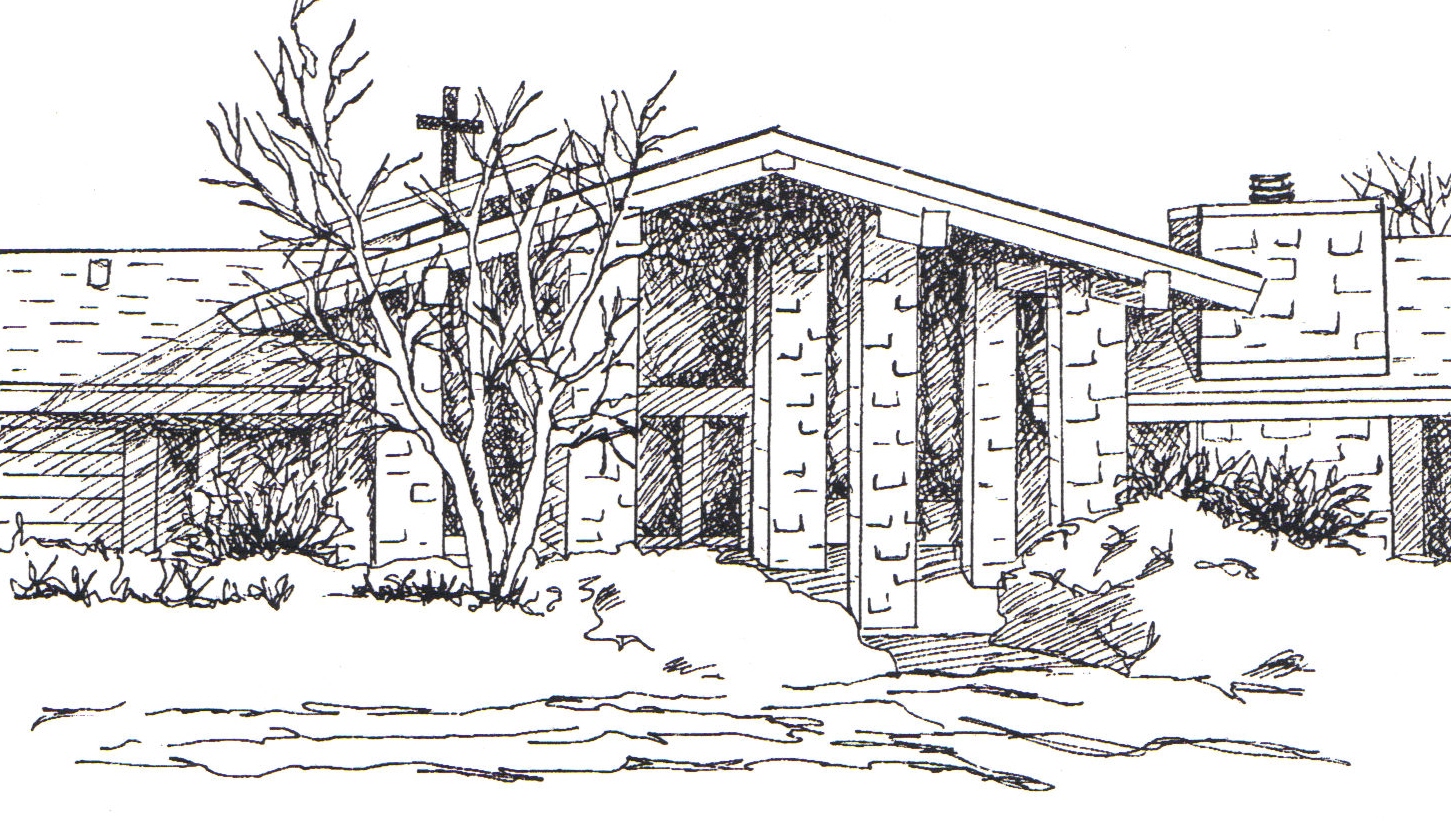
Gloria Dei Lutheran Church

2018 Annual Report



N1230 Seven Corners Road

New Holstein, WI 53061

[gloriadeilcwi@gmail.com](mailto:gloriadeilcwi@gmail.com)

