

(St. John's Lutheran when completed)

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Church History 3031  
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12/08/08

Anatomy of a Church Building Project: St. John's Lutheran Church in Mukwonago,  
Wisconsin

Church building projects can often be hairy, contentious issues. Good-hearted Christians can come down on either side of the issue. One side often says that in order to worship God in the best way possible, a new building is necessary. A new building will provide more space, an increased ability to fully worship their God. There is often another party that disagrees. They do not necessarily have a problem with the logic of the other side of the issue, but they do not feel that it would be the best stewardship to spend the very large sum of money that is part of any church building project. One side cites the parable of the servant who buried his mina, saying that ~~to~~<sup>not</sup> make full use of the gifts that God has given them is to be an unfaithful steward of God's gifts. The other side counters that it would not be faithful at all to spend money that they do not have, if the congregation has financial problems before the building can be paid off. Both sides are thinking well, they are thinking like good Christians should. But, when the decision to build is made, both parties need to unite to go ahead and build the best building possible. This will take time, often a lot of it. However, most people would agree that nearly twenty years for a building project is a little excessive. Then why would a fairly stable, established congregation like St. John's in Mukwonago, Wisconsin, need so long before their project could be accomplished? This paper will attempt to answer that very question, looking at what was done in the various stages as well as what was not done. It will try to see why a project that was in its infancy nearly twenty years ago ~~to~~<sup>took</sup> until this year to reach full maturity. In fact, not full maturity, since the sanctuary is not yet completed. This paper will try to demonstrate what the issues are at work in this congregation, and try to come up with a few suggestions to avoid this problem elsewhere.

The very first mention of the idea of building a new location was July 16, 1989, when the voters decided to look into the idea of finding another site for the church<sup>1</sup>. Pastor Charles Tessmer's report to the church council ~~on~~ came up with one possible site for the new property<sup>2</sup>. He reported that he had contacted the priest at St. James Catholic Church on Hwy. NN in Mukwonago about purchasing a tract of land between their church building and the railroad tracks that run to the west of their building. This was decided to be unfeasible. St. John's location at that time was right next door to St. Pius Catholic Church. It was decided that having the new location right next to another Catholic Church was not the best. Another factor in their decision was the fact that abutting next to the railroad tracks on the west and St. James on the east was not optimal, since it would limit the church's ability to expand later. So another site had to be sought. And within four months a new site was found. There was a plot of land near Field Park and Mukwonago High School that was selected. ~~On~~ this proposed site was brought to the attention of the voters<sup>3</sup>. ~~On~~<sup>In</sup> of that same year, the voters approved buying that 10 acre portion of land for \$10,000 an acre<sup>4</sup>. However, the situation changed. The land was offered to the congregation, but it was expanded at a reduced rate. 14 acres of land was offered to the congregation for \$7500 an acre<sup>5</sup>. This site was mentioned to the voters as a possible site for St. John's expansion. At that point the congregation decided to try to negotiate an option to buy the land, holding it at that price until financing could be arranged<sup>6</sup>. But that was not the final offer. A statement was presented to the church

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<sup>1</sup> St. John's voter's meeting, 7/16/89

<sup>2</sup> St. John's church council meeting, 12/15/89

<sup>3</sup> Voter's meeting 4/13/90

<sup>4</sup> Church council meeting 6/15/90

<sup>5</sup> Church council meeting 7/20/90

<sup>6</sup> Voter's meeting 7/22/90

council saying that the entire 17 acre property was available to them for \$122,000<sup>7</sup>. It was decided to bring this offer up before the voters, who approved it<sup>8</sup>. But before the purchase took place, they wanted a certified survey and a more accurate drawing of the property. They also, as stated earlier, still need to obtain financing to purchase the property. It was reported to the church council that Citizen's Bank of Mukwonago had approved a loan to St. John's for \$122,000<sup>9</sup>. The voters approved the purchase of this property<sup>10</sup>. The church decided to try to annex the property to the village of Mukwonago. These proceedings were started in December of 1990. A tentative site plan was approved by the voters<sup>11</sup>. The church closed on the property on February 18, 1991. A \$20,000 donation was put up as a down payment, while the remaining \$102,00 dollars was obtained from Citizen's Bank in a loan at 9½% interest<sup>12</sup>. There were no plans to improve on the property right away, so the council decided ~~on~~ to rent the property to a farmer for \$50 an acre. That meeting also decided to refinance the loan when the church's reserve funds for this project reached \$10,000<sup>13</sup>. The property was rented shortly thereafter to the farmer whose land abutted the property<sup>14</sup>. The council decided to put all the rent money that they receive into a fund for paying off the property<sup>15</sup>. The council decided to form a site plan committee<sup>16</sup>. The council continued to rent the property to that farmer until the property was built on later. The next mention of the property came on March 12, 1993, when the council asked the site plan committee to

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<sup>7</sup> Church council meeting 8/17/90

<sup>8</sup> Voter's meeting 9/28/90

<sup>9</sup> Church council meeting 10/12/90

<sup>10</sup> Voter's meeting 10/16/90

<sup>11</sup> Voter's meeting 12/2/90

<sup>12</sup> Church council meeting 2/18/91

<sup>13</sup> Church council meeting 4/12/91

<sup>14</sup> Church council meeting 5/10/91

<sup>15</sup> Church council meeting 12/13/91

<sup>16</sup> Church council meeting 6/21/91

produce a plan for the site to show the council and then the congregation<sup>17</sup>. What happened as far as this is unclear, because there is no record of this site plan and there is a significant gap in the records of the congregation from May 1993 to April 1994. On April 26, the voters were informed that the site plan committee was interviewing architects to come up with a potential plan for the property. The church council decided to repay the remainder of the loan from Citizen's Bank with money that was in the Memorial Savings account. They decided to repay this money to the account, essentially treating it as an interest free internal loan. The repayment plan was \$500 a month for 60 months<sup>18</sup>. The drawings that the council had asked for in March of 1993 were presented to the council and the congregation<sup>19</sup>.

The site plan committee had not been active for some time. The council decided to reactivate this committee. In order to reactivate it, they needed a new chairman for that committee<sup>20</sup>. Dave Gunkel agreed to chair that committee at the church council meeting<sup>21</sup>. The architectural firms came back with their proposals<sup>22</sup>. Anderson-Ashton was the popular choice among the council members, because they had agreed to do the initial drawings on a cost deferred basis. The only cost that the congregation would incur for their work would be if the congregation decided to use their plans. Three architectural firms were recommended by the site plan committee: Peter Schwabe, Inc., Anderson-Ashton, Inc., Slater & Assoc. The committee recommended Schwabe because of their experience and professionalism<sup>23</sup>. Three options were presented to the church

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<sup>17</sup> Church council meeting 4/12/93

<sup>18</sup> Church council meeting 7/21/94

<sup>19</sup> Church council meeting 3/16/95

<sup>20</sup> Church council meeting 6/15/95

<sup>21</sup> Church council meeting 7/10/95

<sup>22</sup> Church council meeting 9/21/95

<sup>23</sup> Church council meeting 1/21/96

council for the property on NN. The first option was essentially to mothball the project, to lay it aside until there is more money and interest in the project. The second option was to bring in Schwabe and Anderson-Ashton for a consultation, to see which company they would like to go forward with in the future. The third option was similar to the second option, but the timetable was far more aggressive. The second option was selected. The council decided to call Anderson-Ashton and Schwabe in to be interviewed. After the necessary due diligence was given, the council had in mind to select one of these firms to go ahead on the building of a church, school, and multipurpose building<sup>24</sup>. The interviews were conducted. The council decided to recommend Anderson-Ashton to the voters<sup>25</sup>. The ~~Y~~<sup>v</sup>oters agreed with this recommendation and ~~on~~ decided to hire Anderson-Ashton, Inc. to design the new building<sup>26</sup>. Over six months later, the council authorized ~~a~~ Anderson-Aston to draw up a site plan<sup>27</sup>. That plan was presented as an option, not something set in stone<sup>28</sup>. An open forum was held for the congregation to discuss how to finance the building project. Pastor Malchow from WELS Capital Financing Services was in attendance to discuss strategies for paying for the building project<sup>29</sup>. Another open forum was held, this time to bring in a representative from Anderson-Ashton to answer questions from the congregation<sup>30</sup>. The council directed the site plan committee to put together a brochure detailing all the various options for the building project and present it to the

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<sup>24</sup> Church council meeting 2/15/96

<sup>25</sup> Church council meeting 4/18/96

<sup>26</sup> Voter's meeting 4/21/96

<sup>27</sup> Church council meeting 10/26/96

<sup>28</sup> Church council meeting 2/20/97

<sup>29</sup> Voter's meeting 5/4/97

<sup>30</sup> Voter's meeting 6/8/97

congregation<sup>31</sup>. The council decided that it would be wise to put off any future building plans until a new minister could be called. Pastor Tessmer had decided to retire. The council decided it needed direction from the pastor serving the congregation before the congregation could press forward<sup>32</sup>.

