

“Be Strong and Courageous”

Joshua was standing on the plains of the Jordan River.

This was an exciting place to be! Just across the Jordan was the land the LORD had promised to Abraham, Isaac, and Jacob. The Israelites were about to begin a new life in the Promised Land.

This was a terrifying place to be! Just across the Jordan were enemies who wanted to take the lives of every one of the Israelites.

Three times God said to Joshua, “Be strong and courageous!”

What could possibly give Joshua courage in the face of this daunting task? This simple promise from God: “As I was with Moses, so I will be with you; I will never leave you or forsake you!”

Standing at Our Jordan

To many of your called and elected leaders at St. Paul's, it appears that we are standing on the edge of the Jordan. It is an exciting place to be!

- We are reorganizing our staff so that Dr. Nelson can focus his abilities on our ministry to our youth, especially those attending our public schools.

- We are starting a Member Engagement Team consisting of Pastor Bonack and Emily Krill, who will serve in a new part-time position as volunteer coordinator. This team will seek to connect members through small group ministry and volunteering.
- We will call a resident missionary - a fourth pastor, to help us connect with our many guests from worship, Kids Club, school, and campus activities with the goal of bringing them closer to Christ. The first call meeting will be Sunday, June 4, at noon.
- We have called Taryn Volbrecht, a St. Paul's member, to serve as a second kindergarten teacher because of our growing school enrollment (currently projected to be 235 in K-8).

Open Forums

Sun, Apr 30, at 9:15 am; Faith Room
Sun, Apr 30, at noon; Grace Room
Sat, May 6, at 6:00 pm; Faith Room
Mon, May 8, at 10:15 am; Stoney Creek
Tue, May 9, at 12:30 pm; OWLS meeting

Voters' Meeting

Thursday, May 18, at 7:00 pm;
Grace Room

- Eighteen children have applied to our school through the Parental School Choice programs. As part of our “soft entrance” into this program, our publicity this year focused only on our own congregation. Next year we will publicize this opportunity to our community with the prayer that more children will be able to grow closer to Christ at our school.
- We have called Randy Fink to serve in a new position of church administrator that will replace the position of business administrator held by Dan Lippert. Dan will be retiring on June 30. In his role, Mr. Fink will be able to coordinate our growing and increasingly complex ministry.
- God’s blessings to St. Paul’s have led your called and elected leaders to begin to explore and pray about a possible second site in the Milwaukee area to reach more people for Christ.

Yes, this is an exciting place to stand as we look at what the years ahead might bring. There are so many opportunities to bring the new life of faith to more people!

“Be Strong and Courageous”

These many opportunities can also be overwhelming! For example, to bring the blessing of Parental School Choice to our families, our financial team is in the process of changing to GAAP accounting practices. We will seek funding for more ministry needs through special gifts, large and small. This is similar to what we recently did to match the \$40,000 Antioch Foundation Grant for our resident missionary with over \$40,000 in gifts and commitments. And finally, the ministry plan anticipates a 4.5% increase in offerings over what is expected for this year.

The addition of a second kindergarten class means that every room in our school is being used. Will God continue to grow our school? In addition to the needs of our school, we are out of space in our offices for our

staff, and there is no space in our facilities that we can dedicate to our youth ministries focused on serving children attending our public schools.

Will we need to expand facilities? This is a question we are praying about.

How can we be strong and courageous as we face these challenges?

“I Will Be with You!”

The LORD will walk with us as we seek to do his will. While we have no guarantee that our plans will succeed, we do have every guarantee that we do not face these challenges alone. Confident of the LORD’s presence among us, we seek to cross the Jordan into these new ministry opportunities.

Ministerial Team Leader Pastor Peter Panitzke, Church Administrator Randy Fink, and School Administrator Seth Fitzsimmons are eager to work together in the next fiscal year to help our congregation grow in the area of Christian giving and in strategic planning. Pastor Panitzke has already registered to attend the Wisconsin Synod’s Christian Giving Conference at our synod headquarters in January. We are also seeking the counsel of both members and professionals who can help us lead St. Paul’s to follow through on the many ministry efforts that the Lord of the Church seems to be placing before us.

At the end of Joshua 1, God’s people echoed God’s words and said to Joshua, “Be strong and courageous!” Pray that your leaders have the courage to accept the challenges the future holds.

We leaders are also praying for every member of St. Paul’s, “Be strong and courageous.” May each of you have the courage to accept the sacrifices that are necessary to bring more people closer to Christ.

“Be strong and courageous. Do not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go.” (*Joshua 1:9*)

Ministerial Team Leader – Pastor Peter Panitzke

As Ministerial Team leader, my duties are to serve as primary preacher, vision promotion, communication, financial stewardship, leadership promotion, and ministry coordination. In addition, I serve with our Community Outreach Coordinator, Sally Wallner, as the missionary on our campus.

God's Gift of Ideas

Recently I completed Emily Krill's *I am Built* workshop and developed my strengths statement: "I am built to see patterns in the past and present that lead to new ideas for the future of God's family."

I have experienced the truth of that statement in the last few months. I began to recognize that all the roles I was trying to fulfill were holding back ministry here at St. Paul's. Then the Lord presented me with new ideas for the future of God's family.

Resident Missionary

Last summer I visited Immanuel Lutheran in Greenville, Wisconsin, to learn about a position called "Resident Missionary." Immanuel is a rapidly growing Wisconsin Synod congregation the same size as ours. Immanuel was the synod leader in adult confirmations last year: 52 adult confirmations, compared to our 28.

We have so many guests coming to us through our Kids Club, school, worship, and campus activities. A resident missionary can develop relationships with these many individuals and schedule enough Bible studies for them.

Church Administrator

At the November Pastoral Leadership Institute, several presenters spoke about the need for a church administrator as a congregation gets above 800 in attendance. The lead pastor cannot be the

vision setter and primary communicator and still coordinate the day-to-day ministry of a large congregation. While this is a new position in our synod, many other large congregations have someone in this role. What a blessing God led Mr. Randy Fink to fill this position beginning July 1!

Resources

I was overwhelmed by the financial needs these new positions bring to the budget. Then our School Administrator Seth Fitzsimmons shared with me his request to the Antioch Foundation for a grant for the extended learning coordinator position for our school. Was this a possible source of funds to help us grow our staff? Just after Christmas we were awarded a \$40,000 grant for a resident missionary.

But we would need another \$40,000 in matching funds. It became clear that this would not be available through budgetary funds. But then a member was visiting with me and suggested a personal letter to seek matching funds. In one week we received gifts and commitments of \$48,750!

Ideas for the Future of God's Church

More recently we have been encouraged to start thinking about a second site for our ministry. God blessed our founding of Victory of the Lamb in Franklin. Are there other potential sites in the Milwaukee area that can reach more people for Christ?

I am thankful to God for the opportunity he has given me to use my strengths to prepare St. Paul's to bring more people into our area of influence and lead them closer to Christ.

Outreach – Pastor Peter Panitzke and Mrs. Sally Wallner

Our mission at St. Paul's is simple: *By every possible means, we bring every person within our area of influence closer to Christ.* The outreach area of ministry seeks to expand our area of influence.

Being a Part of the Community

Our outreach efforts begin by announcing to the community that we are here. With that in mind, we are planning on three to four community-wide postcards in the next fiscal year.

Our influence in the community grows when people see that we Christians care about the needs of others. Part of Sally Wallner's role as community outreach coordinator is to be involved in community organizations and invite other St. Paul's members to help. As a result of these efforts:

- We have partnered with the Muskego Police Department in compiling a list of support services.
- We will again partner with the Muskego Police Department and the Muskego Woman's Club to host Safety City on our campus at the end of June.
- We will partner with the Muskego Chamber of Commerce to participate in Jammin' on Janesville in June and August.
- We will participate in the National Night Out and the Community Festival Parade in August.
- We will provide food and financial assistance to the Muskego Food Pantry and participate in the Christmas gift collection for children and the elderly.

We also serve our community by opening our campus to various activities: from elections, to sports ministry, to birthday parties and baby

showers. Our thanks to Gail Hierl who serves as our facilities rental coordinator. You may contact her at facilityrentals@stpaulmuskego.org to inquire about renting our facilities for your event needs.

Having a Good Influence on Our Guests

Today a church's front door is its website. With this in mind, we are redesigning our website so that it will be more visitor-friendly. We are putting the finishing touches on this project. Our thanks to a talented team of marketing volunteers who are helping to pull it all together.

Our work continues with welcoming our guests so they have an excellent experience in all areas on campus, but especially in worship. We have recently added designated "visitor" parking spots as another level of excellent service to our guests. Guests receive follow-up phone calls, emails, texts, and/or letters inviting them back and seeking their input.

We are so encouraged to read reactions from our guests. Here is a sampling:

"On arrival the greeters were very friendly and made me feel very welcomed. I also noticed how large the bulletin was and how much information was given about different church/school events and activities. I noticed the various ways in which members are able to get involved, which is awesome!"

