

# Gloria Dei Lutheran Church

## 2016 Annual Report



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*GLORIA DEI LUTHERAN CHURCH*  
*“MAKING CRHIST KNOWN”*

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Pastor Traci A. Maass

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***Gloria Dei Lutheran Church  
Annual Congregational Meeting***

***January 29th, 2017***

**AGENDA**

Welcome – President Louie Kolberg

Opening Devotions – Pastor Traci

Approval of Minutes

January 31, 2016 Annual Meeting

Discussion and Vote on creating a Constitution/Bylaw change to allow absentee or proxy voting by members in good standing who are unable to attend a special congregational meeting

Budget Presentation and Approval: Al Fett

Nominations and Elections of Council Members and Officers: Coleen Allee and Cheryl Heller

Nomination for a 3-year term to Audit Committee

Appointments to:

Nominating Committee – two non-council members

Synod Assembly – 2 delegates (male & female)-May 19 & 20, at the KI Center, Green Bay

Green Bay Conference – 2 delegates (annual mtg)-Friday, February 11- 10am-2pm

Manitowoc Cluster- 2 delegates (1-2 mtgs a year)

Crossways Lutheran Camping Ministry- 2 delegates- Saturday, March 4, 2017 – 10am-1pm

@ St. Mark's Lutheran Church, Neenah

Annual Meeting Fond du Lac Lutheran Home-Tuesday, April 25, 7pm, Atrium of the Macy Street Campus

Closing Prayer: Pastor Traci

Adjournment and Lord's Prayer

### **Thank You to Our Council Members**

*Members at Large:* Annette Pleshek  
Charolette Deehr  
Jerry Jensen  
Gary Meyer

### **Outgoing Council Members**

Louie Kolberg  
Ben Henke  
Jayne Meyer  
Tammy Aschenbach  
Darryl Schaefer

### **Special Thanks**

Andrew Deehr—*Youth Group*  
Al Fett—*Stewardship Team*  
Barb Spiegel—*Worship & Music*  
Dee Langhor—*Memorial Fund*  
Mike Hetzner—*Outreach Team*  
Cheryl Heller—*SCRIP*  
All members in congregation who helped on *Property Team*

### **Thank You to Audit Committee**

David Hoban  
Sue Salzseider  
Anne Sellen

### **Mutual Ministry Team**

Andrew Deehr  
Karen Ebert  
Ben Henke

### **Nominating Committee**

Cheryl Heller  
Coleen Allee

## ***2016 Statistical Report***

### **Baptized Members**

251

### **Number of Households**

89

### **First Communion**

3 *Olivia Schaefer, Nicole Unke, Oskar Wiskow*

### **Confirmations**

1 *Lexi Riebe*

### **Marriages**

1 *Andy and Colleen Anderson*

### **Baptisms**

2 *Annabell Kay Schreiner, Braxton Dylan Fritsch*

### **Burials/Deaths**

0

### **Confirmed Members**

202

### **Worship Services**

105

*51 Sunday; 39 Wednesday; 5 Lent; 4Advent  
1 Ash Wednesday; 1 Maundy Thursday  
1 Thanksgiving Eve Ecumenical,  
1 Christmas Eve*

### **Average Weekly Attendance**

Sunday: 52 (42 of 51 Sun. reported)  
Wednesday: 17 (46 of 52 Wed. reported)

### **Members Received**

0

### **Members Removed**

2 Confirmed, 4 Baptized

# ***Gloria Dei Lutheran Church—ANNUAL CONGREGATIONAL ANNUAL MEETING MINUTES***

**January 31, 2016**

**Welcome:** President Louie Kolberg

**Call to Order:** 10:20 a.m. Quorum was met with 45 members.

**Opening Devotion:** Pastor Traci Maass

## **Approval of Minutes from January 25, 2015 Annual Meeting:**

Jerry Jensen motioned to approve minutes, Annette Pleshek seconded, motion carried.

## **Approval of By-law Update:**

Clarification of By-law Chapter C12.02 – “The members of the congregation Council, except the pastor (including officers but not necessarily in an officer role), shall be elected by a voice vote unless a written ballot is deemed necessary to serve for 2 years. . .”

Dianne Fett motioned to approve By-law update, Mike Stephany seconded, motion carried.

## **2016 Budget Presentation and Approval-Alan Fett:**

Al gave a summary presentation of our financial history. He pointed out that total expenditures are close to our minimum costs to run this congregation. Projected income includes member giving, projections for growth at 2 percent (not aggressive), ancillary income. Al recommended that in 2016 we meet with Mission Investment and ask for a modification of our mortgage payment. Louie stated that Jean DeVoll-Donaldson from the Synod Office met with Council at our January meeting and she did indicate that we can request a modified payment for a period of time.

## **Questions:**

1. What is meant by a multi-faceted approach?
  - a. Member growth is needed. We have more giving units than five years ago, but median giving has gone down (not as many high-level givers as in the past).
  - b. Revitalize committees.
  - c. Fund-raising – Any and all kinds.
  - d. Propose a fund appeal asking people who are friends/former members for their help with a financial gift.
2. How many members would we need to attract per year? Al believes we need 2 percent growth in 2016 (3 giving units/families), 4 percent in 2017, and 2 percent in 2018. Over the 3-year period, that would be about 8 giving units/families. He is using the current member giving average to be equal to new giving units.
3. Several years ago someone put together a table of where families stand in giving. Could this be done again? Also, previously, Synod said we were doing too much fund-raising. Are we going to run into a problem with that? Al said he would talk to them if that happened.
  - a. Statement was made that people have taken pay cuts over the last several years and this needs to be taken into consideration. Al agreed that the decrease in giving is not a reflection on any one family. It's due to demographics/economic issues.
  - b. Comments were made regarding how to increase members. It was emphasized, if we approve the budget, we all need to make a commitment to help with this.
  - c. Al mentioned in-kind giving – If you want to donate something, we need to know the dollar value of these items. If this isn't reflected, it's not a true picture of the budget.
4. Why did insurance go down? Darryl Schaefer commented that is the quote we were given with the same carrier.
5. Building and maintenance – Do we have a plan in case something breaks down in the building? Cheryl Heller said the Scrip account has money in it that could be used. Al talked about the importance of pledging, and if he has a higher pledge percentage when he does speak with Mission Investment, it will look like we're really committed. Coleen Allee reminded everyone, if your income changes throughout the year, she can change the pledge amount and/or simply giving amount.
6. Are we hurting ourselves by not providing benevolence dollars? We're asking the Synod for support but we're unwilling to provide this. Al said Synod is separate from Mission Investment, and he will be able to answer to this. Pastor Traci said Synod is trusting that things will turn around at Gloria Dei.

