

A report of the ministries of Joy Lutheran Church in 2019

Congregational Meeting/Party Feb. 9, 2020



Joy Lutheran Church

48th Annual Meeting

Feb. 9, 2020 12 noon

AGENDA

WELCOME AND OPENING PRAYER

PRESIDENT'S REMARKS

GENERAL BUSINESS:

Approval of Congregational Meeting Minutes from January 27, 2019 Annual Meeting

CELEBRATE THE 2019 MINISTRY:

- Pastor's Report
- Director of Education and Youth Report
- Auditor's Report
- Treasurer's Report
- Introduction of Current Council Members
- Team Reports

NEW BUSINESS:

- Approval of changes to Joy Lutheran Constitution
based on Northwest Wisconsin Synod Model Constitution changes
- 2020 Budget Presentation and Approval
- 2020 Council Goals
- Election of 2020 Council Members
- Election of 2021 Nominating Committee
- Election of Luther Park Delegates
- Election of Joy Lutheran Delegates for the Annual Northwest Wisconsin Synod Assembly

Adjournment and closing with Lord's Prayer (all join hands)



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2019 Church Council Members:

*(Non-Voting)

Back row

Christy Canfield, Youth & Ed*

Chris Stanke, Vice President

Renee Braun, Faith Education

Pete Gray, President

Kristin Tibayan, Treasurer*

Phil Warwa, Fellowship

Krista Mitzuk, Outreach

Steve Meyer, Pastor

Front row

Lana Craft, Worship & Music

Hope Olson, Giving & JWELCA

Stephanie Brantner, Outreach

Bobbie Flatz, Secretary

Connie Booth, Service *(not pictured)*



The 2019 Nominating Committee:

Mandy Bernick, Kristen Gray, Joan Northouse, Phyllis Hoffmann and Dick Horken



JOY

LUTHERAN

RELEVANT • HOPEFUL • GENEROUS

OUR VISION

*A growing, generous, and hopeful Christian **community**, working together **to connect** in a spiritually relevant way with **God and our neighbor**.*

OUR MISSION

*We **gather** to be renewed in the joy and love of God through inspiring worship and caring community.*

*We **seek** to understand and live by God's Word.*

*We **serve** those in need of God's healing through Christ, reaching out to our community and world.*

OUR CORE VALUES

GENEROUS We believe in God's abundance, not scarcity.

Therefore, we seek to grow our generosity in all aspects of our lives to further God's goodness and impact in life.

HOPEFUL We are grounded in the gifts of mercy, love and grace.

Therefore, we seek to be uplifting and compassionate, seeking to share the healing gift of Christ with others.

SUPPORTING We build, connect and help all to experience and live in God's mercy and grace.

OPEN & SAFE We are a welcoming, inclusive and caring place of sanctuary, providing freedom, openness and a non-judging environment.

We seek to be genuine and transparent in who we are and what we do.

CONNECTED We see the relevance of Christ to our daily lives,

and we seek to equip and involve one another in connecting God's Word to our relationships and our acts of service to other.

LIFE-LONG LEARNING We are committed to continual Biblical learning

about Christ in our lives -from the young to the experienced.

Adopted by Church Council May 2013 created from research from Kairos Vision Project/Member Survey

Average Attendance and Membership Information

	2016	2017	2018	2019
Average Weekly Worship Attendance (Includes Holidays)	152	154	142	146
Average Weekly Worship Attendance (excluding holidays per ELCA Congregational Report)	135	136	123	127
Average Yearly Sunday School	38	33	24	30
Average Fall Sunday School	51	39	29	38
End of Year Baptized Membership	627	647	659	681
End of Year Confirmed Membership	474	494	505	520

Baptisms

Brevyn Louis Reiter
 Viona Jayne Steger
 Gavin Michael Jorgensen
 Benjamin Matthew Grabow
 Johnathon Dalton Jernigan
 Harper Virginia Blanchard
 Wesley Donald Johnson
*(those baptized automatically
 become members of Joy)*

First Communion

Ella Jean Brantner
 Avery Elizabeth Braun
 Reid Frappier
 Riley Frappier
 Carter Curtis Hood
 Aubree Jo Kellogg
 Xarion Truth Larson
 Charlie E. Nawrocki
 Ayla Peterson
 Lillian Vesperman

Funerals

Willa Lee Schickling
 Dravin Justice Larson
 Scott Allen Johnson
 Viona Jayne Steger
 Mary Jo Kosiek
 Kevin Peterson
 Lilyian Audrey Durhman

Confirmation (5-5-19)

Erin Boatman
 Henry Gray
 Gabrielle Gujer
 Tess Kinney
 Morgan Lundeen
 Jack Olson
 Maya Quiroz
 Zack Richter
 Samantha Rickers
 Ella Rohl
 Grant Stanton
 Ariana Temmers
 Makenzie Wallin
 Dominic Shelstad (5-12-19)
 Shay Stenroos (5-12-19)
 Myah Miller (7-7-19)

New Members

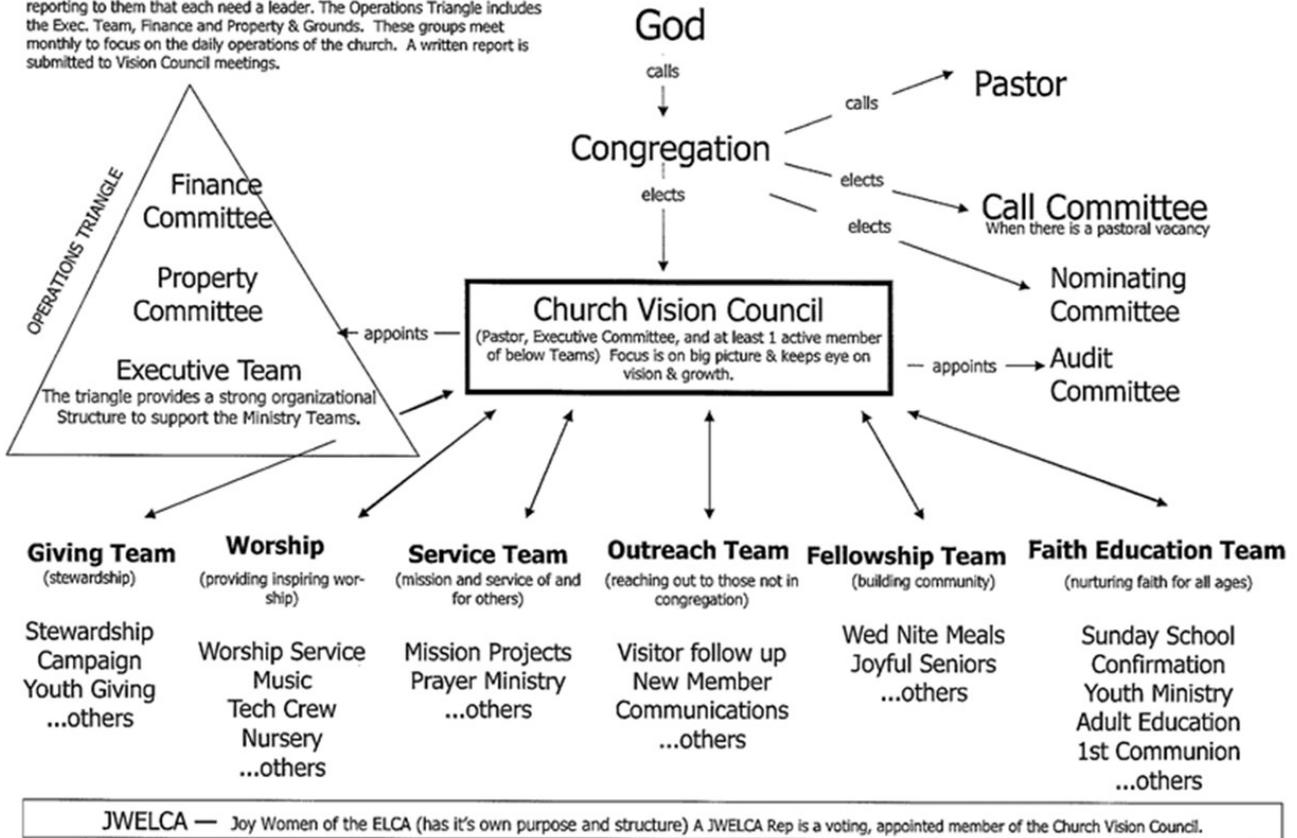
Timothy Donald Johnson
 Kelsey Kay Johnson
 Joseph Charles Fewer
 Lindsey Harriet Fewer
 Breck Charles Fewer
 Grady Gerald Fewer
 James Thill
 Angela Thill
 Emri Thill
 Emma Thill



Sharon Mae Satchell
 Elaine Most
 Pat Knox
 Jaime Knox
 Poppy Knox
 Gabe Knox
 Ethan Knox

Joy Lutheran Structure

The Church Vision Council is elected by the congregation and meets monthly to help drive Joy's ministry and growth. The standing Teams meet regularly on the 1st or 2nd Tuesday of the month. Teams will have several initiatives reporting to them that each need a leader. The Operations Triangle includes the Exec. Team, Finance and Property & Grounds. These groups meet monthly to focus on the daily operations of the church. A written report is submitted to Vision Council meetings.