"My second visit to St Paul's was for the contemporary Sunday service, which I really enjoyed. I felt as if the pastor's message was very relatable to my life. I enjoyed the more laid back vibe of the service."

When asked "What was your overall impression of St. Paul Muskego?" *"Impressed and delighted all around."*

Worship/Counseling/Member Engagement – Pastor Jeffrey Bonack

“Worship the Lord with gladness; come before him with joyful songs.” (Psalm 100:2)

The worship area of ministry seeks to help every member of our congregation and community “worship the Lord with gladness” by insuring that all aspects of the worship life and worship activity of the congregation are doctrinally sound, spiritually helpful, and speak in a language that the members of the congregation and community can readily understand.

In addition to overseeing congregational worship, I assist with catechism instruction, coordinate our counseling ministry, and will now be working with Emily Krill, our new volunteer coordinator. We will seek to provide resources and opportunities for members of St. Paul’s to connect through serving and small groups.

One Victory Leads to So Many Others

This year in an attempt to encourage more member engagement in our worship music ministry, personal invitations were sent out to all those in the congregation who have expressed interest in choir and other music ministry opportunities. The response was amazing! Nearly fifty individuals offered to sing in the Easter Festival Choir with another thirty instrumentalists accompanying them. We received many comments from worshippers who were greatly encouraged by the Holy Week and Easter worship. God used our efforts to his glory.

Current Projects

Projects in the area of worship include:

- Installing an “in-ear” monitor system for the contemporary worship team.
- Researching new speaker options for The Bridge worship service.
- Attending the WELS National Conference on Worship Music and the Arts (June 13-16).
- Encouraging congregational involvement and attendance at a special district-wide 500th anniversary of the Reformation worship service to be held at the Milwaukee Theatre on Sunday, November 5.
- Recruiting for our AV and Visual Arts teams.
- Worship planning for 2017-2018.

The new Member Engagement Team will officially begin its work in early summer with the following goals:

- Meet with all new members to assess spiritual gifts and passions and provide opportunities to get connected. We will also provide mentoring as well as follow-up to ensure that people are serving in their areas of giftedness and passion.
- Assess member engagement (serving and small groups) so that we can reach out and assist those who are feeling disconnected or are struggling to connect.
- Schedule quarterly *I Am Built* workshops to help people discover their God-given strengths and better understand how to put them into practice.
- Produce a regular e-votional that encourages those who are serving and provides teaching that will help individuals grow their serving ability and their servant heart.
- Plan and publicize our fall small group emphasis.

Member Care – Pastor David Kuehl

*“As we have opportunity, let us do good to all people, especially to those who belong to the family of God.”
(Galatians 6:10)*

It has been five years since St. Paul’s restructured organizationally, which seems like an eternity ago. I am confident that, as a result, we are better positioned today to meet the needs of God’s people and to reach out to even more with the saving message of Jesus Christ.

The area of ministry for which I am responsible is member care, which seeks to bring every member of our congregation closer to Christ through spiritual care provided by staff and volunteers, service and support groups, and fellowship activities. It has been over two years since I reviewed for you the various divisions of duties and the Ministry Action Teams (with their respective coordinators) that operate under member care. What follows is a list of these ministries and coordinators:

Soul Nurture and Retention

- Member Reclamation (Pastor Kuehl)
- Hospitalized/Homebound Ministry (Pastor Kuehl)
- Caring Card Ministry (Sandee Keller)
- Worker Care Committee (Wendy Hendrix)

Activities/Events

- Soup Suppers (Tammy Miller)
- Under the Canopy (Dave Weise)
- Church Dinner (Jim Ross)

Social/Service

- Dorcas Society (varies from month to month)
- Ladies Afternoon Fellowship (May Neubauer)
- OWLS (Bob Dahlke)

Support

- Alzheimer’s Support Group (Dave and Andy Timm)
- Cancer Support Group (Karen Schram and Judy Schmidt)
- Grief Support Ministry (Annette Navarre)
- Quilting Fellowship (Annette Navarre)
- Food Pantry (Steve Graham)

The area of member care ministry that I believe will present the biggest challenge to me as the new fiscal year begins in July is soul nurturing and retention. With Pastor Bonack and Emily Krill working together on the Member Engagement Team to keep currently active members connected to Christ, it is my hope and prayer that I can devote more of my time to reaching out to the weak and straying members of the flock of the Good Shepherd here at St. Paul’s. Please keep this area of ministry and these plans and proposals in your prayers. We need the Good Shepherd’s wisdom and guidance.

One other change has occurred, namely, in the Grief Support Ministry. Members who have lost a loved one to death will be offered the following options for follow-up counsel and support: 1) individual visits with a team member, 2) enrollment in *Grief Share*, a thirteen-week Bible based video series coordinated by Sharon Klopff, and 3) personal visits with one of the pastors. Please pray for God’s blessings on this ministry.

Weekly Attendance Averages

	<u>'14 - '15</u>	<u>'15 - '16</u>	<u>16-'17</u>
July	912	905	868
August	934	941	942
September	998	1,012	1,009
October	1,048	1,104	1,031
November	1,122	1,059	1,137
December	1,031	1,025	903
January	1,009	1,047	1,005
February	964	1,044	1,088
March/April	1,188	1,181	980
May	1,064	1,049	
June	922	877	
Fiscal Y-T-D	1,027	1,034	971

Adult and Youth Discipleship – Dr. Joel Nelson

In the next month, my duties will become more focused on youth and adult discipleship. Oversight of small groups and volunteer coordination will be shifted to a new Member Engagement Team of Pastor Jeffrey Bonack and Mrs. Emily Krill, who will become St. Paul's new part-time Volunteer Coordinator. I will coordinate the adult Christian education classes and schedules and oversee ministry efforts for youth ages 3-18, with special emphasis on our youth in public schools.

Adult Discipleship

The Sunday Grace Room Bible class provides a great variety of content and presenters. Over the last two years we've scheduled classes of varying lengths with presenters from St. Paul's and the "outside." For the 2017/18 schedule, we have planned courses on Genesis 1-3, creation science, Martin Luther, vocation, cults, key chapters of the Bible, and ministry to Muslims. We also hope to offer additional classes for parents during the Kids Club hour in 2017/18, as we did this year.

Youth Discipleship

Sunday morning Kids Club and Boost (3K-8th grade) enrollment and attendance are up over last year. 174 children are currently enrolled compared to 134 last year (up 29.8%). Average weekly attendance is 68, up 44.7% from last year's average of 47. We still have plenty of work to do, but the trend is in the right direction.

Christmas for Kids 2016 had 97 children age 3-12 attending. Easter for Kids 2017 had an attendance of 106, age 3-12. Both have been

resurrected after years off, giving us another opportunity to share the gospel with member and prospect children. Twenty-six children new to St. Paul's attended Christmas for Kids and twenty attended Easter for Kids. I follow-up with all of these families to see if they'd like to learn more about St. Paul's.

Ministry to St. Paul's teens continues its rebuilding phase. The Sunday Pulse Bible study class was discontinued after the first of the year due to low weekly attendance. The twice-a-month Teens Under God (TUG) effort at the Muskego Urban Gathering Place finds between 6 to 10 teens participating. Bright spots are the number of teens participating in ministry. Nine teens serve as teachers or aides for Kids Club. Eight teens assisted with Christmas for Kids, and 14 helped with Easter for Kids. Eight teens assist in worship bands or with audio-video technology. The directory of teens certified for babysitting and willing to help with events and individuals contains 16 names. This month we will celebrate our St. Paul's member graduates: 36 8th graders and 30 12th graders in the class of 2017.

The confirmation instruction program offered to our 6th-8th grade children attending public schools will undergo some changes for the fall. I will begin teaching 6th grade Bible history exclusively. Catechism will be covered by Pastor Bonack for grade 7 and Pastor Kuehl for grade 8.

Our overall goal is to make St. Paul's a youth-full church where the perspective, potential, and place of youth are valued and celebrated.

Administration – Mr. Dan Lippert

Business Administrator – Dan Lippert

God has blessed me with the privilege of serving as business administrator at St Paul's for six years. It's hard to believe it has been six years; time has really flown by. On July 1 I will be retiring and turning the reins over to Randy Fink, who will serve in a new expanded position of church administrator. Randy is very familiar with the ministry here, having previously served as business administrator. I look forward to working with him on the transition in June.

I would like to thank the numerous volunteers for their dedicated work and commitment of time and talent working with me on projects and committees in support of the ministries at St. Paul's. There are so many names that I can't list them here. Thank you to all!

Having worked in the secular work force most of my life, it has been a pleasure to work in the service of our Lord at St Paul's. This has been a unique experience working with dedicated called and non-called workers who are committed to their Lord, the congregation, and students they serve. May God continue to bless all of them and St Paul's ministries.

Thank you for your support these past six years. I will still be around St Paul's playing drums with the orchestra and at the contemporary and The Bridge services.

