

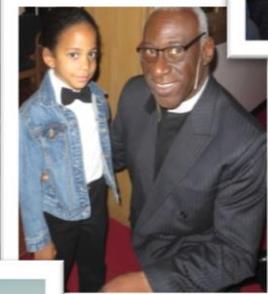
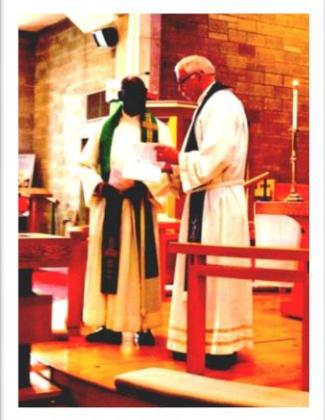
Annual Report

2015

Prepared for the 158th Annual Meeting of the Congregation
January 31, 2016



2015 in Pictures



VBS



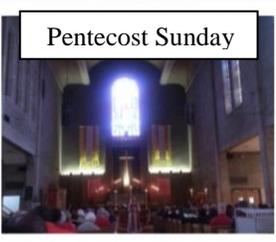
Wed Prayer Lunch



New Members



Pastor Marie's 100th Birthday



Pentecost Sunday



SummerWest Clean Up Day



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AGENDA – ANNUAL CONGREGATIONAL MEETING

158th MEETING OF THE CONGREGATION

January 31, 2016

Opening Prayer

Business Meeting - J. Miguel de Jesús, President

Call to order

Approval of Agenda

Approval of Minutes

Motion to ratify the Amended and Restated Constitution

Motion to adopt the Amended and Restated Bylaws

Report of the Nominating Committee (see page)

Pastor's Report - Pastor Patrick Keen

Treasurer's Report - Linda Moore

Proposed 2016 Budget - Linda Moore, Treasurer

Report of the Foundation

Ministry Team Reports

Old Business

New Business

Announcements

Closing Prayer

STAFF

PASTORAL STAFF

Pastor: Rev. Dr. Patrick Keen

OFFICE STAFF

Parish Administrator: Penny Schwid
Director of Finance: David M. Wolber
Treasurer (Volunteer): Linda Moore

CUSTODIAL STAFF

Benny Thompson
Nila Wooten

MUSIC STAFF

Organist & Interim Choir Director: John Seboldt
Pianist (Wednesdays): Isaiah Adams
11:00 Service Worship Leader: Bob Foley

CONGREGATIONAL LEADERSHIP

CHURCH COUNCIL

President: Miguel de Jesús
Vice President: Julie Carr
Secretary: Virginia Koch (Jan-Oct) Mike
Festge (Nov-Dec)
Treasurer: Linda Moore
Paul Brynildson (Personnel)
Frank Schultz (Our Savior's Foundation)

NOMINATING COMMITTEE

Phil Enockson

OUR SAVIOR'S FOUNDATION

Paul Brynildson
Vivian Watkins
Linda Brown
Linda Moore
Frank Schultz
Cheryl Viste

MINISTRY TEAM LEADERS

Building and Grounds: LaVonne Williams
Education: Cyndi Benner
Personnel: Paul Brynildson
Stewardship: Phil Enockson

ADDITIONAL GROUPS

Coffee Hour:
Marie Brynildson, Coordinator October - May
LaVonne Williams, Coordinator June-October
Shirley Johnsen, Treasurer (retiring)

OSLC Women:
Dolores Schrupa, President
Shirley Johnsen, Treasurer

Leah Circle:
Marie Brynildson, Coordinator
Doris Sorvick, Treasurer

Ushers: Steve Oakland, Head Usher

Thrivent: LaVonne Williams, Dick Gielow,
Gary Christianson

Kaleidoscope Team: Wendy & Phil Enockson,
Penny Schwid, Mike Festge, Miguel de Jesús,
Paul Brynildson, Cyndi Benner

MINUTES OF CONGREGATIONAL MEETINGS

Our Savior's Lutheran Church Minutes of the 157th Annual Meeting of the Congregation January 25, 2015

The meeting was **called to order** by Miguel de Jesús, President.

The **agenda** was approved as printed.

The **minutes** of the 156th Annual Meeting and Special Congregational Meetings March 30, July 27 and October 19, 2014 were approved as printed.

The **Nominating Committee** presented the following to be received by affirmation to these positions:

Congregation Council Vice President: Julie Carr

Congregation Council Treasurer: Linda Moore

Our Savior's Foundation Board: Vivian Gray & Linda Roby-Brown

Synod Assembly Voting Members: Paul Brynildson & Karin Zieminski

There were no nominations offered from the floor. ***These members were received by affirmation to these positions.***

Report of the President: Miguel added to his printed report some details about the life of the late Alicia Ellis (Central City Churches Outreach Ministry Director) using the Cycle of Blessings Holy Currencies model (Eric Law) to describe how her life was a blessing to so many people.

Report of the Pastor: Pastor Diane Olson highlighted her printed report, giving thanks for the congregation members who contribute to the vitality of Our Savior's life together.

Special Recognition Action of the Council: Vice President Wendy Enockson took the chair to ask for affirmation of the decision of the Church Council that Pastor Marie Aviléz de Jesús be recognized:

As a recognition of gratitude and affection as she approaches her 100th birthday, the Council has voted to honor Pastor Marie Aviléz de Jesús with the title, Pastor Emerita of Our Savior's Lutheran Church.

Wendy quoted from the ELCA manual, "the title of Pastor Emeritus has no official standing and carries with it no compensation or authorization for service or for other responsibilities." The decision was affirmed by a standing ovation of the gathered, followed by a word of thanks from Pastor Marie, who gave God the glory.