7. During the Comprehensive Ministry Review, renaming us as a mission church was discussed. Al didn't know anything about that.
8. Can we designate our funds to certain things? It was stated, if you wish to donate anything to the church, you should be filling out an in-kind giving slip. MaryJo Muellenbach thought if money comes into the general fund it stays there. If you want it designated, it has to go to the memorial fund, and they have a responsibility to apply your donation where you wish.
9. Are we planning to get Pastor more help? Tammy Aschenbach is only working about 3 hours a week. Discussion ensued between paying an assistant and having members donate office time. Pastor indicated 10-15 hours/week should be sufficient and that this could be split between people.
10. Comment was made that if we approve this budget and then the funds aren't there over the next year, we don't want Council to have to make the decision as to what bills should not be paid. Need to have continued honesty and regular communication about budget over the next year.

Michael Hetzner motioned to approve 2016 budget as presented, Roxie Ruechel seconded, motion carried.

### **Nominations and Elections of Officers and Chairpersons:**

Louie presented the 2016 Council Nomination Ballot:

Nominations—2016 Council Officers (2-Year Terms) – All returning from 2015, elected previously as 1-year terms:

- President: Louie Kolberg
- Vice-President: Ben Henke
- Secretary: Jayne Meyer
- Treasurer: Tammy Aschenbach

Nominations—2016 Council-at-Large Positions (2-Year Terms):

Darryl Schaefer remains with one more year left.

- Annette Pleshek
- Charlotte Deehr
- Gary Meyer
- Craig Heller
- Jerry Jensen

Dianne Fett motioned to close nominations, Al Fett seconded, motion carried. Dianne Fett and Cheryl Heller counted ballots.

Voted onto 2016 Council: Gary Meyer, Annette Pleshek, Charlotte Deehr, and Jerry Jensen.

### **Nomination for a 3-year term to Audit Committee:**

Clarification was given that the Audit Committee's duties are to make sure there is appropriate documentation and that giving deposited in the checkbook is what was reported on all church records.

- Dean Meyer volunteered for 3 years.
- David Hoban has 1 year left.
- Anne Sellen has 2 years left.

### **Appointments to:**

Nominating Committee – 2 non-Council members: Cheryl Heller and Coleen Allee

Synod Assembly – 2 delegates (male & female) – May 20 and 21: Andrew Deehr and MaryJo Muellenbach

Green Bay Conference – 2 delegates (annual meeting) – Saturday, February 20, 10 a.m.-2 p.m.:

Kathy and Dick Welsch

Manitowoc Cluster – 2 delegates (1-2 meetings/year): Michael Hetzner and Ben Henke

Crossways Lutheran Camping Ministry – 2 delegates – February 13 at St. Mark's Lutheran Church, Neenah:  
Mariah and Rachel Barrett

Annual Meeting – Fond du Lac Lutheran Home – Tuesday, April 26, 7 p.m.: Rachel Barrett

### **Open Forum/Discussion:**

Kris Stephany mentioned that an organizational meeting for Vacation Bible Camp has been offered, and anyone who is interested can join her in attending that on Monday, April 11.

Michael Hetzner asked who was handling the Memorial Fund and was informed that it is Dee Langohr.

### **Closing Prayer: Pastor Traci**

Dianne Fett motioned to adjourn, MaryJo Muellenbach seconded, motion approved.

Respectfully submitted,  
Jayne Meyer, Council Secretary

### **PRESIDENT'S REPORT**

As my 2<sup>nd</sup> year as the council president comes to an end, all I can say is What A Rush! I am so proud of the work the council members did in remaining positive and productive during some long, heart and mind-stretching meetings. There is nothing better than being a part of a congregation that truly cares about each other, our church, and our spiritual well-being.

Together, the council members have worked toward transparency in our budget, seeking to learn what our members want, and planning steps to take us closer to our goals. Some of our accomplishments in 2016 include strengthening our bottom line by establishing a rental agreement with Connections Community Church; making progress on recommendations made by the synod during the comprehensive ministry review through holding cottage meetings; analyzing the feedback from the cottage meetings to develop a plan for growth and sustainability; and embracing opportunities for benevolent giving.

My thanks and deep appreciation for all of your support go out to those many people who serve as leaders in our church and Sunday school, those who serve on action teams and all the unsung heroes who work behind the scenes to make sure we can continue to function as a church family. Our church is on the brink of some exciting potential for growth and change. I look forward to working together with you as we continue to identify what direction we want to go as a faith community and how we will work to accomplish the goals we set for ourselves.

Peace,

Louie Kolberg

### **VICE PRESIDENT'S REPORT**

As I think back on the challenges that 2016 presented to Gloria Dei, the first thing that comes to my mind is I'd like to say thank you. Thank you to everyone who has stepped up to the challenges that we are facing. When I think back on the changes that have occurred in the last two years since I've been vice president, it is very encouraging to see all of the hard work and effort being made by this congregation to turn things around. Even though this is just the beginning to where we would like Gloria Dei to go, I would like to encourage everyone to pray, praise and give thanks to God. With God, all things are possible. This should give us a great feeling of strength in our faith to accomplish everything we need to do. Thank you and God bless!

## **PASTOR'S REPORT**

My Brothers and Sisters in Christ,

Grace, Peace, and Love to you from God our Father, and from our Risen Lord and Savior, Jesus Christ.

As we move into 2017, it is important to look back, celebrating the successes and accomplishments that we have seen here at Gloria Dei, as well as to ponder those things that could be done differently. One of the great things that I believe has happened this year is our new relationship with Connections Community Church as we have shared space. There is always a learning curve to anything new, as well as trying to figure out what we are called to do alongside others. We are still trying to find our way in this relationship, yet it has been wonderful to work alongside another church in the community as well as in this building. We give thanks to God for giving us this mission to help another church in a similar way that Gloria Dei was helped in its early days.

