

GOD'S WORK - OUR HANDS
Believing Christ calls us to SERVE,
we act with LOVE, inspire HOPE,
VALUE others and CARE for the world.



MOUNT CARMEL LUTHERAN CHURCH

8424 West Center Street • Milwaukee, WI

Annual Report for 2011
& Financial Ministry Plan Recommendation for 2012

Mount Carmel Lutheran Church
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& Financial Ministry Plan Recommendation for 2012

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Pastor Richard Johnson

Dear Members and Friends of Mount Carmel Lutheran Church,

2011 has been a year of significant milestones and challenges.

The Milestones:

- At a congregational meeting in January, the congregation approved a Phase One plan to complete significant renovations to our church facility which includes: refurbishment of the Casavant pipe organ; replacement of selected worn roofs; overhaul of the HVAC system; and modifications in the site plan to allow for handicapped parking spaces near the 84th Street entrance to the building.
- The congregation approved a proposal to hire the James Company to oversee and implement a Capital Fund Appeal for the purpose of gathering gifts and pledges for the purpose of renovating our properties according to the Phase One recommendations. With the guidance and direction of the James Company and a wonderful group of members who filled important roles on the core committee of the Appeal as well as many sub-committees, Mount Carmel has raised approximately \$798,000 in gifts and pledges as of December 31, 2011 for this purpose.
- A select committee was formed to review the Mission in Exploration Team (MET) report that was originally created in 2005 for the purpose of calling a senior pastor after Pastor Carlson's retirement. This committee created an addendum to the MET report which was then used by a newly formed Call Committee. The Call Committee was charged with calling a new associate pastor. After months of work, the Call Committee recommended the Reverend Pamela Lange as our new associate pastor. A call was extended to her at a congregational meeting in December, 2011. Her celebrative Installation Service took place on Sunday, January 22, 2012!

The Challenges:

- The beginning of 2011 marked a significant shift in the political climate of the State of Wisconsin. Beloved members of our congregation found themselves on different sides of the political discourse throughout this year. This political climate is predicted to become even more divisive in 2012. Mount Carmel is *The Welcome Place*. It seeks to be a safe harbor for all people grounded in our vision to serve, love, value, inspire and care for all people. The challenge going forward will be to continue to be a reconciling force in times of deep debate. I pray that each person in this congregation will be given the respect to honor their own political convictions, while loving and caring for each others as brothers and sisters in Christ.
- We have engaged a large group of our members to lead the congregation through the building phase of our renovations. We have many skilled members who will review and oversee the legal, financial and construction phases of this project. We will report regularly on the work of the building committee.

After fruitful years of growth as an urban retreat center under the guidance and direction of Diane Roznowski, *Grace Place* suddenly came to an abrupt end when it was discovered that we were not properly zoned for the type of ministry that we were doing there. This was a significant set-back to this important vision of our ministry. After hours of discussion and research, the congregation came to the conclusion that it was not feasible to go forward. In a wonderful moment of "grace," it became apparent that we could utilize the facility as a parsonage for Pastor Pam Lange. Thank you to Diane Roznowski and Joel Richmond who championed the needed renovations to make this house a "home" for Pastor Lange.

Pastor Richard Johnson (continued)

- In April, we were asked by Capitol Drive Lutheran Church, Milwaukee, to consider a conversation about blending ministries of our two churches. Meetings were held between the Executive Committees of both churches, and an Exploration Task Force was identified to take a careful look at the possibilities of what a shared ministry might look like. After months of conversation and discernment, it was the recommendation of the Exploratory Task Force that we not pursue these conversations further at this time.
- Finally, I ended my report from last year with this paragraph....***2012 could be a real ‘tipping point’ for our ministry at Mount Carmel. For the past several years we have been dependent on a gracious, lavish gift by a member family that has helped to sustain our ministries. That gift has been a ‘God-send’ during these difficult economic times. In 2012, we will need to fund our entire ministry through the ‘every-week’ gifts of our members.*** This quote has become more than true as we ended 2011. We used the remaining “gift” to fund a deficit in the 2011 budget, which means that we now have to live within our means going forward.

With the assistance of the staff, the Executive Committee, and Congregation Council, we have recommended to the congregation approximately \$28,000.00 in cuts from the 2011 to balance the 2012 budget.

- Most of the \$28,000 has been found in the personnel area of the budget.
 - We have asked the entire staff to take a 4% reduction in salary for 2012.
 - In addition, we have accepted the resignation of Diane Roznowski as the Special Ministries Coordinator of Mount Carmel.
- We have cut all programs areas of the congregation by 10%.
- We have found these cuts without disturbing our benevolence commitments to the greater church or our partner ministries.

It is certainly our hope and prayer that our anticipated income will grow in 2012, and that these salary reductions can be restored either this year or in the following year. But currently we need to take action to balance our budget.

This report would not be complete without thanking the Council and Executive Committee members who have served so faithfully in 2011 amid many challenges and opportunities. We especially thank Todd DeZeeuw and Becky Columbia who have served faithfully and because of term limits will no longer be on Congregation Council.

I personally thank Pastor Maren Hooper who served with me during a large portion of 2011. Her style of leadership was a gift to this congregation and to me during this interim period between associate pastors.

Thank you to Mount Carmel for the personal support you afford me in so many different ways this year. A special thanks to our incredible staff, Executive Committee, and Congregation Council. I look forward to working with Pastor Lange in the new year—her compassion and leadership will be incredibly important as we face the future together.

In closing, I would like to especially thank my wife and children who continue to support and sustain me through all the blessings and challenges of this life that we live in Christ Jesus.

May we find “life” in Christ Jesus,

Pastor Richard Johnson

Pastor Pamela Lange

They were on the road...and Jesus was walking ahead of them. (Mark 10:32)

Dear Brothers and Sisters in Christ,

An annual report? From me? The new Associate Pastor who, as of year-end, had been here at Mount Carmel Lutheran Church for all of thirty one days! Well, perhaps there is indeed some gift in that. Rather than looking back, such a report does require that the focus of it be almost entirely on that which lies ahead for us.

And if this first month among you is any indication, no doubt the ministry and mission of Mount Carmel will continue to be built up in the coming year by the many blessings within our church which are already so evident. A gifted Senior Pastor. A joyful and dedicated staff. Spirited worship. Excellent music. A deep investment in children and young adults. A commitment to life-long learning. Ongoing outreach to neighbors both next door and around the world. Ever-growing relationships with the people and partners of Reformation Lutheran Church. A church community which cares for the well-being of God's creatures and creation. All of these things and more make Mount Carmel the very special place that it is. A place where folks love their church and where they want others to come and also experience of the love of God which they – and I – have found in “The Welcome Place.”

The Welcome Place indeed! Again, I wish to thank all of you for the warm and enthusiastic welcome that you've extended to me. I am deeply grateful to the members of the Call Committee – Teri Lynn Jablonski (Chairperson), Matt Beier, John Brandstaetter, Erin Canon, Becky Columbia, Steve Geissler and Rosemary Link – for the invitation to engage in the conversation which led to this call. I am so appreciative of Pastor Johnson and all of the staff. This church is blessed by their many talents, their caring spirits, the dedication and the wonderful sense of fun which they bring to their service here; to serve alongside of them is a daily delight for me. Many thanks as well to Diane Roznowski and to all who assisted in transitioning Grace Place from a house to a home, from an urban retreat center for many to a place of sanctuary for me. It is already a place where my children and grandchildren love to gather and where new family memories and traditions are being created.

And now that the unpacking is complete, the journey as your Associate Pastor begins in earnest. I look forward to this new year and getting to know all of you both as individuals and as my new church family. Please never hesitate to stop by the office, to call or email – certainly if I can be of help to you in any way or simply for us to become better acquainted with one another. That is always reason enough! In those conversations, I hope to hear how the Spirit is stirring in you, particularly related to Women's Ministry, Social Ministry and Youth Education which are some specific areas of pastoral responsibility for me. But also in any and all areas of ministry and mission, church life and community life as well. Where are the places to which God is calling you/us? What is God up to in the world? How can we help?

And while surely some of those ways will be familiar to you - tried and true here at Mount Carmel - others will likely turn out to be brand new. On this road we now travel together, I trust that we will continue to discover countless opportunities to proclaim the Good News of Jesus Christ and to participate fully in God's mission for the sake of the world. And I pray that, in every circumstance, our eyes, our hearts and our minds remain truly focused on the One who walks ahead of us all.

+ Peace and joy in our Lord and Savior Jesus Christ.