Report of the Treasurer: Linda Moore highlighted her printed report, describing the role of the Revenue Development and Sustainability (RDS) Team to discover new revenue for the congregation. The team is interviewing other urban congregations and will report back at a future congregational meeting. The team is not just focused on money, but is seeing sustainability through the lens of the Holy Currencies model we are studying.

2014 Financial Report: Linda reviewed the report as printed, highlighting that \$70,800 was received from Our Savior's Foundation to cover the net loss. Our Savior's members gave 67% of the income. Expenses were under budget by \$11,000 even though Building and Grounds expenses were more than budgeted, due to a cold and snowy winter of 2013-14. Linda noted that 56% of actual expenses for 2014 were for Staff and 27% for Building and Grounds. Of the Building and Grounds expenses, 56% went to utilities and 19% for maintenance. ***It was moved and seconded to accept the Treasurer's Report. Motion carried.***

2015 Budget was presented as printed. Linda pointed out that the budgeted Plan for Giving will be the same as last year (\$200,000) and encouraged a 1-2% increase in giving to meet that amount. Expenses in the 2015 budget are higher than 2014 to anticipate costs related to winter

and to staff benefits. The projected net loss is \$86,912 (24%). ***It was moved and seconded to accept the 2015 budget as printed. Motion carried.***

Report of the Our Savior's Foundation: President Frank Schultz thanked the immediate past president, Mike Festge, and the outgoing members Dave Flatten and Paula Holman for their service to the Foundation. He welcomed new members Vivian Gray and Linda Roby-Brown. Frank highlighted the printed report and reminded the congregation that new income is always welcome and needed to support Our Savior's ministries. ***The work of the Foundation was affirmed.***

Ministry Team reports were noted as printed in the Annual Report.

Old Business: none

New Business: none

Adjournment: ***It was moved and seconded to adjourn the meeting. Motion carried.***

Respectfully submitted: Penny Schwid, Parish Administrator

**Our Savior's Lutheran Church
Special Congregational Meeting
January 10, 2016**

Proper notice of the meeting having been given, Vice President Julie Carr called the meeting to order at 10:00 AM. Vice President Carr explained that the only item on the agenda of the meeting was the proposed Amended Constitution of Our Savior's Lutheran Church. It was determined that quorum of voting members was present.

It was moved and seconded to approve the proposed Amended Constitution of Our Savior's Lutheran Church. After discussion a vote by ballot was taken.

The result of the ballots cast was announced with 30 voting "Aye" and none voting "Nay". With a majority vote of those present and voting having voted "Aye" it was declared that the proposed Amended Constitution of Our Savior's Lutheran Church was approved.

It was explained that the Amended Constitution of Our Savior's Lutheran Church that has been approved at this meeting will need to be ratified without change at the next annual meeting by a two thirds majority vote of those present and voting.

There being no other business a motion to adjourn was made, seconded and passed.

Respectfully submitted,

Michael O. Festge, Secretary

REPORT OF THE PASTOR

by Rev. Dr. Patrick Keen

To the People of God at Our Savior's Lutheran Church

Grace and peace to you from God our Father, through our Lord and Savior Jesus the Christ. We greet you once again in the matchless and priceless name of Jesus.

We gather today to move forward the mission and vision of ministry via our annual congregational meeting. It is at this time we choose to lift before this congregation the vision for this ministry God has helped us to discern as God's will, vision and purpose for us.

Our theme this year is "We are Living Redeemed in 2016." Together we have heard God speak this into our beings as we have thoughtfully and prayerfully sought to leave footprints of redemption in the various places we have journeyed in this community and in this great city, Milwaukee.

The vision of God for us is to "Live Redeemed" as God's redeemed people. We do that by practicing faithfulness in all that we do, spiritually, socially, and in our homes with our family. In the words of Martin Luther, the Great Reformer, to "daily remember our baptism." By remembering our baptism, we will remember that we are God's redeemed creation.

I am truly excited about the direction we are moving. As our worship takes an upward swing, I pray that you may become excited as well. Additionally, I pray that the excitement among us becomes contagious, and others become infected with the excitement we are experiencing. I pray that you are encouraged and more informed as a result of the preached word that is delivered before you. We are seeking to preach and teach to improve our collective biblical literacy.

I am grateful for the team that has faithfully worked on the constitution, bylaws and continuing resolutions that will be presented today, as well and the team who's work continues in further discerning what will become of our strategic planning process, establishing a set of goals and objectives for us moving forward in the next months through the next five years.

We are presenting before you various ministry ideas that will re-engage each of you in the ministry opportunities that speak to your heart, and fulfills the needs of providing small group ministries that will draw others to Christ and to Our Savior's. Even though they have been a part of the past of this great church, it is time to transform what has been done in the past into what is relevant in and for our future. When I mentioned the plans we have for our youth to them, there was a smile and a sense of excitement that came over each of their faces. That to me was a strong source of encouragement.

Finally, I want to say a word about our stewardship. We are proposing today a budget that is like none that has been put before you in the past. It's going to take the continuing faithfulness of the people of God here to help make it happen. It is hard to ask you to give more, so I will not. I will ask that you support the ministry differently, by including others in you circle to give in support of the things God is doing among us. As we give like we've never given before, God will bless like never before.

Lovingly submitted,

Rev. Dr. Patrick Keen

REPORT OF THE VISITATION PASTOR

by Rev. Ed Ruen

Note: Pastor Ed's time as Visitation Pastor ended in the fall of 2015. He is now serving as Interim Pastor at neighboring St. Paul's.

