

ANNUAL REPORT 2023

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at ELCA.org/SOFIA.



ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
Yours the gold and yours the sil - ver, yours the wealth of land and sea;
By your pa - tient years of toil - ing, by your si - lent hours of pain,
by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
we but stew - ards of your boun - ty held in sol - emn trust will be.
quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655
Text: Somerset C. Lowry
Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
arr. Julius Röntgen
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Galilee Lutheran Church

2024 Annual Congregational Meeting

2023 Annual Report

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GALILEE LUTHERAN CHURCH
2024 ANNUAL CONGREGATIONAL MEETING
Sunday, January 28th 2024 at 11:15am (immediately following Education Hour)
Order of Business

WELCOME – Carl Spencer, Leadership Board President

OPENING PRAYER

1. APPROVAL OF MINUTES

- a. 2023 ANNUAL MEETING - January 29, 2023
- b. CONGREGATIONAL MEETING – October 29, 2023

2. REPORTS

- Leadership Board President Report
- Pastor's Report
- Coordinators & Ministry Teams Reports
- Office Statistics Report

3. TREASURER'S REPORT – Andrea Smith, Treasurer

- a. 2023 Budget Report
- b. Presentation and Approval of 2024 Budget

4. LEADERSHIP BOARD

- The Leadership Board will consist of five members plus the pastor. Positions on the board are: President, Vice-president, Secretary, and two Members-at-Large. Terms are 2 years. Note that Treasurer is not an elected member of the Leadership Board.
- Darrin Kehl was nominated and elected as a new Leadership Board Member, Mary Dehler who was selected by the Leadership Board to complete Cori Ryta's term as a Leadership Board member was confirmed through election to serve thru 2025, and Terri Drover and Carl Spencer were nominated and re-elected as Leadership Board Members at the October 29, 2023 Congregational Meeting. No further action is necessary.

Departing Board Members

Josh Prins (2024)

Continuing Board Members

Mary Dehler (2025)
Steve Dethloff (2025)
Terri Drover (2026)
Carl Spencer (2026)

New Board Members

Darrin Kehl (2026)

5. ELECTIONS

- a. Endowment Fund Committee – (3 Members serve alternating 3-year terms)
 - We will be electing one person to serve a three-year term. Pastor and the Treasurer are standing members. Current members are Doug Kiser (2021-2023 – departing), Diana Conway (2022-2024) and Steve Hanson (2023-2025). Nominated is John Ruf.

Columbarium Committee Team Report

Ministry Area: Columbarium Committee

Coordinator(s): Bill Braunschweig

Phone numbers(s): 262-442-0619

E-mail address(s): bbraunschweig1@gmail.com

Columbarium Committee Report – 2023

- Committee members were: Bill Braunschweig, Linda Feldman, Jim Hagen and Penny Van Weele. One position remains vacant at this time.
- The annual certification document (Form #1787) and the financial report for 2022 was submitted to the State on March 15, 2023.
- There was one niche purchase (B-1) for James D. Rasmussen in 2023. As of this writing 25 of the 48 niches in the Columbarium have been purchased.
- Pastor Karen Klatt conducted the inurnment ceremony for Craig Piotrowski on June 24, 2023. Craig was one of the original members of the Columbarium Committee.
- Pastor Jennifer Arnold conducted the inurnment ceremony for James D. Rasmussen on July 6, 2023. Pastor Jim served as a beloved pastor at Galilee from 1989 - 1999.
- In celebration of All Saints Day, Pastor Jennifer Arnold conducted a brief ceremony at the Columbarium on Sunday February 5, 2023.
- The committee would like to thank members of Galilee's "Thistle Club" and Steve Detloff, Tom Drover, Jim Hagen and Bill Rudolph for their efforts in maintaining the gardens and the grounds around the Columbarium site.

Respectfully submitted,

Bill Braunschweig

Rafiki Ministry Team Report

Ministry Area: Rafiki (Burmese Family Support)

Coordinator(s): Karla Sloan, Diana Conway, Lynne Diefenbach, Marilyn Lindemeyer

Phone numbers(s): 262-389-5040, 262-366-5497, 262-691-4813, 414-322-5658

E-mail address(s): kshsloan@me.com, dlmc@milwpc.com, dbach440@gmail.com, mlindemeyer1115@gmail.com

Please describe your activity and accomplishments during 2023

We continue to help and support our Burmese families as needed. They contact us with questions, usually regarding finances, education, and health care.

Overall, the families continue to work hard and do their best to be successful citizens. They have made remarkable progress since their arrival. We are so proud of them!

Identify your goals for 2024

Our main goal for 2024 continues to be to help these families function independently, while providing the support and guidance necessary to achieve this. As we continue to be available on an “as needed” basis, we will keep the congregation informed of needs as they arise. We are grateful to all in the congregation who have continued to support our efforts in one way or another.

b. Nominating Committee – 8 Members Serve Alternating 2-year terms)

- 2023 Nominating Committee Members – Departing: Carole Brinkman, Sue Olson, Nick Riegert and Matthew Strosin.
- 2024 Nominating committee candidates (serving the second year of their 2-year term) are: Mike Bohlmann, Doug Dehler, Sarah Spencer, Mary Stauber.
- 2024 Nominating Committee candidates (serving a 2-year term) are: Heidi Mag, Sally Rudolph, Paul Thorgaard and Sharon Vitek.

c. Nominations for Representatives to the Synod Assembly -

Fri., May 17, 5-9 p.m., & Sat. May 18, 8 a.m. - 4:30 p.m. Italian Community Center in Milwaukee

- One male, one female to be elected or appointed
- Assembly cost is covered by Galilee
- All congregations may add one voting member to the number allotted if that additional member is a youth or young adult (under age 31 when elected).

6. CAPITAL EXPENSE DISCUSSION

- a. Roof Replacement
- b. Pastor Office Update
- c. Live Stream/Sanctuary Technology Upgrade
- d. Main Floor Restroom Upgrades
- e. Greater Milwaukee Synod “Equipping the Saints” Campaign

7. PASTORAL TRANSITION UPDATE

CLOSING PRAYER

ADJOURNMENT

Minutes of Annual Congregational Meeting - January 29, 2023

Minutes of 2023 Annual Congregational Meeting

Virtual and In-Person Meeting

Galilee Lutheran Church, Pewaukee, Wisconsin

Sunday, January 29th, 2023 at 10:17 a.m.

The Annual Congregational Meeting was called to order by President Ann Dee Austin at 10:17 a.m. on Sunday, January 29, 2023. The meeting was held in person and via Zoom. Three members attended via Zoom and 48 members attended in person for a total of 51 Congregational members, therefore a quorum was present.

Pastor Jennifer and the Leadership Board led with an opening liturgy including a song and litany.

Approval of Minutes:

- a. Approval of the January 23, 2022 Congregational Meeting minutes - Motion to approve minutes by Debra Kohler/Sally Rudolph. Motion carried.
- b. Approval of the October 30, 2022 Congregational Meeting minutes - Motion to approve minutes by Al Burgemeister/Doug Kiser. Motion carried.

Reports:

Please review the Leadership Board report from President Ann Dee Austin in the Annual Report.

Pastor's Report (Pastor Jennifer Arnold)

Please review the Pastor's report from Pastor Jennifer Arnold in the Annual Report.

Coordinators and Ministry Teams Report

No reports given. See the 2022 Annual Report.

Treasurer's Report:

Ann Dee introduced and thanked Andrea Smith for her continued service. Andrea reported and gave a financial summary of 2022 and reviewed the giving and expenses for 2022 as well.

The Leadership Board will clarify the budget as it relates to paying musicians per service and increased utility use. Additional pledges will be forwarded to paying utilities.

The mortgage is scheduled to be paid off in 2025.

A motion to approve the revised 2022 Budget was made by Bill Rudolph/Doug Dehler. Motion carried.

MET Team members

Our MET Team member list has been established and are as follows:

Tom Barth, Barb Barthel, Karen Buehlow, Sue Burgemeister, John Gahan, Mark Glover, Steve Hanson, Ellen Piotrowski, Bill Rudolph and Mark Voelz from St. Paul's, Milwaukee.

continued

Compassion Care Report

Ministry Area: Teddy Bear Ministry

Coordinator(s): Carol Puestow & Cheryl Hanson

Teddy Bear Ministry – The Teddy Bear Ministry is an outreach ministry that began in 2006. It encourages persons who need to experience comfort to take a bear home to keep, or take a bear and share it with someone who could use a little hug, knowing that the members of Galilee care about them. There is a tag on each bear that shares an invitation to contact Galilee if help is needed. The tag also includes requests for Galilee to remember the person receiving the bear in prayer. You will find the bears in various pews scattered around the sanctuary. If you'd like to donate a bear, we ask that they be new and not have any advertising on them. Size varies but the animal should be at least 11 to 12 inches from head to feet. Stuffed animals not used will be donated to St. Paul's in Milwaukee.

-Carol Puestow & Cheryl Hanson, *Coordinators*

Partnerships & Global Gifting Ministry Team Report, cont.

El Salvador (Barb Barthel)

Through the Galilee El Salvador Gift and Memorial account we were able to assist Los Martires with funds for a Christmas Party for Children and Youth, Back Packs and School Supplies, and an Anniversary Party for the Community of Monsignor Romero. Through special gifts, funds are being provided to tile the floors of the Church Building and the Sunday School Building. We also provided funds for a Mother's Day Party; and for a party to celebrate the church's anniversary in November.

Noisy Offering

The 2023 offerings were collected, divided and designated for St. Paul's Urban Partnership, the Meru Sister Parish and the El Salvador Sister Parish relationships.

Goals for 2024

- Further identify and delegate Galilee members to provide 'championing the cause' in many areas of the ministry that we serve.
- Extend participation in the various ministry areas across all age groups, by tailoring the possibilities with passionate Galilee members and explaining the why, not just the what.
- Continue educating the congregation on all of the ministry areas with Partnerships so as to garner further support of time and talents. Facilitate people sharing their stories.