~Pastor Pam

Congregation Statistics

Jenny Kerley, Administrative Secretary

For Period January 1, 2011 – December 31, 2011

Baptisms of Children (members)	7
Baptisms of Adults (members).....	0
Deaths/Funerals (members)	12
Weddings (members)	4
Confirmation of Youth	11

Baptized membership as of December 31, 2011.....1,028
 Baptized membership as of December 31, 2010..... 1,038

Confirmed membership as of December 31, 2011..... 842
 Confirmed membership as of December 31, 2010..... 841

Number of Sunday Worship Services (inc. Easter Sunrise svc; Christmas Day svc.), 2011..... 88
Total attendance at Sunday worship, 201113,809
Average weekly worship attendance, 2011266
Total attendance at special worship, 2011 3,522
(Lent/Holy Week; Sat. eve.; Thanksgiving; Christmas; New Year’s Eve; Briehl/Haugen svc. on 1-29)

Number of Sunday Worship Services (inc. Easter Sunrise Service), 2010..... 87
 Total attendance at Sunday worship, 201014,190
 Average weekly worship attendance, 2010 273
 Total attendance at special worship, 2010 2,936
 (Lent/Holy Week; Saturday evening; Thanksgiving; Christmas; New Year’s Eve)

Baptisms (NM = Non Member)

Alexander Michael Pipito (NM)	Charles Butler, Sr. (NM, adult)	Elanor Rose Turner
Melanie Grace Pipito (NM)	Juliana Marie Wertz (NM)	Paige Linnea Nelson
Eve Viola Holcomb	Grace Margaret Paczesny	Sonia Josephine Songhua Strelow
Cameran Craig Bertman (NM)	Colin Richard Weber	Brady James Schneiker (NM)
Molly Linda Geller	Matthew Mark Demski (NM)	Katherine Anne Johnson (NM)
		Jalyssa Alice Slocum (NM)

Deaths / Funeral Services (NM = Non Member)

Carol LeClaire (NM)	Jean Harder	Lucille Eggert
Polly Holmgreen (NM)	Audrey Sprecher	John W. LeClaire (NM)
Ruben Dober (NM)	Harriet Blum	Helen Pipito (NM)
Ruth Lauret	Nancy Hill	Bernice Logan
Bruce Karau (NM)	Andrew Gust (NM)	Helen Sorensen
Evelyn Stauff	Florence Rude	Doris Brostrom
Myrtle Grunzel		

Weddings (NM = Non Member)

Lily Elsaiddi & James Hahn	Hannah Grade & Matthew Hubert (NM)
Lori Fleming & Haukur Thorvaldsson (NM)	Lauren Heiser & James Ertel (NM)
Clare Schaeffer & David Berlowski	Florence Prince & Howard Porath
Lauren Moll & Victor Saez (NM)	Lauren Roznowski & Michael Hayden

Members received: 20

Members removed: 24 (Transfer to another congregation = 11; Per request = 13; Due to inactivity = 0)

Annual Meeting of the Congregation

Meeting Minutes – Sunday, January 23, 2011

Call to order

Dick Basham called the Mount Carmel Lutheran Church Congregation Meeting to order at 9:30 a.m. on Sunday, January 23, 2011. The meeting took place in Fellowship Hall. The purpose of today's meeting is to pass the 2011 Financial Ministry Plan (budget).

Roll call

Sign in sheets were passed around to those in attendance. There are 111 voting members in attendance. We have a quorum.

Sign in sheets will be filed with a copy of these minutes.

Opening Devotion

Pastor Maren Hooper opened the meeting with a devotion.

The devotion was followed by a brief video of Mount Carmel Ministries in 2010.

Review of Minutes – Dick Basham - President

Dick Basham reviewed the minutes for June 6, 2010.

- The minutes are found on page 6-7 of the Annual Report of the Congregation

Review of the 2010 Treasurer's Report – Forrest Ramsel - Treasurer

Forrest Ramsel reviewed the 2010 year-end report.

- The 2010 Treasurer's Report can be found on pages 8 – 11 of the Annual Report of the Congregation.
- We are approximately \$4,000 better to plan for 2010.
- Questions:
 - ✓ Q: In spite of the recession, was Mount Carmel not impacted?
 - ✓ A: We were not impacted as badly as we could have been. We had a generous donation (\$100,000) from a member that we have used to balance the budgets. After 2011, that reserve will be gone. We will need to consider 2012 impacts without the cushion of the reserve.

Motion to Accept the Treasurer's Report

- Move to accept by Doug Mann
- Second by Jerry Kassens

The Treasurer's Report was accepted unanimously.

Pastor's Reports

- Pastor Richard Johnson
 - ✓ Written report can be found on pages 2-3 of the Annual Report of the Congregation.
 - ✓ This has been a year of transition for the congregation. It's how we adapt to those transitions that are important.
 - ✓ We have a lot of work ahead of us for 2011-2012 to grow our congregation. We had a drop in attendance in the fall that impacted our entire year. It is all of our responsibility as we continue to witness in this place.
 - ✓ Our new brochure was shared with those at the meeting. The brochure will be placed into the "Welcome Kit" for new neighbors.

Annual Meeting of the Congregation Meeting Minutes – Sunday, January 23, 2011 (continued)

- Pastor Maren Hooper.
 - ✓ Written report can be found on page 4 of the Annual Report of the Congregation.
 - ✓ Feels very welcome by all in this community even though she's only been here a few short months.
 - ✓ We do have challenges but these turn in to our growing opportunities.
 - ✓ We are very blessed in this place.

President's Report – Dick Basham

- Thank you to all of those who have helped this year.
- Please review the President's Report on page 12 of the Annual Report of the Congregation.
- Please take some time to review the Ministry reports in the Annual Report of the Congregation. These reports begin on page 13.
- Introduction of the Congregational Council Members in attendance today.

2011 Financial Ministry Plan for Mount Carmel Lutheran Church – Julie Van Cleave & Steve Berggruen

- Presentation of the 2011 Financial Ministry Plan. A copy of the plan was e-mailed out to all members and was available at the sign in table prior to the meeting.
- Steve Berggruen spoke to the Revenue side of the plan.
 - ✓ Estimated receipts \$594,300 which is approximately \$5,000 more than 2010.
 - ✓ Institutional Contributions / Rent also includes Grace Place rental dollars. Diane Roznowski estimates Grace Place to bring in \$10,000 for 2011 (which is up from 2010).
- Julie Van Cleave spoke to the Expense side of the plan.
 - ✓ Council had a tough budget meeting to try to cut some of the expenses for 2011 in order to balance the plan.
 - ✓ Support is the largest expense category as it includes personnel.
 - There is a 2.4% increase in the personnel category.
 - ✓ Admin/Operations is another large increase. This category includes utilities and insurance which is up 13% for 2011. These are expenses that can't be controlled.
 - ✓ We will be using the rest of the gifted reserve to balance the budget this year.
- Todd Laszewski
 - ✓ We're going to use the last of the gift in 2011, but honestly, we don't have to.
 - ✓ We have about 300 households in this church.
 - ✓ If each household gave \$1 extra per week, that would add up to \$15,000 for the year and would eliminate having to dip into the reserve as deeply. \$2 extra per week will eliminate the need to use the reserve at all.
 - ✓ Rather than try to find more expenses to cut, if we give just a little bit more per household, we can reach our 2011 goal.
- Acceptance of 2011 Financial Ministry Plan for Mount Carmel Lutheran Church.
 - Motion to accept the 2011 Financial Ministry Plan of \$627,000
 - Move to accept by Lois Nordholm
 - Second by Mary EideThe plan was unanimously approved without opposition.

Annual Meeting of the Congregation

Meeting Minutes – Sunday, January 23, 2011 (continued)

Building Renovation and Repair Plans – Dick Basham

- The Congregation will receive a letter this week outlining the plans for the first phase of the building renovations and repairs.
- The Council has taken into consideration all of the suggestions and comments from the listening sessions and surveys.
- The letter will outline the new and revised plan, which will be presented in a simplified format.
 - ✓ The Congregation is interested in the boiler and the roofs rather than the Narthex remodel.
 - ✓ We must fix the organ and will configure the pipes accordingly to still allow viewing of the stain glass window.
- The Council will meet next week to determine dates for meetings and “move forward” plans.
- We will have another Congregational listening session meeting and will ask for a vote to approve the James Company as the fund raiser.

The Call Process

- When Pastor Rachel left, it was the recommendation on the part of the Synod and Executive Committee that we take on an Interim Pastor for one year.
- The Synod made the recommendation for Pastor Maren Hooper. This gave Mount Carmel the opportunity to mentor her as well as allow Pastor Hooper to be ordained.
- Mount Carmel will be putting together a MET team to review the original report from 2006 and to create an addendum to that report. We are encouraging our newer members/families to take part in the MET process.
- After the addendum is reviewed by the Synod, Executive Committee, Council and the Congregation, we will form a Call Committee to understand what Mount Carmel is looking for relative to an Associate Pastor.
- The Call Committee will receive candidates for consideration. Pastor Maren can be considered as a candidate as well. All candidates will be reviewed, interviewed and considered.
- We’re looking at October 2011 for this process to be completed, which coincides with Pastor Maren’s completion of her one year Interim call at Mount Carmel.

