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ANNUAL REPORT 2009

St. Peter Lutheran Church ELCA
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Congregational Code 14801 Synod 5J
Ministers: All members of St. Peter Lutheran Church
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ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

ANNUAL MEETING AGENDA Sunday, January 17, 2010

1. Call to Order – Kurt Zempel
2. Declaration of Quorum – Ruth Hartig
3. Adoption of Agenda – Kurt Zempel
4. Devotions – Pastor Diane Loberger
5. Approval of Minutes – Kurt Zempel
 - a. January 18th, 2009 – Annual Meeting
6. Elections – Nominating Team: Steve Weina & Allison Markus
7. Ministry and Mission Reports
 - a. Parish Records
 - b. Pastor's Report
 - c. Council President's Report
 - d. Council Vice-President's Report
 - e. Education Team Report
 - Sunday School
 - Vacation Bible School (VBS)
 - Confirmation Ministry (LIFE)
 - Mentor/Mentee
 - Adult Education
 - f. Human Concerns Team Report
 - g. El Salvador Team Report
 - h. Buildings and Grounds Team Report
 - i. Stewardship Team Report
 - Debt Reduction
 - j. Worship Team Report
 - k. Women of the ELCA Report
 - l. Performance Evaluation Report
 - m. Unique Team Report
 - n. Shalom Team Report
 - o. Mission Action Team Report
 - p. Treasurer's Report
 - q. Finance Team Report
 - r. Audit Team Report
8. Financial Reports for 2009 – Steve Weina
9. 2010 Mission Plan (Budget) – Finance Team: Steve Weina, Earl Wilhelm, Connie Meyer,
Nate Smith, Dave Berglund
10. Election Results – Nominating Team: Steve Weina and Allison Markus
11. Other Business
12. Closing Prayer – Pastor Diane Loberger
13. Adjournment – Kurt Zempel

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ANNUAL MEETING MINUTES

Sunday, January 18, 2009

- The meeting was called to order by our president, Kurt Zempel, at 12:14 P.M.
- Vice President, Amy Reinholtz, declared a quorum with 73 confirmed members present.
- A motion to approve the annual meeting agenda was made by Dick Seidemann with a second by Magi Wehner. The motion carried.
- Devotions were given by Pastor Diane Loberger. Each member was asked to write one or two dreams for St. Peter on a sheet of paper.
- Amy Reinholtz moved that the minutes of the February 3, 2008 annual meeting and the special congregational meeting held May 18, 2008 be approved as written. Dick Seidemann seconded the motion. The motion carried.
- Kurt introduced the present council members. Kurt presented the ballot from the Nominating Team. Members on the ballot for election to council were Pam Wilhelm, Bob Pilzak, Patty Kauger, and Pat Peters. Doug Hawkins was nominated for council by Barb Bubb. Her motion was seconded by Kevin Witt. Dick Seidemann was nominated by Evie Wangerin with a second by Steve Weina. Doug and Dick were added to the ballot. Members on the ballot running for synod delegate were Patty Kauger and Dione Knop. Linda Rasmussen nominated Kurt Zempel to be a male synod delegate. The motion was seconded by Matt Daniels. Kurt's name was added to the ballot. Persons on the ballot for Nominating Team were Allison Markus and Pat Peters. There were no further nominations. Deb Wilson moved that nominations be closed. The motion was seconded by Dawn Bossler. The motion carried.
- Ministry and Mission reports were given. Linda Rasmussen read a poem of tribute she had written about Carrie Zempel, our parish administrative assistant. Carrie completes parish records. In addition to the poem, Carrie was given a gift of thanks for her work as administrative assistant.
 - The pastor's report was given by Pastor Diane Loberger.
 - The council president's report was given by Kurt Zempel.
 - The education team report was written and printed in the annual report by Renee Rusch, Kathy Hocevar, and Amy Reinholtz.
 - The El Salvador Team Report was given by Carol Witt.
 - Human Concerns Report was given by Kevin Witt.
 - Stewardship Team Report was given by Dick Johnsen. He announced he is stepping down from stewardship team after 21 yrs of service.
 - Outreach Report was given by Jeff Wollert.
 - Worship was referred to in the annual written report. Kurt did note that the Epiphany Healing Service was new this year.
 - Women of ELCA report was given by Kathy Hocevar. She pointed out that all WELCA activities were listed in annual report.
 - Shalom Team Report was given by Carol Witt. She emphasized the goal of wellness for every family. Duane Strausser handed out a Wellness Wheel Model for congregational members. The Shalom Team will focus on one of the wheel items each month. Each will be addressed twice in a year. Feb. 22 at Camp Y-Koda there will be an event with a chili dump and family activities. Sat Feb 14 will be a sweetheart date night, offering a babysitting service at St. Peter. The team plans to meet monthly.

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- The Finance Team Report began with Treasurer, Steve Weina, asking for volunteers to help with auditing the church finances. He wants to have a completed report by the end of February for the congregation. Nate Smith presented as a financial team member for the 2009 mission plan (budget). Dick Seidemann moved the congregation accept the budget presented. Dawn Bossler seconded the motion. However, in discussion, Duane Gilbertson moved that budget be amended to add a line item H-9 for \$3300 to help cover confirmation camp for youth. Duane's motion was seconded by Magi Wehner. Lowell Stevenson moved that the budget be accepted including the line item H-9. Scott Morrelle seconded the motion to vote on the budget as amended. The motion was carried to accept the budget as amended.
- Elections results were given by the nominating team. For council, the new members elected were: Pat Peters, Pam Wilhelm, Dick Seidemann, Patty Kauger, and Bob Pilzak. Dione Knop and Kurt Zempel were elected as the synod delegates. The Nomination Team elected was Allison Markus. Pastor Diane Loberger along with Aimee Dettloff presented the MET Team Report. A written report was handed out for all in attendance. Aimee explained SMART goals; what they are and what are the guidelines for them.
- Other business: Dollie Dickrell announced that Isabel Lineau, a former St. Peter member, is going to be 97 years old. She asked that congregation members send birthday cards. She mentioned how Isabel's son, Tom's memorial help pay for the addition of St. Peter's fellowship hall. Sam Gilbertson announced the youth pizza sale encouraging members to get in their orders and buy pizzas. A closing prayer was led by Pastor Diane. A motion for adjournment was made by Barb Bubb. The motion was seconded Dave Berglund. The motion was carried.
- The meeting adjourned at 2:36 P.M.

Respectfully submitted,
Ruth Hartig
Secretary

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PARISH RECORDS

Members Received in 2009	2009	2008
By baptism of adult	1	0
By baptism of children	7	4
By affirmation of faith	6	6
By transfer from ELCA congregations	3	1
By transfer from other Lutheran congregations	0	0
By transfer from non-Lutheran congregations	0	0
Correction from previous years	0	0
TOTAL	17	11

Members Removed in 2009	2009	2008
By death	0	3
By transfer to another ELCA congregation	20	39
By transfer to other Lutheran congregations	1	0
By transfer to non-Lutheran congregations	2	2
By inactivity or other reasons	4	5
TOTAL	27	49

Total Membership	Baptized	436	446
	Confirmed	336	341

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PARISH RECORDS

Members received into membership in 2009

Dean Payne	Tanya Payne	Steve Reinemann
Matthew Stift	Tammy Esselmann	Lori Beauchaine
Robert Ubbelohde	Susan Ubbelohde	Tina Schenk

Members removed from membership in 2009

Sencera Sprengel	Kaleb Sprengel	Jeremy Gruenke
Jennifer Raden	Stacey Miller	Jacob Miller
Charlie Miller	Hannah Hering	Jeff Nicla
Nica Nicla	Katy Nicla	Sarah Nicla
Danny Nicla	Leslie Pace	Sarah Pace
Elizabeth Pace	Margaret Harrison	Paul Pace
Joe Reinhart	Jennifer Reinhart	Parker Reinhart
Keegan Reinhart	Mary Lou Rammer	Eric Kunze
Megan Dicke	Adam Dicke	Jon Paquette

PASTORAL ACTS 2009

Baptisms

Rose Ristow	Skylar Payne	Mason Schenk
Adam Schenk	Mikayla Vaszily	Faithe Pirlot
Katlynn Esselmann	Trevin Stift	

Marriages

Nick Barritt & Becky Kirchenwitz
Paul Waters & Doreen Schloesser
John Sharp & Christa Wilhelm
Brooke Wilson & Steve Lilyquist

Funerals and Memorial Services for persons who died in 2009

None

Confirmation

Tanner Hawkins	Andrea Kirchenwitz	Trevor Rahe
	John Hitsman	

First Communicants

Danielle Dekker	Maddy Jo Dettloff	Katlynn Esselmann
Elizabeth Gruetzmacher	Jocelyn Grunert	Janette Neils
Brittany Rusch	Austin Stiebs	Autumn Stiebs
Kaylee Zahn		Ian Zempel

