

Semi-Annual Business Meeting

Sunday, March 10, 2024

Agenda

1. Call to Order
2. Count of voting members present (at FCC and on Zoom)
3. Opening Prayer
4. Approval of the November 12, 2023 Business Meeting Minutes
5. Approval of Reports: Pastoral Report, Moderator Report, Audit Committee Report, Treasurer Report, and Ministry Reports.
6. Verbal update from Interim Pastoral Search Committee
7. Verbal update from Long Range Planning Committee
8. Formation of Search Committee for Senior Pastor
9. Old Business: None
10. Anything new from the floor?
11. Remarks and Closing Prayer
12. Adjournment

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Pastor's Report

This last year was unique. For me, there were two major happenings that characterized the year:

1) The church faced significant inner turmoil about our association and 2) Ashley and I knew for the entirety of the year that God was calling us to leave this church.

Without a doubt, our associational issue was the greatest challenge this church has faced in my nearly 10 years here – filled with highs and lows. One of the great highs was seeing the way some of our “newer” members stepped up into positions of leadership and contributed their gifts. One of the great lows was seeing the disrespect and lack of love with which some in this church treated others in this church who disagreed with them.

I am grateful that the Lord, in His perfect timing, allowed me to stay and shepherd this church through the vote in November to officially remain a part of the NACCC. I am glad that the church can now put this behind it and hopefully press forward together in faith and love.

Knowing that we were leaving also presented unique opportunities and challenges to me in pastoring the church. For a season, I didn't know how God wanted me to lead through this difficult time, but then He made clear to me that there were three things He expected me to do in my last days in the church. My mission was to: 1) Preach the Gospel, 2) Encourage you all to read the Bible for yourself and 3) Encourage fair and loving conversations between church members.

Two very exciting things happened this year. We celebrated another baptism Sunday and eight people voluntarily and publicly declared their faith in Christ and asked to be baptized! In addition, we had ten new members join the church!

I continued to actively participate in the Mukwonago Area Ministerial Association (MAMAs), volunteer as a police and fire chaplain, and help the local funeral home when families are in need of a pastor. I officiated seven funerals in 2023 (two church members: Al Haeger and Jack Rudolph). I also participated virtually in three WCA events (including two ordination vicinage councils).

In Christ,
Pastor Kevin

Moderator's Report

Looking back, 2023 was a unique year in our church history. Throughout the year, we worked on learning about associations with the intent of informing our members on the pros and cons of each so we could vote on which association we would like to continue with in the future. Council hosted two townhall sessions in order to promote discussion among the members and provided a comparison chart of the four main association options along with answers to a predetermined set of questions. At our business meeting in November 2023, the majority vote was to stay with NACCC but change the Fair Share payment to be voluntary and submitted individually rather than a budgeted line item.

With the decision of the association affiliation behind us in November, we were looking forward to a future of fellowship and a time to heal within the church...and then Pastor Kevin announced he was resigning in February 2024. In December, an interim pastoral search committee was formed and as an ex officio member, I am so pleased with the quick response of this team and their dedication to helping fill the pulpit and get the ball rolling to find an interim pastor. They have been working non-stop to be efficient and represent our members to the best of their ability.

In 2023, many of our ministries have been successful at achieving their yearly goals. Meet Your Neighbors hosted their second neighborhood picnic in August and welcomed approximately 100 local neighbors. The Maxwell Street parking ministry did a great job as well despite needing more volunteers. Several Bible study groups have been very active this past year with a great increase in attendees at our Sunday morning Bible study. Our Sunday School curriculum was enjoyed by our children throughout the year with fun projects and activities and also included several Sundays featuring our children singing during the service.

We had a special treat and got to witness eight baptisms which took place at Indianhead Park in Mukwonago. We also welcomed ten new members this past year. What a great joy! I know I am passing over so many other wonderful moments that took place last year, but a huge thank you to every single person who serves our church in any way large or small. Without your dedication and time, our church would not be the same.

2024 will be interesting as well, but I am so honored to work with our congregation members and council to help continue to make FCC a welcoming place for all to strengthen their relationship with God!

In Christ,
Terry Buchmann
Moderator

Treasurer's Report

This is an End of Year financial report for 2023.

The congregation approved a deficit budget of -14,073.38 for 2023. We still had a remaining 2020 surplus of \$15,826 to offset it. Because we spent less and gave what we pledged, we finished the year with only a \$5,456 deficit! The 2020 Surplus is now down to \$10,370. It will be used to operate our church this year (2024) until offerings keep pace with expenses. Because of the deficit budget, we directly transferred only 19.5% of offerings to Benevolence and Capital Improvements:

- Benevolence received 10% @ \$16,539 (Missions and Friends In Need)
- Capital Improvements received 9.5% @ \$15,712

In our "02" Designated Account we have a total of \$145,410. A few highlights:

Capital Improvements	\$46,778
Sabbatical Fund	\$24,030 + \$488 in interest from CDs = \$24,518
Reserve Funds (savings)	\$37,213
Memorial Fund	\$16,757

The remaining Grant money for Pastor Kevin's sabbatical, which was in a separate account in Citizen's Bank, has been returned to the Lily Foundation.

