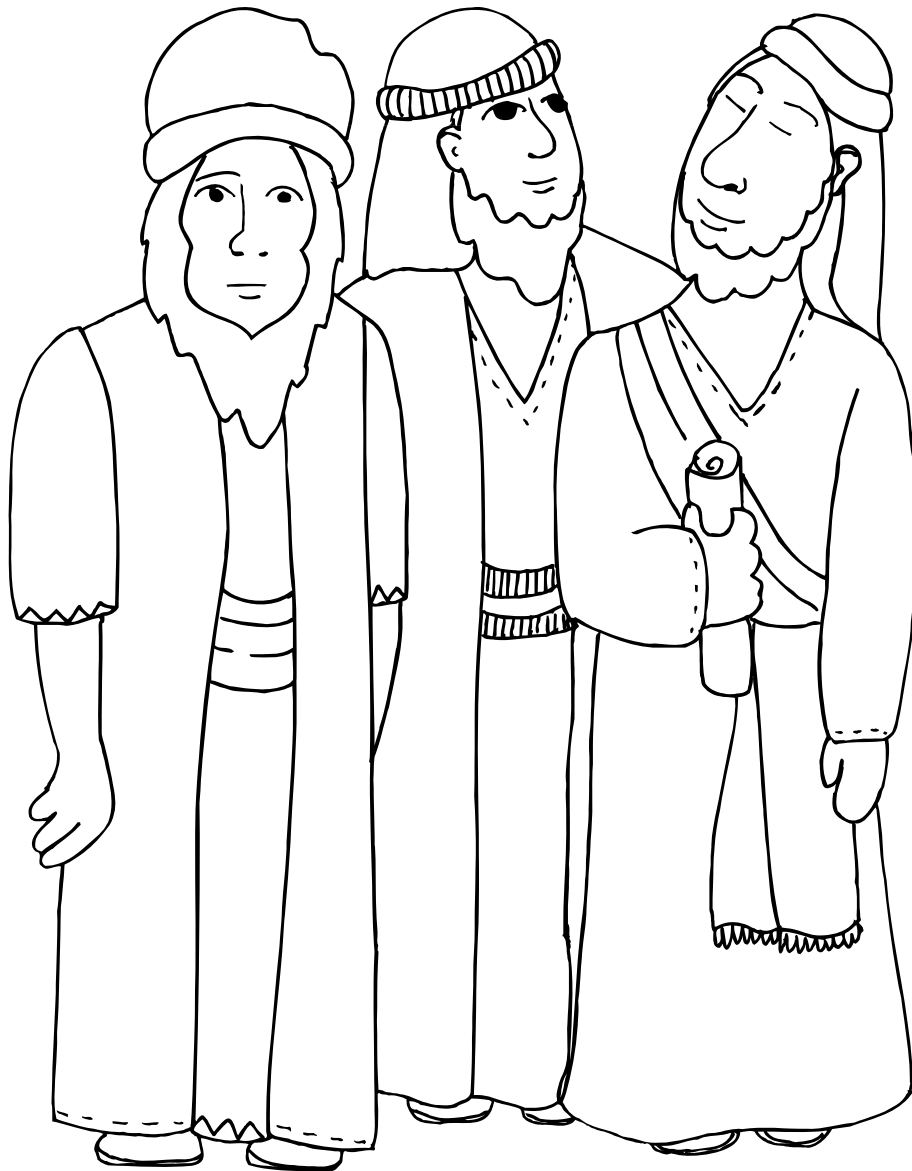


Annual Report

St. Thomas Church

2010



**Annual Parish Meeting
January 30, 2011
St. Thomas Church
Menasha**

AGENDA

- I. Call to Order
- II. Opening Prayer – Fr. Ralph Osborne
- III. Election of Clerk for Annual Meeting
- IV. Clerk's Report for 2010 Annual Meeting (distributed earlier) – questions, additions, corrections
Appointment of Tellers
- V. Resolution to delay election of Diocesan Convention Delegates and Alternates
Whereas experience has shown that delegates to the Diocesan Annual Convention and their alternates are often not able to serve due to changes in plans, and Whereas it would be more efficient to elect delegates and alternates closer to the Annual Convention, and Whereas Diocesan regulations require elections to occur no less than 120 days prior to the convention. Be it therefore resolved that this annual meeting authorize the Vestry to solicit nominations for Delegates and Alternates and to select persons to fill those positions no later than 120 days prior to the Diocesan Annual Convention. This Resolution was nominated to be passed, seconded, and unanimously accepted by the people of St. Thomas Church.
- VI. Election of Wardens and Vestry.
The following reports were presented in writing to the congregation on Sunday, January 23, 2011. They will not be presented orally. Questions will be answered at the Annual meeting by the Vestry, Wardens, Staff and Rector.
- VII. Presentation of 2011 Budget approved by Vestry – Cam Ross
- VIII. Reports of Ministry Groups (distributed earlier) – questions, comments
Property – Larry Langohr
Welcome and Hospitality – Jeanna Werbeckes/Gordon Stillings
Communications – Matthew Payne
Outreach and Mission – Mary Evenson
Youth Development – Jon Phillip
Adult Development – Walter Scott
Worship – Tom Zaborski
Pastoral Care – Ron Pagel
- IX. Additional Business
- X. Adjournment

ST. THOMAS EPISCOPAL CHURCH ANNUAL MEETING, JANUARY 24, 2010

- I. Call to Order 10:30am – The Annual Meeting is called to order by Right Reverend Russell E. Jacobus, Bishop of the Diocese of Fond du Lac.
- II. Election of Clerk for Annual Meeting - MaryBee Engelman elected moved and seconded, passed unanimously as Clerk of the Annual Meeting 1/24/10.
- III. Opening Prayer – Bishop Jacobus - ...'Together with the talents given us by God, that we may each be the body of Christ. Each member is an important and vital part of that Body'.... through Jesus Christ Our Lord. Amen
- IV. Clerk's Report for 2009 Annual Meeting (distributed earlier) – questions, additions, corrections. Clerks report for 2009 was moved seconded and passed without questions, corrections or additions
- V. Resolution to delay election of Diocesan Convention Delegates and Alternates

The Convention will be the 3rd weekend in October. The site will be the Ale House Conference & Convention Center in Waupaca (Fox Fire Golf Course). Friday prior to the Convention there will be a Bishop's challenge on the golf course. Part of the agenda for Diocesan Convention will be to elect deputies to the General Convention in 2012.

- VI. Resolution of Vestry continuing for another year – Cam Ross

Whereas Fr. Ralph Osborne has become Rector of St. Thomas and will shortly assume his new duties, and Whereas it would be helpful to provide continuity in the Vestry for this period of transition in clergy leadership, and Whereas the Wardens and members of the Vestry have agreed to serve an additional term, and Whereas the Right Reverend Russell E. Jacobus, Bishop of the Diocese of Fond du Lac, has agreed to allow the Wardens and Vestry to add one year to their terms of office, Be it Therefore Resolved that the members of St. Thomas in this annual meeting do concur with the extension of terms of office for the Vestry and Wardens as described above. It is therefore understood and accepted that all those with a revised term end date of 2011 had an original term end date of 2010. This resolution was moved, seconded and unanimously passed.