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WORSHIP ATTENDANCE

Average Weekly Attendance	2009	2008	2007
January	170	133	175
February	169	150	167
March	164	134	144
April	192	133	177
May	154	136	172
June	131	102	93
July	109	106	96
August	115	110	95
September	139	163	129
October	153	155	140
November	144	169	138
December	150	142	118
Average Weekly Attendance	150	136	137

Special Services	2009	2008	2007
		Cancelled celebrated 1st Weds	
Ash Wednesday	98	of Lent	104
Mid - Lent I	75	82	58
Mid - Lent II	60	65	65
Mid - Lent III	52	58	53
Mid - Lent IV	38	48	59
Mid - Lent V	53	44	43
Maundy Thursday	74	37	61
Good Friday 12:15pm	60	54	65
Easter Vigil (Saturday Evening)	37	25	38
Easter Sunrise (6:30am)	47		71
Easter (8:00am)	102	104	
Easter (10:30am)	112	101	178
Christmas Eve (4:30pm)	196	196	206
Christmas Eve (7:00pm)	59	68	68
Christmas Day (9:00am)	56	53	60

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FINANCIAL STATEMENTS

January 1, 2009 to December 31, 2009

Contributions reflect regular, benevolent,
and special funds

	2009 Units	2008 Units
0	38	34
.01-9.99	4	3
10.00-49.99	11	18
50.00-99.99	13	14
100.00-199.99	11	13
200.00-299.99	6	2
300.00-399.99	3	4
400.00-499.99	1	1
500.00-599.99	6	6
600.00-699.99	2	2
700.00-799.99	6	6
800.00-899.99	5	6
900.00-999.99	4	2
1,000.00-1,099.99	3	1
1,100.00-1,499.99	7	11
1,500.00-1,999.99	6	9
2,000.00-2,499.99	12	13
2,500.00-2,999.99	7	5
3,000.00-3,499.99	5	6
3,500.00-3,999.99	2	5
4,000.00-4,999.99	8	3
5,000.00-5,999.99	0	3
6,000.00-6,999.99	1	0
7,000.00-9,999.00	7	3
10,000.00-14,999.99	1	2
15,000.00-19,999.99	1	1
20,000.00-24,999.99	0	0
25,000.00-29,999.99	0	1

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PASTOR'S ANNUAL REPORT

Life for me at St. Peter in 2009 was in a word – busy! It has been a year of getting to know you better and defining our collective gifts, identifying the challenges of our congregation and community, and pondering those things about which we are passionate.

For me, this has been a year of visiting with congregational families and individual members, and hearing your stories. I had a total of 198 pastoral care visits in 2009 which included: 43 first time congregational visits, hospital visits, home communion visits, premarital counseling sessions, pastoral conversations and counseling. Thank you for inviting me into your lives. I have yet to visit 64 families and individual members for the first time, so it is my goal to visit with those folks by the end of 2010.

This has also been a year of meetings and more meetings, each striving to help us focus, as a congregation, on the mission to which God is calling us. As I peruse my 2009 calendar, I find that the St. Peter meetings I regularly attended as a working member included: Council, Executive Team, Worship, Finance, Stewardship, Adult Education, Mutual Ministry, LIFE Guides, Mentor/Mentee, Unique and Shalom teams. I managed to visit with other St. Peter teams also throughout the year. On a synodical level, I was a regular participant in the Tuesday morning ELCA Colleague Text Study, the Northern Lakeshore Cluster monthly gatherings, the annual Greater Milwaukee Synod assembly and the special synod assembly. I am now a member of the Greater Milwaukee Synod Coaching Team and the Evangelistic Outreach Team. Locally in Sheboygan, I am a member of the Sheboygan County Ministerial Association, a board member of Deland Receiving Home, a member of the St. Nicholas Domestic Violence Clergy Education Task Force, and I am actively involved in our Tripartite leadership team with St. Dominic Catholic Parish and Grace Episcopal Church. I also serve as a board member for the Association of Lutheran Older Adults, a national organization.

On the educational front, I am the large group leader for our Wednesday evening Confirmation classes. In 2009 I led adult Bible studies during the Sunday School hour and was the adult education leader for our Tripartite Vacation Bible School. Each month I have led the Council in a time of spiritual nurture at our council meetings. I have also led a monthly Bible study for, and celebrated Holy Communion with, residents of Harbor Heights. I continued to lead chapel on Friday mornings for the clients of TLC, our adult day care tenants.

On a personal educational front, the ELCA requires its pastors to participate in 50 hours of continuing education each year. Some of the educational events I attended in 2009 included: Ministry Coaching 101, the Greater Milwaukee Leadership Symposium, the Region 5 Leadership Gathering, Dynamics of Domestic Abuse, Crises Intervention, and the Greater Milwaukee Fall Theological Conference. In April I became a participant (one of 30 pastors) in a yearlong pilot project of the ELCA Board of Pensions of health and wellness called Journey of Renewal. I also entered into a ministry coaching covenant in 2009 that involves monthly conferences with my coach.

2009 was a year of celebrating five weddings, four Confirmations, eight baptisms, and I officiated at the funeral of Virginia Tracey.

While the preceding information gives you a snapshot of what my day to day life schedule looked like at St. Peter, it fails to capture the joy of the work we have accomplished at St. Peter in 2009.

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Through diligence and being willing to work through seeming brick walls, I have had the privilege of working with the strong lay leadership of St. Peter to imagine that God is calling us to be a transformed congregation. If you recall, at the beginning of 2009 the congregation was presented with the Mission Exploration Team Report which outlined 35 SMART goals that would shape our work this past year. The Mission Action Team was given the responsibility of holding us accountable to achieving those goals. Leslie Gerbitz and Aimee Dettloff have been devoted to this task. The original Mission Action Team included these two faithful servants and Lowell Stevenson, Wendy Conto, Bob Pilzak, and Matt Daniels who began the task and regretfully had to resign their positions due to work and personal obligations. Thank you to all team members for what you have accomplished! Each of the SMART goals has been addressed: most have been accomplished, some have been re-directed for 2010, and some are long-term goals which are in-progress but have a completion date in 2010 or later. In addition to holding us accountable, the center piece of the Mission Action Team work was defining our many ministries at St. Peter. Please make sure to check out their annual report and the notebook of Mission Action Plans that the devoted leaders of our various congregational ministries completed. Thank you to all who have worked to accomplish this huge task of defining our ministries. Your work will assist St. Peter in congregational transformation.

The Unique Team has also been industriously working in 2009 in the area of congregational transformation. Amy Reinholtz, Leslie Gerbitz, Pat Dettloff, Carrie Zempel, Bob Pilzak and I serve on the Unique Team. Our work began in April. As recommended in the MET Report, St. Peter contracted with ELCA Coach Jonathan Reitz, to assist us in tackling congregational transformation. Over 35 people attended the April 18 workshop with Jonathan to help define our collective potential, our local predicament, and our apostolic esprit – in other words, the corporate gift we bring to the table as a congregation, the problems of the community in the 1-2 mile radius around St. Peter, and what we are passionate about accomplishing as a congregation. Since April, the Unique Team has met monthly via conference call with Jonathan to define our Kingdom Concept. It has been tough work and has been hobbled by the fact that our structure at St. Peter is very loose and our focus is fuzzy. These are big findings for us and serve as a basis for our forward movement. The Unique Team work has included developing congregational values based on congregational input and observing our way of life together. Through the Unique Team work, we have defined our Kingdom Concept as: ***St. Peter Lutheran Church is committed and focused as a congregation to building healthy relationships with God, with each other, and with our community that will glorify God by following the example of Jesus.*** This will be the basis and focus of all of our work in 2010, as we continue to refine our mission at St. Peter. Please make sure to check out the Unique Team annual report. As the team continues its work in 2010, you will note that their new name is The Congregational Transformation Team to more accurately reflect the work of the team.

I have also had the privilege of working with the St. Peter Council as they have tackled many important issues in 2009. This group of amazing leaders has been open: to doing things differently; to the discipline of submitting comprehensive reports of their monthly work for each member to review; to engaging in team building exercises and a time of spiritual nurture during each meeting; to reflecting on and sharing their core values, personal mission statements, faith practices, their personal challenges, and a willingness to grow deeper in faith. This is an awesome group of faithful servants who have graced this congregation with strong leadership.

These are only three examples of the strong leadership that has been at work in 2009. Each of the ministry teams at St. Peter have exemplified a willingness to work diligently and faithfully for the

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good of the congregation. Please make certain to show your deep gratitude for the work they have accomplished in 2009. It has been my privilege to serve alongside all of the leaders of St. Peter this past year.

St. Peter has been blessed with an awesome staff. Carrie Zempel keeps things humming as our parish administrator with her knowledge, efficiency, and flexibility. Judy Brunnich, Kurt Zempel, and Myra Schneider continue to work to provide musical leadership in our worship services. The entire congregation obliged the Worship Team and the Mission Exploration Team with survey input on worship matters. As a result, worship leadership has been working to improve the worship experience. Working with Judy, Kurt, and Myra has been a pleasure. In 2009 we said goodbye to Neil Meifert, our custodian when he died unexpectedly. St. Peter has been blessed with the addition of Dan Stiebs as our new custodian. Dan brings his own special touch and attention to our building and grounds. I am very pleased to work these fine and faithful people.