Respectfully Submitted,
Jean L Brocker, Treasurer

	Jan - Dec 23	Budget
Ordinary Income/Expense		
Income		
Contrib./Pledges & Offerings		
*Weekly Offering	166,156.80	165,243.00
Total Contrib./Pledges & Offerings	166,156.80	165,243.00
Other Income		
Interest Income	264.28	
Online Fees	-115.96	
Total Other Income	148.32	
Total Income	166,305.12	165,243.00
Expense		
Basic Costs		
Church Maintenance & Repairs	8,529.32	7,000.00
Church Utilities	16,691.64	15,162.00
Delegate to Conference-National	0.00	500.00
Delegate to Conference-State	90.00	150.00
Fair Share to NACCC	0.00	871.00
Furnishings	477.96	500.00
Grounds Maintenance	3,553.99	5,000.00
Insurance, Church & Parsonage	5,557.25	5,000.00
Kitchen Supplies	302.76	300.00
Office Expense / Supplies	1,767.25	1,500.00
Parsonage Repairs & Maint.	937.00	700.00
Parsonage Utilities	4,002.90	3,574.00
Worship Supplies	278.88	250.00
Total Basic Costs	42,188.95	40,507.00

	Ministry Costs		
	A/V	289.88	300.00
	Adult Education	545.18	600.00
	Easy Worship	0.00	100.00
	Evangelism	930.00	900.00
	Fellowship	400.00	400.00
	Flowers	51.30	200.00
	Music	1,435.86	1,500.00
	Neighborhood Outreach	273.91	320.00
	New Ministries	0.00	100.00
	Nursery	50.00	50.00
	Pulpit Fulfillment	0.00	150.00
	Senior Worship	74.58	150.00
	Stewardship	768.00	1,000.00
	Visitation	45.16	150.00
	Welcome/Hospitality	50.97	250.00
	Youth Sunday School	297.70	400.00
	Total Ministry Costs	5,212.54	6,570.00
	Monthly Transfers		
	Cap. Impr. Fund	15,712.12	15,698.08
	FIN (Friends in Need)	43.00	43.00
	Missions	16,496.10	16,481.30
	Total Monthly Transfers	32,251.22	32,222.38
	Staff Costs		
	Employees		
	*Choir Director Wage	3,506.88	3,508.00
	*Organist Wage	9,693.99	8,716.00
	Custodian Wage	2,070.88	3,000.00
	Employee Gifts	450.00	450.00
	Nursery Staff	1,669.02	2,228.00
	Office Secretary Wage	12,577.66	13,573.00
	Payroll Expenses/Medicare/FICA	2,246.64	2,330.00
	Total Employees	32,215.07	33,805.00
	Ministers Compensation Package		
	Minister-Meeting Expenses	269.28	300.00
	Minister Automobile Expense	600.00	600.00
	Minister Medical Expense	7,616.66	6,500.00
	Minister Salary/Housing Allow.	49,493.52	55,812.00
	Ministerial Professional Exp.	41.00	200.00
	Ministers Exp. - Ed./Books	0.00	300.00
	Ministry Expense	1,873.06	2,500.00
	Total Ministers Compensation Package	59,893.52	66,212.00
	Total Staff Costs	92,108.59	100,017.00
	Total Expense	171,761.30	179,316.38
	Net Ordinary Income	-5,456.18	-14,073.38

			Dec 31, 23
ASSETS			
Current Assets			
Checking/Savings			
		*95 Operating Account	11,953.58
		02 Designated Funds Account	125,028.78
		CD - 167028669 (14 Mo.)	10,214.63
		CD - 167028677 (26 Mo.)	10,136.76
		Sabbatical Account	6,006.37
Total Checking/Savings			163,340.12
Total Current Assets			163,340.12
Other Assets			
		Citizens Bank Stock Shares	12,224.00
Total Other Assets			12,224.00
TOTAL ASSETS			175,564.12
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Credit Cards			
		FCC Credit Card (VISA)	528.63
Total Credit Cards			528.63
Other Current Liabilities			
Payroll Liabilities			
		Federal w/h Payable	690.00
		FICA Co. Payable	180.33
		FICA Empl. Payable	180.33
		Medicare Co. Payable	42.22
		Medicare Empl. Payable	42.22
		State w/h Payable	529.80
Total Payroll Liabilities			1,664.90
Total Other Current Liabilities			1,664.90
Total Current Liabilities			2,193.53
Total Liabilities			2,193.53

Equity		Dec 31, 23
	Designated Funds	
	Capital Improvements	46,778.83
	Church Cross	3,909.80
	Food for Families	4,306.93
	Friends In Need	812.86
	Key Deposits	25.00
	Missions	4,816.01
	Music Expenses	1,650.00
	Paid Ahead Offerings	4,200.00
	Pastor's Sabbatical	
	Invested in CD	10,214.63
	Pastor's Sabbatical - Other	2,030.33
	Total Pastor's Sabbatical	12,244.96
	Pastor's Sabbatical Travel Expe	
	Invested in CD	10,136.76
	Pastor's Sabbatical Travel Expe - Other	2,000.00
	Total Pastor's Sabbatical Travel Expe	12,136.76
	Women's Fellowship	154.05
	Youth Group Fund	268.13
	Total Designated Funds	91,303.33
	Memorial Fund	
	Al Haeger - Memorials	5,048.42
	Albee Memorial	1,000.00
	Bartholomew, Bob - Memorials	2,095.00
	Bartholomew, David - Memorials	50.00
	Craig, Jean - Memorial	500.00
	Cutt, Amos - Memorials	690.80
	Dable, Dennis - Memorial	33.65
	Greenwald, Darwin - Memorials	290.00
	Harris, William - Memorials	1,000.00
	Perkins, Robert, Carolyn, Marty	5,000.00
	Rudolph, Jack - Memorials	1,000.00
	Williams, Diane - Memorials	50.00
	Total Memorial Fund	16,757.87
	Reserve Funds	
	Surplus from Operating	37,213.03
	Total Reserve Funds	37,213.03

Minutes of the Semi – Annual Business Meeting

Sunday, November 12, 2023

Call to Order by Moderator Terry Buchmann at 11:31.

