



**Annual Congregational Meeting
January 30, 2011**

- Notes -

**Our Savior’s Evangelical Lutheran Church
Annual Congregational Meeting
January 30, 2011 • 11:45 a.m.**

Opening Devotions: Pastor Tom Pietz

1. Call to Order – Jeff Smith
2. Approve August 29, 2010 Semi-Annual Meeting Minutes – Jeff Smith 5
3. Ongoing Ministry Teams (OMTs) – Kathleen Walrath
 - a. Highlights
 - b. Hospitality – Kathi Lund 9
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 - b. Service Coordinator – Deb Nollen 19
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 - d. Office Manager – Tina Fuhs 21
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7. President’s Report – Jeff Smith 29
8. 2010 Financial Report / Approval of 2011 Budget – Jeff Smith 33
9. Approval of 2011 SLT Slate – John Stocking 45
10. 2011 President’s Message – Kathleen Walrath

Closing Prayer: Pastor Tom Pietz

Adjournment



Semi-Annual Meeting Minutes
August 29, 2010

Semi-Annual Congregation Meeting August 29, 2010

Call to Order

Pastor Tom provided the devotion with the focus on relationships. Jeff Smith called the meeting to order at 10:16.

Approval of the Annual Meeting Minutes from January 25, 2010

Carol Emmel moved to approve the minutes. Scott Gosse seconded. Motion was carried.

Ongoing Ministry Team Reports

Kathleen Walrath presented to the congregation the OMT members that had completed their 3 years of service. She thanked them for their service for the work of this church. She briefly highlighted some of the OMT projects in the past 6 months. All the details were provided in the handout.

Pastor Tom Pietz Update and 6 Month Action Plan

Pastor Tom wants to focus on relationships. He is beginning the process by meeting with members of the congregation to become familiar with the members and their families that worship at OSEL, staff, SLT, and OMT chairs. This will extend to the “disenfranchised” members that have not been active in the recent past and “homebound” members. The MET process and congregational potluck identified key areas of importance to members of the church. He outlined a plan to address the areas in the next 6 months. This was included in the handout.

Next 6 Month Goals

Jeff Smith presented the SLT nine goals for the next six months. The goals showed a commitment to improving the financial status of the church, improve communication, grow participation, launch a new stewardship program, advance the work of the Mission Exploration Team, inreach to visitors and members, re-energize the confirmation program, support the new Sunday School curriculum, and fill the Church Treasurer’s position. Jeff Smith thanked Victoria Jasiek for her work as the treasurer. He also thanked Tracy Renner for her diligent work as the new financial secretary.

Financial Report

Jeff Smith and Tracy Renner presented on the current state of finances. The SLT is looking into refinancing the mortgage since interest rates are down. The weekly giving is down and expenses are up so there is an expected shortfall for the balance of the year. The budget was adjusted for Sept 1, 2010 to December 31, 2010 to minimize this shortfall.

A Stewardship Call to Action

Kathleen Walrath thanked those who honor their financial commitments. Stewardship means accepting God’s gifts gratefully, tending them responsibly, and sharing them in justice and love. The SLT would like everyone to consider increasing their giving until the end of the year to help make up the difference in weekly giving and expenses. The formula was outlined in the handout

but it worked out to increase giving by \$22 per family or person. The weekly giving is a blessing to this church.

President's Report

Two years ago Tom Carroll announced that Pastor Wayne and Christa were leaving to move to Hong Kong. It was a long transition but the process is complete. The congregation is re-energized with our new spiritual leader and God's plan for Our Savior's will continue.

The meeting was adjourned at 10:53

Respectfully submitted

Linda Westlie



Ongoing Ministry Team Reports

Hospitality OMT

Chairperson: Kathi Lund

Members: Larry Lund, Melissa Olson, Marianne Zimmerman, Ginny Woerishofer

Responsibilities of Hospitality OMT:

- Maintain paper supplies, coffee supplies etc.
- Serve baked goods and coffee between services on Sunday
- Recruit volunteers to assist in clean up of coffee urns and serving area
- Spring and Fall cleaning of kitchen such as appliances and cupboards
- Help youth OMT with Easter Breakfast
- Assist and/or plan special occasions as required by the SLT and/or Pastor
- Coordinate Lenten dinners
- Assist with Rally Day
- Coordinate Pie Social
- Recruit bakers when needed for various occasions
- Support for any OMT/SLT that require our assistance

Again we would like to thank Kim Lewin and the Youth for all the help they have given us in the past year by running or assisting in the above events. Thank you to all the wonderful bakers who have supplied baked goods and pies. We really couldn't have done it without you.

Liturgical Arts OMT

Chairperson: Carie Bronson

Members: Linda Arshem, Ann Grevenkamp

The Liturgical Arts Ongoing Ministry Team has been active again this year to enhance the worship experience. Our biggest project of the year was making 4 banners for our sister congregations in Tanzania. Through the efforts of a small, but dedicated, team of designers, fabric cutters, ironers and stitchers, we completed them in time to be sent along with the group that traveled to Tanzania in June. We plan to continue adding new items for our own sanctuary for the different liturgical seasons and we would welcome ideas and help in this endeavor.

We investigated the purchase of 2 new large chalices for communion and continue to try to find additional small chalices too.

The Communion Preparation teams continue to prepare what is needed for weekly communion and for baptisms as they are celebrated. We encourage everyone (men and women of all ages) to consider giving a little time towards this area of worship preparation. It is not a difficult job or time consuming and you are in church on Sunday mornings anyway!

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: Sue Weiss, Bill Anderson

Members: Barbara Luckiesh, Nancy Schwartz, Terry & Sally Zarling

Under the theme “God’s Work, Our Hands,” the Outreach year has been a busy and fulfilling year. Many members have helped many people in many ways.....

Salvation Army

Through “Feed the Kids,” over 50 members traveled 5 times to Milwaukee to prepare over 11,000 sandwiches for inner city children when the school lunch program was suspended for the summer months.

