

The Evangelical Free Church of Crystal Lake

Annual Report 2012

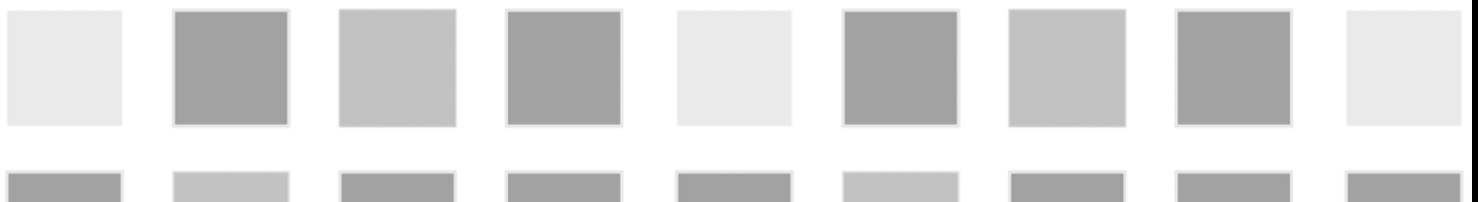


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BOARD MEMBERS 2012

Elder Servants Board

Bob Page, Pastor
Mark Bates, Senior Elder
Dave Cook
Lyndon Keyes
Mike Palsgrove
Larry Rogers
Kevin Wegrzyn
Keith Wiederwax

Caring Advisory Team

Steve Yeschek, Pastor
Sherry Cunningham, Chair
Bob Bishop
Mark Kolbe
Tracy Sanders

Finance Team

Bob Page/Carolyn Pearson,
Director of Business Services
Randy Roth, Chair
John Baker
Gwen Sankey
Scott Strickfaden

Global Missions Team

Ron Kirkeeng, Pastor
George Rykowski, Chair
James Becker
Sherry Brewer
Ken Kingston
Pat Kingston
Bill Nelson
Bob Nelson
Jeanne Nelson
Eileen Palsgrove
Mike Palsgrove
Joe See
Omar Sutherland
Rose Sutherland
Kevin Wegrzyn

Nominating Team

Bob Page, Pastor
Dave Cook, Chair
Kim Alvarez
Lyndon Keyes
Natalie Weber

Pastoral Search Committee

Randy Kohl, Chair
David Carlson
Sheri Cook
Nina Lowe
Mike Palsgrove
Wayne Pearson
Larry Rogers

Church Officers

Mark Bates, President
Nina Lowe, Secretary
Randy Roth, Treasurer
Scott Strickfaden, Financial Secretary

STATISTICS FOR 2012

CHILD DEDICATIONS

Lily Rose Ruley (01/18)
Eleanor Jean Page (07/15)
Penelope Roth (08/19)
Calvin Kohl (10/21)
Cason Kohl (10/21)
Isaac Etten (11/18)

WEDDINGS

David Radford & Licia Keyes (08/25)

BAPTISMS

Brian Baldrige, Jr.
Brian Baldrige, Sr.
Grace Baldrige
Rebecca Baldrige
Scott Beason
Caden Brock
Caleb Brock
Cassidy Brock
Genesis Bullock
Isaac Bullock
Christin Busch

Taylor Busch
Charlie Boldt
Jameson Boldt
Justin Comer
Claire Gabel
Glen Gabel
Marissa Gabel
Emily Harder
Andrew Lundregan
Joshua Lundregan
Alyson McGowan

Julia Pearson
Lauren Ricci
Benjamin Sanders
Theodore Sanders
Christopher Shahlapour
Jarrett Smalley
Kendra Smalley
Walter Stukel
Riley Tumilson
Ariel Turner

FUNERALS

Nathan Hall (05/08)
John Reimers (05/11)
Delores Kmilek (05/22)
Jim Duggan (06/04)
Sandra Patterson (09/27)
Eli Gibson (10/30)
Bob Pleva (11/17)
Debra Boudrie (11/18)
Marianne Mavis (11/29)

LEAD PASTOR – DOUG FRIESEN

2012 was a year of change. As I am writing this report, only having served as our Interim Lead Pastor for three months, I keep asking myself, “What happened?” How did the worship guy get to be the business guy get to be the lead what? I am still amazed at how God works in all our lives and the life of our church. Amidst all of the change around us, Isaiah reminds us of this truth: “God will be the stability of your times, abundance of salvation, wisdom, and knowledge” (Isaiah 33:6). This describes our church for 2012. He is our stability and foundation. Christ is still head of our church, and we are blessed to see God continue to work in the lives of His people.

This year has been especially challenging for us as we have seen our beloved Pastor Bob Page step down after 18+ years of faithful service. Much of my time has been spent preparing for his transition and for his final celebration service on September 30. Pastor Bob spent the last few years here at EFCCL investing in the lives of his staff, Elders and congregation. We are grateful to God for the opportunity to partner together during the prime years of Pastor Bob’s ministry. We all have deeply sensed the loss of not only a good shepherd but also of a friend.

We were blessed with two strong sermon series during Pastor Bob’s final months with us. The first was the conclusion of “The Story,” the church-wide survey of the whole Bible and then the follow-up application series, entitled “Live the Story.” The final emphasis was an examination of Philippians 4 with the challenge to live its principles in our everyday lives. We were blessed by Pastor Dave Groleau’s ministry with us as he filled our pulpit for the last quarter of 2012.

It was also bittersweet when we said goodbye to Pastor Jon Rees and his family after faithfully serving as our Pastor of High School Ministries. Jon grew up in our church, served on staff, and then we sent him and Robin to a young church plant in the Capital Hill area of Washington, D.C. God blessed us in September with Carolyn Pearson to capably serve as our Interim Director of Business Services after Pastor Bob and I had shared that position for 2½ years. God’s timing was perfect in His provision.

I join all of you in appreciation of our Pastoral Search Committee as they diligently served—developing a good process, working through résumés, and conducting interviews. Ultimately, their work continues until a candidate has been chosen by you, the congregation. Please join me in prayer as we pray for protection, strength, and God’s presence throughout 2013.

Our Elder Board has served faithfully during this year of transition. I wish to say thank you to each of our Elders for 2012: Mark Bates, Senior Elder; Keith Wiederwax; Larry Rogers; Mike Palsgrove; Dave Cook; Kevin Wegrzyn; and Lyndon Keyes. We were blessed to have wise, godly leaders.

2012 was the final year of our five-year Vision Plan. Realizing that our vision is not dependent on a Senior Pastor, our staff and Elders developed a Vision Frame that provides parameters to develop our Vision. With the many transitions and staffing changes, we saw the need to push forward toward our next steps as a church. 2013 will see us casting our Vision and sharing and implementing that Vision with our congregation. This process has been beneficial as we defined the role our church plays in making disciples and as it strengthened ministry partnerships with our staff and Elders. Our Vision Frame has unified our leadership in significant ways and has paved the way for our next Senior Pastor to give further clarity and direction for us as a church.

As we look to the future, we look with expectancy and anticipation for the man God will have as our Senior Pastor. In the meantime, we pray that God will make us into the congregation He would have us to be.

I want to express my thanks to our entire staff, who are all good friends and partners in the Gospel. With the many changes this past year, many have stepped up with added ministries and responsibilities. They have done so without complaining or grumbling. Our staff is truly a blessing. I also thank Mark Bates, with whom I work so closely as our church chairman, for the faithful leadership he gave to our Elder Board and congregation as we continued through this season of transition. To all of you, I echo a quote often repeated by one of our Elders, "The future is as bright as the promises of God." The future of EFCCL is just as great and good and bright as our God. He continues to lead and direct His people and His church.