920-898-5333

Published on January 27, 2019

*GLORIA DEI LUTHERAN CHURCH*

*“MAKING CRHIST KNOWN”*

N1230 Seven Corners Road

New Holstein, WI 53061

Phone: 920-898-5333

[gloriadeilcwi@gmail.com](mailto:gloriadeilcwi@gmail.com)

***Table of Contents***

Page

1 Meeting Agenda

2 Current, Appointed & Nominated Positions

3-4 2018 Meeting Minutes

5 President’s Report

5 Council Vice-President’s Report

5 Stewardship Report

6 Parish Ministry Report

7 Capitol Campaign Report

7 Sunday School Report

7 Vacation Bible School Report,

7 Worship & Music Report

8 Building And Grounds Report

8 Youth Group Report

8 Outreach Team Report

9 Dinner Theater Report

9 Scrip Report

10 Treasurer’s Report

11-12 2019 Budget Detail

***Gloria Dei Lutheran Church***

***Annual Congregational Meeting***

***January 27th, 2019***

***Agenda***

Welcome – President Joe Janicek

Opening Devotions – Reverend Jim Liddle

Approval of Minutes

February 11, 2018 Annual Meeting

Budget Presentation and Approval: Dave Hoban

Nominations and Elections of Council Members and Officers: Joe Janicek

Nomination for a 3-year term to Audit Committee: Joe Janicek

Appointments to: (Nominations from the floor)

Nominating Committee – two non-council members

Synod Assembly – 2 delegates (male & female)-

Green Bay Conference – 2 delegates (annual mtg)-

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

Crossways Lutheran Camping Ministry- 2 delegates-

Annual Meeting Fond du Lac Lutheran Home-

Closing Prayer: Dave Kohls

Adjournment



**Thank You to Our Council Members Thank You to Audit Committee**

Barb Speigel - Recording Secretary Cheryl Heller

(completing Craig Heller’s Unexpired Term) Andrew Deeher

Jerry Jensen Raeline Springstroh

Karen Ebert

Dave Kohls

David Hoban - Treasurer

**Outgoing Council Members Mutual Ministry Team**

Annette Pleshek Karen Ebert

(Who completed Rachal Barrett’s Unexpired Term)

Coleen Allee

Sue Erickson

Joe Janicek

**Special Thanks** **Nominating Committee**

Andrew Deehr & Becca Zimmermann—*Youth* *Group* Dianne Fett

Al Fett—*Stewardship* *Team* Mike Hetzner

Raeline Springstroh—*Worship* *& Music*

Dee Langhor—*Memorial* *Fund*

Mike Hetzner—*Outreach* *Team*

Cheryl Heller—*SCRIP*

All members in congregation who helped on *Property Team*

***2018 Statistical Report***

**Baptized Members** **Confirmed Members**

165 128

**Number of Households** **Worship Services**

67 107

**First Communions** *51 Sunday; 41 Wednesday; 5 Lent; 3Advent*

1 *William Deehr, Sara Hoban, Gordon Janicek, Annalee Puro, 1 Ash Wednesday; 1 Maundy Thursday,*

*Eloise Rckert-Bratz, Katie Stephany, Anthon Wiskow 2 Good Friday, 1 Kiel Picnic Ecumenical*

*1 Thanksgiving Eve, 1 Christmas Eve*

**Confirmations**

1 *Jacelyn Jean Aprill, Cambria Deehr, Matthew Stephany,* **Average Weekly Attendance**

*Nell Kalan Aschenbach, Claire Kolberg* Sunday: 44 (51 of 51 Sun. reported)

Wednesday: 17 (All Mid-Week Worship)