For the first time, some of these 50 members also visited the Waukesha Salvation Army to make 300+ sandwiches and then deliver them to children at 2 parks in Waukesha.

In November, 4 members participated in “Meaningful Makeover” where a room at the downtown Milwaukee Salvation Army homeless shelter is fixed up to provide temporary housing for a homeless family. When leaving this room, they are able to take all bedding, blankets, towels etc. for use in their new home.

Disaster Relief

Four men of OSEL C traveled to Cedar Rapids, Iowa in May to help repair a home damaged by flood. The men worked for a week painting and installing flooring, cabinets, doors and windows.

Appalachian Service Project

Fifteen youth and six adults from OSEL C spent a long week of their summer serving people in central Appalachia where 1 in every 4 people live below the poverty level. With three vans, this group journeyed to Harlan County, Kentucky from July 24 to August 1. They worked in the heat of summer helping repair three homes while building a relationship with the families living in those homes.

The Hope Center of Waukesha County

In the spring and fall, OSEL C volunteers prepared and served meals to the needy through the Loaves and Fishes program.

Starting in November, a few strong men have helped to move donated furniture and appliances the Hope Center storage garage. Then when needed, they have moved these donated items to needy families in Waukesha County. Looking for more men...

Faith and Light

Several families and individuals from OSEL C and the community meet monthly at the church for fellowship, fun, food and worship. The group has outings for bowling and miniature golf, and prepares one of the Lenten dinners each year.

Lithuania

This summer OSELC members again teamed up to send 2 members off to teach English and lead Bible Studies at a Christian school in Lithuania.

Tanzania

In 2010, eight people (2 families, 2 individuals) traveled to Tanzania as missionaries from OSELC. These are some of the activities they participated in:

- Visited Bishop of ELCT - DME Headquarters
- Visted/toured Nkoaranga Hospital: brought and distributed numerous medical supplies including stethoscopes/blood pressure cuffs/medicines/gloves/bandages/etc
- Met with physicians who Terry Zarling continues to be in contact with to discuss needs
- Volunteered in the Orphanage Center for an afternoon providing childcare
- Visited the Mt. Meru coffee plantation and learned how we work together in supporting the local community by providing jobs and income through the coffee we purchase at OSELC
- Worked side-by-side with evangelists and pastors to physically construct the walls of Imbaseny Kindergarten; bricks and mortar and digging/filling in the foundation
- Visited the Malaria Net factory (which is the #1 net supplier in the world) and purchased 220 nets which were distributed to families/members of the Meru Dioceses and those families that we stayed with
- Attended the "roof raising" service Sunday morning at Imbaseny church: presented them with our gift of hand chimes and took part in their auction to raise money for the roof raising
- Visited satellite churches of Imbaseny: Yordan, Bethel and Aimbora and worked side by side with members of Yordan church to move boulders in the construction of their new church

The donations to buy the malaria nets, roof raising, and medical supplies were raised by the individual 8 participants who went on the trip and 100% raised went to the people of Tanzania. This is an area that OSELC members may want to be a part of in the future. OSELC has raised over \$8,000 to be used in building the Imbaseny Kindergarten

Mt. Meru Fair Trade Coffee Project

Throughout the year, OSELC members enthusiastically support small farmers in Tanzania by purchasing coffee grown in the Mt. Meru area.

Fair Trade Weekend

On December 4 and 5, the Narthex was transformed into the Fair Trade marketplace. This year's booths included World Vision child sponsorship, Kiva loans for budding entrepreneurs, wooden crosses with profits to the Imbaseny Kindergarten building, and merchandise crafted by a variety of 3rd world artisans. Hundreds of Christmas gifts were purchased that really put Christ back into Christmas.

The Giving Tree

Over 70 gift tag requests were fulfilled by our congregation in early December and went to the Salvation Army, The Hope Center and Interfaith to help them make a better Christmas for others.

Interfaith Project

Several of our men and a family of 6, completed fall yard cleanup for 3 area homes through the Interfaith agency which connects people in true need with willing volunteers. Let us know if you would like to participate in any of their projects.

Summer Mission Appeal

The Outreach team planned, coordinated and conducted the Summer Mission Appeal to assist in the financial support of the 2010 projects and activities. OSELC members were generous in their contributions for this special appeal.

So, what will God bring us in 2011? Our Outreach theme continues to be “God’s Work, Our Hands”. 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 time and service to our many outreach ministries.

PROPERTY OMT

Chairperson: Matt Feyen

Members: Bill Schumell, Mark Woerishofer

Property OMT is a dedicated group of members and volunteers who enjoy the brick and mortar side of supporting our church and its congregation through various projects in and around our wonderful facility. Through the last year we have:

- maintained and updated the landscaping
- painted the church offices
- created new signs for the main entrance
- repair work throughout the building

We are also planning several projects for this upcoming year to help with increased requests for new and creative storage.

We are always looking for volunteers to help with projects around our church. Most of these do not require much time, only a few hours here and there and are a great way to build a sense of ownership and pride in our place of worship. All we ask for is a little sweat to go with a big smile.

Thanks to everyone who joined in our projects last year and we look forward to another year of hands on service from our members.

Sunday School Support OMT

Chairperson: Kristi Artiles

Members: Lara Ehrsam, Tracy Hagen, Kim Hevrdejs, Lori Zeller

This year we held six special events:

- **Christmas Traditions**—a celebration of traditions of different families in our church family and in this area.
- **Lenten Faire**—fun morning of activities and learning about what Lent means. Pastor Chuck held a “Last Supper” meal and explained what Jesus meant when he had his Last Supper with his disciples and how that relates to our communion table.
- **Easter Egg Hunt**—special candy-filled celebration of Easter with lots of help from our Youth.
- **End of the school year celebration**—special morning of activities and snacks as we celebrated the end of the school year and coming summer with lots of help from our Youth.
- **Rally Day**—kicked off our Sunday School year with special welcome back activities led by Kim Lewin and the Youth OMT. *Thanks to all of you for your support!*
- **5th/6th grade hayride**—Sunday afternoon gathering held in October for our 5th and 6th graders at the Goetz’s farm. Kids enjoyed riding around the farm in the beautiful weather with lots of snacks and juice provided by the Goetz’s. *Thanks so much to Charlie and Marlene!*

In September, we implemented the **FaithWeaver Sunday School** curriculum in grades PK-12. Group Publishing sent a representative to us in August to review the curriculum with our parents and train our teachers how to use the materials. Our OMT coordinated the PK-6th grade classes. Major changes to our format included:

- Created 3 person teacher teams for each class
- Gave each class its own classroom
- Created a supply committee to gather items teachers need for each Sunday’s class so teachers can focus on preparing the lesson
- ***Special thanks to our Sunday school families and our friends in the congregation who donated supplies for our classes!!*
- Created a class for parents so they can learn the same topic as their children each Sunday.

