

Annual Report of the Congregation



Evangelical Lutheran Church in America
God's work. Our hands.



First English Lutheran Church

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Annual Progress Report 2009

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First English Lutheran Church
Annual meeting agenda
Feb. 1, 2009

1. Opening devotion – Pastor Mary Bauer
2. Approval of minutes of last congregational meeting – John Zweig
3. Discussion of ministry team reports – John Zweig
4. Discussion of other reports in First English annual report
(Note: Actions to be considered under new business):
 - a. Lead pastor's report – Pastor George Detweiler (Page 7)
 - b. Discipleship pastor's report – Pastor Mary Bauer (Page 6)
 - c. Pastor's report – Pastor Mike Dimer (Page 8)
 - d. Visitation pastor's report (Pastor Bob Herder) – John Zweig (Page 8)
 - e. Congregation president's report – John Zweig (Pages 9-11)
 - f. Treasurer's report – Jeff Diehl (Page 12)
 - g. Trust fund report – Dan Evensen (Hand-out)
 - h. "We are Called" Capital Appeal report – Dave Eggert (Page 23)
5. What is a discipleship congregation? – Members of the Council
6. Nominating Committee report – Karen Dorn (A-1)
7. Old business action – John Zweig
 - a. None
8. Approve recommended budget – Peter Peregrine

Resolution 1: Approval of the annual operating budget for 2009 as recommended by the Congregational Council. (Page 13)
Resolution 2: Approval of recommendation to manage budget deficit.
9. New business action – John Zweig

Resolution 3: Approval of changes to bylaws (Page 24)
Resolution 4: Approval of the pastors', treasurer's and president's reports.
Resolution 5: Approval of the Official Acts of 2008 as documented in the 2009 annual report. (Page 5)
10. Other business – For referral to appropriate ministry team or Congregational Council.
11. Closing prayer – Pastor George Detweiler
12. Announcements and adjournment – John Zweig

First English Lutheran Church

Mission statement

We are People of God who Gather to Worship, Grow in Faith and Give to Others.

Gather to Worship

- In response to God's call and the saving grace of Jesus Christ, we are a community that gathers to glorify God.
- We actively welcome all who seek to experience a community of faith and a sense of belonging to God's family.
- We strive to build loving, prayerful relationships.
- We offer a variety of worship and fellowship experiences at multiple locations that include diverse styles and music.
- We especially encourage participation of our younger members in worship, Christian fellowship and music.

Grow in Faith

- We build and renew our understanding of the teachings of Jesus, and we strive to learn more about God's grace through his word and how it touches our daily lives.
- We provide diverse learning opportunities to motivate ourselves and inspire others to practice our faith in daily living.
- According to the promise made at baptism, we instruct and nurture our younger members in the Christian faith.

Give to Others

- Recognizing that all we possess is from God's loving hand and in faithful response to God's grace, led by the Holy Spirit, we challenge ourselves, individually and as a community, to grow in sharing our God-given talents, time and resources.
- As disciples of Christ, we serve our members in need. With God's guidance, we serve the local community directly and through partnerships and serve the world through missions of the Evangelical Lutheran Church in America (ELCA).

"... by my own understanding or strength I cannot believe in Jesus Christ my Lord or come to him, but instead the Holy Spirit has called me through the gospel, enlightened me with his gifts, sanctified me, and kept me in the true faith, just as he calls, gathers, enlightens, and sanctifies the whole Christian church on earth and keeps it with Jesus Christ in the one common, true faith."

— Martin Luther

First English Lutheran Church Annual meeting Feb. 3, 2008

Call to order: Council president, Karen Dorn, called the meeting to order at 12:20 p.m. at the North Site. She welcomed the 72 members who had signed in, and, with a quorum present, began the official meeting.

Opening devotion: Pastor Dismer led opening devotions.

Approval of minutes: Minutes of the 2007 annual meeting were approved unanimously.

Reports: In addition to the written reports, Pastors Detweiler and Lyle each noted that attendance has risen modestly this year at both sites. Treasurer Mike Lokensgard thanked Brenda Smongeski and the rest of the staff for their hard work. Responding to a question, Mike Lokensgard also noted that anything we can do to educate members about church finances will be helpful in implementing the very tight 2008 budget. Karen Dorn noted some highlights in the ministry team reports and gave her thanks to all those who serve on ministry teams — they are the people who make First English the wonderful place it is. Other reports were delivered without additional comment.

Communications orientation: Jan Sommerfeld provided an overview of the new look that First English received in 2007, with a new logo, new stationery, and a more uniform look for all its publications.

Capital appeal kick-off: Walt Rugland gave the report of the Capital Appeal Task Force; then Fred Hauser introduced the video, “We are Called.”

Nominating committee report: Fred Hauser presented the slate of candidates for Congregation Council and noted that the five candidates with the most votes will be elected for three-year terms, but that the individual with next highest number of votes will be elected to replace Phyllis Anderson, who resigned from the Council, for the one year remaining in her term. Elected to three-year terms were Amy Henderson, Mike Lokensgard, Dana Olsen, Peter Peregrine and Steve Uslabar. Karen Dorn was elected to fill the remainder of Phyllis Anderson’s term.

Old business: Karen Dorn asked the members to formally adopt the constitution presented and provisionally adopted at the Annual Meeting last year. After brief clarifications, the new constitution was adopted.

New business:

Resolution 1: “Approval of the annual operating budget for 2008 as recommended by the Congregation Council.” John Zweig presented this resolution and gave an overview of the recommended budget. After several questions, the resolution passed unanimously.

Resolution 2: “Approval of the reports of the pastors, president, and treasurer.” Karen Dorn presented this resolution, which passed unanimously.

Resolution 3: “Resolved: That First English Lutheran Church undertake a \$3 million capital appeal among members and friends during the year 2008. Eighty percent of the funds obtained will be used for repayment of funds borrowed for facility development; the remainder will be used for repairs to the southeast corner of the Downtown Site sanctuary, refurbishment of the organ, and upgrading of the sound system at the North Site. Pledges will be encouraged over a 3- or 5-year schedule.” Walt Rugland presented this resolution, which passed after brief discussion and a friendly amendment.

Resolution 4: “Approval of the Official Acts of 2007 as documented in the 2008 Annual Report.” Karen Dorn presented this resolution, which passed unanimously.

Resolution 5: “Election of the nominating committee for 2008.” Karen Dorn presented the following slate of individuals for the 2008 nominating committee: Diane Bemis, Karen Dorn, Diane Putzer, Paul Kayser, Marge Dahms and Pat Snow. The slate was adopted unanimously.

Other business: Carol Diehl requested that more information be included in the annual report, including a list of Council members and ministry team chairs, and some detail on how endowment funds are spent. Elizabeth Hensel moved that the annual meeting be held at the Downtown Site in odd years and at the North Site in even years. The motion was seconded but defeated 19 aye, 32 nay. Clarification of the motion’s defeat pointed out that the site for the annual meeting still must rotate annually, per the original 2006 vote. John Zweig gave brief comments as incoming Council president.

Closing prayer: Pastor Detweiler led the closing prayer.

Adjournment: A motion was made and seconded to adjourn, and was passed unanimously at 2:20 p.m.

First English Lutheran Church Special congregation meeting – Aug. 17, 2008

The meeting was called to order by Council president, John Zweig. John welcomed and thanked all those attending the meeting and stated the purpose of the meeting was to call Mary Bauer as associate pastor of First English Lutheran Church. John offered devotions. John answered the question, “How did we get to this time in the life and history of First English Lutheran Church?” John noted that two-thirds of those in attendance must approve the call of Mary Bauer for her call to be approved. Following the report he introduced Karen Dorn, Council member and chairperson of the Call Committee.

Karen introduced the Call Committee and members of the committee highlighted their reason for recommending Mary Bauer as associate pastor, followed by a question and answer period.

A motion was made and seconded to call Mary Bauer as associate pastor of First English Lutheran Church. Results: 108 Yes, 4 No. Motion passed.

A motion was made and seconded to destroy the ballots. Motion passed unanimously.

Closing devotions offered by Pastor Detweiler.

Submitted by: Judy Snavelly

First English Lutheran Church 2008 Official Acts

Baptisms: 54 (52 children, 2 adults)

Confirmations: 39

Marriages: 30 (29 where both or one were members; 1 nonmember)

Burials: 21 (17 members, 4 nonmembers)

Baptized members added to membership in 2008: 153

Confirmed members added to membership in 2008: 78

Baptized members removed from membership by death, transfer or release: 96

Confirmed members removed from membership by death, transfer or release: 70

Active baptized membership – Dec. 31, 2008: 3,051

Active confirmed membership – Dec. 31, 2008: 2,277

Associate members – Dec. 31, 2008: 5

Total households – Dec. 31, 2008: 1,214

PASTOR'S REPORT — MARY BAUER

Confirmation and music ministries

I want to thank you for extending a call to me last summer. The transition from seminary studies to active ministry at First English has been a joyful affirmation of my call. A special thank you to all who attended my installation service last November and especially to the many that helped to make the service a wonderful way to begin my ministry here.

Two specific areas of endeavor in my beginning months have been the confirmation and music ministries. I conducted a unit with our ninth-graders on the Ten Commandments, and the students were very patient with me (especially with my problems remembering names) as we explored how The Ten Commandments are relevant to their lives in high school. Also, going to the eighth-grade Luther retreat was a fun way to connect with some of the kids I see at the LIFT meals.

Similarly, music is something that energizes me and I am glad that I will be part of envisioning how we will move forward with the 9:15 a.m. service at the Downtown Site. We have so many wonderful musicians that lead us in our worship at both sites!

Outreach & Social Ministry

Since I began my ministry at First English last September, I have been impressed with the many people who love this congregation, who love their Lord and who are eager to live out their faith. We are blessed to have the Spirit of God at work in our midst, as evidenced by the many programs and outreach possibilities that the church offers. During the next year, I will be helping to organize the way that our various Outreach & Social Ministry teams communicate both needs and accomplishments to the congregation. At both sites we are hoping to have monthly temple talks, and make a space available in the narthex that will be used to focus on a specific area of ministry each month. This will give us all a chance to know and celebrate how God is working through us, and will also provide clear contact information for becoming involved in ministries of interest.

A new area of outreach this year is the revolving overnight shelter system operated by the Fox Valley Warming Shelter, which will use the North Site Activity Center the week of Feb. 22. During that week, the shelter staff will set up sleeping mats and transport homeless people from downtown Appleton to the North Site about 8:30 p.m. They will be given a simple meal and a place to sleep. The next morning they will be transported back to downtown Appleton. The shelter team has been operating this service for several months now and has had very positive experiences as they live out our Lord's command to care for the poor.

Loving and following Jesus

Discipleship comes not only in these acts of service, but also in growing in faith as we pursue a deeper Biblical grounding for our hope in Christ. I have had some initial conversations with members concerning how to move forward with your discipleship initiative. More than a specific program, this is a focus that will be communicated through everything that we do. In all areas of programming, our goal is to grow in loving and following Jesus. Service is really a celebration of his gift and a commitment to making the kingdom of God a reality here on this earth. I encourage all members who are looking to deepen their discipleship to arrange a time to speak with me as we investigate what the ELCA's Book of Faith Initiative and our own discipleship initiative can mean to you and to this congregation.

In Christ,
Pastor Mary Bauer

PASTOR'S REPORT – GEORGE DETWEILER

We are People of God who Gather to Worship, Grow in Faith and Give to Others

This is our mission: to praise God and, through the power of the Holy Spirit, to make disciples for Jesus Christ. We **Gather** to praise God, and we **Grow** and **Give** as we become his disciples. It is for these two purposes that the church exists. Everything we do supports the ways in which we share the good news of God in Christ.

