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Annual Report

2021

HIGHLIGHTS AND STATISTICS FOR 2020 -2021 (12 months)

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*“We all, who with unveiled faces contemplate the Lord’s glory, are being transformed into his image with ever-increasing glory, which comes from the Lord.”*

**Our Savior Ev. Lutheran  
Church & School  
Grafton, Wisconsin**



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# ANNUAL VOTERS' MEETING

September 19, 2021

## Agenda

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Opening Devotion & Prayer	Pastor Wagner
Secretary's Report <i>(Previous' Meetings Minutes)</i>	Marty Dierker
Overview of Annual Report	Steve Wolf
Pastoral Report	Pastor Wagner
Membership Update	
Visitation Ministry Report	Pastor Wagner
Principal's & KML Reports	Nate Schultz
Financial Secretary's Year-End Report	Dale Meyer
Treasurer's Year-End Report	Andrew Koffman
Audit Committee Report	Tate Plath
Ministry Reports <i>(Needing Voters's Action will be Reviewed by Voters)</i>	
Board of Elders' Report	Jeremiah Backhaus
Board of Education Report	Joel Fischer
Stewardship Committee Report	Chad Bloedel
Building and Grounds Committee Report	Tadd Hilgendorf
Outreach Committee Report	Jon Hahm
Spiritual Growth Committee Report	Andy Vatter
Long Range Planning /VTO	Andy Koffman
Sunday School	Katie Koffman
Missions	Pastor Wagner
Budget & Finance Report	Tate Plath
President's Report	Steve Wolf
Old Business:	
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•	
New Business:	
•	
•	
Adjournment and Closing with Prayer	Pastor Wagner

**DEVOTION: He has Stopped the Intrusion of Death**

*John 11:25-27 - Jesus said to her, "I am the Resurrection and the Life. Whoever believes in Me, though he die, yet shall he live, and everyone who lives and believes in Me shall never die. Do you believe this?" She said to Him, "Yes, Lord; I believe that You are the Christ, the Son of God, who is coming into the world."*

In just a few words, the novelist, Charles Williams, summed up one of his characters: "He passed a not unsuccessful life in his profession; the only intruder he found himself unable to deal with was death." Death most certainly is an intruder. People avoid talking about it, resent it as a fact of life, and fear its inevitability. This is the way death looked on the day that Jesus of Nazareth arrived in the little town of Bethany, where Mary and her sister Martha lived. A few days earlier, their brother Lazarus had lived there with them; now he was dead.

You may know the story. "Now when Jesus came, He found that Lazarus had already been in the tomb four days. Bethany was near Jerusalem, about two miles off, and many of the Jews had come to Martha and Mary to console them concerning their brother. So when Martha heard that Jesus was coming, she went and met Him, but Mary remained seated in the house. Martha said to Jesus, "Lord, if You had been here, my brother would not have died. But even now I know that whatever You ask from God, God will give You." Jesus said to her, "Your brother will rise again." Martha said to Him, "I know that he will rise again in the resurrection on the last day." Jesus said to her, "I am the Resurrection and the Life. Whoever believes in Me, though he die, yet shall he live, and everyone who lives and believes in Me shall never die. Do you believe this?" She said to Him, "Yes, Lord; I believe that You are the Christ, the Son of God, who is coming into the world" (John 11:17-27).

How we need Martha's confession of faith for our lives, too! Christ is all that real faith needs. He paid the price for our sins at Golgotha; He rose from the dead three days later, and now He lives in victory at the right hand of the Father. In the Christ's declaration about Himself, all the half-faiths in the world, together with all the skepticism and all the fear that goes with them, have been brushed aside, once and for all. Martha knew this. In the Word of Christ, there is no make-believe, no beating around the bush. Death is recognized for what it is—for the enemy that it is. But then there is the Christ: the One who raised Lazarus from the dead is the same One who will raise those who believe in Him from death, too.

**THE PRAYER:** Heavenly Father, one day we will all face death. Keep us steadfast in faith that we may receive the crown of life. In Jesus' Name we pray. Amen.



# Our Vision Statement

Heaven is my home

because Jesus is my Savior!

God guides me on the journey through to my destiny;  
by faith in the forgiveness and acceptance of Christ

I can enjoy peace, rest and confidence right now

because I know that he lives and ...

He loves me!

## Heaven is my home because Jesus is my Savior!

*Do not let your hearts be troubled. Trust in God; trust also in me.*

*In my Father's house are many rooms; if it were not so, I would have told you.*

*I am going there to prepare a place for you. And if I go and prepare a place for you,*

*I will come back and take you to be with me that you also may be where I am.*

*You know the way to the place where I am going."*

**God guides me on the journey through to my destiny;**

*"Surely I am with you always, to the very end of the age."*

**By faith in the forgiveness and acceptance of Christ**

*In him we have redemption through his blood, the forgiveness of sins, in accordance with the riches of God's grace that he lavished on us with all wisdom and understanding.*

**I can enjoy peace, rest and confidence right now**

*Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.*

**Because I know that he lives and ...**

*I know that my Redeemer lives,  
and that in the end he will stand upon the earth*

**He loves me!**

*This is love: not that we loved God, but that he loved us  
and sent his Son as an atoning sacrifice for our sins.*

**Note:** This **Vision Statement** is an attempt to capture the essence of what we want each person to know mentally and spiritually. God wants each of us to "know Christ and be found in him" now and for eternity, as the Apostle Paul says in Philippians 3. We want every person trained through our ministry to be able to express this simple truth when they're asked about their faith, their Lord, or their church. You see, heaven is where we belong and are going. All the rest are simply details of the journey.

# Our Savior Evangelical Lutheran Church & School

## Our Purpose

To give glory, honor, praise and worship to our Triune God -- Father, Son and Holy Spirit -- in all that we say and do. (1 Corinthians 10:10-31)

## Our Mission

As men, women and children united by the Word of God into the community of Christ, Our Savior Ev. Lutheran Church of Grafton, Wisconsin exists to:

...**KNOW** Jesus Christ as Savior,  
...**GROW** in loving service to God and each other,  
...**GO** into our community and the world with the  
good news of Christ's forgiveness.

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### We carry out our Mission by...

- proclaiming faithfully God's inerrant Word (Law/Gospel) to lead people to repentance and faith in Jesus Christ (2 Timothy 4:2).
- gathering regularly to worship (Hebrews 10:25) and celebrate the sacraments (Luke 22:19-20 & 1 Cor. 11:24).
- practicing fellowship with one another (Acts 2:42-47).
- sharing the Gospel with all people (Mark 16:15).
- actively pursuing the lost and straying (Luke 15).
- growing in God's Word (ourselves, our children and others) (2 Peter 3:18).
- strengthening our families and homes (Psalm 128).
- equipping Christians for works of service in Christ's kingdom (Ephesians 4:11-16).
- living in unity and peace with our fellow believers (Ephesians 4:3).
- loving one another with an unconditional, self-sacrificing love as Christ himself loved us (John 13:34-35).
- encouraging and building each other up (1 Thessalonians 5:11).
- serving the needs of all people, as we are able (Galatians 6:10).
- supporting our church and school with our prayers, time and talents and our financial offerings (2 Corinthians 8 & 9).
- joining others in sending the Gospel world-wide through the Home and World Mission programs of the WELS (Romans 10:10-15).



## Staff & Elected Leaders

(For Fiscal Year 2020-2021)

<b>Pastors</b>	Mark C. Wagner	<b>Principal</b>	Jon Hahm
<b>Staff Minister</b>	Thomas P. Hering	<b>Office Staff</b>	Jill Klug
<b>Pastoral Asst</b>	Jeremiah Backhaus	<b>Maint. Staff</b>	Jon & Nathanael Grulke, Amy Grulke
<b>Pulpit Asst</b>	Michael Hintz	<b>Teachers</b>	Joel Grulke (6-8)
<b>Office Staff</b>	Sarah Smith		Aaron Trimmer (3-5)
<b>EFT Students</b>	Isaac Pappenfuss		Heidi Fischer (1-2)
	Robert Read		Annette Diener (Kindergarten)
			Amanda Gronholz (Assistant)
			Amy Grulke (PreSchool)
<b>Library</b>	Alison Wolf, Sandy Hahm	<b>Before and After School Care</b>	Monica Pappenfuss
<b>Officers</b>	Steve Wolf	President	Bob Klug
	Marty Dierker	Vice-President	Elders
	Steve Clasen	Secretary	Chad Bloedel
	Andrew Koffman	Treasurer	Christian Education
	Dale Meyer	Financial Sec.	Mark Boeckman
			Stewardship
			Tadd Hilgendorf
			Property
			Jon Hahm
			Evangelism
			Andy Vatter
			Spiritual Growth
			Tate Plath
			Budget & Finance



## Highlights of our Ministry in 2020-2021

**F**rom March until May 2020 we did not gather to worship – all our ministry was online through LiveStream and devotional materials. As this fiscal year began we were able to start worship in the Family Life Center, arranging chairs into “pods” of people who came together, families, and close friends. This remained our setting for worship for the entire next year. Countless hours of cleaning, setup and take-down made this possible as our members faithfully served so that we could assemble. Masks were worn most of that time with safe distancing procedures in place. And we learned all over again that the Gospel will get through one way or another. We had need of more volunteers for music and vocals, for managing the sound system and the LiveStream equipment. And again – as he always does – God provided the right people at the right tie for us. And despite the impact of 2020 we have a sense of calm, of peace, of confidence. Covid is not too much for Jesus to handle because he has already rescued us from the agony of death. (Col. 1:13-14) He is not unfamiliar with political unrest but his solution is not a sword. (Matt. 26:52) He reminds us that we will be disappointed if we put our hope in “princes.” (Psalm 118:8-9) He simply yet profoundly says, “Come follow me.” (John 8:12; 10:27) In every aspect of congregational life, from worship to bible study to school this has been a challenging year. But our Lord has kept his promise. Isaiah says it well, “So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.” (Is. 41:10)

These were times that stretched our concept and ability to carry on kingdom work in new ways, but God provided at each new crossroad. He continues to pour down his blessing on us at Our Savior Lutheran Church & School (Mal 3:10)! In April we started our “Farewell” celebrations with Monica Dierker who had retired right in the middle of Covid and we’d never been able to properly thank her. This extended then into June where we added Joel & Amy Grulke, Jon Hahm, Heidi Fischer and Tom Hering to the list. This was a full dose of transition as we began to issue calls for replacements and we were not disappointed. Arriving were Nate Schultz and Emily Christie for our faculty and later in summer AnnMarie Digangi. Each are gifted in the area we needed and each discovered God’s divine call to assemble God’s children around the Gospel. Thank the Lord that he knows and he directs all of our ministry. All is well because He is with us!

### Some of our local blessings include...

- Challenge: throughout the year we faced these unusual circumstances, navigating through the concerns and changes caused by Covid-19. God’s treasure abounded (Malachi 3:10), volunteers stepped in to help at every level, from cleaning to audio/visual. We are grateful to God for the generosity he has stirred among his people.
- Long Range Plan – with all the changes of staff and all the challenges listed above we did not set our major LRP into place until the end of the year. The leadership agreed to invite a Grace In Action team to help us build a Vision Traction Organizer (VTO) which was accomplished in early May.
- Calls: during the course of this year we witnessed the winds of change coming... Joel Grulke accepted a call to teach in Waukesha, so we began to call for a new principal. Heidi Fischer was blessed with the news of a coming child and decided to step back from teaching. Amy Grulke also accepted a call to Waukesha vacating the PreK teacher position. By God’s grace all these positions were filled by the end of summer (but not the end of the fiscal year).
- **To KNOW:** we’re back to worshipping and now with the new layer of LiveStream. Every week we learn to appreciate our Savior more for his grace and love. We continued in-person Bible Study and managed a stream-lined version of Sunday School. Our LES was able to meet in person all year long!
- Our Back Door: our worship attendance was reduced considerably during the pandemic and our usual method of recording attendance (passing the Friendship Register) was not workable so we’re still figuring out how to identify those who are here or not here.
- **To GROW:** our area is desirable and so we’ve witnessed a lot of new arrivals, visitors and young families coming our way. We were slim on our study opportunities, but offered a whole new framework of materials and communication online, including some Zoom style studies.
- Volunteers! We continue to employ joyful, willing members and friends who share their resources and talents generously. From the cleaning to the lawncare we see the desire of God’s people to be involved. We would like to widen the circle as things open up in this next year.

- **To GO:** Our Front Door: ongoing Outreach efforts, through the support of lay leaders, with new emphasis on changing the “culture” to warmer, welcoming and personal sharing of the Gospel. We hosted an “Everyone Outreach” workshop that generated excitement and tons of discussion. Young and not so young are finding new ways to talk about Jesus with family, acquaintances and friends.
- We will keep our commitments to our Work-at-Large commitments, support synod, KML and other agencies
- We have adjusted and involved a much wider group of musicians and vocalists in the scope of worship.
- Our dedicated and determined staff: Pastor Wagner, Mr. Hering, Pastor Hintz, Jeremiah Backhaus, Mr. Hahm, Mr. Grulke, Mr. Trimmer, Mrs. Favorite, Mrs. Gronholz, Mrs. Grulke, Sarah Smith, Jill Klug, Monica Pappenfuss, Jon Grulke.



