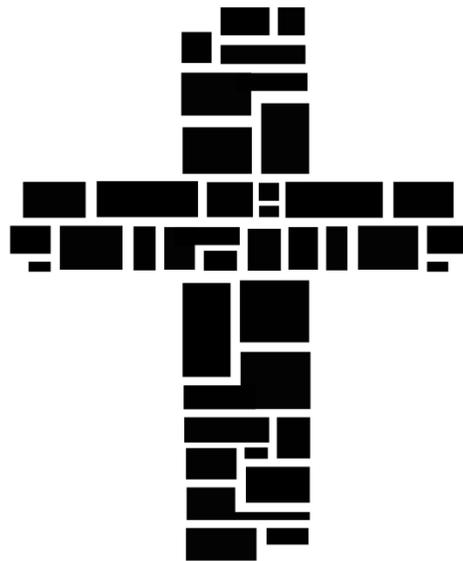


**Annual Report
July 2016---June 2017
Fiscal Year**



October 18, 2017

**St. Paul's Evangelical Lutheran Church, School, and Day Care
210 South Ringold Street
Janesville, Wisconsin 53545
(608) 754-4471
www.StPaulsJanesville.com**

**CHURCH COUNCIL’S STATEMENT ON THE STATE OF
ST. PAUL’S LUTHERAN CHURCH, SCHOOL, AND DAY CARE**

St. Paul’s continued to receive God’s Blessings throughout the 2016-2017 reporting year, and to follow His path leading us into the community to share His love. The Parish Music and Family and Women’s Ministries programs were instrumental to this mission. In tandem to this, the congregation’s pursuit of a Vicar and calling the position of Principal, further demonstrated its faith commitment. In turn, God richly blessed us with a successful daycare and preschool expansion.

As we continue to follow the strategic direction outlined in the Roadmap, the Church Council has set four strategic goals for itself:

<i>1. Continue to support the implementation of St. Paul’s mission and ministry plan</i>	
<p>Achievements in 2016-2017:</p> <ul style="list-style-type: none"> • Successfully implemented Vicar Program • Called a Principal for the school • Increased Bible Study opportunities and participation • Successfully submitted application and completed fundraising for the Comfort Dog Ministry. 	<p>Plans for 2017-2018:</p> <ul style="list-style-type: none"> • Evaluate the need and feasibility of pursuing the call for an associate pastor with the three ministry positions in place for two fiscal years. • Identify and implement strategies to attract and retain members. • Evaluate the need and feasibility for Day Care Director and create Call for that position • Re-evaluate the Position of Director of Parish Music and Education and then create Call for that position • Create and implement plan to support local and international missions • Support Love and Sent small groups and other Bible Study opportunities
<i>2. Increase St. Paul’s school enrollment</i>	
<p>Achievements in 2016-2017:</p> <ul style="list-style-type: none"> • Enrollment increased by 14 students 	<p>Plans for 2017-2018:</p> <ul style="list-style-type: none"> • Continue to offer the Reach program.

<ul style="list-style-type: none"> • Infant and toddler Day Care at capacity • Preschool program at capacity 	<ul style="list-style-type: none"> • Evaluate the impact on school enrollment from the families using the daycare for their infants. • Add 2nd 3K class • Add 3rd 4K class • Continue to research choice voucher program
--	--

3. Develop additional financial support for the mission and ministry plan

<p>Achievements in 2016-2017:</p> <ul style="list-style-type: none"> • St. Paul’s Gala raised a generous \$50,000 for St Paul’s Church and School. • Achieved capacity of P4J with 36 students in two classrooms at the beginning of school year. • Continued success of daycare program has had positive impact on budget 	<p>Plans for 2017-2018:</p> <ul style="list-style-type: none"> • Developed a community publicity strategy for the positive effects of St. Paul’s ministries and missions have on our members and community. (i.e. Walk By Faith) • Continue to grow the Gala of Giving. • Add one afternoon P4J section. • Continue to grow the daycare operation • Through the work of the Financial Development Task Force, increase our congregation’s stewardship awareness: Present Dave Ramsey program and implement Consecrated Stewards. • Conduct a capital campaign and apply for grants to fund the replacement of the parking lot.
---	--

4. Continue to support improvement of the business approach to administering and operating St. Paul’s missions and ministries

<p>Achievements in 2016-2017:</p> <ul style="list-style-type: none"> • Moved the bookkeeper position onsite • Created and modified policies to provide financial controls. • Closed several more bank accounts in effort to consolidate. • Implemented external audit recommendations for fund accounting to 	<p>Plans for 2017-2018</p> <ul style="list-style-type: none"> • Continue to improve financial controls and improve financial reporting accuracy. • Analyze additional bank accounts for possible closure. • Issue RFP for banking services. • Implement controls/reporting on fund raisers, especially those that sell taxable
--	--

comply with GAAP.

- Created the Audit Committee, which is currently conducting the internal review required by policy.

items.

- Develop the internal audit program.
- Provide the policy and strategic support for implementing recommended personnel procedures addressing performance.
- Improve communication amongst and within the entire organization.

UPDATE OF ST. PAUL'S CHURCH & SCHOOL 2012-2023

ROADMAP FOR MISSION AND MINISTRY

Dear Fellow Members of St. Paul's Lutheran Church and School,

Greetings in the wonderful Name of the Lord of the Church and of our lives! The Lord of the Church has indeed richly graced St. Paul's Lutheran Church and School in 2016/17. Listed below are some of His good gifts to us.

