

# **2022**

# **Annual Report**



## St. Paul's Ev. Lutheran

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Church • School • Preschool

1010 Adams Ave. North Fond du Lac, WI

[www.stpaulslutherannfdl.com](http://www.stpaulslutherannfdl.com)

920-922-1080

# Family

How would you define “Family”? I’m not trying to start a cultural war over what is and isn’t included in that term, though our world is actively trying to redefine what that means today. Rather just ask yourself what a family is. The first thought that usually pops into the head is the immediate family: mom, dad, perhaps a child or children.

Now ask another question. How important is your family to you? I’m guessing that most people would answer that family is one of, if not the most important thing to them in their lives. So there isn’t much I wouldn’t do for my wife or my kids if meant that their lives or their success hung in the balance.

Now, consider the Words of Ephesians 3:14-21. Paul writes by the inspiration of our God,

*<sup>14</sup> For this reason I kneel before the Father, <sup>15</sup> from whom his whole family in heaven and on earth derives its name. <sup>16</sup> I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, <sup>17</sup> so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, <sup>18</sup> may have power, together with all the saints, to grasp how wide and long and high and deep is the love of Christ, <sup>19</sup> and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. <sup>20</sup> Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, <sup>21</sup> to him be glory in the church and in Christ Jesus throughout all generations, forever and ever! Amen.*

What does Paul pray for? That we might live and grow in the love that God has showered on us. You see, He calls us family. We are children of God. There really isn’t much that He wouldn’t, hasn’t done for us.

Do you want some proof? Look no further than the Cross, because there we see how high and long and deep God’s love for us really is. He was willing to send His Son, Jesus Christ, to die so that we might be His for all eternity.

This love that surpasses all other knowledge is the Gospel message through which the Holy Spirit then also works. Through the means of grace, the Gospel in Word, and in Sacraments, the Holy Spirit strengthens us so that this message may dwell in our hearts. Filled with this knowledge, well, the family thrives. For it is forgiveness that strengthens and empowers, provides certainty and a foundation for life, fills us up so that we might have something to share with a world that is desperately in need of it. That’s what Martin Luther was pointing to when he wrote that where there is forgiveness of sins, there is life and salvation. Forgiveness is life, provides meaning to life and life everlasting.

Dear friends, this is the message that you are privileged to carry, which St. Paul’s has the honor of proclaiming in everything that we do. And this is given not because of who we are or what we have done, but because God has made us a part of His family.

I can still remember the feeling as a child of having dad by my side. I felt like with him near, nothing could harm me. I could probably even conquer the world. Brothers and sisters, yes there is a reason Paul so often uses those words to address us, as members of God’s family, with our Father beside us, we can boldly and confidently move forward in His saving Word to do His saving work, knowing that we are important to our God, knowing that He will do everything needed for success because He loves us.

*Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever! Amen.*

## **A STATEMENT OF OUR MISSION (Historical date unknown)**

St. Paul's Evangelical Lutheran Church is a gathering of believers in Jesus Christ in the North Fond du Lac area of Wisconsin. As followers of our Lord and Savior by the grace of God, we are devoted to fulfilling the great commission He has given us (Matthew 28:18-20). Compelled by the love of Christ, we strive to make and sustain disciples of Jesus Christ through the faithful use of the means of grace (the Gospel in the Word and Sacraments [Baptism and the Lord's Supper]). To carry out this mission, we are committed to carrying out Christ's commands:

1. To join in regular worship and to conduct active lives of prayer (Psalm 95:1-2,6-7; Hebrews 10:25).
2. To study God's Word diligently and to hold to it faithfully (2 Peter 3:18; John 8:31-32).
3. To encourage fellow believers to grow in their Christian faith and life of faith (Hebrews 10:23-25).
4. To express our Christian love by serving the needs of our fellow man (John 13:34-35; Galatians 6:22,9-10).
5. To reach out to the spiritually lost in our community and in the world with the Gospel (Mark 16:15; Acts 1:8; 2 Corinthians 5:18-20).
6. To serve God and others for the building up of His Church with the spiritual gifts and abilities He has graciously given us (I Corinthians 15:58; Ephesians 2:10; 1 Peter 4:10-11).
7. To help restore erring members to a life of discipleship through loving, Christ-centered discipline (Matthew 18:15-18; Galatians 6:1).
8. To use our God-given time, possessions and money for the glory of God and the benefit of others (Matthew 25:14-30; Proverbs 3:9; I Corinthians 16:2).

## **OUR CONSTITUTIONAL MISSION STATEMENT (CURRENT) READS**

### **MISSION STATEMENT**

#### **Section 1 Purpose**

Before ascending into heaven, Jesus stated the mission which should occupy His believers until He returns, giving the command, *"<sup>19</sup> 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, <sup>20</sup> and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.* (Matthew 28:19-20)". Therefore St. Paul's Evangelical Lutheran Church makes its mission to use the Gospel of our Lord and Savior Jesus Christ in its truth and purity in order to nurture the faith of the congregation's members for carrying out the Lord's will, and to reach out to others for bringing them faith in the Savior.

#### **Section 2 Objectives**

- 2.1 To utilize God-pleasing methods for bringing the saving Gospel of Jesus Christ to as many as possible in the world who are still in unbelief.
- 2.2 To instruct inquirers of the Bible's teachings.
- 2.3 To nurture the faith given to youth and adults by the Spirit.
- 2.4 To encourage and help each other for lives of service for the Lord, His church, and His world.

## Offices, Officers, and Committees of St. Paul's Ev. Lutheran Church

	<b>2022</b>		<b>2023</b>	
Board of Trustees	<b>Name</b>	<b>Office</b>	<b>Name</b>	<b>Term Expires</b>
	David Babler	President	Joel White	2024
	Dean Preissner	Secretary	Dean Preissner	2023
	Joel White	Treasurer	Alan Geisthardt	2025
Board of Elders	Jim Laudolff	Chairman	Ron Wilhelms	2023
	Ron Wilhelms		Chuck Stollfus	2024
	Chuck Stollfus		Mark Peachy	2025
Board of Properties	Mark Ewerdt	Chairman	David Jackson	2023
	David Jackson		Tony Hettenhaus	2024
	Tony Hettenhaus		Jacob Slattery	2025
Board of Christian Education	Tyler Dukelow	Chairman	Randy Schoonover	2023
	Scott Marshall	Vice-Chairman	Scott Marshall	2024
	Paul Rivera	Secretary	Paul Rivera	2023
	Jon Paul	Treasurer	Jon Paul	2024
	Tony Surian	Controller	Tyler Schwefel	2025
	Randy Schoonover	Outreach	Dustin Robinet	2025
Church Council	David Babler	President	Joel White	2024
	Mark Ewerdt	Vice-President	David Jackson	2023
	Dean Preissner	Secretary	Dean Preissner	2023
	Joel White	Treasurer	Alan Geisthardt	2025
	Jim Laudolff		Ron Wilhelms	2023
	Tyler Dukelow		Randy Schoonover	2023

Lutheran Elementary School Faculty	2021-2022	2022-2023
Principal & 7-8	Mr. Aaron Hartwig	Mr. Aaron Hartwig
Ath. Dir & 5-6	Mr. Joseph Loescher	Mr. Joel Mathwig
Grades 3-4	Mrs. Kristin Kampman	Mrs. Kristin Kampman
Grades 1-2	Mrs. Rebecca Miller	Mrs. Rebecca Miller
Kindergarten	Mrs. Dawn Hinn	Mrs. Dawn Hinn
Preschool	Mrs. Abby Loescher	Mrs. Dawn Hinn