**Marriages**

0 **Members Received**

0

**Baptisms**

1 *Shelby Rae Aschenbach* **Members Removed**3

**Burials/Deaths**

1 *Jenny Bee Kolberg* **Members Reclassified to Inactive** 6

2

**Gloria Dei Lutheran Church**

**Annual Congregational Meeting Minutes**

**February 11, 2018**

**Welcome & Prayer:** President Joe Janicek

**Call to Order:** 10:01 a.m. Quorum was met with 41 members.

**Opening Devotion:**  David Kohls

**Approval of Minutes from January 29, 2017 Annual Meeting:**

Mike Hetzner motioned to approve minutes, Colleen Anderson seconded, motion carried.

**2018 Budget Presentation and Approval-Alan Fett:**

Discussion included:

* Process of formulating budget
* Pastoral expenses: supply pastors, lay people, possible interim
* Mortgage payment and capital campaign
* Mission Investment and possible temporary mortgage relief
* Possibility for sale of Gloria Dei acreage
* Scrip account less than in the past

Jerry Jensen motioned to approve budget as presented, Dianne Fett seconded, motion carried.

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

Mike Hetzner presented the 2018 Council Nomination Ballot, five nominations needed. Joe Janicek, Rachel Barrett, Sue Erickson, and Coleen Allee remain on council with one year remaining in their terms.

Nominations—2018 Council-at-Large Positions (2-Year Terms):

* Craig Heller
* David Hoban
* David Kohls
* Karen Ebert
* Jerry Jensen

Annette Pleshek motioned to close nominations, Jennifer Lecker seconded, motion carried.

Nominations—2018 Council Officers (1-Year Terms) –

* President: Joe Janicek (in second year of 2-year term)
* Treasurer: David Hoban

(Vice President and Secretary will be voted on by the council at the next meeting)

Al Fett motioned to approve all nominations, Gary Meyer seconded, motion carried.

Voted onto 2018 Council: Craig Heller, David Kohls, Karen Ebert, Jerry Jensen, David Hoban

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

* Cheryl Heller has 2 years left
* Andrew Deehr nominated for a 3-year term
* Raeline Springstroh nominated for a 1-year term

Anne Sellen will write up the job description for this committee.

3

Dianne Fett motioned to approve all nominations, Coleen Allee seconded, motion carried.

4

**Appointments to:**

* Nominating Committee – 2 non-Council members:

Mike Hetzner and Cheryl Heller

* Synod Assembly – 2 delegates (male & female) – May 18-19, 2018:

Julie and Darryl Schaefer

* Green Bay Conference (annual meeting) – 2 delegates – February 2018, 10 a.m.-2 p.m.:

Pat and Jerry Jensen

* Manitowoc Cluster – 2 delegates (1-2 meetings/year):

Michael Hetzner and Cheryl Heller

* Crossways Lutheran Camping Ministry – 2 delegates – February 24, 2018 10 a.m.-1 p.m. at

St. Mark’s Lutheran Church, Neenah:

Becca and Zoe Zimmermann

* Annual Meeting – Fond du Lac Lutheran Home:

Rachel Barrett

**Dinner Theatre**: Dianne Fett

Error made: money remained in the checking account… currently have $6000, with an additional $1000 in reserve for start-up funds for the next show. This money is available to the congregation as needed. Steffi Sabel will be taking over the meal portion of this year’s show, which will take place at the end of April.

**Calling a Pastor:**

Council has submitted to the synod how much Gloria Dei is able to pay for an interim pastor. We are currently unable to fund a full-time interim pastor, and there are very few part-time interim pastors available. As we are waiting for an interim or settled pastor, we have Gloria Dei lay people and Pastor Jensen as our “on-call” people for counseling, etc. There are also local pastors who are willing to be used on an “on-call” basis.

Pastor Jensen will be with us for 3 out of 4 Sundays a month until the end of May, when she will be relocating out of state. She will be providing first communion and confirmation.