Thank you for the privilege it has been to be your Interim Lead Pastor!

Pastor Doug

CHILDREN'S MINISTRIES – TIM BRUNS

Review of the Year: Celebrations!

1. CHILDREN

- We are aware of six children who made salvation decisions!
- 21 Bibles and books were given to the new third-grade class.

2. LEADERSHIP

- We are grateful for more than 125 volunteers who serve regularly in the ministries.
- We have a great leadership team that heads up various aspects of Children's Ministries: Heather Hudson (Paradise Island), Tim Bruns (Route 66, first hour and Awana), Scott Heidenreich (Route 66, second hour), Bobbie Shults (Popcorn 45), and Yvonne Semel (Ministry Assistant). Also, the Awana Club Directors: Mike Palsgrove (Cubbies), Arron Bullock (Sparks), Gretchen Bullock (T&T Girls), Brian Sanders (T&T Boys), and Madeline Becker (Trek & Journey).

3. EVENTS

- The second annual Family Fun Races in April: we had a great afternoon of fun with two dozen handmade cars entered.
- June 18-22 was our VBS, "Hometown Nazareth." We had a super week with more than 200 kids in attendance and more than 100 teens and adults who served.
- With Women's Ministries, we hosted a cook-out at Three Oaks in June and a Family Campfire Night in July.
- We provided games for the children during the Church Picnic in August.

4. POPCORN 45 / ROUTE 66 / PARADISE ISLAND

- Along with the church family, we completed "The Story" and helped with the review on the Celebration Sunday. It was exciting to see the children grasp the big picture of God's rescue plan all throughout the Bible.
- We've kept in touch with our "adopted" missionaries—the Cook girls in South Africa and the Rees children in Washington, D.C. Come see the bulletin boards in Room 156!
- Paradise Island received some fresh paint and began using a new check-in system.

5. AWANA

- In 2011-12, we had 170 children attend Awana clubs and 129 finish their handbooks.
- We hosted an Awana Sunday in August, so children and families could get a taste of a typical Awana club.
- We helped thirteen families from the church and community with a food drive in November.
- Kids and adults volunteered at the Awana Warehouse in November.

6. COMMUNICATION

- We sent out two newsletters, monthly Parent Links, and email updates to parents.

Prayer Requests and Coming Events: 2013

- A smooth transition as we add Route 66 to the new check-in system in February.
- April 13: Family Fun Races
- May 8-9: Awana awards programs
- July 8-12: Vacation Bible School (VBS), "Kingdom Chronicles"
- Pray that I could be supportive and encouraging as the staff contact for the ABFs, Community Groups, Hispanic Ministries, Men's Ministries, and Young Adult Ministries.
- Pray that we would be able to restart the Advisory Team.
- A great big thank-you to the church family for your support and prayers for Children's Ministries!

STUDENT MINISTRIES – RON KIRKEENG

We have had a great year, as we are on a journey of discipling in iNFUZE ministries. We started with great winter retreats as we got away to study. We called middle school students to use their superpowers as followers of Jesus, and high school students were called to stop being fans of Jesus and instead be devoted followers of Jesus. We continue to review what it means to be disciples who study. We are also seeing great fruit in our small group ministry in both high school and middle school. The adult leaders are doing an incredible job of shepherding the hearts of the students and being great examples of disciples who love God and others. We are training students to engage the word of God so that they build a habit of studying Scripture to fall deeper in love with God and to know Him more deeply as they live life every day, seeking to spread the good news of the Gospel.

We had an incredible summer with Challenge in New Orleans and our missions trip to Mt. Currie, British Columbia. We had 63 people go to New Orleans this summer, which was the largest group we have ever taken to the EFCA Challenge Conference from our church. We studied the first chapter of Colossians together and had a great time serving the city of New Orleans through Circle Urban Ministry. We saw God do a lot of amazing things in the lives of students and our community. We had a great time in Mt. Currie, continuing to build our camp and share the love of Jesus with the kids of Mt. Currie. It is an amazing story to be a part of what God is doing there in the mountains, as we are disciples that make disciples all around us.

We are in the process of redecorating the Student Center to be a place for students to come and build relationships and bring their friends to connect them to the ministry.

We are overjoyed about the addition of high school student leaders in the middle school. They are bringing an example of Jesus to the students and lots of passion and joy! We are seeking to build multiplication into everything we do as disciplers.

I am grateful for all the adults who invest in students' lives each week!

Thanks to everyone for partnering with us to send students on discipling adventures to be with Jesus and to serve Jesus as His disciplers.

Prayer requests:

1. Pray for the discipling movement to take off in the middle school and high school ministries.
2. Pray for all leaders who serve in Student Ministries.
3. Pray for the coming summer missions trip to Mt. Currie, BC.

WOMEN'S MINISTRIES – HEATHER SOUKUP

Celebrations

Sixty women participated in the Engage 2012 retreat. Ninety women participated in weekly Bible studies and MOPS (Mothers of Preschoolers). Four additional people joined the One-to-One Mentoring program.

MOPS continues to thrive as a ministry reaching out to a variety of women from the community. Two-thirds of the attendees are from outside of our church. A story from MOPS 2012:

We had a really good discussion at our table about our faith journeys, how we sense God in our mothering, and how we teach our kids about God. It was one of the deepest discussions we've had at our table. I've already heard from one mom who thought our table time today was one of the best all year. Another mom said at the table, "This is why I love coming here. I need to hear other moms talking about how they teach their kids about God. Sometimes when I'm home alone I think, Am I crazy for trying to talk to my kids about God? They're so little; do they even get anything that I'm talking about? My family and non-believing friends think I'm weird, but then I come here and I love that you all understand my life. I've missed you guys the last two weeks!" She was so encouraged!

Discussions like these happen at each MOPS meeting. We love seeing a woman grow in her faith in Christ.

I have two highlights to share with you from Bible studies. With the intent to give an announcement, I walked into a study and witnessed a spontaneous laying on of hands and heartfelt prayers being lifted up for a woman. Another time, I witnessed an extravagant outpouring of generosity and love for one particular woman's need which brought me to tears.

Challenges

2012 brought its share of challenges and transitions with several births, deaths, limitations, and losses. Women responded in service to help existing teams to provide meals, clean homes, shop for, and comfort those who are hurting. Limited budgeting meant limiting programs and coming up with new ways for women to get together to build each other up in their faith and to share their life in Christ with others. Our women rose to the challenge by baking 5,000 cookies together for the Christmas outreach concert. The challenges came over and over again in 2012, but God proved Himself faithful. I praise the Lord for His faithful servants.

HISPANIC MINISTRIES – HUMBERTO GONZALEZ

Dear church members,

We are living as the church of God, enjoying new experiences with a number of people we have contacted and who have started to connect with the church.

The illness of our pastor has taught us that we have a very important opportunity to use our spiritual gifts in His Kingdom. He is the Only One, the Almighty. He decided to give additional days of life to our pastor after the heart attack he suffered. During all these months, most members of the church caught the vision from the Lord: they understood that the pastor is His servant but ultimately a man of God—a man with weakness but with a holy assignment. We also learned that each member has a very important assignment for God's eternal plan and purpose.

Current attendance to worship and Bible studies have risen, counting an average of 45 people. But in our Lord Jesus, we are called to grow.