Church and School Secretary .....	Amy Surian
Church Controller .....	Cynthia Hintz, Paul Gieschen, Joel White
School Controller .....	Tony Surian
WLA Plenary Board Representatives .....	(Lay) Mitchell White, Tyler Schwefel, Scott Schwartz (Called) Pastor Kampman, Pastor Ehlert, Mr. Hartwig, Mr. Loescher (21-22), Mr. Mathwig (22-23)
Church Custodians .....	Congregational Volunteers & Cleaning Teams
School Custodians .....	School Families; Barb Chambers; Wendy Holmes (Coordinator)
Senior Choir Director .....	Kathy Thurow
Junior Choir Director .....	Joseph Loescher (21-22) & Rebecca Miller (22-23)
Chime Choir Director (Senior & Junior) .....	Rebecca Miller
Church Librarian .....	Cindy Kitchen

School Classroom Helpers .....	Linda Pechman, Cindy Christianson, Sue Robinson, Kim Geisthardt, Janet Jaeger, Joyce Kovalaske		
Sunday School Teachers .....	Tony Surian, Lesley Preissner, Trisha Pietrzyk, Tammy Franklin, Kristin Kampman, Theresa Bortner, Travis Bortner, Kathleen Sebestyen		
Sunday School Classroom Assistants .....	Kaitlyn Kampman, Isabelle Kampman, Amelia Tonn		
Cradle Roll Secretary .....	Mary Briski		
Lutheran Girl Pioneers .....	Kathy Thurow, Jessica Merwin, Amy Burkholder, Angie Tonn, Anna Suprenand, Kristin Kampman, Jessica Marshall, Amy Surian		
Lutheran Boy Pioneers .....	Johannes Jerman - Wagon Train Leader		
LWMS Reporter .....	Sue Robinson		
Organists .....	Rebecca Miller, Trevor Kuphal, Dawn Hinn, Will Hinn, Joseph Loescher, Jeff Krumbein (who regularly helped with funerals)		
WInGS Officers .....		2022	2023
	President	Kathy Thurow	Sue Robinson
	Vice Pres.	Sue Robinson	Kristin Kampman
	Secretary	Joyce Kovalaske	Kathy Thurow
	Treasurer	Rhoda Hinz	Anna Reitz
Offering Counting .....	Cindy Kitchen, Carol Boehning, Janet White, Anna Reitz, Katie Fischer, Wayne Jahns, Sue Conrad, Patricia Brennand, Cindy Christianson		
Visitor Welcome Cards .....	Cindy Kitchen		
Blood Pressure Check-up Coordinator .....	Diane Welch		
School Hot Lunch Coordinator .....	Beverly Buerger		
A/V Ministry .....	Mark Wiener, Mitchell White, Matthew White, Kristin Kampman, Caleb Kampman		
Nursing Home Service Helpers .....	Janet Jaeger, Cindy Kitchen, Janet White		
Worship at the Cross .....	Kathy Thurow, Don Thurow, Gwen North, Cindy Christianson		
Church History .....	Sharon Adams		
Plant & Flower Care .....	Bonnie Wiener		
Altar Flower Coordinator .....	Anna Reitz		
Zion Cemetery Board .....	David Babler, Howard Miller		

### St. Paul's Membership Totals

	Communicants	Souls
January 1, 1995	454	592
January 1, 2000	556	701
January 1, 2005	632	800
January 1, 2010	707	910
January 1, 2015	720	930
January 1, 2016	722	937
January 1, 2017	729	934
January 1, 2018	730	937
January 1, 2019	754	953
January 1, 2020	776	957
January 1, 2021	763	922
January 1, 2022	750	911
January 1, 2023	725	874

# St. Paul's Membership Changes

## Transfers to Other WELS Congregations (40) (b) *baptized but not a communicant member*

Laurel Link	Macy Christensen (b)	John Barthels
Steve Herzberg	Mackenzie Christensen (b)	Heidi Barthels
Connie Herzberg	Olivia Loescher	Cora Barthels
Larry Plamann	Benjamin Schumacher	Ella Barthels (b)
Diane Plamann	Kayla Schumacher	Lauren Evers
Jim Schmidt	Gabriella Schumacher	Bob England
Michelle Schmidt	Colton Schumacher	Mary Lou England
Barbara Swift	Stacy Hardesty	Kristina Patterson
Ashley Grade	Cadon Hardesty	Jeff Richardson
Sharon Adams	Sawyer Hardesty	Gabriel Richardson (b)
Gilda Wegner	Reagan Hardesty (b)	Edward Richardson (b)
Matthew Christensen	Joseph Loescher	Jesse Tabbert
Lisa Christensen	Abby Loescher	Joyce Tabbert
Marcus Christensen		

## Release from Membership (4)

Ryan Riebe	Bevyn Haase
Stacy Haase	Max Patterson

## Removal from Membership (0)

## Baptisms (9) \* *indicates non-member and/or prospect family*

Evan Boehning (1-29)	Cody Sokolik (5-16)	Blaine Schwefel (7-10)
Zekiel Bonney (2-7)	Renny Kuechler (5-22)	Levi Hau (9-25)
Colston Schroeder (4-30)	Cameron Schwartz (5-22)	Eden Marschall (11-13)

## Youth Confirmations (15)

Braydon Brylski	Adler Meyer	Layla Schwartz
Collin Ferriol	Cage Mueller	Emmitt Slattery
Bevyn Haase	Keely Neu	Owen Slattery
Jack Jerman	Evalyn Paul	Anna Suprenand
Isabelle Kampman	Travis Pucker	Madison Zittlow

## Adult Confirmations (4)

Joseph Haines	Cody Sokolik
Melanie Haines	Cheyenne Sokolik

## Profession of Faith (1)

Alan LaPine

## Transfers In (12) (b) *baptized but not a communicant member*

Lee Ninman	Matthew Riederer	Gabriel Richardson (b)
Renee Ninman	Shawn Schultz	Edward Richardson (b)
Mark Deibert	Clayton Schultz	Alexander Quist
Cheri Deibert	Jeff Richardson	Moriah Quist

**Members who are now in glory at Jesus' side (18) [date of death listed]**

Craig Holmes	(1-18)	Jeanne Jahns	(4-19)	Verna Kluball	(8-13)
Lyle Babler	(1-20)	Georgene Schuett	(4-28)	Alberta Ellis	(8-21)
Jeff Eckert	(3-3)	Joyce Babler	(5-13)	Josephine Loeffler	(9-27)
Rose Thompson	(3-5)	Gerald Schumacher	(6-27)	Joyce Snyder	(10-13)
Walter Otterstatter	(3-21)	David Solid	(7-17)	Marian Stahmann	(12-1)
Walter Braford	(4-12)	Frank Kollman	(8-6)	Paul Gieschen	(12-31)

**Marriages (2)**

Hollyann & Matt Lutz (Renewal of Vows 5-28-2022)

Olivia Hinn & Michael Loescher (7-9-2022)

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**Information at a Glance**

**Worship Schedule:** Saturdays at 6:30 PM and Sundays at 7:45 & 10:15 AM  
(Summer: Thursday & Saturday at 6:30 PM and Sunday at 9:00 AM)