St. Paul's continued to experience a rejuvenated worship life with increased involvement of choirs and assorted musical elements this past year. A year ago St. Paul's hosted a regional 2016 Reformation service with choir and member presence from fellow area Lutheran Church – Missouri Synod congregations. Midweek Advent and Lenten worship services experienced a significant increase in attendance through regular use of the *Holden Service*, increased participation of school choirs, and holding midweek services at the new time of noon and the regular time of 6:30 p.m.

This past year saw an emphasis of presenting God's Word in unique and creative ways during our worship services. Our 2016 Advent sermon series using clips of classic children's Christmas television programs was well received. Also, from January through July several special sermon series designed to encourage members to invite non-churched friends into the services were offered. The end of the school year saw Jared Stiek receiving and accepting a call to serve as a professor at Concordia University, Chicago. We give many thanks for Jared's hard work and extend many wishes for God's continued blessings in his continued service in God's Kingdom.

In late summer Mr. Dennis Wahrle joined St. Paul's as our part-time lead organist and choir director. We wish God's richest blessings on Dennis as he once again begins his work at St. Paul's. Please continue to keep Dennis in your prayers.

Through the hard and faithful work of Kathy Pingel God has richly blessed St. Paul's parish education ministry, as well as our ministry to women and families both in terms of numbers involved and depth of spirituality reached. *Faith at Home Sunday Bible study, Moms and Tots, Marriage Enrichment classes, Lit 'n Lattes* among other women's fellowship and Bible classes were offered. Monthly women's activities geared toward mission support (*Pad Project, Chemo Care Bags, and Feed My Starving Children*) were also conducted.

Through Kathy's direction and the hard work of faithful volunteers our Sunday School ministry continues to serve St. Paul's children through a new four year old through fourth grade curriculum. Our Vacation Bible School was richly blessed this year with many valued volunteers and an increased attendance of some 25 students. A highlight

of Kathy's ministry to families occurred during this past December as family Advent nights were conducted to capacity crowds just prior to the midweek services. Please pray for Kathy's 2017/18 goals listed below.

Last school year marked Mr. Rob Lunak's first year as our school principal. He has diligently worked to revamp our various school, staff, parent, and policy manuals. The past year saw Mr. Lunak's perpetual presence in the classrooms to observe and evaluate our faculty. He has doubled the number of monthly faculty meetings with one meeting being split into upper and lower grade department meetings. School publicity has been expanded to include radio, newspaper, a sports complex banner, and evening open houses.

Chrome books were introduced to the upper grades with the goal of adding learning opportunities through technology. Teachers are also investigating other ways to use technology and utilize a laptop cart and iPads. A new management software program (Sycamore) has been selected and implemented. Under Mr. Lunak's guidance a new head cook was hired and our lunch program has experienced a dramatic increase in the quality of meals served. Finally, over the past year Mr. Lunak has researched the possibility of St. Paul's entering the Wisconsin School Voucher program. Several information meetings were held to help us make an informed decision at our November 5th Voters Assembly concerning this possibility for St. Paul's in-reach to its members and outreach to the community. Please pray for Mr. Lunak's efforts to enrich the already quality education provided by our faculty and staff.

Last year marked John Mueller's fourth year with St. Paul's as our Director of Christian Education for Youth and Children's Ministry. John continues to work on a webpage to attract St. Paul's and unchurched youth to our youth Bible studies. Bible studies are held for junior and senior high youth as a regular part of youth group meetings. Eighth grade Bible studies are held each week on Tuesdays and after school senior youth Bible studies are held on Wednesdays. This past year he has initiated a full blown children's ministry entitled C.I.A. (Christians In Action). This past year the youth traveled to Wauwatosa, Wisconsin and participated in a week long service mission. Youth also traveled to Louisiana and helped rehab homes damaged by flooding. A lock in was also held with another youth group in Chicago.

This past year John has concentrated on involving more St. Paul's members in the ministry to our children and youth. Greeters, chaperones, and an assistant youth leader has been added to our week-to-week youth ministry. He has also worked hard to involve our junior confirmation students in the worship life of our church and school through ushering, drama, and running the projector and screen. Finally, John continues to stay in touch with our youth through personal visits to their homes. Please keep this ministry in your prayers and check out the youth and children ministry component of the 2017/18 goals listed below.

Two years ago Cindy Perkins came on board as our part-time Business Manager. This past year she has simplified our Budget and *Quickbooks* account structure. Several bank accounts were closed and brought into other existing bank accounts. Managers of designated funds now receive monthly account reports. The policy of receiving two quotes for major purchases (with some exceptions) is now in force. The goal of increasing our members' participation in *Simply Giving* (tithing by automatic account withdrawal) by 10% has been met. Cindy Perkins has hired and trained a new bookkeeper, Cindy Baier. Please join me in praising God for His gift of the two Cindy's to our church and school. Check out Cindy's many 2017/18 goals listed later in this report.

Finally, listed below are our overall Mission and Ministry Goals for 2017/18. Also listed are five gifts our Lord has given to St. Paul's. Next are listed specific mission and ministry goals that reflect our commitment to using God's gifts to us. Finally you will find listed specific events, programs, and strategies, God willing, will help us to reach these specific mission and ministry goals for 2017/18.

My invitation to you is that you would prayerfully consider using your God-given time, talents, and financial treasures to support the reaching of those goals in 2017/18. Every minute that you give to the Kingdom of God work done here, every act of sharing your time and talents for a program or event, and every generous act of tithing will help to insure that a child learns about Jesus' love for him, that a youth knows that the Christian Church is his spiritual home, and that a family is drawn closer together through God's Word and Sacraments.

