



OAKWOOD  
CHURCH

# Annual Report

'22-

'23

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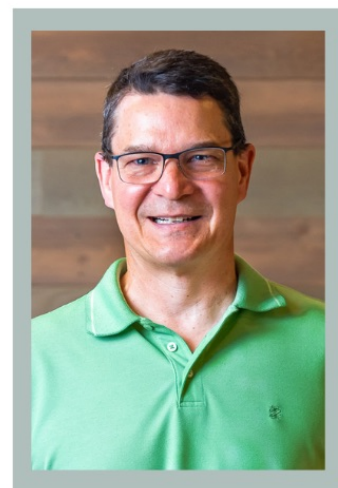
Building + Grounds



- The elders continued shepherding outreach to members of Oakwood Church, building relationships and caring for our brothers and sisters in Christ.
- Together, the elder team approved transition documents for Oakwood, including the worship profile and new Vision/Values statements. Thanks to the staff and volunteers that helped put all the transition documents together.
- The ad hoc Human Resource Committee and ad hoc Visionary Budget Committee were created with plans to make these committees permanent in the new provisional bylaws.
- The elder team led the reconciliation responsibilities from the Transition Team recommendation. Many hours were spent in prayer and listening to be able to discern the Holy Spirit's leading regarding reconciliation.
- We hosted an evening of confession. What a beautiful picture of God's Church laying our burdens at the foot of the cross!
- Elders participated in the "Joining Oakwood" membership luncheons. It was a new opportunity to get to know and interview prospective new members.
- We participated in several training sessions, hosted by Pastor Daryl, regarding what it means to be an Elder. Learning and sharing what it means to be an overseer, pastor/teacher, and shepherd has grown the nine of us tremendously in the past year.

In the very near future, we hope to confirm new bylaws that create an HR Committee and Visionary Budget Committee. We are also hosting a "what does it mean to be an Elder" training for potential elders.

**Wayne Steffen**  
Elder Chairman





What a year of change! God has been chiseling and shaping Oakwood as He prepares His Church for His purposes! "He who began a good work in you will be faithful to complete it." (Philippians 1:6)



- The Transition Team was selected from 150 nominations. The seven men and seven women reviewed survey and interview notes, discerned concerns, and brought recommendations to the elders for change. There were numerous congregational gatherings to inform and seek input from the congregation.
- In September, the staff went on a retreat where they reviewed the survey and interview information, and input from the Transition Team. They used that insight to plan for the remainder of the year.
- Subcommittees were appointed to finalize recommendations regarding staff development and support, a worship profile, proposed policy and governance restructure, as well as Vision, Mission and Values.
- The congregation elected the Lead Pastor Search Committee in January. The team created a job description, pastor profile, and church profile to discern God's new lead pastor for Oakwood.
- Carrie Ziebell transitioned to Shepherd's College. Becki Behrens is the new office manager. Jubilee Corbett discerned her time on staff at Oakwood had come a close and no longer serves as Worship Associate nor Missions Coordinator. Interviews are in process for a Missions Coordinator.



Now we fast and pray and seek the Father's heart for the new Lead Pastor of Oakwood Church. Our goal (if possible), from Interim Pastor Ministries, is that the transition to the new pastor is a seamless process, handing the baton of leadership directly to the next Lead Pastor.