'Youth Friendly' associations within Partnership Ministry area goals for 2024

With an outreach of education for all the ministry areas to the congregation, it is hopeful that we can attract more youth. In the past, youth have been involved in the Angel Tree Project, St. Paul's, delegations to El Salvador, Tanzania, Lutherdale, ELCA Greater Milwaukee Synod, Outreach for Hope and Noisy Offerings. Youth connect to the service ministries through Sunday school initiatives and hearing the announcements of service available throughout the year.

Congregational support needed to accomplish these goals

Financial support in the form of continued commitments on pledging will allow increasing funding distribution at about 3% (or more) each year. Leadership in many of the ministry areas could be freshened up with new ideas and/or create new opportunities to serve.

Leaders of Partnership Ministry Team

There are many individuals who champion the various ministry areas of Partnership as listed above. Additionally, there are many people who play important roles in sustaining the ministry throughout the year such as; Bill Braunschweig, Doug Dehler, Pam Graham, Cheryl Hanson, Kim Kiser, Mary Jo Magnusson, Carole Miller, Jill Plesh, Diane and Janet Praeger, Sue Olson, Sara Schroeder, Karla Sloan and Mary Stauber.

Submitted by Mary Winter

Minutes of Annual Congregational Meeting, Jan. 29, 2023 (cont.)

Elections:

Ann Dee asked for prayers for the new Leadership Board for 2023 and Pastor Jennifer offered prayers of thanks for those who are completing their service; Ann Dee Austin and Jeff Dohlby. The Leadership Board for 2023 will be Carl Spencer, President; Josh Prins, Vice President; Steve Dethloff, Secretary; Terri Drover, Member at Large; and Cori Ryta, Member at Large; Andrea Smith, Treasurer and Pastor Jennifer Arnold.

1. Endowment Fund Committee

Current members are Doug Kiser (2021-2023), Diana Conway (2022-2024) and David Keller whose term is ended. Ann Dee noted that the Nominating Committee had nominated Steve Hanson for the Endowment Fund Committee for a three-year term and presented his name for election. A motion to approve Steve Hanson to the Endowment Committee was made by Sue Olson/Carol Puestow. Motion carried.

2. Nominating Committee

The Nominating Committee will be electing 4 members for the coming year for a two-year term.

2022 Nominating Committee candidates who will be serving their second year completing a two-year term are: Carol Brinkman, Susan Olson, Nick Riegert and Matthew Strosin.

2023 Nominating Committee candidates who will be serving a two-year term are: Mike Bohlmann, Doug Dehler, Sarah Spencer and Mary Stauber.

A motion was made to approve Nominating Committee candidates Mike Bohlmann, Doug Dehler, Sarah Spencer and Mary Stauber by Al Burgemeister/Bill Rudolph. Motion carried.

3. One female and one male representative are needed to attend the Synod Assembly (June 2-3, 2023). Ann Dee asked for volunteers or nominations. Deb Kohler and Doug Dehler volunteered to attend the assembly. Karen Buehlow offered to pay for any confirmation students who may wish to attend. A motion was made to approve Deb Kohler and Doug Dehler as Galilee's representatives to the Synod Assembly. Motion carried unanimously.

4. Proposed Amendment Changes to the Constitution

Al Burgemeister explained the changes being made in the Constitution. A motion to approve the revised changes to the bylaws was made by Mike Bohlmann/Bill Rudolph. Motion carried.

Closing

A prayer was led by Pastor Jennifer Arnold.

Motion to adjourn the Annual Congregational Meeting was made by Al Burgemeister/Bill Braunschweig. Motion carried at 11:10 a.m.

Submitted by Terri Drover, *Leadership Board Member at Large*

2023 Leadership Board Report

Ministry Area: Leadership Board

Submitted By: Carl Spencer

Phone Number: (414) 313-3038

Email Address: carlspencerv66@gmail.com

The Leadership Board of 2023 included the following members: Mary Dehler, Steve Dethloff, Terri Drover, Josh Prins, and Carl Spencer, with Andrea Smith serving as Treasurer. We meet at least once a month. Oversight of the life of the Congregation in both worship and in financial property matters are responsibilities of the Board.

2023 has been a period of reflection for Galilee and that is reflected in the work of Leadership Board. Over this past year we have looked at who we have been, who we are and who we would like to be as we consider the needs of our Congregation as it relates to the process of choosing a new Pastor. The Leadership Board wishes to thank Pastor Jennifer for her guidance; the METeam for their efforts in exploring, evaluating and determining the gifts we are seeking from our next Pastor; the Call Committee as they begin their work and develop their process which will be used to select a candidate to serve as our next Pastor; and most importantly, the ongoing efforts of the Congregation who as a whole continue to actively participate in these conversations and share your thoughts, which go directly to the heart and soul of who we are as a Community.

Looking Back on 2023

As we progressed through this past year a great deal of time was spent by the Congregation being focused on moving us forward in the process of calling our next Pastor. Some highlights of the year include the following:

- In January the Leadership Board began working in earnest with Pastor Jennifer to lay the groundwork for the Call Process. We began to organize a ministry vitality survey and to select the METeam. Another significant item in January was Galilee's adoption of our updated Constitutional Language. Many thanks to Al Burgemeister for writing the current version.
- February began with a farewell and thank you to Mary Kay Debrecht who retired as our organist after 34 years of faithful service to Galilee. With assistance from the Worship Committee we revamped the role of organist/accompanist and have been lucky to have both Patricia DeBlaey and Jean Nelson step in and support our musical efforts.
- The METeam began meeting on February 6th and worked diligently throughout the year to develop our "Ministry Site Profile" ("MSP"). This document is used by the Synod and prospective candidates to learn about Galilee and see if our needs match a potential candidate's desires and skills. The METeam was made up of the following individuals: Tom Barth, Barb Barthel, Karen Buelow, Sue Burgemeister, John Gahan, Mark Glover, Steve Hanson, Ellen Piotrowski, Bill Rudolph, Mark Voelz and Pastor Jennifer. We are grateful for the time, energy and effort that this group put forth. Many, many thanks go out to them.
- We held a historical timeline event on March 16th. More than 50 members attended as we looked back on the history of Galilee from our very first beginnings through to the present. It was a very enjoyable event and brought out some significant thoughts about who we are.

continued

Partnerships & Global Gifting Ministry Team Report, cont.

St. Paul's Lutheran Church Milwaukee Partnership (Deb Kohler) – St. Paul's, our urban partner led by Pastor Delaney Schlake-Kruse, offers Kim's Table held outside on 28th & Wisconsin Avenue in Milwaukee every spring through fall. Kim's Table provides gently used clothing & household items, hygiene packets, and wrapped sandwiches which are distributed to people of the neighborhood of St. Paul's. Galilee "Tied the Knot" during the summer months of 2023, creating fleece tie/knotted blankets which were distributed during the September Kim's Table. During November & December Galilee collected gently used & new coats, along with hats, mittens and scarves which will be shared with neighbors of St. Paul's. We continue to include prayers for St. Paul's during worship services.

Lutherdale Bible Camp (vacancy) – Small group and family camping is being considered for the future to provide new connections with their ministry outreach.

Lutheran Program for the Aging at Luther Manor (vacancy) – Galilee members support Luther Manor through a donation to the Auxiliary. Volunteers are needed to visit residents, donate and help out when needed.

ELCA Greater Milwaukee Synod (vacancy) – Financial commitments support the mission and ministry we share beyond our own congregation. We have Galilee members participate in workshops and activities offered to network, learn and share ideas. A donation of \$1,000 went for training of coffee farmers in Tanzania this year.

Outreach for Hope (Jeff Dohlby) – Galilee members engaged in various forms of participation through volunteering and donating at the annual Family Bike Ride which now includes running and walking at sites across the synod.

West Conference Cluster – Pastors of ELCA Congregations in the Cluster met regularly to discuss common issues and join together for planning adult mission trips.

Pewaukee Ministerium of Churches – Pastors from other Pewaukee denominations meet to discuss issues/concerns within the Pewaukee area.

ERAs Senior Network (vacancy) – Galilee members volunteer for this organization made up of Waukesha County Congregations to focus on helping seniors and adults with disabilities.

Lutheran Social Services (vacancy) - Individualized opportunities for volunteering and donations will be researched for future promotion and engagement by the congregation.

Lutheran World Relief (vacancy) – Galilee was not active this year. We need a volunteer to get the group working again to provide Personal Kits, School Kits, Quilts and Baby Kits for this wonderful outreach ministry.

Tanzania Partnership (Deb Kohler) – Galilee continues to accompany Ndoombo, our partner parish in Tanzania and the Diocese of Meru in Tanzania. Galilee is represented at the monthly Greater Milwaukee Synod partnership meetings, with Deb Kohler elected as Secretary for the Synod's Diocese of Meru Partnership Executive Committee in 2023. Galilee continues to support Mt. Meru Coffee Project which promotes fair trade for farmers in Tanzania. Carole Brinkman serves as the Mt. Meru Coffee Project Ambassador for Galilee. We continue to include prayers for our Tanzania partnerships during worship services.

continued

Partnerships & Global Gifting Ministry Team Report

Ministry Area: Partnerships and Global Gifting

Coordinator(s): Mary Winter

Phone Number: 262-219-1043

Email Address: marywinter1322@gmail.com

Activity and accomplishments during 2023

Galilee members continued their support of outreach to those in need with help to improve their lives. This support involved monetary gifts and donations as well as personal time, talents, gifts and abilities. Through awareness, teaching and involvement; our children, young people, parents and adults are aware of the needs in the community, the country and globally.

We are always seeking more Galilee members to be involved in current, as well as drive, new initiatives for the Partnership areas at Galilee along with educating the Congregation as to what is available and how to become involved. Currently we are in search of a new Coordinator and champions of the entities listed below with (vacancy) appended. Our Partnerships are sustained and will grow with the support and interest of the Congregation. This support includes prayers, active participation in activities and events, monetary and item contributions for projects we wish to engage in and ideas and suggestions to grow the ministry areas. Below are many ways Galilee members participated in activities over the last year:

Pewaukee Interchurch Lay Council (Sharon Vitek) - Galilee is a generous supporter of the Pewaukee Food Pantry with our monthly collection of non-perishable food items and monetary gifts. Pick n Save gift cards were given to adults at the Pewaukee Food pantry for Thanksgiving. Money for gifts for Food Pantry members was given by Galilee for Christmas. Galilee members continue to help out Saturdays at the Food Pantry.