Our Savior Who gave His sweet soul to the Cross for our eternal salvation is also the God Who will not fail to give us what is needed to accomplish the work that He has called St. Paul's Church and School to do in this coming year. His will is done here on earth as it is in Heaven and may God grant that our bold faith in that fantastic fact would be evident in 2017/18.

May God richly bless you!

Pastor Daniel J. Decker

THE 2017/18 COMPONENT
OF
ST. PAUL'S LUTHERAN CHURCH & SCHOOL'S
2012-2023 ROADMAP
FOR
MISSION AND MINISTRY

OUR OVERALL MISSION AND MINISTRY GOAL

. . . is that St. Paul's would become a totally integrated congregation and school-wide family, children, and youth ministry and mission for the Lord Jesus Christ in Janesville, Wisconsin, our nation, and our world.

OUR LORD'S GOOD GIFTS TO US:

GIFT #1: SALVATION: We treasure that eternal salvation is a free gift through God's grace alone, received through faith in Jesus Christ alone, as taught in Holy Scriptures alone. **Ephesians 2:8-10:** *For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God—not by works, so that no one can boast. For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.*

+++++

GIFT #2: MISSION: We treasure the command of Jesus in Matthew 28:19 as the primary mission of the church. **Matthew 28:19:** *Therefore go and make disciples of all nations, baptizing them in the Name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.*

A. MISSION OBJECTIVE: To involve 250 St. Paul's members in bringing our message and ministry to our community, state, nation, and world.

KEY STRATEGIES:

1. MISSION POLICY: St. Paul's has a rich history of financially supporting local, national, and international missions. To expand St. Paul's involvement in local missions (i.e., ECHO, GIFTS, MERCY HOUSE), financial aid will be given to local missions as long as St. Paul's members are involved in them. Also, budgeted monies will now be given to support St. Paul's members in national and international mission trips. Joint mission efforts with other LCMS entities could also be partially funded by St. Paul's.

2. LOCAL MISSIONS:

- a) Present the Wisconsin Parental Choice Program to the congregation at the Fall Voters' Meeting,
- b) St. Paul's Classroom mission projects – Classroom mission grants of \$250.00 each will continue as annual events,
- c) Host four community wide activities designed for members to invite the unchurched,
- d) *Loved and Sent* Small Group Fellowship Groups – Each group is being challenged to adopt a mission or ministry project,
- e) Continue participation in GIFTS/ECHO/MERCY HOUSE,
- f) Front Porch Callers – Trained St. Paul's members make evangelism calls on worship visitors within 48 hours of their first worship attendance,
- g) Continue to update the WELCOME PACKET for worship visitors,
- h) Continue Easter worship service/Easter Egg Hunt door hanger campaigns reaching approximately 250 area households,
- i) Distribute yard signs advertising 1) Easter Services, and 2) St. Paul's School, Preschool, Daycare, and Infant care and St. Paul's license plate frames,
- j) Maintain ST. PAUL'S REACH, and
- k) Continue the process of establishing a St. Paul's COMFORT DOG MINISTRY.

3. NATIONAL/INTERNATIONAL MISSIONS

- a) Sponsor two national mission trips involving St. Paul's adult and youth members,
- b) Support the young adult fellowship group with a national mission trip objective,
- c) Sponsor four to eight St. Paul's members on international mission trips, and
- d) Continue to support the **ORPHAN GRAIN TRAIN**.

+++++

GIFT #3: DISCIPLESHIP: We treasure leading and equipping young and senior Christians alike in the growth of their faith. **Colossians 1:9:** *For this reason, since the day we heard about you, we have not stopped praying for you. We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives . . .*

B. DISCIPLESHIP OBJECTIVE: To involve 420 (60% of worshipping membership) St. Paul's members in a regular or semi-regular Bible study, fellowship group, seminar, et al for the purpose of enabling our members to mature in their faith.

KEY STRATEGIES:

1. Parish Education Component:

- a) Initiate *Loved and Sent* small group fellowship ministry,
- b) Maintain current Bible Studies and activities for Marriage Enrichment at various times throughout the year,
- c) *Love and Logic* will be offered in the Fall and during Lent
- d) The following activities will be conducted:
 1. *Trunk n Treat*
 2. Advent Family Night
 3. Family Lenten Activities
 4. Offer activities for Parents and Children to connect and grow with each other and other Christian families
 5. Offer *Moms and Tots* playgroup
 6. Continue to offer newsletter for parents that has parenting tips as well as updates on events at St. Paul's
 7. Blessing of Backpacks
- e) Initiate a Christian Book Club,
- f) Maintain *Faith at Home* Sunday morning Bible study that equips parents to share Sunday School lesson truths throughout the week,
- g) Continue weekly Thursday *Mom and Tots* playgroup that combines fellowship and devotional Bible study,
- h) Reestablish Cradle Roll and train volunteers,
- i) Conduct monthly women's activities focusing on missions,
- j) Conduct Marriage Enrichment Classes (Feb-May 2018),

