

## St. Paul's Core Values Shape Ministry Plans

At the center of our core values at St. Paul's is our mission statement: *By every possible means we bring every person within our area of influence closer to Christ.* Flowing out of this commitment are the core values that shape our ministry:

1. Mission Outreach
2. Diversity in Worship Languages
3. Providing Authentic Care
4. The Power of Community
5. The Importance of Family
6. Generous, Meaningful Living
7. Ministry Excellence

These core values are reflected in following three significant future ministry initiatives:

### Counseling Center: Page 2

Read about our initial steps to develop a Christian counseling center on our campus that will reflect the core values of **authentic care** and **mission outreach**.

### A Cool Million: Page 3

God has made clear over the last year that St. Paul's is a generous family of believers committed to **generous, meaningful living**. Your generosity over the past year and your commitment to **ministry**



**excellence** has led us to begin a two-year offering effort called "A Cool Million."

### The Family Church: Page 4

Recognizing the **importance of family** and **the power of community**, our small group focus next fall will be the "Family Church."

#### Open Forums

Sun, Apr 29, at 9:15 am, Faith Room  
 Sun, Apr 29, at 10:45 am, Grace Room  
 Sun, Apr 29, at noon, Grace Room  
 Wed, May 2, at 10:15 am, Stoney Creek  
 Thur, May 3, at 7:00 pm, Faith Room  
 Tues, May 8, at 12:30 pm, at OWLS

#### Voters' Meeting

Thur, May 17, at 7:00 pm, Grace Room

# St. Paul's Christian Counseling Center

Over the last several years, the Ministerial Team has discussed having a Christian counseling center on the campus of St. Paul's. As our society becomes less influenced by Christian values, we see families and individuals having a growing need for support in dealing with the dysfunction that sin brings.

In November of 2015, Pastor Bonack was instructed by the team to explore, together with existing Christian counseling groups, the possibility of establishing a satellite counseling site on our campus. He met with two organizations, both of which recognized a need for a Christian counseling center in this part of the Milwaukee metropolitan area. However, neither organization was ready to establish a satellite on our campus.

In the meantime, Pastor Bonack's role as the primary pastoral counselor on our staff was leading him to consider preparing for a counseling ministry by getting a master's degree in Christian counseling.

Last December, we saw that the desire for a counseling center and Pastor Bonack's desire to strengthen his own counseling ministry could be combined into one effort.

## **The Vision**

By the fall of 2021, Pastor Bonack will be a licensed mental health counselor. We envision a Christian counseling center located in our existing facilities. This counseling center will be a licensed facility that provides professional mental health counseling to members of St. Paul's and the community. As a licensed facility, hours of professional counseling will be billed to the individual and/or their insurance. Through our Friends in Need Fund, we will provide counseling free of charge to members who cannot afford it as we currently do through our

Member Assistance Program at Wisconsin Lutheran Child and Family Services.

Pastor Bonack will serve both as a licensed counselor and as a member of our pastoral staff. As a member of the pastoral staff, he will also train lay counselors to assist individuals who desire and need personal spiritual care, but not the care of a licensed counselor.

Through this combined approach, St. Paul's culture of authentic care will grow and become evident to our entire community, providing another way to bring the hope of Christ into the lives of the people around us.

## **The First Step**

Pastor Bonack has been accepted into a two-year on-line program at Capella University in Minneapolis to become a licensed Christian counselor. He will begin course work in August of 2018. During the first year, his pastoral duties will gradually be reduced to about half-time as the pace of courses increases. During the 2019-2020 school year, his pastoral duties will be reduced further as he begins his practicum along with course work. At that time, we will need to add staff to compensate for the time Pastor Bonack is devoting to his course work and practicum.

## **The First Year Decision**

We are just beginning the development of a Christian Counseling Center concept. The only decision we seek from the congregation at this time is to approve a Gift Trust Fund grant to help with the cost of tuition for Pastor Bonack. See Resolution 1 on page 15 .

# A Cool Million

In 2018 we are celebrating:

- the 60<sup>th</sup> **anniversary** of our Youth Center, the initial school building
- the 50<sup>th</sup> **anniversary** of the founding of our Lutheran Elementary School
- the 40<sup>th</sup> **anniversary** of the dedication of our church building
- the 5<sup>th</sup> **anniversary** of The Bridge

## A Generous Response

The generosity of God's people demonstrated in the past has provided us with a strong gospel ministry and a large and beautiful campus.

As we celebrate these anniversaries, we want to once again respond generously to improve these wonderful facilities as well as to provide for further mission outreach around the world.

## Anniversary Projects Already Approved

Initial visits have resulted in gifts and plans-for-giving of nearly half a million dollars. As a result, the following projects have already been approved:

- New lighting for the altar area of the church
- Replacing the aging heating system in our school with a modern heating and cooling system
- Replacing the windows in the Centennial Gym (This will complete the multi-year project of replacing all windows in the 1958 "Youth Center" portion of our school building.)

## Other Anniversary Projects

As funds become available, we are planning the following improvements:

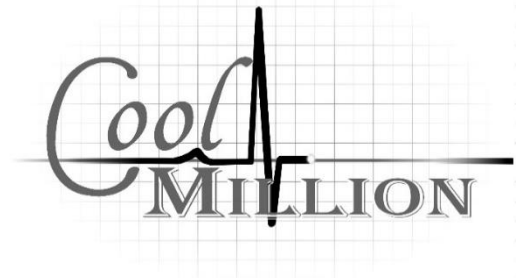
- Repaving the school playground and purchasing additional playground equipment
- Remodeling the Centennial Gym (ceiling, roof, electrical, sound system, stage lighting)
- Replacing the roof on the church building

- Installing permanent equipment (sound, lighting, etc.) for The Bridge

## A Tithe of A Cool Million

Ten percent of all gifts will be given to our mission partners:

- \$30,000 to purchase and renovate a building for worship in Costa Maya, Mexico
- \$10,000 to honor the ministry of Pastor John Holtz in Malawi, Africa
- \$10,000 to help our sister congregation, Garden Homes Lutheran, in the inner-city of Milwaukee
- \$50,000 to help *Friends of China* send Christian teachers of English to China to use friendship evangelism to reach more people for Christ



## Follow Your Heart to Determine Your Part

The logo for A Cool Million depicts a heartbeat on a heart monitor. The generosity of God's people flows from a heart that is beating with a love for the Savior. If you have not already determined your part in this two-year effort to prepare our facilities for future ministry, please do so as soon as possible. Plan-for-giving cards are available in the school office, and at the Welcome Center at both the church and The Bridge. Any offering, no matter the size, is a precious gift from God that gives praise to the Savior and helps St. Paul's accomplish our mission: *By every possible means we bring every person within our area of influence closer to Christ.*

# The Family Church

"Pastor your family." This was the lesson your church and school staff learned at their recent two-day retreat. Mike Westendorf shared a presentation on "The Family Church" that he first gave at the *Men of His Word* conference in February. Mike wrote:

*I believe:*

- *The Family Church is the foundation of the local church.*
- *Sustainable congregational ministries derive their strength from the health of the Family Church.*
- *The Family Church is the smallest functioning example of the "Body of Christ."*
- *A child's first and deepest experience with "the church" is in the family.*
- *A child's first "pastor" is their father/mother.*

*With the help of the Holy Spirit and God's Word, I hope to help men and women see the gift of family as it relates to God's church and help men and women step into their roles as leaders of their Family Church.*

## Pastor Your Spiritual Family

Every parent has the call to be a pastor or spiritual shepherd of his or her children. But it is not just parents who benefit from the call to "pastor your family." Ours is a God who "sets the lonely in families" (Psalm 68:6). Our God has made us for relationships with others. For some of us, our family may not be a nuclear family, but the extended family of which we are a part. Our family may be a group of friends or co-workers. It is our prayer that every member of St. Paul's could feel that there is a group of Christians in the congregation that are "family" to them. Whatever the "family" of which we are a part, God wants us to use close personal relationships to share the love of God with others.