Thank you for allowing me to be your pastor! May God continue to bless our work and may the Holy Spirit continue to lead us as we: strive to be faithful servants excited about growing in faith, seek God's unique mission for St. Peter, and build healthy relationships with God, with each other, and with our community.

In Christ,
Pastor Diane

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PRESIDENT'S ANNUAL REPORT

“Our gift is not what we can do but who we are.” – Henri Nouwen

As I reflect back on the past year of work as a council at St. Peter, I am both reassured and challenged by these words. It is reassuring because in the face of our susceptibility to be overconfident when we set goals, to lose ourselves in busywork, and to discouragement when we realize the overwhelming work that always remains, it reminds us of the importance of just being.

Sure, we can be busy, involved, over-committed members of this congregation, but what is it about our identity that makes us a gift to others? The challenge is to remain focused on those central things to our being that make us who we are, and to share that identity with one another and the world.

Over the past year, council has spent quite a bit of time on being a council, rather than simply focusing on whatever task needs to be accomplished. We have continued to make team-building and spiritual development an important part of every meeting. We have encouraged and welcomed prayer as a part of our work and discussions. We have sought ways to empower team members to make decisions about our ministries and to provide spiritual direction rather than micromanagement. And as a result, I am most proud of how council is a different place now than it was even a year ago.

The change is evident in the way council has discussed, wrestled with, and handled the difficult questions this year. We have been able to engage one another spiritually, to work to understand each others' fears and hopes, and to recognize that respectful questioning and disagreement are necessary to a healthy decision-making process. This is who the church council is now and will continue to be.

The past year has seen our congregation begin a journey of renewal, with the accomplishment of so many of the goals we set for ourselves in the Mission Exploration Report. In February we began the work of understanding our unique place in the body of Jesus Christ and are now able to articulate a new vision for our congregation and start to shape our ministry around that vision. We completed the transition to a new mortgage for our Family Life Center. Faced with the difficult economic realities, the proposed mission plan for this year includes a substantial reduction in costs. We faithfully evaluated the congregation's benevolence and our support of other ministry partners. We conducted a performance evaluation of the pastor, council and congregation, and have now formed a call team to consider and propose an open-ended call for Pastor Diane.

I can only begin to describe the fantastic honor and huge step this experience has been for me on my own faith journey, and what an opportunity it has been to be a part of so much excitement and anticipation for our congregation. I am extremely grateful for all of the hard work this council has accomplished together, and for the service of those who have completed their work on the council; Kevin Witt, Jeff Wollert, Renee Rusch, and Bob Pilzak. Now that my term as council president is ending, I can't help but feel like there is so much I am leaving undone, and that so much of what I thought we would have accomplished is still unanswered. But I also know that we are in a far better position now to answer those questions, complete those tasks as a congregation, and that with a renewed vision God will reveal the answers in His time.

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And so I am inspired for the future, and wonder if these words of Henri Nouwen will fit us too – if we can be a whole congregation of free, beloved, dreamers set on changing the world:

“The world is waiting ... for new saints, ecstatic men and women who are so deeply rooted in the love of God that they are free to imagine a new international order.”

Grace and peace,
Kurt Zempel

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VICE PRESIDENT'S ANNUAL REPORT

I first want to thank all the members of St. Peter who put forth efforts in completing SMART goals. 2009 was a year of change for many people and not always in a positive way. For St. Peter, there were many positive changes as the congregation took on the challenge set by the MET report.

The work done to add structure and organization to the ministries of St. Peter came directly from the congregation during the MET process. Adult bible study, new music and an emphasis on worship are a direct result of what our people asked for. The changes made have certainly given St. Peter a stronger base to work from as we go forth to do God's work. I think one of the most important things to take away from all the SMART goals accomplished is that we can change for the betterment of the congregation. May 2010 be a year of change in our efforts to glorify God.

Below is a summary of the year end status on smart goals for each functional area. For those who are not familiar with the goals, I invite you to open your MET report and see in more detail what has been accomplished.

SMART goals of the MET report

Ministry Teams

- ✓ All four smart goals are complete.

Christian Education

- ✓ Four out of five goals are complete.
- ✓ The first goal is to develop an organizational structure that creates a youth and family model encompassing all areas of Christian Education. This is in process and must continue in 2010.

Team redevelopment

- ✓ The objectives of all five goals have been met.
- ✓ Goal three of teams spending time in spiritual development is a task that was to be initiated in 2009, but we must be diligent in continuing through 2010 and beyond.
- ✓ Goal four in 2009 has transformed into the effort of the Unique Team developing the Kingdom Concept for St. Peter. This team has spent many hours defining this concept with a variety of input from the congregation. 2010 is the year to infuse this concept in all that St. Peter does.

Council/Governance/Personnel

- ✓ Three of the six goals are complete.
- ✓ The goal of reviewing existing policies and creating new ones has gone so far as to create a team that will address this. It is critical that this team completes a Child Protection Policy and a Sexual Misconduct policy in 2010.
- ✓ Reviewing the constitution has been purposely delayed to be completed after the Churchwide Council meets in March 2010.

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- ✓ The fourth goal has established a Personnel Committee, but all positions have not been reviewed.

Worship

- ✓ All five goals are complete.

Congregational communication

- ✓ The two SMART goals set are complete.

Congregational Renewal and Faith Development

- ✓ The first three goals are complete.
- ✓ The last five goals focus on renewal and are goals that have been assigned to the Unique Team. These goals are modified to fit a new direction and are not meant to be met in a year. The intent of these goals is that the congregation of St. Peter to work on renewal in 2010 and beyond.

**St. Peter finishes 2009 with 100% of all goals initiated
and 92% of all goals completed!**

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EDUCATION MINISTRY TEAMS ANNUAL REPORT

Sunday School

The Sunday School enrollment this year is 52 children. This year we split the 5th and 6th grades into two separate classes due to the size of each class. Nate Smith was added the 5th grade teacher this year. I want to thank all of the Sunday School teachers for the important role they play in educating the youth in our congregation.

Sunday School started on Rally Day and we made Pinwheels for Peace and placed them outside of the church for the community to see. The Children's Christmas Program was held during the second service on December 20th, and was planned by Reneé Rusch and directed by the Sunday School staff. The children and staff practiced December 19th during the afternoon and again during the Sunday School hour prior to the service. The children did a fantastic job presenting "The Biggest Christmas Present Ever!" The second half of the school year has begun and we are planning the Lenten Walk again to take place on Palm Sunday.

The Chime Choir participated in the Christmas program and will continue to play on special occasions. The Cherub Choir continues to practice weekly and perform monthly. In September, 3 year olds, 3rd graders, and 7th graders all received Bibles courtesy of WELCA.

Submitted by,
Reneé Rusch

Vacation Bible School (VBS)

Tripartite VBS was held at St. Peter Lutheran Church on July 13-17 in the evening. Pastor Diane planned and led adult VBS and Kathy Hocevar chaired the children/family portion. It was a huge success, with attendees from the community and all three churches.

Submitted by,
Reneé Rusch

Confirmation Ministry (LIFE)

LIFE took on a new shape in 2009. Flexibility was the watchword as Confirmation leadership worked to provide a meaningful Confirmation education for the young people of St. Peter. In the early part of 2009, students learned about the Apostles Creed and began to prepare to study the Old Testament. Over the summer each of the students read four different books of the Bible and returned in the fall prepared to share what they learned. Each of the students and Guides read the Book of Job and that discussion kicked off the fall classes. Each of the students and Guides received a set of Bible tabs for their Bibles, to assist them in becoming more familiar with the books of the Bible. Pr. Elijah Musoke of Uganda was also a guest speaker during one of the Wednesday night classes. The students continue to have responsibilities for sermon notes and service projects as part of Confirmation.

2009 LIFE Guides included: Beth Hawkins, Scott Morrelle, Pam Wilhelm, Sue Seidemann, Renee Neils, Lisa Smith, Dan Stiebs and Pastor Diane. LIFE started up in September, with the enrollment of 15 seventh, eighth and ninth students.

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We had the pleasure of sending 6 LIFE students and Pastor Diane to Crossways Summer Camp in June 2009. It was a well received experience by all and we are looking forward to sending another group this summer.

Submitted by,
Reneé Rusch

Mentor/Mentee

St. Peter Lutheran Church provides a Mentor Program for our fourth year confirmation students to help them identify more deeply with their Christian community and to give them an opportunity to participate more fully in the mission of the church of Jesus Christ.

On Sunday May 3, 2009, Andrea Kirchenwitz, Tanner Hawkins, John Hitsman, and Trevor Rahe were received into adult membership at St. Peter Lutheran Church through confirmation. The Mentees and I were fortunate to work with a dedicated, spirit-filled group of Mentors last year. They were Renee Rusch, Pastor Diane Loberger, Steve Weina, and Cheryl Rostollan.

On October 25, 2009 Pastor Diane Loberger commissioned the Mentor/Mentee teams for 2009-2010. This years Mentor/Mentee Teams are Jesse Grunow & Beth Hawkins and Andrew Bubb & Scott Morrelle.

