

Friedens Evangelical Church

Port Washington, Wisconsin

2004

ANNUAL REPORT



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Friedens Evangelical Church – Port Washington, Wisconsin

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ANNUAL MEETING AGENDA

Sunday, January 30, 2005

6:30 pm

Call to Order

Gary Mueller, Congregation and Church Council President

Opening Prayer

Mark Voll, Senior Pastor

Presentation of the Minutes of 2004 Congregational Meetings

Vernette Kroboth, Congregation and Church Council Secretary

Treasurer's Reports for 2004

Jeanne Maciejewski, Congregation Treasurer

Presentation of the Proposed 2005 Budget

Kevin Grady, Deacon and Budget Committee Chairperson

Nominating Committee Report and Recommendations

Vicki Benson, Deaconess and Nominating Committee Chairperson

Nominations for Congregation/Church Council President for 2005

Additional Presentations:

Christian Education Committee

Pastor Mark Kato

Constitution/By-Laws Updates/Revisions Committee

Tim Sukow

Strategic Planning Committee

Pastor Mark Voll

Pastor Kato's Remark

Pastor Zahurance's Remarks

Pastor Voll's Remarks

Other Business

Closing Prayer

Dr. Don Zahurance

Adjournment

Annual Meeting 2004 Minutes

Friedens Evangelical Church

January 25, 2004

6:30 p.m.

Call to Order

Kevin Grady, Congregation & Church Council President, called the Annual Meeting to order.

Opening Prayer

Mark Voll, Senior Pastor, opened the meeting in prayer.

Review of the Minutes of the 2003 Congregational Meetings

Vernette Kroboth, Congregation & Church Council Secretary, presented minutes of last year's meetings and opened the floor for discussion. Having none, a motion to accept minutes of the 2003 meetings was requested.

Motion by Jeanne Maciejewski, Second by Jim Purdy, to accept minutes of the 2003 meetings as presented. Vote passed unanimously.

Presentation of the 2003 Financial Report

Jeanne Maciejewski presented the Financial Report for 2003.

Discussion on the report was requested. The following questions were asked and addressed.

Dan Benson asked how much giving had increased from 2002 to 2003. Giving is up about \$18,000. to \$20,000. for the year.

Margaret Stanfield asked why the Church 'banks' such a large amount of money. Couldn't the money be put to better use? Pastor Voll indicated the funds are not off limits – we would recommend using some of these funds for the right purpose.

A motion to accept the 2003 Financial Report as submitted was requested.

Motion by Pastor Don Zahurance, Second by Marty Franzkowiak to accept 2003 Financial Report as presented. Vote passed unanimously.

Presentation of the 2004 Proposed Budget

Kevin Grady presented the 2004 Proposed Budget.

Discussion on the budget proposal was requested. The following items were addressed.

Gary Schlenvogt questioned the snow removal budget amount. Most of the snow removal expense is for salting, and the amount budgeted is an estimate. Nate Kohn rebates a fair portion of the expense back to the Church, but this isn't reflected in the budget.

Nancy Grady questioned why 5% for improvements was removed from the 2004 Proposed Budget. There are funds available for improvements, but we don't expect to need major improvements during 2004, because of the work done to the Church in 2003.

Nancy Grady questioned why the Pastoral Sabbatical allowance was removed for 2004. Pastor Mark Voll answered that he doesn't expect to take a sabbatical during 2004. Perhaps we will want to reconsider for 2005.

Dan Benson asked how consistent our weekly giving has been. We have been hitting our target during the past quarter very consistently.

Alice Rabenhorst expressed the opinion that we should be able to easily meet the proposed budget. What is being asked of Church Members is certainly reasonable.

Nancy Grady asked if we would be able to increase our mission giving if giving surpasses what we expect. The percentage can change with a Congregational vote at another meeting. We are not looking to increase it at this time because of increased budgetary needs for 2004 and the approximate \$5000. remaining in the Mission Committee budget at the end of 2003.

Sue Voll questioned why we aren't disbursing the mission funds. The remaining amount is due to a December adjustment. The funds paid early in the year are based upon projections, but can change if giving is higher than projected.

Motion by Vernetta Kroboth, Second by Jeanne Maciejewski to accept proposed 2004 budget as proposed. Vote passed unanimously.

Nominating Committee Recommendations

Vernetta Kroboth presented nominees for Church Council:

Vicki Benson and Jeff Starr

Request for nominations from the floor was made. Having none, a motion to close nominations was requested.

Motion by Dave Sather, Second by Gary Schlenvogt to cast a unanimous ballot for nominees. Vote passed unanimously.

Congregation/Church Council President Nominations

Kevin Grady accepted, Gary Mueller accepted, and Dave Sather declined.

Motion by Jim Purdy, Second by Pastor Don Zahurance to accept nominations as presented. Vote passed unanimously.

A Congregation vote will be scheduled in two weeks.

The Church Council will elect a Congregation & Council Vice president and Secretary at the next Council meeting.

Other Business

Constitution/ByLaws Update – A committee is being formed to research and make recommendations to update the ByLaws. The following revisions should be reviewed and considered:

The Associate Pastor for Assimilation and Discipleship position description should be added.

The age for Church membership should be reviewed.

Tim Sukow and Dave and Karen Wetzel volunteered to serve on the Committee.

The goal of the Committee should be to present recommendations to the congregation by mid-year.

150th Anniversary Year Observance

A large number of activities are being planned during 2004 to make our 150th anniversary special. The theme for the celebration is "Remember, Rejoice, and Reach Out!" Some of the early plans include:

February 14th -15th - Candlelight Dinner catered by Nislet's and music by Greg Buchanan.

March 28th - Spring Dinner. This could be a roll-back-the-clock, with vintage clothing and a meal from the past.

April 25th - 40 Days of Purpose campaign. All other Christian education will be replaced with 40 Days materials.

June 6th - Ministry Fair. Booths will present different ministries of the Church (Bible studies, choir, Women's Ministry, VBS, Awana, and more). This will wrap up the 40 Days of Purpose campaign.

June 14th - VBS starts.

June 20th - Kevin Flierl will preach. Kevin will be the first "son of the congregation" guest preacher during 2004.

July 11th - Church Picnic at the band shell.

July 30th - 150th Anniversary Banquet at the Country Inn and Suites.