Hope Center (Mary Winter) - Galilee participated in serving meals twice this year, providing servers along with milk and desserts. Several people also attended the annual gala dinner fundraiser.

Women's Center (Mary Winter) - Gifts and monetary donations were made by the Women of Galilee and continued through the 2023 Advent Party. Individual members also donate throughout the year. Events are promoted and Galilee members are involved in fundraising activities such as the annual luncheon.

SOPHIA/WISDOM (Carole Brinkman) – Galilee members supported the organization through attendance at public meetings, events, rallies and involvement on social issue topics of criminal justice reform, immigrant rights, health care availability, public transportation, economic justice and workforce housing.

Angel Tree Project (Mary Winter) – Galilee members generously provided gifts to the children of the La Casa de Esperanza Day Care program through the Angel Tree Project for Christmas. We were able to provide 65 children with gifts and even had several extras donated.

Rafiki Team (Diana Conway) – Several Galilee members continue to be available to assist our Burmese families in daily activities and as special needs arise.

continued

2023 Leadership Board Report (cont.)

• On April 29th we held a Leadership Retreat with the Ministry Coordinators, Leadership Board members and staff members. This proved to be a very valuable time of conversation and learning about how to improve the various ministries of Galilee. The discussion led to a realization of the need for new mission and vision statements as well as better goal setting.

• May brought in more transition as Shoniqua Reik our Office Administrator announced she was taking a new position. With Pastor Jennifer's and Kathy Taylor's help we re-wrote the tasks for the position and renamed the new role "Office Coordinator." Following a brief period where Patricia DeBlaey did an outstanding job in double duty and stepped in as a (planned) temporary hire we hired Samantha Scantlin to this role. She has been an amazing addition to our team!

• In July and August the Leadership Board and the METeam held two evening retreats where we developed our new Mission and Vision Statements. The goal was to create messaging that was succinct and to the point and the group felt confident that we hit those marks. With these statements in place we created goals for Galilee which will be used to guide us as we move forward.

• The month of September was spent finalizing the MSP document. Among many items, this time involved some significant conversations about Galilee's potential acceptance of a Pastor who may identify as an LGBTQ individual. Following multiple conversations during our Adult Education hour, attended by both Adults and Youth, and hearing and seeing the interplay of the conversation, the Leadership Board voted to confirm to the Synod that Galilee would be supportive of any candidate that meets our needs. With this final conversation in place, the METeam had completed their primary tasks.

• In the first part of October we selected the Call Committee. This group is made up of Doug Dehler, Heather Evans, Steve Hanson, Deb Kohler, Anne Riegert, Max Smith and Sarah Spencer. As this group continues to prepare for their interviewing and selection process we thank them for their commitment and ask that you all pray for them and the work that they are doing.

• On October 15th we met with the Bishop and the METeam presented their findings to the Congregation and Synod staff in a joint Town Hall meeting. With this, our MSP was posted to the Synod website and the process of searching for candidates was ready to begin.

• In November Pastor Jennifer shared her plans to retire, announcing her plans to complete her time with us as of January 14, 2024. While we knew that we would not have her partnership forever, she will be greatly missed for her work with us.

• In December we celebrated Advent and Christmas with wonderful events, a memorable Children's service and saw a nice bounce back on attendance for our Christmas Eve services.

• **We have continued to be blessed with a wonderful staff including Samantha Scantlin, Karen Streit, Patricia DeBlaey and Jean Nelson who all continue to support us and so often go beyond what is expected. Our sincere appreciation and admiration go out to them all!**

2023 Leadership Board Report (cont.)

- **As we wind down 2023 we say goodbye and thank you to Josh Prins whose term is up. Josh has been extremely helpful while serving and we will miss this thoughtful leadership. We in turn welcome Darrin Kehl to the Board and look forward to working with him.**

As we look ahead to 2024 there is a great deal for all of us to look forward to. We have a Bridge Pastor to take over as our faith leader and can look forward to a new relationship and new experiences. The Call Committee is hard at work and we would hope to hear positive news as their interview process will begin soon. Financially, Galilee is in a good place and our membership is holding steady, both of which are significant signs of the faith and belief we all have in our community. Thank you all for continuing the good works here at Galilee and please know that if you ever have any questions or ideas on how Galilee can be improved that the Leadership Board stands ready to listen.

2023 Annual Report
Patricia M. DeBlaey, *Music Director*

Psalm 150

- 1 Praise the Lord
Praise God in his sanctuary;
praise him in his mighty heavens.
- 2 Praise him for his acts of power;
praise him for his surpassing greatness.
- 3 Praise him with the sounding of the trumpet,
praise him with the harp and lyre,
- 4 praise him with timbrel and dancing,
praise him with the strings and pipe,
- 5 praise him with the clash of cymbals,
praise him with resounding cymbals.
- 6 Let everything that has breath praise the Lord.

Praise the Lord.

2023 was full of Music that gathered us, cleansed us, and renewed us. The combination of younger voices and instrumentalists in worship has united us in a new way. We have discovered a call to worship that became an intergenerational favorite in “Come Let Us Worship God” and the inclusion of chimes and bells as primary accompaniment in liturgy and for the Sunday School Christmas Program “Stars Angels Shepherds, Kings” caused our spirits to soar as we listened in a new way to the story of the baby Jesus’ birth. “Variations on a French Carol” that interwove handbells and percussion instruments gave our ears a start and a string quartet soothed us as our voices raised up singing “Silent Night” in candlelight.

“Let everything that has breath praise the Lord!”

Submitted by Patricia DeBlaey

Worship & Arts Ministry Team Report

Ministry Area: Worship & Arts Team

Coordinator(s): Diana Conway

Phone numbers(s): 262-366-5497

E-mail address(s): dlmc@milwpc.com

Team Members: Diana Conway, *Coordinator*, Patricia DeBlaey, *Music Director*, Jill Plesh, *Altar Guild member*, Cori Rita, *MSP Scheduler* (resigned in November); Penny VanWeele and Karen Buelow, *Visual Arts team*. We also have a member of the Leadership Board as a liaison; this year it was Josh Prins.

Please describe your activity and accomplishments during 2023

Our team generally meets quarterly to plan for services during the different Church Seasons of the year. Each person on our team has an opportunity to report on their area of expertise. We evaluate the previous quarter of church services to decide if we want to change anything next time. All members are committed to enhancing worship services through the use of their skills and talents. They are valuable assets to our congregation and are greatly appreciated.

Since the resignation of our scheduler, we have been working to find a suitable replacement for the program we had been using. Deb Kohler has temporarily joined our team to assist in this endeavor. We are currently trying out SignUp Genius for this purpose, and hope volunteers will be willing to sign themselves up to fill the worship assistant slots for each service.

Identify your goals for 2024: We plan to continue to support and enrich worship through our efforts, and will encourage others to join us in these efforts.

It is of the utmost importance that we find and implement a scheduling program for worship assistants that works well for us.

If you are interested in joining our team, please contact Diana Conway or the church office for more information.

Submitted by: Diana Conway

2023 Leadership Board and Coordinators



Pictured above from left to right: Terri Drover, *Member At Large*, Andrea Smith, *Treasurer*, Steve Dethloff, *Secretary*, Carl Spencer, *President*, Mary Dehler, *Member At Large*, Josh Prins, *Vice President*.

2023 Ministry Coordinators



Church Office & HR Administration
Kathy Taylor



Connecting
Sara Schroeder and Terri Drover



Hospitality
Viv Dethloff and Susan Keller



Building & Grounds Administration
Nick Riegert



Worship
Diana Conway



Stewardship
Steve Dethloff



Compassion Care
Mary Jo Magnusson



Partnerships & Global Gifting
Mary Winter



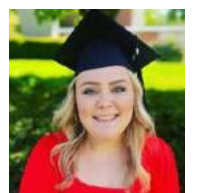
Music Director & Primary
Accompanist
Patricia DeBlaey



Financial Assistant
Karen Streit



Christian Ed. & Youth
Jean Nelson



Office Coordinator
Samantha Scantlin

Pastor's Report

Annual Report 2023

Pastor's Report – Pastor Jennifer Arnold, Interim

How meaningful it has been to journey with Galilee through ministry in 2023! As I approach my upcoming retirement, I am so grateful to have spent my final year with you. You are a gifted congregation with faithful leadership and a devotion to Jesus, which will carry you well into your next chapter of ministry.

We began 2023 by laying out the Mission Exploration Team (METeam) process and assembling the METeam members. By February the Team was meeting and planning how to address key questions like: Where have we been as a congregation? What can we learn from the community in which God has placed us? What does our Galilee faith community say about our strengths and our mission? How might God be calling us forth in the years ahead? What kind of pastoral leader might we need to accompany us next?

By the end of May the Team had hosted a historical reflection event, conducted interviews with Pewaukee leaders, surveyed Galilee's members about education, worship, and outreach, and met with 4-5 focus groups within the congregation. Amid this work, the METeam reported its findings to the congregation for further reflection and input. Then in mid-late summer, the Team began drafting the content of the Ministry Site Profile, the document that is used by the synod, call committee, and candidates during the call process. A final draft was given to the Leadership Board for its review and approval in September and distributed to the congregation prior to the October 15th town hall meeting with Bishop Erickson and Pr. Afí Dobbins Mays from the synod office. Thank you to our METeam members: Karen Buelow, Bill Rudolph, Ellen Piotrowski, Steve Hanson, Tom Barth, Barb Bartel, Mark Glover, Sue Burgemeister, John Gahan, and Mark Voelz from our partner church- St. Paul's in Milwaukee.

Alongside the work described above, I facilitated conversations around diversity and the inclusion of people in the LGBTQIA+ community. How does Galilee approach inclusion and diversity and would Galilee be open to calling a pastor from the LGBTQIA+ community who matches the gifts and experience it seeks? How might God's Word inform our conversation? These were the questions we considered together through:

- 2 adult forums in the spring
- A 6-session book study on Unclobber, by Colby Martin during the summer
- 2 Leadership Board led adult forums in September

After deep listening, prayer and conversation, the Leadership Board determined that, although Galilee is not in total agreement, there is a strong desire for Galilee to seek the best pastor so we would not ask the synod to screen out LGBTQIA+ candidates from consideration. You have done good and faithful work and I encourage Galilee to continue to have difficult and important conversations that help it pursue God's will and serve all of God's people.