Informal feedback from the program has been good so far. Teachers tell us that the lesson plans are very thorough with more than enough information and activities to fill each hour. They quiz the students on what they learned the previous week and the children are retaining the information they’ve been taught.

The students also enjoy the activities and lessons they are learning. They are forming solid friendships with each other and their teachers while learning more about our Christian faith.

Carolyn Masterson is helping us keep music in our Sunday school. Our children practiced each Sunday for performances at both first and second services on November 7 in support of the *Advancing His Kingdom* program. The PK-4th graders sang accompanied by the 5th and 6th grade class on bells. Carolyn also led the children in gathering time devotions as we lit each candle on the Advent wreath. For their final performance of the year, Carolyn taught the students several carols they performed at the Christmas program.

To finish off our Sunday school year, we had a terrific Christmas program: A Christmas Hope. This year we incorporated the performance into the second service. Kim Hevrdejs edited and reworked the script to include as many of our students as possible. She led the way in keeping the practices going, the children learning their parts and the costumes ready. Tracy Hagen assisted Kim and helped polish each actor's performance. The kids had a great time not just learning but living the story of Jesus' birth.

A huge thank you goes out to all our teachers!

PK/K: Kris Pietz, Kathy Rotta, Roberta Thomas
1st/2nd: Amy Kellerman, Leanna Manser, Connie and Alan Schmitz
3rd/4th: Kris Erickson, Scott Gosse, Lori Zeller
5th/6th: Carlos Artiles, Tracy Hagen, Kim Hevrdejs, Curt Lenz
Parent Class: John and Sue Weiss

Thanks to our staff who support us!

LuAnne Coakley, Tina Fuhs, Tom Mauer, Deb Nollen, Tracy Renner

Special thanks to our music teachers!

Carolyn Masterson and her assistants: Becky Culhane, Shelliann Javorek, Polly Mauer, and Sue Weiss

And we could not have accomplished any of this without the unwavering support of our pastors!!
Thanks Pastor Tom and Kim!!

Youth OMT

Chairpersons: Maddie Burgdorff, Nick Weiss

Members: Helene Altman, AJ Arshem, Austin Arshem, Lauren Comella, Brooke Olson, Megan Schwartz, Stephen Taddey, Andrea Westlie, Kathy Comella, Chris Schwartz

Please see our Kim Lewin's report.



Staff Reports

MUSIC MINISTRIES

Carolyn Masterson

2010 Special Music Events at Our Savior's

January 31st – *Christ Is the Light*. This Epiphany program featured the Vocal Choirs of Church of the Resurrection, Christ the King, and Our Savior's and the Youth and Adult Handbell Choirs of Our Savior's and the Kings Ringers from Christ the King. The Pastors of those congregations also took part in the program. It was a wonderful experience for all involved and we raised \$839 for the "Three Revs Hunger fund of the ELCA."

February 17th – Ash Wednesday – *Ascension Lutheran Mime Troup*. This group of high school folks presented The Passion Story in Mime. It was an extremely moving experience.

April 25th – Special 25th Anniversary surprise for Polly Mauer. Unbeknown to Polly, we had secured the services of one of Polly's favorite composers, Joel Raney, to write a piano piece dedicated to her. On this Sunday we presented the piece to her but also had the composer come to play it for her! The audible gasp from the choir when he came in was overshadowed only by the complete surprise and excitement on Polly's face. We thank Polly for her years of dedicated service to Our Savior's.

April 30th – Trinity Praise Band Benefit Concert. A wonderful concert of Christian Rock music was enjoyed on this Friday evening with spot lights and great sounds! They collected \$534 for Summer Mission trips and the Hartland Food Pantry. Thanks to Steve Bogie and Kerry McConaway for their leadership of this group.

December 24th – Christmas Eve. The year ended with three Christmas Eve worship services which included:

- | | |
|------------|--|
| 4:00 p.m. | Young pianists and soloist, Youth Bell Choir |
| 6:00 p.m. | Chancel Choir, Adult Bells and Allie Babich |
| 10:00 p.m. | Kelly Culhane, Allie Babich, and Steve & Irene Koenigs |

Each service was different in its musical presentations, but each celebrated Christ's birth in a wonderful way.

Musical Groups

The Chancel Choir, Adult Bell Choir and Youth Bells rehearse each Wednesday from September through May. I want to thank each of the members of these groups for their time and commitment to the Music Ministry at Our Savior's. You are indeed appreciated!

In September, Becki Culhane and I began a new Handbell Team with the 5th and 6th grade Sunday School Class. They rehearsed September and October, and then accompanied the Chancel Choir and Sunday School Children on All Saints Sunday. This group will continue in January as part of their Sunday School class.

The Sunday School Pre-K through 4th learned songs to sing with the Chancel Choir on All Saints Sunday and again for their Christmas Program.

The Trinity Praise Band was a wonderful part of our music ministry! Due to the transitioning of several members, Steve Bogie felt it may be best to combine our two contemporary music groups into the StoneRollers under the direction of Irene Koenigs. A huge thank you to Steve Bogie and Kerry McConaway for their leadership and to Brooke Olson, Anji North and Kevin Gratz for keeping the group going through the Fall.