Over the last few years, many congregations have realized the need to renew their commitment to:

- Pray and read the Bible daily
- Worship weekly
- Give generously
- Serve in Christ's name
- Grow in relationship to Christ and his people

It is easy to take these simple acts for granted. It is for this reason that FELC has been highlighting the fundamental activities of disciples for the last several years.

Daily prayer, Bible reading connect us to God

In the coming year, we will be placing a special emphasis on daily prayer and Bible reading, which connect us to God. When we pray in a group or participate in a Bible study, we are joined in community with other Christians as well as with God in Christ.

Our community has grown in the past year through new Bible study and prayer groups. Thanks to the efforts of Jack Swanson, a core group of men meeting together has grown into five Bible study groups. Our health ministries coordinator, Karen Herbrich, has worked with a group of new and expectant mothers to form an expectant parent prayer chain. These parents pray for each other and any parents expecting either the birth or adoption of a child.

Witnessing God's grace amid growing ministries

In large congregations like First English, every year brings changes in staffing. In 2008, we said goodbye to Pastor Dave Lyle and welcomed Pastor Mary Bauer. Matt Turner left his role as North Site pianist and Bob Whitton became the part-time music director at that site. At the Downtown Site, Jim Carpenter finished his job as interim director of music and we bid farewell to our youth ministry associate, Meghan Cieslik; Mary Catterton, our 9:15 a.m. song leader; and Annie Laver, our organist. In September, Melissa Moll became our director of music at the Downtown Site. After 10 years of service, Amy Truby retired from her office and worship support position. We are thankful for Kristy Howard, who joined the staff to fulfill that important role. Paul Barth also was hired as custodian at the Downtown Site.

Each staff member brings unique abilities to their work, for which we are grateful. Their gifts cannot be replaced in quite the same way by the next person taking the job or role. Saying "Goodbye" to departing staff and "Welcome" to those joining us, calls for a sense of God's grace. We need to be flexible as we wait for God to call out the special gifts of each new staff member in this place, and grateful as we witness their unique ministries among us. God has bestowed his richest blessings on First English through its staff members who help us accomplish our mission of gathering, growing and giving as Christ's people.

I look forward to our growth together in faith and service in 2009 as we pray and study the Bible together!

In Christ,
Pastor Detweiler

PASTOR'S REPORT – MIKE DISMER

Holy Spirit is at work

Over and over again, the Apostle Paul thanks the people he was called to serve in the name of Christ Jesus. I want to do the same in thanking you, the people of First English Lutheran Church. The ways you minister to so many in this area and in the world because of Christ's call to be his disciples is a great example of the work of the Holy Spirit in and through all of us.

I'm grateful for the ways the discipleship model has been studied, discussed, and implemented in the congregation – the work of the Council, ministry teams, staff and entire congregation has been great.

Being involved primarily with the congregational growth and congregational life ministry teams has been rewarding this past year. Those teams have committed members and are doing wonderful work.

Since I was elected to the Crossways board, the governing committee of our outdoor ministry partners, I've been able to continue helping with the church's camping activities. Crossways programs touch thousands of people across this part of our country.

Thank you for including me in this exciting ministry in and through First English.

Pastor Mike

PASTOR'S REPORT – BOB HERDER

Homebound visitation ministry

My ears perked up last fall at our East Central Synod Theological Conference when Lowell Almen (retired longtime secretary of the Evangelical Lutheran Church in America) was reflecting upon his long years of ministry. He spoke of growing up on a farm in North Dakota. Just before his ordination, his father, who was a man of few words, shared this advice with him: "Give special care to the children and the elderly, for they are the most vulnerable."

How true this is for the majority of our homebound. Most have moved from independence to some degree of dependence. Mobility, failing health, loss of eye sight and hearing, memory struggles, financial limitations, loneliness and many other life issues all lead to vulnerability. Christ calls all of us to be especially sensitive to the needs of these individuals.

In the midst of their vulnerability, it is amazing to see the strong faith of these people of God. It seems as though God gives an extra measure of faith in times of need.

First English always has emphasized ministry to, with, and by older adults. The homebound ministry is a vital part of a much larger mission, including the 50+ ministry, Special Friends, lay communion ministries, Sunday TV ministry, Holy Week and Christmas communion services, luncheons and the marvelous ministries of Karen Herbrich and Jean Monson.

I will be concluding my 10+ years of serving the homebound at the end of January this year. I am grateful to God for the privilege of serving the more vulnerable in our midst. I will continue to uphold them in thought and prayer.

My special thanks to the pastors, staff and all the people of First English Lutheran Church.

In Christ,

Robert H. Herder

PRESIDENT'S REPORT – JOHN ZWEIG

Facing challenges, celebrating success

As First English Lutheran Church continues its long history, 2008 has been a challenging year with many successes, the proverbial challenges for any organization and many opportunities for future accomplishments.

Our success is focused on a committed congregation that has emerged from its recent transition with a vision for a church that supports its member's faith by lifting them up as disciples. Further, our success is predicated on accepting the challenges related to a large, diverse congregation with two sites. Without a doubt this will continue as a growth experience for all us.

Our greatest challenge this year was a change in associate pastors. Pastor Dave Lyle grew up in our church and then came back to provide valuable leadership as he supported our transition efforts and then stayed as our new lead pastor began his tenure. Pastor Lyle's contributions to our church were invaluable and he is missed.

Through the strong efforts of a call committee and the blessings of the Holy Spirit, Pastor Mary Bauer was called and assumed her position as discipleship pastor in September. Pastor Bauer's presence among us is growing and is valued, and we look forward to many years of her contributions to the ministry of our church.

Strong programming continues

Our music programs have been strengthened this year with the addition of Melissa Moll, who leads our Downtown Site music ministry and Bob Whitton, our North Site music ministry leader. Music is a valued part of our ministry and we look to the experience and strengths of these individuals to continue that tradition.

Our ministry has many success stories this year. These successes are due to quality planning and hard work by our ministry teams, our staff and our members. I thank you and salute you all and pray God's blessing for you and our church! The monthly newsletters, weekly announcements and the Council minutes reflect our many programs and accomplishments, including:

- Wednesday LIFT (Living in Faith Together) small-group studies and worship
- Youth programs
- Our worship experiences
- Music program
- Educational experiences
- Echoes, a Christian Thrift Store
- Men's ministry
- Prayer shawl ministry
- 50+ ministry
- Health ministry/parish nurse

Financial challenges

We are faced with many difficult challenges. Foremost is our budget and financial support. The treasurer will report that for the second year in a row we have been challenged to support our valued programs financially. Each of the last two years we have developed and approved budgets that realistically should have been balanced. Our programs match the desires of our members and the size of our congregation and must be supported. Our challenge is not to cut programs, but to learn how we can financially support them with a combination of improved stewardship, and a staff properly aligned to support these programs. In addition, we must have strong ministry teams providing the support we need for the programs to be successful. This will require changing the way we operate, revising responsibilities and learning to improve partnerships and quality communication. Yes, we will need to move some cheese!

On the bright side, our capital appeal was successful in raising \$1,856,000 to support reducing our debt.

Governance and defining lead pastor's role

Governance and the role of the lead pastor are a challenge. The Council has begun to deal with these issues, but the congregation, the Council and the lead pastor will need to continue this conversation this year. At the Council retreat in February 2008 and in subsequent special Council meetings, the Council and the lead pastor identified areas to improve. This year we made changes to improve the governance of the Council. The job descriptions were rewritten for the lead pastor and the associate pastors to clearly identify their roles and the expectations. A "Covenant of Conduct" was approved to improve the management of complaints and conflict within the church. The Worship Ministry Team was realigned into subgroups to support the unique qualities of the Downtown Site and the North Site but ensure appropriate coordination within the church.

Even with these efforts, governance of the church and the role of the lead pastor remain challenges. Members have raised concerns to the leadership of the church and now to the lead pastor that relate to his role and perceived performance. Following ongoing "Listening Post" sessions with Council members and those members with concerns, the lead pastor along with the church leadership will identify the core elements of concern and then develop strategies for moving forward. Then the Council and lead pastor will communicate the results to the congregation along with any recommendations.

Resolving conflict

Our congregation must manage conflict proactively to ensure we maintain the relationships that allow us as Christians to work constructively for the church. We are a large church with a diverse congregation with many good ideas to make our programs successful. The challenge is to foster good communication by being open to new ideas and to be able to listen to those with whom we may disagree. We may discover through listening that our perceptions and perspectives can be improved. Failing to create an atmosphere that fosters open dialogue creates disgruntlement, people who believe they do not have a voice and a lack of involvement. When we disagree, we should follow Matthew 18:15 and personally visit with those who we have disagreement and have a healthy exchange of ideas. If the situation is not resolved and remains a problem then seek another in the church to go with you to discuss the issues with the person you disagree. This may be another member, a staff leader or a Council member. If the issue remains and is serious enough then take the issue to the church leadership. Throughout this process the importance of maintaining quality relationships is so integral to living our faith as Christians and treating others as we would like to be treated and prayerfully that is a wholesome experience. This is the basis of the "Covenant of Conduct" agreed to by the Council.

Roles of congregation, lead pastor and Council

With regard to governance, the congregation, the Council and the lead pastor must clearly understand the unique nature of a church. In truth, Christ is the boss, but in reality, the congregation governs the church, with its members prayerfully contributing to the well-being of Christ's church. The congregation calls its ministers and elects the Council. The challenge for the congregation is to ensure the pastors and the Council work as partners, not one trumping the other. In our case, the lead pastor is called to provide leadership of our pastoral ministry, to provide leadership for our programs and to lead the staff. The role of the Council is to provide the support and the parameters for how the church will operate as directed by the congregation. The congregation provides direction through the constitution, the bylaws, the approved annual budget, and the resolutions passed at the congregational meetings. Based on these guidelines from the congregation, the Council then works to support the mission of the church, supports the success of the pastors and staff, and provides additional guidance as authorized by the congregation. The real challenge is making this happen effectively and cooperatively. This is a work in progress and will require the congregation to be active – not passive – participants in the total life of the church.

Becoming disciples

The Council this year spent time discussing the book, "Traveling Together," by Jeffrey D. Jones, a guide for disciple-forming congregations. Our transition self-study recommended the congregation embrace the discipleship model to allow our members to grow in their faith and to allow First English Lutheran Church to improve its position as a church that "Gathers, Grows and Gives." The Council believes our planning and programs should incorporate the tenets of a discipleship-forming congregation to strengthen our ministry. As we move in this direction, our members must investigate the discipleship model for themselves and allow it to guide their faith as they work for the church.

Strategic planning

In October 2008 the Council approved and prioritized a 2009 strategic plan that is included on Appendix D-1.

Our future

The future of First English Lutheran Church is in all of our hands. Our church did fabulous work during our transition to forge a new direction for our church. The work was only a guide for our future – now it is important for us to live it! This requires clarifying and living our vision and it requires working together. Further, it requires dealing with conflict, it requires listening and good communication and it requires us to maintain quality relationships as members of a diverse congregation taking on the added challenge of two sites.

Thank you for allowing me to serve our Council as an officer of the church. It has been a greater challenge than I imagined, but I believe the church and I are better for the experience.

John Zweig, President

TREASURER'S REPORT – JEFF DIEHL

2008 proves challenging

The year 2008 continued to be a challenge for First English Lutheran Church. Annual giving and total income decreased over the previous year, and increases in certain expense areas resulted in First English ending the year with a deficit of \$34,711. While this is our second year that ended with a negative balance, it was a much smaller deficit than last year, and we can be thankful for everything we have accomplished in these turbulent economic times.

Giving by members in 2008 totaled \$1,043,449, which is a decrease of \$10,810 over 2007 contributions. In the expense portion of our annual budget, while there were areas that exceeded the allotted amount, there were other areas that came in under budget, resulting in an overall budget that came in only 1 percent over budget.