"As iron sharpens iron, so one person sharpens another." (Proverbs 27:17)

Church Administrator - Randy Fink

"The role of the Church Administrator is to 1) assist the Ministerial Team leader in implementing and coordinating the vision, mission, and spiritual development of St. Paul's, and to 2) directly manage the day-to-day activities of St. Paul's. The church administrator works closely with the Ministerial Team leader to provide oversight of ministries and coordination among the church's ministry teams. The church administrator is directly responsible for human resources, budgeting/finances, technology, and facilities." (From the church administrator position description).

On July 1 the business administrator position will be replaced with the position of church administrator. In this new structure, Pastor Panitzke as the Ministerial Team leader will have only two individuals reporting directly to him: Mr. Fink as the church administrator and Mr. Fitzsimmons as the schools administrator. Mr. Fink will coordinate the work of our other pastors and full-time and part-time staff ministers. This will allow the Ministerial Team leader to focus more attention on vision, communication, and mission advancement rather than the day-to-day supervision of church ministry.

This new staffing structure reflects God's continued blessings upon St. Paul's ministry. The called and elected leadership of the congregation pray that this new staffing structure will prepare our congregation for future growth.

Properties – Mrs. Sally Wallner

The goal of properties management is to oversee the facilities and grounds of St. Paul's campus to ensure a safe and welcoming environment for staff, members, and guests. It takes many volunteers and staff to keep our buildings, grounds, parking lots, and equipment safe, clean, and in good repair.

The generosity of God's people at St. Paul's is truly amazing. We have received special gifts that will enable us to replace the 60-year-old wooden windows on the east side of the school with new energy efficient windows that require minimal maintenance. We are still hoping for another \$20,000 by summer to do the last two remaining classrooms and another \$30,000 for the Centennial Gym windows.

The generosity of God's people has also allowed us to hire a landscape designer to address the entrance to our main church. We have a portion of the funds that will be required for the new plants that are needed. Once a design is set, we will give members an opportunity to donate the balance of the plants. A skilled member has volunteered to remove the existing plants and install the new ones.

The generosity of God's people is also reflected in a donation that was given for new wall pads in the Centennial Gym. These will be installed shortly and will definitely improve the appearance and safety of that space.

Next fall we will need a second kindergarten classroom. We have received a generous gift to purchase equipment needed for that new classroom. Because of the use of Chromebooks in the classrooms, we no longer need the computer lab, which will become an upper grade classroom. However, this means that every possible classroom is in use in our school.

We have recently hired two new custodians for the school resulting in no longer needing the services of an outside cleaning company for our campus.

This will save us precious budget dollars moving forward.

We recently realized the need for a new well pump for the school, and it has now been installed. We had a few hiccups with this project when discovering the need to upgrade electrical wiring from the pump house to the breaker box. This should all be completed within the next couple of weeks.

Recent repairs were done to the church roof because of ice dams and rotting boards. To address the cause of these issues, the west side of the building received better designed gutters and downspouts. This should help to preserve the current roof for a while longer. At some point soon, we will find it necessary to replace the existing main church roof.

We are looking forward to Randy Fink bringing his expertise to our property management in July. The role of property manager will be included in his position as church administrator. While serving as both community outreach coordinator and properties manager, my position had become nearly full-time. With this change, I will be able to step back to the part-time position of community outreach coordinator.

Schools Administrator – Mr. Seth Fitzsimmons

School Administrator Seth Fitzsimmons

The school area of ministry seeks to bring every member of our congregation and community closer to Christ through our formal school system: The School of Early Learning (SOEL) childcare center, our 3K and 4K Pre-Kindergarten, and our K-8th grade Lutheran School. To assist me in this work, the Ministry Board has appointed the following members of the School Ministry Action Team (MAT): Cherie Esmeier, Nicole Glaze, Chris Haag, Luke Hudock, Mick Meitner, and Mark Sievert.

Celebrate with Me – School Choice Bears Fruit in First Year

Thirteen families applied for the Wisconsin Parental School Choice Program and Milwaukee Parental School Choice Program for next school year. Ten are currently enrolled families, two are congregation families who were not enrolled before, and one is a community member. Six students applied for 4K (a half-time program). Twelve students applied for K-8th grade. We ask God to continue to bring more families to us by all possible means, including School Choice!

Celebrate with Me – Enrollment Increase

We have 29 children enrolled in next year's kindergarten with two prospects still getting back to me. Lord willing, we will have 235 K-8th graders enrolled next year. This is up from 227 students at the start of this school year and up from 181 students several years ago. Pre-kindergarten projects to enroll 78 students based on current applications. Invite prospects to contact Michele Drska for PreK tours and information at mdrska@stpaulmuskego.org or (414) 422-0320, ext. 144.

School of Early Learning (SOEL) Update

SOEL has two full-time care openings for children in the Infant Room for this fall. Encourage people you know to contact SOEL Director Kim Neubauer at (414) 422-0320, ext. 200, or kneubauer@stpaulmuskego.org to schedule a tour.

Looking Ahead to 2017-2018

Two Kindergarten Classrooms: As mentioned above, we will offer two kindergarten classrooms this fall – what a blessing! The Ministry Board has extended a divine call to Taryn Volbrecht to serve as our second kindergarten teacher in addition to Mrs. Kuehl. Please pray for Mrs. Volbrecht as she deliberates this call.

Extended Learning Coordinator (ELC): Linda Martens has done fantastic work assisting 15 students growing in their skills this school year. We are very excited to continue the growth happening through our ELC program in 2017-2018 with Mrs. Goelz continuing to serve as afternoon 1st grade teacher while Miss Martens leads our ELC program.

Spanish Instruction: Our part-time Spanish Teacher Mrs. Laurel Llanas, became ill this past school year and was not able to continue serving our students. Mrs. Kristen Miller, our current Spanish teacher, does not wish to continue serving next year in that role. Therefore, we are currently working together with Trinity Lutheran School (Waukesha) and Christ the Lord Lutheran School (Brookfield) to support the calling of a full-time Spanish teacher to jointly serve our three schools. We ask God's blessing as this plan goes forward in search of a candidate to serve the students in our area Lutheran schools.

Teacher Continuing Education (CE): Many of our teachers are taking advantage of professional learning opportunities this summer. This CE is possible through congregational and federal Title II support funding. Mrs. Kuehl (K), Mr. Wetzel (5th), Mrs. Shevey (6th), and Miss Stack (3rd) will attend a writers workshop conference. Miss Stack, Mrs. Meyer (3K), and Mrs. Klopff (3K) will all begin synod certification classes this summer. I will continue my master's degree program. Miss Martens will attend the WELS Worship Conference. There are more to list, but I will leave it at that. Our teachers are using their summers to grow. "Excellence and growth for each of our teachers" is a core value, and you see this core value in action!

Word of Mouth Encouragement

Jesus told his disciples in Acts 1:8, "...you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." We are all a part of this "to the ends of the earth" proclamation. Whether you live in Muskego or a neighboring community, I invite you to think: "Who do I know that I could invite to take a tour of our school?" God wants to use each of us to make invitations to people. Cast the seed and let the Spirit bless the growth. Some invitations take months or even years to bear fruit. Whom could you invite?

Thankful for Generous Support

God's people at St. Paul's are very generous! Challenging and exciting ministry efforts are only accomplished when God's people see a need, or a wish list item, or a dream, and then rally around those things to make them happen. I have people ask me, "How can I help support the school?" In response to this, I share with them the needs and the wish list items. Multiple times now in my two years here at St. Paul's I have seen God's people

respond – in time, gifts, and prayers – and I look forward to this continuing!

Be a Part of Our Team

Do you have some time that you could give to our kids? Consider being a reading buddy or a hot lunch volunteer.

Do you have the spiritual gift of generosity that gives you great joy in sharing your financial blessings? I would love to meet with you to discuss dreams we have, both big and small, for our school ministries.

Are you a prayer warrior who enjoys taking things to the Lord on behalf of others? Consider joining our Prayer Warriors Group on My St. Paul's to receive prayer requests from me on behalf of our school ministries.

Ministry Board and Nominations

Our congregation's staff capably handles the day-to-day ministry of the congregation. The Ministry Board provides accountability and protection for the congregation and the staff.

The Ministry Board is responsible, first of all, for protecting the congregation by holding the staff accountable through the Ministerial Team leader:

- Spiritually – Overseeing the doctrine and practice of our staff so that St. Paul's remains faithful to God's Word.
- Missionally – Overseeing the ministry plan developed by our staff so that St. Paul's remains faithful to its mission: "By every possible means we bring every person within our area of influence closer to Christ."
- Financially – Overseeing the finances so St. Paul's remains fiscally strong.

The Ministry Board is also responsible for protecting the staff:

- Spiritually – Praying for the staff and encouraging them in their faith and ministry.
- Missionally – Supporting and defending the staff's actions when they are in line with the mission of the congregation.
- Financially – Making sure the staff is provided with appropriate salary and tools to carry out the ministry.