The Vestry of 2009 - 2010

Office		Term Ends
Senior Warden:	Cam Ross	January 2011
Junior Warden:	Cal Schultz	January 2011
Vestry:	Mary Evenson	January 2011
	Walter Scott	January 2011
	Tom Zaborski	January 2011
	Ron Pagel	January 2012
	Jon Phillip	January 2012
	Gordon Stillings	January 2012
	Larry Langohr	January 2013
	Matthew Payne	January 2013
	Jeanna Werbeckes	January 2013
Treasurer:	Russ Ritschke	
Clerk:	MaryBee Engelman	

Comments – Cam Ross: In addition to thanks extended to the Vestry, Cam recognized the Staff of St. Thomas (Sandie, Aran, Whitney, Donna, MaryBee, Lyle, and Dale). The Search Committee was deeply thanked for their months of hard work (Anne Peterson, Nancy Dombeck, Beth Pagel, Mike Land, Ron Hanseter, and Rob Prehn). Bishop Jacobus was recognized and thanked for all the time he gave to Vestry, the Search Team and the St. Thomas Congregation.

Cam Ross was personally recognized and thanked following his remarks by the congregation at large.

VII. Presentation of 2010 Budget approved by Vestry – Cam Ross

Anne Peterson & Russ Ritschke were thanked for their hard work at cleaning up the books with a \$19,000 deficit for the year. This year's budget is again reflecting a deficit. This deficit amount is \$40,000 and the hope and plan is to recoup that with the Capital Improvement Fund. It is planned that the loan would be paid down by the early part of this year (2010) by factoring in the following items:

- A) With the new Rector beginning on 2/14/10, Vestry anticipates an increase in attendance and giving. A portion of this (\$20,000) has been put into the budget. Historically increases are higher with a new Rector; however, Vestry has taken a conservative approach.
- B) Working with Fr. Ralph and the Diocesan office, Vestry has managed to reduce the deficit by adjusting Fr. Ralph's benefits with the Diocese. The Vestry is prepared to make harder decisions once the new Rector arrives. Discussions are set for mid-year regarding any revisions or changes required for the 2010 budget.

A question was raised regarding the Line of Credit and paying 3% on this line annually. The intention is to reduce this LOC during the first half of the year. We are borrowing against our endowment fund.

The financial report for 2009 was moved, seconded and unanimously accepted without abstentions.

The budget for 2010 was moved, seconded and unanimously accepted without abstentions.

VIII. Reports of Ministry Groups (distributed earlier)

Property – Larry Langohr – no new report

Welcome & Hospitality – Jeanna Werbeckes/Gordon Stillings – no new report

Communications – Matthew Payne. Spoke about his goal of raising awareness through the revision of the St. Thomas website. Matthew has appealed for a continuation of images to be forwarded to him to keep this site fresh.

Outreach and Mission – Mary Evenson – no new report

Youth Development – Jon Phillip – no new report

Adult Development – Walter Scott – no new report

Worship – Tom Zaborski – no new report

Pastoral Care – Ron Pagel – no new report

IX. Additional Business

February 14, 2010 will be Fr. Ralph Osborne's first service as Rector of St. Thomas Church. All were encouraged by Bishop Jacobus to be present and supportive. He expressed how pleased he was that Fr. Ralph had been called to serve as Rector.

Fr. Ralph will be leading the Wednesday night Lenten soup/supper (2010).

Fr. Bill Johnston, Rector Emeritus, appealed for financial support for the Capital Improvement Campaign which he is spearheading. He further noted that St. Thomas does not have to fear that their church property/building would be lost to the National Church. Bishop Jacobus referred those in attendance to read the Anaheim Statement signed at General Convention 2009 (available at the Diocesan web site) which supported this statement.

Bishop Jacobus spoke of the Hispanic Ecumenical Ministry which is supported by the Diocese of Fond du Lac. Marion Bowers of All Saints, Appleton has stepped down as a board member. Bishop Jacobus asked if anyone at St. Thomas was willing to sit on this board (two meetings a year is the time required; speaking Spanish is not). He asked that interested individual(s) contact him directly.

Clarification was sought regarding restrictions placed on contributions. The unrestricted monies flow through the normal calculations to the Diocese and a percentage of those monies are funneled to the National Church. Bishop was asked to speak on this. Bishop suggested that in the coming years the people of St. Thomas might consider changing their decision which restricts their funds from going to support the mission and ministry of the Diocese of Fond du Lac; he clarified that individuals may still restrict their contributions to the National Church while continuing to support the Diocese of Fond du Lac.

The National Church asks that dioceses contribute about 21% of their net disposable income. The diocese has been trying to get to a 10/10/10 arrangement with respect to contributions: (10% Individual contributions to the congregation; 10% Congregation contributions to the Diocese, and 10% Diocese contributions to the National Church). Currently individuals in the diocese pledge 1.5% of their income to their congregation. Congregations are asked to pledge about 13% of their net disposable income to the Diocese. The Diocese pledges 10% of its net disposable income to the National Church. The pledge to the National Church is about \$60,000. With the restrictions requested by individuals from congregations in 2009, about \$48,000 is pledged to the National Church. The remaining \$12,000 goes to Outreach entities selected by the Executive Council of the Diocese. A nursing home in Tehran and Haiti recovery support are two outreach entities receiving funds from the Diocese of Fond du Lac from the year 2009.

The Eau Claire Diocese will be seeking a part-time Bishop at their request. Bishop Jacobus will be severing his relationship at this time with the Diocese of Eau Claire.

Frustration about the National Church was brought up, and Bishop's response was that we should pray for unity and focus on our local mission and ministry in the congregation and diocese.

Because of the challenging financial situations at numerous congregations in the Fond du Lac diocese, Bishop Jacobus advised that some time during Pentecost the diocese will undertake an appeal for support of mission and ministry, so that the Episcopal church will be able to maintain their presence in the various communities of the Diocese.

The celebration of the New Ministry of Fr. Ralph Osborne as Rector of St. Thomas will be some time shortly after Easter on a Wednesday evening. Bishop Jacobus' annual visitation will be on March 28, 2010 (Palm Sunday) with Confirmation.

Adjournment:

Closing prayer led by Right Reverend Russell E. Jacobus, Bishop of the Diocese of Fond du Lac for unity to witness to Christ's presence in our lives, communities and the world around us, remembering also the poor, homeless, needy, especially the victims in Haiti, and those in danger in the world – that we would have the Love of Christ for each other.

