

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



## A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

*"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16*



## ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

# LITANY

- L. O God of all power and love ...
- C. ... we give thanks for your unfailing presence.**
- L. O God of all power and love, we give thanks ...
- C. ... for the hope you provide in times of uncertainty and loss.**
- L. O God of all power and love ...
- C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.**
- L. O God of all power and love, we ask you ...
- C. ... to revive us to live as Christ's body in the world.**
- L. O God of all power and love, we ask to be ...
- C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.**
- L. O God of all power and love, we ask you to be with us ...
- C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.**

### Build Us Up, Lord

1 Build us up, Lord, build us up; set in  
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your  
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.  
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we  
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the  
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.  
sure. Grant us faith that's stead - fast and true.

*Refrain*

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952  
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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

**LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.**

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**All Saints Lutheran Church –ELCA**  
**55th Annual Congregational Meeting**  
**Sunday February 7th, 2021**  
**Devotions**

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**Pastor:** O God, you have promised through your Son to be with your church forever. We give you thanks and praise for those who founded this community of believers and for signs of your presence in our congregation. We continue to give thanks and praise for the ministries of: Ray Stubbe, Larry Sandin and Dave Morton.

Increase in us the spirit of faith and love, and make our fellowship an example to all believers and to all nations. We pray through Jesus Christ, our Savior and Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever.

**PEOPLE: AMEN.**

(A Volunteer is needed to read the WORD: I Peter 2. 1-9)

**R**id yourselves, therefore, of all malice, and all guile, insincerity, envy and all slander. Like newborn infants, long for the pure, spiritual milk, so that by it . you may grow into salvation if indeed you have tasted that the Lord is good.

Come to him, a living stone, though rejected by mortals yet chosen and precious in God's sight, and like living stones, let yourselves be built into a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ. For it stands in scripture:

**S**ee, I am laying in Zion a stone, a cornerstone chosen and precious; and whoever believes in him will not be put to shame.+

To you then who believe, he is precious; but for those who do not believe,

**T**he stone that the builders rejected has become the very head of the corner,+and **A** stone that makes them stumble, and a rock that makes them fall.+

They stumble because they disobey the word, as they were destined to do.

But you are a chosen race, a royal priesthood, a holy nation, God's own people, in order that you might proclaim the mighty acts of him who called you out of darkness into his marvelous light.+

The Word of the Lord.

**PEOPLE: THANKS BE TO GOD.**

**All Saints Lutheran Church –ELCA**  
**55th Annual Congregational Meeting**  
**Sunday February 7th, 2021**  
**Agenda**

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**Call to Order:** Helen Haworth, President

**Opening Devotion:** Reverend Jas A. Mortenson

**Adoption of the Agenda:**

**Old Business:**

**New Business:**

- |  |  |
|--|--|
| • Acceptance of Previous Years Minutes | • Election of Church Council Members           |
| • Appointment of Tellers               | • Presentation of the Proposed Budget for 2021 |
| • Report of Nominations Committee      | • Delegates for the 2021 Synod Assembly        |

**Report of the Pastor and Church Officers:**

- |                           |                                |
|---------------------------|--------------------------------|
| • Report of the Pastor    | • Congregational Council Recap |
| • Report of the President | • Statistical Report           |

**Reports of the Standing Committees:**

- |                       |                     |
|-----------------------|---------------------|
| • Christian Education | • Stewardship       |
| • Evangelism          | • World Concerns    |
| • Finance and Audit   | • Worship and Music |
| • Property            |                     |

**Reports of the Ad-Hoc Committees:**

- |              |                   |
|--------------|-------------------|
| • Craft Fair | • Mutual Ministry |
| • Endowment  | • Security        |
| • Memorial   |                   |

**Council Election Results:**

**Closing Devotion:**

**Adjournment:**

<b>Congregational Council Terms</b> (as of February 2021)		
Consecutive Full 3 Year Terms		Term Expires (January)
2		2020
2		2020
2		2020
3		2021
3		2021
3		2021
1		2022
1		2022
1		2022
Need to elect: 3 -3 yr terms; 3-2 yr terms; 1-1 yr term and 1 appointed position for Church Secretary for a 1 year term		

### **Open Committees:**

- Youth Committee
- Finance
- World Concerns Committee
- Stewardship Committee
- Property
- Christian Education Committee



## All Saints Lutheran Church- ELCA Minutes of the 53rd Annual Congregational Meeting Sunday, January 26th, 2020

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### I. Call to Order

- A.** The annual meeting was called to order by President Dan Duchesneau at 12:18 p.m.
- B.** The opening devotion was given by Reverend Jas ~~W~~J+A. Mortenson.
- C.** Determination of Quorum: A quorum was reached with 61 attendees. 61 attendees were needed to reach the quorum.
- D.** President Dan Duchesneau noted changes to the meeting agenda: Due to the late start to the meeting, the order of the agenda will be adjusted as follows:
  - 1. Elections
  - 2. Budget
  - 3. Regular business
- E.** A motion to accept the adjusted agenda was made by Pastor Mortenson, seconded by Debbie Krajnak; the motion carried.

### II. Elections

- A.** Appointment of Tellers: Pat St. Louis, Bill Runningen and Dan Thein were appointed tellers.
- B.** Report of the nominations committee: On behalf of the committee, Dan reported that there is a change to the nomination slips. The one person who had accepted the nomination has since turned it down, so there are no nominations. Kathy Bauman then volunteered for nomination. Dan continued to report that of 4 openings on council, 1 person is willing to run. Dan asked which committee should be dropped or combined. Lisa Kleppek stated that combining committees would be too much work for one person. Dick Kahle expressed concern and sadness that we do not have enough members willing to run for council. Dan Duchesneau and Sean Kingston expressed similar concerns regarding commitment. Sandy Montague stated it is about priorities and commitments. Lisa Kleppek stated that the membership has looked into hiring a manager in the past, which this church cannot afford. Sandy Montague agreed that the church does not have the finances to hire a manager. Hearing no other nominations or volunteers, Derk Vander Molen motioned to close the nominations. Mary Zahn seconded. Being the one member who volunteered to run, Kathy Bauman was elected to council.

### III. Finance and Budget:

- A. Sean Kingston reviewed the financial statements noting no growth or a deficit. He stated that a 5% increase in giving is needed to meet the 2020 budget. The year ended with \$5,500 in the checking account on December 31, 2019. Sean reported the other cash balances. Sean walked the members through the financial statements. Sue McIntosh inquired of the status of the results of the credit card usage for scrip purchases. Treasurer Barbara Schrubey stated that since the beginning of the period being monitored, 1 credit card purchase was made. Sean noted a correction in the third paragraph of the Finance Committee Report: references to years of borrowing were from the Special Purpose account, not the general account. Sean highlighted the decrease in electric expense due to installation of energy efficient bulbs and the increase in snow removal, noting in particular the frequency of salting despite contacting the vendor who does not respond to Dick Kahle's calls. Dick noted the Oak Creek requirement that sidewalks be cleared 24 hours following a snowfall and thanked James St. Germaine for taking care of this, saving the church money. Dick also thanked Michael Steiner for placing driveway markers thus saving money.
- B. Sean then continued to the budget, noting it includes 3% increase in pastor salary. Sandy Montague asked about liabilities on the financial statement. Sean explained how the timing of donations and transfer of those funds to the segregated bank accounts can bridge month-ends thus resulting in a liability. Carol Frechette inquired of the endowment funds purpose. Don Olsen reported that no disbursements have occurred since reaching \$100,000 threshold 2 years ago. Currently there is \$130,000 in the fund. The Endowment Committee has not yet decided on a disbursement policy. Mary Zahn asked if students from our congregation could apply for a scholarship. Pastor Mortenson said that the committee has to create guidelines first. Don Olsen stated this is the first time the fund has had enough to consider developing policies and that the committee will need to do that.
- Sean then returned focus to the budget; motioning to accept the budget that includes 3% raise for pastor, musician/pianist salaries, \$.50/hour raise for administrative assistant and \$.30/hour raise for the custodian. Dick seconded the motion and it was approved.
- IV. Delegates for the 2020 Synod Assembly on May 29-30, 2020: Dan noted the Synod Assembly location would be at the Italian Community Center. Brian Rathmann volunteered to attend.

## Return to the Regular Agenda

### V. Old Business: None

### VI. Reports of the Pastor and Church Officers

#### A. Report of the Pastor (Pages 9-13):

Pastor Mortenson drew everyone's attention to the 2020 challenge in his report. With the financial successes from the craft fairs, cookie sale and new this year was the How Great Thou Art Sale, he is looking for members to step up to hold rummage sales in June and August. Brian Rathmann asked how many members we currently have. Response was in excess of 600. Brian then asked how many give on a regular basis; the response being 231 gave this past year. Sarah Jolitz stated that Evangelism had discussed the rummage sale idea this past year. Margaret Coonan and Sarah Jolitz then volunteered to run 2 rummage sales in 2020.

#### B. Acceptance of Previous year's minutes (Pages 4-7): A motion to accept the minutes of the 53<sup>rd</sup> Annual Congregational Meeting Minutes was made by Shiela Schwarz and seconded by Pastor Mortenson. The motion carried.

#### C. Report of the President (Pages 16-18): Dan thanked the council. Pastor and council members then followed with thanks to Dan for his service.

#### D. Congregational Council Recap for 2019 (Pages 18-21): Report on file.

#### E. Statistical Report (Pages 22-24): It was noted that the report states we have 687 members. This was noted because of Brian Rathmann's earlier question.

#### F. Pastor Mortenson motioned to accept the reports of the pastor and church officers, Randy Meier seconded, and the motion passed.

### VII. Reports of the Standing Committees

#### A. Christian Education (Pages 25-26): Leanne Buttke thanked volunteers who helped throughout the year, especially calling out Sue LaFond and John Montague. Leanne noted that her council position was one of those that is now open. VBS was already dropped a few years ago, and SCS could be next.

#### B. Evangelism (Page 27): Report on file.

#### C. Finance (Handout): Sean thanked his committee and Denise Kalski for help with the audit. Sean noted that the gift card program was also audited and there were no irregularities. Sandy Montague questioned if the audit should be done by members not on the finance committee.

- D.** Barbara Schrubey noted that people are selected from Time & Talent submissions. John Montague, Tom Coonan, Rita Cieszynski volunteered to perform the audit in 2020.
- E.** Property (Pages 28-29): Dick Kahle stated that although he will not be on council, he will be available to assist with repairs. Dick commented how the grounds always look beautiful and thanked the volunteers. Dick was also then thanked.