## PASTORAL MINISTRY

**M**inistry means service. We are all in the ministry together serving our gracious God by serving one another. This is a beautiful concept derived from the unconditional love of our Lord Jesus Himself, which translates into a different worldview. All around us are selfish, uncaring people who look out only for themselves. But we live with His daily influence, His unique point of view. Love comes down to us through Jesus and we learn to love others because of the love we ourselves have received (1 John 4:19). Love becomes our identifying mark (John 13:35) as we build the community of Christ together. "Our Savior" came down from heaven not to be served, but to serve and give His life as a ransom for others (Mk 10:45). To prove that this was his motto He washed the feet of his disciples and then gave them the New Command, "Love one another as I have loved you." (John 13:34). This full extent of his love carried him to the cross under and with our sin. In awe we watch our Lord serve us in life and in death. In greater awe we watch Him arise to lead and love again. In response we serve one another in our family of faith and for the good of those yet outside.

When we finally grasp how rich His grace is, (2 Cor. 8:9 evokes 9:11 & 1 Tim. 6:17-18) we live to build His kingdom. It is not a burden, but a privilege. To live is Christ and to die is gain (Phil. 1:21). Or as Paul put it in another passage,

**Therefore, since we have been justified through faith, we have peace with God through our Lord Jesus Christ, through whom we have gained access by faith into this grace in which we now stand. And we rejoice in the hope of the glory of God. Not only so, but we also rejoice in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. And hope does not disappoint us, because God has poured out his love into our hearts by the Holy Spirit, whom he has given us. (Romans 5:1-5)**

Therefore, let us learn to honor our God and our Lord (John 20:28) in our own lives individually and together as a family of faith. In person and up close we see his love in action. (John 3:16) We are called to love others with the same love He has shown us.

Our mutual ministry is a labor of love... His love working in and through us together!



**At this beautiful "Altar of Great Love"  
we hear and receive his good news!**

**T**hrough your pastor and teachers our members continue to support our vision: "**Heaven is my Home because Jesus is my Savior.**" We need to be ever more diligent to train and equip others for their ministry. During the past year we ministered to the following who either joined or left our fellowship, one step closer to God and eternal joy in heaven with Him.

**Those who joined our Christian family in 2020:**

	Communicants	Souls (members incl. children)
Baptisms	0	5
Adult Confirmations	5	9
Youth Confirmations	12	0
Professions of Faith	1	1
Transferred In (WELS or ELS)	<u>20</u>	<u>28</u>
<b>Totals</b>	<b>38</b>	<b>43</b>

**Those who left us in 2020-2021:**

Death	2	2
Transferred to other WELS/ELS	7	11
Released (or moved away)	12	16
Removed/Excommunicated	<u>1</u>	<u>1</u>
<b>Totals</b>	<b>22</b>	<b>30</b>

**Year End Totals - Current (last yr)**

Members as of 01/01/2021 -	602 (590) (audited)	819 (806) (audited)
Attendance – Regular Weekly Services	-	204 (338,334,331,336,335,332,334)
Special Services	-	82 (173,160,165,161,162,159,160)

Bible Class Attendance – Adults Average

Sun	AM	33 (51)
Mon	PM	na (na)
Tues	PM	10 (10)
Wed	AM	na (na)
Sat	AM	08 (08)
AIC		05 (08)
GW		00 (00)
Seniors		<u>00 (27)</u>

Adults 56 (96)

Confirmation Class	Tue-Thu	23 (20)
Confirmation Class	Wed.	06 (04)
Teens	Sun AM	06 (04)
Sunday School	Sun AM	47 (74)

Children 82 (81)

*Statistics reflect the calendar year 2020 since Covid attendance was not so easily or accurately measured. Note the addition of online viewing, which offers a wider exposure of our worship but is difficult to track.*

## PASTOR'S REPORT

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**O**ur vision and plan is ready for a new birth, yet our mission is the same - to GO with the Gospel into our communities. With the Vision Task Organizer in place for the leadership we are better prepared to handle the transitions of this past year. We know our critical tasks. We are praying for a full pastoral team to keep up with the ministry that is already happening and to advance the opportunities for outreach. We took a sizable step forward with the "Everyone Outreach" effort and intend to keep that excitement growing. Some congregations are content to hold the fort; some want to establish a new "beachhead" and expand the work. Which are we? Through a difficult year we have been able to employ many new and talented volunteers. The Spirit of our Lord has kept worship alive and well even as we had to move from LiveStream only to the Family Life Center with distancing and finally (after a full year of worshipping on the other end of the building) to return to the sanctuary. God will continue to bless us (Psalm 67) and we will give him praise (Psalm 68). We have his treasure in jars of clay (2 Cor. 4) and while we may be fragile, he is not. He upholds us with his powerful hands (Isaiah 41:10). He works daily in our hearts and minds with his Word (Deut. 11:18-21). Every week we receive his restoration in Word and Sacrament and, compelled by his love, we become his representatives to a world that is dying "to meet him." (2 Cor. 5:15-21) Our goal is to help them to meet him here and now so that when they see him face-to-face in eternity they can hear these words, "Come, you who are blessed by my Father; take your inheritance, the kingdom prepared for you since the creation of the world." (Matthew 25:34)

### Regular areas of pastoral responsibility include:

- Worship planning, including creation of various services, coordinating music and maturing our contemporary service as part of a balanced, blended approach. To God be the glory! (Pastors Wagner, Backhaus, Hintz, Mr. Hering)
- Regular Bible Study planning, coordination, preparation and instruction (Pastors Wagner, Backhaus, Mr. Hering)
- Catechism instruction (3 times a week which includes the Public School Class) (Mr. Hering)
- Bible Information Classes (Fall, Spring, Summer) and Lutheran Survey classes as needed (Pastor W)
- Leadership, prayer and support for the elected leaders and their teams (Pastor W, Mr. Hering)
- Staff and Lay leadership, training and coordinating (Pastors W, Mr. Hering)
- Prospect calls and Encouragement calls, Counseling the Troubled and Straying (Pastor W)
- Assisting, encouraging presentations by laymen about ministry & management of our gifts (Pastors W, Mr. Hering)
- Administration of the church office, Overseeing Record keeping, Managing Business systems, Historical archives etc. (Pastor W, Mr. Hering)
- Supervising EFT students for liturgy and calls; supervising the Ozaukee Jail schedule and Sem students (Pastor W)
- Supervising EFT students for confirmation class (Pastor W & Mr. Hering)
- Observing, Advising, Supervising Seminary Middlers in our Catechism instruction (LES) (Mr. Hering)
- Pre-marriage meetings, arrangements and conducting of weddings (Pastor W)
- Funeral visitations and arrangements, along with prayer and ministry to the grieving (Pastor W, Mr. Hering)
- Adding to and managing computer networks, machinery, communication tools, updating classrooms & church (Pastor W)
- Visitation ministry to care for souls unable to come to worship; Oz Jail ministry and bible study (Pastor W, Mr. Hering)

### Goals for the new year:

- We plan on teaching and explaining our Vision Statement, biblically connecting the Christian family to their roles at home and in their community of Christ.
- We have begun to share a new Long Range Plan (VTO) to keep our vision/goals clearly identified and owned by leadership.
- We will again assess the priorities of our positions, streamlining, transferring or dropping responsibilities in order to conduct a more focused, intensive search for the lost.
- We will, through lay leadership, train and equip others who can help us maintain close contact with our prospects, manage our data base and recruit for Bible Information and Lutheran Survey classes.
- We will assess our Visitation Team results, rebuild the group as we are able to post-pandemic, free up Pastor W. for a personal & intensive effort to reach out to the wandering and disillusioned members of the congregation.
- We will together take the resources which he assembles for us and through us to expand his ministry of the gospel. We will continue our contact and communication among members, including more fellowship and service.
- We will continue to prioritize personal study of the Word and time with our spouses, children and their families. We will seek to know Christ and his grace more fully this year that we may serve others with his heart of compassion and love.
- We will try again and again to love as we have been loved by our Lord Jesus Christ!

## STAFF MINISTER REPORT

Our Savior Lutheran Church and School Annual Voters' Meeting  
September 19, 2021

### A Few Highlights

- Our Sunday School staff paused our program for a time, then adapted and re-opened for those who could gather. Katie Koffman led a tight team who presented on communion Sundays in the church entry.
- Two teachers rotated to lead our Sunday teen class.
- College Roll continues to serve some of our collegiate youth through emails, prayers, mailings and care packages.
- I continue to serve Wisconsin Lutheran Seminary by supervising and evaluating seminary students who teach Confirmation classes during the first semester of the school year, both at Our Savior and at other locations.
- We continue to use Facebook to share congregational and school information. Certain events and worship service posts attract high interest and likes, receiving sometimes over 1000 hits. The amount of hits clearly increased as we offered a variety of resources during COVID, including video devotions, video children's messages, Bible study and devotional resources, weekly news updates, livestream worship, etc.

### Bible Study & Fellowship Activities This Past Year

- Limited due to distancing.
- Advent by Candlelight (December) was reformatted to an online experience
- Church and Tree Christmas Decorating (December)
- Much of our Pastoral work shifted to phone calls and Email communications as we began to use Constant Contact to keep in touch with our people.
- Men's Bible Breakfast dropped the breakfast but kept meeting for time in His Word.
- Advised Boards, Committees and Faculty as we were able to meet and function.

### Acknowledgement & Congratulations

A huge thank-you to our Lord for the dedicated service provided to our congregation through Tom Hering for the past 22 years. During the time of Covid he continued to teach both Confirmation Classes, shifted his schedule to manage the ebb and flow of worship in the Family Life Center, doggedly assembled information and directed 25 special Covid Exec Team meetings, recorded devotions and visited shut-ins as able. His compassion and joy were always on display among us. Through him we KNEW Jesus' love, GREW in our loving service to God and each other, and WENT willingly forward with the work of Christ's kingdom. Well done good and faithful servant!



## Statistics for 2020 & 2021

**B**aptisms: (5) Rudy Duemke, Simon Steinbach, Beau Plath, Hartly Bartotto, Carolyn Bartotto

**C**onfirmations: (12) Youth – Paxton Clements, Madison Donnell, Michael Donnell, Andrew Gahan, Olivia Harwood, Sawyer Miller, Abigail Russell, Sophia Smith, Jonthan Spietz, Ryan Thistle, Gracie Wargolet, Jane Witte

**By Profession of faith:** (6) – Matthew Thur, Robert & Daniell Strange (Carrie & Amber), Jacob Jodat, Chris & Christian Kethe (Wyatt & Presley)

**M**arriages: (4) – Valerie Locklair to Matthew Thru, Hailey Aderman to Matthew Fischer\*, Alyssa Wojciechowski to Zachary Zizelman\*, Seth Seyfert to Sophia Lenz\*

**F**unerals: (2) – Cindy Flood, Sharon Kirsch  
(\*=non-member)

**N**ew Members this year: (28) Valerie Locklair, Donald Bellin, Pastor Mike & Julie Hintz, Paul & Paula Bartel, Kristina Jodat, Andrew & Alicia Bintz (Grayson), Rod & Karen Bollinger, Brian & Christina Urbanek (Santiago), Brittany Delcid (Sophia & Henry), Nick & Andrea Havlik (Chardonel, Reeselyn), Elyse Anderson, Matthew & Greta Liebenow (Talia, Wally, Penelope)





## MINISTRY REPORTS

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**W**hat an amazing year of reflection on our normal way of life in America! So many changes. In this we were not alone, because of the nation-wide, world-wide impact of the pandemic and the modern expectations of society all churches had to adapt. Yet God's people know to whom and where to look for security and strength. We have experienced his stabilizing through Word and Sacraments. Let us then also seek first his kingdom and righteousness (Mt. 6:33), sharing and serving with one another. Let us rejoice to be part of the community of Christ. We do that as we forgive and accept ourselves before the Lord, aware that God has gifted each of us in a special way to serve him. We do that also as we applaud how he uses others to serve alongside us with their gifts. Together we gladly form the body of Christ, serving him. Let us do our very best for him, out of love and respect for all that he has done for us!

The reports which follow are cited on the contents page and summarized here. We are continuing to standardize the reports and planning mechanisms. Some areas of ministry are more active than others, and some more visible than others, but none more important than any other. So in looking over our areas of ministry we continue to see God's gracious hand at work with us and through us.

The following reports are currently available in this report, online (PDF) or in printed form.

### Report Title

- Principal's Report
- KML Report
- Sunday School
- Board of Christian Education
- School Financial Report
- Board of Elders
- Spiritual Growth Committee
- Outreach Committee
- Stewardship Committee
- Building & Grounds Committee
- Budget & Finance Committee
- Long Range Planning Committee "LRP"
- Financial Secretary's Report
- Treasurer's Report
- Altar Guild
- Missions
- Visitation Ministry



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## Confident in Christ

*"Let us then approach God's throne of grace with confidence, so that we may receive mercy and find grace to help us in our time of need." Hebrews 4:16*

Here are some of the highlights and blessings from Our Savior Lutheran School's 54th year of educating our Savior's lambs. We pray that we have many more opportunities through the years He grants us to proclaim His saving truth.