- k) Conduct three rounds of adult confirmation classes,
- l) Maintain practice of parents and junior confirmation students attending six joint confirmation classes,
- m) Plan and conduct an in-house junior confirmation retreat,
- n) Research the viability of hosting an off-site junior confirmation retreat for 2018,
- o) Affirm 4 year olds – 4th grade Sunday School curriculum,
- p) Increase the number of Vacation Bible School building days for volunteers to construct decorations and props,
- q) Continue the VBS reach through the three year old program.
- r) Through VBS we will seek to use our volunteers in a variety of ways. We will be having VBS building days where volunteers can come and help make things needed for decorations and other uses during VBS. This will allow fellowship and service opportunities for all congregation members. In addition to adult volunteers, we will use high school youth as helpers during the week to encourage and equip them for a life of service. There will be a time for fellowship following our closing service on Thursday, as well as, a family activity. We will be advertising our VBS on signs, fliers, and on community news pages for local radio shows and newspaper, in addition to our *Opportunities, News and Notes*, web page, and Facebook page.
- s) We will continue to provide a quality Sunday School Education hour for our children using CPH *Cross Explorations* for 2 year olds - 4th grade. Grades 5-6 will use Route 66 which will help them to learn about how to apply God's Word in their daily lives. Grapple will be offered for Grades 7-8 which will continue with more in-depth exploration of life issues in light of God's Word. We will continue to offer a variety of Bible studies for parents during the Sunday School hour
- t) Continue to provide opportunities for the Sunday School Children to sing in a worship service at least once each semester.
- u) Offer at least one activity for Sunday School children and families to do together.

2. Youth and Children's Ministry Component:

- a) Develop a sense of ownership from the parents by having quarterly parent meetings,
- b) Have separate meetings for Jr. High and Senior High Age Youth (four meetings each month),
- c) Start up a large group youth group time only from Senior High by end of year: Different Bible Studies, Activities, and fellowship,
- d) Get St. Paul's Youth more active in the community with a service project every other month that will be highlighted on the basement bulletin board,
- e) Have St. Paul's youth more active in the church services: reading, ushering, running the screen, greeting (have at least one youth a weekend), and

- f) As the school and Church schedules allow have a Friday or Saturday late nights from 7 to 10 for fun and games.

3. Women's Ministry Component:

- a) Monthly activity that includes Devotion, fellowship, and ways for Christian Women to connect such as craft nights, book club, game nights, etc.,
- b) Weekly Bible study for Women to attend both daytime and/or evening opportunities,
- c) Continue to add various ministry opportunities such as the Freezer Meal ministry, *Fit 4 Him, Lit n Lattes* Book Club,
- d) Add service projects into some monthly mission activities for example: Chemo Care Bags, collections for ECHO, the Pad Project, etc.
- e) Women Walking in the Word ½ day Event in April,
- f) Add a Women's Weekend Getaway in the Fall, and
- g) Continue to offer support to LWML and Ladies Aid as needed.

+++++

GIFT #4: WORSHIP: We treasure being brought together by God as His family to experience and grow in His grace through God's Word and Sacraments. **Colossians 3:16:** *Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts.*

C. WORSHIP OBJECTIVE: To realize an overall increase in worship attendance by fifty worshipers.

KEY STRATEGIES:

1. St. Paul's School Component:

- a) Continue a K-8 curriculum framework for school music instruction,
- b) Maintain participation of school choirs in worship services,
- c) Regularly schedule beginning piano/instrumental students to provide pre-service music,
- d) Hold special services designed to attract the overall community,
- e) Maintain twice-monthly worship policy for all school families, and

- f) Maintain practice of junior confirmation students serving as ushers, readers, worship assistants, and screen operators twice monthly.

2. St. Paul's Church Component:

- a) Improve the Nursery area in the back of the Narthex,
- b) Maintain Children's Worship Bags in church,
- g) Conduct a community wide Five Hundredth Reformation Anniversary Service,
- c) Increase the music component of Sunday School ministry,
- d) Continue to use junior confirmation students as ushers,
- e) Use junior confirmation students as communion assistants,
- f) Continue usher and greeter recruitment and training, and
- g) Continue training of the elders for ministry to inactive church members.

+++++

GIFT #5: FELLOWSHIP: We treasure opportunities to foster love, care, and support among Christians. **1 Thessalonians 5:10-11:** *He died for us so that, whether we are awake or asleep, we may live together with him. Therefore encourage one another and build each other up, just as in fact you are doing.*

D. FELLOWSHIP OBJECTIVE: To enlist, equip, and empower 125 St. Paul's members in some form of active ministry of support and service to those within and without our congregation.

KEY STRATEGIES:

1. School Component:

- a) Hold at least one parent involvement activity a month and
- b) Expand the school's communication tools by including a text messaging system.

2. Family Ministry, Women's Ministry Component:

- a) Conduct a men's retreat,
- b) Continue Mother/Daughter and Father/Son Activities,
- c) Continue to offer *Trunk or Treat*

- d) Continue *Journey to the Manger/Live Nativity*,
- e) Continue *Journey to the Cross* (Lent),
- f) Send a contingent of St. Paul's members to the 2017 *Hearts at Home* Conference
- g) Equip families for Christ-centered parenting through the Family/Children's Ministry newsletter,
- h) Continue *Fit 4 Him* exercise class,
- i) Conduct the Fall 2017 Women's retreat in Lake Geneva and April 2018 Women Walking in the Word retreat (Theme: *Jesus Christ, the Same Yesterday, Today, and Forever*)
- j) Continue to communicate through the News 'n Notes, Opportunities, Web Page, email, letters and postcards mailed, verbal announcements, Facebook, as well as posters, radio and communities pages, and the Parenting Christian Kids family newsletter.
- k) We will continue to provide a quality Sunday School Education hour for our children using CPH Cross Explorations for 2 year olds - 4th grade. Grades 5-6 will use Route 66 which will help them to learn about how to apply God's Word in their daily lives. Grapple will be offered for Grades 7-8 which will continue with more in-depth exploration of life issues in light of God's Word. We will continue to offer a variety of Bible studies for parents during the Sunday School hour.
- l) Continue to provide opportunities for the Sunday School Children to sing in a worship service at least once each semester.
- m) Offer at least one activity for Sunday School children and families to do together.

