



St. Matthew's Ev. Lutheran Church Annual Report to the Congregation For the year 2023

Annual Congregational Meeting
Sunday, January 28, 2024
Following the 9:45 am Special Congregational Meeting



St. Matthew's Ev. Lutheran Church
1615 N. Wauwatosa Avenue
Wauwatosa, Wisconsin 53213
414.774.0441
www.StMattsLutheran.org

Vision, Mission and Values Statements

- Vision Statement:** (What we want to become)
Guided by God's Spirit and Grace, we are a community of disciples growing in faith, hope and love in our Lord and Savior Jesus Christ.
- Mission Statement:** (What we are going to do)
Called to fulfill the Great Commission, St. Matthew's welcomes all to faith in Jesus Christ, nurtures our faith journey, equips us to serve others, and sends us into the world to make a difference in Jesus' name.
- Values:** (Who we want to be)
We want to be people who grow in our Spiritual fruitfulness, which is shown through the Fruit of the Spirit: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness, Self-control.

Annual Congregational Meeting Agenda

January 28, 2024

To follow the 9:45 am Special Congregational Meeting

- I. Call to Order – Diane DuBois, President
- II. Opening Prayer – Pastor Ann Williams
- III. Approval of agenda
- IV. Introduction of current council representatives
- V. Appreciation of outgoing church council representatives
- VI. Presentation of proposed 2024 budget – Rob Wedel, Treasurer
- VII. Pastoral and committee reports – Pastor Ann Williams
- VIII. Presentation and Election of Council nominees for 2024
- IX. Election of voting members to 2024 synod assembly
- X. Other business
 - a. Approval of actions of officers and council for 2023
 - b. Approval of the annual congregational meeting minutes for the 2023 meeting
- XI. Congregational updates
 - a. Voting result for lead pastor call
- XII. Closing prayer – Pastor Ann Williams
- XIII. Adjournment

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

St. Matthew's Evangelical Lutheran Church

2023 Annual Report

At last year's Annual Meeting, Pastor Ann Williams challenged us to stop waiting for a new pastor, and get involved in God's work through St. Matthew's now, knowing that the right lead pastor will join us in the work already in progress, at the right time. This is precisely what has happened this year. The following reports reflect our community's response to that challenge. And thanks to the careful and faithful work of our Call Committee, we are prepared to vote upon and begin ministry with a new lead pastor very soon.

We give thanks for the many lay leaders, especially our church council, our staff, and pastors. We especially give thanks for you, the people of St. Matthew's, as you respond to needs, share your service and resources, and spread God's love. We give God our thanks and praise and look forward to continuing to reach out to show God's love in all that we do through this faith community, alongside the new lead pastor of St. Matthew's Ev. Lutheran Church.

Annual Congregational Meeting: Consideration of a Quorum and Voting

At the Annual Meeting the first order of business is to determine if there is a quorum, which according to Chapter 10.04 of our constitution, consists of 50 voting members.

According to Chapter 8.02.c of our Constitution, voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every meeting of this congregation. They shall not have voted as a seasonal member of another congregation of this church in the previous two calendar months.

It is of note that according to C8.02.d., "Associate members are persons holding membership in other ELCA, Lutheran, or Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws."

Election of Officers

Council representatives whose terms expire at this time:

Carly Crave - Diane DuBois - Pamela Stokke-Ceci

Those who have one year remaining of their terms:

Carl Johnson - Michael Wolaver

Those who have two years remaining of their terms:

Fred Heim - Laura Hyland

Representatives to be reelected for three-year terms each:

Alice Rudebusch - Cathy Shaw - Robert Sholl

Other nominations may be made from the floor of the assembly.

2023 Statistics

Infants and children baptized	9
Infants and children received by transfer & member affirmation	5
Infants and children lost by death	0
Infants and children lost by transfer	15
Infants and children lost as inactive	15
Adults received by baptism	0
Children received by affirmation of faith (Confirmation)	14
Children received by reinstatement	0
Adults received by transfer & member affirmation	12
Adults received by reinstatement	0
Adults lost by death	13
Adults lost by transfer	62
Adults removed as inactive	58
Baptized members as of December 31, 2023	1,554
Confirmed members as of December 31, 2023	1,175
Communing members as of December 31, 2023	1,317

Average Worship Attendance

Regular In-Person Services (January-May and September-December):

Average Total = 280 (last year 2022 = 253)

8:30 173 11:00 107

Summer Worship: One service at 9:30 am

Average - 162

YouTube Viewership Statistics

Peak watchers for live stream (any length of time) = 14 per service

Unique watchers for live stream or the recorded video = 67 per service

In Memoriam - Deaths in 2023

David Anderson	January 28, 2023
Evelyn Bollinger	Oct. 17, 2023
Mae Brielmaier	Sept. 7, 2023
Arnold Fuerstenberg	June 15, 2023
Deann Gjenvick	March 10, 2023
Jack E. Hastings	Dec. 21, 2023
Shirley Kaisler	April 30, 2023
Kent Krueger	April 21, 2023
Honora Kumm	March 16, 2023
Jerry Laughery	May 17, 2023
Will F. Robertson	Dec. 4, 2023
Lowell Timm	May 5, 2023
Kate Wilson	Nov. 4, 2023

*And if I go and prepare a place for you,
I will come back and take you to be with me
that you also may be where I am.*

John 14:3

Pastors' Report

“For I know the plans I have for you,' declares the Lord, 'plans to prosper you and not to harm you, plans to give you a hope and a future. ’” — **Jeremiah 29:11**.

Engage and Equip

We began the year still aware that St. Matthew's (as well as other congregations) were still recovering from the Covid shutdown. Along with the Council and staff, we wanted to actively engage members in worship, learning and serving. At the February Staff and Council Retreat we began to focus on ways that we can equip members of Saint Matthew's to not only participate in ministry, but lead ministry as well. There was a very practical reason for this focus: Saint Matthew's has gone down from 2.5 FTE pastors to 1.75 FTE pastors. But there is also a deeper, theological reason for equipping lay people for ministry. Lutherans believe in the priesthood of all believers—Christians are qualified for all kinds of ministry through their baptism—not just pastors and not just our excellent staff. Saint Matthew's is a congregation full of faithful, educated, willing and thoughtful people. Our community is strengthened through shared ministry.