### **2020**

Although the school building remained closed through the end of June per the orders for the pandemic, we were able to handle office needs. Faculty and school board members met throughout the summer via Zoom.

The congregation called Mr. Jon Hahm to serve as principal for one year and Mrs. Amanda Gronholz to teach departmentalized courses on May 17, 2020. Mr. Jon Hahm accepted. Mrs. Amanda Gronholz accepted on June 13, 2020.

Contracts and bids were proposed to replace the school's old copier. The Konica Minolta served Our Savior Lutheran Church and then School making 1,852,834 copies. The final decision was made to lease one from Central Office systems. However, due to the pandemic, parts were not available to build our new machine, and delivery didn't take place until October.

### **July:**

- \* All was prepared for Parent Registration.
- \* Staff trained with Mr. Josh Schoeneck from KMLHS on PowerSchool. Log-ins were established.
- \* The Board of Christian Education met and established a COVID-19 handbook for staff and parents to establish what our mitigation for the pandemic would look like and how to stay safe to remain in school. Total Cleaning was contracted to establish a safe and clean environment. Desks were separated. Teachers created schedules where they moved (using carts) instead of students rotating between departmentalized classes.
- \* Governor Evers established a statewide mask mandate that continued until the end of March.

### **August:**

- \* Installation for Mrs. Amanda Gronholz, Mr. Jon Hahm as Principal, and Pastor Mike Hintz as Pulpit assistant took place on Sunday, August 2.
- \* Registration night was held on August 3, and families received information about the classroom schedules, sports and other activities that were part of the school year. The evening was a bit different as social distancing was observed, and the state passed the first mask mandate. Parents met in the gym on chairs distanced apart as we had been doing for church. Parents picked up all the information they needed for their child(ren)'s classrooms, and made payments. Some parents opted for a separate appointment with Mrs. Klug in the school office to pick up their information and pay for the school year.
- The school year began with a half-day on August 26 for grades K-8. Pastor Wagner led us in an Opening Service in the gym with chairs placed 6 feet apart. 3K began after Labor Day on September 8 and 4K began on September 9. The school day ran from 8:15 a.m. to 3:15 p.m. for grades K-8.

\* **20120-2021 Enrollment (August)**

3K=2	4K=5	K=5	1=9	2=7	
3=5	4=4	5=9	6=4	7=8	8=10
<b>3K&amp;4K=7</b>	<b>K-2=21</b>	<b>3-5=18</b>	<b>6-8=22</b>		
<b>K-8=61</b>	<b>PreK-8=68</b>				

- The following is the breakdown of students church membership for the beginning of the 2020-2021 school year:

Unchurched	0
Non-denominational	1
Prospect seeking membership	0
St. Matthew's, Port Wash.	4
Our Savior	<u>63</u>
Total:	68

- \* Four families were new to our school, in 8<sup>th</sup> grade, 5<sup>th</sup> grade, 4K and 3K.

**Our Board of Christian Education:**

Chad Bloedel (Chairman)  
 Stepped aside October 30.  
 Jeremiah Backhaus was asked to be Chairman October 21 and had his first meeting October 26.  
 Jimmy Pautz (Secretary)  
 Kent Russell (Treasurer)  
 Philip Babler  
 Stepped aside in October.  
 Russ Miller was appointed to take his place on October 26.  
 Phil Gronholz (St. Matthew's Representative)  
 Principal Jon Hahm

- \* The staff for our 2020-2021 school year was as follows:

Mr. Joel Grulke - Gr. 6-8; Gr. 3-8 Science, Math Courses 2, 3, & Algebra 1  
 Mr. Aaron Trimmer - Gr. 3-5; Gr. 3-8 History, Technology; Intermediate Math 3-5, Athletic Director  
 Mrs. Amanda Gronholz - Gr. 3-8 Reading, Gr. 3 Math; Gr. 6-8 Art; Gr. 7&8 English  
 Mrs. Heidi Fischer - Gr. 1-2; gr. 3-8 Music (cancelled due to COVID-19 this year)  
 Mrs. Annette Diener - Kindergarten  
 Mrs. Amy Grulke - 3K; 4K

**BASC** began as school started and Mrs. Monica Pappenfuss coordinated and provided the care. Before School Care was offered from 6:30 a.m. until 8:00 a.m. and After School Care was offered from 3:15 p.m. until 6:00 p.m. Mrs. Amy Grulke substituted when Mrs. Pappenfuss needed off as families utilized the program five days a week in the a.m. and the p.m.

**Hot Lunch**

Mrs. Tina Hilgendorf created and served a hot lunch menu of fresh and individually wrapped items. The program began in August and offered one hot lunch a week. In February, two days a week were implemented and she was able to bring in an essential volunteer as needed.

**Mission Work and Chapel Worship**

Offering Designation

Quarter 1 (August - November) – WELS Christian Aid and Relief  
Quarter 2 (December - February) – Palabra de Vida Lutheran Church, Detroit,  
Michigan – Pastor Ryan Kolander  
Special Christmas Gift Card Collection – Haven Project  
Quarter 3 (March - May) – Good News church Lehi, Utah

\$876.76 was collected for the three mission chapel offerings this year. Haven Project was in addition to this.

Weekly Wednesday morning chapel services were conducted through the school year. In order to maintain social distance, while still worshipping together, 70 + chairs were placed six feet apart in the Family Life Center gym. Pastor Wagner, Mr. Hering, Pastor Wildauer, Mr. Hahm, Mr. Trimmer and Mr. Grulke each took turns leading staff and students in worship, helping students to grow in their understanding of worship and bringing to them a message from God's Word for their life. On January 6, Epiphany, chapel services were moved to the church sanctuary. A few extra chairs were set up so social distancing could continue to occur during worship.

**PTF – Parent-Teacher-Friends** held meetings August through May as they were able to, (some were held via Zoom) to help support various school activities and give a way for participants to become involved in a variety of school events.

The first full week of school, the officers brought ice cream cups to the students on Friday. Classes were separated into different areas of the property to maintain social distancing, but create a "welcome back to school" celebration.

An online fundraiser was conducted in November. Orders were all taken virtually and a one day, outdoor, pick up was coordinated by a few faithful volunteers.

PTF made teacher birthdays special with car decorations, a gift, and a treat for the class (individually wrapped to share.)

The PTF brought coffee and encouragement to the staff on a cold winter Monday.

The PTF orchestrated Teacher appreciation week the first week in May with decorations, posters, lunches, hot/cold beverages, and gifts.

The PTF held a Spring fundraiser by selling Kwik Trip car wash gift cards.

### **September:**

\* We had students in piano and/or instrument lessons this year, and 4 students participating in KML band lessons. We are thankful that this fine arts activity is available to our students to explore and develop the musical gifts God has given them. We thank Mr. Amundson (KML Band Instructor), Mrs. Kari Brich (piano and other instruments teacher), and Mrs. Teri Wildauer (piano teacher) for their time and commitment to the musical interests of our students.

\* Cross Country had eight students participating this year. They participated in a number of different meets through the fall. There were less events due to the pandemic, but a few meets were able to be enjoyed by the runners.

\* Nine fourth through eighth grade girls participated this year on our B team.

### **October:**

\* On October 9, Mr. Trimmer brought his drone and an all school picture was taken of all students socially distanced outside wearing their school t-shirts. It was a bright, sunny day, and the picture of the students in the shape of a cross turned out well.

\* The Babler family transferred to a new school at the beginning of second quarter.

\* New student, Danny Christel, joined the fifth grade class in September.

\* A memorial bench was installed by the lower level entrance. The bench is in memory of Naomi Shelvik who passed away in March of 2019 at the age of 24 from complications due to an ankle injury. Naomi attended Our Savior Lutheran School in gr. K-8.

\* The BCE saw some changes in leadership positions.

## **November:**

- \* Our Savior Dance Team began their practices with Mrs. Hilde Miller and Mrs. Amy Grulke coaching. Fourteen girls participated in this activity and performed their routines at selected basketball games during the season. Alumni, Kallie Ulm, assisted.
- \* Parent -Teacher Conferences were held on Nov. 11&12. This provided an opportunity for teachers and parents to discuss their student's progress. We are very appreciative of the blessing to have supportive parents who work with the teachers to help nurture these lambs to know their Savior and grow their gifts to serve Him.
- \* November 16, 17, &18 the WELSA Visitation Committee was on campus to proceed with our first official Accreditation visit. The determination for Our Savior Lutheran School to be accredited was recommended by the team.
- \* The Grafton Christmas Parade was "reimagined" this year due to COVID-19. The PTF paid for some advertising with the Grafton items that people in the community were able to obtain. A DVD of the 40 years of the Grafton Christmas parade, a cookbook, virtual tree lighting, and community contest for home decorations. This was a great way for our school and our families to be present in our community and let people know about Jesus, the Christ Child.

## **December:**

- \* Students held a "gift card drive" for families in Ozaukee county through the Haven project.
- \* Our Savior was able to have four basketball teams and they were able to play three games at home and three games away, as well as participate in a few tournaments. COVID-19 led to ever changing schedules. Home games were live streamed and many fans watched from their homes as fans were limited to two for each player at each game. Hallways were mitigated to have one way traffic in and out of the facility and there were no concessions. However, victories and fun were had by the players, even while wearing masks.
- \* The students practiced and participated in a Children's Christmas Service which was recorded at school and placed on the church Youtube Sunday, December 20 at 4:00 p.m. Parents, grandparents, church members, and friends tuned in throughout the Christmas season to watch and re-watch the students proclaim the good news of our Savior born in Bethlehem to take away the sins of the world.

## **2021**

### **January:**

- \* We returned to school on January 4 from Christmas break. Mrs. Fischer was not able to return to teaching, as she was still in isolation due to COVID-19. Mrs. Favorite tested positive on Thursday of that week for COVID-19. The Kindergarten class and their siblings stayed home on Friday, January 8 out of caution. The decision was made to have all of the students go from in person, to at home learning for one week. Students were given home packets that were prepared in the summer for such an event.
- \* A memorial donation to the school allowed for new iPads to be purchased for the school. They were used in Gr. 1 & 2.
- \* In January, letters were sent to all parents of children getting ready for 3K, 4K, and Kindergarten. Parents were encouraged to reach out for personal tours and/or conversations with our early childhood teachers.
- \* The Rath family moved to Fond du Lac at the beginning of the third quarter.
- \* A first grader, home schooled for the first two quarters, enrolled back at Our Savior Lutheran School.

### **February:**

- \* Both A teams, boys' and girls', played in the KMLGS tournament in early February. The entire school enjoyed spirit week and many watched on KML's live stream to cheer the teams on at the games. Thanks to all the parents who helped with the home basketball games, concessions, scorer's table and cleaning up.

**March:**

- \* Mr. Aaron Trimmer declined a call to Atonement Lutheran School in Milwaukee.
- \* Mr. Joel Grulke accepted a call to teach Science and Phy Ed at Trinity Lutheran School in Waukesha.
- \* Mrs. Heidi Fischer announced her pregnancy and that she would be leaving teaching at the end of the 2020-2021 school year.
- \* On March 14 Calls were extended to Mr. Nathan Schultz and Mrs. Rachel Arndt.
- \* On March 18, Mrs. Amy Grulke received a call to serve as preschool director and teach 4K at St. Paul's Lutheran School in Muskego.
- \* Parent/Teacher Conferences took place on March 24 & 25.

**April:**

- \* Registration materials were sent to all existing and prospective families.
- \* Mrs. Arndt declined our call.
- \* Mr. Schultz accepted our call.
- \* The congregation called to teach primary grades to Mrs. Shana Beyersdorf on April 14.
- \* Mrs. Monica Dierker's retirement was celebrated on April 25. This celebration was postponed in 2020 due to the pandemic.

**May:**

- \* Library time began in May with students able to visit the library and check out books once a week with volunteer, Mrs. Alison Wolf.
- \* Confirmation was held in the gym on Saturday, May 1.
- \* The seven 7th grade students attended KML Charger for a Day Monday, May 10.
- \* Spring MAP testing took place May 11-14.
- \* Area Lutheran schools' Track Meet at KML May 12 and the students who participated did well. Eighth grader, Andrew Gahan went on to the State Lutheran School track meet and placed first in shot put.
- \* Pastor Stephen Schmiel returned the call to replace Staff Minister Tom Hering.
- \* Mrs. Beyersdorf returned our call to teach primary grades.
- \* PTF held elections: Stephanie Boeckman, chair & Jennifer Trimmer, secretary; budget and activities planned for 2021-2022 school year.
- \* The Music Recital had 17 students perform on Wednesday, May 19.
- \* Mrs. Amy Grulke declined one call to facilitate preschool in Muskego. She received another Call to teach pre-K at Trinity, Waukesha.
- \* An unusual housing market had many of our families selling homes, moving in with family members and then building homes. Some moved out of state.
- \* Mrs. Emily Christie, a new graduate from MLC was assigned to teach gr. 1&2 at Our Savior.
- \* Two third graders ended up with broken bones (leg and wrist). Both accidents happened at home.
- \* Peter and Emily Christie visit our school and meet the students May 21.
- \* Voters' meeting resulted with the election of Mr. Joel Fischer, chairman, and Dan Lederer to Board of Education as Jeremiah Backhaus's and Russ Miller's terms end.
- \* 8<sup>th</sup> Grade Graduation May 27
- \* May 28, last day of school, dismissal at 11:30 A.M.
- \* Mrs. Grulke announced her acceptance of the Trinity, Waukesha, call to teach Pre-K.