Minutes of the Annual Congregational Meeting (Party) Jan. 27, 2019

The Garage Band (local youth) provided fun music prior to the meeting.

The meeting was called to order by President Joan Northouse.

The minutes of last year's Annual Report were motioned for approval by Kristen Gray and seconded by Karen Lehman. The motion carried.

We celebrated the ministry of 2018 with a video of clips of some of the ways Joy Lutheran is involved within our church the community and the world. Thank you Christy for a great video compilation.

Pastor Steve:

Thanks to the men who prepared lunch prior to the meeting.

Pastor Steve found a banner in the basement with early memories from 1973 up to 2008.

We need to make the banner up to date

We have 4 years until Joy's 50th anniversary

Thank you Joan for 2 years of service as President

Pastor Steve presented "Servant Keeper" information

Creative ways of giving:

1. Cell phone or computer – "Give Plus" - easy to use and costs less
2. Credit cards – still available but costs more

President's Remarks

Thank you for the opportunity to serve

The Council had a commitment to transparency

We refined Quick Books

We have transitioned to Servant Keeper – for income reports, posting and record keeping.

Thank you Jim Flatz and Ed Glaubitz for serving as Financial Secretaries

The Joy congregation supported Pastor Steve and Diane's trip to Malawi

We need to keep working toward bringing Joy to the Community

Director of Education and Youth – Christy Canfield

Thank you for the support of youth from Joy and community kids

Audit Committee - The books are correct – thank you Ernie Schultz, Al Klein, Mark Poff



Treasurers Report – Kristen Tibayan

Annual giving – 2018 income reported at \$336,455, expenditures \$330,814, ending the year with a positive balance of \$5,608

Total benevolence for 2018 was 7.5% of giving

Proposed 2019 budget: \$362,928

Moved to accept proposed budget Kristen Gray – Seconded by Dick Horken – motion passed

Team Reports in Annual Meeting packet

New Business

Pastor Steve introduced Council Goals

Kitchen Dream Team

Moms' Group

Dinner Groups

Memorial Garden Committee

Pastor Steve presented information on Debt Reduction

– we will need another congregational meeting.

Thank you to the 2018 Council members who are leaving: Phyllis Hoffmann, Wayne Lundgaard, Joan Northouse, Josh Pender and Bobbie Flatz

Election Committee: Tom Peterson, Karen Lehman, Hope Olsen and Tammy Orf presented nominees for the 2019 council: Lana Craft, Phil Warwa, Stephanie Brantner, Connie Booth and Bobbie Flatz. Joan called for a unanimous voice vote, Craig Orf seconded – unanimous vote

Luther Park Georgia and Dennis Freidel – unanimous vote

Nominating Committee for 2020

Mandy Bernick, Kristen Gray, Joan Northouse, Phyllis Hoffmann and Dick Horken – unanimous vote

Northwest Synod Assembly – May 4th Ken and Deanna Roen – unanimous vote

Thank you to Christie, Steve and Diane and all the volunteers, council and Joy members

Jim Flatz moved for adjournment – Sharyn Calton seconded – unanimous vote

Adjourn with Benediction and the Lord's Prayer

Respectfully Submitted, *Bobbie Flatz* – Secretary



President's Report

As I look back at 2019, I cannot help but have a heart filled with thankfulness for this wonderful community of believers. We have all been drawn together by and through Christ's great love and sacrifice for each and every one of us. It is with this spirit of great love that I see so many things being accomplished through this ministry. From the largest to the smallest, from the most exciting to the mundain, this love touches lives within our faith community, our neighborhood and the world. For this I am thankful.

While this ministry is truly a collaboration of everyone, with too many people to thank, I would like to highlight just a few. You can read more of the specifics in each committee report. First, a heart-felt thank-you to Pastor Steve for his love of the Lord, his love of Joy and his great ability to extend God's love particularly to those in great need. Thank-you to Christy Canfield for all those young lives that she impacts everyday by showing them God's love. Thank-you to Kelly Poff for 30 years of sharing her love of cooking and the fellowship it offers. Thank-you to the Plant Market and Thrivent Choice Dollars (Jim Flatz) for reaching significant milestones. Thank-you to the congregation for your continued financial support as well as support of two significant initiatives: Butterfly Garden and Debt Reduction. This and much more all happens not out of a sense of obligation but of underlying love.

As we look forward to 2020, we will certainly continue the many wonderful programs at Joy. There may also be new initiatives requiring someone's time, talent or resources. What we do is not as important as why we do it. God's underlying love. I encourage everyone to do just one new thing to get a greater sense of this community of believers. For some this might mean council involvement, others, helping with a fundraiser, joining the cleaning crew, joining the mom's group, mowing the lawn or, for some, simply introducing yourself to another member at worship. When you allow yourself to step closer to fellow believers, you will sense the love of God within Joy. For this I say thank-you.

Respectfully Yours,

Peter Gray

Joy Vision Council President



Pastor's Report

Looking back...

As I look back on 2019 I am filled with thankfulness for the amazing staff and volunteers that are so instrumental in the ministry of Joy Lutheran. Joy continues to live up to it's name as a community of people who are living out their faith with joy.

With special thanks and great appreciation we recognition that Kelly Poff has been providing tasty meals for 30 years now. Its not just the food that Kelly serves up but a generous hospitality and grace to everyone. The Wednesday night meal is the anchor for wide variety of activities that keep this place hopping on Wednesday nights.

Our congregation took on two big projects this last year, with giving that went above and beyond the budget, to really enhance our ministry. The first was generous donations to the memorial garden to allow us to complete all the concrete work last fall so we can begin planting this spring. As soon as it warms up enough we will be finishing the labyrinth so it can be used. The other project was debt reduction. We concentrated our efforts for a couple months thanks to generous matching funds and raised enough to make a real dent. We used the funds to re-ammoritize our mortgage (at no charge) which will now save us \$286 every month...or \$3400 for the year that will available now for ministry instead of interest payments and over the life of the loan it will save us \$55,000.

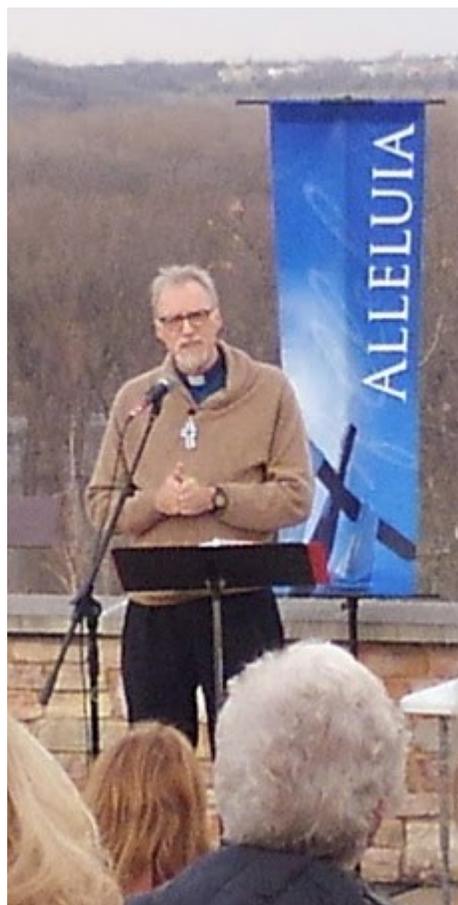
Looking ahead...