We have seen great success in areas such as the dinner theater, Tables of 8, the cottage meetings, youth movie nights, Vacation Bible Camp, the chili cook-off, Empty Bowls, church camping weekend, the rummage sale, Women's retreats, and so many other events that have happened here. Gloria Dei helped out its community by raising money with a brat fry for the Kiel Fire Department, supplying food for the food pantries, participating at the Packer Bash, sending cookies to college students, helping Harbor House in Appleton, participating in Ecumenical worship and events in the area, collecting gloves, hats, and coats for kids in the school districts, as well as other events we have been part of. Mission at this church has been incredible this past year, something we should all be very happy about.

We have also had some trying times with the church financials, an air conditioner going out, and questions about the future of Gloria Dei. It has been a time of continued wondering at the church, with changes happening and trying to figure out what God is calling us to be as church, in this building, in our communities, and in the world. It can be taxing at times, in the midst of our own "busyness" to find a balance in how to fit our lives into the church that we call home. It can be challenging to even want to be in church in a world that tries to lure us to other things that don't always benefit us, yet might seem easier. It is

not easy to be who God calls us to be in a world that calls us to be something else, yet it can also open us up to greater works for the world, mission unexplored, and moving outside of our comfort zone, knowing God is with us in every way.

It has been a great year as we spent time worshiping, talking, laughing, working together for the benefit of others, and continuing to get to know one another. We have also had a lot of exploring happening here with trying to determine who we are at Gloria Dei, and what God is calling us to. This past year at Gloria Dei, even in the midst of our challenges, has been really wonderful, and I thank you for it.

We have another challenging year as we continue to talk about and do work toward what it means to be church in our world, not just here in our building, but in our communities. There is much to do here at Gloria Dei, from things needing to be fixed to just basic maintenance, and we will be looking for help with that. There are events that will be planned this year that we will be encouraging members of Gloria Dei to be active in, including the play to be held in April, Bible studies, Vacation Bible Camp, highway cleanup, education, as well as many more events, as we move forward in our lives in the church. There are still financial questions and concerns to consider, as well as working to make our church more known within our communities.

There is work to be done. I know that we are all busy with our lives. What is important to consider is that living in Christ is not just a Sunday morning, one hour a week thing. It is a daily, hourly thing that can bring great joy into our lives if we open ourselves up to the idea that it is not about me. It is about we.

I pray that, as we move forward, we continue to remember who we are, and whose we are, through Jesus Christ, as we continue in "Making Christ Known" here in the church and in the communities and the world we live in and serve.

Peace,

Pastor Traci A. Maass



## **TREASURER'S REPORT**

I have included a Revenue & Expenses table covering fiscal year 2016. The total revenue was \$124,322 and the total expenses were \$134,342. We were late on several of our bills as of Dec. 31. The ones that are late are Mission Investment (mortgage). We are 2 months late. Also, we were a month late with utilities as well as the phone. In the beginning of January we paid most of the past due bills except for Mission Investment. In-kind giving for the year totaled around \$350.00. In-kind giving covers those things when people buy for the church and don't request reimbursement for it. This year mostly included communion wine, cleaning supplies, and church maintenance.

Tammy Aschenbach

## **STEWARDSHIP REPORT**

We are all called to be stewards of the many blessings that God showers upon us. The success we experienced through the Blessed to be a Blessing pledge campaign continued through the commitment and active participation of our membership. This is what we are called to do in our mission of Making Christ Known. On the heels of our pledge drive was a ministry review by the Synod. A major part of their suggestions was to identify and determine who we are as a congregation and how we can serve our members and the greater community. This brought about a comprehensive look at our current congregational make up and where we have our strengths and abilities to serve our mission. Using the response from a series of cottage meetings, a clearer direction and priorities have given us a clearer direction of where we will be heading in the future. We are currently in discussions with Mission Investment regarding a modification to our current mortgage loan. The discussions have been very positive and favorable and this will provide some needed relief with our cash flow position. In combination, we are in the beginnings of putting together a strategic plan to give us a clear road map to travel forward as we are Making Christ Known.

Yours in Christ  
Allan Fett

## **ADULT EDUCATION REPORT**

The Sunday morning Adult Education hour was led by Pastor Traci. Attendance averaged two to four on most Sundays. The program has been suspended to accommodate the change in service time for New Connections. It is hoped that we will look for new ways to continue this program at a different time.

Pennies for Your Thoughts, a women's study, began in late October. It meets once a month for a time of study and sharing (no books, no homework). Attendance averages 4/5 women and more have expressed an interest in joining. It will continue through May. Look for announcement of dates in the bulletin. All women welcome – come once and check us out, we think you'll stay. This group is led by Karen Ebert.

## **WORSHIP AND MUSIC REPORT**

The choir has not been as active this year, performing from September through early May. We greatly appreciate Doug's talents with playing organ/piano and conducting our choir. Thank you all choir members and Doug for your time and many talents. We encourage members to consider joining.

**Thank You** to our dedicated worship helpers for their contributions. And a huge thanks to Jayne Meyer for coordinating the worship helper lists.

Members of Gloria Dei are continuing to bake our own communion bread. A special thank you to those special bakers: Becca Zimmermann, Cheryl Heller, Jayne Meyer, Karren Cobble, Julie Schumacher, Stephanie Jeanty, Dianne Fett and Barb Spiegel. Thank you to the Karren & Jaremy Cobble, who continue to donate communion wine and grape juice.

Thank you to present and past committee members for their dedication to the service of Gloria Dei. Sharon Henke is stepping off the committee to pursue other opportunities. We thank her for her contributions. Raeline Springstroh will be stepping up as Committee Chair in 2017. Barb Spiegel will remain on the committee.

Would you consider serving on this committee? We would appreciate your help and support.

Current Worship Committee members are: Pastor Traci, Doug Everson, Raeline Springstroh, and Barb Spiegel.