11:20am 1/24/10 Meeting Adjourned

Respectfully submitted 1/28/10 MaryBee Engelman, Clerk

Fr. Ralph Osborne – Rector

Time flies when you're having fun. I am almost out of my "firsts" here at St. Thomas. February 14th was my first Sunday and now I am writing for the annual report! It has been a wonderful year. I am grateful to God for His faithfulness. I believe beyond any doubt that God called me here and has confirmed that call over and over. I love being at St. Thomas. Some of you have expressed concern about how Cindy and I are "adjusting" to the church and the area. Rest assured that we are doing just fine. We both love the area and we love you.

There is so much to be excited about in our church. So many of you listen to God's voice in your lives and obey God's call. You are doing the work of the church. I appreciate your commitment to learn about God through faithful worship, the study of the bible and being part of groups that encourage your faith. We have a team of folks who pray and work to bring us a Christian Formation program that provides many opportunities for our growth and learning. They deserve the thanks of all of us, but I'm sure they would tell you that God has blessed them. A danger for the church is having faith that is only expressed in words. Thank you for expressing your faith in action too. Our mission and outreach is a service to our community and beyond. It is also an inspiration and invitation to our parish. There are many ways for all of us at St. Thomas to use the gifts God has given us.

The present vestry stayed in their positions for an extra year so that your new rector would have an easier time adjusting. I thank them for that. It worked. In ten meetings together, we accomplished many things. I have appreciated getting to know them. They are committed to our church. The fact that we started the year in debt weighed heavily on them. I'm sure that we spent more time talking about finances than any of us would have preferred. They take their responsibilities seriously and work hard to keep St. Thomas on the right path spiritually and financially. It is with great joy I report that after some wonderful giving on the part of the people of St. Thomas, we have raised enough money to cancel the debt! We will start 2011 with a clean, but lean slate. At the last annual meeting, your vestry promised a balanced budget for 2011. They kept their promise. With the talented work of Russ Ritschke, our treasurer and Anne Peterson, the accounting and transparency of our finances are top notch. They all deserve your prayers and thanks.

Much of the ministry of our church is accomplished through the hard work and dedication of people who give of their time. In addition to that, is the work of the staff of St. Thomas. Our youth program remains a light for our church and for our diocese. Aran continues to serve our teens and shows them the way of Christ in a confused world. He is committed to their growth as Christians and as young adults. Whitney continues to work with our younger children in Sunday School and Awana. This is an area where St. Thomas makes our resources available for the children of our church and our community. Pray now for all of these children. Pray that parents and guardians will bring them to our church. We are ready.

One of many delights in my first year at St. Thomas is enjoying our music. MaryBee and Donna are both faithful and talented. Our music team leads us with joy. So many of you participate with the musical talents God has given you. Together we obey the biblical mandate to make a joyful noise. Our praise reaches God's ears and God is pleased.

We have a wonderful physical plant and it is well taken care of through the leadership of Dale Staeger and the never-ending work of Lyle Marquardt. I hope you remember to tell them thanks. I have great appreciation for all the hard work Sandie does to make my job easier and to make St. Thomas function. Her willingness to say yes to so many requests blesses us all. Another group that says yes all the time is our altar guild. Even though I spill sometimes, they are always there to make our church and altar ready for The Great Thanksgiving that we share. I can't mention them without thanking Ron Pagel, whose prayers and hard work makes the eight o'clock service a blessing each week.

I look forward to 2011 with great anticipation. We have so many necessary areas of ministry in place. Financial support for ministry is rock solid. We have wonderful leaders in place. God has blessed us with Rodger Patience, our new deacon. I don't know exactly how God will bless us this year, but I am confident. My confidence comes not only from God, but also from getting to know you. I am honored that you are welcoming me into your lives. We have begun a relationship that will take us through both

blessing and pain together. Life will bring us both. My hope is that in following Christ together, we will not only be blessed, but have joy.

Faithfully yours,
Fr. Ralph+

Operations Reports

Cam Ross - Senior Warden

What an amazing year this has been! St. Thomas has been blessed.

We have a new rector and a new deacon and we are getting to know them. Some much loved members have died or left and we miss them. New folks have joined and we are getting to know them. Through your generosity we have been able to address some pressing maintenance concerns and balance our income and operating expenses.

We continue to face a tight economic climate which means every expenditure is scrutinized unmercifully but we continue to reach out in Christ's name. We are trying to find new and better ways to do things. We are asking what's working and what isn't (and why not). What do people want, what do they need and how can we provide these? We continue to look for diverse and meaningful ways to enrich our Christian community as we all grow in Christ.

There are many who deserve thanks as folks at St Thomas are very willing to help out and get involved. I don't have enough space to thank you all individually but I would like to mention:

- Your Vestry members have not been afraid to raise, discuss and address difficult matters. It has been a privilege to work with all of them. They have done a great job on your behalf.
- Fr Ralph's insights and positive approach have already been tremendously valuable - it's been fun working with you.

In all of the change, I do not believe that we have lost the essentials that make St. Thomas such a caring and supportive church. I know our family has benefitted greatly from the support and prayers of St. Thomas this past 12 months. I don't want to repeat the year but I certainly wouldn't have wanted to do it without all of you.

As many of you know Lyn and I have moved and must find a new church. I am sure God will lead us to where we belong but finding a church that "measures up" to St Thomas is difficult! Christian study, prayer, worship, support, friendship, love and understanding, meaningful outreach programs, and programs for all ages. I know we are not always as successful with everything we try as we would like, but St Thomas doesn't give up, St. Thomas never gives up and keeps revitalizing itself.

I urge you to read the reports covering various activities from the past year. We have had a lot going on and there are many wonderful things that have happened. In addition to triggering your memories, maybe you will find a new area to get involved with.

"Every time I think of you—and I think of you often!—I thank God for your lives of free and open access to God, given by Jesus. There's no end to what has happened in you—it's beyond speech, beyond knowledge. The evidence of Christ has been clearly verified in your lives." (1 Corinthians 4-6 – The Message)

For many years I have been involved in church life. In one church or another I have had opportunity to do just about everything a lay person can do, and I benefitted greatly from that involvement. At St. Thomas I have had the opportunity to grow much more as a Christian than I could ever have imagined. One of the beauties of St. Thomas is that there are so many who are capable, willing and able to provide the encouragement and support needed to foster one in their Christian growth. Dip your toe in, get involved and God will never let you be the same.

Larry Langohr - Property

Our job of overseeing the property operations of St. Thomas was made easier thanks to the assistance of Dale Staeger, Lyle Marquardt, Matt Peterson, and Karlo Swenson. Ron Hanseter, Jayme Olson, and Loren Gerken attended to the operations of the Kellett Cabin. Thank you again to all who helped with the grass cutting and thanks for help from Ron Pagel, Dan Werbeckes, Claudie Stillings, and Tom Zaborski who frequently consulted with me on the capital fund.