August - Mission and Outreach project. More information will follow on this topic.

September 8th - Awana Kickoff. The kick of will be accompanied by a Christopher Church visit.

September - Ozaukee Chorus Concert.

October - Fall Dinner. Perhaps this will be a birthday dinner theme,

November - Youth Concert.

40 Days of Purpose Campaign

This is not just another gimmick. The pastors will preach around this theme, and all Christian education will use the same materials during this period of time.

We are currently looking for a large number of small groups leaders.

Saturday Worship Service Addition

Pastor Mark Kato spoke about the plans to add a Saturday evening contemporary worship service. This is intended to be an outreach service, to bring in individuals who would not otherwise attend church. The goal is

to remove the blocks that may be hindering individuals from getting to know Christ.

A shift would be needed in the style of the service, but the focus and message would be consistent with Friedens ministry. The service leaders would be accountable to Bible truth and to Friedens leadership.

Pastor Kato anticipates the service would be a 5:00 or 5:30 PM service on Saturdays, perhaps starting in June.

Until then, we will have a standard format service on one Saturday evening per month.

Remarks by Pastor Mark Voll

We have been refined by what we have gone through. The lay leadership in our Church is being built up through trials.

We will be tested in 2004, but these trials come so our faith can be proved genuine.

Remarks by Pastor Don Zahurance

Pastor Don Zahurance and his family appreciate how quickly he and his family have been welcomed into the Friedens fellowship. He feels very much at home here.

We need to encourage each other unto good works.

Remarks by Pastor Mark Kato

Pastor Mark Kato and his family have never been in a church that has made them feel so welcome.

Pastor Kato appreciates Pastor Voll and Pastor Zahurance as mentors. The youth leaders are outstanding, especially Doug and Marcie Farrell, John Schuette, Bridget Houston, and Jeanne Maciejewski.

Pastor Kato offered a 'thanks' to the parents of Friedens for the opportunity to get to know a great group of kids.

Closing Prayer

Mike Bendt, Elder, gave the closing prayer.

Adjournment

Motion to adjourn was requested.

Motion to adjourn was made by Jeff Starr, Second by Bill Paape.
Vote was passed unanimously.

Mid-Year Congregational Meeting June 27, 2004

- **Call to Order – 6:40 P.M.**
 - Congregation and Council President, Gary Mueller

- **Opening Prayer**
 - Pastor Mark Voll

- **Memorial Garden Presentation – Jim Purdy**
 - Friedens has received a “seed money” pledge for a Memorial Garden. The Garden will be fully funded by memorials dedicated for this purpose.
 - Estimated cost of the Garden is approximately \$2000.00.
 - Jenny Schlenvogt has drafted a design drawing.
 - The proposed Garden is not perpetual care, like a cemetery – it’s a Memorial Garden for peaceful reflection.

- **Sidewalk Improvements – Gary Mueller**
 - Sidewalk repairs are being required by the City of Port Washington.
 - It appears that approximately 20 squares will need to be replaced, at a cost of \$105.00 per square.
 - Funds are available for the repair expense.

- **Boiler Inspection – Gary Mueller**
 - The entire boiler system was inspected, including air exchanger and furnaces. All components are in good shape.
 - We need to be more proactive in monitoring the condition of this equipment.

- **Budget Update – Kevin Grady**
 - We are on track, so far. Giving was budgeted at \$280,000. for 2004. To date, we are at approximately \$140,000.
 - We have approximately \$66,000. in CDs for a cushion, should we need additional funds.

- **Constitution & By Laws Update – Tim Sukow**

- The Committee is working to draft a position description for the Associate Pastor for Discipleship and Assimilation. This needs to be added to the Constitution & By Laws document.
- The Committee wants to encourage more youth involvement, and is working on an Apprenticeship Membership program.
- All changes will be drafted and presented to the Congregation at the 2005 Annual meeting.

- **150th Anniversary Update – Nancy Pipkorn**

- A recap of events to date was given.
- Upcoming key events are the July 30th Anniversary Banquet and the July 11th outdoor picnic.
- Sales of commemorative items will be finishing off within the next few weeks.
- The Tree of Life giving program was recapped.

- **Parking Lot Repairs – Gary Mueller**

- Cracks need to be refilled. The resealing and relining will cost under \$1000.

- **Closing Prayer**

- Pastor Don Zahurance offered the closing prayer.

- **Adjourn**

- The 2004 Mid-Year Congregational Meeting of Friedens Church adjourned at 7:35 P.M.

- **Action Item – Council vote on parking lot repairs**

- Ray Schwinn will be asked to call in the repair order.
- Motion by Mike Bendt, Second by Vernetta Kroboth to approve the repairs as proposed.
- Vote Passed unanimously.

Treasurer's Report for the Year 2004

Ozaukee Bank Checking Account	12/31/03	12/31/04
Current Expense Fund	\$ 8,148.50	\$ 87.68
Mission Fund	\$ 4,646.42	\$ 13,432.11
Improvement Fund	\$ 5,552.77	\$ (292.13)
Memorial Fund	\$ 113,450.71	\$ 63,092.64
Special Mission Fund	\$ 6,016.41	\$ 6,499.68
Evangelism Fund	\$ 505.52	\$ (798.95)
Restoration Fund	\$ 16,338.61	\$ -

Checking Account Fund Totals: \$ 154,658.94 \$ 82,021.03

Passbook Accounts Held

Ozaukee Bank Certificate Passbk	\$ 16,670.02	\$ 16,819.62
Total Savings Accounts Held	\$ 16,670.02	\$ 16,819.62

Certificates of Deposit Held

Memorial Fund - Organ Fund	\$36,710.11	\$36,710.11
Current Expense Fund	\$13,216.00	\$0.00

Certificate of Deposit Totals: \$49,926.11 \$36,710.11

Misc. Accounts Held

Misc. Account Totals \$ 66,596.13 \$ 53,529.73

TOTAL CASH ON HAND: \$ 221,255.07 \$ 135,550.76

Synopsis of Total Annual Income

	2003	2004
General Fund Income	\$ 213,734.94	\$ 259,209.25 (*)
Mission Fund Income	\$ 27,287.88	\$ 30,617.25
Improvement Fund Income	\$ 8,800.00	\$ 6,599.61
Memorial Fund Income	\$ 119,558.87	\$ 7,092.25
Special Missions Fund Income	\$ 19,192.89	\$ 15,522.74
Evangelism Fund Income	\$ 2,291.67	\$ 2,585.57
Restoration Fund Income	\$ 127,112.10	\$ -