## A Discussion for All Ages

At our two-day staff retreat, we broke up into four groups to discuss how The Family Church concept would apply to the following:

- Parents with children at home
- Divorced parents with children at home
- Christians who are single or married without children
- Parents with adult children

## Our Fall Focus

As a result of our discussions, we are planning a message series and small group Bible study effort this fall based on "The Family Church." This summer, we will begin seeking small group leaders to build upon our current small group ministry. We are not looking for people who have all the Bible answers. We are simply looking for individuals who love God, who love people, and who are willing to help a group form around the concept: I want to be a better pastor to the family of which I am a part.

## Closing Advice

Mike Westendorf's closing advice can encourage us as we consider our role as pastors of our families:

1. *Practice what you want to see your children doing in 20 years – start now if you haven't already.*
2. *No matter how bad you've messed up: repent, embrace forgiveness, and prioritize your life in God's order.*
3. *Let your influence flow out of your personal relationship with Jesus.*

# Ministerial Team Leader – Pastor Pete Panitzke

As Ministerial Team Leader, I am responsible to the Ministry Board to keep St. Paul's ministry and our staff focused on its mission: *By every possible means we bring every person within our area of influence closer to Christ.* My responsibilities on the Ministerial Team include primary preacher, vision promotion, communication, financial stewardship, and leadership promotion.

## New Staff Roles

We are delighted that Pastor Nathan Strobel has joined our team as our Resident Missionary. Already we are seeing the benefit of this focus on outreach as he anticipates nearly 25 people in the next *Following the Promise* membership Bible studies. A few are members bringing friends or relatives and some are attending for a good biblical review. Most are guests that Pastor Nate has reached out to over the last couple of months, helping them grow closer to Christ.

We have said farewell to Emily Krill who served for nine months as Volunteer Coordinator. We are thankful that she remains a committed volunteer and continues to help us with the weekly GroupWork. Our Church Administrator Randy Fink will devote several hours per week in promoting volunteerism, so we will not be replacing Emily on our staff.

Pastor Bonack's role will gradually change over the next year. He has already begun delegating some of the worship organization tasks to others on the Worship Team. He will, however, continue to use

his creative talents in planning our worship services. In the next few weeks, Pastor Bonack will transition the new member reception visits back to Pastor Kuehl. Coordination of our small group efforts will transition to Pastor Panitzke, with Pastor Bonack providing assistance as he has time.

## Mission Advancement

For the last 36 years of my ministry, outreach was my primary focus, first as a missionary in a new mission congregation, and then for the last 20 years here as the outreach pastor. With the addition of Pastor Strobel to our team, I can now focus more time on helping our congregation grow in the area of Christian giving.

The year 2017 allowed me to grow in the area of mission advancement and has filled me with excitement. Last spring, I worked with a St. Paul's member to publicize the need for \$40,000 to fill the Resident Missionary position. By God's grace, within a week God's people had committed \$45,000! In the summer, we faced a shortfall in anticipated receipts of \$100,000. A member family's generous offer spurred me on to visit several other families so that we had \$50,000 of matching funds committed to eliminating that shortfall. Within a month, that \$50,000 was matched and God placed our ministry back on a firm financial footing.

For this evidence of God's grace in the past year and his blessings on A Cool Million this year, I give thanks and praise to God.

# 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

Member Care seeks to bring every member of St. Paul's closer to Christ through spiritual care provided by staff and volunteers, service and support groups, and fellowship activities. There are five general areas of Member Care ministry and Ministry Action Teams serve in each these areas: Soul Nurture and Retention, Activities and Events, Social and Service Groups, Support Groups, and miscellaneous.

## Support Groups

One support group, the Quilting Fellowship (Annette Navarre, coordinator), has served the congregation for ten years. Its main mission is to provide lap quilts to our homebound. Quilts have also been given to WELS Lutherans for Life, the VA Hospital, and members of our sister congregations in Big Bend, Franklin, and Mukwonago, as well as the Muskego Taxi Benefit and New Beginnings of Milwaukee. The eighteen active members have crafted 375 quilts to date, each with the label: *Jesus Loves Me, This I Know*. The ladies also participate in the congregation's small group Bible studies and begin with prayer and Bible study. Joy abounds as sewing machines hum!

## Soul Nurture and Retention

Church Administrator Fink and I have met regularly since last fall to discuss ways to approach the daunting task of member retention and reclamation. We have chosen a dual approach to this ministry: connection coaches and retention and

reclamation. With both of these approaches it is our goal to assist every member of St. Paul's to establish at least one meaningful relationship with another member of the congregation. The purpose of this connection is to provide spiritual, emotional, and physical support, encouragement, and accountability through open and honest conversation, prayer, focus on biblical truth, and serving together. These connections are vital for the spiritual health and growth of every Christian. Christians easily drift from the church when they lack a connection with others in the congregation. In mid-January the Elders Team gave their approval to the direction this ministry is taking. There's much work yet to be done, so please keep this endeavor in your prayers.

## New Member Visits

As part of our shift in duties, I will be doing the new member reception visits. In these visits I will be seeking to get to know each new member better and help her or him connect in a meaningful way in the congregation through volunteering or small groups.

## Membership Statistics 2017

	<u>Members</u>	<u>Communicants</u>
01-01-17 total	2750	2032
Adult confirmations	17	17
Children baptisms/confirmations	32	35
Children via parent's membership	12	
WELS/ELS transfers in	82	61
New by profession of faith	8	8
Deaths	-19	-19
WELS/ELS transfers out	-65	-46
Released to other Christian church	-17	-12
Removed from membership	-8	-6
12-31-17 Totals	2792	2070

# Worship / Counseling – Pastor Jeffrey Bonack

I oversee the planning, scheduling of musicians and weekly preparation of all worship services within the congregation. Our goal is to ensure that, within all three of our congregational worship languages, our worship remains doctrinally sound and spiritually helpful. In addition to overseeing congregational worship, I have the privilege of serving as the point man for much of the pastoral counseling in the congregation.

