



**Semi-Annual Meeting
Sunday, August 29, 2010
10:00 a.m.**

**Our Savior’s Evangelical Lutheran Church
Semi-Annual Congregational Meeting**

August 29, 2010

Opening Devotions: Pastor Tom Pietz	Page
1. Call to Order – Jeff Smith	
2. Approve January 24, 2010 Annual Meeting Minutes – Jeff Smith	3
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Closing Prayer: Pastor Tom Pietz

Our Savior's Evangelical Lutheran Church Annual Congregational Meeting - January 24, 2010

CALL TO ORDER

The meeting began with a musical devotion from the choir, "We are all one in Christ." Pastor Chuck Brummond led the congregation in the Prayer of St Francis of Assisi. John Stocking called the meeting to order at 9:41.

APPROVAL OF MINUTES FROM THE SEMI-ANNUAL MEETING OF AUGUST 30, 2009

Carol Emmel moved to approve the minutes. MaryAnn Zimmerman seconded. Motion carried.

ONGOING MINISTRY TEAM REPORTS

John Stocking recognized the OMT chairpersons and thanked them for doing the work of the church. Chairpersons wrote a report highlighting their activities of the previous year. John referred everyone to read the report that was included in the handouts for the annual meeting.

STAFF REPORTS

John Stocking recognized the church staff and their devotion and hard work. Carolyn Masterson, Deb Nollen, and Kim Lewin included reports in the handouts.

INTERIM PASTOR'S REPORT

Pastor Chuck referred to his report in the handouts. His report pondered the changes during this transitional period. Pastor Chuck started one year ago and his time at Our Savior's is coming to an end. He feels blessed by God to be a part of this congregation and knows that God is present in our congregation.

PRESIDENT'S REPORT

John Stocking thanked his wife, Mary Stocking, for her patience during this busy year as president. He thanked all who have helped make it through this transitional year. He personally thanked each SLT member, especially Denise Gundrum and Tom Carroll for their 3 year commitment to SLT. During this transition year, the work of the MET team was completed and given to the Call Committee. This year included the Churchwide assembly vote. John explained the SLT tried to respond to the vote by reconfirming Our Savior's Position Statement on Homosexual Unions drafted in 2004 by Pastors Wayne Nieminen and Christa von Zychlin. There will be further consideration and discussion under a new pastor. John believes God has a plan for this church because we are all believers. There is a belief in a truth bigger than us.

TRANSITION UPDATE

Carol Emmel, chairperson for the Call Committee, spoke on the Call Process. The Call committee received names and information from three sources: internet, referral, and Synod. The Call Committee is wrapping up first interviews and will begin second interviews in coming weeks.

2009 OSELC FINANCIAL REPORT

On behalf of the SLT, John Stocking, explained the 2009 Financial Report. Income exceeded expenses by \$6,931 in 2009. While offering income (pledged and non-pledged combined) was down by \$48,000, expenses were kept under budget by approximately \$55,000 to result in a surplus of \$6,931 through December 31, 2009. This was a transition year at OSELC, largely

devoted to the planning for and identifying of a new pastor. John Stocking explained that the nationwide recession and resulting high unemployment, the uncertainty about the pastoral transition, and serious concerns regarding National ELCA Vote permitting sexually active gays to serve as ELCA pastors combined to sharply reduce offering income in 2009.

2010 OSELC BUDGET

On behalf of the SLT, John Stocking, explained that each year income is made up of three (3) items:

1. Pledged dollars;
2. Non-pledged offering; and
3. Special gifts for service projects.

2010 income was very difficult to predict due to the pastoral transition, economic recession and concern that many OSELC members have regarding the ELCA vote allowing sexually active homosexuals to serve as ELCA pastors. Pledges for 2010 (\$247,457) were 33% below the pledges promised for 2009 (\$369,923). Non-pledged offering were estimated to be the same (\$65,625) for 2010 as had actually been received in 2009. Special gifts (\$24,650) were estimated slightly above actual 2009 special gifts. Total income estimated for 2010 was \$411,379, 14% below the 2009 budget and \$16,600 below the actual total offerings received in 2009.