Count of voting members present - 43- and on Zoom - 4

Opening Prayer and Opening Remarks by Terry Buchmann

Zach Buchmann moved and Kay Rowntree seconded to approve the March 12, 2023 Business Meeting minutes. Karen & Prakash Mathew asked for the Point of Reference (3 paragraphs) to be removed, since it was not actually part of the meeting discussion. Rae-Ellen Preuss responded that this is informational and should be kept in. Karen then asked that her letter to Council be included, if the Point of Reference were kept in. Rae-Ellen called for the vote. The motion failed 18 to 25.

Kevin Clark then moved and Jean Bocker seconded to approve the business minutes with the point of reference removed. Motion carried.

Karen Mathew moved and Harlan Petersen seconded to approve the May 28th, 2023 Special Meeting minutes. Motion carried.

Associational Vote. Terry pointed out that there is no longer a line item for the Fair Share \$ to support the NACCC or **any** association in the 2024 church budget that we would be voting on. Rae-Ellen Preuss mentioned that the vote to stay in the NA is a compromise allowing those who wish to support the NA financially to be able to do so, but those who do not wish to support the NA financially don't have to do so. If we leave the NACCC, it would no longer be considered a compromise. We then voted by paper ballot. Jean Bocker and Joanne Himebauch went to the office to count the paper ballots. The motion carried with 24 votes to stay in the NACCC and 20 votes to leave. There were also 2 abstentions.

Rae-Ellen Preuss moved and Harlan Petersen seconded to destroy the ballots. Motion carried.

Moderator Terry Buchmann spoke to us after the vote. She told us that with the outcome of this vote, she'd like everyone to take a moment to think about God and the awesome glory He deserves for being with us this past year and to understand that the outcome of our vote today is not because of anyone in this building, but because of God alone. God has heard our prayers throughout this difficult time and he knows our hearts. Terry asked everyone in the church family to take a few minutes to think about your actions, and reactions, and to repent for those things you may have done that were not done to glorify God, who has ended this turmoil so we can now heal, move forward in strength, and grow in fellowship with a greater desire to show His amazing love to our community and beyond. Pastor Kevin Clark then also remarked that we need to accept the vote, as well as to acknowledge our own part in the struggle of the last year. We need to start looking forward to where we are moving as a congregation and how we will get there with God's help.

Discussion / Approval of the budget for 2024 (Jean Bocker - Treasurer)

Jean informed the congregation that the estimated income from pledges decreased between Consecration Sunday and when the budget was due. Jean recommended and the Council agreed to move the rental income (\$7,800) into the budget, which helped us to present a balanced budget. This allowed us to grant requests from all the ministerial teams and give pay raises to our church staff. Then Jean talked about the

Benevolence and Capital improvement box located at the bottom of page 2. Then she addressed Basic Costs and Ministerial Costs of the budget. The Total basic costs are \$39,912. The ministry costs were \$6,745. The Staff costs include the minister's package and were based on COLA (Cost of Living

Adjustments) and pay raises. Rae-Ellen questioned the adult education cost going up 40% from \$600 to \$1,000. Jean responded with the following list of items that Karen Mathew had requested: Miscellaneous printing, 8 ESV Study Bibles, Resources for those in trials and suffering, Bible Reading Plan, food/beverages for Adult Ed events & Bible Reading Plan celebrations, development of Discipleship Materials/Course for whole congregation, conferences, Walk Thru the Bible all-congregation onsite, and other miscellaneous books/resources. She had originally requested \$3,000, but felt that she could get by with \$1,000. Kevin Clark mentioned that he was the one who requested study Bibles and map-handouts which are also taken from the Adult Ed budget last year. He plans to continue this in 2024.

Jean Bocker and Harlan Petersen both asked whether the line item for the delegate to the NA should be put back into the 2024 budget now that we have voted to stay in the NACCC. Janine Coley asked where the convention would be held this year. The NA convention will be held in Seattle. Delegates pay for their own travel, housing, and meals, which are well above the \$500 requested. The \$500 covers just the registration cost. Harlan moved and Bob Brandemuehl seconded to put the \$500 NA delegate line item back in the budget in case one of our members wishes to represent us in Seattle. Motion carried 28 to 13.

Jamie Pennington moved and Ryan Venema seconded to approve the budget as amended. Motion carried.

Nominating Committee Report. Joanne Himebauch explained the process for finding members to fill Nominating positions. We were able to include a full slate of officers, except that we couldn't fill the 3rd nominating committee position. Reyna Taggart nominated her husband Tim Taggart for this position, and after a bit of reflection, Tim accepted. Chris Litwin moved and Gary Himebauch seconded to approve the report. Motion carried.

Long Range Planning Committee (Greg Garasimowicz) See the report in the packet. Greg also mentioned that we feared that the furnace would need to be replaced. However, it did not. The door to the outside of the Sanctuary has been causing problems and will need to be replaced. However, it is not a conventionally-shaped door, so the LRP will discuss whether they want to replace it or somehow fix the opening to accommodate a standard door. The parsonage driveway needs to be replaced. The Sabbatical fund of \$20,000 has been invested in 2 CDs.

Karen Jones What is going on in the small dining room? It is used by TriSkill.

Anything New from the Floor?

Karen Mathew noticed that many groups use the church. Who is overseeing these groups? Rae-Ellen mentioned that this falls under property and grounds. Groups fill out a usage agreement and we can send out reminders to them. Rachel, our custodian, cleans on Wednesday or Thursdays, but she will come back on Saturdays to check garbage cans. Kathy Clark asked who has keys. Kevin answered that at least one member of each group has a key.

Remarks and Closing Prayer by Terry Buchmann to thank everyone helping to run our church. Beth P. thanked Terry for stepping up.

Adjournment. Larry Litwin moved and Zach B seconded to adjourn the meeting. Motion carried.