The Mentor/Mentee teams have been meeting approximately twice a month to discuss their faith journey, pray, and to do their service projects. Service projects are one component of the Mentor/Mentee program.

There are ten projects that must be completed by the Mentor/Mentee team which reflect various aspects of parish ministry.

Worship	Congregation Outreach
Community Service	Work Crew
Council Visit	Social Justice Issues
Education - Each M/M will help teach at least one Wednesday night of LIFE	

The final component of the program is the large group meetings where all the Mentors, Mentees, Pastor Diane and I meet to touch base on their progress and share a lesson.

Confirmation is Sunday, May 2, 2010 during the 10:30 a.m. worship service. Please keep each of the Mentors and Mentees in your prayers throughout the year as they serve, develop new relationships, and grow in their in faith.

Respectfully Submitted,
Amy S. Reinholtz
Mentor/Mentee Coordinator

Adult Education

The St. Peter Mission Exploration Team Report presented in January 2009 set as one of the goals the appointment of an Adult Christian Education Task Force to develop and implement a calendar for Adult Christian Education that includes: Bible Study, Lutheran Basics, Prayer, Christian

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Basics, and faithful living. The Adult Education Team members include: Pam Wilhelm, Dione Knop, Dollie Dickrell, Doug Hawkins, Cheryl Rostollan, Jamie Schlueter and Pastor Diane.

Together the team met monthly and reviewed the history of adult Christian Education at St. Peter, as well as the surveys relating to Adult Christian Education compiled during the 2008 Mission Exploration process before formulating a plan. Based on the information received from the surveys, the team made course recommendations which included: a Sunday morning Bible study, a Lutheran Basics course and a prayer course.

In January 2009, during the Sunday School hour, a Bible study was offered. The books of Genesis and Exodus were explored between January and May. In the fall of 2009, the Lutheran Basics course was offered for adults during the Sunday School hour, followed by "A Savior Is Born" during Advent.

As the Adult Christian Education Team continued to meet, a decision was made to shape the adult education courses using an experiential model of learning which focuses on equipping the learners with an opportunity to practice relevant faith skills as part of the learning process. "A Savior Is Born" was the first course offered using this model.

Plans for Adult Christian Education in 2010 include: a series of NOOMA dvd topics by Rob Bell during the Sunday School hour for adults (using the experiential model); "Facing the Unknown" during Sunday School beginning in February; and a prayer study using: "Personal Prayer: Living in Love with God" to be offered on Sunday evenings.

The Adult Christian Education Team sees its work as essential for the faith development of the people of St. Peter in 2010 and will strive to continue to provide quality educational experiences for our mutual growth in Christ.

Respectfully Submitted,
Pastor Diane Loberger

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HUMAN CONCERNS TEAM ANNUAL REPORT

In 2008, the Human Concerns Team was re-established as an active ministry after being somewhat dormant for a few years.

During 2009 the primary goals were as follows:

- To establish a “core team” interested in Human Concerns ministry at St. Peter Lutheran Church
- To determine what Human Concerns means, and why it exists at St. Peter Lutheran Church
- To determine how St. Peter Lutheran Church can be involved in and make a difference in our local and world community
- To create and publish a Human Concerns Mission Statement
- To actively promote Human Concerns Ministry at St. Peter Lutheran Church

These goals have been accomplished with the active support of congregation members.

Human Concerns ministry exists at St. Peter Lutheran Church for the following reasons:

- To reach out and participate in our local Sheboygan community
- To reach out and participate in our World community
- To promote Human Concerns from a Service and Social Justice perspective

We know that when we do these things the following will happen: people become knowledgeable, people discover a passion, people commit, and people will take a risk.

To identify what Human Concerns means at St. Peter Lutheran Church this mission statement was developed and published: The Mission of Human Concerns at St. Peter Lutheran Church is to develop and strengthen relationships within our local and world community through acts of kindness and generosity. With God’s help we will do this by being partners with organizations that provide basic needs and in the process we create a world of justice, generosity and compassion.

Human Concerns is about giving, outreach, serving our local and world community, and social justice. The Human Concerns Team actively supported our local community through St. Peter's Cafe - Community Meal, Emmaus Meals at the Salvation Army, North Side Christian Food Pantry at St. Dominic’s, CROP Walk, Rainbow Kids, and Sheboygan County Interfaith Organization (SCIO). We actively supported our world community through Lutheran World Relief (LWR) and our Sister Parish Relationship with Apostoles de Cristo in El Salvador. We encourage you to read the El Salvador report for additional information. In addition we actively supported the Mission Action and Unique Teams by developing Ministry Plans that document the ministries associated with Human Concerns. In 2009 El Salvador, SCIO, and Rainbow Kids were all supported through the general budget. In 2010 these ministries will be supported through the benevolence giving of congregation members.

We know that our small team cannot support all of this. We need congregation members to work with us to discover their passion, determine what really matters, and support it passionately. All are welcome. Our goals for 2010 are relatively simple:

- We need to involve people who have a passion for Human Concerns.
- We need to decide which ministries we want to be engaged with and then develop a plan that will allow us to be involved in a meaningful way.
- We need to expand our team so there is a group working with every one of the ministries that we decide to be involved with.

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This has been a very active year and the Human Concerns Team would like to say thank you to anyone who helped with any aspect of Human Concerns. In addition we would like to say a special Thank You to WELCA for providing the financial support for many of the Human Concerns ministries. On a personal note I would like to say THANK YOU to every person on the Human Concerns Team for their diligence, determination, and positive attitude. The success experienced in 2009 would not have been possible without your effort. I am confident that we will experience that same success, and perhaps more, in 2010.

We invite all congregation members to participate in the Human Concerns ministry. Contact anyone on the Human Concerns Team for more information.

Respectfully Submitted,

Kevin Witt – Council Representative, Wendy Bertram, Carole Lawrence, Judy Tauschek,
Lea Ann Thibodeau, Gary Richmond, Anita Knaub, Michele Nordhagen and Mitzie Schlueter

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EL SALVADOR TEAM ANNUAL REPORT

Thank you to all student sponsors, and thank you to those who contributed in any way to our sister parish partnership. This year marked the 9th anniversary of our partnership with Apostoles de Cristo in Apopa.

Highlights for 2009:

- Our primary project continues to be sponsoring children so they are able to attend school. This year we sponsored 81 children at Apostoles de Cristo and 3 students in Tepeagua. We sponsored 76 elementary students, 5 high school, and 3 post high students.
- Mitzie Schlueter traveled with a Milwaukee Synod delegation to El Salvador in July. She visited our sister parish and several other communities. The people of El Salvador drew her in. Her comments included: "Emotions ran through me as I saw their living conditions and I felt for the people, for their needs. And the feeling of helplessness sunk in."
- A Synod healing delegation will visit El Salvador in February 2010 and Mitzie plans to join them to visit her brothers and sisters in Christ, walk with them, and help heal them.
- El Salvador Sunday, November 8, 2009. The highlight of this year's event was having Tim Muth, a regular traveler to El Salvador, deliver the message at both services and conduct a forum on immigration. He is a member of the ELCA Global Mission Committee.
- Kevin and Carol Witt traveled to El Salvador in November to attend the Encuentro II. This was a worldwide meeting of sister parishes. They also had the opportunity to visit Apostoles de Cristo for two days.
- Give Someone A Smile!! This year the El Salvador Team collected toothbrushes during Advent. Our goal was to collect a suitcase of toothbrushes which Mitzie will deliver to El Salvador in February. We collected in excess of 250 toothbrushes.
- The El Salvador Team established a niche in the Narthex to display El Salvador materials. The niche includes a library with El Salvador books and videos, our painted cross which was presented to us in 2002 and our Subversive Cross. The original Subversive Cross was made in 1989, during the Salvadoran Civil War and is covered with messages for peace and prosperity. The niche also includes photo albums and art work from El Salvador.

New members are always welcome.

Please direct any questions or concerns to any of the team members: Amy Reinholtz, Beth Hawkins, Gary Richmond, Howie Anderson, Bev Wallace, Carol Witt, Dick and Nancy Johnsen, Mitzie Schlueter

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BUILDINGS AND GROUNDS TEAM ANNUAL REPORT

“Oh my, I was elected to chair the Building and Grounds Team.”

Now what?

Instead of worrying about it, I stopped and asked God to give me the wisdom on how to best serve His church in this role. A strong message was placed on my heart: **USE THE GIFTS OF THE PEOPLE. JUST ASK AND THEY WILL COME.**

I asked and you responded. I am *very thank-filled* to report that you responded very generously with your time and your talents.