Through Fr. Bill's efforts in establishing the capital fund, approximately \$170,051.14 was collected. To date the following projects and upgrades have been completed: a new hearing loop, copper covering on the small steeple, new carpeting and tile in the parish hall, re-carpeting in the basement, basement humidity problems corrected, downspouts repaired, a sanctuary fan installed, a water heater replaced, air conditioning in the kitchen installed, miscellaneous caulking repairs were completed, and a privacy upgrade was installed in Fr. Ralph's office.

Yet to be completed are the sanctuary carpeting, selected pew refinishing, sanctuary lighting upgrade, and purchasing a defibrillator. Some additional work may have to be undertaken in the columbarium area due to water coming into the foundation area by the women's bathroom in the lower level.

New carpeting in the sanctuary will not be installed until we are certain the second roof repairs have proven successful.

At that point we will need a significant number of parishioners to volunteer to remove and reinstall the pews before and after the carpet installation. More information on that will be forth coming.

Repair and maintenance of our aging facility is a continual stewardship responsibility that we share in maintaining His church.

Russ Ritschke – Treasurer

St. Thomas has truly been blessed in 2010. As the year began we anticipated the arrival of our new Rector, Fr. Ralph. At the beginning of 2010, St. Thomas had a line of credit loan balance of \$59,500. The Vestry stepped out in faith passing a budget with a potential deficit of \$37,000.

At the end of 2010, the line of credit was paid in full. The year ended with a surplus rather than a deficit. During 2010, our capital improvement received almost \$100,000 in additional contributions and many improvements were completed. Praise God for His many blessings!

Walter Scott - St Thomas Finance Committee

The Vestry established a finance committee in 2010. Current members are Fr. Ralph Osborne, Anne Peterson, Russ Ritschke, Bob Keller, Jeanna Werbeckes, and Walter Scott.

The Committee meets quarterly to review the finances and make recommendations to the Vestry. Current additional activity includes development of a policy concerning bequests received, and a brochure to explain our endowment funds, and to encourage parishioners to remember St. Thomas in their will and estate planning. This project is under the direction of Bob Keller.

Bill Dickens has served as the St Thomas representative to our Endowment Fund investment advisors. Bill asked to retire from this position the end of 2009. We thank Bill for his many years of leadership and dedication. The Finance Committee is now serving in this capacity. The following is the annual report from the investment advisors of our endowment funds.

St. Thomas Endowment – 2010 Annual Review

At the end of 2010, St. Thomas had endowment assets of \$1,332,362. These assets have resulted from gifts of many people over a number of decades.

Schaper, Benz & Wise Investment Counsel, Inc. (SBW) is our investment advisor. Associated Bank, N.A. acts as trustee and custodian of the endowment assets. These assets can be invested in the following way: 40-60% stocks, 30-60% bonds, and 0-10% cash. At the end of 2010, the St. Thomas endowment had the maximum allocation to stocks at 60%. About 36% of assets were in fixed income securities, while 4% was in cash. The endowment will always be diversified by holding a mix of stocks, bonds, and cash. This provides a balance of current income and growth of assets long term to maintain purchasing power.

In 2010, the combined value of the accounts was up 8.83%. The benchmark investment portfolio (50% S&P 500 Index, 45% Salomon Brothers Broad Bond index, and 5% 90-day U.S. Treasury Bill) was up 10.23%. The underperformance compared to the benchmark in 2010 resulted from a shift toward higher yielding stocks earlier in the year. These more defensive stocks did not do as well as growth-oriented stocks. Early in an economic cycle and coming off a significant downturn, the higher quality, higher yielding stocks tend to underperform. That was certainly the case last year. Since Schaper, Benz & Wise began managing the accounts in 2002, our endowment assets have returned 68.67% vs. 54.07% for the benchmark portfolio.

In 2010, the total income generated, fees, and net income to the church are provided in the table below:

	Total Income	Fees Charged Against Income	Net Income
General Operations	\$30,950	\$5,868	\$25,082
Clergy Education	<u>\$3,346</u>	<u>\$615</u>	<u>\$2,731</u>
Total	\$34,296	\$6483	\$27,813

Welcome/Hospitality – Gordon Stillings and Jeanna Werbeckes

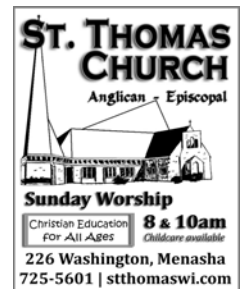
Social events in 2010 included pies galore at a thank you coffee hour for our interim, Fr. Ed Smith, a special welcome for Fr. Ralph and Cindy Osborne, a Shrove Tuesday pancake supper, the Parish picnic, and a Fall Festival held at the Kellett Cabin. Dinners with the Osborne's a/k/a Dinners for 8 began in November and will continue through May. Thanks to all who have helped and participated in these events. Thank you to Joan Paterson and Jenny Krautsch for making Fellowship Camp a success. Thank you to Kristen Pierron for coordinating Coffee Hour. Thanks also to those involved in the following important ministries of Senior Luncheons, Martha's Guild (funeral luncheons), Lenten soup suppers and the Welcome Ministry Team, who greet people on Sunday mornings and help with assimilation and integration for newcomers. Name badges were added this year, thanks to Vicky Stauber-Pufall. The wood displays near the parish hall and at the South (main) entrance to the church that house these name badges were made by Karlo Swenson. Thank you Karlo.

Electronic Communications – Matthew Payne

The focus of the area of Communications is to improve communication to, for, and about the people of St. Thomas Church. The stthomaswi.com continues to be a solid source of current information and now includes recordings of sermons. The Vestry approved updating the website, but that conversion ran into some snafus, so other possibilities are being examined. In 2010 the website averaged over 400 unique visitors who visited four times each month (this excludes search engine bots), viewing 5 pages with each visit. Our [facebook.com](https://www.facebook.com) page has over 225 members. Our pictures at [flickr.com](https://www.flickr.com) get regular viewing.

Some of the regular communication activities of the congregation were also performed such as placing of Easter and Christmas ads in local papers, and updating information for the Fox Valley Answer Book and Yellow Pages ads.

Communication is in the middle of our mission at St. Thomas: it is extremely difficult to “make Christ known” if we don’t have effective tools or processes in place to share the Gospel. Hebrews (10:24-25) reminds us to “consider how we may spur one another on toward love and good deeds” as well as “encourage one another.” Through the means of communication in its variety of forms, I hope we are able to do exactly that.



Outreach and Mission Team – Mary Evenson

The Missions and Outreach team has had a busy year.

Through the birthday box and loose plate offering we have raised in excess of \$4000.00 for financial support of our mission partners. During our Mission Sundays throughout the year we have heard from all of our Mission Partners, and representatives of our Mission Partners have provided coffee hour for the congregation on Mission Sundays.

St. Thomas was blessed with visits from Allen Hill (Peru) and Betsy Hake (Honduras).

