



Church Renewal “Five Practices of Fruitful Congregations”

By Jim Gorman

We are entering a phase of self-study at Evangelical and Reformed Church. Our building phase is over and for the last year, our goals and vision have not been as clear as they should be.

Church analysts warned us about that. They said that there is a kind of “post-building blues” that sets in in every congregation which builds a new building. It’s not unlike a “post-partum depression” that some moms experience after the birth of a child. The focus for 3 years was our new building. The amount of energy that went into that building is immeasurable. God has been gracious and good to us, but it is now time to find our way through to a new set of visions and hopes.

Through the Wisconsin Conference of the United Church of Christ, we are entering a self-study program that is called, *Five Practices of Fruitful Congregations*. We are using a book by that title and we have 6 people on a leadership team from E&R going to an orientation on Saturday, January 9th. Before going to this all-day session at the Conference Office, we are reading the book by that title. *The Five Practices of Fruitful Congregations* are the following:

* **Radical Hospitality**—“Vibrant, fruitful, growing congregations practice Radical Hospitality. Out of genuine love for Christ and for others, their laity and pastors take the initiative to invite, welcome, include, and support newcomers and help them grow in faith as they become part of the Body of Christ.” (p. 11)

* **Passionate Worship**—“Vibrant, fruitful, growing churches offer Passionate Worship that connects people to God and to one another. People gather consciously as the Body of Christ with eagerness and expectancy;

encounter Christ through singing, prayer, Scripture, preaching and Holy Communion; and respond by allowing God’s Spirit to shape their lives.” (p. 33)

* **Intentional Faith Development**—“The followers of Jesus mature in faith by learning together in community...[through] high quality learning experiences that help people understand Scripture, faith, and life in the supportive nurture of caring relationships.” (p. 62)

* **Risk-taking Mission and Service**—“Risk-Taking Mission and Service includes the projects, the efforts, and work people do to make a positive difference in the lives of others for the purposes of Christ, whether or not they will ever be a part of the community of Faith.” (p. 83)

* **Extravagant Generosity**—“Extravagant Generosity describes practices of sharing and giving that exceed all expectations and extend to unexpected measures. It describes lavish sharing, sacrifice, and giving in service to God and Neighbor.” (p. 112)

Each leadership team will meet back home once a month for five months. The group works on one of the Five Practices themes each month guided by a trained leader. The clergy leaders also meet once a month by conference call for training, support, and reflection on assigned readings.

The leadership team will then involve the congregation in how to proceed practically on these initiatives in the coming year.

Those on the leadership team are: Sue Kultz, Joe Inzeo, Dick Anderson, Ruth Ann Krause, Heidi Pagel, Sandy Anderson-Payne.

Pray for us on Saturday January 9th.

Minister of Visitation

Rev. Ralph Schultz

Someone has wisely written, "God didn't come to us, at Christmas, because the world was living in Light, rather God came to us because much of the world was living in Darkness. That's the Reason! God didn't come to us because God's creation was living in peace and harmony, God came precisely because so much of the world is at war, or is affected by war, or understands war as the only way to resolve differences. That's the Reason!

God didn't come to us because God's children were already feeding the hungry, visiting the sick and those in prison, providing clothing for those who are naked. Rather God came into the world to teach us that we are to feed, visit and clothe, not because it's convenient, easy nor even fun, but because it's what people of faith do. That's the Reason!

God didn't come into the world because everyone gets along at work, loves their job; is thankful to have a job in the first place, is kind toward their neighbor, would never "chew out" a store clerk. The reason God has come again this Christmas, is that there is work to be done. We can be so much more patient, understanding and yes, gentle with one another. That's the reason!

As we enter this new year 2010, as people of faith, we are given another opportunity to live our faith, to act out of faith and be the faith to others. Just as Advent was a time to prepare for the Gift of Jesus, so this new year gives us the opportunity to live out our preparation, by hearing Jesus' teachings, following Jesus' example,



seeing people with Jesus eyes of compassion, hearing people with Jesus' ears of empathy, being Jesus' hands and feet in behalf of others.

