome ideas and help in this endeavor.

A new sculpture was selected and installed this past fall. We currently have a one year rental arrangement with the sculptor. We briefly discussed terminating the rental of a sculpture as a way to save money but realized that it draws people to our church and is a positive addition to who we are as a congregation. It is also a unique collaboration between our church, the sculptor and our farmer neighbor to the west who aids in the installation. We hope this collaboration can continue and not be lost due to budget constraints!

The Communion Preparation Teams continue to prepare what is needed for weekly communion and for baptisms as they are celebrated. We have discussed other alternatives to using the small chalices for communion, such as using disposable cups etc., but feel that it is more meaningful and traditional to continue in our current manner. We encourage everyone (men and women of all ages) to consider giving a little time towards this area of worship preparation.

The Liturgical Arts OMT welcomes your suggestions, comments and assistance on current items and future projects. If you have an interest in a “behind-the-scenes” type of service, give liturgical arts a try!

Outreach OMT

Chairpersons: Barb Butler and Gary Pratt

Members: Sue Weiss, Megan Culhane, Bob Mikulec, Bill Anderson, Barbara Luckiesh

Despite failing at his mission last year to prevent agents Nieminen and von Zychlin from escaping back to the eastern block, Mr. Phelps was given one last chance to push the members of OSELC syndicate out of their comfort zone and into a hands-on mission project before the end of summer. The 15 month Mission Possible goal to enlist 75% of the OSELC worshipping membership to participate in at least one hands-on mission project concluded at 85% of its goal.

Our Outreach year began with a group of youth and young adults preparing a delicious baked ham dinner with all the fixings for the families of seriously ill children staying at the Ronald McDonald house near Children's Hospital. Also last winter a group of five members performed the OSELC version of an Extreme Makeover on another room at the downtown Milwaukee Salvation Army homeless center. In the spring and fall OSELC volunteers prepared and served meals to the needy at the Waukesha Hope Center through the Loaves and Fishes program.

Outreach OMT (continued)

During Advocate Recruitment Weekend this spring, our church services were visited by Lucas Daemon, activist reporter for the DNN (Devil News Network). While Lucas did his best to convince us all how difficult and painful it is to be an Outreach Advocate, the weekend succeeded in filling all our advocate vacancies and then some.

This summer our church members again teamed up to send two members off to teach English at a Christian school in Lithuanian. Seven of our members ventured to Tanzania, Africa to personally deliver our good wishes to our partner church and check on the progress of the kindergarten being built with our donations.

This summer 70 members traveled to Milwaukee to prepare over 10,000 sandwiches for inner city children when the school lunch program was suspended for the summer months; and 22 adults and youth set off to Tennessee to spend a week providing housing that is warmer, safer, and dryer in the hollows of the Appalachian mountains.

This summer, our youth again conducted a successful Box Town event to personally experience the life of the needy in our state and nation. Miraculously again, their dumpster-diving efforts behind Piggly Wiggly netted them a box containing a simple but nutritious dinner that God (and helper) had made sure would be there.

This fall OSELC sent 5 skilled men to Biloxi, Mississippi to continue the effort to rebuild homes damaged by hurricane Katrina. We conducted a very successful fun-run fundraiser and social event to raise money for our partner church in Mt. Meru, Tanzania. Throughout the year, our members enthusiastically support our partner church purchasing coffee grown at the Mt. Meru farm.

During one service this winter our children were visited by Maximillian (Max) Stuff who provided some great alternatives to some of the "stuff" we usually purchase and give at Christmas. The next weekend the Narthex was transformed into the Fair Trade marketplace (aka the Fair Trade - Christmas Weekend - Ideas for that Person On Your List Who Has Everything - World Improvement - Putting the Word of GOD into Action - Market). During the weekend many hundreds of Christmas gifts were purchased that really put the Christ back into Christmas. Examples include helping underprivileged parts of the world with child sponsorships, farm animals, Kiva loans for budding entrepreneurs, deeds to 1-meter square plots of the Meru coffee farm, and merchandise crafted by a variety of 3rd world artisans.

We rounded out the year with overwhelming response to our Christmas tree ornaments providing the opportunity to help LSS Operation Christmas and Interfaith Senior Programs - Holiday Baskets & Delivery.

So, what will God bring us in 2010? Our Outreach theme is "God's Work, Our Hands." Each month we will feature one of OSELC's major outreach projects with a booth in the narthex, article in the Scroll, articles in local newspapers, temple talks, children's sermons and other ways to get the word out. If you haven't yet volunteered to participate in an Outreach project or to become an Outreach Project Advocate, please give this some prayerful consideration. If you have, thank you for your service and God Bless You.

Stewardship OMT

Chairperson: Eric Grimstad

Members: Tim Miller

Consecration Weekend Program – October 2009

- Focus was on spiritual growth of givers through the act of financially supporting our church.
- Consecration Weekend results (as of 1/1/10) – 92 pledges totaling \$247,457. This is down \$140,843 or 64% of the 2009 pledged amount of \$388,300.

Focus for 2010

- Quarterly stewardship communications, dramas, temple talks with congregation.
- Communicate to members to give through “Simply Giving” website for offerings via one on-line payment.
- Ensure stewardship continues to remain strong through 2010.
- Enhancement of Consecration Weekend program for 2010.