Home Communion visitors continue to provide regular care for our ill and homebound members. Currently there are 13 home communion volunteers and 17 home communion recipients.

A “Prayground” was implemented in September along with educational opportunities explaining the benefits of welcoming our youngest worshippers and their parents into a space created just for them. From the very first Sunday, the Prayground has been used and enjoyed by children at both services.

We also introduced the Narrative Lectionary in September, wanting to help worshippers experience the continuity of the Bible's story. Many of you expressed an appreciation for the change to one reading, one continuous story; a few of you missed the Common lectionary. We're grateful for all who were willing to try something new and to listen to our rationale for the change. With Pastor Karen's departure, we've returned to the more familiar and easier-to-plan Revised Common Lectionary.

St. Matt's generously supported two ELCA world hunger projects this year, donating over \$22,000 to provide water wells and farm animals. We also supported our Synod's ministry and congregations through their special appeal (Equipping the Saints) by giving over \$30,000.

Visioning

This year, with constitution changes, the Church Council was reduced to a 7 member group, plus pastors. We are grateful to Diane DuBois for her leadership, and for how the Council continues to discuss, pray, evaluate and envision the future for St. Matthew's ministry. They hosted two gatherings with the staff to solicit their input and learn how best to support their work. The communication and trust built between the Staff and the Council is something we hope to continue in 2024.

We nurtured the interest in expanding our welcome to those in the LGBTQ+ community through numerous educational opportunities. There was an overwhelming response each time we gathered to talk about issues around welcome, gender and sexuality. Pastor Tim Wengert was a special guest speaker and taught us about how the ELCA's social statement on human sexuality was written. We formed a leadership team to begin exploring what becoming an RIC (Reconciled in Christ) congregation might mean. Hopefully, their work will continue with the support of a new lead pastor.

In 2024, a spring fund-raising campaign will be held to address a few building improvements. Expect to hear more about this in a few months. We want to take good care of our church home and be mindful of what needs fixing, and/or replacing in order to serve our community and guest groups.

An online survey conducted in the fall of 2023 gave us some important feedback about ministry goals. This process will continue into 2024 when the Council will invite and lead small group discussion on the future of Saint Matthew's. Please plan on joining one of these small groups and sharing your thoughts.

As we move into 2024, Pastor Ann has given notice to the Council of her desire to take a sabbatical in 2025. The focus of her sabbatical will be sharing faith stories. Look for opportunities to learn about and practice story-telling!

We thank the staff team for another year of faithful ministry. This year, Al Van Lith expanded his role on staff by moving into the Church Administrator role. We're grateful for his attention to our property and supporting our custodial team along with financial oversight. This year, Dave Mohr retired after serving as Senior Choir director for 35 years. Alexa Doeble stepped into the role in September, providing a smooth transition for the choir to continue leading our worship. And, Pastor Karen Natterstad resumed her retired life after serving as our interim lead pastor for over two years.

With Gratitude and Hope,

Pastor Karen Natterstad
Pastor Ann Williams

President's Report

It has been a great honor and privilege to serve as St Matthew's Council president. It's been an exciting year of change and transition that has continued to move St. Matthew's forward. Thank you to the council, Pastor Karen, Pastor Ann, and our very committed and talented staff and lay leaders for their support and dedication this past year. Thank you to the congregation for participating in either in-person or online worship, generously supporting St. Matt's with their gifts and talents, and being a partner in local and world-wide outreach ministries by donating food, coats, diapers, and other necessities, in addition to 5 wells and 19 farms. Amazing!

As 2023 came to an end, the council completed its first full year in the new structure begun in 2022 as a strategic planning/visioning body. The size of the council was reduced from twelve to seven with the two pastors bringing it to nine, and the benefit of that change became readily apparent at the very first meeting of the year. Important conversations among all members of this smaller group have allowed St. Matt's to implement better administrative practices, align policies with practice, right-size our programs and create opportunities to equip new leaders. Part of the shift in the focus of the council – from a committee-reporting body to a strategic planning/visioning one – also engaged the staff in new and exciting ways. As the council strategically planned and set goals, the staff was empowered to do more effectively what they do best – use their skills, knowledge, and creative energies to implement those goals. We are so fortunate to have such an experienced and dedicated staff who have found new and creative ways to develop programs and to engage and equip the laity in ministry.

Throughout the year, Pastor Ann led us in a book study, *Reclaiming the L Word: Renewing the Church From Its Lutheran Core*, that helped to focus our thinking about who we are as Lutherans and who we really want to be as St. Matt's Lutherans. In November, we conducted a survey of our membership to learn from our members about how they see St. Matt's. Results were discussed at an Adult Forum in December, and small group discussions are planned for January. This effort will help the council plan and set future goals and guide the staff in implementing them.

For the first time, full-time staff was included in the February council retreat as it was important to establish a culture where their perspective and feedback as leaders was purposefully valued by their inclusion in the meeting. As a result of that retreat, we recognized the benefits of regular council/staff meetings and held three more during the year. Not only did we build community together but we were also able to develop a better working relationship as a team rather than two separate entities of the church. Because these discussions are important, council/all staff meetings will continue. Additionally, there was a first "Gathering of Ministry Leaders" in the spring to share information about the council/staff restructuring and talk together about the ministries that each person led.

While "engagement" was the focus of 2022, "equipping" was the focus of 2023. Our goal as leaders was to equip members of St. Matt's more fully in ministry as part of the beloved community of Christ. We are all part of the priesthood of all believers; we are all part of the Body of Christ and, as such, all called to be leaders of St. Matt's. We have been fortunate to see that realized in a variety of ways as members step forward to lead, and we look forward to using the discussions with members to find other ways to equip new lay leaders.

Over the past two years, St. Matt's has heard a lot about welcoming and hospitality, and as a result, we have begun discussions about becoming a Reconciling in Christ church – a place where all are openly and intentionally welcomed. There have been several well-attended presentations and discussions thus far and more to come.