The congregation has given the Ministry Board the authority to extend calls to teachers for our school and staff ministers. This past year we called Staff Minister Randy Fink to serve as church administrator and teachers, Candy Stack, Sara Goelz, and Taryn Vollbrecht. The board also

approved the request for a call list from the District President for the position of resident missionary. Because this is a pastoral position, this call will be extended by the congregation. A call meeting has been scheduled for Sunday, June 4, at noon.

The current Ministry Board consists of President Neal Wallner, Secretary Bill Schauwitzer, Treasurer Randy Fink, and at-large members, Mike Grimes, Jeff Lunow, Steve Meyer, and Mark Schommer.

Nominations

The Ministry Board appoints a Nominating Committee, this year consisting of Pastor Kuehl as chairman, David Fritsch, Luke Hudock, Dennis Miller, Dan Navarrete and Brian Ralston.

Four positions on the Ministry Board are up for election. One incumbent, Jeff Lunow, was eligible for reelection but chose not to accept nomination for another term. Bill Schauwitzer and Mark Schommer have both completed the maximum of three consecutive terms. Randy Fink, in his new position of church administrator, is resigning from his elected position as treasurer. We thank these men for their dedicated service to Christ and St. Paul's!

The following men have accepted nominations:

Secretary: Steve Wranovsky

Treasurer: Nick Bauman and Kevin Krueger

At Large Members: Creed Darling, Joshua Fink, Ron Guhr and Brian Tonn

Elections will be held at the May 18th, annual voters' meeting.

Financial Overview Report

General Operating Fund Receipts

	9 mos. fiscal 2014-2015	9 mos. fiscal 2015-2016	9 mos. fiscal 2016-2017	+ / (-) %
Offerings	\$1,221,466	\$1,311,578	\$1,285,890	-2.0%
Tuition	\$955,195	\$1,005,324	\$1,069,113	6.3%
Misc.	\$26,710	\$23,225	\$59,012	154.1%
Total	<u>2,203,371</u>	<u>2,340,128</u>	<u>2,414,015</u>	3.2%

General Operating Fund Summary

Receipts	2,203,371	2,340,128	2,414,015	3.2%
Expenditures	-2,170,618	-2,232,674	-2,404,116	7.7%
Over/(short)	<u>32,753</u>	<u>107,453</u>	<u>9,900</u>	-90.8%
# of Sundays	39	39	39	

Malawi Mission Partners

Current Year \$23,141

Mortgage Fund

Current Loan Balance \$1,978,057

Mortgage Fund \$215,038 per week = \$5,514

This nine-month report is somewhat deceiving because Easter fell in March last year and so was recorded in the first nine months of the year. However, compared to two years ago when Easter was in April, as it was this year, our offerings are up over \$64,000.

Notice that two years ago, the "over/short" line showed a balance of \$32,753 compared to \$9,900 this year. Two years ago, a special effort was necessary near the end of June to fully fund our ministry. If our giving continues at current rate, we may need a special effort similar to that this year. We will have a clearer picture of our finances at the end of April when we can make a better comparison to last year.

We rejoice that special gifts to support our Malawi Mission Partner John Holtz remain steady from year-to-year. These gifts provide support for our synod's mission efforts over and above our budgeted gifts of approximately \$237,000 for synod missions.

We also celebrate that our current loan balance is below \$2 million! No budgetary funds are used to pay our mortgage, so please continue to designate a portion of your gifts to the Lord for the Mortgage Fund.

Financial Ministry Plan

	<u>Proposed 2017-2018</u>
Receipts	
Offerings and Support	1,840,400
Tuition & Fees	1,532,400
Miscellaneous Receipts	<u>155,100</u>
Total receipts	\$ 3,527,900
Expenditures	
Compensation & Benefits	2,491,100
Church Ministries	40,600
School Ministries	234,900
Support Services	134,100
Campus & Facilities	255,100
Wis Ev Luth Synod	237,000
Wis Luth High School	<u>135,100</u>
Total expenditures	\$ 3,527,900
Cash Flow Subtotal	\$ 0

Our participation in the Parental School Choice programs require that we begin to use GAAP (Generally Accepted Accounting Principles) accounting. Because of that, our Financial Ministry Plan looks very different than it has in past years. Many items that were in separate accounts with money flowing in and out in equal amounts (such as various fees) were not included in the budget in the past, but must be included now. To avoid confusion, we are presenting only this year's proposed plan here. At the open forums we will give a side-by-side presentation of this year's financial ministry plan compared to last year's, along with explanations of the accounting changes.

Open forum times are: Sunday, April 30, at 9:15 am and noon; Saturday, May 6, at 6:00 pm; Monday, May 8, at 10:15 am at Stoney Creek, and Tuesday, May 9, at noon as part of the OWLS meeting.

Ministry Plan Explanation

The Financial Ministry Plan on the previous page was prepared by the Ministerial Team. The Ministry Board has reviewed this plan and is presenting it for approval to the congregation at the Thursday, May 18th voters' meeting. This plan is the result of the following decisions or forecasts:

Receipts

- We project offerings to increase by 4.5% over this year's offerings. The positions of church administrator and resident missionary will free up time for the ministerial team leader to focus more attention on mission advancement. He is already meeting with individuals to plan a more personalized stewardship effort this fall.
- Tuition for K-8 increases by \$80 to \$2,630 (including \$100 cleaning fee) for a member's first child.
- Our K-8 enrollment is projected to increase by 12 from 223 to 235, including 12 Choice students.
- Pre-K enrollment is projected to increase by 1 for a total of 80 students, including 4 Choice students.
- Antioch Foundation Grants of \$8,000 for the extending learning coordinator and \$40,000 for the resident missionary.
- Matching gifts of \$48,750 for the resident missionary position that have already been received or committed.
- Special gifts of \$20,000 for items for our school system, recognizing both our school administrator's giftedness in mission advancement and the willingness of many of our members to give to special ministry opportunities.
- School programs that have previously not been included in the annual budget have been included in both miscellaneous revenue and school expenses as part of our changing to GAAP accounting procedures.

Expenditures

- The addition of a second kindergarten teacher because enrollment is projected to be 30 or higher.
- The addition of the resident missionary position.
- Our called staff remains at the synod pay code. Hired staff will receive wage increases similar to called staff.
- The cost of the Choice programs have been included (staffing and audit costs).
- St. Paul's continues to be the leader in our support of the mission of the Wisconsin Evangelical Lutheran Synod, committing \$237,000. This amount is 13% of our anticipated offerings and is 48% higher than any other congregation contributed to the synod last year according to the *2016 WELS Statistical Report*.
- St. Paul's continues to be the leader in our support of Wisconsin Lutheran High School, committing \$135,000, of which \$22,500 is for the *Gifted for Praise* expansion.

Mortgage Fund

Our mortgage payments will continue to be supported through gifts outside of the budget designated for the Mortgage Fund. Our payments are just less than \$18,000/month. Generous gifts have enabled us to make additional principal payments the last several years.

Statement of Receipts and Expenditures

St. Paul's Ev. Lutheran Church - Muskego, WI

For 9 Months Ending March 31, 2017

	<u>YTD Actual</u>	<u>Ministry Plan</u>	<u>Last YTD Actual</u>
	9 Months	12 Months	07/01/16 - 03/31/17
<u>Receipts</u>			
General	1,030,644	1,399,846	1,030,328
Mission/WELS	164,993	217,511	165,835
Wisconsin Lutheran High School	51,131	74,126	52,981
Charities	2,727	4,643	3,316
Plate	36,396	65,000	61,119
Tuition	1,069,113	1,218,929	1,003,324
Misc. Receipts	59,012	65,200	23,225
Total Receipts	<u>2,414,015</u>	<u>3,045,255</u>	<u>2,340,128</u>
<u>Expenditures</u>			
Called Workers	1,008,378	1,348,306	920,381
Outreach Ministries	43,664	45,922	32,561
Worship Ministries	32,919	53,450	39,678
Fellowship Ministries	2,156	6,289	2,924
Discipleship Ministries	12,143	15,362	7,132
Ministry Volunteerism Ministries	650	1,000	819
Lutheran Elementary School Ministries	492,636	583,486	414,587
Administration	190,049	236,080	177,198
Properties & Grounds	168,325	195,786	170,479
Utilities & Insurance	128,646	187,500	141,570
Wis Ev Luth Synod	208,591	236,991	208,344
Wis Luth High School	115,959	135,083	114,376
Charities	0	0	2,625
Capital Improvements/Maintenance	0	0	0
Operating Debt Reduction	0	0	0
Total ministry expenditures	<u>2,404,116</u>	<u>3,045,255</u>	<u>2,232,674</u>
Receipts Less Expenditures	<u>9,900</u>	<u>0</u>	<u>107,453</u>