To reach the budgeted income total of \$411,379, it was assumed that \$85,300 would be received from previous pledging members who had simply not pledged for 2010. This assumption is more than double the assumed income from previous pledging members for 2009 (\$39,142).

This optimistic assumption is based on the hope that pledging members of the church will return once a long term pastor is in place, the economic recession relieves its pressure and the ELCA vote on homosexuality is put in its proper perspective.

Expenses set for 2010 were below the actual expenses in 2009. Major savings were made in the executive pay category due to using a less expensive interim pastor until late in April. Bob Mikulec moved to approve the 2010 budget. Scott Gosse seconded. The motion passed.

APPROVAL OF 2010 SLT MEMBERS

Tom Carroll was the chairman of the nominating committee. The committee recommended Kathleen Walrath, president elect, and Liza Klokow. They were introduced to the congregation and biographies were included in the handouts. Katherine "Kay" Kleifgen moved to approve the new SLT members. Carolyn Masterson seconded the motion. The motion passed.

2010 PRESIDENT MESSAGE

Jeff Smith thanked John Stocking for his service to Jesus as president of SLT for the past year. He thanked all the MET team members and Call Committee for their significant role during this transitional period. He feels OSELC is trying to follow in God's will and with God's will this church will succeed.

CLOSING DEVOTION / ADJOURNMENT

Pastor Chuck Brummond closed with prayer and the meeting was adjourned at 10:45

Respectfully submitted by Linda Westlie

**Our Savior's Evangelical Lutheran Church
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**Ongoing Ministry Teams (OMTs)
Transitions**

Members transitioning from Ongoing Ministry Teams at this time. Thank you for your 3 years of dedicated work on your OMT.

Evangelism/New Members

Jeff & Diane Gratz – Past Chairpersons
Dwayne Butler
John Fuhs

Faith Stepping Stones

Tiffany Weske – Past Chairperson

Hospitality

Martha Gatchel – Past Chairperson
Mary Kay Carroll

Liturgical Arts

Sally Zarling

Outreach

Barb Butler – Past Co-Chairperson
Gary Pratt – Past Co-Chairperson
Bob Mikulec

Property

Carolyn Taylor
Mark Woerishofer

Sunday School

Nancy Lindenberg

Youth

Jack Tyson
Claire Westlie
Janet Jewel
Kari Tyson
Steve Westlie

Our Savior's Evangelical Lutheran Church Semi-Annual Congregational Meeting

Ongoing Ministry Teams (OMTs) OMT Highlights Since January 1010 Annual Meeting

Evangelism/New Members

- Our Savior's was represented at a booth with the local "Community Fest" event at Kettle Moraine High school. Our Savior's members handed out 150 or so brochures and chip clips and we took opportunities to talk with a few that were interested about our church.
- The weekly ad listed in the local news publication "The Lake Country Reporter" and Waukesha Freeman has been changed periodically to announce Pastor Tom's arrival and summer worship hours.
- New banners were made announcing Pastor Tom and Summer Service Hours.

Faith Stepping Stones

- Cup of Blessing Class held March 21 & 29 by Dave Watry.
- First Communion held April 1, 2010 (Maundy Thursday) 8 children.
- Vacation Bible School was held August 8-11. 30 children in attendance.

Hospitality

- Coordinated Lenten dinners in March and April.
- Planned and executed the celebration luncheons for Pastor Chuck Brummond's departure and Pastor Tom Pietz's installation as our new pastor.
- Reception for Pastors Wayne & Christa
- Reception for Special Worship Concert event on Sunday, August 29
- Continue to make arrangements for coffee, doughnuts and cleanup during the hospitality hour between services.