It was my good fortune to begin the year visiting Roy Jacobson, Don Mundt, Lillian Larson, Geraldine Lenz, Mary Cooper, Charlotte Heyer, Doris Zimmerman, Charlotte Goeckerman and Henry Marohl. What a joy for me to meet and greet them on behalf of the congregation they all loved and had served for many years. Most of them could still tell stories about the people they had met over the years at Our Savior's and of the important role the church had had in shaping their lives. Each found the opportunity to celebrate communion with me a reminder of Christ's presence with them and a reminder of the days when they could gather, with fellow members, around the altar at Our Savior's. As we end the year, giving thanks for the saints that have passed on, only Don Mundt, Geraldine Lenz, Charlotte Goeckerman and Henry Marohl are left on the list.

I thank you for giving me the opportunity to serve Our Savior's as visitation pastor in this my 40th year of association with you. 1975 doesn't seem that long ago. Thanks for all!

God bless you always,
Pastor Ed

COMMITTEES

Our Savior's Lutheran Church ELCA Ministry Team Descriptions January, 2016

This is a working draft document

Men in Ministry - The mission of the Men in Ministry is to foster fellowship and service opportunities for the men of the congregation through Devotion, Food and Fun among men.

Women of Virtue - The Women of Virtue is established and designed to encourage growth and virtuous maturity in women and young girls of this ministry and the surrounding community.

Ushers Ministry Team - The ushers are to be the front line in offering hospitality to worshippers, both members and visitors. They help make aware the protocol and procedure for worship and fellowship, and to help make the worship meaningful by helping in seating, program distribution and access to creature comforts. The Ushers Ministry Team reports to the pastor, who will report to the Council.

Finance Ministry Team - The Finance Team is to help oversee the finances of the congregation and its ministries. The Finance Team is charged with establishing the budget for spending and to project income potential within and outside of the congregation. The Finance Team reports to the Council.

Fellowship Ministry Team - The spirit of God is made manifest in the hospitality that is arranged and led by the Fellowship Team. The team's purpose is to learn and teach by example the tenets of hospitality and share that hospitality with all people who come to Our Savior's. The team's ministry will include the food and service, one of the ways we show hospitality. The Fellowship Team reports to the pastor.

Wellness Ministry Team - The purpose of the Wellness Ministry Team is to help the congregation and community better understand and faithfully participate in the quality of living we embrace for the betterment of a higher quality of life, by working with other professionals, organizations and agencies to fulfill this mission. The Wellness Ministry Team will organize education and support around issues of healthy living including grief, stress, parenting, mental health, nutrition and exercise.

Building and Grounds Ministry Team - The purpose of the Building and Grounds Ministry Team is to oversee the care and maintenance of the church building and grounds, and to coordinate the work of the maintenance workers/employees, volunteers and contractors.

Worship Ministry Team - The purpose of the Worship Ministry Team is to develop worship services that are meaningful and relevant to the people who worship at Our Savior's. The team will draw from the worship resources of the global Christian community of today and of the ages for liturgy and music.

Communication Ministry Team - The purpose of the Communication Team is to help develop ministry newsletters, directory, web page, phone banks (?) and social media outlets.

Parish Education Ministry Team - The purpose of the Parish Education Team is to help develop and establish curriculum for the Our Savior's educational programs. The team's work will include the areas of Sunday School, Vacation Bible School, Early Communion, Confirmation, Adult Education, Bible Study and new member orientation.

Youth and Family Ministry Team - The purpose of the Youth and Family Ministry Team is to help develop programs and events for children, youth and their families that will promote faith development (worship, Bible study, prayer and faith in daily life), community building, and fun.

Parish Life Ministry Team - The PLT is made up of the team leaders of all of the existing ministry teams. The purpose of the PLT is to allow and encourage communication between teams so that team leaders and members can support one another in ministry.

Outreach and Evangelism Ministry Team - The purpose of the Outreach and Evangelism Ministry Team is to identify the potential for relationships that can transform into evangelism opportunities. The team will also lead efforts to welcome visitors and new members.

Special Activities Worship Team - The purpose of the Special Activities Worship Team is to develop and implement activities for fellowship among members, their families, friend, neighbors and coworkers. This team reports to the pastor.

Stewardship Ministry Team - The purpose of the Stewardship Ministry Team is to help members discover their gifts for ministry and use those gifts for life in Christ through Our Savior's Lutheran Church.

Yarn Ministry Team - The purpose of the Yarn Ministry Team is make opportunities for those gifted with the abilities for knitting and crocheting and also those who would like to learn, express their faith through yarn creations. The team makes prayer shawls for those who have asked for prayer, praying God's love and mercy into each stitch as they are working.

Personnel Ministry Team - The purpose of the Personnel Ministry Team is to assist with tasks related hiring, supervising, evaluating non-pastoral staff.

Our Savior's Foundation, Inc. - The Foundation oversees the endowment of Our Savior's Lutheran Church. The Foundation exists entirely to support the ministries of Our Savior's Lutheran Church.

REPORT OF THE PRESIDENT

by J. Miguel de Jesús

It has been a quiet year in my home congregation here at Our Savior's. We began the year having completed part of the process of calling a new pastor, seeking God's will, under the dynamic and inspired guidance of our interim, pastor Diane Olson. The call committee was busily and secretly at work.

When the name of the candidate was presented to the church council, I found that once again, it was somebody I had known for some time. Pastor Diane and I had been colleagues, working at Lutheran Human Relations Association. With Pastor Keen, the relationship had not been as engaging, but we had made music together at ELCA church wide events since before they had moved to New Orleans. Once again, I found it necessary to just chair and go through all of the steps prescribed by the church to call a new pastor, doing my best not to influence in any way.