Respectfully submitted,

Barb Spiegel

Worship Committee Chair

### **BUILDING REPORT**

The buildings and facilities continue to have maintenance issues addressed through a building team.

The Heating and Air conditioning systems are aging; both systems had failures in the past year. This should be an area of continued awareness as both systems have multiple units.

More routine maintenance needs are continuous and ongoing. Time and talent is the biggest resource needed to stay on top of these.

Concrete unevenness at front entrance has been an area of ongoing monitoring with short term corrective action taken by painting edge.

Building and Liability Insurance has been renewed with same carrier through CRW Insurance.

Sincerely,

Darryl Schaefer

### **YOUTH GROUP REPORT**

In 2016 the Youth Group added some new events as well as continued some old traditions.

In March the Youth Group had a movie night at church where we projected How to Train Your Dragon for the youth to enjoy. They also enjoy pizza and other delicious snacks. Shortly followed by an early April revival of the Spaghetti supper. This was a well attended event and contributions from Thrivent made this the groups largest fund raiser of the year.

At the end of a busy summer the group held their annual brat fry during the church rummage sale Saturday. We had many rummagers gobbling up our brats and hot dogs. The next week the youth group hosted a movie night at the Chilton Drive-In Theatre. Fun was had by all.

The last event of 2016 was the annual Youth Group Chili Cook-Off in early November. 6 great Chili's competed for the top prize, the golden ladel award! Many from the church came and enjoyed our tasty offerings. The youth served as eager attendees tried each chili one by one. After the meal was cleaned up the youth watched a movie and enjoyed snacks. This time it was Iron Giant, a Deehr family favorite!

Thank you to all the youth and adults who helped make our 2016 calendar of events a successful one!

Andrew Deehr

## **VACATION BIBLE CAMP: BY KRIS STEPHANY**

2016: 22 Campers, 6 Teen Helpers, Crossways Counselors, Many Adult Helpers, and a week full of excitement, fun, learning, and relationships.

### **2017: July 30-August 4**

Camp is Monday through Friday with Crossways Counselors leading the curriculum/program with enthusiasm & energy!

The Crossways program cost \$1600.00:

VBC Task Force will be coordinating a Seroogy's fundraiser to help with the cost. We continue to have Noisy Offering the 1<sup>st</sup> Sunday every month. This year we will continue with the \$20/child registration fee. In the past, we have given parent(s) the choice to donate the \$20 or refund it to them; this year we are just making it a fee. If any family needs financial assistance, we will absolutely refund the fee, as we are notified by the parent(s).

We invite you all to spend some time with us during this week of Camp; especially if you have wondered if it's worth the cost. We do plan to have Wednesday evening worship with the Campers & Counselors performing some of their skits/songs. Hopefully, we'll be able to do it around a campfire again.

The Campers will be filling up grocery carts, Yes, I said carts. We thought it might be fun to have a competition to see which Camper group could fill their cart the fullest. As the winners, they will get to "PIE" the Counselors on water fun day! Jim Petrie, from the New Holstein food pantry will talk to campers about the need in our area & collect the donations.

Oak Creek Assisted Living is a favorite destination for our Campers, as we trek on the walking trail. The Campers and Counselors provide entertainment for the residents and get to play BINGO with them. This is just a little of what happens at Gloria Dei during Vacation Bible Camp! So, mark your calendars and get ready for a week of excitement. And, please let the word out to friends, family, & neighbors. We have Campers bringing friends or family members to share in the excitement. We also have congregation member's grandchildren sharing in the fun; your's can too!

If you have any questions, please talk to one of the Task Force members: Coleen Allee, Veronica DaVilla, Tina Puro, Becca Zimmermann, Cheryl Heller, Laura Hoban, Pastor Traci, & Kris Stephany

## **MUTUAL MINISTRY TEAM REPORT**

Mutual Ministry had a quiet year. We received no suggestions of overall concerns or new ideas for the church to explore from the congregation or the various groups and committees.

We continue to publish a monthly article in the newsletter with our current meeting news, thank you's, and requests for input.

The highlight of our year was a meeting with the associate bishop to better define Mutual Ministry and our goals. It was seriously suggested that we review our mission statement, core values, and goals with the congregation. Our first attempt to do that had some set backs and we received only eight responses from the congregation. We hope to continue that effort in the new year.

Respectfully Submitted,  
Andrew Deehr

## **OUTREACH TEAM REPORT**

Outreach Team meets (almost) every first Sunday of the month after worship. All Gloria Dei members are welcome and encouraged to attend with their input about our congregation's outreach to our own members, our community, and the larger world. The team helps facilitate and encourage members in projects with this aim.

2016 Projects which Outreach Team helped facilitate:

- Food Pantry donations--Veronica
- Cookies to college kids--sent out March and November -- Coleen Allee
- Meals to members in need committee was reorganized in July -- Dianne Fett
- Men's Club Ice Age Trial Hike--May 7. A total of 6 men and women participated--Mike Hetzner
- God's Work Our Hand brat fry for Kiel Fire Dept--Sept 11--GD Council
- Highway Cleanup April 30 and October 1. 4 members participated--Mike Hetzner
- Packer Bash and Blood drive October 30--Coleen Allee
- Rummage Sale August 20--Kris Stephany
- Baked goods to local libraries--Veronica
- Welcome to the Community Cards with information about Gloria Dei being sent to people published as buying new homes--Raeline Springstroh
- Empty Bowls in February -- Kris Stephany
- Bread to new visitors -- Dee Langhor
- Bike to Church Sunday in August -- Gary Meyer
- Business Cards for Gloria Dei have been printed for members to hand out. A \$250 grant was received from Trivent used for printing expenses for this and other projects--Dee Langohr and Raeline Springstroh
- Postcards to Gloria Dei members whose names have not appeared in our service of friendship pads have been sent out every 6-12 weeks in the past year. Council has asked us to make phone calls to any members with no record of having attended worship in the past year. The purpose of these pads, cards, and calls is to encourage attendance, check on what needs people have such as needing a ride, and to clarify congregation membership records. Gloria Dei's constitution defines the minimum qualification for confirmed membership as having attended worship and donated at least once in the past year. Four people have volunteered to begin these calls to the approximately 30 family groups tallied, before presenting the results of these calls to Council. A script for the calls has been prepared. Let us know if you can help. Mike Hetzner, Raeline Springstroh, and Dee Langohr have been working on this project.

