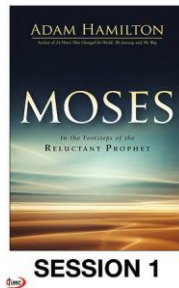


**West Granville Presbyterian Church
Organized April 9, 1860
158th Annual Meeting**

Annual Report for the year 2017 and Congregational Meeting January 28, 2018.

PASTOR'S ANNUAL REPORT

Our Annual meeting is a celebration of West Granville's Worship, Education, Mission and Ministry. We give thanks for the opportunities of this past year and look forward for the unfolding possibilities in 2018. May God grant us grace and peace as we endeavor in shared ministry to God's glory.



Church-wide Bible Study ~ Moses: In the Footsteps of the Reluctant Prophet
<https://www.youtube.com/watch?v=Or8VJeFNL-A>

In this upcoming 2018 Season of Lent we will offer an All-Church Study.

Retrace the life of Moses from his modest birth and rescue as a baby to the courts of Pharaoh, from herding flocks in Midian to leading his people out of Egypt.

Join Adam Hamilton as he travels from Egypt to Mt. Sinai, the Nile, the Red Sea and the wilderness exploring the sites of Moses' life. Using historical information, archaeological data, and biblical text, Hamilton guides us in the footsteps of this reluctant prophet who grew in his relationship with God and by the end of life had successfully fulfilled the role he was given.

Turn your own reluctance into boldness as you examine the significant challenges facing Moses and how God shaped his character and life in powerful ways.

For West Granville this has proved to be a powerful season of renewal. Watch for posting of groups and times.

God Bless, Pastor Dee Anderson

WORSHIP

- January 28 *4th Sunday Ordinary Time*
Scripture: Hebrew 10:23 *The Hope that is in You*
Sermon: *Living Hope*
Annual Meeting
- February 4 *5th Sunday in Ordinary Time*
Holy Communion
Scripture: Colossians 1: 10 *Lead a Life Worthy*
Sermon: *Shaping of Conscience*
Adult Choir
- February 11 *Transfiguration Sunday*
Color change to white
Boy Scout Sunday
Readers: The Scouts
Scripture: Mark 9: 2-9 *Up the Mountain*
Sermon: *Transfiguration Glory Revealed*
- February 14 *Ash Wednesday*
Lent begins ~ color change to purple
Evening Prayer 7:00 PM
Matthew 6:1-6 & 16-21 *The Sermon on the Mount*
Musician: Jan Snowden
- February 16-18 Senior High Retreat - Winter Extreme at Timber-Lee
- Church-wide Bible Study begins in Lent*
Moses: In the Footsteps of the Reluctant Prophet
- February 18 *1st Sunday in Lent*
Glory to God Sunday
Children's Church Mice
Adult Choir
Scripture: Psalm 100 *Joyful Celebration*
Sermon: *Glory to God*
Bible study 1: The Birth of Moses
- February 25 *2nd Sunday in Lent*
Scripture: *Walking Away with a Limp*
Sermon: *Genesis 32:22-31*
Bell Choir
Bible study 2: Two Moments that Defined the Man

CONCERNS OF THE CHURCH

Military

Kali Grogan, United States Navy
Evan Reiss, United States Air Force
Jacob Roy, United States Marine Corp. Reserves
JT Lorbiecki, Wisconsin Air Guard

Prayers

Parish Nurse Lil Sullivan, recovery from shoulder surgery
Lee Saunders, treatment for breast cancer
Sue Berray, breast lumpectomy
Madison Ford, following treatment at Children's Hospital
Barb Terpstra Troka, continuing treatment
Gene Ellner, cancer (brother-in-law of Eleanor)
Linda Ryan, shoulder
Dan Ryan, continuing care
Pat Grogan's brother, receiving cancer treatments

Long-Term Prayers

June Herman, rehabilitation in Sheboygan
Nicki Rupke, special care
Ruby Tylenda-Emmons, special care
Marilyn Allan
Lil Sullivan's mother, Lois Spangle
Alice Tietz

In Sympathy

We give thanks for the life and witness of our beloved Llewellyn Tietz who Entered the Church Triumphant, December 22, at the age of 91. We lift up Alice and family at this sacred time.
Thanks be to God who gives us the victory.

We give thanks for the life and witness of our beloved Prentice Jones Sr. who Entered the Church Triumphant, December 31, at the age of 62. We lift up Maureen and family at this sacred time.
Thanks be to God who gives us the victory.

Congratulations to

Jerica Ellner on the birth of her son, Eli Lawrence Brester on January 3rd.
Little Eli was 3 lbs 14.8 oz. and 17.25 inches long!