Sunday School Support OMT

Chairperson: Kristi Artiles

Members: Dave Grevenkamp, Kim Hevrdejs, Tracy Hagen, Nancy Lindenberg

It has been a busy year for Sunday School at Our Savior’s Lutheran Church. We continued our rotational format, had a great Easter Egg hunt and a fantastic Christmas program. In April, we surveyed our students, parents, teachers and congregation about what we could do better in Sunday School. We learned that our 5th and 6th graders wanted a curriculum that was more geared toward their needs. To better serve our older students, we started monthly special lessons this group. Tracy Hagen and Kim Hevrdejs lead the girls’ lessons. Dave Grevenkamp and Curt Lenz lead the boys’ lessons. So far we’ve had a great response. Our kids tell us by their attendance at these special lessons that they are enjoying the opportunity to study God’s word on their level. These lessons will continue until the end of this school year. It’s very exciting to see more and more children come to know our Lord.

The OMT has welcomed one new member, Dave Grevenkamp. Over the summer, we sadly said goodbye to Lisa Lehman who moved with her family to Delaware. In December we celebrated Jude Watry’s 20 years of service to our Sunday School and her retirement as our Sunday School Director. She was honored after our Christmas program with a gift in her name to the Ailanga kindergarten and a cake that was shared by all. Our Sunday School continues to face the challenge of finding volunteers to serve. We are always looking for new people to serve as a Messenger or as a Shepherd. We are also evaluating our current curriculum to make certain we have the best lessons to help our children grow in their faith.

Our OMT agrees that we cannot thank our church secretary, LuAnne Coakley, enough. Her support and kindness have been critical to our success. Thank you LuAnne!!



Staff Reports

MUSIC MINISTRIES

Carolyn Masterson

The challenges and opportunities of 2009

I must start this report by providing a special “thank you” to all members of our Chancel Choir, Adult Bells, and Youth Bells who faithfully practice every week to provide music for our weekly worship services.

“Kids Bells” (4th-8th grades), continued this year with Becki Culhane co-directing. This group participates in Worship on selected Sundays throughout the year.

The Sunday School children enjoyed the experience of singing with the Chancel Choir for two worship services in 2009.

Trinity Praise Band directed by Steve Bogie & Kerry McConaway, led Worship at the 10:45 service two times each month. Additionally, guitarists Steve Bogie and Kevin Gratz accompanied the Chancel choir several times throughout the year.

Our Youth Bells played at Shorehaven for two worship services in March and led a sing-a-long in May with handchimes and the help of the Confirmation students.

We welcomed the StoneRollers back for several Worship Services this year. In 2010, they will be a regular part of our Worship music schedule.

Other groups who played for Worship were: Little Bit of Heaven Band and our own accordion duo (Sue Loppnow and Bill Anderson) providing “Old time Religion” hymns. Both groups were VERY well received and were asked to come back in 2010

The year ended with wonderful musical worship opportunities in December: The three “Promise of Light” advent worship services led by the StoneRollers and Chancel Choir; Christmas Eve worship: with Trinity Praise Band and Youth Bells followed by candlelight communion Worship with the adult Chancel and Handbell Choirs, Special guest musicians Allie Babich, Kelly Culhane, Steve & Irene Koenigs led the final Christmas Eve candlelight service.

As the 2009 Christmas Eve Worship concluded, Polly Mauer completed her 25th consecutive Christmas Eve Service and began her 25th year as our organist and accompanist extraordinaire. To you Polly, the entire congregation of Our Savior’s extends its gratitude for your remarkable talents and contributions to the Worship life of our church.

2010: Where do we go from here? What does God have planned for us?

Once again, as in 2009, we anticipate a new year that is earmarked for change and new beginnings. We don’t know what God has planned for us, but the focus for our Music Ministries remains unchanged and optimistic. We will strive to achieve an effective, well-rounded musical ministry that is focused on providing “life-giving weekly worship” for the members, visitors and friends of Our Savior’s Lutheran Church.

In 2010, we will again partner with other local churches to provide joint musical events for our communities and congregations. This will begin with the combined choirs of three churches offering a choral and handbell concert, hosted by Our Savior's, on January 31st.

We are **always** looking for new members in all of our musical groups and for individuals who would like to provide special music for a worship service. Please contact me by phone, email, or in person. We all need to work together to make the music ministry at Our Savior's, the best it can be!

I will personally strive to demonstrate proficient leadership that will inspire spiritual and musical growth for every individual and group involved in the musical ministry of Our Savior's.

To God Alone Be the Glory!

SERVICE COORDINATOR

Deb Nollen

The **Service Coordinator** mission is: survey, interview, connect, and schedule people for service in and through Our Savior's Church with primary attention to weekly worship support. This mission is designed to create support for our church mission and vision.

I will continue to connect with new members who joined in October and November 2009, as well as those from February, June and November of 2008. This communication is helpful to get to know them and their needs from the church, also helping them to identify service opportunities utilizing their own special gifts and talents.

A catalog listing opportunities to serve is kept on the information table in the Narthex and on the church web site. The catalog is divided into the three areas outlined in our vision. In order to keep this information as accurate as possible, it is imperative that each OMT review what is posted and regularly submit their reports with as much detail as possible.

The Serving in Worship schedule is designed to help members identify, in a timely fashion, when they are scheduled to serve. Each schedule identifies a 5-6 week period including the current and following month. If a member is unable to serve as scheduled they are asked to find a replacement either by switching dates with someone or by using the substitute list. Many communication tools are utilized to insure that members are informed of their scheduled time.

They are:

- In the Scroll sent to all members monthly by email
- Mailed monthly to those who are scheduled to serve (including a substitute list)
- In the Scroll paper copies available in the Narthex
- Posted in the office near the copier
- Posted on the website (www.oursaviorshartland.org)
- Each weekly bulletin contains the current servers and the following week
- On Wednesday a reminder email is sent to those serving that Saturday and Sunday
- On Friday a Calling Post message is made to each home that has a family member serving that week.

There is a need for additional volunteers in several weekly worship areas: Communion Prep, Counters, Saturday Night Host, Tech Team and Ushers. Ask me for more information and how you can sign up!

