

Epistle

FEBRUARY 2024

St Paul Lutheran Church

4167 Juddville Rd
Fish Creek, WI 54212

920-868-2826

stpauljuddville.com

What's in this month's issue:

Pastor's Message
Local Benevolence
February 2024 Calendar
Church Council Meeting Highlights
Volunteer Schedules
Church Life
Financial Update/Treasurer's Corner
Church Council Minutes

Thank You!

To all our wonderful volunteers, we thank you!
Without your talents and time church life would
lose its luster. We are grateful!

Bless you!

Congregation Council:

Pastor Frank Kauzlarich: 920-217-0204

Cathy Mestek: 262-470-9754
Congregation President & Worship & Music Co-Chair

Pam Davis: 920-559-9806
Fellowship Ministry Co-Chair

Greg Ehlke: 920-868-1092
Congregation Treasurer

Jeff Kuchenbecker: 608-770-0755
Congregation Vice President & Worship & Music Co-Chair

Peder Nelson: 920-854-0136
Secretary

Karen Peterson: 920-868-2928
Local Benevolence Chair

Renee Schwaller: 920-868-9608
Fellowship Ministry Co-Chair

Steve Stringer: 815-670-5754
Property & Maintenance Chair

Shawn Mathys: 920-819-6553
Financial Secretary



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



PASTOR'S MESSAGE

Dear Followers of Jesus,

As we are about to enter the season of Lent, Ash Wednesday is February 14, I observe that the world continues on a collision course centered on the question, "Who do you follow?" No more evident to me is this reality than in the 'election season' which we are experiencing.

To say one is a Christian today, I believe, has become for some a statement not of a faithful follower but a convenient tagline. What did Jesus say and do? If we are to be his followers, shouldn't we ought to be doing and saying that which mirrors what he shared on behalf of all creation? These days I continually experience cognitive dissonance as I hear those in elected offices proudly state they are Christians while they do and say that which looks nothing like the activity of Christ. And many seem to relish doing and saying those things.

More disconcerting to me is that so many of us follow these elected officials or remain silent, not mirroring the words and actions of Jesus to speak out in opposition to those who follow another.

Human history has shown us that silence often leads to death. Convenience of relationship was evident in the lives of Peter and Judas as the price was too great for one which led to denial, and for the other, riches offered were too great to pass up.

I have spent my life observing, and in some instances, studying the human condition. Lent, and indeed being a follower of Christ is all about the human condition. We are sinners who are called to change, to ask for forgiveness, to repent and receive forgiveness from the One who shows us through word and deed what it means to be his followers.

Since my twenties I have studied the period of WWII from the perspective of the human condition with a singular question at the forefront, "Who do I follow?". This inquiry has led me to the Holocaust, the Confessing Church and to places where I didn't want to go but needed to go. The journey has been one in which I have encountered evil, and the pain and suffering of others. All of this would be for nothing if I hadn't learned from it and it hadn't informed me of answering the question.

I follow Jesus. In stating and confessing this, I acknowledge as I fall short every day, I am called to not abandon the words and deeds of Jesus for another, no matter the consequences or price. There is a cost in the world to those who follow Jesus. We have never been told it would be easy to be Jesus' followers.

Who do you follow?

In Christ,
Pastor Frank Kauzlarich

Why Mercy Ships?

During the last fiscal year, St. Paul made a donation to Mercy Ships through our Global Outreach Ministry. I want to take a few minutes to help answer Why Mercy Ships?

Mercy Ships follows the 2,000-year-old model of Jesus, bringing hope and healing to the world's forgotten poor. Mercy Ships was established in 1978, providing life changing or lifesaving surgeries to residents of developing counties, now concentrated on Africa. The surgeries are performed aboard two hospital ships staffed by a volunteer crew including: doctors, nurses, therapists, technicians, food service workers, cleaners, and the ship's crew. Not only are the crew volunteers, but they pay their own travel expenses and living expenses while on board.

The surgeries performed include: cleft lip or palate repair, facial tumor removal, burn surgery and therapy, orthopedic surgery, obstetric fistula repair, and cataract surgery. Mercy Ships also provides medical training for local health care providers.