As the New Year comes and the Call Committee moves toward interviews and discernment with pastoral candidates, please hold in prayer all who are involved: the Committee, the synod, AND the candidates who are seeking the leading of the Spirit. This is holy work filled with listening, sharing, exploring, and prayer.

continued

Faith Formation Team Report, cont.

Men's Bible Study

The Men's Bible Study meets the first and third Saturdays of the month from 7:30 to 9:00 am. We share some breakfast, personal life stories, occasional jokes and most importantly we share our faith. In February we again live streamed the "No Regrets" conference that originated from Elm Brook Church in Brookfield. The Conference speakers were excellent and we shared a meal and our impressions of the conference experience. The group also completed a study of the book of Daniel from the "Life Guide" Bible study series and we began a similar study series "The Twelve Disciples."

Bill Braunschweig

Women's Bible Study

We currently meet one Saturday morning a month in the Gathering Place at 8:00 am and have been working through a study of the book of Hebrews.

Terri Drover

Godly Play

Godly Play met weekly in 2023, except holidays, during the school year. During June, July and August we scheduled 2 Sundays a month. We had 2-14 children per Sunday, averaging 6 children per Sunday, plus the storyteller and assistant(s). The children hear stories that are at their level and even the youngest participate in asking questions and providing answers to the "I wonder" questions.

Godly Play not only gives the children a time for them, but it also gives their parents/grandparents/guardians an opportunity to hear the lessons and sermons without interruption.

During the first half of the year we were blessed with several story tellers and assistants! We also started organizing the Godly Play room, stories and supplies for better ease of use. In the fall, we had a volunteer build us a new sturdy, easy to put together temple.

During the second half of the year we only had a few story tellers and assistants. In the past, we relied on confirmation students to be assistants, but there are currently only 2 confirmation students. This adds to a gap in volunteers. Please consider volunteering as a storyteller or assistant in the coming months.

Thank you to all who have helped with and supported Godly Play during 2023. Please take a few minutes to interact with the children. Ask them what the story was in Godly Play or what they did in Sunday School or thank them for singing or as they pass buckets for the Noisy Offering. It's these little acknowledgements and interactions that make positive impacts on our children. If you open up to this small effort, you will also find it has a positive impact on you.

Faith Formation Team Report, cont.

The month of December focused on the nativity story and preparations for the children's Christmas service on December 17, led primarily by Sunday School and Confirmation kids. They sang, narrated, recited, read the scripture lessons, and served as worship assistants. Huge thanks to members of the bell choir for adding to the children's songs, to Ava Prins for playing oboe, Ava and Charlotte for singing a duet, Karen Buelow, Richard Knutson, and Penny Van Weele for the beautiful scenery for our service, to all the parents and adults who helped the kids learn their songs and speaking parts, and especially to Patricia DeBlaey for her support with the musical aspects of the service, for securing additional musicians from the community and for accompanying the kids.

Confirmation Ministry

In October and November, Pastor Jennifer helped us to celebrate the Rite of Confirmation for five young adults: Eli Austin, Tommy Barker, Peyton Brunner, Lili Levas, and Talia Piotrowski. Shortly before they were confirmed, each of the confirmands prepared a written faith statement, which they orally presented to Pastor Jennifer, the Confirmation leaders, each other, and family members to conclude their Confirmation studies. Their faith statements were all very impressive. We look forward to seeing how their lives continue to unfold in relation to Christ. With Pastor Jennifer's help, and with contributions from our two remaining Confirmation students, we have also developed a new approach to our Confirmation program, which we began implementing in the fall. Under this approach, each of the students is engaged in a program of regular reading of selected Bible passages, taking notes, and then discussing the readings with adult partners from the congregation, followed by monthly group discussions involving Pastor Jennifer and the adult Confirmation partners. This approach will continue in 2024, and we expect a number of additional students will be joining the Confirmation program in the coming year.

Doug Dehler

Youth Ministry

Two high school graduates – Ben Dohlby and Logan Schill – were recognized at worship on June 4 and presented with fleece prayer blankets. Many thanks to Ann Dee Austin, Mary Jo Magnusson, Kathy Akers, and Barb Barthel for helping to cut and tie the fleece. Four other graduates received a card in the mail.

Galilee's college students received Valentine cards and care packages in February and cards in September. This fall they also were sent a copy of "Unscheduled Grace: 40 Devotions and Prayers for College Students," a new publication from Augsburg Fortress.

Adult Forum

Adult Forum education opportunities on Sunday mornings included presentations by the renowned biblical scholar, Professor Jack Beck. Pastor Jennifer Arnold led a video discussion regarding LGBTQI ++ issues. There were numerous "Listening Sessions" from the Leadership Board and the MET Team to keep the congregation apprised of the steps that were being taken to facilitate the Call Process for a new pastor and these also included presentations by Greater Milwaukee Synod Bishop Erickson and Reverend Affi-Dobbins Mays. Jim Olia led three video discussions regarding Martin Luther and various aspects of the reformation of the Christian church. Bill Braunschweig led a number of sessions which examined the Gospel of Luke from the "Life Guide" Bible study series authored by Ada Lum.

Pastor's Report (cont.)

They need you surrounding them in prayer. And, keep doing the things that you are gifted and called to do at and through Galilee:

- Continue to worship with passion and faith; your music and arts ministries are wonderful;
- Continue to care for one another with love and support;
- Continue to wonder how you can be more deeply engaged in the surrounding community; God has placed you in this location to be a blessing;
- Continue to grow in faith by being curious and open to how Jesus is moving in your life and in the life of this congregation; what new learnings might he have for us?
- Continue to partner with others in mission; we are truly better together.

Thank you all for the privilege of serving you. Thank you for a warm welcome at the start and for every sign of kindness and care you shared thereafter. Thank you for allowing me into your lives to share your joys and sorrows, your hopes and your hurts. Thank you to the Leadership Board and Coordinators who support and strengthen our ministries; I have enjoyed being your partner. Thank you to my staff colleagues: Patricia DeBlaey, Jean Nelson, Karen Streit, and Samantha Scantlin. I so appreciate your gifts for ministry!

With gratitude,
Pastor Jennifer Arnold, Interim

Financial Report



BASIC FINANCIAL STATEMENTS (UNAUDITED) For the years ended December 31, 2022 and 2023

TREASURER'S COMMENTS —

The following financial statements include the Statement of Financial Position and Statement of Activities for Galilee Lutheran Church for the years ended December 31, 2022 and 2023. The primary purpose of these statements is to provide members of the congregation and others a representation of Galilee's financial position.

In addition to the financial statements mentioned above, a Budget Summary is included to give the reader of Galilee's Annual Report insight into the relationship between the current year actual expenses compared to the Budget and Galilee's proposed 2024 Budget detail by account.

The financial statements appear to fairly present the financial position of Galilee Lutheran Church for the years ended December 31, 2022 and 2023. Our financial position reflects a neutral trend in Galilee's growth to meet the future challenges and opportunities Our Lord provides our congregation.

Andrea Smith
Galilee Treasurer

Faith Formation Team Report

Ministry Area: Christian Education and Youth
Prepared by: Jean Nelson
Phone number: 262-720-8346
E-mail address: jeancyf@galileelc.org

2023 Faith Formation report

Partnering with families to help kids know, love, and follow Jesus continues to be our mission. This applies to kids of all ages, including parents and other adults!

Sunday School

Galilee is blessed to have faithful and dedicated faith formation leaders - Stephanie Barth, Kristen Greig, Cheryl Hanson, Terri Hofstede, Jill Plesh, Kathy Hyslop, CJ Knutson, Penny Van Weele, Darrin Kehl, Dennis Olson, and Mary Winter. Stephanie is serving as our Sunday School Coordinator, helping with ordering of curriculum, planning events, and communication to families. Registration for Sunday School is now done online using a fillable Word document. Twenty-two children from 14 families were enrolled in Winter/Spring 2023. Twenty-seven children enrolled in Fall 2023, representing 16 families. Grades 1-6 continue to use the Whirl Lectionary curriculum. The PreK-K class uses the Frolic Preschool curriculum.

Highlights from the year include:

- A service project on January 29 when we created Valentine cards for our seniors and college students while adults were at the annual congregational meeting.
- A five-week series about prayer/Lord's Prayer with all kids together during Lent.
- During the month of August, we led a school supplies drive for La Casa de Esperanza Charter School and the Women's Center in Waukesha. Jill Plesh and Jean Nelson handed out free supplies at La Casa's meet the teacher event in August.
- Galilee's children singing in worship (January, February, April, October, November) leading the congregation in song, reading the lessons, collecting the monthly Noisy Offering and helping serve communion.
- A wonderful intergenerational event on May 21 to conclude the faith formation year. Fifty-six people participated – 18 Sunday School and Confirmation kids, 10 Sunday School leaders, and 28 other family members and caring adults.
- Blessing of the Backpacks in worship on September 10.
- An intergenerational card making day on "Gather Us In" Sunday, September 10. Cards were sent to Galilee's seniors age 80+ and our college students.
- Presentation of new Bibles on September 17 to kids in 5K, grades 1 & 3, and students in Confirmation.
- Initiation of CREW cards – postcards sent weekly to one student in each Sunday School class (Congratulate, Remind, Encourage, We missed you) as a way to connect with kids during the week.
- An intergenerational Pumpkin Party on October 22. Organized by Jill Plesh, it was held outside by the fire pit where we decorated and carved pumpkins, played games, and enjoyed a simple meal and good fellowship. The fire and s'mores were a big hit, as was pumpkin bowling.

continued

Stewardship Committee Report

Ministry Area: Stewardship
 Coordinator: Steve Dethloff
 Phone Number: 414-315-7555
 E-mail address: Dethloff5@gmail.com

Annual Stewardship Campaign for 2024

The theme of our 2023 financial commitment campaign was "Walking with Jesus". This theme coincides with Galilee's new mission statement "Walking with Jesus. Sharing God's love and grace. Serving all faithfully."