**Dr. Daryl G. Donovan**  
Interim Lead Pastor



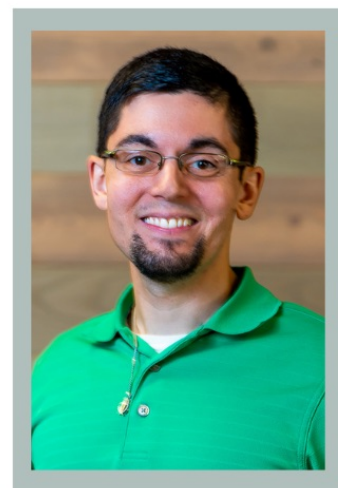




- Oakwood hosted 12 intentional outreach opportunities to pray, invest, serve, and more.
- The "Spark & Ignite: Disciple Making Movements" training is offered each fall and spring to help us grow as multiplying followers of Jesus, reaching our spheres of influence.
- Our team of Marriage & Relationships Mentors has grown from five to 10, preparing us to more effectively serve our Oakwood family and wider community. Chris Adams captured powerful mentoring testimony videos of flourishing relationships.
- We hosted a Valentine's Date Night with Fish Sticks Comedy and the "Art of Marriage" weekend in February 2023.
- The Mental Health & Wellness Ministry Team provided support documents to guide our staff in best practices for pastoral care, and we hosted listening and planning sessions to explore next steps for serving our community well.
- We hosted six group leader meetings and trainings to encourage existing group health and new group creation. We also have a new groups coaching structure. Coaches (Donnie Cole, Susan Klein, George Rowe, and me) check-in monthly to listen, ask open-ended questions, and pray.
- Regular prayer groups and initiatives at Oakwood include: Fourth Thursday Prayer & Fasting each month, Spirit-led prayer at weekly staff meetings, and prayer 2x/month at elder meetings. We also hosted a "Hearing God" prayer training.

As we look ahead, Marriage & Relationships Mentoring will be promoted more widely. We plan to continue to host outreach opportunities at least monthly. Our Groups Coaching Team will continue, as will regular trainings. We are asking our Lord Jesus to continue to build a culture of prayer at Oakwood, multiply more groups of praying disciples, and to send out laborers for His harvest field here, near and far (Luke 10:1-2, Acts 1:8).

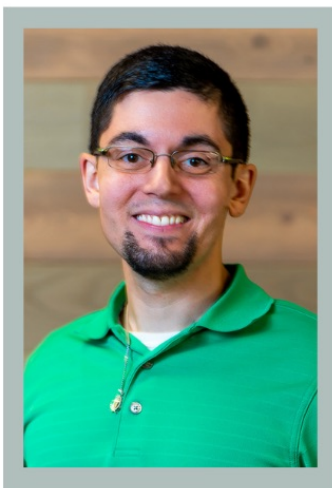
**Marcus Constantine**  
**Associate Pastor of Disciple Making, Outreach + Prayer**







- Oakwood partners with 12 global missions workers and seven local community organizations.
- During our 2022 Advent Conspiracy, \$53,531.66 was given toward five projects for our local and global partners, including Milwaukee House of Prayer, Royal Family Kids Camp, Rachel & Gilbert Balia, Phil & Elin Henderson, and the English Center in the Middle East North Africa region. In addition, 39 items were purchased for Family Promise, and 119 items were purchased for Exploit No More. Oakwood also filled 280 Operation Christmas Child shoeboxes.
- We blessed four families from Family Promise at Christmas time. Also, many meals were prepared by volunteers for families in its apartment shelter program.
- Exploit No More (ENM) women were blessed with tangible Christmas gifts. Partnering with our Women's Ministry, ENM Executive Director Martha Kannas spoke at the Oakwood Women's Christmas event. We provided a patio set for the house and Oakwood teams helped with landscaping.
- Oakwood partnered with HeartLove Place for events, including gardening, back to school, harvest and Christmas. We celebrate our 22-year partnership with HeartLove Place!
- Mission:Hope continues to support Orphan Outreach in Latvia, Royal Family Kids Camp - Hartland, and our Hope4Homes support group for foster and adoptive families.



**Marcus Constantine**  
Associate Pastor of  
Disciple Making, Outreach  
& Prayer

**Gerrylynn Ferguson**  
Community Partnerships

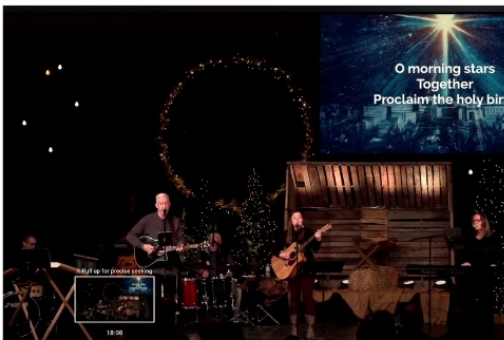


The Oakwood Missions Team is developing a short-term missions strategy to offer more opportunities for our church family to go locally and globally to fulfill the Great Commission and experience cross-cultural ministry. As a team, we will be prayerfully adding 2+ Global Missions Partners and 3+ Community Partners. Do you know a potential partner? Let us know!