## **“Worship Is What Drew Us to St. Paul’s”**

For the last year, I have been meeting with new members to our St. Paul’s family. I like to ask what it was that drew them to St. Paul’s. Nine times out of ten “worship” will be a part of the answer: the variety of worship languages, the sermon series, the preaching, the opportunities to use individual musical gifts, or just the friendliness of God’s people. We sincerely thank God’s people at St. Paul’s for affording us the freedom to try different styles and approaches to worship. We thank God for the opportunities he is giving us through our worship to expand and grow his kingdom!

## **Counting Our Blessings**

Our new grand piano has added to the diversity and beauty of our worship for the past year. Thank you for the generous donors who made the purchase of this instrument possible. More recently new lighting of the altar area was installed to replace the fixtures that had become a fire hazard. This new installation was made possible by the initial gifts to “A Cool Million”. We are thankful for God’s blessings on this effort.

## **Musicians Who Love to Praise God**

Worship is a team effort. God continues to bring new musicians to our congregation with a passion to give God’s people a song to sing. These musicians, along with the countless other volunteers who serve every weekend, dedicate hundreds of hours to practicing and preparation. They are living examples of our core value of ministry excellence to glorify God and draw others to join us in Jesus’ mission.

## **Moving Forward**

To continue to improve quality and variety in our traditional services, we will be growing our traditional worship planning team. This team will incorporate a variety of music styles and instrumentation, always seeking to utilize the best worship music we can find. In addition, we continue to assess our Contemporary and Bridge services to provide the best worship atmosphere possible. To that end we appreciate the comments and suggestions that are shared through the Connection Cards.

## **A New Ministry Opportunity**

I am looking forward to the online courses to obtain a master’s in counseling from Capella University in Minneapolis. I will begin with one course in August 2018, and increase to two courses in October. I will then begin to take three courses every quarter beginning January 2019. My goal is to complete the course work by the summer of 2020. After about a year of internships, I hope to be a licensed counselor. What a blessing it will be to strengthen the counseling ministry here at St. Paul’s in this way.

# Youth and Adult Discipleship – Dr. Joel Nelson

St. Paul's is committed to getting people of all ages into God's Word and into a closer walk with Jesus. That is why we support our school system beginning with St. Paul's Child Care Center, our Lutheran School and our affiliation with Wisconsin Lutheran High School. It is also why St. Paul's has asked me to focus entirely on the Christian education of youth and adults. This article focuses on my work with youth.

## Effective Christian Education for Youth

In addition to our school system, St. Paul's seeks to educate and disciple its youth through the Sunday morning youth ministries consisting of Kids Club (3K-6<sup>th</sup> Grade) and Boost (7-8<sup>th</sup> Grade). On Sunday evenings twice a month, we offer TUG (Teens Under God) for grades 9-12. On Wednesday afternoons, Confirmation instruction (Bible history and Catechism) is offered to 6-8<sup>th</sup> grade students who do not attend St. Paul's Lutheran School. We also offer Christmas for Kids and Easter for Kids for children age 3-12. A new venture called Mommy & Me engages youth from birth-age 5, side-by-side with their moms.

If you tally attendance for all of these activities over the course of a year, St. Paul's connects effective Christian education with youth over 4,955 times, not including our school system. That statistic... 4,955 connections... is very exciting. But there is room to grow. I estimate that current efforts, excluding our school system, are reaching only 25-35% of the eligible youth in the congregation. It will be my goal in the coming year to increase those connections to bring more of our youth into a closer relationship with Jesus.

## Effective Christian Education by Youth

One of the most exciting things about the Christian education of youth at St. Paul's is when youth become producers of it rather than consumers. The best example of this is with Kids Club. Currently, 10 of the 29 Kids Club staff are in high school. Sunday after Sunday, these teens show up with great enthusiasm and wonderful attitudes. They love the students they teach, make the sessions enjoyable for the children, and model what it means to serve Jesus and others. These teens are as dedicated, competent, committed, and spiritual as the adults that serve beside them. Their involvement bodes well for them and the future of the church.

George Barna in his book, *Transforming Your Children into Spiritual Champions* wrote, "Research reveals that adult church leaders usually had serious involvement in church life and training when they were young. The statistics gathered among a national sample of pastors, church staff, and lay leaders showed that more than four out of five of those leaders had consistently been involved in the ministry to children for an extended period of years. One implication is that the individuals who will become the church's leaders two decades from now are probably active in church programs today."

How wonderful that youth serving the Lord now at St. Paul's are very likely to become adults who keep serving Christ and the church.



# Outreach – Pastor Nate Strobel

What a joy to serve God's people through St. Paul's! What a joy to assist in outreach through the Bridge on Sunday mornings! It has been amazing to live the "worship languages" that is St. Paul's culture in Jesus Christ. What care for souls that St. Paul's presents the same message of salvation in services wrapped in different musical genres and settings! The Creator gives people different tastes and cultural backgrounds; the Savior inspires St. Paul's to craft ministry accordingly to meet people where they are. To God be the glory!

## **I Thank God for My Teammates**

Sally Wallner, our Community Outreach Coordinator, and I make a good outreach team. Sally has sincere love for all of God's children that is consistent and persistent on Sunday mornings and throughout the week. St. Paul's will always take a lead in Muskego in caring for people in their physical and spiritual needs with Sally leading the charge! This spring she was honored as Volunteer of the Year by the Muskego Chamber of Commerce and received the Busy Bee award as a volunteer with the Muskego Women's Club. I am privileged to step in and help her as God opens doors.

As the Host Pastor for The Bridge, I strive to be the consistent pastoral presence for The Bridge worshippers, getting to know them and serve them. In my work at The Bridge, I've appreciated Sally's husband Neal as a gift from God as well. Neal coordinates set up and take down of The Bridge every Sunday in the Trinity Gym. He operates every week with sincere care and attention to people—from the volunteers to the visitors to the new pastor.

## **My First Missionary Opportunities**

I think of a woman who praised God for the help given to her from our Friends in Need Fund as she is recovering from major health challenges. She is especially thankful for the message of salvation

that Sally and I were privileged to share in her home.

I think of Ron and Karen, a family in desperate straits brought to our attention by the Muskego Food Pantry. Financial assistance through our Friends in Need Fund opened the door. Bible study is the present reality. Membership at St. Paul's is their goal depending upon the Lord's plan for them.

## **New Member Bible Study**

The outreach focus of my position has borne fruit. I have the time and flexibility to have one-on-one studies to get those interested into a study of God's Word.

In April and May, new *Following the Promise* studies will be offered on Sundays at 8:30 am and Tuesdays at 7 pm. After numerous personal follow-up phone calls, emails, and texts with our many visitors, I am expecting about 25 participants in these studies! To God be the glory!

## **Plans for 2018-2019**

Our outreach plans for the next fiscal year include...

- The Living Nativity the first weekend in December.
- Six community-wide postcards that remind our neighbors that we are here to serve them.
- Continuing community involvement in Jammin' on Janesville, Muskego Night Out, Muskego Parade, Country Christmas and others.

# Schools – 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: St. Paul's Child Care Center, our 3K and 4K Pre-Kindergarten, and our K-8<sup>th</sup> grade Lutheran School. To assist me in this work, the Ministry Board has appointed the following members of the School Ministry Action Team (School MAT): Cherie Esmeier, Nicole Glaze, Chris Haag, Luke Hudock, Mick Meitner, and Mark Sievert.