Jim and Peg Dickson who have been active Missionaries for many years retired from International Mission work. CAC Ukraine, which they started and guided is now self-sufficient. Local Ukrainian staff are continuing the work that Jim and Peg began.

Double Portion continues to serve meals to many local residents. St. Thomas provides Double Portion with facilities for their meals & pantry, and a number of members of the St. Thomas community regularly volunteer with Double Portion.

This fall a number of St Thomas parishioners participated in a joint Mission trip to Chicago with members of St Paul's Lutheran Church.

The yearly Christmas Caroling Outreach to Winnebago Mental Health Institute had 16 participants. That's to Bruce for keeping the group in tune.

Upcoming in 2011 the Mission Outreach team will continue to raise funds for our mission partners and for the Mission Scholarship fund. We will also be looking for Mission trip opportunities and for visiting missionary opportunities. We will continue to evaluate our levels of support (Mission Partner, Mission Prayer Link etc) for missionaries in 2011.

Double Portion Soup Kitchen and Pantry

Sustained by God's blessings and operated to give glory to God, Double Portion served an average of 108 meals per serving day and distributed tons of non-perishable food and personal hygiene items through the pantry in 2010. We distribute inspirational booklets, offer prayer, a healing service and Bible study for guests.

While St. Thomas sustains DP through providing the facility and utilities, major sources of income and food are the J.J. Keller Foundation and companies including: Appleton Post-Crescent "Stock the Shelves" Community Challenge, Manderfield's Bakery, Panera Bread Co., Jansen Upholstery, Union Star Cheese Co., Atlanta Bread Co., ServPro – Appleton, and Vernasso Group of Fond du Lac. DP gratefully received cash donations from Calvary Bible Church and St. Thomas Youth. "Hearing the Son Rise", Christian band, presented a successful benefit concert which raised money and stocked the pantry. St. Thomas conducted a rummage sale benefiting DP. And, DP couldn't operate without the generous donations of many individual people. DP was featured on Fox 11 Good Day Wisconsin in October.

The monetary donations have been augmented by donations of fully prepared meals by St. Patrick's Catholic Church, Calvary Bible Church, Knights of Columbus Post 5514 on a monthly basis and the FOCAS Christian Men's Fishing Group fish fry. New this year is the Home Cooks Group, twenty individuals who prepare an entrée in their home. Then on the appointed day, each month everyone delivers their entrée to DP to provide that day's lunch.

Food drives are major sources of food for the pantry. These include Neenah Menasha Postal Carriers, Bay Lakes Council Boy Scouts, Calvary Bible Church, Curves of Appleton, Fox Valley Christian Academy, Seton Middle School, Hoover School, and food from St. Joe's and Christ the Rock food pantries. Every donation is received with gratitude. To whom much is given, much is required. Donors answered the call.

The cooking, serving, clean up and pantry stocking are done by a team of 75 spirit-filled volunteers. While volunteers are mainly from St. Thomas, Calvary Bible, St. Patrick's, and Christ the Rock, many organizations have participated including: Frito-Lay, Bio-Life Plasma Services, Friendship Place, Menasha Girls' Soccer Team, Shattuck Middle School, Hoover Student Council, and students from area schools.

Double Portion upgraded equipment and organization of the kitchen and pantry through purchases and repairs including: commercial grade pots and cooking utensils, a water heater, repairing and painting kitchen walls, and general kitchen maintenance and cleaning.

In its eighth year of operation, Double Portion is filling a practical human need to build a relationship of the heart and spread the hope of the gospel while not judging others. We are made up of three groups: guests, volunteers and donors, with one God over all. In 2011 our goal is to serve, open doors to salvation and ask God to bless the giver, giving and gifts.

Double Portion serves lunch every Monday, Wednesday (except the third of each month) and Thursday at 11:30 AM in the St. Thomas parish hall and distributes non-perishable foods and health care items from the pantry. It is an ecumenical ministry sponsored by St. Thomas Church, Calvary Bible Church, St. Patrick's Catholic Church and Christ the Rock Community Church.

Churches are Changing/Ukraine (CAC/Ukraine) – by Jim and Peg Dickson

As of the end of 2010 CAC/UA is functioning autonomously. Following is the CAC/UA Team's summary of the ministry over 10 years.

Our history began in 2001, when Jim Dickson first arrived in Odessa, at the invitation of a Methodist pastor he had met in Estonia. Since then, Jim (with Peggy on many trips) has been coming 2-3 times a year to select and train a staff and teach us how to achieve the most important goal — making disciples.

There have been many presentations, meetings and conferences in churches in the greater Odessa area. In addition the CAC/UA Team was busy translating Churches Alive and Navigator Bible study series and other training materials, which we first used in our own groups to see how effective they were.

Without your help we would not have been able to purchase the entire inventory for the intensive Bible study summer camps for children, youth and adults in Odessa and Kherson jointly with other ministries in 2008 and 2009. The camp projects were a joint effort between the teams of CAC/UA and Odessa's Institute of Inductive Bible Study.

One-man leadership is part of soviet culture. However, what Christ shows us is a collective leadership, a life of a family gathered with the focus on Christ and enjoying being guided by the Holy Spirit in fellowship with Jesus.

With your continued prayer and financial support, the CAC/UA Team felt your encouragement and presence in reaching the hearts of people with the love of Jesus. We brought revival into many individual hearts. We consider this to be the main achievement of the nine years of this ministry.

We would like to thank Jim and Peggy from the bottom of our hearts for the love that fills and overwhelms our hearts with the love of the Father, and our dear friends (Support Team) without which we would not have been able to do what we have done. May the Lord bless you with His abundant wonderful blessings!

We are grateful for the support from St. Thomas that helped enable us to work with these gifted and committed people. They have a special love for serving the Lord.

Jericho Ministries – Betsy Hake

a. This year's milestones and challenges in your ministry:

- i. This year we give glory to God for the children He has brought to us who are now part of our Jericho family. We started with 5 children in our Children at High Risk (De Alto Riesgo or DAR) program and now have 23 in total for which we are caring and have legal custody. Their ages range from 2 years to 18 years and our prayer is that these children, by the power of Christ, will be able to lead lives that glorify God, thus breaking the generational chains of prostitution, sexual abuse, and various addictions that have plagued their families. We are committed to their physical, emotional and spiritual development until their own mothers can care for them in a godly way or until they are able to live for Christ on their own. Eleven of the children live in our rehab center out in the country, and 9 live with 4 different staff members here in town. Jericho is responsible for their education through our school.
- ii. Jericho has also been able to provide an education this year for 18 other children who are also socially at risk but who are able to live with their families. Jericho Christian School provides a solid Christian education that these children would normally not have access to. We have a total of 80 children in the school
- iii. Villa Farm – [3 successive crops as well as a garden that the children maintain.] The children have benefitted from the produce grown from the vegetable gardens, fruit trees, and the crop of beans and watermelons. We also were able to fence in an area on the

property for sheep since some neighbors have promised to give us five sheep. Some progress has been made in the landscaping which is maintained by one of our staff members and the children (they each have their own flower garden to maintain).

