

Annual Report 2023



St. Paul's Ev. Lutheran

Church • School • Preschool

1010 Adams Ave. North Fond du Lac, WI

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Congregational Message

2023, it's hard to believe that it has come and gone. I still struggle with the numbers. They just seem way too big frankly. It's like I'm living in a SyFy movie or something. Do you realize that the future to which Marty McFly (Michael J. Fox) traveled in the Back to the Future Series was 2015! 2015!! But why rant about all of this in the annual report? I suppose simply because another year has come and gone and with it, plenty has occurred.

Like every year there are reasons to rejoice. God is good. All the time God is good! As I submitted statistical reports this year there were plenty of positives. Transfers out and releases were in the single digits. Our board of elders has been making contacts and while progress is always slow, we are seeing more and more members walking through the doors of worship. Our weekend average is actually on the incline in this area. We have been worshipping around 230-250. That actually puts us in the top 146 congregations out of 1145 in our WELS according to 2022 statistics. This last year our membership numbers actually increased 43 new members (8 Baptisms, 4 Adult Confirmations, 5 professions of Faith, and 26 transfers in) which means our total membership increased by 13. That's even with a total communicant membership decline of 6 which would also mean that we are not growing older as a congregation but younger (one of the most coveted stats in Christendom currently). But numbers and growth isn't our primary objective. As always we remain firmly planted on the Gospel grace of our God who has certainly blessed us in the year past.

Of course, some challenges lay before us as well. Called worker shortages and turnover remains a reality not only for us but for schools across our synod these days. We missed our budget by just shy of \$76,000 last year and while prudent planning had reserves that covered it, this is certainly not something we want to make a regular habit of either. In these, and all other challenges, we place our confidence in the Lord of the Church to guide us in a way that is best and would hold Him and His Word and will out to as many as possible.

2023 also brought the retirement Mrs. Rebecca Miller. Becky served our congregation and school as 1-2 grade teacher for 27 years and continues to serve faithfully even in retirement. Still serving as organist, accompanist for our choir, director of our chimes, and regular helper/sub within our school. It simply wouldn't be a proper recap of the year without acknowledging her service for which we give thanks to our Gracious God.

As I sat down and started reflecting on all of it (okay, as I had to report the stats and numbers for synod for the year), I marveled at how much had happened in 2023. In fact, I checked and double-checked things because I couldn't believe all that happened in just one year. As I sat contemplating and marveling it all, well the Words of our God from Romans 8 came to mind.

²⁸And we know that in all things God works for the good of those who love him, who have been called according to his purpose. ... ³⁵Who shall separate us from the love of Christ? Shall trouble or hardship or persecution or famine or nakedness or danger or sword? ³⁶As it is written: "For your sake we face death all day long; we are considered as sheep to be slaughtered." ³⁷No, in all these things we are more than conquerors through him who loved us. ³⁸For I am convinced that neither death nor life, neither angels nor demons, neither the present nor the future, nor any powers, ³⁹neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord.

Brothers and sisters, 2023 has past and 2024 is underway. Yes, the numbers seem ridiculous and time, well, it flies by. But walking together in Christ, may we meet every joy and hardship in the strength and confidence God alone provides. In the love, that Christ alone so beautifully displayed as He saved us. Living in that love, whether its 1900, 1985, 2015, or 2050 well, God's got us.

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]). In order 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, *"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, ²⁰ 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 congregations 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

	2023		2024
Board of Trustees	Name	Office	Name
	Joel White	President	Joel White
	Dean Preissner	Secretary	Larry Schultz
	Al Geisthardt	Treasurer	Al Geisthardt
			Term Expires
			2024
			2026
			2025
Board of Elders	Ron Wilhelms	Chairman	Chuck Stollfus
	Chuck Stollfus		Mark Peachy
	Mark Peachy		David Jeffers
			2024
			2025
			2026
Board of Properties	David Jackson	Chairman	Jacob Slattery
	Tony Hettenhaus		Tony Hettenhaus
	Jacob Slattery		Tom Hagman
			2025
			2024
			2026
Board of Christian Education	Randy Schoonover	Chairman	Scott Marshall
	Scott Marshall	Vice-Chairman	Dustin Robinet
	Paul Rivera	Secretary	Travis Bortner
	Jon Paul	Treasurer	Jon Paul
	Tyler Schwefel	Controller	Tyler Schwefel
	Dustin Robinet	Outreach	Currently Vacant
			2024
			2025
			2026
			2024
			2025
			2024
			2025
			2024
Church Council	Joel White	President	Joel White
	David Jackson	Vice-President	Jacob Slattery
	Dean Preissner	Secretary	Larry Schultz
	Alan Geisthardt	Treasurer	Al Geisthardt
	Ron Wilhelms		Chuck Stollfus
	Randy Schoonover		Scott Marshall
			2024
			2025
			2026
			2025
			2024
			2024
Lutheran Elementary School Faculty			2022-2023
		Principal & 7-8	Mr. Aaron Hartwig
		Ath. Dir & 5-6	Mr. Joel Mathwig
		Grades 3-4	Mrs. Kristin Kampman
		Grades 1-2	Mrs. Rebecca Miller
		Kindergarten	Mrs. Dawn Hinn
		Preschool	Mrs. Dawn Hinn
		Resource	
			2023-2024
			Mr. Aaron Hartwig
			Mr. Joel Mathwig
			Mrs. Kristin Kampman
			Mrs. Kristi Utsch
			Mrs. Dawn Hinn
			Mrs. Megan Schoenbach
			Mrs. Linda Mathwig
Church and School Secretary	Amy Surian		
Church Controller	Cynthia Hintz & Al Geisthardt		
School Controller	Tyler Schwefel		
WLA Plenary Board Representatives	(Lay) Mitchell White, Tony Surian (Called) Pastor Kampman, Pastor Ehlert, Mr. Hartwig, Mr. Mathwig		
Church Custodians	Congregational Volunteers & Cleaning Teams		
School Custodians	School Families; Wendy Holmes (Coordinator)		
Extended Care	Jessica Marshall, Patti Kuechler, Amy Surian, Mr. Hartwig, Mrs. Kampman, Lauren Graumann		
Choir Director	Kathy Thurow		
Junior Choir Director	Mr. Hartwig		