The year comes to a close with some wonderful news! First, Pastor Karen, who has served us faithfully as our Interim Pastor for two and a half years, retired January 7, 2024. It was hard to say goodbye, but it was a joyous celebration of thanksgiving for her ministry with us. Even though she will be greatly missed, it's wonderful that she will enjoy many well-deserved days doing the things she loves doing. Next, as God always has a plan and reveals it in "Kairos time,"

it is now that time! After a long, prayerful search, the Call Committee recommended a candidate of choice to the council on December 26, 2023, and that recommendation was approved. The congregation vote to extend a call to that candidate will take place January 28, 2024 at 9:45 a.m. with a start date and installation to be determined. What an exciting way to start the new year! God has indeed answered our prayers, and we are so fortunate to have a candidate who not only aligns well with St. Matt's and is highly qualified to lead but is also excited and committed to walk along with us in our continuing faith journey. On behalf of the council and the congregation, we thank the Call Committee for their time, dedication, and perseverance in finding the "right" candidate for St. Matt's.

St. Matthew's is a vibrant and caring faith community, and I look forward to all the possibilities that lie ahead for growth in our faith and in engaging and equipping multi-generational lay leadership across all our ministries known and yet to be developed. With trust in God that He leads us where we need to go, the future is indeed a bright one!

Diane DuBois
Council President

Adult Ministries

Adult Education

Our Adult Education program continues to support the faith growth of our church and on line faith community. We gather on Sunday mornings from 9:45-10:45 A.M. September-May. The goals of our adult education program are to:

- Increase Biblical Literacy
- Educate people on religious matters
- Provide practical advice on daily Christian life
- Offer Outreach information and opportunities to serve

Core members of the Adult Education Planning Team are: Sue Swing, Dan Bice, Conor Williams and David Zersen. In 2023 we welcomed many speakers and groups from St. Matthew's and the community.

Women's Ministry

Sunday Morning Women's Group meeting on the first Sunday of the month for education and sharing. Led by St. Matt's member, Katie Nickel.

Events:

Women's Wellness Breakfast in January with Katie Nickel as our main speaker. We also appreciated a faith testimony from Youa Reinicker.

Women Together in Prayer Breakfast in April was led by Kait McCullough. We enjoyed breakfast, devotion and a faith reflection.

Men's Ministry

Monday Morning Men's Bible Study led by Conor Williams.

Events:

The tradition of a Saturday morning Rise with the Guys breakfast continued with guest speakers and a great breakfast in September and December.

Community Warehouse-Partners in Hope works with men and women coming home from prison to help them realize their God given potential. Conor Williams organizes volunteers to prepare food and participate in their fellowship event on a quarterly basis.

Fellowship & Meet Ups

Summer meet ups take place throughout the summer, organized by Chris Schroeder and Beth Schulz.

Thanksgiving Pie Social continues to be a joyous fellowship event with many volunteers involved.

Care Ministry - Supportive Care

Many volunteers have contributed to the growth of our caring ministry. Here are some of the ways these volunteers have been involved:

Home Communion & Visits by lay members

Provide transportation to doctor appointments

Supportive phone calls

Meals prepared and delivered to those in need

New in 2023

Grief Education & Support Group

Meets weekly for education and sharing. Led by certified grief educator & St. Matt's member, Candy Romano.

Caregiver Discussion Group

Started in October 2023 and continuing to meet monthly. Led by Sue Swing.

Stephen Ministry

We are in our 6th year as a Stephen Ministry congregation providing 1:1 care to people who are going through a difficult time in their lives. The concerns that bring people to Stephen Ministry vary and our Stephen Ministers are dedicated to offering a listening, caring presence in the context of a confidential relationship for as long as the need is there. Stephen Ministers are also committed to meeting as a group two times per month for faith education and peer supervision.

We are grateful to St. Matthew's for the support and prayers as we continue to care for our congregation and the community with Stephen Ministry. Please support Stephen Ministry in your prayers and by suggesting Stephen Ministry to all those you know who are going through a difficult time.

"Love one another -- as I have loved you." John 13:34

SAINTS

St. Matthew's senior adult ministry is thriving thanks to outstanding organization and leadership provided by Roz Rouse, Linda Levengood, Chris Schroeder, Gloria Potter and Bridget Smith. The leadership group plans and executes monthly fellowship events with a speaker and luncheon. The monthly SAINTS event is always a great opportunity to learn something new and celebrate life with our faith community.

Volunteerism

We are a congregation blessed by the gifts and talents of many. Thank you to all who give their time and serve in countless ways to further the work that God is doing at St. Matthew's church.

Healing Prayer Ministry

The ministry of healing prayer in the church is a ministry to the whole person; mind, spirit, body, emotions, and relationships. This ministry is grounded in the belief that:

- All healing comes from God.
- We are all eternally healed through the waters of our baptism, made possible by the sacrifice of Jesus.
- Anointing and laying on of hands is a traditional practice, found both in Scripture and throughout the history of the church.
- The anointing for healing is a reminder of our baptismal anointing in which we are claimed forever by God.
- Medical knowledge is a gift of God: He works through doctors, nurses, and medicines to bring healing.

Healing Prayer Services are offered monthly either during or after worship. All requests for healing are held in confidence. You may come for yourself or on behalf of others, alone or with a loved one or support group. Special requests for additional Healing Services at church, home, hospital, etc., are available upon request.

All who feel called to serve as a conduit of God's healing love are welcome to join this ministry. Please contact a Pastor if you are interested in learning more. *[Submitted by Deb Endean]*

St. Matthew's Library

Our Church Library supports the ministries of the church by offering materials that help adults and children grow in their understanding of the Christian Faith. The Library has over 4000 books/ DVDs with both adult and children's selections.

The library is staffed during the education hour when volunteers are available to answer questions and assist in finding books. The Library is open at other times for browsing and gathering. A self check out system is used. A digital picture frame was acquired this year which provides a visual orientation to the Library and the check-out procedure. Several new adult and children's books were purchased this year, especially expanding our children's sensitive issues section. Book or DVD donations to honor someone or an event are also appreciated.

[Submitted by Linda Wunderlich]

Quilt Ministry

The Quilt Ministry continues to be active and productive. Our goal is to complete quilts and blankets for infants and young children. Quilts are completed as a group or individual contributions as we met 4 Saturdays September through May. All ages are welcome along with friends, relatives, neighbors and co-workers.