# WORSHIP + CREATIVE ARTS

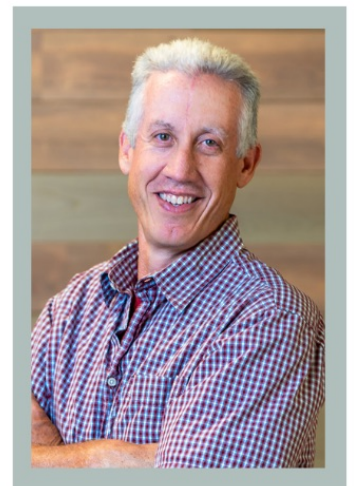
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- We've advanced the look of our stage presence with highly-improved stage lighting capabilities.
- New volunteers have joined the announcement team, providing a mix of live, in-person and video announcements on Sunday mornings. Thanks to John Cianciolo, Sharie Perugini, the Mandigo family, Sarah Duwe, and Elizabeth Cole.
- Oakwood Kids Ministry was a vital part of leading us in worship multiple Sundays.
- Praise Jesus for an increase in volunteers, especially from the younger generation, and the ability to incorporate them into Sunday mornings in various ways - on stage and in the booth.
- Between our staff and volunteer support from Chris Adams, we've created many videos of all types, including services, testimonies, baptisms, weekly updates, funerals, and more.
- We updated some behind-the-scenes technology and developed a forward-looking IT plan for computers, projectors, and equipment. Samuel Hooper has joined the staff for a few hours a week assisting with technical needs.

We look forward to growing our outreach mentality and focus in the year ahead. We want to invest in our incredible team of volunteers, spending more time training, preparing, and mentoring them in all aspects of worship. To further enhance our in-person and online presence, we also plan to improve stage sound quality.

**Tom Hooper**  
**Worship + Creative Arts Director**





God is doing something extraordinary among the men of Oakwood. Men are doing more than pursuing relationships, new studies, or opportunities to serve. They are pursuing Jesus. And it is their vision to help one another in that pursuit!



- A new Mens Ministry leadership team was established. Thank you to these faithful men: Steve Bentzler, Jon Broskowski, Chas Boyer, Daryl Donovan, Donnie Douglas, Dick Flath, Jim Gitto, Dave Jeske, Harry Kosek, Rick Mathison, Larry Reinhold, and Denny VanCleve.
- Mighty Men of God continues to be a strong force, providing the opportunity for deeper relationships with each other and with Jesus, and growing in the Word.
- The monthly Men's Breakfast continues to thrive, with dynamic worship, prayer, and always hearing a challenging and encouraging message.
- Dozens of men attended "No Regrets" at Elmbrook with a great response to the "Afterglow" debrief time at Oakwood that night.
- Twenty-one men completed the "Dare to Be A Disciple Maker" course. It's an intensive course on how to study and teach the Word, as well as how to be an apprentice of Jesus.
- New "Iron Sharpening Iron" small groups launched, with 2 or 3 men gathering to share life together, be transparent, and grow in their relationship with Jesus.
- The annual Men's Retreat was amazing, with two men getting baptized. We dug into what it means to be dead to self and alive in Jesus.



We hope to become more outward focused, reaching out to lost men in Lake Country. We hope to go deeper in our relationships with one another and with Jesus. We hope to engage every man in some kind of growth connection point with Oakwood Mens Ministry.