Goals for 2010 include:

- Identify the congregation members time/talent/gifts
- Update ICON CMO software with members time/talent/gifts
- Develop additional resources of serving opportunities easily accessed by our members
- Follow up with new members at intervals of 6 months, 1 and 2 years
- Our Savior's at a Glance handbook for new members

YOUTH MINISTRIES

Kim Lewin

January 24, 2010

Dear Brothers and Sisters in Christ,

Peace to you in this new and exciting year of 2010! As I'm writing my fourth annual report here at OSEL, I am amazed at the changes and blessings that God has bestowed upon us. What a great year!

Looking back on this past year, I see how very blessed my family and I are to be serving our Lord and Savior with the family of God at Our Savior's. This year I have had the opportunity to work with the confirmation program in a stronger leadership role. The confirmation youth have had the chance to serve monthly at Shorhaven transporting residents back and forth to worship. We were able to send 25 packages to Iraq and Afghanistan to our soldiers that are serving God and their country. We visited and took treats to the senior members of our congregation who are unable to attend worship every Sunday.

We kicked off the summer with weekly gatherings at different homes with activities, including a Bible study and prayer. God blessed us with 10 to 15 youth per week. Thirty-five youth and adults went to Noah's Ark to remember their baptism. Ten junior high students and 4 adults attended "Youth Quake" sponsored by Youth Encounter. We invited a smaller church from Cedarburg to attend with us. We had lock-ins, pizza and parties while worshipping and serving our Lord Jesus Christ.

I want to take the time to say thanks to the Youth OMT and Maddie Burgdorf, our chairperson, for all of their hard work, prayers and time. Without you, I could not do what I have been called to do. This past year, the youth of the OMT have really taken on some large leadership rolls and done an excellent job leading and planning events for their peers. I am so very proud of them, and it has been an honor to serve Jesus with them!

In His Service

Kim Lewin
Youth Minister



Interim Pastor's Report

Gabriel, the messenger from God, came to a virgin named Mary and said, “Greetings, favored one! The Lord is with you.” But she was much perplexed by his words and PONDERED what sort of greeting this might be.” (Luke 1: 28)

“So [the shepherds] went with haste and found Mary and Joseph, and the child lying in the manger. When they saw this, they made known what had been told them about this child; and all who heard it were amazed at what the shepherds told them. But Mary treasured all these words and PONDERED them in her heart.”

(Luke 2: 16-19)

PONDER is a significant word in the life of Mary, the mother of God’s Son, Jesus. Mary does a lot of pondering around momentous announcements and life-changing events in her life! She spends time pondering what the angel, Gabriel’s, announcement about the birth of a child to Mary will mean. She ponders what it means for the angel chorus to proclaim heavenly joy, the humble shepherds to come and see this newborn child, the wise men to come bearing gifts fit for a king!

Mary’s pondering is very much filled with wonder, curiosity, reflection on what is happening around her especially as it has to do with her infant child, Jesus. And very much at the heart of Mary’s pondering has been the voice and presence of God at work within her and around her.

Likewise, there has been a lot for you, the people of Our Savior’s, to PONDER during this past year! You have been left to PONDER what “life” will be like without your beloved pastors, Wayne and Christa. You have been left to PONDER what “life” will be like during this in-between time we call interim ministry.

You have been left to PONDER what the efforts of the Self Study Team, the Mission and Vision Team, and the Staff Needs Team will discover and identify regarding the past, present and future ministry God has worked, continues to work and intends to work for the good people of Our Savior’s.

You have been left to PONDER what pastor or pastors might be “out there” who will be called to carry out ministry in God’s name in your midst. What will that pastor or pastors be like? Will they be what we hope and look for in a shepherd to lead God’s flock known as Our Savior’s Lutheran Church—ELCA?

You have been left to PONDER the meaning and impact of the decisions made at the ELCA Church-wide Assembly held in August upon you personally and as a congregation, especially as they have to do with the Statement on Sexuality and the decision to support congregations who choose to call or not call ordained clergy who are in lifelong committed same gender relationships.

You have been left to PONDER who will be the new bishop of the Greater-Milwaukee Synod of the ELCA and in what directions might God lead this person in his/her serving the Synod?

You have been left to PONDER how Our Savior's Lutheran Church will continue to financially carry out the ministry God intends for you given the economic struggles confronting our country and world. Faithful and committed members of Our Savior's know first-hand the impact of the financial crisis facing our country and community through loss of meaningful work to no fault of their own! You are left to PONDER how to best respond to those in our midst who are in need!

There has been much to PONDER here at Our Savior's Lutheran Church! And in the midst of that PONDERING, you have also discovered God very much present; His voice of love, compassion, hope, courage, patience, perseverance speaking in and through you! Praise God!!!

I also want to join you in giving thanks to God for providing leadership here at Our Savior's that daily seeks to know and carry out God's will and purposes including a faith-filled dedicated **Staff** (LuAnne Coakley—Church Secretary, Tina Fuhs—Office Administrator, Nancy Gross—Financial Secretary, who served the church for so many years and was followed by an equally gifted and talented person by the name of Tracy Renner, Kim Lewin—Youth Director, Tom Mauer—Custodian, Carolyn Masterson—Music Director, Deb Nollen—Volunteer Coordinator, Polly Mauer—accompanist, Steve Bogie—Trinity Praise Band, Lisa Setzke—Nursery, Heather Gundrum—Nursery, the **Senior Leadership Team** (John Stocking—Current President, Tom Carroll—Past President, Jeff Smith—President-Elect, Victoria Jasiek—Treasurer, Linda Westlie—SLT Secretary, Denise Gundrum, Connie Schmitz, John Weiss), all the members of the **Ongoing Ministry Teams (too many to name!!! and I pray you know who you are!!!)** the **Mission Exploration Team** (Jeff Smith—Chairperson, Carol Emmel, Tom Carroll, Lori Fox, Dave and Ann Grevenkamp, Eric Grimstad, Mary Jensen, Liza Klokow, Barb and Tom Luckiesh, Greg Nebel, Gary Pratt, Trent and Terri Spear, and Kari Tyson), the **Call Committee** (Carol Emmel—chairperson, Bill Anderson, Scott Gosse, Bob Mikulec, Jeff Smith and Carolyn Taylor), **you the members** who have graciously offered your gifts in so many ways and for so many hours all to the glory of God!!!