The Stitches of Love Quilt Ministry is a non-profit ministry dedicated to spread the message and love of the Lord Jesus. The ministry has a Mother's Day Blessing and then quilts are distributed to various charities. Currently we distribute to Linus Project, Milwaukee Women's Center, CareNet Pregnancy Center, Pine Ridge Indian Reservation, The Lutheran Home, Ronald McDonald House and Allies for Teens in Foster Care. In 2022 – 2023 we completed 139 quilts, 9 receiving blankets to be presented to parents of newly baptized children, 10 fleece blankets donated to Allied for Teens in Foster Care as well as 10 oversized Christmas cloth bags, 57 pillowcases to Ronald McDonald House, 3 boxes of clothing & bedding to Pine Ridge Indian Reservation in SD, and 3 bed runners to Kathy's House. *[Submitted by Bev Etzelmueller]*

The Prayer Shawl ministry quietly goes about sharing prayer shawls through Stephen Ministry and those in need of comfort and warmth. Through this ministry, we can learn to trust the truth that God works through us when we care for friends and strangers. The Prayer Shawl ministry is always in need of more individuals with the talents of knitting and crocheting. Let us continue His work. *[Submitted by Bev Etzelmueller]*

Sue Swing
Director of Adult Ministries

Children's Ministries

Sunday School

We are grateful to our dedicated team of teachers and assistants who make Sunday School a welcoming and faith-centered experience for kids each week with their creativity and kindness. Preschool and Kindergarten classes use an ELCA curriculum to learn Bible stories from both the Old and New Testament, and middle school classes use an interactive ELCA curriculum that is based on the lessons we read in church each Sunday. We continue to use a rotation Sunday School model for first through fifth grade classes, where kids explore the same Bible story for six weeks through art, games, drama, science, and video workshops. Each six-week rotation begins with a big group introduction that includes a craft, video, and snacks.

Children's Ministries

Vacation Bible School

Vacation Bible School was a great success. Close to 120 participants and 55 volunteers gathered in Christ to learn about Love, Trust, Faith, Joy, and Hope. It was a week of learning and fun. Thank you to the participants and the wonderful adult and teen volunteers.

Lenten Family Times

Families gathered in Fellowship Hall for crafts, lessons, and songs as we learned about Hospitality and Making room for God. After a three-year hiatus, we were finally able to hold the Good Friday Easter Egg Hunt. Children, parents, and grandparents gathered for an egg hunt and worship service. It was a season of fellowship, fun, and reflection.

Kids for Christ and Disciples of Christ gathered in October, November and December for pizza, games of Capture the Flag and prayer. *[Submitted by Donna Gardner Manke]*

9th Grade Confirmation

Ninth grade students met weekly throughout the fall to explore what it means to live out the promises that were made for us in baptism and are affirmed by the confirmands at the confirmation service. We also talked about how we apply the biblical and theological foundations learned in 7th and 8th grade to our daily lives and explored various Bible passages to experience how to take meaning and message from familiar stories. Sessions were led by Gretchen Hauge. The class of 14 was confirmed on November 12th.

7th and 8th Grade Confirmation

Confirmation classes for 7th and 8th graders have been meeting in-person throughout the fall on Wednesday evenings. Pastor Karen and Gretchen Hauge coordinated the program, with Pastor Karen doing most of the teaching in the fall and Gretchen leading the spring classes. This year is the Bible year of the two-year cycle, which rotates between a focus on the Bible and the catechism. Each week kids listen to a large group lesson and then break into small groups to talk about it. The schedule also includes fellowship/service nights. We thank our small group guides for their mentorship and commitment: Jenni Dugan, Tim Knutson, Chris Lange, Mary Richter, and Michele Wolaver.

Youth Ministry

Our youth ministry highlight for 2023 was our first full mission trip since 2019. A group of 30 youth and adults boarded a bus for Hazard, Kentucky, where we spent a week in the foothills of the Appalachian Mountains rebuilding homes that were damaged by the epic flooding that occurred in 2022. Our eyes were opened to the incredible beauty of the area as well as the reality of rural poverty. A huge thanks to the adult chaperones who served alongside the kids: Jenna Antczak, Patti Foley, Kevin Slager, Thaurra Stallings, Tom Templeman, and Mike Wolter.

The 2024 Youth Mission Trip will take us to New Orleans where we will be working to provide affordable housing to residents of the Lower Ninth Ward, which is still feeling the effects of Hurricane Katrina in 2005.

In other youth news, we are planning monthly events for middle school students.

We are always open to new ideas to build and strengthen our youth program and encourage anyone interested in serving our youth to join the youth committee or chaperone events.

Gretchen Hauge
Youth and Sunday School Ministries Director

Call Committee

The day we have been praying for is here! The call committee is so excited to share that all of our months of prayer, hard work and perseverance have come to fruition, and we have found the candidate that we believe is the right person to partner with us in ministry as the lead pastor of St. Matthew's. We are anxious for the congregation to meet the candidate at the "Meet and Greet" on January 27th, and look forward to the congregation's vote to officially call our candidate on January 28th.

The time for us to find a lead pastor has gone well beyond what the congregation, staff and call committee would have imagined. However, as we have been reminded by Bishop Paul Erickson and Pr. Kristin Nielsen of our Synod, both the congregation and pastor are in earnest, faith-filled discernment about the mutual connection of a call, and both are prayerfully looking for the presence of the Holy Spirit in their discernment.

The call committee has felt the presence of the Spirit in our interaction with our candidate. The timeliness of much of our communication happened during Advent...a season of waiting, a state of being alert. The emphasis of that first candle we light in Advent -hope- gave us a strong symbol of God's presence to pray upon as we continued our communication with the candidate. There have been many things that have unfolded and aligned in the past weeks that have shown our committee and the candidate that we are being guided by the Spirit to forge a special relationship together.

"Many are the plans in a person's heart, but it is in the Lord's purpose that prevails." Proverbs 19:21

The call committee saw at once a strong, 'on paper', matching of the candidate's strengths (candidate pastoral profile) with many of the 'top ten' gifts and strengths identified in our congregation profile. After completing two in-depth, insightful conversations with the candidate, we contacted all of the candidate's references, and received great confirmation of our committee's reflection on this candidate. Beyond the matching of a candidate's strengths and congregation's wishes for a pastor, there is the important element of personality fit. Every congregation has a unique personality - formed by its broad member base, traditions and interests. Our committee is unanimous in its assessment that our candidate has a true love of ministry and a genuine, relational and enthusiastic personality that will blend in very well with the entire St. Matthew's family. We are anxious for you to meet him and begin getting to know him too.