With the 50th anniversary of Joy Lutheran coming in a couple of years and am increasingly appreciative of the pioneers who planted Joy Lutheran and all their hard work and vision. One of my goals for the coming year is to gather a team to start planning for the anniversary and compiling the history.

I also am thankful for the funds generated by the plant market for worship enhancement that made it possible to upgrade our worship technology, and appreciate the time that Lee Northouse gives in keeping us upgraded. I am looking forward to adding the ability to stream our worship...watch for it this year.

With me turning 65 last year there may be some wondering if I have an expiration date as pastor. Certainly, at some point I will retire, but that will not be sprung on you as a surprise, rather it will be done in conversation with the congregation leadership with lots of advance warning so the transition to the next chapter in the life of Joy will go as smoothly as possible.

Pastor Steve



Director of Education and Youth Ministry Report

Thank you to the congregation and all our Volunteers for continued support of the youth and families of Prescott! We are creating a place that is Relevant, Hopeful, and Generous to the people we serve. Please check out some of our 2019 Videos. Click the links below or if you are reading this in print copy please check out your YouTube channel.

[JOY CHURCH VIDEO 2019 Quarter 1](#)

[JOY CHURCH VIDEO 2019 Quarter 2](#)

[JOY CHURCH VIDEO 2019 Quarter 3](#)

[JOY CHURCH VIDEO 2019 Quarter 4](#)

[JOY CHURCH VIDEO 2019 year in review](#)

[JOY CHURCH CANADA TRIP](#)

[JOY CHURCH VBS](#)



JUST A FEW PHOTOS FROM 2019



Auditors Report

With this report, the Audit Committee (Ernie Schultz, Mark Poff, Allen Klein) present its audit of the financial books and records of the church and all its related organizations to the Congregation Council.

Church: Joy Lutheran Church, ELCA

Synod: Northwest Synod of Wisconsin, ELCA

For the period beginning January 2019 and ending December 2019

Audit Objectives:

The audit objectives relate to the internal audit of Joy Lutheran Church financial books, records and operation include determination that:

Appropriate procedures are in place governing key financial transactions and are not being circumvented;

Controls governing the congregation's investments and bank accounts are in place and operating as intended;

All assets and liabilities recorded in the congregation's books and records are supported by independent documentation (i.e.: bank statements and vendor invoices);

All general ledgers balances are appropriately reconciled to their underlying assets (i.e.: bank statements) and liabilities (i.e.: accounts payable) in a timely manner;

All assets are properly classified in line with the donor's intent;

The Sunday (or special) offering is handled and counted in dual custody with two separate groups;

Expenses are appropriately approved and supported by the appropriate documentation;

Based on audit work performed to achieve the objectives listed above, the books and records of Joy Lutheran Church appear to be materially accurate in all respect. Testing performed also found, with any exceptions as noted in this report, that controls governing the financial operations process appear to be in place and operating as intended. Although control over financial operations appear to be adequate, additional work is needed in the following areas:

- No findings, exceptions or need for additional work found in 2019.
- Recommendation: Verifying check signatures with check signers twice a year

The auditors have performed the procedures and testing called for in the audit program adopted by the church. In doing so, the auditors have reviewed the procedures governing the financial reporting and operations process and have found the balances presented to be correct, procedures proper, and records properly kept, except as noted above.

Signed:  Date: 1-23-2020
Auditor Member

Signed:  Date: 01-23-2020
Auditor Member

Signed:  Date: 01-23-2020
Auditor Member

The Congregational Council has reviewed this report and has discussed the recommendations presented by the auditors and accompanying responses with the pastor and church management. The council will review progress being made to address any weakness identified in this report at subsequent council meetings.

Signed:  / President Date: 01-29-2020
Presiding Congregational Council Member



Treasurer's Report

2019 proved to be another year of continued generosity by the members and friends of Joy. With one year of tax reform under our belt, Joy has seen a moderate shift from regular monthly giving to lump sum giving on a less frequent basis throughout the year. A less predictable cash flow has created challenges managing expenses compared to anticipated and actual giving for the year. This resulted in a shortfall in Joy's ability to fully meet its expenditures for the year. However, we were not required to borrow from our line of credit.

A few things specific to how Joy prepares its financial statements: The church prepares its financial statements on the cash basis of accounting. The cash basis is a method of recording accounting transactions for income and expense only when the corresponding cash is received or payments are made. Dedicated funds are for monies given to the church for a specific purpose, but may be re-appropriated by Joy's council based on the Church's needs. Restricted funds are funds established for monies given to Joy with the specific intent of being passed through to the designated organization; restricted funds may not be re-appropriated by Council.

Joy's accounting and reporting processes continue to evolve and improve. All financial reporting is generated from Quickbooks and all balance sheet accounts are reconciled on a monthly basis. We continue to focus on improving internal controls, monthly checklists, and work instructions.

We closed out 2019 with a decrease in total giving of \$6,782 compared to 2018. Total expenses came in lower than budget, but \$6,800 higher than last year. Expenses exceeded total giving this year by \$7,876, and our general fund cash balance was -\$2,103.

As we look forward to 2020, we have confidence we will be able to overcome this year's cash shortfall and meet our needs for the coming year. We will continue to provide transparency through quarterly updates and monthly financial summaries. I am excited for 2020 as we continue to improve Joy's financial discipline and we realize what is possible in the spirit of generosity.

Respectfully Submitted,
Kristin Tibayan, Treasurer



Joy Lutheran Church Total Annual Income Comparison January - December 2019

	Total			
	2019	2018	Change	% Change
Revenue				
4100 Pledges / Offering				
4110 Regular Giving	\$ 130,906	\$ 126,395	\$ 4,511	4%
4120 Electronic Giving	\$ 177,534	\$ 188,965	\$ (11,431)	-6%
4150 Plate Income	\$ 5,810	\$ 5,467	\$ 343	6%
Total 4100 Pledges / Offering	\$ 314,250	\$ 320,827	\$ (6,577)	-2%
4200 Other Income				
4210 Wednesday Night Dinners	\$ 9,127	\$ 10,176	\$ (1,049)	-10%
4220 Youth Ministry Income	\$ 956	\$ 1,016	\$ (60)	-6%
4240 In-Kind Contribution	\$ -	\$ 127	\$ (127)	-100%
4290 Other Miscellaneous Income	\$ 2,746	\$ 4,399	\$ (1,653)	-38%
Total 4200 Other Income	\$ 12,829	\$ 15,718	\$ (2,889)	-18%
5000 Other Income - Non-Operating				
5090 Misc. Other Income - Non-Operating	\$ 2,684	\$ -	\$ 2,684	
Total 5000 Other Income - Non-Operating	\$ 2,684	\$ -	\$ 2,684	0%
Total Revenue	\$ 329,763	\$ 336,545	\$ (6,782)	-2%

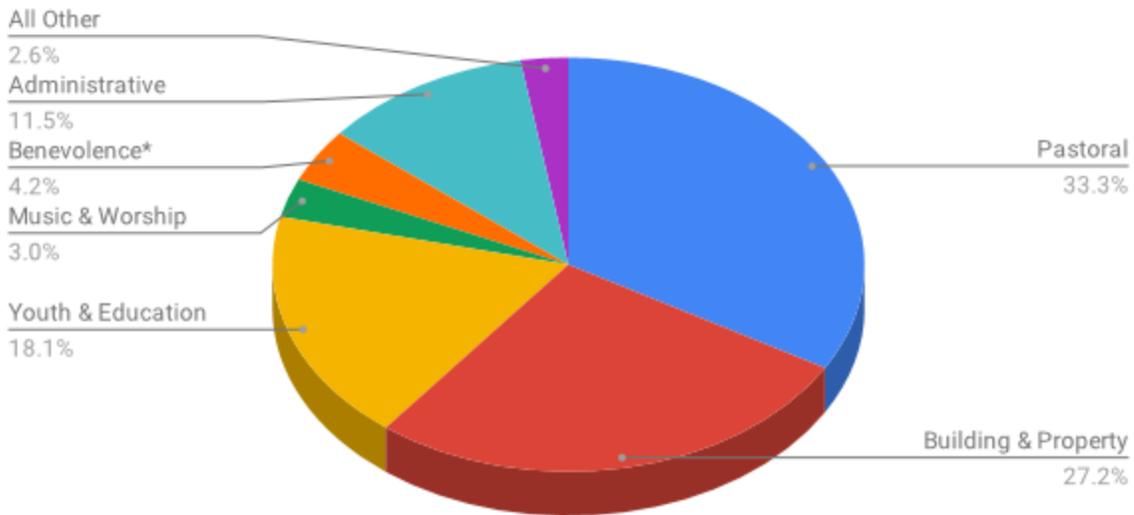


Joy Lutheran Church
Statement of Activity: Year-to-Date Actuals vs. Budget
 January - December 2019