As I look back on our time together and as I anticipate a rich future for you as a congregation under very capable pastoral leadership, I thank God upon my every remembrance of you as you continue to carry out God's mission to

- (1) Provide Meaningful Weekly Worship;
- (2) Serve the Poor and the Poor in Spirit;
- (3) Grow the Faith Lives of Individuals, Couples and Families;

AND I AM ADDING A FOURTH CORE VALUE which was recommended to the SLT by the Mission Exploration Team Report and by vote of the Congregation in October

- (4) Provide Learning Opportunities for All Ages.

May God richly bless you as you PONDER what God daily has in store for you as individuals, families and as a congregation in 2010 and beyond!!!

Peace and Joy in Christ,
Chuck Brummond, Interim Pastor



President's Report

Greetings to All Members of Our Savior's Evangelical Lutheran Church in Hartland, Wisconsin!

As I write this President's Report to you, I recall the proud saying that we Wisconsinites "love the change of seasons." As the snow and ice accumulate and the temperature drops, I am certain there are many of you who join me in eagerly looking forward to the next change of seasons here in Wisconsin.

Being President of the Senior Leadership Team (SLT) has been very humbling as I immediately learned how much was being done at our church every week. So many hands are working together for the good of the church family – internationally, nationally, as well as locally in our community.

SLT activity this past year has been dominated by the pastoral transition. Wayne Nieminen and Christa von Zychlin officially left the church on December 1, 2008. Interim Pastor Chuck Brummond began his work on January 19, 2009. Pastor Chuck has provided stability and a sincerely warm personal presence at OSELC during a time of change. He has provided a stable bridge to our future. Pastor Chuck knows most people at OSELC by their first name, if not their nickname. These personal relationship skills are natural and hard-wired into him. They simply can't be coached.

Pastor Chuck has guided the Mission Exploration Team (MET) which was chaired very ably by Jeff Smith. The MET included three "teams": Mission/Vision, Self-Study and Staff Needs. The MET began its work in April and completed that work in October. The MET Report is being used by the Call Committee in choosing our next pastor(s). Open nominations were used to select the MET members. Fifteen church members served on the MET under Jeff Smith's leadership.

The six-member Call Committee was selected, again, in part, by an open, self-nomination process and began its work in November. The Call Committee has already interviewed seven candidates. Carol Emmel chairs the Call Committee made up of Bill Anderson, Scott Gosse, Bob Mikulec, Jeff Smith and Carolyn Taylor.

Substantial SLT time and effort was devoted to guiding the church in its response to the ELCA Churchwide Assembly vote on August 21 to allow sexually active gay clergy to pastor ELCA churches. Each church retains its right to select its pastor(s). A vote was not taken at Our Savior's this year. After additional study and a new pastor(s) have settled in at OSELC, a vote will be considered. The 2004 Position Statement on Homosexual Unions was reconfirmed by the SLT in October and is being distributed to all pastoral candidates.

Our nine Ongoing Ministry Teams (OMTs) are truly the hands and feet of Jesus Christ at OSELC.

None of this good work could be accomplished without our church staff. Each member of our staff has been very cooperative and effective in their work.

Tina Fuhs, LuAnne Coakley and Tracy Renner serve us in the office. Nancy Gross retired as financial secretary this year. We thank Nancy for her years of loyal service.

Carolyn Masterson, Polly Mauer, Steve Bogie and Kerry McConaway have provided excellent music. Our choir is outstanding!

Kim Lewin continues to work with the young people.

Deb Nollen is our Volunteer Coordinator.

Lisa Setzke and Heather Gundrum are responsible for the nursery.

Tom Mauer is the Church Custodian.

My special thanks go out to Past President, Tom Carroll, who is completing his 3 year leadership roll. When Tom speaks, people listen.

Denise Gundrum is also completing a very effective 3 year term on our SLT. Denise is thoughtful in her work and has strong opinions. We will really miss Denise – and her chocolate treats!

If we had a most valuable player award to give to an SLT member, it would go hands down to Jeff Smith, our incoming President, chairperson of the MET and member of the Call Committee. Jeff is truly energized by work here at Our Savior's. He is dedicated and effective.

What bonds us together at Our Savior's is knowing that the people in our church believe in a Truth outside of themselves. So often in our everyday lives we deal with people who are guided by their own very secular sense of right and wrong. What I have found at Our Savior's is the unity that people have in knowing that members are not defining Truth for themselves to serve their own interests. We try to find the enduring Truth outside of our own personal, emotional roller coasters. We are Bible-based. We know God has a plan for each of us and values each of us equally.