Financial commitments for 2024, as of January 9, were UP 5% for the General fund from 2023 commitments and the Mortgage fund commitments were UP almost 5% from 2023 commitments. This increase in financial commitments is a testament to Galilee's commitment to "Walk with Jesus" in 2024!

We did not solicit a broad Time & Talent recruitment this year but instead focused on the area that needed the most attention, Lay Ministries. Diana Conway led that call to bolster our lay minister support for our weekly services.

Your Stewardship Lead,

Steve Dethloff

GALILEE LUTHERAN CHURCH Statement of Financial Position December 31, 2022 and 2023

	Dec 31, 2022	Dec 31, 2023	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
112e · Edward Jones	10.00	10.00	0.00	0.0%
112x · Columbarium-Wauk State Bank	10,426.25	10,429.05	2.80	0.03%
112y · Money Market-Wauk State Bank	101,858.18	102,339.34	481.16	0.47%
111 · Checking-Waukesha State Bank	190,716.61	227,061.99	36,345.38	19.06%
121 · MIF Endowment Account	25,000.00	25,000.00	0.00	0.0%
112w · Savings-Waukesha State Bank	30,508.35	30,516.51	8.16	0.03%
116 · Mission Plus Investment	20,838.50	20,925.26	86.76	0.42%
Total Checking/Savings	379,357.89	416,282.15	36,924.26	9.73%
Total Current Assets	379,357.89	416,282.15	36,924.26	9.73%
Fixed Assets				
224 · Columbarium Structure	41,586.25	41,586.25	0.00	0.0%
229 · 2019 Lower Level Renovation				
202c · Kitchen appliances	12,164.28	12,164.28	0.00	0.0%
229 · 2019 Lower Level Renovation - Other	351,293.00	351,293.00	0.00	0.0%
Total 229 · 2019 Lower Level Renovation	363,457.28	363,457.28	0.00	100.0%
Musical Instruments				
225 · Handbells	6,634.90	6,634.90	0.00	0.0%
226 · Grand Piano	26,789.97	26,789.97	0.00	0.0%
227 · Organ	22,170.00	22,170.00	0.00	0.0%
Total Musical Instruments	55,594.87	55,594.87	0.00	0.0%
202 · Furnitures and Fixtures				
202a · Sanctuary Seating	34,947.60	34,947.60	0.00	0.0%
202b · Chancel Furniture	9,007.11	9,007.11	0.00	0.0%
202 · Furnitures and Fixtures - Other	5,365.29	5,365.29	0.00	0.0%
Total 202 · Furnitures and Fixtures	49,320.00	49,320.00	0.00	0.0%
220 · Land	55,688.57	55,688.57	0.00	0.0%
220a · Land Improvements	198,038.63	198,038.63	0.00	0.0%
221 · Building	1,951,821.75	1,951,821.75	0.00	0.0%
221a · Building Improvements	80,233.40	80,233.40	0.00	0.0%
250 · Accumulated Depreciation	-1,144,374.72	-1,187,114.72	(42,740.00)	3.73%
Total Fixed Assets	1,651,366.03	1,608,626.03	(42,740.00)	-2.59%
TOTAL ASSETS	2,030,723.92	2,024,908.18	(5,815.74)	6.68%
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
A/P 326 · Accounts Payable at Year End	10,408.82	3,134.79	(7,274.03)	-69.88%
Other Current Liabilities				
325 · Deferred Pledges	33,170.08	38,155.41	4,985.33	15.03%
Memorials & Designated Def Rev				
360sp · Special Projects	7,731.06	7,050.31	(680.75)	100.0%
360cu · Classroom Upgrade	28,654.06	28,654.06	0.00	0.0%
360g · Grant	3,000.00	3,000.00	0.00	0.0%
360lf · Digital Reformation Fund	2,167.82	2,496.77	328.95	15.17%
360es · For Eagle Scout Project	317.68	0.00	(317.68)	-100.0%
360v1 · Roof	0.00	16,667.83	16,667.83	
360cym · For Youth Mission Trip	200.00	200.00	0.00	0.0%

	Dec 31, 2022	Dec 31, 2023	\$ Change	% Change
360eb1 · El Salvador	175.00	488.00	313.00	178.86%
360ta1 · Tanzania	115.00	111.00	(4.00)	-3.48%
360sl · Sanctuary Lighting	2,986.46	2,986.46	0.00	0.0%
360v · Future Building Expenses	20,111.00	21,300.00	1,189.00	5.91%
360ee · For El Salvador Delgation	1,846.63	1,446.48	(400.15)	-21.67%
360 · Memorial and Designated Funds - Other	880.43	880.43	0.00	0.0%
Total 360 · Memorial and Designated Funds	26,314.52	44,080.20	17,765.68	67.51%
360aa · For Altar Guild	2,463.54	3,383.54	920.00	37.34%
360cb · For Compassion Care	975.00	975.00	0.00	0.0%
360cy · For CYF Director Directed	3,289.26	3,289.26	0.00	0.0%
360ea · For Education	2,309.00	2,309.00	0.00	0.0%
360eb · For El Savador	881.18	881.18	0.00	0.0%
360ec · For El Salvador Youth Mission	0.00	677.32	677.32	
360ga · For Gardens	4,138.39	4,456.07	317.68	7.68%
360gb · For Go-Getters	105.84	230.84	125.00	118.1%
360gc · For Green Team	1,079.14	1,079.14	0.00	0.0%
360hs · For High School Ministry	2,868.29	2,868.29	0.00	0.0%
360hc · For Hospitality	170.00	170.00	0.00	0.0%
360la · For Landscape & Bldg. Exterior	680.00	680.00	0.00	0.0%
360lb · For Lutheran World Relief	114.50	0.00	(114.50)	-100.0%
360ma · For Music	0.00	4,533.00	4,533.00	
360mb · For Special Music	541.99	1,716.99	1,175.00	216.79%
360pb · For Prayer Shawl	217.91	217.91	0.00	0.0%
360pc · For Projector	228.95	0.00	(228.95)	-100.0%
360pd · For Pastor Directed	6,822.07	6,289.73	(532.34)	-7.8%
360pm · For Partnership Ministires	114.41	65.48	(48.93)	-42.77%
360ra · For Rafiki (Burmese Family)	10,407.84	0.00	(10,407.84)	-100.0%
360rb · For ReSilver	920.00	0.00	(920.00)	-100.0%
360sb · For St. Paul	1,119.10	1,185.10	66.00	5.9%
360sc · For St. Paul's Youth	1,025.78	703.12	(322.66)	-31.46%
360ta · For Tanzania	1,738.20	1,738.20	0.00	0.0%
360tc · For Tanzania Youth mission	2,328.46	3,005.78	677.32	29.09%
360ua · For Budget Shortfall (Harambee)	17,259.00	17,259.00	0.00	0.0%
360u · For Unallocated	30,215.13	43,842.22	13,627.09	45.1%
Total Memorials & Designated Def Rev	160,198.16	186,837.51	26,639.35	16.63%
Total Other Current Liabilities	203,777.06	228,127.71	24,350.65	11.95%
Total Current Liabilities	203,777.06	228,127.71	24,350.65	11.95%
Long Term Liabilities				
333b · Note Payable - Thrivent Financial	164,371.50	95,345.69	(69,025.81)	-41.99%
360c2 · Columbarium Care Fund	10,396.50	10,396.50	0.00	0.0%
360c1 · Columbarium donations	4,280.00	4,280.00	0.00	0.0%
360c · Columbarium Fund	10,186.21	10,186.21	0.00	0.0%
360ed · Endowment Funds	800.65	1,758.56	957.91	119.64%
Total Long Term Liabilities	190,034.86	121,966.96	(68,067.90)	-35.82%
Total Liabilities	393,811.92	350,094.67	(43,717.25)	-11.1%
Equity				
401 · Columbarium Equity	19,999.00	19,999.00	0.00	0.0%
3900 · Retained Earnings	721,853.36	769,215.96	47,362.60	98.4%
400 · Members Equity	847,697.08	847,697.08	0.00	-0.15%
Net Income	47,362.60	37,901.47	(9,461.13)	-19.98%
Total Equity	1,636,912.04	1,674,813.51	37,901.47	2.32%
TOTAL LIABILITIES & EQUITY	2,030,723.96	2,024,908.18	(5,815.78)	-0.29%

Administration Ministry Team Report

Ministry Area: Administration Ministry
Coordinator: Nick Riegert
Phone Number: 414-403-9043
Email address: Riegs4@gmail.com

Activities for 2023

Have you ever missed a meeting and when you hear about the vote you were unanimously elected to be in charge?

First year in the role and I can't tell you how grateful I am for all of the past administrators. Mike, Bill and Jim have been invaluable not only with their advice but the projects that just got done. There are many who took on projects without being asked. Special thanks to Jeff and Steve, Tom, Penny and Jeane. I know there are more.

The building has been very well maintained. In many ways it just needs small maintenance items for us to stay on top. Railings to be reinforced, toilets that need to be adjusted or unplugged, roof leaks that need to be plugged. The heat exchangers on two rooftop units needed to be replaced. Most recently we replaced the hot water heater.

Current ongoing projects include conversion of church lighting to LED lighting that will be cost effective and save on time spent replacing bulbs. This next year has probably the most unglamorous but incredibly necessary project. We need to have the roof redone. We continue to have leaks that crop up and tiles that have outlived their useful life. Stay tuned for progress.

I am very cognizant of our resources. Both monetary and time. Both are not unlimited. My hope and prayer is that no one feels their Galilee involvement is too much like a job.

My lofty goal for this next year is to make all the meetings. I look forward to 2024 projects.

Respectfully submitted,

Nick Riegert

Mutual Ministry Team Report

Ministry Area: Mutual Ministry
Coordinator: Carol Puestow
Phone numbers(s): 262-894-0078
E-mail address(s): jpuestow@att.net

Please describe your major accomplishments of 2023

The mutual ministry team (MMT) did not meet in 2023 because we were in the process of calling a pastor. Our former pastor, Pastor Jay Ford retired 31 July 2022.

We continue to pray for God's blessings to all who call Galilee their church home.