I am so grateful to the members of the call committee in all they have given in this call process journey. We have worked through many challenges and some setbacks, but at no time did we ever not feel each other's love of God, the importance of our faith, and the sincere love we each hold for the St. Matthew's congregation. All of our planning, interviewing, evaluations, and discussions were done for the sole purpose of finding a lead pastor that will best move us forward in worship, faith formation and service. Thank you goes so much beyond the time and energy we have put forth - each member has shown a deep level of emotional dedication throughout our search. We have all carried the responsibility of selecting the right person for St. Matthew's very seriously and pray we have served the congregation well.

“With man this is impossible, but with God all things are possible.” Matthew 19:26

Heart-felt thanks and appreciation to the call committee members:

Nancy Bowen
David Celata
Kristen Charlson
Diane DuBois
Robert Mochel
Andy Cherney
Natalie Ford Sajdak
Michael Wolaver

Thank you to Pastor Karen for being our pastor, bridge of support and compass the past two and a half years. Thank you to Pastor Ann for your steady leadership and flexibility in challenging, ever-changing times. Thank you to all of our church council leaders during the past few years, which have continued to make ‘best’ decisions to keep us moving forward. Thank you to our strong, committed staff that do ‘whatever it takes’ for their love of God and St. Matthew’s. We are so blessed for all you do for our congregation.

Finally, thanks to the St. Matthew’s congregation for your prayerful support of our committee and its work. It is a true blessing to belong to the St. Matthew’s family. In a culture that continues to see declining involvement in organized church, it is a gift that we have found other believers in a home called St. Matthew’s Evangelical Lutheran Church. We are blessed to be among other people that believe in God and find value and sustenance in fellowship with other believers. We are empowered by God and feel His presence when we gather together in worship, education, praise and service.

Continue to pray for St. Matthew’s and our candidate and his family. Pray for patience in the growing relationship and ministry we will build with our candidate. Be excited and ready for the new beginnings and opportunities that lie before us. In the words of our candidate: “We are meant to live lives of meaning and purpose. The Gospel is more than ‘you are forgiven.’ We are loved and accepted just as we are....The Gospel calls and empowers us into service and invites us into loving and supporting our communities.”

Brian Due
Call Committee Chairperson

St. Matthew's Ev. Lutheran Church Foundation

The Foundation gave a total of \$41,600 in benevolence disbursements to ministry support during 2023. The recipients were as follows:

- (1) **\$3,000 for EPIC (Educational Partnerships in Covenant) Scholarships** to members of St. Matthew's attending ELCA affiliated universities. The EPIC scholarships are matching scholarships, with the university attended matching the amount given by the student's congregation. The amount of these scholarships remains \$1,000 as most universities now match that amount.
- (2) **\$0 for Erickson Scholarship Fund** - there were no members of St. Matthew's pursuing advanced degrees in theology or music ministry studies in 2023, so the disbursement was retained for future use per guidelines as outlined by Pastor Gary Erickson.
- (3) **\$38,600 to St. Matthew's** to use for benevolence and mission initiatives as approved by the Church Council and in accordance with applicable guidelines. Designated partner ministries include **Reformation Lutheran Church, Cross Lutheran Church, Casa Esperanza**, our Partnership Congregation in El Salvador, and **Sing 'Isi Lutheran Church**, our Partnership Congregation in Tanzania.

The Foundation's assets, as well as the assets of The Rev. Gary & Susan Erickson Scholarship Fund ("Erickson Fund"), continue to be fully invested with Robert W. Baird. Scholarship award recipients are determined annually based on the recommendations of a scholarship committee (following the guidelines as outlined by Pastor Gary Erickson).

Foundation Board members: David Laatsch, Paul Nickel, Erin Margerie, Emily Baseheart, Chuck Crook, Nancy Herrell, Pam Stokke-Ceci (Church Council representative) and Chris Daniels.

Paul Nickel
Foundation Board President

Human Resources Committee

The Human Resources committee continued to tackle documentation projects in 2023. Our main priority was to complete a major rewrite and reorganization of the HR Policies and Procedures document to reflect current practice, current laws, synod guidelines, and our envisioned organizational structure. Our finished product was approved by Council in its December meeting.

My heartfelt thanks to members Pastor Karen, Pastor Ann, Karie Clement, Jim Daul, Diane DuBois, Darla Hium, Carl Johnson, Cathy Shaw, and Rob Sholl for their valuable contributions of time, suggestions, and proofreading in the pursuit of our goals in 2023.

Special thanks to our staff for their work on goal setting, updating job descriptions, and completing performance reviews.

Pam Stokke-Ceci
Human Resources Committee Chairperson

Property Committee

In the spring of 2023, Helm Mechanical completed the replacement of two air conditioning compressors and air handlers that were originally installed in 1988 during the office and elevator tower construction. We also received a report from a consultant who helped us locate the source of several small leaks in our roof and building structure that have existed for some time. As a result of the report, we have already completed the tuck pointing of the exterior stonework on the original chimney above the roof and the area on both sides of the new chancel addition where it attaches to the church. This latter area led to considerable rainwater above the ceiling on the north side of Fellowship Hall causing ceiling tile damage. Since the tuck pointing, we have not seen any leakage there. More tuck pointing is planned for next spring.

The parking lot repaving and the retaining wall repair projects are still on hold. We completed repairs to the sidewalk on the north side of our property along Milwaukee Ave. required by the City of Wauwatosa.

The Garden Crew, under the direction of Bob Zwaska, was able to keep the outside of our building looking beautiful as usual. We did remove the large evergreen tree on the Wauwatosa Ave. side of the building near the property line with the Methodist Church and planted grass there.

We are presently compiling a list of potential projects and needed repairs for future consideration and would welcome any thoughts or suggestions from members. I would also like to thank Flash Gordon and Dave Fagerberg of the Property Committee who helped me handle many routine maintenance and repair items during 2023.

Ed Bross
Property Committee Chairperson

Social Ministry Committee

In 2023 some things stayed the same, and some things changed for the Social Ministry Committee.

We started the year by making a donation to Lutheran Immigration and Refugee Services as a memorial to Pr. Ed Weiskotten. Pr. Ed was a long time Social Ministry member.