Total Income for All Funds: \$ 517,978.35 \$ 321,626.67

(*) net income after transfers were made to Evangelism, Improvement & Missions Funds

Synopsis of Total Annual Disbursements

	2003	2004
General Fund Disbursements	\$ 223,084.60	\$ 300,672.91
Mission Fund Disbursements	\$ 22,825.76	\$ 21,831.58
Improvement Fund Disbursements	\$ 8,287.30	\$ 12,444.51
Memorial Fund Disbursements	\$ 139,726.13	\$ 57,450.32
Special Mission Fund Disbursements	\$ 17,736.21	\$ 15,039.47
Evangelism Fund Disbursements	\$ 3,681.52	\$ 3,890.04
Restoration Fund Disbursements	\$ 112,668.86	\$ 6,599.61
Total Disbursements for All Funds:	\$ 528,010.38	\$ 417,928.44

GENERAL FUND:

	2003 Receipts	2004 Receipts
150th Anniversary Fund	\$ 3,496.00	\$ 9,363.94
BLAZE Reimbursements	\$ -	\$ 70.00
Building Use Fees	\$ 885.00	\$ 955.00
Bulletin Sponsorship Donations	\$ 258.05	\$ 160.90
Checking Account Interest	\$ 418.65	\$ 170.77
Designated Gifts	\$ 3,025.00	\$ -
Dinner/Picnic Income	\$ 324.00	\$ 1,440.00
Envelopes	\$ 191,856.08	\$ 219,596.61
Initial Offering	\$ 173.10	\$ 209.00
Investment Interest	\$ 188.21	\$ 139.48
Books-Literature Purchases	\$ 283.16	\$ 4,224.20
Loose Offering	\$ 32,269.79	\$ 30,611.59
Misc. Reimbursements & Receipts	\$ 12,151.76	\$ 15,602.25
Reimb-Refunds-Rebates	\$ 811.54	\$ 1,368.22
Seasonal Flowers	\$ 732.65	\$ 736.10
Seasonal Offerings	\$ 3,793.50	\$ 6,138.25
Special Events	\$ 745.00	\$ 253.30
Sunday School Offering	\$ 29.00	\$ 5.00
VBS Donations	\$ 674.00	\$ 1,367.48
GROSS INCOME	\$ 252,114.49	\$ 292,412.09
Less Funds Transferred:		
Transfer to Evangelism Fund	\$ (2,291.67)	\$ (2,585.57)
Transfer to Improvement Fund	\$ (8,800.00)	\$ -
Transfer to Mission Fund	\$ (27,287.88)	\$ (30,617.27)
NET GENERAL FUND INCOME	\$ 213,734.94	\$ 259,209.25

MISSION FUND:

	2003 Receipts	2004 Receipts
Transfer from General Fund	\$ 27,287.88	\$ 30,617.25
TOTAL MISSION FUND	\$ 27,287.88	\$ 30,617.25

IMPROVEMENT FUND:

	2003 Receipts	2004 Receipts
Transfer from General Fund	\$ 8,800.00	\$ -
Transfer from Restoration Fund	\$ -	\$ 6,599.61
TOTAL IMPROVEMENT FUND	\$ 8,800.00	\$ 6,599.61

MEMORIAL FUND:

	2003 Receipts	2004 Receipts
HEARTS Line Donations	\$ 160.00	\$ 140.00
Holiday Memorial Gifts	\$ 484.20	\$ 3,479.25
Beer Family Organ Bequest	\$ 115,502.17	\$ -
Eberhardt Memorial Gift	\$ 20.00	\$ -
Bill Anderson Memorial Gift	\$ 20.00	\$ -
Rose Bodenstein Memorial Gift	\$ 190.00	\$ -
Arlene Schultz Memorial Gift	\$ 20.00	\$ -
Clarence Leppla Memorial Gift	\$ 120.00	\$ -
Eunice Bartelt Memorial Gift	\$ 900.00	\$ -
Voll Memorial Gift (Mark's Aunt)	\$ 20.00	\$ -
Fred Gall Memorial Gift	\$ 45.00	\$ -
Herbert Bartelt Memorial Gift	\$ 285.00	\$ -
Sukow Memorial Gift	\$ 20.00	\$ -
June Schowalter Memorial Gift	\$ 790.00	\$ -
Carol Gatzke Memorial Gift	\$ 162.50	\$ -
Helmut Haack Memorial Gift	\$ 720.00	\$ -
Lila Kohn Memorial Gifts	\$ -	\$ 55.00
Evelyn Schuh Memorial Gifts	\$ -	\$ 25.00
Phyllis Linden Memorial Gifts	\$ -	\$ 425.00
Erna Dahm Memorial Gifts	\$ -	\$ 1,020.00
Jennie Hempelman Memorial Gifts	\$ -	\$ 50.00
Warren Hadler Memorial Gifts	\$ -	\$ 1,290.00
Misc. Designated Gifts	\$ 100.00	\$ 608.00
TOTAL MEMORIAL FUND	\$ 119,558.87	\$ 7,092.25

SPECIAL MISSION FUND

	2003 Receipts	2004 Receipts
"Love Offerings"/Mission Visitors	\$ 2,361.81	\$ 4,301.32
ASOP Mission Trip	\$ 350.00	\$ -
AWANA Children's Ministry	\$ 340.00	\$ 259.65
BLAZE Mission Trip	\$ 418.00	\$ -
BLAZE Youth Ministry	\$ 6,410.00	\$ 2,221.00
Care Net	\$ 219.76	\$ -
Dawn Uselding	\$ 100.00	\$ -
Food Pantry	\$ 3,671.00	\$ 3,057.00
Godsey - Kidz In The Hood	\$ 100.00	\$ 145.00
Interfaith Caregivers		\$ 181.00
Local Needy Families	\$ 1,715.00	\$ 2,060.00
Misc. SMF Income/Refunds	\$ -	\$ 462.35
Ozaukee Christian School	\$ -	\$ 120.00
Phipps	\$ -	\$ 120.00
Romanian Mission Trip	\$ 3,507.32	\$ -
Singh/One-Way Evangelism		\$ 58.44
Mission Fair Coin Banks	\$ -	\$ 2,536.98
TOTAL SPECIAL MISSION:	\$ 19,192.89	\$ 15,522.74