The site plan committee was reactivated, since Pastor Keith Kuschel had accepted the call to St. John's and was currently serving there. Updated building plans and options were presented at this time. A survey was sent out to all the members of the congregation<sup>33</sup>. The results of this survey were presented to the voters, but what the results were was not recorded anywhere<sup>34</sup>. The site plan committee gave the following seven recommendations:

1. That we put our present location up for sale
2. that we build the chapel/gym/auditorium and five classrooms on the model of Bethlehem Germantown
3. That we build the chapel/gym/auditorium and offices only on the model of Bethlehem Germantown if the present property does not sell
4. That we build the 5 classrooms when the present property does sell.
5. That we complete the project with the wraparound design from Bethlehem Germantown when classroom space is needed.
6. That we build the church building itself when additional funds are available

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<sup>31</sup> Church council meeting 9/18/97

<sup>32</sup> Church council meeting 3/19/98

<sup>33</sup> Church council meeting 8/19/99

<sup>34</sup> Church council meeting 10/14/99

7. That we make the presentations to groups of congregation members so that we might vote on the project on April 30.<sup>35</sup>

This was approved to submit to the voters. The voters approved these recommendations<sup>36</sup>. The council recommended to the voters that a parsonage should be included in the building plans for the new site. This was ultimately quashed, because Pastor Kuschel was more comfortable owning his own house rather than put further expense into the building project<sup>37</sup>. A special voters meeting was called on August 2 to meet with Dave Miller from Anderson-Aston to go over various points and options for the building project. It was decided by this meeting to ask the council for a recommendation. The council came back with three recommendations. These were:

1. Build the first phase, which includes the gym and two classrooms
2. Build the shell of the proposed 6 classrooms on the east and west sides of the building
3. Maple floors instead of vinyl tile was recommended in the gym.<sup>38</sup>

The voters approved all three recommendations<sup>39</sup>. The report to the church council stated that the contract had been signed. The plans were submitted to the village of Mukwonago for a conditional use permit. Anderson-Ashton was taking bids for the various contracts involved in this phase of the project<sup>40</sup>. The church received approval from the State of Wisconsin to go ahead with the building project<sup>41</sup>. The drawings for the

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<sup>35</sup> Church council meeting 2/10/00

<sup>36</sup> Voter's meeting 4/30/00

<sup>37</sup> Church council meeting 7/13/00

<sup>38</sup> Church council meeting 8/10/00

<sup>39</sup> Voter's meeting 8/27/00

<sup>40</sup> Church council meeting 9/14/00

<sup>41</sup> Church council meeting 11/9/00



project came in and were available for viewing by the congregation<sup>42</sup>. Anderson-Ashton reported the bids they had received for the various phases of the project. The bids were: \$57,000 for grading, \$77,000 for plumbing, \$238,000 for masonry, \$62,000 for parking and asphalt<sup>43</sup>. The council recommended to the voters that these bids be approved<sup>44</sup>. The voters approved the bids<sup>45</sup>. At that time the cost of the building<sup>ing</sup> was estimated as \$1.55 million. \$700,000 would come from internal funds and \$850,000 would come from a loan from Citizen's Bank. The voters approved a loan of up to \$1 million to cover any unforeseen expenses to that the project may incur<sup>46</sup>.

The property on Grand Ave. in Mukwonago was on the market. The money from this sale would go directly to the building fund. There was one serious suitor for the property. The Mukwonago Area Arts and Crafts Center (MAACC) wanted to purchase the property<sup>47</sup>. This was a good fit for them, because the Mukwonago Library was across the street from the church. The Library board was also in charge of the MAACC. Their interest in this location made sense. There was, however, one problem. They were having trouble raising the amount of money needed for the purchase. The property had been appraised in 2001 for \$595,000. The church received a purchase offer from the MAACC for \$525,000<sup>48</sup>. A special voters meeting was held on to discuss this purchase offer. It was decided at this meeting that they should pursue an offer closer to \$595,000<sup>49</sup>. This turned out to be a mistake, since the MAACC came back with a counter

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<sup>42</sup> Church council meeting 2/8/01

<sup>43</sup> Church council meeting 3/8/01

<sup>44</sup> Church council meeting 4/12/01

<sup>45</sup> Voter's meeting 4/29/01

<sup>46</sup> *Ibid.*

<sup>47</sup> Church council meeting 6/14/01

<sup>48</sup> Church council meeting 7/13/01

<sup>49</sup> Voter's meeting 7/29/01

offer of \$450,000 on October 11<sup>50</sup>. The church made a verbal counter offer. The church expected to receive in November a counter offer of \$550,000, but this never materialized<sup>51</sup>. In fact, it was reported that a counter offer from the MAACC was not expected for many months<sup>52</sup>. At that point the idea of selling the property to the MAACC died. It is unclear whether it died due to St. John's or if it died because the project was no longer being pursued. The evidence tends to lean towards the latter, since the ~~currently~~ is no Mukwonago Area Arts and Crafts Center. The church began to look elsewhere for buyers.

The church received its occupancy permit for the gym and the new classrooms. This was for phase 1 of the project<sup>53</sup>. It was reported that phase two, the building of the remaining classrooms, would begin on the 16<sup>th</sup>.<sup>54</sup> The new classrooms were completed on April 28<sup>55</sup>. At that time it was decided that summer services ought to be held in the gym instead of at the Grand Ave. location, since the gym was air conditioned<sup>56</sup>. The voters decided to hold all services in the gym<sup>57</sup>. The dedication service for the new building was held October 6<sup>58</sup>. A committee was formed to study building a church<sup>59</sup>. The committee asked for direction from the council. At the annual voters meeting it was decided that the Grand Ave property needed to be sold and all indebtedness from the school/gymnasium building needed to be eliminated before any plans to go ahead <sup>with</sup> on the

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<sup>50</sup> Church council meeting 10/11/01

<sup>51</sup> Church council meeting 11/8/01

<sup>52</sup> Church council meeting 1/21/02

<sup>53</sup> Church council meeting 12/16/01

<sup>54</sup> Church council meeting 1/10/02

<sup>55</sup> Church council meeting 4/28/02

<sup>56</sup> *Ibid.*

<sup>57</sup> Voter's meeting 7/28/02

<sup>58</sup> Church council meeting 10/10/02

<sup>59</sup> *Ibid.*

new church could be approved. At the time, the church's estimated cost was \$2 million<sup>60</sup>. The Grand Ave. property was not sitting vacant. It was being rented to the Kettle Moraine Methodist Church<sup>61</sup>. They were approached about buying the property, but they were not able to put together the necessary funds. A proposal was made to build a pavilion and garage on the NN property. This would serve as a storage facility and a meeting place for any activities that took place out on the athletic fields<sup>62</sup>. A new floor plan was commissioned by the voters to be drawn up and presented to the church<sup>63</sup>. Two contractors from the congregation were hired to build the garage and pavilion<sup>64</sup>. The drawings for the new church were available for viewing by the congregation<sup>65</sup>. Meanwhile, some action was about to take place on the sale of the Grand Ave. property.