Fund Balances Report

<u>Cash Assets</u>	<u>6/30/2016</u>	<u>7/1/2016</u>	<u>3/31/2017</u>
Checking Accounts	\$ 206,008	\$ 206,008	\$ 223,803
Savings (Mortgage Fund Reserves)	157,513	157,513	159,167
Other	1,300	1,300	(361)
Total	<u>364,820</u>	<u>364,820</u>	<u>382,609</u>
<u>Dedicated Funds</u>			
Lutheran Elementary School PreK - Gr. 8	22,772	22,772	33,664
Designated Funds	220,299	220,299	189,310
Gifts/Memorials/Thank-offerings	23,587	23,587	29,350
Holding Accounts	31,748	31,748	57,952
Organizations	13,105	13,105	5,533
subtotal Dedicated Funds	<u>311,511</u>	<u>311,511</u>	<u>315,810</u>
<u>Other Fund Balances</u>			
Mortgage Fund	162,410	162,410	166,000
Internal Loans (prior year deficits)	(145,892)	(145,892)	(109,100)
Current Year Receipts less Expenditures	36,791	36,791	9,900
Total	<u>\$ 364,820</u>	<u>\$ 364,820</u>	<u>\$ 382,609</u>

Schedule of Liabilities (All Funds)

<u>Liabilities</u>	<u>6/30/2016</u>	<u>7/1/2016</u>	<u>3/31/2017</u>
Internal Loans (prior year deficits)	145,892	145,892	109,100
Waukesha State Bank - Building & Parking Lot Loans	<u>2,130,439</u>	<u>2,130,439</u>	<u>1,978,057</u>
Total Liabilities	<u>\$ 2,276,331</u>	<u>\$ 2,276,331</u>	<u>\$ 2,087,157</u>

Cash Assets

In a ministry as large as St. Paul's, the \$223,803 in checking is about the minimum needed to make sure we can pay our salaries and bills during the summer months when receipts typically decline for a congregation.

Our cash reserves include \$166,000 in our Mortgage Fund, of which \$159,167 is in a savings account at our WELS Church Extension Fund. This amounts to just over nine months of payments to ensure that we can always make our mortgage payments.

Liabilities

In six out of the ten years, 2000-2009, our expenses exceeded our receipts. As a result, on July 1, 2009, our internal loans from dedicated funds totaled \$268,007. Through careful stewardship of our resources and generous gifts to the Debt Fund, we have reduced our internal debt to \$109,100.

The mortgage on our \$3.5 million expansion has been reduced to \$1,978,057. Every pre-payment of \$11,000 shortens the loan by a month and saves \$5,000 in interest. Thank you for your gifts to the Mortgage Fund.

Gift Trust Fund and Legacy Funds

	1/1/1999 -				
	<u>12/31/13</u>	<u>12/31/14</u>	<u>12/31/15</u>	<u>12/31/16</u>	<u>03/31/17</u>
Carryover balance from the prior year	\$ 50,346	\$ 82,478	\$ 110,361	\$ 73,201	\$ 63,774
Gifts	576,219	24,014	13,889	8,839	-
Gift Trust Fund Approved Requests Disbursed	(666,235)	-	(50,422)	(21,961)	-
Earnings/Losses (netted to fund expenses)	<u>122,148</u>	<u>3,869</u>	<u>(627)</u>	<u>3,695</u>	<u>1,355</u>
Ending Balance	<u><u>82,478</u></u>	<u><u>110,361</u></u>	<u><u>73,201</u></u>	<u><u>63,774</u></u>	<u><u>65,128</u></u>

Gift Trust Fund - Comparative Balance Sheet

	<u>12/31/14</u>		<u>12/31/15</u>		<u>12/31/16</u>		<u>03/31/17</u>		
		% of		% of		% of		% of	Security
	\$	Portfolio	\$	Portfolio	\$	Portfolio	\$	Portfolio	Type
WELS - Equity Fund (D)	\$ 24,115	21.9%	\$ 23,560	32.2%	\$ 16,277	25.5%	\$ 17,051	26.2%	Equity Securities
	24,115	21.9%	23,560	32.2%	16,277	25.5%	17,051	26.2%	subtotal
WELS Church Extension Fund (B)	9,900	9.0%	10,201	13.9%	10,511	16.5%	10,591	16.3%	Fixed Income
WELS - Income Fund (C)	32,429	29.4%	31,982	43.7%	17,611	27.6%	18,103	27.8%	Fixed Income
	42,330	38.4%	42,182	57.6%	28,122	44.1%	28,694	44.1%	subtotal
WELS Church Extension Fund (A)	43,916	39.8%	7,459	10.2%	19,374	30.4%	19,384	29.8%	Money Market
	43,916	39.8%	7,459	10.2%	19,374	30.4%	19,384	29.8%	subtotal
	<u>\$ 110,361</u>	<u>100.0%</u>	<u>\$ 73,201</u>	<u>100.0%</u>	<u>\$ 63,774</u>	<u>100.0%</u>	<u>\$ 65,128</u>	<u>100.0%</u>	Grand Total

Legacy Fund - Balance Sheet

	<u>12/31/15</u>	<u>12/31/16</u>	<u>3/31/17</u>
Carryover balance from the prior year	\$ 43,749	\$ 56,051	\$ 59,154
Gifts	\$ 13,587	\$ 473	\$ -
Gift Trust Fund Approved Requests Disbursed	\$ -	\$ (2,750)	\$ -
Earnings/Losses (netted to fund expenses)	<u>\$ (1,285)</u>	<u>\$ 5,380</u>	<u>\$ 2,608</u>
Ending Balance	<u><u>\$ 56,051</u></u>	<u><u>\$ 59,154</u></u>	<u><u>\$ 61,762</u></u>

	<u>12/31/15</u>	<u>12/31/16</u>	<u>12/31/16</u>			
			% of	% of		
			Portfolio	Portfolio		
WELS - Equity Fund C <i>Rolled into Balanced Fund (B)</i>	\$ 30,160	\$ -	0.0%	\$ -	0.0%	Fixed Income
WELS - Balanced Fund (B)	\$ 19,292	\$ 54,825	92.7%	\$ 57,432	93.0%	Balanced
WELS Church Extension Fund (A)	\$ 6,598	\$ 4,329	7.3%	\$ 4,331	7.0%	Money Market
	<u>\$ 56,051</u>	<u>\$ 59,154</u>	<u>100.0%</u>	<u>\$ 61,762</u>	<u>100.0%</u>	Grand Total

A. Undesignated Fund	\$ 29,028	47%	\$ 1,451
B. Outreach Fund	\$ 22,234	36%	\$ 1,112
C. Christian Education Fund	\$ 10,500	17%	\$ 525
D. Capital Projects Fund			
	<u>\$ 61,762</u>	<u>100%</u>	<u>\$ 3,088</u>

Resolutions

Resolutions for the May 18, 2017, Annual Voters' Meeting

Resolution 1

Re: Change Bylaws Requirement of Reporting of Membership Changes

Whereas

1. St. Paul's Bylaws require membership changes to be reported at the annual meeting of the Voters' Assembly (Article I, Section 1; Article 2, Section 1); and whereas,
2. St. Paul's has grown past the size where members know all other members; and whereas,
3. The listing of membership changes is cumbersome and time-consuming with no evident benefit to those whose membership changes are reflected; and whereas,
4. The Ministry Board has the responsibility each month to consider the list of membership changes and ask questions about those membership changes if necessary; and whereas,
5. The list of members of the congregation is available upon request from the church office; and whereas,
6. The synod's statistical report requires a report of membership change statistics (for example, total received by profession of faith, total received by baptism, total removed, etc.) based upon a calendar year; and whereas,
7. These membership change statistics for the calendar year could be more easily reported in the January/February communications to the congregation; and whereas,
8. This practice would provide more privacy for members of the congregation; and whereas,
9. The St. Paul's Ministry Board approves this recommendation;

Therefore be it resolved:

- A. The last sentence of St. Paul's Bylaws, Article I, Section 1, be revised from "Membership changes shall be reported at the annual meeting of the Voters' Assembly," to "Membership change statistics for the previous calendar year shall be reported in the January/February communications to the congregation;" and be it further resolved that
- B. The last sentence of St. Paul's Bylaws, Article II, Section 1, be revised from "Such actions shall be reported at the annual Voters' meeting," to "Membership change statistics for the previous calendar year shall be reported in the January/February communications to the congregation."

Resolution 2

Re: Bylaws Change of Date of Annual Voters' Meeting

Whereas:

1. St. Paul's Bylaws Article IV, Section 1 states "The voters of the congregation shall normally meet annually in June to approve the congregation's ministry plan and conduct elections and other business;" and whereas,
2. Our current practice is to have this meeting in May; and whereas,
3. The St. Paul's Ministry Board approves this recommendation;

Therefore be it resolved:

- A. St. Paul's Bylaws Article IV, Section 1 be revised to: "The voters of the congregation shall normally meet annually in May to approve the congregation's ministry plan and conduct elections and other business."