In 2009, WE (every member at SPL):

- ❖ Established open communication with TLC.
- ❖ Established a Fellowship Hall floor care program with an outside contractor.
- ❖ Purchased some new equipment for the janitor.
- ❖ Created an effective meeting room for SPL teams and visiting groups. The room off the Fellowship Hall was cleaned from top to bottom. We sorted through years of “stuff,” painted, cleaned carpet, put up a projection screen, installed a projector, connected a computer with internet capabilities, and put in new conference table and chairs.
- ❖ An interior work day was held in March, and many members of SPL attended, we were able to get many items fixed, light bulbs replaced, tables repaired, etc.
- ❖ The classroom hallway, Fellowship Hall, copier room, storage room and the offices were painted. THANK YOU Duane, Libby and Sam Gilbertson, for their gift of painting. PLEASE check out Pastor Diane’s office and Carrie’s office...awesome.
- ❖ Latch security guards were placed on all exterior doors.
- ❖ The pews were oiled and buffed.
- ❖ A wood shelving unit was built for the office staff. THANK YOU Bob “the builder” Hartig.
- ❖ The exterior wood of our entire building was renewed with many gallons of new stain. THANK YOU Duane Strausser for your many, many hours. We also had a Saturday event to take care of the high areas. A crew of about 15 people attended. THANK YOU.
- ❖ An outdoor clean-up day was held in May. We had the Boy Scouts, the Girl Scouts, Mentors and Mentees, and about 15 members show up to help clean up the yards, trim the trees and we spread 30 yards of new mulch around the entire church. Not only did we improve the curb appeal of our church but we got to know each other better.
- ❖ Safety issues around our facility were addressed. Signage was put up, crosswalks painted, and the north driveway was closed off during the week. TLC was very appreciative.
- ❖ A garden space was provided to TLC.
- ❖ As a team, Libby Gilbertson, Dan Stiebs, and Pam Wilhelm presented a “draft” Building and Equipment Use Policy to the Exec. Team. Council approval is pending.
- ❖ Many, many other tasks were taken care of by a phone call and your willingness to help out where needed.

THANK YOU to all members for caring enough to come and help for one hour or many hours. God has blessed us with this home we call St. Peter Lutheran and we need to continue to take care of this gift.

Pam Wilhelm,
Buildings and Grounds Team Chair

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STEWARDSHIP TEAM ANNUAL REPORT

The Stewardship Team looked for a method that would involve the congregation in a year round stewardship model. We wanted something that would not only look at the once a year pledging of our financial support to God's Church here on earth, but a way to lift our lives daily to living in and through Christ our Savior.

We have finished the first phase of the program with the financial commitment pledging to St. Peter for the 2010 calendar year. The pledging culminated on Sunday, December 6, 2009, with a celebration dinner in the Fellowship Hall with approximately 80 members attending. The number of pledging units for this year is down from last year. There were 59 households who pledged financial support to the life of the congregation for 2010 compared to 84 last year. On a more positive note, though, the average pledge to current expenses for this year was \$2,260, an increase of 59 percent from last year. The total pledged was \$133,364. This covers 57 percent of the proposed congregational budget for this year.

The team also completed a time and talent survey for the adult members of the congregation in October. We would like to complete a similar survey for the youth in the congregation. The team is looking forward to expanding from its current membership of four.

We have been charged to develop a plan to coordinate fund raising events at the church and space them out more evenly, rather than having them occur at the same time and compete with each other. A primary focus for reviewing requests will be: "How does this request fit in with the Vision and Mission of St. Peter?" We hope to have a form that will provide the church with a method to do this during the first quarter of 2010.

The next phase of the Stewardship program will be to bring to the congregation the meaning of being a good steward as a Christian on a year round basis. Expect to be hearing from the team throughout the year.

Yours in Christ,

Dick Seidemann,
Council Liaison to the Stewardship Team

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Debt Reduction/ Ministry Support Summary

The Debt Reduction/Ministry Support Appeal started in June 2007 and ended on December 31, 2009. The purpose of the appeal was to reduce the amount of our building and roof loans and provide funds to support ministry at St. Peter.

The following is a summary of our results as of December 31, 2009:

- Roof loan of \$33,325 was paid in full in August 2007.
- Building loan principal was reduced from \$875,000 to \$714,750, a reduction of \$160,250.
- We are saving more than \$10,000 per year in interest payments.
- We received \$28,800 for Ministry Support. Approximately \$2,800 has been used for 3 different ministries.

Congratulations. A very special thank you for your support of this appeal.

In less than 30 months, we have contributed in excess of \$220,000 to reduce our debt and provided a special fund to support ministry. AND, this was accomplished during an economic recession.

If it is in your heart and you are able to continue supporting our Debt Reduction/Ministry effort into 2010, we want to provide you this opportunity. Many people have budgeted for this ministry and have indicated an interest to continue supporting this effort.

Your giving envelope should be used for these options. You have the options to support debt reduction only, ministry support only, or continue the 80% (Debt Reduction), 20% (Ministry Support) split.

Thank you again for a very successful appeal.

Please contact Carrie, (452-4771), Lowell Stevenson (457-2117), or Dick Johnsen (457-7230) with any questions or comments.

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WORSHIP TEAM ANNUAL REPORT

The Worship Team would like to thank everyone who is truly a part of the Worship Team ministry here at St. Peter – the assisting ministers, acolytes, readers, ushers, communion distributors, musicians, altar team, Children’s Moment presenters, decorating team, etc. We would especially like to thank Rhonda Pilzak for coordinating the people who present the Children’s Moments and those who bake bread for communion each week.

We started 2009 with a Healing Service on Epiphany. The Lenten Season had us once again using the solemn and meditative Lenten Prayer Around the Cross. Holy week began with not only the usual Palm Sunday Service but also the Lenten Walk led by the Sunday School classes and teachers. The summer saw us saying “Good Bye” to Marina Ministry. On the first Sunday in October we once again hosted a “Blessing of the Animals” Service. We welcomed Louise Hansen as our Children’s Moment presenter. St. Peter also hosted the 2009 Tripartite Thanksgiving Eve Service.

A highlight of the year was the privilege of celebrating the Ordination of Jeff Nicla on July 6th.

Changes in 2009 included having two services every Sunday through the summer. We also reviewed how we celebrate Holy Communion. People may now receive communion wine from a common cup or from individual cups. In place of communion wafers, we are now using loaves of bread. Gluten free wafers are also available.

The Worship Team developed a survey regarding a midweek service. After compiling the results we have presented our recommendations to the council. We are planning to commence this following Holy Week on Wednesday evenings. Time was also spent on developing the Ministry Action Plan for the Worship Team.

There is always a need for additional people on the Worship Team. Presently we would like to have some volunteers for a Decorating Team. We said good bye to Mary Lou Rammer and Karen Berglund who were the team for some time. The responsibility of this group is to enhance the feeling of each season in the sanctuary and throughout the church. Also thank you to Evie Wangerin for all the behind the scenes things she does and for again donating the Christmas Tree. And thank you to Scott & Amy Morrelle for getting the tree and setting it up in the stand. Thank you also to all the tree/sanctuary decorators and un-decorators.

PLEASE think about helping the team by volunteering to be an assistant minister, acolyte, reader (we are happy to see several young people taking on this ministry), usher or communion distributor, by joining one of the choirs, helping with altar set up, decorating OR by becoming a member of the Worship Team.

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WELCA ANNUAL REPORT Women of the Evangelical Lutheran Church in America

WELCA Board for 2009

President- Kathy Hocevar Vice President-Sally Ross
Treasurer-Anita Knaub Secretary-Dawn Klein

Mission Growth: Carole Lawrence, Sue Morrelle, Jan Brandt, Kay Regan, Tammy Rosten,
Lisa Smith, Patti Kauger, Linda Rasmussen

Leah Circle Representatives: Dollie Dickrell, Wendy Bertram

On behalf of the WELCA board we would like to thank everyone who has helped out in any way. With the help of your time and talents we were able to accomplish all that we have this year. We are looking forward to 2010 being another great year.

Bag Ladies	Support LWR (22 Quilts, 138 Layettes, 37 Health kits 378 School kits)
Leah Circle	Purchased Kitchen equipment needed (racks, carts, utensils, etc.)
Mitten Tree	Sponsored and Supported Madeline Regan Mission Conference
Office cards	Prayerfully and Financially Supported Women in Need
Safe Harbor	Sponsored and Supported Alicia Helion Mission Trip
St. Peter Café	Greater Synod Donation for Women in Mission
Soda Machine	Sixth Year for Third World Coffee Sponsorship
Sunshine Fund	Purchased Christmas Gifts for 3 needy Families
SCIO Donation	Quilts For All Graduating High School Seniors
New to You Sale	Seventh Annual Holiday Craft and Bake Sale
Baptism Candles	Synod Convention Donation and Delegate
Baptism Napkins	Cooked and Served Lenten Soup Supper
Coffee Fellowship	Le Roy G. Knaub Memorial Scholarship
16th Annual Plant Sale	SCIO Luncheon Basket Donation (2)
SPLC Emergency Fund	Supported St. Dominic Food Pantry
Third World Craft Sales	Cooked and Served Emmaus Meals
Confirmation Reception	Supported Bridgeway in many ways
Cut Ups Quilting Group	Sponsored 1st Communion classes
St. Peter Youth Donation	TLC Donation to Festival of Trees
National Synod Donation	Basket for Youth Spaghetti Dinner
Children in need at SASD	Sponsored 2 El Salvador Children
Deaconess Fund Donation	Synodical Convention Offering
SPLC Secret Pal Exchange	Purchased 3 Year Old Bibles
Women of ELCA Donation	Purchased 3rd Grade Bibles

Treasurer's Report:
Final Ending Balance for 2009 \$5,074.11

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PERFORMANCE EVALUATION REPORT

Summary of Performance Evaluation of Church Council, Congregation and Pastor completed by the Mutual Ministry Team

The Performance Evaluation Tool assessed Pastor Diane Loberger, the St. Peter Lutheran Church Council and the Congregation of St. Peter over the last year. The four ministry areas evaluated, based on the ELCA Model Constitution, were: Understanding of Ministry, Caring for the Congregation, Taking Christ's mission into the World, and Mutual Ministry. There was also an overall rating given for Pastor, Council and Congregation. The evaluation tool was recommended by the Greater Milwaukee Synod Office. It is also a product of the book *Pastor and People* used by the Mutual Ministry Team to guide their work. The evaluations were handed out with instruction by the Mutual Ministry Team during worship services from September 20 through October 4, 2009. The due date was October 25th. Thirty-five evaluations were returned, some representing families. The surveys were collated by the Mutual Ministry Team.