#### VII. Reports of the Standing Committees (continued):

- F.** Stewardship (Page 31): Lisa Kleppek reported that this year on-line Time & Talent was tried for the first time. She urged members to volunteer for liturgy tasks if they are not able to commit time to serve council; to please sign up to fill positions at liturgies to help our church. Mary Zahn stated that she personally handed out Time & Talent sheets at liturgies this past week and received 29 completed sheets.
- G.** World Concerns (Page 32): Helen Haworth thanked everyone who contributed this past year and thanked the committee. Pat Bruss-Horswill spoke to the organization and success of the food pantry.
- H.** Worship and Music (Page 30): Randy Meier thanked his strong committee who keep him in line, and thanked members in attendance for the collection for the donkey fee for Palm Sunday which is not in the budget. He noted a report correction on page 51 for the Easter Flower Sale. The net income should be \$194.70 (not \$506.50).
- I.** Youth Ministry (Pages 33-34): Phyllis Runningen thanked everyone, and families, for the fun activities. She noted a correction to the headers on page 53 for the net income from butter braids sale and car wash, the headers should be switched.
- J.** Pastor Mortenson motioned to accept the reports of the standing committees; Sandy Montague seconded, and the motion passed.

#### VIII. Reports of the Ad-Hoc Committees

- A.** Craft Fair (Pages 35-36): Report on file. Mary Jo Meier was thanked by everyone.
- B.** Endowment (Page 37-38): Report on file. Don Olsen noted a 27.96% return on investments in 2019. Randy Meier asked who is responsible for developing guidelines for fund distributions. Don responded the committee is responsible, and that the rule of thumb is 4% distributed annually. Don thanked the committee and Barbara Schrubey as the advisor.
- C.** Memorial Committee (Pages 39-45): Dan reported on the committee; the report is on file.
- D.** Mutual Ministry (Pages 46-47): Report on file.



- E. Security (Pages 48-49): Lisa Kleppek requested volunteers for security monitors. John Montague asked if security cameras are installed and working and effective. Sean responded yes to installation and working, and that effective is subjective. Recording begins when motion is detected and stored on a cloud server. It is not monitored live, but we can go back and review video if an incident occurred. John then referred to the light pole taken down twice this past year; the issue is that we need some type of device to highlight the poles to avoid that happening again.
  - F. Pastor Mortenson motioned to accept the reports of the ad hoc committees, Debbie Krajnak seconded, and the motion carried.
- 
- IX. A free will offering was taken for lunch with proceeds to once again go toward the donkey for the Palm Sunday processional.
  - X. Joan Koenig won the attendance door prize of a \$50 Kwiktrip gift card.
  - XI. Closing Devotion: Reverend Jas A. Mortenson gave the closing devotion.
  - XII. Adjournment: Pastor Mortenson made a motion to adjourn the meeting; Debbie Krajnak seconded, and the motion carried. The meeting was adjourned by President Dan Duchesneau at 1:42 p.m.

Thank you to everyone who attended the meeting and shared their thoughts and opinions. Thank you to Kinga for compiling the Annual Report.

Respectfully submitted,

Leanne Buttke  
2019 Council Secretary



## Nominations Committee Annual Report – 2020

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Gathering volunteers to serve on the church council is the work of the Nominations Committee. This year members of the committee included:

Kathy Bauman, Sara Jolitz, Sean Kingston, Randy Meier, Suz Pitts, and me.

There are 7 openings on council this year.

That means 7 opportunities to help plan our path forward.

There is still a little time to add your name to the list of nominees.

Open positions:

- 3 . 3 yr
- 3 . 2 yr
- 1 . 1 yr

Respectfully submitted,

Helen Haworth

Church Council President



## Report of the Pastor Rev. Jas Mortenson Annual Report – 2020

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Loving God, in holy baptism you have gathered us together across all human divisions and reconciled us to yourself in one body through the cross. Strengthen us now by your presence, that our thoughts and actions may be rooted and grounded in your love for us, through Jesus Christ, our Savior and Lord.

### TOPICS:

- Necrology Report
- Statistical Report
- Art Fair Report
- Christmas Cookie Sale and More
- Staff
- The year 2020
- The year Ahead
- The Constitution
- Specific Challenges
- Heroes and Heroines
- Carpeting Replacement
- A Final Word of Thanks

**THE REPORTS:** The Necrology Report for 2020, The Statistical Report, The Art Fair and The Christmas Cookie Sale and More all fall under the auspices of the Pastor. You will see/find these as all separate reports scattered throughout the Annual Report in its entirety. Kinga Vnuk acts in the role of Church Statistician as a part of her Administrative Assistant responsibilities. It is, however, my responsibility to keep the congregation aware of ~~W~~HERE WE ARE+as a Church Family over the course of a year. Please do look at these individual and separate reports as all of them are important and reflect our life together in the church.

**STAFF:** Again, I am so thankful for our church staff and for their commitment to you and to us as a church family. Peggy Rudolph-Lisle just celebrated twenty years with us, Kinga Vnuk will be coming up on that date next year, I believe. It is amazing. I could not be happier. I am more and more aware of the importance of music in our communal worship life. We are indeed blessed and are extremely fortunate.

I also recently learned that Kinga Vnuk will be celebrating her sixth year as Office Administrative Assistant this year. I tell you, the time continues to fly by! Kinga is a blessing to work with and is an important resource in the church office.

We are also blessed to have Sara Jolitz as our Church Custodian (Sexton, being the official church language.) She continues to amaze us with her presence. I tell you this girl can do anything, and she learns it all on YouTube videos! I am amazed.

As for myself, Lord willing, retirement is prayerfully set for May 23<sup>rd</sup>, 2026 on the celebration of my 50<sup>th</sup> Anniversary as an Ordained Pastor of Word and Sacrament. I will be planning one final liturgy of celebration, again, Lord willing! But until that time, there is so much to do and so much more to accomplish.

**THE YEAR 2020:** The year 2020 was a challenge from the get-go. At our 54<sup>th</sup> Annual Meeting we could not get enough people to fill the necessary positions on the Church Council. The Youth Committee was declared vacant for the entire year. Sad. Fortunately, we did have individuals step-up and offer us help and further guidance and assistance. Kathy Bauman, Sara Jolitz and Suz Pitts all offered their time and talents and themselves for appointment to the church council for a one-year period of time. We still had no one in YOUTH MINISTRY.

The 2020 Council barely got going and COVID . 19 hits with a vengeance. Not everyone was comfortable with zoom meetings. One of council's actions was to temporarily suspend the constitution. No quorums. No members removed. Committee work temporarily suspended for the safety of all. We would get through this together; doing what was necessary and attempting to keep our church open throughout a world-wide pandemic and more importantly, our food pantry.

We did find that moving in the direction of an Executive Committee or Executive Board was a good idea. Fewer people. Socially distanced. Masked. President. Secretary. Treasurer. Pastor. Others, as needed. Reports still continued to be an important asset to keep everyone in the loop of on-going activities.

Spring Craft Fair, Two Rummage Sales (June and August), the Art Fair, the Fall Craft Fair and the Christmas Cookie Sale were still all on the table. Continued finances were a priority in keeping the doors open.

Money and income were and still are a concern.



That is the reason that initially in going with VIRTUAL LITURGIES we solicited monies to cover the cost of the pianists. There were no layoffs. No closing down. All Sermons and Bible Studies were virtual. To this day, we still do liturgies without enough funds to cover the cost of our church musicians. Fortunately, a number of families switched to on-line, E-giving or Simply giving and as a result, we were in a better place than at the beginning of the pandemic.

Being blessed by a number of people who stepped up and offered to LIVE STREAM our liturgies, we went from one to live-streaming three liturgies a week.

Thanks to Bob Payne (who initiated everything) and to Jenny St. Germaine, Judy Wolter, John Montague, Makenzie Blackman, Bob Payne, and Kinga Vnuk we are able to LIVE STREAM every liturgy.

Thanks to Lisa Kleppek and the Worship and Music Committee we are able to offer communion on a monthly basis, while keeping everyone safe and socially distanced. Prayerfully, we will continue as long as necessary. We are here for you! We have also continued Baptisms, Confirmations, First Communions and Funerals all during the pandemic.

For the safety of our family members there are NO FUNERAL LUNCHEONS. They simply are not feasible at this time. I tell you it has been a year as you, well know.

**THE YEAR AHEAD:** 2021 is not looking really bright. Because of 2020, we have 6 members of the church council to replace and we need to appoint a secretary. (7 positions, with only two members remaining on the council as carry-over.) With limited numbers of individuals worshiping with us, nominations are sorely suffering.

It is expected that the Executive Board, Executive Committee will play a larger role in 2021. The constitution has been suspended for 2021 until such time as the church council reenacts it. So, we have no quorums. No members being placed inactive. The committee structure will be . what it will be. We will get through this. We will continue on

**THE CONSTITUTION:** can be reinstated at any time by the Congregational Council.

**SPECIFIC CHALLENGES AHEAD:** Like our world, we are in unknown territory here. We are attempting to do as best as we are able. Finances which have always been a concern will continue to be an on-going concern. WE WATCH EVERY PENNY, every expenditure. YOUR CHURCH is being extremely financially careful and fiscally responsible. We want to be around in 2022 and beyond!

The Committee structure will be determined by the 55<sup>th</sup> Annual Meeting. Where we go and how we proceed will be based upon the outcome of the elections and the meeting itself.

Our Food Pantry continues to exist on its own, without the huge amounts of food donated from the US POST OFFICE or from the Oak Creek Middle Schools or the Boy Scouts or from any other organization. YOU have kept our food pantry open and helping people on a weekly basis throughout the year. I am so proud, yes, hubris is a sin, but no one has ever been turned away without food. We continue to meet the needs of our community, as well as, helping some of our own. I do have concern IF we can keep this up and continually sustain it on our own. So far, so good.

Part of our new-normal is NO USHERS, NO COMMUNION ASSISTANTS, NO ACOLYTES, NO LECTORS, and NO GREETERS and still we are able to pull-off worship without assigning anyone to do anything. IT IS nothing short of miraculous!

OUR NEWSLETTER: While most churches have suspended or have cut their newsletter in size (to one or two pages) ours has stayed the same if not increased in size. I believe communication with you and what we do and what we are attempting to do and what we are about is of the utmost importance.

COMMUNION: I want you to know that communion is available any time, any day. There are those people who have stopped into the church, we go up to the altar, socially distanced and celebrate together. The sacrament continues to be offered.

HOME VISITS, LIKE HOSPITAL VISITS and NURSING HOME VISITS: are all not suggested at this point. As the pandemic continues and even surges, we want everyone to be safe. We actually say that weekly in liturgy. We want you safe. Pray with me that more and more people are able to be vaccinated in the coming months ahead. We need to get control over this virus.

**HEROES AND HEROINES:** There are so many. I refuse to name names. I do not want to miss anyone. You know who you are. You know HOW you helped out and HOW you have stepped up.

YOU have kept ALL SAINTS alive and well and functioning on a daily basis. To all those who have volunteered to read in worship, my heartfelt thanks. To the Worship and Music Committee for all the color changes, decorating and keeping us liturgically correct. To those who have prepared the sacrament on a monthly basis so that %others+ may partake, bless you. For the Altar Guild and those who have seen to it that the sacrament is available to all on a weekly basis, my profound thanks. To those who have provided altar flowers, and memorial candles on an on-going basis, thank you, so much. Not to be forgotten are those people who stop in randomly or on weekends to purchase gift cards, bless you. To all who helped out at the two Craft Fairs, the Art Fair, the two rummage sales and the Christmas Cookie and More sales, you guys are awesome. To those who supply wine for the entire congregation on a yearly basis without fanfare, you are too kind. To those who fold bulletins on a weekly basis and to those money counting teams who continue to do their tasks, thank you so much.