## Enrollment Update

Our Pre-K enrollment is already over 85 for next year. Join us in praying that our Pre-K enrollment might reach 95 by this fall. Our K-8 enrollment is 221 for next year with several enrollments pending. We have 97% of our current families re-enrolled already! We project to have over 310 children enrolled in our 3K-8<sup>th</sup> grade school! It may even be 320 who are learning from a Christian worldview every day. What a blessing! My constant prayer is: One by one... Lord, grow our gospel ministry one by one.

Every week another family or two reaches out to me or Mrs. Drska asking about our school. If you or someone you know would like more information, please contact me at (414) 422-0320, ext. 118. I would love to give a school tour and talk ministry. Families can also enroll at [www.stpmuskego.org/TADS](http://www.stpmuskego.org/TADS).

## God Uses the Parental Choice Program

In keeping with our plans for a "soft entrance" into the Parental Choice Programs, we did little this year to publicize this opportunity outside of our congregation. Nevertheless, we will have 31 students who will benefit from this program next year. Nearly all of these families were already connected to St. Paul's and our ministry. We are thankful that the

Parental Choice Programs benefit these children now, and God willing, throughout their enrollment at St. Paul's. Once a child qualifies to participate in one of the Parental Choice Programs, he or she will continue to receive this benefit year-after-year until she or he leaves our school.

## If There's a Baby on the Way, Call Us Today!

One by one...We have openings in our St. Paul's Child Care baby room. If you know of anyone who's expecting and will need child care, have them call Kim Neubauer at (414) 422-0320, ext. 200.

Over the years we have found that the name School of Early Learning for our child care ministry has left people with misconceptions. We will now begin to publicize ourselves simply as St. Paul's Child Care Center.

## Powerful Testimonies: Why St. Paul's Lutheran School?

**A 1<sup>st</sup> year parent says,** "My daughter started school at St. Paul's this year. Previously, she attended a public school. Since attending St. Paul's, she has been all smiles. The teachers, students, and staff have welcomed her with open arms. It's so wonderful and I am grateful that she is happy and getting a wonderful education without being bullied. Thank you and thank God for the blessing to have my daughter attend school at St. Paul's."

### A family who decided to enroll in our

**Kindergarten says,** "We will for sure be enrolling for kindergarten this week. We have really loved 3K and 4K at St. Paul's!"

**A former parent reflects,** "We had four children attend St. Paul's and go on to Wisconsin Lutheran High School. Two even went on to Martin Luther

College, our synod's college for ministry. We loved everything about St. Paul's. Teachers were awesome, environment was warm and caring, academics and extracurriculars were wonderful for our children and above all, the Word of God was a part of each and every moment at St. Paul's."

### **Math Trophies**

Our students' achievement in math continues to soar under Mr. Steffen's leadership. We had three teams take home awards at the March 6 Wisconsin Lutheran High School Math Meet. With a record 22 teams and 343 participants this year, our 5th-6th grade team took home a Red Division 2nd place and a Blue Division 2nd place. Our 7th-8th grade team won the Blue Division 3rd place. Excellent work!

### **Generous Donations for Reading**

In fall 2017, multiple parents and grandparents gave gifts to purchase Leveled Literacy Intervention (LLI). Our K-2 teachers were trained by Anne Scholovich, Muskego-Norway Public School's literacy coach and LLI trainer. Ms. Martens, our first grade teacher and extended learning coordinator provides the following update: "The LLI program is being used in the Extended Learning Center daily for 5 students. The program is also used weekly in Grade 1. The positive impact this program has for children is quite hard to explain. It is, however, seen in the face of each child as the literacy world opens to them and the reading experience becomes alive. I have seen much growth in my students' reading abilities since I began using LLI in December."

### **Staffing Changes**

In a school of our size, staffing changes are bound to occur. While we are confident that Jesus will give us the staff we need, it is a reminder to ask the

Lord of the Harvest for workers. Here is a summary of the changes:

- Justin Walz has accepted a call to Wisconsin Lutheran High School. Josh Lepke is holding the call to replace Mr. Walz as 7th grade teacher and athletic director.
- Candy Stack will be moving to Kentucky this summer. Kelly Henning is holding a one-year call to teach 2nd grade to replace her.
- Kathy Bremer's husband, Skip, has accepted a call to Nebraska. Angela Schneider is holding the call to teach 4K to replace her.
- Samantha Loescher will be following her husband, Phil, who is a seminary senior and will be assigned to his first parish in May.
- Taryn Volbrecht is completing her one-year call and has chosen not to be considered for one of the other calls.
- Jeff Wetzel, our 5th grade teacher, is holding a call to be Dean of Students at Atonement Lutheran in Milwaukee.
- Jessica Vanderhyde will be on maternity leave near the beginning of the school year. St. Paul's member Julie Becker has agreed to serve as a long-term substitute.

### **Anniversary Time**

The 2018-2019 school year marks our school's 50th anniversary. If you would have interest in serving on the 50th anniversary planning team, let me know!



### **In Closing**

It is a great blessing to serve as the administrator of our schools and to work with Mrs. Drska, Mrs. Neubauer, our teachers, and our staff to achieve the mission of connecting kids and families to Christ every day! May God bless you as you do the same in your area of influence!

# Church Administration – Mr. Randy Fink

My primary duties are church ministry coordination, managing the business affairs of our congregation, and managing our campus facilities.

## **An Answered Prayer**

Our goal is to provide clean school facilities for an optimal environment for student learning and care for children. The school facilities are also the first impression point for many of our guests. Last November, our husband/wife school custodian team suddenly retired due to health reasons. Nine people were motivated that month to become part-time custodians on a newly formed “Schools Clean Team” to replace the husband/wife team. This new team serves an important role in carrying out our vision of bringing everyone in our area of influence closer to Christ.

## **Ministry Coordination**

In my role as Church Administrator I work under the supervision of Pastor Panitzke to coordinate the work of the other pastors and staff ministers. I meet with Pastor Kuehl, Pastor Bonack, Pastor Strobel, and Dr. Nelson weekly to help them overcome obstacles that they encounter and encourage them in their work. It is truly a joy and privilege to be a part of assisting and coordinating the ministries led by these four awesome men.

## **Business Administration**

- Elementary School Tuition – To help families budget, a new tuition plan is in place for next school year that allows the annual tuition to be divided into twelve monthly payments which results in a lower monthly payment than the previous 9-month plan. These new plans will start in June and end in May.

- Tuition Assistance – Many families have expressed appreciation to those who give to our Lutheran Elementary School Tuition Assistance (LESTA) fund and our Secondary Christian Tuition Assistance fund (SCETA). Please consider a special gift that will enable another child to receive a Christ-centered education at our school or high school.
- Ministry Financial Plan – I work closely with the rest of the Ministerial Team to develop a balanced financial ministry plan. A preliminary version of a 2018-2019 plan was shared with the Ministry Board on March 15. A final version is included in this *Messenger* for congregational approval at the annual meeting on Thursday, May 17.