I first became aware of Mercy Ships ten years ago as my late wife, Jan, prepared to travel to the Democratic Republic of the Congo to serve as a surgical nurse aboard "Africa Mercy", a hospital ship owned and operated by Mercy Ships. While she stayed only two weeks, the experience was transformative for her. She had never witnessed such poverty (per capita GDP is just over \$1,500), but was struck by the peoples' hope and faith, and how joyful they were.

To me, the thing that makes Mercy Ships such an outstanding organization is their focus on helping individuals, one at a time, and the impact that has on their lives.

I would be happy to tell you more about Mercy Ships or you might want to check out their web site: www.mercyships.org and read for yourself some of their stories.

-Steve Stringer



LOCAL BENEVOLENCE UPDATE

ALWAYS THANKFUL FOR FOOD PANTRY DONATIONS

The food pantry will be supporting the Souper Bowl of Caring. I have contacted 5 of the food pantries that we support. The following is a partial list of items needed:



Instant Mashed Potatoes, Hamburger Helper, Hot and Cold Cereal, Pancake Mix, Pasta Sauce, Mac and Cheese, Canned Meat, Juice, Shaving Cream, Razor, Toilet Paper, Toothpaste, Toothbrushes, Shampoo, Conditioner. I will have a complete list, on a sheet of paper, in the entry to Church that you can pick up.

Thank you for your support. - Mary Anne Sherer

In 1990, a simple prayer: "Lord, even as we enjoy the Super Bowl football game, help us be mindful of those who are without a bowl of soup to eat" was delivered to a small youth group at Spring Valley Presbyterian Church in Columbia, SC led by Brad Smith, who was serving as a seminary intern at the time.

This gave birth to an idea. Why not harness the energy and enthusiasm of Super Bowl weekend, a time when people come together for football, food and fun, to unite the nation for a higher good? Individuals and groups could collect dollars in soup pots and canned food for those in need and send every dollar and food donation DIRECTLY to a local charity of THEIR choice.

This year 53 million Americans are experiencing food insecurity. Don't sit on the sidelines during the big game.

Join a winning team and help your neighbors in need at TackleHunger.org.

Food collection for our local pantries will start Sunday, February 4, and continue through the month of February. If you wish to donate monetarily, please use the envelopes in the pew and designate Souper Bowl, make a Souper Bowl notation on your check, or use your on-line giving account.

Thanks in advance for your generosity in thinking of others as Christ would have us do. - Sher



CALENDAR / SPECIAL EVENTS

SUNDAY WORSHIP SERVICES – (INDOOR & OUTDOOR) - 8:00 A.M. & 9:30 A.M.

ASH WEDNESDAY WORSHIP (INDOOR & OUTDOOR) - WEDNESDAY, FEBRUARY 14, 6 P.M.

The forty days begin with this day of Confession as we acknowledge "we are dust and to dust we shall return." We hear those words as we receive the sign of the cross on our foreheads, knowing we have sinned and fallen short of the glory of God. We await the forgiveness offered us on Maundy Thursday. Holy Communion will be celebrated. As always, all, and we mean all, are welcome to worship.

LENTEN MIDWEEK WORSHIP (INDOOR & OUTDOOR): WEDNESDAY, FEBRUARY 21 & 28, 1:00 P.M.

THEME: LAMENT

In scripture, the people of God cry to God using their words, sometimes in the midst of despair, and with great emotion. They speak to God from their situations in life. Life is not always easy. What would we say to God in such times in our lives? Should we dare speak? How should we speak?

We will hear from the scriptures, from Pastor Frank and from members of the congregation concerning the place of lament in daily life as a way to share with God who we are and what we are experiencing. We are free to share as God is always ready and open to hear from God's Children.

KIDNITS: TUESDAY, FEBRUARY 6 at 12:00 P.M.

*Calling all knitters and crocheters! Join us for conversation as we minister to those who in need through what God creates through us. All are welcome! **Luncheon will be held at the White Gull Inn located at 4225 Main St. Fish Creek, WI 54212***

WORSHIP & MUSIC MINISTRY: TUESDAY, FEBRUARY 6, 10:00 A.M.

COUNCIL EXECUTIVE COMMITTEE: TUESDAY, FEBRUARY 13, 1:00 P.M.