With the decline in contributions, we were forced to make interest-only payments on the business line of credit that was established last year to assist in the ongoing cash-flow needs of the congregation when giving becomes sporadic. We had a carry-forward balance on this line of credit of \$100,000. FELC did experience a nice bump in giving by our members the last two weeks of the year and from matching funds from the Community Foundation's Open House for Giving Hearts campaign on Dec. 18. Our giving for the last two weeks of 2008 was \$106,693, a remarkably strong showing and a great way to begin the new year.

The spreadsheet on the next page shows the proposed budget for 2009, along with the actual results from the 2008 budget.

Echoes finishes year strong

Echoes, while undergoing a move that added approximately 30 to 40 percent in additional space (including a preparation and storage area), finished the year strong: providing \$113,000 in revenues and posting \$93,000 in expenses, leaving a net profit of \$20,000. Contributions and ongoing support from members and staff who donated their time and talents to complete the build and accommodate the move are reasons why Echoes is a shining outreach of FELC.

Simply Giving provides budgeting tool

While contributions based on our commitment for the 2009 church year have increased over last year's commitments, I would strongly encourage members to consider using the Simply Giving Program, the electronic funds transfer system which allows for regular, periodic offerings to be automatically deducted from your bank account. We also are faced with a significant number of members who have not yet completed and returned their pledge card for 2009. Increased participation in Simply Giving, along with an increase in member commitments will greatly assist FELC in budgeting, eliminating uncertainty and allowing First English to continue to move forward with our mission, vision and outreach in the greater community.

Finally, I would like to personally thank each of our members - not just for your financial commitments to FELC and our ministries - but for your generosity in sharing all of your gifts, time and talents. By sharing all our gifts we can continue to offer our ministries to everyone who crosses our path and enters the doors of First English.

Jeffrey P. Diehl, Treasurer

PROPOSED 2009 BUDGET

| | A | B | C | D | E | F |
|----|-------------------------------------------|--------------|--------------|--------------|----------|--------------|
| 1 | FELC 2009 BUDGET SUMMARY | 2009 | 2008 | 2008 | % | 2007 |
| 2 | | Proposed | Budget | Actual | Act/Prop | Actual |
| 3 | REVENUES | | | | | |
| 4 | | | | | | |
| 5 | BENEVOLENCE BASE | \$ 1,120,000 | \$ 1,120,000 | \$ 1,043,450 | 93% | \$ 1,054,259 |
| 6 | Other Income | \$ 274,500 | \$ 248,050 | \$ 306,263 | 123% | \$ 297,984 |
| 7 | Line of Credit Borrowing | | | | | \$ 100,000 |
| 8 | TOTAL REVENUES | \$ 1,394,500 | \$ 1,368,050 | \$ 1,349,713 | 99% | \$ 1,452,243 |
| 9 | | | | | | |
| 10 | EXPENSES | | | | | |
| 11 | | | | | | |
| 12 | FINANCING PAST DEFICITS | | | | | |
| 13 | RECOVERY OF PRIOR YEAR DEFICIT | \$ 34,711 | | | | |
| 14 | INTEREST ON OPERATIONS LINE OF CREDIT | \$ 4,500 | \$ 5,000 | \$ 4,666 | 93% | \$ 2,000 |
| 15 | TOTAL FINANCING PAST DEFICITS | \$ 39,211 | \$ 5,000 | \$ 4,666 | 93% | \$ 2,000 |
| 16 | | | | | | |
| 17 | OUTREACH & SOCIAL MINISTRY | | | | | |
| 18 | ELCA: Synod, Appeals, Conference | \$ 88,000 | \$ 90,000 | \$ 88,892 | 99% | \$ 90,000 |
| 19 | COLLEGE/SEMINARY COVENANTS | \$ 18,000 | \$ 15,000 | \$ 9,000 | 60% | \$ 17,000 |
| 20 | ECHOES | \$ 113,000 | \$ 93,000 | \$ 92,218 | 99% | \$ 88,041 |
| 21 | GRANTS | \$ 6,000 | \$ 7,000 | \$ 7,519 | 107% | \$ 27,325 |
| 22 | TOTAL O&SM | \$ 225,000 | \$ 205,000 | \$ 197,629 | 96% | \$ 222,366 |
| 23 | | | | | | |
| 24 | WORSHIP MINISTRY | | | | | |
| 25 | GENERAL SUPPORT | \$ 11,966 | \$ 8,000 | \$ 13,794 | 172% | \$ 18,763 |
| 26 | MUSIC HONORARIA includes organist | \$ 12,700 | \$ 32,000 | \$ 36,637 | 114% | \$ 41,809 |
| 27 | TOTAL WORSHIP MINISTRY | \$ 24,666 | \$ 40,000 | \$ 50,431 | 126% | \$ 60,572 |
| 28 | | | | | | |
| 29 | CONG. GROWTH MINISTRY | | | | | |
| 30 | TOTAL CONG. GROWTH | \$ 7,220 | \$ 11,000 | \$ 7,305 | 66% | \$ 9,313 |
| 31 | | | | | | |
| 32 | CONG. LIFE MINISTRY | | | | | |
| 33 | TOTAL CONG. LIFE | \$ 18,000 | \$ 20,000 | \$ 24,942 | 125% | \$ 27,068 |
| 34 | | | | | | |
| 35 | LEARNING MINISTRY | | | | | |
| 36 | TOTAL LEARNING | \$ 24,160 | \$ 26,300 | \$ 25,658 | 98% | \$ 19,061 |
| 37 | | | | | | |
| 38 | YOUTH AND FAMILY MINISTRY | | | | | |
| 39 | SUMMER INTERN HONORARIA | \$ 22,500 | \$ 33,000 | \$ 35,696 | 108% | \$ 46,589 |
| 40 | OTHER | \$ 14,850 | \$ 29,200 | \$ 12,624 | 43% | \$ 24,216 |
| 41 | TOTAL YOUTH AND FAMILY | \$ 37,350 | \$ 62,200 | \$ 48,320 | 78% | \$ 70,805 |
| 42 | | | | | | |
| 43 | SUPPORT MINISTRY | | | | | |
| 44 | STEWARDSHIP | \$ 5,400 | \$ 5,000 | \$ 7,498 | 150% | \$ 8,296 |
| 45 | OFFICE SUPPORT/SUPPLIES/EQUIPMENT | \$ 36,377 | \$ 55,000 | \$ 39,372 | 72% | \$ 30,942 |
| 46 | UTILITIES | \$ 115,000 | \$ 103,500 | \$ 109,318 | 106% | \$ 92,374 |
| 47 | BUILDING MAINT, EQUIPMENT, PROPERTY EXP | \$ 109,100 | \$ 106,500 | \$ 119,124 | 112% | \$ 114,621 |
| 48 | INSURANCE | \$ 17,000 | \$ 17,000 | \$ 17,429 | 103% | \$ 15,621 |
| 49 | TOTAL SUPPORT | \$ 282,877 | \$ 287,000 | \$ 292,741 | 102% | \$ 261,854 |
| 50 | | | | | | |
| 51 | ADMINISTRATION | | | | | |
| 52 | PASTORAL STAFF | \$ 225,016 | \$ 283,000 | \$ 263,073 | 93% | \$ 263,862 |
| 53 | LAY STAFF | \$ 456,000 | \$ 378,000 | \$ 415,224 | 110% | \$ 436,568 |
| 54 | EMPLOYER FICA, WORKERS COMP | \$ 40,000 | \$ 31,500 | \$ 36,387 | 116% | \$ 42,181 |
| 55 | PROF DEV/ EXPENSE REIMBS/ COUNCIL/ ETC | \$ 15,000 | \$ 19,000 | \$ 18,048 | 95% | \$ 11,528 |
| 56 | CONTINGENCY | | | | | |
| 57 | TOTAL ADMINISTRATION | \$ 736,016 | \$ 711,500 | \$ 732,733 | 103% | \$ 754,139 |
| 58 | | | | | | |
| 59 | TOTAL BUDGETED EXPENSES | \$ 1,394,500 | \$ 1,368,000 | \$ 1,384,424 | 101% | \$ 1,427,178 |
| 60 | | | | | | |
| 61 | REVENUE LESS EXPENSES | \$ - | \$ 50 | \$ (34,711) | | \$ 25,065 |
| 62 | | | | | | |
| 63 | Total Operations Line of Credit Borrowing | | | | | \$ 100,000 |
| 64 | | | | | | |
| 65 | January 14, 2009 | | | | | |

CONGREGATIONAL GROWTH MINISTRY TEAM

Welcoming new members

As we welcome new members to First English, we continue to refine and improve the new member series. We moved the sessions to Wednesday evenings to coincide with our midweek LIFT worship and meal, allowing us to offer food and fellowship as part of the experience. We also revised the number and length of sessions and incorporated testimonials from current members to create a more dynamic format. In addition, we developed an interest card for new members. The card asks for feedback on how we can support them spiritually and as a congregation.

FELC Connection Center

The Connection Center will debut in 2009 — a concierge-like desk that will serve as a resource center for information about First English programs and activities. The center will be staffed by a host and will feature a computer for access to our Web site, www.felc.com. It also will include a printer and literature and materials for both visitors and members. Want to know what's happening at First English? How you can get involved? Want to stay connected? The Connection Center will be your place!

During 2008 we created a design for the center and it has been approved by the Building and Grounds Committee. With the help of some members skilled in woodworking, we plan to roll out one of the mobile desks in 2009.

Welcome host program

A host at the new Connection Center will join the now familiar welcome host, who is present at the church entrance to greet people entering the Sanctuary. Our welcome host program, which began in 2006, was expanded to the Downtown Site last year. In 2008, we expanded the number of hosts and added signs at the welcome host table. Next year, with the addition of the Connection Center host, the program will be expanded to become a welcome team. The focus of our welcome team will be to welcome visitors, greet members, and connect everyone to our ministry opportunities.

Congregational Growth best practices

As part of our effort to build our programs and effectiveness overall, we have been gathering information from other church Web sites and exploring books on this topic. To become more educated on assimilation concepts and techniques, we are listening to a collection of CDs provided by Bob Heil that were produced by pastors at the Journey Church in New York City.

Would you like a name with that greeting?

We encourage everyone to wear name tags. This helps newcomers assimilate more quickly and helps us all get to know one another better. This year we established a strong name tag awareness program, especially at the Downtown Site, where two make-your-own name tag stations were developed, resulting in an increase in the number of members wearing the clip-on name badges.

Congregational Growth Ministry Team members: Gary Akgulian, Rich Flamang, Collin Goldschmidt, Bob Heil (chairman), Dale Hershfield, Shannon Howard, Lance Schmidt and Jen Wageman. Staff: Pastor Mike Dismer and Jan Sommerfeld.

CONGREGATIONAL LIFE MINISTRY TEAM

The Congregational Life Ministry Team works to strengthen the lives of members by helping worshipers connect with each other. The team sponsors support groups, develops lay ministry programs, supports senior ministries, and oversees fellowship activities.

As our team offered many fellowship activities and focused on caring for members, 2008 was filled with many blessings and accomplishments:

Fellowship

- The church picnic was a great success, with about 275 people enjoying wonderful fellowship and food. It also served as a Sunday School Teacher Appreciation event as well as a kick-off to summer activities at First English.
- In 2009 our team will explore one new fellowship activity for the congregation.
- The 50+ ministry exceeded its goal of eight activities and continues to grow in participants and in volunteers to help plan the activities.
- Lenten meals were offered, thanks to the help of many volunteer bakers and coordinators. About 150 people attended each meal. Meals also were provided during midweek LIFT activities. Reservations for these meals continue to increase.
- Sub-committees of our team planned a farewell reception for Pastor Lyle, a welcome reception for Pastor Bauer, and a celebration of 10 years of worshiping on Appleton's north side.