Chime Choir Director	Rebecca Miller		
Church Librarian	Cindy Kitchen		
School Classroom Helpers	Linda Pechman, Cindy Christianson		
Sunday School Teachers	Tony Surian, Lesley Preissner, Trisha Pietrzyk, Tammy Franklin, Theresa Bortner		
Cradle Roll Secretary	Mary Briski		
Lutheran Girl Pioneers	Kathy Thurow, Jessica Merwin, Amy Surian, Kristin Kampman, Anna Suprenand (Junior Leader)		
Lutheran Boy Pioneers	Johannes Jerman - Wagon Train Leader		
LWMS Reporter	Sue Robinson (2023), Joyce Kovalaske (2024)		
Organists	Rebecca Miller, Trevor Kuphal, Dawn Hinn, Will Hinn		
WInGS Officers	2023	2024	
	President	Sue Robinson	Joyce Kovalaske
	Vice Pres.	Joyce Kovalaske	Kristin Kampman
	Secretary	Kathy Thurow	Kim Geisthardt
	Treasurer	Rhoda Hinz	Anna Reitz
Offering Counting	Cindy Kitchen, Carol Boehning, Janet White, Anna Reitz, Katie Fischer, Wayne Jahns, Patsy Brennand, Cindy Christianson, Sue conrad		
Visitor Welcome Cards	Cindy Kitchen		
School Hot Lunch Coordinator	Beverly Buerger		
A/V Ministry	Mark Wiener, Mitchell White, Matthew White, Kristin Kampman, Izzy Kampman, Caleb Kampman		
Nursing Home Service Helpers	Janet Jaeger		
Worship at the Cross	Pastor Michael Kampman, Coordinator		
Church History	unmanned		
Plant & Flower Care	Bonnie Wiener		
Altar Flower Coordinator	Anna Reitz		
Lutheran Military Support Group Liaison	Pastor Michael Kampman		
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	905
January 1, 2023	725	874
January 1, 2024	719	887

St. Paul's Membership Changes

Transfers to Other WELS Congregations (9)

Pamela Eckert	(1-8)	Brooke Scott	(6-21)	Renee Herrick	(9-13)
Carol Kemnitz	(2-27)	Ashley Nett	(7-23)	Doug Knutzen	(10-29)
Sarah Gieschen	(6-21)	Harper Nett (b)	(7-23)	Barb Knutzen	(10-29)

Release from Membership (7)

Beth Bergman	(8-9)	Randy Wilhelms	(12-20)	Maisey Wilhelms	(12-20)
Emily Wilhelms	(10-29)	Amy Wilhelms	(12-20)		
Diane Beck	(12-20)	Josephine Wilhelms	(12-20)		

Baptisms (8) * indicates non-member and/or prospect family

Luka Emerich	(2-4)	Reese Merwin	(3-26)	Macie Jane Mose	(4-16)
Amelia Schlosser	(2-26)	Madeline Palmer	(4-16)	Evelynn Hintz	(4-23)
Nicholas Buerger	(3-12)	Cordelia Drummond	(4-16)		

Youth Confirmations (8)

McKenna Balson	(4-30)	Aubryn Gudex	(4-30)	Adelaide Tonn	(4-30)
Ema Burkholder	(4-30)	Jospeh Haines V	(4-30)	Parker Muellenbach	(9-30)
Miles Chambers	(4-30)	Drew Stettbacher	(4-30)		

Adult Confirmations (4)

Gary Borgers	(5-6)	Bradley Hiemstra	(9-24)		
Cindy Borgers	(5-6)	Ashley Black	(11-16)		

Profession of Faith (5)