Our annual Undie Sunday drive resulted in 120 panties, 30 bras, 29 prs of socks, 3 pajama sets and 5 sleep pants for the women at Benedict Center facilities and 118 prs of socks and 168 briefs for the men at Guest House. This was less than previous years, but much appreciated by those residents.

For fun we held a jigsaw puzzle takeaway in March to encourage people to recycle their puzzles for others to enjoy. All puzzles brought were re-homed.

Also in March we were privileged to have Jay McDivitt speak at our Adult Education Hour twice: once on personal pronouns and again on intentional welcoming of LGBTQIA+ people as part of our community of faith. This was an opening into becoming a more welcoming church and has led to a committee pursuing the goal of becoming a Reconciling in Christ congregation.

The Lenten offerings were donated to provide wells and water sanitizing kits through the ELCA to go along with the Lenten theme of Remembering Our Baptism. On April 7th we again participated with Reformation in their annual neighborhood prayer walk. At least a dozen St. Matthew's people walked along with the 50+ others.

May's diaper drive for Reformation's Baby Fair in June provided 1086 diapers and 22 packages of wipes. This was appreciated by many babies and parents. In May we also held our clothing and shoe recycling drive through Betr Earth. We collected hundreds and hundreds of pounds of these items that were able to be given to people in need rather than clogging landfills.

We held a Blood Drive on October 2nd. Although the turnout was lower than expected, we were able to impact 51 local patients.

Although our totals for the Giving Tree were less than last year, we were still able to provide many gift cards to Cross and gift cards and toys for Reformation to give to their members. ERAS senior citizens also received gift cards and stamps to make their lives better. Allies for Teens received many, many gift cards and other gift items such as hats, gloves and scarves to brighten their Christmas. In fact, they received many items that they were not able to use that were subsequently distributed to Partners in Hope, Cross and Tosa Cares Food Pantries, Repairers of the Breach and South Milwaukee Food Pantry and Homeless Ministry. Overall we were able to touch many individuals with gifts from the Giving Tree. This year again we were able to offer the option of ordering gifts online to our members.

Thanks to our Advent and Christmas offerings, we were able to provide over 17 farms to be gifted through the ELCA Good Gifts program.

Finally, the remaining funds in our budget were directed to the Adult Mission Trip to cover part of their shortfall.

Although the Social Ministry Committee no longer meets regularly, all of the above was accomplished through social ministry leaders. It is our hope that the committee might be expanded to continue and even expand our outreach.

Nancy Bowen
Social Ministry

Social Ministry - Mission Partnership Committee

Partnership Report—Cross Lutheran Church

Cross Lutheran Church serves many needs in the community through its Bread of Healing Ministries that include a clinic, food pantry, and Bible study. Cross is grateful for your regular and ongoing donations of food and hygiene items, which help fill the bags that are distributed at their twice monthly food pantries.

Cross is also looking forward to resuming the Tutoring Program for elementary and high school students. We hope to provide volunteer tutors from St. Matthew's as well as a monthly meal for the program.

Partnership Report—Reformation Lutheran Church, Milwaukee

Reformation Lutheran Church is a caring presence in the neighborhood they serve. Twice a year they hold Safe Sleep Baby Fairs for young parents, and each summer they have a Summer Youth Program for elementary through high school kids. They also have a Wednesday night gathering for kids. St. Matthew's is blessed to walk with them in these outreach ministries by sending volunteers and providing meals.

Last summer, Thaurra Stallings, youth director and neighborhood minister at Reformation, participated in the St. Matthew's Mission Trip to Kentucky with a youth from Reformation. Thaurra brings an important and enthusiastic perspective and wisdom to these trips. This tradition of has been a gift to both congregations and will continue this summer when Thaurra will help lead the Mission Trip to New Orleans in June.

Partnership Report—El Salvador

We continue to have regular communication via Facebook and email with Pastora Emely Chavez, who oversees our partnership at Casa Esperanza, a homeless shelter in San Salvador and serves as pastor of the congregation at Pan de Vida, our sister parish.

Through the St. Matthew's Foundation, we provide annual financial support for Casa Esperanza's ministry to people who are homeless. This population is often overlooked in El Salvador, and Casa Esperanza serves as a respite to the people it serves by providing a hot, nutritious meal, showers, a place to wash clothes, and medical treatment.

The congregation of Pan de Vida is a small but active group of faithful people who are engaged in community outreach, especially to youth and children. We began a scholarship program for the students of Pan de Vida this year, and we hope to grow that program in 2024 to be able to support all 39 students, from kindergarten to university, who need financial assistance with school costs.

We are hoping to plan a congregational visit to El Salvador in 2024.

Partnership Report – Tanzania

Our partnership with Sing'isi Lutheran in the Meru Diocese continues to be strong, with regular email and facebook communications. Through this partnership, we support over 20 secondary education scholarships. Education has been a cornerstone of our ministry together. These scholarships are supporting kids who normally wouldn't have the opportunity to further their education due to a lack of financial resources.

St. Matthew's continues to be part of the monthly Greater Milwaukee Synod Meru Committee meeting, which meets by Zoom on the 2nd Saturday of each month.

With regular prayer, we continue to think about our partners and walk with them in ministry as they reach out to those who struggle with poverty. This partnership is something that continues to grow and flourish with God's support. Thanks for your support in the valuable work we are doing together.

Gretchen Hauge

Stewardship Committee

I LOVE OUR CHURCH

Thank you to everyone for your consistent commitment to St. Matthew's. As we regrow our ministries, it is heartwarming to know we are still one community. Our 2024 Stewardship Pledge Drive had great results. To date, our pledging to the General Fund resulted in 170 household pledges, with a 4.5% increase over 2022 pledges.

During the 2023 year, we increased the number of people who give via Electronic Giving and Vanco's Simply Giving program. Of our total contributions for 2023, 42% were given via cash or check and 58% were given via ACH or Simply Giving. Thank you to everyone who participates in our Simply Giving program.

If you are interested in Simply Giving, feel free to contact the office on how to set you up. With participating in Simply Giving, we can reduce the number of envelopes we have to purchase, which saves the church money.

I would like to extend a big Thank You to the office staff, Sonja and Bridget on helping with preparing and gathering the information and to Sue Swing for her endless work on the Activities and Ministries sheet.

