



Voting Guide

Leadership Board Nominations & Capital Expenditure

January-February 2024

On Sunday, February 11, Friedens' members are asked to vote on two topics: nominees for the Leadership Board and an expenditure to rebuild the church's west parking lot.

If you have questions, please attend the congregational forum on February 4, which will start five minutes after second service (approximately 11:40) in the sanctuary. This forum provides an opportunity to ask any questions you have about the topics in this voting guide, in the Annual Report, or anything else. If you are unable to attend the forum, questions may also be directed to the Leadership Board Chair, Josh Carl (joshcarl2@yahoo.com), or the church's Treasurer, Kyle Tetschlag (kyle.tetschlag@gmail.com).

In-Person Voting: On Sunday, February 11, members can pick up ballots in the lobby before each worship service. Ballots should be submitted in the lobby or the offering plate.

Absentee Voting: Members may request a ballot from Friedens' office from January 28 until February 7. Absentee ballots must be submitted via mail, by delivering the ballot in-person to Friedens' office, or by e-mailing hello@friedenschurch.org. Absentee ballots must be received by 11:40am on Sunday, February 11, which is when all of the ballots will be tallied. Each member can receive only one ballot – either an absentee ballot or an in-person ballot.

Leadership Board Nominations

Friedens' Current Leadership Board

Kurt Benkley	1 st term ends January 2025
Josh Carl	2 nd term ends January 2025
Paul Grady	1 st term ends January 2024
Jesse Kopp	1 st term ends January 2025
Rose Morgan	1 st term ends January 2024
Meghan Watry-Christian	2 nd term ends January 2024

Friedens' bylaws stipulate that Board members can serve two consecutive two-year terms and then must take at least a year off the Board. Meghan Watry-Christian has completed her second term and is rotating off the Board. Paul Grady and Rose Morgan have completed their first term on the Board and will be on the ballot for a second two-year term. The Board is also seeking to add two new candidates: Carol Boehle and Becky Bryant.

The role of the Board is to govern in such a way as to ensure the continued Gospel-centeredness of the church through: 1) the implementation of the church's mission, 2) the spiritual growth of its members and attendees, 3) wise stewardship of its resources, and 4) effective representation of the church to the larger community. Friedens' bylaws call for Leadership Board candidates to be men or women who: are spiritually qualified; are faithful members of the church; and who exhibit the leadership and organizational skills necessary for such a role. Candidates also ought to demonstrate a lifestyle of character and integrity consistent with the biblical standards in 1 Timothy 3:8-12.

Leadership Board Nominees

Please note that the vote is not between the nominees (e.g., two people vying for one position). The Board is seeking to fill two positions with the two new candidates listed below, along with having Paul Grady and Rose Morgan approved for a second term.

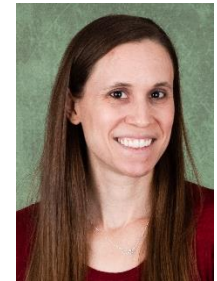
Carol Boehle grew up in Cedarburg and has been involved in church throughout her life. However, it wasn't until a couple years after coming to Friedens in 2009 that she became serious in her relationship with Christ. Carol has extensive experience serving in churches. Prior to coming to Friedens, she was a Sunday School Superintendent & teacher, children's choir director, youth group leader, and served on church councils. At Friedens, Carol has served on the Forever Families Team, Missions Team, and the Worship Team (especially in the A/V booth). She participates regularly in adult classes and especially enjoys the "Digging into Scripture" class.



Carol and Gary will celebrate 44 years of marriage in February. They have two adult children, Kevin and Erin, and two grandchildren, Isabella and Thomas. They also have a dog named Monty. Carol is the Assistant Store Manager at Duluth Trading Company in Port Washington; prior to that, she was a swim/lifeguard instructor, a personal fitness trainer, and the office manager at her husband's automotive repair business.

Carol's hobbies include cooking, baking, reading, crocheting, and "assorted arts and crafts – I like creating things and giving them away."

Becky Bryant grew up in Hubertus, Wisconsin. She has been active in church throughout her life. The most formative experience in her faith was attending church camp at Pine Lake Camp from first grade through high school; she also served as a camp counselor and loved it so much that she considered running a camp of her own (she even has a college minor in Youth Programming & Camp Management). Becky has been at Friedens since 2019. Her primary role in the church is serving weekly as a Sunday School teacher for elementary-age children; she is incredibly organized and relates well with children. She has also helped lead Friedens' outreach activities and directed children's choir.