The StoneRollers have become a more regular part of our Worship Schedule and in 2011 will be leading worship one Sunday a month at both services. Thank you to Irene & Steve Koenigs for their leadership of this group.

Other groups who played for Worship were: Little Bit of Heaven Band, Anderson Family Singers, our own accordion duo (Sue Loppnow and Bill Anderson) providing “Old time Religion” hymns, Flute ensemble, led by Sue Weiss,

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!*

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.

We are currently preparing for the next new member session to be held January 23. I will continue to connect with new members who join then and those who joined in March 2010. 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.

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
- Emailed 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 on 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 Preparation, Counters, Tech Team and Ushers. Ask me for more information and how you can sign up!

Four new small group fellowship opportunities were added in 2010 along with continuation of those already in progress. In March, a book club began meeting in the church library on the 4th Monday of each month from 7-8 pm. The women of the church began meeting monthly in May, on the 4th Saturday of each month from 8 – 9:30 am. Two men's study groups were also added on Thursday morning and Thursday evening. All small groups offer a way for members to get to know one another on more personal basis. Ask me about all the opportunities available and find one to connect with!

Goals for 2011 include:

- Survey the congregation members time/talent/gifts
- Update CMS software with members time/talent/gifts
- Follow up with new members at intervals of 6 months, 1 and 2 years
- Facilitate small group fellowship opportunities
- Our Savior's at a Glance handbook for new members

YOUTH MINISTRIES

Kim Lewin

January 14, 2011

Dear Brothers and Sisters in Christ,

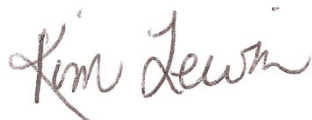
Peace to you in this new and exciting year of 2011! As am writing my fifth annual report here at OSELC, I am amazed at the changes and blessings that God has bestowed upon us. What a great year!

This past year was one of growth, change, and excitement filled with the unknown, yet God the Father knew and was our constant companion and support! While we were waiting for Pastor Tom and his family to arrive, I had the opportunity to preach and lead worship a few times. These are things I had not done for a few years and God reminded me how much I enjoy leading worship! So once again, God proved that while I felt I was being stretched time to time, He was always with me!

The youth really stepped up to the plate and served in ways they had not done in the past. They taught Sunday school, VBS, served meals at homeless shelters and temporary meal sites, served at ASP and helped to lead worship. They also collected backpacks and school supplies along with sponsoring "Undie Sunday." Proceeds of Undie Sunday were donated to the Hebron House of Waukesha County. These young people really made an impact in their own backyard. We did lots of fun outings like retreats, lock-outs, cookouts, pool parties, Noah's Ark and, most importantly, diving into God's word.

I want to take the time to say thanks to the Youth OMT, chairpersons Maddie Burgdorf and Nick Weiss, 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 roles and have 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

OFFICE MANAGER

Tina Fuhs

The **Office Manager's** primary functions are to:

- maintain a professionally run front office;
- ensure the nursery maintains a safe care-giving environment at Our Savior's Evangelical Lutheran Church; and
- supervise office, nursery and custodial staff.

With the departure of Pastor Wayne and Christa I was asked by the SLT to take on the responsibility of overseeing the entire office staff and being the main decision maker on behalf of the office during the transitional process. In addition to this undertaking, below I have highlighted some additional projects that have been completed:

- Recruited an interim bookkeeper who later became our permanent part-time bookkeeper.
- Reviewed internal phone usage and determined best plan for OSELC. Changed plans which resulted in a reduction in monthly phone charges.
- Recruited and hired a new Nursery Supervisor.
- Solicited pest management bids and secured a service to help reduce/eliminate ant problems in the kitchen and other pest problems throughout the church.
- Assisted with Pastor Tom's onboarding and setup of office equipment, furniture, software needs, etc.
- Reviewed property/liability coverage for the church and determined we were significantly underinsured. Solicited bids from three insurance companies and awarded the business to an insurance company specializing in insuring religious institutions. OSELC now has adequate coverage at a premium savings of over \$2,000/year.
- Facilitated pictorial directory project. Due to the lack of response in receiving photos for the activity collages this project is slightly delayed. We should receive the proof copy by end of February/early March.
- Coordinated completion of painting in the office.
- Transferring data from one membership database to another and updating to make data credible and usable. This has been an extremely time consuming project due to making three vendor changes.

One of the main objectives for 2011 will be to continually monitor spending and find ways to be more financially efficient and cost conscious.

Respectfully Submitted,
Tina Fuhs



Pastor's Report

I thank God for Our Savior's Evangelical Lutheran Church! Our family has felt so welcomed by you. I cannot tell you how grateful we are to be with you. Your encouragement to us has been wonderfully overwhelming. Thank you ☺.

Our Savior's has been in a lengthy season of transition or rebuilding. I will attempt to liken it to the Packers this year. First, both the Packers and OSELC had high hopes going into this season. A new pastor has arrived that will provide some leadership and stability. Some have been grieving the loss of key players that have moved on, Pastors Wayne and Christa, which is understandable. We grieve the loss of Larry Shupe amidst us, a veteran player, if not "coach" who is dearly missed. More of us are going to need to step up and play that role of one who welcomes people and connects with people in a very personal way. That will strengthen our DNA of Christian Hospitality. *Advancing His Kingdom* (AHK) has helped equip and empower "our deep bench" (don't take this wrong) and get them strategically on the field playing their best at their position. When people are in their "sweet spot" using their God-given gifts/talents and doing what they do best, they thrive and the team/church becomes healthier. The Packers and Our Savior's have been able to do this. We don't know how deep we'll go in the play-offs, but hopefully we are being shaped and built to be a team/church that is doing its best, given the players/people, resources, and purpose. Ultimately, this is all for God's glory and advancing His kingdom on earth as it is in heaven.

Natural Church Development names **8 *Quality Characteristics of a Healthy Church***. I will highlight some of the ways I have sought to flesh these characteristics out over these nine months with you.