The Lord is expanding our territory and is giving us some other areas where we can reach more people for His Kingdom. We are in the process of partnering with Living Grace, a sister church, to share the message of Jesus with Hispanic people who are going to some events with them. We have contact with 21 families from that area who have been going to some events with our sister church. Some of them are in contact with us, and we are sharing the gospel of Jesus with them.

In a few more weeks, we will start ESL classes again. Pastor Humberto led this ministry in 2011. We are in need of volunteers who want to help us. Our prayer is that the Lord will call the people we need.

We still have so much work to do. We believe that the Lord wants us going to each city of McHenry County to proclaim His gospel of love. We'll continue praying and exploring some opportunities in these cities.

On behalf of Humberto Gonzalez
Pastor of Hispanic Ministries

CARING MINISTRIES – STEVE YESCHEK

Caring Ministries continued to develop under the leadership of the Caring Advisory Team (Sherry Cunningham, Chair; Bob Bishop; Steve Yeschek; Dave Cook, Caring Elder; and Tracy Sanders).

Celebrations

The vision of EFCCL is to follow the Great Commission and the Great Commandment. Through Caring Ministries, we seek to meet needs of the hurting, the broken, the addicted, and the afflicted and to share the Gospel of Jesus Christ. Many from EFCCL serve the Lord in Caring Ministries through the Benevolent Teams, Caring Hands, lifeCARE Counseling (pastoral; internship counselors [4-6 interns come to learn and grow in Christian counseling]; Freedom and Christ sessions), Hope Visitation, Meals Ministry, Social Awareness (hosting Concerts of Prayer for the Persecuted Church and for the Right to Life), Senior Ministries (including Bible studies and the monthly luncheon), Celebrate Recovery (with small groups for chemical addiction, sexual addiction, depression and anxiety, anger, and codependency), Celebrate Recovery Inside jail ministry, How We Love marriage ministry, lifeCARE groups (anger management, anxiety and depression, GriefShare, and a middle school group at Hannah Beardsley), and the New Beginnings ABF. A number of people join in our outreach to First Nations people to several reserves in Minnesota and Ontario, Canada. Fifteen people were baptised at the Red Lake Overcomers Camp last summer, and a number of people made commitments to follow Christ at our outreach at the Mishkeegogamang Reserve near Pickle Lake, Ontario. We thank God for the many faithful believers who follow the call to reach out to those in need in our church and community. We rejoice in the miraculous reality that God is bringing people to the various ministries for His purposes to receive salvation and healing.

Challenges

Our vision for Caring Ministries is to continue to strengthen our capacity to help those in need in our church and community. We are challenged to begin a Celebrate Recovery program for hurting teens (The Landing) as well as a Celebrate Recovery Step Study for hurting pastors and their wives. We also prayerfully plan on responding to a request to do training on caring groups and lay counseling in Budapest, Hungary (October-November). Additionally, we plan to develop our leadership in Celebrate Recovery and our Caring Ministries Leadership Teams as well as to recruit more counseling interns during 2013. Please pray that the Lord will continue to move us as a body of believers to love one another through faith in Jesus Christ.

Grateful to serve Him and EFCCL,
Steve Yeschek
Pastor of Caring Ministries

WORSHIP MINISTRIES – DOUG FRIESEN

Celebrations

1. Highlights for 2012 include the Worship Choir and their annual Christmas Outreach and Sundae Sing programs, as well as the large Celebration Service honoring Pastor Bob in September.
2. The Worship Choir provides meaningful ministry opportunities as well as a chance to develop and deepen our walks with Christ. This by far is my number one joy in serving here in Crystal Lake.
3. This year's Good Friday experience was a dramatic reenactment of the Last Supper with the disciples serving our congregation.
4. Our Christmas Outreach, *Cocoa & Carols*, was well received. With the absence of our Senior Pastor, the program was intentional on creating a festive atmosphere that encouraged a time of fellowship following the program. The ladies of our church prepared more than 5,000 cookies for the reception that followed. Special thanks to Heather Soukup and Women's Ministries and Mary Ellen Peck for coordinating the reception. This church-wide outreach musical event continues to be a distinctive of our church. Thank you to the choir, orchestra, and Pastor Tim for their outstanding leadership for this event.
5. We are blessed with many gifted leaders in Worship Ministries, and I am grateful for the opportunities God allows us to minister and serve together. Special thanks to Sheri Cook, Elizabeth Dye, Tim Gibson, Carolyn Pearson, Sherry Taliaferro, Steve Stenzel, Amy Runyon, Westi Merke, Bonnie Kerr, Paul Wiedenfeld, Ben Martin, and John Hoffman, Jr., to mention a few.
6. I am also grateful to Dianna Jones for her leadership in directing our children's choir.
7. Our Music Teams continue to serve faithfully each week in our services

Challenges

1. We continue to have vacancies on our Music Teams for various reasons. We continue to revamp how we schedule and arrange our musicians on teams with limited success. We continue to need more instrumentalists and covet your prayers.
2. Budget restraints have made ministry difficult. Creative use of resources and monies have been evaluated and implemented across all of Worship Ministries. God continues to provide for our needs.
3. Balancing my time between additional responsibilities in the business area, Lead Pastor, and Worship Ministries continues to be a challenge. I have enjoyed the challenge of each and have been grateful for the opportunities of growth God has given me. My first passion remains with people, whether in Worship Ministries or managing the staff. Continue to pray for our church leadership as they determine how to fill the Director of Business Services position in the future.

Dealing with the Challenges

1. As my role as Lead Pastor hopefully will end this coming year, I will be able to devote more of my energies into Worship Ministries, including training and recruitment for Music Teams.
2. We continue to operate under a limited budget and pray that God will provide funds, discernment, and wisdom as we prayerfully consider the stewardship of Worship Ministries.

Respectfully submitted,
Doug Friesen
Pastor of Worship Ministries

CONNECTIONS MINISTRIES – CINDY BATES

Celebrations

1. We added 16 new members to our church family in 2012: Angela Amici, Michael Calendo, Anthony & Barb Eppolito, David & Sheilah Evans, Les Green, Matthew Hannon, Elisa Mencer-Wilson, Bob & Jeanne Nelson, Tom & Mary Jean O'Meara, Bruce & Sharon Souder, and John Tims.
2. Jeff and Debbie Richardson assisted me with Connections Class during the winter and spring sessions. We had a great time getting to know more about our church as well as each other during our winter, spring, and fall sessions!
3. The Information Center, under the coordination of Janette Dickerson, continues to be of great benefit to visitors as well as our congregation.
4. Our valet parking ministry continues to serve our congregation weekly. We serve 6 to 10 families each Sunday. I am thankful for our committed staff in all kinds of weather.
5. Our annual church picnic was held on August 12. We had a great time of food, fellowship, fun, and games. I am so very grateful for those who stepped forward to help with the large event.
6. The last quarter of 2012 was filled with preparing our current church management software, Shelby v5, for our new church database system, Arena. There was a steep learning curve, but we have made great headway and are reaping many benefits from Arena. Many thanks to Roger Sankey for his hundreds of hours with this changeover. It could not have been done without him and Gwen Sankey.
7. The parking shuttle ministry continues to be beneficial each week to many from our church family. Thanks to my coordinator, Kevan Oleson, and the rest of my faithful volunteers.
8. Our Lighthouse Café continues to be a place to encourage fellowship within our church family. I'm so thankful for the faithful service of Natalie Weber and Mary Ellen Peck.
9. I am so excited to have Westi Merke as our resident church decorations genius. Her enthusiasm and eye for detail is adding much to the beauty and atmosphere of our church building.
10. Rachel Sankey, our Communications Specialist, continues to provide a high level of promotional materials, in addition to maintaining and improving our website, and producing our new and improved weekly bulletin.