**Phone Numbers:** Office: 920-922-1080 Pastor Kampman's Cell 920-238-5777  
Pastor Ehlert's Cell 920-809-7237

**Website:** [www.stpaulslutherannfdl.com](http://www.stpaulslutherannfdl.com)

**Facebook:** [www.facebook.com/stpaulsnfdl](http://www.facebook.com/stpaulsnfdl)

**Youtube:** [www.stpaulslutherannfdl.com/youtube](http://www.stpaulslutherannfdl.com/youtube)

**Bible Study:** Wednesdays at 8:45 AM and Sundays at 9:00 AM

**Communion:** 1<sup>st</sup> & 3<sup>rd</sup> Sundays of each month (Saturday schedules correspond to Sunday)

**Lutheran School:** Grades Kindergarten through 8; Classes daily from 8:30 AM -3:30 PM

**Preschool:** 3-year-old & 4-year-old Monday through Friday 8:30 -11:30 AM  
or all day with an extended care option.

**Second Impressions:** WLA Thrift Store at 325 Winnebago Drive, Fond du Lac (920) 907-9900  
Hours: Tuesday thru Friday 9 AM – 6 PM & Monday & Saturday 9 AM – 3 PM  
Donation Times: Mon. 10 AM – 3 PM; Tues. thru Fri. 10 AM – 4 PM; Sat. 10 AM – 3 PM

**Sunday School:** Sundays during the school year from 9:00 – 10:00 AM

**Worship at the Cross & Jesus Cares Bible Class:**

3<sup>rd</sup> Tuesday of each month at 6:30 PM (worship for the developmentally disabled)

**WInGS:** 1<sup>st</sup> Tuesday of each month at 6:30 PM (Sept.-May)

**WLA:** Area Lutheran High School: 475 E. Merrill Ave., Fond du Lac 920-921-4930

**WLCFS:** Christian Family Counseling/Solutions 1-800-282-0561

**Lutheran Pioneers:** Grade-school-age Christian fellowship and activities for boys and girls:  
Generally meet on the 2<sup>nd</sup> Tuesday of the month at 6:00 PM

**WELS:** N16W23377 Stone Ridge Dr., Waukesha WI 53188 1-888-256-9357 [www.wels.net](http://www.wels.net)

**WELS Ministry of Christian Giving:** 1-920-740-5899 (Christian Estate planning and wills)

**Northwestern Publishing House:** 1-800-662-6022 [www.nph.net](http://www.nph.net)



St. Paul's Ev. Lutheran

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## Reports of Boards and Committees

**Trustees** – President: Dave Babler

report submitted by Pastor Kampman

Our Trustees have been hard at work with a whole host of matters in 2022. Perhaps it would be best to thank those who helped us in the formulation of our 2022 budget. Cyndi Hintz, Paul Gieschen, and our trustees, along with our council were able to recommend a budget for 2022 which was accepted by our voters. Unfortunately, the uncertainty of a few changes in our school left us scrambling a bit.

Mr. & Mrs. Loescher announced the impending birth of their first child shortly after our budget was adopted. Due to an unforeseen insurance issue, they were also left without insurance for the baby within Abby's womb. She would also be resigning her call to stay at home with baby Loescher in the coming school year. After repeated attempts to get her on WELS VEBA, it was decided that we would pay for whatever insurance could be attained (healthcare.gov) until the open enrollment for VEBA in the summer when we would place the Loeschers on the Family plan offered by the congregation.

After a few rounds of calls, the synod window closed. Unable to procure a candidate from MLC we were left pursuing our last few options to fill the preschool room for the coming year. Finally, after considering all options, it was decided that our preschool position would remain vacant in the 2022-2023 school year and Dawn Hinn volunteered to take Pre-K to cover the gap for the year.

As we neared the end of June, Mr. Loescher announced his resignation to teach music and choir in Campbellsport. After a call was returned, Mr. Joel Mathwig voiced an interest in our teaching position in 5-6 grade. Following discussion, it was recommended to our voters that we bring Mr. Mathwig in and pay for his licensure and synod certification in the coming years. This was fully supported by our synod due to the called worker shortage we are contending with.

At the writing of this report, it would be fitting to extend our thanks to both of these called workers, Mrs. Dawn Hinn and Mr. Joel Mathwig, as they have adapted, often on the fly given the circumstances, and done a marvelous job of doing so.

We began calling again in November to fill the position of preschool teacher. Mrs. Miller also announced her impending retirement at the end of the year. So calling for her replacement began at the same time. Currently, Mrs. Megan Schoenbach has accepted the call to serve in the 2023-2024 school year as our preschool teacher and Mrs. Kristi Utsch holds the call to serve within our school as our 1-2 grade teacher in the coming year. We pray the Lord of the Church will lead these ladies to do what is in the best interest of the Kingdom and for the ultimate good of our congregation and school.

Our board of properties also remained busy with the upkeep of the facility and recommendations for regular maintenance items seemed commonplace. We can thank many in the congregation for their donation of time and talent to the many projects which were completed.

Maybe that brings us to our biggest "thank you". We thank our congregation and her members for the prayers, work, and offerings, which made it possible in a year with plenty of ups and downs to come out ahead of a budget that was constantly rocking and rolling through the year, for enduring the hardships of the realities of resignations in a time of called worker shortages, and for showing the love of Christ in countless ways through it all.



## **Board of Elders – Chairman: Jim Laudolff**

report submitted by Pastor Kampman

In an attempt to have a more uniform system to encourage our members after Covid, the Board researched and accepted the St. Peter's Plan as recommended by our synod after some tweaking to suit the needs of our congregation here at St. Paul's.

The Board has been hard at work making contacts and checking in with our various members whom we have not seen in a while. Some continue to voice concerns about returning to worship in the post-pandemic era. Others have returned to worship, to the joy of our Elders and our God who rejoices over every sinner that repents.

Our Board would also like to thank our school, the Girls Pioneers, and our many caring members who send cards to our shut-ins. It is regularly voiced to the pastors as they visit how meaningful those cards and well wishes are to them.

Our pastors have been kept extra busy as well as they visit around 30 shut-in members a month. This year they performed 18 funerals. All while leading Bible Classes, new member classes, catechism classes, and the other things we don't see each day that they are doing.

Finally, the Board is aware that numbers are down for us here at St. Paul's. Expect to see a variety of different encouragements within our Church, school, and other organizations as we seek to strengthen the family of Christ in the only way He has promised He will work within us: the Means of Grace, the Gospel in Word, and Sacraments.

## **Board of Properties – Chairman: Mark Ewerdt**

report submitted by Pastor Kampman

It's been a busy year for the Board of Properties. Many projects, repairs, and installations occurred this year. The north window in the 3-4 grade room was replaced in March after the windows showed signs of rot. The Women In God's Service also spearheaded a deep cleaning of the church in preparation for the celebration of Easter.

In April, we repaired the sacristy toilet, reseeded various spots around the church after the work done on the flat roof the previous year, and weeded the SE Sign. The organ issues we had been chasing for years, were also narrowed down and Music Solutions WI made repairs for \$1,729.

In May, the outside basketball hoop, the school sinks, and some of the screws on the gym roof were replaced to stop a leak in the southeast corner of the gymnasium. SPS roofing also returned to further investigate and repair Flat Roof leaks for \$937.

In July, we had our parking lot's cracks sealed and recoated by Asphalt Specialists for \$10,460. A new to us Young & Chang Grand Piano was donated & protective equipment was purchased. The instrument is certainly an improvement over our parlor grand which had served us faithfully for many years.

In August, a school cleaning & congregational work day to address the rock around church was held. The gas service pipe into the school was wrapped and brought up to code. Mudjacking was done to level the pads for our air conditioners, and a new water softener was installed by Culligan. An anonymous member, handy at rust removal and painting, repaired some bathroom partitions in the boy's bathroom on the north end of our school.

In September, we switched our Garbage and Recycling service to Harters and our outdoor outlets were inspected and repaired.

October meant it was time to prepare for the winter, so plants were trimmed and the SE sign plant bed, which was being overrun by weeds, was worked on. Finally, our soccer field, slowly being overrun by Creeping Charley, was sprayed.