And thank you to the entire St. Matthew's congregation for sharing your time, talents and treasures to ensure we continue with our ministries here at St. Matthew's.

Al Van Lith
Church Administrator

"You shall give to Him freely, and your heart shall not be drudging when you give to Him, because for this the Lord your God will bless you in all your work and in all that you undertake"
– Deuteronomy 15:10

Worship & Music Ministry

We are truly a blessed congregation with many diverse people with diverse talents working together for a common goal of praising our Lord. Through our focused worship, including music and word, we reflect on the saving grace so freely given by our Creator, Redeemer, and Sustainer. Our graded choir program is an excellent way to grow in faith and spirit through God's gift of music with singers, ringers, and instrumentalist all sharing their talents.

Through our creativity we work to connect and collaborate. We continued our live-stream worship services, also including Lenten and an Advent Video series.

Special thanks to the many members and friends who give their time and talents to create an atmosphere of joyful worship at St. Matthew's! A very sincere thanks to John Paradowski, Minister of Music, and the music staff of David Mohr (now retired), Jeff Reeves, Alexa Doebele (Interim Senior Choir Director), Heide Hughes, and Amy Dankwardt along with all the music office volunteers, Carol Heim and Mary Thomae, for all their continued leadership and guidance, support, and their dedication to the worship and music experience at St. Matthew's.

Music Ministry

Praise Kids! Our youngest singers are led by Jeff Reeves, Amy Dankwardt, and John Paradowski. They have fun as they grow musically and spiritually. Praise Kids! nurtures musical growth, spiritual growth, an understanding of self and others, and a relationship with God. We are encouraged seeing more children (and parents) sharing their talents with all.

The ***New Creation and New Generation Choirs*** are continuing to build the program this Fall. We are happy for the dedication of the parents for their support to keeping the children and youth singing.

The **Senior Choir** had a good start for 2023. We welcome them back to share the message of the Gospel with music. After 35 years of directing, Dave Mohr retired in June of 2023. Dr. Alexa Doebele has stepped in to be interim Choir Director. We thank all the singers for their dedication and commitment to the Music Ministry at St. Matthew's and look forward hearing their music in 2024.

The **Handbell Choir** program continues with the The EmBELLishments, Bells Angels, A caBELLa Ringers, Godsbells [4-6 graders], and Righteous Ringers [7-12 graders]. All groups continue to be strong and have been able to share their gifts with the congregation.

The notes and texts we share, even via technology, are an integral part of the worshipping community, proclaiming God's message through music and word. We will look forward in the new year to be a strong leader in helping proclaim the message of God's love to the community.

John Paradowski, Alexa Doebele, Jeff Reeves, Amy Dankwardt, Heide Hughes
Music Staff

Finance Report

Thank you to a generous congregation! St. Matthew's total contributions in 2023 were \$1,156,000. Total expenses including benevolence disbursements were \$1,154,000. The result was a gain of \$2,000, nearly break-even.

Financial Highlights for 2023:

St. Matthews' financial position has been stable and strong and shows signs of strengthening. With the uncertainties we faced at this time last year, we planned for a loss of \$22,500 in the 2023 budget with the intention of using reserves to fund the gap to give us time to build back programming and engagement. Our pastors, council, staff, and congregational volunteers put forth considerable efforts to engage our congregation and support our ministries. Through those efforts, continued contributions from our congregants, receipt of an Employee Retention Credit, interest income, reallocation from the property fund (see below), conscientious spending, and the allocation of \$22,500 from contingency reserves, we achieved a nearly break even result for the year.

Benevolences

Benevolence disbursements, which includes benevolences made from funds received from the St. Matthews Foundation totaled \$219,000. Benevolence contributions are used to support the Synod and the Synod's Equipping the Saints initiative; ELCA water and family farms projects; meal outreach ministry; hunger; partnership congregations in Tanzania, El Salvador, Milwaukee Cross and Reformation; Outreach for Hope; Lutheran disaster response; and others.

Ministry and General Operations

General fund contributions support pastoral ministry, Sunday worship, the music ministry, Sunday School, adult forums, vacation bible school, the youth ministry, Stephen ministry, men's and women's ministries, SAINTS, small groups, printing of the VOICE, and technology. General fund contributions for 2023 were \$964,000, including \$10,000 in loose offerings, which was \$5,700 less than budget. Expenses for ministry, programs, and general operations were under budget by \$34,000. The main sources of savings were budgeted staffing positions that went unfilled and thoughtful spending in our ministries and operations.

Other Income Sources

We applied for and received \$29,000 from an Employee Retention Credit. We also earned \$25,000 in interest income by investing in certificates of deposit throughout the year.

Property Fund

Continuing a 2022 outreach effort to donors to the property fund, \$39,600 of donations to the property fund were reallocated toward general operation from those that agreed to the reallocation. There are a number of projects to address in 2024, thus no further reallocation from the property is planned. We had a number of property projects this year including addressing leaks, equipment to improve live streaming, tree trimming, and other minor projects. The Congregation is debt free as our mortgage was retired in 2020. The ending balance in the Building Fund was \$170,000.

Finance Committee

St Matthew's is fortunate to have a dedicated Finance Committee and Treasurer. Finance Committee members include Treasurer Rob Wedel, Council President: Diane DuBois, Council Vice-President Carl Johnson, Dan Byrne, and John Malloy. While John has stepped down, we thank him and the remaining team for their dedicated service.

Thank you to Al Van Lith for his accurate and timely financial reporting and to the pastors and staff of St. Matthew's for careful expense management.