Resolution 3

Re: Bylaws Change of Church Administrator replacing Business Administrator in Structure

Whereas:

1. The Ministry Board has approved the recommendation to replace the position of “business administrator” with a position of “church administrator” who will report to the ministerial team leader and to whom the other pastors and staff ministers will report;

Therefore be it resolved:

- A. The following changes to St. Paul’s Bylaws be approved: (*Changes in italics*)

Article V, Section 1

The Ministry Board is made up of the president of the congregation, the treasurer, the secretary, and four elected leaders. The ministerial team leader, the *church* administrator, and the school administrator are non-voting ex-officio members.

Article VI, Section 1

“The Ministerial Team shall be made up of the full-time pastors, the school administrator, the *church* administrator, and full-time male staff ministers, and is chaired by the ministerial team leader. Because of its authoritative function, all members of the Ministerial Team must be male.”

Article IX, Section 8

The president of the congregation and the ministerial team leader shall be ex-officio members of all ministry action teams. On the Ministry Board, the ministerial team leader, the *church* administrator, and the school administrator are non-voting, ex-officio members.

Relationships

1. The voters are accountable to God and their fellow members.
2. The Ministry Board is accountable to the voters.
3. The ministerial team leader is accountable to the Ministry Board.
4. *The ministerial team leader serves as the chair of the Ministerial Team consisting of the church administrator, the school administrator, pastors and full-time male staff ministers.*
5. *The school administrator and church administrator are accountable to the ministerial team leader.*
6. *The pastors and staff ministers of the Ministerial Team are accountable to the church administrator.*

Resolution 4

Re: Part-time Volunteer Coordinator – Gift Trust Fund Grant of \$11,000

Whereas:

1. The Ministerial Team has asked Dr. Nelson to shift his duties to focus on Youth Ministry, especially to those students who do not attend a Christian school; and whereas,
2. This shift is only possible with the hiring of a volunteer coordinator who will assume the volunteer coordinator duties from Dr. Nelson; and whereas,
3. The volunteer coordinator will work to assimilate individuals into the congregation through volunteer opportunities; and whereas,
4. The volunteer coordinator will be a resource for ministry leaders to utilize the strengths and abilities of St. Paul’s members to enhance and expand our gospel ministry; and whereas,
5. The Ministerial Team and the Ministry Board recommend a disbursement of \$11,000 from the St. Paul’s Gift Trust Fund to fund this part-time position for its first year;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$11,000 from the St. Paul's Gift Trust Fund for the part-time position of volunteer coordinator for 2017-2018.

Resolution 5

Re: Youth Ministry Assistant – Gift Trust Fund Grant Request of \$2,600

Whereas:

1. The Ministerial Team has asked Dr. Nelson to shift his duties to focus on Youth Ministry, especially to those students who do not attend a Christian school; and whereas,
2. Our ministry to youth would also benefit from the continued service of Mr. Phil Loescher as a part time youth ministry assistant while he completes his seminary education during the 2017-2018 school year; and whereas,
3. The Ministerial Team and the Ministry Board recommend a disbursement of \$2600 from the Gift Trust Fund to fund this part-time position for one year;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$2,600 from the St. Paul's Gift Trust Fund for the position of youth ministry assistant for 2017-2018.

Resolution 6

Re: Awake and Alive – Gift Trust Fund Grant Request of \$3,000

Whereas:

1. Awake and Alive is a ministry to the 18-25 year old generation, focusing on three summer gatherings and one winter gathering on St. Paul's campus; and whereas,
2. Awake and Alive has received funding from the Antioch Foundation for the past several years, but this year's Antioch Foundation grant is for a national Awake and Alive event in January 2018; and whereas,
3. Awake and Alive is as an important tool to bring the 18-25 year-old generation closer to Christ, serving not only our own members, but also other WELS members and their friends; and whereas,
4. The Ministerial Team and the Ministry Board recommend a disbursement of \$3,000 from the St. Paul's Gift Trust Fund to fund half of the anticipated cost of Awake and Alive for 2017; and whereas,
5. The Awake and Alive leadership is willing to seek special gifts from its volunteers and others for the remainder of the cost of the program;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$3,000 from the St. Paul's Gift Trust Fund for the Awake and Alive program for 2017.

Resolution 7

Re: MLC Congregational Partner Grant Program – Gift Trust Fund Grant of \$1,000

Whereas:

1. St. Paul's desires to encourage its members for full-time ministry; and whereas,
2. The Congregational Partner Grant Program at Martin Luther College provides a way to help first-and-second-year students who are studying for full-time ministry by offering to match grants from students' home congregations up to \$1,000 for each student who is eligible; and whereas,
3. St. Paul's will have one student attending Martin Luther College who would be eligible for this matching grant; and whereas,

4. The Ministerial Team and the Ministry Board recommend a disbursement of \$1000 from the St. Paul's Gift Trust Fund to Martin Luther College as our participation in the Congregational Partner Grant Program for the 2017/18 school year.

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$1,000 from the St. Paul's Gift Trust Fund for the Congregational Partner Grant Program at Martin Luther College.

Resolution 8

Re: Text to Give – Legacy Fund (undesignated) Grant of \$1,300

Whereas:

1. One of St. Paul's core values is to promote generous, meaningful living; and whereas,
2. Text-to-give is one way to make giving easier; and whereas,
3. Younger givers, whom we especially want to help get started in giving, tend to prefer to use mobile devices for paying bills and giving; and whereas,
4. Text-to-give will allow us to respond to special opportunities and needs quickly; and whereas,
5. The Ministerial Team and the Ministry Board recommend a disbursement of \$1,300 from the undesignated sub-fund of the Legacy Fund to be used for costs associated with text-to-give in 2017-2018;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$1,300 from the undesignated sub-fund of St. Paul's Legacy Fund for costs associated with text-to-give.

Resolution 9

Re: Ministry Expenses for Resident Missionary – Legacy Fund (outreach sub fund) Grant of \$1,000

Whereas:

1. One of St. Paul's core values is to value mission outreach; and whereas,
2. A grant from the Antioch Foundation and other generous special gifts will allow us to call a resident missionary; and whereas,
3. There will be unknown costs associated with the start of this new ministry effort; and whereas,
4. The Ministerial Team and the Ministry Board recommend a disbursement of \$1,000 from the Outreach Sub-Fund of the Legacy Fund to be used for costs associated with the start of this new position;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$1,000 from the outreach sub-fund of St. Paul's Legacy Fund for costs associated with resident missionary position.

Resolution 10

Re: Teacher Professional Development Fund – Legacy Fund (Education Sub-Fund) Grant Request of \$500

Whereas:

1. St. Paul's Lutheran School desires to provide the best possible Christian education for our children; and whereas,
2. St. Paul's Lutheran School is blessed with teachers who desire to grow in their teaching skills so that they might be a greater blessing to the children; and whereas,
3. The Ministerial Team and the Ministry Board recommend a disbursement of \$500 from the Education Sub-Fund of the Legacy Fund to be used for the Teacher Professional Development Fund;

Therefore be it resolved:

St. Paul's voters' assembly approve the distribution of \$500 from the Education Sub-Fund of St. Paul's Legacy Fund for the Teacher Professional Development Fund.

New Members (April 1, 2016-March 31, 2017)

Last Name	First Name	How Joined Church	Last Name	First Name	How Joined Church
Anton	Paul	Adult Confirmation	Jacks	Emilia	Transfer
Bankenbusch	Brian	Adult Confirmation	Jacks	Melissa	Transfer
Bauman	Elliana	Baptism	Jacks	Parker	Transfer
Betz	Melissa	Transfer	Jacks	Randy	Transfer
Bluhm	Josh	Transfer	Jeske	Lilian	Baptism
Bluhm	Noah	Transfer	Johnson	Merle	Profession of Faith
Bruch	Lucille	Baptism	Johnson	John	Transfer
Bughenhagen	Lauren	Transfer	Keller	Sienna	Baptism
Crisp	Ellie	Adult Confirmation	Knudsen	Charlotte	Baptism
Crisp	Lee Ann	Adult Confirmation	Kreuzer	Colin	Baptism
Crisp	Steve	Adult Confirmation	Kreuzer	Kaden	Transfer
Darling	Eli	Baptism	Kreuzer	Laura	Transfer
Dibb	Maxton	Baptism	Krill	Emily	Transfer
Everts	Adam	Transfer	Krill	Gabriel	Transfer
Everts	Emmett	Transfer	Krill	Mike	Transfer
Everts	Grant	Transfer	Krill	Samuel	Transfer
Everts	Holly	Transfer	Krill	Wolfgang	Transfer
Everts	Jeff	Transfer	Kuske	Janice	Transfer
Fohr	Aaron	Transfer	Lau	Conner	Baptism
Fohr	Isabella	Transfer	Lesperance	Ace	Transfer
Fohr	Ron	Transfer	Lesperance	Drew	Transfer
Garbe	Eli	Baptism	Lesperance	Luke	Transfer
Gavigan	Laura	Adult Confirmation	Lesperance	Matthew	Transfer
Gedemer	Brian	Transfer	Lesperance	Tiffany	Transfer
Gedemer	Danielle	Transfer	Loebig	Gene	Transfer
Gedemer	Katrina	Transfer	Loebig	Karen	Transfer
Gedemer	Liana	Transfer	Loescher	Philip	Transfer
Gedemer	Susan	Transfer	Loescher	Samantha	Transfer
Goelz	Jack	Transfer	Loken-Weber	Tracy	Transfer
Goelz	Jenna	Transfer	Manske	Jacob	Baptism
Goelz	Martin	Transfer	Manske	Joshua	Transfer
Goelz	Sara	Transfer	Manske	Leah	Transfer
Graham	Steven	Adult Confirmation	Manske	Roelyn	Transfer
Gray	Clarlynn	Baptism	Martinez	Harper	Transfer
Guhr	Kash	Baptism	Martinez	Megan	Transfer
Hansen	John	Profession of Faith	Martinez	Teagan	Transfer
Hansen	Sheri	Profession of Faith	Martinez	Travis	Transfer
Hanson	Miriam	Transfer	McSwain	Kevin	Adult Confirmation
Hoerchner	Nick	Adult Confirmation	Melso	Tyler	Transfer
Hopkins	Brian	Adult Confirmation	Miller	Kristen	Transfer
Jacks	Brayden	Transfer	Mischke	Darik	Transfer