**Constitution**:

Scott Rickert brought up the thought that an electronic notification should count as official communication. However, this would require a change to the constitution; the council will look at this in the upcoming meetings. Constitution changes must be approved by the synod.

**Closing Prayer:** Dave Kohls

Annette Pleshek motioned to adjourn, Coleen Allee seconded, motion approved.

Respectfully submitted,

Charlotte Deehr, Council Secretary

***President’s Report 2018***

5

As my term wraps up as president, I wanted to take this opportunity to reflect on the last two years. We as a congregation faced a significant amount of change and adversity, but I feel very confident in saying we are much more “in order” now that we have been in some time. Over these past two years we were able to address the stoop at the main entrance, along with the beams in the carport and sealing the cracks in the parking lot. We also made progress defining what roles our action groups play in organizing and operating our Church. Recently, at a council meeting, it was mentioned that if we stay on course for the next two years, we will be able to retire the mortgage in 6-8 years! I am happy to see new faces coming to the next council, and new faces on Sundays. For me, the next step will be transitioning my involvement from that of council to action teams. I am already working with Becca, Raeline and Diane on the Empty Bowls project, and look forward to other opportunities to serve. I am also getting married early next year, and when my fiancé and I thought about where to have the service, the choice was easy, we both could think of nowhere else we would want to have our special day, but Gloria Dei. I pray that we all continue to seek and find the ways we can serve our Lord in the future, God Bless,

Josef Janicek

***Vice President’s Report 2018***

This year the primary role of the Vice President was a supporting role to the President and as a liaison to the Worship Committee upon the departure of Rachel Barrett.   In past years the Vice President has filled the roll of liaison to the Mutual Ministry Team and even farther back as the Chair of the Policy and Procedure Committee.  Mutual Ministry acts as a support to the minister and a communication link between minister, committees, and the congregation at large. The Policy and Procedure Committee ensures there are written records of policies and procedures that give guidelines for council action. For various reasons these committees are currently inactive. It would be my hope that these committees be revived and activated during the 2019 church year to keep Gloria Dei moving forward.  
Working with the current council has been a pleasure. All members sincerely desire what is best for Gloria Dei. The climate allowed all to participate with ideas and opinions and come to mutual agreement in moving Gloria Dei forward.  May that continue into 2019.

In Christ,  
Karen Ebert, Vice President

***Stewardship Report 2018***

I will start this report with a thank you to the committee members who generously gave of their time and talents, Dave Kohls, David Hoban, and Allan Fett.

Stewardship has a greater encompassing meaning but this last year the committee has focused on the financial aspect of Gloria Dei. Through various approaches at attempting to develop a budget, we discovered that our existing financial program has a format for developing, reporting, and tracking the budget process. Many thanks to our treasurer, who adapted our budget to fit the format. That was not a snap process.

The end result was a budgetary process and format that is on the computer system that can be easily used to keep the financial records and reporting current. We feel quite confident that the proposed budget presented at this year's annual meeting gives a very accurate picture of our financial future. Thus it makes planning for any contingencies the next year a lot easier.

Yours in Christ: Jerry Jensen-council member

5

***Parish Ministry Report 2018***

As Director of Ministry, I help keep an eye on both the operational and ministerial sides of Gloria Dei. The year of 2018 was an adventurous ride for Gloria Dei. Clearly, for the nucleus that are actively and regularly involved in embracing that our “Future is Now”, we have not only stabilized, but have begun slowly turning the upward corner. The summary printed below will support this belief.