Member care

- The wedding coordinators were successful at hosting the premarital workshops held in 2008. The role of the wedding coordinator continues to grow. Photography sessions with Olan Mills were coordinated with members and our church membership directory was updated in 2008. Distribution of the directories will take place in early 2009.

Prayer ministry

- Participation in the prayer chain is growing every day and more people are inquiring on how they can get involved. Prayer petitions are included in weekly bulletin announcements.
- The prayer shawl ministry was very successful: 60 shawls were knitted/crocheted, dedicated and presented in 2008. Shawls were received by First English friends, family and members of the community. This year many shawls also were distributed to Cherry Meadows Hospice Residence in Appleton.

Health ministry

- Karen Herbrich continues to lead the First English health ministry, which started in July 2007. Many new programs have begun. Under Karen's leadership, the following activities and groups have started:
 - Blood pressure screenings are scheduled throughout the year between and after worship services.
 - Blood drives have been coordinated at both sites.
 - The expectant parent ministry program recently has begun, starting with a prayer partner, prayer chain and new family meals ministry. Interest in this ministry continues to grow.
 - The Depression Support Group recently has begun.

Congregational Life Ministry Team members: Elizabeth Hensel, Emilie Larson, Deni Lundwall and Dong Pham. Staff: Pastor Mike Dismer, Karen Herbrich and Jean Monson.

FAMILY & YOUTH MINISTRY TEAM

The Family & Youth Ministry Team focuses on ways to keep families and youth active in all aspects of congregational and community life. The team also insures our family and youth programs include worship and faith development, service, outreach, fellowship and education.

A time of change

There have been several changes in 2008, beginning with our team name from Youth Ministry Team to Family & Youth Ministry Team to reflect our commitment to families. Staff changes: Meghan Cieslik resigned in January to pursue other career opportunities. Pastor Dave Lyle accepted a call to South Carolina. Allyson Orsted, who worked part-time this summer in the Family & Youth Ministry office, also said goodbye. Bob Whitton joined our staff to lead the North Site music ministry and help the youth during the Wednesday evening worship and Ignite! activities. Yvette Woerishofer joined our staff as a part-time administrative assistant, along with J.R. Grawe, who also assists in the family and youth ministries. The team continues to look at ways of staffing to meet the growing needs of our families and youth.

Serving the community

This year, more than 1,500 hours of community service have been performed by First English youth, who served a variety of community organizations including the Salvation Army; St. Joseph Food Program; Crossways Camping Ministries; Echoes, a Christian Thrift Store; Lutheran Social Services; Lutheran Homes for the Aging; Art in the Park; Habitat for Humanity Re-Sale Store; Adopt-a-Highway; and the Menominee Indian Reservation. Our youth also served members of First English, including those who are home-bound.

Trips and events

About 500 First English youth have been involved with a variety of events including the Boundary Waters canoe trip, Lifest, Milwaukee Brewers baseball games, Noah's Ark, a brat "Giveaway" at a local grocery store, the chili cook-off and silent auction, Power of One concert and inTENTS Hope, an event in cooperation with the national Tents of Hope project.

In addition to these events, we have seen a large increase in the attendance of our morning devotions and fellowship at Galvan's Restaurant on Thursdays, as well as increases in youth participation in the Wednesday evening worship services. We are proud of the involvement of these dedicated youth. We also kicked off the planning and preparation for the 2009 ELCA National Youth Gathering in New Orleans. So far, 35 youth and adults will be attending.

Singing to the praise and glory of God

We have been blessed by the continued strong presence of the Seraphim Choir, under the direction of Julie Doerfler and Meri Hujet. Their participation in services on Sundays and Wednesday evenings and other events has been wonderful.

Summer interns

During the summer 15 young adults served as interns at First English. They helped develop children's programs, such as an updated day camp model, which ran three days each week during the summer. The Wednesday evening worship during the summer was planned and led by interns. They also planned and managed the "inTENTS Hope" concert, which raised awareness for the national Tents of Hope that raised awareness for the refugees of Darfur, Sudan. Two of our summer interns also traveled to Washington, D.C. on Nov. 7-9 to present the gift of a tent and supplies to the Tents of Hope program on behalf of First English.

Youth Ministry Team Members: Jeff Boettcher, Kathy Des Rochers, Gary Dougherty, John Dougherty, Annette Ford, Meri Hujet, Joann Kayser, Ross Larson (chairman), Leah Michaud and Ryan Michaud. Staff: Andy Moscinski and Yvette Woerishofer.

LEARNING MINISTRY TEAM

The Learning Ministry Team provides youth and adults with a variety of educational opportunities for the promotion of life-long learning in faith development, Lutheran tradition and church/congregational history.

Taking faith home

At First English Lutheran Church we believe the home is the primary place where faith is nurtured. There are key elements needed to pass on faith to help people of all ages to connect Sunday worship to their daily life at home, work, and school, which include: conversations about their faith, devotions, service, and rituals and traditions.

Youth learning opportunities

When children are baptized at First English, their families receive the "SPLASH Faith Formation Newsletter." Children continue to grow in faith through Sunday school classes and confirmation instruction, Vacation Bible School, Adventure Camp and a variety of intern-led summer activities. Enrollment in this year's Sunday school classes at both sites is 416 students. Sunday school is led by a staff of 60. Vacation Bible School on Aug. 6-9 at the North Site was attended by 148 students and led by 45 leaders; 325 youth participated in other summer programs. Fifteen summer interns at First English led summer Wednesday worship, and outreach, learning and fellowship activities throughout the summer. Every week 15 high school students gather for breakfast devotions at 6:10 a.m. Highschoolers also lead Wednesday worship, and many are planning to attend the 2009 National Youth Gathering in New Orleans.

Adult learning opportunities

Many opportunities for adult learning are being offered throughout the week and also at both sites during the Sunday morning Learning Time. Bible study groups meet on Monday and Wednesday evenings, Wednesdays at noon and Thursday mornings. Bethel Bible Study, a Lenten study, monthly women's Bible study circles and the Advent Brunch and Program continued in 2008. Three students are enrolled in Lay School of Ministry of the East Central Synod of Wisconsin, a 2-year course of study. Wednesday LIFT (Living In Faith Together) on Wednesday evenings presents additional learning options for families, youth and adults: Confirmation classes, KidsLife (Grades K-6) and high school and adult Bible studies are available from 6:15 to 7:15 p.m., followed by worship at 7:20 p.m. Wednesday LIFT involves 200 young people and adults learning and worshipping every week.

New items

New books, magazines, CDs and DVDs continually are being added to the library collections at both sites for members to withdraw through the self-checkout method. A successful sale was hosted by the library subgroup this fall. The library at the North Site has been relocated to the office area.

Celebrating history

In August First English Lutheran Church celebrated 10 years of worshiping on Appleton's north side. In October the Downtown Site was part of the Hearthside Museum Historic Walk.

Learning Ministry Team members: Jill Gretzinger (chairwoman), Barry Hoff, Pamela Knack, Kathie Kommers, Gloria Luebke and Sharon Orsted. Staff: Anita Damon and Donna Haberland.

OUTREACH & SOCIAL MINISTRY TEAM

Members involved in Outreach & Social Ministry at First English have been very active:

- CROP Hunger Walk: More than 30 middle school youth and adults walked in the CROP Hunger Walk, raising more than \$1,000 to fight hunger and poverty in the Fox Valley.
- Salvation Army: Some dedicated volunteers serve and prepare lunches the first Thursday of each month. There also is a group of volunteers who serve one Sunday a year. Many members covered more than 50 shifts of bell-ringing during the Christmas season.
- “Fill the Trailers Food Drive” this fall netted 700 items of food that was delivered to the Salvation Army. Every small group from our confirmation program brought donations.
- Summer interns and youth helped out at Lutheran Social Services, Salvation Army, Fox Valley Lutheran Homes, and at the homes of various members of our congregation. They also organized a local event in conjunction with the national inTENTS Hope campaign that called attention to the genocide in Darfur and the problems of homelessness locally, nationally and internationally.
- Lutheran World Relief: FELC donated 239 quilts, 55 health kits, 50 school kits, 14 sewing kits, 190 layettes, and 1 box of soap. In addition, our members organized and supervised the box car loading activity in October at the rail yard in Oshkosh where these items, along with items from churches throughout northeastern Wisconsin and the U.P., were loaded onto a train.
- About 10 members shop for groceries for Russet Court and Brewster Village.
- Members also supply quilts for the Local Needs Quilting Group.
- Many members were involved in the Sole Burner and Relay for Life efforts on behalf of the American Cancer Society.
- Echoes Gift & Thrift changed its name to Echoes, a Christian Thrift Store, to better reflect its mission. The store moved to a larger suite adjacent to its current location. An advisory board was established to help direct this ministry, which became a subgroup under the Outreach & Social Ministry Team.

The church is involved in other serving ministries also, including Habitat for Humanity, Housing Partnership of the Fox Cities, ESTHER, the Alternative Gifts Fair, Lutheran World Relief Fair Trade Coffee, Lutheran Social Services and an addiction intervention team. A new area of outreach this year will be the Fox Valley Warming Shelter’s revolving overnight shelter system, which will use the North Site Activity Center the week of Feb. 22.

The Outreach & Social Ministry team is reorganizing in order to improve communication with the congregation regarding the various areas of outreach. We will have a “focus” calendar that will highlight specific areas of ministry each month and the congregation will learn a little bit about the ministry through a temple talk and a display area in the narthex. We are hoping that by meeting once a year with people from these various ministries we will be able to give them more support, find out their needs, and hear about their successes. We also hope that this approach will encourage participation in this ministry team since volunteers will not be asked to attend ministry meetings during months when we will be discussing projects outside of their area of interest.

Outreach & Social Ministry Team members: Nancy Allen and Judy Snavely.
Staff: Pastor Mary Bauer and Kathy Hoffman.

SUPPORT MINISTRY TEAM

The Support Ministry Team is responsible for the oversight of church buildings and grounds, financial management of the congregation, oversight of staff human resource activities, and managing the church's stewardship programs for time and talents and monetary contributions. Our overall responsibilities and goals are outlined in the "FELC: Defining Ministry Team Expectations, Authorities and Responsibilities." The Support Ministry Team has three subgroups and one task force that performed much of the work to accomplish our successes this year.

As a part of the planning and budget process for 2008, the Time & Talent subgroup was realigned to the Congregational Life Ministry Team. Internally, we eliminated the Finance Committee and placed its responsibilities within the Support Ministry Team and their members joined the existing ministry team members.

Our thanks go to Walt Rugland, our director of resources, who continues to volunteer his valuable time and talents in support of our team's activities. He has continued to bring insight, planning and coordination to many of the projects and programs that support all we do at First English.

Finances – Our ministry team provided essential financial oversight for the year. Managing the church finances has been a challenge.

A new "FELC Finance/Cash Management Policy" that requires improved oversight by the various ministry teams of their expenditures was approved in January 2008. The ministry team approved a new method for reporting revenue and expenses for the church and programming will be developed to accomplish this task by 2009. The Council approved the recommendation of the Support Ministry Team to amend the continuing resolution governing the FELC Trust. Also, the Council approved the "FELC Trust and Investment and Management Protocols" as supplements to the FELC Trust continuing resolution. The ministry team approved a "FELC Trust Investment Policy Statement and Guidelines" and a new "FELC Gift Policy." An "Audit Guide" was approved to provide guidance for the biannual church audit that is scheduled for May 2009.