St. Pius, the Catholic church right next door to St. John's Grand Ave. location, placed an offer to buy the property<sup>66</sup>. Their offer was \$400,000. This offer was countered. St. Pius came back with a \$450,000 offer, which they called their final offer<sup>67</sup>. The council recommended accepting this offer<sup>68</sup>. The voters decided to accept this offer by an overwhelming 48-1 vote<sup>69</sup>. The property was closed on June 10<sup>70</sup>. The council decided to apply the proceeds from the sale of the Grand Ave. property directly to the

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<sup>60</sup> Voter's meeting 1/26/03

<sup>61</sup> Church council minutes 2/13/03

<sup>62</sup> Church council meeting 8/13/03

<sup>63</sup> Voter's meeting 1/15/04

<sup>64</sup> Church council meeting 3/18/04

<sup>65</sup> Church council meeting 5/13/04

<sup>66</sup> Voter's meeting 4/25/04

<sup>67</sup> Church council meeting 5/30/04

<sup>68</sup> *Ibid*

<sup>69</sup> Voter's meeting 6/6/04

<sup>70</sup> Church council meeting 7/8/04

mortgage debt from the school and gymnasium<sup>71</sup>. Now the church could move forward with building the new sanctuary.

It was reported that the pavilion and garage had been started<sup>72</sup>. On It was reported to the voters that the garage would be \$3,000 to \$5,000 over budget<sup>73</sup>. On that date plans for the various locations of the church, along with the pros and cons of each, were laid out. The voters decided not to start on any new building project until the debt for the school and gymnasium was below \$250,000<sup>74</sup>. The building plan committee submitted drawings to Anderson-Ashton regarding what the congregation was looking for in their new church<sup>75</sup>. Anderson Ashton began those drawings<sup>76</sup>. In order to help finance the new sanctuary, the voters decided to try to obtain loans from members at 5% interest. A special voters meeting decided that this money ought to be used to pay off the outstanding bank debt<sup>77</sup>. After that, the church needed funds to pay for the new church. Various methods of raising those funds were looked at. The scrip program, gift certificates sold to the congregation at cost, but part of the proceeds go to the church, was already in place to help pay for the playground equipment for the school. Since the equipment had already been paid for, the council decided to leave this program in place, but use the money to pay for the new church<sup>78</sup>. In April of that year an every member visit took place to discuss, among other things, the progress of the new church. St. John's still owed \$329,832 on the school and gymnasium. Another \$350,000 was needed to

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<sup>71</sup> Church council meeting 9/9/04

<sup>72</sup> Church council meeting 7/8/04

<sup>73</sup> Church council meeting 10/10/04

<sup>74</sup> Voter's meeting 11/11/04

<sup>75</sup> Church council meeting 7/1/05

<sup>76</sup> Church council meeting 7/31/05

<sup>77</sup> Voter's meeting 8/21/05

<sup>78</sup> Church council meeting 2/9/06

make a down payment on the new sanctuary<sup>79</sup>. The council made the recommendation to try to raise half the funds<sup>80</sup>. The voters approved and the Capital Funds drive began<sup>81</sup>. The stewardship board recommended to the voters that plans for the new sanctuary be pushed forward<sup>82</sup>. The voters approved this, stipulating that the church cost no more than \$2 million dollars<sup>83</sup>. Two options were presented to the church council, a \$2.1 million option and a \$2.5 million option at the April 1 council meeting. The council voted to pass these options along to the voters. The voters decided that these plans were inadequate because they were not at or below \$2 million<sup>84</sup>. The building committee was directed by the council to come up with some changes and submit them to Anderson-Ashton<sup>85</sup>. They were submitted on July 29<sup>86</sup>. The voters were presented with 4 plans, ranging in cost from \$3 million to \$2.1 million<sup>87</sup>. At this time it was decided to bring in the James Company to help raise funds<sup>88</sup>. A special voter's meeting was held to select a floor plan. After much discussion, the \$3 million plan was selected. The voters decided to have the James Co. start raising funds as well as giving Anderson-Ashton the go ahead to begin taking bids for the construction. This passed narrowly, 18-14. When a vote for unanimity was asked for, there were two "no" votes<sup>89</sup>. The contract was signed on April 27<sup>90</sup>. Loans were sought from various institutions. The council voted to take out a loan

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<sup>79</sup> Church council meeting 3/17/06

<sup>80</sup> Church council meeting 7/30/06

<sup>81</sup> Voter's meeting 9/14/06

<sup>82</sup> Church council meeting 1/11/07

<sup>83</sup> Voter's meeting 1/28/07

<sup>84</sup> Voter's meeting 4/29/07

<sup>85</sup> Church council meeting 5/10/07

<sup>86</sup> Church council meeting 7/29/07

<sup>87</sup> Voter's meeting 1/27/08

<sup>88</sup> *Ibid.*

<sup>89</sup> Voter's meeting 3/18/08

<sup>90</sup> Church council meeting 4/27/08

for \$2.75 million from Johnson Bank in Mukwonago<sup>91</sup>. The voters approved that loan<sup>92</sup>. Groundbreaking was held on July 1<sup>93</sup>. Construction has since proceeded smoothly, except for an oversight in the mason's bid of \$50, 000<sup>94</sup>. This cost was split equally between the mason, St. John's, and Anderson-Ashton<sup>95</sup>. That is where the progress of the new sanctuary stands as of the date of this paper.

Why is this church so different? What happened, why did St John's building project take almost twenty years? There seem to be three distinct areas that cause this building project to be different than others. The first such difference appears to be a lack of solid leadership. All throughout the process of this building project there is a clear pattern. In each step an idea is put before one group, usually the church council. The council then presents it to the voters, who ask for more information. This process repeats itself until finally, roughly a year from when the action was initially discussed, something happens. Those steps seem to leave everyone exhausted, so no further work is done on the building project for months or years. This indicates a lack of leadership on the part of the pastor and the council. These men are not bad men. They simply needed to have someone push them. It was not that they were trying to hamstring the building process, but they did not want to overstep their bounds. The pastor did not want to do anything to force his will upon the congregation. The council did not want to step on the toes of the pastor. So they did not step in to force the people that they had appointed to lead the congregation in their building project. Often studying things more is seen as a safe alternative to actually doing something. This is not a bad hearted motivation. It is a

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<sup>91</sup> Church council meeting 6/12/08

<sup>92</sup> Voter's meeting 6/22/08

<sup>93</sup> Church council meeting 7/10/08

<sup>94</sup> Church council meeting 9/11/08

<sup>95</sup> Voter's meeting 10/26/08

genuine realization of the magnitude of the task ahead of them. Any congregation that is considering spending millions to build a new building, be it a church or a school, will be hesitant at certain points. The objection that the facility that they have right now is good enough can be found in any consideration of a building project, St. John's is no different. Although not recorded in the sources researched for this paper, in the course of the years that this was discussed, the author has heard this point raised a number of times. None of these motives are in any way wrong hearted, but they all miss the point. Up until the congregation bought the piece of property on County Highway NN they had their place; but once that property was bought, St. John's only had two options. Build on it in the way that best fits their needs and ability to pay for, or sell the property. It is clear from the proceedings above that this did not happen. But why? The pastors did not display strong leadership. This is understandable. Pastor Tessmer was approaching retirement age. It was clear that he did not want to start something that he could not finish. But that is exactly what happened. The church owned the property for eight years under his leadership. That is, as evidenced by the progress since 2001, enough time to complete a building project. This is not to indicate that Pastor Kuschel handled leading the project to completion perfectly. He was content with services in the gym of the school. This put the council in an awkward position. It would seem that they were unwilling to appear to be contradicting the pastor's wishes. So there was a lull in the building process. The council did not press the people they had placed in a position to head up the building project. When those people sensed that they were not going to be pressed for progress, it is easy to see why it was that they did not press themselves to get things done. Even at times when they would ask the council for direction, the council was slow in getting it to

them. Pastor Tessmer did not want to saddle his successor with a large debt and a project that may or may not be done by the time he retires. Pastor Kuschel did not want to make any waves in a brand new place. The council, without direction from the pastor, did not press forward with the building. The chairs of the building project did not press forward when they saw that their project was not a high priority. In an effort not to step on anyone's toes, no one went anywhere.