Josh & Angela Stapleton on the birth of their daughter, Avalynn Marie Stapleton, on January 6th.
Sweet Avalynn was 9 lbs 10 oz. and 22 inches long!

Pastor Anderson, Our many thanks for all your kindness, understanding and aid during this difficult time for Dad and for us. You and West Granville meant the world to him. He respected its simplicity, honesty and its mission. It was his spiritual home and helped make him the man he was. We are grateful and you will forever be in our hearts. Peace and love, The Tietz Family

*To our dear friends at WGPC: We had an empty pedestal plant stand in the corner by a window. All of a sudden the doorbell rang and in came a beautiful Christmas Poinsettia plant to take its place on the pedestal. We thank all our friends at WGPC who gave us such JOY!
Thank you. Love, Karolyn and Virginia Kummer*

Dear Senior Highs, Thank you for the care package. It arrived during finals week and was a nice reminder of my church family back home. Happy New Year! Zack Pogorzelski

PER CAPITA ENVELOPES

Enclosed in each box of offering envelopes is an envelope entitled "Per Capita". The *per capita* for 2018 is \$34.00 per confirmed young person and adult member. A portion goes to the Milwaukee Presbytery, The Synod of Lakes and Prairies and The General Assembly to fund the staff and administrative costs of the church. Your gift supports the mission and work of the whole Presbyterian Church.

WGPC SESSION

CLASS OF ELDERS

2018 Nancy Adams, Lois Pearson, Scott Prill, Sandy Roy
2019 Patti Lorbiecki, Sarah Ramlow, Tom Roberts, Lori Talasek
2020 Adjo Alogavi, Ben Anderson, Amy Mikec, Jo Ann Olson

Session Committees

(Chair(s)/Reporters in Bold)

Clerk of Session: **Amy Mikec**
Presbytery Representative: **Lois Pearson**

Support Committees

Nominating: **Nancy Adams, Lois Pearson**
Finance: Tom Roberts (*Joe Hrovat, Chair*)
Personnel: **Scott Prill, Jo Ann Olson**
Property: **Patti Lorbiecki**

Program Committees

Worship: Lois Pearson (*Hildegarde Essoka -Chair*)
Christian Ed: **Sandy Roy, Sarah Ramlow, Adjo Alogavi**
Member Care: **Jo Ann Olson, Scott Prill, Lori Talasek**
Mission: **Nancy Adams, Sarah Ramlow, Ben Anderson**

BIRTHDAYS and ANNIVERSARIES in FEBRUARY

4	Jo and Roger Olson, 1989	4	Mary Roberts
9	Marna Tess-Mattner	9	Jim Sewrey
11	Norma Streich	12	Thomas Ramlow
13	Laura & Brad Meyer, 1999	18	Deb & Scott Bascom, 2001
19	Lynn Serebin	19	Rebecca LaPorte
21	Jacques Sewrey		
24	Jodey Ellner	24	Pat Grogan
26	Jane Savage	28	Jordyn Ellner

If your dates are missing or in error, please inform the church office.

WORSHIP ATTENDANCE December 31 = 55 January 7 = 100 January 14 = 126

Have You Remembered West Granville in Your Will, Trust or Memorial?
Thank you for your support in 2017.
If you use automatic bill pay, please remember to re-set your pledge for 2018.

FEBRUARY 2018 ANNOUNCEMENTS

OPEN CIRCLE

Open Circle will meet on **Monday, February 5 at 7:00** at the crafty home of Deb Crane for a **Valentine Tea** and Valentine card-making event. No skills required! All supplies will be provided.

Saturday, March 24, 9-noon, make no-sew blankets for women's shelters; salad bar lunch; at WG.

Friday & Saturday, April 13-14, Women's Retreat at Christ's Pond in West Bend from dinner Friday, overnight to noonish Saturday. We'll discuss the book "Hallelujah Anyway: Rediscovering Mercy" by Anne Lamott. See Cindy Anderson for more information. There will be a nominal cost prorated among the attendees.

All women of the church are welcome at any of these events.

LUNCH BUNCH will meet for at 1:00 on **Friday, February 9**. See Nancy Baum for location and directions.

ADULT EDUCATION CLASS STUDY

The Worship Committee has rescheduled the discussion series **Waking Up White**, which was originally planned for Jan. 28 and Feb. 4 during the Sunday morning Adult Education class. In order to give the series more time to engage in meaningful discussion, we will be offering the series for 4 weeks starting on **Sunday, April 15 and running April 22, 28, and May 6**. It has not been decided whether to do it over lunch on Sundays after church or to do it early Sunday evening. If you are interested in participating in this interesting series, please let Noel Adams or Lois Pearson know and also let us know what time frame you prefer. For more information about the series and/or the book, visit; https://www.pcusa.org/.../oga/pdf/waking_up_white_study_english.pdf

The book is available through Amazon.smile in hard cover or Kindle or your favorite bookstore.