EVANGELISM FUND

	2003 Receipts	2004 Receipts
Transfer from General Fund	\$ 2,291.67	\$ 2,585.57
TOTAL EVANGELISM FUND	\$ 2,291.67	\$ 2,585.57

RESTORATION FUND

	2003 Receipts	2004 Receipts
Insurance Payments	\$ 17,973.95	\$ -
Personal & Business Donations	\$ 12,111.90	\$ -
Sale of Pews	\$ -	\$ -
Kelmen Corp Labor Reimbursements	\$ -	\$ -
Transfer - Close Restoration Acct	\$ 33,156.25	\$ -
Transfer - A/C & Organ Payments	\$ 63,870.00	\$ -
TOTAL RESTORATION FUND	\$ 127,112.10	\$ -
TOTAL INCOME	\$ 517,978.35	\$ 321,626.67

SPECIAL MISSIONS FUND

	2004 Disbursed
"Love Offerings" Mission Visitors	\$ 4,296.32
AWANA Children's Ministry	\$ 259.65
BLAZE Youth Ministry	\$ 2,221.00
Designated Gifts	\$ 507.34
Food Pantry	\$ 3,057.00
Godsey - Kids In The Hood	\$ 145.00
Interfaith Caregivers	\$ 181.00
Local Needy Families	\$ 1,536.74
Mission Fair Coin Banks	\$ 2,536.98
Ozaukee Christian School	\$ 120.00
Phipps	\$ 120.00
Singh	\$ 58.44
Total Special Mission Fund	\$ 15,039.47

EVANGELISM FUND

	2004 Disbursed
Bulletins and Literature	\$ 2,814.15
Outreach Ads	\$ 330.00
Misc. Expenses	\$ 745.89
Total Evangelism Fund	\$ 3,890.04

RESTORATION FUND

	2004 Disbursed
Close Acct - Transfer to Improv Fund	\$ 6,599.61
Total Restoration Fund	\$ 6,599.61

MISSIONS FUND

	2004 Disbursed
Abrahamsen, Arne, AWANA Support	\$ 500.00
Campus Crusade/Martinson Support	\$ 2,200.00
Food Pantry	\$ 360.00
Godsey/Kidz In The Hood SHARES	\$ 1,400.00
Godsey.Kidz In The Hood	\$ 600.00
Interfaith Caregivers	\$ 2,000.00
Kensels - New Tribes Mission Support	\$ 3,550.00
Local Needy Families	\$ 750.00
Mehringers-New Tribes Mission Supp	\$ 2,150.00
Misc. Mission Fund Expenses	\$ 371.58
Misc. Mission Trip Support	\$ 600.00
Ozaukee Christian School	\$ 250.00
Phipps - International Missions	\$ 2,550.00
Singh - One Way Evangelism	\$ 2,950.00
Trinidad Church Support	\$ 250.00
Vander Waal - World Harvest Mission	\$ 1,350.00
Total Missions Fund	\$ 21,831.58

IMPROVEMENT FUND

	2004 Disbursed
Church Improvement Expenses	\$ 2,957.36
Church Maintenance & Supplies	\$ 1,655.18
Furniture and Fixtures	\$ 1,105.00
Grounds Improvements	\$ 6,452.29
Parsonage Maintenance & Supplies	\$ 274.68
Total Improvement Fund	\$ 12,444.51

MEMORIAL FUND

	2004 Disbursed
Designated Purchases	\$ 879.73
HEARTS Line Expenses	\$ 84.59
East Foyer Memorial Project	\$ 475.00
Misc. Memorial Fund Expenses	\$ 545.00
Organ Fund Purchases	\$ 55,466.00
Total Memorial Fund	\$ 57,450.32

GENERAL FUND**Non-Budgeted Expenditures**

	2004 Disbursed	
150th Anniversary Expenses	\$	5,889.99
Reimbursed Expenses	\$	7,375.55
Picnic & Dinner Expenses	\$	668.90
Employees Portion W/H Taxes	\$	2,478.40
Misc. Unbudgeted Expenses	\$	1,060.36
Transfer to Evangelism Fund	\$	2,585.58
Transfer to Missions Fund	\$	30,611.59
Total Unbudgeted Expenditures (*)	\$	50,670.37
		\$ 50,670.37

(*) Disbursed amount includes employee's portion of taxes withheld from payroll as well as transfers and purchases or expenses that were offset by receipts