## **Campus Facilities**

- Campus Enhancements – “A Cool Million” offering (see page 3) is being gathered to provide some needed enhancements. Our altar area lighting had to be removed as it was deemed a fire safety hazard. The new lighting system was installed just before Easter. Plans for the heating system replacements and new air conditioning systems for the 1958, 1972, and 1989 school buildings are underway with the goal of completing them this summer.
- Capital Expenditure Plan – For the last 10 years, we have worked very hard to produce balanced budgets. As a result, we often did not budget adequately for capital expenditures. While “A Cool Million” will help us catch up, our goal is to develop a multi-year comprehensive plan that allows us to plan for and phase in capital expenditures in the future to keep our campus a great place to worship, learn, work, and carry out ministry.

# Ministry Board and Nominations

Our congregation's staff 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 Protects

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 their ministry.

## The Mission Principle

Annually, the Ministry Board reviews and accepts Guiding Principles for the Ministerial Team Leader as he serves under our supervision. The first and most important is the Mission Principle. We have approved four statements flowing from our mission statement: *By every possible means we bring every person within our area of influence closer to Christ.*

1. St. Paul's exists primarily to reach the unreached.
2. St. Paul's will make decisions based on the effectiveness of reaching the unreached around us.
3. St. Paul's will grow in the number of loving contacts with our community (Great Commandment Goal).
4. St. Paul's will grow in the number of witness opportunities our members seize (Great Commission Goal).

That first statement: "St. Paul's exists primarily to reach the unreached," reflects Jesus' mission: "The Son of Man came to seek and to save the lost" (Luke 19:10). It is further explained: "God calls a Christian congregation both to nurture its current members and to reach the unreached. However, because of our selfish sinful nature, the focus easily shifts to serving ourselves. Therefore, in our mission principle we challenge ourselves to remember that we as members of the congregation are called to serve the world by seeking the lost. We recognize the unreached are present both in the community around us and within our own congregation."

It is our prayer that God keep us, our staff, and our congregation focused on reaching the lost.

## Nominations

The Ministry Board appoints a Nominating Committee, this year consisting of Pastor Kuehl (Chair), David Fritsch, Christopher Haag, David Mueller, Brian Ralston, and Bill Schauwitzer. Four two-year positions on the Ministry Board are to be filled. The following have accepted nominations:

- President: Mike Grimes and David Weise
- Treasurer: Nick Bauman and Kevin Krueger (inc)
- Two at-large positions: Mike Grimes (inc.), Steve Meyer (inc.); Creed Darling; Ronald Guhr; Brian Ralston.

Elections will be held at the May 17<sup>th</sup> voters' meeting.

# Gift Trust Fund and Legacy Fund for 2017

## Gift Trust Fund

Beginning Balance	\$	63,774
Gifts		34,447
Grants Disbursed		(17,600)
Earnings		<u>5,409</u>
Ending Balance	\$	86,030
30% available for grant requests	\$	25,809

## Legacy Fund

	Undesignated	Outreach	Christian Educ	Capital Proj	Total
Beginning Balance	\$ 27,802	\$ 21,295	\$ 10,056		\$ 59,154
Gifts	31,305				31,305
Grants Disbursed	(1,300)	(1,000)	(500)		(2,800)
Earnings	<u>5,615</u>	<u>2,775</u>	<u>1,312</u>		<u>9,702</u>
Ending Balance	\$ 63,422	\$ 23,070	\$ 10,868	\$ -	\$ 97,361
5% available for grant requests	\$ 3,171	\$ 1,154	\$ 543	\$ -	\$ 4,868

# Legacy Fund - Gift Trust Fund Distribution Resolutions

St. Paul's has developed the Gift Trust Fund and the Legacy Fund to help members give large gifts and bequests that will support gospel ministry long after the initial gift.

In 2017, the Gift Trust Fund received \$34,447 in gifts and bequests. The balance at the end of 2017 was \$86,030. Each year 30% of the balance on December 31<sup>st</sup> is available for distribution. The Gift Trust Fund is designed to use a gift over about 7 years.

Since its inception nearly 20 years ago, the St. Paul's Gift Trust has provided nearly \$1 million dollars for mission efforts, facility improvements and new ministry opportunities.

The Legacy Fund was developed more recently as a tool to provide a long-term endowment option for our givers. The Legacy Fund is divided into four subfunds: Undesignated, Outreach, Christian Education, and Capital Projects. In 2017, the Undesignated subfund received \$31,305 in gifts and bequests. The total balance in these subfunds at the end of 2017 was \$97,361. Each year 5% of the balance on December 31<sup>st</sup> is available for distribution.

The Ministry Board has reviewed the following proposed uses of the Gift Trust Fund and Legacy Fund distributions and recommends them to the congregation for approval.

## Resolution 1

### **Re: Funding for Tuition Assistance in Preparation for a Christian Counseling Center – Gift Trust Fund Grant of \$15,000**

Whereas:

1. In a post-Christian society, the need for people to be counseled in God's design for life and relationships continues to grow; and whereas,
2. The number of individuals seeking counseling is projected to increase by 15% over the next five years; and whereas,
3. Two Christian counseling services have indicated to us that a dedicated Christian counseling service in the southwest Milwaukee area is non-existent and needed; and whereas,
4. A Christian counseling center fits with our core values of mission outreach, authentic care, and generous living; and whereas,
5. The Ministerial Team has been seeking an on-campus counseling center since November 2015; and whereas,
6. A Christian counseling center on our campus will encourage congregation members to seek help from Scripture for the mental health issues that are common among us; and whereas,
7. A Christian counseling center will announce to the community that St. Paul's cares deeply for the needs of all people and is a place to go if you are hurting; and whereas,
8. Living Hope (the counseling center at St. Mark's De Pere, a congregation of similar size) had sufficient clients to fill their counselor's schedule within months of opening and experiences a 50/50 to 60/40 split between members and community; and whereas,
9. Overseeing and serving at a counseling center fits Pastor Bonack's abilities and interest; and whereas,
10. Having a pastor on staff leading this ministry will allow us to provide professional counseling

on campus while also training lay counselors;  
and whereas,

11. The Ministerial Team has asked Pastor Bonack, as part of his work at St. Paul's, to train to become a licensed Christian counselor; and whereas,
12. Pastor Bonack will transition gradually from full-time pastoral work to about half-time pastoral work during the 2018-2019 fiscal year as the pace of courses increase; and whereas,
13. Pastor Bonack will further reduce his pastoral role in the second year (2019-2020) to focus on course work and his practicum; and whereas,
14. Pastor Bonack will continue that reduced pastoral role in the third year as he completes his internship (2020-2021); and whereas,
15. The Ministerial Team has developed a transition plan for the first year (2018-2019) to cover Pastor Bonack's current duties; and whereas,
16. The Ministerial Team is seeking grant funding to help cover the cost of adding staff in years two and three (2019-2020 and 2020-2021) to cover more of Pastor Bonack's duties and the start-up costs associated with the Christian counseling center; and whereas,
17. The Ministerial Team will continue to develop plans for the organization of a Christian counseling center and its location on our campus; and whereas,
18. Pastor Bonack is committed to serving at St. Paul's as long as the Lord allows and he has no intention of seeking employment elsewhere after he receives his master's degree in counseling; and whereas,
19. The Ministry Board has approved the concept of developing a counseling center and supports Pastor Bonack's pursuit of a master's degree in Christian counseling; and whereas,
20. The tuition for this degree is approximately \$18,000 in the first year; and whereas,
21. The Ministry Board has approved Pastor Bonack's request to receive reimbursement for three quarters of this tuition (\$13,500 in the first

year) as he prepares himself for greater service here at St. Paul's; and whereas,

22. St. Paul's Gift Trust Fund was established, in part, to help fund new ministry starts like a Christian counseling center of which Pastor Bonack's training is the first step; and whereas,
23. St. Paul's Gift Trust Fund has \$25,809 available for distribution in 2018-2019.