- iv. Share what I call "The Healing Adventure". By God's grace we were able to share about God's healing power and minister healing in over 25 different churches and gatherings. Travels this year included Chicago, Neenah, Houston, Canada, Korea and China where many heard the story of God's healing power. I praise God for these many opportunities to share about His desire to glorify Himself through our suffering and the power of His Word.

b. Your ministry goals and anticipated challenges for the coming year.

- i. Children's Sponsorship – our goal is to have monthly or annual sponsorships of each of the 23 children the ministry has guardianship for - \$80/month sponsors a child.
- ii. Increase the number of Jericho House students to at least 50 this coming year and have at least 5 women with their children out at the Villa.
- iii. Have all our staff well trained in the use of the Word and in seeking God through Prayer. Our goal is that each staff member will get up early to seek God through His Word and through prayer on a daily basis so that they can minister to the women and children in His strength.
- iv. Increase our evangelism outreaches to at least four outreaches per month, including outreaches involving the children.
- v. Develop the Villa property (roads, crops, gardens, landscaping, proper water drainage, etc) We were not able to complete the road from the entrance of the Villa up to the rehab center last year due to a lack of funds. Our goal is to complete construction on the road once the rains stop in January 2011.
- vi. Build a chicken coop so that we can have our own eggs and a barn for the sheep. The young girls in our program have become avid knitters and our goal is to produce our own wool to be hand dyed and spun for their knitting projects.

c. Special projects, ministry or other resource needs for the coming year?

- i. Complete the rock/cement road up to the rehab center – the one mile road is about 1/3 complete.
- ii. We have been praying about opening a café/bakery at the Jericho House (it would be called "K' Fe" since Fe means "faith" in Spanish) in town where the baked goods that the rescued women make can be sold. This would involve some remodeling of the building.
- iii. We would also like to build the chapel out on the Jericho Villa property
- iv. The House of Jewels.....we would like to buy a home in the city to be used for ministry to young girls who go to our school in town but are at high risk for entering prostitution due to their home environments.
- v. I would also like to write and publish the story of how God healed me, that it might be used by God to help others.
- vi. These goals are ongoing and may or may not be realized this year, depending upon how God provides. We like to dream big knowing that perhaps it might not all be realized in the timing we'd like.

d. We always need **short term teams** to help with construction out at the Villa...there is never a lack of work out there...painting, planting, making pathways for a prayer walk, assisting with construction, etc. We also need teams who can help with teaching the women and children special skills (i.e. the making of greeting cards, baking, making soap, canning etc.) These teams could also help us to reach out to the community through evangelistic events and VBS. We also need someone to help us get set up to sell the products our women make on the web.

- i. If we receive funds to do remodeling on the Jericho House for the K-Fe, we will need help with the design.

e. Your spiritual life and growth

- i. My greatest need remains the same....prayer that I can radically seek Jesus. These past months I have struggled with getting quiet before His feet. While I was ill, I spent all kinds of time with Him and it was so amazing. Now that I'm totally healed, it's harder to spend the time with Him that I want to. The distractions are many. My goal is to spend one hour in the Word and two hours in prayer everyday.

Our Mission Partners in Peru - Rev. Ian and Polly Montgomery/Revs. Allen and Rachel Hill - Lima, Peru

Fr. Ian and Polly are in their second year as SAMS missionaries in Peru. They have now rented their own apartment and have been working on furnishing it. Fr. Ian has taken on new responsibilities with the Diocese. He and another priest have been appointed the equivalent of Canon to the Ordinary. Both priests will give added oversight to the diocese and assist Bishop Godfrey in leadership of the diocese. This new responsibility will involve a fair bit of traveling in Peru and beyond. Polly provides hospitality to those that visit and comes alongside Peruvian women to listen, laugh and pray. She is waiting for the doors to open to introduce AWANA and Godly Play to Peru.

Revs. Allen and Rachel Hill are another SAMS missionary couple that we support in Peru. Fr. Allen continues to head the Saints Augustine Seminary In addition to his teaching responsibilities, he hopes to develop several new academic programs, strengthen the seminary's curriculum and oversee the accreditation process for the seminary. Deacon Rachel has a special calling to help form students' personal lives in spiritual growth and maturity. In her teaching, she focuses on issues of holiness and inner healing. The Hills' ministry through the seminary is a strategic part of a bigger plan for renewal and growth in the Anglican church of Peru. God has given the diocese a clear vision with three key emphases: developing vital churches, equipping and training current and future leaders, planting churches and opening up new regions. It would be difficult—if not impossible—to accomplish these goals without the essential training the seminary provides.

Both these missionary couples are grateful for and in need of our continued prayer and financial support.

Mothers' Mercy Home Partnership Program Board

March 31, 2010 marked the end of our first Three-Year Partnership Agreement with Mothers' Mercy Home in the Diocese of Mt. Kenya South. Our plan was to have Paula Karanja and two of the children visit us in April, so all at St. Thomas could hear firsthand how God has worked for good through the Partnership Program. In addition our guests would be given an opportunity to witness and participate in our Christian life here in the Fox Cities, and we could discuss continuation of the Partnership. Unfortunately, after much preparation, letters to the American Consulate in Nairobi and to US Senators, the visas for the children were denied. However, Paula arrived for a three-week visit during which she was kept busy interacting with members of our church, diocese and community. (She especially enjoyed her first experiences of being in a swimming pool, sauna and hot tub.) A Soup/Salad/Dessert Luncheon for the entire parish on April 18th gave everyone an opportunity to meet her and hear the story of MMH and the children.

During the third year of the Partnership (April 2009 through March 2010) a total of \$18,052 of financial support was provided through partnerships, fundraisers and donations. 75% was used to supply the basic needs of the children and to pay for secondary school expenses; 3% was used for expenses in the application process for passports and visas, and 22% will be used to provide a new stove. (The German benefactors of MMH are building an addition to the new dorm that will house a new kitchen. When completed the stove will be purchased.)

In March of this year 15 new children ages 3-10 began their residence at MMH. In addition to the regular staff, three women were hired in February to serve as Mothers. They are lovingly meeting the needs of the new children as well as the other 84 children.

During Paula's visit we made a commitment to renew our three-year agreement and continue our relationship with MMH through March 2013. We rejoice that on January 3rd two women will begin to serve as co-coordinators of the Mothers' Union of the Diocese. This will free up Paula to devote herself full time to her other responsibility as Manager of MMH.

Because MMH has been in existence since 2001, the children are now nearly 10 years older. This year 19 of the children have been attending secondary boarding school and another 16 will begin in 2011. Cost per student is approximately \$500 per year (\$17,500 for 35 students). Proceeds from our very successful African Fundraising Dinner in August were designated for Secondary School expenses and to supplement the nutrition of all the children of MMH.