Liturgical Arts

- Planned and decorated the church worship area for all seasons of the church year.
- Organize altar flowers.
- Prepared banners taken to Tanzania

Outreach

- Sent a team of church members to Iowa for a week to rebuild flooded neighborhoods.
- Sent 50 church members into Milwaukee and Waukesha to make over 11,000 sack lunches for inner-city children while the school lunch program is out for the summer.
- Sent three teams of youth and adults to Kentucky to make homes there warmer, safer, and dryer (and to strengthen the faith of OSELC youth).
- Sent 8 adults and 2 youth to Africa to form closer bonds with our sister diocese in Tanzania. Provided church gifts for 4 churches that were visited. We also participate in monthly meetings with other Greater Milwaukee Synod churches prior to the trip as part of Meru Committee.
- Sent two church members to Lithuania to teach English at a Christian school.

- Raised over \$13,000 to fund the OSELC summer mission programs through the new Gods Work ... Our Hands campaign.
- Established a transportation fund and policy to help church members finance individual mission trips.
- Created guidelines and an application form for establishing new mission projects within OSELC.
- Updated the Outreach Mission Description.
- Established a new mission with the Hope Center moving furniture from donors to the needy.
- Continued to help feed the needy in Waukesha through Loaves and Fishes.

Property

- Painted the church offices in the spring.
- Planned for a new system of maintaining the landscaping around church by using volunteers.
- Cleaned up overgrown plantings and completed maintenance around the facility.
- We have organized a fall clean up to prepare the property for this winter.

Sunday School

- Held four special events during the first half of the year.
 - 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 celebrate the end of the school year and coming summer.
- In April held Focus on Education Potluck. Information from that event was used to develop a list of critical-to-quality list of criteria that we looked for as we evaluated a new curriculum for our Sunday School. This information was presented to Pastor Tom. He in turn developed a critical-to-quality list from the pastoral perspective.
- Formed a Curriculum Review Team to evaluate different lesson plans and select the one that best matched the critical-to-quality identified by the Focus on Education potluck and by Pastor Tom. In June we selected “Faith Weavers” from Group to implement in our church. This curriculum will be used in our Pre-K through 12th grade Sunday School classes. It also includes a corresponding Parent/Adult Bible study that parallels the lessons the children are learning.



August 29, 2010

Dear Friends in Christ,

The past six months have been very exciting in the area of youth ministry!

Our Junior High youth attended Youth Quake in the Wisconsin Dells. A total of 14 youth and four adults attended this event in February. In March, the Senior High held a late night event. We went midnight bowling and out for breakfast. A total of 10 youth and two adults attended this event.

Confirmation was held on May 2 and May 23 this year. Twelve youth affirmed their baptism. On June 6, 15 High School Seniors were recognized and received blankets that were made and blessed by the Thursday morning Bible study group.

Summer youth nights were a great success this year! In July, 31 junior high and senior high youth and adults attended Noah's Ark in remembrance of their baptism. Many youth assisted in Sunday school and Vacation Bible School. Thanks to all youth who used their tremendous leadership skills at church this past year!

I would like to thank all of the adults and parents who support the youth by attending their events. Without you, I would not have the great honor of serving the youth at OSELC!

In His Service,

Kim Lewin
Youth Minister

Our Savior's Evangelical Lutheran Church Semi-Annual Congregational Meeting

Focus Points May 2010 – October 2010

Pastor Tom Pietz

Presented by the Senior Leadership Team – OSELC

Congregation

- Schedule time to meet with members of the congregation, either individually or in small groups to become familiar with the members and their families.
 - One-on-ones with each staff person- completed
 - One-on-ones with each SLT person (in motion)
 - One-on-ones with each OMT chair (in motion)
 - Currently- open schedule in “church living room” for worship
 - Currently visiting “homebound” face-to-face (goal: two per month) visited 8 of 12 total home-based members to date.
 - Have visited with 70 people in my office and easily another 50 different people over concentrated conversations (via phone, after worship, etc.)
 - Always open/flexible for coffee breaks, meals together, biking, golf, etc. (4 bike rides, 5 golf outings, 2 boat cruises, many meals out)
 - **Open House** coming on **Oct. 24th (2-4pm)** to welcome congregation to our home and connect in our personal setting.