Challenges

1. Attrition in our shuttle and valet parking staff. It is a vital ministry that needs full staffing.
2. Staffing needs for the Lighthouse Café, special events, greeters, and ushers.

Dealing with the Challenges

1. We would like to introduce women, as well as younger members of our congregation, to serve as ushers. In our Lighthouse Café, we need some additional women or couples (who love to make coffee and meet and greet our church body) to be available as back-ups when our dedicated servers aren't available.
2. We would love some of our attendees over the age of 21 to step forward and help with the valet and shuttle ministries.

Cindy Bates

Director of Connections Ministries

TECHNICAL MINISTRIES – TIM GIBSON

Celebrations

1. A new church management software, Arena, was selected, purchased, and installed.
2. Various improvements were done in the Student Center to enhance the space.
3. A new projector for the back wall in the Worship Center was selected, purchased, and installed.
4. A new main server was selected, purchased, configured, and installed.

Challenges

1. During the summer storms, we had several pieces of equipment get damaged.
2. I was out a lot for family reasons.

Dealing with the Challenges

1. New equipment was purchased to replace the broken items and to better protect the equipment in the future.
2. Volunteers and staff stepped up to keep things running.

SPECIAL MINISTRIES – SHERI COOK

Celebrations

In 2012, we celebrated the many gifts God has given us in the talented artists in our congregation. It was a privilege to coordinate projects such as The Story Wall and to see God's glory displayed in the abilities He gave to so many people. The Story Wall was taken out of the Worship Center and installed in the hallway that leads from Paradise Island to the Choir Suite. It has been a delight to hear children walking down the hall naming the characters and being quizzed by parents and Sunday school teachers about the stories behind the pictures.

Another project installed in 2012 was the History Wall, located in the main upstairs hallway, south of the office suites. One section of this wall represents EFCCL history and mission, as expressed through the creative lens of Mystele Kirkeeng—a professional artist, member of our church, and link in the chain of history here as her husband and children are part of several generations of members in this church. Another section of the History Wall contains the photos of former senior pastors and scripture verses that remind us of what it means to be a shepherd and a flock.

We should never forget to celebrate the role of prayer within our congregation and the importance of relationships as we minister with and to one another. Additionally, hardly a week goes by when someone has not mentioned how the articles and Daily Prayers for Spiritual Growth (DPSG) posted on the EFCCL Grace Unlimited blog have ministered to them. These are a few of the many highlights of working in Special Ministries

OUTREACH MINISTRIES – GEORGE RYKOWSKI

Celebrations

Our committee interviewed a number of missionaries, mission candidates, and others involved in related ministries; many were associated with our church, others not. All four of EFCCL's Focus Areas were represented: British Columbia, China, Hungary, and Honduras. We heard stories of triumph and hardship. We heard from young and old, from those just beginning their ministries to those who are in the twilight of theirs. Such is the beautifully woven tapestry of God's evangelistic community, a rich collection of people seeking to serve Him. It is an honor to be a part of this, and a cause for celebration. Some notable celebrations follow:

- Vanessa Criswell, who is attending Moody, went to Ireland.
- A group led by Robin Kohl went to the Hungarian Summit in Budapest. Pray that the five church plants in Hungary grow strong. Later in the year, we began planning to host the Hungary Summit at EFCCL in 2013!
- Mark and Jodi Revell, missionaries in Hungary, visited in May and told a story of transition, with some members of the Budapest City Team leaving and already talking with prospective new missionaries to take their place.
- Jodi Ward and Craig Palmquist, both serving with Child Evangelism Fellowship, visited our committee. Many of us know Jodi from the Good News Club where many of our children participate.
- Sherry Brewer has grown in amazing ways regarding her effort to fight human trafficking. We learned that the Super Bowl is a notorious venue for such evil.
- We met with Peter Neal of Mission Aviation Fellowship, a group that serves Christ through flight. Our own Kevin Wegrzyn used MAF on a recent mission trip to Africa. MAF operates in 42 countries using 55 airplanes.
- Melanie Bhatta began a year-long ministry as a nurse in Nepal (her father, Dave, grew up in Nepal and is a member of EFCCL). Eventually, she would like to go back to work with underprivileged people in some capacity.
- Keith and Judy Anderson, serving with ProMeta, visited our church. ProMeta is located in Costa Rica and is a remote (web-based) training network with 40 masters programs. The program is so effective that some leaders want to expand it globally!
- Clyde and Becky Porter serve with ReachGlobal and were able to visit Cuba as part of an investigation into starting church plants in Havana. The churches they visited are growing with young adults.
- Christopher and Lauren Palsgrove visited the Global Outreach committee and shared with us their experience in Hungary. It is encouraging to see our youth getting involved in missions!
- Finally, we celebrate the Global Outreach Committee as a strong core group of people who are passionate about missions.

Transitions

Our greatest weapon against challenge is prayer. The members of the committee pray for all missionaries, but especially for those going through change or difficulty. Jon Rees and his family went to Washington, D.C., to serve at Redemption Hill Church. Bill Riedel, who grew up in Cary, is the senior pastor, and Jon is now a member of the preaching team. Robb and Katie Cook transitioned from China to South Africa as this move would enable them to use more of their talents. We are mildly surprised at the challenges they face daily, having to live in a gated community (here in the USA, gated communities represent prestige; in South Africa they are required for safety). Jill Hall, who served for many years in Hungary and Europe for ReachGlobal, decided to step down and begin her own ministry, Global Horizons, which involves leadership development and training.

Conclusion

There were others our committee met last year, and we thank God for them all. We thank God for His unfailing love for us, His guidance, and His strength. To God goes all the glory!

BUSINESS SERVICES – CAROLYN PEARSON

Celebrations

1. The Professional Employee Handbook, more than 15 years old, and the Staff Employee Handbook were combined, rewritten, legally reviewed, and published as one volume covering all EFCCL employees.
2. A Finance Team was created to take ownership of that portion of the former Stewardship Board's responsibilities. Serving on this team are Randy Roth, Scott Strickfaden, John Baker, Gwen Sankey, Bob Page (January through September), and Carolyn Pearson (September through December).
3. Plans for the roll-out of a Buildings & Grounds Team (to handle those remaining Stewardship Board responsibilities) are in the works, and it is anticipated that this team will launch early in 2013.
4. The Insurance Team (Randy Roth, Scott Harrison, Bob Colbert, and Carolyn Pearson) researched and presented new healthcare options to the Elder Board after the church's Blue Cross/Blue Shield health coverage was increased by more than 47%. A new cost-effective United Health Care plan was chosen.
5. A Flex Spending Account program was approved by the Elders to begin in 2013 for full-time EFCCL employees.
6. Electric supply bids were received and reviewed. The Finance Team approved a contract with First Energy to be effective April 2013 that will reduce our per-kilowatt cost.
7. With Pastor Bob Page's upcoming retirement, Carolyn Pearson was hired in September 2012 as Interim Director of Business Services. Upon her employment, all responsibilities of that title that had been split between Pastors Bob Page and Doug Friesen were folded back into the position.
8. Again this past year, EFCCL hosted women's Bible Study Fellowship (BSF). Just under 300 women converge on our campus each Wednesday morning to study God's Word. We enjoy a good relationship with this fine organization, and they are appreciative of the opportunity to use our facilities.
9. In 2012, we again hosted Heartland Homeschool Group each Friday. We are happy to host the 150+ students and parents who participate in this program.