Respectfully submitted,
Joanne Himebauch,
Council secretary

A/V Ministry

In 2023, we purchased a couple of wireless mics for use in the sanctuary. There is also a new PA for use in the fellowship hall. Most equipment purchased over the years continue to serve us well. Some pieces are showing signs of wear, but currently usable. The church's Zoom subscription is used to connect folks to the worship service and various meetings throughout the week.

We are greatly in need of volunteers to run Zoom/sound on Sundays during the worship service. Currently Kenneth Mathew and I are the only regular operators, with Journey Zvara and Chris Wendlandt able to fill in. Going forward, we need more folks to sign up to help run zoom and sound on Sundays.

To facilitate this I will ask Judi to put a sign-up sheet on the front desk for A/V volunteers for each Sunday. Please consider signing up or there could be weeks where the A/V and zoom availability or quality is found wanting. Hopefully with enough volunteers stepping up, this will not be an issue.

Respectfully submitted,
Prakash Mathew

Adult Education

2023 was an exceptionally time-consuming year filled with wonderful blessings.

Large print ESV Study Bibles were given to participants in the Bible discussion groups who had an interest in delving into Scripture more deeply. For 2024, additional copies have been provided through Memorial Funds.

Books of biblical encouragement were given to many in our midst impacted by illness. *My God is True* by Paul Wolfe was very well received by recipients. Additional copies are now available on the shelf in the classroom for anyone in the congregation in need.

Multiple conferences, webinars, and opportunities were offered to the congregation all of which were promoted in *What's Happening* throughout the year. Additionally, in conjunction with the Fellowship ministry, *The Chosen* was shown onsite weeknights in the summer. The series DVDs have also been used at home by numerous members of the congregation.

Scripture Chicks continued to meet weekly. *Living Life Backward*, *Dream Small*, and *On the Mortification of Sin* as well as multiple books of the Bible were discussed.

A primary focus of 2023 was identifying resources to support the Bible reading plan. Multiple handouts explaining Scriptural context were sourced for the congregation (maps, timelines, & word helps). Copies of *The Rose Guide to End Times Prophecy* were purchased in bulk providing the congregation an inexpensive, easy to read resource. Adult Ed facilitated quarterly times of celebration to mark milestones in our Bible readings culminating with the Wedding Feast of the Lamb celebration when we finished Revelation. Special thanks to everyone who helped, especially Karen Jones, Sue Roberts, Brenda Linzmeier, Carolyn White, Soubinh Snavelly, and Reyna Taggart...and anyone else I may not have mentioned..

A large focus of 2023 was planning for the future. After months of research, a new Bible reading plan was identified that incorporated a website & app for ease of use. The hope was also to develop and roll-out a discipleship program as well as offer other courses throughout 2024. Unfortunately, with Pastor Kevin's departure these plans have been put on hold.

In the absence of church elders or a settled pastor, the ministry of Adult Education is best tabled. Vetting resources and providing programs for biblical edification of the church body requires spiritual accountability that does not exist in the current FCC church structure. The ministry can be revisited if, when a new full-time pastor has begun, he deems it helpful.

Thank you to those who asked me to serve in Adult Ed so many years ago! It has been a delight researching Scripture, educational opportunities for the congregation, and materials to support Pastor Randy and Pastor Kevin in their roles. I have also developed deep friendships with women through Scripture Chicks. It's been a blessing to serve.

In Christ,
Karen Mathew

Audit Committee

On February 13, 2024, the FCC Audit committee, Gary Himebauch; Robert Brandemuehl and Harlan Petersen met with church secretary Judi Weyer to review the financial records for the church for the 2023 year. Everything was found to be in order.

Cordially,
Harlan Petersen

Clerk's Report

2023			
Baptisms			
<u>Baptisms at the Lake</u>			
			8/20/23
Liliana Buchmann			8/20/23
Charlotte Buchmann			8/20/23
Karen Jones			8/20/23
Cindy Luker			8/20/23
Waruni Jayasinghe			8/20/23
Michael Wienke			8/20/23
Michael Zvara			8/20/23
Wendy Zvara			8/20/23
Marriages			
None			
Deaths			
			<u>DOD</u>
Haeger	Allan		2/10/2023
Williams	Diane		8/3/2023
Rudolph	Jack		9/1/2023
New Members			
Sandy Poje			9/10/2023
Brenda Linzmeier			9/10/2023
Karla Pennington			9/10/2023
Jamie Pennington			9/10/2023
Barb Pfeil			9/10/2023
Larry Pfeil			9/10/2023
Cory Kirkpatrick			9/10/2023
Sarah Kirkpatrick			9/10/2023
Carol Gedde			9/10/2023
Chris Gedde			9/10/2023
Confirmations			
None			

Communion Ministerial Team

The Communion Ministerial Team set up and served communion the first Sunday of the month and each Sunday during Advent and Lent. A pre-filled communion cup with a wafer was used for the services. These cups were offered to anyone in the congregation who was at home and wanted to participate in communion through the virtual service. I have been a team of one and would welcome anyone interested in helping with communion.

Respectfully submitted,
Janine Coley
Ministerial Team Lead

Evangelism

Item	Cost Per	Total Cost	Quantity
Maxwell Site	\$70.00	\$140.00	2
4380i-100 - (4380i-100) ESV Gideon Personal Worker Testament (Case of 100)	\$1.85	\$370.00	200
4380i-100 - (4380i-100) ESV Gideon Personal Worker Testament (Case of 100)	\$1.85	\$370.00	200
7760I - Spanish Vest Pocket New Testament	\$2.00	\$50.00	25
Water	\$2.99	\$29.90	10 Cases
Water	\$2.99	\$29.90	10 Cases
Total we spent this year 2023		\$989.80	
Covered by Missions		\$900.00	
We paid		\$89.80	
We had other people from church help with distributing	Chris W, Karen M, Backstroms and others	We also had other expenses.	