- Obtain a list of known members that have not been active in the last 1-1/2 to 2 years. Make an attempt to contact these “disenfranchised” members via telephone or personal letter.
 - Have visited and called some, waiting on SLT/Staff list.

- In both types of conversations begin to assimilate information as to what draws members to OSELC and what events or triggers precipitate a member's prolonged absence. Formulate a plan to address identified issues. Being identified and to be executed by myself and a visitation team this fall.

MET Follow-up

The MET process and congregational potluck identified key areas of importance to members of OSELC which should be explored during this time.

- Life-giving, weekly worship
 - Develop and present a cohesive and meaningful worship program that is relevant to today's congregation and incorporating this into the worship plans.
 - Currently meeting with Carolyn weekly to plan worship services and identifying ways to enhance worship.
 - Have met with both Steve Bogie and Irene Koenigs to sharpen our mutual vision of worship together.
 - The staff is using a resource called the Toolkit which has sermon series themes, devotionals, studies, and worship contents that keeps us organized and focused and we can make our own.

- Have incorporated Scripture videos for Gospel lessons, YouTube clips to enhance themes, and VBS songs via video for visual learners in the congregation.
- Typically messages have application points and invite congregation along to engage the scriptures (Bible in hand and daily scripture readings)
- Christian Education (cradle to grave)
 - Prioritize and focus on the PK – Grade 6 Christian Education curriculum in preparation for the Fall 2010 Sunday School year. Work with the Sunday School OMT to recruit, train and retain volunteers to execute the planned curriculum to insure that key learning milestones are being met in preparation for “first communion” and confirmation.
 - Kristi Artiles and I have been corresponding extensively. I contacted those in the CE/Children’s Ministry field for curriculum recommendations and last week attended a Children’s Ministry forum gathering at Elmbrook for networking and learning. With my links, I have referred the team to Spark by Augsburg, *FaithWeaver* by Group, and one other. Looking into both the Rotational model and Lectionary-based model so as to have the congregation, children and families on the same page.
 - We concluded that *FaithWeaver* surpassed the others in Biblical content, presentation of material, organization, live trainer component and online access for parents and teachers alike.
 - VBS- connected with children and teens (co-leaders...with song leading) during opening and closing including singing & dancing; plus connected during crafts and games.
- Confirmation, grades 7 – 10, is of equal importance and in need of review and restructuring. The 7th & 8th grade curriculum is in need of review and enhancing to deliver the scripture based foundation necessary to grow in Christ.
 - Kim and I have crafted the 9th-10th grade schedule for next year with a four-fold vision:
 - Strengthen Christian friendships with peers & adult mentors through a concentrated time together- a retreat
 - Sunday evenings- create a safe place where we can be “real” with one another; in this 2 hour timeframe we’ll integrate worship (**possibly a band**) and prayer (truly maturing in praying out loud and genuinely praying for one another), singing songs with passion/heart, breaking out into gender-based smaller groups to “share our hearts”
 - Spiritual Disciplines (Oct.= Prayer; Nov.=Study; Dec.= Sacrifice; Jan.=Celebration; Feb.= Submission; March=Fastening; April= Silence)
 - Instill in our young people spiritual habits for solitude (with God) and community that would be a foundation for life in their Christian Journey.
 - Crafted a plan with similar objectives above, for the Wed. evening 7th/8th graders with this year’s focus on the New Testament.
 - *Here We Stand Confirmation curriculum*- Has a vast array of creative resources for lesson planning at my fingertips to create engaging sessions with our youth. (We have added 2 retreats for the fall to build relationships, affinity, trust/depth with youth to youth and youth to adults); creativity- singing, drawing, viewing...mutual conversation and consolation of the saints (praying for one another)