	Total			%
	Actual	Budget	Remaining	
Revenue				
4100 Pledges / Offering	\$ 314,250	\$ 351,978	\$ 37,728	11%
4200 Other Income	\$ 12,830	\$ 8,500	\$ (4,330)	-51%
5000 Other Income - Non-Operating	\$ 2,684		\$ (2,684)	
Total Revenue	\$ 329,763	\$ 360,478	\$ 30,715	9%
Gross Profit	\$ 329,763	\$ 360,478	\$ 30,715	9%
Expenditures				
6000 Facilities	\$ 91,980	\$ 104,070	\$ 12,089	12%
6200 Travel Expenses	\$ 2,831	\$ 2,154	\$ (677)	-31%
6300 Administrative Expenses	\$ 13,594	\$ 13,785	\$ 191	1%
6380 Financial Fees	\$ 1,969	\$ 2,063	\$ 94	5%
6400 Payroll Expenses	\$ 171,387	\$ 168,265	\$ (3,122)	-2%
6500 Employee Benefits	\$ 27,997	\$ 32,300	\$ 4,302	13%
6610 Worship Program Expense	\$ 2,636	\$ 3,384	\$ 748	22%
6620 Youth Program Expenses	\$ 4,393	\$ 8,388	\$ 3,995	48%
6630 Adult Education Program Expense	\$ 179		\$ (179)	
6640 Benevolence Program Expense	\$ 14,144	\$ 15,555	\$ 1,411	9%
6650 Wednesday Night Supper Program Expense	\$ 4,298	\$ 7,500	\$ 3,202	43%
6660 Outreach Program Expense	\$ 304	\$ 1,476	\$ 1,172	79%
6670 Stewardship Program Expense	\$ 584		\$ (584)	
6690 Other Program Expense	\$ 613	\$ 1,500	\$ 887	59%
6800 Donated Goods & Services		\$ 20	\$ 20	100%
6900 Reimbursable Expenses	\$ 713		\$ (713)	
Total Expenditures	\$ 337,622	\$ 360,459	\$ 22,837	6%
Net Operating Revenue	\$ (7,859)	\$ 19	\$ 7,878	42352.80%
Other Expenditures				
7600 Interest Expense	\$ 17	\$ 19	\$ 1	7%
Total Other Expenditures	\$ 17	\$ 19	\$ 1	7%
Net Other Revenue	\$ (17)	\$ (19)	\$ (1)	7%
Net Revenue	\$ (7,876)	\$ 0	\$ 7,876	0%



2019 SPENDING BY CATEGORY



† \$11,000 of additional benevolence paid out through Dedicated & Restricted funds - 8% of giving and 7.2% of expenses



Joy Lutheran Church
Statement of Financial Position
As of December 31, 2019

	Total	
	As of Dec 31, 2019	As of Dec 31, 2018
ASSETS		
Current Assets		
Bank Accounts		
1100 Cash & Marketable Securities	\$ 18,776	\$ 27,473
1200 Dedicated Funds	\$ (16,305)	\$ (18,380)
1300 Restricted Funds	\$ (4,574)	\$ (4,044)
Total Bank Accounts	\$ (2,103)	\$ 5,049
Total Current Assets	\$ (2,103)	\$ 5,049
Fixed Assets		
1700 Property, Building, and Equipment	\$ 2,500,000	\$ 2,500,000
Total Fixed Assets	\$ 2,500,000	\$ 2,500,000
TOTAL ASSETS	\$ 2,497,897	\$ 2,505,049
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
2150 Credit Card - 1st National Bank	\$ -	\$ -
Total Credit Cards	\$ -	\$ -
Other Current Liabilities		
2400 Payroll Liabilities	\$ 2,184	\$ 1,460
Total Other Current Liabilities	\$ 2,184	\$ 1,460
Total Current Liabilities	\$ 2,184	\$ 1,460
Total Liabilities	\$ 2,184	\$ 1,460
Total Equity	\$ 2,495,713	\$ 2,503,589
TOTAL LIABILITIES AND EQUITY	\$ 2,497,897	\$ 2,505,049

Joy Lutheran Church Dedicated & Restricted Fund Balances

As of December 31, 2019

	Total
1200 Dedicated Funds	
Total 1205 Confirmation Fund	\$ (2,400)
Total 1210 Music & Worship Fund	\$ (322)
Total 1215 Guitar Camp Fund	\$ (297)
Total 1220 Library Fund	\$ (98)
Total 1225 Bells Fund	\$ (235)
Total 1230 Plant Market Fund	\$ (82)
Total 1235 Youth Mission Trip Fund	\$ (5,705)
Total 1240 Worship Enhancement Fund	\$ (2,755)
Total 1245 Wed Suppers / Caring & Sharing	\$ (1,000)
Total 1250 Apple Pie Mission Fund	\$ -
Total 1255 Thrivent Choice Dollars Fund	\$ (157)
Total 1260 Loaves of Love Fund	\$ 30
Total 1265 Memorial Fund	\$ (3,284)
Total 1270 J/WELCA	\$ -
Total 1275 Quilting Fund	\$ -
Total 1200 Dedicated Funds	\$ (16,305)
1300 Restricted Funds	
Total 1310 Benevolence Fund	\$ -
Total 1320 Mortgage Fund	\$ -
Total 1330 Capital Campaign Fund	\$ (563)
Total 1340 Grant Money	\$ -
Total 1350 Card Ministry Fund	\$ (517)
Total 1360 Synod Appeal	\$ (1,472)
Total 1370 Malawi Trip	\$ (1,923)
Total 1380 Endowment Fund	\$ (520)
Total 1390 Butterfly Garden Memorial	\$ 421
Total 1300 Restricted Funds	\$ (4,574)

* Negative balances represent fund monies available for future spend



**MORTGAGE STATEMENT (ACTUALS & PROJECTION)
AS OF DECEMBER 31, 2019**

	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Projected
January 1st Mortgage Balance	\$905,274	\$878,550	\$840,777	\$800,847	\$749,716
Loan Interest	\$37,973	\$35,513	\$33,900	\$32,239	\$30,926
Loan Payments Made	\$72,728	\$67,056	\$67,220	\$67,056	\$63,910
Principal Payments Made - Restricted Funds	\$1,000	\$6,500	\$6,610	\$16,314	
December 31st Mortgage Balance	\$878,550	\$840,777	\$800,847	\$749,716	\$716,732
	(Note 1)				
Reduction in Loan Balance by Year	\$ (26,724)	\$ (37,773)	\$ (39,930)	\$ (51,131)	\$ (32,984)

Note 1: Loan was refinanced with a 10 year adjustable interest rate of 4.13%. Refinancing fee of \$9,031 was added to the principal in February 2016.

Note 2: On 1/13/20 the monthly mortgage payment was reamortized resulting in a decrease in the monthly payment from \$5,588 to \$5,302. This is an annual option available to Joy.