Trusting in the Holy Spirit,

John Stocking
President, Senior Leadership Team



Transition Update



Call Process • Updated January 20, 2009

- Pastors Wayne & Christa accept a call through ELCA Global Mission to serve in Hong Kong
- Contact ELCA Synod Office
- Our Savior's Prayer Team and all members requested to specifically pray for church transition process.
- SLT Meets With Rev. Jeff Barrow, ELCA Synod Office
- Town Hall Meeting with Reverend Jeff Barrow for questions and answers on November 2.
- Well-Planned Farewell Celebration For Pastors Wayne and Christa on November 23 at 3:00 p.m.
- Commissioning Service for Pastors Wayne & Christa with Reverend Franklin Ishida from ELCA Global Mission (November 30)
- Pastors Physically Leave Our Savior's (November 30)
- Welcome Interim Pastor to Our Saviors (January 19)
- Allow 1 – 2 Months to Pass
- MET Team is Formed (Ministry Exploration Team)
13 members guided by the interim Pastor
- MET Report Completed
- MET Report Accepted by OSELC SLT
- MET Report Accepted by Synod
- MET Report Voted on by OSELC Congregation
- Call Committee is appointed by the Senior Leadership Team (SLT)
- Call Committee elects Chairperson and Secretary
- Initial Contact with Synod is Made
- Ministry Site Profile Completed
- SLT Reviews Ministry Site Profile with Call Committee
- Ministry Site Profile submitted to Synod
- Call Committee explores other Lutheran Job Posting Options in addition to the ELCA Site
- Synod Accepts Ministry Site Profile
- Define Interview Process
- Develop Interview Questions
- Begin Interviewing Candidates in December
- Identify Recommended Candidate(s)
- Negotiate Compensation and Benefits Package
- Present Recommended Pastoral Candidate(s) to Congregation for Approval
- Call Pastor(s)
- Celebrate Arrival of New Pastor(s)



**2009 Financial Report
Approval of 2010 Budget**

Summary of 2010 Budget

	Actual as 12/31/09	2009 Budget	2010 Budget	%Chg 2009
INCOME				
Offerings				
400 - Offerings				
Non pledged	65,624.57	41,412.00	65,625.00	58%
Pledged	336,962.24	369,922.50	247,457.00	-33%
Total Offerings	402,586.81	450,476.50	386,009.15	-14%
Total Special Gifts Income	23,185.07	27,180.00	24,650.00	-9%
Total Capital Income	1,632.50	720.00	720.00	0%
TOTAL INCOME	427,404.38	478,376.50	411,379.15	-14%
EXPENSES				
TOTAL BENEVOLENCE	37,935.12	46,018.00	38,600.00	-16%
TOTAL BUSINESS FINANCE	67,661.17	68,347.64	67,945.64	-1%
TOTAL LAY MINISTRY	6,791.01	7,117.00	7,800.00	10%
TOTAL EDUCATION	13,867.39	15,800.00	13,175.00	-17%
TOTAL EXECUTIVE	141,847.45	164,180.50	131,001.15	-20%
TOTAL HOSPITALITY	5,531.27	4,700.00	5,600.00	19%
TOTAL PAYROLL EXPENSE	9,574.19	9,832.00	9,334.84	-5%
TOTAL PROPERTY	36,176.15	43,893.00	38,705.00	-12%
TOTAL EVANGELISM	2,850.56	3,000.00	2,500.00	-17%
TOTAL STEWARDSHIP	1,018.34	2,450.00	1,600.00	-35%
TOTAL WORSHIP MUSIC	60,878.98	67,269.27	61,188.27	-9%
TOTAL RESERVE	0.00	10,000.00	0.00	-100%
TOTAL EXPENSES	420,472.94	478,336.66	411,379.15	-14%
TOTAL INCOME	427,404.38	478,376.50	411,379.15	-14%
NET INCOME	6,931.44	39.84	-0.00	-100%

INCOME

	Actual as 12/31/09	2009 Budget	2010 Budget	%Chg 2009
Offerings				
400 - Offerings				
Non pledged	65,624.57	41,412.00	65,625.00	58%
Estimate from previous pledgers		39,142.00	85,300.00	118%
Sub-Total Non-Pledge	65,624.57	80,554.00	150,925.00	87%
Pledged	336,962.24	369,922.50	247,457.00	-33%
Pledged Variance			-12,372.85	
Sub-Total Pledge	336,962.24	369,922.50	235,084.15	-36%
Total Offerings	402,586.81	450,476.50	386,009.15	-14%
Special Gifts				
411 - Education	1,550.00	3,000.00	2,000.00	-33%
402 - Soda machine	134.53	600.00	600.00	0%
403 - Hospitality	1,631.58	1,880.00	1,500.00	-20%
404 - Pastors Account	0.00	0.00	0.00	
410 - Seminary students	0.00	0.00	0.00	
405 - Flower Income	1,610.00	1,500.00	1,800.00	20%
406 - Worship & Music	419.25	0.00	0.00	
407 - Youth	2,985.46	3,200.00	1,750.00	-45%
408 - Special Gifts	0.00	0.00	0.00	
412 - Endowment Fund	0.00	0.00	0.00	
413 - Sunday School	1,002.87	1,000.00	1,000.00	0%
414 - Caring & Sharing	594.92	1,000.00	1,000.00	0%
417 - Audio/Visual	0.00	0.00	0.00	
415 - Memorials & Gifts	180.00	0.00	0.00	
424 Gift Collection	226.00			
416 - Summer Service Trips	12,850.46	15,000.00	15,000.00	0%
Total Special Gifts Income	23,185.07	27,180.00	24,650.00	-9%
Capital Income				
409 - Capital Campaign	0.00	0.00	0.00	
422 - Hungar Task - Hungar Task Force Force	668.00			
423-Habitat for Humanity	772.08			
401 - Interest	192.42	720.00	720.00	0%
Total Capital Income	1,632.50	720.00	720.00	0%
TOTAL INCOME	427,404.38	478,376.50	411,379.15	-14%