There is a global pandemic, we are open, we are here, and we continue functioning on a daily basis, when many churches are closed and are trying to figure out HOW to reopen and WHENõ it is miraculous and nothing short of amazing.

**CARPETING REPLACEMENT:** Oh, my goodness it is so bad. It is now 15 years old and sorely in need of replacement. The spots can no longer be removed. This past year during %difficult and odd times+we were able to raise \$5,000 toward replacement. I am not sure what 2021 will hold. It is my desire to hold a bake sale in February for carpet replacement, expect more to follow. We need some expert advice this time aroundõ someone from the outside to help us ascertain what would be best for our situation. I expect it will cost us an addition \$5,000 maybe even more. The Church Office is also in need of replacement of some kind. WHAT would be best? Carpet? Tiles? Wooden flooring of some sort? A combination? And what about future upkeep and care? These are all lingering questions which may or may not be answered in 2021. Personally, I am in no rush. I want to see it done right.

**A FINAL WORD OF THANKS:** Thanks, sounds so hollow, so empty, and yet, know that it is heartfelt. My heart overflows with gratitude. We are blessed. We are blessed indeed. Thank you.

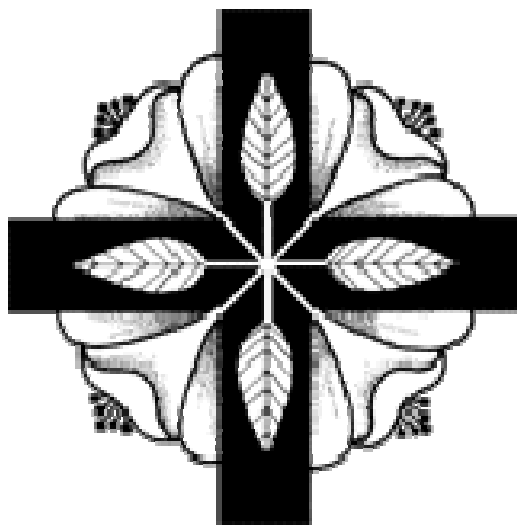
## Necrology Report – 2020

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(Members and Family Members of the Congregation who died in the year 2020)

Remember, blessed are they, who die in the Lord.+

- Karen Thea Delebeck
- Elwood James Anderson (Ed)
- April Lynn Feltz
- Sharon Mae Gates
- Norwood Elmer Steinbauer (Husband of Linda)
- William John Wishall
- Joel Gerald Heine
- Marlene Kay Osse
- Bradley Alexander Grabner
- Dawn Joy Greathouse
- Walter G. Jagodzinski
- Richard Kenneth Genke  
(Husband of Ruth)





## Simply Giving Report – 2020

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### Giving By Month:

January	\$ 6,524.16
February	\$ 6,198.63
March	\$ 7,572.61
April	\$10,221.00
May	\$ 8,891.32
June	\$ 8,518.36
July	\$ 8,169.17
August	\$ 7,850.77
September	\$ 8,188.63
October	\$ 8,583.17
November	\$ 8,508.02
December	\$10,488.83
Total Simply Giving in 2020	<b>\$99,715.00</b>
Average Giving Monthly	\$ 8,309.58



## President's Report Annual Report – 2020

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It has been an honor to serve as a church council president during the past year. Though constrained by the limitations imposed by Covid-19, we were able to function, here, at All Saints. I am grateful to all who aided in keeping the bills paid and taking care of the many details that keep the church functioning every week.

When we could not gather in groups larger than ten, some of you immediately changed your donations to Simply Giving. Others mailed in their donations or delivered them in person. Thank you for your generosity.

To supplement the donations, fundraisers were increased this year. In addition to an Art Fair and a Fall Craft Fair, there were two rummage sales, and an expanded cookie sale. There were, also, online auctions. Dozens of people were involved in each of these events. Thanks to all who helped to make them successful.

Since we were at the 10 person or less limit when Palm Sunday was near, PJ decided that we really needed to stream our liturgy online. Bob Payne stepped up to set up FaceBook Live so that people could participate in liturgy from their homes. Since then others have also volunteered to take turns doing the streaming. As a result we are still able to reach those who cannot actually be in the building because of Covid-19. This has expanded our outreach beyond our own congregation.

When we needed lectors people signed up to read as they entered for liturgy. Thanks to all of you.

When this year's food drives were cancelled, members donated enough food that the food pantry always had a supply. Your generosity has made things a little easier for many during this difficult year.

PJ has taken on extra tasks this year during Covid. He still found time to prepare two online Bible Studies. The first covered the first five books of the bible (the Law). The second covered the Book of Psalms, discussing each one. He also answered numerous questions that I had and discussed things that needed to be accomplished.

Kinga, as administrative assistant, has adapted to a number of changes during this year, including printing self-contained liturgies, with hymns, for each of our liturgies.

Our musicians, Peggy and Kinga, have donned masks and play during our liturgies every week, often offering special music to enhance our worship.

Sarah, our custodian, has been taking extra care with any touch surfaces, making sure that everything is especially clean and sanitized.

The examples of cooperative effort and extra care included in this report are only a sample of efforts put forth during the past year.

A huge thank you is in order for everyone who helped in any way to move our congregation forward during the past year. Special thanks go to PJ and wonderful staff.

Respectfully submitted,

Helen Haworth

Council President





## Congregational Council Recap for – 2020

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### ***“The year of the Coronavirus”***

**January:** The regular monthly meeting was held on January 20, 2020. Hats, mittens, and scarves received on the tree were donated to Edgewood Elementary School, approved by Council. Discussion took place as to re-painting the Anniversary Wall back to a color to represent the 50th celebration. This will be done by a few members of the church in February. The 2020 budget was presented to Council. It included raises for all employees and was approved by Council in preparation for the membership vote at the Annual Meeting. New member, Daniel Wipijewski was accepted by council. As of the January Council meeting, there were seven nominations received, five were no's and one yes, and we were still waiting for one to answer. Annual meeting preparations were discussed.

The Annual Meeting was held on January 26th, 2020. Lisa Kleppek, Jenny St. Germaine, Randy Meier, Helen Haworth and Sean Kingston were still remaining on Council. One person, Kathy Bauman offered to be on council. Following the Annual Meeting Helen Haworth was elected to President, Sean Kingston, Vice President, Sandy Montague, Secretary, Kathy Bauman, World Concerns, Lisa Kleppek, Worship & Music, Jenny St. Germaine, Evangelism, Sue Pitts, Stewardship, Sara Jolitz, Christian Education and no one stepped up for Youth.

**February:** We did not have a Council Retreat this year. Our regular Council Meeting was held on February 17th, 2020. Council passed a motion to hold the 2020 Annual Meeting in February of 2021, so we would have all current financial information. Pop-Up Temple talks were discussed by stewardship and offering envelopes were ordered.

Lisa Kleppek and Randy Meier both held the Worship & Music meeting on February 15th to transition over, as Lisa was now in charge of this committee. Plans were discussed for Easter liturgies. There would only be two liturgies instead of our usual three this year, since attendance was down last year. Also without a youth group, James and Jenny St. Germaine stepped up to lead the Easter breakfast with the help of others and the youth. The Anniversary Wall finally got painted back to a soft color and pictures were placed in their original spots.



**March:** Our regular scheduled Council Meeting took place on March 16, 2020. New members were accepted by Council: Bayley Steltenpow, Nolan Victoria-Quast, Colton Quast, and Daniel Dailey. Three temple talks were given by Suz Pitts. The craft Fair in March had to be rescheduled, so we did not receive the food generally that comes in at that time. Since we are now dealing with the issue of Coronavirus, a decision was made by Council to cancel the Wednesday night potlucks. We also changed back to small individual vessels for communion wine and juice and would only be using wafers and not bread. We are also not shaking hands during the passing of the peace. We are now all aware of a real pandemic hitting us hard. Decisions now had to be made as to how our church goes on from here. Many churches completely closed the doors and only had virtual on line liturgies for members to view. Our Pastor had other ideas. A small group of Council Members along with Bob Payne got together and kept us going. Bob had the knowledge of doing virtual liturgies and offered to get it up and running. He then asked for volunteers to help out, and got a hand full to make a weekly schedule. We started out with a very small group of members actually coming to liturgy, fearing the worst. With time, members started coming back to church. We were open, All Saints is always open. Our Pastor was there every single day doing all he could to keep our church alive. Many churches have since closed their doors completely. Even churches much larger than ours. We all owe a great deal of gratitude to a small amount of members, to our Pastor, our pianists, and anyone who stepped up to keep us going. This is nothing short of amazing!!!

**April:** We were not able to hold a Council Meeting this month since the numbers were still rising with the pandemic and social distancing was a must.

**May:** No Council Meeting again, since we were right in the middle of this awful pandemic.

**June:** Again, no Council Meeting was held this month. Please note: just because there were no council meetings for these months, there were still Council Members and a few committee members working with our Pastor to keep things going. Our administrative secretary was still coming in to work, and our pianists were there for the liturgies. Every liturgy live streamed needed people to read the lessons, light the candles, prepare communion, money needed to be counted, the Altar needed to be set up and cleaned up weekly and chairs needed to be sanitized after each liturgy. This just didn't happen; it took caring, dedicated people. Wow, just Wow!!! A few members were also able to have an outdoor rummage as planned, and this brought in some much needed funds for our church family. Kudos to all who helped with this in a very difficult time.

**July:** The July council meeting was held on July 20, 2020. Discussion took place on how to hold Sunday School moving forward, Virtual or Zoom? Decisions on First Communion and Confirmation had to be made. Community events that All Saints takes part in were cancelled. Advent by candlelight also cancelled due to active Covid virus. Council accepted new members: Cindy Kaiser and re-instated Bob and Nadine Desmarais. The outdoor liturgies planned for August were also cancelled. We will continue the live stream liturgies as long as we have help to do this.

**August:** Our Council meeting was held on August 17, 2020. Peggy's 20th Anniversary celebration was discussed. A motion was made not to remove anyone from the rolls this year due to low attendance with the virus still a concern. Financially we are still doing Ok with things. The food pantry is still up and operating on a weekly basis. Worship & Music had a meeting on August 12th. A mum sale was planned for August 30th outside. A motion was also made and passed to have drive by communion monthly starting on September 12th. The rummage sale this month made over \$3,200.00. All the tree stumps on our property have now been removed. Sump pump was replaced by Dick Kahle. There will be various fundraisers continuing when feasible to raise funds for new flooring.