God has blessed us with many joys and many hardships during this year and since the arrival of the Keen family. We have rejoiced together and we have cried together. As Jesus promised, the road has been filled with challenges and pitfalls. Yet there have been wondrous rewards. We are still in the process of getting to know one another. Then there will be the time of learning to work effectively together. Next we will be able to function as one body, doing God's work in this place. It usually takes three years to reach a point of optimal effectiveness.

With the passing of our beloved sister Alicia Ellis, changes were needed in our cooperative work of Central City Churches Outreach Ministry. Pastor Teresa Thomas Boyd, has taken on the work of Executive Director. This has been another aspect of change in which we are all still growing.

We lost many treasured and beloved OSLC family members who have passed on this year. Others have moved far enough to find it a challenge to remain with us here. On the other hand, we have been blessed with the joining of many others to the family, who have brought new hope and new promise.

We have been running at a fiscal negative. But through the exploration and implementation of Holy Currencies, which we highlighted at our last annual meeting, we have found a treasure of ways for doing our best in ministry here. It is my hope that we will continue to grow in Holy Currencies as I proposed three years ago. It is my conviction that using this as a template for our strategic planning and every aspect of our ministry, we will emerge from this period of transition as a thriving and vital missional congregation for many decades to come.

It has been an honor to serve as congregation president during these last years of my time on the council. They have been challenging years both for the congregation and for our family. As I get on in years, I find that I no longer have the energy needed to match the passion for ministry I feel. So this is the right time for me to move on.

Both mother and I have been feeling a deep need to worship in our first language. At the last meeting of our Synod's Latino Ministry Consultation Table, I was asked to take a more active role in leadership, coordination and facilitating learning with them. I know God is calling me there also. While we shall remain faithful members of Our Savior's don't be surprised when you see us less often. Our hearts will always be here, but we're just needing those other connections.

Thank you for the honor and the love you have given to me and to my family. May God bless all of you in all you do. May God bless all of Our Savior's Lutheran Church.

SPECIAL THANK YOUS!

from J. Miguel de Jesús, President

The work of the MET team concluded last year, but thank you for the foundation you have put in place.

Thank you to the members of the Call Committee, Pr Marilyn Miller and persons from the synod office.

Thank you to the members of the Finance Committee who have all but recreated how we function fiscally.

Thank you to the Our Savior's Foundation for allowing us to continue in ministry, for being faithful stewards, and for looking to the future.

Thank you to the ardent group of people who worked diligently to prepare our new constitution and bylaws. They have achieved marvelously.

Thank you to those who are now working on a strategic plan for our future in ministry together.

Thank you to the Kaleidoscope team for providing gracious leadership and template for building our life together.

Thank you to all who serve on our standing teams, the Parish Life Team and the Church Council.

Thank you to each person who has been a part of the Our Saviors family and those saints who have passed on.

Thank you to our Parish Administrator, Penny Schwid who has rendered extraordinary service during the past several years.

REPORT OF THE TREASURER

by Linda Moore

I continue to be honored to be part of and touched by the winds of the Holy Spirit that are in this place we call Our Savior's Lutheran Church on Wisconsin Avenue.

2015 was an amazing year at Our Savior's. In May, the Rev. Dr. Patrick Keen became our pastor. Under his guidance, we found copies of Our Savior's Articles of Incorporation, rewrote our Constitution and Bylaws, and began to grow our membership. We also began to wrestle with how to honor our past practices as we move into our future. Our Church Council and Pastor Keen have developed a Strategic Planning Team to help identify the ministries that will move Our Savior's into the future God has already planned for us. I am honored to be part of these grounding projects.

One of the ministries of Our Savior's is our finances. In 2015, revenue received for Operations was slightly more (1%) than budgeted; before the grant from Our Savior's Foundation to cover the year's losses – \$273,670 was received, and \$270,235 was budgeted. Total expenditures were 8% more than budgeted – \$386,297 was expended, and \$357,147 was budgeted.

The bottom line of the 2015 Financial Report is that Operations at Our Savior's sustained a net loss of (\$112,625), or (\$25,713) more than budgeted.

Please let me give you some background to help you understand how this happened. From 2008 through 2014, Our Savior's stabilized costs in part by freezing the salaries of our pastor and key administrative staff. When we called Pastor Keen, we could not continue to freeze the pastor's salary at 2008 levels. Additionally, when we extended the call, we also incurred an obligation to provide a 90 day severance package to our dear interim pastor. Those two obligations added \$33,600 to our actual 2015 expenditures.

Additional Pastor's Pay	\$14,075
Additional Pastor's Benefits	13,455
Additional Costs – Pastor's Move	<u>6,070</u>
Total Additional Pastoral Expenditures	<u>\$33,600</u>

Because each item was less than \$15,000, the amount required to be brought back to our members for approval, the decision was made to not have a mid-year Congregational Meeting. Finally, all other costs combined were approximately \$8,500 less than budgeted, indicating each person making decisions about 2015 expenditures were mindful of costs.

I have based the 2016 Proposed Budget on predictable facts and estimates. Council, the Parish Life Team, the Strategic Planning Task Force, the Finance Team, and Pastor Keen are all very aware that Our Savior's needs new revenue streams this year, potentially viable ideas for new revenue are formulating, and my faith tells me these new revenues will come in 2016. However, I cannot predict or quantify sources of revenue we have not yet identified, and the proposed budget for 2016 is based on what is humanly predictable. While I cannot yet quantify God's promise of abundance, I have a strong sense that 2016 will be the year our finances will begin to reflect our abundant new future.