**Dr. Daryl G. Donovan**  
**Interim Lead Pastor**







- Our intergenerational women's groups offered these studies:
  - Fall: the books of Jude and Ruth, a study on confidence in the Lord
  - Winter: "Immerse" (with the church-wide Bible reading experience)
  - Spring: the Holy Spirit
  - Summer: groups investigated practical Bible study methods
- Just Among Moms (JAM) continued to minister to moms from Oakwood and Lake Country. This is the second year JAM has morning and evening options, meeting weekly to discuss parenting and related spiritual topics, offering community and support.
- It is encouraging to see God call new women's group leaders to shepherd His flock.
- In December, we hosted "The One Who Came" Christmas event for 213 Oakwood women and their guests. This event is planned so women may invite others to hear the gospel in an inspiring and beautiful atmosphere. In April, we hosted 52 women at the "Beauty from Ashes" Women's Spring Event, which was a one-day gathering focused on encouragement and community. This was our first spring event both planned and held for women at Oakwood in five years! For both events, Oakwood women led worship, gave messages and testimonies, greeted, decorated, and more.
- We also hosted Gather events in August, January, June, and July to build community while creating a casual setting for women to invite friends.

It continues to be my privilege to care for women's spiritual needs, through prayer and connection to community at Oakwood. I serve alongside many leaders, and I'd like to provide more opportunities for them to connect with each other and develop the gifts God has given them, an area of growth for next year.

**Sarah Hayden**  
**Womens Ministry Director**







- We hosted 51 guests at seven Newcomers' Receptions (with one more scheduled at the end of July). More than 70% of reception attendees regularly connect with Oakwood, and more than 60% have joined a group, attended an event or started to serve at Oakwood. We now use the FellowshipOne database to track all first-time interactions with guests, sending 93 welcome messages this year.
- This Easter, we hosted 723 people during three services, which is the highest amount on a Sunday since 2019.
- Our four welcoming teams participated in trainings to improve guest experience, including the importance of remembering names and going the "extra 1%" to give a good first impression. These practices show the love of Jesus to all who enter our doors! We also trained in emergency procedures, use of the walkie-talkies, and several team members attended a Red Cross First Aid/CPR course.
- We hosted four "Who Is Oakwood?" gatherings (a prerequisite for membership) for 31 people. We also hosted "Joining Oakwood," our membership class, in November and May, with 24 total participants. Oakwood welcomed 12 new members in the fall, and the spring group is in process. We rewrote some parts of the membership class, with the purpose of making the membership process robust and easy to navigate.
- Our amazing network of Care Connection volunteers provided 166 meals to 22 families, both inside and outside Oakwood.

We continue to work on integration between the welcoming, medical and security teams. Some of the membership process will continue to be revised as we look at changes to our mission and the addition of a new vision statement.

**Sarah Hayden**  
Guest Care Director





# STUDENT MINISTRY

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- About 30 students attended programming each Sunday. This year we covered topics including the Book of Psalms, The 10 Commandments, the Alpha Series, and a study on the Book of James. Students built relationships in small groups (separated Middle School and High School), and worked through many aspects of the Bible. Thank you to the adult volunteers who helped each week!
- On Wednesday nights, about 20-30 students participated in Bible studies in large and small groups. The studies included the Book of Philippians in the fall, and a walk through many parables this spring, including learning about the attributes of God. Many new volunteers jumped in to help out this year, with 8-10 volunteers helping weekly in various aspects.
- The Café ministry returned this year, providing an opportunity for students to grow skills and serve the congregation. Proceeds from The Café benefit student mission trips and Districts.
- Speaking of... 24 students and a handful of volunteers joined thousands of others from the EFCA in Green Bay in January for Districts. It was a powerful weekend filled with time with other students, learning from great speakers and worshipping God.
- Volunteers led Middle School Bible and book studies for boys and girls separately on Saturdays.
- Lake Waubesa Bible Camp hosted the Middle School Fall Retreat, where the students studied Romans 12.