**Financially**: While we did not achieve the income forecast presented at the 2018 Annual Meeting, Gloria Dei did achieve several positive steps. First, Gloria Dei was able to pay all bills due on time and has no outstanding debt (aside from the mortgage). Second, Gloria Dei was able to surpass the $10,000 Capital Funds goal, by over $1,000. The final report of our Capital Fund Drive was $11,524.72. This entire amount has gone to our mortgage holder in principle reduction. Third, additional property projects were fully funded (repair of the carport, maintenance of the parking lot, and a releveling of the concrete approach to the front door.) Fourth, Gloria Dei’s general income was very close to meeting all general expenses, as well as, the extra projects taken on. Fifth, Gloria Dei is about seven years away from retiring the mortgage. These are all things to celebrate.

**Programming**: Over 2018 almost every project that Gloria Dei had previously undertaken was again accomplished, except for the rummage sale. Gloria Dei held their Annual Chili Cook-Off, Church Picnic, Dinner Theater, Vacation Bible Camp, Fall Fun Fest, What Child is This – Women’s Retreat, and the semi-annual Highway Clean-Up. Our Youth Group, under the leadership of Becca Zimmerman started a youth project called “Super Santa Soup Supper”. In order to help make a pathway for successful projects, a “Ministry Opportunity Table” has been established, so that interested people can sign-up. Any project undertaken, must have a project leader and project helpers in order for the project to be undertaken. If there is insufficient interest, a project or activity is canceled; unfortunately, that is what happened to the rummage sale in 2018.

**Ministry**: In mid-2017, Gloria Dei started off by only being able to afford Lay Leaders and an occasional Supply Pastor. Beginning in 2018, our use of Supply Pastors increased to two to three times per month. By the beginning of summer, our use of Supply Pastors increased to almost every Sunday; additionally, the congregation voted to create a new temporary position called the Director of Ministries (to provide continuity of leadership). Lastly, beginning in December of 2018, we created an understanding with the Reverend Jim Liddle to be our Regular, Intentional Supply Pastor, whose duties include more than preaching, but less than what would be expected from an Interim. Between the lay leaders and the Regular Intentional Supply Pastor, we have been more regular in communing our shut-ins and home-bound members; together with, the first steps of reaching out to all members (active and inactive).

**Liturgically**: with the leadership of other supply pastors, we were able to sacramentally celebrate all the desires of the church including a Baptism, First Communion, and Confirmation. Gloria Dei had well attended Christmas and Easter season participation. Over 2018 we worshiped using other forms of worship and music. Our average weekly attendance (including all available worship opportunities) was 61.

**Hopes and Dreams:**

This year will be a crucial year for Gloria Dei. Everything done over the last one and one-half years has been with the plan and intention of rebuilding and regrowth. With thanks to the congregation and church council for continuing to support ideas and concepts that are “outside the box”.

As I look at the upcoming year, I see several things that really should happen:

Achieve the income required to support the operating budget, without relying on brat fries, bake sales, dinner theater, and other fund-raising events.

Use fund raising events to support various local and regional needs ministries. While we give thanks to God for the good things we have, we are asked to look outside the doors of Gloria Dei for opportunities to serve and minister.

Initiate a leadership training session.

Develop training opportunities for new lay assistants and lay leaders.

Continue to utilize electronic media for on-going communication.

Create a training opportunity for others who would like to learn more about Lutheran Liturgy and setting up worship services for Gloria Dei.

In conclusion: There is good reason to believe that Gloria Dei Lutheran Church can be successful in ministry. It is now up to the members of Gloria Dei to make it happen. And remember that God does love each and every one of you, and so do I.

6

Dave, Director of Ministries

***Capitol Campaign report 2018***

2018 was the second year of our dedicated Capital Campaign drive. Our goal was to raise $10,000. Thanks to the generous giving and bake sale fund raising, we sent Mission Investment (our mortgage holder) $11,524.72. This payment in addition to our regular payment reduces the mortgage term. According to my rough estimate, regular payments will retire our mortgage in about 8.63 years instead of 9.2 years. Progress is being made.