**June:**

- \* June 1 Teachers' Conference at KML – UDL Universal Design for Learning Framework
- \* June 6 Farewell for departing faculty members: Joel & Amy Grulke, Heidi Fischer, Jon Hahm
- \* June 20 Farewell for Mr. Hering

TOTAL STUDENTS who had to quarantine this year: 20 Most of them were not actually sick, but observing the fact they had been a close contact of someone who tested positive or tested positive themselves.

The quarantine of these students was noted in their permanent file with a note as to why they were out of school during a most unusual year. The students were able to communicate with their teachers and continue their classes from home.

Illness, a complicated pregnancy, and ill family members challenged our staff this year. Mr. Hahm, Mrs. Grulke, Mrs. Pappenfuss, and Mrs. Gronholz did a LOT of substitute teaching. The children and parents were very supportive of the school's best efforts to continue teaching and learning as best as we could.

**In Closing:**

We began the school year with the Hebrews passage summarized as *Confidence in Christ*. We did not know exactly what the challenges would be last August, how the Lord would continue to bless us through the ups and downs, but we were able to apply the passage in so many ways this school year.

No school year is without challenges. No life is without challenges. No person, because we are sinners in a sinful world, lives without challenges. But believers have a source of strength to face the challenges! There are so many examples of difficult times throughout the Bible, and there are also so many assurances for us to reflect on how God's Word provides all we need to know to live in this world until he calls us home to the place where Jesus, who conquered all the challenges, is waiting for us. I was personally challenged but thank our gracious God for giving me the opportunity to be part of the many who put time and effort into Christian education at Our Savior Lutheran School in the 2020 - 2021 school year.

In Christ's Service,

Jon Hahm, Principal

## Annual Report 2020

From: David W. Bartelt –Superintendent  
February 1, 2021



### **Devotional thought**

**Colossians 2: 6-7** *So then, just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness. (NIV)*

Strong roots bear much fruit. Each day at KML our students are “watered” with the Word that gives eternal life. In Christ we grow in faith, trust, and deeds. We are the branches that grow from the ONE vine. We are taught and are overflowing with thankfulness. May this year’s theme remind us that we are “Rooted in Christ” alone. Let us educate, encourage and equip God’s people with the deep connection to Jesus our Savior.

### Mission Statement

*(adopted by the BoD September 2002)*

**Empowered by God’s Word, Kettle Moraine Lutheran High School educates, encourages, and equips God’s people for life and for eternity.**

### Vision Statement

*(adopted by the BoD September 2018)*

**A Christ Guided Success Path for All**

### What We Value

**Truth**--The Bible is God’s absolute truth and the foundation of our mission.

**Together**--Christ’s love unites, motivates, and guides us to selflessly serve.

**Tomorrow**--Each student’s future commits us to excellence and innovation.

### **Fast Facts About Our Students**

- 100% Graduation Rate
- Student/Teacher Ratio is 16:1 / Average class size is 18
- 519 students (as of 1.21) come from 7 different counties
- 8 international students from China
- 15% of our students come from outside our Federation
- Involved in 19 clubs, 15 athletic teams, 11 fine arts groups
- Graduate Plans: 82% to 4 year college; 14% to Technical schools; 4% to military
- Surpass State and National ACT scores

### **How is KML Organized for Ministry? (a review of your high school’s organization)**

- Family Tree
- Org Chart



**Enrollment – Historical trend report at start of school year:**

- 2013- 392
- 2014- 394
- 2015- 403
- 2016- 427
- 2017- 450
- 2018 –490
- 2019 – 512
- 2020 – 522
- 2021- projected 530?

**KML Historical Parental Choice Program Enrollment**

- 2015:** Total 60 students enrolled in Wisconsin Parental Choice Program
- 2016:** Total 88 students (78 WPCP + 10 Milwaukee Parental Choice Program)
- 2017:** Total 95 students (82 WPCP + 13 MPCP)
- 2018:** Total 126 students (98 WPCP + 15 MPCP + 13 Special Needs School Program)
- 2019:** Total 138 students ( 105 WPCP + 17 MPCP + 15 SNSP)
- 2020:** Total 153 students (124 WPCP + 14 MPCP + 15 SNSP)

**External Accreditation - School Improvement Plan**

- **WELSSA-** Your KML maintains dual accreditation. This also gives us a national accreditation status.
- **WRISA** Annual School Improvement Plan and current status

WRISA	Recommendations 2020-21		Action Team	Written Response	Date Completed
4.07	Make the long range planning process a collaborative one with the participation of all stakeholders - board, administration, faculty, staff, parents, and students.	2020-21	Superintendent	The LRP is shared with the Board of Directors and the General Board through the Superintendent's Report. The annual recommendations are assigned to the key stakeholders to evaluate, discuss, and respond to. Once the recommendation has been addressed by the proper stakeholders a written response is generated and the completion date is recorded.	
5.14	Involve direct supervisors for non-called staff positions in the hiring process for those positions.	2020-21	Superintendent	Applications and resumes for most non-called positions (not maintenance/janitorial) are collected in the office of Superintendent. A priority ranking is assigned and the top candidates are interviewed by the Superintendent. The immediate supervisor of the vacant position is directly involved in the second level interview and ultimately makes the final decision for hiring..	

5.18	All workers sign and date a statement that they have read the handbook that pertains to their position and that they will follow the principles included within. Maintain updated sign-off sheets when these handbooks are updated.	2020-21	Business Manager Principal	Faculty and staff are annually trained on the handbook and understand that they are beholden to these policies as a part of their responsibility as employees.	
5.32	Limit where students can go after school hours so they are not alone in parts of the building.	2020-21	Principal	The Administrative Council studied this challenge and feels confident in the number of cameras that monitor the areas. This, along, with reminders to staff to pay attention as they walk around the building. During COVID-19 times, there is an even larger need to keep the school open. A plan has been devised to lock down the building during athletic events.	
6.1	Offer professional development in how to write clear tests and instructions for projects as well as matching objectives/standards to those assessments. Identify ways the faculty can utilize the data received from standardized testing to better student instruction.	2020-21	Principal & CIC	ACT data was shared and analyzed during a faculty meeting. The teachers completed a portion of the reading section of an ACT test to better understand the types of questions included on the test. Resources were shared to prepare students to help students develop critical reading skills. Departments met to identify action steps within their discipline. Math and science data were shared with those departments to analyze to improve instruction.	10/29/20
6.11	KML departments will review ACT Suite results and Aspire data to assess gaps in curriculum and make any new recommendations to the CIC.	2020-21	CIC & Guidance Department	See above.	10/29/2020
6.12	Use data on a regular basis to assess curricular effectiveness and modify the curriculum as necessary.	2020-21	Principal & CIC	The CIC met to analyze trends in ACT data and identify whether course selection or instruction should be modified to better prepare students for success.	10/29/20

7.01	Develop a consistent lesson plan/block plan format which includes standards and exit outcomes through a collaborative effort by the principal and faculty.	2020-21	Principal & CIC	Curriculum guides have been developed for all KMLHS courses and posted in a course resource spreadsheet for all faculty members to access.	Curriculum guides are submitted in early August each school year.
8.03	Consider the possibility of offering more online courses in addition to face-to-face instruction, especially for advanced coursework	2020-21	Principal & CIC	Many online courses have been added through ALHSO, CUW, GCU, UW-O, and other partners. There are more than 70 options for students.	

### **Internal School Improvement Plan- -Grace in Action Segmented Vision Traction / Strategic Meeting**

We have internally shifted our Vision/Traction work to a collaborative effort with the Grace In Action team. They have evaluated our current progress and met with the Ad Council, Mission Advancement Team, CIC Director, and KML Business manager, and selected members of the Executive Committee in January. We have learned some new tools in strategic planning and meeting structure that will give more impetus to a unified vision for your KML.

One of the greatest benefits of this exercise is the increased awareness of what other KML leaders are working towards. With greater understanding comes better support. In Christ our roots grow strong and become interwoven with each other. By God's grace the KML ministry will produce abundant fruit.

### **What will drive KML forward?**

#### **First, A Moment of Gratefulness:**

God has certainly blessed the KML ministry. Before we look forward we can build on what is being done. Allow me to express some of those current blessings...

- Our Federation of churches is unified and courageous. Their support of the high school ministry through the COVID pandemic has helped put us in a strong position.
- Our enrollment is still in an upward trajectory. We have surged forward in the past few years due to several factors:
  - The state and Milwaukee choice programs have allowed more families to choose Christian education for their families
  - We have added dual credit, AP courses, online college courses, along with many other classes to the KML curriculum
- Our faculty is highly motivated and resilient. They have distinguished themselves and our KML mission through virtual learning in 2020.
- The Principal and Ad Council have led heroically in a most stressful year.
- We are financially strong. More donors have supported our mission and helped us service our debt than any other time in our history.
- We serve more families than ever before in our short history.

## **A vision for KML- Innovation in Curriculum**

As the KML team explores the possibilities of rallying around the shared future of the KML ministry through the vision/ traction exercises and our work with Grace in Action of the Ministry Leadership Institute, we should agree on these most basic principles:

1. We are a school committed to educating, encouraging and equipping God's people.
2. We will always teach the truths of Jesus as we are empowered by His Word.
3. We will strive to provide a success path for all.
4. We will work to articulate what success means and how it can be measured.
5. We will strive to be innovative in our curriculum and pedagogy to achieve a competitive advantage and fulfill our mission and vision.
6. We will do all these things to serve our families and attract more people to the Gospel of Jesus.

We must always look outside our walls and evaluate how we can provide a success path for all and bring in more people into the KML family. That leads to this essential conclusion:

We strive to be the best education option for all people. Excellence in education and biblical foundation is not an either/or proposition at KML. We work to be a school that people want to be a part of and others want to emulate.

***May God bless our work together!***

Board, Committee or Group Reporting:	<b>Sunday School</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• Despite the pandemic, we safely offered a successful Sunday School program to Age 4 through 7<sup>th</sup> grade to 35 unique students from 17 families, 5 of which were not LES families</li> <li>• We averaged an attendance of 15 students at each gathering; while this is lower than previous years, it was consistent with worship attendance (60 in 2019-2020, 49 in 2018-2019, 46 in 2017-2018, 39 in 2016-2017, 44 in 2015-16)</li> <li>• Due to limited volunteers and uncertainty of the pandemic, Sunday School was only offered twice-a-month on Communion Sundays</li> <li>• A solid population of young children in the congregation, and parents who are committed to providing their children with a Christian Education</li> <li>• Committed staff who faithfully carry out this ministry</li> </ul>
<b>Accomplishments:</b>	<ul style="list-style-type: none"> <li>• Utilized new format: gathered as a group and split apart for various activities; closed the hour with group Song Time; we discovered the engaging activities and group Song Time were well received</li> <li>• No COVID outbreaks attributed to Sunday School gatherings</li> <li>• Blessed with sufficient staff of 8 different volunteers over the course of the year to support Coordinator in delivering the lessons</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• Be Outreach Minded: Encourage students to bring friends; incorporate activities that motivate students to share the Good News with others</li> <li>• Lead the Bible Lessons creatively and offer engaging activities that make students eager to come to Sunday School and help reinforce the lessons' key takeaways</li> <li>• Schedule classroom helpers to offer each teacher assistance every week</li> <li>• Present Christmas Eve Service</li> <li>• Make reasonable safety adjustments due to COVID</li> <li>• Continue to monitor enrollment trends to appropriately split age groups for the coming year</li> <li>• Recruit, as needed, for our Sunday School teaching staff</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Praying for our teachers, classroom helpers, and students</li> <li>• Volunteering to teach, be a classroom helper, assist with music, etc.</li> <li>• Sharing positive and constructive feedback with the Sunday School Coordinator</li> <li>• Sending your children to Sunday School</li> <li>• Invite others to attend Sunday School</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	Katie Koffman, Coordinator Tom Hering, Superintendent