Friedens Church 2005 Budget Proposal

2004 Budget		2005 Proposed		Total Income Required to meet 2005 Budget		
with approved		Budget		Amt per week		
Pastor salary	2004	2005	2005	General Receipt	295,000	\$5,673 * 52 = 295,000
Sr. Pastor Comp	31,106	plus 3%	32,039	Missions 12%	30,000	
Sr. Pastor Housing	15,450		15,914	Evangelism 1%	2,500	Amt per month
Sr. Pastor Auto	4,944		5,092	Imprmnt Fund 2%	5,000	295,000/12 = \$24,583
Sr. Pastor Retirement	6,180		6,365			
Sr. Pastor Disability	618		637			
Sr. Pastor Package	58,298		60,047	Income available	257,500	
Assoc. Pastor - Adult	25,785	plus 3%	26,538	for Salary & Expenses after Missions, Evangelism, Improvement		
Assoc. P-Adult Auto	1,632		1,681			
Assoc. P-Adult Retirement	2,244		2,311			
Assoc. P-Adult Disability	408		420			
Assoc. Pastor - Adult Pkg	30,049		30,950			
Assoc. Pastor - Youth	22,220	plus 3%	22,887			
Assoc. P-Youth Auto	1,212		1,248			
Assoc. P-Youth Retirement	1,212		1,248			
Assoc. P-Youth Disability	0		225			
Assoc. Pastor - Youth Pkg	24,844		25,808			
Pastors Health Ins.	24,000	34295	30,000	Insurance \$10,295.00 over 04 budget		
2004 Budget vs Actual as of 12/31/04						
	2004 Budget	Yr 2004	2005 Budget	Yr 2005	2004	(over)/under
Total Pastors Comp Pkg	136,991	136,991	146,606	146,606	YTD Expenses thru 12/31/04	2004 Budget % of 2004 Budget
Secretary Wages	10,000		9,000		7,963	80% Secretary Wages
Treasurers Wages	1,545		1,575		1,700	110% Treasurers Wages
Fin. Secretary Wages	1,650		1,575		1,410	85% Fin. Secretary Wages
Guest Speakers	200		200		150	75% Guest Speakers
Continuing Education	2,150		2,000		268	12% Continuing Education
Sr. Pastor Sabbatical	0		0		0	0% Sr. Pastor Sabbatical
Organist & Accomp. Wag	6,500		6,500		5,790	89% Organist & Accomp. Wages
Custodians Wages	7,000		6,000		4,907	70% Custodians Wages
Nursery Coordinator Wag	1,030		1,400		1,365	132% Nursery Coordinator Wages
Employers FICA	3,400		3,000		2,320	68% Employers FICA
Total Other Wages & FICA		33,475		31,350	25,863	77% Total Other Wages & FICA
General Church Supplies	8,240		12,000		12,270	132% General Church Supplies
Postage	2,060		2,000		1,928	85% Postage
Misc. Expense	1,500		1,500		1,781	85% Misc. Expense
Church Van Maintenance	1,500		1,000		285	19% Church Van Maintenance
Insurance	6,400		6,400		6,685	82% Insurance
Office Equip. Maintenance	1,240		1,300		1,775	105% Office Equip. Maintenance
Office Equip. Purchases	2,060		2,100		5,175	251% Office Equip. Purchases
Internet & Web Site	1,030		1,550		270	124% Internet Access & Web Site
Contract Maintenance	3,090		3,200		3,194	108% Contract Maintenance
Snow Removal	1,000		3,000		2,935	294% Snow Removal
Total General Expenses		28,120		34,050	36,298	-8,178 129% Total General Expenses
Electricity & Gas	16,000		17,000		15,053	82% Electricity & Gas
Telephone	5,150		5,300		4,270	88% Telephone
Sewer and Water	4,120		4,200		3,228	84% Sewer and Water
Total Utilities		25,270		26,500	22,551	2,719 89% Total Utilities
Christian Education	8,000		10,000		10,077	108% Christian Education
Blaze Youth Ministry	3,800		3,800		3,440	81% Blaze Youth Ministry
Awana Youth Ministry	2,750		3,000		3,975	85% Awana Youth Ministry
Music & Drama	750		750		503	67% Music & Drama
Transportation for Youth	2,000		350		0	0% Transportation for Youth
Library Materials	500		500		637	92% Library Materials
Nursery Supplies	500		500		1,011	50% Nursery Supplies
Total Education & Ministry		18,100		18,700	19,643	-1,543 109% Total Education & Ministry
Budget vs Actual		241,956		Total	251,548	-9,592 104%
Insurance costs were \$10,295 over budget						
Budget Items prior to Missions		241,956		257,206	total proposed increase from 2004 Bud: 15,250 6.3% increase	
Required Funds for 2005 Budget						
Missions 12% envelopes+loose est. 85% of gen.	\$250,750	12%	30,000			
Evangelism 1%	\$250,750	1%	2,500			
Improvement Fund 2%	\$250,750	2%	5,000			
Receipts required to meet Budget			294,706			

CHURCH COUNCIL ROSTER AND NOMINATIONS

Church Council Deacons and Deaconesses:

NAME	TERM
Gary Mueller	2 nd term ends January 2006
Kevin Grady	2 nd term ends January 2006
Mike Toeller	2 nd term ends January 2006
Marty Franzkowiak	1 st term ends January 2005 – eligible for 2 nd term
Vernette Kroboth	1 st term ends January 2005 – eligible for 2 nd term
Jim Purdy	1 st term ends January 2005 – eligible for 2 nd term
Gary Zirbes	1 st term ends January 2005 – eligible for 2 nd term
Nathan Kohn	1 st term ends January 2005 – eligible for 2 nd term
Tim Sukow	1 st term ends January 2005 – eligible for 2 nd term
Mike Rowen	1 st term ends January 2005 – eligible for 2 nd term

Nathan Kohn, Tim Sukow and Mike Rowen are not seeking re-election to a 2nd term.

NOMINATED to a 2nd term ending January 2007:

Marty Franzkowiak is seeking election to a 2nd term
Vernette Kroboth is seeking election to a 2nd term
Jim Purdy is seeking election to a 2nd term
Gary Zirbes is seeking elected to a 2nd term

NOMINATED to fill the three vacancies: (Each would serve a 2-year term ending January 2007)

John Haack
Roy DeSimone, Sr.
Robert Gantner

Pastor Mark Voll Senior Pastor's Report

2004 was another year of experiencing God's blessings as we pursued our church's mission to "Seek out and welcome all in need of spiritual direction, reconcile lives to God and build and equip devoted disciples to serve Christ Jesus."

Did we have any measurable success in 2004 in terms of fulfilling the mandates of our mission statement? Yes!

New faces are in church nearly every Sunday. Why? Some have come because they've been talked to by people who attend Friedens who have been sensitive to their spiritual needs and have taken the initiative to reach out and invite. Some have come because we have a reputation in the community as a friendly church that has the "feel" of church while not being impersonal or boring. Some have come because of our newspaper ads, press releases or mailings. Some check us out in person after having checked out our website.

Do some of those who visit come back and eventually get connected to Friedens? Yes! Pastor Don, in particular, follows up on our guests and has met with many of them in their homes or here at church. He is often times working with 3 or 4 new families at a time at various stages of finding "spiritual direction" including trusting Jesus Christ as Savior, learning what it means to follow and serve Christ and how they can express their commitment through active membership and participation in the church. Our members also contribute a great deal to the success of helping guests feel at home. Every time a member or regular attendee makes a personal contact with a guest to Friedens it confirms in the mind of our guests that they made a good choice in trying our church.