Challenges

1. We praise God that our facilities are well used throughout the week. David Palsgrove, Buildings & Grounds Manager, and his team are ever vigilant in the maintenance and repair of God's house. However, as our buildings and equipments age, repeated repairs ultimately become no longer effective, and significant overhauls and/or replacement will be necessary. The following items/issues will eventually need to be addressed: crumbling driveways and parking lots, commercial dishwasher (35+ years old), inoperable furnace in new addition, inoperable AC compressor for Worship Center, well-used/aging grounds maintenance equipment, cleaning/painting of 10-year-old new addition needed.
2. Storage space in our facilities has become an issue to the point that a number of areas and hallways not meant for storage are cluttered with equipment and other articles. This has created both aesthetic and safety issues.
3. As of December 31, 2012, our current mortgage balance stood at \$2,218,680.

Dealing with the Challenges

The church staff will continue to stretch finances and work hard to maintain our buildings, grounds, and current equipment. Concerning storage: regular cleaning/review of ministries' inventories, coupled with the reorganization of storage space, should alleviate much of the problem.

ELDER BOARD – MARK BATES

- Pastor Bob resigned his position as Senior Pastor effective September 30, 2012, and has transitioned to a church plant in The Villages, FL.
- The Pastoral Search Committee continues the search process for our next Senior Pastor
- Pastor Dave Groleau served as our Interim Preaching Pastor from October through December.
- Pastor Marty Voltz agreed to become our Interim Senior Pastor beginning in January.
- Pastor Jon resigned his position as Pastor of High School Ministries to join a church plant in Washington, D.C. The Elder Board granted him the freedom to raise support full-time beginning on April 1.
- Pastor Ron became the Pastor of Student Ministries beginning April 1. With the added responsibilities for Pastor Ron, Licia Radford was hired as the Student Ministries Coordinator for a one-year commitment. Also, Rennie Garda was contracted to assist part-time to help with the iNFUZE leadership.
- Carolyn Pearson is the Interim Director of Business Services as of September 2012.
- Keith Wiederwax was selected as the Senior Elder beginning in 2013. Mark Kolbe and Jon Peterson joined the Elder Board for 2013.
- Pastor Steve took a sabbatical to focus on ministry development, reading, prayer, meditation, recreation, and rest.
- The 2012 budget was a challenge. Praise God for supplying our needs by the end of the year, for a faithful congregation, and for the staff sacrificing to help keep spending under control.
- A priority for 2012 was updating the church's strategic Vision Plan. The Elders, pastors, and directors have worked hard on updating our Vision Frame. There were several questions that we addressed. The final question is still being prayed over and discussed:
 - **Our Mission:** What are we doing?
 - **Our Shared Convictions:** Why are we doing it?
 - **Our Strategy:** How are we doing it?
 - **Our Marks:** When are we successful?
 - **Our Vision Proper:** Where is God taking us?
- In October, the congregation approved the 2013 annual budget of \$1,587,586.

As we begin 2013, our congregation and leadership face many challenges, including continuing budget issues, additional ministry responsibilities for our church staff, and the selection and calling of our next Senior Pastor. Pray for the leaders of our church to be guided by God and to have servant hearts. Pray for our church to be unified as God reveals His exciting plans for our congregation.

On a personal note, it has been my humble privilege to serve on the Elder Board and lead it for the last two years. God has taught me so much. I am grateful that we have continued to develop new Elders to work with our experienced ones in the servant leadership of our church. I am honored to continue praying for our leaders and their families. May God continue to bless our church richly as we follow Him and seek to do His will.

In Him,
Mark Bates
Senior Elder / Church Chairman

FINANCE TEAM – RANDY ROTH

We began the year with an approved annual budget of \$1,758,366. We closed the year with expenses of \$1,651,412 and a total income of \$1,659,887 for an overall deficit of \$1,525.

The 2012 Finance Team was comprised of the following members: Randy Roth, Chairman/Treasurer; Gwen Sankey, Bookkeeper; Scott Strickfaden, Financial Secretary; Pastor Bob Page, acting Director of Business Services (January through September 2012); Carolyn Pearson, Interim Director of Business Services (September through December 2012); and John Baker, Member at Large.

2012 continued with the theme of transition. The Stewardship Board was disbanded under the new bylaws, and a Finance Team was created by the Elder Board.

This year as a Finance Team, we passed 33 motions. Some of the major highlights included:

- **Updating the Financial Contingency Plan:** It became apparent over recent years that a means to set expectations for our staff and congregation regarding financial situations is needed. A plan was developed to assign different levels of severity to the current financial situation as well as document possible actions that will result if the financial situation persists. The version of the plan presented to the Elders had three levels of “urgency” documented. Each higher level had more significant and severe actions to it. The hope is that the plan is never implemented, but in case it needs to be, the criteria and actions are known to all. This plan was presented to the Elder Board for their consideration and approval.
- **Negotiated Health Insurance Premiums:** We saw our initial quote for 2013 increase by more than 45% and had to look for other options. We were able to find a very good PPO plan which is actually saving the church money compared to 2012. We were able to provide the staff with desperately needed raises due to the savings.
- **Purchased new database software, Shelby Arena:** It was time to finally upgrade our church software system. We went with an updated version of Shelby called Arena, which is online-based. This system will allow staff and members to access their own information as well as the ability for members to participate in online giving where desired. There was a tremendous amount of hard work that went into the implementation, and the Sankeys in particular need to be commended for their long hours and dedication to this project. It was not easy!

Since I have been Treasurer, I have been impressed with the ability of our staff to work within proportionately smaller budgets as an overall percentage of the annual budget and yet have the servant attitude to respond to requests for reduced spending. We are blessed to have a staff that is willing to sacrifice so much for our church. They truly love the Lord, their ministry, and our church.

Respectfully submitted,
Randy Roth
Finance Team Chairman / Treasurer

CARING ADVISORY TEAM – SHERRY CUNNINGHAM

In 2012, the Caring Advisory Team consisted of Sherry Cunningham, Team Coordinator; Steve Yeschek, Pastor of Caring Ministries; Mark Kolbe, Bob Bishop, and Tracy Sanders.

This team oversees the various Caring Ministries of EFCCL: Senior Ministries, sermon tape delivery, Hope Vistation, Social Awareness, SALUTE, GriefShare, Benevolent Teams, Celebrate Recovery (CR), CR Inside, CR Kids, Caring Hands, Meals Ministry, and the How We Love marriage ministry.

Thankfully, through the generosity of our congregation during 2012, the distribution of the Benevolent Fund was \$51,513. Many came to a relationship with Jesus Christ through this important ministry.

Conclusively, there were many things to be grateful for and to celebrate.

Respectfully,
Sherry Cunningham

ADULT BIBLE FELLOWSHIPS – JOE SEE

The nine Adult Bible Fellowship (ABF) groups of EFCCL continue to serve as communities where anyone can learn and share God's message of good news. The leadership team has increased with Bob Nelson coming on as an Assistant ABF Coordinator and Stephen Wiedenfeld taking the job of Sunday Secretary, which has the responsibility of distributing the attendance sheets. The following table shows the number of people enrolled in and attending the various ABF groups.