CHURCH COUNCIL: WEDNESDAY, FEBRUARY 21, 2:00 P.M. Held in the church basement.

Our leadership gathers to do the work you called them to do as they lead and give guidance to our ministry. You are always welcome to attend.

FELLOWSHIP TIME ON SUNDAYS: *Please sign up on the bulletin board in the Narthex to host a Sunday.*

SNOW SHOVELERS NEEDED: *Please sign up on the bulletin board in the Narthex to volunteer or Contact Clarence Scherer via phone or text: 920-559-1951 or via email: cmscherer42@gmail.com*



COUNCIL HIGHLIGHTS – JANUARY 24, 2024

Council began with a devotion reminding us that every day is a new day, filled with opportunities, in Christ. This was a fitting reminder for those of us who greet the morning with a groan, rather than gratitude. The meeting also began with prayer for all in need, and there are many. Thank you for supporting and praying for one another, through thick and thin.

Council heard that the Executive Committee approved a disbursement of \$671.57 from the Urgent Need fund to help a community member in time of need. These funds are one-time gifts given to an individual or family in dire need, with their identity known only to Pastor. We are grateful for those in our congregation who generously donate to keep this fund available.

Council approved giving \$1000 to HELP of Door County, unrestricted, and \$1000 to United Way for STRIDE youth mental health programs, both gifts taken from Local Benevolence Funds.

Council tabled action on the purchase of a battery-powered snow thrower until logistics as far as storage and accessibility can be further investigated. Council approved a lease for a new copier with enhanced capabilities and better security at a very minimal cost over the old copier, which has been living out its life on an expired lease.

Council set February worship times as follows: (all services inside and out, though the topic of phasing out parking lot was raised for future consideration, especially once live streaming becomes a reality.) Sundays, 8 and 9:30 am; Ash Wednesday, February 14, 6 pm; Lenten Wednesday worship, February 21 and 28th, 1 pm.

Council heard from Pastor that he will be having shoulder surgery on February 19, with every hope and prayer of springing back quickly. Pastor is securing supply pastors where possible. Lay leaders will work to fill any gaps.

We are grateful for all those who continue to show up to do whatever needs to be done, in any area of ministry. We never take this lightly.

Council took no action on purchasing the equipment to live stream services, pending the formation of a group of knowledgeable and/or trainable members willing to lead the effort. Council wants the streaming to be done right in order to enhance faith development. We discussed the fact that, beyond Sunday worship, streaming is a valuable tool to allow those away to join funeral services for loved ones. We anticipate that this task force can learn from other congregations our size who are already streaming to see what is feasible with the resources, human and otherwise, we have at hand. Stay tuned....

Pastor is continuing to work to schedule a visit from our Bishop, hopefully in June.

Council concluded with the Lord's Prayer and our thanks to each one of you for being a part of the family of God at St. Paul. You are blessed to be a blessing.

*Respectfully submitted,
Cathy Mestek, Council President*



VOLUNTEER SCHEDULES

MUSICIANS FOR FEBRUARY

Feb 4 Doreen Holt

Feb 18 Doreen Holt

Feb 28 (1:00 PM) Doreen Holt

Feb 11 Doreen Holt

Feb 21 (1:00 PM) Doreen Holt

Feb 14 (6:00 PM) Doreen Holt

Feb 25 Praise Team

USHERS FOR FEBRUARY

Feb 4	8:00 AM	Indoor: Dave DeCock Outdoor: Andrea Esau	9:30 AM	Indoor: TBD Outdoor: TBD
Feb 11	8:00 AM	Indoor: Mary Ann Scherer Outdoor: Clarence Scherer	9:30 AM	Indoor: Sue Beranek Outdoor: Tom Beranek
Feb 14	6:00 PM	Indoor: TBD	6:00 PM	Outdoor : TBD
Feb 18	8:00 AM	Indoor: Jerry Lecy Outdoor: Dave DeCock	9:30 AM	Indoor: TBD Outdoor: TBD
Feb 21	1:00 PM	Indoor: TBD	1:00 PM	Outdoor: TBD
Feb 25	8:00 AM	Indoor: Jana Raines Outdoor: TBD	9:30 AM	Indoor: TBD Outdoor: TBD
Feb 28	1:00 PM	Indoor: TBD	1:00 PM	Outdoor: TBD