The new year does not have to be a continuation of the old; that is, old habits, old ways of doing things; old ways of treating people who are tough to get along with, old ways of speaking and relating to people who happen to look and speak differently than we do.

God came to us through Jesus, to answer the questions...Why Advent? why Christmas, what's so special about a New Year? Ah, that's the reason...that we might take account of how we're doing at living out 'the reason' God has come to us again.

The solution is in seeking to live more completely as God's Gift, Jesus has taught and shown us. Let's be part of this solution, not part of the problem. May 2010 find us fulfilling God's will and living according to the holy image which God has placed within each of us.

A Note:

The role of the Minister of Visitation is to visit anyone in the hospital, those who are in a nursing home, and all who are homebound.

Sometimes I wonder.. is there anyone who has "fallen through the cracks" and should be visited? If you are aware of anyone whose health has changed and is no longer able to attend Sunday worship, please let me know. We would like to visit such people and add them to our list, so they continue to be an important part of our church.

Please call the church office at 262-547-2424.

Hospital Visits

To make sure you receive a visit in the hospital, please list your church as Evangelical & Reformed (E & R) UCC, when filling out forms.

Sunday School

The R.O.C.K.

We are currently in the process of looking for a new staff person to replace Teri Launius who left with her family for Oklahoma in mid-December. Toni Perez with other volunteers are filling in, but can only do that for a few more weeks. We will keep you posted about our progress in finding a Christian Education Staff Person.

From the President's Pew- Winter 2009



Brian Van Buren, Council President

Budget Meeting Opening Remarks

Good morning and welcome to the 144th annual E&R budget

meeting:

My name is Brian Van Buren, council president and as we look forward to the 2010 budget it reminds me of my position as council president, a position that has been exciting, challenging, yet has also created a mindset for perseverance and patience. These ideas not only apply to me but to **our CHURCH** as a whole for 2010!

2010 will be an exciting time since it will be our turn – with a **sense of urgency** to meet the challenge that the congregations and leaders before us have met dozens of times since 1866; to meet the budget and costs of this church! We need to meet these goals with perseverance and patience, and even though we are farther than we were a year ago, budget wise, we still have to battle a recession and any other hidden costs of our brand new building.

Another exciting opportunity that awaits us is starting in January. Council with the help of Dick Anderson and Pastor Gorman will be leading us in discussion on our mission/vision and budget (major idea out of our forums) so that we can re-energize our congregation. Let's face it, the dust has settled. This is our new congregation. We cannot hold on to the "old ways" of the old church because those norms no longer apply.

One goal of this retreat is to re-examine our mission/vision and bring forth from paper to life a plan that re-emphasizes and re-energizes our congregation to spread the works of God among us; to further re-emphasize and re-energize our commitment to Waukesha; to use a systematic and successful approach to not just welcoming a visitor and asking them to sign into a pad, but also to welcome them into our congregation. Or, in what other ways can we reach out not only to ourselves but to the community, such as our wonderful relations with La Vina and Pastor Mario, as well as Grey Mare preschool.

A third challenge this year is that I personally ask you to re-examine **your time** commitments and join a committee, council, come to a pastoral relations forum

and/or share ideas for a new fundraiser or something that deals with church. Our congregation needs more and new ideas that can bring us together such as Family Fun Times.

With any leadership, there are always those who do not believe or are naysayers. A major goal as Council President has been to solidify and open up all communications within the church. Gossip does not move us forward. Since last year we have improved Pastoral Relations, we have offered a Pastoral Relations forum, from which spewed the idea of the survey, which hopefully you have filled out. There is always room at Council meeting as well. In other words, communicate at all levels so we can move forward NOW! Besides, how can we possibly even begin to welcome in new members if we do not have OUR HOUSE in order?

The last challenge is that we have to manage the budget and make appropriate cuts without, for example, handicapping our outstanding education program. Thus a major focus will be to hire a new Director of Religious Education director as soon as possible!