Yours in Christ: Jerry Jensen-council member

***Sunday School Report 2018***

Sunday School meets after worship from September through May.  There are two classes: pre-K to 1st grade and 2nd grade and up.  The teenage group (A.C.T.) no longer meets due to low numbers.  There are approximately 6-10 kids for Sunday School each week.  The youngest group focuses on learning the main Bible stories using Bible stories, crafts, and games.  The other group uses a curriculum from Sparkhouse which follows the weekly scripture readings.  On December 16, 2018, twelve Sunday School kids presented their Christmas program.

6

7

***Vacation Bible School Report 2018***

Vacation Bible Camp 2018 was a success! There were about 20 campers throughout the week. The kids really enjoyed each other and grew in their faith and service. A big thanks to the three counselors from Crossways: Kelsey, Tess and Teressa. The campers learned several new songs and focused on the theme of "This Changes Everything." The kids were also involved in several service projects throughout the week. Approximately 60 boxes of cereal were collected and delivered to Rays of Hope in Kiel. The campers walked to Oak Creek Assisted Living to sing songs perform skits, and play bingo with the residents. They also decorated cookies and made thank you cards for the police departments in Kiel and New Holstein. At worship on Wednesday evening, the kids showcased a skit and some of the songs they learned. Thank you to the VBC leaders Laura Hoban, Becca Zimmerman, Tina Puro, and Colleen Allee and to the teenage helpers. Thank you to everyone who donated food for the campers during the week and to all who donate money to noisy offerings all year long. The kids really grow in their faith and friendships with each other throughout the week.  VBC 2019 is already scheduled for July 15-19 with Crossways.

***Worship and Music Report 2018***

The Liturgy and Worship committee continues to meet monthly to ensure a consistent and quality worship experience for all our service participants.

This committee is responsible for assigning worship leaders and assistants, coordinating First Communion, Confirmation and other special services, choosing the music played and song at every service, decorating the church for special occasions, changing out the alter linens and banners for the different church seasons, and reviewing and approving the Director of Ministry's reports.  We continue to seek more involvement from other members and appreciate feedback from the congregation on their feelings regarding services and overall worship experience.

Submitted by Raeline Springstroh.

***Building and grounds Report 2018***

Routine and ongoing maintenance and upkeep of the church and property continues. Thanks to the generous support from congregation and the Dinner Theater group, some very needed projects were able to be completed this year. The overhang in front of the church was repaired, the church’s front entrance was mudjacked to fix the concrete unevenness, and the cracks in the parking lot were sealed.

We are in the process of getting quotes to replace one furnace unit and the accompanying air conditioning unit. There is some money set aside for this but more fundraising will need to be done when the time comes to replace these units.

Some other projects that need to remain on the radar include: repairing the fascia/soffits on exterior of the church, sealing the parking lot, removal of the mildew that has been noted on the exterior of the church, and repair/replacement of the service door of the shed.

The Building and Liability insurance has again been renewed with the same carrier through CRW Insurance.

8

A huge thank you goes out to Joe Muellenbach for his continued service with lawn care and snow removal. Also, thanks to the numerous members who volunteer their time to clean the church on a regular basis as well as the talented and willing group of guys who make up this committee.

Respectfully Submitted,

Sue Erickson

8

***Youth Group Report***

***Outreach Team Report 2018***

Outreach team meets quarterly roughly the first Sunday of March, June, September, and December, and as needed, after worship to help facilitate and encourage projects that reach out to our members, our community, and the larger world.  All Gloria Dei members are welcome to attend with their input.