ASSISTING MINISTERS FOR FEBRUARY

Feb 4:	8:00 AM: Jane DeCock	9:30 AM: Debbie Jones
Feb 11:	8:00 AM: Dwight Zeller	9:30 AM: Cathy Mestek
Feb 14:	6:00 PM: Cathy Mestek	
Feb 18:	8:00 AM: Jane DeCock	9:30 AM: Cathy Mestek
Feb 21:	1:00 PM: Cathy Mestek	
Feb 25:	8:00 AM: Jan Meier & Jeff Kuchenbecker	9:30 AM: Jan Meier & Jeff Kuchenbecker
Feb 28:	1:00 PM: Debbie Jones	

ALTAR GUILD FOR FEBRUARY

Feb 4: Terri Back	Feb 18: Bev Prohl
Feb 11: Bev Prohl	Feb 21: Bev Prohl
Feb 14: Bev Prohl	Feb 28: Bev Prohl

SNOW SHOVELING VOLUNTEERS NEEDED- *Sign up in the narthex.*

Contact Clarence Scherer via phone or text: 920-559-1951 or via email: cmscherer42@gmail.com

Jan 27-Feb 2: Clarence Scherer	Feb 17-Feb 23: TBD
Feb 3- Feb 9: TBD	Feb 24-Mar 1: Kurt Schmidt
Feb 10- Feb 16: TBD	



THE LUTHERAN MAGAZINE: Available in the narthex or from the outdoor usher. Be informed concerning the ministry we share as part of the Evangelical Lutheran Church in America.

CHRIST IN OUR HOME DEVOTIONS: Available in the narthex and from the outdoor usher. Enter into the daily discipline of reading the word, reflection and prayer.



HELP IS NEEDED! SIGN UP ON THE NARTHEX BULLETIN BOARD...

- **Shoveling-** The church entrance areas and sidewalks
- **Coffee Hour-** Provide refreshments following Sunday worship

PRAYER SHAWLS

Thank you to all who have been distributing prayer shawls. If you are aware of someone in need of one, please pick one up from the credenza in the narthex or from the table outside on Sunday before or after worship or call the office during the week. For those of you who knit or crochet, we are always grateful for any contributions you make of these gifts of care and concern. For additional information, contact Debbie Jones at 651-328-1261 or debbie.jones.pmp@gmail.com.



WOMEN'S SPIRITUAL GROWTH GROUP – WINTER 2024 SESSION

WINTER 2024 SESSION

The Women's Spiritual Growth Group will end its winter study on Thursday, February 8. We are meeting via ZOOM sessions each Thursday morning from 8:45-10:00 AM using Max Lucado's study on the book of **Philippians**, Life Lessons with Max Lucado: Philippians.

LENT

Once again, we will be using the Lent daily devotional book (no charge) from Living Compass during Lent (2/14 through 3/31). The theme this year is "Practicing **Forgiveness** with All Your Heart, Soul, Strength, and Mind." We will meet on **Thursday evenings** via ZOOM from **6:15-7:00 PM** beginning **Thursday, February 22** for an unstructured discussion of our personal experiences, questions, challenges, deeper insights, whatever you are comfortable sharing related to the readings for the week.

If you are interested in attending either of these studies, learning more about our discussions, or receiving the Lent devotional and ZOOM links, please contact Debbie Jones (651-328-1261 or debbie.jones.pmp@gmail.com). All are welcome!

ST PAUL MEN'S BIBLE STUDY GROUP – FRIDAYS AT 8:30 A.M. with the opportunity to meet via Zoom or in person at Julie's Café in Fish Creek.

For more information about the Zoom session or to receive a copy of the readings and questions, please contact Gary Jones at gary.jones09@gmail.com. To learn about the in-person meeting, please contact John Hermann at john.c.hermann@gmail.com.