**September:** Our nine young students will be confirmed on November 1st in church. Council approved having cupcakes for P.J's. Birthday after liturgies on Oct. 24th, 25th, and 28th. A Fall clean up was scheduled for October 17th. Suz Pitts is working on new Time and Talent sheets. Also, thought it would be a good idea to hand out members envelopes during drive by communion. Kathy Bauman keeps in contact with Ken and Pat Bruss-Horswill who fill the food bags and do unpacking of grocery carts. Drive by communion went well for Worship and Music. Next one is October 10th. Discussed Reformation and All Saints Day. Then followed by Christ the King, November 22nd and then Thanksgiving and Christmas. A new sugar maple was planted where the old one died in memory of Ed Anderson and Betty Wittke given by one of our members. Council approved having only two Christmas liturgies this year, 11:00 pm Candlelight and 10:00am Christmas Day. Special music at both liturgies. Motion made to have cookie and more sale this year along with the Thrivent gift of \$250.00, and motion carried. It was decided by council to have BOTH cat and dog items donated this year for the Harley Tree. This will also be supplemented by The Thrivent Donation of \$250.00. The money and items will be divided between Lakeland Animal Shelter and Second Hand Purrs.

**October:** Sara Jolitz is working on a Virtual program for families with children who are Sunday School age. Cupcakes, along with flowers were ordered for the nine students making their Confirmation and two students receiving their First Communion on November 1st. The Fall clean up on October 17th was a great success. Many people showed up to help out. The World Concerns Committee came up with a new idea. A calendar was made listing specific foods for each day in December. They also could donate a gift card for a local grocery store. The form was put in the Revealer and also available at church. Next drive through communion is Saturday, November 21st. The church Christmas tree will be delivered on December 4th, decorating taken place on the morning of the 5th. Time and Talent sheets

are now revised and available on line and on the ledge in the narthex area. We will continue drive by communion in to the new year. Thank you to James St. Germaine for clearing the sidewalks.

**November:** Committee reports are all due in the office by December 15th, so Kinga can have time to get the Annual Report ready in time for the Annual meeting on February 7th. Discussion on making sure all meetings and things taking place at church need to be put on the office calendar, so the staff is aware of who is in church and when. The Oak Creek High School will be using the church for A Cappella Choir practice on Monday evenings. Christmas caroling is set for December 17th. Both Christmas liturgies will be live streamed on FaceBook. There have been lots of poinsettias ordered in, Red, Pink and White. Flooring Fund will continue on, and envelopes will be available in narthex area. All bills and offerings need to be taken care of by December 30th. Cookie sale and More scheduled for December 12th.

**December:** Council Meeting was cancelled due to the rise in cases of the Coronavirus. Various Council members and committee members met with our Pastor to make our Christmas liturgies a success. Church books close on December 30, 2020. The annual Pet Blessing is scheduled for January 16, 2021. The Annual meeting of the congregation will be February 7th, 2021. There will be no meal this year, because of the ongoing pandemic. We promise to be as quick as we can!

In Christian Joy!

Sandy Montague

Council Secretary, 2020

## Statistical Annual Report – 2020

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**Total Baptized Active Members at the end of 2020: 695**

**Adult Members: 368**

**Child Members: 327**

**Members Transferred in: 0 Adults / 0 Children**

**Members Transferred out: 0 Active/ 0 Inactive**

**New Members Received: 5 Adults / 1 Child**

**Adults (5)**

Daniel Wipijewski

Bayley Steltenpow

Nolan Victoria-Quast

Daniel Dailey

Cindy Kaiser

**Children (1)**

Colton Quast

**Removed from rolls per the office: 1**

David Todryk (per personal request)

**Request for Active Status: 7**

Linda Ford (A)

Bruce Friedbauer (A)

Allison Tyszko (A)

Lynette Friedbauer (A)

Logan Tyszko (C)

Bob Desmarais (A)

Nadine Desmarais (A)

**Reactivated per Office: 6 Adults / 1 Child**

Linda Ford (A)

Bruce Friedbauer (A)

Allison Tyszko (A)

Lynette Friedbauer (A)

Logan Tyszko (C)

Bob Desmarais (A)

Nadine Desmarais (A)

**Funerals: 7 Members / 3 Non-members**

Karen Thea Delebeck (M)  
Elwood John Anderson (M)  
April Lynn Feltz (M)  
Joel Gerald Heine (M)  
Mark David Bugni (M)

Bradley Alexander Grabner (NM)  
Norwood William Steinbauer (NM)  
Walter G. Jagodzinski (NM)  
William John Wishall (M)  
Dawn Joy Greathouse (M)

**Baptized into Christian Faith: 0 Adult / 11 Children****Adults (None)****Children (11)**

Colton Dalton Quast  
Lena Madison Jastrow  
Ivy Kathleen Pfeffer  
Killian Stephen Cepura  
Addison Jo Pawlik  
Lucas Dorff

Kayden Cole Tyszkowski  
Gwendolyn Verna Meier  
Logan Edward Tyszkowski  
Lilly Faye Frailing  
Payton Marie Dorff

**United in Marriage: (2)**

Derek Thom and Michelle Hablewitz  
Kelly Ross and Steven Payne

**Renewal of Vows: (None)****First Communion: (2 C)****Fall:**

Payton Marie Dorff  
Benson Jay Berns

**Confirmation: 9 Youth**

Liam Patrick Belmas  
Seth Joseph Derks  
Riley Eunice Grudzielanek  
Ashley Marie Seegert  
Dylan James St. Germaine

Brett Nolan Cassinelli  
Brooke Taylor Greish  
Hayden Nicholas Rokenbrodt  
Haydn Matthew Susek

**Worship Liturgies:**

**Regular Worship Liturgies: 153** Wednesday: 51/ Saturday: 52/ Sunday: 52

**Special Worship Liturgies: 8**

Ash Wednesday

Maundy Thursday

Good Friday

Easter Sunday 6:00 am

Easter Sunday 10:00 am

Thanksgiving Eve

Christmas Eve 11:00 pm

Christ Mass 10:00 am

**Average weekly attendance:**

Based on Weekly liturgies without Special: 60.95

Based on Weekly Liturgies with Specials: 65.41

**Communion Statistics:**

Communing Member 456

Communing Adults 392

Communing Children 64

**Received in 2020:Total**

199= 43.5%

168 = 42.8%

31= 48.0%

Respectfully Submitted,

Kinga E. Vnuk,  
Statistician





## Christian Education Committee Annual Report – 2020

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Committee consists of: Sara Jolitz, Jennifer St. Germaine, Dena Olson, Sue LaFond, and Kaity Jolitz. The committee did not meet on a regular basis because of Covid-19.

Sunday School was put on hold during the pandemic and has not yet resumed. I am hoping we can start up again this September, but we will have to wait and see.

On November 1st we had two young people receive their first communion: Benson Jay Berns and Payton Marie Dorff. We also that day had nine young people who were confirmed: Liam Patrick Belmas, Brett Nolan Cassinelli, Seth Joseph Derks, Brooke Taylor Greish, Riley Eunice Grudzielanek, Hayden Nicholas Rokenbrodt, Ashley Marie Seegert, Haydn Matthew Susek, and Dylan James St. Germaine.

I want to thank Leanne Buttke and her committee for all the hard work they have put into Christian Education. There is so much to learn and do. It is a lot of work, but so worth it.

Respectfully submitted,  
Sara Jolitz  
2020 Christian Education Chair



## Evangelism Committee Annual Report – 2020

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First and foremost, I would like to thank my wonderful committee members: Leslie Derks, Sara Jolitz, Debbie Krajnak, Dena Olsen, Michael Steiner, and Derk Vander Molen. A very special thank you to Rita Cieszynski who is responsible for mailing out birthday cards to our church members. You all are so appreciated!

The Annual Pet Blessing was held on Saturday, January 18 during the 5:00pm liturgy. We had 7 dogs, 3 cats, and 1 rabbit in attendance. All pets and owners were well behaved!

This definitely was a different kind of year at All Saints! A global pandemic forced us to change things...and sometimes that's a good thing!

We started live-streaming our liturgies on Facebook with the help of Bob Payne. Thank you so much, Bob, for your expertise and guidance during this process!! Bob set everything up, started streaming, and even put together a committee to share the task of recording liturgies. Thanks to that entire committee: Bob Payne, Kinga Vnuk, Mackenzie Blackman, John Montague, Judy Wolter, and Jenny St. Germaine. We are reaching members and non-members alike. It is so comforting for people to be able to worship along with us, safely in their own home, during this time.

We continue to focus our attention on marketing by sharing our events with our family and friends and also on Facebook. We also use the sign outside of church to promote our liturgies, both in person and on Facebook.

We are hopeful to return to previously planned activities in 2021, such as working with the Fisher House, the 4th of July Parade, National Night Out, and Advent by Candlelight.

Respectfully submitted,  
Jenny St Germaine  
Evangelism





## Finance Committee Annual Report – 2020

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Committee Members: Leanne Buttke, Denise Kalski, Barb Schrubey and Sean Kingston.

Overall weekly giving this year was up significantly over last year, and our overall income exceeded budget by over 9%. I want to truly thank our members for being so kind during this very tough year. Your generosity has helped to assure that All Saints was able to continue its mission through the pandemic while a number of other churches in our area have not been so fortunate. Additionally, expenses were down 11% versus budget, this created a surplus of \$45,570 for the year. This is 8 years in a row at All Saints we have ended the year on a positive. Additionally, this is the first year in my 6 years as finance chair that we have exceeded budget for giving! An additional \$17,255 came in for Memorials, Endowment, capital improvement, etc.

This is the first year, where I can comfortably say that we have enough in the checking account to not have an underlying cash flow problem for the church. This situation can quickly change if we don't continue to meet budget for giving to the church, but as of now we are in a good cash position with the amount of money in the checking account, and it would be fantastic if we could keep it that way.

This was a very strange year financially for the church due to COVID and the associated closures. I can say without a doubt that our congregation stepped up and made sure their church was able to survive during the pandemic. It is hard to say what the coming year will bring, but I know we have a great church family here at All Saints and that will step up if needed.

The giving by our congregation amounts to about 85% of the Church's total income for the year. The remainder of our income comes from craft fairs, gift cards (SCRIP), loose giving, weddings, facility usage, etc. It is important that families try to determine how they can be consistent with their giving throughout the year. A simple 5% increase in your giving will help insure the church hit its budget, please consider how you can help increase your donations to the church either by increasing your weekly offering, being more consistent with your weekly offering (Simply Giving is a great way to do this), or by buying gift cards.

Current Envelopes and Simply Giving was consistently within \$1,000 of \$155,000 from 2015 to 2019. This year was the first year that this number increased and finishing the year at \$188,000 was tremendous. I truly hope this level of giving continues in 2021.

We continue to offer the Gift Card (SCRIP) program, sales were down 39% this year versus last year. We had total sales of \$78,584 and total profits for the year of \$3636.60. This program is a great way to help fund the church without taking any money out of your own pocket. It truly is a win-win situation. We thank everyone who helps sell the gift cards (SCRIP) and especially all who buy it.

Thanks to the money counters and safe openers for another year of service and a job well done.

We welcome any ideas to improve how we finance All Saints and please consider joining the Finance Committee.