Two reports are available. The first is an unabridged version with all comments submitted by evaluators. The other version is a working document with numbers totaled for each category and summarized comments. Both copies are available on the St. Peter web site www.stpetersheboygan.com and from Carrie in the church office.

Performance Evaluation Raw Data Statistics

Pastor exceeds constitutional provisions:	211
Pastor meets constitutional provisions:	187
Change desired comments:	5
Overall ratings:	
Pastor exceeds	21
Pastor meets	11
Council exceeds constitutional provisions:	172
Council meets constitutional provisions:	191
Change desired comments:	5
Overall ratings:	
Council exceeds	14
Council meets	19
Congregation exceeds constitutional provisions:	62
Congregation meets constitutional provisions:	105
Change desired comments:	13
Overall ratings:	
Congregation exceeds	8
Congregation meets	21
Change desired comments	3

The vast majority of responses indicate that Pastor Diane, the Church Council and the Congregation have much to celebrate while acknowledging we also have room for growth. The Mutual Ministry Team feels there are substantial constructive comments to guide and direct our work for 2010.

Thank you to all who participated in this process.

The Mutual Ministry Team

Amy Kirchenwitz, Pastor Diane Loberger, Ted Otto, Amy Reinholtz, and Dan Rostollan

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UNIQUE TEAM REPORT

The MET report set certain SMART goals to be accomplished by St. Peter Lutheran Church and its leadership. The Church Council hired a coach to guide the leadership of the church to determine St. Peter's unique Kingdom Concept. A Kingdom Concept is the simple, clear, big idea that defines how we will glorify God and make disciples. The process began on April 18, 2009 when all members of the church were invited to a discussion, with Jonathan Reitz facilitating, to discern St. Peter's Kingdom Concept. Following the meeting Pat Dettloff, Leslie Gerbitz, Pastor Diane Loberger, Bob Pilzak, Amy Reinholtz and Carrie Zempel became the team entrusted to take the data from 4/18/09 and investigate deeper.

The Unique Team has met monthly since June to continue crystallizing the Kingdom Concept. Six of these meetings have been conference call meetings with Jonathan Reitz. The best way to determine St. Peter's Kingdom Concept was to look at the intersection of Local Predicament, Collective Potential, and Apostolic Esprit. St. Peter's Local Predicament (What are the unique needs and opportunities where God has placed us?) was defined through a congregational survey and interviews with community members. Collective Potential (What are the unique resources and capabilities that God brings together in us?) was developed through a meeting with Council members and church leaders in September. Apostolic Esprit answers the questions what particular focus most energizes and animates our leadership.

On December 3, 2009 the Kingdom Concept and Values were presented to the Council and Team leaders for discussion.

Kingdom Concept

St. Peter Lutheran Church is committed to and focused on building healthy relationships with God, each other and our community to glorify God by following the example of Jesus Christ.

Congregational Values

1. We value doing things as a community.
2. We value speaking truth in love.
3. We value serving others.
4. We value transparency-operating openly where all congregational information is open to all members of the congregation.
5. We value lifelong growth in faith.
6. We value giving generously – either financially or in-kind gifts.

Specific projects that the Unique Team will be embracing in 2010 include: building a faith development strategy template, developing membership standards, and researching lay leadership development resources to be used at St. Peter. The team also has decided to change their name to something more meaningful for 2010, The Congregational Transformation Team.

Yours in Christ,

The Congregational Transformation (Unique) Team

Pat Dettloff, Leslie Gerbitz, Pastor Diane Loberger, Bob Pilzak, Amy Reinholtz and Carrie Zempel

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SHALOM TEAM ANNUAL REPORT

The Shalom Team came into existence in late 2007 to guide St. Peter to embrace healing. The team was to be in place for a full year, and rather than emphasize the healing of past hurts, chose to concentrate on moving forward in spiritual balance and well-being, as stated in the MET report.

Each month the Shalom Team presented one of the six areas of the wholeness wheel to the congregation. Monthly articles were written about each area, and activities offered to the congregation to encourage members to join with us in working toward “Shalom,” or wholeness. Some examples of activities held were a campaign to encourage physical wholeness by requesting that Fellowship snacks be healthy, a joint effort with the Sunday School children for a Physical Health Day; a winter fun day at Camp Y Koda (this activity was very well attended, and thoroughly enjoyed by all); a book exchange; and a free childcare event.

The six areas of Wholeness include:

- Social/Interpersonal Well-being
- Emotional Well-being
- Physical Well-being
- Financial Well-being
- Vocational Well-being
- Intellectual Well-being

The Shalom Team understands and accepts the charge given to it by the Mission Action Team to transition from a year-long ad-hoc team to a permanent St. Peter ministry as the guiding energy of the Fellowship ministry. The Shalom Team looks forward to providing leadership to the Fellowship ministry; to focus on our Kingdom Concept: “We glorify God by building healthy relationships with God, with each other and in our community, following Christ’s example” by embracing all aspects of the Wholeness model.

The Shalom Team thanks the members of St. Peter for their continued support and looks forward to another year of growing together toward Wholeness.

Respectfully Submitted,

Aimee Dettloff, Jacquie Gerbitz, Duane Strausser, Brenda Rahe, Pastor Diane Loberger,
Cindy Weina and Wendy Conto

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MISSION ACTION TEAM REPORT

The report presented by the Mission Exploration Team (MET) called for the development of a new team to oversee the accomplishments of the goals laid out in the report. The Mission Action Team was charged with the following goals:

- In conjunction with Council and the Exec Team, establish structure, organization and accountability models.
- Offer guidance to ministry team leaders as they develop plans for their teams
- Develop, along with Pastor Diane, a Spiritual/Faith Development Strategy, and Congregational Membership Standards.

The MAT Team met its first goal of establishing structure, organization and accountability models by:

- Differentiating between ministries, their functions (a part of the ministry, working toward the same goal) and activities (the actions or events held by the mission).
- Defining adjunct resources such as lay leader job descriptions and wedding/funeral handbooks.
- Ascertaining the organizational workflow, and accountability structure.
- Establishing a strategy to nurture and manage the structure, organization and accountability models:
 - Ministry plans are to be reviewed annually prior to the annual meeting.
 - Ministry plans are kept in an accessible binder with instructions for their maintenance.
 - In addition to completed Ministry Plans, the binder will contain blank plans and comprehensive instructions for their completion.

The second goal, to offer guidance in developing ministry plans, was accomplished by:

- Formulating the template to be used for all ministry plans and therefore ensuring consistency between them.
- Contacting all ministry leaders and offering guidance as they completed the plans.
- Reviewing plans as they were received, and occasionally guiding teams in providing additional details.
- Compiling and assembling the plans into a binder for the use by all congregational members interested in learning more about specific ministries.
- Preparing the completed plans for inclusion on the St Peter website.
- Classifying those ministries who will complete plans in 2010
- The following page contains the list of those ministries that have successfully completed a ministry plan.

Developing a Spiritual/Faith Development strategy and Congregational Membership Standards proved a task not easily accomplished without a common focus, as defined in a vision statement. Therefore, the Unique Team was formed to determine St Peter's common focus and vision. The Mission Action Team passes on its third goal to the Unique (Congregational Transformation) Team.

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As the Mission Action Team concludes its tenure, please consider the following recommendations as part of a 2010 plan for continued congregational renewal:

- As the congregation's focus and Kingdom Concept are determined, ministries will define their role as part of St Peter's Kingdom Concept and focus.
- Prior to implementation, and to determine that it will be supported, all new ministries complete a ministry plan and submit it to the council for review.
- Embrace and reinforce the strategy for continuance of the structure, organization and accountability models. It is recommended the Council vice president assume this accountability responsibility.
- The Shalom Team remains an active ministry focused on our Kingdom Concept: "We glorify God by building healthy relationships with God, with each other and in our community, following Christ's example" by embracing all aspects of the Wholeness model.
- The Shalom Team, along with the council liaison, will give leadership in developing St Peter's Fellowship Ministry.