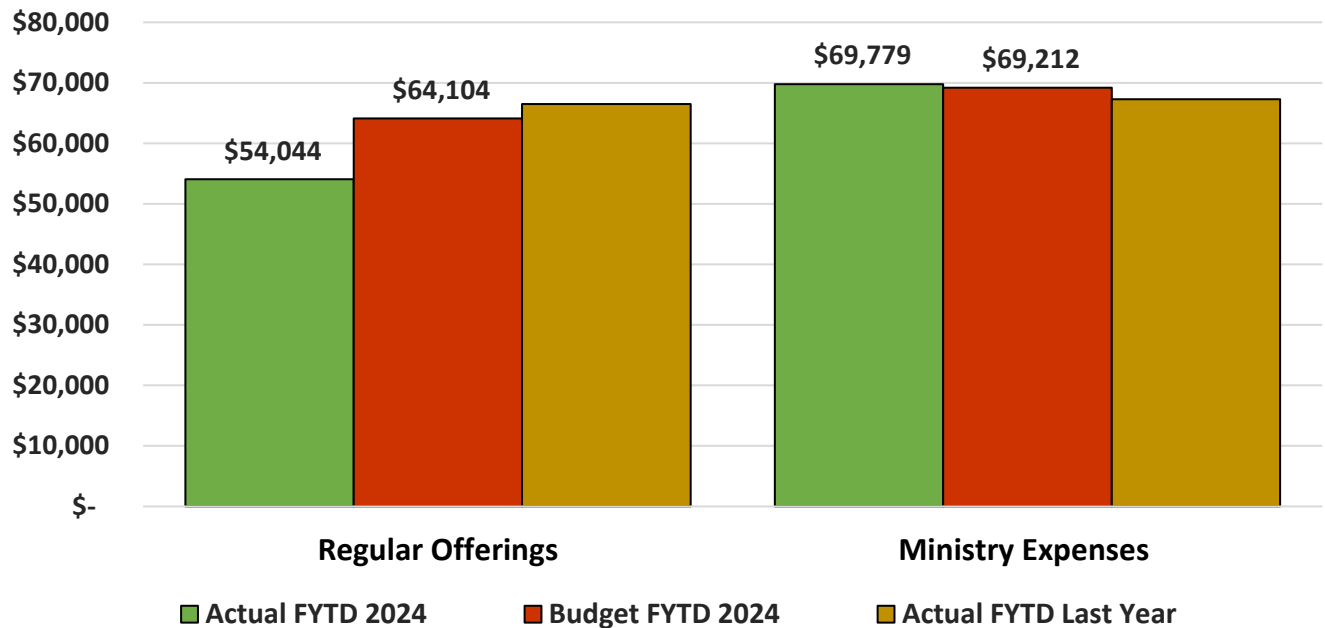
FINANCIAL UPDATE

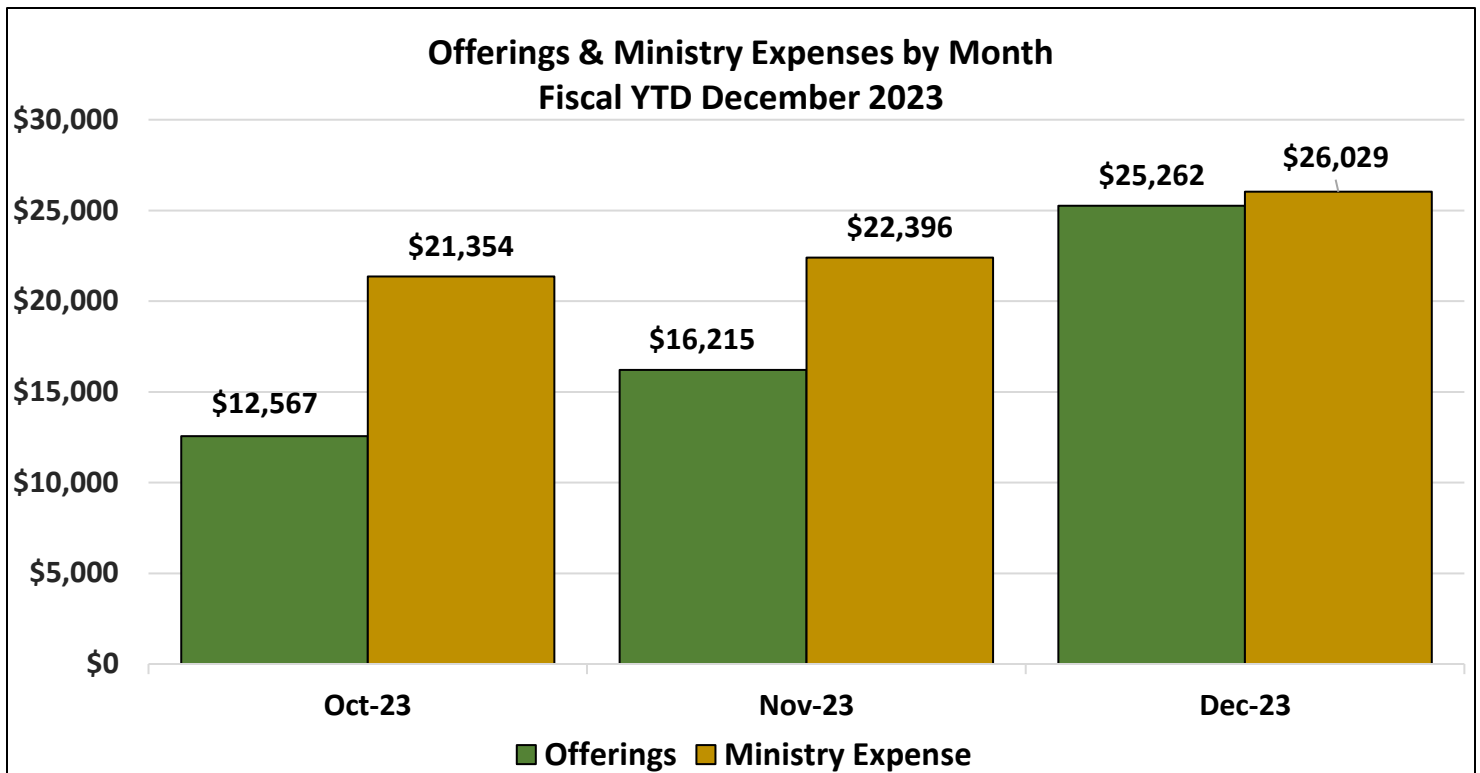
Gregory Ehlke, Treasurer

Fiscal Year-to-Date Financial Summary

- FYTD = Fiscal Year-to-Date. St. Paul Lutheran's fiscal year begins on 01-Oct.
- The 2023-24 fiscal year Ministry Expenses budget is \$264,434
- General Offerings received in the first three months of the fiscal year were \$12,464 lower than in the prior year (\$54,044 vs. \$66,508), principally reflecting \$8,945 of lower Offerings received in December versus the comparable prior year month
- General Offerings were lower than Ministry Expenses by \$15,735 (i.e., \$54,044 - \$69,779 = \$15,735)

**General Offerings & Ministry Expense Comparison
Fiscal YTD as of December 2023 & December 2022**





- General Offerings in December of \$25,262, as shown above, were the highest of the first three months of this fiscal year but (26.2%) lower than the prior year month
- Ministry Expenses were higher in December than the prior two months principally reflecting higher Benevolence outlays and a full year pre-payment of advertising expenses in the Peninsula Pulse



COUNCIL MINUTES - December 13, 2023

Mission: *St. Paul Lutheran Church is a welcoming family bringing Christ into people's lives by developing, nurturing and supporting disciples.*

Council Members Present: Pastor Frank, Cathy Mestek, Greg Ehlke, Jeff Kuchenbecker, Karen Peterson, Steve Stringer, Pam Davis (by phone), Peder Nelson, and Renee Schwaller.

Absent/Excused: None.

Meeting Call to Order: The meeting was called to Order by President, Cathy Mestek, at 1:04 P.M.

Devotion: The devotion was presented by Cathy who shared an Ode to funerals and cemeteries.

Agenda Approval: The previously circulated Novembers' Council Minutes were approved, following a motion made by Steve, seconded by Jeff and approved by all.

Electronic Business: The Council electronically approved the purchase of a white parament for the altar. This parament will be in use in the near future.