Board, Committee or Group Reporting:	<b>Board of Christian Education</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• Rising costs associated with education.</li> <li>• Higher demand for parental involvement and communication.</li> <li>• Reduced community use of our facilities due to COVID.</li> <li>• Marketing our school in a community with quality educational choices.</li> <li>• Growing enrollment alongside retention challenges.</li> <li>• Increasing administration work needed to adequately cover all aspects of maintaining and improving our Christian education program.</li> <li>• Ever-changing safety guidelines and health strategies.</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Gave thanks to Joel and Amy Grulke, Heidi Fischer, and Jon Hahm for their many years of teaching and contributions to our church and school.</li> <li>• Celebrated that the Holy Spirit has led Mr. Nathan Schultz, Mrs. Emily Christie, Mrs. AnnMarie Digangi and Mrs. Amanda Gronholz to accept their divine calls.</li> <li>• Our school was awarded full accreditation in November of 2020.</li> <li>• Our students returned to in-person teaching for the entire year.</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• Our Savior will continue to work on standard recommendations as recommended by the accreditation committee.</li> <li>• Encourage whole family involvement through PTF, school and social events.</li> <li>• Reduce Pre-K tuition in an effort to keep it attractive and proportionate to LES tuition. Explore all-day 4K.</li> <li>• Increase staff outreach efforts.</li> <li>• Make wise decisions during these times of COVID-19 and societal change.</li> <li>• Create and enact a 6 year plan to help the school thrive.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Praying for our school, students, faculty, staff and board.</li> <li>• Supporting our program of Christian education through participating in special projects, volunteering in the classroom, attending events, and fundraising.</li> <li>• Communicating the benefits and blessings of OSLS to families and friends.</li> <li>• Volunteering in classrooms, hot lunch, coaching, field trips, etc.</li> <li>• Holding us accountable to our goals.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	Joel Fischer, Dan Lederer, Jimmy Pautz, Kent Russell, Dayton Behnke, Nathan Schultz, Jon Hahm, Russ Miller, Jeremiah Backhaus, Philip Babler and Chad Bloedel

<b>OUR SAVIOR LUTHERAN SCHOOL</b> <b>Expense YTD Comparison</b> <b>July 1, 2020 - June 30, 2021</b>			
12 Months Ended 6/30/21	12 Months Ended 6/30/20		
Account	Description		
102 100	Children's Offerings Paid to Missions	\$ 876.76	\$ 819.96
202 200	Early Education Expense	287.41	1,030.20
302 300	Faith & Funding Paid to OSLC	57,970.00	51,920.00
302 300	Professional Cleaning Expense	11,759.00	-
302 300	School Operating Expenses	38,023.60	29,024.22
402 400	Milk Expenses Dairy	2,059.74	1,801.67
502 500	Professional Growth Expense	1,448.00	2,293.56
602 600	Before & After School Care	7,617.61	6,825.28
702 700	Athletic Expenses	2,300.09	3,792.31
802 800	Safety Spending	3,750.00	18,055.00
802 800	Gift Expense	-	-
802 800	Wish List Items Transferred to Church	-	-
802 800	Parade Participation	-	-
802 800	Technology	9,023.35	9,705.37
802 800	Testing, Spark PE & Other	3,878.85	6,437.94
902 900	Other Transfers	1,331.47	516.12
902 900	Pre-K and Non-Member Fees Paid to OSLC	<u>26,915.32</u>	<u>28,593.78</u>
<b>Total Expenses</b>		<b>\$ 167,241.20</b>	<b>\$ 160,815.41</b>

Board, Committee or Group Reporting:	<b>Board of Elders</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>● Church service attendance (In person and online) is remarkably steady despite the challenges presented by COVID-19.</li> <li>● Due to the virus some volunteers that served in the past are not still unavailable. This impacts our ability to run our full offering of Bible studies.</li> <li>● Membership increasing (new members joining), but still losing members leaving via the back door .</li> <li>● Continuing ministry with one less pastoral staff.</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>● Researched and laid groundwork for starting a compassion care lay ministry program at Our Savior.</li> <li>● Met with Grace in Action to develop a “Vision Traction Organizer” (VTO)</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2020/21</b>	<ul style="list-style-type: none"> <li>● Expand and build upon our ministry outreach both online and in person</li> <li>● Move forward with the congregations long range plan:               <ul style="list-style-type: none"> <li>○ Vision of the congregation</li> <li>○ Personal &amp; Family plan for growth in the Word</li> <li>○ Meet our member “needs &amp; wants” from the Church</li> <li>○ Encourage/build into the organization a vibrant women’s ministry</li> </ul> </li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>● Praying for the Elders to be blessed with wisdom as they make decisions supporting our members spiritual welfare. Praying also for our called workers as they continue their ministry work during these extraordinary times.</li> <li>● Contacting Elders when members notice that members are drifting away from the Lord.</li> <li>● Contact an Elder with any concern about worship services and Bible studies.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	<p>Pastor Wagner, Calvin Gall, Jeremiah Backhaus (Elders Chair) , Bob Klug (Elders President\Visiting Elder), Jake Curtis (Worship Elder), Marty Dierker (Cong VP), Steve Wolf (Cong President).</p>



Board, Committee or Group Reporting:	<b>Spiritual Growth Committee</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• Sunday School attendance had remained fairly steady during the past ten years, with an increase again this past year.</li> <li>• Adult Bible class attendance has remained stable, with Sunday’s class remaining at the five-year average of 51.</li> <li>• Faithful Bible study leaders. (Mr. Jim Peterman retired from teaching a weekly evening Bible study. We thank him for his many years of faithful, insightful teaching!)</li> <li>• Faithful core of Bible study attendees, with a number of new attendees joining some of our Bible studies in the past year.</li> <li>• The COVID pandemic caused our on-campus Bible studies to be put on hold for some months. Some of the classes have begun to again meet in person following safe and healthy guidelines. At the time of this writing, it was uncertain when all of our classes would again be meeting.</li> <li>• A number of classes were held using video formats (BIC class, Confirmation class, Women’s Bible study).</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Supported the effort of Advent Family Calendars and Family Advent Devotions.</li> <li>• Encouraged attendance at Sunday School and Bible class through post-service presentations.</li> <li>• Occasionally used our congregational Facebook page for promotion.</li> <li>• Provided verbal encouragements to our Bible studies.</li> <li>• Provided the congregation with a “I Want to Walk with Jesus During Lent” Lenten worship service encouragement.</li> <li>• For the fourth year, planned and facilitated the men of our congregation to attend the annual “Men of His Word” conference that was held in February in Oshkosh.</li> <li>• Publicized other conferences/workshops, including a marriage enrichment weekend.</li> <li>• Developed, distributed and encouraged congregational usage of a Spiritual Growth Plan as a tool for both family and individual efforts toward spiritual growth, with a focus on prayer. Various other activities included a Prayer Verse of the Month, Book of Prayer, Resource display with order forms, Prayer Circle encouragement, and other prayer basics.</li> <li>• Provided our membership with a “Read Through the Bible in Three Year” encouragement, which can be done either online or through “Forward in Christ.”</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• Re-engage the “new member” Bible class booklet, with a welcome note on the front, which lists the various Bible classes throughout the week, and invites new member participation. These are given to new members as they join.</li> <li>• Continue to encourage a greater understanding in our membership as to what spiritual growth means, why it is important, and how to achieve spiritual growth on a personal, family and corporate level.</li> <li>• Encourage greater in-home personal Bible reading/devotional life.</li> <li>• Encourage greater attendance by our membership at church offered Bible classes.</li> </ul>

	<ul style="list-style-type: none"> <li>• Ongoing use of our Facebook page as a means for connection and encouragement among our membership.</li> <li>• Encourage the men of our congregation to attend the annual “Men of His Word” conference in Oshkosh on Feb. 19, 2022.</li> <li>• Encourage other groups in our congregation to attend appropriate conferences and workshops as they are brought to the committee’s attention.</li> <li>• Use our committee to help Pastoral staff in scheduling, planning and implementation of Bible Studies, classes, etc.</li> <li>• Evaluate current Spiritual Growth opportunities.</li> <li>• Create definition of “Spiritual Growth Opportunity” and create a method of measuring Spiritual Growth participation.</li> <li>• Review recent survey for spiritual growth component, and create new survey to identify spiritual growth opportunities if needed.</li> <li>• Encouragement to our membership to attend special Advent and Lenten worship opportunities.</li> </ul>
<p><b>The congregation can aid us in achieving our goals by:</b></p>	<ul style="list-style-type: none"> <li>• Increased use of Word and Sacrament by all our membership.</li> <li>• Praying that more would spend regular time with God’s Word, including in the home.</li> <li>• Showing love and concern for the spiritual growth of others. We believe members inviting other members to Bible studies is the best line of recruitment, including talking up special events like the Men of His Word Conference and other workshops.</li> <li>• Not only personally using the Spiritual Growth Plan, but also speaking with others about the blessings and benefits of such a tool.</li> <li>• Encouraging one another in the three-year Bible reading plan.</li> </ul>
<p><b>Reporter Name or any other person to be acknowledged for this area of ministry:</b></p>	<p>Andy Vatter, Stu Stein, Alison Wolf, Nick Vatter</p>

Board, Committee or Group Reporting:	<b>Outreach Committee</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• Growing neighborhoods &amp; businesses nearby; steady number of visitors; increased interest among area congregations to work cooperatively; strong lay leadership; enthusiastic Outreach leadership team.</li> <li>• Appropriate Use of Tracking Systems: We continue to make good use of PowerChurch &amp; Salesforce to help keep track of visitors and prospective members striving to make timely personal communications.</li> <li>• Challenge: Many of us are hesitant to accept the reality that we all are gifted with opportunities to share Jesus in our day to day lives.</li> <li>• Many of us are hesitant to share the Gospel in a world where Truth(s) have become matters of personal opinion.</li> <li>• Continuing effects of the COVID-19 virus in the daily lives of everyone</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Continued use of Salesforce software and volunteer assistance with data entry continues to help us track member and visitor worship attendance.</li> <li>• Host a second <i>Everyone Outreach</i> workshop</li> <li>• Continued partnering with OSLS PTF promoting school for outreach and community opportunities</li> <li>• Working with OSLC leadership identifying VTO strategic planning short and long term tasks</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• To help all members of the congregation grow in their zeal to share the Gospel and to use their unique gifts and opportunities faithfully in embracing “Everyone Outreach” as a culture change</li> <li>• To increase Bible Information Class enrollment and participation.</li> <li>• To increase community awareness of our church and its mission</li> <li>• To complete 90-day “rocks” and 6 month/year goals</li> <li>• Assist efforts to make our “Welcome Center” a tool to facilitate outreach to visitors</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Remembering that all of us have been commissioned by Christ to share the Gospel by actively sharing where he gives us opportunity</li> <li>• Continue conscious efforts to be a friendly, inviting congregation at worship and in our service to our community.</li> <li>• Continue to recruit and bring FRANS to our Bible Information Class.</li> <li>• Praying for more outreach opportunities.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	<p>Thanks to Joel Fischer, Hilde Miller, Sarah Smith, Matthew Berger, our larger events committee, and others who follow up with contacting visitors, help with hosting events, etc.</p> <p>(Jon Hahm, Chairman)</p>

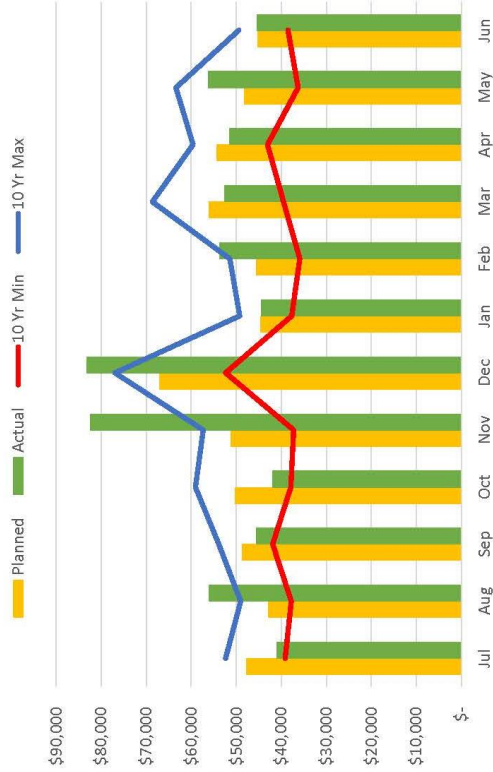
Board, Committee or Group Reporting:	<b>Stewardship Committee</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• The Stewardship Committee recognizes an increasing need for:               <ul style="list-style-type: none"> <li>• volunteer encouragement and coordination,</li> <li>• regular, clear communication of our church finances, and</li> <li>• encouragement plus education for faithful, confident giving.</li> </ul> </li> <li>• In-person fellowship opportunities are finally picking back up again.</li> <li>• Volunteerism in many areas of our ministry is desperately needed.</li> <li>• Lower attendance remains for on campus worship, with fewer families than usual giving regular offerings, due to the ongoing COVID pandemic.</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Improved our long-range strategy by identifying specific goals, focusing on the biblical definition of Stewardship as our primary driver, and reviewing the church bylaws for our primary responsibilities. To allow for a stronger Stewardship focus in the future, we supported the formation of a new Fellowship Committee to head up some of the events that have traditionally been in our court.</li> <li>• Hosted our first annual Virtual Trivia night in lieu of in-person meetings, due to COVID gathering restrictions.</li> <li>• Continued to promote the use of technology for online giving.</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• Focus on the biblical intent for Christian Stewardship, supporting our members in their wise and faithful use of their time, talents and treasures.</li> <li>• Encourage development of a separate Fellowship Committee to organize and conduct essential fellowship events like the Chili Contest, Church Picnic, Family Nights, etc. This will allow the Stewardship Committee to focus on strategies to promote volunteerism, education and giving within our church.</li> <li>• Collaborate with other committees to promote and obtain volunteer support.</li> <li>• Ensure the congregation is aware of church finance challenges and blessings.</li> <li>• Evaluate new ideas for an annual stewardship appeal or giving campaign.</li> <li>• Host events like Stewardship Sunday to educate members or encourage giving.</li> <li>• Highlight clear strategies and resources for our membership to share their time, talents and money in support of the Lord’s work.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Requesting support so we know what information and resources are needed, and using any of the volunteer resources our church maintains.</li> <li>• Seeking to understand our congregation’s financial picture and joyfully responding in a God-pleasing manner.</li> <li>• Searching prayerfully for ways to serve the Lord and his people, and then trusting that God will take care of you through the commitment, even when you are stretched outside of your comfort zone.</li> <li>• Staying engaged in our ministry               <ol style="list-style-type: none"> <li>1. Attending worship regularly</li> <li>2. Attending Bible Study(ies)</li> <li>3. Making time for fellowship events</li> <li>4. Volunteering</li> </ol> </li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	<p>Scott Martens, Becky Sander, Hannah Wagie, Cliff Anderson and Chad Bloedel.            We thank the outgoing members: Mark Boeckman, Jordan Liesener, and Tom Hering.</p>