Tim & Reyna Taggart
Evangelism

Fellowship

Ministry lead: Joanne Himebauch. Ministry Team members: Claire Albrecht, Sue Roberts, Cindy Luker, Karen Mathew, Karen Jones, Rae-Ellen Preuss

We started the year with the ever-popular White Elephant Gift Exchange and Potluck. In May, we hosted the Mukwonago Area Community Choir spring concert. In June through August, we hosted The Chosen movie nights & discussion with popcorn every Tuesday evening. We opened that event with a pizza party. In October, we enjoyed a Trunk or Treat on October 22, and a Bible-Reading Celebration & Packer party on October 29. In November, we gathered at Mukwonago High School for a production of Godspell. And in December, we had a Midnight Magic Parade Party at the Himebauch residence on December 2nd, the Mukwonago Area Community Choir Christmas concert on December 15, and a Chili Dump and Advent craft party on December 17.

Joanne Himebauch

Flower Team

The flower team is staffed by: Karen Jones, Jan Beilfuss, Rae-Ellen Preuss, Reyna Taggart and Sue Roberts. We alternate weekly providing flowers for worship in the sanctuary. Occasionally we receive gifts of flowers for special events like birthdays or in memory of a loved one. We have also received funeral flowers after a service at our church.

We also provide palms for Palm Sunday, lilies at Easter and poinsettias for Christmas. We decorate the church at Advent. It is our team that remembers our ladies with a Mother's Day gift and men with a Father's Day gift. In 2023, 10 lilies were given by church members and friends to grace our sanctuary. Nineteen poinsettias were also provided by the congregation.

This past year we were blessed when someone planted in our flower pot under the bell tower. Thank you to our secret friend! This has usually been our job but were delighted we had a helper this year.

A sign-up calendar is posted on the bulletin board just outside the office. We invite anyone to help us by providing flowers. We especially love to see flowers from people's gardens in the summer.

Rae-Ellen Preuss

Food for Families

Ministry administrator: Joanne Himebauch. Ministry team members: Karen Jones, Cindy Wendlandt, Carol Gedde, Terry Buchmann, Scott Chapman, Wendy Zvara

In the 2022-23 school year, we served 4 families. In the 2023-24 school year, we are serving 8 families. We provide weekly food bags, which are delivered on Thursday evenings and carried home by on Friday mornings. We do this from October through May. We also provide Thanksgiving, Christmas, and Easter special meals, which the families pick up at church. Karen Jones often provides new recipes for families to try. Karen does the shopping, Cindy packs the food bags, and Carol, Terry, Scott, and Wendy deliver the bags on a rotating basis. We also have Janine Coley and Sue & Tom Roberts as substitute deliverers. I am the family liaison through email correspondence, phone calls, and texts.

Joanne Himebauch

Funeral Team

There were five funerals this past year where our church served grieving families

Allan Haeger passed on February 10, 2023. A service was held at our church on March 4th. The family held a reception at Lake Beulah Yacht Club. The funeral team had the lounge set up for the family to retire to if needed.

Diane Williams passed away on August 3, 2023. Her service and reception were held at Gibson Funeral Home in Eagle. Food was provided and served by members of our FCC funeral team at the Eagle Funeral Home facility.

Jack Rudolph passed away on September 1, 2023 A service was held at our church on September 15th. The family held a reception at the American Legion in Mukwonago.

Mary Hensler's service was held on 12/22/23 at our church. She had passed away on November 1, 2023. The Hensler family had been members when they lived in Mukwonago in the late 1980-90s. The lounge was set up for the family to use for respite. Since an out of town funeral home handled the arrangements, several volunteers from the funeral team served as ushers and set up crew and to assist the family.

Funeral Team continued

Lois Ducky passed away 12/31/23. The family asked for our church to provide a service for her. It was held 1/6/2024. The lounge was set up for the family's use.

Rae-Ellen Preuss

Furnishings

The Furnishings team consists of Rae-Ellen Preuss (co-lead); Beth Petersen (co-lead) and Jan Beilfuss. There were no volunteers that were needed this year. Our main purpose is to purchase items for the church and the parsonage.

The Furnishings Team did need to ask for Capital Improvement Funds this year because of their amounts. They are as follows:

Capital Improvement

- | | |
|---|------------|
| 1. New refrigerator for Parsonage | \$ 845.00 |
| 2. Blinds for Koeffler Hall, delivery charge,
installation | \$1,280.66 |
| 3. Painting: lounge, Koeffler Hall, lower hall by
elevator | \$6,000.00 |

Furnishings

The items listed below came out of the Furnishings budget line of \$500.00.

Light fixtures for Small Dining Room (currently used by TriSkill)	\$477.96
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Respectfully Submitted by
Beth Petersen

Kitchen Coordinator

We provide all the paper products, coffee and condiments for Front Porch time and potluck dinners. It is not necessary for anyone to bring any products from home or to donate these items.

We take pride in trying to only use products that are biodegradable when possible. It has been our "mission" over the years not to use any Styrofoam products. Please help us continue to observe this. We don't want to knowingly contribute to the landfills.

As a reminder, if you bless the congregation with providing Front Porch treats, please take all your leftovers home. Don't leave any food leftover in the refrigerator. If you think it can be used for the next week, I can assure you, it won't be! People tend to bring fresh food each time and won't be checking the refrigerator for anything extra. Then, it falls to one person to clean out the refrigerator periodically. This is the worst part of my job. Please help out by not leaving your extra food.