Goals for 2024

To lift the pastor up in prayer; to care for and to support him or her.

The MMT will not begin meeting until we have a new pastor. The new pastor will be able to choose team members if he or she would like to do so.

Normally we meet a minimum of four times during the year. Our meetings with a new pastor will depend on when a pastor is called.

Keep Pastor Jennifer in prayer during her time as interim at Galilee.

Ministry Team Members

Jill Plesh, Sarah Spencer, Tom Drover, Tom Reinke, Al Burgemeister, and Carol Puestow

2023 Expense Budget by Account

	Dec 2022 Actual	Dec 2023 Actual	Change: 2022 Actual vs. 2023	2023 Budget	Change: 2023 Actual vs. Budget
Support & Revenue:					
Giving - Pledged: General	\$ 257,254	\$ 271,988	\$ 14,733	\$ 258,436	\$ 13,552
Giving - Non Pledged	140,387	143,220	2,832	145,000	(1,781)
Total General Giving	\$ 397,642	\$ 415,207	\$ 17,566	\$ 403,436	\$ 11,771
Giving - Mortgage: Pledged	\$ 51,527	\$ 48,826	\$ (2,702)	\$ 55,289	\$ (6,463)
Giving - Mortgage: Non Pledged	14,825	13,153	(1,673)	15,000	(1,848)
Total Mortgage Giving	\$ 66,352	\$ 61,978	\$ (4,374)	\$ 70,289	\$ (8,311)
Memorials & Designated Collections	\$ 18,018	\$ 11,419	\$ (6,599)	\$ 520	\$ 10,899
Other	16,475	4,917	(11,558)	4,325	592
Giving - Operating Exp & Mortgage	\$ 498,486	\$ 493,522	\$ (4,965)	\$ 478,570	\$ 14,952
Lower Level Renovation	2,000	-	(2,000)		-
Total Funds Received	\$ 500,486	\$ 493,522	\$ (6,965)	\$ 478,570	\$ 14,952
Expenses:					
Admin/General	\$ 30,900	\$ 24,090	\$ (6,810)	\$ 24,580	\$ (490)
Admin/Property	61,811	68,386	6,575	60,899	7,487
Staffing Expense	221,400	235,548	14,148	232,516	3,032
Faith Formation	4,888	3,158	(1,730)	9,550	(6,392)
Stewardship	1,084	1,221	137	1,260	(39)
Worship	15,458	15,061	(397)	13,025	2,036
Compassion Care	61	30	(30)	1,700	(1,670)
Partnerships	65,279	58,821	(6,458)	58,600	221
Connecting	187	259	72	1,000	(741)
Hospitality	1,722	1,291	(431)	2,600	(1,309)
	\$ 402,788	\$ 407,865	\$ 5,076	\$ 405,730	\$ 2,135
Mortgage Principal & Interest	74,040	74,040	-	74,040	-
Giving in Excess of Expenses	\$ 23,658	\$ 11,617	\$ (12,041)	\$ (1,200)	\$ 12,817
Summary:					
General Fund:					
Giving (excludes Mortgage)	\$ 434,134	\$ 431,543	\$ (2,591)	\$ 408,281	\$ 23,262
Operating Expenses	402,788	407,865	5,076	405,730	2,135
Giving in Excess (+) of Expenses	\$ 31,346	\$ 23,679	\$ (7,667)	\$ 2,551	\$ 21,128
Mortgage:					
Giving	\$ 66,352	\$ 61,978	\$ (4,374)	\$ 70,289	\$ (8,311)
Mortgage Principal & Interest	74,040	74,040	-	74,040	-
Giving in Excess of Payments	\$ (7,688)	\$ (12,062)	\$ (4,374)	\$ (3,751)	\$ (8,311)

2023 Expense Budget by Account

	Jan-Dec 2022	Jan-Dec 2023	2023 Budget	2024 Budget
Ordinary Income/Expense				
Income				
Church Offerings - Pledged				
501a · General Envelopes - Pledged	257,254.45	271,987.75	258,436.00	272,164.00
514 · Mortgage Payments - Pledged	51,527.42	48,825.92	55,289.00	59,278.00
Total Church Offerings - Pledged	308,781.87	320,813.67	313,725.00	331,442.00
Church Offerings - Non-Pledged				
501b · General Envelopes- Non Pledged	140,387.09	143,219.50	145,000.00	140,000.00
502 · Loose offerings	2,215.00	3,517.00	0.00	0.00
503 · Special Envelopes	11,359.00	7,842.00	0.00	0.00
514a · Mortgage Payments - Non-Pledged	14,825.00	13,152.50	15,000.00	13,000.00
Total Church Offerings - Non-Pledged	168,786.09	167,731.00	160,000.00	153,000.00
Memorials & Designated Revenue				
560dr · ELCA Disaster Relief	0.00	2.00	0.00	0.00
560sl · Sanctuary Lighting	135.60	0.00	0.00	0.00
560sp · Special Projects	3,191.77	0.00	0.00	0.00
560wh · ELCA World Hunger	-10.00	0.00	520.00	120.00
560ta1 · Tanzania designated donation	0.00	(110.00)	0.00	0.00
560ee · El Salvador Delegation	(302.50)	0.00	0.00	0.00
560c · Columbarium	0.00	100.00	0.00	0.00
560k · Kitchen	2,000.00	0.00	0.00	0.00
560pd · Pastor Directed	600.00	0.00	0.00	0.00
560pj · Pastor Jays retirement gift	5,180.00	0.00	0.00	0.00
560ra1 · Htoo Family	7,152.83	0.00	0.00	0.00
560sb · St. Paul	70.00	0.00	0.00	0.00
560hc · Hospitality	0.00	68.00	0.00	0.00
561 · Released Dedicated or Memorials	0.04	0.00	0.00	0.00
Total Memorials and Designated Revenue	18,017.74	60.00	520.00	120.00
511 · Building Use	1,965.00	2,055.00	2,000.00	2,000.00
519 · Food Pantry	0.00	5.00	0.00	0.00
558 · Mt. Meru Coffee Project	733.00	976.00	1,000.00	0.00
Other Revenue	2,698.00	3,036.00	3,000.00	2,000.00
510 · Interest- Dividend Income	199.64	578.88	200.00	500.00
515 · Miscellaneous Income	1,033.00	321.00	1,000.00	0.00
516 · Gain/Loss on Sale Securities	351.29	0.00	0.00	0.00
521 · Subscription Collections	40.00	100.00	0.00	0.00
531 · Investment Fees	(351.29)	0.00	0.00	0.00
562 · Flowers	930.00	755.00	0.00	0.00
567 · Galilee Go Getters Dues	0.00	50.00	0.00	0.00
569 · Funeral Meal Donations	0.00	76.08	0.00	0.00
570 · Confirmation Fees	0.00	0.00	125.00	0.00
Total Other Revenue	2,202.64	1,880.96	1,325.00	500.00
Total Income	500,486.34	493,521.63	478,570.00	487,062.00

Hospitality Team Report

Ministry Area: Hospitality

Coordinator: Vivian Dethloff and Susan Keller

Phone number: 414-315-1775 and 262-893-4804

Email address: dethloff5@gmail.com and susieqz2@aol.com

HOSPITALITY ACTIVITIES AND ACCOMPLISHMENTS DURING 2023

This year we have served coffee/juice/treats to the congregation every Sunday. Coffee Fellowship is held in the Narthex and is a time for members and visitors to gather and have conversation over a cup of coffee or tea, water or juice. This fall we have served the children's snacks/juice in the lower level where they have their opening for Sunday school. We also buy the paper supplies for the church and keep the different areas stocked.

We also help out with other social events. Some that we have served this year include:

- **CONFIRMATION** - A cake is always served after confirmation service so the congregation can celebrate the event.
- **EASTER BREAKFAST & THANKSGIVING PIE SOCIAL**
- **FUNERAL MEALS** - Vi Tremaine
- **LENTEN MEALS**
- **HELPED WITH CHURCH PICNIC**

We appreciate the help of the following members who make and clean up coffee: Ann Dee Austin, Terry Drover, Bill Rudolph, and Treat Maker Janine Knutson.

- **WELCOME KITS** - Vivian Dethloff prepares the bags which we give to visitors of Galilee. They contain pertinent info about our church and some treats. They hang by the doors into the sanctuary.
- **KIDS COLORING KITS** - We provide kits which children use during the service. Most have crayons & coloring pages, sticker books and other items to keep children engaged. Susan Katt has just volunteered to help keep them up to date.
- **CHURCH LIBRARY**- Sharon Vitek maintains our library in the area by the church office. Tapes and books are kept for members to check out. We are looking for new volunteers to help with the library.
- **FREEZER MEALS**- members have gathered in the New kitchen to prepare meals that are frozen and ready for those who are in need. Members can take them from the freezer for themselves or others who may be ill, grieving, recovering from surgery, need a boost or just in need of a good meal. In our second year we have provided approximately 100 meals. This year we received another \$250.00 grant from Thrivent to help cover some of our expenses, along with other donations of time and food from generous members. Thank you to the following who cook meals: Mary Stauber, Terry Drover, Ann Dee Austin, Bob Braunsweig, Diane Conway, Viv Dethloff and Susan Keller.

GOALS IN 2024

- New look to Welcome Kits.
- Continue our service of Hospitality to the congregation.
- Add hospitality after a number of Saturday night services.
- Provide new name tags for members .
- Enhance our ideas of recipes for freezer meals.
- Receive another grant for freezer meals.

Many thanks to all who helped with the Hospitality team this year. Please consider joining our team in 2024.

Vivian Dethloff and Susan Keller

WELCOMING

Connecting Ministry Team Report

Ministry Area: Connecting Ministry

Coordinator: Sara Schroeder Leadership Board Liaison: Terri Drover

Phone numbers: Sara (262)370-0227. Terri (262)542-2549

Email addresses: Sara: tyme4party@yahoo.com. Terri: terdrover@sbcglobal.net

ACTIVITIES AND ACCOMPLISHMENTS DURING 2023:

This year we have had some continuation of fun get-togethers and annual events. The following are the Connecting events that took place this year:

- **Go-Getters:** The 55 and older group continues to meet the 2nd Thursday of the month for worship, lunch and socialization time.
- **Dartball:** The Galilee team played against other churches in the area followed by their banquet at the end of the season. They took a hiatus for the 2023/2024 season.
- **Knitters & Crocheters:** This group of dedicated knitters met monthly to create prayer shawls, hats for NICU babies, IV cuffs and baptism shawls.
- **Bible Study:** Men and women's Bible Study groups meet monthly on Saturday mornings.