In addition, I am calling for the music committee to meet NOW, and create a series of music programs, or fests between now and summer so as to create fundraisers that can create enough monies to attract a music/choir director, since we have lost some members due to the fact that we do not have either and also since we will start to put in the best organ pipes in town in the sanctuary in 2010!

Before we talk about the budget I would like to publicly thank Sue Kultz and Bill Bloede for all their efforts over the past year on all monies; and for their efforts over the years: Don Kaiser and Al Stippich!

In regards to the Budget- the salary reduction was actually proposed by both Pastors Gorman and Schultz, therefore we will have a 5% budget reduction in salaries so as to meet a \$10,000 shortfall. It is my goal as Council president and with a SENSE of urgency that we do not have to go through with this again. I publicly thank both Pastors for their sacrifice. That sacrifice motivates me as a congregation member to meet our budget so we do not have to go through with this again.

TWO MAJOR GOALS FOR 2010:

- 1) **We meet our stewardship pledge**
- 2) **We meet our This Far By Faith pledge.**

It is also a manifest goal that we do not use this reduction in salaries as a bench mark or starting point for salaries next year—that we start at the 2008 line item for salaries.

Finally, many might be saying—well we have the investments and income funds to fall back on—No we do not! First off, we cannot go there since that money is used to pay off our mortgage and a lot of that money we cannot take out anyway since there are dates attached to disbursement. As your Council President I would never push for that anyways. It is our turn to meet the recession and budget concerns head-on. I ask all members to re-dedicate yourself in whatever manner to re-energize our church for 2010. If we lay back and “let someone else” take care of the issues and get complacent, we will have a Pearl Harbor in our hands.

Brian VB

Circle of Friends Quilt Group

Heidi Pagel

Circle of Friends Quilt group wishes to extend an invitation to any member who enjoys fellowship and or quilting. We are a small group of women who enjoy sewing and would love to expand our small committee to include anyone even if you have no sewing experience. We currently are working on “I Spy Quilts” (for children) that we are offering for sale to raise funds to purchase quilting materials. Our mission project this year will be constructing twin size “Nickel Quilts” for the Women’s Center here in Waukesha. We are very excited about both of our projects. If you would like to see the quilts we have for sale, please visit our E & R Library. They will be on display there along with our book bags and custom note cards. All are great gifts for any occasion. The Circle of Friends meets every first Monday of the month at 10 am in the church basement. Our next meeting will be on January 4th. If you should have any questions, please contact Heidi Pagel, Ruth Ann Krause, or Anna Maile.

Sarah Circle

Janet Perkins, Treasurer

Seven members and three guests met and sat in a circle as Karen Lenz lead us in Prayer and then read ‘Twas The Night Before Christmas’ as we passed the gifts every time the word “and” was read. Everyone went home with a useful, decorative or food item. Then we had a delicious lunch.

The meeting was held a week later than planned because of a snowstorm. We were lucky that most of us could make it.

Our January 13th meeting should be out to lunch. The destination has not yet been determined.

German Visitors next July

We are welcoming a group of visitors from our partner church in Paderborn, Germany next July. There will be about 10 to 15 adults and youth coming for a week to ten days. We will need hosts who are willing to share their homes with these folks and get them to activities. More information will follow.

Women’s Retreat

Pat Kruse, President

Please mark your calendars! The Women’s Retreat will be Saturday, **February 6, 2010** starting at 10:00 am. with lunch and fellowship at 12:30 to end the day. Our speaker this year is Rachel Inouye. Rachel is a member of Elmbrook Church and will be speaking on “Words, Words, Words, the Power of Words.” Please watch for more information to come.

Youth News

Our summer plans to go on a mission trip to Honduras is still being developed. We will need \$100 deposits before **February 1** so that we can get the best ticket prices.

Beside tickets (which could be anywhere from \$350 to \$650), there will be modest costs for a motel in San Pedro Sula (\$15-\$30 per person per night) and a hostel in Copan where the Mayan Ruins are (\$8 per person per night).

We are recycling used cartridges for money for the youth. There is a green box on the south entrance closet shelf to put cartridges in. Recently a filled box was sent to Empties4Cash with \$68 received toward the Youth Group account.