Loving Relationships

- Many people made appointments to introduce themselves to me.
- I am very accessible by phone and e-mail during office hours of 9:00 a.m. thru 4:30 p.m. on Tuesdays, Wednesdays, and Thursdays.
- Staff meetings and retreat
- Two fall Retreats [7th/8th graders & 9th/10th graders]
- Visited home-based people throughout the summer and fall
- Hospital and hospice visits
- Counseling and referrals
- One-on-ones with staff and SLT members and Call Committee members
- Open house at our home (Thanks for attending!)
- Home visits for football games, lunch, play dates with children

Functional Structures

- Researched Sunday School program options, narrowed down to three, selected FaithWeavers. Lots of positive feedback so far. More to expand on.
- We have two confirmation programs. Both need considerable attention to get them functioning at a more fruitful level. Over the course of the spring and summer, there will be much research, refining, and development.
- The current SLT and OMT structures will be evaluated in February.
- Created a Personnel Team

Passionate Spirituality

- DailyWalk printed in the weekly bulletin and posted on the website to expand on message from the current and previous weeks.
- KidsWalk, SeniorWalk and FaithWalk posted weekly on our website to expand on message from the current and previous weeks.
- Have follow-up with several prayer request situations and uplifting prayer through worship, meetings, and gatherings.

Empowering Leadership

- Leadership Retreat in September on the *8 Quality Characteristics of a Healthy Church*. Our strength is *Gift-based Ministry* and our area that needs the most attention is *Need-oriented Evangelism*.
- Youth Minister Kim Lewin has been empowered in teaching more in confirmation, has preached and has assisted more in worship.
- AHK has expanded the “lay leadership” leg of ministry for Our Savior’s; ministry and mission thrives and expands as we multiply ministers.

Gift-based Ministry

- The Leadership Retreat in September named Gift-based ministry as our strength. We intend to build on this through every person taking a Spiritual Gifts Assessment, having a sermon series on Spiritual Gifts, and identifying one ministry and/or mission that each person has chosen to serve in, using their gift to the glory of God.

Need-oriented Evangelism

- You have introduced me to the many outreach ministries we partake in to care for the poor and poor in spirit. Our family has served at the Hebron House. I’ve visited the Hope Center and a golf fundraiser for it.
- The drama production “Witnesses” on Friday, February 11, is an opportunity to invite our FRANKs (Friends, Relatives, Associates, Neighbors, and Kids) to our church to experience the warmth of our family in an atmosphere of laughter and faith.
- I continue to learn more about our Tanzania Companion partnership.

Inspiring Worship

- Seasonal themes have given us sharp focus.
- Season of evaluation and transition (Saturday evening worship attendance decline; Trinity Praise Band merged with StoneRollers)
- As a pastoral/program-sized church, two services is reasonable/manageable and can be done well given the personnel, time, and resources needed.

Holistic Small Groups

- We added two new men’s groups on Thursdays (one at 7am and one at 6pm)
- Our small group based Lenten Journey will begin in March, *In the Dust of the Rabbi*.

“We love you so much that we are delighted to share with you not only the gospel of God but our lives as well, because you have become so dear to us.” That speaks on behalf of me and our family.
1 Thessalonians 2:8

Your partner in the gospel, Pastor Tom



Advancing His Kingdom



The Advancing His Kingdom (AHK) program began in August 2010 when Pastor Tom and the Senior Leadership Team decided to utilize a successful church program called Vision 2 Serve. Our Savior's developed its own theme, Advancing His Kingdom. The purpose of AHK is to expand the mission of our church by thoughtfully arriving at new goals from the Congregational Vision, connecting with each other through calls and visits, and being in relationship through prayer and fellowship. The Congregation was asked to support our current mission with their tithing and make an additional pledge to expanding our work in the world.

Both the AHK team and church leadership were impressed with the generosity and humbled by the commitment of the Congregation during "Commitment Sunday." Our pledges for general giving were up 33% and our Advancing His Kingdom goal hit \$38,152 which reflected an increase in total pledging of 48%!

So now it is 2011 and we have begun taking our AHK "second offerings." As money is received, the SLT will allocate it to the goals we have set out, but have already indicated that we will start with our audio visual upgrade goal. Goals will be taken on as we receive funds, have the volunteers in place and are current on our church budget. The church will be soliciting volunteers for an area of interest to you, in harmony with our goal of involving members in projects that matter to them personally. Please prayerfully consider helping in an area of importance to you.

In 2011, we will have our second offering the last Sunday of every month and are committed to providing interesting and timely reporting on our progress to the Congregation. In May, we would like to have a Congregational Visioning Dinner from which we will draw the Congregational Goals for 2012. Some of the AHK teams function year round, like our Visitor Welcome and Community Events Teams. One of our goals is for Our Savior's to have a positive impact in our community, and to bring the message of Christ to all. This means we want to be a welcoming place, and to reach out to our community, so please volunteer if your gifts are in these areas.

Lastly, we have published many times all of the team members who have brought this positive energy to our church. We would be remiss to not thank them again, for doing all they have done to further the work of our Lord.

In God's Peace,

Greg and Kris Nebel
Program Leaders, Advancing His Kingdom



President's Report

Dear friends in Christ,

Many of you many not know this, but I am from West Virginia. There are not many straight and flat roads to drive on. They are curvy and go up and down. But you can still get from one point in the state to another on the roads. It is a beautiful drive if you're not in a rush.

God's plan for Our Savior's occurred over the past year. He began revealing his plan a year ago when the Call Team was evaluating and interviewing potential pastors during the time interim Pastor Chuck Brummond was our spiritual leader. He led us to Pastor Tom Pietz, and we ended the year realizing what a blessing Pastor Tom and his family has been and continues to be to Our Savior's! Throughout the months in 2010, many, many individuals contributed to the process that had to occur in order to achieve this.

After Pastor Tom accepted the call, Chuck Thomas began planning and acting to begin the transition process for Pastor Tom and his family to a new home in the area from Iowa. They have a beautiful home now. Thank you, Chuck! Starting in April, the staff planned and worked with Pastor Tom to bring him up to speed with all items necessary so that they can act as an efficient office team. Thank you, Tina Fuhs and others for this.