### **EMPTY BOWLS: BY KRIS STEPHANY**

11 years we have hosted the ecumenical event of Empty Bowls. This all started with previous Pastor Vicki, Miki Wise, & I meeting in Pastor's office discussing this Empty Bowl event Pastor had attended that we might want to try implementing at Gloria Dei. Miki was the Kiel Middle School Quest service group & art teacher at the time, so the students could create clay bowls for the event & serve their community members. I was fellowship committee chairperson, so I could organize the soup meal within our church, as well as invite any of the area churches to participate. We had great success from both; enthusiasm abounded! We had a wonderful event that 1<sup>st</sup> year in May. We learned so many things that year; like Gloria Dei outlets can only handle so many nescos; soup events might work better when it's cold out; maybe we could serve cookies; and Allee's pizza soup is delicious!

Empty Bowls, the national organization, requires that the money raised by "Empty Bowls" events be used by/given to food related organizations, so we decided to split the funds raised between the Chilton, New Holstein, & Kiel food pantries. I don't have exact numbers because the school's Quest group handles the

money, but I do know that we have given the pantries over \$10,000. Most years, Thrivent Financial contributed to the funds as well.

Over the 11 years, people have moved on & new leaders have emerged. Jill Fritsch is the Quest teacher at Kiel Middle School, as well as the FCE teacher; she is not the art teacher. This means that she doesn't have the accessibility to clay, glazes, or the firing kilns, as an art teacher does. As she plans her curriculum & decides the best service project for her Quest students for the 2016/17 school year; that could mean, not making clay bowls. We need to respect that decision & make our own decisions about the sustainability of the Empty Bowl event.

As I am writing this, I have not heard anything definite from Jill. Perhaps, by the time you are reading this, I will have those answers.

I do know that the other churches that participate have told me that they would hate for this event to stop.

LASTLY, THIS EVENT COULD NOT HAVE HAPPENED ALL OF THESE YEARS SO

SUCCESSFULLY WITHOUT ALL OF YOU THAT HAVE HELPED IN THE PAST!

THANK YOU!

### **THRIVENT REPORT**

Thrivent Members and their Chapters through Care Abounds In Community provide supplemental funding for fund raisers, social events, education events and hands-on projects. There's also a relatively new program through Thrivent.



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It's an **Action Team**; Thrivent members apply directly on-line for that program.

Some of our Thrivent members are being very creative in using these funds.

Last year, through Care Abounds In Community, the Calumet County Chapter of Thrivent supported fundraisers at

Gloria Dei. *Thrivent members are encouraged to continue creating "Action Teams".*

In 2016, Thrivent Chapters received significantly less supplemental funding to administer through Care Abounds In Community programs. In October 2016 there was restructuring of Thrivent Chapters in Wisconsin. The local chapter became part of regional Thrivent districts. The function of the regional district is significantly different from county chapters.

Thrivent members are encouraged to be creative in using seed money by creating an **Action Team**. Each Thrivent member can create two (2) Action Teams per calendar year. The Action Team includes up to \$250.00 in a seed money, tee-shirts, banners, and stationery if desired. That's potential for a huge impact in our church community and the community at large.

Please remember to designate your **Choice Dollars** before March 30th! If you don't, someone at the corporate level will direct those funds.

**Questions?** Please visit the website or call the Thrivent 800 number- 800-847-4836 or contact your financial representative.

Respectfully submitted,  
Barb Spiegel

## **DINNER THEATER 2016 ANNUAL REPORT**

The 2016 Dinner Theater was a great success. Again this year we averaged more attendees per performance, 71, more than ever before. Our profits again this year went for advertising for Gloria Dei and the Carpet fund. The Not Yet Ready for Divine Time Players have selected a play for 2017, "The Money in Uncle Georges Suite" which is the second show we did. As usual we are always looking for new actors especially those in the 20 to 30 year age group.

We soon will be looking for individuals to help in many ways. This year will find additional challenges for us as we now have renters who will be using the church.

### Financial Breakdown

2014 balance	\$1,202.86
Ticket Sales	\$5650.00
Thrivent Match	\$ 250.00
Theater Expenses	- \$1,770.97
Earned Interest	\$ .22
Gloria Dei Advertising	\$ 562.00
Gloria Dei Carpet Fund	-\$3,400.00 (will be transferred)
Gift Card to Broderick	\$ 100.00
Deposit Stamp	-\$ 43.31
Checks	-\$ 20.00
Ending Balance	\$1,206.80 (after transfer)

The 2016 Dinner Theater for 2017 will be April 29, May 5 and 6 at 6:30 and April 30 at 4:00. The stage will be set on Sunday April 23 after Connects Community Church's service. We will be communicating the exact at a later day. We will strike the set on Sunday May 7 after church their church service. The rehearsal schedule will not be established until the cast is selected.

There is always there is plenty that needs to be done. We will continue to post volunteer needs as well as make announcements for projects that need help.