Aimee Dettloff
Leslie Gerbitz

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Ministry	Category	Ministry Team	Team Contact	Ministry Review	Ministry Plan
Council	Function	Council Governance	Kurt Zempel	na	na
Council	Ministry	Fellowship	Patty Kauger	x	
Council	Ministry	Human Concerns	Kevin Witt	x	See below
Council	Ministry	Buildings & Grounds	Pam Wilhelm	x	x
Council	Ministry	Stewardship	Dick Seidemann	x	See below
Council	Ministry	Education	Renee Rusch	na	See below
Council	Ministry	Worship	Pat Peters	na	See below
Council	Ministry	Evangelism	Jeff Wollert	na	na
Council	Function	Finance	Steve Weina	na	See below
Council Governance	Function	Mutual Ministry	Pastor Diane	x	x
Council Governance	Function	Nominating Team		TBD	TBD
Education	Ministry	E-Team	Amy Kirchenwitz	x	x
Education	Ministry	Confirmation/Life	Pastor Diane	x	x
Education	Ministry	Mentor/Mentee	Amy Reinholtz	x	x
Education	Ministry	Vacation Bible School	Education Team	x	2010
Education	Ministry	Adult Education	Pastor Diane	x	x
Education	Ministry	Children's Bell Choir	Leslie Gerbitz	x	x
Education	Ministry	Preschool Ministry (SPLASH)	Amy Reinholtz	x	x
Education	Ministry	Sunday School	Renee Rusch	x	x
Education	Ministry	Cherub Choir	Dollie Dickrell	x	x
Education	Function	Nursery	Amy Reinholtz	x	x
Education	Function	Youth Fundraising	TBD	na	na
Education	Ministry	St Peter Youth (SPY)	Education Team	x	x
Fellowship	Activity	Food for the Souls	Linda Rasmussen	x	
Fellowship	Activity	Coffee Fellowship	Carrie Zempel	x	x
Fellowship	Ministry	Shalom Team	Aimee Dettloff	x	2010
Fellowship	Function	Funeral Team	Carole Lawrence	na	Handbook
Auxiliary Ministries		Tripartite Partnership	Anita Knaub	x	
Auxiliary Ministries	Ministry	WELCA	Kathy Hocevar	x	x
Auxiliary Ministries	Activity	Via de Cristo	Kevin Witt	x	
Worship	Ministry	SR. Choir	Myra Schneider		
Worship	Ministry	Emmaus Group	Kurt Zempel	x	x
Worship	Function	Altar Care	Myra Schneider	x	x
Worship	Function	Lay Leaders	Pat Peters	x	Job Description
Worship	Function	Children's moment	Rhonda Pilzak	x	x
Worship	Function	Wedding Team	Anita Knaub	na	Handbook
Human Concerns	Ministry	El Salvador	Carol Witt / Dick Johnsen	x	x
Human Concerns	Activity	Emmaus meals	Jeff Wollert / Anita Knaub	x	x
Human Concerns	Ministry	Lutheran World Relief	Carol Witt / Kathy Hocevar	x	x
Human Concerns	Activity	CROP Walk	Kevin Witt	x	
Human Concerns		Rainbow Kids	Sue Seidemann	x	
Human Concerns	Activity	St Dominic Food Pantry	Kevin Witt	x	
Human Concerns		SCIO	Leanne Thibodeau	x	
Evangelism	Ministry	Outreach	Jeff Wollert / Pastor Diane	na	na
Money Tree	Function	Finance Team	Earl Wilhelm		
Money Tree	Function	Audit	Steve Weina		
Money Tree	Function	Debt Reduction	Dick Johnsen	na	x
Money Tree	Ministry	Stewardship	Gregg Watson	x	x

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

TREASURER'S ANNUAL REPORT

First of all, I would like to congratulate all of you for your financial support of St. Peter Lutheran Church's 2009 ministry. We are all painfully aware of the financial challenges not only world wide but right here within the St. Peter community. Yet even with these very real challenges you were able meet St. Peter's ministry needs.

I also want to pay special thanks to the Finance Team made up of Earl Wilhelm, Connie Meyer, Nate Smith and Dave Berglund who provided valuable guidance and sound financial leadership.

Your Council leaders, with sometimes great pain and heartache, made the decisions not only too keep expenses within the budget, but under budget.

A huge thank you to Carrie Zempel on her ability to manage income vs. expense from week to week. As a result we were able to meet expenses without borrowing funds from an outside source or from designated funds. What an asset to this congregation.

Now, some numbers I would like for you to pay attention to:

- Expenses were \$12,800 less than budget
- Giving was \$16,800 higher than 2008
- TLC contributed \$29,000 for building use. Which was up 7% from 2008
- \$24,000 in reserves at end of year

Numbers regarding loan reduction campaign and building loan:

- Renewed our matured mortgage of \$714,750 from 5.5% to a 6% three year fixed loan with 20 year amortization.
 - Without debt reduction the loan balance would have been \$845,000 and payment would have been \$900 per month greater than the current requirement
 - Debt reduction also retired the roof loan early

Ministries financially supported by SPLC outside budget

- Youth - \$7050
- El Salvador - \$8400
- Pastors Discretionary Fund - \$4,800
- Ministries Support - \$26,850

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FINANCE TEAM ANNUAL REPORT

The Finance Team was reorganized in September of 2008 with the goal of:

1. Working with the church treasurer to assist him/her in any matter they need which includes development of budgets and making recommendations on salaries.
2. Reviewing the church's monthly finance records and making recommendations to both the Executive Team and Council of any problems or suggestions we may have.
3. Reviewing all contracts that the church had entered into - making sure they were current and that the church's finances are taken of.

Thus, over the past year we have also met with:

1. TLC Homes, Inc. – on building use agreement
2. Burkart-Heisdorf – on property, liability, auto, worker compensation, and umbrella insurances
3. Kohler Credit Union – on refinancing of the building loan which was due in December 2009

We currently meet the second Wednesday of each month at 6:00pm at the church, and anyone wishing to attend is welcome.

Sincerely,

Earl Wilhelm, Steve Weina, Nate Smith, Connie Meyer, Dave Berglund, and Pastor Diane

AUDIT TEAM REPORT

Audit Team: Doug Hawkins, Kelly Reinemann, Dave Gruetzmacher

The Audit Team reviewed the financial records and found that all accounts looked reasonable. We reviewed the following areas:

- 1) Cash – Verified monthly bank reconciliations and petty cash amounts.
- 2) Income – We looked over a sample of weekly tally sheets to verify offering amounts. The amounts matched the bank deposit.
- 3) Disbursements – We looked over payments to vendors for reasonableness and proper classification. The expenses were recorded accurately and any differences from last year were explained.
- 4) Financial Statements – We compared each line item to prior year amounts. We were able to explain any differences + or – 10%.

Files were kept in good order which helped the audit process. Same accounting procedures were suggested for this year.

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

BALANCE SHEET As of December 31, 2009

ASSETS

Current Assets

Checking/Savings

Business Money Market Account	51,590.63
Petty Cash	200.00
Checking KCU #80649705	23,828.78
Membership Acct at KCU #8064000	5.00
Deposit Accounts - KCU 80649801	5.10

Total Checking/Savings 75,629.51

Total Current Assets 75,629.51

Fixed Assets

Land	84,493.40
Furniture & Equipment	83,821.89
Parking Lot	45,109.66
Building	1,353,058.69

Total Fixed Assets 1,566,483.64

TOTAL ASSETS 1,642,113.15

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Accounts Payable

Accounts Payable 266.24

Total Accounts Payable 266.24

Other Current Liabilities

Payroll Liabilities 759.44

Designated Funds

Pastor's Discretionary Fund 4,800.00

Miscellaneous Liabilities 203.47

Total Youth Accounts 7,076.61

Sunday School Benevolence Funds 296.83

Benevolence Accounts

El Salvador 8,415.65

We-Care 332.07

Total Benevolence Accounts 8,747.72

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Emmaus Singers	409.47
Ministries Support	26,842.72
Memorial Accounts	
Worship Related	913.81
Nursery	100.00
Library	1,100.00
Grounds	1,100.00
Total Memorial Accounts	<u>3,213.81</u>
Total Designated Funds	<u>51,590.63</u>
Total Other Current Liabilities	<u>52,350.07</u>
Total Current Liabilities	52,616.31
Long Term Liabilities	
Mortgage - KCU Loan #288	<u>713,564.00</u>
Total Long Term Liabilities	<u>713,564.00</u>
Total Liabilities	766,180.31
Equity	
Transfer from other Fund	57,952.27
Retained Earnings	775,086.48
Net Income	<u>42,894.09</u>
Total Equity	<u>875,932.84</u>
TOTAL LIABILITIES & EQUITY	<u><u>1,642,113.15</u></u>