DIRECTORY UPDATES

Drs. Alison and Mark Radigan, 347 Lake Ridge Drive, Kalamazoo, MI 49006

Claudean Ring, 2045 Paradise Drive, West Bend, WI 53095

Eric and Jane Stone, 424 Bel Aire Drive, Thiensville, WI 53092

PRESBYTERIAN HOME at FAIRWAY KNOLL

The newest Presbyterian Home, Fairway Knoll, is coming soon in Germantown.

N112 W17500 Mequon Road, Germantown, WI 53022

[http://www.preshomes.org/our-communities/fairway-knoll-\(1\)](http://www.preshomes.org/our-communities/fairway-knoll-(1))

More information will be in the March Newsletter.

COMMUNION GROUP: Ken Alderden, Ben Anderson, Dawn Anderson, Deb Crane, Amy Mikec

USHER/GREETER TEAM: Paul & Lori Martens, Ben Martens, Ben Anderson

COFFEE HOUR HOSTS: 4: Hartman 11: Roy 18: Meyer 25: Anderson

WEST GRANVILLE PRESBYTERIAN CHURCH

Dee M. Anderson, Pastor

Angie Murray, *Church Office Secretary*

Carol Buck, *Newsletter Editor*

Please submit March Newsletter articles by Feb. 18; they can be e-mailed to cagbuck@sbcglobal.net

2017 ANNUAL REPORTS

WORSHIP COMMITTEE

The Worship Committee meets monthly to discuss, organize and implement worship experiences for the congregation. Pastor Dee shares his worship plans quarterly as a guide to our work. Music planning is also a part of the Worship Committee as well as planning all special worship experiences, scheduling guest pastors and liturgists, and other special events within the context of worship.

This year we coordinated six small groups for a Lenten study *Half Truths* by Adam Hamilton. More than 65 people participated in the six-week study offered weekly in different sites and times! Plans are underway to again engage in a Lenten study of Moses for Lent 2018.

The other most exciting event for 2017 was the coordinated presentation of the music cantata *Joy* by Joel Raney. Expertly directed by Amy Mikec, Steve Hufnal and Amy Hufnal, the work comprised the worship for two Sundays in Advent, one at Wauwatosa Methodist Church and one at West Granville and included a combined choir and orchestra.

In addition to our adult choir under the gifted direction of Amy Mikec, we are delighted and grateful to have the continued dedication of Angie Murray for the children's voice and bell choirs, along with Steve Hufnal, our talented accompanist and Bell Choir Director.

As a part of worship planning, we decided to combine the 5:00pm Christmas Eve Family Worship for Christmas Eve with the morning worship on Sunday, Dec. 24th and have one traditional Christmas Eve worship at 7:00pm. This turned out to be a good decision as attendance was excellent and nearly the same for both services.

Other ongoing tasks of the Worship Committee include preparing the sanctuary for the seasons of worship, facilitating the purchase of palms, Easter lilies, and Christmas poinsettias in coordination with the Member Care Committee. All special music is coordinated by Jan Snowden, including soloists, the Trombone Choir, and the Brass Choir. World Communion and Celebration of the 500th Anniversary of the Protestant Reformation were also a focus of this past year. We participated in the final and 50th year of the Ecumenical Service of Passion Sunday and also hosted the Thanksgiving Eve Soup Supper. Thanks goes to Elizabeth Sandretti for dry cleaning all of the choir robes and stoles.

The Worship Committee under the gentle but efficient guidance of Hildegarde Essoka consists of Noel Adams, Tony Anderson, Nancy Baum, Dennis Hockerman, David Lambert, Steve Otten, and Lois Pearson.
Respectfully submitted on behalf of Worship Committee by Lois Pearson

Mission Report ~ January 17, 2018

Extra Mission Giving for 2017	\$12,517
One Great Hour of Sharing	\$ 805
World Communion Offering	\$ 393
Christmas Joy Offering	\$ 1,095
Youth January Dinner	\$ 650
Youth Easter Breakfast	\$ 400
Youth Trip Sponsorships	\$ 475
Food Pantry Support	\$ 500
Open Circle Donations	\$ 1,200
Family Relief Fund Gifts	\$ 404
Mission Challenge Gift	\$ 5,000
Perseverance Scholarship	\$ 1,000
Perseverance Northwest Interfaith	\$ 1,400

In Kind Donations: Maple Tree School-School Supplies, hats mittens; Easter Baskets;
Food Pantry Donations; Winnebago Christmas Gifts

MISSION COMMITTEE

West Granville is a small congregation with a humble heart for mission. Though we are a congregation of moderate means we continue to reach out to support and partner with mission efforts locally and internationally.