The MET report was a key point in Pastor Tom accepting the call to be new Pastor. I would like to again thank those on the Mission Exploration Team for your hard work in 2009 for it has yielded fruit and will continue to do so as we plan and implement your recommendations this year. Thank you, Call Team! Our chairperson, Carol Emmel, did an excellent job with Bill Anderson, Carolyn Taylor, Scott Gosse, Bob Mikulec and I to discern who God had selected as our next pastor. We, within the team, certainly saw how God showed us the way.

Within months of Pastor Tom arriving at Our Savior's, he and the Senior Leadership Team saw the need and opportunity to begin building up our church. This need had also been identified and documented by the Mission Exploration Team in 2009. A new program, Advancing His Kingdom, gave us a new strategic approach to how we create, fund and implement new and important goals of our church. The Senior Leadership Team, with input from Advancing His Kingdom team and other Ongoing Ministry Teams, established these goals for 2011 based on the Mission and Vision statements within the MET report. As you can see, God's plan for our church has been and will continue to be amazing in how His plan always requires us to say "how can I do God's work today."

The Senior Leadership Team with the guidance of Pastor Tom began implementing the structure of Advancing His Kingdom. The first task at hand was to find a couple who could lead this program for two years. Greg and Kris Nebel accepted this opportunity to lead. What they and their team leaders and member and volunteers have completed over four months is amazing in its breadth and depth. Reaching out and reconnecting with everyone in our church and having one-on-one time with members to talk about our church has been highly beneficial to Our Savior's. Each and every one of you are important member of this church. Your interest and actions to be more involved in doing God's work is why the Senior Leadership Team decided that this was the perfect time to implement this program. We all know that God wants a relationship with all of us. We are all part of His plan to bring us together within and outside our church.

John Stocking and Connie Schmitz have played significant leadership roles at Our Savior's for the past three years. John Stocking served as our president elect, president and past president. Connie Schmitz represented the voice of the congregation as an at-large. John and Connie have been part of the leadership team throughout the entire transition process of our church. Thank you both for following God's will for our church.

God has led us the past two years through the curves and ups and downs ("downs" are not necessarily bad things), per His timing, as we went from one point to another. Our travel through God's plan was beautiful for us for we all saw how God's hand at work moved us from one point to another within our church. May the trip that we take this year be as just as amazing!

In His service,

A handwritten signature in cursive script that reads "Jeff Smith". The signature is written in black ink and is centered on the page.