Approval of November Minutes: The previously circulated November's Council Minutes were approved, following a motion made by Steve, seconded by Jeff and approved by all.

Community of Faith:

- Jeff stated "The Chosen" Monday evenings were going really well and the group was getting together for dinner Monday night, December 17th.
- Another two-and one-half hour video was to be viewed: Video one was the Birth of Christ and video two was After the Death of Christ. Following videos was to be a pizza dinner.
- There was a discussion of temporary need to help the congregants who need assistance to get to hospitals and appointments. Council members were encouraged to reach out to congregants that may be in need of assistance with transportation.
- The pastor said he would address the congregation with a write up encouraging congregants to share their needs of transportation.
- It was noted that members came together to decorate the church, address cards and gifts for those in need, and almost 60 congregants gathered for a potluck to get to know each other better.

Treasurers Report: Greg Ehlke, St. Paul's Treasurer, presented his financial report with the following highlights.

November 2023 Financial Summary:

Total Offerings in November totaled \$16,500, approximately \$600 lower than the same prior year month.

Total Ministry Expenses (ie excluding Dedicated Funds and Endowment related expenses) were \$22,400 or \$1,100 higher, than in November 2022 and \$2,800 higher than budgeted.

Undesignated cash (i.e. The Checking - Other sub account) in the Nicolet Bank checking account was \$31,000 as of November month end.

Fiscal Year to Date Financial Summary:

Regular Offerings (i.e. excluding Urgent Need and Memorial donations) in the first-row months of the current fiscal year period (Oct 23-Nov 23 totaled \$28,800 or approximately \$3,500 lower than last year.

Total Ministry Expenses (i.e. excluding Dedicated Funds and Endowment related expenses) totaled \$43,800 which was about \$300 lower than the prior fiscal year.

The fiscal year Ordinary Net Loss (excluding Dedicated Funds and Endowment-related activity) was approximately \$14,800.

Online Giving Update:

Online giving through the Vanco application, instituted in April 2019, has continued to be especially useful.

ELCA Endowment Fund Developments:

The ELCA Endowment funds return for the first ten months of 2023 was a gain of 4.0% and included a loss of (1.9% in October), as compared to a calendar year 2022 loss of (13.88%) and a 2021 calendar year gain of 12.14%.

The two Endowment funds invested with the ELCA Foundation totaled \$244,200 as of September 30, 2023 (the latest available “as of” date for portfolio information).

Brokerage Account Developments:

As of 30-Nov-23, the congregation has two open and active brokerage accounts at Thrivent Financial.

The two brokerage accounts at Thrivent Financial provide us with added flexibility to better manage our available liquid funds through prudently investing a portion of our excess liquid funds in short to medium term UST bills or Notes to be held to maturity to enhance our interest income.

Liquidity Considerations:

Excluding Memorial, Endowment or designated funds, approximately \$60,500 of funds were available as sources of immediately available liquidity as of 30-Nov-23.

Per the November month-end and brokerage statements, an additional \$52,400 of liquidity would be rapidly available from the liquidation of investments in the congregation’s two brokerage accounts at Thrivent Financial.

The congregation’s Total Assets of \$383,800 as of November 30th included \$244,200 in the two ELCA Endowment Funds and an additional \$11,400 in Other Memorial Funds.

Other Financial-Related Developments:

The quarterly mailing of contribution summaries for the first nine months of 2023 was completed in the first week of December.

The Treasurer has taken steps to enable us to have online access to (i) the two Endowment Fund accounts invested in the ELCA Foundation’s Ministry Growth Fund and (ii) the two Thrivent Financial brokerage accounts.

We have been informed by the Vanco Payments team that certain enhancements are being made to the online giving platform which we will need to migrate to in the near future.