West Granville Youth had a meaningful, fun trip to Montreal again in 2017, and returned with a moving, spirited report to the congregation in morning worship.

St Peter-Immanuel Lutheran Food Pantry regularly benefits from generous nonperishable food and cash donations from WGPC members.

We're grateful to those who spearhead congregation contributions. Dorothy Harris Shuff and the WGPC youth worked together to provide 100 Easter Baskets for the Food Pantry. Pat Grogan once again directed our Christmas gift ministry to Winnebago Mental Health Institute. Rob Pearson's weekly work at Habitat was supplemented by a budgeted WG pledge and two work days with West Granville drywallers and painters. For Maple Tree School, Michelle Pogorzelski organizes contributions of school supplies and Pat Lorbiecki was the creative force behind our youth making and donating fleece ear warmers last winter.

Many from the WG congregation attended District 4 Police Captain Williams repeat meeting with neighborhood residents hosted by Masjid al-Quran. Our Local Community Mission to older adults shifted this year from Granville Interfaith to the Presbyterian Homes for support of the Dickson Hollow Foundation which provides emotional and spiritual support to residents. West Granville continues our annual donation to Sherman Park/Northwest Interfaith Neighborhood Outreach Program, a commitment begun with an endowment from Perseverance Presbyterian Church.

In 2017 we sent \$1000 to the Medical Benevolence Foundation for the inspirational work of Ekwendeni Hospital in Malawi. Google *Ekwendeni Hospital - Medical Benevolence Foundation* for a description of their wide ranging mission which we are proud to support.

We sent a donation to April Fehr, who in June 2018 will travel to Nicaragua with Global Medical Brigades. In a Nicaraguan village she will help build a water pipeline and sanitary stations. April's passion for mission was nurtured at West Granville. We're excited that she has continued her mission work...and we keep her in our prayers.

Pastor Dee travelled with Diaconia Connections and three Milwaukee Presbytery clergy to Ukraine and Moldova in 2017. The idea for a Ukraine Youth Christmas Exchange for youth from Father's House, (an orphanage in Kiev, Ukraine) evolved from that fact-finding mission trip. An exciting initiative to welcome seven youth took a low turn in December when the visas for the youth and their chaperone were denied, 3 days before their scheduled flight to the US. It was sad, shocking and disappointing news for the youth, as well as for their Presbytery host families and all who had worked hard to prepare for the Ukrainians' 3 weeks in Milwaukee. There are efforts in the Ukraine and within Milwaukee Presbytery to revive the program for a future youth visit.

Mission Committee members: Nancy Adams, Sarah Ramlow, Tom Ramlow, Marna Tess-Mattner
Respectfully submitted on behalf of Mission Committee by Nancy Adams

OPEN CIRCLE

Open Circle is a women's group at West Granville that focuses on mission and fellowship. This year we sponsored Rally Day Pie & Ice Cream Social and Strawberry Festival, a retreat with a group book read, ladies night out for dinner, movie night, Valentine tea and card-making for our homebound members, made no-sew blankets for a women's shelter, spring flower sale, and Christmas party. Open Circle's funds were distributed among the following missions: Sojourner Family Center, Casa Maria, Jenny Bletcher scholarship fund at Carroll University, House of Peace/St. Ben's meals at Capuchine Community Services, Meta House, and Tippecanoe Presbyterian House Divine Intervention Program.

CHRISTIAN EDUCATION COMMITTEE

Committee: Dawn Anderson, Cindy Anderson, Laura Meyer, Angela Murray,
Sarah Ramlow, Tom Ramlow, Sandy Roy
Superintendent: Todd Cannestra

Mission Projects:

- School Supply Drive for Maple Tree
- Care packages to college students
- Easter Baskets to food pantry

Events 2017:

- Epiphany program led by Angie Murray: Superheroes
- Annual Dinner: Beef Tips (served 90) with thanks to Chef Brad Meyer
- CE Open House: View the classrooms
- Confirmation Celebration: 9 confirmands
- Graduating Seniors: 3 graduates were gifted with WGPC blankets
- Vacation Bible School: Cultural Celebration
- Montreat: Theme: Peace -9 students attended
- World Communion Sunday: Celebrated Ellen Daniel
- Fall Retreat: Theme: Courage- 7 students attended
- Redecoration of Senior High Room
- Advent Workshop: "New to You" Celebration

Teachers: Cindy Anderson, Dawn Anderson, Shellie Anderson, Laura Meyer,
Angela Murray, Sarah Ramlow, and Tom Ramlow

Senior High: Thanks to Tammy and Patrick Wood for all their years of service.