	12:1	Gravity	Meridians	New Beginnings	Primetimers	Salt Shakers	Seguidores ("Followers")	Three Strands	Women of Influence	Totals
7-year Average	13	31	30	10	25	11	14	9	10	143
2012 Average	10	23	32	7	22	12	16	12	7	139
Total Enrolled	52	59	59	20	32	20	23	30	21	316

Here are some brief descriptions of what went on in some of our ABF groups during the year of 2012:

- **Primetimers:** The Primetimers continue to meet every Sunday with a time of fellowship, prayer, and Bible teaching. Bob Bishop shares announcements, topical readings, and humor to get us started. Ken Kingston then leads the class in prayer time. The class shares requests and answers to prayer from the past week. Dave Cook then begins a time of teaching. This season we finished "The Story" and then went back to the study of the book of John. During the past year several of our "senior saints" went home to their Savior. They will be missed. Our group continues to be very active in several areas of the church, such as prayer team, MOPS, Benevolent Teams, and GriefShare.
- **Women of Influence:** We completed our study of Psalms and 1 Corinthians. We are now working through the book, *Idol Lies*, by Dee Brestin.
- **Meridians:** Group membership has increased to 60 with an average weekly attendance of 35 to 40. We have four very active care groups that meet monthly for fun and fellowship. We try to have one or two class get-togethers per year. The Progressive Dinner is always a hit, plus we had an in-class potluck breakfast. Many times during the year, the class will supply meals to members who are ill or are recovering from surgery. As available, we have had guest speakers share their ministry experience, which is always a blessing. Some of our class members attended the Great Lakes Conference in Wheaton, IL. Many of the ABF ladies were part of the "Ladies' Day Out," going to Greendale, WI. Our ABF provided 32 Christmas dinners to needy families in our church, and we supported and served at the SALUTE Dinner. Members have a love and appreciation for each other outside of the class. In-class sharing of prayer requests and praises allows for that caring to continue throughout the week. Our teaching leader, David Carlson, always has Spirit-inspired Bible teaching. What a pleasure it is to serve as the leader of such an inspiring group.
- **New Beginnings:** We spent the last year studying Paul's Epistles. Our attendance varies, but sometimes we have a full house. We have switched rooms recently to accommodate our growth.

We continue to encourage the leaders of the individual ABF groups to build up their leadership teams and have seen an increase in participation in those who have done so. We have invited one of the founders of the ABF movement, Knute Larson, to share his vision with us during an ABF Leadership Seminar in April 2013.

Respectfully submitted,

Joe See

ABF Coordinator

MEN'S MINISTRIES – TOM PAVELKO

For Men's Ministries, 2012 began with a January planning meeting. Following prayer time, the ministry team chose "Disciplines of a Godly Man" as its theme for 2012. The team felt led to increase their focus upon younger men (35 and under) and older men (55 and older) and to add one of each group to the ministry team. We successfully accomplished the second of these goals when Ron Kaszubowski joined the team in 2012. We also said goodbye to our good friend and committee member, Elwood Glaser, who resigned from the team due to his move to Florida. We continue to pray that a young man of the church will join our ranks and help us understand how to reach his peers. Tom Pavelko serves as chair. Others on the committee include Keith Wiederwax, Henry Bugner, Dave Bryan, Jim O'Shea, Gregg Patz, and Pastor Tim.

- To provide greater visibility to the Men's Ministries team, the team members each purchased for himself a Men's Ministries polo shirt. Members wear these shirts to church services and other functions so that the men of the church know whom to ask when they have questions about Men's Ministries.
- As the church continued to read and learn from "The Story," the Men's Ministries team hosted a men's study on Thursday mornings that followed the prior week's readings and Sunday message. About ten men actively participated each week.
- In February, and in conjunction with its quarterly prayer breakfast, Men's Ministries spearheaded our church's involvement in the Date Night Chicago Challenge. That ministry's Executive Director, Bill Yaccino, was the featured speaker at the breakfast. The essence of the Date Night Challenge was for married couples to schedule and have five dates in five weeks. The program provided conversation topics and restaurant coupons to facilitate the dates.
- In March, Jeff Richardson began a Saturday morning Bible Study Group called "CDS: Coffee, Donuts, and Scripture."
- In April, the ministry hosted a paintball event in Wisconsin. Forty-six men participated. It was a great day of fellowship, and the men heard a great message. The EFCCL men's group took first place in the day's events!
- In April, this ministry hosted a Family Fun Races event at the church, which was a grand prix for model cars, using the track and car kits that the Awana T&T boys use each year. Almost 40 cars raced. Pastor Tim delivered a devotional following the races.
- In May, the ministry hosted a movie at the church, showing the newly released film, *Courageous*.
- In June, the men began a Thursday morning study entitled, "Risk: Are You Willing to Trust God with Everything?" Ten guys on average were active in the group, leading to good discussion and bonding.
- In July, the God's Great Outdoors ministry held our annual fishing derby. About 35 people participated in this beautiful day of fishing, fun, and fellowship. Lunch and a message followed the derby.
- In the fall, two Men's Fraternity groups began on Tuesday evenings and on Saturday mornings. On Thursdays, men started a new Bible Study based on the teaching in *Measure of a Man: Twenty Attributes of a Godly Man*, by Pastor Gene Getz.
- In October, Men's Ministries presented its annual men's retreat at the Lake Geneva Conference Center. This year's event was entitled "Disciplines of a Godly Man." Pastor Chuck Beckler was our featured presenter. About 50 men attended.

COMMUNITY GROUPS – JIM KOHL

Celebrations

- May 2012 marked the completion of the first ministry year for Impact Groups. Six groups successfully laid the foundation for small group ministry, building relationships and working together through the narrative of Scripture as presented in our sermon series, “The Story.”
- Impact Groups enjoyed a transition in name to Community Groups over the summer months, with a clear vision for building mutual community rooted in Jesus Christ, whose members live daily transformed by the gospel. Many congregants responded to an open invitation and were placed in Community Groups during the fall session.
- Many Community Groups were blessed with significant and personal gospel transformation throughout the year, as *The Gospel-Centered Life* curriculum helped us to engage with the truths of the gospel with increased clarity and freshness.
- Throughout the year, groups moved beyond an event-based culture toward one of the intentional relationship-building. Members built and strengthened personal relationships, opening unlimited opportunities to serve one another, care for one another, and equip one another.

Challenges

- In anticipation of Pastor Bob’s departure, Community Groups transitioned from sermon-based content to curriculum-based content. While this has been fruitful in many ways, the ongoing challenges of curriculum-based content are (1) the energy required to review/vet material, (2) the cost to acquire copies for all members, and (3) a lack of unity across disparate Community Groups.
- During the summer months, our church lost several families due to physical moves, which had a disproportionate impact on Community Group membership. Of the families that departed the area, two served as Community Group facilitators. Two entire groups were disbanded as a result of the moves, putting increased pressures on already limited space.
- The multiplication of groups can be a slow process, especially in the ministry’s infancy. The vision for growth is that Community Groups would reproduce themselves over time, as facilitators mentor and disciple future facilitators who will begin a group of their own. Community Groups have not reached this point yet in the ministry’s lifecycle, and as a result, space for new members is limited.