Adjourn

Dick Basham adjourned the meeting at 10:26 a.m. on Sunday, January 23, 2011

- Move to adjourn by Al Hurlbaas
- Second by Sue Fuhrman

Respectfully submitted by:
Gena Ridanpaa
Secretary of the Congregational Council

Special Meeting of the Congregation Meeting Minutes – Sunday, March 6, 2011

Call to order

Dick Basham called the special meeting of the Mount Carmel Lutheran Church Congregation to order at 9:40 a.m. on Sunday, March 6, 2011. The meeting took place in Fellowship Hall. The purpose of today's meeting is to vote on the Step 1 Proposal for Repair & Renovation of Mount Carmel Lutheran Church.

Roll call

Sign in sheets were passed around to those in attendance. There are 155 voting members in attendance. We require 42 confirmed members to have a quorum.
Sign in sheets will be filed with a copy of these minutes.

Opening Devotion

Pastor Richard Johnson opened the meeting with a devotion.

Vote #1 – Approve / Disapprove the Mount Carmel Lutheran Church Council's request to move forward on Step 1 of the long-range renovation plan as outlined in the ballot:

Dick Basham asked for a motion on the first ballot.

Motion by: Don Runnels

Second by: Mary Eide

A question was asked and addressed by Dick Basham.

Motion to call the question

Motion by: Rhoda Adelson

Vote results:

- Approve: 131
- Disapprove: 15
- There were two voided ballots
- The vote was approved.

Vote #2 – Approve / Disapprove of a capital fund appeal for the purpose of funding Step 1 of the long-range renovation plan previously approved.

Dick Basham asked for a motion to on the second ballot.

Motion by: Mary Eide

Second by: Nancy Trueblood

There were no questions from the Congregation

Vote results

- Approve: 137
- Disapprove: 13
- The vote was approved

Special Meeting of the Congregation
Meeting Minutes – Sunday, March 6, 2011 (continued)

Vote #3 – Approve / Disapprove the hiring of the James Company to lead the previously approved capital fund appeal at a cost of \$38,500

Dick Basham asked for a motion to on the third ballot

Motion by: Jenny Baker

Second by: Mary Eide

A second vote was taken because the ballots were accepted before discussion occurred and the vote was called

Questions asked and addressed by the Congregation and the Council

Motion to call the question:

Motion by: Sue Fuhrman

Second by: Mary Eide

Unanimous agreement from those in attendance

Vote results:

- Approve: 140
- Disapprove: 12
- The vote was approved.

Adjourn – Dick Basham

Motion to adjourn: Joel Richmond

Second by: Doug Mann

The meeting was adjourned at 10:08am on Sunday, March 6, 2011.

Respectfully submitted by:

Gena Ridanpaa

Secretary of the Congregational Council

Special Meeting of the Congregation

Meeting Minutes – Sunday, June 12, 2011

Call to order

Todd Laszewski – Vice President of the Congregational Council, called the meeting of the Mount Carmel Lutheran Church Congregation to order at 9:53 a.m. on Sunday, June 12, 2011. The meeting took place in the Sanctuary immediately following the morning service. The purpose of today's meeting is to elect Executive Committee members, Congregational Council members and Nominating Committee members. We will also ask to approve the Addendum to the MET Report and the updated Congregation Profile to be used for the Call process.

Roll call

We require 42 confirmed members to have a quorum. There were more than 42 in the Sanctuary for service this morning. Therefore, we have a quorum.

Election of Executive Committee Members:

Nominated for Executive Committee

- Gena Ridanpaa – Secretary (second term)
- Gary Roesch – Treasurer (first term)

Todd Laszewski asked for a motion on the nominations.

Motion by: Woody Jarvis

Second by: Al Hurlebaus

The nominees were elected.

Thank you to Forrest Ramsel – outgoing Treasurer

Election of Congregational Council Members:

Nominated for Council

- John Brandstaetter (first term)
- Jeff Czarniak (first term)
- Garrett Goodrich (first term)
- Patricia Lindert (first term)
- Julie Van Cleave (second term)

Todd Laszewski asked for a motion on the nominations.

Motion by: Woody Jarvis

Second by: Al Hurlebaus

The nominees were elected.

Thank you to Tony Laszewski, Clare Schaeffer, Phil LeClaire and Dick DesChane – outgoing Council Members.

Election of Nominating Committee Members for a two year term:

Nominated for the Nominating Committee:

- Forrest Ramsel
- Darlene Siebert
- Woody Jarvis

Todd Laszewski asked for a motion on the nominations.

Motion by: Woody Jarvis

Second by: Al Hurlebaus

The nominees were elected.

Special Meeting of the Congregation
Meeting Minutes – Sunday, June 12, 2011 (continued)

Approval of the Addendum to the MET Report and the Congregation Profile:

For the purpose of facilitating the Call Process for our Associate Pastor position.

Documents can be found on the MCLC website.

Todd Laszewski asked for a motion to accept the Report and Profile.

Motion by: Julie Van Cleave

Second by: Woody Jarvis

The addendum and profile were accepted.

Adjourn – Todd Laszewski

Motion to adjourn: Doug Mann

Second by: Woody Jarvis

The meeting was adjourned at 10:00am on Sunday, June 12, 2011.

Respectfully submitted by:

Gena Ridanpaa

Secretary of the Congregational Council

Special Meeting of the Congregation

Meeting Minutes – Sunday, November 20, 2011

Call to order

Todd Laszewski – Vice President of the Congregational Council, called the meeting of the Mount Carmel Lutheran Church Congregation to order at 9:15 a.m. on Sunday, November 20, 2011. The meeting took place in the Sanctuary immediately following the first morning service.

The purpose of today's meeting is to vote on the Congregation Council's recommendation to call the Reverend Pamela A. Lange as Associate Pastor of Mount Carmel Lutheran Church.

Roll call

We require 44 confirmed members to constitute a quorum (5% or confirmed members). Two thirds of voting members present is required for the election of the Associate Pastor. There were 210 members who signed in this morning. Therefore, we have a quorum.

Word of Prayer

Pastor Richard Johnson – Senior Pastor

Call Committee

Teri Lyn Jablonski

- Brief profile of Pastor Pamela A. Lange
- Introduction of Pastor Lange
- Words from Pastor Lange

Questions & Answers from the Congregation

Diane Roznowski: Thank you to the Call Committee for all of your hard work. You have been prayerful and diligent in your call. (A big round of applause as the Call Committee members stood to be recognized.)

Motion

The Congregation Council of Mount Carmel Lutheran Church moves that the Congregation call Pastor Pamela A. Lange as Associate Pastor of Mount Carmel Lutheran Church.

Motion by: Todd Laszewski

Second by: Bruce Efflandt

Ballots were distributed to the Congregation

Note: we will only need one ballot to call Pastor Lange. The Congregation Council has already approved the financial package at the Council meeting. Members of the Congregation Council collected and counted the ballots.

Announcement of the Vote

Todd Laszewski – For the election of Pastor Pamela A. Lange as Associate Pastor at Mount Carmel Lutheran Church:

Vote Results: 207 - YES 3 - NO

We have confirmed Pastor Pamela A. Lange as the new Associate Pastor of Mount Carmel Lutheran Church.

Adjourn – Todd Laszewski

Motion to adjourn: Julie Seidlitz

Second by: Steve Berggruen

The meeting was adjourned at 9:33am on Sunday, November 20, 2011.

We closed with the Vision Statement of Mount Carmel Lutheran Church:

Believing Christ Calls Us To Serve, We Act With Love, Inspire Hope, Value Others And Care For The World. Thanks Be To God!

Respectfully submitted by:

Gena Ridanpaa, Secretary of the Congregational Council

Being new to the position of Treasurer, the past few months have been a steep learning curve for me. However, I will endeavor to give you the best information possible reflecting the financial condition of the congregation.

1. Assets:

Cash - as of 12/31/2011 the church's total cash balance was \$56,340. This is made up of checking and money market accounts at M&I Bank. The checking account has a balance of \$12,817 for operations and funds dedicated for specific purposes, committees or groups. In addition, Mount Carmel has a money market account which contains the \$43,523 reserve—the result of a family gift to the congregation, however, this reserve covers dedicated account balances and is no longer available to fund church operations.

A new money market fund was established to contain receipts for the building fund, Securing Our Foundation. As of 12/31/2011, the balance of this fund is \$191,677.