Welcome to Dawn Anderson and Ben Anderson as Senior High teachers.

Nursery: Thanks for all your hard work, Amber and Jon Luecke.

Welcome to Ms. Nancy Knapp, our new Nursery teacher.

Respectfully submitted on behalf of Christian Education Committee by Sarah Ramlow

MEMBER CARE COMMITTEE

The Member Care Committee works to welcome, integrate and support members and friends of West Granville in Christian Fellowship. The committee works to provide opportunities for fellowship, support members in times of personal need, and celebrates significant milestones in the lives of members of the church. The committee assists the members of the church who are willing to serve in these tasks.

Our Parish Nurse, Lil Sullivan, continued in her support of the needs of members of the church with numerous home visits and wellness checks. She has been a strong advocate for the care and well-being of individual members of the church by facilitating necessary care and treatment for members of the church.

With Lil Sullivan as the main coordinator, the church was able to organize training of basic CPR and the use and care of the AED for the church. The training was facilitated with the help of First Aid Plus for 20 church members.

In 2017 the Member Care committee continued to plan and organize the holiday flower list providing flowers for the Easter and Christmas Holiday seasons to homebound members and friends of West Granville.

The committee also facilitated and coordinated the Annual Church Picnic.

The Member Care committee is comprised of Scott Prill, Jo Olson, Angie Murray, Deb Crane, Aaron Tracy (chair), Amy Mikec, and Lil Sullivan. The Member Care Committee will welcome all members interested in becoming more active in the church. All skills and talents are welcome.

Respectfully submitted on behalf of Member Care Committee by Aaron Tracy

PROPERTY COMMITTEE

Projects completed:

- Senior High room: cleaning and purging of unused items, pews moved/donated (saved 1 side pew and 1 additional choir pew), new carpet, new and donated furniture, new white board, new TV.
- Kitchen sink drains fixed.
- Kitchen cleaned and painted
- Prayer Garden completed except planting (plans are for Open Circle to do this in spring)
- More buckthorn along edge of property was removed. Process is expected to continue in 2018. Lawn around the church received a weed-and-feed treatment.
- Removed chalk board and replaced it with a white board in the Kindergarten room.
- Columns and outside doors have been painted, kick plate added to kitchen outside door to help prevent rusting from salt.
- Patches to parking lot were completed.
- City of Milwaukee trimmed the dead branches from the maple tree near the road.
- Batteries for EXIT lights and emergency lights were replaced as needed.
- Screen was replaced in Perseverance Hall.
- New light fixtures have been purchased for outside light posts but have not been installed.
- Other minor repairs have been made throughout the year.

Future plans: 2020-parking lot redo. Need to discuss options for fundraising as this is a major expense.

Thanks to all who helped with projects to keep our Church looking good and keeping those who use it safe.

Respectfully submitted on behalf of Property Committee by Patrick Wood

PERSONNEL COMMITTEE

Personnel Moves

- Steve Hufnal became Hand Bell Director replacing Lynette Buzzell. Steve now holds dual positions as Piano Choir Accompanist and Hand Bell Director. Thank you, Steve.
- Nancy Knapf replaced Anna Snowden as Nursery Attendant. Welcome Nancy!

Policy Revisions

- In May 2017 the Child Protection Policy was updated and approved by Session. The initial Policy was created in 2004, so it was time for an updated version of the Policy. The Policy includes the criminal/sexual offender background check which has been implemented by the Church. Volunteers are rescreened on a five-year basis. Training is conducted on-line. Michelle Pogorzelski was instrumental in updating AND directing this important Policy.
- In May 2017 the duties for the Bookkeeper and Administrative Associate were revised and approved by Session.

Future Development

- Recently Angie Murray, our wonderful Church Administrative Associate, announced she was leaving this position to focus on her growing business. We would like to thank Angie for seven outstanding years as our Administrative Associate and performing a job consistently well done. We now must find someone who will replace Angie. Please contact any member of the Personnel Committee with any ideas.

- We would also like to thank Dorothy Harris for her time as Chair of the Personnel Committee. Dorothy stepped down in September and was a valuable member and leader of the Committee. Thank you, Dorothy!