3. Support Ministries:

- A. STEPHEN MINISTRY: Continue established ministry and initiate a new training group.
- B. SUPPORT GROUPS:
 - 1. Continue Grief Support Group and
 - 2. Explore the possibility of establishing a Christian Alzheimer's support group.
- C. SENIOR MINISTRY:
 - 1. Conduct a Spring 2018 trip and
 - 2. Explore the possibilities of a Spring 2018 Retreat

+++++

Goals: Business Manager

- Financial:
 - Transfer any routine accounting and budget reporting duties to new bookkeeper. Document and automate/streamline all processes.
 - For all existing bank accounts, either close or implement reporting/control policies.
 - Issue RFP for banking services.
 - Implement controls/reporting on fund raisers, especially those that sell taxable items.
 - Formalize, document and automate quote and PO process.
 - Through the Financial Development Task Force, expand Simply Giving participation by another 10%, implement Consecrated Stewards program, conduct first session of Dave Ramsey's FPU, and evaluate resources from LCEF, LCMS Foundation and Thrivent for planned/legacy giving.
 - Present a 10 month vs. 12 month salary structure proposal.
 - Implement new church management software.
 - Research a high deductible program for health insurance.
 - Write grant applications for parking lot.
 - Complete the 5-10 year rolling financial plan, which supports Pastor's Ministry plan.
- Facilities:
 - Expand the Facilities Task Force membership.
 - Develop a fixed asset listing.
 - Asbestos abatement plan.
 - Restructure custodial duties based on additional school custodian, and document custodial standards.
 - Capital project plan for the parking lot, including source of remaining funding.
 - Begin project planning for narthex/daycare addition.

Summary of Senior Pastor's Evaluation

The church council evaluated the pastor on four objectives.

- Mission objective: to involve 250 St. Paul's members and 25 members of other local LCMS congregations in bringing our message and ministry to our community, state, nations, and world in the 2017 church year ~ *goal partially met. 252 participated. Not sure how many were from other LCMS congregations vs St. Pauls.*
- Discipleship Objective: To involve 420 (60% of worshipping membership) St. Paul's members in a regular or semi-regular Bible study, fellowship group, seminar, et al for the purpose of enabling our members to mature in their faith in 2016/17: *Goal met. June 2017 Report states 431 members participated. Not sure how data is collected to avoid duplication. Did 431 different individuals participate in at least one activity or did the same people participate in many activities? Maybe this is not a good goal to track? Council may want to look at strategies and determine if they reflect the direction we want to go.*
- Worship Objective: To realize an overall increase in 2016/17 worship attendance by fifty worshippers: *Goal not met per Pastor's report.*
- Fellowship Objective: To enlist, equip, and empower 125 St. Paul's members in some form of active ministry of support and service to those within and without our congregation in the 2017 calendar year: *Council believes this goal was reached via the new dog ministry (fundraising to meet the need for this ministry), Guatemala trip, increased Bible study groups*

STAFF OF ST. PAUL'S EVANGELICAL LUTHERAN FOR 2016-2017

Called Pastoral Staff

Pastor Daniel Decker

Called Ministry Staff

Jared Stiek, Director of Music

John Mueller – DCE, Youth Ministry

Kathy Pingel – DCE, women & Family

Called Teaching Staff

Susan M. Benedict---Kindergarten

Elizabeth Decker– 3rd grade

Amy Denson---Pre-School

Jill Fenrick – Middle School

Mark Fenrick – Middle School/AD

Kristen Gestrich – 2nd grade

Lynne Jacobsen – 5th grade

Sara Knuth – Media

Jim Kroll – Middle School/Webmaster

Robert Lunak---Principal

Deb Natz – 4th grade/Asst. AD/School Choir

Kathy Overley – Resource Teacher

Ruth Ann Schultz – 1st grade

Lois Wahrle – 3rd grade

Contracted Teaching Staff

Kim Adams – Special Needs

Nolen Leach --- Middle School

Ellen Stumbo---Spanish

Dave Viemeister – Band

Julie Wojcik – Preschool

Teacher Aides Staff

Amelia Boeche

Jodie Hendrikson

Janet Jass

Candy McLaughlin

Theresa Malloy

Laura Roth

Administrative/Office Staff

LeAnn Bertagnoli – School

Stacey Marena – Church

Hot Lunch Staff

Janet Jass---Accountant

Eric Sasse--Asst Cook

Brenda Schuh--- Head Cook

Jason Schuh

Shepherd's Heart Day Care Staff

Natasha Arnold

Cassie Bonow

Meghan Drays

Edna Fleming

Nicole Harmel

Brooke Lunak

Theresa Malloy

Angela Peterson

Laura Roth

Karla Spoon

Lisa Stanton

Wendy Teval

Carol Welton

Michelle Welton --- Assistant Director

Julie Wojcik---Director

Custodial & Maintenance Staff

Mark/Janet Anderson

Christine Gray

Neil McLaughlin

Jim Millard

Support Staff

Jill Elliott---Bookkeeper

Cindy Perkins---Business Manager

Terry Prindle---Technology

Barry Wier – Technology

Facilities Task Force Report on Buildings and Grounds

This past year the Facilities Task Force conducted work days on the following dates:

1. Saturday , Nov 5: Outdoor cleanup workday
2. Saturday , Feb 18: Maintenance workday
3. Saturday, May 13: Outdoor cleanup workday
4. Saturday, July 22: Maintenance workday
5. Saturday, Aug 19: Power cleaning workday

More volunteers are needed for these works days if St. Paul's facilities are to be properly maintained. The plan is to add five more leaders to the Facilities Task Force.