Respectfully Submitted,

*Dianne Fett*  
Producer

# Gloria Dei Lutheran Church

All Funds: Fiscal Year 2016 Revenue/Expenses for Accounts with Activity

Account	Jan '16	Feb '16	Mar '16	Apr '16	May '16	Jun '16	Jul '16	Aug '16	Sep '16	Oct '16	Nov '16	Dec '16	Total
<b>Revenues</b>													
<b>Contributing Revenues</b>													
Offering Revenues	10796	11019	9985	7490	8744	8040	8658	6349	8708	9736	7179	8907	105611
Special Offerings													
Advent	0	0	0	0	0	0	0	0	0	0	0	70	70
Building	0	0	0	0	0	0	0	0	0	3340	25	0	3365
Christmas	10	0	0	0	0	0	0	0	0	0	0	1149	1159
Easter	0	0	510	0	0	0	0	0	0	0	0	0	510
Lent	0	110	100	20	0	0	0	0	0	0	0	0	230
Memorial Donation	0	0	0	0	0	0	0	0	425	0	0	0	425
Outreach	0	0	0	0	0	0	0	0	0	225	20	0	245
Vacation Bible Camp	0	0	0	150	50	0	100	0	0	0	0	443	743
Subtotal for Special Offerings	10	110	610	170	50	0	100	0	425	3565	45	1662	6747
<b>Subtotal for Contributing Revenues</b>	<b>10806</b>	<b>11129</b>	<b>10595</b>	<b>7660</b>	<b>8794</b>	<b>8040</b>	<b>8758</b>	<b>6349</b>	<b>9133</b>	<b>13301</b>	<b>7224</b>	<b>10569</b>	<b>112358</b>
<b>Major Revenues</b>													
Miscellaneous	75	0	0	0	0	0	0	0	0	0	0	0	75
Miscellaneous													
Church Camping	0	0	0	0	52	0	0	84	0	0	0	0	136
Confirmation	0	0	0	0	0	0	0	0	506	16	0	0	522
Equipment Rentals	0	0	0	50	0	80	0	0	0	0	0	0	130
Flowers	0	0	306	0	0	0	0	0	0	0	0	0	306
Music	102	0	0	0	0	0	0	0	0	0	0	39	141
Rummage Sale	0	0	0	0	0	0	0	656	310	0	0	0	966
Subtotal for Miscellaneous	102	0	306	50	52	80	0	740	816	16	0	39	2201
Other Fund Raising Projects	0	0	0	0	0	0	0	0	2746	0	0	0	2746
Rent	0	0	0	0	0	750	600	0	1350	600	750	600	4650
Sale of Books & Other Religious Items	0	0	0	0	0	0	0	0	31	0	0	0	31
Thrift Choice	150	250	698	874	53	58	20	0	0	0	0	0	2103
United Community	13	13	11	12	6	12	12	0	0	15	14	0	108
<b>Subtotal for Major Revenues</b>	<b>340</b>	<b>263</b>	<b>1015</b>	<b>936</b>	<b>111</b>	<b>900</b>	<b>632</b>	<b>740</b>	<b>4943</b>	<b>631</b>	<b>764</b>	<b>639</b>	<b>11914</b>
<b>Miscellaneous Revenues</b>													
Other Revenue													
Program Fees	0	0	0	0	0	0	0	0	0	0	50	0	50
<b>Total for Revenues</b>	<b>11146</b>	<b>11392</b>	<b>11610</b>	<b>8596</b>	<b>8905</b>	<b>8940</b>	<b>9390</b>	<b>7089</b>	<b>14076</b>	<b>13932</b>	<b>8038</b>	<b>11208</b>	<b>124322</b>
<b>Expenditures</b>													

# Gloria Dei Lutheran Church

All Funds: Fiscal Year 2016 Revenue/Expenses for Accounts with Activity

Account	Jan '16	Feb '16	Mar '16	Apr '16	May '16	Jun '16	Jul '16	Aug '16	Sep '16	Oct '16	Nov '16	Dec '16	Total
<b>Operating Expenses</b>													
Bank Fees	0	0	0	0	0	0	0	0	0	0	65	0	65
Benevolence	0	0	0	150	0	0	0	0	0	0	0	0	150
Church/Grounds Maintenance Expense													
General Building Maintenance	78	0	0	0	0	0	0	131	0	0	0	0	209
General Grounds Maintenance	265	195	0	390	0	0	450	0	0	450	200	640	2590
Subtotal for Church/Grounds Maintenance	343	195	0	390	0	0	450	131	0	450	200	640	2799
Education Expense-Youth													
Youth Supplies Expense	0	0	0	0	0	0	0	0	30	0	0	0	30
Fellowship	0	0	0	40	30	0	0	0	0	0	0	0	70
Insurance	0	875	0	0	963	0	0	842	0	0	0	0	2680
Lay Minister	100	0	100	0	0	50	200	0	50	0	0	0	500
Memorial Fund	0	0	0	0	0	0	0	0	0	425	0	0	425
Miscellaneous	0	299	0	0	0	0	0	0	0	0	0	0	299
Miscellaneous													
Advertising	0	0	0	26	26	0	0	0	39	0	0	0	91
Bank Checks	0	0	0	0	0	0	0	0	0	45	0	0	45
Other Fundraising	0	0	0	0	0	0	0	0	2671	75	0	0	2746
Synod Assembly	0	0	0	290	0	0	0	0	0	0	0	0	290
Subtotal for Miscellaneous	0	0	0	316	26	0	0	0	2710	120	0	0	3172
Mortgage	2559	2559	2559	2559	2559	2559	2559	2559	2559	2559	2559	0	28149
Office Expenses													
Office Equipment Expense	471	98	94	428	94	98	432	98	100	432	98	98	2541
Office Supplies	62	0	0	14	0	58	0	0	0	48	0	0	182
Printing Expenses	0	0	0	0	0	58	0	0	0	0	0	0	58
Software	110	55	55	55	110	0	55	55	55	55	55	60	720
Website	0	0	21	0	0	21	0	21	15	0	21	15	114
Subtotal for Office Expenses	643	153	170	497	204	235	487	174	170	535	174	173	3615
Pastoral Expenses													
Professional Expenses	0	0	0	0	0	0	0	0	0	0	300	0	300
Postage/Mailing Expense	0	49	0	0	47	0	0	47	0	47	0	47	237
Simply Giving EFT Fees	12	13	14	13	12	12	13	13	14	13	14	0	143
Staff Benefits													
Employers FICA Contribution	44	42	44	42	50	68	62	57	61	60	57	54	641
Employers Medicare Contribution	10	10	10	10	12	16	14	13	14	14	13	13	149
Misc- FICA	315	0	0	319	0	0	0	394	0	464	0	0	1492
Retirement Fund	1338	1338	1489	1416	1385	1410	1410	1410	1410	1410	1410	0	15426
Subtotal for Staff Benefits	1707	1390	1543	1787	1447	1494	1486	1874	1485	1948	1480	67	17708
Staff Salaries													