Are people becoming built up and equipped to be devoted disciples of Christ Jesus? Yes! The 40 Days of Purpose campaign in the late spring of 2004 was a catalyst for growth. A hundred or more adults participated in small groups – many of them for the first time. As a church we looked to scripture and discussed together: "what on earth am I here for? you were planned for God's pleasure, you were formed for God's family, you were created to become like Christ, you were shaped to serve God, and you were made for a mission." A number of small groups have continued to meet for study and fellowship, our Sunday morning adult classes are absolutely filled each week and people are hungrier than ever for biblical teaching! Spiritual growth is evident through service that is joyfully volunteered, heart-felt worship, humility, prayer for others, outreach, and the ongoing pursuit of Christian maturity.

Have we perfected our ministry and mission? No! There are still thousands of people in the greater Port Washington area in need of spiritual direction. We need to care even more deeply about them – seek them out – reach out to them – invite them to experience what God is doing at Friedens. We can develop even more effective ways to help those who do visit Friedens to get connected to the ministries that will help them in their relationship with Christ and His purpose for their lives. We must be committed to growing the Kingdom of God even though we know that it will challenge all our resources and our energy. We must be willing to be even more flexible with new ideas and with change. After all, it's not about you and it's not about me – it's all about God!

We are also being stretched beyond our communities to impact the world for the Kingdom of God. Our vision is expanding and we can see how God can use us to touch the lives of people in distant parts of the world who are also in need of spiritual direction and reconciliation with God. We will be encouraging more people to support mission work and even to go on short-term mission projects. Our youth will be doing that in 2005 and we have a growing group of young adults planning to serve in Poland in 2005 on a short-term mission project there.

I have no doubt that God continues to prepare us for His greater plan and design. I have no doubt He is building us up for even greater challenges and opportunities in 2005. You see, it's not about us developing a plan and vision and then asking God to bless what we've designed and the goals we've set. Rather it is for us to seek His vision, His plan, and His goals and then agree that we will rise to His challenge together!

Whenever the people of this church have set aside their own preferences, given up their perceived "rights", and have taken the steps and even leaps of faith required to obediently follow God's plan and purpose good things have happened! The church meets its ministry and mission financial goals, people get reconciled to God and assimilated into the life of the church, lives are transformed, sinners become more Christ-like, families are restored, children come to faith in Christ, and so much more – and God is glorified!

I count it as an honor and privilege to serve God by serving Friedens. My family and I thank you for your prayerful support and encouragement. I am thankful as well for my staff – Don, Mark and our secretary, Nancy, for their dedication to a team-work approach to ministry.

In June of 2005, God willing, I celebrate 18 years of ministry here at Friedens. I don't know what the future holds – but I trust the One who does. I don't know what new challenges and opportunities will be presented – but I know they will. I don't know what obstacles, disappointments, losses, and challenges we'll have to face and endure – but I know, with God's help and by faith, we will become even stronger and more determined!

**NEW MEMBERS RECEIVED
2004**

Lisa Laatsch

Jay Luedtke

Tracy Cooper

Jenny Pitska-Luedtke

Kate Kohn

Jeff Serafin

Gene Linden

Heather Serafin

Doug Lawrence

Lee Sloane

Amy Lawrence

Dyane Sloane

Mike Bozikowski

Mike Brown

Deb Bozikowski

Ilynn Brown

**MEMBER DEATHS
2004**

Erna Dahm

March 3, 2004

Phyllis Linden

March 31, 2004

Lila Kohn

April 7, 2004

Evelyn Schuh

April 10, 2004

Jennie Hemplemann

June 10, 2004

Warren (Dick) Hadler

September 7, 2004

ASSOCIATE PASTOR REPORT

Dr. Don Zahurance

This past year has traveled much too quickly. While going over my personal calendar and reviewing the ministry that I have had at Friedens, I realized how wonderful the Lord has been as well as how great is His work. While being involved in the community of Port Washington has been a challenge and a blessing, we have started new ministries and we've made new friends within the church and outside of the church. I thank God and the Friedens family for giving us the time and opportunities to accomplish the work that God has called us to do for His glory.

My primary responsibility at Friedens is to assist Pastor Mark Voll and to make his ministry more effective. Some of these responsibilities have been in pulpit supply, assisting in services, funerals, baptisms, serving communion and personal counseling. Being involved in the jail & rest home ministries has given me a renewed appreciation for the freedoms and health that I enjoy. Being available to do chapel at Ozaukee Christian School and sharing the Scriptures with those young lives has been a tremendous blessing.

Various ministries in the church has opened up so many opportunities of seeing many who have come to Christ. The "Passion of the Christ" movie sparked questions and discussion. The 40 days of Purpose Campaign introduced more people into small group Bible Studies - which we need very much. Our Church building is becoming much too small for all the ministries that we have and the ministries yet to be started, hence, the need to revamp our schedule, rearrange the class structure and discuss the long-term needs including the options of expanding our facilities, starting up a "sister church" in a nearby community, or even the possibility of building a new place of worship and activities.

We now have about 20 small groups and classes happening every week. The Vacation Bible School and the youth ministries are fantastic. Seeing those young lives responding to the Gospel and getting excited about God and His Word is what it's all about. Jesus has commanded us to go and feed His lambs as well as His sheep. This is what we are doing. This past year has brought new friends to the Friedens church family like Christopher Church Mouse and new missionaries from Poland. It's exciting to hear of the conversions at home and abroad. It is also very exciting to have an active hand in leading people to Christ in Port Washington. This past year there have been ten new people who have received the Lord and have joined our membership along with twenty six new individuals that have joined Friedens through the membership seminars.

In the year 2004 we completed the first Discipleship Training Program which has had eleven graduates and we have started a new group this January (2005). We have developed five new Bible teachers and are planning to develop at least five more this year, Lord willing.

The Adult Christian Education classes with Dan Benson and Doris Fieder-Schlenvogt have had an average of fifteen adults per class. We have been teaching a variety of subjects as the Holy Spirit leads. I have taught the "Wheel and Line" - a course also known as the "Ins and Out of Rejection". I have taught a course on "Personal Lifestyle Evangelism" and "Islam and the Jew-the Roots of Terrorism". This year I am teaching the book of Hebrews and two Bible Doctrine classes during the week.

We had a great afternoon this past July for "Fish Day" when we were on the streets of Port Washington where we witnessed to the passer-bys. We had posters and Gospel tracts. We spent all day talking to people about their need for salvation. It was very encouraging and profitable.