Buildings – Mount Carmel Lutheran Church's fixed assets are real estate and associated contents:

8424 West Center Street – The City of Milwaukee assessed the value of the building at \$1,005,000 as of 12/31/05. As the church is tax exempt, the city assessment does not accurately reflect the building's true fair market value. The church building has approximately 41,000 square feet of space. Estimated fair market value is in the range of \$3,075,000 to 4,510,000. The replacement value for insurance purposes as of June 2010 is \$5,003,000. Valuation of contents is valued at \$900,540 as a percentage of the building.

2727 North 84th Street (Grace Place) – As of 12/31/05 this property had an assessed value of \$196,321. The insurance valuation is \$286,000 with contents valued at \$5,300 personal property. The property is no longer assessed by the City of Milwaukee for tax purposes.

2. Liabilities:

Mortgage Debt - As of 12/31/11 Mount Carmel Lutheran Church was indebted to Thrivent Financial Services for \$108,880. Principal reduction during 2010 totaled \$32,407. This loan was established in 2003 with a 15 year amortization and a 5.50% fixed rate for the loan term. Monthly payments under this mortgage are \$3,270. The mortgage encumbers both the primary church and Grace Place.

Architect - Mount Carmel contracted with The Kubala Washatko Architects, Inc. to develop a master planning survey. The congregation approved the \$38,000 at the annual meeting 2009. These expenses were paid in 2011 from the building fund.

Line of Credit – During April 2006, a \$50,000 unsecured line of credit was established with M&I Bank. The purpose is to fund cash needs during an emergency. This line has not been used since its creation. Mount Carmel Lutheran Church's bylaws do not permit indebtedness of greater than 5% of the annual program Ministry Plan, which is \$31,675 in 2010 or \$31,350 in 2011 without congregational approval.

Statement of Financial Position Ending December 31, 2011

Assets

Current Asset

1 Money Market Fund	72,210.36	43,523.20	-28,687.16	72,210.36
3 Checking Account	22,180.54	12,816.80	-9,363.74	22,180.54
19 Stock Donations	0.00	0.00	0.00	0.00
200 Money Market SOF	0.00	191,677.69	191,677.69	0.00
Current Asset Totals:	94,390.90	248,017.69	153,626.79	94,390.90

Fixed Asset

4 Land	0.00	0.00	0.00	0.00
5 Church	0.00	0.00	0.00	0.00
6 Organ	0.00	0.00	0.00	0.00
7 Computer	0.00	0.00	0.00	0.00
8 Other Equipment	0.00	0.00	0.00	0.00
Fixed Asset Totals:	0.00	0.00	0.00	0.00

9 Due/Dedicated Funds	0.00	0.00	0.00	0.00
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Total Assets:

	94,390.90	248,017.69	153,626.79	94,390.90
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Liabilities

14 Due/Dedicated Funds	0.00	0.00	0.00	0.00
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Current Liability

10 Contingency Fund	0.00	0.00	0.00	0.00
11 FICA Withholding	2,400.42	2,038.00	-362.42	2,400.42
12 Federal Tax Withhold	871.36	1,255.72	384.36	871.36
13 State Tax Withholding	622.00	618.00	-4.00	622.00
18 Pension Withholding	480.00	0.00	-480.00	480.00
Current Liability Totals:	4,373.78	3,911.72	-462.06	4,373.78

Total Liabilities:

	4,373.78	3,911.72	-462.06	4,373.78
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Net Assets

Long Term Liability

15 General Fund Equity	-21,363.06	-21,363.06	0.00	10,815.45
196 Reserve	65,140.35	65,164.61	24.26	65,140.35
Long Term Liability Totals:	43,777.29	43,801.55	24.26	75,955.80

Dedicated Accounts

Unrestricted	46,239.83	44,271.88	-1,967.95	46,239.83
Temporarily Restricted	0.00	0.00	0.00	0.00
Permanently Restricted	0.00	191,137.69	191,137.69	0.00
Dedicated Accounts Totals:	46,239.83	235,409.57	189,169.74	46,239.83

Current Period Changes to Net Assets	0.00	-35,105.15	-35,105.15	-32,178.51
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Total Net Assets:

	90,017.12	244,105.97	154,088.85	90,017.12
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Total Liabilities & Net Assets:

	94390.9	248017.69	153626.79	94390.9
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Statement of Activities Ending December 31, 2011

	YTD Actual	YTD Budget	Annual Budget	YTD Last Year
Income				
Receipts Totals:	581,872.03	594,300.00	594,300.00	591,081.95
Money Market Totals:	0.00	0.00	0.00	0.00
Stewardship Totals:	-1,055.67	0.00	0.00	-1,110.16
Income Totals:	580,816.36	594,300.00	594,300.00	589,971.79
Expense				
Benevolence Totals:	57,176.38	55,240.00	55,240.00	58,778.59
Worship (General) Totals:	2,998.60	4,975.00	4,975.00	6,658.22
Adult Music Totals:	1,509.93	1,800.00	1,800.00	1,870.39
Children's Music Totals:	202.70	200.00	200.00	328.43
Altar Guild Totals:	1,537.64	1,385.00	1,385.00	1,906.08
Liturgical Arts Totals:	0.00	100.00	100.00	93.29
Banner Committee Totals:	0.00	0.00	0.00	0.00
Flowers Totals:	3,075.50	3,360.00	3,360.00	3,303.50
Seasonal Decorations Totals:	389.76	0.00	0.00	70.00
Education (Adult) Totals:	12,637.04	16,215.00	16,215.00	13,831.63
Life Transitions Ministry Totals:	8,227.22	2,500.00	2,500.00	4,326.87
Youth Education Totals:	7,461.59	7,210.00	7,210.00	7,210.25
Youth Ministry Totals:	1,577.72	1,800.00	1,800.00	1,774.81
Library Totals:	91.20	250.00	250.00	44.60
Devotional Material Totals:	1,726.08	2,205.00	2,205.00	2,203.98
Nursery Totals:	0.00	125.00	125.00	8.34
Witness Totals:	2,407.88	3,920.00	3,920.00	2,982.47
Service Totals:	0.00	0.00	0.00	0.00
Social Ministry Totals:	5,187.75	5,450.00	5,450.00	4,370.07
Fellowship Totals:	5,056.11	3,750.00	3,750.00	3,762.92
Support Totals:	41,806.40	41,340.00	41,340.00	41,332.93
Personnel Committee Totals:	370,128.18	380,516.00	380,516.00	372,358.30
Property Committee Totals:	19,582.34	18,099.00	18,099.00	24,199.38
Congregation Council Totals:	1,487.89	1,750.00	1,750.00	1,625.00
Adm/Operational Expenses Totals:	56,443.75	57,510.00	57,510.00	50,477.16
Office Expenses Totals:	15,209.85	17,300.00	17,300.00	18,633.09
Expense Totals:	615,921.51	627,000.00	627,000.00	622,150.30
Income - Expense:	(35,105.15)	(32,700.00)	(32,700.00)	(32,178.51)

Memorial Fund Report

Gary Roesch, Treasurer

Restricted balance	December 31, 2010	\$16,858.85
Unrestricted balance	December 31, 2010	\$ 8,084.73
Expenditures 2011:		
\$ 617.99	Sears	
\$ 313.75	Christmas ornaments	
\$ 772.58	Chimes	
Additions:		
\$1945.00		
Restricted balance	December 31, 2011	\$18,803.85
Unrestricted balance	December 31, 2011	\$ 6,380.41

Prayer Shawl Ministry

Kathy Czarniak, Coordinator

The Prayer Shawl Ministry which was begun by Diane Roznowski in 2006 and coordinated by Sue Hamann has distributed hundreds of shawls to members and non-members. In the beginning of the year, Diane wrote for grant monies from Thrivent Financial for Lutherans and \$300 was allocated for this important ministry. A huge "thank-you" to both Diane and Sue, as they now continue to serve in other capacities.

As of fall 2011, the coordination of this ministry is now shared by Joyce DesChane and Jan Colson with myself (Kathy Czarniak) being the staff contact person. The group has been meeting one evening per month (second Wednesday of the month) and has just begun a Sunday morning meeting once a month, on the Stage Lounge, for those unable to meet at night.

Prayer shawls are tagged with a card and offered to congregational members who are encouraged to give them to other members, family or friends in need of comfort and prayers. The shawls are blessed during worship services on the fifth Sundays of the month and are then available for distribution. They can also be picked up in the Narthex or in the cabinet in the Fellowship Hall when the church is open. In keeping with our mission statement to "care for the world," a new partnership has begun with two hospices in the area receiving some of our prayer shawls: Home & Hospice Advantage and the Aurora VNA Zilber Family Hospice. The volunteer coordinator and chaplain have voiced a deep appreciation for our willingness to donate to their organizations.