Board, Committee or Group Reporting:	<b>Building and Grounds Committee</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• COVID-19</li> <li>• Weather</li> <li>• Out-pouring of volunteers for work days in 2019, performing regular tasks &amp; special projects, but cancellation of work days in 2020 due to COVID-19.</li> <li>• The skills that the Lord has blessed out members with.</li> <li>• Donations of time and material has been amazing.</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Installed security cameras throughout the school</li> <li>• Installed instantaneous water heater in Kitchen to aid in dishwashing applications</li> <li>• Installed water bottle filler outside gymnasium</li> <li>• Emergency soffit and siding repair on Teacherage</li> <li>• Emergency sump pump replaced in Teacherage</li> <li>• Repairs to Gym heating system (duct detectors)</li> <li>• Tree removed outside Pastor’s office</li> <li>• All trees were trimmed that affected bus travel.</li> <li>• Annual pest control services completed by Batzner</li> <li>• Hot water recirculation pump &amp; valve assembly rebuilt on water system.</li> <li>• Misc. repairs on bleachers</li> <li>• Renewed Snow &amp; Ice control contract.</li> <li>• Disabled all drinking fountains in the facility due to COVID-19</li> <li>• Phase 2 drainage improvements completed.</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021/22</b>	<ul style="list-style-type: none"> <li>• Reroof Teacherage in it’s entirety.</li> <li>• Install additional water bottle filler outside of classrooms.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Continue with volunteer and stewardship support.</li> <li>• Prayers for Our Savior staff, congregational leadership and our board and committee members.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	<ul style="list-style-type: none"> <li>• Bob Duckart for his time and effort in calling &amp; recruiting of volunteers.</li> <li>• Sarah Smith for setting up &amp; minting a Trustees &amp; Projects filing system.</li> <li>• All the Volunteers (Too many to list).</li> <li>• Various other volunteers who are working hard on our property and grounds – mowing, trimming, building, cleaning, spraying etc.</li> <li>• Committee Members-Jeff Abts, Nathan Grulke, Peter Lederer, Randy Lippert &amp; Tadd Hilgendorf (Chair).</li> </ul>

Board, Committee or Group Reporting:	<b>Budget and Finance Committee</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• The mortgage principal is 100% covered by our mortgage reduction fund</li> <li>• and not paid with operating funds.</li> <li>• Health costs continue to be on the rise.</li> <li>• The future budget cycles outlook continue to present a challenge</li> </ul>
<b>Accomplishments in 2020-2021</b>	<ul style="list-style-type: none"> <li>• Presented the 2021 - 2022 fiscal year budget.</li> <li>• Completed 2020 financial audit</li> <li>• Successfully and continue to navigate the uncertainty of COVID-19 and the affects it had on everyone.</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021-2022</b>	<ul style="list-style-type: none"> <li>• Meet our mortgage reduction commitments.</li> <li>• Successfully completed a cash-out refinance to strengthen our cash position for the future.</li> <li>• Continue to prepare for the 2022-2023 budget.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Pray and take action for the stewardship efforts of both our church and school.</li> <li>• Continue to commit to the Mortgage Reduction Fund to retire the mortgage.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	Andy Koffman, Dianne Robertson, Craig Shanks, Steve Wolf, Pastor Wagner, Tate Plath

## Our Savior Evangelical Lutheran Church of Grafton 2020-2021 Financial Summary

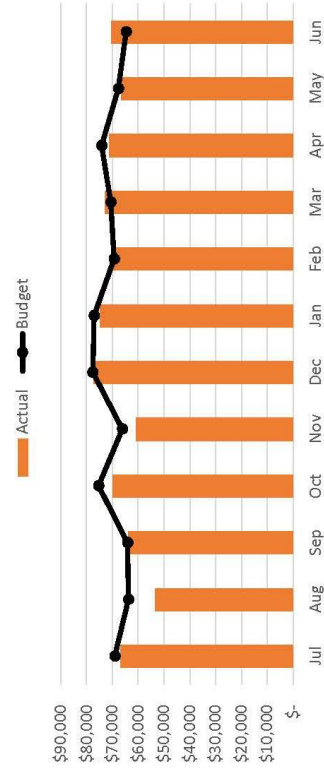
1) Offerings



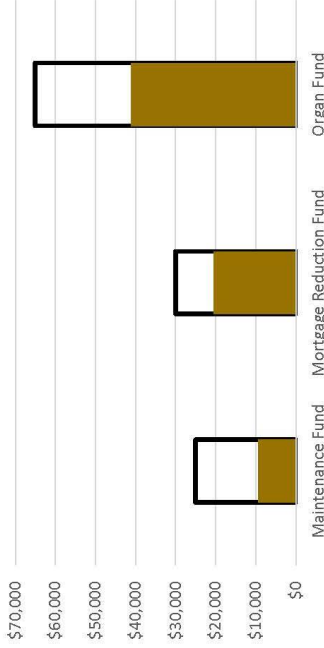
2) General Fund Balance



3) Expenses



4) Major Special Funds



**Our Savior Evangelical Lutheran Church of Grafton  
2020-2021 Financial Summary**

Projected (2020-2021)	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Total Offerings	\$ 47,826	\$ 42,853	\$ 48,787	\$ 50,240	\$ 51,221	\$ 67,098	\$ 44,618	\$ 45,611	\$ 56,045	\$ 54,303	\$ 48,188	\$ 45,335
Total Expenses	\$ 69,065	\$ 63,811	\$ 64,134	\$ 75,347	\$ 66,146	\$ 77,628	\$ 77,107	\$ 69,379	\$ 70,827	\$ 74,150	\$ 67,686	\$ 64,652
Min Offerings	\$ 39,153	\$ 37,801	\$ 41,902	\$ 37,884	\$ 37,270	\$ 52,405	\$ 37,701	\$ 35,939	\$ 39,497	\$ 43,076	\$ 36,283	\$ 38,527
Max Offerings	\$ 52,402	\$ 49,076	\$ 53,914	\$ 59,055	\$ 57,348	\$ 76,971	\$ 49,245	\$ 51,423	\$ 68,669	\$ 59,607	\$ 63,411	\$ 49,481
General Fund Beginning Balance	\$135,137	\$114,488	\$105,121	\$91,476	\$99,559	\$86,923	\$78,193	\$70,494	\$48,516	\$58,889	\$50,382	\$32,674
+ Net Income	(\$21,199)	(\$9,918)	(\$14,195)	\$7,533	(\$13,185)	(\$9,280)	(\$8,249)	(\$22,528)	\$9,823	(\$9,057)	(\$18,258)	(\$18,077)
+ Special Gift Financing	\$550	\$550	\$550	\$550	\$550	\$550	\$550	\$550	\$550	\$550	\$550	\$550
General Fund Balance (planned)	\$114,488	\$105,121	\$91,476	\$99,559	\$86,923	\$78,193	\$70,494	\$48,516	\$58,889	\$50,382	\$32,674	\$15,148
General Fund Balance (projected)	\$109,859	\$125,348	\$100,417	\$74,798	\$142,361	\$149,281	\$127,519	\$143,216	\$126,366	\$111,357	\$102,407	\$88,260

Actual (2020-2021)	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Total Offerings	\$ 41,005	\$ 56,044	\$ 45,514	\$ 41,955	\$ 82,402	\$ 83,262	\$ 44,507	\$ 53,675	\$ 52,660	\$ 51,590	\$ 56,196	\$ 45,501
Total Expenses	\$ 66,967	\$ 53,416	\$ 63,958	\$ 69,768	\$ 60,839	\$ 77,187	\$ 74,755	\$ 70,565	\$ 73,011	\$ 71,388	\$ 66,553	\$ 70,355
General Fund Beginning Balance	\$135,137	\$109,859	\$125,348	\$100,417	\$74,798	\$142,361	\$149,281	\$127,519	\$143,216	\$126,366	\$111,357	\$102,407
+ Net Income	(\$25,944)	\$14,066	(\$25,481)	(\$27,444)	\$67,013	\$6,195	(\$22,487)	\$14,972	(\$16,850)	(\$15,009)	(\$10,926)	(\$14,562)
+ Special Gift Financing	\$550	\$550	\$550	\$1,825	\$550	\$725	\$725	\$725	\$0	\$0	\$1,975	\$416
General Fund Balance (actual)	\$109,859	\$125,348	\$100,417	\$74,798	\$142,361	\$149,281	\$127,519	\$143,216	\$126,366	\$111,357	\$102,407	\$88,260

Priority Special Funds	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Endowment Fund	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Maintenance Fund	\$9,952	\$29,382	\$29,382	\$18,732	\$5,932	\$7,282	\$8,672	\$11,137	\$13,557	\$9,305	\$13,770	\$18,536
Mortgage Reduction Fund	\$11,586	\$7,496	\$29,866	\$25,287	\$14,723	\$18,390	\$17,275	\$23,036	\$21,522	\$20,556	\$19,841	\$21,290
Organ Fund	\$40,565	\$40,565	\$40,565	\$40,565	\$40,565	\$41,090	\$41,090	\$41,090	\$41,090	\$41,090	\$41,090	\$41,090



<p><b>Board, Committee or Group Reporting:</b></p>	<p><b>Long Range Planning</b></p>	
<p><b>Trends affecting our ministry:</b></p>	<ul style="list-style-type: none"> <li>• COVID Pandemic alongside Political/Economic challenges in our members lives and their communities.</li> <li>• Greater awareness of our ministry and facility as part of local community.</li> <li>• Ongoing growth in our nearby communities and immediate area.</li> <li>• Continual movement of people, turnover of volunteers, recruitment in uncertain times.</li> </ul>	
<p><b>Accomplishments in 2021/22</b></p>	<ul style="list-style-type: none"> <li>• Initiated and carried out 10-for-10; worship / communication</li> <li>• LRP Lead Team has developed an initial VTO</li> <li>• Looking for Board &amp; Committee input to the various levels of the VTO</li> </ul>	
<p><b>Asking the Lord to bless our efforts, we have made the following goals for 2021/22</b></p>	<ul style="list-style-type: none"> <li>• Implement the congregation’s long-range plan – involving all leaders and Boards &amp; Committees</li> <li>• Communicate effectively what the congregation’s long-range plan is and how each member can contribute to its achievement.</li> <li>• Continue to work the Accreditation process for our LES.</li> <li>• Support and provide recommendations to the various committees that make ministry, finance and campus/facility decisions.</li> <li>• Facilitate an increased level of participation by the congregation in the various ministry opportunities available to our members.</li> </ul>	
<p><b>The congregation can aid us in achieving our goals by:</b></p>	<ul style="list-style-type: none"> <li>• Continue to give generously of your time, talents and treasures.</li> <li>• Take an interest in our Long Range efforts, read and listen thoughtfully as we attempt to communicate with the congregation so that we can make informed and mutually satisfying decisions.</li> <li>• Pray for God’s continued blessings among us, pray that the work being done is within His will and to the glory and honor of His holy name.</li> <li>• Encourage each other to maintain or increase involvement in the various ministry opportunities available.</li> <li>• Offer input and advice regarding opportunities for our congregation to expand internal and external ministry efforts.</li> </ul>	
<p><b>Reporter Name or any other person to be acknowledged for this area of ministry:</b></p>	<p><b><u>Exec Team</u></b>                  Steve Wolf                  Marty Dierker</p>	<p><b><u>Board Team</u></b>                  Board &amp; Committee Chairmen                  Alison Wolf                  Stephanie Boeckman                  Fin. Sec. Dale Meyer                  Treasurer Andy Koffman</p> <p><b><u>Staff Team</u></b>                  Pastor Wagner                  SM Tom Hering                  Principal Hahm</p>