Theresa and I have been sharing our home with several new families for a dinner, once a month, which we call "Six @ Six". Theresa has started a ladies fellowship ministry known as "Time for Tea with Theresa from Ten Till Two" and the ladies just love the casual time to sit and chat about the things that are on their hearts and minds.

On a lighter side, Grant and I have introduced the first annual "Indoor Golf Outing", which has a traveling trophy. We had 50 who participated for the first annual outing. We are planning another outing this March.

It was a blessing to work with Tim Sukow and others on the Constitution Amendment Committee and was quite impressed with the desire of the committee to be scripturally correct in our revision and changes that need to be made.

We have also been involved with the other pastors in developing a leadership training seminar that we presented for the first time this past November. I am working also on a project called the Friedens Ministry Display Project - "Come-Grow and Go", which is coming soon to a church lobby near you.

But among the most exciting events of this past year, for me personally, was the arrival of two new grandchildren. The Lord has given us a total of 7 to date!

With out a doubt, we are where we are supposed to be and we are enjoying every moment. It is our great pleasure to serve you and the other pastors as God has given us the ability to do so.

God Bless you as He has always done.

Dr. Donald J. Zahurance
Jeremiah 33:3

BLAZE YOUTH MINISTRY REPORT

PASTOR MARK KATO

In reflecting on this past year, I am amazed at how God has answered prayer and led us in an exciting direction as we head into 2005.

A goal in 2004 was to establish a Discipleship ministry in Blaze. That has been accomplished through the Tuesday night High School Bible study. A balance of studying the Bible, serving others and experiencing true fellowship with each other has grown and continues to develop. An encouraging sign has been the transparency and vulnerability that is growing within the youth ministry program as a whole, which can be attributed to the Discipleship program. A word of thanks to Doug and Marci Ferrell who are taking the lead role in this and doing a fantastic job. Through their servant leadership and love, they are making a tremendous impact on the Blaze ministry.

Another goal for 2004 was the establishment of Junior High Boys and Girls studies. John Schuette, David Toeller, and Jeff Serafin, led the Junior High boys. They studied "The Case for Christ" by Lee Strobel. This ministry continues into 2005 with John Schuette, Marty Franzkowiak, and David Toeller. We are seeing some change and growth. Two Junior High boys committed their lives to Christ this past year as a direct result of this ministry, which is really exciting. They continue to meet every Wednesday at the Schuette's home. Thank you to John, Marty, David and Jeff for their leadership and care for this group. The Junior High girls group met until September, led by Cathy Kato, Melissa Scheibel, and Heather Serafin. They studied their identity in Christ with Neil Anderson's teen study of "Victory Over the Darkness". Please pray that God would bring a loving, God fearing woman to lead this group again. Thank you to Cathy, Heather, and Melissa for their time spent and love given to this group.

Over the past year, we have seen some changes occur within the Sunday school part of Blaze. In the spring, the High School students met as a large group for study. Then, before the school year ended, the seniors broke off from the large group for a study called "Our Journey" in preparation for college. In the fall, the High School classes broke up based on grade. Vicki Schuette taught the 9th-10th grade class and I led the 11th-12th grade class. Currently, we have changed the groups based on gender as we are using the "Good Sex" Bible study from Youth Specialties. The study strives to teach a proper Christian perspective of sexuality while combating the wrong images teens learn at school or from their non-Christian friends. Thanks to Vicki for being so faithful and persevering in this ministry.

One important tradition that I pray God will form is the older youth leading and teaching the younger. Currently, we have David Toeller teaching the Junior High Sunday School class, which has been a real blessing. They are studying Creationism, and having fun doing it. Over the summer, Monica Scheftgen returned from school and led a High School girls small group.

In May, Cathy and I took 5 of the seniors to Indianapolis for the "Stand Up" Conference.

In August, BLAZE did missions locally to the Milwaukee Rescue Mission.

Blaze had a good 2004, but we are looking forward to an exciting 2005.

On February 13th, we are going to hold our first ever Valentine's Dinner. No dates are required as we will go out to dinner and then return to the church for dessert and a Q and A session with one of our fine married couples.

April 29th -30th, Blaze will participate in the 30 Hour Famine. Students will raise money as they fast for 30 hours and spend time serving the church and having fun. If you are willing to sponsor us as we undertake this task, please contact me anytime. Also, if you have any projects around your home or business that you would like done, please call me and let me know. We would love to help you out during this weekend event.

July 31st-August 6th, Blaze will be sending a team of youth and adult leaders to participate in a Missions trip to Muskegon, MI. We will be repairing homes and ministering to the needy.

CHILDREN'S SUNDAY SCHOOL REPORT

PASTOR MARK KATO

The goal of our Sunday morning children's ministry is to help children know love and follow Jesus. In this high tech world, the teachers are continually challenged to keep the children excited about studying the Bible and discovering God's truth. Years of research has proven that children don't have to be sitting silently at a table to be learning. This year we began using a new curriculum from Group Publishing called Faithweavers that has the children physically and emotionally involved in the learning process. The classes have been louder and much more active but the children leaving the classrooms have had fun learning and are eager to come back the following Sunday to learn more.

The Sunday morning program includes children from ages 3 through 5th grade. We currently have 58 students from pre-school to 5th grade.

One of our goals is to constantly be improving our ministry to the children of Friedens. As such, we are exploring the possibility of starting a Children's Church ministry during one of the Sunday Services. A Children's Church would provide a relevant, age appropriate worship experience for the children as well as allowing parents to focus on worshipping upstairs. Please pray with us as we seek what God wants us to do in this area.

Thank you to all the teachers and helpers over the past year. And thank you to the parents and your support.

2004 EARLY CHILDHOOD MINISTRY REPORT

Cathy Kato

I am thankful to serve in the Early Childhood Ministry here at Friedens as the Coordinator. I have enjoyed this responsibility and consider it a blessing.

Our desire is that each little one who walks through the doors of Friedens will feel God's love through His people. The volunteers who serve in this ministry are privileged to be the first ones young children receive care from in the church – the care that is provided shapes the child's view of the church and God. I am thankful for each of the volunteers who serve. They make a difference in the lives of these little ones, as well as in the lives of the parents who can feel confident that their children are safe and loved. Thank you all for your commitment and desire to invest in the lives of our little ones!!