The Parking Lot Subcommittee previously secured the services of Batterman Engineering to determine an estimated cost for the repaving of the parking lot. A clear picture of what St. Paul's plans are for any building expansion is needed before the repaving of the parking lot can be addressed. The future of the parsonage and its use needs to be looked into by the newly formed Building Committee.

Elders Report to the Congregation

Our Board of Elders continues to serve as a ministry support for St. Paul's Pastor this past year. Currently all the elder zones are filled with either elders or assistant to the elders, but vacancies occur on a regular basis. First, the elders' have been concentrating their efforts with weekly support of our worship services. The elders in attendance assist the ushers and greeters in providing a welcoming atmosphere for members and visitors to our worship service. Attending elders also participate in the distribution of communion and conducting baptisms.

Our elders are also encouraged to maintain monthly contacts with the members of their zones. These contacts involve the elder telephoning those members of his zone and determining if there are any unmet needs or concerns. A significant portion of our Board of Elders also conducts regular and monthly calls on our shut-in members to bring God's Word and communion to them.

Goals for the 2017-2018 time period are to increase the number of elders and elder assistants and continue training in a program to minister to lapsed members entitled *Reopening the Back Door*.

	Membership Terms	
	1st Term	2nd Term
Endowment Committee Members:		
Christine Albrecht msbaldi3@aol.com	11/01/13-10/31/16	11/01/16-10/31/19
Ron Belk 608-295-5820 candrbelk@yahoo.com	11/01/13-10/31/16	11/01/16-10/31/19
Dr. Mark Boeche 608-563-4604 mboeche@charter.net	11/01/13-10/31/14	11/01/14-10/31/17
Ben Wright (vice chair) 608-698-1336 benjamin.scott.wright@gmail.com	11/01/15-10/31/18	
Gerry Mueller 608-756-0803 gerry49@charter.net	11/01/13-10/31/15	11/01/15-10/31/18
Gail Pateros (secretary) 608-755-0526 mandgpat@charter.net	11/01/13-10/31/16	11/01/16-10/31/19
Mike Sullivan-(Chair) 608-758-4526 mike.sullivan@subzero.com	11/01/13-10/31/15	11/01/15-10/31/18
Gary Neumueller 608-756-1378 newy.neumueller@thrivent.com	advisor	

St. Paul's Church Endowment Fund
Report for July 1, 2016 to June 30, 2017

7/01/2016 Principal Balance @ Thrivent	\$	129,501.29
Additional Donations not yet transferred to the Thrivent Fund	\$	300.00
Total Principal Balance	\$	129,801.29
7/01/2016 Earnings Balance @ Thrivent	\$	7,341.25
Earnings for this Fiscal Year	\$	4,089.99
Less: Disbursements not yet transferred to St. Paul's checking account	\$	(5,530.00)
Expenditures for this Fiscal Year	\$	-
Available Earnings Balance	\$	5,901.24
GRAND TOTAL OF FUND	\$	135,702.53
Balance of Financial Instrument at Thrivent	\$	140,932.53

St. Paul's School Endowment Fund
Report for July 1, 2016 to June 30, 2017

July 1, 2016 Beginning Principal Balance	\$	49,278.04
Additional Donations not yet transferred to the Thrivent Fund	\$	2,255.00
<hr/>		
Total Principal Balance	\$	51,533.04
<hr/>		
7/01/2016 Earnings Balance @ Thrivent	\$	2,615.13
Earnings for this Fiscal Year	\$	6,015.39
Expenditures for this Fiscal Year	\$	-
<hr/>		
Earnings Balance	\$	8,630.52
<hr/>		
GRAND TOTAL OF FUND	\$	60,163.56
<hr/>		
Balance of Financial Instrument at Thrivent	\$	57,908.56

Earnings from this fund can only be used for day school projects.

St. Paul's Lutheran School
Family Tuition Assistance Endowment Fund
Report for July 1, 2016 to June 30, 2017

July 1, 2016 Beginning Principal Balance	\$	23,058.07
Additional Donations not yet transferred to the Thrivent Fund	\$	-
<hr/>		
Total Principal Balance	\$	23,058.07
<hr/>		
7/01/2016 Earnings Balance @ Thrivent	\$	2,989.53
Earnings for this Fiscal Year	\$	1,882.80
Expenditures for this Fiscal Year	\$	(2,000.00)
<hr/>		
Available Earnings Balance	\$	2,872.33
<hr/>		
GRAND TOTAL OF FUND	\$	25,930.40

Earnings from this fund can only be used for the day school tuition assistance fund.

The Financial Review Committee

This organization functions as the advisory board for the Business Manager, as well as oversight/control of the position. During fiscal year 2016-17, the committee helped the Business Manager establish priorities, assisted in the development of the proposed 2017-18 budget, and provided recommendations for the 2017-18 tuition structure and the non-called employee pay scale. A sub-group of this committee also serves as the Internal Audit committee, which will do a financial review every other year, when an external audit is not completed.