Respectfully Submitted,

Sean P Kingston, Finance Chair

[illegible]

**All Saints Lutheran Church  
2020 Year End / 2021 Proposed Budget**

	2020 YEAR END	2020 PROPOSED BUDGET	% VARIANCE	2021 PROPOSED BUDGET	% CHANGE
Miscellaneous	\$ 1,220.92	\$ 1,000.00	122%	\$ 1,000.00	-18.1%
<b>Benevolence</b>	\$ 3,219.89	\$ 1,200.00	268%	\$ 1,200.00	-62.7%
<b>Christian Education</b>	\$ 2,250.89	\$ 2,500.00	90%	\$ 2,500.00	11.1%
<b>Evangelism</b>	\$ 1,319.65	\$ 1,000.00	132%	\$ 1,000.00	-24.2%
<b>Office and Administration</b>	\$ -0	\$ -0		\$ -0	
<b>Property</b>	\$ 1,219.50	\$ 30.00		\$ 30.00	
<b>World Concerns</b>	\$ 1,097.29	\$ 600.00		\$ 600.00	
<b>Worship Music</b>	\$ 983.00	\$ 1,400.00		\$ 1,400.00	
<b>Fund Raising Activities</b>		\$ -0		\$ -0	
Gift Cards	\$ -0	\$ 1,700.00	0%	\$ 1,700.00	
Agape / Annual Meeting / Cookie Sale	\$ 7,357.73	\$ 3,000.00	245%	\$ 3,000.00	-59.2%
Craft Fairs	\$ 12,439.13	\$ 20,000.00	62%	\$ 20,000.00	60.8%
Flower Sales	\$ 3,639.14	\$ 2,900.00		\$ 2,900.00	-20.3%
Miscellaneous	\$ 6,968.95	\$ -0	0%	\$ -0	-100.0%
<b>DESIGNATED FOR CURRENT EXPENSES</b>	<b>\$ 246,507.79</b>	<b>\$ 226,721.98</b>	<b>109%</b>	<b>\$ 228,559.99</b>	<b>-7.3%</b>
<b>ADDITIONAL INCOME</b>					
Building/Capital Improvement	\$ 2,484.54	\$ 2,500.00	0%	\$ 2,500.00	0.6%
Endowment	\$ 721.55	\$ 2,000.00	0%	\$ 2,000.00	177.2%
Junior Youth	\$ -0	\$ -0	0%	\$ -0	
Memorial - General	\$ 6,240.55	\$ 2,500.00	0%	\$ 2,500.00	-59.9%
Senior Youth	\$ -0	\$ 1,800.00	0%	\$ 1,800.00	
Cookbooks / 50th Anniversary Fund	\$ 1,100.00	\$ -0	0%	\$ -0	-100.0%
Harley Tree	\$ 1,338.40	\$ 300.00	0%	\$ 300.00	-77.6%
Senior Fund	\$ 17.00	\$ -0	0%	\$ -0	-100.0%
SCS Global Mission Project	\$ -0	\$ -0	0%	\$ -0	
Funeral Lunches	\$ 702.00	\$ -0		\$ -0	-100.0%
Front Door	\$ 4,651.00	\$ -0	0%	\$ -0	-100.0%
<b>TOTAL CURRENT INCOME</b>	<b>\$ 263,762.83</b>	<b>\$ 235,821.98</b>	<b>109%</b>	<b>\$ 237,659.99</b>	<b>-9.9%</b>
	2020 YEAR END	2020 PROPOSED BUDGET	% VARIANCE	2021 PROPOSED BUDGET	% CHANGE
<b>CURRENT EXPENSES</b>					
Advertising	\$ -0	\$ 200.00	0%	\$ 200.00	
Miscellaneous	\$ 130.00	\$ 100.00	130%	\$ 100.00	-23.1%
Postage	\$ 85.00	\$ 200.00	43%	\$ 200.00	135.3%
Printing	\$ -0	\$ 100.00	0%	\$ 100.00	0.0%
<b>TOTAL CRAFT FAIR</b>	<b>\$ 215.00</b>	<b>\$ 600.00</b>	<b>36%</b>	<b>\$ 600.00</b>	<b>179.1%</b>
SCS Curriculum	\$ -0	\$ 200.00	0%	\$ 200.00	
Miscellaneous	\$ -0	\$ 200.00	0%	\$ 200.00	
Vacation Bible School	\$ -0	\$ 200.00	0%	\$ 200.00	
<b>TOTAL CHRISTIAN EDUCATION</b>	<b>\$ -0</b>	<b>\$ 600.00</b>	<b>0%</b>	<b>\$ 600.00</b>	
Advertising	\$ -0	\$ 50.00	0%	\$ 50.00	0.0%
Brochures/Cards/Help Notes/Postage	\$ 242.06	\$ 400.00	61%	\$ 400.00	65.2%
New Member Packets	\$ -0	\$ 100.00	0%	\$ 100.00	0.0%
Web Site/Domain	\$ 99.00	\$ 300.00	33%	\$ 300.00	203.0%
<b>TOTAL EVANGELISM</b>	<b>\$ 341.06</b>	<b>\$ 850.00</b>	<b>40%</b>	<b>\$ 850.00</b>	<b>149.2%</b>
Simply Giving	\$ 1,610.12	\$ 900.00	179%	\$ 900.00	-44.1%
Miscellaneous	\$ -0	\$ 200.00	0%	\$ 200.00	
Money Counting Forms	\$ 58.40	\$ 160.00	37%	\$ 160.00	174.0%
Postage	\$ 330.00	\$ 550.00	60%	\$ 550.00	66.7%



**All Saints Lutheran Church  
2020 Year End / 2021 Proposed Budget**

	2020 YEAR END	2020 PROPOSED BUDGET	% VARIANCE	2021 PROPOSED BUDGET	% CHANGE
<b>TOTAL FINANCE</b>	<b>\$ 1,998.52</b>	<b>\$ 1,810.00</b>	<b>110%</b>	<b>\$ 1,810.00</b>	<b>-9.4%</b>
Synod Assembly	\$ 185.00	\$ 200.00	93%	\$ 200.00	8.1%
Copy Plan	\$ -0	\$ -0		\$ -0	
Office Supplies	\$ 3,547.52	\$ 4,000.00	89%	\$ 4,000.00	12.8%
Postage	\$ 3.86	\$ 500.00	1%	\$ 500.00	12853.4%
Telephone	\$ 3,996.98	\$ 3,000.00	133%	\$ 3,000.00	-24.9%
<b>TOTAL OFFICE &amp; ADMINISTRATION</b>	<b>\$ 7,733.36</b>	<b>\$ 7,700.00</b>	<b>100%</b>	<b>\$ 7,700.00</b>	<b>-0.4%</b>
Electric	\$ 4,079.66	\$ 5,500.00	74%	\$ 5,500.00	34.8%
Insurance	\$ 4,131.00	\$ 4,000.00	103%	\$ 4,000.00	-3.2%
Natural Gas	\$ 1,713.49	\$ 2,500.00	69%	\$ 2,500.00	45.9%
Repairs/Maintenance/Supplies	\$ 1,139.58	\$ 3,500.00	33%	\$ 3,500.00	207.1%
Security	\$ 252.00	\$ 1,000.00	25%	\$ 1,000.00	296.8%
Sewer & Water	\$ 712.47	\$ 1,000.00	71%	\$ 1,000.00	40.4%
Garbage Removal	\$ 1,008.00	\$ 1,000.00	0%	\$ 1,000.00	-0.8%
Snow Plowing	\$ 3,880.00	\$ 6,000.00	65%	\$ 6,000.00	54.6%
<b>TOTAL PROPERTY</b>	<b>\$ 16,916.20</b>	<b>\$ 24,500.00</b>	<b>69%</b>	<b>\$ 24,500.00</b>	<b>44.8%</b>
Pastor's Salary	\$ 56,811.90	\$ 56,811.20	100%	\$ 56,811.54	3.0%
Administrative Assistant Salary	\$ 9,618.32	\$ 14,000.00	69%	\$ 14,000.00	45.6%
Auto Allowance	\$ 9,920.00	\$ 9,920.00	100%	\$ 9,920.00	0.0%
Custodian Salary	\$ 4,814.22	\$ 8,500.00	57%	\$ 8,500.00	76.6%
FICA - Administrative Assistant	\$ 735.69	\$ 1,300.00	57%	\$ 1,300.00	76.7%
FICA - Custodian	\$ 368.18	\$ 575.00	64%	\$ 575.00	56.2%
FICA - Musician	\$ 1,071.76	\$ 1,400.00	77%	\$ 1,400.00	30.6%
Health Insurance	\$ 6,840.80	\$ 8,000.00	86%	\$ 8,000.00	16.9%
Housing Allowance	\$ 14,200.00	\$ 14,200.00	100%	\$ 14,200.00	0.0%
Musician Salary	\$ 14,012.70	\$ 18,700.00	75%	\$ 18,700.00	33.5%
Pension	\$ 9,791.54	\$ 10,000.00	98%	\$ 10,000.00	2.1%
Pulpit Supply	\$ 233.00	\$ 1,000.00	0%	\$ 1,000.00	329.2%
Social Security Allowance	\$ 4,456.00	\$ 4,455.78	100%	\$ 4,589.45	3.0%
Tax Deferred Annuity	\$ 3,000.00	\$ 3,000.00	100%	\$ 3,000.00	0.0%
Treasurer Stipend	\$ 600.00	\$ 600.00	100%	\$ 600.00	0.0%
Vacation Musician	\$ -0	\$ 100.00	0%	\$ 100.00	0.0%
Worker's Compensation	\$ 1,133.00	\$ 2,000.00	57%	\$ 2,000.00	76.5%
<b>TOTAL SALARIES &amp; RELATED EXPENSES</b>	<b>\$ 137,607.11</b>	<b>\$ 154,561.98</b>	<b>89%</b>	<b>\$ 156,399.99</b>	<b>13.7%</b>
SCS Envelopes	\$ 146.25	\$ 175.00	84%	\$ 175.00	19.7%
Coin Folders	\$ -0	\$ 100.00	0%	\$ 100.00	0.0%
Adult Offering Envelopes	\$ 837.99	\$ 900.00	93%	\$ 900.00	7.4%
Postage	\$ -0	\$ 50.00	0%	\$ 50.00	0.0%
Stationary	\$ -0	\$ -0		\$ -0	
<b>TOTAL STEWARDSHIP</b>	<b>\$ 984.24</b>	<b>\$ 1,225.00</b>	<b>80%</b>	<b>\$ 1,225.00</b>	<b>24.5%</b>
Food Pantry	\$ -0	\$ 100.00		\$ 100.00	0.0%
Special Guest	\$ -0	\$ -0		\$ -0	0.0%
Miscellaneous	\$ -0	\$ -0		\$ -0	
<b>TOTAL WORLD CONCERNS</b>	<b>\$ -0</b>	<b>\$ 100.00</b>	<b>0%</b>	<b>\$ 100.00</b>	<b>0.0%</b>
Bulletins	\$ 806.05	\$ 1,200.00	67%	\$ 1,200.00	48.9%
Candles	\$ 428.25	\$ 400.00	107%	\$ 400.00	-6.6%