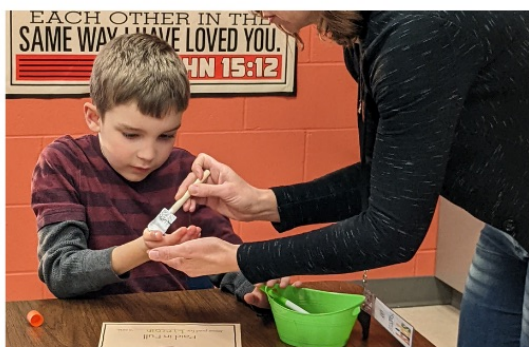
**Jonathan Irish**  
Interim Student Ministry  
Co-Director

We are looking forward to the pending process to hire a Youth Pastor in the coming months. We will continue to have a fall retreat, as well as Sunday and Wednesday night programming for our students. We also look forward to some summer gatherings coming up for this group.



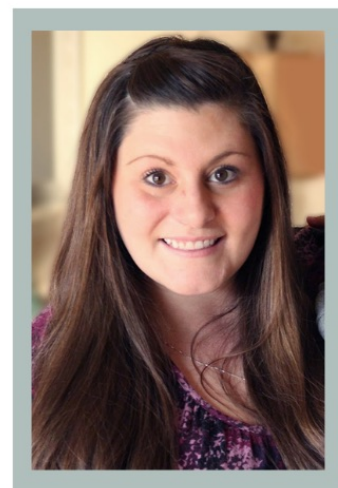
**Chris Schmidt**  
Interim Student Ministry-  
Co-Director





- On Sundays, an average of 74 kids dug into the Bible chronologically from 1 Kings – The Gospels. Kids worship, dance, pray, watch videos, and play games to connect with God's Word in age-appropriate ways. Each week, 22 adults and a handful of teens offer their hearts and time to help kids see how Jesus is woven into all of God's story.
- On Wednesdays, an average of 46 kids attended with nine volunteers at the helm. Kids were taught nearly 20 attributes of God through large group lessons, discussion, Bible reading, experiments, crafts, and even games in the gym.
- Three more elementary-age kids chose to be baptized this spring. They were celebrated by their peers and teachers.
- During the school year, kids had four offering projects: Operation Christmas Child, Hartland Fire Victims, Nepal Mission Trip, and Australia Mission Trip. The kids learned about each project, prayed for, and were encouraged to collect offerings. Some kids raised offerings through sharing the project with others, doing chores, or even bringing in their own personal money. Kids exceeded the initial goals, and we celebrated with "pieing" teachers! These four projects have raised a total of nearly \$1,200!

**Ashley Schmidt**  
**Interim Kids Ministry Director**





# KIDS MINISTRY (CONT'D) 10

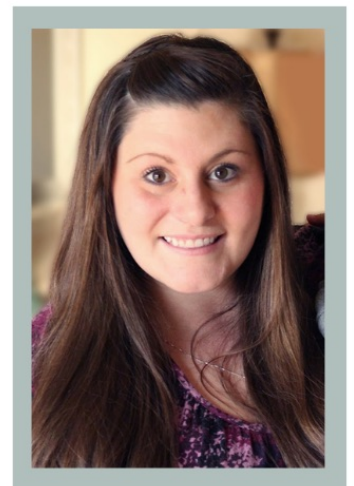
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- Easter was a Christ- and fun-filled season for Oakwood Kids and volunteers. Sundays and Wednesdays incorporated special Easter lessons, including music, crafts, waving palm branches on Palm Sunday, and traditional Greek games. Older kids were invited to Andy Low's workshop for an Easter cross building event. Volunteers helped "egg" the homes of kids of all ages, hiding plastic eggs in families' yards. They also posted a note explaining the activity and a list of Oakwood's Easter week services. Families were encouraged to reciprocate by "egging" other homes, sharing the Easter purpose with friends and neighbors.
- Current 5th graders were invited to Survivor Night, a fun game-filled event where they connected with their soon-to-be middle school peers. Twenty-nine kids and nine volunteers spent an evening together laughing, racing, solving puzzles, finding clues, and eating oodles of gummy worms.
- Summer is filled with opportunities to serve, learn, and connect with many new teen and adult volunteers stepping up to lead. The Aug. 2 "Twists & Turns: Kids Summer Day Camp" is an opportunity for Oakwood kids and their friends to spend the day having fun and learning how following Jesus can change the game. Additionally, a few Oakwood families are opening their pools to other Oakwood families to connect as part of Oakwood Kids Ministry Family Pool Hops.