New Members (April 1, 2016-March 31, 2017)

Last Name	First Name	How Joined Church	Last Name	First Name	How Joined Church
Mischke	Gabriel	Transfer	Vanderhyde	Aaron	Transfer
Mischke	Leah	Transfer	Verburgt	Ramona	Adult Confirmation
Olson	Aaron	Transfer	Wachter	Alyce	Parent's Membership
Olson	Atticus	Transfer	Wachter	Evelyn	Adult Confirmation
Olson	Stephanie	Transfer	Wachter	Lois	Baptism
Panitzke	Samuel	Baptism	Weaver	Jocee	Adult Confirmation
Panitzke	Silas	Baptism	Weber	Jackie	Adult Confirmation
Papa	Adelyn	Baptism	Weber	Mario	Transfer
Rogers	Katlyn	Transfer	Weber	Naiyelli	Transfer
Rynders	Lucy Mae	Baptism	Weber	Samiyrah	Transfer
Santos	Liliana	Transfer	Weber	Thomas	Transfer
Santos	Schuyler	Transfer	Werner	Katie	Adult Confirmation
Schell	Raegen	Baptism	Wetzel	Geraldine	Transfer
Schneider	Kristina	Adult Confirmation	Wetzel	Phil	Transfer
Schoeneck	Sarah	Transfer	Wirtala	James	Baptism
Schoeneck	Sharon	Transfer	Wulfekuhle	Payson	Baptism
Schoof	Jonah	Baptism	Yoerin	Gavin	Baptism
Schwegel	Audrey	Baptism	Yoerin	Maggie	Transfer
Scott	Rachel	Profession of Faith	Yoerin	Mason	Transfer
Seitz	Sieglinde	Adult Confirmation	Zahn	Carter	Transfer
Seitz	Simone	Transfer	Zahn	Cathleen	Transfer
Sibley	Tony	Adult Confirmation	Zahn	Conrad	Transfer
Somers	Stephanie	Baptism	Zahn	Hudson	Transfer
Unnasch	Sam	Transfer	Zahn	Jeremy	Transfer
Van Bortel	Breleigh	Baptism			

Member Losses (April 1, 2016 – March 31, 2017)

Last Name	First Name	How Joined Church	Last Name	First Name	Reason Left Church
Anderson	Desiree	Transfer	Beilfuss	Jared	Released
Anderson	Karen	Transfer	Beilfuss	Ryan	Released
Anderson	Dale	Transfer	Boldt	James	Deceased
Andrews	Benjamin	Transfer	Bremer	Aaron	Transfer
Andrews	Nathan	Transfer	Brunow	Madison	Transfer
Andrews	Lori	Transfer	Brunow	David	Transfer
Andrews	Samuel	Transfer	Brunow	Monika	Transfer
Andrews	Janelle	Transfer	Brunow	Isabella	Transfer
Balestrieri	James	Released	Collins	Sophia	Released
Balestrieri	Emma	Released	Collins	Lisamarie	Released
Balestrieri	Joshua	Released	Coraggio	Lois	Deceased
Balestrieri	Kimberly	Released	Derouin	Ben	Transfer
Becker	Dmitry	Released	Derouin	Calla Jo	Transfer

Member Losses (April 1, 2016-March 31, 2017)

Last Name	First Name	Reason Left Church	Last Name	First Name	Reason Left Church
Derouin	Jovi	Transfer	Lake	Theodore	Transfer
Derouin	Lisa	Transfer	Lesser	John	Deceased
Doletzky	Deb	Transfer	Lindemann	Glenda	Deceased
Duve	Arlene	Transfer	Lloyd	Melissa	Transfer
Erickson	Andrew	Released	Malinowski	Joseph	Deceased
Erickson	Aidan	Released	Medinger	Ana	Transfer
Erickson	Alexis	Released	Medinger	Brandon	Transfer
Gebreyesus	Ashley	Transfer	Metzger	Adalia	Transfer
Gebreyesus	Eleni	Transfer	Metzger	Luke	Transfer
Gionfriddo	Margaret	Deceased	Metzger	Jesse	Transfer
Gray	Taylor	Transfer	Metzger	Virginia	Transfer
Gray	Rebecca	Transfer	Meyer	Georgette	Deceased
Groth	Lisa	Released	Naumann	Martin	Transfer
Hallmann	Tyler	Transfer	Novak	Carol	Deceased
Hallmann	Erica	Transfer	Retberg	Amanda	Released
Hallmann	Michael	Transfer	Rieth	Bari	Transfer
Hallmann	Sherri	Transfer	Rieth	Gary	Transfer
Hallmann	Emma	Transfer	Rieth	Garrett	Transfer
Hanke	Donald	Deceased	Ruehle	Florence	Deceased
Herbert	Nolan	Transfer	Schmerbauch	Marie	Transfer
Herbert	Addison	Transfer	Schmidt	Tony	Transfer
Herbert	Stefanie	Transfer	Schmidt	Jennifer	Transfer
Herbert	Matthew	Transfer	Schoenfeld	Irving	Transfer
Hereau	Wallace	Deceased	Scholfield	Tracy	Released
Horn	Dorothy	Deceased	Scholfield	David	Released
Ingraham	Tara	Removed	Scholfield	Ryan	Released
Jaeger	Kate	Transfer	Schroeder	Shirley	Deceased
Jagielski	Cheryl	Removed	Schulz	Selma	Deceased
Jagielski	Kenneth	Removed	Shannon	Alexis	Transfer
Jagielski	Jon	Removed	Siegel	Jonathan	Transfer
Kent	Samantha	Transfer	Sliwinski	Jean	Transfer
Kienetz	Mindi	Removed	Smale	Kaaren	Deceased
Klappa	Jennifer	Deceased	Squire	Delores	Deceased
Krieger	Samantha	Transfer	Stichmann	Harlow	Deceased
Krueger	James	Removed	Storm	Elma	Deceased
Kupkovits	Jonah	Removed	Storm	Donald	Deceased
Kupkovits	Jamie	Removed	Stys	Elizabeth	Released
Kupkovits	Helena	Removed	Swendrowski	Susan	Transfer
Kurth	Ruth	Deceased	Vitale	Cindy	Removed
Lake	Carrie	Transfer	Wardin	Wayne	Deceased
Lake	Jordan	Deceased	Wilson	Charles	Transfer
Wilson	Shane	Transfer	Younk	Judy	Deceased

Meeting Minutes

ST. PAUL'S EV. LUTHERAN CHURCH OF MUSKEGO, WISCONSIN -ANNUAL VOTERS' MEETING

May 19, 2016 – 7:00 p.m. Grace Room

A. Call to order and announcements (President Neal Wallner)

The *Messenger* / voter packet contained financial background and detail on the Ministry Plan.

One Open Forum had been held to present the Ministry Plan. Also provided were ministry reports, information on the Ministry Board elections and other ministry activities.

B. Opening Devotion (Pastor Kuehl)

Together with Evening Devotion, we looked at John 14: 1-3...Jesus Comforts His Disciples, and us.

"Do not let your hearts be troubled. You believe in God; believe also in me. I will come back and take you to be with me that you also may be where I am."

C. Approval of Minutes (Secretary Bill Schauwitzer)

Motion and second to approve the minutes from the May 13, 2015 Annual Voters Meeting and the Gaulke Drive Property special voters meeting on September 9, 2015. Motion carried.

D. Affirmation of Membership (Pastor Kuehl)

An explanation was given regarding the categorizations, process and breakdown of the numbers.

Total New Members (04/01/15 – 03/31/16) – 160;

Total Member Losses (04/01/15 – 03/31/16) – 92;

Total membership: 2688, which is an increase of 68 from a year ago.

Motion and second to accept the Membership Report as presented. Motion carried.