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

ST. PETER LUTHERAN CHURCH PROPOSED OPERATING BUDGET FOR 2010

		2008	2008	2009	2009	2010
		Budget	Actual	Budget	Actual	Budget
A	INCOME					
	Member Giving	Pledges		Pledges		Pledges
1	Current Expense Giving	\$158,652	\$182,486		\$199,885	
2	Building Fund Giving		\$54,803		\$29,749	
	Total Member Giving	\$158,652	\$182,486		\$199,885	
	Other Receipts					
1	Building Use Donations	\$27,000	\$27,901		\$28,884	
2	Other Income	\$230	\$1,520		\$319	
	Total Other Receipts	\$27,230	\$29,421		\$29,203	
	Total General Fund Receipts	\$185,882	\$211,907		\$229,088	
B	EXPENSES					
	Administrative Expense					
	Pastor (Staff) Wages and Expense					
1	Housing Allowance	\$19,000	\$13,656	\$20,900	\$20,900	\$20,900
2	Moving Expenses		\$3,041			
3	Salary	\$31,037	\$24,242	\$39,617	\$39,617	\$39,617
4	Social Security	\$3,828	\$2,899	\$4,630	\$4,630	\$4,630
	Total Pastor	\$53,865	\$43,839	\$65,147	\$65,147	\$65,147
C	Administrative Staff Wages					
1	Parish Administrator Dir. of Youth & Fam.	\$21,450	\$21,471	\$22,100	\$20,871	\$22,100
2	Ministry Dir. of Children's	\$0	\$0	\$0	\$0	\$0
3	Ministries	\$0	\$0	\$0	\$0	\$0
	Total Admin. Staff Wages	\$21,450	\$21,471	\$22,100	\$20,871	\$22,100
D	Other Staff Wages					
1	Musicians	\$5,366	\$5,095	\$5,000	\$5,535	\$5,000
2	Maintenance -Custodian	\$8,840	\$9,700	\$10,150	\$7,520	\$10,400
	Total Other Staff Wages	\$14,206	\$14,795	\$15,150	\$13,055	\$15,400
E	Pastoral (Staff) Expenses					
1	Continuing Education	\$1,250	\$1,317	\$1,250	\$270	\$350
2	Books/Periodicals Pension/Medical	\$250	\$68	\$250	\$31	\$0
3	Insurance	\$19,876	\$11,172	\$17,751	\$17,511	\$18,310
4	Mileage Reimbursement	\$2,200	\$1,769	\$3,600	\$2,557	\$2,250
	Total Pastoral Expenses	\$23,576	\$14,326	\$22,851	\$20,369	\$20,910

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

		2008 Budget	2008 Actual	2009 Budget	2009 Actual	2010 Budget
F	Other Staff Expenses					
1	Social Security	\$2,728	\$2,765	\$2,850	\$2,588	\$2,850
2	Continuing Education	\$0	\$0	\$0	\$0	\$0
3	Books/Periodicals	\$0	\$0	\$0	\$0	\$0
4	Mileage Reimbursement	\$0	\$0	\$0	\$0	\$0
	Total Other Staff Expenses	\$2,728	\$2,765	\$2,850	\$2,588	\$2,850
	Total Staff Expenses	\$115,825	\$97,195	\$128,098	\$122,029	\$126,407
G	Office Expense					
1	Bank Service Fees	\$50	\$0	\$0	\$0	\$0
2	Office Supplies	\$2,000	\$2,244	\$2,500	\$2,179	\$2,000
3	Postage Expense	\$1,408	\$1,591	\$1,600	\$1,645	\$1,500
4	Telephone	\$2,500	\$3,294	\$3,000	\$3,308	\$2,400
5	Computer Software	\$2,000	\$769	\$1,500	\$754	\$750
	Total Office Expenses	\$7,958	\$7,898	\$8,600	\$7,886	\$6,650
	Total Staff Wages & Expense	\$123,783	\$105,093	\$136,698	\$129,915	\$133,057
H	Youth & Education Ministry Expense Education					
1	Sunday School	\$1,634	\$1,403	\$1,500	\$1,557	\$1,500
2	V.B.S.	\$50	\$0	\$500	(110.01)	\$0
3	Splash (Cradle Roll)	\$0	\$0	\$100	251	\$300
4	Confirmation/Life	\$0	\$826	\$300	\$101	\$200
5	Library	\$0	\$0	\$0	\$0	\$0
6	Camp Y Koda Day	\$0	\$0	\$0	302.5	\$0
7	Adult Education	\$0	\$419	\$0	\$63	\$0
	Total Education	\$1,684	\$1,823	\$2,100	\$2,165	\$2,000
	Youth					
8	Servant Camp Trip	\$0	\$0	\$0	\$0	\$0
9	Other Youth	\$500	\$0	\$0	\$0	\$0
10	Confirmation Camp	\$0	\$0	3300	\$0	\$0
	Total Youth	\$500	\$826	\$3,300	\$0	\$0
	Total Youth & Ed. Expense	\$2,184	\$2,649	\$5,400	\$2,165	\$2,000
I	Property & Grounds					
1	Utilities					
2	Alliant	\$10,093	\$9,012	\$10,100	\$9,477	\$9,600
3	WPS	\$4,275	\$4,275	\$4,425	\$3,608	\$3,620
4	Sheboygan Water	\$2,036	\$1,406	\$1,875	\$1,013	\$1,350
	Total Utilities	\$16,404	\$14,692	\$16,400	\$14,098	\$14,570

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

		2008 Budget	2008 Actual	2009 Budget	2009 Actual	2010 Budget
5	Maintenance Supplies	\$1,800	\$2,249	\$2,100	\$3,106	\$2,850
	Property					
6	Maintenance/Equipment	\$6,000	\$3,865	\$6,000	\$11,505	\$9,050
7	Fence in dumpster area	\$0	\$0	\$1,000	\$0	\$0
8	Snow Removal	\$1,000	\$1,649	\$1,020	\$1,551	\$1,500
9	Property Insurance	\$4,996	\$5,128	\$5,180	\$5,594	\$5,320
	Total Property & Grounds	\$30,200	\$27,583	\$31,700	\$35,854	\$33,290
J Worship						
1	Worship Supplies	\$700	\$1,834	\$900	\$1,344	\$1,350
	CCLI License - S & S					
2	On-line	\$595	\$304	\$304	\$309	\$225
3	Bulletins/Inserts	\$125	\$81	\$0	\$158	150
4	Choir Supplies	\$0	\$285	\$0	\$243	245
5	Supply Pastor	\$900	\$4,778	\$1,850	\$478	\$900
	Total Worship Expense	\$2,320	\$7,281	\$3,054	\$2,532	\$2,870
K Other Ministry Teams						
1	Stewardship	\$1,275	\$1,077	\$1,300	\$1,094	\$1,300
2	CATS-Hospitality	\$0	\$254	\$0	\$57	\$0
3	Outreach	\$0	\$35	\$0	\$50	\$0
4	Human Concerns	\$0	\$600	\$0	\$0	\$0
5	Mutual Ministry	\$0	\$17	\$0	\$0	\$0
6	Nursery	\$0	\$32	\$0	\$0	\$0
	Lay Cont. Ed. / Synod					
7	Assy.	\$1,000	\$899	\$1,000	\$1,040	\$1,000
	Total Other Ministry Teams	\$2,275	\$2,915	\$2,300	\$2,241	\$2,300
L Community and Beyond						
Local Benevolence						
1	Rainbow Kids	\$500	\$500	\$500	\$500	\$0
	El Salvador Parish					
2	Partnership	\$0	\$0	400	400	\$0
3	SCIO	\$1,500	\$1,500	\$1,500	\$1,500	\$0
	Other Local					
4	Benevolence	\$0	\$0	\$0	\$0	\$0
	Total Local Benevolence	\$2,000	\$2,000	\$2,400	\$2,400	\$0
M Other Ministry Expense						
1	Seminarian Support	\$2,500	\$0	\$2,000	\$1,964	\$0
2	Gifts	\$0	\$184	\$500	\$400	\$0
3	Council Retreat	\$0	\$0	\$500	\$0	\$0
	Total Other Ministry Exp.	\$2,500	\$184	\$3,000	\$2,364	\$0

ST. PETER LUTHERAN CHURCH ANNUAL REPORT 2009

	2008 Budget	2008 Actual	2009 Budget	2009 Actual	2010 Budget
Total Community & Beyond	\$4,500	\$2,184	\$5,400	\$4,764	\$0
Total Ministry Expense	\$41,479	\$42,612	\$47,854	\$47,556	\$40,460
N Debt Service					
1 KCU Mortgage P and I	\$63,936	\$115,113	\$58,800	\$87,209	\$61,500
Debt Reduction Portion	\$0	(\$54,803)	\$0	(\$35,219)	\$0
Total Debt Service	\$63,936	\$60,310	\$58,800	\$51,990	\$61,500
O Debt Reduction Campaign					
	\$0	\$0	\$0	\$0	\$0
Total Expenses	\$229,198	\$208,015	\$243,352	\$229,461	\$235,017
Total General Fund Receipts	\$251,699	\$211,907		\$229,088	
Net Surplus(Deficit)		\$3,892		(\$373)	

NOTES