Personal Note

- The strength and goodness of the West Granville Presbyterian Church is due in large part to the incredible staff and all the volunteers who contribute their time and talents. Without them our Church would not have the heart or be the positive force that it is.

Personnel Committee – Scott Prill (Chair), Jo Olson, Michelle Pogorzelski, Tammy Wood

Respectfully submitted on behalf of Personnel Committee by Scott Prill

FINANCE COMMITTEE

The primary responsibilities of the Finance Committee are to create the annual budget, manage the pledge drive, monitor the church's assets, and monitor the church's financial obligations throughout the year. We ended 2017 with monetary assets of \$522,205 divided among Associated Bank checking account, Associated Bank Money Market Account, and New Covenant Growth Investment. The majority of the investments, 97%, are in New Covenant, which makes investment decisions consistent with the social-witness principles adopted by the General Assembly of the Presbyterian Church (U.S.A.).

The committee also monitors and continuously reviews designated accounts. Those include Scholarship Account (\$31,471), NW Interfaith Account (\$37,087), Mission (\$10,223), Family Relief Fund (\$3,653), Budget Balance Fund (\$439,094), Building Fund (\$59), and Memorial Fund (\$5,906).

Committee notes from 2017:

- A response to the 2016 Financial Review was drafted and presented to Session, who accepted the review.
- Planning for the funding of the 2020 parking lot topcoat continued.
- Planning for the funding of the prayer garden was started and completed. Construction was done in October and came in on budget. Payment in full was made in 2017.
- The process for which funds payments are to be made from was clarified and tightened.
- WGPC was set up as a Smile Charity on amazon.com.
- Rob Pearson announced that 2018 would be his final year as Financial Manager.

Committee members: Dee Anderson, Rachael Daniel, Dorothy Harris, Joe Hrovat, Rob Pearson, Tom Roberts, and Dave Serebin
Committee meets the second Monday of every month, except July.

Respectfully submitted on behalf of Finance Committee by Joe Hrovat

Financial Review - 2017

The Audit Committee of Paul Martens, Eleanor Ellner and Tammy Wood performed the Financial Review of the 2017 WGPC financial statements and records on Monday January 15, 2018. The West Granville Presbyterian Church Financial Review Guide (Rev. 2 09/19/2016) was followed in performing the examination of the 2017 financial records for the church. The books were found to be well organized, complete, accurate and in good order. The officers were interviewed and found to be competent in their roles and devoted to performing them to the highest level possible. It was evident that the entire financial team of WGPC performs their functions with a high level of dedication and deserves to be acknowledged for their tireless work throughout the entire year.

Respectfully submitted on behalf of Financial Review Committee by Paul Martens

STATISTICAL REPORT

End of Year (December 31, 2017) Statistical Report from Session

Total Membership, January 1, 2017	150 (Females)	252
Additions:		
On Profession of Faith	2	2
On Confirmation of Faith	5	9
On Certificate of Transfer	0	0
By other	0	0
Total Additions	7	11
Removals:		
By Certificate of Transfer	1	2
Deaths-of members only	5	9
By Other	7	11
Total Removals	13	22!
Total Membership as of: December 31, 2017	144 (Females)	241!

ADDITIONS:

Total Females Added: **7**

Profession of Faith:

	F	Total	
Judith Calvert (Orr)	1	1	2
Carol Scott	1	1	

Confirmation of Faith:

	F	Total	
Trevor Alderden		1	
Melissa Anderson	1	1	
Gabrielle Cannestra	1	1	
Rockia Dede Ekué	1	1	
Emma Hartman	1	1	
Will Hartman		1	
Douglas Ramlow		1	
Anne Ramlow	1	1	
Joseph Roy		1	

Certificate of Transfer:

	F	Total	
			0

By Other:

	F	Total	
			0

REMOVALS:

Total Females Removed: 6

Certificate of Transfer:

	F	Total	
Richard Rodgers		1	2
Karen Rodgers	1	1	

Member Deaths:

	F	Total	Born	Death	Service
Roy William Schlagenhaft		1	9/29/1930	1/11/2017	1/16/2017
Roy Walter Fritz		1	6/2/1923	1/3/2017	1/6/2017
Marie Elizabeth Grigg (Hauteen)	1	1	11/17/1931	1/18/2017	1/21/2017
Kathleen Baake (Klein)	1	1	2/25/1925	5/27/2017	6/6/2017
Lena Lorraine Taylor (Carter)	1	1	11/29/1950	6/7/2017	6/14/2017
Norma May Streich (Woods)	1	1	2/11/1935	11/8/2017	11/11/2017
Berit N. Swanson (Nordquist)	1	1	11/13/1925	12/10/2017	12/13/2017
Llewellyn Tietz		1	3/27/1926	12/22/2017	1/4/2018
Prentice Jones		1	7/16/1955	12/31/2017	1/6/2018