## Gloria Dei Lutheran Church

All Funds: Fiscal Year 2016 Revenue/Expenses for Accounts with Activity

Account	Jan '16	Feb '16	Mar '16	Apr '16	May '16	Jun '16	Jul '16	Aug '16	Sep '16	Oct '16	Nov '16	Dec '16	Total
Administration Salaries	165	135	165	135	270	550	458	375	440	425	383	335	3836
Organist Salaries	541	541	541	541	541	541	541	541	541	541	541	541	6492
Pastor Salaries	4456	4713	4713	4713	4713	4713	4713	4713	4713	4713	4713	4713	56299
Subtotal for Staff Salaries	5162	5389	5419	5389	5524	5804	5712	5629	5694	5679	5637	5589	66627
Sunday School	137	0	119	0	0	0	0	0	575	0	58	0	889
Telephone/Internet Expense	94	94	94	94	101	101	102	102	102	102	102	102	1190
Travel Expense													
Meals	0	0	34	0	0	0	0	0	0	0	0	0	34
Transportation	0	0	305	0	0	0	0	0	0	0	0	0	305
Subtotal for Travel Expense	0	0	339	0	0	0	0	0	0	0	0	0	339
Utilities													
Electricity	221	178	159	148	168	120	121	108	203	130	147	171	1874
Gas	298	298	298	298	0	0	0	0	9	253	253	253	1960
Recycling/Rubbish Collection	207	0	0	0	0	0	0	0	0	0	0	0	207
Water	0	0	0	0	0	0	0	0	29	0	0	0	29
Subtotal for Utilities	726	476	457	446	168	120	121	108	241	383	400	424	4070
Worship Expenses													
Art/Design/Flowers Expense	176	43	0	302	0	0	0	0	0	0	20	201	742
Worship/Music/Communion Supplies	0	0	0	0	0	0	0	0	143	0	0	0	143
Subtotal for Worship Expenses	176	43	0	302	0	0	0	0	143	0	20	201	885
<b>Subtotal for Operating Expenses</b>	<b>11659</b>	<b>11535</b>	<b>10814</b>	<b>11983</b>	<b>11081</b>	<b>10375</b>	<b>11130</b>	<b>11479</b>	<b>13773</b>	<b>12261</b>	<b>11009</b>	<b>7243</b>	<b>134342</b>
<b>Total for Expenditures</b>	<b>11659</b>	<b>11535</b>	<b>10814</b>	<b>11983</b>	<b>11081</b>	<b>10375</b>	<b>11130</b>	<b>11479</b>	<b>13773</b>	<b>12261</b>	<b>11009</b>	<b>7243</b>	<b>134342</b>
<b>Other Revenues</b>													
<b>Miscellaneous Income</b>													
Transfers from Building	0	0	0	0	0	0	1000	4831	0	0	0	0	5831
Transfers from Scrip	0	0	0	0	0	0	2500	0	0	0	0	0	2500
<b>Total for Other Revenues</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3500</b>	<b>4831</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8331</b>
<b>Revenue minus expenses</b>	<b>-513</b>	<b>-143</b>	<b>796</b>	<b>-3387</b>	<b>-2176</b>	<b>-1435</b>	<b>1760</b>	<b>441</b>	<b>303</b>	<b>1671</b>	<b>-2971</b>	<b>3965</b>	<b>-1689</b>

Gloria Dei Lutheran Church			
Proposed Budget 2017			
		2016	2017
<b>EXPENSES</b>			
<b>Staffing</b>			
	Pastor Salary	34,525.00	35,975.00
	Pastor Housing	14,500.00	14,500.00
	Pastor Mileage	3,000.00	3,000.00
	Pastor SS Allow	3,750.00	3,850.00
	Pastor Insurance	8,330.12	8,500.00
	Pastor Pension	6,226.20	6,500.00
	Pastor Cont. Ed.	900.00	900.00
	Professional Expense- conferences	300.00	
	Misc. Books and publications	400.00	400.00
	Supply Pastor		
	Lay Minister	500.00	500.00
	Organist	5,460.00	5,460.00
	Choir Director	1,030.00	1,030.00
	FICA - organist and choir director	500.00	500.00
	Secretary	3,684.00	6,300.00
	FICA - secretary	612.00	650.00
	Workers Comp.	500.00	573.00
	<b>Total Staffing</b>	<b>84,217.32</b>	<b>88,638.00</b>
<b>Building &amp; Maintenance</b>			
	Mortgage	30,708.00	26,754.00
	Insurance	2,680.00	2,946.00
	Maintenance and Repairs	209.00	250.00
	Cleaning Service		
	Lawn Care	1,490.00	1,500.00
	Snow Plowing	1,100.00	1,200.00
	Heat	1,960.00	2,000.00
	Electric	1,903.00	2,000.00
	Phone and Internet	1,190.00	1,200.00
	Water Softner	26.00	50.00
	Rubbish and Recycling Collection	207.00	225.00
	<b>Total Building</b>	<b>41,473.00</b>	<b>38,125.00</b>
<b>Benevolence</b>			
	ELCA		
	Cluster		
	Crossways		
	FDL Lutheran Home		
	<b>Total Benevolence</b>	<b>150.00</b>	<b>150.00</b>
<b>Office</b>			
	Postage	190.00	200.00
	Office Supplies	182.00	200.00
	Office Equip. Expense	2,443.00	2,500.00
	Advertising	91.00	100.00

	Bulletins/Envelopes		
	Bank Fees-Internet	65.00	65.00
	Bank Checks	45.00	45.00
	KFD Fundraiser	2,746.00	-
	Simply Giving ET Fees	143.00	150.00
	Misc. Office	480.00	500.00
	Printing Expenses	58.00	60.00
	Software	660.00	660.00
	Website	99.00	100.00
	<b>Total Office</b>	<b>7,202.00</b>	<b>4,580.00</b>
<b>Misc.</b>			
	Synod Assembly	290.00	300.00
	Worship/Music/Communion Supplies	143.00	300.00
	Youth Supplies Expense	30.00	50.00
	Fellowship	70.00	100.00
	Confirmation		
	Sunday School	889.00	900.00
	Vacation Bible Camp		
	Adult Education		
	Flowers/Palms/Conf Flowers	566.00	600.00
	Confirmation Camp		
	Misc.	299.00	350.00
	<b>Total Misc.</b>	<b>1,988.00</b>	<b>2,250.00</b>
	<b>TOTAL EXPENSE</b>	<b>\$ 135,030.32</b>	<b>\$ 133,743.00</b>
<b>INCOME</b>			
	Member Giving	101,362.00	102,478.00
	Connections Church	4,650.00	10,400.00
	Building	3,365.00	3,400.00
	Fundraisers	1,543.00	1,600.00
	KFD Fundraiser	2,746.00	-
	Misc. Income	2,237.00	2,200.00
	Thrivent Choice	2,103.00	2,100.00
	Christmas	1,159.00	1,200.00
	Easter	510.00	500.00
	Lent	210.00	210.00
	Outreach	245.00	245.00
	VBS	300.00	300.00
	United Community	108.00	110.00
	Capital Pledge Drive		9,000.00
	<b>TOTAL INCOME</b>	<b>\$ 120,538.00</b>	<b>\$ 133,743.00</b>
	<b>TOTAL VARIANCE</b>	<b>\$ (14,492.32)</b>	<b>\$ -</b>