In November, the mild weather allowed us to work on the patio behind the fellowship hall which collects a fair amount of water when it rains. Rob Giese Construction was contacted and a catch basin was installed and connected to the city sewer for \$6,750. It is hoped this will also stop the water which has been infiltrating the church by the piano on occasion.

In December, two trees showing signs of rot were removed and JF Ahern completed our yearly fire inspection.

A few jobs we hope to finish up in the new year are the installation of gutters and ice guards over the gym doors by Muza Metals, the installation of two new toilets in the boy's bathroom in the school and the repair of our school water softener with a matching unit from Culligan.

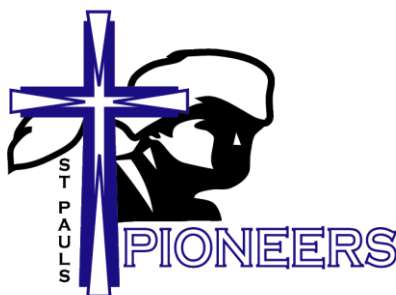
We would like to thank those whose work spans many months in the building. Our cleaning crews, those who sign up and cut grass, those who plow out the parking lot and blow snow. Those who regularly keep an eye on the weeds and plantings around the church. Our school families and the paid cleaners who keep up the school through the year and all the members who so generously support the extensive work that goes on in a building this size.

### **Board of Christian Education – Chairman: Tyler Dukelow      report submitted by Principal Hartwig**

The mission of St. Paul's Lutheran School states that our school exists to assist parents in bringing the gospel to children so that the Holy Spirit may create and nurture faith in Jesus Christ as their Savior; to provide a quality education with all subjects taught in the light of God's Word; and to help students use their God-given talents to serve others to God's glory.

With that in mind, it is apparent that the Lord has blessed the ministry of our congregation's Lutheran elementary school in many ways during 2022. Our teachers for the first half of the year included the following faithful servants: Mrs. Abby Loescher (preschool), Mrs. Dawn Hinn (kindergarten), Mrs. Rebecca Miller (first-second), Mrs. Kristin Kampman (third-fourth), Mr. Joey Loescher (fifth-sixth), and Mr. Aaron Hartwig (seventh-eighth). They enjoyed a year of continued professional growth and opportunities for service to the members of St. Paul's, and over the summer were blessed to see the installation of brand new high-end flat panel interactive display boards as well as new tablets for all k-3 students and new Chromebooks for all students in grades 3-8.

The faculty beginning the 2022-2023 academic year experienced a few changes, as Mr. and Mrs. Loescher stepped aside to focus on their growing family and pursuing other educational interests. We thank God most gratefully for their two years of faithful service at St. Paul's. In their place have stepped Mrs. Katie Schwartz (serving as a preschool aide to Mrs. Hinn, who has temporarily taken over duties at the preschool level while continuing her service with our kindergarten students), and Mr. Joel Mathwig (fifth-sixth, co-athletic director). Mr. Mathwig has previously served as a faithful member of our Board of Christian Education and as a basketball coach for multiple levels of our students. We praise God that he has been able to adjust so well to being a teacher in our school! Together, the faculty continues to share God's Word on a daily basis with the children of our congregation. In 2022 we graduated a group of 11 students and continue to serve a student body whose enrollment, prek-8 is in the mid-70s. Our prayer is that the Lord, in His grace, continues to bless our congregation's school in its mission so that the next generation may know the praiseworthy deeds of our Lord.



## **Women in God's Service (WinGS)** – President Kathy Thurow      report submitted by Kathy Thurow

Women in God's Service (WinGS) holds meetings from September through May on the first Tuesday of the month. The WinGS Mission Statement encourages Christian fellowship & socialization, and through those friendships, we can give strength to each other. We also support St. Paul's congregation in whatever way we can.

Our monthly sessions start with a brief period of fellowship and snacks, devotion, then the business meeting. There are occasional special speakers. In 2022 we typically had a dozen or so women in attendance each month but would love to see more.

WinGS members, along with other non-members, prepare the altar for communion. Members send birthday cards to those in our congregation who are 75 years or older, and send cards or visits those who are sick. We no longer purchase food and organize funeral luncheons, but do help serve the guests and do clean up after the meal.

Each year we serve a fellowship meal between services on Ash Wednesday, and each spring we spearhead a deep church cleaning shortly before Easter. In December we host "Advent by Candlelight," and present a special program to emphasize the real reason we celebrate Christmas.

Our congregation is also part of the Lutheran Women's Missionary Society (LWMS), which works to encourage in prayer and financially the works of home and world missions. Information from LWMS is shared at the WinGS meeting monthly.

In addition, we take a collection each month, and annually donate to various WELS groups, with the majority going to various St. Paul's and WLA funds.

## **Adult (Senior) Choir** - Director Kathy Thurow      report submitted by Kathy Thurow

The Adult (Senior) choir is open to any confirmed member of St. Paul's and sings throughout the school year. Members are people who enjoy singing and who love to share God's Word and praise Him through music. This current season we have 15 singers plus the director and accompanist.

Rehearsals are Monday evenings from 6:30 – 7:30. If you can't make all the rehearsals, please don't let that stop you from joining! Want to sing just during the holidays – we'd love to have additional voices! Please check with one of the pastors or the director if you're interested in joining.

To God be the glory!

## **Boys Pioneers** – Leader Johannes Jerman      report submitted by Pastor Michael Kampman

Our Boys Pioneer program is connected to the National Lutheran Boys Pioneers ([lutheranpioneers.org](http://lutheranpioneers.org)). Our Train number is 789 and our Train Leader is Johannes Jerman. Lutheran Pioneers exists to assist congregations in nurturing and training boys in the Lord so that they will remain faithful to Him and faithfully serve Him throughout their lives. We want the boys in our churches to grow up to be Christian Men of Character who have learned life skills and are leaders in their families, their church, and their communities.

We open our meetings with devotion (usually led by one of our pastors). Each month we usually do a project or do something outside when the weather permits. In 2022, we learned about ice safety and got to sit in ice boats, built and fired air-powered rockets, made a shadowbox, learned about working with basic tools, discussed geocaching, made decorative signs, created some string art, and did various other activities and projects. Perhaps one of our biggest events is Pinecar racing. The boys all craft and race pine cars on our track with their fathers.

Dads are always welcome to join in the fun with their sons. It's a great way to spend some quality time and help the young men with the various projects we do together.

## **Girl Pioneers:**

report submitted by Kathy Thurow

Even though our girl Pioneers never joined the National Lutheran Girl Pioneers (LGP), we are still known as Girl Pioneers since St. Paul's Lutheran School's mascot is a Pioneer.

While not LGP members, we base our meetings on the ideas in the LGP program and use their activity suggestions to plan our own. Topics such as church, communication, cooking, nature, sewing, and many others are discussed and practiced.

We open our meetings with devotion, and each month make cards to send to our shut-ins. In 2022, we explored the difference between flowers and vegetables, planted flowers in spring, made Instant pot lasagna, learned about ice safety and got to sit in ice boats, learned about the colors of the church seasons, and looked for symbols inside the church, sewed sachets, made a shadowbox, learned about working with basic tools, discussed working with/being with people with disabilities, sang Christmas carols at a Worship at the Cross service, made Christmas cookie treats and of course did many crafts.

Several parents come each month and help, and we appreciate them! We also have junior leaders who help whenever possible. Being a leader is a great chance to be with your daughter/granddaughter or any student and spend time watching and helping them learn and grow.

The Girls Pioneers checkbook began 2022 with \$437.65. After disbursements for various items, fees and gifts collected the organization finished 2022 with \$446.89.