Financial giving has been behind 2007 by approximately 1.0 percent through December. However, we are behind by \$70,000 against our budgeted benevolence. At the time of this writing, our potential deficit for 2008 may be approximately \$34,000 with year-end gifts mitigating a higher shortfall. The ministry teams have done a splendid job of monitoring and controlling their costs for the approved programs. The failure of revenue to meet anticipated giving is the main reason for the shortfall, and we must do a better job of predicting revenue in the future. Two consecutive years of deficit budgets can not be sustained, and we will be offering a budget for 2009 that will ensure no deficit against reasonable predictions for revenue. See the treasurer's report and the finance and budget documents in this report.

Property Oversight Committee –Property Oversight remains a very active working group but is challenged by the budget. Maintenance and essential repairs were accomplished in 2008. Refurbishment and minor construction were placed on a tight budget for the year.

The North Site was annexed into the City of Appleton in November 2007. This will result in our connection to the city water and sewer. This was accomplished with allowance for an easement for water and sewer to adjacent property. The cost of our utility connection will be borne by the adjacent property developers and remains pending from 2007 due to issues related to assessments.

For 2009, Property Oversight has prioritized projects based on safety, security and minimizing costs of future repairs. Again the challenge for 2009 will be managing essential maintenance with a very tight budget. There are several costly projects that will await financing.

Stewardship Committee – The Stewardship Committee continues a successful growth in our church stewardship. The group used “Giving to God,” by Mark Powell to investigate methods of communicating stewardship to the congregation and sharing the importance as a disciple. The 2008 commitment drive was called “Generation to Generation.” On several Sundays before Commitment Sunday on Nov. 9, 2008, members of the congregation from various age groups presented the importance church has played in their lives and set the foundation for giving back to the church. As of Dec. 31 2008, the total pledges received for 2009 were 345 compared to 382 for 2008. The pledge total was \$759,000 compared to \$743,000 but giving per pledge increased by 13 percent over 2008. In the future, the Stewardship Committee plans a continual emphasis and communication to the congregation about our mission of stewardship as disciples.

Communications – The Communications Team has been busy this year continuing to improve the disseminating information about our programs and schedules to the congregation. Their accomplishments include:

- Published 44-page ministries guidebook, highlighting opportunities for members of First English to be involved in ministries at FELC and community.
- Created pod casts of sermons on the Web site, spreading the gospel by enabling people to listen to sermons delivered at both sites.
- Supported Simply Giving by creating a secure online giving page on the Web site, making it convenient to enroll in the automated-giving program.
- Streamlined the registration process by creating online registration forms for a variety of activities and programs at FELC, including youth retreats, VBS and confirmation.
- Created new ambassador cards to promote the name change and new tag line of Echoes Gift & Thrift to Echoes, a Christian Thrift Store.
- Launched RSS feeds from the FELC Web site, syndicating sermons and news from First English, allowing subscribers to receive sermons and the latest news delivered to their desktops.
- In the process of creating an endowment brochure to promote First English endowments among members.

Capital Appeal Task Force – This task force was established for the capital appeal in 2008 to raise funding for debt reduction and financing essential major projects. The appeal raised \$1,856,000. Members include Pastor George Detweiler, Dave Eggert (chairman), Dan Evensen, Fred Hauser, Amy Henderson, Nancy Hershfield, Walt Rugland, Sue Swanson and Christina Winch.

Support Ministry Team members: Jeff Diehl, Mike Lokensgard, Don Monson, Diane Putzer, Walt Rugland and John Zweig, chairman. Staff: Brenda Smongeski

WORSHIP MINISTRY TEAM

Our mission is to provide meaningful, missional word and sacrament worship; support and direct the music within worship; tend to the worship space, and enable lay volunteer participation. The guiding principle of all our worship is that it is the people's work and therefore should involve the active participation of the congregation as much as possible.

Highlights of 2008:

- The purchase of electronic sound equipment for the Downtown Site for use especially in the park services, and a new soundboard for the North Site were approved and made.
- We welcomed two talented musicians to our First English staff to lead our music ministry: Melissa Moll leads our music ministry at the Downtown Site and Bob Whitton leads our North Site music ministry and our North Site Music Team. Bob also assists at our youth-led Wednesday evening worship at the Downtown Site.
- In September a survey was taken at each worship service that we used in directing our protocol review. Teams for each service have been formed and will be gathered in early 2009 to review these surveys and formulate suggestions for any changes that may seem appropriate for each of the services. The goal of this project is to assure that First English is providing a variety of worship styles that will appeal to more attendees, while insuring the basis of our worship remains rooted in the Lutheran liturgy.
- We discussed starting a wish/needs list for items such as candle lighters for both sites and a pouring chalice for the Downtown Site. This list could be referred to when memorial donations are made to First English.
- Banner stands were constructed by Jeff Picken to accommodate the banners that were given by Kathy Wiebel and new banners that might be made in the future.
- We discussed possibly having some musical fundraisers to help subsidize the Worship Ministry Team budget.
- The decision was made to begin our ministry team meetings as a single group, break up into North Site and Downtown Site groups, then reconvene until the close of our meeting. The hope is that this will allow more site-specific work to be accomplished during our meetings.
- Our team has worked on plans to enhance our special services, such as Pentecost, Sundays in Advent and Easter.

Worship Ministry Team members: Karrie Aaseby, Michael Brosnan, Kathy Freeman (chairwoman), Carrie Kiekhaefer, Nick Kiekhaefer, Jamie Parma, Jeff Picken, Milly Rugland and Sara Van Beek. Staff: Pastor Mary Bauer, Pastor George Detweiler, Pastor Mike Dimer, Kristy Howard, Melissa Moll and Jean Monson.

CHRISTIAN COOPERATIVE PRESCHOOL

Christian Cooperative Preschool, which operates in the lower level at First English Lutheran Church, has been providing a unique Christian educational preschool experience to its students ages 3 to 5 for 43 years. It is unique compared to other local preschools in that it is a cooperative preschool. That means our parents are actively involved in the classroom by working alongside the teacher in the classroom once or twice a month. This parental involvement with each class reinforces our Christian concern for nurturing and love, which underlies the entire preschool program.

Mondays/Wednesdays/Fridays: 9-11:15 a.m. – 4- & 5-year-olds – Max. per class is 21

Tuesdays/Thursdays: 9-11:15 a.m. – 3- & 4-year-olds – Max. per class is 18

Mondays/Wednesdays/Thursdays: 12:40-2:55 p.m. – 3-, 4- & 5-year-olds

We are near capacity this year with a few openings in the Tuesday/Thursday morning class and the Monday/Wednesday/Thursday afternoon class. The success of CCP is due to its talented and dedicated teacher, Marilyn Howard. She has been with the school for more than 10 years and continues to encourage and teach each child at his or her own level of development.

Christian Cooperative Preschool is extremely grateful to First English Lutheran Church for providing a facility for its program, as well as supporting it. We continually count our blessings for the many families that have walked through First English Lutheran Church's doors who have helped our preschool provide a sound, Christian, early-childhood education.

Deborah Schroeder, President, CCP 2008-09

2008-09 officers:

Deborah Schroeder, President

Jennifer Baer, Vice president

Alisa Sierra, Secretary

Kristi Picken, Treasurer

2008-09 governing board:

Traci Diehl

Pastor Mike Dismer

Sara Laumer

Deborah Schroeder

Lisabeth Watson

THE ARTHUR KREMPIN SCHOOL OF MUSIC & ART

On Jan. 19, The School hosted the third annual Fox Valley Young Artist Festival – a competition led by the Fox Valley Symphony League in association with the Lawrence Arts Academy and the Fox Valley Music Teachers Association.

Traci Diehl continued her skillful leadership of Musikgarten – a cornerstone program of The School. Classes this spring and fall have provided young children and their parents the opportunity to learn through music and movement.

The Arthur Krempin
School of Music & Art



During the week of July 14, Lynn Schmitting and RaeAnn Blom returned to lead Art Week – an exploration of the visual arts – in collaboration with Andy Moscinski and summer interns. A highlight of the week was their work for “Tents of Hope,” a program providing shelter for refugees in Darfur.

In July and August, Laura Kenney Henkel led Summer Chamber Music. Groups provided special music during worship services on Aug. 24. Building on this summer program,

Laura also led a fall session – offered for the first time – during November and December. Participants provided music for worship on Dec. 14.

The School was honored this summer to receive music scores and literature from the personal library of the late Maestro Miro Pansky, former Artistic Advisor to The School. This collection will be made available to promote ongoing music education.

Special thanks are due to the Board of Directors for their ongoing commitment; to Jan Sommerfeld, Brenda Smongeski, Andy Moscinski, Diane Putzer, Roberta Roloff and our pastors for their support; and to the program leaders for their strong leadership.

Thank you also to those who have contributed time, talents and financially this past year to The Arthur Krempin School of Music & Art. Your gifts have enabled these programs and graciously allowed others to participate. We look forward to 2009 in service to the people of First English and the Fox Cities community.

Dayton Henderson, Executive Director

CAPITAL APPEAL REPORT

At the Feb. 3, 2008 annual meeting the congregation resolved to undertake a multi-million dollar appeal among members and friends during the year. In October 2008 First English celebrated the culmination of the “We are Called” Capital Appeal. The final result: more than \$1,850,000 was contributed or pledged. It will significantly put a dent in FELC’s debt burden. It will also include a special gift that provides for refurbishment of the Downtown Site organ.

Work on the appeal effort dates back to early 2005 when the Council appointed a task force to analyze the capacity of the congregation to undertake a campaign to raise funds for debt reduction. The result of such a campaign would be to enable earmarking week-to-week income in support of annual operations as well as current and enhanced programs. A study was commissioned and concluded that 2005 was not the right time to launch a capital appeal. The 2006 annual meeting adopted in principle a capital plan. In 2007 an appeal theme was adopted, and a DVD was prepared to focus on the meaning of First English in lives within our church community and beyond. More than 200 families answered the appeal.

The “We are Called” Capital Appeal Committee has realized that the capital needs of First English will likely never be met; ongoing emphasis will be required. The success of the current effort strategically strengthens our position to serve and merits applause from all corners. Thanks to you all!

‘We are Called’ Capital Appeal Committee:
Pastor George Detweiler
Dave Eggert
Dan Evensen
Fred Hauser
Amy Henderson
Nancy Hershfield
Walt Rugland
Sue Swanson
Christina Winch

| Capital Appeal Results | | |
|-------------------------------|---------------------------------|-------------------------|
| <u>Gift Level</u> | <u>Weekly Gift Over 5 Years</u> | <u>Number Committed</u> |
| \$ 250,000 | \$ 961 | 1 |
| 150,000 | 576 | 1 |
| 100,000 | 384 | 4 |
| 50,000 | 192 | 4 |
| 25,000 | 96 | 15 |
| 10,000 | 38 | 22 |
| 5,000 | 20 | 35 |
| 2,500 | 10 | 31 |
| 1,000 | 4 | 56 |
| Under \$1,000 | | 46 |

ECHOES, A CHRISTIAN THRIFT STORE

In 2008 Echoes moved to an adjacent, larger suite at its current location on the corner of Wisconsin Avenue and Mason Street in Appleton. This move has enabled us to increase our square footage for both our store front and our storage/sorting area. With the help of many dedicated members the process of moving was made both efficiently and expedient.

An advisory committee was appointed to address the operation of Echoes. To better define the mission of this outreach ministry the name of the store was changed to Echoes, a Christian Thrift Store. First English member, LeAnne McFadden, designed a new logo.