2018 Projects which Outeach Team helped facilitate:

Letters introducing Gloria Dei to new families in local communities are send out by Raeline, using Zillow to identify people who have bought homes in the area.  
Calls and cards to members who have not attended worship were made and report presented to Council.  
Loaves of bread to visitors (Raeline)  
Cookies to college kids were sent by Coleen's team in March and November.  
Meals for Carol and Mike Field were brought to their home.  
Highway Cleanup in May and November (Mike)  
Women's Group (Karen)  
Food Drives--VBC, monthly collection at worship 3rd Sunday for Food Pantry  
GD picnic September 9  
Fall Fest October 27  
Bake Sales--5 bake sales totaled $2,043.70, $207.00 to benevolence, $1,836.70 to Capital Campaign Fund (Pat, Becca, Sue, Karen and others)  
Spotlight Outreach October 28--temple talk and display at church

Ideas for next year:  knitting project (Becca), kits for kids at worship or in the hospital (Becca, Raeline), check Synod Resource Center for chancel dramas and ideas for community exposure (Mike), Empty Bowls (Joe, Becca), rummage sale (to be renewed would need a leader), promote the suggestion box, event for veterans/farmers, brat fries (Hugh and Raeline)

Michael Hetzner

***DINNER THEATER 2018 ANNUAL REPORT***

9

For the first time in our history we added a 5th show because we sell out each performance. We had very good turn out again this year.

2019 a little up in the air. I contacted Steffi to see if she would be able to do the meal again and she is not. So we will need to come up with a new plan. If you know of anyone who would be willing to take it on please let me know.

NYRFDTP have agreed that some of our funds would go to our intentional supply pastor if needed. Otherwise there will be matching funds of $7,000 available.

**FINANCIAL BREAKDOWN**

2017 Balance $ 6,423.47

Income

2018 Ticket Sales $6,610.00

Interest $ .22

Total Income $13,033.47.15

Expense

Advertising for NYRFDTP $ 334.50

License & Scrip Fees $ 551.30

Food for Dinner Theater $ 997.79

Misc. Expenses $ 290.62

Advertising for Gloria Dei $ 738.14

Gift for Steffi $ 203.00

Matching Funds $2,000.00

Total Expenditures ($ 5,115.35)

Ending Balance 2018 $7,918.12

Respectfully Submitted

Dianne J. Fett

Producer

***SCRIP Report 2018***

This past year we earned $997.29 in SCRIP.

Our current ending balance is $3311.37

I would everyone who, in my absences, gets out the pouch and makes SCRIP available Especially Coleen Allee and Sue Erickson for selling on Sundays and Wed. I really appreciate all of your help.

Please continue to purchase scrip for large and small purchases. If there is something you'd like me to keep on hand, or in different denominations, Please just let me know I will get for you.

If you are not sure of the denominations available or what percentages SCRIP offers please check them out at

www.shopwithscrip.com

or search Great Lakes SCRIP for more information

If anyone is interested in learning how to order scrip I would be happy to teach someone that end of the process so when I am gone SCRIP can be ordered.

Thank You

Cheryl Heller

2018 Treasurer’s Annual Report

10

***2018 Treasurer’s Annual Report***

A summary of the 2018 Gloria Dei financials are given in the following two pages.  The first page shows the income and expenses compared to the budget. It also shows the proposed 2019 budget.  The second page highlights the Capital Campaign and the funding for the three special building projects. These two items are not contained in the 2018 actuals shown on page 1. However, the $721.32 needed to cover the the remaining special building projects is taken from the actuals on sheet 1. All benevolence funds are contained in the operating income and expenses. These are funds that were raised or donated for the purpose of benevolence.

In 2018, Gloria Dei’s operating income was $13,806 less than predicted for the 2018 budget.  Gloria Dei expenses totaled $1,439 more than budgeted. However, there are several categories that were unbudgeted and some that were over budget. Overall, the 2018 expenses were $3,963 more than the income.

For the 2019 budget, the expenses directly reflect the operating costs in all categories based on 2018.  The proposed income was calculated from the total of the 2019 pledges. Included in this projection is income from members who have not pledged based on 2018 giving as well as a predicted loose change offering based on 2018 data. The Gloria Dei 2019 budget projects a $14,000 shortfall in income minus expenses.

10

***A screenshot of a cell phone

Description automatically generated***

11

***A screenshot of a cell phone

Description automatically generated***

12

11