ANNUAL EVENTS:

Easter Breakfast: Held between services on April 9 and organized by Connecting and Hospitality with many delicious donated food items.

Church picnic: Our annual picnic this year was held the end of August, following an outdoor church service held at Galilee, attended by many people who also shared some of their favorite dishes.

Golf outing: Steve Dethloff organized the outing in October, which was held at the Pewaukee Golf Club.

Women's Advent Party: Sara Schroeder hosted this year the first Monday evening in December with a skit, pot luck appetizers and desserts followed by the reveal of the Secret Prayer Pals and gift exchange. New prayer pals were chosen for 2024.

SOCIAL EVENTS FOR 2023:

Lenten Fish Fry: Anne Riegert organized a fish fry dinner at the Delafield Brew Haus.

Bunko: Jill Plesh organized a night after a Saturday church service for Bunko, subs and prizes.

Pumpkin Fest: Jill Plesh organized an afternoon of pumpkin bowling, carving, bonfire and s'mores, etc. with help from Jean Nelson.

Caroling: Patricia DeBlaey organized a chili lunch and caroling event in December at Kirkland Crossing with a group of choir members accompanied by Pastor Frank Janzow which was very well attended!

Thank you to those who helped plan and organize events! We are looking forward to more fun activities in 2024. Please let Sara know if you feel a calling to help with Connecting activities and events.

Submitted by Sara Schroeder

2023 Expense Budget by Account

	Jan-Dec 2022	Jan-Dec 2023	2023 Budget	2024 Budget
Expenses				
Staffing Expense				
720 · Interim Pastor Salary	8,085.03	53,391.60	53,900.00	0.00
721 · Interim Pastor House Allowance	7,499.99	49,999.92	50,000.00	0.00
722 · Interim Pastor Car Allowance	0.00	1,655.66	1,200.00	0.00
723 · Interim Pastor FICA Expense	1,192.36	7,949.04	7,950.00	0.00
724 · Interim Pastor-Pension/Medical	2,831.47	15,170.16	7,385.00	0.00
727 · Interim Pastor Continuing Education	0.00	1,093.60	1,200.00	0.00
817 · Saturday Accompanist	6,736.08	9,153.32	9,100.00	9,200.00
809 · Choir Accompanist	0.00	2,975.00	3,000.00	3,000.00
808 · Music Dept Payroll Tax	3,390.01	2,642.25	3,470.00	2,800.00
807 · Music Director Salary	14,122.30	14,787.04	14,615.00	15,375.00
808a · Music Director Continuing Education	0.00	590.00	500.00	500.00
805 · Sunday Organist Salary	23,455.50	9,625.82	14,000.00	10,400.00
785a · CYF Director Cont Ed	259.00	430.62	500.00	500.00
779 · CYF Director - Car Allowance	540.00	540.00	540.00	540.00
778 · CYF Director Payroll Taxes	1,421.34	1,587.58	1,350.00	1,500.00
777 · CYF Director Salary	18,579.60	17,627.69	17,735.00	18,330.00
852 · Office Staff Payroll Taxes	3,094.56	3,319.07	3,226.00	3,200.00
850a · Secretarial Health Insurance	3,600.00	3,492.00	3,745.00	3,600.00
850 · Secretarial Salaries	36,851.76	39,517.67	39,100.00	40,955.00
Pastor Pension/Medical				
705 · Sole Pastor Pension/Medical	22,673.91	0.00	0.00	
706 · Sole Pastor Supplemental Insur.	-1,458.24	0.00	0.00	
Sole Pastor Pension/Medical				
707 · Sole Pastor Continuing Ed.	407.79	0.00	0.00	1,000.00
704 · Sole Pastor FICA Allowance	4,989.04	0.00	0.00	7,000.00
703 · Sole Pastor Car Allowance	1,400.00	0.00	0.00	1,000.00
702 · Sole Pastor House Allowance	34,216.00	0.00	0.00	46,000.00
701 · Sole Pastor Salary	27,512.24	0.00	0.00	45,000.00
Total Staffing Expense	221,399.74	235,548.04	232,516.00	224,900.00
Equipping - Admin/General				
717 · MET/Call/Relocate/Install	0.00	429.49	0.00	10,000.00
846 · WEB Site	940.74	0.00	1,075.00	500.00
854 · Office Supplies & Equip Repair	1,859.67	1,578.20	2,000.00	1,700.00
856 · Postage	291.44	982.88	350.00	500.00
858 · Telephone	1,290.45	719.64	800.00	720.00
859 · Advertising	675.50	250.00	500.00	300.00
860a · Regular copier lease	3,074.79	3,647.02	2,800.00	3,200.00
861 · Internet Expense	759.44	919.88	700.00	1,075.00
862 · Computer Maint	688.07	73.84	800.00	600.00
865 · Paper	903.85	617.64	900.00	750.00
868 · Workshops & Synod Assembly	630.00	935.00	630.00	800.00
870 · Insurance	7,914.50	8,968.50	8,000.00	9,000.00
871 · Purchased Services	4,763.14	3,889.11	4,500.00	3,800.00
871a · credit charges	683.06	294.07	775.00	300.00
899 · Miscellaneous	6,425.84	785.17	750.00	300.00
Total Equipping - Admin/General	30,900.49	24,090.44	24,580.00	33,545.00

2023 Expense Budget by Account

	Jan-Dec 2022	Jan-Dec 2023	2023 Budget	2024 Budget
Equipping - Admin/Property				
730 · Utilities-Gas	4,978.77	4,796.76	4,500.00	4,800.00
731 · Utilities-Electric	11,501.63	15,651.04	13,741.00	15,750.00
732 · Utilities-Sewer/H2O	1,529.30	1,514.82	1,530.00	1,560.00
732a · Storm Water Management Fee	2,045.16	2,045.16	2,100.00	2,100.00
733 · Refuse Pickup	1,332.00	1,372.00	1,356.00	1,400.00
734a · Building Ext/Interl Maintenance	5,012.69	550.56	5,000.00	5,000.00
739 · Columbarium Expenses	145.00	320.00	300.00	300.00
742 · Snowplowing	10,097.50	8,453.00	8,000.00	8,500.00
743 · Custodial Supplies	946.25	1,172.69	950.00	950.00
744a · Exterior Grounds & Equip Repair	1,168.57	50.56	1,200.00	1,200.00
744b · Exterior Minor Equip Purch	0.00	251.99	250.00	250.00
744 · Custodial Services	13,872.00	13,872.00	13,872.00	14,288.00
745 · Heat/Air Maint	87.50	9,729.42	2,000.00	2,500.00
746 · Interior Maint	1,504.05	3,217.46	1,000.00	2,000.00
746a · Interior Equip Repair	1,117.26	228.97	0.00	500.00
746c · Interior Minor Equip Purchase	2,455.16	982.08	1,000.00	350.00
747 · Elevator Maint	2,209.68	2,083.07	2,300.00	3,600.00
748 · Fire Protection Maint	1,783.20	2,094.09	1,800.00	2,200.00
749 · Miscellaneous	25.00	0.00	0.00	0.00
Total Equipping - Admin/Property	61,810.72	68,385.67	60,899.00	67,248.00
Equipping - Faith Formation				
823a · Godly Play Ministry	12.70	48.69	200.00	200.00
771a · Confirmation Ministry	227.72	202.37	400.00	400.00
771 · Youth - Middle School	32.51	0.00	400.00	250.00
772 · Youth - High School	13.88	12.62	400.00	250.00
774b · Family Ministry	466.57	174.21	1,000.00	500.00
775a · High School Trips & Expenses	0.00	10.49	0.00	0.00
776 · Youth Financial Assistance	0.00	0.00	500.00	0.00
820 · Children PK-6th grade ministry	1,851.10	1,619.17	2,500.00	2,000.00
820b · Christian Ed Youth	99.99	70.00	0.00	0.00
822 · Vac Bible School	0.00	0.00	1,500.00	0.00
824 · Christian Ed Adult	945.00	195.48	800.00	900.00
826 · Ed Equipment & Supplies	69.54	27.99	300.00	150.00
827 · Ed Shared Supplies	392.98	140.24	100.00	100.00
826a · Technology	0.00	0.00	500.00	500.00
838 · Subscriptions	776.39	656.81	750.00	750.00
839 · Youth Safety Checks	0.00	0.00	200.00	200.00
Total Equipping - Faith Formation	4,888.38	3,158.07	9,550.00	6,200.00
Equipping - Stewardship				
780a · Envelopes	903.69	875.10	900.00	900.00
780c · Postage/Supplies	180.00	346.00	360.00	360.00
Total Equipping - Stewardship	1,083.69	1,221.10	1,260.00	1,260.00

2023 Statistics and Pastoral Acts *Includes removal by death, transfer, and inactivity

BEGINNING 1 JANUARY 2023	BAPTIZED: 521	CONFIRMED: 382
Total Additions	16	12
Total Losses	68*	16
ENDING 31 DECEMBER 2023	BAPTIZED: 469	CONFIRMED: 378

ATTENDANCE REPORT:	'16	'17	'18	'19	'20	'21	'22	'23
Total Sunday Worship	9,986	9,951	8,731	9291	[*]	4508***	6085	6377
Average Sunday Worship	192	188	171	179	[*]	113***	117	120

HOLY COMMUNION	'16	'17	'18	'19	'20	'21	'22	'23
Sunday Totals	9,342	9,621	8,520	9077	[*]	4504***	5924	4262
Sunday Times Offered	52	53	51	52	[*]	40***	52	53
Average/Sunday	180	182	167	175	[*]	113***	114	80

HOLY WEEK/FESTIVALS:	'16	'17	'18	'19	'20	'21	'22	'23
Ash Wednesday	119	113	108	119	[*]	0***	73**	22
Maundy Thursday	45	62	60	58	[*]	44***	45***	23
Good Friday	**110	**99	**106	**95	[*]	27***	74**	41
Lenten Mid Week Average	79	74	64.2	62.4	[*]	0***	36	43

** Included 12:30pm and 7:00pm services

***One Service

EASTER (all services)	366	413	398	347	[*]	102***	291	277
THANKSGIVING	52	34	51	45	[*]	37***	29	45
CHRISTMAS (all services)	511	**447	**428	**442	[*]	203***	226	327***
**2 services only								
NEW YEAR'S EVE	54	0	0	0	[*]	0	21	46
AV SAT. 5 PM WITH HC	49/49	56/56	46/46	45/45	[*]	32/32***	29/29	28/28

SUMMARY OF GALILEE'S MEMBERSHIP FROM 2011..