Joy Lutheran Church 2020 Spending Budget

		2019 Budget	2019 Actuals	2020 Budget	2019 Actual vs. 2019 Budget	2020 Budget vs. 2019 Actual
6025	Facilities - Building Mortgage	67,056	67,056	63,910	-	(3,146)
Total Facilities - Building Mortgage		67,056	67,056	63,910	-	(3,146)
6051	Electric	6,542	7,116	7,329	(574)	213
6052	Gas	3,043	2,925	3,013	118	88
6053	Waste Removal	1,320	1,316	1,355	5	39
6054	Water & Sewer	1,304	1,068	1,100	236	32
Total Facilities - Utilities		12,209	12,424	12,797	(215)	373
6100	Facilities - Other				-	-
6111	Building Repair & Maintenance	2,130	3,282	3,938	(1,152)	656
6112	Capital Improvements	15,000		10,500	15,000	10,500
Total 6110 Building Repair & Maintenance		17,130	3,282	14,438	13,848	11,156
6120	Grounds Maintenance				-	-
6121	Landscape Maintenance	200		400	200	400
6123	Snow Removal	2,475	5,000	5,000	(2,525)	-
Total 6120 Grounds Maintenance		2,675	5,000	5,400	(2,325)	400
6130	Custodial Supplies	720		500	720	500
6140	Insurance	3,464	2,953	3,101	511	148
6150	Building Security	-	874	874	(874)	-
6160	Equipment Rental	816	392	392	424	-
Total 6100 Facilities - Other		5,000	4,219	4,867	781	648
Total 6000 Facilities		104,070	91,981	101,412	12,089	9,431
6200	Travel Expenses	2,154	2,831	3,000	(677)	169
6300	Administrative Expenses				-	-
6310	Office Supplies	600	935	960	(335)	25
6320	Postage & Delivery	504	359	559	145	200
6330	Telephone & Internet Expense	4,584	4,465	4,500	119	35
6340	Printing Expense	3,504	2,628	2,650	876	22
6350	Software & Technology	2,100	2,601	2,600	(501)	(1)
6370	Conventions & Conferences	804	780	880	24	100
6372	Dues & Subscriptions	135	149	149	(14)	-
6374	Continuing Education	1,404	991	1,200	413	209
6390	Miscellaneous Administrative	150	685	375	(535)	(310)
Total 6300 Administrative Expenses		15,939	16,425	16,873	(486)	448
6381	Bank Service Charges	-	21	-	(21)	(21)
6683	Service Fees	2,063	1,948	1,946	115	(1)
Total 6380 Financial Fees		2,063	1,969	1,946	94	(22)
6400	Payroll Expenses				-	-
6410	Wages	162,847	165,890	173,591	(3,043)	7,701
6420	Taxes	5,417	5,497	5,690	(80)	193
Total 6400 Payroll Expenses		168,265	171,387	179,281	(3,123)	7,894
6500	Employee Benefits				-	-
6510	Health	21,332	15,232	12,834	6,100	(2,399)
6520	Retirement	8,795	9,014	6,905	(219)	(2,109)
6530	Disability / Group Life	2,172	2,231	1,788	(59)	(443)
6560	Other Payroll Tax Expense	-	40	-	(40)	(40)
6570	Worker's Comp Insurance	-	1,480	1,480	(1,480)	-

Joy Lutheran Church 2020 Spending Budget

	2019 Budget	2019 Actuals	2020 Budget	2019 Actual vs. 2019 Budget	2020 Budget vs. 2019 Actual
Total 6500 Employee Benefits	32,300	27,997	23,007	4,302	(4,990) d
6611 Music Expense	1,540	-	-	1,540	-
6612 Equipment Maintenance	-	85	-	(85)	(85)
6613 Copyright License	500	744	900	(244)	156
6614 Congregational Resources	1,344	800	1,344	544	544
6615 Special Occasion Supplies	-	1,007	1,202	(1,007)	195
Total 6610 Worship Program Expense	3,384	2,636	3,446	749	810
6620 Youth Program Expenses	-	-	-	-	-
6621 Sunday School Supplies	996	934	996	62	62
6622 Vacation Bible School	3,642	1,986	3,642	1,656	1,656
6623 Confirmation	750	1,034	750	(284)	(284)
6624 Middle School	996	308	996	688	688
6625 High School	2,004	132	2,004	1,872	1,872
Total 6620 Youth Program Expenses	8,388	4,393	8,388	3,995	3,995 e
6630 Adult Education	-	179	250	(179)	71
6640 Benevolence Program Expense Wednesday Night Supper Program	15,555	14,144	16,027	1,411	1,883
6650 Outreach Program Expense	7,500	4,298	7,500	3,202	3,202
6660 Stewardship Program Expense	1,476	304	1,500	1,172	1,196
6670 Other Program Expense	-	584	600	(584)	16
6690 Supply Pastor	1,500	400	750	1,100	350
Total 6690 Other Program Expense	26,031	20,122	26,807	5,909	6,685
6800 Donated Goods & Services	20	-	-	20	-
6900 Reimbursable Expenses	-	713	-	(713)	(713)
7600 Interest Expense	19	17	-	1	(17)
Total Other Expenditures	39	730	-	(692)	(730)
Total Expenditures	360,478	337,640	361,160	22,838	23,520

Comments:

- a Estimated 3% increase over prior year
- b Estimated cost to repair roof, install ADA compliant door openers, and replace sanctuary lights
- c Pastoral increase in line with synod guidelines; 2% increase for youth director, and \$0.50 increase for office admin/bookkeeper
- d Decrease due to pastoral benefit coverage changing
- e Consistent with last year's budget
- f Increase benevolence giving from 4.5% to 5% based on estimated Total Offerings of \$320.5k
- g Estimated cost to replace church roadside signage



Giving Team

Thank you to the congregation for your generous gifts that make the ministry of Joy Lutheran possible. Of course, stewardship is more than just financial gifts, as seen in the countless volunteers who give of their time and talents here at Joy. But in many ways, it is your financial gifts that make it all possible.

Thanks to all who participated in our “**Reflecting Joy**” events again this fall. We held 4 events where we gathered for food, talked about hopes and dreams and invited you to make an estimate of your giving for the coming year. It is a good practice to pause at least once a year to **reflect on how we have been blessed and consider how to return a portion of our blessing to God for the work God has called us to do in his name.**

We had John Levi from Thrivent join us again this year to help us think about other creative ways to give that have tax advantages like using your RMD (required minimum distribution) from an IRA for your giving as well as insurance policies, stocks, annuities, etc. If you want more info check with the office.

In addition, we are offering a new class through Financial Peace University. This is a proven path to financial wellness where you will get the tools to pay off debt, budget, save money and be able to give generously. Classes start today, Feb.9 through April 5 from 5:30-7:00.

Electronic giving continues to be popular. This year over 50% of the giving to Joy was electronic. There are a number of options for ways to give electronically, whether you are making your regular gift, a memorial, buying an apple pie or making a donation for a Wednesday dinner. Some people use the giving kiosk and swipe a credit card to make their gift. It is handy for folks who don't carry cash (but like any business will tell you, there are service fees involved in processing the transactions).

To avoid these fees, it is easy to set up electronic transfer from your bank, which you can set up on our webpage (click on giving) or with a free app called Give+.

Visit our **Joy Lutheran webpage** (www.joy-church.org) and click on the button for **Give Online** (www.joy-church.org/wp/donate-online/) to set up or modify your electronic giving.

To install the free **Give+** app, download it wherever you get your apps (search for “Give Plus Church”) . Once you enter your bank information you will be able to give easily anytime, anyplace from your phone.



The church office would be glad to help you with any questions you have

Service Team

“Feed the hungry, and help those in trouble. Then your light will shine out from the darkness, and the darkness around you will be as bright as noon.” Isaiah 58:10

Pastor Steve and Christy, as well as volunteer members too numerous to count, serve in many ways, both within the walls of Joy, and in the greater community. Many acts of kindness and service may go unnoticed but they touch hearts and lives nonetheless.

The following are some of the more visible ways Joy serves others.