Andrea Roach	(4-23)	Parker Muellenbach (b)	(5-16)	Christina Muellenbach (b)	(5-16)
Kimberly Mullenbach	(5-16)	Kayden Muellenbach (b)	(5-16)		

Transfers In (26)

Hollie Brown	(1-8)	Eric Schoenbach	(7-23)	Elijah Utsch (b)	(8-9)
Konar Brown	(1-8)	Megan Schoenbach	(7-23)	Ashley Koch (b)	(7-17)
Megan Schlosser	(2-26)	Ava Schoenbach (b)	(7-23)	Cadence Funk (b)	(7-17)
Daniel Mose	(3-15)	Mia Schoenbach (b)	(7-23)	Barrett Kolath (b)	(7-17)
Abby Mose	(3-15)	Tim Utsch	(8-9)	Maverick Kolath (b)	(7-17)
Frank Graumann	(3-30)	Kristi Utsch	(8-9)	Jeanna Schultz	(9-13)
Lauren Graumann	(3-30)	Olivia Utsch (b)	(8-9)	Layla Schultz (b)	(9-13)
Clayton Graumann (b)	(3-30)	Amelia Utsch (b)	(8-9)	Anita Schaumberg	(10-29)
Jeannine Paul	(4-18)	Isaiah Utsch (b)	(8-9)		

Members who are now in glory at Jesus' side (13) [date of death listed]

Jill Frederick	(2-11)	Janet Schwefel	(4-17)	Dave Kemnitz	(9-16)
Joyce Erke	(2-28)	Trisha Babler	(8-19)	JoAnn Williams	(9-15)
Madonna Peachy	(3-4)	Ed Stuhr	(8-24)	Jeff Krug	(9-19)
Roma Schram	(3-15)	Lois Cox	(8-29)		
Edith Hinn	(4-1)	Jim Kemnitz	(8-30)		

Marriages (1)

Amanda Tadych & Tyler Schultz (7-22)

Reports of Boards and Committees



St. Paul's Ev. Lutheran

Trustees/Church Council

President: Joel White

report submitted by Joel White

Dear Members, It was my privilege to serve once again on the Board of Trustees. I am proud to have served with Dean Priessner and Al Geisthardt this last year.

There were plenty of accomplishments in 2023. We gained 45 members this year in total. Our attendance built from an average of 200 as we recover from the lockdown mentality to 250. We confirmed four adults and baptized nine children. We were even able to get our school fully staffed again in a time of shortage synod-wide.

However, in council meetings, the trustees were regularly discussing the deficit in our weekly offerings which we began to experience early in the year. Much of our efforts were focused on the financial numbers, closely watching our weekly offerings versus our actual budget, reviewing balance sheets and monthly statements (Thank you Cyndi Hintz for your dedication in serving as our controller), and what we could do to address the issue.

Add to this, the refinancing of our Church mortgage. With current market conditions, we saw our interest rate go from 3.75% and a monthly payment of \$11,031.07 to 6.95% with a payment of \$13,073.67, an increase of \$2,042.60 per month. Over the 3-year term, this will be an increase of \$73,533.06. As daunting as this seems, I recall when our building loan was converted to our initial mortgage and the monthly payment was over \$18,000.00. I'm one of those who now older can remember when things were worse.

In the second half of the year, at the recommendation of the Church Council and with the approval of our Voters' in assembly, we addressed the congregation, and a deficit reduction campaign was launched. We used envelopes left over from a prior deficit campaign. At year's end, the campaign had an impact but could not cover the entire shortfall. Our current savings account was used to cover what we were short, a plan that is not sustainable for many more years but a blessing we had what we did in reserves. We hope to recover and replenish our savings in the coming year.

Long term the council struggles with how this happens. Most recently, during the worst of COVID, we saw our weekly offerings easily cover our budget. At a time when some could not work and incomes were negatively impacted, we saw our congregation focus on our priorities and budgets were met. It seems now, we are comfortable again and our priorities have shifted, easy to forget we are not entitled or owed anything on this earth. It is easy for my sinful nature to get in the way and for my first fruits to become my third or fourth as I put other things (ultimately myself) first.

It is our prayer that we can help each other to remember God's greatest gift to us, when he gave his one and only Son to die on the cross to forgive our sins. Not because we earned it or we are entitled but out of his love. An inscription read: "What you have is God's gift to you. What you do with what you have is your gift to God." I can't place a value on the blessings God continues to shower upon me, but what a privilege to live every moment trying to show that appreciation as his forgiven child. *"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 (Ephesians 2:8-10).*

Perhaps of note is that our Council reviewed our current health insurance program for our called workers. Pastor Kampman has served as a circuit Pastor since 2020, in his meetings with associate Pastors he was able to get an idea of what others were doing to try and offset health insurance premium increases. Our council was able to review what was working best for our sister Congregations to deal with an 11% increase in health insurance costs. After much discussion, a

recommendation was made and our voters approved a plan that would see our called workers accepting a higher deductible that would lower the cost of the congregation's monthly premium. The increased amount of the deductible to the called worker will be paid by the congregation, and the net result to the year's budget is estimated to be a \$40,000.00 savings. This move is a first for our congregation and the council will continue to monitor having the option to change or adjust this plan each year during the open enrollment period.