Thank you,
Rae-Ellen Preuss

Lay Ministry

This ministry team was ended when the WCA no longer provided this training. The NACCC has taken over lay ministry training.

Rae-Ellen Preuss

Long Range Planning Team

Current members are:

Rae Ellen Preuss	Greg Garasimowicz
Jean Brocker	Beth Petersen
Harlan Petersen	

Facility Needs

The LRP's recommended priorities for 2024 are as follows.

- Replace one of the four furnaces in 2024, if a furnace fails, at an estimated total cost of \$8,000. Council will need to approve this. These furnaces are a backup to the boilers and are 20 years old. We don't expect to spend significant money on the boilers in 2024, since one of the boilers has relatively little service time. A switch was replaced on one of the boilers and it did not go down after that.
- Replace one air conditioner in 2024, if one of them fails at an estimated cost of \$7,000.00. Council will need to approve this. The air conditioners are 20 years old. One air conditioner was replaced in 2023.
- Pave the parsonage driveway with asphalt in 2024. Council will need to re-approve this. Council had previously approved a concrete replacement, but the original contract and price is no longer valid. Estimate needs to be updated.
- Replace the door on the southwest corner of the sanctuary in 2024. The door is old and does not latch easily. Estimate needed - we used \$1,000 for now. **Fire Marshal cited us for the ratchet band that was installed to keep the door closed.**
- Will have to look at Internet/WIFI for the parsonage.

Additional Recommendations – Figures are as of 2/9/2024

Sabbatical Fund

The FCC sabbatical fund balance is currently \$24,372. \$20,000 has been invested in CD's.

The Holy Land Trip is not going to happen. So the \$5,000 from the FCC sabbatical account to support that trip will not be used.

Percent of Giving Designated for Capital Improvement

Currently, 10% of giving is designated for capital improvement \$18,869 2024 est. When combined with Maxwell Street days income \$5,000 we project annual additions of \$23,869 to capital improvement which presently stands at \$47,585. The reserve fund also presently has a balance of \$37,213.

Parsonage To Do List Before new fulltime minister begins

- Play structure to be returned to Larry Litwin – he will p/up
- Clean and inspect fireplace by a professional company
- Recommendation for an iron filter – would handle poor water quality
- Duct cleaning
- Paint only needs touch up areas for now

Parsonage walk-through by Rae-Ellen, Greg, Harlan, Beth and Bob on: 1/23/2024

Powder room –

toilet leak at floor
“spongy” floor

Dining Area –

Rheostat switch

Family room –

Carpet glue from tape ring
Base board trim (we have it, never installed)
Damper on fireplace not working
Fireplace doors are falling apart
Cold air return needs to be reattached
Loose electrical outlets

Kitchen –

Faucet leaks (been replaced 3x while Clarks were living there)
Stuck drawer
Overhead light and fan out of balance (wobbles)

Master bedroom –

scratch in hard wood floor from under bed area
fan is noisy
blinds falling apart
knobs missing

Other bedrooms –

Curtain rods loose from wall – not installed properly
Screens falling out from windows
Safe in bedroom (combination not known)

Garage –

Keypad doesn't work for garage door opener
2 holes in drywall
Needs new weather stripping around door

Basement –

Stair treads missing and/or loose; tripping hazard.

Miscellaneous –

Tri-skill gave a bench that is being left behind

D & J – doesn’t service the Aprilaire humidifier (box left for reference to filter size)

At this point we do not have cost estimates to complete the above items.

Respectfully submitted

Greg Garasimowicz, for the Long-Range Planning Team

Memorial Committee

The Memorial Committee had one request for funds. There was a need for large print study Bibles to be given to members upon their request. In December, the committee approved the purchase of five study Bibles at a cost of \$249.95.

Memorial funds were received from the families of Al Haeger, Jack Rudolph, and Robert, Carolyn, and Marty Perkins. A “Thinking of You” card was sent to a family member on the anniversary of their loved one’s passing.

I would like to thank Ruth Rappold and Beth Petersen for sharing the responsibilities of the Memorial Committee.

Janine Coley
Chairman

Men’s Bible Study

Men’s Bible Study continued to run strongly throughout the year. We met nearly every Thursday night. We followed the church’s Bible reading plans and had great discussions. Jamie P. and Chris W. have volunteered to continue facilitating the group moving forward.

In Christ,
Pastor Kevin

Missions Team

Total Deposits and Monthly Transfers into the Missions Fund \$20,282.10

Missions Expenses \$113.34

Disbursements and Donations for 2023

Monthly Sponsorship for MSOH - \$130.00 x 12 months	\$1,560.00
Monthly Donation for Life’s Connection - \$100 x 12 months	\$1,200.00
Monthly Donation for Mukwonago Food Pantry - \$40x7 mos.-\$50x5 mos.	\$530.00
Adopt-a-Family Christmas Gifts	\$ 238.39
MSOH – Thanksgiving and Christmas Offering	\$759.00
Gideon’s – Waukesha County	\$500.00
Mukwonago Community Commission – Scholarships	\$500.00
Samaritans Purse – Disaster Relief - Turkey earthquake/Maui fire/Israel	\$3,000.00

MSOH – Dignity for Girls Program	\$500.00
Sunshine Fund – Rolling Hills Elementary – Family Fire	\$600.00
Food Pack – Mukwonago Area Ministerial Association	\$4,000.00
Life’s Connection – Baby Shower gifts, Diaper Drive	\$800.17
Milwaukee Rescue Mission	\$1,000.00
Charles Sagay MSOH Visit – June	\$3,000.00
OurRescue.Org—Help for survivors of Child Trafficking	\$1,000.00
Flood Relief for Yaoundé – Beatrice	\$500.00
Salvation Army – Waukesha County	\$500.00
CEF of Southeast Wisconsin – Good News Club	\$500.00
Samaritan’s Purse – Shoebox Shipping	\$430.00
Mukwonago Food Pantry – Christmas Gifts for Families in Need	\$1,000.00
Clarendon Elementary – Christmas Gifts for New Backpack Family	\$500.00
Women’s Center – Waukesha – Christmas Project Gifts	\$105.60
MSOH – Thanksgiving and Christmas Offering	\$1,085.00
<u>Total of Disbursements – 2023</u>	\$23,808.16

The Missions Team Members of 2023 were Beth Petersen, Cindy Luker, Karen Jones, Brenda Linzmeier and Linda Garasimowicz. Anyone is welcome to come to our meetings and/or join us as a member. We meet on the 4th Wednesday of the month at 6:30 in the large classroom, but please look for possible date changes in the Weekly Update.