We are currently updating photos in the building to better reflect our current families and ministry. Next year, we plan to offer at least one event for each age group (birth-5th grade) during the year. We want these gatherings to be family style, social, service project, outreach, and/or learning. By the end of July 2024, 3K-5th graders will complete a three-year curriculum taking them from Genesis through Revelation revealing God's plan for His people and nurturing disciples to share His Story.

**Ashley Schmidt**  
**Interim Kids Ministry Director**





Oakwood Church  
August 1, 2022 · 🌐

Community. Laughter. Prayer. Data. Food. Lots of food.

Thanks for joining us for last night's Interim Update Potluck! The next one will be on Sept. 1



One of the goals for next year is to align communications around a strategic plan so that we can increase engagement by 10% on all channels. (This will help us expand our reach and share the love of Jesus with others.) We nearly accomplished this for all channels in 2022-23, so we look forward to adding another 10% in the year ahead. We'd also like to increase by 5% the amount of people who feel they're equipped to "love Jesus and make His love known" from the resources we share via email, on social media, the website, the Oakwood Together Blog, and the Oakwood Library.

- Throughout the past year, volunteers and staff spent a significant amount of time updating the FellowshipOne database with more accurate individual and historical records. We can now reach Oakwood attendees more efficiently and maintain important information digitally.
- A goal for this past ministry year was that everyone knew about and were encouraged to participate in the opportunities Oakwood offers to "be a community that loves Jesus and lives to make His love known."
  - Everyone should be receiving emails from Oakwood more consistently and with useful content. Our email compliance is now up-to-date and we're receiving better responses from our email communications.
  - Thank you for liking and commenting on our Facebook and Instagram posts! It helps share the love of Jesus more broadly.
  - Events have been well-attended. We've been able to promote them better through digital and traditional channels.
- Our Oakwood Together Blog writers provide weekly devotionals that are rich, encouraging, and (most importantly) rooted in the Word and inspired by the Holy Spirit. Thank you, writers!
- Don't forget to visit the Library for faith-based resources for the whole family, including an expanded kids section!
- A significant amount of my time is spent supporting the office and ministry staff. We're grateful for the addition of volunteer receptionists this year. Thank you, Donna Bandler, Elaine Donovan, Ann Gapinski, and Dana Murdock.

**Sarah Duwe**  
**Communications Director**





# BUILDING + GROUNDS 12

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- Building and Grounds has quietly been operating in a low budget mode over the past year. What that means is we have been maintaining the building and grounds without any additional improvements or projects, thus keeping our budget to an “at cost” level.
  - Grounds were mowed, but we cut down on the total area we normally mow due to rising gas prices.
  - Mulch was on the approved budget, but was not ordered.
  - We did seal parking lot cracks because it was a necessity this year.
  - Thanks to Dennis Greenwood and Chuck Gura for painting the parking lot stripes.
- Building maintenance was kept up as needed. HVAC repairs were the main maintenance need this year.
- There was a heavy rain event that caused an issue with water leaking into the building in several locations throughout the roofing system. There was no damage other than ceiling tiles then, and no other major issues have occurred during the past year, praise the Lord!
- In summary, the building is looking a bit worn, but it's running smoothly and things are solid at Oakwood.

Curb appeal is a must for this next year's visionary budget. We will look at the following projects to give our main entrance a fresh look:

- Rototill up the ground, level it, and reseed along the sidewalk areas.
- Place edging at the borders of the driveway and grass. Fill these areas with the decorative stone we already have.
- Put new topsoil on the edge of the sidewalk and seed. Disperse new decorative stone between the wall and sidewalk.

**Don Douglas**  
Facilities Manager