It would also be appropriate to notice the efforts of long-time teacher, Becky Miller, who has been with us since 1996 for a grand total of 27 years with our school. She announced her retirement at the end of the 2023 school year. She served in grades 1-2, as junior chimes director, a junior choir director, an art teacher, organist, and in so many other ways over the years. We are thankful for her service in that time and remain thankful that she continues to serve as organist and a sub allowing release time for our principal as needed.

Finally, we have noticed it getting harder and harder to find those willing to give of their time in service on our various boards. I would encourage our members to consider service on any of our boards here at St. Paul's. It provides a voice in the ministry that we do and it has been a blessing to serve in various capacities throughout the years. The first time I served on council, it was not because I offered but because I was asked. If you have thought about serving in any capacity at church but are afraid or reluctant to ask, please let me know, I would be happy to ask you.



St. Paul's Ev. Lutheran

Board of Elders

Chairman: Ron Wilhelm

report submitted by Pastor Kampman

It's no secret that since COVID we have been running at about 75% of our pre-COVID numbers. While this seems to be a consistent occurrence around our synod, our board of elders has been valiantly seeking to grow those numbers and get us back to 100% of where we were.

With that in mind, last year we enacted the "St. Paul's Plan". A plan adapted from the elders plan suggested by our synod called the St. Peter Plan. It is a series of nine total steps that seek to make multiple contacts with members we no longer see here at church. Through the series of letters and phone calls it is our hope to intentionalize and normalize the work we do on the Board of Elders to seek and to encourage wayward members.

The plan has met various successes as we work our way through the steps with our first larger batch of members. We have seen many return to worship. Unfortunately, there are also those who have not. We are about ½ way through the steps. We ask that you would continue to pray for and encourage your fellow members to attend regularly and all the more as we see the day approaching.

Seeking sheep isn't the only work we do on the board, however. We oversee the visitation of our members who are homebound or in various facilities. The pastors currently visit around 25 different people every month with devotions and the Lord's Supper. We also discuss other worship opportunities we offer like Worship at the Cross for the developmentally delayed and our online service offerings. The Member Assistance Program, a counseling assistance program through Christian Family Solutions, were we can help members get in contact with counselors at no cost to themselves for a few visits and our New mover mailings designed to let people entering the community know that we are here for them and ready to be their church home are all also under our duties and considerations with the board.

We are delighted to see that numbers went up this year for our membership and attendance. This is a real blessing from the Lord as many in our synod continue to contract and we pray that with the help and blessing of our God, we would be able to continue that trend into the future as we seek to proclaim Christ and Him Crucified and risen to as many people as we are able as often as the Lord allows us.



St. Paul's Ev. Lutheran

Board of Properties

Chairman: David Jackson

report submitted by Pastor Kampman

Maintenance within our facility is an ongoing need. Many large projects were completed in 2023. While the trees along the Eastern side of the building were down before the close of 2022, stump grinding and replacement was needed as Winter gave way to Spring. Members within the congregation graciously donated five ornamental trees which will beautify that side of our facility for years into the future. We also addressed ice issues off the gym doors and drainage at the back of our fellowship hall and church installing gutters (Muza) and a catch basin (Rob Giese Construction) at the recommendation of our voters at the end of 2022 as the 2023 got underway. Another large expenditure came in the summer as we replaced the shingles on the parsonage roof (Kottke Construction).

Other projects which were completed during the year included: 5-year fire inspection by JF Ahern along with the regular yearly inspections, the installation of a water softener in the school (Culligan), the replacement of two toilets in our school, the yearly deep cleaning of the Church by our WinGS Group, replacement of carpeting and painting in our 1-2 grade classroom, various furnace repairs, lawnmower repair, cleaning and reorganization of our kitchen areas, preschool woodchips were refreshed, the Church sign was switched over to LED, snowblowers were repaired and maintained, and white boards in our school locker rooms were installed.

The board would like to thank those who gave their time and talent in many of these endeavors. Through your volunteer hours, thousands of dollars were likely saved as the building was upkeep. We would also like to thank all those who gave of their treasure as all of these projects come with a price tag whether large or small. Your gifts to the Improvement Fund keeps them from negatively impacting the church budget. Finally, we thank those who help in the day in day out maintenance whether mowing and weeding in the summer (Hettenhauses, Jeff and Matthew White, Mark Ewerdt, and others), snow removal in the winter (Joel and Mitchell White, Tyler Schwefel, David Jackson), or cleaning by our various cleaning teams year-round. Your work is not unnoticed and is greatly appreciated.