	Actual as 12/31/2009	2009 Budget	2010 Budget	% Change
EXPENSES				
BENEVOLENCE				
500 · ELCA	18,000.00	18,000.00	9,700.00	-46%
561 · Camping Ministries	0.00	250.00	0.00	-100%
501 · Tuition for Seminarians	0.00	0.00	0.00	
502 · Lutheran Social Services	2,250.00	2,700.00	1,700.00	-37%
630 - Merton House LSS		500.00	1,000.00	100%
560 - Lake Country Cluster		468.00	0.00	-100%
579 · Lutheran Homes of Oconomowoc	0.00	250.00	250.00	0%
592 - Interfaith Senoir Programs	150.00	150.00	500.00	233%
594 - Appalachia service project (ASP)	9,574.16	11,000.00	11,000.00	0%
596 - Lithuania service project	2,000.00	2,000.00	2,000.00	0%
558 - Disaster Relief Trips	1,527.05	2,000.00	2,000.00	0%
621 - Refugee Care Ministry	0.00	0.00	0.00	#DIV/0!
620 - African Meru Diocese Ministry	0.00	1,000.00	750.00	-25%
642 - Mt. Meru Coffee	-1,230.31	0.00	0.00	
589 - Easter baskets for needy	0.00	500.00	500.00	0%
590 - Faith & Light	0.00	500.00	500.00	0%
631 - Loaves and Fishes	185.00	100.00	100.00	0%
504 - World Hunger	2,873.00	3,000.00	3,000.00	0%
505 · Outreach - Caring & Sharing	0.00	0.00	0.00	
597 - Inner City Ministries	0.00	100.00	500.00	400%
503 -Christo Rei	0.00	0.00	0.00	
602 - Hope Center	500.00	500.00	1,000.00	100%
xxx - Prayer Shawl Ministries	0.00	0.00	100.00	
xxx - Outreach Marketing & Promo	0.00	0.00	500.00	
xxx - Salvation Army - Meaningful Makeover	0.00	0.00	500.00	
614 - Adult Service Projects	1,501.84	1,500.00	1,500.00	0%
615 - Youth Service Projects	604.38	1,500.00	1,500.00	0%
TOTAL BENEVOLENCE	37,935.12	46,018.00	38,600.00	-16%
BUSINESS FINANCE				
507 · Computer Expense	5,457.48	3,000.00	3,500.00	17%
524 · Website expense	1,448.79	1,500.00	750.00	-50%
508 · Fire/Liability Insurance	4,676.00	4,627.00	4,700.00	2%
581 · Workers Comp Ins	1,081.00	1,054.00	1,100.00	4%
509 · Office Equipment expense	4,927.06	5,275.00	6,000.00	14%
525 · Office Supplies	2,624.37	3,500.00	3,500.00	0%
526 · Postage	1,917.25	2,300.00	2,300.00	0%
529 · Telephone	2,459.67	2,500.00	2,625.00	5%
632 - Calling Post	449.70	725.00	350.00	-52%
633 - Cleaning	483.80	1,346.00	1,000.00	-26%
506 · Interest - Equity Loan	0.00	0.00	0.00	
582 · Financing Fees	430.41	430.00	430.00	0%
629 - Personnel Background Checks	15.00	400.00	0.00	-100%
626 · Mortgage Principal payments	13,066.92	13,882.98	12,166.92	-12%
535 · Mortgage Interest payments	28,623.72	27,807.66	29,523.72	6%
TOTAL BUSINESS FINANCE	67,661.17	68,347.64	67,945.64	-1%

	Actual as 12/31/2009	2009 Budget	2010 Budget	% Change
SERVICE SUPPORT				
609 - Continuing Education	0.00	200.00	200.00	0%
610 - Volunteer Appreciation	0.00	100.00	100.00	0%
566 · Service Coordinator	6,791.01	6,817.00	7,500.00	10%
TOTAL LAY MINISTRY	6,791.01	7,117.00	7,800.00	10%
EDUCATION				
583 · Bibles/Devotions	1,620.62	1,500.00	1,500.00	0%
619 - Nursery	281.15	300.00	300.00	0%
510 · Sunday School	2,742.96	3,500.00	3,500.00	0%
603 - Sunday School - Jr/Sr High	0.00	500.00	500.00	0%
604 - Faith Stepping Stones	453.04	1,500.00	500.00	-67%
584 · Library Books/Supplies	843.02	300.00	500.00	67%
585 · Vacation Bible School	411.73	1,200.00	1,000.00	-17%
511 · Confirmation	4,022.64	2,500.00	2,575.00	3%
512 · Adult	0.00	1,500.00	500.00	-67%
513 · Leadership Training	2,613.42	3,000.00	2,000.00	-33%
639 - Float	1,220.81		0.00	
633 - Calling Post	0.00		300.00	
555 - Men's retreat	-342.00	0.00	0.00	
556 - Women's retreat	0.00	0.00	0.00	
TOTAL EDUCATION	13,867.39	15,800.00	13,175.00	-17%
EXECUTIVE				
562 · Interim Pastor Auto allowance	820.18	1,500.00	300.00	-80%
563 · Permanent Pastor Auto allowance		1,500.00	500.00	-67%
514 · Interim Pastor Salary	44,768.12	22,835.00	14,425.40	-37%
515 · Permanent Pastor Salary		30,618.50	21,719.40	-29%
617 · Interim Pastor Retirement		0.00	0.00	
618 · Permanent Pastor Retirement		0.00	0.00	
516 · Interim Pastor SS Allowance	5,224.64	2,665.00	1,702.00	-36%
517 · Permanent Pastor SS Allowance		3,042.50	2,553.00	-16%
518 · Interim Pastor Housing	23,526.00	12,000.00	7,667.00	-36%
519 · Permanent Pastor Housing		9,150.00	11,500.00	26%
520 · Interim Pastor Continuing Ed	417.00	1,000.00	0.00	-100%
587 · Permanent Pastor Continuing Ed		1,000.00	1,000.00	0%
521 · Interim Pastor Pension & Medical	18,854.85	9,223.50	6,284.00	-32%
6xx · Permanent Pastor Pension & Medical		16,083.00	9,427.00	-41%
522 · Interim Pastor Professional Expense	984.78	1,000.00	0.00	-100%
523 · Permanent Pastor Professional Exp		1,000.00	1,000.00	0%
209 - Interim Pastor Medical FSA Expense		0.00	0.00	
209 - Permanent Pastor Medical FSA Exp		0.00	0.00	
613 - Office Manager	14,409.73	16,740.00	15,000.00	-10%
612 - Church Secretary	22,197.41	22,896.00	21,900.00	-4%
564 · Financial Secretary	5,183.25	6,011.00	9,000.00	50%
565 · Office Help		500.00	250.00	-50%