“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 hope and a future.” NIV, Jeremiah 29:11

Our Savior's Lutheran Church 2015 Financial Report

	2015 Budget	2015 Actual	Over/ (Under) Budget
Income			
Congregational Giving			
Plan for Giving	\$200,000	\$184,393	(\$15,607)
Other Congregational Giving	8,100	11,623	3,523
Estates, Bequests, Memorials	5,000	6,135	1,135
Faith, Other Contributions	8,000	9,929	1,929
Income from Assets			
Interest and other Income	35	14	(21)
Weddings & Receptions	750	2,500	1,750
Income from Properties	7,000	12,850	5,850
Holman Account Assets	22,000	17,980	(4,020)
Transfers from Restricted			
Hasler Fund	3,000	5,240	2,240
Other Funds	850	370	(480)
Grants			
Our Savior's Foundation	0	104,000	104,000
Other Grants	9,000	15,950	6,950
Pass-Through			
Member Contributions to Food Pantry	6,500	6,688	188
Total Income	\$270,235	\$377,672	\$107,437
Expenses			
Ministry Team			
Benevolence	\$25,700	\$24,772	(\$928)
Building and Grounds	93,200	83,599	(9,601)
Business Administration	13,020	13,451	431
Parish Education	5,300	5,667	367
Evangelical Outreach	6,200	8,761	2,561
Congregational Fellowship	700	685	(15)
Pastoral Care	13,050	20,322	7,272
Stewardship	1,875	1,384	(491)
Worship	4,510	8,090	3,580
Youth	500	0	(500)
Staff	193,092	219,566	26,474
Total Expenses	\$357,147	\$386,297	\$29,150
Net Income / (Loss)	(\$86,912)	(\$8,625)	\$78,287

Our Savior's Lutheran Church 2016 Budget

	2015 Budget	2015 Actual	2016 Proposed Budget
Income			
Congregational Giving			
Plan for Giving	\$200,000	\$184,393	\$185,000
Other Congregational Giving	8,100	11,623	12,795
Estates, Bequests, Memorials	5,000	6,135	6,200
Faith, Other Contributions	8,000	9,929	8,100
New Ministry Opportunities	0	0	10,000
Income from Assets			
Interest and other Income	35	14	150
Weddings & Receptions	750	2,500	1,250
Income from Properties	7,000	12,850	12,000
Holman Account Assets	22,000	17,980	17,000
Transfers from Restricted			
Hasler Fund	3,000	5,240	3,000
Other Funds	850	370	850
Grants			
Our Savior's Foundation	0	104,000	0
Other Grants	9,000	15,950	16,000
Pass-Through			
Member Contributions to Food Pantry	6,500	6,688	6,700
Total Income	\$270,235	\$377,672	\$279,045
Expenses			
Ministry Team			
Benevolence	\$25,700	\$24,772	\$24,700
Building and Grounds	93,200	83,599	88,550
Business Administration	13,020	13,451	14,050
Parish Education	5,300	5,667	7,900
Evangelical Outreach	6,200	8,761	9,365
Congregational Fellowship	700	685	700
Pastoral Care	13,050	20,322	2,550
Stewardship	1,875	1,384	1,575
Worship	4,510	8,090	4,510
Youth	500	0	5,000
Staff	193,092	219,566	239,167
2016 New Ministries & Strategic Planning	0	0	10,000
Total Expenses	\$357,147	\$386,297	\$408,067
Net Income / (Loss)	(\$86,912)	(\$8,625)	(\$129,022)

REPORT OF THE NOMINATING COMMITTEE

by Phil Enockson, Chair

The Nominating Committee presents the following nominees for Congregational Council.

Council President: Wendy Enockson (2 year term)
Council Vice-President: Julie Carr (1 year term)
Council Secretary: Michael Festge (2 year term)
Council Treasurer: Linda Moore (1 year term)
Elected Congregational Member: Paul Brynildson, Timothy Larson, Frank Schultz (2 year term)

The Nominating Committee presents the following nominees for Our Savior's Foundation Board of Directors.

Paula Holman (3 year term)
Frank Schultz (3 year term)

The Nominating Committee presents the following nominees for Nominating Committee.

Miguel deJesus (2 year term)
Phil Enockson (1 year term)
Karen Nimz (1 year term)
Kari Ziemienski (2 year term)

The Nominating Committee presents the following nominees for lay voting members to the Greater Milwaukee Synod Assembly. (Elect 2)

Miguel deJesus
Cyndi Benner
Linda Moore (Alternate)

Greater Milwaukee Synod Assembly
June 2-4, 2016
Carthage College, Kenosha WI.

Respectfully submitted:
Phil Enockson, Nominating Committee Member

REPORT OF THE CONSTITUTION AND BYLAWS TASK FORCE

by Linda Moore, Chair

Last June, Pastor Keen, Our Savior's Council, and the Parish Life Team made the commitment to update Our Savior's Constitution and Bylaws. Council then established a task force to complete the project.

From June through October, task force members explored document after document, and drafted a constitution and bylaws that meet ELCA standards of the 21st Century. We identified, reviewed, and placed in historical context: the original Articles of Incorporation, our existing constitution and bylaws, constitutions and bylaws recently rewritten by Martin Luther and Reformation congregations, our obligations to Churchwide and Synod, and finally, the required process for adopting / amending these documents. We also met with Synod Secretary Matthew Brockmeier to identify the role of Synod in the process. In the midst of our exploring, we drafted and debated, debated and drafted the documents that are before you today.