St. Paul's Ev. Lutheran

Board of Christian Education

Chairman: Randy Schoonover

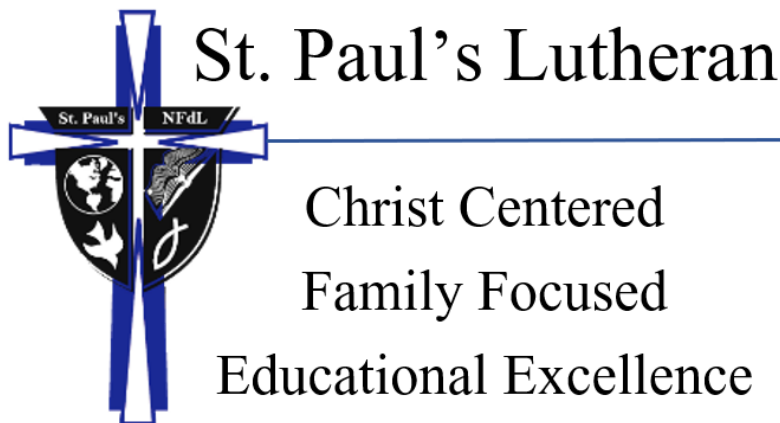
report submitted by Principal Aaron Hartwig

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 2023. Our teachers for the first half of the year included the following faithful servants: Mrs. Dawn Hinn (preschool and kindergarten), Mrs. Rebecca Miller (first-second), Mrs. Kristin Kampman (third-fourth), Mr. Joel Mathwig (fifth-sixth), and Mr. Aaron Hartwig (seventh-eighth). The end of the 2023 school year coincided with the retirement of Mrs. Miller. We are extremely thankful to the Lord for blessing us with her faithful service for the past several years. She continues to support our school by accompanying occasional chapel services and choir groups, and serving as a classroom teacher so our principal can have some administrative release time.

The faculty beginning the 2023-2024 academic year experienced a few changes, as we joyfully welcomed Mrs. Megan Schoenbach (preschool) and Mrs. Kristi Utsch (grades one and two) to our faculty. We were also able to celebrate the completion, by Mr. Mathwig, of his teaching licensure. We praise God that we have been blessed with faithful servants to guide and instruct our students.

Together, the faculty continues to share God's Word on a daily basis with the children of our congregation. In 2023 we graduated a group of 4 students and continue to serve a student body whose enrollment, prek-8, is in the upper 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.



St. Paul's Ev. Lutheran

Christian Education Society

report submitted by Pastor Michael Kampman
with the aid of Amy Surian

St. Paul's Christian Education Society (CES) is a group of parents and teachers dedicated to providing opportunities for family-based Christian activities that enhance the lives of St. Paul's Lutheran School and Church families through fellowship, education, and recreation.

The CES assisted in a number of activities and events in 2023. Skating and a HERD game outing started things out in January. In March the group helped host a taco and nacho bar for one of our Lenten Meals. April brought a Spring Fling Event with Games and activities in every room of the school and in May, we closed out our school year with the end of the year picnic. Unfortunately, our biggest event this school year was canceled due to weather. Trunk or Treat wasn't able to happen as scheduled. Much of the candy and prizes, however, were able to be repurposed for other events. Candy was used at Christmas in goodie bags for the children and prizes will be utilized in our first annual Easter Egg hunt in March 2024. November brought a Veterans Day presentation by Mr. Wege and a night of Ax throwing for all who were interested. Christmas rounded out our planning in 2023 with Cookie decorating after our Christmas Service practice.

CES is always looking for ideas and helpers. Watch for meeting times on the Church or School Calendar.



St. Paul's Ev. Lutheran

St. Paul's Choir

Director: Kathy Thurow

report submitted by Director Kathy Thurow

The Adult (Senior) choir is open to any confirmed member of St. Paul's and sings throughout the school year. What a wonderful opportunity to share our love of music and sing God's praises!

Rehearsals are Monday evenings, for decades at 6:30, but recently changed to 6:00 so the chime choir rehearsals can start a little sooner. During the rehearsals, we tend to enjoy a few laughs as well as working hard to sing as best we can. Not all can make every rehearsal, but we appreciate if you come when you can. (The standing joke is that the schedule is always tentative...)

We would dearly love to have more singers, so please let one of the pastors or the director know if you're interested in joining.

In God's Service,

Kathy Thurow, director

Becky Miller, accompanist



St. Paul's Ev. Lutheran

Women In God's Service

President: Sue Robinson

report submitted by Kathy Thurow: Secretary

Women in God's Service (WinGS) holds meetings the first Tuesday of the month from September through May. Our 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. Our group is small, and we'd love to have more join in for fellowship, devotion, and if you're willing, ways to serve the Lord and our congregation.

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 also help at funerals, serving guests, and cleaning 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 with at the WinGS meeting monthly.

Any funds we receive from dues and donations are given annually to various WELS groups, with the majority going to various St. Paul's funds. One of the funds under our care is the WINGS Scholarship Fund which seeks to provide a scholarship to those pursuing ministerial education in our congregation or the surrounding WELS community as well as those furthering their ministerial education within our congregation. Funds will begin to be released each year after the fund reaches \$20,000. We are currently at \$4,761.22 should you wish to donate to this fund, drop a gift marked WINGS Scholarship Fund in the offering plate and it will get deposited with the Fond du Lac Area Foundation.