	Actual as 12/31/2009	2009 Budget	2010 Budget	% Change
EXECUTIVE CONTINUED				
567 · Nursery Attendant	2,784.98	3,016.00	2,723.35	-10%
622 - Nursery Assistant	149.50	500.00	150.00	-70%
568 · Supply Pastor	1,409.35	1,000.00	3,000.00	200%
569 · Synod Assembly	600.00	800.00	800.00	0%
638 - MET Team Expenses	137.66			
530 · Gifts	380.00	100.00	100.00	0%
TOTAL EXECUTIVE	141,847.45	164,180.50	131,001.15	-20%
HOSPITALITY				
531 · Hospitality	5,531.27	4,700.00	5,600.00	19%
TOTAL HOSPITALITY	5,531.27	4,700.00	5,600.00	19%
PAYROLL EXPENSE				
532 - FICA	7,759.47	7,969.00	7,565.49	-5%
533 - MCARE	1,814.72	1,863.00	1,769.35	-5%
TOTAL PAYROLL EXPENSE	9,574.19	9,832.00	9,334.84	-5%
PROPERTY				
570 · Custodian	14,209.92	13,905.00	13,905.00	0%
571 · Guest Custodian	117.61	500.00	250.00	-50%
536 · Church Electric	6,773.28	8,443.00	7,200.00	-15%
628 · Church Heat	4,191.72	5,678.00	4,900.00	-14%
537 · Trash Disposal	1,851.02	1,716.00	1,950.00	14%
538 · Snow Removal	1,251.75	2,935.00	2,000.00	-32%
572 · Grounds Maintenance	3,469.84	2,150.00	3,000.00	40%
573 · Septic, Sewer & Plumb Maintenance	243.00	1,500.00	1,000.00	-33%
539 · Church Maintenance	4,068.01	6,066.00	4,000.00	-34%
607 · Special Projects	0.00	1,000.00	500.00	-50%
TOTAL PROPERTY	36,176.15	43,893.00	38,705.00	-12%
EVANGELISM				
527 · Promotion	1,892.96	700.00	1,500.00	114%
528 · Advertising	957.60	1,550.00	1,000.00	-35%
588 · Evangelism New Members	0.00	750.00	0.00	-100%
TOTAL EVANGELISM	2,850.56	3,000.00	2,500.00	-17%
STEWARDSHIP				
540 · Envelopes	613.33	750.00	750.00	0%
580 · Stewardship Program	405.01	1,000.00	500.00	-50%
598 - Capital Campaign Consultant	0.00	0.00	0.00	
599 - Capital Campaign Preparation	0.00	0.00	0.00	
600 - Consecration Sunday Materials	0.00	0.00	0.00	
601 - Consecration Sunday Luncheon	0.00	700.00	350.00	-50%
TOTAL STEWARDSHIP	1,018.34	2,450.00	1,600.00	-35%

	Actual As 2009	2009 Budget	2010 Budget	% Change
WORSHIP MUSIC				
559 · Organist	11,942.24	11,686.00	11,700.00	0%
541 · Music/Choir Director	25,251.52	24,710.00	24,710.00	0%
209 - Music Director Medical FSA Expense	0.00	0.00	0.00	
542 · Music Director - Ins & Pension	9,560.61	9,433.27	9,433.27	0%
574 · Continuing education	440.00	800.00	450.00	-44%
543 · Guest Organist/Musician	1,630.00	2,865.00	1,700.00	-41%
623 - Contemporary Instr/Vocal Leader	465.00	810.00	810.00	0%
575 · Contemporary Worship Leader	2,850.00	2,700.00	2,700.00	0%
576 · Organ-Piano Maint.	495.13	1,100.00	900.00	-18%
591 · Altar Guild	0.00	0.00	0.00	
546 - Liturgical Arts	1,122.33	1,400.00	1,300.00	-7%
545 · Bulletins	224.04	0.00	200.00	
547 · Worship/Communion Supply	521.13	1,500.00	700.00	-53%
634 · Worship/Music Equipment Supply	642.28	1,300.00	775.00	-40%
577 · Leadership Training	0.00	1,050.00	0.00	-100%
548 · Sunday School Choir	0.00	300.00	200.00	-33%
549 · Sheet Music	1,647.36	2,400.00	1,350.00	-44%
593 · Choir Supplies	199.38	1,240.00	200.00	-84%
550 · Copyright licensing	684.00	825.00	700.00	-15%
578 · Drama Ministry	150.00	500.00	300.00	-40%
6xx - Drama Coordinator	0.00	0.00	0.00	
551 · Subscriptions & Memberships	299.91	450.00	260.00	-42%
552 · Flowers	2,704.05	2,000.00	2,400.00	20%
633 - Calling Post	0.00		300.00	
608 - Music Fellowship	50.00	200.00	100.00	-50%
TOTAL WORSHIP MUSIC	60,878.98	67,269.27	61,188.27	-9%
YOUTH				
553 · Youth Activities	4,573.11	4,500.00	4,500.00	0%
554 · Youth Trips	4,359.16	3,500.00	3,500.00	0%
640 - Confirmatin Dinners	131.89			
641 - Bethlehem Marketplace	251.00			
633 - Calling Post	0.00		500.00	
544 - Youth Minister Mileage	697.40	1,000.00	200.00	-80%
635 - Youth Minister Continuing Education	987.24	1,500.00	0.00	-100%
636 - Youth Minister Professional Expense	1,346.98	500.00	500.00	0%
624 - Youth Minister Insurance & Pension	745.81	1,979.25	1,979.25	0%
209 - Youth Minister Medical FSA Expense		0.00	0.00	
616 - Youth Minister	23,248.72	22,750.00	22,750.00	0%
TOTAL YOUTH	36,341.31	35,729.25	33,929.25	-5%
RESERVE				
557 - Reserve Fund	0.00	10,000.00	0.00	-100%
TOTAL RESERVE	0.00	10,000.00	0.00	-100%