With the added expense of moving, totaling about \$10,000, our goal for the remainder of the year was to minimize our losses with the hope of breaking even. The good news is that we exceeded our goal and generated more than \$22,000 for FELC to give in benevolence. Our goal in 2009 is to continue to serve our community by providing low-cost shopping alternatives and to support local social service agencies.



| | 2006 | 2007 | 2008 |
|------------------------|-----------------|-----------------|------------------|
| Total sales: | \$89,592 | \$95,570 | \$115,648 |
| Total expenses: | \$81,506 | \$87,488 | \$ 92,983 |
| Profit: | \$ 8,086 | \$ 8,082 | \$ 22,665 |

Echoes store manager: Kathy Hoffman

Echoes board: Jeff Bemis, Jeff Cieslik, Mark Des Rochers, Laura Henderson, Kate O'Conner, Betty Smith and Sue Swanson

PROPOSED CHANGES TO BYLAWS

The following are the proposed changes to the bylaws that will be considered at the annual meeting on Feb. 1 (additions in bold, deletions in strikeout):

ARTICLE V OFFICERS

B11.01.01 Duties of the officers of the Congregation Council:

- a. The president shall preside over meetings of the Congregation Council and of the congregation unless the meeting decides otherwise.
- b. The vice-president shall preside in the absence of the President, unless the meeting decides otherwise.
- c. The secretary shall keep the minutes of meetings of the Congregation Council and of the congregational meetings.
- d. The treasurer shall be bonded and shall be custodian of all funds of this congregation; and shall oversee financial operations of this congregation assuring they are in accordance with the decisions of the congregation or the Congregation Council. The treasurer shall present an audited report to the annual congregational meeting and such other reports to the Congregation Council as may be required.

B11.02.01 A ballot with one or more candidates for vice-president, treasurer, and secretary shall be provided to the Congregation Council by the Nominating Committee at least 60 days prior to the annual congregation meeting. The Congregation Council shall elect a vice-president, treasurer, and secretary by a simple majority vote prior to the annual congregation meeting.

B11.03.01 Officers of the Congregation Council shall be elected for one term. Terms of office shall begin at the close of the annual congregation meeting following their election by the Congregation Council and run until the close of the next annual congregation meeting. The vice-president shall become the president at the end of his or her term as vice-president, and shall serve as president for one term.

ARTICLE VI CONGREGATION COUNCIL

B12.01.01 The Congregation Council shall consist of ~~fifteen~~ **between nine and fifteen** members, each elected for a term of three years or until successors are elected, and the pastors who shall serve as ex officio members of the Congregation

Council without vote. Members **normally** shall be elected in such a manner that one-third is elected each year. Any voting member of the congregation may be elected, subject to the limitation on the length of continuous service permitted. The terms of office shall begin at the close of the annual meeting at which their election takes place.

B12.01.02 The Nominating Committee shall prepare the ballots for elections of **Congregation Council members, Congregation Council officers, and the next Nominating Committee.** ~~The ballot shall include a minimum of seven nominees.~~ Members of this congregation who are eligible shall be asked by this committee to permit their names to be placed on the official ballots. The ballots **for Congregation Council and Nominating Committee** are to be available for absentee voting according to procedures set forth in a continuing resolution of the Congregation Council. Voting shall take place at the annual meeting of this congregation; votes of voting members present and absentee voters shall be counted.

NOMINATING COMMITTEE REPORT

The Nominating Committee, comprised of Diane Bemis, Marge Dahms, Karen Dorn, Paul Kayser, Diane Putzer and Pat Snow, present the following candidates for the 2009 Congregational Council:

Ellen Evensen has been a member of First English since 2000. She was appointed in May to take over a vacant Council spot, has served on the Congregational Life Ministry Team, is a confirmation small-group leader, volunteers in many worship areas when needed and enjoys getting up bright and early with the "Women's Thursday Early Riser Bible Study." Ellen is an HR Generalist for Alta Resources in Neenah. She enjoys spending time with her family and friends in her spare time and is really looking forward to joining the First English youth at the youth gathering in New Orleans in July.

Dean Haas and his wife, Edith, joined First English in 2002 after moving to Appleton from Minnesota. They have two adult children: Angela lives in Montana and Steven lives in Denver. Dean has served on the Finance Committee, Timber Rattlers baseball committee and the Self-Study Task Force at FELC. He enjoys volunteering as a welcome host, reader, greeter and communion assistant. Dean and Edith are involved in Tables of Eight, serve as coffee hour hosts and participate in mission trips to the Gulf Coast. Dean is a Senior Financial Services Officer and is very active in the Lions service organization.

Bob Heil and his wife, Heather, have two children. They live in Appleton and have been members of First English for nearly eight years. During that time, Bob has participated in several task forces and event planning committees.

Through the last three years, he has been involved with the Growth Ministry Team, whose responsibility is to increase membership and participation. Other church-related activities include being a greeter and communion assistant at the Downtown Site. Bob and Heather share two dental offices in Freedom and Appleton, where they also support the Tri-County Community Dental Clinic. They also have been mission dentists with Mission Jamaica and supporters of other area charitable groups. In his personal time, he enjoys fishing, boating and spending time at home with his family.

Gordy Jeppson and his wife, Mary, have been members of First English since they moved to Appleton from Iowa in 1988. He recently retired from Thrivent Financial for Lutherans after 23 years. Before working at Thrivent, he had a 27-year career in education, primarily in athletic administration and coaching at the college level. Mary and Gordy have three grown sons. Two of their sons are married. They have seven grandchildren. For the past 4 years, he has been a member of the First English Stewardship Committee.

Kathy Larson has been a member of First English for 20 years along with her husband Gary, and three children, Erik, Sarah and Anna. Kathy grew up near Eau Claire and moved to the Fox Valley with her husband 29 years ago when he became employed at Thrivent Financial for Lutherans. Kathy is a graduate of UW-Oshkosh with a degree in business administration with an emphasis in finance. Kathy has been employed by Thrivent Financial for the last 18 years and currently works in the Church and Community Engagement unit as a Grant Program Manager.

In her current role, Kathy has the opportunity to work with representatives from the national Lutheran church bodies, many Lutheran congregations and Lutheran institutions. Kathy has served the church as a long time Sunday School teacher, small-group confirmation leader, Vacation Bible School and various other roles. Kathy also volunteers as the piano accompanist for the Fox Valley VSA choir, a choir made up of people with and without disabilities.

Dong Pham and his wife, Sheryl, live in Appleton and have been members of First English since 2000. Along with their two children, Aaron and Carmen, they regularly attend worship services at the North Site. He is a member of the Congregational Life Ministry Team and serves as a greeter, coffee hour host and new member sponsor. Dong works in Oshkosh for Bemis Company as an environmental engineer in the Corporate Environmental Affairs Department. Before joining Bemis, he was an environmental consultant for 15 years. In his free time, he enjoys playing tennis, running and biking.

Cindi Ritcey Fox has lived in Appleton since she was 1. She and husband, Bill, have been members of First English for more than 10 years. Cindi has enjoyed leadership in our Stewardship Committee, new member program and assisting in all aspects of our Sunday worship services. Cindi has been in leadership business positions in the insurance and financial industry for 28 years, currently as senior partner and leader of the Appleton New York Life office. Cindi looks forward to combining her business and leadership abilities with her faith to assist First English.

2008 MINISTRY TEAM ACCOMPLISHMENTS AND 2009 GOALS/BUDGET

Terminology:

*** Authority:** the delegation of the power to act directly in areas where responsibility is given. Authority must go with responsibility. There are four levels of authority. They vary from delegation of a specific task in strategic or operational implementation to full powers granted with none retained, except a review (accountability) function. The levels of authority are:

Level I: Data gathering and reporting for analysis and decision making.

Level II: Data gathering, analyzing and recommending for concurrence and approval.

Level III: Data gathering, analyzing, deciding and acting with subsequent review.

Level IV: "Do as I would do," with review embedded in periodic performance appraisal and/or evaluation.

**** Boundaries:** the defining limits of authority. The higher the levels of authority are, the broader are the boundaries of the authority. Boundaries define the freedom of the persons receiving the delegation of responsibility and empower them to act with confidence, without fear of failure or punitive action.

CONGREGATIONAL GROWTH MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|-----------------------------|-------------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Guest care | Level IV for items within budgeted scope. | Increase number of welcome hosts, particularly at the Downtown Site. | Welcome Team concept developed to transition guest from services to Welcome Host. Potential names selected. | Define role and expectations of welcome team and develop training program. |
| Greet/welcome guests | Level II for unbudgeted or new print materials. | Proceed w/FELC Connection Center at the North Site. | Design finalized for initial phase with potential for future computerization. Signage developed. | Begin construction of North Site project. Determine feasibility of Web site networking. |
| Information provided | 2009: | Establish personal database for congregational networking. | No progress. | Research method to computerize database for more efficient use. |
| Obtaining guest information | | Put name tags in Sunday bulletins or pews. | Name tag stations created at DS and initiated use. | Research privacy issues related to open member usage. |
| Facility tours | | | Additionally, researched hospitality training for welcome hosts and submitted a grant proposal for the Connection Center. | Encourage name tag use at all church functions. |
| Guest follow-up | | | | |

CONGREGATIONAL GROWTH MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|-------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>New member support & orientation.</p> <p>Sponsor program Reception/dinner</p> <p>Follow up</p> | <p>Level IV for items within budgeted scope</p> <p>Level II for unbudgeted or new print materials.</p> <p>2009:</p> | <p>Have new or recent members do new-member support, orientation & follow-up.</p> <p>New Member Task Force—ensure that our program is truly lay-led.</p> <p>Luncheon on New Member Sunday</p> <p>Consider sign/map of building and post on walls.</p> | <p>New members have become more active and involved.</p> <p>Excellent progress has been made to ensure this.</p> <p>New member dinner on the Wednesday of the last class.</p> <p>No progress.</p> | <p>Continue to recruit recent new members for upcoming classes and programs.</p> <p>Continue with current efforts.</p> <p>Have a new member coffee hour on Installation Sunday.</p> <p>Find blueprint or draw floor plan of DS for map. Review printing of maps on paper brochures and wall-mounted acrylic plaques.</p> |
| <p>Growth Development</p> <p>Public relations</p> <p>Advertising</p> | <p>Level III for items within budgeted scope.</p> <p>Level I for communication/print needs.</p> <p>2009:</p> | <p>Have task force research/develop Yellow Pages ad on annual basis.</p> <p>Advertise locally at YMCA, day cares, etc. Create flyers for our members to distribute to their favorite businesses. "Is your life missing something?"</p> <p>Implement system to monitor growth/success.</p> <p>Implement a system to track Web site traffic.</p> <p>Feature member testimonials on Web site.</p> | <p>No longer needed.</p> <p>No progress.</p> <p>Discussed.</p> <p>Routinely done by Jan Sommerfeld.</p> <p>Discussed using handheld MP3 recorder.</p> | <p>None.</p> <p>Devise an efficient way to record interviews about program experiences and transfer to Web site.</p> |

CONGREGATIONAL GROWTH MINISTRY TEAM

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| Articulate the long-term strategy for FELC. Given this: Promote idea-generation at both sites. | Level II 2009: | Articles in weekly newsletter, monthly newsletter & Web site and temple talks promoting events (lay-led.) Conduct an annual member survey. Visitor engagement training. Explore additional sites, i.e. Town of Menasha — Highways 76 & 10. | Continue | Develop draft questionnaire to determine program strengths/weaknesses in an effort to increase participation. |
| | | | Discussed. | |
| | | | Discussed. | |
| | | | Discussed. | |