Again, we would love to have all the ladies of our congregation join us at our monthly meetings for fun, fellowship, and service. Please join us for new friendships!



Fond du Lac Area
FOUNDATION

Summary of Fund Activity
WINGS Scholarship Fund - # 00463

Fund Statement: 1/1/2023 through 1/1/2024

Beginning Fund Balance	3,782.52
Revenue	
Gifts	500.00
Investment Gains (Losses)	527.47
Total Revenue	1,027.47
Expenses	
Grants	0.00
Investment Fees	0.01
Investment Custodial Fees	8.72
Fund Administrative Fees	40.04
Total Expenses	48.77
Total Change In Fund Balance	978.70
Ending Fund Balance	4,761.22
Available To Spend	160.18



St. Paul's Ev. Lutheran

Girls' Pioneers

Leader: Group

report submitted by Kathy Thurow

Each meeting is opened with a devotion and making cards to send to our shut-ins. What follows is based on the season but also uses the national Girl Pioneer handbook as a reference guide. Many thanks to our parent/leaders, regular assistants, and junior leaders for all their help!

Our leaders try to combine fun and learning, and what a fun year we had in 2023! A short list of topics included letter writing, introducing others, telling jokes, first aid, and tying knots. We also learned proper table settings and safety, along with several opportunities to cook in the kitchen. We even invited the Boy Pioneers into the kitchen to cook toasted cheese sandwiches and eat some of the other food we prepared!

The girls practiced finding their way with paper maps, and they learned some fun facts about Wisconsin. They got to role-play as babysitters or some as naughty children. There are plenty of crafts made during the year as well.

We enjoy time with the girls, hopefully introducing things they might not have learned elsewhere. We can always use more leaders/helpers. If any of you have any skill you'd like to teach, please let us know!



St. Paul's Ev. Lutheran

Boys' Pioneers

Train Leader: Johannes Jerman

report submitted by Pastor Michael Kampman

Lutheran Boys' 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.

St. Paul's Lutheran Boys' Pioneers is a member of the National Boys' Pioneers Organization. As such we are Train #789. The Boys gather the second Tuesday of each month to learn, grow, and of course have fun along the way.

A sample of some of the activities we did this year include: constructing paper airplanes to compete for distance and glide time, building cross-art either for ourselves or as a gift for a family member, nail and string art, and of course the Pine Car Races. Pine Cars are one of the big events of Boys Pioneers as boys and parents work together to construct cars built for speed or for craft and can compete in the international competition after they test their skills here at our home derby.

Boys' Pioneers is fun for all. We invite boys from Kindergarten through 8th grade to come and explore all that we do.

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 the Zion Cemetery. Such further action may be taken as the Board deem 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 Balance Sheet

As of December 31, 2023

	Total			
	As of Dec 31, 2023	As of Dec 31, 2022 (PY)	Change	% Change
ASSETS				
Current Assets				
Bank Accounts				
10000 Current Fund Checking	93,865.82	120,336.85	(26,471.03)	-22.00%
10003 Improvement Cash	23,749.56	49,982.45	(26,232.89)	-52.48%
10005 Altar Fund Cash	5,204.43	4,908.39	296.04	6.03%
10010 Audio/Visual Ministry Cash	4,206.76	3,604.21	602.55	16.72%
10018 Choir	1,631.00	305.00	1,326.00	434.75%
10020 Hand Chimes Cash	1,244.96	999.06	245.90	24.61%
10025 Organ/Piano Fund Cash	16,469.05	15,369.05	1,100.00	7.16%
10030 St. Paul's Student Aid Cash	15,130.50	12,944.50	2,186.00	16.89%
10035 WLA Tuition Assistance Cash	2,873.00	1,988.00	885.00	44.52%
10040 Worship at the Cross Cash	5,563.20	4,698.15	865.05	18.41%
10045 Hymnal	1,951.85	1,951.85	-	0.00%
10055 Youth Ministry Cash	841.35	841.35	-	0.00%
10060 Computer - church	203.00	203.00	-	0.00%
Total 10000 Current Fund Checking	172,934.48	218,131.86	(45,197.38)	-20.72%
10110 Savings - Current Fund	172,002.41	169,376.42	2,625.99	1.55%
10160 Savings - Building Fund	24,590.17	57,767.20	(33,177.03)	-57.43%
TOTAL ASSETS	369,527.06	445,275.48	(75,748.42)	-17.01%
LIABILITIES AND EQUITY				
Total 22000 Payroll Liabilities	(7.26)	4,056.98	(4,064.24)	-100.18%
Total Equity	369,534.32	441,218.50	(71,684.18)	-16.25%
TOTAL LIABILITIES AND EQUITY	369,527.06	445,275.48	(75,748.42)	-17.01%