Our Savior Evangelical Lutheran Church of Grafton

Balance Sheet Comparison  
As of June 30, 2021

	TOTAL			
	AS OF JUN 30, 2021	AS OF JUN 30, 2020 (PP)	CHANGE	% CHANGE
<b>ASSETS</b>				
Current Assets				
Bank Accounts				
CSB Checking - Operating	0.00	15,501.23	-15,501.23	-100.00 %
CSB Money Market	0.00	0.00	0.00	
General Fund	0.00	119,636.04	-119,636.04	-100.00 %
Long Term Maintenance Fund	0.00	9,951.66	-9,951.66	-100.00 %
Mercy Ministry Fund	0.00	2,967.50	-2,967.50	-100.00 %
Mortgage Reduction Fund	0.00	16,137.66	-16,137.66	-100.00 %
Organ Fund	0.00	40,564.75	-40,564.75	-100.00 %
Pastoral Ministry Gift	0.00	9,690.94	-9,690.94	-100.00 %
Youth Group Fund	0.00	485.81	-485.81	-100.00 %
<b>Total CSB Money Market</b>	<b>0.00</b>	<b>199,434.36</b>	<b>-199,434.36</b>	<b>-100.00 %</b>
CSB Money Market Designated Fds	0.00	37,325.52	-37,325.52	-100.00 %
US Bank Checking - Operating	47,573.19		47,573.19	
US Bank Money Market				
Cash Reserve Fund	50,000.00		50,000.00	
Designated Gifts				
Bible Study Classroom	627.63		627.63	
Hymnals	705.00		705.00	
Online Worship	1,204.28		1,204.28	
To Be Designated	188.76		188.76	
<b>Total Designated Gifts</b>	<b>2,725.67</b>		<b>2,725.67</b>	
General Fund	40,687.06		40,687.06	
Maintenance Fund	18,535.64		18,535.64	
Memorials				
Cluppert (garage)	1,000.00		1,000.00	
Wagie	3,045.00		3,045.00	
<b>Total Memorials</b>	<b>4,045.00</b>		<b>4,045.00</b>	
Mercy Ministry Fund	2,502.62		2,502.62	
Ministerial Education Fund	-93.00		-93.00	
Mortgage Reduction Fund	21,289.65		21,289.65	
Organ Fund	41,089.75		41,089.75	
Outreach Fund	2,500.00		2,500.00	
Youth Group Fund	485.81		485.81	
<b>Total US Bank Money Market</b>	<b>183,768.20</b>		<b>183,768.20</b>	
<b>Total Bank Accounts</b>	<b>\$231,341.39</b>	<b>\$252,261.11</b>	<b>\$ -20,919.72</b>	<b>-8.29 %</b>
<b>Total Current Assets</b>	<b>\$231,341.39</b>	<b>\$252,261.11</b>	<b>\$ -20,919.72</b>	<b>-8.29 %</b>
Fixed Assets				
Property & Buildings	3,623,931.15	3,623,931.15	0.00	0.00 %



## Our Savior Evangelical Lutheran Church of Grafton

## Balance Sheet Comparison

As of June 30, 2021

	TOTAL			
	AS OF JUN 30, 2021	AS OF JUN 30, 2020 (PP)	CHANGE	% CHANGE
<b>Total Fixed Assets</b>	<b>\$3,623,931.15</b>	<b>\$3,623,931.15</b>	<b>\$0.00</b>	<b>0.00 %</b>
Other Assets				
Perpetual Trust WELS CEF	10,392.82	10,036.86	355.96	3.55 %
<b>Total Other Assets</b>	<b>\$10,392.82</b>	<b>\$10,036.86</b>	<b>\$355.96</b>	<b>3.55 %</b>
<b>TOTAL ASSETS</b>	<b>\$3,865,665.36</b>	<b>\$3,886,229.12</b>	<b>\$ -20,563.76</b>	<b>-0.53 %</b>
<b>LIABILITIES AND EQUITY</b>				
Liabilities				
Current Liabilities				
Credit Cards				
US Bank Credit Card	325.24		325.24	
<b>Total Credit Cards</b>	<b>\$325.24</b>	<b>\$0.00</b>	<b>\$325.24</b>	<b>0.00%</b>
Other Current Liabilities				
Payroll Liabilities				
Payroll Liabilities	0.00	0.00	0.00	
Federal Taxes (941/944)	1,773.99		1,773.99	
WI Income Tax	1,118.88		1,118.88	
<b>Total Payroll Liabilities</b>	<b>2,892.87</b>	<b>0.00</b>	<b>2,892.87</b>	
SBA PPP Loan	0.00	119,580.00	-119,580.00	-100.00 %
<b>Total Other Current Liabilities</b>	<b>\$2,892.87</b>	<b>\$119,580.00</b>	<b>\$ -116,687.13</b>	<b>-97.58 %</b>
<b>Total Current Liabilities</b>	<b>\$3,218.11</b>	<b>\$119,580.00</b>	<b>\$ -116,361.89</b>	<b>-97.31 %</b>
Long-Term Liabilities				
Mortgage Thrivent				
Mortgage Thrivent	0.00	427,789.74	-427,789.74	-100.00 %
Mortgage US Bank				
Mortgage US Bank	431,557.56		431,557.56	
<b>Total Long-Term Liabilities</b>	<b>\$431,557.56</b>	<b>\$427,789.74</b>	<b>\$3,767.82</b>	<b>0.88 %</b>
<b>Total Liabilities</b>	<b>\$434,775.67</b>	<b>\$547,369.74</b>	<b>\$ -112,594.07</b>	<b>-20.57 %</b>
Equity				
Fund Balance				
Fund Balance	705,823.66	705,823.66	0.00	0.00 %
Opening Bal Equity				
Opening Bal Equity	1,382,057.40	1,382,057.40	0.00	0.00 %
Unrestrict (retained earnings)				
Unrestrict (retained earnings)	1,250,978.32	1,250,978.32	0.00	0.00 %
Net Income				
Net Income	92,030.31		92,030.31	
<b>Total Equity</b>	<b>\$3,430,889.69</b>	<b>\$3,338,859.38</b>	<b>\$92,030.31</b>	<b>2.76 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$3,865,665.36</b>	<b>\$3,886,229.12</b>	<b>\$ -20,563.76</b>	<b>-0.53 %</b>



Our Savior Lutheran Church

Budget vs. Actuals  
July 2020 - June 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
<b>GENERAL FUND INCOME</b>				
Misc Income	1,981.98	500.00	1,481.98	396.40 %
Offerings				
Electronic Offerings				
via ACH	114,299.94	64,600.00	49,699.94	176.93 %
via Credit Card	16,720.75	13,250.00	3,470.75	126.19 %
<b>Total Electronic Offerings</b>	<b>131,020.69</b>	<b>77,850.00</b>	<b>53,170.69</b>	<b>168.30 %</b>
Envelope Offerings	519,704.88	515,937.00	3,767.88	100.73 %
Plate Offerings	2,303.13	8,338.00	-6,034.87	27.62 %
<b>Total Offerings</b>	<b>653,028.70</b>	<b>602,125.00</b>	<b>50,903.70</b>	<b>108.45 %</b>
Reimbursements	18,716.41	22,412.00	-3,695.59	83.51 %
School Fees	57,970.00	55,165.00	2,805.00	105.08 %
Tuition	26,915.32	42,940.00	-16,024.68	62.68 %
<b>Total GENERAL FUND INCOME</b>	<b>758,612.41</b>	<b>723,142.00</b>	<b>35,470.41</b>	<b>104.91 %</b>
<b>Total Income</b>	<b>\$758,612.41</b>	<b>\$723,142.00</b>	<b>\$35,470.41</b>	<b>104.91 %</b>
<b>GROSS PROFIT</b>	<b>\$758,612.41</b>	<b>\$723,142.00</b>	<b>\$35,470.41</b>	<b>104.91 %</b>
Expenses				
<b>GENERAL FUND EXPENSES</b>				
<b>BENEVOLENCES</b>				
KMLHS Operating Fund	22,812.62	21,076.00	1,736.62	108.24 %
KMLHS Walking The Path	7,000.04	7,000.00	0.04	100.00 %
WELS Missions	29,044.79	27,096.00	1,948.79	107.19 %
<b>Total BENEVOLENCES</b>	<b>58,857.45</b>	<b>55,172.00</b>	<b>3,685.45</b>	<b>106.68 %</b>
<b>CHRISTIAN GROWTH</b>				
Evangelism		1,200.00	-1,200.00	
Spiritual Growth	575.42	542.00	33.42	106.17 %
Stewardship	457.84	1,000.00	-542.16	45.78 %
Sunday School	149.56		149.56	
<b>Total CHRISTIAN GROWTH</b>	<b>1,182.82</b>	<b>2,742.00</b>	<b>-1,559.18</b>	<b>43.14 %</b>
<b>MAINTENANCE,EQUIPMENT,INSURANCE</b>				
Building Maint Church / School	1,379.47	4,862.00	-3,482.53	28.37 %
Elevator/Fire System/Security	5,098.15	4,274.00	824.15	119.28 %
Insurance Prop & Comp	8,133.00	7,200.00	933.00	112.96 %
Janitorial Service	13,440.00	15,120.00	-1,680.00	88.89 %
Snow Plowing	8,090.00	8,239.00	-149.00	98.19 %
Teacherage Maintainance	350.00	0.00	350.00	
<b>Total MAINTENANCE,EQUIPMENT,INSURANCE</b>	<b>36,490.62</b>	<b>39,695.00</b>	<b>-3,204.38</b>	<b>91.93 %</b>
<b>OPERATING</b>				
Advertising	717.86	910.00	-192.14	78.89 %



Our Savior Lutheran Church

Budget vs. Actuals  
July 2020 - June 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Altar Supplies	527.74	500.00	27.74	105.55 %
Bankings & Other Fees	1,085.26	857.00	228.26	126.63 %
Computer Software	2,256.89	1,398.00	858.89	161.44 %
Copier Lease / Copier Supplies	7,695.09	9,272.00	-1,576.91	82.99 %
Interest - Mortgage	12,273.38	15,984.00	-3,710.62	76.79 %
Misc Office Supplies	2,061.81	2,000.00	61.81	103.09 %
Offering Envelopes Expense	643.85	800.00	-156.15	80.48 %
Postage	1,117.30	700.00	417.30	159.61 %
Worship Supplies	1,494.63	2,324.00	-829.37	64.31 %
<b>Total OPERATING</b>	<b>29,873.81</b>	<b>34,745.00</b>	<b>-4,871.19</b>	<b>85.98 %</b>
STAFF				
BENEFITS				
Dental Insurance	4,870.93	5,430.00	-559.07	89.70 %
FICA & Medicare	4,925.54	5,729.00	-803.46	85.98 %
Health / LTD Insurance	91,357.55	112,906.00	-21,548.45	80.91 %
Health Ins EE contribution	-2,357.28		-2,357.28	
HSA contributions (ER)	5,037.50		5,037.50	
<b>Total Health / LTD Insurance</b>	<b>94,037.77</b>	<b>112,906.00</b>	<b>-18,868.23</b>	<b>83.29 %</b>
Life Insurance	714.60		714.60	
Pensions	23,772.00	31,696.00	-7,924.00	75.00 %
Workers Compensation	3,982.00		3,982.00	
<b>Total BENEFITS</b>	<b>132,302.84</b>	<b>155,761.00</b>	<b>-23,458.16</b>	<b>84.94 %</b>
OTHER PAYROLL				
BASC	9,625.25	6,600.00	3,025.25	145.84 %
Bonus / Gift	850.00	800.00	50.00	106.25 %
Hot Lunch	1,914.00	4,320.00	-2,406.00	44.31 %
Organists	6,160.00	7,400.00	-1,240.00	83.24 %
Pulpit Assistance	9,800.00	6,600.00	3,200.00	148.48 %
Substitute Teachers	4,544.50	2,120.00	2,424.50	214.36 %
<b>Total OTHER PAYROLL</b>	<b>32,893.75</b>	<b>27,840.00</b>	<b>5,053.75</b>	<b>118.15 %</b>
PROFESSIONAL EXPENSES				
Books/Magazines/Videos	29.95		29.95	
Conference Fees	85.00	535.00	-450.00	15.89 %
<b>Total PROFESSIONAL EXPENSES</b>	<b>114.95</b>	<b>535.00</b>	<b>-420.05</b>	<b>21.49 %</b>
STAFF WAGES				
Called Worker	443,207.88	438,426.00	4,781.88	101.09 %
Church Secretary	19,969.90	18,300.00	1,669.90	109.13 %
Janitor	2,476.50	7,436.00	-4,959.50	33.30 %
School Secretary	25,071.07	22,113.00	2,958.07	113.38 %
<b>Total STAFF WAGES</b>	<b>490,725.35</b>	<b>486,275.00</b>	<b>4,450.35</b>	<b>100.92 %</b>