- +Sunday School Teachers
- +Bible Study Leaders
- +Mom’s study and support group leaders
- +Nursery support
- +Wednesday Night Suppers- cooks and crews for set up and clean u
- +Sunday Muffin Ministry- bakers, coffee makers and cup washers
- +Building and grounds maintenance
- +Clean up crews
- +Host and youth volunteers for a TEC (Teens Encounter Christ) weekends
- +Meals for families during times of illness or loss
- +Thrivent Action Teams
- +Christmas gift support for families in need.
- +Prayer ministry
- +Prayer Shawl, Quilt and Card Ministries
- +Feed My Starving Children volunteers
- +Sharing Caring Hands, meal planning, preparation and serving
- +Food Shelve volunteers
- +Hygiene bag donations
- +Worship, parties and visits at the Prescott Nursing Home
- +Support for our sister church in Malawi
- +Thanksgiving speaker from Lutheran Social Service Refugee Resettlement
- +Youth groups Shanty Town, and trip to House of Charity for the homeless
- +Mission trip to Canada
- +Community Garden
- +Building, staff and volunteers for funerals and weddings
- +Vacation Bible School assistants

“God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them.” Hebrews 6:10

Respectfully Submitted
Your Service Team Member
Connie Booth



Outreach Team

The Outreach Team's purpose is to reach out to members, non-members or inactive members, and visitors to spread the hopeful and generous spirit of Christ in the Prescott area. We are excited to have the new "Information Center" up and running! This provides a central location for members and visitors to connect with all the options of Joy's ministries. **Please consider staffing the desk** between first and second services and after second service. Visitors who stop by are welcomed with Joy cups and other gifts.



Additional 2019 activities included:

- Kick off to Summer – Prescott event – gaga pit and popcorn
- Prescott Daze parade – Joy Lutheran float – handing out t-shirts and pencils
- Participation in Wednesday night suppers
- Christmas mission to provide hygiene kits for all ages to Prescott Food Pantry
- Thrivent Action Team participation in coordination with other Joy Teams
- Participation in PACA activities

Thank you for all your support and involvement in these activities. Please feel free to contact Stefanie Brantner or Hope Olson with additional ideas and if interested in participating.

Respectfully Submitted, Stefanie Brantner

Fellowship Team

Fellowship is the heartbeat of our congregation. It is the life of a church family. Joy has a desire to form a sense of community with others, creating warm support and friendship. We treasure Joy's people and enjoy being with them.

Some of the opportunities in 2019 included:

- *Wednesday Night suppers and early and late shift helpers
- *Apple Pie Missions
- *Joyful Seniors
- *Treats & Treasures Event
- *Men's Saturday Breakfast
- *Musical Groups
- *Joyful Quilters
- *Lefse Making
- *Sharing & Caring Hands
- *Cleaning Crew
- *Fellowship coffee and muffins between services
- *Women's Bible Study
- *Card Ministry
- *Plant Market
- *Joy Women's Spring Banquet
- *Youth Activities
- *Greeters at each Service



A BIG thank you to all team members and Joy congregation members who make it work!

Respectfully Submitted, Phil Wawra

Property & Grounds Team

2019 Team Members: Jeff Doyle, Gabe Jorgensen, Alan Klein, Marvin Lindseth, Bill Satchel, Larry Schaack, Ernie Schultz.

Property and Grounds has a focus: **Get Things Done**. Commercial buildings always need attention and our church is no different. It's hard to believe, but our building is no longer new! Furnaces, air conditioners, carpeting, skylights, roofs, and parking lots all wear out. Each year it gets more expensive to maintain.

Our member volunteers use their God given talents to maintain and improve our building, while saving cost. Examples of maintenance completed in 2019 include: replacing lights and ballasts, converting to LED where practical, repair leaky faucets & toilets, roofing repairs, maintain sidewalks, maintain furnaces and air conditioners, repaint walls, windows and siding, kitchen stove and refrigerator repairs, spray for insects, prepare building for inspections, mow lawns and spray weeds.

In late 2019 we made progress on identifying and stopping the skylight leak. At this time, we don't think replacing the skylight is necessary!! In 2020 we want to get the sanctuary lighting replaced/updated with LED. This will save us energy *and* improve the quality of light. We also plan to install ADA compliant electric door openers in the front entrance.

Have you ever wondered how the church stays so clean? Dick Horken and Bill Satchell coordinate two member volunteer cleaning crews. The crews are: Tag & Linda Johnson, Norm Johnson, Dick & Phyllis Hoffman, Larry & Joan Schaack, John & Rosie Culhane, Gloria Sebion, Bill & Sandy Satchell, Carroll & Karen Lehman, Marv Lindseth, Jerry & Betty Pederson, Ken Roen, Ken Knight, Peter Gray, Lee and Joan Northouse, Barney Voelker, Darrell & Rosemary Alexander, and Ron & Chris Stanke. We thank these volunteers who work hard to keep the building clean.

We also want to thank our Joyful Gardeners. Dick and Phyllis Hoffmann along with Darrell & Rosemary Alexander, Georgia Freidel and Ron Stanke work in the gardens and plantings, keeping them attractive throughout the year.

Thank you to Alan Klein and Bill Satchell who donate their time, money and equipment to keep the lawn looking great. We are looking for 2 more people to mow lawn, so that there can be an alternating week schedule. A big thank you to Pat Swanson at Concrete by Design for donating part of his services each year (snow plowing). Thank you to Ken Wilson, Ron Stanke and Lee Northouse who often see something that needs fixing and get it done before anyone asks (we notice). Thanks to Larry Schaack and John Culhane for their fine painting. Thank you to all the unnamed members who always volunteer their time when called upon for certain projects. We can't do it without you!

Finally, thank you to Jeff Doyle, Gabe Jorgensen, Marv Lindseth, Alan Klein, Larry Schaack and Bill Satchel who each bring specialized knowledge to the Property and Grounds Committee. Without you, this committee would not function.



Worship & Music Team

Psalm 66: 1-4

Everything on earth, shout with joy to God! Sing about his glory! Make his praise glorious! Say to God, "Your works are amazing! Because your power is great, your enemies fall before you. All the earth worships you and sings praises to you. They sing praises to your name."

Worship & Music Team Members:

Pastor Steve Meyer, Bobbie Flatz, Phyllis Hoffmann, Marcia Lindseth, Joan Northouse, Lee Northouse, Carol Peterson, Deanna Roen, and Joan Schaack. Council Liaison- Lana Craft

Activities this year:

- Led worship with songs and provide musical messages throughout the year.
- Traditional Worship: Joy Choir and Joyful Bells (hand bells).
- Contemporary Worship: Spirit of Joy (Praise Band).
- Enlisted lay people to assist with services as musicians, greeters, readers, communion assistants, ushers, altar guild, and A/V technicians. Communion assistants volunteer just before service and are identified by wearing a wooden cross.
- Hung liturgical paraments and banners and prepared for communion. Communion is served weekly using non-alcoholic wine and gluten-free bread so all parishioners can participate.
- Decorated the sanctuary for each season. Large initiative at Advent/Christmas and Easter.
- Recorded and distributed copies of worship services.
- The worship services are replayed on the Prescott cable channel and DVD copies of baptisms are provided to parents.
- Sermons are available on YouTube (<https://www.youtube.com/channel/UCMEF7TwClwpUvSH1m0kUmYQ>).
- Some videos are on Joy's website (joy-church.org).
- Lenten services used Holden Evening Prayer Service. Sermon theme was "Messy Spirituality" – exploring different faith practices for deepening spiritual life.
- Easter season included Seder Meal on Maundy Thursday and "Three Nails" narration by Ken Roen on Good Friday. The new Pascal Candle ("Genesis" design) which was unveiled on Easter Sunday.
- Participated in Community Easter Sunrise Service at Freedom Park and hosted the Ecumenical Thanksgiving Service at Joy.



- Continued one Sunday worship service at 9:30 am and Wednesday evening outdoor worship at 6:30 pm between Memorial Day and Labor Day. Sunday worship had a Dr. Seuss theme while Wednesday Campfire Worship used a fish theme. Outdoor worship included campfire, hotdogs, and S'mores. Our final summer Sunday worship was held outside and the final Wednesday of the summer season included Blessing of Pets.
- Continued to use narrative lectionary for weekly scripture readings. Short videos near the beginning of the contemporary worship service explain the scripture readings to younger members before they leave for Sunday School.
- Changed Traditional Service liturgy from Setting 8 to Setting 10 in September.
- Moving and memorable All Saints Sunday with members lighting hundreds of candles to honor loved ones.
- Advent season included "Virtual Christmas Program". Children were photographed in costume and a video of the Christmas story was created to allow the participants to see themselves telling the story of Jesus's birth. A "Quiet Christmas" service was offered for those grieving or overwhelmed during the Christmas season.
- Projectors and screens in sanctuary were replaced by large screen TVs. This improves the clarity and provides a much more vivid presentation of worship experience. Finances for this project were provided from dedicated funds for worship enhancement (not the regular budget). Further improvements to the sound system are expected next year.