Financial Development Task Force

1. Promotion of Simply Giving and On-line Offering
 - **Implementation of Simply Giving Offering Pew Cards.** These are available for those who are giving on-line and wish to continue placing something in the offering plate as well as serves as a reminder for those who may wish to enroll.
 - **Assistance provided during Pastor's Stewardship Sunday.** Members of the Financial Development Task force were present after each service to assist members with how to enroll in Simply Giving with the new St. Paul's website.
2. Offered assistance in raising support for the Vicar Program
3. Offered Volunteer support for the St. Paul's Gala of Giving raising over \$50,000. *Gala of Giving 2018 scheduled for May 12, 2018.*
4. Began strategic efforts for the future:
 - Jayme Roth attended the LCMS Best Practices Conference in Phoenix at the end of Feb 2016. She gained insight on stewardship programs and financial education.
 - Planning is underway for implementation in 2018.
5. St. Paul's Wish List continues to be available for church and school needs. Donations toward needed items are always appreciated. During 2016-17 over \$2700 was given to support the items requested via the wish list.

Gala of Giving Committee

The 2nd Annual Gala of Giving was held on May 13, 2017 at the Pontiac Convention Center. With tremendous support from the Gala of Giving Committee, together with the various sub-committee volunteers, another successful dinner/auction event was held. The Gala of Giving generated a net revenue of \$52,000! The success of this event is due to our Lord and Savior and to the many wonderful volunteers who were heavily involved in its planning and implementation. The 3rd Annual Gala of Giving is scheduled to take place on May 12, 2018 at the Pontiac Convention Center.

State of St. Paul's Financial Standing

St. Paul's paid off \$6,292 of our loan with the Lutheran Church Extension Fund. The balance of that loan stands at \$6,563 as of June 30, 2016. This is the only debt that St. Paul's carries into fiscal year 2017-18. Member giving increased a modest 1% in the 2016-2017 fiscal year compared to 2015-16 fiscal year. However, it fell short of budget by 3.3%. But due to other temporary cost savings and favorable fund raising, St. Paul's still finished the year \$57,506 favorable to budget. This means that we only needed to use \$17,494 of the Unified Fund balance to cover budgetary needs, rather than the \$75,000 that was assumed in the budget. Therefore, we started the year with a Unified Fund balance of \$143,526 and ended with \$126,032.

State of St. Paul's Future

*Now faith is the assurance of things hoped for, the conviction of things not seen.
Hebrews 11:1*

Through the eyes of faith, we can see that He has provided for us, bringing forward his called servants to fill our mission and ministry needs and using his people at St. Paul's to support them.

Knowing that God has provided for us in the past, we look to our future with confidence, holding to the conviction that the Holy Spirit will go with us as we follow the Father's will to take the church into our community in new and exciting ways.

We invite you to join us in this task of bringing the message of justification by grace through faith to many in our community and world who so desperately need to hear it.

**St Paul's Evangelical Lutheran Church, School, and Daycare
2016 - 2017 Budget vs. Actual
6/30/2017**

	Unified			Funds	Total
	Budget	Actuals	Variance	Actual	Actual
St. Paul's Church					
REVENUES:					
Offerings	\$1,086,595	\$1,039,547	(\$47,048)	\$100,521	\$1,140,068
Other Revenue	\$52,900	\$67,617	\$14,717	\$57,997	\$125,615
Total Revenues	\$1,139,495	\$1,107,165	(\$32,330)	\$158,518	\$1,265,683
EXPENSES:					
Missions	\$85,415	\$82,876	\$2,539	\$10,256	\$93,132
Pastoral Support	\$402,022	\$387,989	\$14,033	\$43,508	\$431,498
Facilities	\$191,335	\$173,999	\$17,336	\$4,909	\$178,907
Parish Education	\$24,680	\$11,192	\$13,488	\$40,631	\$51,823
Finance	\$18,920	\$18,070	\$850	\$0	\$18,070
Total Expenses	\$722,372	\$674,127	\$48,245	\$99,304	\$773,430
Church Net Surplus	\$417,123	\$433,038	\$15,915	\$59,215	\$492,253
St. Paul's School					
REVENUES:					
Tuition	\$458,980	\$404,613	(\$54,367)	\$0	\$404,613
Other Revenue	\$70,540	\$108,443	\$37,903	\$150,009	\$258,451
Total Revenues	\$529,520	\$513,055	(\$16,465)	\$150,009	\$663,064
EXPENSES:					
Employee Costs	\$1,002,663	\$993,868	\$8,795	\$20,683	\$1,014,551
Classroom Expenses	\$65,350	\$64,642	\$708	\$9,261	\$73,903
Athletic Expense	\$15,400	\$17,716	(\$2,316)	\$5,742	\$23,459
Technology Expenses	\$12,500	\$18,213	(\$5,713)	\$32,953	\$51,166
Administrative Expense	\$16,000	\$22,852	(\$6,852)	\$27	\$22,879
Other Expenses	\$19,100	\$29,413	(\$10,313)	\$83,650	\$113,063
Total School Expenses	\$1,131,013	\$1,146,705	(\$15,692)	\$152,316	\$1,299,021
School Net Deficit	(\$601,493)	(\$633,649)	(\$32,156)	(\$2,308)	(\$635,957)
St. Paul's Daycare					
REVENUES:					
Total Revenue	\$177,875	\$256,912	\$79,037	\$0	\$256,912
EXPENSES:					
Wages & Benefits	\$124,505	\$153,945	(\$29,440)	\$0	\$153,945
Other Expenses	\$12,000	\$13,332	(\$1,332)	\$3,513	\$16,845
Total Expenses	\$136,505	\$167,277	(\$30,772)	\$3,513	\$170,790
Daycare Net Surplus	\$41,370	\$89,635	\$48,265	(\$3,513)	\$86,122
Total St. Paul's Suplus/(Deficit)	(\$143,000)	(\$110,976)	\$32,024	\$53,394	(\$57,582)
Use of reserves:					
Tuition Assistance		\$34,000	\$34,000	(\$34,000)	\$0
Tech Funds		\$10,000	\$10,000	(\$10,000)	\$0
FA purchases		(\$22,313)	(\$22,313)	\$22,313	\$0
Other transfers		\$3,795	\$3,795	(\$3,795)	\$0
School/church discretionary funds	\$68,000	\$68,000	\$0	(\$68,000)	\$0
Unrestricted Net Assets	\$75,000	\$75,000	\$0	(\$75,000)	\$0
Total Reserves	\$143,000	\$168,482	\$25,482	(\$168,482)	\$0
TOTAL ST. PAUL'S	\$0	\$57,506	\$57,506	(\$115,088)	(\$57,582)