		2020 YEAR END	2020 PROPOSED BUDGET	% VARIANCE	2021 PROPOSED BUDGET	% CHANGE
Communion Supplies		\$ 120.55	\$ 300.00	40%	\$ 300.00	0.0%
Confirmands		\$ -0	\$ -0		\$ -0	0.0%
Dry Cleaning		\$ -0	\$ 200.00	0%	\$ 200.00	0.0%
Flowers		\$ 620.80	\$ 1,500.00	41%	\$ 1,500.00	141.6%
Miscellaneous		\$ 35.00	\$ 900.00	4%	\$ 900.00	2471.4%
Music		\$ 128.55	\$ 500.00	26%	\$ 500.00	289.0%
TOTAL WORSHIP & MUSIC		\$ 2,139.20	\$ 5,000.00	43%	\$ 5,000.00	133.7%
Benevolence		\$ 16,561.00	\$ 13,500.00	123%	\$ 13,500.00	-18.5%
Mortgage		\$ 16,442.00	\$ 16,275.00	101%	\$ 16,275.00	-1.0%
TOTAL OTHER		\$ 33,003.00	\$ 29,775.00	111%	\$ 29,775.00	-9.8%
TOTAL CURRENT EXPENSES		\$ 200,937.69	\$ 226,721.98	89%	\$ 228,559.99	13.7%
		2020 YEAR END	2020 PROPOSED BUDGET	% VARIANCE	2021 PROPOSED BUDGET	% CHANGE
CURRENT INCOME/EXPENSE SUMMARY						
Total Current Income Designated for Expenses		\$ 246,507.79	\$ 226,721.98	109%	\$ 228,559.99	-7.3%
Total Current Expenses		\$ 200,937.69	\$ 226,721.98	89%	\$ 228,559.99	13.7%
GAIN / (LOSS)		\$ 45,570.10	\$ -0		\$ 0.00	
TOTAL INCOME/EXPENSE SUMMARY						
Total Income		\$ 263,762.83	\$ 235,821.98	112%	\$ 237,659.99	-9.9%
Total Expenses		\$ 200,937.69	\$ 226,721.98	89%	\$ 228,559.99	13.7%
GAIN / (LOSS)		\$ 62,825.14	\$ 9,100.00		\$ 9,100.00	



## Property Committee Annual Report – 2020

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This year has been very challenging to all but a real game changer for me. I am afraid that I have not been able to give this committee the attention that it requires, and I apologize for that. The good news is that we have so many dedicated members who have stepped up and filled the void. We will name them all in a minute however I would first like to go over some of the year's highlights.

We did have an abbreviated spring cleanup as well as a well-attended and productive fall one. The narthex received a new coat of paint and some new brighter lighting. Money was allocated for repair of our John Deere lawnmower however the pandemic as well as scheduling concerns did not afford us the opportunity to get it done; hopefully we can address that in the year ahead. We are in the final year of our snow clearing contract with Createscape and will be looking for bids soon for winter 21-22. If you know of a company that you believe may be a good fit for our snowplowing and salting needs, please let us know as soon as possible.

Fundraising continues for our new flooring project so please consider helping us out in that endeavor. Nothing has been decided as far as materials style etc., but we welcome your input and participation in the upcoming discussions on what would best serve our congregation.

And now for the attaboys, I would like to send my sincere appreciation to the following individuals (please forgive me if I miss anyone) and an extra special shout out to Debbie Krajnak, Mike Steiner and James St Germaine who have been invaluable assets this past year.

Committee members and helpers.

Bonnie Dailey, Dale Hochevar, Mary Zahn, Margaret Coonan, Jeff Grom, Sara and Cody Jolitz, Howard MacMillan, Lisa and Marty Kleppek, James & Jennifer St Germaine, Bill and Phyllis Runningen, Brian Rathmann, David Speaks, Dan Duchesneau, Richard Kahle, Sue McIntosh, Rick Mobley, Robert Payne, Sean Kingston, Barbara Schrubey, and John & Sandy Montague

Respectfully submitted.

Randy Meier, Property committee



## Worship and Music Annual Report – 2020

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Wow, what a year we have had! I became the chairperson of Worship and Music in February and by March; the whole world seemed as if it was turned on its head.

As the pandemic continued, the decision was made to offer live liturgies during Holy Week, a decision that I believe has kept our church alive in the hearts of its members. The connection that was made with our members by offering the live streamed liturgies was so successful and appreciated by our members. We offered the first of drive-by communions on Holy Saturday for the Easter Sunday liturgy, an offering that was repeated on Mother's Day and then once a month beginning in September. We have seen a steady increase in the number of members who have visited us on those drive-by days and they have all expressed their appreciation for the ability to still participate in communion and the liturgy.

As we moved from the early days of live streamed liturgies (and the learning curve that goes with it), we changed from offering once a week liturgy (with a rotation of all three liturgy styles offered each Sunday) to returning to the 3 live streamed weekly liturgies.

And all the while, the worship and music committee, amazing group that they are, have worked incredibly hard to roll with the changes and make sure that the church was ready for whatever happened next!

Speaking of my committee, I need to take a moment to express my appreciation for the members of my committee, Mary Zahn, Margaret Coonan, Rita Cieszynski, Dale Hochevar, Diane Hogan, Sandy Montague and Debbie Krajnak. I also need to give a special shout out to Sara Jolitz, Cody Jolitz, Michael Steiner, Marty Kleppek, Karl Kleppek and Logan Tyszko who were indispensable in helping the committee put up our beautiful Christmas tree! Our old-fashioned themed tree was perfect for 2020 and it will be difficult when we finally have to say goodbye to it at the end of the Christmas season.

Finally, as we say goodbye to 2020, I want to say thank you to everyone within our All Saints family who helped keep our church open. I hope that 2021 sees a return to normalcy and we will be able to worship together in person in the new year!

God Bless!

Lisa Wytrykus Kleppek  
Worship and Music Chairperson

## Stewardship Committee Annual Report 2020

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Members: Mary Zahn, Dena Olsen, Pat Laird, Steve Pitts, Marlene Anderson, Lisa Kleppek, Mary Jo Meier, and Mike Steiner

Our year started with a meeting on March 2. We concentrated on getting envelopes to those who had not picked up theirs for 2020. Mary Zahn was tasked with revamping the Time and Talent sheets for 2021.

Thank you Mary for redoing them. As a committee we decided to focus on the talents part of Time and Talent and have committee members come up with the definitions of the different liturgy assistance needed. These were to go into the bulletins and the Revealer.

As a committee we were going to go back to basics, with paper Time and Talent and Paper Pledges.

A temple talk was given at each service for Lenten Giving; to encourage members to remember the church during Lent and hopefully give a little more, as every little bit helps.

Then Covid hit. I did not have meetings during this time period but continued to keep the basics of Stewardship going with articles written each month to remind members of their importance to All Saints and thanking the congregation for their generosity.

When Council resumed, a decision was made to do a %Covid+version of the Time and Talent for 2021. Due to people not attending in person, council decided to use the electronic version for Pledging and Time & Talent, to get to as many members as we could. New surveys were created and the Links and QR codes were included in newsletter articles and posted around the church. Hard copies were also provided. A spread sheet for each were created and sent to the appropriate people.

In November Lisa volunteered to give a Temple Talk at each service for Pledging and Time & Talent and to remain after each service to help members with the electronic sign up. My thanks go to Lisa for her help.

Envelopes were labeled and put in the vestibule for members to pick up. Lisa also noted that she would hand out time and talent sheets, pledge sheets and envelopes for the Drive Thru Communion. Many thanks to Lisa and Worship and Music for going the extra mile.

Because more people are using Simply Giving, I wanted to note that next year's Stewardship person will need to increase the amount of the 500 Series, currently we have 60 boxes. I think 75 would be appropriate.

May God bless you all, and may He bring us back together in 2021.

Sincerely,

Suz Pitts  
Stewardship Chairperson.





## World Concerns Annual Report – 2020

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I am sure everyone will remember the year 2020. This year there weren't any food drives from the outside, and our committee did not meet regularly. The World Concerns Committee used to do more activities, but now it has dwindled to one project. At the first council meeting, the council eliminated blood drives. We did not know there wouldn't be any outside food drives. The schools were closed by the time we would have had our first drive in May. The postal food collection did not take place either.

But PJ was here every single day and liturgies continued every single week. People continued to come for food. The people who came for food averaged about 20 individuals a week. Business was conducted.

Pat and Ken Horswill came every Monday to organize the food dropped off each week onto shelves and in cupboards. They were FAITHFUL in their job. PJ and Kinga were FAITHFUL in the distribution of the food to those who came to receive it. Because the pandemic caused a shortage of food items and others were not working, our food pantry was busy all year. Due to the announcement during the virtual services, a steady stream of food came weekly. Others gave gift cards to help re-stock the pantry. Our church members and non-church members were FAITHFUL.

This year we are trying the First Annual Advent calendar food drive to help our pantry have new stock for the beginning of 2021. Each day of December, a food item will be collected and given to the pantry. The food we receive is needed and necessary to keep our pantry operating. It will be exciting to find out how much food will be collected by the end of December.

The Lionettes donated three **\$50.00** gift cards for families in need. They could have chosen other pantries, but they chose us.

Our committee met in March and August. We had planned from our March meeting to have focus groups and articles in the newsletter on World Concern issues. We were unable to carry out the plan. The committee members were more than willing to help execute this.

Thank you to the committee members: Pat Bruss-Horswill, Jodi Heine, Debbie Krajnak, Lynn Friedman, Dawn Case, Carol Frechette, and Mike Steiner.

I volunteered to be a council member in 2020, so this is the only year I will be the head of this committee. Thank you for allowing me to serve All Saints Lutheran Church.

Respectfully submitted,  
Kathy Bandstra Bauman

## Craft Fair Annual Report – 2020

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We are so blessed to have an awesome craft fair committee and the many scrip donors, raffle prize donors, kitchen donations, baked goods, and especially the loyal volunteers! We don't charge an entrance fee for the craft fairs but do request a nonperishable food item and have been blessed with many bags of groceries which we can give to the hungry utilizing our food pantry.

This year was especially challenging with the Covid-19 pandemic. We did cancel the Spring Craft Fair due to the stay at home state of Wisconsin orders, but were able to do an online auction and sell some bakery, and the turkey and rolls to church members.

The Fall Craft Fair did happen, but with many safety measures in place. We had hand sanitizer stations, and face mask policy for everyone. We limited crafters so we could stay 6 feet apart, we had one-way traffic around the craft fair, we limited the number of volunteers, and visitors to meet the Wisconsin guidelines of 100 people in a church at any time. We baked in the church with masks and gloves for our bake sale. We had our luncheon but in to-go containers only. All these measures met with the CDC guidelines, and helped us to keep people safe during the pandemic.

Our crafters were grateful to participate; our visitors found many one of a kind treasures, our volunteers and committee members were dedicated to find safe ways to do this important fund raiser. Although our visitors were notably less (about half of what we normally see), the crafters did well selling their crafts. We nearly sold out of bakery, and all the food did get sold (although much of it in bulk). The raffle and online auction did very well.