The second hindrance is one of strategy, not of any negative characteristic in the people involved. The congregation was loathe to spend any money until their previous debt was paid off. The congregation consistently voted ~~to~~ not build anything until they had paid for everything. This strategy has an appealing logic. Why go into debt further than you have to? It is a middle road between doing nothing at all and risking going so far into debt that anything that goes wrong may jeopardize the whole project. This project was delayed at least twice to pay off the previous phase of the project. This is not a bad way of going about a project, but it has one major downside that was clearly played out in this case. It tends to lead to stagnation. When the property is first bought, there is excitement. When ground is first broke, there is excitement. But it is hard to build up excitement for a project that has been back and forth to and from the back burner for over a decade. This strategy offers challenges just as going for the whole project right away offers its own challenges.

There is one more issue that led to the delay of this project. It has been saved for last because it was no one's fault, except perhaps the calendar. When Pastor Tessmer retired, there was no sense pushing forward with the building project. Pastor Wayne Meier, the vacancy pastor, could not have led this project; it was not his church. Pastor



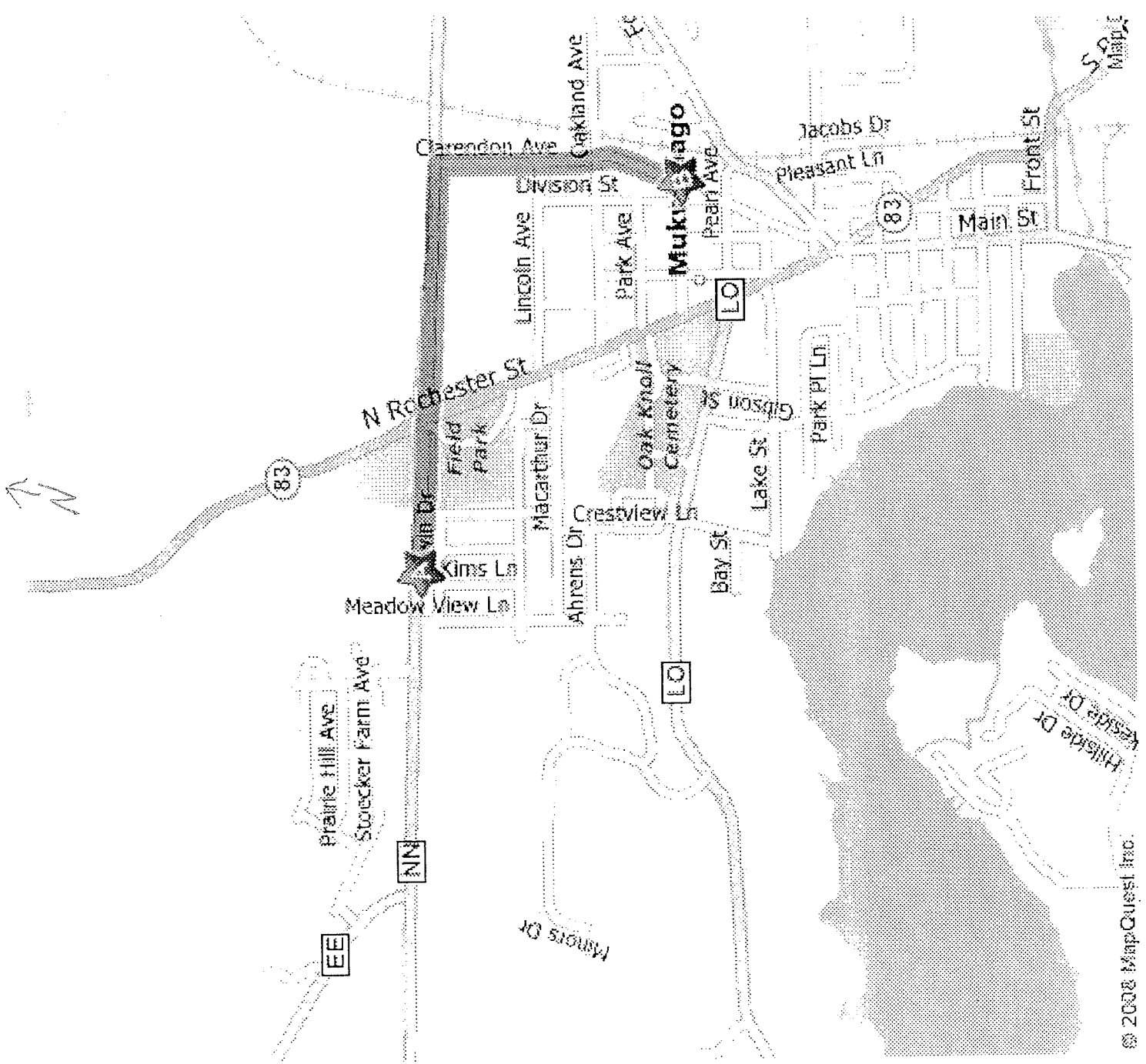
Kuschel could not have been expected to push this project forward immediately upon arriving. Before he could help direct the church in the way it was to go, he had to get to know the congregation better. These impediments to the project were no one's fault. They were merely necessary in the history of this church.

This process was long. It was involved. At times it was even contentious. But its result will be beautiful. The new church will be a wonderful place for people to come together to worship their God. The school is a magnificent place to teach God's children, following Solomon's advice, inspired by the Holy Spirit, "Train a child in the way he should go when he is young, and he will not depart from it when he is older." (Prov. 22:6). The conclusions portion of the paper contains the author's own conclusions, based on the research he had done.

Bibliography:

The Church Council minutes from St. John's Lutheran Church 1987-2008 (with some gaps)

The Voters Meeting minutes from St. John's Lutheran Church 1987-2008 (with some gaps)



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A map showing St. John's move from 509 Grand Ave. to 410 Hwy MN. It went a few miles and gained 15 acres