CONGREGATIONAL LIFE MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|------------------------------------------------------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Support-groups, i.e. Grief, Adoption and small-group development | Level I – support groups Level III small groups 2009: Level III small groups | Continue ongoing groups & nurture new groups. Explore small-group development with other ministry teams. | 2009: This responsibility will be moved to go under member care. Not accomplished. | Group will plan to work with other ministry teams on creating and developing more small-group opportunities. |
| Member care ministry | Level II for new items within budgeted scope. | Prayer 101 sessions: 1/year. | Not accomplished. | Provide prayer workshop. |
| Prayer ministry | Level IV for routine, ongoing programs. | Find volunteer prayer coordinator to head up prayer subgroup. | Not accomplished. | Find volunteer prayer coordinator to head up prayer subgroup. |
| Member connections | | Build health information center in library. | This is a work in progress. 2009: Move to new line of health ministry. | Provide & explore member connections program. |
| Wedding ministry | | | | |

CONGREGATIONAL LIFE MINISTRY TEAM

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| Wedding ministry | | New-parent ministry Present Stephen Ministry workshop fall '08 to gauge interest. 4 to 6 wedding sessions to include Christian counselor and materials. | <p>Changed to expectant parent ministry team. Move to new line of health ministry.</p> <p>The team has decided to table indefinitely Stephen Ministries, due to cost and lack of understanding of need for program on this level.</p> <p>Accomplished wedding sessions. Change from volunteer coordinator to wedding coordinator under way. 2009: Moved to member care.</p> <p>Accomplished programming; added events for Pastor Lyle's farewell, Pastor Bauer's welcome and the 10-year NS celebration.</p> | <p>Explore need for baptism/funeral coordinator to mimic wedding coordinators.</p> <p>4-6 wedding sessions to include Christian counselor & materials.</p> <p>Explore newlywed follow-up activity.</p> |
| Fellowship activities | Level III | Maintain fellowship activities (picnic, Lenten meals, Rattlers games). Most are ticketed events w/costs covered by ticket prices. i.e., coffee hour, LIFT meals; continue Breaking Bread with the Risen Christ. | | <p>Explore small-group development with other ministry teams.</p> <p>Maintain annual fellowship activities. Most are ticketed events or freewill offering. Maintain coffee hour.</p> <p>Maintain & grow LIFT meals participation.</p> <p>Explore one new fellowship activity.</p> |
| Time & Talent | Level III | This is new in 2008. | This is new in 2009 | Educate congregation on spiritual gifts inventory. Explore making it a separate ministry team. |
| Senior ministry | Level IV for routine, ongoing programs. | Implement new senior model to include 8+ activities. | Exceeded goal in numbers. Set up own checking account for the senior ministry program. | <p>Provide a minimum of 11 activities for seniors.</p> <p>Begin tracking attendance at events in hopes of growth.</p> <p>Continue cards to seniors until Member Connections is up and running.</p> |

CONGREGATIONAL LIFE MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|------------------------|-----------------------------------------------------------------------------------------------------|--------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health ministry | <p>Level II for new items within budgeted scope.</p> <p>Level IV for routine, ongoing programs.</p> | | <p><i>This is new category in 2009.</i></p> | <p><i>Special Friends – increase the number of visitors – no cost.</i></p> <p><i>Communion visitors – continue to build program – it would depend if any new communion sets were needed.</i></p> <p><i>Expectant parent – continue to build program. Add at least birth-2 year-old program in conjunction with education and Congregational Life – expenses: gift bags to new moms, educational materials, speakers, snacks.</i></p> <p><i>Blood pressure screenings – formulate list of RNs to help. Blood pressures taken at each site once a month.</i></p> <p><i>Support groups – Grief (give booklets from Stephen Ministries); Depression Support Group: continue meeting with group in 6-8-week periods. Expenses: educational materials, speakers.</i></p> <p><i>Blood drives – find coordinator – no cost to FELC.</i></p> <p><i>CPR classes – 1 time a year through Parish Nurse. Cost is \$35 per person.</i></p> <p><i>Continue private visits to home/hospital. Expenses: Resource materials.</i></p> |

FAMILY & YOUTH MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Middle school ministries: Help youth integrate into the mission and life of the congregation at age-appropriate levels.</p> | <p>Level IV 2009:</p> | <p>Provide worship, outreach, learning and fellowship opportunities for youth in Grades 6-8 monthly, quarterly and yearly.</p> | <p>Accomplished. Reformatted Wednesday night worship. Monthly outreach opportunities Weekly learning opportunities Monthly fellowship opportunities</p> | <p>Explore spiritual gifts inventories for all middle school youth. Begin faith-based mentoring program for at-risk youth/families. Continue with current goals of WOLF (Worship, Outreach, Learning, Fellowship.) Introduce middle school mission trips summer 2009. Staffing of part-time middle school specialist at 40-50 hours a month. Look at establishing partnerships with other ELCA churches for ministry opportunities.</p> |
| <p>High school ministries: Help youth integrate into the mission and life of the congregation at age-appropriate levels.</p> | <p>Level IV 2009:</p> | <p>Provide worship, outreach, learning and fellowship opportunities for youth in Grades 9-12 monthly, quarterly and yearly.</p> | <p>Accomplished Higher percentage of youth involved in worship leadership and involvement.</p> | <p>Continue with current models of ministry, with the addition of pilot small-group ministry in high school. Participation in NYG 2009. Participation in mission trips year- round. Staffing of a High School Specialist at 50-60 hours a month. Look at establishing partnerships with other ELCA churches for ministry opportunities.</p> |
| <p>Seraphim Choir: Provide youth an appropriate setting to express themselves through vocal music and have a defined role in worship services.</p> | <p>Level IV 2009:</p> | <p>Provide vocal choir experience for youth in Grades 7-12.</p> | <p>Accomplished.</p> | <p>N/A</p> |

FAMILY & YOUTH MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Cross-generational ministry: Help families integrate into the mission and life of the congregation at age-appropriate levels and abilities.</p> | <p>Level IV 2009:</p> | <p>Provide worship, outreach, learning and fellowship opportunities for families monthly, quarterly and yearly. Establish, encourage and support ministry that focuses on the home and parents as the primary faith providers for their children.</p> | <p>Taking Faith Home e-mail initiative launched and continuing. Resources made available. More on terminology used to allow people to be on the same page when talking.</p> | <p>Continue with current model. Staffing of a part-time elementary/family specialist at 50-60 hours a month.</p> |
| <p>Children's ministry: Help youth integrate into the mission and life of the congregation at age-appropriate levels and abilities.</p> | <p>Level IV 2009:</p> | <p>Provide worship, outreach, learning and fellowship opportunities for youth in Grades 1-5 monthly, quarterly and yearly. A year-round continuation of the summer KidsLife ministry that was established in 2007.</p> | <p>Continuation of KidsLife ministry on Wednesday night.</p> | <p>Provide support for staffing/volunteer needs for KidsLife ministry. Recruit high school students to work with ministry. Develop overnight yearly retreat opportunity.</p> |
| <p>Program support: Provide additional funding for program in the academic school year as needs rise.</p> | <p>Level IV 2009:</p> | <p>Supplemental funding to offset unforeseen events in 2008. Provide honorarium for specialty staff as needed from Jan-May and Sept.-Dec.</p> | <p>Accomplished as needed.</p> | <p>Set up volunteer/paid specialists to work in partnership with ministry to provide services. i.e. art, drama, writing, etc.</p> |
| <p>Summer program support: Provide additional funding for program in the summer program as needs rise.</p> | <p>Level IV 2009:</p> | <p>Supplemental funding for rental of transportation for off-site programs or North Site programs. Provide honorarium for specialty staff as needed from June-August.</p> | <p>Not accomplished due to lack of funding.</p> | <p>Set up volunteer/paid specialists to work in partnership with ministry to provide services. i.e. art, drama, writing, etc.</p> |

LEARNING MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|----------------------------------------------------|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Select curriculum. | Level IV 2009: | Staff & teachers review preschool curriculum. Evaluate first year use of "Here We Stand" confirmation curriculum. | Review completed; decided to continue with current curriculum. Task force reviewed the curriculum and has become a standing subgroup to perform annual reviews. | Review middle and high school curricula. Review the "Youth and Children's Ministry Handbook." |
| Recruit and retain teaching staff. | Level IV 2009: | Initiate an active recruitment plan in which teachers ask parents to assist in Sunday School; follow up with parents later. Quarterly fellowship and appreciation events At least one teacher development event | This was done, but was less successful than hoped (only one new teacher from this program). Quarterly appreciation events were done, but only one fellowship event occurred. Teacher development was included in the fall introduction and teachers were invited to a workshop in Green Bay. | Initiate a teacher prayer chain and include prayers for teachers in the weekly prayers of the church. Develop a "Bring your parent to Sunday School" program to raise awareness of what Sunday School teachers do. Develop temple talks for teacher recruitment. Host a pancake breakfast for Sunday School teachers (in February). Host a teacher development workshop led by a well-known Christian educator. No physical improvements recommended. |
| Recommendations about physical facilities | Level II 2009: | Paint art room walls in DS Room 014-015 with scrubable paint. | Determined to be unnecessary. | Replace failing TV/DVD projectors and screens. |
| Budget for learning | Level II 2009: | To propose the budget appropriate for Learning Ministry based on staff & MT input. Evaluate & update equipment-TV/DVD projectors. CHART Task Force continues to preserve and remind people of the FELC history. | This was done, but funding for replacement TV/DVD projectors and screens were removed from the budget. CHART is ongoing and aided in the 10 th anniversary celebration of the North Site. | Continue CHART subcommittee. Offer FELC for Hearsthorne and other tours. Continue to explore ways to present FELC history at both sites. |
| History & traditions of the Lutheran church & FELC | Level IV- 2009: | Explore ways to present FELC history in the building. | FELC showcased in Hearsthorne Historic Homes Tour. | |

LEARNING MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Develop Christian programs for: Infant ministry Baptismal classes Sunday School Confirmation Communion instruction Adult education Wednesday LIFT Summer learning programs</p> | <p>Level IV – 2009:</p> | <p>Discipleship model Promote use of devotional materials, "The Lutheran" magazine, reading the Bible. Plan ways to lift up the home as the primary place for faith development.</p> | <p>Devotions available at both sites; "The Lutheran" magazine available at both sites; Bible study a central focus on adult education classes. Parent-child communion instruction "Family First" Web site</p> | <p>Continue to provide free devotions and copies of "The Lutheran" magazine at both sites. "Book of Faith" Initiative to begin in January 2009 with Bible studies and a new Lutheran study Bible. Encourage new subscriptions to the "Family First" Web site. Encourage new subscriptions to "The Lutheran" magazine. Implement a family VBS in summer 2009. Implement "Toddling to Jesus" lesson for parents & toddlers in nursery downtown on Sunday mornings. Review the entire Sunday School program, identifying strengths, challenges and areas that need improvement. Explore the ways we might increase the participation of parents in the Christian education of their children.</p> |
| <p>Library</p> | <p>Level IV 2009:</p> | <p>Recommend furniture or bookshelf needed in Downtown Site Library. Fall book fair in 2008.</p> | <p>Bookshelves acquired and installed at the North Site and Downtown Site. Book fair in October.</p> | <p>Fall book fair in 2009.</p> |