### **Therefore be it resolved:**

St. Paul's voters' assembly approve the distribution of \$15,000 from the St. Paul's Gift Trust Fund for tuition reimbursement for three-quarters of the tuition for the first year and for other costs associated with Pastor Bonack's coursework.

### **Resolution 2**

#### **Re: Martin Luther College (MLC) Congregational Partner Grant Program – Gift Trust Fund Grant of \$3,000**

Whereas:

1. St. Paul's desires to encourage its members for full-time ministry; and whereas,
2. The Congregational Partner Grant Program at MLC offers to match grants of up to \$1,000 from home congregations for each first, second and third year; and whereas,
3. St. Paul's will have two students attending MLC who would be eligible for this matching grant; and whereas,
4. St. Paul's will also have a fourth year student attending MLC whom we would like to encourage in preparation for full-time ministry through a \$1000 tuition grant; and whereas,
5. The Ministerial Team and the Ministry Board recommend a disbursement of \$2000 from the Gift Trust Fund to MLC as our participation in the Congregational Partner Grant Program for the 2018-2019 school year; and whereas,
6. The Ministerial Team and the Ministry Board recommend a disbursement of \$1000 from the Gift Trust Fund as a tuition grant for a fourth year student from St. Paul's; and whereas,



7. St. Paul's Gift Trust Fund has \$3000 available for these grants;

**Therefore be it resolved:**

St. Paul's voters' assembly approve the distribution of \$2,000 from the St. Paul's Gift Trust Fund for the Congregational Partner Grant Program at MLC and \$1,000 as a tuition grant to St. Paul's fourth year student at MLC.

**Resolution 3**

**Re: Purchase of an Enclosed Riding Snow Blower– Gift Trust Fund Grant of \$7800**

Whereas:

1. The use of St. Paul's campus by our own members and by community organizations is increasing; and whereas,
2. It is not uncommon in a major snow event for someone to need to blow snow for hours at a time to keep our walkways clear; and whereas,
3. Our current walk-behind snow blower is not designed for the extensive areas we need to clear; and whereas,
4. An enclosed riding snow blower would allow us to clear snow more quickly and thus provide a better experience for members and guests; and whereas,
5. St. Paul's Gift Trust Fund was established, in part, to enhance our ministry through special projects and purchases such as this; and whereas,
6. If the other Gift Trust Fund grant requests are approved, there will be \$7800 available for distribution which would cover approximately three quarters of the cost of this equipment, the remaining to come from the Capital Improvements Fund; and whereas,
7. The Ministry Board recommends approval of this Gift Trust Fund Request,

**Therefore be it resolved:**

St. Paul's voters' assembly approve the distribution of \$7,800 from the St. Paul's Gift Trust Fund for an enclosed riding snow blower.

**Resolution 4**

**Re: Production of Welcome Video – Legacy Fund Grant of \$4,868**

Whereas:

1. The first contact for church guests is normally through our website; and whereas,
2. In the week before Easter, our "What to Expect" video was watched 38 times and is consistently the second or third most watched video on our website; and whereas,
3. Our current "What to Expect" video is out-of-date; and whereas,
4. One current video, produced in-house, does not reflect our core value of "Ministry Excellence" to guests; and whereas,
5. God has blessed us with members who own a media company and have created welcome videos for other churches and organizations within our synod; and whereas,
6. They are offering us a reduced price to produce a professional welcome video; and whereas,
7. A professionally produced welcome video will benefit every aspect of our ministry represented by the Legacy Fund subfunds; and whereas,
8. The Legacy Fund has available for distribution \$3,171 in the Undesignated subfund, \$1,154 in the Christian Education subfund, and \$543 in the Outreach subfund for a total of \$4,868; and whereas,
9. The Ministry Board recommends approval of this Legacy Fund request;

**Therefore be it resolved:**

St. Paul's voters' assembly approve the distribution of \$4,868 from the St. Paul's Legacy Fund for the production of a professional welcome video.

## St. Paul's

Muskego, WI

### Ministry Financial Plan - Operating Fund

	Revised <u>2017-2018</u>	Proposed <u>2018-2019</u>
<b>Receipts</b>		
Offerings and Support	1,905,400	1,855,900
Tuition & Fees	1,386,000	1,491,200
Miscellaneous Receipts	<u>108,600</u>	<u>97,300</u>
<b>Total receipts</b>	\$ 3,400,000	\$ 3,444,400
<b>Expenditures</b>		
Compensation & Benefits	2,431,100	2,483,300
Church Ministries	40,600	46,400
School Ministries	167,000	165,400
Support Services	134,100	122,100
Campus & Facilities	255,100	255,100
Wis Ev Luth Synod	237,000	237,000
Wis Luth High School	135,100	135,100
<b>Total expenditures</b>	<u>\$ 3,400,000</u>	<u>\$ 3,444,400</u>
<b>Cash Flow Subtotal</b>	\$ 0	\$ 0

# Ministry Plan Explanation

The Ministry Board is recommending approval of the Financial Ministry Plan on the opposite page.

## Receipts

- The “Mission and Ministry Fund” offerings (previously “General Fund” offerings) include those designated “General Fund,” “Missions,” and “Wisconsin Lutheran High School.”
- It appears that our ministry plan for the current fiscal year will be fully funded, thanks in part to the generous Door of Hope offerings last fall.
- Our anticipated offerings for our Mission and Ministry Fund show a decrease because we assume that the bulk of the \$109,000 in the Door of Hope offerings last fall were special gifts. The plan is based on a 2.5% increase in offerings apart from the Door of Hope.
- Tuition for Kindergarten through eighth grade is \$2,890 (including a \$100 refundable cleaning fee) for a member’s first child with discounts for the third and fourth child. Our offerings provide approximately 60% tuition subsidy. In addition, we provide generous tuition assistance through special gifts to the Lutheran Elementary School Tuition Assistance (LESTA) fund and through funding from our Mission and Ministry Fund.
- The financial ministry plan is based on a projected enrollment in Kindergarten through eighth grade of 213 and a projected PreK enrollment of 90 for a total of 303. It appears at this time that our enrollment may be closer to 320.
- We have also budgeted conservatively based on 21 children benefiting from the Parental Choice Programs. Currently we have 31 children enrolled for next year.
- Miscellaneous receipts include \$20,000 from the Antioch Foundation for Resident Missionary pastor.