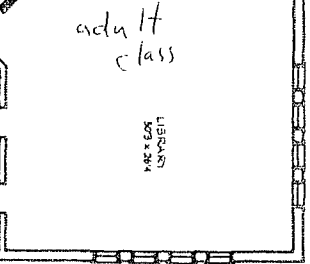
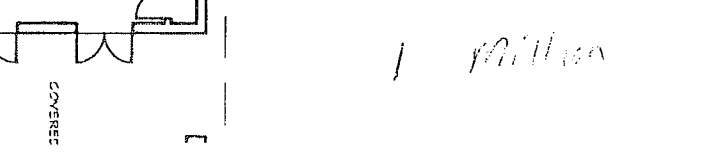
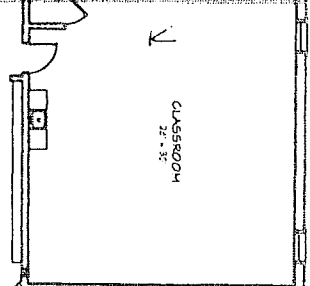
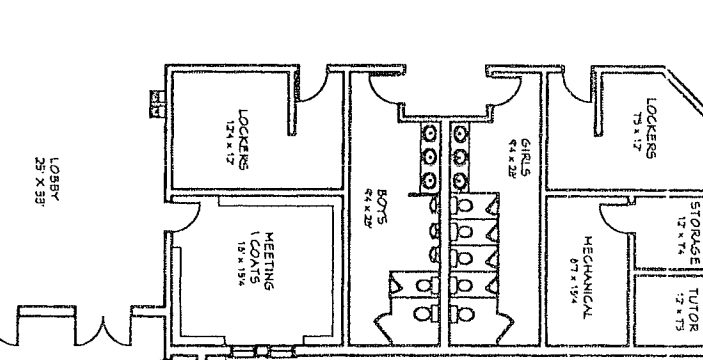
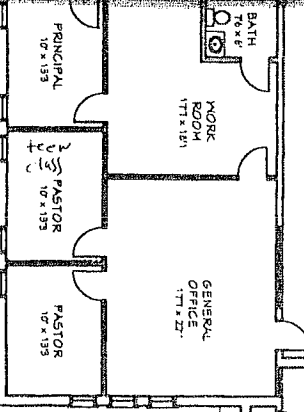
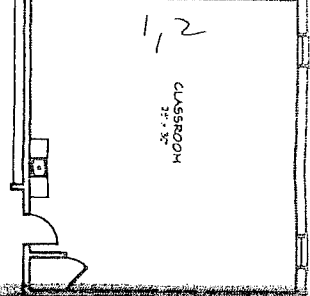
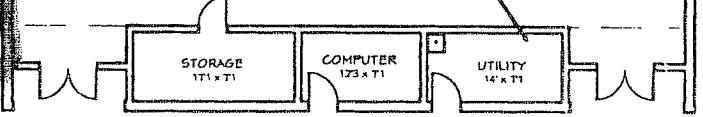
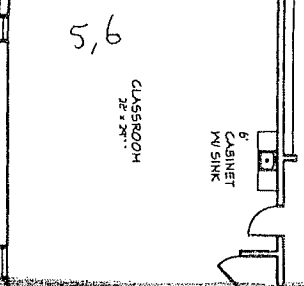
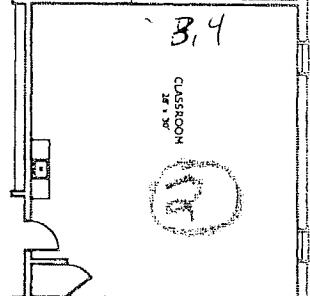
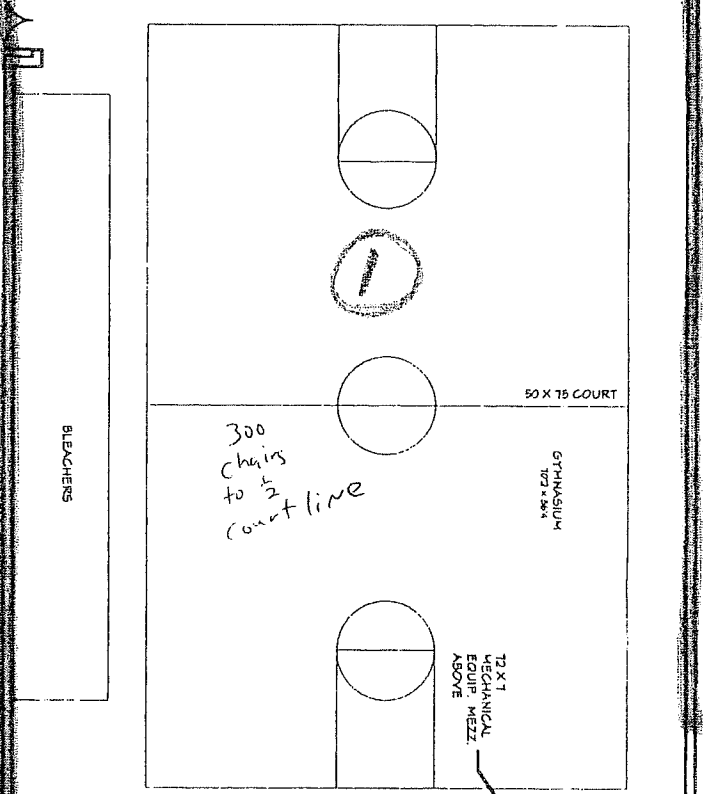
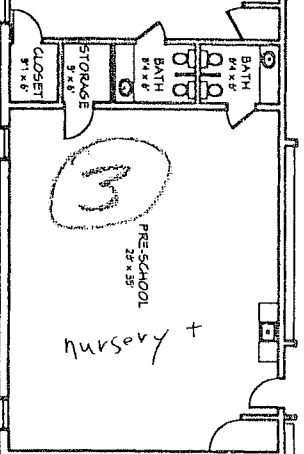
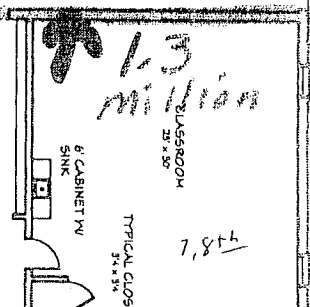
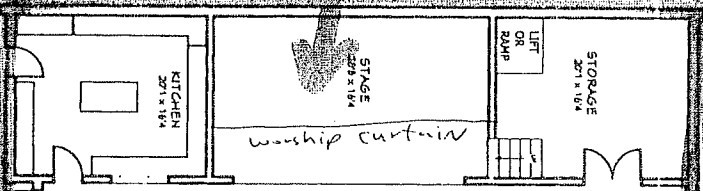
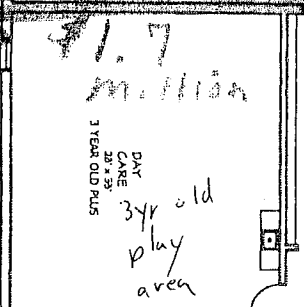
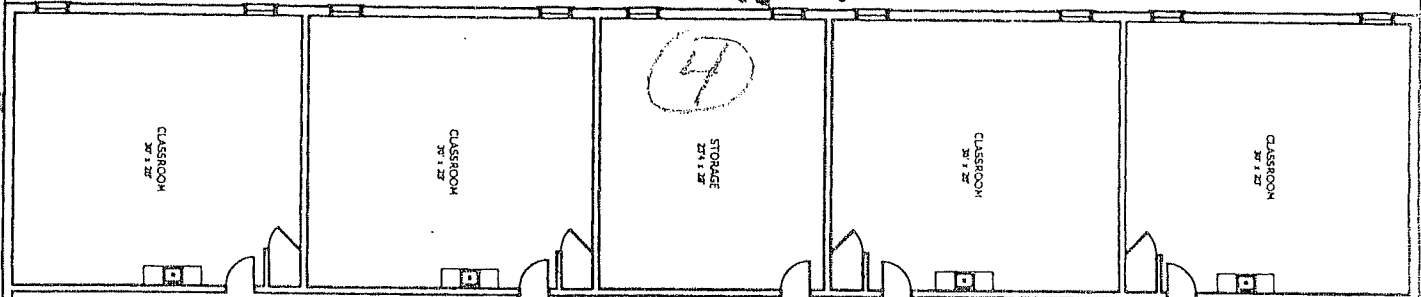


Google

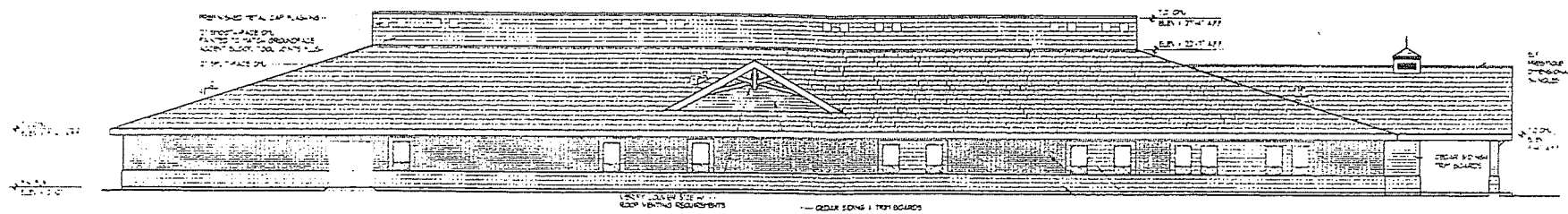
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NORTH