E. Election of Ministry Board Members (Pastor Kuehl for the Nominating Committee)

The election is for four of the seven elected positions on the Ministry Board. A brief biography was provided on the eight nominees.

President: Michael Meyer and Neal Wallner (i)

Treasurer: Randy Fink and Brian Ralston

At-Large: Michael Grimes, Steve Meyer, Brian Tonn and David Weise (i)

A paper ballot vote was taken. The results (two year term of office):

President – Neal Wallner

Treasurer – Randy Fink

At-large – Steve Meyer

At-large – Michael Grimes

We thank all nominees for their willingness to serve the Lord and the congregation. We also thank David Mueller, Scott Beyer and David Weise for their many years of dedicated service to St. Paul's. The Nomination Committee was dismissed, with thanks, by the Ministry Board. It was comprised this year of the following individuals: Pastor Kuehl (chairman), Mike Grimes, Bryan Guhr, Luke Hudock, Dennis Miller, and Brian Ralston.

F. New Business

The Ministry Board recommends approval of five Resolutions. All are Gift Trust Fund and Legacy Fund requests. The full Resolutions were included in the *Messenger*/ Voter packet. Little clarification was needed. Only the concluding statement is included in the following motions.

1) Resolution 1 – Extended Learning Coordinator Gift Trust Fund Grant

Motion and second to approve the resolution for the Extended Learning Coordinator Gift Trust Fund Grant, which resolves that: St. Paul's Voters' Assembly approves the distribution of \$15,000 from the St. Paul's Gift Trust Fund for the position of Extended Learning Coordinator for 2016-2017. Motion carried.

2) Resolution 2 – Youth Ministry Assistant Gift Trust Fund Grant

Motion and second to approve the resolution for the Youth Ministry Assistant Gift Trust Fund Grant, which resolves that: St. Paul's Voters' Assembly approves the distribution of \$6,961 from the St. Paul's Gift Trust Fund for the position of Youth Ministry Assistant for 2016-2017. Motion carried.

3) Resolution 3 – Social Media Legacy Fund Grant

Motion and second to approve the resolution for the Social Media Legacy Fund Grant, which resolves that: St. Paul's Voters' Assembly approves the distribution of \$1,000 from the St. Paul's Legacy Fund Outreach Sub-fund for the Social Media for Outreach. Motion carried.

4) Resolution 4 – Garden Homes Youth Rally Assistance Legacy Fund Grant

Motion and second to approve the resolution for the Garden Homes Youth Rally Assistance Legacy Fund Grant, which resolves that: St. Paul's Voters' Assembly approves the distribution of \$1,300 from the St. Paul's Legacy Fund Undesignated Sub-fund to support Garden Homes Youth Rally Participation. Motion carried.

5) **Resolution 5 – Professional Teacher Development Legacy Fund Grant**

Motion and second to approve the resolution for the Professional Teacher Development Legacy Fund Grant, which resolves that: St. Paul’s Voters’ Assembly approves the distribution of \$450 from the St. Paul’s Legacy Fund Education Sub-fund for the Teacher Professional Development Fund. Motion carried.

G. Financial Reports (Treasurer David Mueller)

Dave highlighted some of the numbers from the first 9 months of the fiscal year financial reports contained in the *Messenger*. We are in a favorable position at this point in the Ministry Plan.

Offerings are up 7.4% compared to last year at this time; contributing to General Operating Fund Receipts being up 6.2% Receipts less Expenditures are \$32,753 favorable at this time. Our internal debt has now come down to \$182,400 Malawi Mission Partners offerings are at \$23,157. The Gift Trust Fund balance is \$79,600 and the Legacy Fund balance is \$58,900. We were able to prepay \$30,000 in principal on our Mortgage Fund so the loan balance is at about \$2.19 million. The mortgage is projected to be paid off in just less than 13 years, but attempts will be made to accelerate that.

H. Approval of the Congregation’s Ministry Plan (Treasurer David Mueller)

The Ministry Plan overview was in the *Messenger* and presented at the Open Forum. A conservative offerings forecast was used in the planning. In the short discussion of the Plan, Dave provided clarification to specific questions. The Plan is a balanced budget in the amount of \$3,017,255.

Motion and second to approve the \$3,017,255 Financial Ministry Plan for 07/01/16 – 06/30/17 as presented. Motion carried.

I. Adjournment with Prayer (Pastor Kuehl)

Meeting was adjourned at 7:50 p.m.; and closed with a prayer.

Respectfully submitted, Bill Schauwitzer, Secretary

ST. PAUL’S EV. LUTHERAN CHURCH OF MUSKEGO, WISCONSIN - VOTERS’ MEETING

December 11, 2016 – Noon, in the Grace Room

Call to order and announcements (President Neal Wallner)

The one purpose of this meeting is to act the Resolution regarding St. Paul’s participation in Milwaukee and Wisconsin Parental School Choice.

Opening Prayer (Pastor Panitzke)

Background and Resolution

Open Forums have been held, along with information provided. To an assembly of about 45 people, Pastor Panitzke presented each Whereas statement of the Resolution with additional clarity and support. Following a motion and second of the Resolution, the floor was open for questions.

Motion and second to approve the following Resolution regarding St. Paul’s participation in Milwaukee and Wisconsin Parental School Choice.

Whereas:

1. St. Paul’s Lutheran’s mission statement is: “By every possible means we bring every person within our area of influence closer to Christ;” and whereas,
2. The state has expanded the parental school choice program so that suburban schools like St. Paul’s Lutheran School can participate; and whereas,
3. St. Paul’s Ministerial Team, St. Paul’s Teaching Team, St. Paul’s School Ministry Action Team and St. Paul’s Ministry Board agree that the Milwaukee and Wisconsin Parental School Choice programs provide another means for St. Paul’s to fulfill its mission; and whereas,
4. St. Paul’s staff have developed plans to insure a slow entry into the program and plans to provide an orderly exit from the program if it becomes necessary; and whereas,
5. St. Paul’s participation in the program will be reviewed annually by the school leadership; and whereas,
6. St. Paul’s can end participation in the program if it hinders our school from carrying out its mission because of state interference or any other reason; and whereas,
7. St. Paul’s Ministry Board recommends approval of our participation in the Milwaukee and Wisconsin Parental School Choice programs;

Therefore be it resolved:

- A. St. Paul’s Voters Assembly approve St. Paul’s Lutheran School’s participation in both the Milwaukee and Wisconsin Parental School Choice programs.

Motion carried.

Adjournment with Prayer at 12:15 pm.

Respectfully submitted, Bill Schauwitzer, Secretary

Voters' Meeting Agenda

Thursday, May 18, at 7:00 pm in the Grace Room

- A. Call to order and announcements (President Neal Wallner)
- B. Opening devotion (Pastor Bonack)
- C. Approval of minutes of May 19, 2016, annual meeting and December 11, 2016, special voters' meeting (Secretary Bill Schauwitzer) (*pages 26-27*)
- D. Affirmation of the membership reports (Pastor Kuehl) (*pages 22-24*)
- E. Elections of Ministry Board members (Pastor Kuehl for Nominating Committee) (*page 12*)
- F. New business (President Wallner) (*pages 19-22*)
 - 1. Approval of Resolution 1 – Bylaws Change of Requirement of Reporting Membership Changes
 - 2. Approval of Resolution 2 – Bylaws Change of Date of Annual Voters Meeting
 - 3. Approval of Resolution 3 – Bylaws Change of Church Administrator replacing Business Administrator in Structure
 - 4. Approval of Resolution 4 – Part-time Volunteer Coordinator – Gift Trust Fund Grant of \$11,000
 - 5. Approval of Resolution 5 – Youth Ministry Assistant – Gift Trust Fund Grant of \$2,600
 - 6. Approval of Resolution 6 – Awake and Alive – Gift Trust Fund Grant of \$3,000
 - 7. Approval of Resolution 7 – MLC Congregational Partner Grant Program – Gift Trust Fund Grant of \$1,000
 - 8. Approval of Resolution 8 – Text to Give – Legacy Fund (Undesignated) Grant of \$1,300
 - 9. Approval of Resolution 9 – Ministry Expenses for Resident Missionary – Legacy Fund (Outreach) Grant of \$1,000
 - 10. Approval of Resolution 10 – Teacher Professional Development – Legacy Fund (Education) Grant of \$500
- G. Financial reports (Treasurer Randy Fink) (*pages 13, 16, 17, 18*)
- H. Approval of the congregation's ministry plan (Treasurer Randy Fink) (*pages 14, 15*)
- I. Adjournment with prayer (Pastor Kuehl)

The Ministry Board

President Neal Wallner, Secretary Bill Schauwitzer, Treasurer Randy Fink,
Mike Grimes, Jeff Lunow, Steve Meyer, Mark Schommer

Ex Officio:

Ministerial Team Leader Pastor Peter Panitzke,
School Administrator Seth Fitzsimmons,
Business Administrator Daniel Lippert