### **The craft fair dates for 2021 are March 20, and November 6!**

It takes a large group of volunteers and donors to make these craft fairs successful. We have wonderful bakers who donate their time, and talents. We have a faithful group of people who cook and donate items for our lunch. We had many donors who donated scrip cards and items for the raffle and online auction. We had wonderful volunteers who set-up the craft fair, and worked the raffle, bakery table, and kitchen and the youth are a large part of our volunteer force! So wonderful! Also, we have dedicated money counters! Without all these volunteers we couldn't put on these fun filled, fund raising craft fairs.

Special thanks to the Craft Fair Committee: Phyllis Runnigen, Lynn Speaks, Sara Jolitz, Betty Ford, Elaine Kleinhans, Helen Haworth, Debbie Krajnak, Sandy Montague, PJ, Kinga, and Dale Hochevar.

	Spring	Fall	Totals
Kitchen	157	654	811
Bakery	160	1,077.42	1,237.42
Raffle	0	1,950	1,950
Crafter Table Rental	175	1,260	1,435
Online Auction	1,660	1,400	3,060
Miscellaneous (Sandy's and Mary Jo's donation)	0	275	275
Square Reader (credit card)	0	248.35	248.35
Total	2,152	6,864.77	9,016.77

Respectfully submitted,  
Mary Jo Meier, Craft Fair Coordinator



## Endowment Fund Board Annual Report – 2020

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Historical Background: In 2007, Council passed a resolution to establish an endowment fund. An endowment fund is designed so that any gifts remain intact (and invested) and that the earnings are used to benefit All Saints Church. An endowment fund is not designed to replace current giving. It is meant to be an ~~extra~~for All Saints and to allow us to do some things that the church could not previously do such as missionary work, scholarships, etc. Distributions may begin once the fund's value reaches \$100,000.00.

Since inception, gifts of just over \$63,000.00 to the fund have been received.

In 2020 the endowment board was unable to meet in person due to Covid-19; however, the members were sent the monthly statements on a quarterly basis and the fund's status was reviewed and discussed via e-mail.

The fund's holdings were discussed, and adjustments made accordingly.

The portfolio as of 12-31-2020 consists of the following equities:

- 107 shares of ABBVIE, Inc. (ABBV).
- 80 shares of AFLAC, Inc. (AFL).
- 620 shares of Alliance Income Fund (ACGYX).
- 75 shares of Altria Group Inc (MO).
- 525 shares of Annaly Capital Management Inc (NLY).
- 304 shares of Apple Inc (AAPL).
- 40 shares of Cinemark Holdings, Inc. (CNK).
- 359 shares of DNP Select Income FD, Inc. (DNP).
- 158 shares of Global Consumer (KXI).
- 782 shares of Loomis Sayles Bond Fund (LSBRX).
- 140 shares of Nestle SA - Sponsored ADR (NSRGY).
- 200 shares of Pfizer Inc (PFE).
- 75 shares of Proshares S&P 500 (NOBL).
- 193 shares of Royce International Premier Service (RIPNX)
- 290 shares of Southern Company (SO).
- 100 shares of Suncor Energy Inc (SU).
- 24 shares of Viatis, Inc. (VTRS)
- 40 shares of Walt Disney Company (DIS)
- \$1,727.68 in Cash/Deposits

Current Breakdown of the fund is as follows:

- Equities (Stocks, including mutual funds): 86%
- Fixed Income (Bonds, including mutual funds): 10%
- Other (Real Estate Funds): 3%
- Cash (Money Market): 1%

The value of the fund on 12-31-2020 was \$154,362.89. The value of the fund increased by \$21,835.05 or approximately 16.48% in 2020. Considering the events of this past year this is an excellent return. Overall, the fund's portfolio is very solid and diversified.

Members of the Endowment Board include:

- Donald Olsen - Chairperson
- David Heine
- Suz Pitts
- Brian Rathmann
- Scott Woiak
- Barb Schrubey (Advisory Member)
- PJ Mortenson (Advisory Member)

The Endowment Fund equities are held in an account at Regal Securities. Please see the Treasurer's report for values.

Respectfully Submitted,

Donald A. Olsen - Chairman



## Memorial Committee Annual Report – 2020

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Our congregation has lost ten members and family members of the Congregation during the past year:

- Karen Delebeck
- Sharon Gates
- Elwood Anderson
- April Feltz
- Joel Heine
- William Wishall
- Mark Bugni
- Norwood %lim+Steinbauer
- Dawn Greathouse
- Bradley Grabner
- Marlene Osse
- Richard Genke

They will all be missed. However, we know they are with the Lord.

The Memorial Committee did not meet during the past year due to Covid concerns. I am confident that the committee will meet in 2021.



## Memorials Received and Recorded for 2020

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### January 2020

Monetary gift in Memory of John Kangas given by Dawn Case

Monetary gift in Memory of John Kangas given by Sandy and John Montague

Monetary gift in Memory of David Vitek given by Sandy and John Montague

### February 2020

Monetary gift in Memory of John Kangas given by Pan and Dick Kahle  
designated for the church

Monetary gift in Memory of John Kangas given by Caroline Disalvo

### March 2020

Monetary gift in Memory of Karen Delebeck given by LeeAnn and Brian Davies  
designated for the church

Monetary gift in Memory of John Kangas given by Coleen Ward  
designated for the church

### April 2020

Monetary gift in Memory of Karen Delebeck given by LeeAnn and Brian Davies  
designated for the church

Monetary gift in Memory of Karen Delebeck given by Marlene Anderson  
designated for the church

Monetary gift in Memory of Karen Delebeck given by Peggy Rudolph-Lisle

Monetary gift in Memory of John Kangas given by Marlene Anderson designated  
Memorial Fund



### May 2020

Monetary gift in Memory of Sharon Gates given by Sandy and John Montague designated Memorial Fund

Monetary gift in Memory of Sharon Gates given by Nicole and Daniel Riendeau

Monetary gift in Memory of Sharon Gates given by Craig and Tina McAteer

Monetary gift in Memory of Sharon Gates given by Shirley and Robert Janda

Monetary gift in Memory of Sharon Gates given by Kevin and Lisa Krohn

Monetary gift in Memory of Sharon Gates given by Jennifer and James St. Germaine designated Memorial Fund and Current

Monetary gift in Memory of Sharon Gates given by Margaret and Tom Coonan designated Memorial Fund

Monetary gift in Memory of Sharon Gates given by John and Kathy Schauer

Monetary gift in Memory of Sharon Gates given by Betty Ford designated to church, food pantry, and Memorial Fund

Monetary gift in Memory of Karen Meyer given by Aulborn and Lucille Fraley designated Current

### June 2020

Monetary gift in Memory of Sharon Gates given by Anonymous

Monetary gift in Memory of Ed Anderson given by Lori and James Ellis

Monetary gift in Memory of Ed Anderson given by Renee and Steven Mahler

Monetary gift in Memory of Ed Anderson given by Thomas and Karen Lackey designated Memorial Fund

Monetary gift in Memory of Ed Anderson given by Roger and Phyllis Thompson designated Memorial Fund

Monetary gift in Memory of Ed Anderson given by Sandra and Gregory Welch designated Memorial Fund

Monetary gift in Memory of Ed Anderson given by Susan and Michael McIntosh

Monetary gift in Memory of Ed Anderson given by Rev. Jas A. Mortenson

Monetary gift in Memory of Ed Anderson given by Kevin and Ellen Moon designated Memorial Fund

Monetary gift in Memory of Ed Anderson given by Leah and Mark Minkin

### July 2020

Monetary gift in Memory of Sharon Gates given by Dawn Case

Monetary gift in Memory of Ed Anderson given by Anonymous

Monetary gift in Memory of Sharon Gates given by Karen Bishop

Monetary gift in Memory of Sharon Gates given by Dawn Case

August 2020

Monetary gift in Memory of Sharon Gates given by Jodi Heine

September 2020

Monetary gift in Memory of Jim Steinbauer given by Dawn Case

October 2020

Monetary gift in Memory of Jim Steinbauer given by Sandy and John Montague

November 2020

Monetary gift in Memory of William Wishall given by Lynn Friedman

Monetary gift in Memory of Bradley Grabner given by Sandy and Pat Bradley

December 2020

Monetary gift in Memory of Bradley Grabner given by Sandy and Pat Bradley

## Mutual Ministry Committee Annual Report – 2020

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The mutual ministry committee had a late start in 2019.

In 2018 there were 8 committee members and all but 1 had exhausted their terms, so we had a very new group that was unfamiliar with this committee work.

Committee members are:

- Dale Hochevar
- Sandy Montague
- David Speaks
- Lynn Speaks

Our first meeting was in June,

During that meeting we reviewed the Mutual Ministry handbook

Meeting 2 was July 24th where we discussed a possible staff appreciation party and assigned annual reviews.

- Dale Hochevar completed Sara's
- Lynn Speaks completed Kinga's
- David Speaks completed PJs
- Sandy Montague completed Peggy's

Overall all employees are satisfied

**Rev. Mortenson** is in the same situation as last year in that he wants to remain pastor until his 50th year. Rev. Mortenson is very happy, works very hard and is very committed to All Saints Church.

We all feel he is under paid for all that he does

**Kinga Vnuk** is pleased with both of her roles. She requested a few wording changes/clarifications on the administrative assistant job description. They were presented and approved by council.

**Peggy Rudolph-Lisle** enjoys the Clavinova and singing at church. She loves the congregation.

She had asked for a few small items that were provided to her

**Sara Jolitz** had a question about why she does not get paid for funerals, but gets paid extra for weddings. This was taken to council and addressed. No additional salary was granted, but she will continue to get paid her hourly pay for this.

All employees signed job descriptions.

Copies were made for the office and mutual ministry also has a copy of the signed job descriptions.

There was no staff appreciation celebration hosted by the mutual ministry.

Rev. Mortenson suggested that council should be responsible for recognizing staff so council approved gift cards for Sara Jolitz and Peggy Rudolph-Lisle and flowers for Kinga Vnuk during administrative secretary's week.

Rev. Mortenson asked that we not get him a gift card

We recognized Rev. Mortenson by sending him a thank you card with Airedale Terrier socks.

September meeting was discussing the process of presenting job description with potential changes to council.

December meeting was canceled due to illness and low attendance,

The next meeting is January 8th at 5:30pm

Due to our late start we missed a few birthdays and anniversaries but thank you card and belated cards were sent to those staff, then we were able to send cards to everyone after June. Christmas cards were sent to employees.

The end of 2020 will be the last year for Dale Hochevar as her term will be complete so we will be looking for new members.

Report submitted by Lynn Speaks



**Mutual Ministry Committee**

## Security Committee Annual Report 2020

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The progress made in 2019 by the newly formed Security Committee was stalled in early 2020 when the pandemic put liturgies on hold. Prior to the Safer At Home orders, we were working as a committee to establish emergency protocols and train volunteer security monitors.