In 2023 our church served two meals at the Hope Center: one on March 24th, and one on October 27th.

During May we held a collection of baby shower items for Life’s Connection in Mukwonago.

We had our yearly visit from Charles Sagay of Mission School of Hope on June 11th.

We had many volunteers to help hand out water for National Night Out held in Field Park on Tuesday, August 1st.

Our Operation Shoebox campaign ran from October 22nd through November 12th. We had a total of 79 boxes, with 38 built online and 41 traditional boxes.

We put together two baskets for the Hope Center’s annual Thanksgiving Dinner and Auction. Together they brought in \$460 for the center.

This year our Christmas project was collecting much needed items for the Women’s Center in Waukesha. The Women’s Center is a lock-down facility that provides safety, shelter and support to help those who have been impacted by domestic abuse and violence, and children who have been impacted by abuse and child trafficking.

Thank you, FCC, for your generous giving throughout the year and for all of our various projects and collections. We are so blessed to be able to help others both near and far.

Linda Garasimowicz

Music Team

Ministry Lead: Joanne Himebauch. Ministry Team members: Marni Wiggins, Claire Albrecht, Karen Jones, Cindy Wendlandt, Kay Rowntree

This year, we covered a 6-week maternity leave for Marni from the end of August through October. Marni also had 5 weeks of vacation time this year! Special thanks to Kay Rowntree, Janet Hardt, and Kay Simpkin for helping to cover these Sundays.

We bought some new hymn CDs & a flash drive to help in the future with some of Marni's vacation days. We will also use these CDs for our Senior Worship at Linden, Castle, and Brolen Meadows.

The choir has been practicing on Tuesday evenings from 6:30 – 7:30. We have sung many Sundays, as well as for the Ecumenical Lenten Services held at our church. Members of the choir continue to provide special music on occasion, as well.

This year, we had 3 services on Christmas Eve, which fell on a Sunday. Marni brought and lead music at the 10 am service at Brolen Meadows. Kay Rowntree volunteered to play for the 4:30 service. The choir sang at this service with help of a CD. At the 11 pm service, Joanne used music from smallchurchmusic.com and a Bluetooth amplifier. We were going to have Marni record songs for the Organ Midi, but the midi wouldn't record. We will need to call for repairs in the near future.

We did not host the Celebration of Music this year. I was feeling overwhelmed in August when I had to decide about organizing & hosting. I wrote an article in the What's Happening to see if anyone would take over organizing for a year, but no one stepped forward. We hope to be able to host in 2024.

The Council agreed to let Kay Simpkin use our sanctuary to host two piano recitals for her students. One was held in February, and the other was held in May.

Joanne Himebauch

Prayer Chain

We have a wonderful, effective way of speaking to God through prayer. Prayers are submitted by members and non-members through prayer@fccweb.net and sent out to a group of people (proudly known as Prayer Warriors) on the Prayer Team Ministry as quickly as possible. Last year there were over 50 Prayer Warriors that were lifting individual prayers up to God. We have seen many prayers answered in the name of Jesus. If you are interested in getting involved in this powerful ministry, please let Judi (our church secretary) know and she will get you signed up on the church's Prayer Chain Ministry. Beth Petersen and Janine Coley (as back-up) sent out the prayer requests in 2023.

Respectfully Submitted by
Beth Petersen

And whatever you ask in prayer, you will receive, if you have faith. Matthew 21:22

Do not be anxious about anything, by prayer and petition, with thanksgiving, present your requests to God. Phil. 4:6

Reaching Out With Kindness

Team Lead: Janine Coley

The purpose of Reaching Out with Kindness is to coordinate acts of kindness for members who are shut-ins, residents of Brolen, Castle, and Linden at Halloween, Christmas, and Easter, and to organize an Easter Egg Hunt for the children. The Team was organized in October when I asked Women's Fellowship if they would be interested in helping with a Halloween project. Since that Team was inactive at the time, they helped with the first activity. Bags of candy were given to shut-ins and residents of the three nursing facilities at Halloween. For Christmas, packets of Christmas cards were made available for members of the church to sign and write a note to the members of the church. The cards were either delivered to the person or mailed to those members out of state or to those individuals who members of the team could not visit. The next activity is the annual Easter Egg Hunt for the children. We welcome everyone who is interested in helping!

I would like to thank Sue Roberts, Brenda Linzmeier, Carolyn White, Rae-Ellen Preuss, and Joanne Himebauch for their help.

Janine Coley

Senior Worship

Our teams visit Linden Ridge, Brolen Meadows and Castle Senior Living in Mukwonago. We provide a worship service with a short message and Communion for the residents at these facilities.

Linden is visited on the first Sunday by either Joanne Himebauch or Janine Coley. Karla & Jamie Pennington visit on the third Sunday. If there is a fifth Sunday, Kay Rowntree has a hymn-sing with the residents.