Dealing with the Challenges

- Community Groups currently have three curriculum options available: *The Gospel-Centered Life*, *Gospel Growth*, and *Living in Light of the Gospel Story*. Together, these books provide 25 chapters of gospel-centered material suited for small-group interaction. I continue to look for additional content until we have an opportunity to transition back to sermon-based content.
- Many of the members whose groups were impacted by relocations were welcomed into existing Community Groups, thanks to the flexibility of our facilitators. Most groups are stretched beyond a traditional small-group size but truly have a heart to be inclusive.
- In an attempt to add new Community Groups, I contacted four couples equipped to form and facilitate new groups. One has agreed to serve, participated in brief training in 2012, and assembled a new Community Group to begin meeting in January 2013.
- There is clear opportunity for groups to reproduce themselves in 2013. I plan to work with current facilitators to that end, targeting the fall session as a time for new group kick-offs.

LIBRARY REPORT – VIRGINIA NIEMI

These items were checked out of the library in 2012.

Adult books	783
Children's books	149
Video tapes	69
DVDs	223
CDs	59
<u>Cassettes</u>	<u>8</u>
Total items checked out	1291

Our library is organized under the Dewey Decimal System. We have an author-title file to help you find the particular book needed. We have DVDs and CDs of the morning service available for check-out or purchase. Cassettes of special speakers and music are also available. Tape series on topics like parenting, family devotions, cults, religions, and many others are available. Kits are available for small group and Bible study leaders to review possible topics of study; these kits usually contain a study guide with either a VHS tape or a DVD.

The library has many recent books by well-known authors. Books, videos, and audio series are available for young children through adults. We have a wonderful collection of biographical books for children.

Newly added books:

- *Your Money Counts*, by Howard Dayton
- *The Total Money Makeover*, by Dave Ramsey
- *Inside the Revolution*, by Joel Rosenberg
- *A Gospel Primer*, by Milton Vincent

Newly added DVDs:

- *Veggie Tales: Big River Rescue*
- *Veggie Tales: The League of Incredible Vegetables*

“Apply your heart to instruction and your ears to words of knowledge” (Proverbs 23:12).

Library items are checked out for a two-week period and may be renewed. I want to thank Jane Saska, Wally Staiger, and Gen Bullock for all their help this year.

Respectfully submitted,
Virginia Niemi

BALANCE SHEET

FIGURES AS OF DECEMBER 31, 2012

ASSETS

Cash		\$	201,282
Money Market Accounts		\$	182,636
Investment Certificates		\$	79,112
Accounts awaiting conversion to cash:			
Stocks		\$	-
Mutual Funds		\$	-
Total Current Assets		\$	463,030
 Notes Receivable / Housing Loans		 \$	 20,000
Other Assets		\$	9,430
Fixed Assets, at estimated depreciated value			
Land & Buildings	\$ 4,279,817		
Furnishings, Fixtures	\$ 18,716		
Tech Equip	\$ 74,721		
Lawn Equip, Vehicles	\$ 40,460		
Other Equipment	\$ 51,754		
Total Fixed Assets		\$	4,465,468
 <u>TOTAL ASSETS</u>			<u>\$ 4,957,928</u>

LIABILITIES & FUND BALANCES

Liabilities			
Building Loan		\$	2,218,680
Other Liabilities			
Restricted Assets & Liabilities	\$ 203,091		
Memorials	\$ 11,926		
		\$	215,016
Total Liabilities		\$	2,433,696
 Fund Balances			
General Fund		\$	89,933
Housing Loan Fund		\$	20,000
Building & Fixed Asset Fund		\$	2,409,213
Benevolent Fund		\$	5,085
 <u>TOTAL LIABILITIES & FUND BALANCES</u>			<u>\$ 4,957,928</u>

INCOME AND DISBURSEMENTS: BUDGETED VS. ACTUAL

FIGURES AS OF DECEMBER 31, 2012

	2012 BUDGET	2012 ACTUAL	Over / (Under)
INCOME			
Budgeted	\$ 1,685,866	\$ 1,570,400	\$ (115,466)
Missions Trips	\$ 72,500	\$ 39,110	\$ (33,390)
Special Gifts		\$ 22,734	\$ 22,734
Non-Budgeted		\$ 17,643	\$ 17,643
TOTAL	<u>\$ 1,758,366</u>	<u>\$ 1,649,887</u>	<u>\$ (108,479)</u>

	2012 BUDGET	2012 ACTUAL	(Over) / Under
DISBURSEMENTS			
Children's Ministries	\$ 14,800	\$ 11,704	\$ 3,096
Student Ministries	\$ 57,550	\$ 79,347	\$ (21,797)
Adult Ministries	\$ 14,400	\$ 18,039	\$ (3,639)
Hispanic Ministries	\$ 33,014	\$ 33,160	\$ (146)
Caring Ministries	\$ 16,800	\$ 14,422	\$ 2,378
Administrative	\$ 972,079	\$ 865,852	\$ 106,227
Worship Ministries	\$ 21,475	\$ 21,096	\$ 379
Tech Ministries	\$ 18,400	\$ 19,004	\$ (604)
Outreach Ministries	\$ 193,906	\$ 196,726	\$ (2,820)
Building & Grounds	\$ 343,442	\$ 313,309	\$ 30,133
Missions Trips	\$ 72,500	\$ 39,110	\$ 33,390
Special Gifts		\$ 22,084	\$ (22,084)
Non-Budgeted		\$ 17,558	\$ (17,558)
TOTAL	<u>\$ 1,758,366</u>	<u>\$ 1,651,412</u>	<u>\$ 106,954</u>

INCOME OVER (UNDER)

DISBURSEMENTS:	<u>\$ -</u>	<u>\$ (1,525)</u>	<u>\$ (1,525)</u>
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MEMBERSHIP LIST

Altenburg, Bonnie	Bugner, Stephanie	Duggan, Delores
Alvarez, Kim	Bullock, Arron	Dye, Dalyn
Alvarez, Marco	Bullock, Erin	Dye, Liz
Amici, Angela	Bullock, Gretchen	Eckstein, Gladys
Baker, John	Burke, Karen	Ehlers, Jack
Baker, Peggy	Burke, Mike	Ehlers, Karen
Baldwin, Chan	Burleson, Mollie	Eichstadt, Inge
Baldwin, Pam	Burleson, Thomas	Eichstadt, Walter
Batdorff, Karen	Busch, Josh	Engstrom, Howard
Batdorff, Tim	Busch, Leslie	Engstrom, Marian
Bates, Cindy	Calendo, Michael	Eppolito, Anthony
Bates, Mark	Carlson, David	Eppolito, Barb
Beason, Joan	Carlson, Marveda	Etten, Stephanie
Becker, James	Carlson, Peggy	Etten, Tom
Becker, Madeline	Carmody, Leigh	Evans, David
Behning, Greg	Carmody, Ron	Evans, Sheilah
Behning, Janet	Carrizo, Ignacio	Evertsen, Pidge
Behning, Katie	Carrizo, Josefina	Feign, Helen
Benedetto, Angela	Chevalier Sr., Barry	Feign, Russ
Benedetto, Frank	Chevalier, Marcy	Friesen, Doug
Bianco, Dean	Christensen, Betty	Friesen, Lisa
Bianco, Joan	Christensen, Wayne	Fritchley, Julie
Birkhoff, Lisa	Cline, Debbie	Fritchley, Mike
Bishop, Barbara	Colbert, Alvira	Gabel, Glen
Bishop, Bob	Colbert, Bob	Gabel, Jill
Bishop, Jake	Collier, Harold	Garcia, Sue
Bliler, Kathi	Collier, Polly	Gatz, Samantha
Blomgren, Pat	Comer, Bruce	Gauger, Beverly
Blucker, Al	Comer, Mary	Gauger, Steve
Blucker, Karen	Cook, Alissa	Gibson, Jen
Boldt, Angel	Cook, David	Gibson, Tim
Boldt, Bob	Cook, Sheri	Glaser Jr., Elwood
Bos, John	Culpepper, John	Glaser, Mary
Bowen, Elisa	Cunningham, Dan	Glaubke, Bonnie
Bowen, Travis	Cunningham, Sherry	Glaubke, Dan
Brewer, Sherry	Davidson, A.J.	Gonzalez, Gloria
Bristol, Carol	Davidson, Drew	Gonzalez, Humberto
Bristol, Pat	Davidson, Sally	Gorman, Marj
Brock, Les	Deutsch, Brandon	Gorski, Ann
Brock, Michele	Deutsch, Kelly	Graves, Shannon
Brookens, Curt	Deutsch, Mike	Green, Les
Brookens, Margo	Deutsch, Vicki	Green, Lisa
Bruns, Margie	Dickerson, Janette	Green, Scott
Bruns, Tim	Dickerson, Rick	Grow, Jane
Bryan, David	Dobda, Janet Jean	Hallam, Karla
Bryan, Josette	Donahue, Gloria	Hannon, Matthew
Bugner, Henry	Donahue, James	Harder, Cynthia