Jeff Smith, SLT President



**2010 Financial Report
Approval of 2011 Budget**

Summary of 2011 Budget

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change 2010
INCOME				
Offerings				
Non-Pledged	118,200	153,574	100,255	-35%
Pledged	229,843	239,210	329,574	38%
Total Offerings	348,043	392,784	429,829	9%
Total Special Gifts Income	59,074	42,124	-	-100%
Dedicated Funds*	-	-	26,324	
TOTAL INCOME	407,117	434,908	456,153	5%
EXPENSES				
TOTAL OUTREACH	39,465	34,622	45,400	31%
TOTAL BUSINESS FINANCE	134,521	131,149	139,290	6%
TOTAL EDUCATION	8,341	9,719	4,400	-55%
TOTAL EXECUTIVE	105,283	100,997	111,619	11%
TOTAL HOSPITALITY	5,095	4,500	2,895	-36%
TOTAL LITURGICAL ARTS	4,048	3,814	4,800	26%
TOTAL PROPERTY	37,545	34,205	37,755	10%
TOTAL SERVICE SUPPORT	8,089	7,618	8,923	17%
TOTAL ADVANCING HIS KINGDOM	7,500	4,086	17,245	322%
TOTAL WORSHIP & MUSIC	52,439	56,170	53,974	-4%
TOTAL YOUTH	34,050	35,120	29,853	-15%
DEDICATED FUNDS	11,893	-	-	
TOTAL EXPENSES	448,269	422,000	456,154	8%
NET INCOME	(41,152)	12,908	(1)	-100%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
EXPENSES				
OUTREACH				
ELCA	9,700	9,700	9,700	0%
Faith & Light	388	325	-	-100%
Hartland Food Pantry	179	179	500	179%
Hebron House	79	-	-	
Hope Center	1,000	1,000	2,000	100%
Inner City Ministries	-	250	-	-100%
Interfaith Senior Programs	250	250	500	100%
Loaves & Fishes	105	100	100	0%
Lutheran Homes of Oconomowoc	250	250	250	0%
Lutheran Social Services	1,725	1,725	2,500	45%
Merton House	1,000	1,000	2,000	100%
Outreach Marketing & Promo	27	100	100	0%
Prayer Shawl Ministries	82	100	100	0%
Salvation Army - Meaningful Makeover	548	862	1,000	16%
Service Projects - Youth	-	1,500	-	-100%
Lake Country Cluster	-	-	450	
Applachia Service Projects	10,381	10,299	6,600	-36%
Disaster Relief Projects	(875)	711	1,000	41%
Lithuania Service Project	1,077	1,039	2,000	92%
Tanzania - Imbaseny Kindergarten	8,210	498	3,000	502%
Transportation Grant	400	400	600	50%
Haiti Earthquake Fund	510	510	-	-100%
Mt. Meru Coffee	909	824	-	-100%
World Hunger	3,000	3,000	4,000	33%
Miscellaneous	520	-	9,000	
TOTAL OUTREACH	39,465	34,622	45,400	31%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
BUSINESS FINANCE				
Computer Equipment/Supplies	(1,084)	3,000	2,100	-30%
Computer Support Fees - CMS	934	-	1,075	
Computer Maintenance	1,942	750	2,000	167%
Computer Support Fees - ICON CMO	910	-	138	
Website Maintenance	468	750	750	0%
Fees	360	-	800	
Building/Liability Insurance	5,611	4,329	3,827	-12%
Workers Compensation	1,413	1,100	1,184	8%
Mortgage - Principal	13,887	12,167	15,134	24%
Mortgage - Interest	27,804	29,524	26,557	-10%
Office Equipment Expense	4,918	4,850	5,000	3%
Office Supplies	2,676	3,500	3,500	0%
Telephone/Internet - DSL Lines	315	-	326	
Telephone/Internet - LAN Lines	2,633	2,625	2,700	3%
Calling Post	240	350	240	-31%
Gifts	-	923	-	-100%
MET Team Expenses	2,157	2,157	-	
Mileage - Office Staff	670	505	720	43%
Miscellaneous	4	4		
Payroll Expense	1,127	1,070	435	-59%
Postage/Mailing	1,526	1,750	1,500	-14%
Personnel Background Checks	-	-	45	
Soda Machine	213	200	375	88%
Bookkeeper	12,548	12,000	12,693	6%
Church Secretary	24,973	21,900	25,500	16%
Nursery Supervisor	2,212	2,300	2,444	6%
Office Manager	13,809	14,000	13,475	-4%
Office Help	-	250	-	-100%
Vacation/Holiday Pay	-	-	3,778	
Employers FICA Contribution	7,743	7,565	8,728	15%
Employers Medicare Contribution	2,199	1,770	2,041	15%
Church Secretary Pension & Medical	1,869	1,725	2,630	52%
Office Manager - Professional Expenses	207	-	250	
Subscriptions & Memberships	134	-	135	
Vanco - Simply Giving	104	85	100	18%
TOTAL BUSINESS FINANCE	134,521	131,149	140,180	7%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
SERVICE SUPPORT				
Calling Post	-	-	101	
Service Coordinator	7,971	7,500	8,622	15%
Volunteer Appreciation	118	118	200	69%
TOTAL SERVICE SUPPORT	8,089	7,618	8,923	17%
EDUCATION				
Calling Post	-	150	180	20%
Adult	-	200	-	-100%
Bibles/Devotions	154	200		-100%
Faith Stepping Stones	151	250	175	-30%
Leadership Training	2,015	2,015	-	
Library Books/Supplies	-	100	-	-100%
Nursery	127	200	150	-25%
Retreats	-	3,050	-	-100%
SS Superintendent Gift	600	-	-	
Sunday School	3,940	2,800	3,525	26%
Sunday School - Jr/Sr High	383	104	-	-100%
Vacation Bible School	925	650	250	-62%
Postage/Mailing	45	-	120	
TOTAL EDUCATION	8,341	9,719	4,400	-55%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
EXECUTIVE				
Library Books/Supplies	-	-	300	
Computer Equipment Supplies	304	-	-	
Office Furniture	1,554	1,554	-	-100%
Gifts	249	-	-	
Retreats	-	-	150	
Interim Pastor Mileage	155	155	-	-100%
Permanent Pastor Mileage	915	650	960	48%
Interim Pastor Housing	5,538	4,615	-	-100%
Permanent Pastor - Housing	60,037	61,287	40,156	-34%
Interim Pastor - Pension & Medical	5,304	5,304	-	-100%
Permanent Pastor - Pension & Medical	7,142	4,650	31,569	579%
Interim Pastor - Salary	15,356	13,425	-	-100%
Permanent Pastor - Salary	-	-	31,000	
Interim Pastor - SS Allowance	1,435	1,230	-	-100%
Permanent Pastor - SS Allowance	-	-	3,844	
Interim Pastor - Professional Expenses	150	150	-	-100%
Permanent Pastor - Professional Expenses	669	1,000	600	-40%
Permanent Pastor - Phone Allowance	1,020	1,020	1,440	41%
Permanent Pastor - Continuing Education	788	1,000	-	-100%
Moving Expenses	3,557	3,557	-	-100%
Pastor - Supply	831	1,000	1,200	20%
Subscriptions & Memberships	55	-	-	
Synod Assembly	225	400	400	0%
TOTAL EXECUTIVE	105,283	100,997	111,619	11%
HOSPITALITY				
Hospitality	4,626	4,500	2,860	-36%
Mt. Meru Coffee	320	-	-	
Soda Machine	115	-	-	
Subscriptions & Memberships	35	-	35	
TOTAL HOSPITALITY	5,095	4,500	2,895	-36%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
LITURGICAL ARTS				
Communion Supplies	389	450	480	7%
Flowers	2,963	2,821	3,080	9%
Liturgical Arts	695	543	1,240	128%
TOTAL LITURGICAL ARTS	4,048	3,814	4,800	26%
PROPERTY				
General Maintenance	4,491	2,000	4,000	100%
Septic Sewer Plumbing	331	500	400	-20%
Snow Removal	1,733	2,000	1,500	-25%
Trash Disposal	2,250	1,950	2,300	18%
General Grounds Maintenance	621	1,000	600	-40%
Small Tools & Equipment	157	-	150	
Special Projects	373	500	250	-50%
Electricity	9,266	7,200	9,400	31%
Gas	4,854	4,900	5,000	2%
Miscellaneous	100	-	-	
Custodian	13,370	13,905	13,905	0%
Guest Custodian	-	250	250	0%
TOTAL PROPERTY	37,545	34,205	37,755	10%
ADVANCING HIS KINGDOM				
Advancing His Kingdom	2,227	-	2,000	
Advertising	1,477	1,239	1,056	-15%
Promotion	911	806	705	-13%
Postage/Mailing	644	-	500	0%
Envelopes	581	581	300	-48%
Congregation Survey	385	385	-	-100%
Float	75	75	-	-100%
Vision 2 Serve	1,200	1,000	12,684	1168%
TOTAL ADVANCING HIS KINGDOM	7,500	4,086	17,245	322%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
WORSHIP & MUSIC				
Calling Post	-	100	180	80%
Contemporary Vocal Leader	380	540	900	67%
Contemporary Worship Leader	2,025	2,200	2,100	-5%
Music Choir Director	23,760	24,710	24,710	0%
Organist	11,250	11,700	11,700	0%
Music Choir Director Continuing Education	455	455	-	-100%
Music Choir Director Pension & Medical	9,722	9,433	9,949	5%
Music Choir Director Professional Exp.	35	-	-	
Subscriptions & Membership	436	398	260	-35%
Bulletins	143	250	200	-20%
Choir Supply	77	200	150	-25%
Copyright Licensing	510	700	725	4%
Drama Ministry	300	300	300	0%
Guest Organist/Musician	1,465	1,700	400	-76%
Mileage	-	100	-	-100%
Miscellaneous	854	-	-	
Music Fellowship	42	100	100	0%
Organ/Piano Maintenance	113	500	700	40%
Sheet Music	424	1,350	1,000	-26%
Sound Equipment	294	464	-	-100%
Sunday School Choir	-	200	200	0%
Worship/Music Supply	155	770	400	-48%
TOTAL WORSHIP & MUSIC	52,439	56,170	53,974	-4%