Becky and Josh have been married for 10 years. They have two dogs, a cat, and nine nieces and nephews. They are licensed foster parents and have had nine children placed in their home, two of whom were long-term placements. Becky works as a School Counselor at Kewaskum High School and has served in similar roles in Racine and Cudahy.

Becky enjoys reading, camping, and spending time with her nieces and nephews. A couple of interesting facts are: 1) Becky's bachelor's degree is Music Education, with her primary instruments being clarinet and piano, and 2) she is an identical twin. She says: "My twin sister lives close by in West Bend, so if I ignore you in public, it is probably not me. :)"

Paul Grady and **Rose Morgan** are current Board members who have been nominated to second two-year terms.



Rebuilding the West Parking Lot

Maintaining Friedens' facilities is an important part of stewarding the resources God has entrusted to us. Sometimes, there are large expenses for maintenance and improvements.

- In July 2023, the voting guide for the annual budget previewed four large facilities-related expenses that were coming down the pipeline.
- In October 2023, three of these projects were presented to the congregation: brick work on the church's east side, installing panic bars on the east doors, and resurfacing the north parking lot. The Leadership Board had already approved resurfacing the north parking lot since it fell under the \$5,000 threshold required for a congregational vote, and they wanted to expedite that project before winter. In October, the congregation approved an expenditure of up to \$18,000 for the proposed brick work and panic bars.
- The voting guide that was presented to the congregation in October 2023 previewed an additional project described as "rebuilding the west parking lot." The voting guide said, "The plan is to present it for congregational vote in February." That time is now!

The Need

The west parking lot has been deteriorating for many years. Prior to the construction of this parking lot in the 1960s, there was a house on the site. The house's foundation, which still exists under the parking lot, has caused the lot to settle at different rates. There have been temporary patches to address this settling, but the entire lot is now in poor condition. The uneven surface creates tripping hazards. Large sections of pavement are broken, allowing grass to grow in the cracks. All of this indicates the parking lot has reached the end of its lifespan. Therefore, the entire lot needs to be dug up and rebuilt.

The Scope and Cost

The Facilities Committee (Tyler Holthaus, Jesse Kopp, Gary Schlenvogt, Wade Van Harpen) has received three bids for this project. The project will completely remove the current asphalt and install a new base, new asphalt, and new coating and stripes. In addition, the lot will be re-graded by removing material from the western half in order to change the drainage pattern. This is needed to prevent water from running into the church's garage, which currently happens during heavy rains.

The base cost of the project is \$47,225 through Payne & Dolan, which provided the bid that the Facilities Committee and Leadership Board prefer. It is important to build a sizeable contingency into the projected costs; the reason is that there may be additional work needed under the lot, especially due to the foundation of the house that previously stood on that site. All of the bids indicated the possibility of additional work underneath the lot, which would add to the cost of the project. However, it is impossible to know what, if anything, is needed until the existing lot is removed. Therefore, the Leadership Board is asking the congregation to approve an additional ~\$20,000 in contingency so the project can keep moving forward if work is needed beyond what is currently known. The hope is that the total bill will be at or near \$47,225, but the contingency prepares us to cover additional expenses that may be necessary for rebuilding the parking lot well.

How Would This Project Be Funded?

As of December 31, 2023, Friedens had \$340,393 in Cash & Investments. This includes \$17,119 in the Capital Reserves fund, which would be applied to this project. Therefore, the church has sufficient funds to cover this project.

We originally expected that the Capital Reserves fund would be depleted by the three projects that were detailed in the October 2023 voting guide. However, an anonymous gift of \$22,000 in January 2024 covered the cost of those three projects. This generous gift bolsters the church's financial ability to fund the rebuilding of the west parking lot. (Please note that due to the timing of this gift, it is not included in the \$340,393 quoted above from December 31. This further improves the church's financial ability to fund this project while retaining sufficient financial reserves.)

The Motion to be Voted On

In addition to voting for the Board nominees, on February 11, Friedens' members will be asked to vote on the following motion: "I approve the Leadership Board's recommendation to spend up to \$68,000 to rebuild the church's west parking lot."