SHARE Mobile Market

Diane Roznowski, Coordinator

In January of 2011, Mount Carmel began to learn about the SHARE Mobile Market program to see if Mount Carmel would be a good site. After much research and discussion, the Congregation Council approved moving forward with this venture. The first SHARE Mobile Market at Mount Carmel took place in April. The goals of this program were to provide low cost, high quality food to both our members and others in the neighborhood; to provide another point of outreach to our neighborhood; and to increase opportunities for volunteerism and congregational involvement. All of these goals have been met as the awareness of market has continued to grow. It has been held on the second Sunday of each month between services. Increasing our visibility in the neighborhood through this program continues as more and more visitors from the neighborhood come each time the market is open. We have been averaging about 30-40 customers each time the market is open, with about \$300-\$400 in sales. Diane Roznowski has been the coordinator for this program and would like to thank all those who regularly volunteer to make this program a reality. We look forward to continuing this important ministry of outreach and quality food availability.

One of my favorite mottos is “Forward ever, backward never.” In 2011, the congregation of Mount Carmel Lutheran Church took several large steps forward. It was a year where everyone had a chance to be heard and everyone had a say in what our future would be.

After a series of open meetings in late 2010 to discuss a possible renovation plan for our building, the Congregation Council came back to the congregation in late winter with a three-part proposal to move forward with a renovation plan and a capital fundraising campaign to fund it. At a well-attended meeting of the congregation, you voted almost unanimously on the scope of the renovation, and to go ahead with the capital campaign with The James Company running it.

In May we moved ahead on two fronts. The Core Committee to spearhead the capital campaign was organized and a Call Committee for the purpose of calling a new associate pastor was put together. Both groups worked through the summer into the fall to do their work. The fruits of their work became evident in October and November.

With the help of many of you making calls and informing everyone what was needed to have a successful campaign and with the generous response from all of Mount Carmel, you have said you will provide us with almost \$800,000 over the next three years to move ahead with our renovations. A Building Committee consisting of members with a wide variety of backgrounds had been formed to oversee the project. That committee takes very seriously the trust you have put in us to do what is best for the congregation.

While that was happening the Call Committee was interviewing five candidates for the Associate Pastor position. Those included Pastor Maren Hooper who had been with us for the past year. In the end, the committee recommended Pastor Pamela Lange and we said “thank you” to Pastor Maren for her service and looked forward with anticipation to our new associate. In the past few weeks we have seen that we are very blessed to have Pastor Pam on the team and we are back at full strength.

Now the hard work begins. For the past three years we have been depending on a \$100,000 gift that was given to Mount Carmel to allow us to sustain our budget during these tough economic times. That gift has been fully used and this year we have to get along without a “security blanket.” This has required us to look at our annual budget with a sharper pencil. With so many fixed expenses it is difficult to find places to cut without cutting programs. This year we are asking our staff (not including Pastor Pam) to take a 4% cut in salary and we are projecting a 3% increase in giving. If we can make that happen we will be able to maintain all our programs. If that does not happen then we will have to look at cutting our programs in the future. In the spirit of “Forward ever, backward never,” what I really hope happens is that we will be able to keep our expenses to a minimum and that there will be an excess at the end of 2012 that will allow us return all or part of the 4% to the staff.

Finally, now that we are at full strength we can concentrate on expanding the reach of Mount Carmel. We have shown that we are looking to the future with enthusiasm. Let us all reach out to those who may be looking for a church home and invite them to join us. Thank you to all who served on the various committees this past year and those many volunteers that make us a viable entity at the corner of 84th and Center Street.

With gratitude,
Dick Basham
Congregation Council President

Christian Education

Vicki Andrew, Coordinator

Objective: To establish a strong Christian foundation empowering people of every age to know and live Christ's love.

The following activities, events and accomplishments occurred from January, 2011 through December 31, 2011.

January

Mittens, hats and scarves donated to the Mitten Trees were delivered to Reformation Church. On the second Sunday of every month, starting in January, our Sunday school children were invited to bring up their food donations to the altar during the offering. These donations were delivered to Reformation Church to help stock their Nurture and Nourishment Food Pantry.

The Christian Education Committee selected the ELCA World Hunger agency for the Sunday school benevolences for January through May.

Pastor Johnson continued his Tuesday morning Bible study. Many dedicated members study God's Word with P.J every week, all year long.

February

February 13th was a youth-led worship service where the K-3 & K-4 class recited "John 3:16" and "Jesus Loves Me" and the 5th grade class recited "Psalm 23" as their memory work for the congregation at the 10:45AM service.

We started recruiting volunteers for Vacation Bible School – "PandaMania: Where God is wild about you!" being held June 20-24. We also started recruiting for a Sunday school teachers for 4th & 5th grades.

March

March 13th was a youth-led worship service where the K-5 class recited "The Lord's Prayer" and the 3rd graders recited "The 10 Commandments" as their memory work for the congregation at the 10:45AM service.

We collected donations from our members and community for the ever popular "A Tisket, ATasket" fundraiser through March 25th.

April

The 5th grade students completed their First Communion instruction over the last Saturday in March and the first two Saturdays in April. They also made communion banners, created beautiful chalices and baked their own communion bread to be used during the First Communion service. On April 10th, nine 5th graders celebrated their First Holy Communion at the 10:45AM service.

On Palm Sunday, April 17th, Mount Carmel youth and adults presented the 3rd annual Cross Walk during both services. This interactive worship drama walks with Jesus during his final week. The "Tisket Tasket Easter Basket" drawing was held at the Easter breakfast on April 24th and the 20+ baskets raised \$927. This money was used for the LEAF (Lutheran Education Aid Fund) grant fund which assists our college students attending a Lutheran college. We currently have Hannah Fuhrman and Emily Wilson receiving scholarship funds for attending Luther College.

Christian Education (continued)

May

May 8th was a youth-led worship service and the 4th graders recited the “Apostles Creed” as their memory work for the congregation at the 10:45 AM service.

Eleven 8th grade students were confirmed at a 10:15AM service on May 22nd. A spaghetti dinner and reception, hosted by the Christian Education Committee, for the students, parents and mentors was held on Friday, May 20th. Many thanks to the dedicated volunteers, Ruth Laszewski and Phil LeClaire, who served as confirmation mentors for these students for two years!

Sunday school officially ended for the school year on Sunday May 22nd.

June

Sunday school offerings, given from January through May, which totaled \$382.01, were donated to the ELCA World Hunger.

“PandaMania: Where God is wild about you!” was enjoyed all week at our Vacation Bible school from June 20–24. Our pastors, PJ and Maren, along with Diane Roznowski, did an awesome job leading over 55 students every morning and at closing with skits & songs about the daily themes of God’s love for us.

The kids’ monetary donations totaled \$302.35 and were given to the Make-A-Wish Foundation of Wisconsin. The mission of the foundation is to grant the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength and joy. The children also donated over 208 food items for Reformation Lutheran Church’s food pantry, over 295 paper products to Tosa Cares and 220 books for the Next Door Foundation.

The Christian Education Committee expressed their gratitude to Phil & Barb LeClaire for their many years of faithful service in different roles in the Sunday school ministry.

July

Cleaned up after VBS and prepared all the Sunday school rooms for the fall. Cleaned out and organized the Sunday school supply room for the fall. We ordered supplies for the new Sunday school year.

August

The LEAF grant fund donated \$250 each for two college students attending a Lutheran college. We made all the necessary preparations regarding Sunday school in anticipation of Rally Day, on Sunday September 11th.

The Christian Education Committee designated Tosa Cares and the ELCA World Hunger agency as the Sunday school beneficiaries for the fall, 2011 and spring, 2012, respectively.

September

A “Welcome Back Sunday Pancake Breakfast” kicked off the beginning of a new Sunday school year. Everyone was welcome to join in the fun on Sunday, September, 11th from 9:15–10:30 a.m. in the Fellowship Hall to enjoy a breakfast of pancakes and sausage. The families registered their children for Sunday school (92 total children from K-3 through 8th grade). The theme for the church year is “Securing Our Foundation—Building Our Future.”

Christian Education (continued)

The 7th & 8th graders and their parents attended a Confirmation orientation meeting on Sunday September 11th. The students and their parents met with Pastor Johnson, Pastor Maren and the small group mentors to discuss the requirements for Confirmation and receive a calendar of events and meetings

A “Welcome to Sunday School Party” was held for all the 3 year old children and their parents on Sunday September 18th. This annual party was held by our wonderful and loving K-3 Sunday school teachers, Sandy Mann and Betty Gregory, and their assistant, Maddie Joannes. The children had fun while they heard a Bible story, sang a song, shared a snack and received a Bible.

The 3rd graders were presented with their own hard-covered student Bible by their parent(s) at a special ceremony at 8:30 a.m. on Sunday, September 25th. The Bibles were provided by the Christian Education Committee.