## **Zion Cemetery Board**

report submitted by Pastor Michael Kampman

The Cemetery Board had a relatively quiet year without any major issues to deal with. The only ongoing need is for mowing. The Cemetery provides mowers (riding and push), trimmers, blowers, and everything needed to perform the work. Sign-up sheets are provided in our association churches and online for those who would be willing to take on a week of the work. If we don't get volunteers in the coming year, we will likely have to consider paying someone to maintain the cemetery grounds. Burial plots are available in the cemetery for the members of St. Paul's Ev. Lutheran Church, Redeemer, and St. Peter's in Eldorado. A copy of the bylaws for the cemetery is attached to this report. Congregational Representatives: Dave Babler & Howard Miller

## BY-LAWS/RULES OF ZION CEMETERY

The following By-Laws/Rules relative to the Zion Cemetery have been adopted by the Board on October 19, 2019, with a desire to enhance the beauty of the cemetery and to better protect visitors to the Cemetery as well as property within the Cemetery.

All burial lots are sold with the understanding the purchaser will abide by the rules and regulations of Zion Cemetery. All burials require cement vault or cement liner.

**PURCHASE OF LOTS & GRAVES:** Cemetery lots may be purchased from, the Treasurer of Zion Cemetery in accordance with a price schedule adopted by the Board. All lots and graves are sold with Perpetual Care which is included in the purchase price of the lot. Criteria for purchase. and prices are as follows:

- **Zion members:** Any member of Zion who at the closing of Zion Evangelical Church, and also in good standing of another WELS congregation, along with his or her spouse (member or non-member) are entitled to a burial right (regular or cremation). The charge will be \$400 for perpetual care.

A former member (baptized or communicant) who left Zion Church in good standing, and also in good standing of another WELS congregation, along with his or her spouse (member or non-member) are entitled to a burial right (regular or cremation). Their minor children are also eligible to be buried in its cemetery upon request. Exceptions must be referred to the Board for a decision. The charge will be \$400 for perpetual care.

- **Redeemer, Fond du Lac; St Paul's, North Fond du Lac; St. Peter's, Eldorado members:** Any member in good standing, along with his or her spouse (member or non-member) are entitled to a burial right (regular or cremation). The charge will be \$400 for perpetual care.

A former member (baptized or communicant) who left **Redeemer, St Paul's, St. Peter's** in good standing, and also in good standing of another WELS congregation, along with his or her spouse (member or non-member) are entitled to a burial right (regular or cremation). Their minor children are also eligible to be buried in its cemetery upon request. Exceptions must be referred to the Board for a decision. The charge will be \$400 for perpetual care.

If married, a member reserves the right for his or her spouse's burial at their side.

If both spouses are cremated, or one is a regular burial and one is cremated, they may both be buried in one grave site.

Pre-purchased burial spots will have a stone or marker set at the time of purchase. It is the responsibility of the family to ensure that the stone is not damaged or moved during grave preparation or closing.

Burial spots (pre-purchased or not) will be given in their order, next to the last grave. Each row will start at the south (road side) of the cemetery.

**FLOWERS, PLANTS, and SHRUBS:** No shrubs, trees or flowers, not removable, shall be planted on lots or graves. Neither shall any other obstructions be permitted, such as curbs, corner markers, etc. which will hinder the caretaker's duties. Any improper or offensive objects will be removed by the caretaker. Artificial flowers may be used.

**DAMAGED PROPERTY:** The Zion Cemetery shall not be held responsible for damage to any lot, marker, monuments, nor the planting on any lot; neither shall they be responsible for any urns, containers, or other articles placed upon a lot in the cemetery.

**FENCING:** Erection and/or maintenance of fencing of other enclosures around a lot, or any part thereof is prohibited.

**MONUMENTS:** Monuments or other authorized memorials set upon a cement foundation. For the best interest and protection of all lot owners, memorials, even for temporary use, of cement, artificial stone, composition, wood, tin, plaster, or iron is not permitted. All monuments, markers, etc. should be of first quality granite, marble, or natural stone.

**MARKERS:** All grave markers must be set at grass levels with no raised lettering. Grass level markers may be set without a foundation. Individual markers should be placed on the end of the grave farthest from the base of the monument. In single grave locations all markers should be placed at the foot of the grave.

In keeping with the tradition and the agreement made with Zion Lutheran Church and all who have been laid to rest previous to Zion Cemetery Board taking ownership of this: cemetery, no inscriptions shall be permitted on the gravestones which violate the Word of God. No stone or marker or statue that violates the clear teachings of God's Word shall be permitted in Zion Cemetery.

**FOUNDATIONS:** Foundations for monuments are to be the full size of the face of the memorial and shall be installed only under the direction and authority of the Board. Foundations will be installed at such times during the year as is feasible. Foundations will be installed only after any and all charges relative to that specific lot have been made.

**PERPETUAL CARE/ANNUAL CARE:** Perpetual and Annual Care is defined as "perpetual care of the whole cemetery and not just individual lots". All funds donated for the perpetual care will be placed into a single pooled bank account for the care of the whole Cemetery. Zion Cemetery Association will not establish individual perpetual care accounts for individual lots.

Perpetual and Annual Care lots include the mowing and trimming of grass, removing old flowers, fallen leaves, tree branches, or other debris, care of roads, water lines, fences, equipment, and tool house.

Regular care does not include special care of monuments, watering, or fertilizing the grass, nor the planting of plants, shrubbery or trees.

**LOT GRADE:** All lots re-seeded or re-made will be at such grade level as the Superintendent may determine. The grade will be level with no grave mounds permitted.

**RE-SEEDING:** Reseeding or re-turfing of lots is done under the direction of the caretaker.

**OPENING GRAVES:** Graves must be opened under the direction of the caretaker.

**INTERMENT:** Bodies or cremations of deceased humans only may be buried in Zion Cemetery.

**DISINTERMENT:** The disinterment and or removal of a body will be permitted only after written permission has been filed with the Board, by the lot owner, and the surviving spouse; if there be no surviving spouse then duly appointed executor or administrator, if any, and if not then by the next of kin; and if full compliance has been made with all laws governing the disinterment and or removal of a body. This rule shall apply where a lawful order is given the Board by a duly/authorized public official.

**VIOLATION OF RULES:** Any person willfully violating any of these rules will be ejected and excluded from Zion Cemetery. Such further action may be taken as the Board deems advisable.

**BOARD MEMBERS:** Board will consist of one Pastor from participating congregations, and a minimum of one member and one alternate from each congregation. Members may serve as long as they are willing. Board Chair will be chosen from the members. Members will meet in February and September of each year.