## Expenditures

- St. Paul’s continues to be the leader in our support of the mission of the Wisconsin Evangelical Lutheran Synod, committing \$237,000.
- St. Paul’s is also the leader in our support of Wisconsin Lutheran High School committing \$135,000. Of that commitment, \$22,500 completes our five-year pledge to the *Gifted for Praise* expansion.
- Our support of the synod and high school will remain constant this year as part of our effort to budget conservatively. However, our special gifts to our mission partners and the Cool Million tithe will result in a greatly expanded support of our synod. We also celebrate the generosity of our members who give directly to our synod and high school.
- What is lacking in our current ministry plan is both a buffer and a budgeted amount for capital expenditures. Ideally our plan would include a total of \$182,500 for these purposes. It is our prayer that the conservative estimates of receipts mentioned above will allow us to include these items in future ministry plans.

## Mortgage Fund

The mortgage on the 2010 addition is \$1.8 million. Mortgage payments are provided through gifts outside of the budget designated for the Mortgage Fund. Our payments are just over than \$19,000/month. This year our Mortgage Fund giving has been falling short of that amount. We have used our Mortgage Fund reserves to make up the shortfall. Please continue to keep the Mortgage Fund in your giving plans.

## Statement of Activities - General Fund

For the 9 Months Ending March 31, 2018

Modified Cash Basis

Receipts	Actual	%	9 months		9 months		%	Approved		Revised
			Last Fiscal	+/-	Revised Plan	+/-		Min Fin Plan	Min Fin Plan	
Offerings and Support	1,463,372	56.0%	1,285,891	177,481	1,414,389	48,983	55.9%	1,840,400	1,905,400	
Tuition & Fees	1,071,663	41.0%	987,656	84,007	1,040,392	31,272	41.2%	1,532,400	1,386,000	
Miscellaneous Receipts	75,799	2.9%	23,947	51,852	73,450	2,349	2.9%	155,100	108,600	
Total receipts	\$ 2,610,835	100.0%	\$ 2,297,493	\$ 313,342	\$ 2,528,230	\$ 82,604	100.0%	\$ 3,527,900	\$ 3,400,000	
Expenditures										
Compensation & Benefits	1,786,040	68.4%	1,674,691	111,349	1,813,325	(27,285)	71.7%	2,491,100	2,431,100	
Church Ministries	25,835	1.0%	28,642	(2,807)	30,450	(4,615)	1.2%	40,600	40,600	
School Ministries	121,228	4.6%	108,220	13,008	125,250	(4,022)	5.0%	234,900	167,000	
Support Services	103,677	4.0%	92,627	11,050	100,575	3,102	4.0%	134,100	134,100	
Campus & Facilities	207,336	7.9%	204,757	2,579	191,325	16,011	7.6%	255,100	255,100	
Wis Ev Luth Synod	177,750	6.8%	177,750	-	177,750	-	7.0%	237,000	237,000	
Wis Luth High School	101,322	3.9%	101,322	-	101,322	-	4.0%	135,100	135,100	
Total expenditures	\$ 2,523,188	96.6%	\$ 2,388,009	\$ 135,179	\$ 2,539,997	\$ (16,809)	100.5%	\$ 3,527,900	\$ 3,400,000	
Budget Comparison Subtotal	\$ 87,647	3.4%	\$ (90,516)	\$ 178,163	\$ (11,767)	\$ 99,414	-0.5%	\$ -	\$ -	
Asset Purchases In Expenditures										
Change in Net Assets	\$ 106,191	4.1%	\$ (90,516)	\$ 196,706	\$ (11,767)	\$ 117,957	-0.5%	\$ -	\$ -	

# Minutes of Annual Voters' Meeting

May 18, 2017 – 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.

A number of Open Forums were held to present the Ministry Plan. Also provided were ministry reports, Resolutions, information on the Ministry Board elections and other ministry activities.

## B. Opening Devotion (Pastor Bonack)

Pray and Keep on Praying – Jesus provided us many examples as he prayed to his heavenly Father. He prayed for us and he shows there is a great need to pray. Jesus prayed publically, privately, persistently and with thanksgiving. He prayed for friends and enemies. We are reminded that Jesus is our friend and he bears our sins and burdens. Take them all to the Lord in prayer.

## C. Approval of Minutes (Secretary Bill Schauwitzer)

Motion and second to approve the minutes from the May 19, 2016 annual voters meeting and the December 11, 2016 special voters call meeting. Motion carried.

## D. Affirmation of Membership (Pastor Kuehl)

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

Total New Members (04/01/16 – 03/31/17) – 131

Total Member Losses (04/01/16 – 03/31/17) – 110

The unofficial total membership is 2649, which is an increase of 21 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. It was deemed acceptable to have only one candidate for Secretary for this ballot.

Secretary: Steve Wranovsky

Treasurer: Nick Bauman and Kevin Krueger

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

A paper ballot vote was taken. The results:

Secretary – Steve Wranovsky

Treasurer – Kevin Krueger

At-large – Brian Tonn

At-large – Joshua Fink

These are two year terms of office except Treasurer, which is one year to complete the term that Randy Fink is resigning from to fill the new position of church administrator.

We thank all nominees for their willingness to serve the Lord and the congregation.

We also thank Bill Schauwitzer, Mark Schommer, Jeff Lunow and Randy Fink for their many years of dedicated service to the Lord and 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), Luke Hudock, Dennis Miller, David Fritsch, Brian Ralston and Dan Navarrete.

## F. New Business (President Neal Wallner)

The Ministry Board recommends approval of ten Resolutions. The full Resolutions were included in the *Messenger*/ Voter packet. Only the concluding statement (s) of each Resolution was read to those assembled. A concern was voiced and addressed regarding the Church Administrator position. Clarification was provided regarding available funds in the Gift Trust Fund and the Legacy Fund. A summary of the concluding statement (s) of each Resolution is included in the following motions.

### 1) Resolution 1 – Bylaws Change of Requirement of Reporting Membership Changes

Motion and second to approve changes to the Bylaws to allow membership change statistics for the previous calendar year be reported in the January/February communications to the congregation. Motion carried.

### 2) Resolution 2 – Bylaws Change of Date of Annual Voters Meeting

Motion and second to approve the Bylaws revision that the voters of the congregation shall normally meet annually in May to approve the congregation's ministry plan and conduct elections and other business. Motion carried.

### 3) Resolution 3 – Bylaws Change of Church Administrator replacing Business Administrator in Structure

Motion and second to approve the resolution of Bylaws changes referencing Church Administrator to that of Business Administrator in the structure and related relationships. Motion carried.

**4) Resolution 4 – Part-time Volunteer Coordinator – Gift Trust Fund Grant of \$11,000**

Motion and second to approve the resolution for a Gift Trust Fund distribution of \$11,000 for the Part-time Volunteer Coordinator for 2017-2018. Motion carried.

**5) Resolution 5 – Youth Ministry Assistant – Gift Trust Fund Grant of \$2,600**

Motion and second to approve the resolution for a St. Paul's Gift Trust Fund distribution of \$2,600 for the position of youth ministry assistant for 2017-2018. Motion carried.