Future  
↓

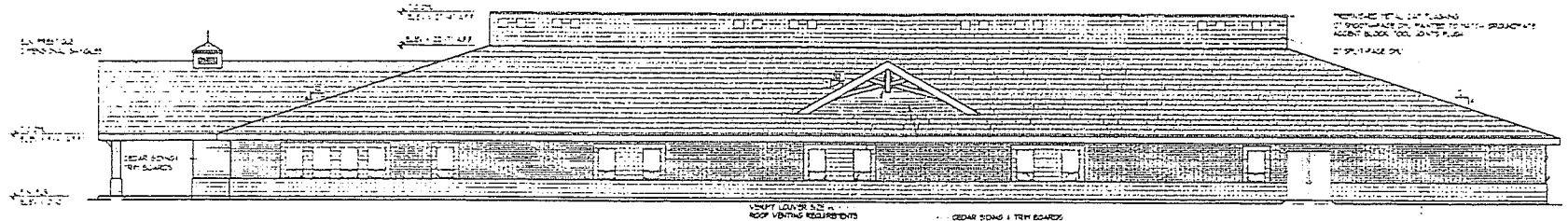


1 million



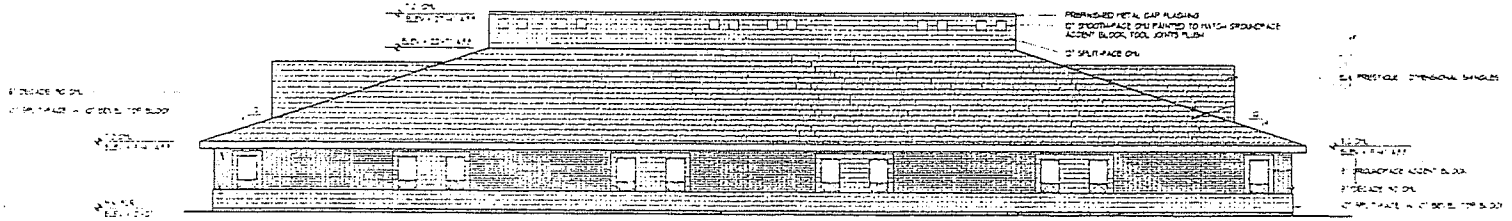
**WEST ELEVATION**  
1/8" = 1'-0"

1" PRONGFACE ACCENT BLOCK  
1" BRICK TO OIL  
1" SPURFACE - 1" OIL



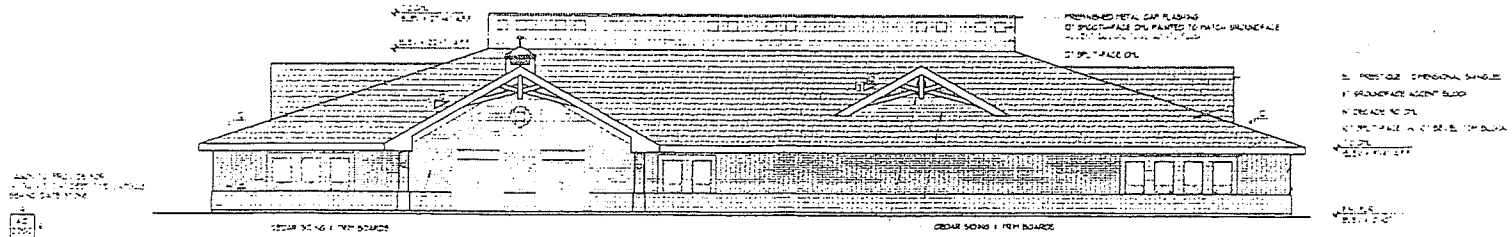
**EAST ELEVATION**  
1/8" = 1'-0"

1" BRICK TO OIL  
1" SPURFACE - 1" OIL



**NORTH ELEVATION**  
1/8" = 1'-0"

1" PRONGFACE ACCENT BLOCK  
1" BRICK TO OIL  
1" SPURFACE - 1" OIL



**SOUTH ELEVATION**  
1/8" = 1'-0"

1" PRONGFACE ACCENT BLOCK  
1" BRICK TO OIL  
1" SPURFACE - 1" OIL



ANDERSON  
ASHTON, INC.  
SINCE 1915  
DESIGNERS

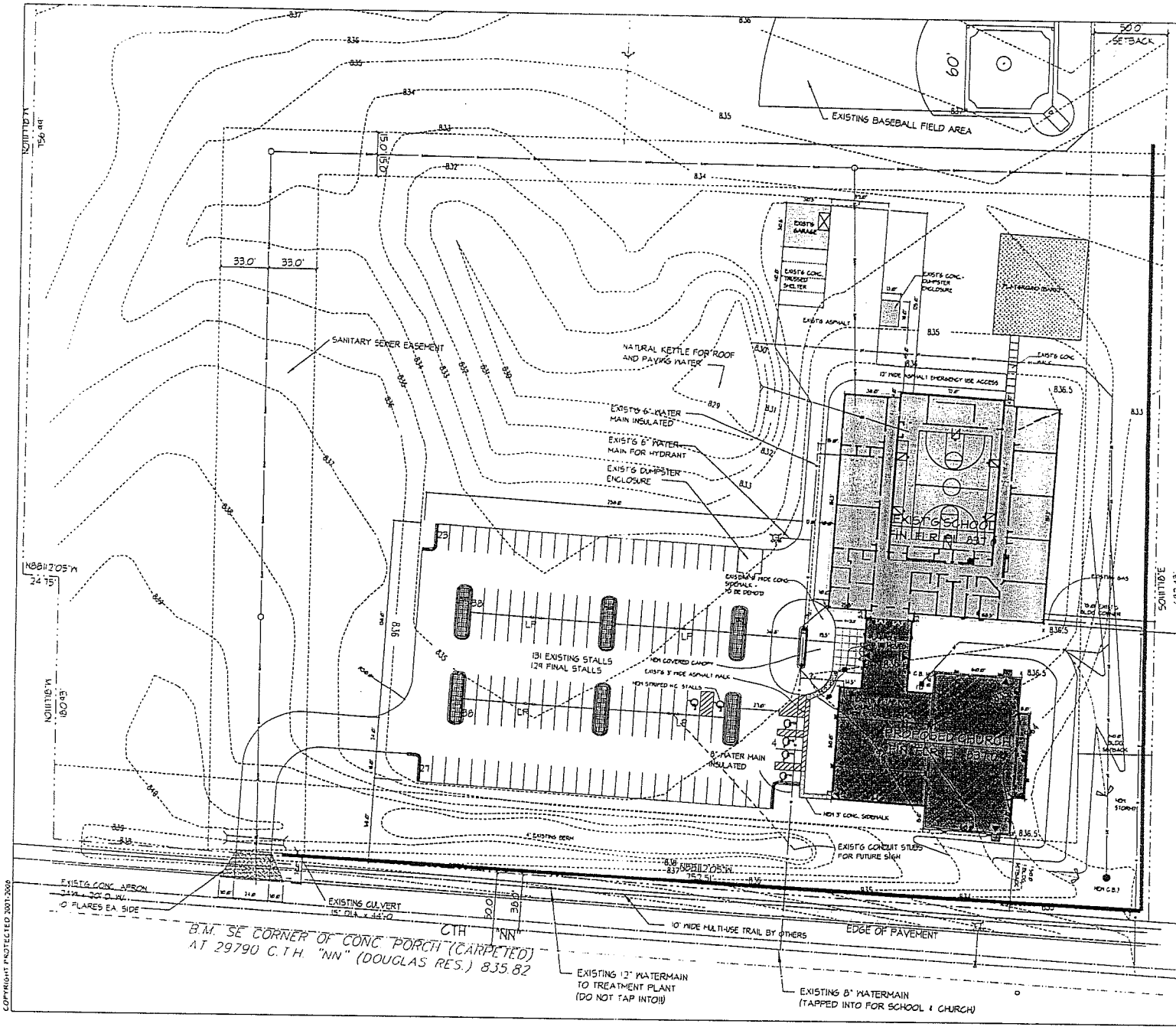
ELEVATION

PROPOSED BUILDING FOR  
**ST. JOHN'S EV. LUTHERAN**  
MUNICHAGO, WISCONSIN  
CHECK  
SCALE  
DATE

DATE  
DATE  
DATE  
SHEET

1/2" = 1'-0" 1/4" = 1'-0" 1/8" = 1'-0" 1/16" = 1'-0"