Then we began the process of having the proposed documents approved, in the required order and timeline. Early in October, we sent the draft documents to the Synod Secretary for his review (he indicated they meet Synod and Churchwide standards), the constitution and bylaws were reviewed at the Council meeting in October and brought to the November Council meeting for approval. In December, Council sent them to Our Savior members with Council's recommendation, and on two Sundays we had informational meetings for our members. On January 10, they were approved by the required voting margin at a legally called congregational meeting. Finally, at the Annual Meeting on January 31, 2016, they are being brought before Our Savior's members to be ratified without change. After ratification, the Council Secretary will notify the Synod Secretary of the ratification, and the Synod Secretary then will notify the Church Secretary that Synod ratifies them. With prayer and divine guidance, this adventure is completed!

Council, Pastor Keen and I greatly appreciate the work of Task Force members Mike Festge, Frank Schultz, Paula Holman, Paul Brynildson and Wendy Enockson. The Task Force also thanks Pastor Keen, Penny Schwid, Synod Secretary Matthew Brockmeier, and others who assisted in this process.

MINISTRY TEAM REPORTS

REPORT OF THE WORSHIP TEAM

by Penny Schwid, Chair

The Worship Team began the year with the leadership of Interim Pastor Diane Olson. After Pastor Diane's departure in March, supply pastors were secured to lead worship services until Pastor Keen's arrival in May. Pastor Keen now provides leadership for the Worship Team.

With Pastor Keen's input, John Seboldt and Bob Foley plan the weekly Sunday services. They give attention to music and liturgy that fit the seasons of the church year and the appointed Sunday texts. Our effort to include music from the global Christian songbook continues, using the resources of the *Evangelical Lutheran Worship*, *This Far by Faith*, *With One Voice*, *African American Heritage*, *Lead Me Guide Me* and other hymnals available to us. We maintain a subscription to *Sundaysandseasons.com* for downloading the lectionary material, accessing hymns and liturgy for reprinting as well as Bible texts and graphics. Further, we continue to include some paperless singing in our services, led by Pastor Keen, John, Bob and/or the choir. Unaccompanied verses may also be included. Our goal is for the Word of God to be communicated in the music and that each worshipper might discover something new or something familiar that feeds his or her faith journey.

Special services were planned in 2015 for festival Sundays like Easter and Pentecost (with Redeemer and St. Paul's), Reformation, All Saints and 2 services on Christmas Eve. We did not change the worship schedule for summer services. The *Let's Go! Revival* was held September 9-11, coordinated by Pastor Keen and volunteers. Guest preacher Rev. Sean McMillan from Los Angeles provided the inspirational preaching; Our Savior's choir, guest choirs and musicians provided equally inspirational music. Although attendance by Our Savior's members was low, there was a wide representation of people from Greater Milwaukee Synod congregations and the Milwaukee Christian community in attendance. The Rally weekend followed immediately on September 12 & 13. Guest musicians from Chicago and student dancers performed in the tent on Saturday, along with a ministry fair. On Sunday we worshipped there and enjoyed a picnic lunch. Several members were recognized, beginning a new tradition for Rally Sunday. It was a busy week and our evaluation afterwards was that we will not combine a revival and rally day again, as it was a lot for us to do! All in all, the revival and rally gave us some momentum for the fall schedule.

The worship leaders are dedicated, serving as Assisting Ministers, Readers, Communion Servers, Ushers, Gift Bearers, Sound Room and Sacristy workers. We are making plans for worship leader training in 2016 led by Pastor Keen. New worship leaders are always invited and welcome; contact Pastor Keen if you are interested and watch for news about the training.

John Seboldt continues to lead the choir in addition to playing the organ and piano for both services. The choir blesses us with music at the 8:30 services and you who like to sing are always invited to join in. Rehearsals are most Sundays at 8:00 a.m. Bob Foley continues his leadership at the 11:00 service with voice and guitar. The group known as "3AM" welcomes newcomers for accompanying hymns and liturgy at the 11:00 service. We have been blessed by drummer Jon Jorgenson and bass player Chuck Formoe for many years. In 2015 we were joined by gifted drummer Anthony Boose (Pastor and Cathy Keen's grandson). We are thankful for the dedication of all of these music leaders. Pastor Keen's gift for music has also been an inspiration and blessing as he leads in the singing each Sunday and in between Sundays, too. Ask him a question and it may remind him of a hymn or an old pop song, which he will joyfully share!

REPORT OF THE YARN MINISTRY TEAM

by Julie Carr

Our Savior's Yarn Ministry that was started its service to others in March of 2013, blessing and giving away our first shawl. In June, we got a boost when Kari Zieminski became co-leader, bringing her skills to our group. Since we started, we have blessed and given away 74 shawls.



Our Savior's Yarn Ministry began a very active phase of service in August of 2013 when Jenine Wimmer, who has been crocheting shawls for others for years, joined our group. Though she is legally blind and can't make our gatherings, she has boosted our morale with her donations of shawls! We were able to give away many shawls to hurting people who were definitely cheered up! This inspired us to knit and crochet with vigor, and our group began to grow.

Our Savior's Yarn Ministry 2015, was made up of 7-8 members, has met every 2nd Saturday of the month, from 10 AM to 12 pm in the Brumder Mansion Parlor. Most of our women are Our Savior's members; others are friends of our members, or who attend our church but aren't members. We have an open door to all who love yarn, knitting or crocheting and want to be a part of our yarn ministry. We had a table at the Saturday revival event in September, and had a blast talking to people, working on projects, listening to music and even got three people to sign our list.