We might plan a Friday night -- Saturday morning “lock-in” and midnight bowling for late January or early February. Stay tuned.

News from the Women's Guild

Sue Manzke, Pres. Women's Guild

The Women's Guild held it's Annual Pot Luck Luncheon on December 7th. Vi Stevens did her usual magic with her beautiful decorations and table settings. There were 25 of us there, including Pastor Jim and Pastor Mario Navarro and his wife. It was a great luncheon and fellowship.

We would like to thank everyone who donated items to the "Hat, Mitten/Glove and Sock Tree". Vi very carefully packed all of the items into three big boxes and then she took them over to The Hope Center. We received a very nice Thank You note from the Hope Center for our continued support. Thank You again everyone.

Our next Women's Guild meeting will be held Monday February 8th. We welcome all ladies of the Church. If you are interested in coming but don't have transportation, please call the Church office at 547-2424 and we will make every effort possible to get a ride for you.

Baptism

Brendan James Schwalbach Reed was Baptised on Sunday December 27th. His parents are Kari Schwalbach & Frank Reed and his grandmother is Bonnie Schwalbach.

Keeping Our Ministries Strong

Our regular offerings to support the ongoing ministries of our church need to continue being our first priority in giving. We ask everyone to keep their regular (**current**) giving strong.

Budgeted Income Jan.-November: \$249,145.87
Actual Income Jan. – November: \$221,311.60

Other Churches Visited

Members of our congregation visit other churches and bring back bulletins. This is a great way for us to see how other churches express their life in print.

Jan Biersach sent us a bulletin from her visit to Shepherd of the Desert Evangelical Lutheran Church in Sun City, Arizona.

Judy Wendt visited Christ The Life Evangelical Lutheran Church in Waukesha on Christmas Day.

Virginia and Al Schowalter visited Christ Church in Milwaukee on Sunday November 1st.

Grant and Donna Zinnecker sent us a bulletin from First Presbyterian Church in Mission Texas, where they worship during the winter months. If all goes well they expect to return to the Midwest next summer.

Address Changes

Teri and Tom Launius
994 Douglas Drive
Claremore Ok 74017

Alyson Heather Inzeo-Bonus
337 Eastwood Drive
Jacksonville NC 28540

E & R Weather Watch Closing(s)

Please tune into Weather Watch 12/wisn.com for any church closing announcements.

Rotating Coffee Hour Hosts

- January 3: Pagel/Riemer/Manzke
- January 10: Gathering Grounds
- January 17: Elders
- January 24: Youth
- January 31: Deacons



Thank You's

A word of thanks from Sue Manzke to Rev. Gorman and Rev. Schultz for their visits during her stay in the hospital. Thank you also for the many cards and well-wishes.

A thank you from the Seventh Day Adventists for the use of our building for a ladies gathering Nov. 20th & 21st.

Scholarship Checks

There are a few scholarship checks in the office that need to be picked up. Have you gotten yours??

Liturgists and Greeters

It is time to make up a schedule for the new year...we would surely love to increase our list of folks helping out. If you might at all be interested in either or both of these things, please call the church office at 547-2424

In Loving memory

We remember with a sweet sadness the lives of Fred Rosenmerkel who passed away December 13th and Don Kaiser who passed away on December 15th.

Memorials Given in Loving Memory of:

Stella Oman

Marty & Janett Maier
Ann Terlinden
Jeannine Prager
Harry & Sue Manzke
Jim, Judy & Margaret Russell
Frieda Hart
James & Janet Jones

Ellen Purcell

George Purcell
Charles Nicholas

Bill Lamb

Jim, Judy & Margaret Russell

Charlie & Ida Mae Johnson

Jeff & JoEllen Brisk

Don Kaiser

Arlene Murphy
Martin & Sue Tomcek
James Harris
Phil & Eileen Schmocker
Robert & Dorothy Julius
Bill & Jeanette Hinn
Marvin Eichstaedt
Janet Perkins
Steve Simer
Barb & Jim Golding

Jitts & JoAn Lawrence
Marilyn & Dave Indermuehle
Lee & Jane Kusler-Jensen
Ken & Karen Kegley
Jeannine Prager
Don Wiegand
Steve & Donna Suleski
Kathy Stapleton
Al & Virginia Schowalter

Cooperating Congregations of Waukesha County (CCWC) 262-549-8726

CCWC Needs:

An E & R Ambassador(s) to attend quarterly meetings. Please call the church office for more information.