Additional Financial Discussion Highlights:

- Liquidity: the church had 5.1 months of liquidity. Greg prefers that the church have a liquidity of six months and ELCA recommends four months.
- 167 financial statements were mailed out to congregant givers; this is a significant increase due to giving at funerals.
- Electronic Fund Accessibility: ELCA is now online and we currently have one account and the individuals that can access the account with one password are: Cathy Durkin, Shawn Mathyis and Greg Ehlke. This access is currently being streamlined for the above individuals.
- One signature will be required to get distribution not three. Thrivent Funds will be accessed by one person only and that is Shawn Mathyis.
- Currently there is \$8,000 available from the big endowment fund and up to \$2,000 is available for scholarships.
- Jeff had a question for the Everlasting Giving Fund- should we have an automatic distribution from the annual benevolence? Greg stated that it can change annually which would make this unfeasible.
- Vanco- Thrivent Donations: Greg and Shawn handle the reporting of this electronic platform. This is for online donations only.
- There are currently 27 donors donating online.
- Jeff stated that we need to get rid of the credit card option to the online giving. Further discussion however highlighted the fact that some individuals use credit cards to garner points towards flights etc and we therefore should keep the option for giving through credit cards.
- Greg stated that he will need assistance in setting up the credit card option in the online giving platform and he also stated that he is not interested in running this process.
- Greg walked us through two processes he has documented for the following:
 - See Handout Thrivent Financial Brokerage
 - How to Donate Stock
 - Insurance
- Greg will be walking us through pieces of his job to give to next treasurer. Shawn is doing the same as she prepares to transition out of her position.
- Unemployment Wisconsin: We need more than four employees as a non-profit and we have less than this, therefore unemployment compensation is not an option for our staff.
- Financial Controls: Currently our treasurer is the liquidity manager and the financial secretary Shawn completes payments, reports etc. We currently have dual control with Greg and Shawn.

- Jeff stated that he wants the Building, Property and Cemetery Fund to be separate in reporting. Jeff moved to approve Greg's report and Karen seconded.

Pastor's Report:

- The church has been receiving a lot of thank you letters locally and nationally for our on-going donations.
- There was a glowing report from the pot luck: 70 people showed up and there were ten people to a table. Pastor went on to say that we will need some point people to organize this upcoming February 4th pot luck immediately which is to occur immediately after the 0930 service.

Building and Property Report:

- Steve Stringer updated the council with his best working email address of [steve.stringer32@gmail](mailto:steve.stringer32@gmail.com) as we are making the transition of Peder Nelson moving into the secretary position and Steve moving into the Building and Property manager position. Steve will be interfacing with the DNR regarding water samples. He noted he hadn't heard from the DNR yet and Peder said he would update Steve with all DNR contacts.
- Steve noted that a light was out in the parking lot and he would be contacting Action Electric.

Worship and Music:

- Dwight Zeller is helping with microphones and he is purchasing a new headset.

Local Benevolence:

- Karen Peterson stated that she would like to see new members on the Local Benevolence Committee and also stated the committee will be operating on an \$8,000 budget.
- Jeff wanted an update on the Ramp Project. Karen said it is now in the hands of Habitat for Humanity.
- Pam wanted to know how many people showed up for the writing of Christmas cards and Karen stated five or six.

Old Business:

- Regarding scholarships: Pastor stated we should be more lenient and go with grace this year.
- Karen said we should consider eliminating the scholarship fund in the near future or use it to support seminary students.
- There was a motion to approve \$500.00 per student for two individuals. Greg motioned and Karen seconded.
- The Pastor reported that the Administrative Assistant was punctual, has great communications, takes accurate phone messages and is proactive in all her work.

- The church directory is scheduled to be completed after the first of the year. Bev Prohl was actively working on this.
- Greg stated that we need to get back to people that volunteered for work.
- Karen stated the website needs updating and Megan the Administrative Assistant could help and Renee said the phrase “All are welcome” needs to be added to the introduction page of the website.
- Christmas gifts for staff were discussed and bonus checks were to be written by Shawn in the amount of \$100.00 to Chris, Shawn, Doreen Holt, Jan, Megan. Cathy said she would talk to Shawn about writing the checks.
- Karen asked if we are losing contributions when we ask for “special requests”. The answer from Greg and Pastor was yes but it was a nominal loss and therefore deemed worthy to continue to ask for special requests when needed.
- Greg stated that our copier lease was up for renewal and that he would call Wisconsin Imaging.
- Greg also said that we should invite the bishop to attend a service and the Pastor stated he would call her. The pastor stated she would most likely be giving a sermon if she accepted the invite.

Adjournment: Meeting adjourned 3:15