Rae-Ellen Preuss and Sue & Tom Roberts visit Brolen and Castle on the third Wednesday of each month.

Between the three facilities, we have 3 to 13 participants. Some of the people have a connection to our church.

Rae-Ellen Preuss

Visitation

Team Lead: Janine Coley and Kevin Clark

The Visitation team was able to either visit or phone almost all of the members in nursing homes, assisted living facilities, or their homes. Diane Williams was Team Lead, and continued visiting members until she was no longer able to visit. This is an important ministry as we show care and concern to members who are not able to participate in the fellowship of regular attendance or the covenant of walking together in faith and love. If you are interested in being part of this ministry, please let me know.

Janine Coley

Welcome / Hospitality

Ministry lead: Joanne Himebauch. Ministry team members: Bonnie Geiser, Rae-Ellen Preuss
We have given out quite a few Welcome bags again this year. They include home-baked cookies, a recipe card with recipes from church members, a peace candle, a welcome card from the church with church info, a book mark, a little booklet, a pocket prayer shawl, a small bag of popcorn, and a hand-knit washcloth. The bags have our church logo on them and are a great reusable gift.

Joanne Himebauch

Women's Fellowship

Women's fellowship had 3 movie nights where we watched the trilogy of Left Behind. We had a few breakfast and coffee hours as well. At this time Women's Fellowship is taking a break. Thank you!

Brenda Linzmeier

Youth Sunday School

The Youth Sunday school program has been working well with our rotating schedule. Lead teachers have been Wendy Zvara, Terry Buchmann, Carol Gedde, and Joanne Himebauch. The assistants (2nd pair of hands) have been Karen Jones, Sarah Kirkpatrick, Cindy Luker, Lily Buchmann, and Journey Zvara. We have worked through the rest of the Jesus Storybook Bible Curriculum, with a few lessons coming from Children's Ministry. This spring, we will be filling out the school year with lessons from the Top 50 Instant Bible Lessons curriculum, which will continue next autumn. Thanks to all who have helped provide lessons and love to our youth.

Joanne Himebauch

Addendum to 2023 Annual Report

Property & Ground Report March 2024 for the year 2023

This year has been a busy year with many building issues that needed to be addressed. I believe I reported in a previous meeting to the congregation, that our building hasn't been maintained for a long time. Now it's time that we deal with it.

I am highlighting what we dealt with over the past 12 months.

January -

We were previously contacted by TDS telecom about a "junction" box on our property. When I talked to their representative in January, they had found a better location.

February – We had replaced the church water heater in November of 2022. We were notified that the work had not been inspected by the village and needed to be. An inspector came and the permit was closed. Furnishing was notified by Pastor Kevin, that the refrigerator in the parsonage wasn't working. It was replaced.

Citizen's Bank asked to use our parking lot in April of 2023 for an event for their volunteers to park their cars. We agreed and were given \$200 as a thank you. It is occurring again in 2024.

March - The fire department found violations of the fire code. We are not allowed to use extension cords or surge protectors as a permanent connection to outlets. We identified 4 major areas where this was taking place. A Master electrician was hired to upgrade our electrical outlets.

There are roof leaks in our kitchen serving area, foundation by the back door and ground level seepage at the kitchen window areas.

There is no internet at the parsonage. Pastor Kevin was given an option for internet. He decided not to use it.

Lighting is old and corroded in the upper-level ladies bathroom. The lights were replaced. One of the downstairs toilets is leaking.

Outside sanctuary door is not latching – needs replacement as it is also delaminating. Old photocopier was replaced. It was scrapped as we were unable to sell it.

April –

Large water bill (\$700+)

Village requiring water inspection

Numerous lost building keys – need replacements

May –

Church rummage sale – 6/9,10,11

Koeffler Hall painted 6/19

June –

A/C unit #4 failed at church, Donovan & Jorgensen replaced \$6,690

Elevator violations – permit for use suspended until repaired.

Kitchen sink drain is blocked-please dispose of food in garbage can or disposal. Our drain pipes are old and corroded.

July -

Water bill – continues to go up. July: \$1033 Our water bill was so large due to toilets “running” throughout the building. They were fixed.

A/C at parsonage fails - new in May 2010 – a part was needed to repair.

August -

Tree limb breaks off/ another tree looks dangerously close to stained glass window – professional called to remove tree

Elevator – phone line not working/ can't use elevator due to emergency help not able to be summoned.

Fire violation – 3 emergency lights failed inspection – new batteries needed. Repaired by D. Beilfuss

September -

Koeffler Hall blinds purchased and installed.

Windows cleaned/ one has large crack (replacement cost \$1750, not done)

Carpet in lounge cleaned.

October –

Elevator finally repaired and state permit re-issued. Because unit is old parts are not readily available.

November - heating system runs intermittently. As stated before, parts are not readily available like the elevator. We waited over 3 weeks for a new switch.

New light fixtures for Triskill room purchased. Old lights are obsolete and replacement bulbs are difficult to find. The new lights are more energy efficient. They will be installed soon.

Sanctuary door continues to be a problem; not always able to secure the latch as temperatures outside are warm and then cold. A ratchet strap was installed for security. In January, 2024 a fire inspector said it was a violation and the strap was removed. Fire extinguishers were not up to code. This is supposed to be an automatic inspection by another company. Judi has called; no response yet.

December -

Boiler issues are stable for now. D&J has been contacted for a quote for a new system, including control system (this would be done by a different company)

Our building was built in 1962. Many of our problems are due to age and lack of maintenance. As the systems in our building (boilers, elevator, window treatments, lighting, asbestos flooring) get older, we run into more problems. Parts are either not readily available or are no longer made. Our “forefathers” did their best with what products were available and the money the church had. We too have these restrictions.

Rae-Ellen Preuss