In 2015, we blessed and gave away 35 shawls to almost everyone on the prayer list. Besides the church prayer list, people in our church tell us of others who hurting or struggling, and need a shawl or scarf, and who may not be on the prayer list. Shawls and scarves has been given to people who have lost loved ones, departing staff, people who struggle with cancer and challenging medical and life issues both in our congregation and other places, foster children having a hard time, victims in our neighborhood who survived a shooting, and members of families who lost loved ones from violence.

We have been blessed by this ministry in several ways. Our agenda for these gatherings is to work on knitting or crocheting various yarn projects (shawls, scarves, hats, blankets) for those who need encouragement and a hug as they endure challenging situations. While doing so, we enjoy friendship, fellowship and learn from each other, being inspired to carry on with our projects, despite issues we are having with our skill sets. With the help from each other, we are never defeated by a yarn project!

In December, we had a full member turn-out and enjoyed the food and fellowship of our little Christmas party after we gathered to knit, have our fellowship time and bless shawls in the Brumder Parlor.

Each finished project is blessed by the group. The card we attach to each shawl reads: This shawl has been especially made for _____ by _____.

"Around our gathered circle, this (shawl, scarf etc) has passed through our praying hands and been blessed by our loving hearts. We prayed: May God's grace be upon this shawl...warming, comforting, enfolding and embracing. May this mantle be a safe haven... a sacred place of security and well-being...sustaining and embracing in good times as well as difficult ones. May the one who receives this shawl be cradled in hope, kept in joy, graced with peace, and wrapped in love. Amen"

REPORT OF THE BUILDING AND GROUNDS TEAM

by Jerry and LaVonne Williams

In 2015 we had the usual general repairs and maintenance that are expected and most of those repairs were carried out by our team members. Repairs were needed to the air compressor and pump in the boiler room, as well as some maintenance to sinks and toilets. We had to call on professionals for some of the jobs, including a full replacement of the grease trap in the kitchen, the dish sprayer and some plumbing and electrical work. We shampooed rugs, cleaned the garage, replaced the salt spreader and had the snow blowers tuned up.

As ever, there were winter costs associated with snow removal and heating the building. We have tried to conserve money by keeping in line the costs that we can control.

The team called in many helpers to decorate the church for Easter and Christmas services and is always appreciative of extra hands. Please speak with Jerry or LaVonne Williams if you are interested in joining the Building and Grounds Team.

REPORT OF THE STEWARDSHIP TEAM

by Penny Schwid

The Stewardship Team has been sharing with you what we have learned from the Kaleidoscope Institute about what makes a church a sustainable missional ministry. The concept of the Cycle of Blessings helps us think of our resources in a circulatory way, showing money is just one of the currencies that is essential to be a sustainable church. Money must *exchange* for other currencies - Relationship, Wellness, Gracious Leadership, Truth and Time & Place - in order for the ministry to continue. *Sustainable and missional is our goal.*

Your financial commitment makes that cycle of blessings flow. In 2016 our Stewardship Team will be tracking the flow of currencies in an effort to discover which are flowing and where there are weak streams or blockages. You can help by beginning to think in terms of currencies and cycles. Draw lines between the ministries and the currencies listed here. Can you see the Cycle of Blessings flowing at Our Savior's?

In 2015...

18,000 were served at the Central City Churches food pantry.

100 or more a week attended the Narcotics Anonymous meetings and events.

more than 100 worship services were held - average attendance about 90.

50 Wednesday Prayer Services were held - average attendance about 75.

we provided space for meetings of OSLC .

we provided space for meetings of other groups including the Greater Milw Synod.

we provided space for classes like diakonia™ and trainings for groups like Interfaith.

we provided office and ministry space for Reformation Lutheran Church.

we rented offices to Reformation and to L&M Payee Service.

we said good-bye to saints among us whom we loved.

we laughed and cried and sang and prayed together.

we welcomed Pastor Patrick and Cathy Keen and Anthony and helped them get settled in to their new life here. we celebrated Pastor Marie's 100th birthday.

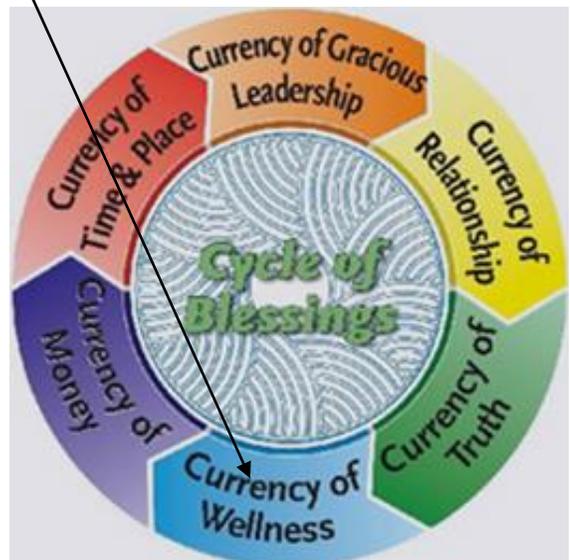
we collaborated with Reformation Lutheran for a week of Vacation Bible School that showed children the neighborhoods and cultures of the Milwaukee children who are their classmates.

Central City Churches Outreach Ministry served lunch and refreshments to hungry people 4 days a week.

we collaborated with Safe & Sound and West End Landlords for a neighborhood clean up day; Reformation came out to help.

we collaborated with Safe & Sound for a Halloween alternative called Trunk or Treat for children

Together we are making the new story of OSLC. Thank you for your support as we plan together, keeping our hearts and our eyes open to the future. What is God about to do? We are ready to find out! Pastor Patrick is leading us to be a church for the 21st century. Let's go!