**St. Paul's
Fund balances
Year Ending 6/30/17**

Fund	Beginning Balance	Transfers	Current Activity	Ending Balance
Unrestricted				
Unified	143,526	93,482	(110,976)	126,032
Vicar	0	3,353	(3,353)	0
Fixed Assets	60,171	22,313	(3,779)	78,705
Total Unrestricted Net Assets	203,697	119,148	(118,109)	204,737
Investment in Organizational Accounts				
Church	27,030		(61)	26,969
School	17,440		20,567	38,007
Total Organizational Accounts	44,469	0	20,506	64,976
Council Designated Funds				
Capital Improvement	88,249		1,415	89,664
ECD	83,530		0	83,530
Total Council Designated	171,779	0	1,415	173,194
Donor Designated Funds - Church				
Pastor's Discretion	7,418	(6,000)	0	1,418
Worship	2,733	(2,733)	0	0
Church Worker Aid	4,146		212	4,358
Organ	9,036		(1,829)	7,207
Church Music	6,703		(4,116)	2,587
Daycare Expansion	13,556	(3,500)	(4,334)	5,721
Stained Glass Window	4,405		0	4,405
Parking Lot	147,235		12,193	159,428
Women's Ministry	0	1,805	(1,805)	0
Family Ministries	230	(1,805)	432	(1,143)
Children's Ministries	2,186		120	2,306
Senior Ministries	3,961	285	(4,245)	1
Care Ministries	2,750		(2,000)	750
Comfort Dogs	(250)		12,468	12,218
Youth Group	34,578		(4,811)	29,766
Total Donor Designated - Church	238,686	(11,948)	2,284	229,022
Donor Designated Funds - School				
Principal's Discretionary	63,665	(62,000)	0	1,665
School Wish List	10,614	(8,032)	15,380	17,962
Classroom Donations	1,168	(1,168)	0	0
Tuition Assistance	36,599	(32,000)	12,484	17,082
Technology	23,458	9,421	(30,232)	2,647
Audio Visual	6,421	(6,421)	0	0
Library	9,772	(5,000)	2,296	7,068
Special Needs	28,743		22,904	51,647
School Music	5,908		1,125	7,033
Music Boosters	2,943		(537)	2,406
Athletics	4,812		(1,642)	3,170
Total Donor Designated - School	194,103	(105,200)	21,778	110,681
Endowment Funds				
Church Endowment	131,313		4,390	135,703
School Endowment	51,893		8,270	60,164
Tuition Assistance Endowment	26,048	(2,000)	1,883	25,931
Total Endowments	209,254	(2,000)	14,543	221,797
Total All Funds	1,061,988	0	(57,582)	1,004,406

St Pauls Lutheran Church
Balance Sheet
As of June 30, 2017
(Net income already distributed to funds)

ASSETS

Unified Bank Accounts	\$642,940.75	
Investment Accounts	\$310,266.25	
Church Organization Accounts	\$26,968.71	
School Organization Accounts	<u>\$37,762.07</u>	
Total Bank Accounts		\$1,017,937.78
Total Accounts Receivable		\$8,192.50
Total Other Current Assets		<u>\$13,065.20</u>
Total Current Assets		\$1,039,195.48
Total Fixed Assets		<u>\$78,705.19</u>
TOTAL ASSETS		<u><u>\$1,117,900.67</u></u>

LIABILITIES AND EQUITY

Total Accounts Payable		\$23,789.40
Total Credit Cards		\$14,072.43
Payroll Liabilities	\$9,683.46	
Designated Donations to St. Paul's Church	\$54,414.86	
Unearned Revenue	\$4,971.59	
Total Other Current Liabilities		<u>\$69,069.91</u>
Total Current Liabilities		\$106,931.74
Total Long-Term Liabilities		<u>\$6,563.15</u>
Total Liabilities		\$113,494.89
Equity		
Unified Fund	\$126,032.43	
Net Investment in Fixed Assets	<u>\$78,705.19</u>	
Total Unrestricted Net Assets		\$204,737.62
Investment in Organizational Accounts	\$64,975.78	
Council Designated Funds	\$173,193.50	
Donor Designated Funds - Church	\$229,021.50	
Donor Designated Funds - School	\$110,680.68	
Endowment Funds	<u>\$221,796.69</u>	
Total Restricted Net Assets		\$799,668.15
Total Equity		<u>\$1,004,405.77</u>
TOTAL LIABILITIES AND EQUITY		<u><u>\$1,117,900.66</u></u>