TOTAL EXPENSES

420,472.94	478,336.66	411,379.15	-14%
427,404.38	478,376.50	411,379.15	-14%
6,931.44	39.84	-0.00	-100%

TOTAL INCOME

NET INCOME

2009 NOTES AND COMMENTS

STATEMENT OF FINANCIAL POSITION (BALANCE SHEET)

	1/1/2009	12/31/2009	Variance
Current Assets (Cash)	\$151,366	\$156,113	\$4,747
Current Liabilities (Dedicated Accounts)	75,004	72,820	2,184
NET CHANGE	76,362	83,293	\$6,931
Long Term Liabilities (Mortgage)	\$480,446	\$467,379	\$13,067

2009 NOTES AND COMMENTS

STATEMENT OF ACTIVITIES (PROFIT AND LOSS)

	Actual 2009	Budget 2009
Offerings Income	\$402,587	\$450,477
Special Gifts Income	23,185	27,180
Other Income	1,633	720
Income Total	\$427,404	\$478,377
Expenses	Actual	Budget
Mortgage Principal Payments	\$407,406	\$464,454
	13,067	13,883
Expense Total	\$420,473	\$478,337
Net Income	\$6,931	\$40

COMPARISON OF RECENT OFFERINGS

OFFERINGS	2006	2007	2008	2009	2010
Non Pledge Budget	\$47,896	\$104,526	\$50,623	\$80,554	\$150,925
Non Pledge Actual	82,181	83,484	79,139	65,625	
Non Pledge \$ Variance	\$34,285	(21,042)	\$28,516	(14,929)	
Pledge Budget	\$401,950	\$391,656	\$420,420	\$369,923	\$235,084
Pledge Actual	365,952	372,302	388,088	336,962	
Pledge \$ Variance	(\$35,998)	(\$19,354)	(\$32,412)	(\$32,961)	
Total Budget	\$449,846	\$496,182	\$471,043	\$450,477	\$386,009
Total Actual	\$448,133	455,786	456,147	402,587	
Total \$ Variance	(\$1,713)	(\$40,396)	\$3,896)		



**Approval of
2009 Senior Leadership Team Slate**

Senior Leadership Team

2010 Proposed Senior Leadership Team

President: Jeff Smith
President Elect: Kathleen Walrath*
Past President: John Stocking
Secretary: Linda Westlie
Treasurer: Victoria Jasiek
At Large: Connie Schmitz
At Large: John Weiss
At Large: Liza Klokow*

*Biographies of new members shown on page 37
and appear in the order shown on the list above.

Biographies of Proposed Senior Leadership Team

Kathleen Walrath

Kathleen and her husband, Hugh, have been active members of Our Saviors Evangelical Lutheran Church since 1988. You may recognize Kathleen as a member in the Chancel Choir and Adult Bells. Behind the scenes she has served on the Education Committee and assisted with the confirmation program. Kathleen was Chairperson of the Evangelism Committee; co-chaired the Building Fund Campaign and was a member of the Building Committee, resulting in the construction of our current worship facility. Most recently Kathleen chaired the Stewardship OMT.

Kathleen works full time as the Assistant to the Executive Director for the Lutheran Association of Missionaries and Pilots U.S., a ministry outreach among Native American, Native Alaskan and First Nations (Canada) people.

Hugh and Kathleen have two sons, Christian (21) attending Winona State University and Matthew (19) attending Iowa State University. Both boys were baptized and confirmed at OSLC and also active in many youth activities prior to college.

Liza Klokow

Liza Klokow lives in Stone Bank with her husband of 23 years, Mark, and two children, Taylor and Riley. Liza was baptized at Living Word Lutheran Church in Memphis, Tennessee and is a graduate of Luther College in Decorah, Iowa. Liza and her family joined Our Savior's in June of 2005. They attended a wedding the previous summer at Our Savior's and were moved to begin attending services after a lengthy search for a church home.

Since joining Our Savior's, Liza has been a member of the Faith Stepping Stones OMT, served on the Vacation Bible School team and taught crafts at VBS for the past four years and, most recently, served on the Self-Study Committee as a member of the Ministry Exploration Team. Liza also currently serves as a 7th – 8th grade Confirmation Guide.

Liza is employed as an Applications Systems Analyst at Essential Industries in Merton, Wisconsin where she is responsible for implementing and optimizing the company wide ERP system. Liza also has extensive experience in business operations and customer service management.

The Klokow family enjoys camping, traveling, and spending time together as a family.

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