October

Sunday October 16th was a youth-led worship service where the 2nd graders recited the “Benediction” during the 10:45 a.m. service. Sunday October 16th was also designated as a “Bring a Friend Sunday.” Invitations were sent home ahead of time so the kids could invite their friends or neighbors to either service. The first K-2 Sunday school class entitled, “Toddler Time with Jesus,” was held and nine preschoolers & their parents attended. The K-2 class will continue to meet on the youth-led worship Sundays.

November

Sunday, November 13th was a youth-led worship service and the 6th grade class recited “Psalm 100” as their memory work.

An intergenerational Advent event called, “Let Your Light Joyfully Shine,” was held at Mount Carmel on the Sunday after Thanksgiving, November 27th. Everyone was invited to assemble a beautiful Advent wreath to take home and display during the Advent season. Many thanks to Bruce Efflandt for providing all the evergreens and other floral material to make the beautiful wreaths.

December

On Sunday, December 4th, our Sunday school families donated toys, gift cards and money for our friends at our partner church, Reformation.

The Sunday school children presented their annual Christmas pageant, titled “Stars Tell the Story” on Sunday, December 11th at the 10:45 a.m. service. All the students were involved in singing, reading, greeting, ushering and providing music for the congregation. The 7th & 8th grade students also had acting parts that beautifully told the story of Jesus’ birth as seen through the stars.

A Mitten Tree was set up in the Fellowship Hall and the Upper Narthex for donations of hats, mittens, gloves and scarves to be donated to Reformation Church in January.

The LEAF grant fund donated \$250 each for two college students attending a Lutheran college.

Worship and Music Committee

Garrett Goodrich, Chairperson

Objective: To provide leadership, supervision and support to all persons involved in congregational worship, music, and the arts.

Committee Members: Andrea Brooks Bunk, Julie Crow-Pan, Bruce Efflandt, Garrett Goodrich, Caryl Klug, Patricia Lindert, Pam Swade. Ex Officio Members: Pastors and music staff.

Worship & Music is a committee on which I find it a privilege to serve, in large part because worship and music are strengths of this church, with very capable pastors, musical staff, and many others making wonderful contributions. This committee looks at what is working well in these areas, but it also continually looks for ways to build upon the strengths and make worship and music experiences relevant, varied, and meaningful to how the Word of God reaches us in our lives of faith. This committee has two members who, respectively, oversee the Altar Guild and the procuring of greeters, and some of the members are experienced in one or more choirs.

During 2011, this committee was involved in the following:

- In January 2011, we reviewed the models of musical leadership that had been conveyed to us during several meetings in summer 2010. During that summer we had brought in three guest resources from area ELCA congregations of similar size to Mount Carmel who were serving as longtime musical leaders in those congregations. As we recognized the patterns and successes that they shared had helped their musical programs, we began laying out a new position that would be responsible for investing in worship and music through coordination, planning, and implementation of well-shaped services, including but not limited to hymns, anthems, readings, etc. In spring 2011, we developed a more specific recommendation that the Organist & Handbell Director duties of Paul Kasten be increased to a Director of Music & Liturgy position, and several members of the committee presented it to Mount Carmel's Church Council on April 26. Paul began his new position and increased time in summer 2011.
- We continued discussions of worship service times that had come up in the past, and for 2011 we decided upon some changes that were then implemented – The 5:00 PM Saturday worship services were extended from just the summer months (Memorial Day weekend to Labor Day weekend) to encompass the period of time from the start of May to the end of October. Also, beginning in fall 2011, the Sunday early service was switched from 8:15 AM to 8:30 AM, and the education hour was reduced to 50 minutes, 9:40 to 10:30 AM. The Saturday worship services that continued through October had similar attendance to those of the summer months. Congregation members should feel free to mention any comments or concerns about these schedule changes to any of the committee members listed on this page, as they may aid future service considerations.
- We decided during the year that meetings of our committee could be less frequent, changing them from monthly to quarterly beginning in summer 2011, and each meeting would focus on the upcoming months or church seasons.
- We coordinated removal of the modesty rail and the front few rows of pews, replacing them with portable chairs, that would aid flexibility for times of concerts or special services in which choirs or other leaders would need seating in the front of the church.
- A special experience that occurred in 2011 was the January weekend in which Marty Haugen and the Rev. Susan Briehl presided over both Greater Milwaukee Synod and Mount Carmel congregation events. Many from the synod and the congregation experienced their wonderful leadership at Saturday events, Sunday worship, and/or Adult Forum.

In closing, I thank my fellow committee members and the pastors for all we do together!

Church Properties Committee

Joel Richmond, Chairperson

Objective: To improve, maintain, and repair the congregation's property and ensure the proper usage of such property as well as protect the congregation's property from loss or damage.

Our facilities are operated by a number of (volunteer) specialists that are willing to be on the committee and manage projects that fall into their areas of expertise. I include their names on various reports throughout the year, but would like to mention them again so that those of you who may be interested in helping in a particular area can contact that person directly. Feel free to call me as well.

- Lawn and Garden (planting, maintenance, etc.) - John and Pat Brandstaetter
- Operations (opening the building, setting up tables for events) – Woody Jarvis
- Systems (mechanical and electrical) – Dale Milhans and Doug Mann
- Technology (computers, audio, telephones) – David Mott
- Fire Alarm – Paul Traeger
- Roofs – Jeff Schaeffer

Grace Place

- We ended the year by updating Grace Place into a parsonage. That meant lots of painting and new carpeting. And of course we had to haul out all the stuff that accumulates over time. Thanks to lots of volunteers who helped with the move.
- The garage was completely painted this year thanks to a group of kids from a Lutheran church in Sun Prairie. They were part of the Grace Place Urban Retreat program and 18 of them completed the project in one day! We are very thankful and the garage is the best looking one in the neighborhood.
- The sidewalk on the south side of Grace Place was removed and replaced with a rain type garden. Thanks to Diane Roznowski for the maintenance of this garden as well as the regular garden.

Church Building

The big activity for the church was floor maintenance thanks to Pastor Johnson and Harold Beidinger. Even though the program was underway the previous year, it was expanded to get us where we are today! All parts of the building have been cleaned and polished. Our floors now have that slick shiny look of a well-maintained facility.

- Thanks to a donation from Bob Soerens in memory of his wife (also the daughter of Marjorie Eske), we now have the Cindy Eske-Soerens Youth Room located in Friendship Hall. Special thanks to Linda Richmond for the design and special thanks to Joe Galbraith for architecture in helping us get the necessary permits.
- We also replaced a section of sidewalk on the west side of the building as a part of our water control program.
- We are grateful to the numerous volunteers who donate their finances and sweat equity by participating in the spring and fall clean up days at church.

For all members—new and existing—our committee depends very heavily upon volunteers. If there is an area of our properties that you'd be interested in, give us a call at the office. We'd love to hear from you and we can always use an extra hand. Thanks for all your help!

2011 was the best of times and the worst of times for the Grace Place Urban Retreat Center. There were a record number of uses in 2011 (20 uses, 55 nights and 4 day uses) and record revenue was realized (\$10,590 rental revenue).

In September, the Church Office received a call from the City of Milwaukee Department of Neighborhood Services about a complaint that had been made by a neighbor. The city requested to inspect Grace Place as soon as possible and determine what it was being used for.

After a month of consulting and meeting with various city officials, we reached the conclusion that Grace Place would no longer be suitable for use as an urban retreat center according to city zoning and building codes. Even with expensive and extensive remodeling, the chance of being approved for such use was slim to none. Sadly, upcoming groups who had reserved Grace Place were notified it was no longer available and they should make other arrangements for lodging.

However, God always has a plan and redeemed this situation. At the same time all this was unfolding, God was leading our Call Committee to Pastor Pam Lange, who was interested in using Grace Place as a parsonage. It happily it came to pass that she was called and Grace Place was indeed zoned correctly to be used as a parsonage. October and November were spent decommissioning Grace Place, returning the bunks and mattresses to Crossways Camps, repurposing the living room furniture as the new seating area for the Coffee Shop at the Reformation Neighborhood Store, and removing all kitchen and household items and other furniture and repurposing them at Mount Carmel and donating the rest for sale at the Neighborhood Store. After repainting, re-carpeting and a thorough cleaning, Grace Place was ready for Pastor Pam as the new occupant/steward of that house. Thanks be to God!

Currently, I am working with the Greater Milwaukee Synod staff to create new opportunities for youth groups to have new opportunities to do urban ministry. Long term, I hope to be part of an effort to find a legitimate space to house groups as they serve in the city. I am grateful for the support of the congregation and the time I had to be a steward of Grace Place, and give hundreds of people a great place to stay while learning about urban issues and serving in city settings.

Youth Ministry

Daní Ovanín, Coordinator

Youth Ministry exists to build relationships with Christ. Activities provided for youth in grades 7-12 include opportunities for service, fellowship and learning. High school students hold fundraisers throughout the year to help defray the cost of participation in events.