	Actual as 12/31/2010	2010 Budget	2011 Budget	% Change
YOUTH				
Calling Post	108	100	1,050	950%
Bibles/Devotions	-	-	150	
Confirmation	938	1,500	450	-70%
Retreats	125	-	125	
Mileage - Youth Minister	-	200	200	0%
Postage/Mailing	-	-	150	
Youth Minister	21,875	22,750	22,750	0%
Youth Minister Pension & Medical	2,135	1,979	2,343	18%
Youth Minister Professional Expenses	158	500	200	-60%
Service Projects - Youth	1,096	-	-	
Youth Minister - Continuing Education	509	509	-	-100%
Subscriptions & Memberships	-	-	35	
Confirmation Banquet	-	-	1,200	
Confirmation Dinners	1,706	1,500	-	-100%
Youth Trips	2,521	2,800	-	-100%
Youth Activities	2,879	3,282	1,200	-63%
TOTAL YOUTH	34,050	35,120	29,853	-15%

TOTAL EXPENSES

TOTAL INCOME

NET INCOME

436,376	422,000	457,043	8%
407,117	434,908	457,043	5%
(29,259)	12,908	(0)	-100%

OUR SAVIOR'S EVANGELICAL LUTHERAN CHURCH

Financial Report as of 12/31/2010

	1/1/2010	12/31/2010	Variance
<u>Balance Sheet</u>			
Current Cash	\$ 82,148	\$ 52,195	\$ (29,952)
Current Dedicated Accounts	\$ 68,698	\$ 66,994	\$ (1,704)
Endowment Fund	\$ 5,268	\$ 6,033	\$ 765
Total Cash	\$ 156,113	\$ 125,222	\$ (30,891)
Long Term Liabilities (Mortgage)	\$ 467,379	\$ 453,493	\$ (13,887)

2010 Income

	Actual 2010	Budget 2010
Offerings Income	\$ 348,043	\$ 392,784
Special Gifts Received	\$ 42,774	\$ 25,948
Other Income	\$ 16,300	\$ 16,176
<hr/>		
Total	\$ 407,117	\$ 434,908

2010 Expenses

	Actual 2010	Budget 2010
Expenses	\$ 434,382	\$ 409,833
Mortgage Principal Payment	\$ 13,887	\$ 12,167
<hr/>		
Total Expenses	\$ 448,269	\$ 422,000

Income	\$ 407,117	\$ 434,908
Variance	\$ (41,152)	\$ 12,908

Summary

1. Income is less than budgeted.
2. Expenses are high than budgeted.
3. Additional cash received in previous years was used to cover short fall in 2010.
4. Benevolence was \$39,465 in 2010 which was 9.7% of the total income.

COMPARISON OF RECENT OFFERINGS

OFFERINGS

	2006	2007	2008	2009	2010	2011
Non-Pledge Budget	47,896	104,526	50,623	80,554	153,574	100,255
Non-Pledge Actual	82,181	83,484	79,139	65,625	118,200	-
Non-Pledge \$ Variance	34,285	(21,042)	28,516	(14,929)	(35,374)	(100,255)
Pledge Budget	401,950	391,656	420,420	369,923	239,210	329,574
Pledge Actual	365,952	372,302	388,088	336,962	229,843	-
Pledge \$ Variance	(35,998)	(19,354)	(32,332)	(32,961)	(9,367)	(329,574)
Total Budget	449,846	496,182	471,043	450,477	392,784	429,829
Total Actual	448,133	455,786	467,227	402,587	348,043	-
Total \$ Variance	(1,713)	(40,396)	(3,816)	(47,890)	(44,741)	(429,829)



**Approval of
2011 Senior Leadership Team Slate**

Senior Leadership Team

2011 Proposed Senior Leadership Team

President: Kathleen Walrath
President Elect: Carol Emmel*
Past President: Jeff Smith
Secretary: Linda Westlie
Treasurer **
At Large: John Weiss
At Large: Liza Klokow
At Large: Carolyn Taylor*

*Biographies of new members shown on page 46 and appear in the order shown on the list above.

**Nomination not confirmed at time of printing.

Biographies of Proposed Senior Leadership Team

Carol Emmel

- OSELC Member for 9 years.
- Married to Karl Scheibengraber - - retired from GE, part-time biomedical consulting.
- 2 children at Arrowhead, Anna – Junior; Michael - Freshman.
- Clerk for Board of Education - Richmond School district.
- Hobbies/interests: reading, playing bridge, attend children's events.
- Employed as HR Manager for Herzing University.
- Lives in Town of Lisbon.

Carolyn Taylor

- Member of since 1976
- Served as a Confirmation Teacher
- Bible Study Teacher
- Spent 3 years on Property Committee under Al Zietlow
- Member of Stewardship Committee under Larry Shupe
- Currently serves as the Prayer Ministry Coordinator under the tutelage of Pastor Christa for the past 4 years
- Member of the Call Committee during the search for Pastor Tom
- 3 children, (2 boys, 1 girl); 8 grandchildren; one foreign exchange student (I consider her one of my children and her 2 children my grandchildren)
- Hobbies: Gardening, Kayaking
- Owner and resident designer of Heritage Carpets
- Lives in Hartland

~ **Notes** ~