Harder, Kevin
Harrison, Janet
Harrison, Scott
Haubold, Karin
Haubold, Tom
Hawkins, Karen
Hawkins, Tom
Hayes, Kelly
Heidenreich, Michelle
Heidenreich, Scott
Henshaw, Debbie
Henshaw, Tom
Henson, Ginny
Hilgeman, Lee
Hoffman, John
Hoffman, John
Hoffman, Linda
Hoffman, Thea
Hon, Britta
Hoppe, Chris
Hoppe, Dick
Hudson, Heather
Huffman, Deanna
Huffman, Jim
Hutchinson, Ken
Hutchinson, Lisa
Jaskold, Julie
Jensen, David
Jensen, Sarah
Johnson, Jim
Johnson, Rich
Johnson, Sue
Jonelis, Bonnie
Jonelis, John
Jones, Dianna
Jones, Matt
Kane, Christine
Kane, Ronald
Kerr, Bonnie
Kerr, Kevin
Keyes, Lauryn
Keyes, Lyndon
King, Christine
King, Michael
Kingston, Ken
Kingston, Pat
Kirkeeng, Duane
Kirkeeng, Ella Mae
Kirkeeng, Mystele
Kirkeeng, Ron

Kish, Shelly
Kivley, Lisa
Kivley, Lowell
Klatt, Heather
Klatt, Jason
Klockenga, Brenda
Klockenga, Kim
Klos, Kim
Klos, Matt
Knapp, Matthew
Knapp, Michelle
Kohl, Jackie
Kohl, Jim
Kolbe, Mark
Kolbe, Tami
Landon, Dale
Landon, Diane
Lawton, Katie
Locker, Charlie
Locker, Sallie
Lomelino, Collene
Lomelino, Earl
Lomelino, Randy
Lowe, Mike
Lowe, Nina
Macey, Ann
Macey, Jerry
Majchrowitz, Judy
Mallory, Brenda
Mallory, Dick
Martin, Ben
Martin, Donna
McCarthy, Kevin
McCarty, Mary
McCormick, Kris
McCormick, Nate
Melahn, Joan
Mencer-Wilson, Elisa
Merke, Edgar
Merke, Westi
Merkelz, Dorothy
Mingone, Wendy
Montalbano, Chuck
Montalbano, Misty
Moran, Giovanni
Morris, Jennie
Nelsen, Craig
Nelsen, Gayle
Nelson, Bill
Nelson, Mary Anne

Neubert, Lucile
Nicholls, Angel
Nicholls, Karen
Nicholls, Kayla
Niemi, Fred
Niemi, Jenny
Niemi, Mike
Niemi, Virginia
Oleson, Kevan
Oleson, Merilee
Oleson, Tom
O'Meara, Mary
O'Meara, Tom
O'Shea, James
O'Shea, Patsy
Page, Rob
Page, Suzanne
Palsgrove, Danielle
Palsgrove, David
Palsgrove, Eileen
Palsgrove, Julie
Palsgrove, Mike
Parent, Bub
Parent, Miriam
Patz, Gregg
Patz, Kristen
Pavelko, Dinna
Pavelko, Thomas
Pearson, Carolyn
Pearson, Doug
Pearson, Mary
Pearson, Wayne
Peck, Doug
Peck, Mary Ellen
Peterson, Emily
Peterson, Jon
Pfau, Erma Jean
Pfau, Fred
Pfennig, Melda
Poe, Reba
Price-Natter, Linda
Rademacher, Sharon
Radford, Licia
Ramos, Abel
Ramos, Sara
Rees, Carol
Rees, Wayne
Rehayem, Chris
Ricci, Brett
Ricci, Donna

Roberts, Bill
Roberts, Judy
Rodriguez, Jessica
Rogers, Jill
Rogers, Larry
Roth II, Randy
Roth, Jessica
Roth, Karen
Roth, Randy
Roy, Theresa
Ruley, Ken
Ruley, Melanie
Runyon, Amy
Rykowski, George
Samples, Dawn
Samples, Matt
Sanders, Brian
Sanders, Tracy
Sankey, Gwen
Sankey, Roger
Sansom, Annamarie
Sansom, Thomas
Sara, Jon
Sargent, Bonnie
Saska, Jane
Saska, Jim
Schmid, Silvia
Schneider, David
Schneider, Marian
Schuelke, Martha
Schuelke, Norb
Schumacher, John
See, Joe
See, June
Seegers, Marianne
Semel, Brad
Semel, Yvonne
Semrau, Sherry
Semrau, Tally
Shanholtz, Maryanne
Shank Sr., Dan
Shank, Jane
Shew, Amy
Shults, Bobbie
Smalley, Jill
Smalley, Mike
Smith, Dorothy
Sosnowski, Chris
Sosnowski, Mandy
Souder, Bruce

Souder, Sharon
Soukup, Heather
Soukup, Rob
St. John, Dan
St. John, Michelle
Stanley, Alli
Stanley, Jason
Stauss, Nona
Stauss, Rick
Stenzel, Joyce
Stenzel, Steve
Strasser, Jim
Strasser, Peggy
Strickfaden, Jack
Strickfaden, Jami
Strickfaden, Mary
Strickfaden, Scott
Sundquist, Edith
Sward, Henry
Taillet, Scott
Taliaferro, Abigail
Taliaferro, Sherry
Tenbrook, Keith
Thompson, Jim
Thompson, Lois
Thomson, Rosalee
Thornton, Grace
Thornton, Greg
Timmer, Theresa
Tims, John
Tumilson Jr., Don
Tumilson, Vicki
Turner, Jack
Van Alstine, Terri
Van Alstine, Terry
Vause, Dirk
Vause, Francine
Vazquez, Hector
Waclaw, Joe
Waclaw, Karen
Wakeford, Grecia
Weber, Natalie
Weeks, Marlene
Wegrzyn, Bev
Wegrzyn, Kevin
Wettour, Jim
Wiedenfeld, Christine
Wiedenfeld, Paul
Wiederwax, Christina
Wiederwax, Keith

Wilhelm, Alma
Wilson, Laila
Wilson, Paul
Wisler, Gregg
Wisler, Shea
Yeschek, Nancy
Yeschek, Steve
Younger, Beverly
Zels, Suzie