	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23
Baptized:	673	649	667	650	541	573	564	565	573	554	528	521	469
Confirmed:	511	489	510	497	417	435	431	434	439	419	390	382	---
Households:	288	273	284	279	235	245	244	244	253	239	228	180	213
Av. Weekend Att: 207	186	183	191	196	194	188	171	179	[*]	113***	117	120	

PERCENTAGE OF BAPTISED WORSIPPING

	'10	'11	'12	'13	'14	'15	'16	'17	'18	'19	'20	'21	'22	'23
	32.4%	28%	28.1%	28.6%	30.1%	35.8%	33.5%	33.3%	30.2%	31.2%	[*]	[***]	22.5%	25.6%

[* Unable to calculate numbers because of closure of church due to Covid 19 Pandemic]

[***Numbers are decreased due to church being closed for first 3 months because of Covid]

2023 Office Statistics

BAPTISMS

2/12/23 Sawyer Brooks Luebke
 6/25/23 - Parker Lee Knutson
 6/25/23 - Tatum Rae Knutson
 10/22/23 - Whitley Mae Muroi

WEDDINGS

07/22/2023 – Kelli Murphy & Maxwell Johnson, Pastor Jennifer Arnold

FUNERALS

5/16/23 Doris Abram
 07/06/2023 – Columbarium inurnment ceremony for Pastor James (Jim) D. Rasmussen
 8/13/2023 - Robert Michael (Mike) Taylor
 10/19/2023 Vi Tremaine
 12/22/2023 - Rachele Kohler

DEATHS

12/7/23 - Tom O'Malley
 12/19/23 - Judith Corlett (funeral Jan. 5, 2024)

CONFIRMATIONS

October 2023 - Eli Austin, Thomas Barker, Peyton Grace Brunner, Talia Marie Piotrowski.

TRANSFERS OUT

Feb. 2023 - Kris Reilly, Natalie Schmitt, Harper & Ruby Schmitt (to Holy Cross Menomonee Falls)
 Feb. 2023 - Ken Ryta
 May 2023 - Donald & Arlene Beaudoin – Removed by transfer to St. Marks on Jefferson in WI
 July 2023 - Jennifer Dehler, Matthew Dehler, Emma Keziah, William Keziah
 November 2023 - Colleen Larson & Randy Larson

NEW MEMBERS

Mar. 2023 - Elizabeth & Darrin Kehl, & child, Noah Kehl
 August 2023 - Mark & Genise Troutman – they previously attended *Our Savior's Lutheran Church* in Rochester
 August 2023 - Chris Greig, Linda & Duane Moore; Isabella, Joaquin, and Nico Estrada (grandchildren of Linda & Duane Moore), and Christine Plichta

2023 Expense Budget by Account

	Jan-Dec 2022	Jan-Dec 2023	2023 Budget	2024 Budget
Equipping - Worship				
801 · Worship & Altar Supplies	1,273.23	1,029.26	1,250.00	1,250.00
801b · Art Committee	0.00	60.78	300.00	250.00
803 · Music Supplies	1,075.89	1,613.36	1,500.00	1,500.00
803a · Music Licenses	447.00	1,330.18	500.00	1,500.00
804 · Piano Tuning/Organ Repair	206.96	220.00	600.00	600.00
806 · Substitute Organist	2,125.00	2,050.00	1,000.00	1,600.00
807a · Saturday Substitute Organist	850.00	1,150.00	875.00	1,200.00
810 · Flowers	613.98	539.65	400.00	400.00
813 · Special Music	2,500.00	2,500.00	2,500.00	3,000.00
814 · Handbell Expense	88.42	24.75	0.00	50.00
815 · Miscellaneous	371.14	274.53	100.00	350.00
819 · Pulpit Supply & Support	5,905.92	4,268.18	4,000.00	5,000.00
Total Equipping - Worship	15,457.54	15,060.69	13,025.00	16,700.00
Sending - Compassion Care				
660 · Health and Wellness	0.00	0.00	200.00	150.00
666a · Pastor Directed	0.00	0.00	500.00	400.00
669 · Bereavement	0.00	0.00	100.00	100.00
670 · Card Ministry	0.00	0.00	150.00	150.00
672 · Green Congregation	0.00	0.00	100.00	100.00
673 · Women's Fall Retreat	(6.50)	30.32	500.00	400.00
674 · Knitting/Crocheting	67.12	0.00	150.00	150.00
Total Sending - Compassion Care	60.62	30.32	1,700.00	1,450.00
Sending - Partnerships				
601 · ELCA Support	39,600.00	39,600.00	39,600.00	39,600.00
603 · Lutheran Social Service	1,920.00	1,920.00	1,920.00	1,920.00
604 · Lutherdale - Benevolence	2,160.00	2,160.00	2,160.00	2,160.00
608 · Luther Manor	300.00	300.00	300.00	0.00
616 · St Paul's	2,830.00	2,760.00	2,760.00	2,760.00
622 · Pewaukee Food Pantry	720.00	500.00	720.00	720.00
625 · Wisdom / Sophia	1,260.00	1,260.00	1,260.00	1,260.00
626 · Mt. Meru Coffee Project	896.00	741.00	0.00	0.00
629 · Pewaukee Cong. Benevolence	780.00	780.00	780.00	780.00
630 · Special Missions	1,000.00	1,000.00	1,000.00	1,000.00
631 · Tanzania Programs	2,760.00	2,760.00	2,760.00	2,760.00
631b · Tanzania Hunger Relief	0.00	1,140.00	1,140.00	1,140.00
634 · El Salvador Programs - partners	2,760.00	2,760.00	2,760.00	2,760.00
634b · El Salvador Mission of Healing	1,140.00	1,140.00	1,140.00	1,140.00
649 · Miscellaneous	7,152.83	0.00	0.00	0.00
Total Sending - Partnerships(Loc&GI)	65,278.83	58,821.00	58,600.00	58,000.00

2022 Expense Budget by Account

	Jan-Dec 2022	Jan-Dec 2023	2023 Budget	2024 Budget
Welcoming - Connecting				
690 · Galilee Go Getters	300.00	0.00	300.00	300.00
699 · Activities	(113.50)	258.51	700.00	700.00
Total Welcoming - Connecting	186.50	258.51	1,000.00	1,000.00
Welcoming - Hospitality				
665 · Funeral Meals	0.00	0.00	200.00	200.00
760 · Fellowship Activities	1,172.33	75.96	700.00	700.00
759 · Hospitality Coffee	381.00	536.00	500.00	500.00
761 · Hospitality Fellowship	20.31	678.73	600.00	600.00
849 · Freezer Meals	147.94	0.00	500.00	500.00
844 · Visitor - New Member	0.00	0.00	100.00	0.00
Total Welcoming - Hospitality	1,721.58	1,290.69	2,600.00	2,500.00
Total Expenses	402,788.09	407,864.53	405,730.00	412,803.00
Net Ordinary Income	97,698.25	85,657.10	72,840.00	74,259.00
Other Expense				
900 · Mortgage Expenditures - Interest Expense	7,060.46	5,014.19		
910 · Debt Reduction - Principal	0.00	0.00		
900 - Mortgage Expenditures - Principal	66,979.54	69,025.81	74,040.00	74,040.00
Total 900 · Mortgage Expenditures	74,040.00	74,040.00	74,040.00	74,040.00
Total Other Expense	74,040.00	74,040.00	74,040.00	74,040.00
Net Income	23,658.25	11,617.10	(1,200.00)	219.00

Financial Report, continued

NOTES TO FINANCIAL STATEMENTS
For the year ended December 31, 2022 and 2023

NOTE 1—Affiliation and Tax-Exempt Status

Galilee Lutheran Church located in Pewaukee, Wisconsin, was organized in 1954 as a member of the United Evangelical Lutheran Church, joined the Evangelical Lutheran Church of America (ELCA) in 1983, and is now a member congregation of the Greater Milwaukee Synod of the ELCA. The Church is tax-exempt under section 501(c) (3) of the Internal Revenue Code.

NOTE 2—Unaudited Financial Statements

Galilee’s financial statements and accounting records have not been subject to an independent audit by a Certified Public Accountant. Previous statements, procedures and accounting records have been periodically reviewed by Galilee’s internal audit committee. The most recent audit was completed for calendar years 2019 and 2020. To date, based on their findings, the committee has not recommended spending the additional cost for an outside independent audit.

NOTE 3—Restricted Cash

Certain types of Revenue that is received throughout the course of the year have restrictions placed upon their use by the donor. The following is a summary of donations that have temporary restrictions placed upon them:

NOTE 3:	Dec. 31, 2022	Dec. 31, 2023
Total Cash & Cash Equivalents	\$381,488	\$416,282
Temporarily Restricted	160,198	\$109,233
Unrestricted	\$221,290	\$307,049

NOTE 4 - FIXED ASSETS

	2021	2022	2023
Land and Improvements	\$253,727	\$253,727	\$253,727
Building & Improvements	2,032,055	2,032,055	2,032,055
Lower Level Renovation	363,457	363,457	363,457
Musical Instruments	55,595	55,595	55,595
Furniture	49,320	49,320	49,320
Columbarium Structure	41,586	41,586	41,586
		\$	
	\$2,795,740	\$2,795,740	\$2,795,740
Less Accumulated Depreciation	(1,101,635)	(1,144,375)	(1,187,115)
Total Invested in Fixed Assets	\$1,694,105	\$1,651,365	\$1,608,625