RECORD INFORMATION:**Baptisms:**

	Total	Born	Baptized
Jaxon James Stapleton	1	10/6/2013	1/29/2017
Reagan Olivia Forst	1	6/1/2017	8/20/2017
Lincoln John Forst	1	6/1/2017	8/20/2017

Weddings:

	Total	Married
Leigh Elizabeth Otten & Christopher Patrick Hennessy	1	1

Funerals, Deaths & Committals:

	Total	Birth	Death	Service
Roy Walter Fritz	1	6/2/1923	1/3/2017	1/6/2017
Roy William Schlagenhaft	1	9/29/1930	1/11/2017	1/16/2017
John Paul Jaccard	1	4/4/1972	1/5/2017	1/28/2017
Marie Elizabeth Grigg (Hauteen)	1	11/17/1931	1/18/2017	1/21/2017
Kathleen Baake (Klein)	1	2/25/1925	5/27/2017	6/6/2017
Lena Lorraine Taylor (Carter)	1	11/29/1950	6/7/2017	6/14/2017
Gerald Danald Moulton	1	8/12/1931	9/5/2017	9/9/2017
Dale Howard Cramer	1	9/12/1940	10/25/2017	11/9/2017
Norma May Streich (Woods)	1	2/11/1935	11/8/2017	11/11/2017
Berit N. Swanson (Nordquist)	1	11/13/1925	12/10/2017	12/13/2017
Edward H. Stribling	1	2/8/1934	12/27/2017	12/30/2017
Prentice Jones	1	7/16/1955	12/31/2017	1/6/2018
Llewellyn Tietz	1	3/27/1926	12/22/2017	1/4/2018

Session Meetings 11

Congregational Meetings 2

TERMS OF CALL FOR REVEREND DEE M. ANDERSON
(Policy approved October 2003)
Effective January 1, 2018

West Granville Presbyterian Church (the Church), a member of the Presbyterian Church (USA) and belonging to the Presbytery of Milwaukee, being well satisfied with the qualifications and performance of the Reverend Dee M. Anderson in his ministry and service to West Granville Presbyterian Church, the Presbytery of Milwaukee and the Presbyterian Church (U.S.A.), and having made various modifications to Reverend Anderson's Terms of Call since the initial Terms of Call were extended to him on September 1, 1985, and being desirous of compiling all aspects of Reverend Anderson's Terms of Call into a single document, does, in consultation with Reverend Anderson, hereby revise Reverend Anderson's Terms of Call as set forth below, to be effective January 1, 2018.

I. Position Description.

The attached Position Description, as approved in October 2003, is hereby adopted and incorporated into this document by reference.

II. Policies.

A. Medical and Dental Expense Reimbursement Plan.

(Adopted by the Church's Session on December 19, 1988).

1. All full-time employees of the Church are eligible to participate in this Plan after completing one full year of employment. "Full-time" for the pastor is defined as at least 50 hours of work per week; "full-time" for other employees is defined as at least 35 hours of work per week for at least nine months of the year.
2. This plan is intended to qualify as one under which payments to employees are excludable from gross income under Section 105 of the Internal Revenue Code.
3. The Church, at its discretion, may directly pay any qualified medical or dental expenses under this Plan, or may reimburse the employee for such expenses.
4. The Church may require, as a condition of payment or reimbursement, that an employee seeking payment or reimbursement furnish to the Church copies of all bills for which payment or reimbursement is sought.
5. The medical and dental expenses to be paid or reimbursed shall be those for which the employee, the employee's spouse, or the employee's dependent (as defined in Section 152 of the Internal Revenue Code) is not compensated by insurance or otherwise, and which are treated as medical expenses under Section 213 of the Internal Revenue Code.
6. The maximum amount of medical and dental expenses paid or reimbursed in a calendar year shall be \$4,750.00, unless a higher amount is specified in the employee's Financial Package.

B. Disability.

1. "Disability" for purposes of this policy shall mean the pastor's inability to perform substantially all of his or her duties as pastor of the Church, as determined by a physician acceptable to the Session of the Church. Any disability certified by the Board of Pensions of the Presbyterian Church (U.S.A.) shall be considered a disability under this policy.
2. The Church will continue to pay the salary of the pastor for ninety (90) days following the onset of disability, less any benefits the pastor receives as a result of such disability from

Church-funded disability plans, worker's compensation, social security or other veterans or government programs. All salary shall terminate after the 90th day of disability.