Winter coats are needed at this time, along with hats, mittens, and scarves to keep our customers warm. Please help by donating gently used or new coats, hats, mittens, and scarves, any color or size. New socks for men, women, and children are needed at this time, also.

Needed for building maintenance are the following: a yard trimmer, a rake, and leaf blower. Donations accepted at 502 N East Avenue, Monday - Friday 8 am - 4 pm.

E &R UCC Council Minutes for November 2009

MEMBERS PRESENT: Pastor Gorman, Brian Van Buren, Mike Suchecki, Dick Anderson, Rosemary Riemer, Sue Manzke, Ruth Ann Krause, Toni Perez, Shelby Perez, Glenn Koehn, Neal Brey, Dan DeKarske, Scott Donovan and Shirley Maile.

MEMBERS EXCUSED: Paula Hillman and Joe Inzeo

GUESTS: Sue Kuhtz, Teri Launius. Dewayne Johnson and Heidi Pagel

The meeting was called to order by Council President, Brian Van Buren and opened with a prayer by Pastor Gorman.

The minutes of the October 12, 2009 meeting were reviewed. A correction was made under Old Business. A motion was made by Toni Perez and seconded by Ruth Ann Krause to accept the minutes as corrected. The motion carried.

Treasurer's Report – Sue Kuhtz

Sue reviewed the Treasurer's Report. After some discussion, a motion was made by Dick Anderson and seconded by Toni Perez to accept the report as printed. The motion carried.

Heidi Pagel, a member of the Stewardship Committee, expressed her concerns regarding permission for the Stewardship Committee to have access to some information on giving so they can move ahead with their decisions. The Stewardship Committee has requesting permission to have access to the giving records. The council will discuss these requests.

Personnel Committee – Dewayne Johnson

Dewayne stated they have had two meetings with the church staff and another meeting with personnel has been set up.

Dick Anderson presented a printout and suggestions on the Church Renewal Program that will be held January 9, 2010. Dick Anderson then made a motion to accept the Church Renewal Program. He stated we already have three (3) people who have volunteered to attend this presentation. The motion was seconded by Ruth Ann Krause. The motion carried.

Proposed 2010 Budget – Sue Kuhtz

Sue presented the proposed budget for 2010. After discussion, Dick Anderson made a statement on the proposed budget should read, "Desired salary line for 2010 = \$146,300 and budget line reflects 5% budget savings by personnel." Dick Anderson made a motion to accept the proposed budget with the recommended change as stated above. Sue Manzke seconded the motion. The motion carried.

Pastor's Report was reviewed. Pastor Gorman announced that a letter was mailed out to the youth regarding a meeting to be held this weekend to discuss the youth trip to Honduras.

Teri Launius, Director of Religious Education, announced they have an offer on the sale of their house, which they have accepted. They are waiting for an inspection; with anticipated December 8, 2009 closing. Her last Sunday with our church will be December 6, 2009.

Dick Anderson presented a letter that he put together to be sent out to church members regarding our commitment giving and support of the proposed

budget. Sue Manzke made a motion to approve this letter. Rosemary Riemer seconded the motion. The motion carried.

Trustees Report – Neal Brey stated that pressure valve on the Fire Suppression System needs to be replaced. The inspection of the system will be done next week.

Deacons Report – Mike Suchecki stated that a meeting with the Ushers was held regarding offering collection procedures.

Youth Report – Shelby Perez - Meeting of youth will be held Sunday to discuss the Honduras Trip.

After some discussion, it was announced there will be a Council Retreat on Saturday, January 16, 2010.

Rev. Mario Navarro has requested a sign be put up announcing the La Vina services. It may have to be taken down every evening. Also need to decide where we will put this sign. It was suggested that Mario present an example to the council.