**St Paul's Ev. Lutheran Church**  
**Budget vs. Actuals: 2022 - FY22 P&L**  
January - December 2022

	Dec 2022				Total			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
<b>Income</b>								
40000 Current Fund Receipts								
40005 Current Envelopes	50,035.21	52,495.50	(2,460.29)	95.31%	552,195.28	688,901.46	(136,706.18)	80.16%
40010 Plate	942.75		942.75		13,700.98	-	13,700.98	
40015 Initial Offering			-		1,333.00	-	1,333.00	
40020 Lenten Envelopes			-		9,299.00	-	9,299.00	
40025 Maundy Thursday Envelopes			-		1,484.00	-	1,484.00	
40030 Good Friday Envelopes			-		3,119.00	-	3,119.00	
40035 Easter Envelopes			-		7,763.00	-	7,763.00	
40040 Ascension Envelopes			-		1,010.00	-	1,010.00	
40045 Thanksgiving Envelopes	60.00		60.00		4,860.00	-	4,860.00	
40050 Christmas Envelopes	11,140.00		11,140.00		11,140.00	-	11,140.00	
40055 New Years Envelopes	4,196.00		4,196.00		4,196.00	-	4,196.00	
40060 Devotional Booklets	10.00		10.00		710.83	-	710.83	
40062 Forward in Christ/Spiritual Growth Fund			-		115.20	-	115.20	
40070 Facilities Use	1,500.00		1,500.00		1,900.00	-	1,900.00	
40080 Thrivent Choice	348.00		348.00		3,018.00	-	3,018.00	
40090 Miscellaneous/Other	503.81		503.81		53,656.46	-	53,656.46	
40110 Preschool Tuition	3,262.00		3,262.00		23,614.00	-	23,614.00	
40115 Extended Care Program Receipts	2,096.23		2,096.23		23,379.48	-	23,379.48	
Total 40000 Current Fund Receipts	74,094.00	52,495.50	21,598.50	141.14%	716,494.23	688,901.46	27,592.77	104.01%
42000 Mission Gifts	2,919.75	5,236.56	(2,316.81)	55.76%	48,217.75	62,838.94	(14,621.19)	76.73%
43000 Improvement Gifts	921.00	500.00	421.00	184.20%	11,806.20	6,000.00	5,806.20	196.77%
Total 45000 Special Fund Gifts	1,087.25	-	1,087.25		16,366.37	-	16,366.37	
49800 Interest	174.87		174.87		716.45	-	716.45	
Total Income	79,196.87	58,232.06	20,964.81	136.00%	793,601.00	757,740.40	35,860.60	104.73%
<b>Expenses</b>								
Total 60000 Salaries and Wages	37,177.92	36,719.61	458.31	101.25%	412,977.31	437,498.48	(24,521.17)	94.40%
Total 61000 Insurance/Pensions	8,858.00	6,410.00	2,448.00	138.19%	140,310.77	127,752.00	12,558.77	109.83%
62000 Commitments								
62005 Missions	5,417.75	5,236.56	181.19	103.46%	48,217.75	62,838.94	(14,621.19)	76.73%
62010 WLA Commitment	9,380.36	4,690.18	4,690.18	200.00%	56,282.12	56,282.14	(0.02)	100.00%
62015 WLCFS		-	-		1,175.00	1,000.00	175.00	117.50%
62020 Institutional Ministries		-	-		1,000.00	1,000.00	-	100.00%
Total 62000 Commitments	14,798.11	9,926.74	4,871.37	149.07%	106,674.87	121,121.08	(14,446.21)	88.07%
63000 Utilities								
Total 63100 Utilities - Church & School	2,724.82	2,458.33	266.49	110.84%	30,959.17	29,500.00	1,459.17	104.95%
Total 63500 Utilities - Parsonage	199.00	200.00	(1.00)	99.50%	4,183.68	4,860.00	(676.32)	86.08%
63910 Storm Water Surcharge	133.60	129.16	4.44	103.44%	1,617.54	1,550.00	67.54	104.36%
Total 63000 Utilities	3,057.42	2,787.49	269.93	109.68%	36,760.39	35,910.00	850.39	102.37%
65000 Other Budgeted Expenses								
65005 Church Office	312.21	791.66	(479.45)	39.44%	10,579.45	9,500.00	1,079.45	111.36%
65007 Forward in Christ/Spiritual Growth Fund			-		136.80	-	136.80	
65010 Offering Envelopes		-	-		2,180.43	2,200.00	(19.57)	99.11%
65015 Conferences & Summer School		-	-		2,240.00	2,400.00	(160.00)	93.33%
65017 Sunday School & Bible Class		-	-		1,489.47	2,200.00	(710.53)	67.70%
65020 Janitorial Supplies	396.84	166.66	230.18	238.11%	2,773.59	2,000.00	773.59	138.68%
65025 Lawn Care & Snow Removal		50.00	(50.00)	0.00%	513.00	600.00	(87.00)	85.50%
65035 Pastors - Mileage Reimbursement		83.33	(83.33)	0.00%	291.90	1,000.00	(708.10)	29.19%
65000 Parsonage mortgage								
68005 Parsonage - Principal	196.24	203.24	(7.00)	96.56%	2,287.09	2,438.88	(151.79)	93.78%
68010 Parsonage - Interest	167.62	160.00	7.62	104.76%	2,079.23	1,920.00	159.23	108.29%
Total 68000 Parsonage Mortgage	363.86	363.24	0.62	100.17%	4,366.32	4,358.88	7.44	100.17%
Total Expenses	80,812.15	58,232.06	22,580.09	138.78%	784,904.00	757,740.40	27,163.60	103.58%
Net Operating Income	(1,615.28)	-	(1,615.28)		8,697.00	-	8,697.00	
<b>Other Income</b>								
Total 72000 Pass Through Funds	(150.00)	-	(150.00)		(301.00)	-	(301.00)	
74000 Building Fund								
74100 Building Fund Receipts	14,281.75	10,973.79	3,307.96	130.14%	124,103.75	131,685.48	(7,581.73)	94.24%
74800 Building Fund Principal	(6,909.96)	(6,973.79)	63.83	99.08%	(80,824.09)	(83,685.48)	2,861.39	96.58%
74900 Building Fund Interest	(4,121.11)	(4,000.00)	(121.11)	103.03%	(51,548.75)	(48,000.00)	(3,548.75)	107.39%
Total 74000 Building Fund	3,250.68	-	3,250.68		(8,269.09)	-	(8,269.09)	
<b>Other Expenses</b>								
70100 Extended Care			-		(1,427.50)	-	(1,427.50)	
Total 76000 School Pass Through	216.00	-	216.00		1,851.21	-	1,851.21	
Net Income	1,269.40	-	1,269.40		(296.80)	-	(296.80)	



# St. Paul's Lutheran Balance Sheet

December 31, 2022

	Total			
	As of Dec 31, 2022	As of Dec 31, 2021 (PY)	Change	% Change
<b>ASSETS</b>				
10000 Current Fund Checking	120,336.85	118,117.75	2,219.10	1.88%
10003 Improvement Cash	49,982.45	50,196.29	(213.84)	-0.43%
10005 Altar Fund Cash	4,908.39	4,664.56	243.83	5.23%
10010 Audio/Visual Ministry Cash	3,604.21	2,800.21	804.00	28.71%
10018 Choir	305.00	140.00	165.00	117.86%
10020 Hand Chimes Cash	999.06	1,088.14	(89.08)	-8.19%
10025 Organ/Piano Fund Cash	15,369.05	12,656.51	2,712.54	21.43%
10030 St. Paul's Student Aid Cash	12,944.50	7,629.50	5,315.00	69.66%
10035 WLA Tuition Assistance Cash	1,988.00	3,093.00	(1,105.00)	-35.73%
10040 Worship at the Cross Cash	4,698.15	4,449.78	248.37	5.58%
10045 Hymnal	1,951.85	13,472.00	(11,520.15)	-85.51%
10055 Youth Ministry Cash	841.35	841.35	-	0.00%
10060 Computer - church	203.00		203.00	
Total 10000 Current Fund Checking	218,131.86	219,149.09	(1,017.23)	-0.46%
10110 Savings - Current Fund	169,376.42	168,856.96	519.46	0.31%
10160 Savings - Building Fund	57,767.20	57,744.05	23.15	0.04%
Total Bank Accounts	445,275.48	445,750.10	(474.62)	-0.11%
<b>TOTAL ASSETS</b>	445,275.48	445,750.10	(474.62)	-0.11%
<b>LIABILITIES AND EQUITY</b>				
Total 22000 Payroll Liabilities	4,056.98	4,234.80	(177.82)	-4.20%
Total Equity	441,218.50	441,515.30	(296.80)	-0.07%
<b>TOTAL LIABILITIES AND EQUITY</b>	445,275.48	445,750.10	(474.62)	-0.11%