Laura Hyland
Chairperson, Finance Committee

**ST. MATTHEW'S EV. LUTHERAN CHURCH
STATEMENT OF FINANCIAL POSITION
AS OF DECEMBER 31**

	2023	2022	2021
CASH AND CASH EQUIVALENTS:			
Cash in Bank and on Hand	\$ 686,358	\$ 729,375	\$ 782,394
Short-term Investments	-	-	-
Funds Receivable	5,196	2,617	2,337
Total Cash and Cash Equivalents	<u>691,554</u>	<u>731,992</u>	<u>784,731</u>
LESS RESTRICTED FUNDS:			
Designated Benevolence	1,500	6,986	28,875
Deferred Contributions Fund	21,194	21,893	23,993
Other Misc Liabilities	-	-	(75)
Specified Purpose Funds	399,643	440,125	457,273
Major Repair/Projects Contingency Fund	58,139	45,030	47,160
Building/Capital Projects Fund	170,944	179,989	186,190
Subtotal	<u>651,420</u>	<u>694,023</u>	<u>743,416</u>
FUNDS AVAILABLE FOR ST. MATTHEW'S GENERAL OPERATING PURPOSES:	<u>40,134</u>	<u>37,969</u>	<u>41,315</u>
PROPERTY ASSETS AT COST:			
Land, Building and Improvements	5,290,744	5,266,163	5,248,578
Schlicker Organ	435,442	435,442	435,442
Furniture and Equipment	1,119,828	1,119,828	1,037,689
Total Property Assets at Cost	<u>6,846,014</u>	<u>6,821,433</u>	<u>6,721,709</u>
MORTGAGE LOAN PAYABLE	-	-	-
NET ASSETS, end of year	<u>\$ 6,886,148</u>	<u>\$ 6,859,402</u>	<u>\$ 6,763,024</u>

STATEMENT OF CHANGES IN NET ASSETS

BEGINNING BALANCE	\$ 6,859,402	\$ 6,763,024	\$ 6,810,759
Purchase of Furniture & Equipment	24,581	99,723	44,986
(Increase) / Decrease Mortgage Loan	-	-	-
Increase / (Decrease) in Net Assets from General Operations	2,165	(3,345)	(92,721)
ENDING BALANCE	<u>\$ 6,886,148</u>	<u>\$ 6,859,402</u>	<u>\$ 6,763,024</u>

**ST. MATTHEW'S EV. LUTHERAN CHURCH
OPERATING EXPENSES
FOR THE YEARS ENDED DECEMBER 31**

	2024 Budget	2023 Actual	2023 Budget	Actual Over/(Under) Budget
Mission and Ministry				
Salaries and Wages	395,277	289,295	310,716	(21,421)
Pensions and Benefits	166,764	132,805	130,874	1,931
Pastoral Allowances	8,675	114,910	115,050	(140)
Worship and Music	18,325	18,994	16,025	2,969
Christian Education	14,600	12,118	18,600	(6,482)
Youth/Family/Older Adult Ministries	5,500	4,422	5,500	(1,078)
Evangelism/Fellowship	11,000	9,891	9,500	391
Stewardship	1,500	787	1,600	(813)
Activities and Recognition	7,500	3,230	3,500	(270)
Totals Mission and Ministry	629,141	586,452	611,365	(24,913)
Operations				
Salaries and Wages	166,323	156,332	164,288	(7,956)
Pension and Benefits	64,770	56,693	64,985	(8,292)
Fuel and Utilities	49,800	46,131	51,247	(5,116)
Property & Workers Comp Insurance	26,000	31,226	25,000	6,226
Maintenance and Repair	59,350	59,888	53,500	6,388
Payroll Service, Bank & Professional Fees	7,500	8,646	8,250	396
Office Supplies & Postage	21,000	20,756	19,000	1,756
Office Equipment Repair	1,500	627	1,500	(873)
Furniture & Equipment	12,000	9,529	12,000	(2,471)
Other Investment Receipts	(26,250)	(24,908)	(20,000)	(4,908)
Rental Income	(1,500)	(81)	(1,500)	1,419
Totals Operations	380,493	364,839	378,270	(13,431)
Total Costs of Ministry & Operations	1,009,634	951,291	989,635	(38,344)

**ST. MATTHEW'S EV. LUTHERAN CHURCH
STATEMENT OF ACTIVITIES-GENERAL FUND
FOR THE YEARS ENDED DECEMBER 31**

	2024	2023		2022	2021
	Budget	Actual	Budget	Actual	Actual
General Ministry Fund Contributions	\$999,871	\$1,011,337	\$1,039,037	\$1,030,684	\$959,516
Benevolence Restricted Contributions	\$82,000	\$68,469	\$82,000	\$73,944	\$68,293
Grants/Reserves/Other	\$109,000	\$51,510	\$47,500	\$0	\$0
Total Receipts	\$1,190,871	\$1,131,316	\$1,168,537	\$1,104,628	\$1,027,809
Costs Associated with St. Matthew's Ministry and Operations					
Pastoral Ministry	242,226	218,671	241,004	223,573	280,152
Program Costs and Expenses	386,915	367,781	370,361	359,023	336,248
Subtotal	629,141	586,452	611,365	582,596	616,400
Cost of Operations					
Building and Property	182,071	179,125	173,527	163,430	149,148
Administration & Other	198,422	185,714	204,743	181,171	175,704
Subtotal	380,493	364,839	378,270	344,601	324,852
Total Costs Ministry and Operations	\$ 1,009,634	\$ 951,291	\$ 989,635	\$ 927,197	\$ 941,252
Benevolence Distributions					
ELCA General Fund	96,000	104,500	104,500	104,500	104,500
Council Designated Benevolence	11,837	5,399	11,002	9,501	14,616
Donor Designated/Special Benevolence	73,400	67,961	73,400	66,775	60,162
Foundation Contributions to Benevolence	41,600	41,600	49,500	49,836	55,730
Church Partnerships & Mission Outreach	20,000	41,828	20,000	23,328	8,301
Total Benevolence Distributions	\$ 242,837	\$ 261,288	\$ 258,402	\$ 253,940	\$ 243,309
Benevolence Distribution as a % of Member Contributions		24%		23%	24%
Recap of General Fund Activities					
Total Receipts	\$ 1,190,871	\$ 1,131,316	\$ 1,168,537	\$ 1,104,628	\$ 1,027,809
Ministry & Program Costs	629,141	586,452	611,365	582,596	616,400
Operating Costs	380,493	364,839	378,270	344,601	324,852
Benevolence Distributions	181,237	177,860	178,902	180,776	179,278
Total Costs and Distributions	1,190,871	1,129,151	1,168,537	1,107,973	1,120,530
Receipts Over (Under) Costs & Distributions	\$ -	\$ 2,165	\$ -	\$ (3,345)	\$ (92,721)
Building Fund					
Mortgage Payments	\$ -	\$ -	\$ -	\$ -	\$ -