A discussion was held on the use of our building by not-for-profit and church groups. This will be reviewed by Trustees and brought back to council.

A motion was made by Shelby Perez and seconded by Dan DeKarske that we adjourn this meeting. The motion carried.

Respectfully submitted,

Shirley Maile, Recording Secretary

2010 Contribution Envelopes

Contribution envelopes are ready to be picked up.

For those of you that have requested not to have envelopes, you will still have an assigned contribution number for record keeping.

Upcoming Events in the Community

February 11th Jazz Express, a Dorothy Goff Frisch Concert, 7:30 p.m., Shattuck Music Center; \$10 Adults, \$5 students and seniors 60 and older

February 14th John Chappell Stowe, organ recital, 3 p.m. Shattuck Music Center

February 19th-21st “Dancing at Lughnasa” by the Carroll Players, 7:30 p.m. Friday and Saturday, 2:30 p.m. Sunday, Otteson Theatre; \$10 adults, \$5 seniors/Carroll parents/Carroll alumni, free for students with a valid ID

February 21st-March 20th T.L. Solein, oil paintings. Phil Krejcarek and Kate Loehrer, “Installation Project with Recycled Materials,” photographs, Humphrey Art Center. Opening reception: Thursday, February 25th.

Christmas Eve Services

The attendance was 308 at the combined services (5 p.m. 178, 7 p.m. 130). It was good to see old friends and new ones. Our thanks again to Kelly Garrow for filling in while Rueck Ruecktenwald was on vacation with his wife’s family in North Carolina.

Thanks to the Quartet that Tony Inzeo pulled together from West High School, for the marvelous Dekarske woodwind quartet (including Kelly Garrow) and the La Viña del Señor choir for singing two verses of Silent Night at the end of our 7 p.m. service.

Thanks also to those who helped with the **Sunday School program on December 20th**. The kids were magnificent and we trust that they learned a version of the Christmas story that gives Joseph a greater role. Thanks to Toni Perez and Peggy Beaster and all the great teachers who helped with things.



Joys and Concerns

At the time of Joys and Concerns during our time of prayer each Sunday, most folks offer up those who are experiencing difficult times. But we wonder if our folks can be prepared to offer up joys as well as concerns. A birth of a child, a new job after a long time of being laid off, recovery from illness and the like. Be thinking of joys as well as concerns as we move into the new year.

International Disasters

“Vulnerable persons and communities who experience natural and human caused disaster will achieve long-term physical, psychological and spiritual recovery and acquire sustainable forms of preparedness.”
UCC/CWS Emergency Response Goal

The United Church of Christ, through One Great Hour of Sharing, provides a witness to the Gospel of Jesus Christ in timely and effectively meeting the physical, psychological, and spiritual needs of communities affected by natural and human-caused disasters—particularly those that are marginalized.

Many in the world suffer from natural and human caused disasters. Many of these also suffer from spiritual, social, cultural, economic and political oppression. By sharing their resources, both spiritual and material, Christians can join together to support people and communities who are in need of emergency relief and long term rehabilitation.

Worldwide, One Great Hour of Sharing responds to disasters through (1) direct Global Ministries church partners in Africa, East Asia and the Pacific, Europe/Middle East, Latin America and the Caribbean, and Southern Asia, (2) Church World Service, and (3) Action by Churches Together (ACT) International—the emergency response consortium of churches and church-related agencies coordinated by Lutheran World Federation (LWF) and the World Council of Churches (WCC).

In general, One Great Hour of Sharing responds to disasters overseas where (1) it has existing partners in an area (2) the affected disaster area has limited resources and (3) response activities give priority to vulnerable groups—including children, mothers, older persons, disabled persons.

Our OGHS offering this year will be taken mid-Lent, Sunday, March 14th.

Men’s Breakfast on January 9th

Don’t miss our program!! It is “**Ask Dan the Science Man**”. Come join us for breakfast and be prepared to ask Dan DeKarske, a retired teacher of Science, any science question you might have.