Joy continues to grow under the leadership of Pastor Steve Meyer. The educational classes he teaches between Sunday morning worship services provides great insights into Biblical and Lutheran understanding. His knowledge, musical talent, and technology integration are a wonderful asset to our congregation. We continue to look for ways to improve and enhance our sharing God's word.

I would like to thank all who participated in enhancing the worship services at Joy. It is a blessing to have you share your talents with the congregation. A special "Thank You" to Pastor Steve, Pastor Carol Peterson, Pastor Tim Booth, along with all the members of Spirit of Joy, pianists Joan Schaack and Karen Lundgaard, and director Deanna Roen (choir and bells) for their dedication to worship and music at Joy.

Respectfully Submitted,
Lee Northouse



JWELCA Annual Report

*As a community of women
created in the image of God
called to discipleship in Jesus Christ
and empowered by the Holy Spirit
we commit ourselves to
grow in faith
affirm our gifts
support one another in our callings
engage in ministry and action, and
promote healing and wholeness in the church,
the society, and the world.*



The words above are the Purpose Statement for the Women of the ELCA, an organization to which **all** the women of Joy Lutheran Church belong. This is the purpose of the Joy Women of the ELCA and this is what guides all our actions and activities. In 2019 we were involved in many activities that helped us grow in faith, engage in ministry and action, affirm our gifts as women, and promote healing and wholeness in our church, the society, and the world. Some of these activities were as follows:

+ Offered monthly Bible Studies – one called *“The Gospel of John: Meetings with Jesus”* where we met Jesus through his interactions with various characters within the gospel of John. Their conversations and interactions beckoned us to explore and grow in faith. In the fall we engaged in a study called *“Poetry and Emotions in the Old Testament”* where we studied selections of Old Testament Poetry from Job, Psalms and Lamentations as we learned to look for God for help in stewarding our deep emotions, such as joy, anger, celebration, depression, misunderstanding, and contentment, finding hope and grace along the way. In addition, Pastor Steve led us in an Advent study called *“Wait, Watch, Create”* where we learned to see art as mediation, intercession, devotion and inspiration as we contemplated the prophecies of Isaiah. An ecumenical summer Bible Study called *“For Such a Time As This—Lessons from Esther”* was held in July and attended and led by women from Joy, Prescott UCC, St. John’s UCC, and St. Joseph’s Catholic Church. Special thanks to our Bible Study leaders in 2019: Marcia Lindseth, Emilie Horken, Diane Meyer, Cathy Martin, Connie Booth, Carol Peterson and Pastor Steve Meyer.

+ Continued our Joyful Quilters group that made approximately sixty-five quilts for Lutheran World Relief. “Feel Good Kits” were made with hygiene items in them and given to the local schools and the Prescott Food Pantry for students and families who need them. Many items were collected for “Our Neighbor’s Place,” a shelter for women and children in River Falls. Newborn Kits were made for Global Health Ministries to be given to new Mothers around the world. An Alternative Gift Fair was held for the eighth time this year, giving church members the opportunity to purchase a meaningful gift at Christmas to benefit the ELCA Good Gifts program. \$3553 was collected from the 2019 Alternative Gift Fair. Thanks to all the members of Joy Lutheran who contributed to the JWELCA Mission Outreach Projects in 2019!

+ The women in our JWELCA Card Ministry made several hundred cards and other items to sell at church and to use in the Card Ministry that sends cards to people who are ill, in grief, or who are celebrating a special occasion.

- + Sponsored a child in Kenya through the “His Arms” orphan ministry. A total of \$300 was sent in 2019 for the support of our child, Sarah. This ministry was established by Nancy Rowe, a former member of Joy Lutheran Church.
- + Conducted our annual Treats and Treasures sale which helped us raise \$2700 in funds which will help our JWELCA support camperships for our congregational youth, purchase needed items for our own church, including purchase of Bibles for our third graders, books and other materials for our Joy Library, and materials for our quilting ministry and for our card ministry, give donations to places such as Luther Park Bible Camp, Turning Point Shelter and Our Neighbor’s Place, Global Health Ministries, Lutheran Social Services and, His Arms Kenya Orphan Project, provide money for shipping costs for Lutheran World Relief, and give special offerings to the Churchwide Women of the ELCA and our Northwest Wisconsin Synod Women’s Organization. JWELCA continues to give several thousand dollars in donations each year.
- + Conducted the annual Thank Offering/Bold Women’s Sunday on February 17. Lori Wells, President of the NW Wisconsin Synod Women’s Organization, was the guest speaker. Special litanies, scripture, and hymns were part of the worship service as were musical offerings from our Joy Bell Choir. A special Thank Offering was taken to support the total outreach of the churchwide Women of the ELCA. \$600 was collected for the Thank Offering.
- + Participated in the ecumenical World Day of Prayer on March 1, enjoying the fellowship of other Christian women in our community, as we joined together with women around the world to present a service written by women of Slovenia. The 2019 theme was “Come - Everything is Ready!” It was based on Luke 14:15-24 about the great dinner parable Jesus told. St. John’s United Church of Christ hosted the WDP event in 2019.
- + Organized our church library with the help of several volunteers who encourage reading and check-out of books and DVD’s offered in our church library. Thanks to those who donated library materials in 2019.
- + Offered special inter-generational programs such as our Spring Banquet where we enjoyed fellowship with one another and were entertained by special programs and shared delicious dinners. The 2019 Spring Program was all about aprons!
- + Arranged for serving at funerals in our church, helping bereaved families with food and kitchen service.
- + Provided an Altar Guild that prepares the elements for Holy Communion each Sunday and changes the altar linens and banners at appropriate times of the liturgical year.
- + Joined with women from our St. Croix Conference and Northwest Wisconsin Synod for special programs, conventions, and retreats where we enjoyed fellowship, learned new things, and were inspired by special programs. Marcia Lindseth continued her work as one of five trained Racial Justice Advocates for our Synod Women’s Organization, offering presentations throughout our synod on anti-racism/white privilege. Special thanks to Hope Olson who served in 2019 as JWELCA’s Representative on the Joy Church Council.

The Women of Joy Lutheran Church are busy, dedicated, and committed to living out our purpose. We are blessed to be a community of women growing in faith, affirming our gifts, and supporting one another in our callings as we engage in ministry and action and promote healing and wholeness. We invite ALL women of our church to join us in fulfilling our purpose!

JWELCA ANNUAL TREASURER'S REPORT

Beginning Balance	\$ 3068.71
Income	\$ 8926.61
Disbursements	\$ 7568.07

Balance as of December 31,2019 \$ 4427.25

DONATIONS AND PURCHASES FOR 2019

\$ 325.00	His Arms – sponsorship and gifts for Sarah our child
\$ 600.00	Thankoffering
\$ 100.00	Our Neighbor's Place
\$ 55.00	Global Health Ministries (Shipping newborn kits)
\$ 55.00	Shipping costs of quilts for Lutheran World Relief
\$1200.00	Luther Park Camperships
\$ 167.05	Third Grade Bibles
\$3528.00	ELCA Good Gifts (Alternative Gift Fair)
\$ 25.00	Prescott Food Shelf (Alternative Gift Fair)

TOTAL DONATIONS AND PURCHASES 2019 - \$6,055.05

FUND RAISERS:

Treats and Treasures 2019	\$2,761.75
Alternative Gift Fair	\$3,528.00
Prescott Food Shelf	\$ 25.00

Emilie Horken, Treasurer



Joy Lutheran Endowment Report

The purpose of the Endowment Fund is to enhance the work of the church by meeting the special needs or projects of Joy Lutheran Church or the Church at large apart from the general operation of the congregations.

Our first investment, about 2005, was a total of \$16,846.42.

Our goal is to reach \$50,000.00 before gifting up to \$500.00 each year to a benevolent purpose.