Church Mortgage	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Beginning Balance	1,392,670.39	1,386,136.49	1,379,581.48	1,372,574.19	1,365,975.39	1,359,212.99
Principle Payments	6,533.90	6,555.01	7,007.29	6,598.80	6,762.40	6,641.94
Interest Payments	4,497.17	4,476.06	4,023.78	4,432.27	4,268.67	4,389.13
Ending Balance	1,386,136.49	1,379,581.48	1,372,574.19	1,365,975.39	1,359,212.99	1,352,571.05
Parsonage Mortgage	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Beginning Balance	55,730.40	55,546.50	55,362.01	55,159.62	54,973.88	54,781.82
Principle Payments	183.90	184.49	202.39	185.74	192.06	186.97
Interest Payments	179.96	179.37	161.47	178.12	171.80	176.89
Ending Balance	55,546.50	55,362.01	55,159.62	54,973.88	54,781.82	54,594.85
Gym Floor Fund	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22
Beginning Balance	9,721.70	9,721.70	9,721.70	-	-	-
Principle Payments	-	-	9,721.70	-	-	-
Ending Balance	9,721.70	9,721.70	-	-	-	-

Church Mortgage	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
Beginning Balance	1,352,571.05	1,345,766.76	1,339,081.40	1,332,374.45	1,325,507.05	1,318,756.26
Principle Payments	6,804.29	6,685.36	6,706.95	6,867.40	6,750.79	6,909.96
Interest Payments	4,226.78	4,345.71	4,324.12	4,163.67	4,280.28	4,121.11
Ending Balance	1,345,766.76	1,339,081.40	1,332,374.45	1,325,507.05	1,318,756.26	1,311,846.30
Parsonage Mortgage	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
Beginning Balance	54,594.85	54,401.60	54,213.42	54,024.62	53,829.59	53,639.55
Principle Payments	193.25	188.18	188.80	195.03	190.04	196.24
Interest Payments	170.61	175.68	175.06	168.83	173.82	167.62
Ending Balance	54,401.60	54,213.42	54,024.62	53,829.59	53,639.55	53,443.31



**St. Paul's Annual Budget**  
Accepted at our January 2023 Voters Meeting

St. Paul's Budget				Proposed	
	2021	2022	2022	2023	% 2023 Budget
Compensation/Benefits	Budget	Budget	Projected	Budget	vs 2022 Projected
Sr. Associate Pastor (Kampman) - Salary	40,881	41,738	41,738	43,744	4.81%
Sr. Associate Pastor (Kampman) - Housing 2% of salary	818	835	835	875	4.81%
Sr. Associate Pastor (Kampman) - FICA	3,190	3,257	3,257	3,413	4.81%
Sr. Associate Pastor (Kampman) - Health Insurance, family	26,436	26,436	26,436	28,944	9.49%
Sr. Associate Pastor (Kampman) - Pension	4,528	4,528	4,528	4,528	0.00%
Associate Pastor (Ehlert) - Salary	38,156	33,500	33,500	35,222	5.14%
Associate Pastor (Ehlert) - Housing	10,296	12,876	12,876	13,356	3.73%
Associate Pastor (Ehlert) - FICA	3,930	3,548	3,548	3,716	4.75%
Associate Pastor (Ehlert) - Health Insurance, family	26,436	26,436	26,436	28,944	9.49%
Associate Pastor (Ehlert) - Pension	4,528	4,528	4,528	4,528	0.00%
Principal (Hartwig) - Salary	43,062	43,935	43,935	46,016	4.74%
Principal (Hartwig) - Housing	10,296	12,876	12,876	13,356	3.73%
Principal (Hartwig) - FICA	4,082	4,346	4,346	4,542	4.51%
Principal (Hartwig) - Health Insurance, single	8,016	8,016	8,016	8,772	9.43%
Principal (Hartwig) - Pension	4,528	4,528	4,528	4,528	0.00%
Teacher 5-6 (Mathwig) - Salary	31,228	31,954	31,954	31,503	-1.41%
Teacher 5-6 (Mathwig) - Housing	10,296	12,876	12,876	13,356	3.73%
Teacher 5-6 (Mathwig) - FICA	3,177	3,429	3,429	3,432	0.06%
Teacher 5-6 (Mathwig) - Health Insurance, family	0	0	25,000	28,944	#DIV/0!
Teacher 5-6 (Mathwig) - Pension	4,528	4,528	4,528	4,528	0.00%
Teacher 3-4 (Kampman) - Salary	31,714	32,451	32,451	34,086	5.04%
Teacher 3-4 (Kampman) - Housing 2% of salary	634	649	649	682	5.04%
Teacher 3-4 (Kampman) - FICA	2,475	2,532	2,532	2,660	5.04%
Teacher 3-4 (Kampman) - Health Insurance, covered spouse	0	0	0	0	
Teacher 3-4 (Kampman) - Pension	4,528	4,528	4,528	4,528	0.00%
Teacher 1-2 (Miller) - Salary	43,111	43,934	43,934	45,964	4.62%
Teacher 1-2 (Miller) - Housing	10,296	12,876	12,876	13,356	3.73%
Teacher 1-2 (Miller) - FICA	4,086	4,346	4,346	4,538	4.42%
Teacher 1-2 (Miller) - Health Insurance, single	8,016	8,016	8,016	8,772	9.43%
Teacher 1-2 (Miller) - Pension	4,528	4,528	4,528	4,528	0.00%
Teacher K (Hinn) - Salary	37,661	38,442	38,442	40,283	4.79%
Teacher K (Hinn) - Housing	10,296	12,876	12,876	13,356	3.73%
Teacher K (Hinn) - FICA	3,669	3,926	3,926	4,103	4.52%
Teacher K (Hinn) - Health Insurance, single	8,016	8,016	8,016	8,772	9.43%
Teacher K (Hinn) - Pension	4,528	4,528	4,528	4,528	0.00%
Teacher Pre School (open) - Salary	30,228	30,954	15,477	36,152	16.79%
Teacher Pre School (open) - Housing	10,296	12,876	6,438	13,356	3.73%
Teacher Pre School (open) - FICA	3,100	3,353	1,676	3,787	12.95%
Teacher Pre School (open) - Health Insurance, single	0	0	0	8,772	#DIV/0!
Teacher Pre School (open) - Pension	4,528	4,528	4,528	4,528	0.00%
Church Secretary (Surian) - Hourly \$16.50/hr, 1,800 hours	27,300	27,846	27,846	29,700	6.66%
Preschool Assistant - Salary	0	0	10,500	21,000	#DIV/0!
Teaching & Preschool Asst	1,000	1,000	1,000	1,000	0.00%
Substitute Teachers	1,000	1,000	1,000	1,000	0.00%
Organists & Instrumentalists	5,400	6,750	6,750	6,750	0.00%
Pastoral Assistance/Guest Pastors	500	500	500	500	0.00%
Employer Payroll Taxes	2,655	2,800	2,800	4,548	62.45%
Workers Compensation Insurance	2,524	2,400	2,400	2,400	0.00%
<b>Total Compensation/Benefits</b>	<b>540,499</b>	<b>559,824</b>	<b>571,733</b>	<b>649,896</b>	<b>16.09%</b>