In December 2010 we wired a total of \$16,880. (\$10,080 Partnership Monies for April – December 2010, \$4,300 from our African Dinner, and \$2,500 from other Donations - including the St. Thomas Mission Fund).

58 of the 99 children are now Partnered. In November 2010 we initiated "Child of the Month", featuring one of the children without a Partner in the Lamplighter and posting their picture on the Mission Bulletin Board. We pray that someone may be touched by The Lord to reach out to each of these children by becoming their Partner.

Special thanks to all our Partners, Supporters and Donors. The children experience God through your prayers, Christmas and Easter greetings and financial support. Thanks be to God for using you as His instrument!

Ecumenical Day Care and Support Women Project

The Mothers' Mercy Home Partnership Program Board wishes to continue to support this project in Ngong Hills, Nairobi for women and their families affected by HIV/AIDS. Begun in 2003, quality of life and holistic care is provided through counseling, nutrition, behavior change, emotional support, home based care and micro enterprise. We regret that our sale of the jewelry, straw bags and other African products has been limited to two opportunities this past year. We are in need of new venues to display and sell these products. *We could use suggestions as to market places, home parties or any other ways to make these products available to new supporters. Please contact Kathy Peterson or any member of the MMH Partnership Program Board with ideas.*

This year at Christmas we again offered goats and rabbits as alternative gifts. One woman will receive a goat and three women will each receive a pair of rabbits. By providing opportunities for women through this micro enterprise, donors are assisting them in building a better life for themselves and their children. In December we wired Esther Wanjohi, Project Director, a total of \$453 (\$270 for the goat and 6 rabbits and \$183 from sale of jewelry, etc.) Though we would have liked to do more, the women and children are grateful for the support we were able to provide.

Sarah Ito - *Serving with InterVarsity Christian Fellowship/USA at Lawrence University*

After graduating our large group of seniors last June, we've had smaller weekly large group meetings, but those students who have been coming out have been quite regular and invested in the fellowship. The smaller group is yielding a growing sense of community, and some freshmen are already stepping in to help lead things like worship and service activities. This young group has good potential for both quantitative and qualitative growth.

My women's group ministry has also been smaller but more regular in attendance this year. They are mostly freshmen and sophomores, and this fall we did a lot of work with learning to navigate the intensity of academic life while maintaining a balanced and God-focused life. We also grappled quite a bit with how God's holiness and grace co-exist, linking this with high-interest areas such as sex/dating and engaging with cultural relativism. The ladies put a lot of effort into wrestling with these hard issues, and they show a lot of promise both as individuals and as future leaders of the group.

My maternity leave will begin approximately March 5, and after I return in mid-April one of my hopes is for John and me to lead a retreat for the students on a topic close to our hearts: discovering and living into who God has made them to be - both as students and as adults with specific callings - as well as the related challenges and blessings. Our recent experiences continue to speak very strongly to the students, and it is a privilege to help them see God working in us, so that they might be led to (and given examples of how to) make choices in their own lives that are faithful, God centered, and affirming of their true selves.

In terms of my funding, I am doing quite well (thanks in large part to my generous regular donors), but I've had fewer one-time gifts than usual. I will need about \$1500 of additional support before June 2011 to complete my budget, and I am grateful for your prayers and financial support toward this end. Thank you for allowing me to continue to minister among the Lawrence students as we prepare for the next chapter of our lives. I express my deep gratitude to all at St. Thomas who have blessed me and the Lawrence ministry with their love, prayers and financial support.

Youth Development – Jon Phillip

Whitney Kilpatrick – Children's Ministry

(Grades PreK – K) Sunday School class is available for 3, 4 and 5 year olds (PreK and Kindergarten). We are grateful to Joanne Siracusa who has begun her 4th year teaching our youngest kids. The children receive Bible teachings in many different ways through prayers, stories, flannel graphs, arts and crafts. Unlike the older children who rotate between rooms, this class always meets in the same classroom to provide consistency.

Youth Education (Grades 1-6) In the spring of 2010, we completed year one of the Cornerstones Sunday School Curriculum. The second year of lesson plans was started in the fall. This Sunday School program is a thematic series in which the children are grouped into two classes (1st, 2nd & 3rd) and (4th, 5th and 6th). The various learning methods include; Creation Station (craft area), Eat Your Way Through The Bible (kitchen), Camp Bibleland (storytelling/nomadic lifestyle), Moved By The Spirit (Bible game area), God's Dorm Room (making the Bible story relevant to the issues of today), and the Sonlight Studio (puppetry). We have been blessed by the dedication of our Shepherds: Jennifer Stielow, Mark Pollard and Joan Paterson who bring continuity from week to week. We also have many rotational teachers, (each volunteering for a three-week period) who bring the teachings to life using their diverse gifts. In this way we are able to reach the children through one of the many teaching methods that the lessons are presented. The variety the curriculum offers has been well received by the children and adults. We are truly thankful for everyone's support and are always on the lookout for new teachers!

First Communion Classes - First Communion Classes were held in the spring of 2010. Five young people attended classes led by Julia Zaborski on Sunday mornings. During their First Communion service they participated in the readings and presentation of the Elements.

AWANA - In the fall of 2010, we began our 11th year of our Wednesday evening children's ministry. The weekly club meetings continue to be a time filled with energy, fellowship and spiritual growth for many children, both within and from outside the St. Thomas congregation. Each week we divide our time into 4 segments: devotions (Bible teaching), handbook time (scripture learning and memorization), game time and music.

The AWANA ministry is made up of a dedicated team of volunteers. Club meets on Wednesday nights from 6:30–8:00 PM from mid September through the end of April. We average between 15 and 20 children per Wednesday night, with children frequently bringing their friends to join us.

AWANA is an outreach ministry for the children of St. Thomas and our friends and neighbors in the surrounding community. Clubbers receive great Bible teaching, memorize scripture and enjoy games and Christian fellowship. Children (Kindergarten through 6th grade) may join AWANA any time throughout the year.

Nursery - Our nursery is open Sunday mornings during both services and during the Sunday school hour for children ages 0 through 4 years old. Jennifer Hujet and Cindy Schafer are there to provide a safe and fun area for the children to play. In addition, the nursery is also open and staffed Wednesday evenings from 6:15–8:15 by Kristen Pierron to provide care for any younger siblings of those attending AWANA.

Aran Walter - Youth Minister

God is on the move!

Here at the STYG, we've got 3 primary ways for students to engage with the movement of God and practice their faith in helpful, hopeful, peaceful and loving ways.