Endowment Balance as of December 31st, 2018

Thrivent	\$ 20,095.27
Edward Jones	\$ 7,243.60
Savings	\$ 2,380.35
<hr/>	
TOTAL	\$ 29,719.22

Endowment Balance as of December 31st, 2019

Thrivent	\$ 26,114.75
Edward Jones	\$ 7,640.54
Savings	\$ 925.98
<hr/>	
TOTAL	\$ 34,681.27



Thrivent Report

Financial Recap of Joy Activities for 2019

Thrivent Action Teams: Benefit and Associate members of Thrivent are eligible to request funding (\$250 of seed money) for each qualifying event that serves the church, local community, national & world organizations. The idea is to benefit those who are in need and the guidelines require that the project be a fundraiser, service or educational event. This past year (2019) Joy members sponsored 66 events that brought in **\$16,500** to help cover the cost of the projects. This has been a tremendous asset to Joy and we hope to continue to take advantage of this generous Thrivent program as long as it is available. I will continue to help coordinate projects that are available here at Joy and ask that you simply indicate which events you would be willing to participate in and make the application with Thrivent.

Thrivent Choice Dollars: This is another Thrivent program available to eligible benefit members where they can direct Thrivent dollars to one or more non-profit organizations. Choice dollars are accrued based on qualifying Thrivent products such as insurance policies and investments. These dollars become available throughout the year and you simply indicate where you would like the money to be sent. The process is easy and quick – either by phone or on-line. Remember, this is Thrivent's money (not yours) and they are giving it to a non-profit organization of your choice. During 2019 Joy members directed **\$2,486** directly to Joy Lutheran Church and unlike Action Team seed money, this money can be used for any purpose here at Joy. **Remember**, Choice dollars accumulated in any calendar year must be used by March 31st of the following year or you will lose the dollars (e.g. money earned in 2019 must be directed by 3/31/2020).

If you would like more information about Thrivent programs, check on-line at Joy's web page, see information in the church narthex wall racks or at the Information Center where you will find a listing of 2020 Action Team events with a sign-up sheet. You are encouraged to sign-up and lead any of these projects or submit your own project that would qualify for funds. You can also see a listing of all the events we completed during 2017, 2018 & 2019 on a bulletin board down the hallway. Contact Jim Flatz (715-262-5960 or jflatz@centurytel.net) with any questions or comments. During the past 3 years Thrivent Financial has donated **\$56,347** to Joy and Joy sponsored activities. Let's make 2020 another great year with your continued involvement.

Respectfully Submitted, Jim Flatz, Lead Advocate for Thrivent Financial



Bishop's Report

Bishop Laurie Skow-Anderson's Annual Report to the NWSWI

With the murder of her own people just days away, Queen Esther was called upon to do the unthinkable- petition the brutal King to save their lives. Her cousin Mordecai told her that she was brought into the palace and made Queen **for just such a time as this**. At great risk to her life she found the courage to act and saved her own people from certain death. Esther 3-4 ¹



We have experienced the transforming love and grace of Christ in our lives. We are called to act and do what we can as called baptized Lutheran Christians **at just such a time as this**. Nearly every day the media tells us of life sucking/death dealing situations in our communities, country, and world. We are called to act with compassion, love and courage. We aren't called to bury our heads in the sand or sit on our hands, rather "this is what the Lord requires of us," we are called to **"Do justice, love kindness and walk humbly with our God. Micah 6:8**. Do what you can. Make a difference.

For just such a time as this...today, how are you and your congregation called to do justice? Today, how can you show kindness? Today, can you walk humbly with God? Together I suggest that we:

- Listen to God-read the Bible and pray-seek the truth-discern God's will-dwell in God's Word!
- Listen to others-engage in civil discourse about difficult topics-seek the common good
- Love God and love your neighbor, no exceptions, live the love
- Repent of our inaction or unjust actions and take action with courage to do the right thing
- Vote in 2020 elections, not as an act of partisan politics, but as a matter of faith

The five goals that we as Synod Ministers have been working on this past year are: 1) Strengthen Congregational Vitality, 2)Equip for the Future, 3)Connect with Malawi, 4)Grow Generosity and 5)Advocate For Justice.

In the next year we will focus particularly on **Advocating for Justice**. In response to God's call do "Do Justice," the Synod Justice Team was formed in July and has eight working groups:

1. Anti-Racism
2. Creation Care
3. Gun Violence
4. Refugees/Global Migration
5. Human Trafficking
6. World Hunger
7. Gender/Sexuality Equality
8. Get Out to Vote 2020

Synod Assembly 2020 Our synod assembly will be May 16, 2020 at Trinity Lutheran in Eau Claire. The theme is: **Building a Bigger Table**. The conversation at the assembly will be around justice issues and especially what it means to make a place at the God's Table for all people, no exceptions. Resolutions about racism, gender justice, care of creation, and others will be part of our assembly work. To strengthen our justice work, the synod council has called Deacon David Behling to serve as our Synod Advocate for Hunger and Justice on a volunteer basis. He can be a great resource in your congregation for adult forums or forming a justice team in your own congregation.

*Mordecai sent her (Queen Esther) this message: "Don't think that just because you live in the king's house you're the one Jew who will get out of this alive. If you persist in staying silent at a time like this, help and deliverance will arrive for the Jews from someplace else; but you and your family will be wiped out. Who knows? **Maybe you were made queen for just such a time as this.**" ¹⁵⁻¹⁶ Esther sent back her answer to Mordecai: ... I'll go to the king, even though it's forbidden. If I die, I die." Esther 4:12-16 The Message*

¹ Read the book of Esther in The Message translation. It is a fascinating story. Find it at BibleGateway.com

Malawi Visit / SA Consultation April 26-May 12

I will travel to Malawi with Synod Ministers, Deacon Laura Ramlow and Pastor Randy Olson, and the President of the Synod Youth Board, Savannah Small. We will all teach at the Pastor's Academy April 27- 29 in Lilongwe, Malawi. We will also be the official delegation for the ELCA Global Mission Southern African Consultation in Johannesburg, South Africa May 7-10. Bishops and official delegates from all the dioceses in South African, Namibia, Botswana, Zimbabwe, Malawi and their respective US companion synods will participate in discussion, Bible study and worship around topics that impact both African and US congregations such as gender justice, climate change, theological education and faith formation of today's youth. Please keep our companion synod, the Evangelical Lutheran Church in Malawi in your prayers.

Thank you for your partnership in ministry!

NWSWI Synod Ministers:

Bishop Laurie Skow-Anderson,

Rev. Erin Nelson, Synod Minister and Director for Evangelical Mission;

Liz Bartsch, Synod Minister for Administration;

Rev. Randy Olson, Synod Minister for Leadership;

Deacon Laura Ramlow, Synod Minister for Communications, Faith Formation, Malawi;

Rev. Greg Kaufmann, Synod minister for Leadership;

Deacon David Behling Synod Advocate for Hunger and Justice.

We are resources for you and your congregation. Follow this link to find our phone numbers and email addresses. We aren't too busy. Our purpose is to help you help the next generation come to know and love Jesus.

<http://nswi.org/home/our-staff>



Upcoming Events----Save the dates

Jan 14 **Justice Team Meeting**

2 p.m. Synod office or Zoom open meeting all are welcome at the table

Jan 26-27 **Winter Theo** Transforming Congregational Conflict -5 p.m. Sun to 4 p.m. Mon at 29 Pines Eau Claire

Feb 22 **Walking Together** Resource and Leadership Event- Davies Center UWEC
PRACTICE NOT PERFECT

March 7 **EPIC** Church Council and Leadership Training Event - Bethany, Rice Lake

May 16 **Synod Assembly**, Building a Bigger Table - Trinity Eau Claire

Sept 21-23 **Fall Ministry Retreat** Love Without Limits, No Exceptions
- Dr. Jacqueline Bussie, Judith Roberts

Save the DATE Saturday Nov 7, 2020 50th Anniversary of the Ordination of Women Day of Celebration at Luther Park, Chetek. Dr. Karoline Lewis, Speaker; Paul Oman, Artist, service project, reception, dinner fundraiser for Malawi Seminary Scholarship for Women