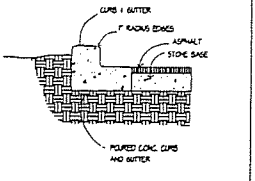
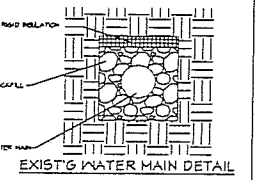




- SITE/GRADING WORK BY GRADING CONTR.**
1. REMOVE EXISTING TREES AS REQUIRED & PROPOSED BUILDING AND PAVING AREAS.
  2. STUMP AND REMOVE ALL VEGETATION 1' TOP SOIL FROM WITHIN THE BUILDING AND PAVING AREAS. ALL EXCESS MATERIAL TO REMAIN ON SITE AS DIRECTED BY THE CONSOLE MANAGER. PROVIDE ALTERNATE FOR GRADING OFF SITE BY QUANTITY RESURFACE OVER DISTURBED AREAS TO APPROX. 1" DPTH.
  3. PROOF HALL BUILDING AND PAVING LIFTS FOR ANY SOFT MATERIALS REPORT ANY SOFT SPOTS TO THE GENERAL CONTRACTOR.
  4. LIFT & FILL THE BUILDING AREA AS SET BY THE PERIMETER FOR ALL BUILDINGS EXCEPT THE METAL BUILDING WHICH SHALL BE 40" COMPACTED 8" MAX LIFTS & 12% MOISTURE PROCTOR TO A UNIFORM DEPTH OF 2' AS SHOWN ON PLAN.
  5. PREPARE THE PAVING AREA TO A UNIFORM SUB-GRADE ELEVATION. 12" MIN FILL NEEDS TO BE PLACED & COMPACTED IN 8" LIFTS MAX LIFTS AT THE REQUIRED PROCTOR.
  6. PREPARE ALL SWALES AS SHOWN ON PLAN TO PROVIDE POSITIVE DRAINAGE DURING CONSTRUCTION.
  7. ALL FILL MATERIALS NEED TO BE MAXIMUM ONE CLEAN COMPACTABLE CLAY APPROVED BY ANDERSON-ASHTON.
  8. PROVIDE FENCING MAT ACCORDING TO THE DIMENSIONS SHOWN ON PLAN. THE FENCING MAT SHALL BE 3" TO 12" SLEAK SLOPE.
  9. RETURN AFTER THE BUILDING IS ENCLOSED & FINISH GRADE AND TOPSOIL AROUND PERIMETER OF BUILDING. ALSO FINISH GRADE AROUND ELECTRICAL, TELEPHONE, GAS SEWER AND WATER UTILITY TRENCHES.

- ASPHALT PAVING WORK**
1. REMOVE AND INSTALL A 2" GRANDED AGGREGATE BASE AT THE ASPHALT PAVING AREAS.
  2. THE GRADE AND COMPACT STONE BASE.
  3. FINISH AND INSTALL A 3" (110) LIFT A/S THROUGH COMPACTED ASPHALT PAVEMENT PER PLAN.
  4. FINISH AND INSTALL ALL PAVING STALLS, TYPING, 1/2" STEELDECK & 1/2" SAND ON METAL POSTS.

- EROSION CONTROL CRITERIA**
1. REMOVE AND PLACE EROSION CONTROL MEASURES AS NOTED BY THE CITY, IN SILT FENCE OR STRAIN SANDS AS SHOWN ON THE PLAN PROTECTING STREETS, LATCH BARRIERS, ETC.
  2. FENCING: FILTER FABRIC FENCES SHALL BE INSTALLED PRIOR TO DISTURBING ANY AREA.
  3. REMOVAL: FILTER FABRIC FENCES SHALL REMAIN IN PLACE AND BE MAINTAINED UNTIL THE DISTURBED AREA IS STABILIZED BY THE PERMANENT SURFACE SUCH AS STONE PAVING OR GRASS.
  4. PLACEMENT: FILTER FABRIC FENCES SHALL BE PLACED ON THE SITE FOR PLAN. THE ENDS OF THE FENCE SHOULD BE ANCHORED TO THE GROUND TO PREVENT PLUNGING.
  5. HEIGHT: FILTER FABRIC FENCES MAY NOT EXCEED 2' IN HEIGHT (NOT INCLUDING THE ANCHORED MATERIAL).
  6. MAINTENANCE: FILTER FABRIC FENCES SHALL BE INSPECTED WITHIN 24 HOURS AFTER EACH RAINFALL OR DAILY DURING PERIODS OF PROLONGED RAINFALL. REPAIR OR REPLACEMENT OF DAMAGED AREAS SHALL BE MADE IMMEDIATELY. SOIL DEPOSITS SHOULD BE REMOVED AFTER EACH STORM AND SHALL BE REMOVED FROM DEPOSIT REACH 1/2' THE HEIGHT OF THE FENCE.



**LEGEND**

—	BUILDING FOOT	—	LIGHT POLE
—	EXISTING CONCRETE	—	EXISTING WATER
—	PROPOSED GRADE	—	EXISTING SAND
—	SILT FENCE	—	WATER VALVE
—	ST	—	GAS VALVE
—	EXISTING SEWER	—	POST
—	EXISTING WATER	—	SAN MAN
—	EXISTING SAND	—	NON PAVE