# SCRIP REPORT

	Deposits	SCRIP Orders	Profit	Ledger Balance	Date	Cash Transfer to Gloria Dei	Scrip Card Gift	Transaction Discription	Ending balance	Check Fees	O/D Fees
2015 ending Balance									5191.8	x	
1/3/2016	2,085.00	2,035.02	49.98								
1/10/2016	1,375.00	1,292.73	82.27								
1/17/2016	1,525.00	1,488.74	36.26								
1/24/2016	1,575.00	1,527.98	47.02								
1/31/2016	1,620.00	1,575.65	44.35								
<b>January Totals</b>	<b>8,180.00</b>	<b>7,920.12</b>	<b>259.88</b>			<b>0.00</b>			<b>5,451.68</b>		
2/7/2016			-								
2/14/2016	2,535.00	2,470.50	64.50								
2/21/2016	1,875.00	1,834.36	40.64								
2/28/2016	725.00	710.12	14.88								
<b>February Totals</b>	<b>5,135.00</b>	<b>5,014.98</b>	<b>120.02</b>			<b>0.00</b>			<b>5,571.70</b>		
3/6/2016	1,845.00	1,799.53	45.47								
3/13/2016	1,825.00	1,778.49	46.51								
3/20/2016	1,005.00	1,130.05	(125.05)								
3/27/2016			44.49					From SCRIP to correct order			
<b>March Totals</b>	<b>4,675.00</b>	<b>4,708.07</b>	<b>11.42</b>			<b>0.00</b>			<b>5,583.12</b>	x	
4/3/2016	2,505.00	2,389.58	115.42								
4/10/2016	2,320.00	2,264.04	55.96								
4/17/2016			-								
4/24/2016			34.25					from scrip center			
<b>April Totals</b>	<b>4,825.00</b>	<b>4,653.62</b>	<b>205.63</b>			<b>0.00</b>			<b>5,788.75</b>	x	
5/1/2016	2,090.00	2,043.96	46.04								
5/8/2016	2,150.00	2,094.87	55.13								
5/15/2016			-								
5/22/2016	2,150.00	2,100.00	50.00								
5/29/2016			-								
<b>May Totals</b>	<b>6,390.00</b>	<b>6,238.83</b>	<b>151.17</b>			<b>0.00</b>			<b>5,939.92</b>	x	
6/5/2016	3,000.00	2,923.55	76.45								
6/12/2016	3,155.00	3,071.02	83.98								
6/19/2016			-								
6/26/2016			-								
<b>June Totals</b>	<b>6,155.00</b>	<b>5,994.57</b>	<b>160.43</b>			<b>0.00</b>			<b>6,100.35</b>		
7/3/2016											

7/10/2016				(2,500.00)	
7/17/2016	3,795.00	3,809.25		(14.25)	
7/24/2016					
7/31/2016	22.53	0	22.53		
<b>July Totals</b>	<b>3,795.00</b>	<b>3,809.25</b>	<b>(2,491.72)</b>	<b>0.00</b>	<b>3,608.63</b>
8/7/2016	2,080.00	1,914.00	166.00		
8/14/2016	1,875.00	1,832.98	42.02		
8/21/2016			-		
8/28/2016			-		
<b>August Totals</b>	<b>3,955.00</b>	<b>3,746.98</b>	<b>208.02</b>	<b>0.00</b>	<b>3,816.65</b>
9/4/2001	2,400.00	2,344.48	55.52		
9/11/2001			-		
9/18/2001	1,760.00	1,763.05	(3.05)		added two amazon pd later
9/25/2001			-		
<b>September Totals</b>	<b>4,160.00</b>	<b>4,107.53</b>	<b>52.47</b>	<b>0.00</b>	<b>3,869.12</b>
10/2/2016	2,745.00	2,627.75	117.25		includes 50 from prev. order
10/9/2016			-		
10/16/2016	1,470.00	1,435.82	34.18		
10/23/2016	24.24		24.24		
10/30/2016	2,260.00	2,199.64	60.36		
<b>October Totals</b>	<b>6,499.24</b>	<b>6,263.21</b>	<b>236.03</b>	<b>0.00</b>	<b>4,105.15</b>
11/6/2016			-		
11/13/2016	1,525.00	1,477.24	47.76		
11/20/2016			-		
11/27/2016	1,635.00	1,977.88	(342.88)		
<b>November Totals</b>	<b>3,160.00</b>	<b>3,455.12</b>	<b>(295.12)</b>	<b>0.00</b>	<b>3,810.03</b>
12/4/2016	2,080.00	1,910.58	169.42		
12/11/2016	925.00	852.86	72.14		
12/18/2016			-		
12/25/2016	2,675.00	2,597.22	77.78		
<b>December Totals</b>	<b>5,680.00</b>	<b>5,360.66</b>	<b>319.34</b>	<b>0.00</b>	<b>4,129.37</b>

<b>Y-T-D Totals</b>	<b>62,609.24</b>	<b>61,272.94</b>	<b>(1,062.43)</b>	<b>0.00</b>	<b>4,129.37</b>
	<b>Deposits</b>	<b>SCRIP Orders</b>	<b>Profit</b>	<b>Donation Totals</b>	<b>Ending Balance</b>