Aspects of the Early Childhood Ministry include holding, playing with and nurturing the young children, as well as changing diapers and feeding them. We are starting to offer a little more structure during the 10:30 service in the 4 & 5's class-room; a Bible story with a coloring sheet and the encouragement to volunteers to sing Bible songs with the children and play games. Hopefully this will develop in 2005.

On an average Sunday, there are 16 little ones being cared for by about 10 adult and youth volunteers. In addition, during each service hour and during Sunday school, there is a greeter who welcomes the little ones and their parents, helps answer any questions and helps keep the children safe. There are a total of 53 adults and 27 youth helpers who serve in the Early Childhood Ministry. 30 of these 80 volunteers serve at least once a month.

With the growing number of children and volunteers, we recognized the need to improve security to protect our volunteers and children. Besides having a greeter in the hall who offers security, other safety measures that we began in the fall were a Security Card system and doing a background check on each volunteer who works with children in the church.

In August, we had some volunteers come and paint the nursery a soft blue color. And through out the late fall and early winter, Doug Lawrence has sketched a Noah's Ark in the nursery, a cool frog in the toddler room and a cute monkey in the 4 & 5 year old room. Doug, along with Marty Franzkowiak, has painted these animals and brightened up the rooms. The blue walls and the fun animals have created a welcoming place for the children to come.

At the end of the year, we had a Christmas Celebration for little ones five and younger. About 12 children came with their mom and/or dad for games, a craft, the telling of the Christmas story, and cupcake decorating... and eating!

For this New Year, we are planning a few more gatherings during the winter months including a Pajama Party, a 'He Has Risen' Celebration, and a Dress-Up party. These special events will be the last Tuesday mornings during the months of February, March & April. In the summer, we hope to have a couple special events as well. These events are one way that our church can reach out to the growing number of parents with young children in our church.

We look forward to a new year full of God's blessings!

YOUNG ADULTS MINISTRY REPORT

Our young adult ministry which began in has been an exciting new edition to our focus of seeking out and welcoming all those in need of spiritual direction.

Led by Bridget Huston, Dan and Vicki Benson, we have seen a consistent involvement of eight people. The group meets twice a month on Thursday nights and has been using the *Doing Life Together* series from Saddleback Church. The study has been a good challenge to go deeper in our relationships with each other as we go deeper with Jesus.

This ministry has also spent time reaching out to the college students who have returned home for breaks. Over this past winter, we planned three events (dinner at Pasta Shoppe, Bucks game, and a dinner at the Katos) to try to facilitate fellowship amongst this group. Our hope and prayer is that we will be able to start a Bible study for this age group during the upcoming summer.

We are also planning on sending a group of young adults this summer on a missions trip to Poland. The trip is to Poznan to help lead an English Camp reaching out to Polish college students. If you are interested, please contact Pastor Mark Kato and we can discuss the details.

Thanks to Bridget, Dan and Vicki for all of their leadership and care over this ministry.

MISSIONS COMMITTEE REPORT

The Mission Committee has the privilege to maintain communication with the missionaries that Friedens Evangelical Church supports. We do this through regular prayer and encouragements to the missionaries. We are endeavoring to keep the church family informed about our missionaries through the Friedensbote newsletter which is published monthly. With the increased budget this year, we were able to increase financial support to the Kensels in Thailand; the Singhs with One-Way Evangelistic Ministries (Cheyenne, Wyoming); the Martinsons with Campus Crusade (Iowa City, Iowa-University of Iowa) and the Mehringers in Indonesia. We were also able to assist with a couple of one time gifts for some short term mission trips to Denver, Colorado; Hungary and Poland.

In addition to Friedens celebrating 150 years, we were able to pass the blessings on to our missionaries serving overseas by giving them a special Christmas love offering of \$150.00 each. The church had a Mission Fair in 2004, and church family was given the opportunity to take home love offering banks to fill and then return. The money collected from this project totaled \$2,575.42, praise God for His wonderful grace and faithfulness. We were then able to disperse more money for the Lords work than we first thought and budgeted. The Lord blessed us to a greater extent so that we could accomplish His purpose in the lives of others. We have now "Expanded Our Horizons" to Africa, Poland and a discipleship training school in Texas; as a result, God has now given us three new missionary families in 2004. To God be the glory!

Thank you for the wonderful opportunity to assist on the missions committee. We all know that God desires that we remain faithful to the stewardship of His house. It is our prayer and concern that the work of God around the world will be encouraged and supported by this wonderful Friedens family.

Until the nets are full.

*Cathy Kato
Donna Schlenvogt
Marge Mills
Nancy Grady
Sandra Hughes
Theresa Zahurance*

WOMEN'S MINISTRIES

The Women's Ministries has been a long-standing ministry at Friedens. Our ministry's primary focus is hospitality. Here are some of the things we do:

- Bi-Annual Church Dinner Ministry ~ Bill & Shirley Paape Mike & Debra Bendt coordinators...plan and organize a couple of church dinners each year to foster fellowship. The freewill offerings defray dinner costs and also help us maintain and purchase needed items for the hospitality ministry.
- Funeral Hospitality Ministry ~ Donna Zetts coordinator...prepare and serve funeral lunches here at the church to assist families at a very difficult time.
- Plan & organize Christmas caroling to shut-ins & area nursing/group homes & the potluck afterwards.
- Coffee Breaks and Special Events~ Debra Bendt coordinator...plan and promote activities that bring together women for fellowship, fun and spiritual growth. Some of the events included are Getting you Ready for the Holidays, Taste of Home tour, Christmas Cookie & Candy exchange and the Women's Break Away Retreat.
- New Baby Hospitality Ministry ~ Sue Voll coordinator...Volunteers help ease the transition of bringing a new life into the family by bringing a meal to them.
- Visitation Ministry / Small Groups~ Theresa Zahurance coordinator...Volunteers help elderly that are not able to rely on themselves to get out.

We serve as needed with special dinners, receptions, coffee hours and anything else we can do to be hospitable!

Planning and organizational meetings are held as needed and all are welcome to encouraged & participate. If you would like to be involved or find out more please contact me at 262-284-5499.

Debra Bendt
Women's Ministry Director