Youth Ministry also began a community meal program in conjunction with The Gathering and Hunger Task Force of Milwaukee on the fourth Saturday of each month to prepare and serve a hot, nutritious meal to those in need.

Youth Ministry also oversees the Quilts of Love for high school graduates with the leadership of Robin Wilson, Kim Nelson, Laurie Lund, Debbie Dempsey and Janet Gillis.

Junior League

Junior League serves youth in grades 7-8 (Confirmation students). In 2011, students assisted with Vacation Bible School; participated in the CROP Walk for Hunger; collected food for Reformation Church's food pantry; purchased Christmas gifts for homeless children from 81st School; helped with Mount Carmel's community meal program; were regulars at Tosa Cares food pantry; loaded box cars for Lutheran World Relief, hosted the Thanksgiving Eve Pie Social, and assisted the Senior League with the rummage sale, pancake breakfast and ice cream social.

Since the discontinuation of the Pick n' Save "We Care" program and the lack of interest in the Scrip program, Junior League no longer does its own fundraising. They now partner with Senior League in fundraising and service activities. All Confirmation service requirements are now done through the league activities.

Senior League

Senior League serves youth in grades 9-12. The group is very active throughout the year, volunteering at church and in the community. Senior League averages six fellowship/service events a month, including Tosa Cares food pantry, food collection for Reformation, Christmas toy shopping for homeless children, serving at Mount Carmel's community meal along with many other service projects. Senior League also sends Love Boxes (care packages) to college students, presents the annual Christmas Eve pageant, hosts the pancake and Easter breakfasts and ice cream social, and is part of the cast of the Cross Walk on Palm Sunday. Fellowship opportunities include the monthly breakfast club and the digital scavenger hunt. Senior Leaguers also enjoy spending time together in their newly constructed youth room, which was made possible by a kind and generous gift from Bob Soerens in memory of his wife, Cindy Eske-Soerens. In July of 2011, 13 youth and 3 chaperones spent a week in Washington, DC. This was a historical/educational week where the youth had an opportunity to learn about how our faith works in government.

Youth Ministry (continued)

Senior League Expenses

Washington, DC (summer trip)	\$14,635.00
Chaperone expenses (summer trip)	2,685.00
Rummage Sale newspaper ads	71.45
Food/Entertainment for fellowship	<u>1,006.75</u>
Total	\$18,398.20

Senior League Benevolences

Reformation Church Food Baskets	\$550.00
Christmas Toy Shopping	<u>1,169.69</u>
Total	\$1,719.69

Senior League Income

Pancake Breakfast	\$199.69
Bake Sales	400.00
Plant Sale	277.00
Rummage Sale	1,864.80
Easter Breakfast	343.00
Coffee Hour	1,223.10
Mount Carmel Endowment Fund	2,500.00
Youth Auction	<u>1,100.00</u>
Total	\$7,907.59

Expenses/Benevolences are \$12,221 more than fundraised money. This is made possible through the Youth Ministry budget, the Mount Carmel Endowment Fund, the generosity of the congregation of Mount Carmel, and out-of-pocket payments from youth families.

I extend my thanks to the congregation of Mount Carmel for continued support of our youth, and ask that you keep them in your prayers.

The mission statement of the Life Transitions Ministry which began in 2009 is “*to create spiritual, educational and social opportunities for senior congregational members and to inspire hope and caring as they adapt to life cycle transitions.*” The age group targeted for this ministry has been those members age sixty-five years old and better; however, many of our programs and trips have been open to all members of our congregation. This has been an exciting year as we have developed programs, or sustained programs that reflect our mission – programs that include:

- Adult Bible study lead by Pastor Johnson
- Prayer group ministry
- Monthly social gatherings that have either an educational or social focus
- Social outings that have included members and non-members
- Opportunities for intergenerational contact
- *Journeying through Grief* support group

Our monthly events have been a highlight for participants and a great opportunity to meet new people and to interact on a more personal level outside of worship. Events included a bus trip to Schauer Theatre for a musical, the Lake Geneva Mailboat Tour, a trip to Horicon Marsh, the Lynden Sculpture Gardens, and a Holiday Performance of the MSO at the Sharon Lynn Wilson Center for the Arts. Participants also learned about Identity Theft and had opportunities for service as we gathered to help prepare for Vacation Bible School and to make Christmas cards for Veteran’s Hospital patients.

Our partnership with Luther Manor remains strong and a number of participants are residents there, so one of our priorities is to remain “connected.” This is achieved through our resident luncheons where the pastors, myself and the terrace residents gather for lunch and worship approximately four times a year. We also hosted a Valentine’s party in the Faith & Education Center in February. Beth Arnold-Meyer, RN, MSN, the Director of the Adult Daycare Center at Luther Manor was a guest speaker for our group and we hosted Dawn Adler, RT for a six-week Brain Health Class that was well received by the twenty participants.

Loss issues impact many transitional times throughout our lifespan; therefore, ministering to members in transition has continued to be an important aspect of my role as coordinator. This often occurs through phone conversations, and/or face to face interaction with members, non-members and/or family members. The year-long follow-up program for those who have experienced the loss of a spouse, parent or child continues to be an important part of this ministry. The on-going monthly support group meetings that take place here at Mount Carmel allow members and non-members to have a safe place to share their stories. Expanding our communication about this important ministry to the community will be a priority in the upcoming year as we continue to use the synod listserv and other means to welcome those with losses.

My personal highlight was the development of our first Blue Christmas/Longest Night Service which was held on the Winter Solstice (December 21st). This service allowed for those experiencing loss of any kind to be provided with a safe, welcoming place of peace where they were able to listen to harp music, be surrounded by the beauty of the candlelit sanctuary, and to escape all the demands of the season. Thirty people attended this contemplative service of prayer and reflection, centered on John 8:12, “I am the LIGHT of the world. He who follows ME shall not walk in darkness, but have the LIGHT of Life.” After the service, a reception in the narthex allowed attendees to share their stories and enjoy fellowship.

I have been blessed by hearing your stories, and by being allowed into your lives during times of transition. I thank you for the many ways you have helped me so that the programs run smoothly, and I pray that the Holy Spirit will continue to guide each one of us as we work together in the unfolding of God’s plan for our lives and within the *Life Transitions Ministry*.

Lutheran World Relief Quilters

Pat Brandstaetter
& Hilda Baumgartner, Co-Chairwomen

AN INTERGENERATIONAL GROUP WORKING TO HELP OTHERS!

We help others by: 1. Creating Quilts, 2. Creating School Kits, 3. Creating Layettes, 4. Collecting Soap, 5. Purchasing Mt. Meru coffee, 6. Purchasing LWR chocolate.

Many thanks to the congregation for helping the quilters have a very successful record breaking year! Your donations of fabric, sheets, tablecloths, drapes, etc. in addition to cash donations made it possible for the quilters to complete and send 271 Quilts, 160 School Kits, 55 Layettes and 316 Bars of Soap to Lutheran World Relief for the year 2011.

Pat Brandstaetter, our quilt production Chair, personally sewed many of the tops and bottoms that were used on quilting Mondays. In addition, Ellaverne Leigh, Ruth Lippert, Joan Behr and Cheryl Grimm sewed tops at home using kits put together by Caryl Braatz and Hilda Baumgartner. Barbara Steidl and Hilda Baumgartner cut squares on quilting Mondays and a volunteer cuts squares at home which are used to make kits.

Many thanks to Pat and John Brandstaetter who arranged to get and picked up used hospital blankets to use as fillers for the quilts. Vera Silseth and Ruth Machleith size the blankets with the help of Joan Behr on the sewing machine after Lucille Diehl trims them.

The quilts are assembled by Bert Ammentorp, Joan Behr, Caryl Braatz, Pat Brandstaetter, Dorothy Gillet, Cheryl Grimm, Mary Hofmann, Ellaverne Leigh, Sue Michelson, Lois Nordholm, Carol Senkerik and LoAnne Zentner. Ruth Lippert, Dorothy Mason, and Joan Behr sew around the quilts to finish them. Many hands working together resulted in the record 271 quilts which were sent to LWR.

Mary Eide, School Kit Chair sewed most of the 160 school bags that were sent to LWR. The bags were filled with school supplies, which the congregation so generously donated. **MANY THANKS!!!** We are truly grateful to you all!

Caryl Braatz, Layette Chair, was able to complete 55 layettes, thanks to many generous donations of infant shirts and sleepers. Numerous receiving blankets were sewn by Joan Behr and Joyce DesChane. Diapers were surged by Joan Behr, Diane Brower and Joyce DesChane. Gertrud Pohler a friend living in Rockford, and Harriet Daily, a friend living in Watertown, knit sweaters for each layette. Rose Berlowski hit the rummage sales in Sheboygan Falls to help fill our needs for sleepers and under shirts.