2015 was a leap of faith year for Central City Churches, Inc. It was difficult in the sense of still grieving the loss of Director Alicia Ellis who unselfishly worked until she was no longer capable. It was courageous with a team of people filling in the gap – Bob Foley, Penny Schwid, Gary Ingram, Miguel De Jesús, Daren Jasourowski - to make sure that CCC Outreach Ministry (CCC OM) continued to serve the neighbors, meeting their needs with respect and care. It was reassuring as the hiring of a new executive director came on board to help ease some pain and start a new beginning of positive strength and energy. The greatest accomplishments by the end of the year were:

- Expansion of board from 5 to 9 members
- becoming a *choice* pantry
- starting a detailed referral system for clothing, furniture, jobs, health care, transportation, and some housing connections
- Executive Director raising over \$9,500 in new revenue that was not in the budget
- Rebuilding relationships with the eight founding churches
- Board approval for Executive Director take UWM Non-profit Management Certificate Course
- Thanksgiving and Christmas Holiday Basket donations

The Food Pantry served record numbers of people from October 2014 to September 2015 (the fiscal year of Hunger Task Force); more than 19,700 was distributed, this is 1,700 more than 2014. In addition to hard economic times, the Wisconsin State Laws changed for Food Share recipients ages 18 – 49, requiring that they work at least 80 hours per month to continue receiving their food benefit. Many new people came to our pantry which still serves zip codes 53205, 53208, 53210, and 53233.

We continue to thank God for Our Savior's Lutheran Church for all the acts of kindness, generosity and finances given on an ongoing basis. In particular much appreciation to Dave and Joan Totten, Gary Christianson, Daren Jasourowski, Penny Schwid, Doreen Festge, Jerry and LaVonne Williams, Bob Foley, Miguel de Jesus and Pastor Patrick Keen. The members of Our Savior's supported the Food Pantry with \$6,688 in special gifts and a special \$22,000 grant, \$3,000 through the annual budget and \$52,491 of in-kind support. What a great testament and benevolent blessing. It is evident that Our Savior's is listening to God's Word, "For when I was hungry, you gave me food...." Matthew 25:35.

The Hunger Task Force of Milwaukee continues to highly rate the pantry. This summer we were included in their launching of the Mobile Markets (fresh fruit, vegetables, dairy and meats can be purchased at 25% off Pick and Save prices) ceremony. I was afforded the opportunity to bless the event and endeavor. We were on the Channel12. In addition to that, CCC OM became the first pantry to have the Mobile Market come to the Our Savior's parking lot once per month.

It is still amazing the amount of food that has moved through the CCC Outreach Ministry every year. Half of what we distribute comes from Hunger Task Force. Bob Foley acquires the rest of the food and handles most of it himself. We get foods from Feeding America, Whitefish Bay Breadsmith, Whole Foods North Avenue, Walmart in West Allis and donations from individuals, congregations and organizations like St. Vincent DePaul and Neighborhood House.

All of the hard work and accomplishments could not be done without great volunteers and the employment programs that place workers here throughout the year. The CCC volunteers have logged in more than 18,411 hours. We still have college students from Marquette, MATC, and Alverno; younger students from Divine Holy Saviors High School and community services groups. This busy schedule is from 9:00 a.m. to 3:00 p.m., Monday - Thursday. The volunteers assist as pantry aides, kitchen aides, intake desk interviewers, computer assistants, maintenance workers and office aides. It is a privilege and an honor to serve in this new capacity and to work toward higher heights and deeper depths at CCC OM. For more information call me at 414-507-1115.

MEMBERSHIP STATISTICS 2015

	Baptized	Confirmed
MEMBERSHIP – December 31, 2014	231	192
ACCESSIONS in 2015		
1. By Baptism/children	1	0
2. By Baptism/adults	0	0
3. By Affirmation of Faith	5	2
4. By Transfer from other ELCA congregations	3	2
5. By Transfer from other Lutheran congregations	0	0
6. From Non-Lutheran congregations	0	0
7. Statistical Adjustment & Other*	0	0
TOTAL ACCESSIONS	9	4
<i>subtotals</i>	240	196
Baptized members confirmed in 2015		<u>0</u>
Total confirmed		196
Total baptized	240	
LOSSES		
1. By Death	8	8
2. By Transfer to other ELCA congregations	0	0
3. By Transfer to other Lutheran congregations	0	0
4. By Transfer to Non-Lutheran congregations	0	0
5. Statistical adjustment and other reasons	11*	3*
TOTAL LOSSES	19	11
MEMBERSHIP – December 31, 2015	221	185

New Members Received

Dale L & Victoria "Tori" M. Saunders, & Gunnar	November 22, 2015	by letter of transfer
Tim Larson	August 30, 2015	by affirmation
Paul Kragh	August 30, 2015	by affirmation
Maurice Scruggs	August 30, 2015	by affirmation
Martha and Jonelle Preston	August 30, 2015	by affirmation
Carter Gerard Schwid	June 28, 2015	by baptism

Deaths

Roy Jacobsen	February 24, 2015
Glenna Czepulonis (former member)	March 2, 2015
Dolores Gutowski	June 17, 2015
Charlotte Heyer	July 11, 2015
Mary Cooper	September 28, 2015
Lillian Larson	October 14, 2015
Virginia Koch	October 29, 2015
Ardith Strommen	November 3, 2015
Doris Zimmermann	November 5, 2015

Transfers

Richard Lukach	to non-ELCA congregation
Mary Taylor	to ELCA congregation
Marshall & Marrien Walker	moved
April Walker Harris	moved

Marriages

Michael & Tami Ross	October 10, 2015
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*Statistical Adjustments - LOSSES = removed inactives, addresses unknown etc.