	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23
Church Mortgage						
Beginning Balance	1,311,846.30	1,305,051.40	1,298,234.56	1,290,990.01	1,284,127.76	1,277,109.59
Principle Payments	6,794.90	6,816.84	7,244.55	6,862.25	7,018.17	6,907.07
Interest Payments	4,236.17	4,214.23	3,786.52	4,168.82	4,012.90	4,124.00
Additional Principle	-	-	-	-	-	-
Ending Balance	1,305,051.40	1,298,234.56	1,290,990.01	1,284,127.76	1,277,109.59	1,270,202.52
Parsonage Mortgage						
Beginning Balance	53,443.31	53,252.03	53,060.13	52,851.03	52,657.84	52,458.53
Principle Payments	191.28	191.90	209.10	193.19	199.31	194.46
Interest Payments	172.58	171.96	154.76	170.67	164.55	169.40
Additional Principle	-	-	-	-	-	-
Ending Balance	53,252.03	53,060.13	52,851.03	52,657.84	52,458.53	52,264.07

	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Church Mortgage						
Beginning Balance	1,270,202.52	1,263,140.83	1,256,188.66	1,249,214.03	1,243,375.39	1,237,742.98
Principle Payments	7,061.69	6,952.17	6,974.63	5,838.64	5,632.41	-
Interest Payments	3,969.38	4,078.90	4,056.44	7,235.03	7,441.26	-
Additional Principle	-	-	-	-	-	-
Ending Balance	1,263,140.83	1,256,188.66	1,249,214.03	1,243,375.39	1,237,742.98	1,237,742.98
Parsonage Mortgage						
Beginning Balance	52,264.07	52,063.53	51,867.16	51,670.79	51,468.40	51,270.74
Principle Payments	200.54	196.37	196.37	202.39	197.66	-
Interest Payments	163.32	167.49	167.49	161.47	166.20	-
Additional Principle	-	-	-	-	-	-
Ending Balance	52,063.53	51,867.16	51,670.79	51,468.40	51,270.74	51,270.74

St Paul's Ev. Lutheran Church

Budget vs. Actuals

January - December 2023

	Q1			Q2			Q3		
	Actual	Budget	over Budget	Actual	Budget	over Budget	Actual	Budget	over Budget
			% of Budget			% of Budget			% of Budget
65005 Church Office	871.92	2,375.01	(1,503.09) 36.71%	2,589.83	2,375.01	214.82 109.05%	3,850.40	2,375.01	1,475.39 182.12%
65007 Forward In Christ/Spiritual Growth Fund	-	-	-	144.00	-	144.00	-	-	-
65010 Offering Envelopes	-	-	-	2,620.46	2,200.00	420.46 119.11%	-	-	-
65015 Conferences & Summer School	-	300.00	(300.00) 0.00%	275.00	-	275.00	-	200.00	(200.00) 0.00%
65017 Sunday School & Bible Class	513.49	733.33	(219.84) 70.02%	-	-	-	102.26	733.33	(631.07) 13.94%
65020 Janitorial Supplies	386.41	624.99	(238.58) 61.83%	471.00	624.99	(153.99) 75.36%	691.62	624.99	(43.37) 93.06%
65026 Lawn Care & Snow Removal	521.03	187.50	333.53 277.88%	-	187.50	(187.50) 0.00%	-	187.50	(187.50) 0.00%
65035 Pastors - Mileage Reimbursement	102.18	249.89	(147.81) 40.87%	-	249.89	(249.89) 0.00%	-	249.89	(249.89) 0.00%
65045 Improvement Fund Disbursements	6,920.21	6,000.00	920.21 115.34%	22,988.06	-	22,988.06	7,101.43	-	7,101.43
65046 Misc/Other Maintenance	-	-	-	58.36	-	58.36	-	-	-
65056 Bank Service Fees	273.12	549.99	(276.87) 49.88%	299.20	549.99	(250.79) 54.40%	657.39	549.99	107.40 119.53%
65090 Miscellaneous	-	750.00	(750.00) 0.00%	1,293.00	750.00	543.00 172.40%	2,817.30	750.00	2,067.30 375.64%
Total 65000 Other Budgeted Expenses	9,588.36	11,770.81	(2,182.45) 81.46%	30,736.91	6,937.48	23,801.43 443.08%	15,110.40	5,670.81	9,439.59 266.46%
Total 67000 Special Fund Disbursements	94.90	-	94.90	75.92	-	75.92	120.02	-	120.02
68000 Parsonage Mortgage	592.28	740.01	(147.73) 80.04%	566.86	740.01	(153.05) 79.32%	593.28	740.01	(146.73) 80.17%
68005 Parsonage - Principal	499.30	610.00	(110.70) 97.90%	504.62	610.00	(5.38) 99.96%	498.30	610.00	(111.70) 97.71%
68010 Parsonage - Interest	1,091.58	1,250.01	(158.43) 87.33%	1,091.58	1,250.01	(158.43) 87.33%	1,091.58	1,250.01	(158.43) 87.33%
Total 68000 Parsonage Mortgage	207,215.66	215,966.89	(8,753.13) 95.95%	211,026.38	204,698.00	6,329.38 103.09%	216,899.91	215,827.16	1,062.75 100.49%
Net Operating Income	(36,008.58)	-	(36,008.58)	(209.20)	-	(209.20)	(31,740.81)	-	(31,740.81)
Other Income	25.00	-	25.00	-	-	-	-	-	-
Total 72000 Pass Through Funds	29,129.83	32,921.25	(3,791.42) 88.48%	25,922.50	32,921.25	(6,998.75) 78.74%	24,580.25	32,921.25	(8,341.00) 74.66%
74000 Building Fund	(20,856.29)	(20,421.24)	(435.05) 102.13%	(20,787.49)	(20,421.24)	(366.25) 101.79%	(20,988.49)	(20,421.24)	(567.25) 102.78%
74900 Building Fund Principal	(12,238.92)	(12,500.01)	263.09 97.90%	(12,305.72)	(12,500.01)	194.29 98.45%	(12,104.72)	(12,500.01)	395.29 98.84%
74900 Building Fund Interest	(3,963.38)	-	(3,963.38)	(7,170.71)	-	(7,170.71)	(8,512.98)	-	(8,512.98)
Total 74000 Building Fund	(3,938.38)	-	(3,938.38)	(7,170.71)	-	(7,170.71)	(8,512.98)	-	(8,512.98)
Other Expenses	-	-	-	-	-	-	330.00	-	330.00
Total 70100 Extended Care	504.00	-	504.00	468.00	-	468.00	695.50	-	695.50
Total 76000 School Pass Through	504.00	-	504.00	468.00	-	468.00	1,015.50	-	1,015.50
Total Other Expenses	(41,050.96)	-	(41,050.96)	(7,847.91)	-	(7,847.91)	(41,269.27)	-	(41,269.27)
Net Income	(41,050.96)	-	(41,050.96)	(7,847.91)	-	(7,847.91)	(41,269.27)	-	(41,269.27)