3. After ninety (90) days of disability, the pastor is eligible for long-term disability benefits through the Presbyterian Church (U.S.A.).

C. Alcohol or Other Chemical Dependency.

(Adopted by the Milwaukee Presbytery on March 22, 1988).

1. The Church recognizes that alcohol and other chemical dependencies are not the result of poor moral fiber or weak will but rather are treatable diseases. At the same time, the Church is aware that alcohol or other chemical dependencies can create serious personnel problems which require a supportive response from the Church, guided by compassion and directness.
2. If the pastor is concerned about the possibility of his or her alcohol or other chemical dependency, the pastor will, upon request, be granted time off for diagnosis and, if professionally recommended, will be granted additional time off for treatment.
3. As with any serious disease, the pastor's employment will not be jeopardized while the pastor is receiving appropriate treatment.
4. If the pastor exhibits consistent symptoms of alcohol or chemical dependency with a resulting decline in job performance, but refuses to seek diagnosis and treatment when requested to do so by the Church, such refusal will adversely affect the pastor's performance evaluation and may be considered cause for termination of the pastor's employment.
5. If the pastor experiences recurring problems of alcohol or chemical dependency with a resulting decline in job performance, despite treatment efforts, the pastor's employment may be terminated.
6. Privacy and confidentiality laws applicable to medical information shall apply.

D. Sabbatical.

1. The Church believes that a sabbatical will enable the pastor to be renewed through the vital pursuit of continuing education, extended time spent in spiritual formation, and fresh mentoring by respected teachers. A sabbatical enables the pastor to return to the responsibilities of the Church with new energy, spiritual vision, and effectiveness.
2. The pastor shall be eligible to take a sabbatical of three (3) months after six (6) years of service to the Church.
3. The pastor shall seek grants or fellowships to partially or entirely provide financial support for the pastor while on sabbatical.
4. The pastor shall submit to the Church's Session an outline of the sabbatical proposal at least six (6) months before the intended commencement of the sabbatical, and shall assure the Session of the pastor's continued service to the Church for at least one full year from the conclusion of the sabbatical.
5. Upon receiving the Session's approval of the sabbatical, the pastor shall arrange coverage of necessary pastoral and pulpit responsibilities.

6. The Session shall designate a Session moderator for the duration of the sabbatical; communicate to the congregation the importance and values to the Church of a sabbatical; and continue all terms of the pastor's call not otherwise provided by a grant or other source.

III. Financial Compensation Package.

The financial compensation package shall be renewed annually by the Personnel Committee, in cooperation with Reverend Anderson. The Personnel Committee shall recommend to the Church's Session any changes in the compensation package for the following calendar year. The compensation package adopted by the Session shall be attached to this document and incorporated by reference.

**RECOMMENDED 2018 FINANCIAL COMPENSATION PACKAGE FOR
REVEREND DEE M. ANDERSON**

The Personnel Committee has reviewed all aspects of Reverend Anderson's compensation package and has compared his compensation package to those of similarly-situated pastors in the Milwaukee Presbytery. The Personnel Committee also is mindful of the fact that Reverend Anderson has been the - pastor at West Granville Presbyterian Church for 32 years, in contrast to the average Presbyterian minister's tenure of approximately eight years.

The Presbytery of Milwaukee Committee on Ministry (COM) has recommended a minimum 2.6% increase in compensation for 2018. However, because of budgetary concerns at the West Granville Presbyterian Church for 2018, the Personnel Committee recommends a 1.0% increase in appreciation of Reverend Anderson's loyalty and leadership.

Therefore, the Personnel Committee recommends the following changes to Reverend Anderson's Financial Compensation Package for 2018.

A. Salary and Cash Components.

Salary (2018)	\$39,253.03
(Including TSA Deferred Compensation)	
Housing Allowance (2018)	\$20,000.00
Total Effective Salary	\$59,253.03

B. Benefits.

Participation in Presbyterian Church (U.S.A.) Pension/Medical Plan:
\$21,923.62 (Total Effective Salary x 37.0%)
 Vacation: 4 weeks
 Continuing Education, Trip to Israel, and Youth Summer trip: 4 weeks
 Short-Term Disability (West Granville Presbyterian Church)
 Long-Term Disability (Board of Pensions, Presbyterian Church (U.S.A.))

C. Expense Reimbursements.

Medical Expense Reimbursement	\$4,750.00
Automobile Expense Reimbursement (53.5 cents/mile)	\$3,200.00
Continuing Education Expense Reimbursement	\$1,000.00

Respectfully submitted by Scott D. Prill, Chair, WGPC Personnel Committee