**SITE PLAN**  
1" = 30'-0"

**LEGEND**  
1.0

**LEGEND**  
1.0

9406

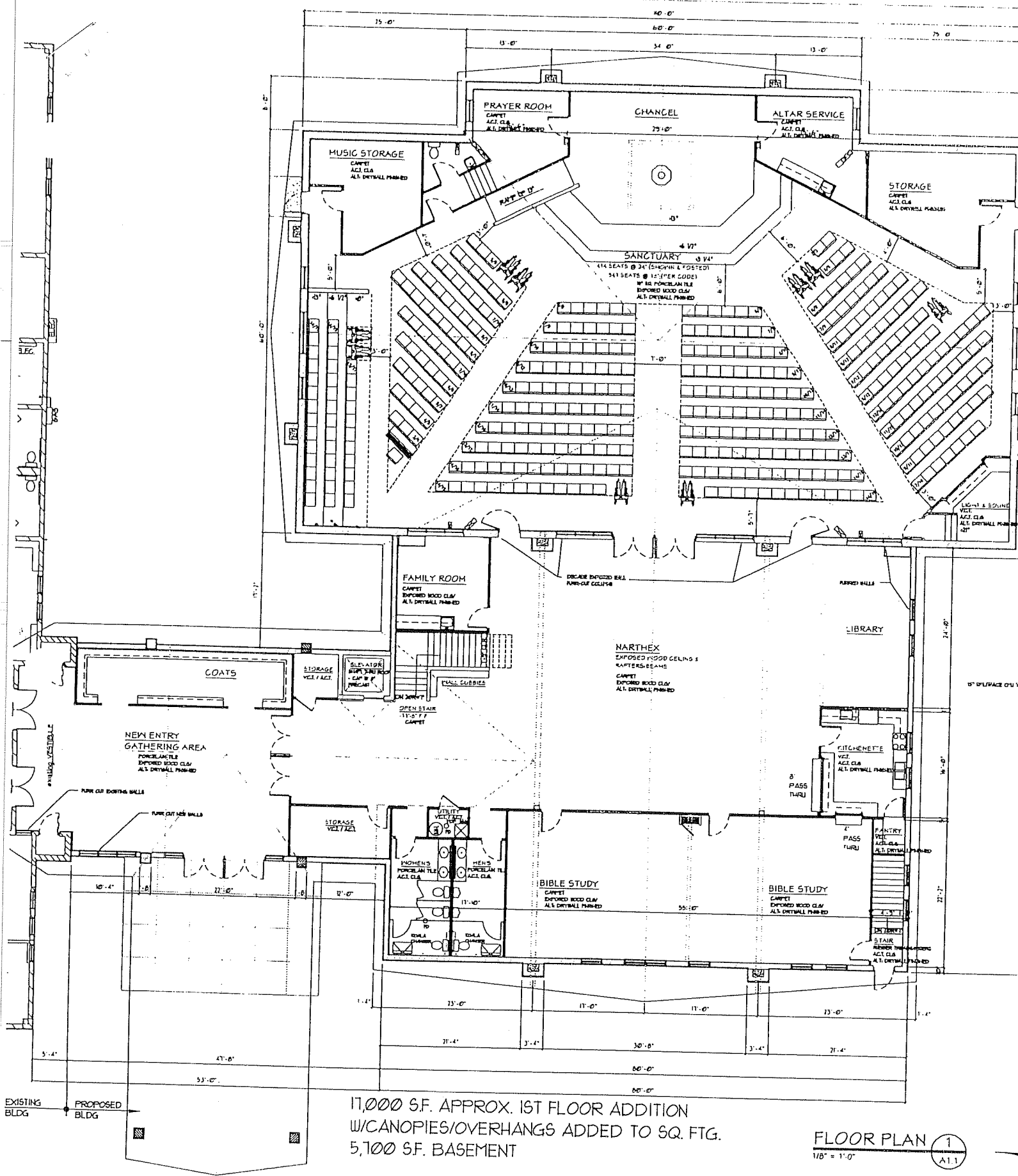
**ANDERSON ASHTON, INC.**  
SINCE 1959  
2239 W. MANCOWS BLVD  
2746 South 156th Street  
New Berlin, WI 53151  
PHONE: (262) 786-4640  
FAX: (262) 786-4675

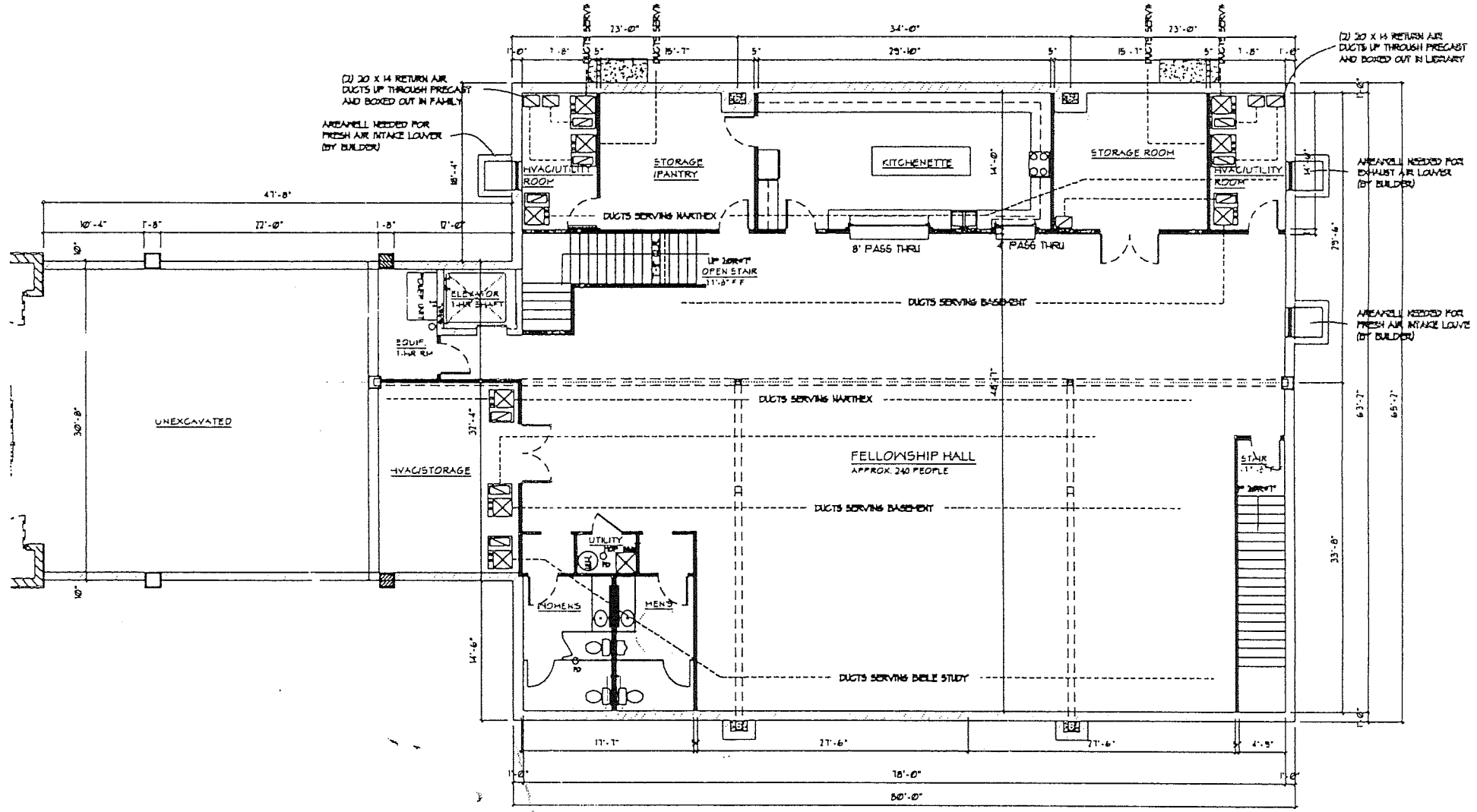
PROPOSED BUILDING ADDITION FOR:  
**ST. JOHN'S EV. LUTHERAN**  
410 C.T.H. "NN"  
HURON/WISCONSIN, WI 53114

DATE: 11/14/10  
DRAWN BY: J. J. JENSEN  
CHECKED BY: J. J. JENSEN  
DATE: 11/14/10  
SCALE: 1" = 30'-0"

**1.0**







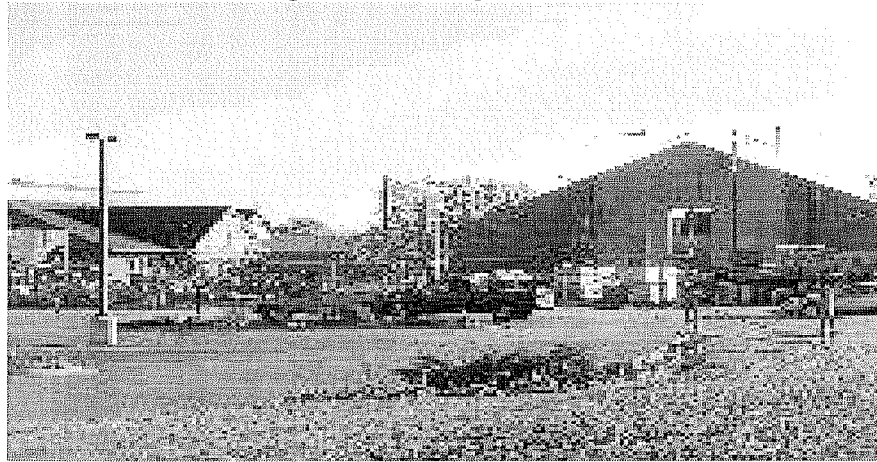
ALTERNATE: BASEMENT PLAN

1/8" = 1'-0"

1



Just after groundbreaking on the new church



Church nears completion.