**6) Resolution 6 – Awake and Alive – Gift Trust Fund Grant of \$3,000**

Motion and second to approve the resolution for a St. Paul's Gift Trust Fund distribution of \$3,000 for the Awake and Alive program for 2017. Motion carried.

**7) Resolution 7 – MLC Congregational Partner Grant Program – Gift Trust Fund Grant of \$1,000**

Motion and second to approve the resolution for a St. Paul's Gift Trust Fund distribution of \$1,000 for the Congregational Partner Grant Program at Martin Luther College. Motion carried.

**8) Resolution 8 – Text to Give – Legacy Fund (Undesignated) Grant of \$1,300**

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

**9) Resolution 9 – Ministry Expenses for Resident Missionary – Legacy Fund (Outreach) Grant of \$1,000**

Motion and second to approve the resolution to approve the distribution of \$1,000 from the outreach sub-fund of St. Paul's Legacy Fund for costs associated with resident missionary position. Motion carried.

**10) Resolution 10 – Teacher Professional Development – Legacy Fund (Education) Grant of \$500**

Motion and second to approve the resolution to approve the distribution of \$500 from the education sub-fund of St. Paul's Legacy Fund for the Teacher Professional Development Fund. Motion carried.

**G. Financial Reports (Treasurer Randy Fink)**

Randy pointed to the financial reports contained in the *Messenger*. For the first 9 months of the fiscal year, through 3/31/17, the following is a summary of some of that detail:

General Operating Fund Summary is slightly favorable at \$9,900, but the year-end outlook is uncertain. The Current Loan Balance on the Mortgage Fund is just below \$2 million. Internal debt is down to \$109,100. Gift Trust Fund balance is \$65,128. Legacy Fund balance is \$61,762. Special gifts to support our Malawi Mission Partner John Holtz are over \$23,000. St. Paul's continues to be the leader in our support of the mission of the WELS and of Wisconsin Lutheran High School.

**H. Approval of the Congregation's Ministry Plan (Treasurer Randy Fink)**

The Ministry Plan overview and explanation was in the *Messenger* and also presented at the Open Forums. Randy briefly explained our participation in the Parental School Choice programs require GAAP accounting (Generally Accepted Accounting Principles), which makes the Financial Ministry Plan look different than in past years. This Plan is a balanced budget in the amount of \$3,527,900.

Motion and second to approve the \$3,527,900 Financial Ministry Plan for 07/01/17 – 06/30/18 as presented. Motion carried.

**I. Adjournment with Prayer (Pastor Kuehl)**

Meeting was adjourned at 7:55 p.m.; and closed with a prayer.

Respectfully submitted,  
Bill Schauwitzer, Secretary

# Minutes of Special Call Meetings

**June 4, 2017** – 12:05 p.m. in the Grace Room

## **Call to order and prayer**

President Neal Wallner announced that the one purpose of this meeting is to issue a call for our fourth pastor to serve in the role of our resident missionary. Pastor Kuehl offer up a prayer.

## **Calling Procedure**

Pastor Panitzke explained the process of obtaining the call list and information from the synod.

## **Qualifications sought in candidates**

Pastor Panitzke provided an explanation of this new position on the Ministerial Team and its role in St. Paul's Membership Pathway to bring people closer to Christ. This will include worship guest follow-up and developing a rapport with SOEL/PreK/LES non-member families and with campus guests. Skills in evangelism, teaching and communication are high priorities, as well as being self-motivated.

## **Presentation of candidates**

An overview of the five candidates on the call list was provided to the voters. This included information on where they are serving, age and experience, and ministry preferences. More detailed Assessment Sheets were provided.

## **Discussion of candidates**

The value of the high and low preferences of the candidates was discussed. It was noted that Stephen Kuehl is our Pastor Kuehl's nephew.

## **Acceptance of Call List and Voting**

A paper ballot vote was taken resulting in Stephen Kuehl receiving a clear majority.

**Motion and second to make unanimous and issue a call to Stephen Kuehl to serve St. Paul's as our Resident Missionary. Motion carried.**

## **Adjournment with Prayer**

Meeting was adjourned at 12:45; and Pastor Kuehl closed with a prayer.

Respectfully submitted,  
Bill Schauwitzer, Secretary

**October 11, 2017** – 6:01 p.m. in the Grace Room

## **Call to order and prayer**

President Neal Wallner announced that the one purpose of this meeting is to issue a call for our fourth pastor to serve in the role of our resident missionary. Pastor Panitzke offered up a prayer.

## **Calling Procedure**

Pastor Panitzke explained the process of obtaining the call list and information from the synod.

## **Qualifications sought in candidates**

Pastor Panitzke provided an explanation of this new position on the Ministerial Team and its role in St. Paul's Membership Pathway to bring people closer to Christ. This will include worship guest follow-up and developing a rapport with SOEL/PreK/LES non-member families and with campus guests. Skills in evangelism, teaching and communication are high priorities, as well as being self-motivated.

## **Presentation of candidates**

An overview of the five candidates on the call list was provided to the voters. More detailed Assessment Sheets were provided.

## **Discussion of candidates**

The value of the high and low preferences of the candidates was discussed. Also discussed was how the potential candidates would fit in with our current staff.

## **Acceptance of Call List and Voting**

A paper ballot vote was taken resulting in Nathan Strobel receiving a clear majority.

**Motion and second to make unanimous and issue a call to Nathan Strobel to serve St. Paul's as our Resident Missionary. Motion carried.**

## **Adjournment with Prayer**

Meeting was adjourned at 6:42; and Pastor Shevey closed with a prayer.

Respectfully submitted,  
Steve Wranovsky, Secretary

# Voters' Meeting Agenda

Thursday, May 17, 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 18, 2017 Annual meeting and June 4, 2017, and October 11, 2017 Call Meetings (Secretary Steve Wranovsky) (*pages 21-23*)
- D. Elections of Ministry Board members (*page 13*)
- E. New business (President Wallner) (*pages 15-17*)
  - 1. Approval of Resolution 1 – Funding for Tuition Assistance in Preparation for a Christian Counseling Center – Gift Trust Fund Grant of \$15,000
  - 2. Approval of Resolution 2 – MLC Congregational Partner Grant Program – Gift Trust Fund Grant of \$3,000
  - 3. Approval of Resolution 3 – Purchase of an Enclosed Riding Snow Blower– Gift Trust Fund Grant of \$7,800
  - 4. Approval of Resolution 4 – Production of Welcome Video – Legacy Fund Grant of \$4,868
- F. Financial reports (Treasurer Kevin Krueger) (*page 20 and handouts*)
- G. Approval of the congregation's ministry plan (Treasurer Kevin Krueger) (*pages 18-19*)
- H. Adjournment with prayer (Pastor Strobel)

## *The Ministry Board*

President Neal Wallner, Secretary Steve Wranovsky, Treasurer Kevin Krueger,  
Josh Fink, Mike Grimes, Steve Meyer, Brian Tonn

*Ex Officio:*

Ministerial Team Leader Pastor Peter Panitzke,  
School Administrator Seth Fitzsimmons,  
Church Administrator Randy Fink