- Adult and Family education options should be explored and, working with the Evangelism OMT, discern ways in which adults post-confirmation can become more involved in structured religious education, either on Sunday's at church or throughout the week in small groups.
 - My vision for this is to:
 - Instill in our households a habit of reading the Bible, meditating on it, dialoguing, and praying together AT HOME; hence, the DailyWalk in our bulletin and FaithWeaver Sunday School "take-home" online resources.
 - The long term vision of Sermon-based Small Groups as our primary adult education. Church consultants say most people will choose to participate in 2 things max with their church (#1 is Life-giving Worship; #2, I think, should be Small Groups because that is the place/context in which the "rubber meets the road"...out of small groups should come a rhythm of Study-Sabbath-Service and deep discipleship immersed in scripture, prayer, relationships, and service adventures spring forth.
 - Met with Frank & Lynn Talon, Donna Schumell and Tom & Barb Luckiesh as they expressed interest in exploring "Financial Peace University" as an Adult Education option that they would facilitate in the Winter.
 - Attended Global Leadership Summit with OSELC folks. We'll use key sessions on DVD to spur on conversation for Adult Education on Sunday mornings.
 - Tanzania Team will present again this Fall.
 - Exploring *Divorce Care* program w/ Deb Nollen.
 - Recruited high school youth to help with VBS- they made a big difference!
- Service Adventures with the poor and poor in spirit.
 - become actively involved in one or more of the outreach
 - opportunities as a means to connect with members of the congregation as a servant-leader.
 - Attended Kiswahili session with Tanzania Team & have connected with Pr. Elias on four occasions since then.
 - Met with Dave Grevenkamp following trip to view pictures and here the Tanzanian story.
 - ASP-Summer 2011, God-willing (will go with the group)
 - Cedar Rapids- would love to go (difficult to miss a weekend of leading worship, but am willing)
 - Establishing networks locally with Lake Country social service agencies (Hope Center & Inter-Faith) and currently exploring inner-city partnerships.
- Enriching and Renewing Christian Households and Marriages.
 - Working with already established groups such as the Men's group, Women's group, Youth, Faith and Light, along with the existing small bible study groups, the quarterly couples dinner planners and attendees, etc... to connect with and offer guidance to the members in their roles as parents, spouses, caregivers of family members.
 - Attended two Men's Breakfasts
 - Attended *Faith & Light* twice

- Visited Women's Study and Wed. morning group
 - ALL Couples Dinners are on my schedule
 - Have started a 6:30am Men's Small Group at "That Great Coffee Place" in Hartland
 - Have the dates for "Weekend to Remember" Marriage Conference to promote to OSELC [Nov. 19-21 & Dec. 3-5]
 - Met with Men's Ministry Team to plan breakfasts and Nov. 5th bonfire (will lead campfire sing-alongs with Greg Nebel)
 - Provided Pre-marital counseling to two couples
 - Have performed 2 weddings
- Participate in the music ministry at OSELC and seek to incorporate, many different styles of music into worship
 - Stone Rollers have included me in a song
 - Met with Irene Koenigs and Steve Bogie to share life stories & learn vision
 - Polly, Carolyn, and I have played/sung together multiple times (we've even done a blend of contemporary, African Freedom Song, and classic songs together)
 - Integrating guitar and voice on occasion with bands, Polly, and Carolyn
 - Work with the SLT, program staff, and support staff to adjust the organizational structure as we seek to grow as a body of Christ.
 - Put together a Personnel Team and met 3 times.
 - Restructuring format of SLT meetings and subgroups w/ Jeff.
 - Staff/SLT/OMT retreat [Sept. 17-18] to "get focused" on the 8 Quality Characteristics of a Healthy Church as our constant "evaluation tool" for our ministry long-term.

What I need from you:

If you have felt we have not become acquainted yet, call, e-mail, talk to me face to face and set up an opportunity for us to get together. I want to get to know everyone. Also, please get your picture taken for the Pictorial Directory, it will help our family significantly to be able to put a name with a face on it!