<b>Commitments</b>					
WLA Commitment	56,282	56,282	56,282	56,282	0.00%
WLCFS	1,000	1,000	1,000	1,000	0.00%
Institutional Ministries	1,000	1,000	1,000	1,000	0.00%
<b>Total Commitments</b>	<b>58,282</b>	<b>58,282</b>	<b>58,532</b>	<b>58,282</b>	<b>0.00%</b>
<b>Insurance</b>					
Property Insurance	10,916	11,558	11,558	13,132	13.62%
Umbrella Policy	650	650	650	650	0.00%
<b>Total Insurance</b>	<b>11,566</b>	<b>12,208</b>	<b>12,208</b>	<b>13,782</b>	<b>12.89%</b>
<b>Utilities - Church/School</b>					
Gas & Electric	15,000	15,000		26,784	78.56%
Garbage Collection	3,000	3,000	3,000	3,000	0.00%
Water & Sewer & Fire Protection	9,000	9,000	9,000	9,000	0.00%
Phone & Internet	2,500	2,500	2,500	2,500	0.00%
Storm Water Surcharge	1,550	1,550	1,550	1,550	0.00%
<b>Total Utilities - Church &amp; School</b>	<b>31,050</b>	<b>31,050</b>	<b>31,102</b>	<b>42,834</b>	<b>37.95%</b>
<b>Utilities - Parsonage</b>					
Gas & Electric	2,400	2,400	2,400	2,400	0.00%
Water & Sewer & Fire Protection	1,500	2,400	2,400	2,400	0.00%
Refuse Pick-up	60	60	60	60	0.00%
<b>Total Utilities - Parsonage</b>	<b>3,960</b>	<b>4,860</b>	<b>4,860</b>	<b>4,860</b>	<b>0.00%</b>
<b>Other Budgeted Expenses</b>					
Church Office	9,000	9,500	9,500	9,500	0.00%
Offering Envelopes	1,900	2,200	2,200	2,200	0.00%
Conferences, Summer School	2,000	2,400	2,400	2,000	-16.67%
Janitorial Supplies	2,000	2,000	2,000	2,500	25.00%
Lawn Care/Snow Removal	600	600	600	750	25.00%
Sunday School / Bible Class/VBS	2,200	2,200	2,200	2,200	0.00%
Pastors - Mileage Reimbursement	1,300	1,000	1,000	1,000	0.00%
Parsonage Mortgage	4,359	4,359	4,359	5,000	14.71%
Miscellaneous	3,000	3,000	3,000	3,000	0.00%
Banking Service Fees / Debit Memos	1,250	2,200	2,200	2,200	0.00%
<b>Total Other Budgeted Expenses</b>	<b>27,609</b>	<b>29,459</b>	<b>29,459</b>	<b>30,350</b>	<b>3.02%</b>
<b>Total Current Fund - Year</b>	<b>672,966</b>	<b>695,683</b>	<b>707,894</b>	<b>800,004</b>	<b>15.00%</b>
<b>Total Current Fund - Monthly</b>	<b>56,080</b>	<b>57,974</b>	<b>58,991</b>	<b>66,667</b>	<b>15.00%</b>
<b>Other Accounts - Budget</b>					
Missions	62,839	62,839	52,918	48,218	-23.27%
Improvement Fund	6,000	6,000	42,000	6,000	0.00%
Debt Fund	131,685	131,685	128,617	131,685	0.00%

## Christian Stewardship

Christian Stewardship has been defined as the free and joyous activity of the child of God in managing all of life, as well as life's resources, for our good and for God's glory. Christian stewardship is a lifelong process, beginning when we start to accumulate resources (frankly even before) and progressing through the end of our days. The Holy Scriptures speak of stewardship often. The Scriptures present several principles regarding stewardship.

A good summary passage can be found in 1 Corinthians 16:2, *On the first day of every week, each one of you should set aside a sum of money in keeping with his income, saving it up, so that when I come no collections will have to be made.*

**Regular:** *On the first day of every week*

Biblical giving is regular and ongoing, not sporadic. God's will for His people is that they set something aside on the first day of each week. Maybe it works better to do it every two weeks or monthly. Timing isn't necessarily the point here. Christians will be consistent givers supporting the work of their church, even as they support others and the charities that serve them.

**For everyone:** *each one of you*

Amounts may vary (more on that in the next point) but all are blessed. In response to what Christ has done for us, we will all seek to willingly bring our offerings to the Lord. Consider the Spirit-inspired words of the Apostle Paul to the Corinthians in His second letter, *"Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver"* (2 Cor. 9:6-7).

Salvation is a gift of God's grace. Our stewardship is not an expression of Law and obedience to it but rather a display of our heartfelt appreciation, our gratitude for all God has done for us. This is a difference between Old & New Testament giving. We have the privilege, every one of us, to show our love for God, not out of compulsion but out of thanksgiving. One is reminded of the reprimand Luther is fabled to have received when he once again spoke openly about Salvation by grace through the gift of faith. Someone said, "But Luther, I know these people, they will stop doing good works if they are no longer required for salvation." His response? "No they won't, they will just start doing them for the right reasons."

**Proportionate:** *set aside a sum of money in keeping with his income*

First, biblical giving is proportionate. God's people have always given back a percentage of what God has first given them. In the Old Testament people were required to begin their giving with a 10% return to the Lord's work. This was considered the "Sacred Portion" of their possessions. Proportionate giving is found in the New Testament as well. In Luke 12:48, Jesus says, *"From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked."* In Luke 21, Jesus praised a widow who gave two copper coins into the temple treasury. Other gifts were much larger in terms of total amount but smaller in terms of the percentage of income they represented. Giving a percentage of our income helps us realize our many blessings.

## Planned: *saving it up*

Perhaps this one could go without saying, especially following proportionate, but it's a good reminder of how far stewardship really goes. I have half-jokingly said in the Old Testament God demanded 10% but in the New Testament He demands it all. It's only half-joking. I understand the shock that the statement brings but the reality is that everything we do and every dollar we spend speaks to what is important to us. Stewardship isn't 10% of life, it is all of life. As I support my family, pay the bills I incur, pay my taxes, and bring my offerings it is all worship. So I set aside and save up a planned portion for the work of the church as I budget and save. Percentage giving helps in this endeavor if I make more, more goes to church and if I make less, less goes to church as the percentage I have set rises and falls with the amount the Lord has given. If I don't "save it up" and plan for it, it will be gone. It's just a reality of the lives we live.

## Odds and ends:

There are a few practical matters not covered in Paul's words to the Corinthians. Privacy is important. This one comes directly from the lips of Jesus, *"But when you give to the poor, do not let your left hand know what your right hand is doing"* (Matthew 6:3). We do not give because we want people to consider us great and charitable people. Our giving is a matter between us and our Lord. It does not need to be broadcast if we do not want it to be. Know that when you give, this is important to us. The information is confidential.

Finally, biblical giving begins with our leaders. If we don't set an example in this area, how will others be able to learn and follow? Consider these words from the Old Testament, *"The people rejoiced at the willing response of their leaders, for they had given freely and wholeheartedly to the LORD. David the king also rejoiced greatly"* (1 Chronicles 29:9). We have leaders of the congregation (church & school), leaders in our community, and leaders in our homes. May we seek to be leaders wherever God has planted us and in whatever position God has given that we might all *"excel in everything—in faith, in speech, in knowledge, in complete earnestness and in your love for us — see that you also excel in this grace of giving"* (2 Corinthians 8:7).

## Proportionate Giving Quick Reference Chart – Weekly Offerings

Annual Income	Weekly Income	4%	6%	8%	10%	12%
\$15,600	\$300	12	18	24	30	36
\$32,500	\$625	25	38	50	63	75
\$45,500	\$875	35	53	70	88	105
\$52,000	\$1000	40	60	80	100	120
\$65,000	\$1250	50	75	100	125	150
\$78,000	\$1500	60	90	120	150	180
\$104,000	\$2000	80	120	160	200	240
\$130,000	\$2500	100	150	200	250	300