Our Savior Lutheran Church

Budget vs. Actuals  
July 2020 - June 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
<b>Total STAFF</b>	<b>656,036.89</b>	<b>670,411.00</b>	<b>-14,374.11</b>	<b>97.86 %</b>
<b>UTILITIES</b>				
Electricity	17,918.20	20,135.00	-2,216.80	88.99 %
Gas	7,416.37	7,800.00	-383.63	95.08 %
Telephone & Internet	5,313.50	6,169.00	-855.50	86.13 %
Waste Removal	2,923.17	2,791.00	132.17	104.74 %
Water & Sewer	3,761.02	3,038.00	723.02	123.80 %
<b>Total UTILITIES</b>	<b>37,332.26</b>	<b>39,933.00</b>	<b>-2,600.74</b>	<b>93.49 %</b>
<b>Total GENERAL FUND EXPENSES</b>	<b>819,773.85</b>	<b>842,698.00</b>	<b>-22,924.15</b>	<b>97.28 %</b>
Uncategorized Expenses	667.48		667.48	
<b>Total Expenses</b>	<b>\$820,441.33</b>	<b>\$842,698.00</b>	<b>\$ -22,256.67</b>	<b>97.36 %</b>
<b>NET OPERATING INCOME</b>	<b>\$ -61,828.92</b>	<b>\$ -119,556.00</b>	<b>\$57,727.08</b>	<b>51.72 %</b>
<b>Other Income</b>				
Special Fund Income				
Designated Gifts	8,734.58		8,734.58	
Gym Fees	19,500.00		19,500.00	
Loan Forgiveness	119,580.00		119,580.00	
Memorials	4,000.00		4,000.00	
Mortgage Reduction Fund	61,419.91		61,419.91	
Organ Fund	525.00		525.00	
Outreach Fund	2,500.00		2,500.00	
Perp Trust Income	355.96		355.96	
<b>Total Special Fund Income</b>	<b>216,615.45</b>		<b>216,615.45</b>	
<b>Total Other Income</b>	<b>\$216,615.45</b>	<b>\$0.00</b>	<b>\$216,615.45</b>	<b>0.00%</b>
<b>Other Expenses</b>				
Special Fund Expense				
Designated Gift	18,162.63		18,162.63	
Flood Fund	425.00		425.00	
Maintenance Fund	5,902.00		5,902.00	
Teachorage Roof	24,800.00		24,800.00	
<b>Total Maintenance Fund</b>	<b>30,702.00</b>		<b>30,702.00</b>	
Mercy Ministry Fund	516.88		516.88	
Ministerial Ed Scholarship	1,250.00		1,250.00	
Mortgage Refinance	11,699.71		11,699.71	
<b>Total Special Fund Expense</b>	<b>62,756.22</b>		<b>62,756.22</b>	
<b>Total Other Expenses</b>	<b>\$62,756.22</b>	<b>\$0.00</b>	<b>\$62,756.22</b>	<b>0.00%</b>
<b>NET OTHER INCOME</b>	<b>\$153,859.23</b>	<b>\$0.00</b>	<b>\$153,859.23</b>	<b>0.00%</b>
<b>NET INCOME</b>	<b>\$92,030.31</b>	<b>\$ -119,556.00</b>	<b>\$211,586.31</b>	<b>-76.98 %</b>

## Financial Secretary's Report

<b>Fiscal Year Comparison</b>		
<b>Fiscal Year</b>	2020/21	2019/20
<b>Dates</b>	July 1, 2020 – June 30, 2021	July 1, 2019 – June 30, 2020
<b>General Fund</b>	\$ 653,442	\$ 685,118 (includes \$41,850 in Thrivent donations)
<b>Mortgage</b>	\$ 61,438	\$ 72,739
<b>Total</b>	\$ 714,880	\$ 757,857

<b>Calendar Year Comparison</b>		
<b>Calendar Year</b>	2021	2020
<b>Dates</b>	Jan 1, 2021 – August 31, 2021	Jan 1, 2020 – August 31, 2020
<b>General Fund</b>	\$ 412,197	\$ 468,736 (includes \$41,850 in Thrivent donations)
<b>Mortgage</b>	\$ 26,690	\$ 26,863
<b>Total</b>	\$ 438,887	\$ 495,599

### Number of Distinct Giving Units Contributing to the General Fund (432 Total Member Giving Units as of August 2021)

<b>Month</b>	<b>2021 Giving Units</b>	<b>2020 Giving Units</b>	<b>2019 Giving Units</b>
January	134	169	176
February	136	186	185
March	148	184	195
April (Easter Month)	148	129	210
May	152	132	169
June	143	147	170
July	149	144	174
August	154	147	164
September		140	173
October		127	174
November		142	181
December		161	206

#### Notes

- April 2020 was the first full month of online-only worship services.
- June 2020 was the first full month of resuming in-person worship services.

**Special Thanks** to the Counters who faithfully serve each week – Glenn Antholz, Linda Hahm, Jean Klas, Bob & Shirley Laabs, Lora Sauer, and Bill Wessel, and Nancy Meyer (Assistant Financial Secretary). And to Sarah Smith who keeps our records updated.

2021 Annual Report

Our Savior Ev. Lutheran

Funds Report

09/03/2021 02:10 PM

Posted Contributions For Period: 07/01/2020 to 06/30/2021

Fund	Description	Amount
30	Tuition	26,915.32
40	Faith & Funding	57,970.00
100	General Fund	650,906.18
199	Offset Processing Fee	232.80
200	Plate Offering	2,260.00
201	Children's Offerings	43.13
300	Door Offering	2,186.00
	Camp Phillip	255.00
	LWMS	1,162.00
	Unworthy	330.00
	Men of His Word	42.00
	Ministerial Education	397.00
301	Designated Gift	5,915.00
	Online Worship	900.00
	Grace In Action	1,000.00
	Confirmation Class Gift	505.00
	Outreach/WelcCenterGifts	2,500.00
	Ministerial Education	260.00
	OSLS	500.00
	WELS	250.00
302	Facility Rental	19,500.00
303	Fees	843.36
	Forward in Christ	303.36
	Confirmation	540.00
320	Memorial	4,200.00
	Wagie, Beth	2,015.00
	Ihlenfeldt, Jon	250.00
	Grossman, Leroy	200.00
	Kirsch, Sharon	1,695.00
	Whitford, Bill	40.00
322	Other Gifts (N O S)	400.00
	Grulke Medical Relief	200.00
	Retirement Gift	200.00
352	Organ Fund	525.00
399	Other Income	22,367.70
	Refund	1,761.07
	Hand Washing Supplies	1,754.74
	Hot Lunch	1,273.80
	BASC	7,442.61
	Reimbursement	135.48
	Cleaning Reimbursement	10,000.00
410	OSLS Donations	3,075.00
420	OSLS Tuition & Fees	7,760.00
520	Mortgage Reduction	61,437.95
	<b>Grand Total</b>	<b>866,537.44</b>



Board, Committee or Group Reporting	<b>Altar Guild</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• COVID-19</li> <li>• Stable group of teams who communicate well together.</li> <li>• Each team was formed to include an experienced leader with with newer members.</li> </ul>
<b>Accomplishments in 2020/21</b>	<ul style="list-style-type: none"> <li>• Organizing, scheduling and training the members of Altar Guild on the new set up procedures.</li> <li>• Returning to pre COVID -19 communion practice</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021/22</b>	<ul style="list-style-type: none"> <li>• Encourage new members.</li> <li>• Have a meeting with refresher training to keep teams cohesive.</li> <li>• Polish communion were and clean/organize altar guild closet.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Pray for our members.</li> <li>• Encourage others to join our group.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	Jen Heil, President; Becky Baughman, Treasurer & Supplier

<p><b>Board, Committee or Group Reporting</b></p>	<p style="text-align: center;"><b>Missions</b></p>
<p><b>Trends affecting our ministry:</b></p>	<p>We continue to have long-term interest in home &amp; world fields with which our LWMS group is associated. When things open up again we intend to alternate or include home &amp; world mission festivals as part of our emphasis each year. Synod: financially stable this past year, despite the uncertainties of Covid. Our Board for Home Missions postponed opening new ministries but began to authorize once again at the beginning of 2021. Our church at large has a shortage of pastors/principals. We need to consider our level of continued support of synod through our regular CMO (Congregational Mission Offering).</p>
<p><b>Areas We Serve</b></p>	<p style="text-align: center;"><b>WELS</b></p> <p>By supporting synod we support:</p> <ul style="list-style-type: none"> <li>• Doctrinal supervision &amp; administration of our international ministry through the conference of District Presidents.</li> <li>• Worker training to prepare candidates for ministry.</li> <li>• Home &amp; World missions, including nearly 250 home missions and 60 foreign mission fields, leading and aligning our church body with other church bodies of the same confession.</li> <li>• Institutional Ministries &amp; Special Needs Ministries.</li> <li>• Parish Services which include Evangelism, Adult Discipleship, Worship, Youth Discipleship, Stewardship, etc.</li> <li>• Planned Giving Counselors &amp; Parish Consultants.</li> </ul> <p>Plus a host of other activities, including para-church organizations like WLCFS, Lutherans for Life, VEBA etc.</p> <p style="text-align: center;"><b>KMLHS</b></p> <p>As part of the Kettle Moraine Federation we support the area Lutheran high school in its mission and ministry. Their mission: Empowered by God’s Word, KMLHS educates, encourages and equips God’s people for life and eternity. Many of our own high school age students attend and benefit from this educational ministry. We have four congregational delegates alongside our male called workers representing our congregation at General Board meetings.</p> <p style="text-align: center;"><b>WLIM</b></p> <p>Wisconsin Lutheran Institutional Ministries serve our area directly by organizing, recruiting and training laymen along with the called chaplains for ministry to area prisons. I regularly refer inmates who have been transferred from Ozaukee County to WLIM through the state system.</p>

Board, Committee or Group Reporting	<b>Visitation Ministry</b>
<b>Trends affecting our ministry:</b>	<ul style="list-style-type: none"> <li>• America’s aging “boomer” generation retiring later, but also living longer than they might have anticipated. And the Millennial / Gen Z are rapidly becoming religious “Nones.”</li> <li>• A unique craving for friendship, community and witness to the truth among older people and a preference for relationship among the young. Tremendous potential for outreach in cluster communities, and loving, compassionate service to our neighbor.</li> <li>• A growing population of special needs and shut-ins, collective housing projects like assisted care, villages for elderly especially in this area (cf. downtown Grafton, Cedarburg senior communities, expanding rehab facilities, new hospital).</li> <li>• Our Visitation Team has become dormant. Much of the normal work of talking with the straying families of our congregation was put on hold by COVID, including our tracking system</li> <li>• In response to COVID-19 facilities have restricted access which has reduced our ability to visit hospitals, shut-ins and minister to those in jail.</li> </ul>
<b>Accomplishments in 2020/2021</b>	<ul style="list-style-type: none"> <li>• Continued contact of straying – as we are able to invite and welcome.</li> <li>• Pastor, Staff Minister and Visitation Elder currently share the Word and Lord’s Supper with our shut-ins.</li> <li>• Christmas visits included caroling for all our shut-ins and some visits from our members, promoted through the Advent materials.</li> <li>• Our current Shut-ins list has reduced due to either improvement of health or the call home to heaven.</li> <li>• Ozaukee County Jail ministry truly “paused” this year but remained under Pastor Wildauer’s lead. Pastor Wagner and Tom Hering ready and willing to visit, conduct worship, Bible studies.</li> </ul>
<b>Asking the Lord to bless our efforts, we have made the following goals for 2021/2022</b>	<ul style="list-style-type: none"> <li>• Researching Stephen’s Ministry as a viable addition to our visitation approach, emphasizing the compassion of Christ by a trained laity.</li> <li>• Seeking new volunteers for the Visitation Ministry.</li> <li>• Pray for, seek the Spirit’s guidance and encourage family members who function as caretakers for their loved ones and continue to seek new avenues for outreach and witness.</li> <li>• Continue involving congregational members in holiday visits, letters, expression of care and concern, gifts etc.</li> </ul>
<b>The congregation can aid us in achieving our goals by:</b>	<ul style="list-style-type: none"> <li>• Supporting and encouraging those who are already involved in this work.</li> <li>• Offering to serve as visitors, short or long term.</li> <li>• Praying for those who are sick, suffering, becoming inactive or in jail.</li> <li>• Special gifts, either directly to the sick and shut-ins or financial support for materials. Adopt a family to offer special care or service.</li> </ul>
<b>Reporter Name or any other person to be acknowledged for this area of ministry:</b>	Pastor Wagner, Staff Minister Hering, Coordinator for the Visitation Team – Visitation Team, and Elder Chairman Bob Klug