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Next 6 Month Goals

1. Restore regular financial contributions to 2008 level.
2. Make certain the staff is fully coordinated with OSELC leadership to advance God's work in our Church.
3. Support, fill, enhance and grow participation in the mission or goals of every small group, Small Group Ministry Team, On-going Ministry Team, and Senior Leadership Team (specifically filling open positions).
4. Prepare and launch Our Savior's new growth & stewardship program.
5. Advance the work of the Mission Exploration Team report by implementing the changes at OSELC.
6. Inreach to every visitor and member of OSELC to make the Church more relevant to their everyday lives.
7. Re-energize and re-organize our confirmation program to equip our young people to make their commitment to God.
8. Support the new Sunday School curriculum; refresh the adult education programs/opportunities.
9. Fill the Church's Treasurer's position.

**Our Savior's Evangelical Lutheran Church
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Financial Report as of 7/31/10

<u>Balance Sheet</u>	07/31/09	07/31/10
Cash Balance	\$165,706	\$148,693

Mortgage

Mortgage Rate	5.95%	5.95%
Mortgage Payment	\$3,474	\$3,474

2009-2010 Giving Comparison

YTD Offerings Needed to Meet Budget	\$279,303	\$239,554
YTD Offerings Received	<u>264,003</u>	<u>227,370</u>
Variance	(\$15,300)	(\$12,184)

Income Statement

YTD Expenses	\$242,539	\$253,633
YTD Income	<u>264,003</u>	<u>227,370</u>
Variance	\$ 21,464	(\$26,263)*

August, 2010 through December 2010

	8/1/10-12/31/10
New Budget	\$168,094**
Expected Income (current rate)	<u>\$153,230***</u>
Variance	(\$14,864)****

* Overall (weekly + special) giving down by \$12,184; weekly down by \$44,175 (2010 vs 2009); Pastors quick transition \$6K; Pastor Tom's move \$3,5K; Pastor Tom's family health insurance \$2K.

** Revised as of 8/26/10 to reduce items without cutting into value.

*** Current weekly giving projected plus \$25,000 for typical Christmas increase.

**** Expended shortfall for balance of year.

**Our Savior's Evangelical Lutheran Church
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A Stewardship Call to Action

“For where your treasure is, there your heart will be also.” (Matthew 6:21)

Stewardship is an expression of faith. When we practice stewardship, we recognize God as the origin of life, the source of all we have, all we are, all we will become. “The earth is the Lord’s,” the psalmist says, “and everything in it, the world, and all who live in it.” (Psalm 24:1)

As men and women of faith, we are pilgrims on a journey, caretakers of the gifts God gives us. Today the challenge of responsible stewardship is very real. We live in a culture of “isms” – powerful and destructive – materialism, individualism, relativism, consumerism. We are often forced to live our faith in a world that worships only secular gods.

A life guided by stewardship principles is, indeed, challenging. Yet there is joy, knowing you are living a faith-centered life, guided by prayer and Scripture.

Stewardship means accepting God’s gifts gratefully, tending them responsibly, and sharing them in justice and love.

Currently Behind	(\$26,263)
plus Projected	(\$14,864)
Net Loss for 2010	(\$41,127)

If we don't receive this, then our cash assets will be reduced by this. We will roll into 2011 with very low cash reserves and cause the Senior Leadership Team to greatly reduce the budget for 2011 to match 2010 giving.

What Can You Do?

**Net Loss for 2010 (\$41,127) / 17 Weeks left in 2010
Increase Weekly Giving by \$2,419 /week**

OR

**By \$11/ Family or person (225 units total) or
By \$22/ Family or person (50% of units)**

Can You Do This?

**Our Savior's Evangelical Lutheran Church
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President's Report

- **Call Team recommended Pastor Tom Pietz to the congregation.**
- **Congregation voted to call Pastor Tom.**
- **The Pietz family moved into their home in May.**
- **The Pastoral transition is completed within the Church.**
- **Congregation is re-energized with the our new spiritual leader.**
- **God's plan for our Our Savior's continues!**