The security monitor would be responsible for monitoring the door as people come in for worship, secondarily greeting people and making a mental note of any newcomers so that they can be welcomed. Once the doors are locked after liturgy begins, the security monitor would check the door for any latecomers. Finally, the security monitor would be responsible for taking the lead and directing evacuations if the need were to arise during liturgy.

The ideal background for the monitors would include anyone with law enforcement, security, military or first responder backgrounds or others with a specific background that might be helpful in ensuring the safety of our congregation.

We had a handful of volunteers who stepped up to participate in the program and the training began just prior to the institution of the Safer at Home Orders. During the time of restrictions, all the responsibilities of the service were voluntary, so no security monitors are being utilized. We anticipate that once we resume liturgies without occupant limits, we will resume training and scheduling security monitors.

In the interim, we continue to keep the church as safe as possible by locking the doors when liturgy is ongoing and watching out for one another. I would ask that you prayerfully consider being a security monitor. The role asks that you be extra attentive during our weekly liturgies and if called upon, the ability to be calm under pressure and quickly make decisions and provide clear direction to our congregation in an emergency situation.

If you have any questions, or would like more information, please reach out to me at 414-526-9675 or by email at [lwkleppek@gmail.com](mailto:lwkleppek@gmail.com).

Please watch for additional training sessions once we can resume regular liturgies!

Respectfully submitted,  
Lisa Wytrykus Kleppek

Security Committee Chairperson



## Harley Tree 2020

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The Harley tree has been around for around 25 years— it actually was conceived of when Holy Harley of All Saints was still with us (prior to St. Emma and Moriah Joy.) The tree was totally her idea to help out sheltered animals over the holidays. If you can remember back that far, channel 6 even came for an interview— here at the church.

Over the years, the tree has been a special project of Dale and Nina Slowik, Barb Schrubey, Lori Kolosowsky, Pj and our various church dogs— this year, Mary Zahn helped out! Mary applied for the %seed money+or %matching fund+gifts from Thrivent and with the dismantling of the tree...

Nina and Lori have put up the tree and decorated it for the last few years, Barb makes up the envelopes to hang on the tree. Both Barb and Pj write newsletter articles about it. Announcements are written up— and the rest is kind of history.

The tree normally is up the weekend after Thanksgiving (Advent I) and the tree is normally taken down on Christmas morning. This year our gifts were divided between Lakeland Animal Shelter in East Troy, Wisconsin and Second Hand Purrs located on Howell Avenue in Milwaukee.

In November we received a check for \$100.00 and during the month of December we received an additional \$995.00. Barb commented this was the largest amount we have ever received. \$1095.00 did not include the \$243.40 Thrivent dollars.

So, \$1338.40 was divided between the two shelters— along with a car-load of supplies, toys and food for each individual shelter.

I think it is safe to say, it was an OUTSTANDING SUCCESS! Thanks to Nina and Lisa for playing Santa Claus and delivering all the goodies— on our behalf. Barb will cut the checks and send them to the two shelters.

Thank you everyone for all your support!





# Christmas Cookie Sale and "MORE"

## Saturday, December 12th, 2020

### Booth Rental: \$20.00

Cookies, Wreath, ornaments, Trees, Lights, Christmas Music, Chili-To-Go, and Booths for rent

### Advertised on FaceBook

Booth #1	Kathy Bauman	11/9/2020 Paid-cash	Thrivent Dollars Start-up-money	\$250.00
Booth #2	Lynn Sarasin Martin	11/10/2020 NOT PAID	Ornaments and Trees	\$20.00
			Paper cut-outs	
			Thrivent Dollars Start-up-money	\$250.00
Booth #3	Nancy Santiago	11/23/2020 Paid		\$20.00
Booth#4	Daniel Wipijewski	11/24/2020 NOT PAID	Popcorn Balls and Cookies	
Booth#5	Suzanne Guthrie	11/24/2020 Paid		

Money Box \$200.00 Fives and Ones  
\$10.00 Quarters

2020 is the first year of an expanded sale.

Booths are in the narthex area.

Fellowship Hall reserved for the Cookie Sale, Christmas Sale and Chili Sale.

Two types of Chili are being offered. (Vegan and with Meat)

#### Additional Costs:

#### CONTAINERS

Small containers	150 ORDERED	Walmart	\$49.05
Medium Containers	125 ORDERED	Walmart	\$40.99
Large Containers	125 ORDERED	Walmart	\$44.99

#### TAX CHARGED

To be here by Nov. 19-23

Total: \$135.03

#### CHILI DUMP:

Cups

Lids

Bags

\$98.94

Oyster Crackers

\$23.99

Ordered from Amazon

To be here by Nov. 20th

Total: \$122.93

Paper for wrapping gifts in

\$6.33

Advertisement in the local Papers (PJ)

\$100.00

Sale Tags and Tape for Chili

\$44.86

Sandy Mon Wreath Making  
Margaret Coonan  
Sara Jolitz

Lynn Speaks - Three Wine Baskets given!  
Mary Zahn  
Karen Vander Molen

**Cookie Bakers:**

Peggy Todryk  
Elaine Kleinhans  
Sue Payne  
Kathy Bauman  
Sandy Montague  
Rita Cieszynski  
Helen Haworth  
Pat Bruss-Horswell  
Sara Jolitz  
Debbie & Kobi Maley  
Mary Jo Meier  
Linda Steinbauer  
Cyndi Uyhely  
Lisa Kleppek  
Judy Salchow  
Kathy Mack  
Karen Kotowski  
Dale Hochevar  
Pj  
Brittney Kn - Czarney  
Bonnie Dailey  
Kinga Vnuk  
Tracey Paisar  
Keaton Atwood  
Emily & Lizzy Ruka  
Jenny Welker  
Barb Schrubey  
Jenny St. Germaine  
Sue Mac  
Lynn Friedman

**Chili Makers:**

Elaine Kleinhans  
Kathy Bauman  
Phyllis Runningen  
Karl Kleppek  
Kinga Vnuk  
Pj  
Sara Jolitz

**Sellers:**

Phyllis Runningen  
Peggy Todryk  
Rita Cieszynski  
Betty Ford  
Elaine Kleinhans  
Karen Vander Molen

**Cookie Packers:**

Elaine Kleinhans  
Peggy Todryk  
Linda Steinbauer  
Debbie Maley  
Kobi Maley  
Pj

**Kitchen - Chili:**

Kaity Jolitz  
Cody Jolitz

**Sale Totals:**

Day of Sale: \$5,202.00 Includes \$1393. in charges

**New Total:**

After Church Saturday: \$5,377.00

After Church Sunday: \$5,722.00

Monday Sale 50% off:

## Miscellaneous Donations . 2020

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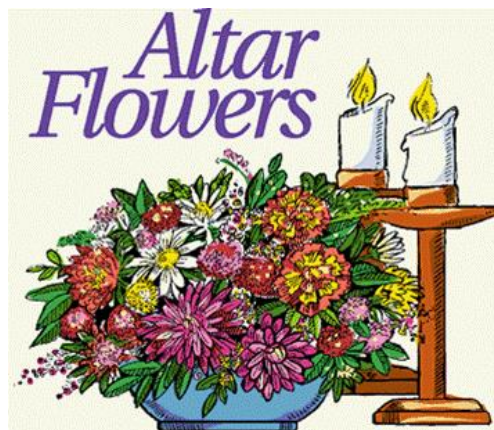
Many Miscellaneous donations are made to benefit All Saints directly or are run through the church for various collections, functions, fundraisers, etc. Some people list their donations on the sheet inside the kitchen cabinet while others track their donations themselves for tax purposes. Either way, these individuals are responsible for keeping receipts for their own tax purposes.

These donations help tremendously. The donations made to benefit All Saints directly are often items that would need to be purchased out of a budget or would be used to help raise funds for the church.

Items listed on the sheets totaled	<b>\$ 32,483.33</b>
Altar Flowers: 55 arrangements at approx. \$25.00/each totaled	<b>\$ 1,375.00</b>
Bulletins: 39 weeks at \$15.00/each week totaled	<b>\$ 585.00</b>
Memorial and Honor Candles: 76 candles at \$8.00/each totaled	<b>\$ 608.00</b>

The 2021 signup sheets are posted in the blue binder on the board by the fellowship hall. We appreciate all that have donated and encourage everyone to please sign up for future dates.

*We are very appreciative of all who have donated in any way they can to help both All Saints and others in need.*



## Office Thank You

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**2 Samuel 2:6** – *Now may the Lord show steadfast love and faithfulness to you. And I will do good to you because you have done this thing.*

This past year has been challenging to say the least. The way things have been done in the office had to be modified as well. When Covid-19 hit we stopped our volunteer schedule. Our office volunteers continued to be much needed though with the additional work folding the self-contained bulletins which grew into the size of mini-booklets.

**The office could not run as smoothly as it does without volunteers.**  
**A sincere thanks to all of you who have contributed your time and talents.**  
**A special thanks is extended to:**

**Dena Olsen** for making the numerous reminder calls to assure that our worship duties are fulfilled each and every week in the months leading to the outburst of Covid-19 pandemic.

**Elaine and Allen Kuehn** for supplying us with the beautiful baptismal napkins that she makes and for his keeping track of and keeping us well-stocked with communion wine.

**Pat and Ken Bruss-Horswill** and **Helen Haworth** for organizing and packing bags for the food pantry as needed. We often have more than 20 families a week who are in need and we know we can rely on Pat, Ken and Helen at any time to help out. Of course, we wouldn't have a food pantry if it weren't for the many that donate regularly to help others.

**Helen Haworth, Sandy Montague** and **Rita Cieszynski** for their greatly appreciated help with folding and assembling our bulletins every Wednesday afternoon.

**Sandy Montague** for her time spent proofreading both the Revealer Monthly and the Annual Report.

And last, but not least, **Rev. Mortenson** for his ongoing help and guidance every day, and Moriah for providing entertainment and companionship every day in the office. It is very much treasured and appreciated.

*Thanks to ALL for sharing your Time and Talent to help All Saints.*

*"Let gratitude be the pillow upon which you kneel to say your nightly prayer. And let faith be the bridge you build to overcome evil and welcome good."*

**Maya Angelou**, Celebrations: Rituals of Peace and Prayer

Kinga Vnuk, Administrative Assistant

**All Saints Lutheran Church –ELCA  
55th Annual Congregational Meeting  
Sunday February 7th, 2021  
Dismissal and Blessing**

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**Pastor:** Go forth in peace and with the courage of faith. Love God with all your heart, with all your soul, and with all your mind, and love your neighbor as yourself.

**PEOPLE: AMEN.**

**Pastor:** Whatever you do in word or deed, do everything in the name of the Lord, Jesus, giving thanks to God through him.

**PEOPLE: AMEN.**

**Pastor:** The God of hope fill you with joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit.

**PEOPLE: AMEN.**

**Pastor:** Almighty God, Father, (+) Son, and Holy Spirit, bless you now and forever.

**PEOPLE: AMEN.**

**Thank you for your presence. Bless you for your ministry.**