OUTREACH & SOCIAL MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Support and awareness of churchwide ministries within the ELCA. | Level IV in education; 2009: | Continue to promote quarterly emphasis. | Synod benevolence support: \$75,000 ELCA Hunger Appeal: \$5,000 | Continue to promote quarterly emphasis |
| Support and awareness of synod and regional ministries within the ECSW. | Level II regarding any policy or program initiation; Level IV for ongoing distribution 2009: | Continue to support awareness and support on yearly basis as events and/or needs arise. | | Continue to support awareness and support on yearly basis as events and/or needs arise. |
| Support and awareness of congregational ministries. | Level II for new issues; Level IV for ongoing education and distribution 2009: | Continue to support awareness and support as need dictates. | 239 quilts; prayer shawls; school kits; Salvation Army; Adopt-a-Highway; bars of soap; Fill the Trailer Food Drive; shut-in visits; communion to church neighbors; CROP Hunger Walk; supported Common Ground w/ \$20 per family; groceries; household items from Echoes. | Continue to support awareness and support as need dictates. |
| Support and awareness of community agencies through benevolence monetary grants. | Level IV in education, and distribution. 2009: | Continue to support awareness and support agencies through localized grants based on benevolence. In addition, work with said agencies to provide consistent human resources as needed. | Leaven: \$2,000 Emergency Shelter: \$375 Housing Partner: \$200 Bethany: \$1000 Lutheran Social Services: \$5,000 Fox Valley Lutheran Home: \$1,000 Addiction Intervention: \$200 | Continue to support awareness and support agencies through localized grants based on benevolence. In addition, work with said agencies to provide consistent human resources as needed. |
| Echoes, a Christian Thrift Store | Level I 2009: Request Level III | Establish governance for direct report and an advisory board. Set expectations & budget. Work to increase volunteers and giving. | Moved to larger site. Echoes board established. | Establish governance for direct report and an advisory board. Set expectations and budget. Work to increase volunteers and giving. |
| Support and awareness of synod and regional ministries within the ECSW. | Level II regarding any policy or program initiation; Level IV for ongoing distribution 2009: | Add Crossways Camping Ministries as benevolence partner and establish giving that impacts camp directly, not just through funding for FELC members to attend camp. (See next level). | | Add Crossways Camping Ministries as a benevolence partner and establish giving that makes an impact to the camp directly, not just through providing funding for FELC members to attend camp. (See next level.) |

OUTREACH & SOCIAL MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|----------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Support and awareness of congregational ministries | Level II for new issues; Level III for ongoing 2009: | Add new partnerships with our African sister congregation in Rustenburg, South Africa. Establish funding for summer camp programs to support youth and/or families with partial scholarship to attend approved events. Add funding that will provide basis of support for new outreach and mission work in 2008 for congregational members. | Supported Rev. Job Ubland from Sister Congregation in Western Diocese of South Africa. | Add new partnerships with our African sister congregation in Rustenburg, South Africa. Establish funding for summer camp programs to support youth and/or families with partial scholarship to attend approved events. Add funding that will provide basis of support for new outreach and mission work in 2009 for congregational members. |

SUPPORT MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|--------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Downtown Site property acquisitions and planning | Level II 2009: | Implement approved (congregation) property acquisition plan; coordinate with Trust Committee, as required. Develop plans for existing and potential property acquisitions to include cost estimates. | Property acquisition-no activity Durkee Street house stabilized and garage secured. | Implement approved (congregation) property acquisition plan; coordinate with Trust Committee, as required. Develop plans for existing and potential property acquisitions, to include estimates. Propose plans for Durkee Street house and the adjacent property if available. |
| Property oversight and maintenance | Level IV for items within budgeted scope; II for unbudgeted 2009: | Routine subgroup ministry team oversight. Follow-up North Site building adjustments. Identify/prioritize Downtown Site/North Site projects for 2007-08. Downtown Site office upgrades – carpet upstairs – office improvements. | Routine sub-group ministry team oversight. Continued follow-up of North Site building adjustments. Follow-up North Site building adjustments. Reprioritized Downtown Site projects for 2008-09. Property maintained and equipment upgraded within budget guidelines. Unfunded items prioritized for future funding. | Routine sub-group ministry team oversight. Follow-up with North Site building adjustments. Identify/prioritize Downtown Site/North Site projects for 2009-10 Downtown Site office upgrades – carpet upstairs – office improvements to include parish nurse office. |

SUPPORT MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|-----------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Property & liability insurance coverage | Level IV | Routine oversight in 2008 | Routine oversight in 2008 | Routine oversight in 2009 |
| Annual budget | 2009: Level II | Establish draft budget for 2009. | Established draft budget for 2009. | Establish draft budget for 2010. |
| Sound & electronic technology | Level II purchases; Level IV maintenance. 2009: | Coordinate with ministry teams, i.e. worship, property oversight, communications, and with staff to develop needs for sound and electronic/computer technology. Master plan for sound-NS and implement as approved. Networking FELC DS/NS: complete. | Sound system purchases-NS soundboard, DS sound system for worship in the park. Network upgraded to include NS access master plan for sound-North Site completed, awaiting prioritization and funding. Downtown Site sound: Long-term plan awaiting prioritization. | Coordinate with various ministry teams, i.e. worship, property oversight, communications, staff to develop needs for sound and electronic/computer technology at FELC. Master plan for sound-North Site implement as funding is approved. IT inventory—continue to review an update/upgrade as needed. |
| | | Develop IT inventory and modernization program. DS sound plan—implement as approved. | IT inventory is complete—replacements scheduled as needed. | Downtown Site sound plan: Defer for 2009 TV ministry: identify needs, prioritize switching board. |

SUPPORT MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Financial management and controls | Level II for new initiatives or unplanned; Level III for planned activities; Level IV for routine. 2009: Level IV | Provide financial controls for 2008. Annual internal audit conducted. Implement audit recommendations. 2008 Commitment Sunday goal: 6% growth. Continuous stewardship emphasis throughout year. | Financial controls completed with Council approval/coordination. Internal audit in progress, to be completed in 2008. Revise financial statements by end of year. 2008 Commitment Sunday goal. Stewardship was emphasized throughout the year with communications to the congregation and articles by Pastor Steve McKinley. | Provide financial oversight for 2009. Implement audit recommendations. 2009 Commitment Sunday goal: 6% growth. Continuous stewardship emphasis throughout the year. |
| Stewardship: Grow financial support | 2009: Level IV | Recommend move of Stewardship-Time & Talent subgroup to Congregational Life Support as required. | Stewardship-Time & Talent subgroup moved to Congregational Life. | Reactivate subgroup. Review staff/volunteer job descriptions and revise/develop as required. Provide human resource support to staff. |
| Stewardship: Grow member participation | Level IV 2009: | | | |
| Personnel | Level III 2009: | | No activity | |
| Communications & media delivery | Level II for changes in processes; Level IV for implementation and ongoing activity. 2009: | Communication plan, review and modify as required. Approved communication plan implemented as budgeted. Web site development, ongoing project. Support Simply Giving Program. | All goals were accomplished. | Web site development: ongoing project. |
| Capital appeal | Level II 2009: | Conduct campaign in 2008 | Capital campaign was conducted and completed during the year. \$1.85 million pledged. | |
| Ministry team operation | Level III 2009: | Merge finance subgroup into ministry team. Reconstitute ministry team and subgroups. | Ministry team operated by merging the finance subgroup with the main body. | Provide optimal operation of ministry team and subgroups. Reconstitute and add members to ministry team and subgroups. |

WORSHIP MINISTRY TEAM

| Major Responsibilities | Authority level * w/boundaries ** | 2008 Program | 2008 Results/Accomplishments | 2009 Program/Goals |
|------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Provide meaningful, missional, word and sacrament worship. | Level IV; Level III for worship scheduling. 2009: | Review service protocols; electronic sound equipment; LIFT service. | Electronic sound equipment for Downtown Site and new soundboard for North Site. Worked on protocols and conducted a congregational survey in preparation for review teams. Enhanced Pentecost and Advent services. | Continue to work on lifting up the seasons of our church. Complete work on the service protocols. Support the LIFT service in any way that we can. Purchase 3 new Lavalier microphones. Handbell choir equipment (Melissa is checking with Karen for needs.) |
| Support and direct use of music within worship. | Level IV 2009: | Handbell choir equipment Director of music Increase member participation in services & choir. | Addition of Melissa Moll and Bob Whitton to the Downtown Site and North Site as music directors. | Increase member participation in services & choir and identify and recruit instrumentalists and vocalists. Purchase music for the different choirs. Licensing fee for the Web. Organ maintenance |
| Tend to worship space. | Level IV 2009: | Reserve City Park. Paraments NS/DT. Acolyte robes/albs. Liturgical arts group. | Banners and banner stands were created for the North Site. Discussion of a memorial list for items needed for the Sanctuary. | Reserve City Park for summer 2009. Develop wants/needs list for purchases of memorial gifts, such as candle lighters, albs, chalice, paraments, etc. |
| Enable lay volunteer participation. | Level IV 2009: | Develop/implement worship coordinator position. Assist Jean Monson in volunteer recruitment/training. | Establish worship coordinator position? | Assist in volunteer recruitment. |

2008 BENEVOLENCE

2008 Actual Benevolence Base: \$1,043,449

| | Total Benevolence <u>Paid</u> |
|----------------------------------------|----------------------------------------------|
| CHURCHWIDE MINISTRIES | |
| ELCA Synod Benevolence | 75,000 |
| ELCA Hunger Appeal | 4,000 |
| Lutheran World Relief | 2,500 |
| Missionary Sponsorships | 2,500 |
| | |
| SYNOD & REGIONAL MINISTRIES | |
| ELCA Conference Outreach | 3,892 |
| Lutheran Social Services | 2,500 |
| Bethany Home (Waupaca) | 400 |
| Fox Valley Homes | 1,550 |
| | |
| CONGREGATIONAL MINISTRIES | |
| Addiction Intervention Ministry | 100 |
| Good Samaritan Fund | 979 |
| Church College Covenants | 9,000 |
| | |
| COMMUNITY MINISTRIES | |
| Ecumenical Network | 100 |
| Youth Unity Workshop Service | 300 |
| Emergency Shelters | 200 |
| Leaven | 1,500 |
| Fox Valley Housing Partnership | 200 |
| Habitat for Humanity | 100 |
| Harbor House | 100 |
| ESTHER | 100 |
| Salvation Army | 200 |
| American Cancer Society | 65 |
| Women of the ELCA | 100 |
| Church Women United | 25 |
| | |
| TOTAL | 105,411 |

FELC COUNCIL 2009 STRATEGIC PLANNING

The Council's strategic plan for 2009 as approved and prioritized:

Connecting discipleship with the congregation to live our mission and vision

- Members understand; implement steps in the discipleship model to increase the depth of faith and commitment to faith.
- Numerous new examples of discipleship are evident; communicate to the congregation.

Resolve leadership issues

- Improve leadership relationships with congregation by demonstrating and communicating a leadership plan to the congregation.
- Improve Council, pastoral and staff relationships.

Increased stewardship/finances

- Members giving from their sense of connection to the church; members have a compelling reason to give; improved stewardship by members.
- Meet the 2009 budget.

Music programs are enriched and support vital transforming worship

- Grow music programs at both sites.

Improving youth programs

- Youth and parents involved in shaping and improving youth programs
- Confirmation program needs to be enriching.
- Improvement is measured by youth and parents.

Enrich and broaden outreach programs

- Build on Echoes' enlarged position.
- Develop collaborative and faith-based outreach programs.
- Enhance service to members.
- Improve communication about our outreach endeavors.

Organizational Issues

- Council – investigate organization and operation of the Council.
- Governance – investigate opportunities for improving organizational roles and governance within FELC

(Approved Oct. 28, 2008)

FIRST ENGLISH LUTHERAN CHURCH

www.felc.com

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E-mail: felc@felc.com

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Monday-Friday
Phone: 920-882-7942
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| Pastor Bob Herder | 920-738-6640 | rherders@aol.com |

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CONGREGATIONAL COUNCIL

| | | |
|-----------------------|---------------------------------|-----------------------|
| Dan Baumbach | Nancy Hershfield, Secretary | Jeff Picken |
| Mark Des Rochers | Mike Lokensgard | Steve Uslabar |
| Jeff Diehl, Treasurer | Wayne Luck | John Zweig, President |
| Karen Dorn | Dana Olson | |
| Ellen Evensen | Kirsten Owens | |
| Amy Henderson | Peter Peregrine, Vice President | |