Hilda Baumgartner, Soap Chair, thanks those who contributed to the soap drive. Please continue to bring wrapped bar soap throughout the year. We hope to get at least 320 bars for 2012!

Thanks to John Brandstaetter and Jim Baumgartner for assisting us in packing the quilts for shipping. **These items created and collected for others were shipped on October 8, 2011.**

Danielle Ovanin, Shipping Chair Many thanks to John & Sue Schaller for the use of their truck to transport the donations to the box car loading site. **THANKS** to our wonderful youth and adults who loaded our contributions onto box cars on October 8, 2011. We appreciate your outstanding job!!!

The Mount Carmel Quilters also raised funds for Lutheran World Relief by selling handmade items at the Heart & Soul of Christmas Faire which were sent to LWR to use for shipping.

The Mount Carmel LWR Quilters meet in Fellowship Hall the **first** and **third Mondays** of each month from **January through October**. **All volunteers** are welcome! There are many tasks to be performed: sorting materials, cutting remnants into squares, assembling "kits" for quilt tops, preparing fillers and undersides, assembling the three layers for each quilt, pinning and tying before the final machine-stitching around each quilt. Most quilt tops are made at home. **WE WELCOME ALL NEWCOMERS**, even if you don't sew or can only help on an occasional basis. If you are unable to join the group on quilting Mondays consider being an active worker for LWR by taking quilt top kits home and sew them at your leisure.

Hope to see you on a Quilting Monday!

Mount Carmel Endowment Fund, Inc.

Sloan Watson, Treasurer

Mount Carmel Endowment Fund, Inc.
1/1/11 Through 12/31/11

	<u>Capital</u>	<u>Earnings</u>	<u>Total</u>
Balances January 1, 2011	308,353.53	28,594.94	336,948.47
Additions:			
Interest		4,539.91	4,539.91
Dividends		1,328.40	1,328.40
Capital Gains		637.43	637.43
Realized Gains		(2,618.61)	(2,618.61)
Unrealized Gains		(935.99)	(935.99)
Contributions	6,370.50		6,370.50
Withdrawals:			
Expenses		(48.53)	(48.53)
Distributions to Beneficiaries		(9,200.00)	(9,200.00)
Balances December 31, 2011	314,724.03	22,297.55	337,021.58

Distributions to Beneficiaries

Lutheran School of Theology f/b/o Christine McNeal	4,000.00
Lutheran Summer Music Program f/b/o Wenie Lado	350.00
Lutheran Summer Music Program f/b/o Christian Siebert	350.00
Senior League	2,500.00
Mount Carmel Lutheran Church	<u>2,000.00</u>
Total Distributions	9,200.00

Financial Ministry Plan Recommendation & Notes for 2012

The Congregational Council of Mount Carmel Lutheran Church hereby recommends the following Financial Ministry Plan for 2012 for approval at the Congregational Annual Meeting on Sunday, January 29, 2012:

	<u>2011</u> <u>Budget</u>	<u>2012</u> <u>Budget</u>
Income		
<i>General Fund</i>		
Receipts		
	594,300.00	599,500.00
Receipts Totals:	594,300.00	599,500.00
Money Market		
	0.00	0.00
Money Market Totals:	0.00	0.00
Stewardship		
	0.00	0.00
Income Totals:	594,300.00	599,500.00
Expense		
<i>General Fund</i>		
Benevolence		
	55,240.00	53,620.00
Benevolence Totals:	55,240.00	53,620.00
Worship (General)		
General Worship & Music	4,975.00	4,375.00
Worship (General) Totals:	4,975.00	4,375.00
Adult Music		
Adult Music	1,800.00	1,650.00
Adult Music Totals:	1,800.00	1,650.00
Children's Music		
Children's Music	200.00	200.00
Children's Music Totals:	200.00	200.00
Altar Guild		
Altar Guild	1,385.00	1,500.00
Altar Guild Totals:	1,385.00	1,500.00

Financial Ministry Plan Recommendation & Notes for 2012 (continued)

Liturgical Arts		
Liturgical Arts	100.00	100.00
Banner Committee		
Banner Committee	0.00	0.00
Flowers		
Flowers	3,360.00	3,200.00
Flowers Totals:	3,360.00	3,200.00
Seasonal Decorations		
Seasonal Decorations	0.00	200.00
Seasonal Decorations Totals:	0.00	200.00
Education (Adult)		
Adult Education	16,215.00	12,750.00
Education (Adult) Totals:	16,215.00	12,750.00
Life Transitions Ministry		
Senior Ministry Program	2,500.00	2,500.00
Life Transitions Ministry Totals:	2,500.00	2,500.00
Youth Education		
Youth Education	7,210.00	7,700.00
Youth Education Totals:	7,210.00	7,700.00
Youth Ministry		
Youth Ministry Committee	1,800.00	1,800.00
Youth Ministry Totals:	1,800.00	1,800.00
Library		
Library	250.00	200.00
Devotional Material		
Devotional Materials	2,205.00	2,220.00
Devotional Material Totals:	2,205.00	2,220.00
Nursery		
Nursery	125.00	125.00
Nursery Totals:	125.00	125.00
Witness		
General Witness Committee	3,920.00	2,470.00
Witness Totals:	3,920.00	2,470.00

Financial Ministry Plan Recommendation & Notes for 2012 (continued)

Service		
Service	0.00	0.00
Social Ministry		
Social Ministry	5,450.00	4,000.00
Social Ministry Totals:	5,450.00	4,000.00
Fellowship		
Congregational Life	3,750.00	3,250.00
Fellowship Totals:	3,750.00	3,250.00
Support		
Finance & Stewardship	2,100.00	2,535.00
Mortgage	39,240.00	39,240.00
Support Totals:	41,340.00	41,775.00
Personnel Committee		
Personnel Committee	380,516.00	365,084.00
Personnel Committee Totals:	380,516.00	365,084.00
Property Committee		
Property Committee	18,099.00	19,800.00
Property Committee Totals:	18,099.00	19,800.00
Congregation Council		
Congregation Council	1,750.00	600.00
Congregation Council Totals:	1,750.00	600.00
Admin/Operational Expenses		
Admin/Operational Expenses	57,510.00	54,031.00
Admin/Operational Expenses Totals:	57,510.00	54,031.00
Office Expenses		
Office Expenses	17,300.00	16,350.00
Office Expenses Totals:	17,300.00	16,350.00
Expense Totals:	627,000.00	599,500.00
Income - Expense:	(32,700.00)	0

Financial Ministry Plan Recommendation & Notes for 2012 (continued)

2012 Ministry Plan Notes:

We have reduced the Ministry Plan for 2012 by \$27,500 to accurately match Anticipated Income to Anticipated Expense for 2012.

We have captured most of these savings in the following way:

- Reducing salaries of all paid staff of Mount Carmel by 4%
(This does not include Pastor Pam Lange as she was just presented with a contract);
- Voluntary elimination of the position of Special Ministries Coordinator
(The position previously held by Diane Roznowski);
- A change in the health care coverage for Pastor Johnson
(Moving from a family plan to a couple plan);
- We have attempted to reduce cost in program and support areas where historical data would support the reduction in budget;
- We have asked committees and staff to be mindful of attempted cost savings in all program areas of the budget whenever possible.

We have intentionally not touched Congregation Benevolences and Congregation Partner commitments for 2012.

Nominating Committee Report ~ Candidates for 2012

The Nominating Committee of Mount Carmel Lutheran Church hereby presents the following candidates for the Executive Committee, Congregational Council and Nominating Committee for approval at the Congregational Annual Meeting on January 29, 2012:

Officers

President – Dick Basham	2014	2 nd Term
Vice-President – Todd Laszewski	2014	2 nd Term

Congregation Council

Steve Berggruen	2014	2 nd Term
Julie Merker	2014	2 nd Term
Becky Yakes	2014	2 nd Term
Shelley Joannes	2014	1 st Term
Erin Doucette	2014	1 st Term

Nominating Committee

Wendy Nielsen	2014	1 st Term
Mary Heun	2014	1 st Term
Matt Levandowski	2014	1 st Term

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For Information Only:

Position

Term Expires

Term

Officers

Secretary – Gena Ridanpaa	2013	2 nd Term
Treasurer – Gary Roesch	2013	1 st Term

Congregation Council

John Brandstaetter	2013	1 st Term
Jeff Czarniak	2013	1 st Term
Garrett Goodrich	2013	1 st Term
Patricia Lindert	2013	1 st Term
Julie Van Cleave	2013	2 nd Term

Nominating Committee

Woody Jarvis	2013	1 st Term
Forrest Ramsel	2013	1 st Term
Darlene Siebert	2013	1 st Term