- 1) Film School is on Sunday mornings and invites 7th – 12th graders to engage with our culture and the stories being told through film (movies, TV, media, etc.) Our Sunday morning gatherings are a time of spiritual formation primarily using discussion as we seek to find the places where our culture is telling a story that moves in the Way of Jesus. Don't be fooled . . . they are more numerous than we give our culture credit for. By viewing culture as something God is redeeming (rather than something evil) we seek to partner with God in the ongoing redemption of all things.
- 2) Youth Group is on Sunday afternoons and/or evenings and invites 6th – 12th graders to engage with one another through times of service, music, art, community, crazy fun, and much more. We want to help students understand that we live in a world DRENCHED in God and therefore everything we do can be used as a way to partner with God's Spirit. Youth Group seeks to help students engage with God on all levels and from many angles.
- 3) D-Groups are on Wednesday evening and invite 7th – 12th graders to gather together in a community in which we practice what it means to be a follower of Jesus. Simply put, we look at faith/God/Jesus/Bible/church not as something to simply believe in but rather a Way of Life to be lived out. That takes practice. So, at D-Groups, everything we do is practice . . . the way to talk to another, the way we arrange the furniture, the way we listen to and engage with music, the process by which we read, discuss, and wrestle with the scriptures. We want to practice this Way of Life that Jesus proclaimed and demonstrated (he called it the "Kingdom of God") so that when we aren't together in community, it becomes a bit easier to live our lives in the Way of Jesus, day by day . . . the Spirit of God helping us.

All together, right around 50 students gather together at 1, 2, or all 3 of these times of faith practice and spiritual formation. Sometimes we've got only a dozen at one gathering and then the next time we'll have more than 35. We really don't measure our "success" based on "how many" but rather we look at how lives are being lived and how students are partnering with God's ever-continuing rescue program for all of Creation. We want to see students making their lives in the Way of Jesus.

A huge thank you to all of you who continue to hold us in prayer, who support this ministry with your time, treasure, and talent, and those who take a look at this generation of students within this culture and say, "There . . . right there . . . THAT'S where God is moving!"

Adult Development – Walter Scott

ST. THOMAS MEN'S MINISTRY

The men's ministry at St. Thomas is devoted to equip men to grow in their relationship with the risen Christ - to be salt and light in the environment that they are placed (their family, their place of worship, their neighborhood, and their place of employment) following the wisdom of Proverbs 27:17 "As iron sharpens iron so one man sharpens another". There are several men's Bible studies meeting throughout the Valley, and all men are encouraged to find a meeting time and place that works for them. Notable events: At the end of 2010 the Men's Ministry monthly newsletter will have published Volume 13 Issue 12. The annual Men's retreat was held at the Kellett Cabin with over 20 men from around the state attending – this year we included a Eucharist.

St. Thomas' Men's Ministry core values include:

- EQUIP men to LEAD their families – without a strong family we are open to attack from the enemy
- ENCOURAGE men to SERVE their church – faith without works is dead
- ENGAGE men to INFLUENCE their community – Jesus spent the vast majority of His public ministry in the market place, not in a church – a recent survey showed that 90% of men felt their church did not equip them for ministry in the marketplace – we are called to come off the bench and not only get in the game, but stay in the game
- ENABLE men to IMPACT the world – we can change our environment, one house, one neighborhood and one town at a time

DISCIPLSHIP MINISTRIES AT ST. THOMAS

St. Thomas Church has always placed emphasis on the importance of continuous study of the Bible through small groups, during the week as well as on Sundays.

We continue to have 23 small groups meeting on Sundays and during the week in homes and businesses from Oshkosh to Kaukauna and Omro. Information on times and places is available in the church office. The majority of the groups are always open and welcome new members.

Our Sunday small groups take place at 9:00am between services. We welcome those attending the early service to stay on and join us and those attending the late service to arrive an hour early and join the class.

Courses offered include an ongoing Bible Study (an inductive walk through the books of the Bible), the Gospel of the day, discussion groups centered on Christian books, Prayer and Healing, our Worship Team, and the ever popular Cafe St. Thomas (for those not attending a specific course). A list of Sunday studies is posted in the Sunday Bulletin. We give thanks to the Lord for the many members of our Congregation who lead these groups. Karen Staeger is the chairwoman of Adult Education this year. We thank her for taking this position of leadership.

A great New Year's resolution would be to join a small group-give it a try!

CHRISTIAN FORMATION SURVEY

This past year Jim Dickson volunteered to lead a committee to study long term planning needs of our Christian Formation program.

The study included a successful survey of our Congregation, with 85 completed responses. This will help the committee to plan courses of interest over the next 3 to 5 years. The committee will be ongoing, and we welcome any interested parishioners to join us. If this includes you, please speak to either Jim or myself. Course subjects selected for adult study will then be implemented by Karen Staeger and her committee. Many thanks to Jim for his leadership in developing this plan.

Our minds are sharpened and our convictions are deepened through study and conversation.

Worship Reports – Tom Zaborski

Throughout the year, the various duties required to hold worship services at St. Thomas were undertaken by the people working in the following groups. Their Team Leader is Dale Staeger.

Lectors – Tim Peterson directs and schedules the lectors that read each Sunday.

Ushers – Jon Phillip recruits, trains and arranges the schedules of our service ushers.

Altar Guild – A small army of volunteers organized by Debra McDowell Sawyer see to the many tasks required to maintain and set up the altars. The team faithfully cleans, repairs and stores the vestments, vessels, and altar linens used during the services.

Kaleidoscopic Worship – This is a worship gathering that meets from 6:00 to 8:00 PM on the last Sunday of the month. Its non-traditional format attracts people of all ages who seek to follow the Way of Jesus in community. Aran Walter coordinates the varied programs each month.

Music Ministry – Donna DiBella – organist, keyboardist, arranger, composer - MaryBee Engelman – worship team coordinator, and music planner (in accordance with the biblical readings and the season) – work in partnership with fellow volunteer musicians and singers on all Sundays of the year and special events. The primary prayer and focus of the Worship Team is to enable and encourage all who come to St. Thomas to praise and glorify God in song.

Acolytes – Our parish is blessed to have a dedicated team of young people to carry out the important duties of an acolyte. In addition to the training sessions, Dan Siracusa provides social events to promote strong relationships among the members of this ministry.

Note

Any of the worship ministries welcome new additions to their groups. Some of the group leaders would love to assist and train committed individuals to take over their positions so they can move on to other areas of service. Talk to any of the group leaders or the vestry person responsible for Worship.

Pastoral Care Team – Ron Pagel

The Pastoral care ministries of St. Thomas are intended to prayerfully care for the spiritual needs of St. Thomas. These ministries include:

- Stephens Ministry
- Healing Ministry – training and ministry in action
- Sunday Morning Prayer Teams
- Visitation Teams – visiting shut ins
- Biblical Counseling – a trained counseling with the sufficiency of Scripture
- Spiritual Advisors – a discipleship relationship
- Career Mentoring Support – walking with those in transition

The model for this ministry is how Christ Jesus ministered day-to-day and how He taught His disciples to minister – bathed in prayer and ministering with the indwelling authority and power of the Holy Spirit.