St Paul's Ev. Lutheran Church
Budget vs. Actuals
 January - December 2023

	Q4			Total		
	Actual	Budget	% of Budget	Actual	Budget	% of Budget
Income						
40000 Current Fund Receipts	144,940.59	213,256.00	67.97%	545,556.30	809,087.71	67.43%
40005 Current Envelopes	5,779.89	-	5,779.89	13,287.24	-	13,287.24
40010 Plate	-	-	-	1,123.00	-	1,123.00
40015 Initial Offering	-	-	-	7,115.00	-	7,115.00
40020 Lenten Envelopes	-	-	-	1,300.00	-	1,300.00
40025 Maundy Thursday Envelopes	-	-	-	2,791.00	-	2,791.00
40030 Good Friday Envelopes	-	-	-	7,438.00	-	7,438.00
40035 Easter Envelopes	-	-	-	821.00	-	821.00
40040 Ascension Envelopes	-	-	-	3,883.75	-	3,883.75
40045 Thanksgiving Envelopes	8,170.01	-	8,170.01	8,265.01	-	8,265.01
40050 Christmas Envelopes	1,842.00	-	1,842.00	1,917.00	-	1,917.00
40055 New Years Envelopes	131.50	-	131.50	431.50	-	431.50
40060 Devotional Booklets	-	-	-	107.00	-	107.00
40062 Forward in Christ/Spiritual Growth Fund	250.00	-	250.00	725.00	-	725.00
40070 Facilities Use	182.00	-	182.00	2,905.00	-	2,905.00
40080 Thrivent Choice	63,845.00	-	63,845.00	109,687.65	-	109,687.65
40085 Deficit Reduction	2,801.53	-	2,801.53	6,411.79	-	6,411.79
40090 Miscellaneous/Other	6,281.75	-	6,281.75	27,775.00	-	27,775.00
40110 Preschool Tuition	6,385.00	-	6,385.00	20,238.05	-	20,238.05
40115 Extended Care Program Receipts	244,513.02	213,256.00	114.66%	761,776.29	809,087.71	94.16%
Total 40000 Current Fund Receipts	10,482.65	12,054.48	86.96%	39,482.64	48,217.92	81.86%
43000 Mission Gifts	1,474.00	1,500.00	98.27%	11,296.75	6,000.00	5,296.75 188.26%
43000 Improvement Gifts	1,454.05	-	1,454.05	8,608.63	-	8,608.63
Total 45000 Special Fund Gifts	938.54	-	938.54	3,171.52	-	3,171.52
48000 Interest	258,762.26	226,810.48	114.09%	825,337.83	863,305.63	95.60%
Total Income	115,667.27	125,312.73	92.30%	437,667.64	479,377.94	91.30%
Expenses	55,858.09	55,228.47	101.14%	193,575.00	193,383.90	100.10%
Total 60000 Salaries and Wages	10,482.65	12,054.48	86.96%	54,103.83	48,217.92	5,885.91 112.21%
Total 61000 Insurance/Pensions	14,070.52	14,070.48	100.00%	58,282.12	56,281.92	0.20 100.00%
62000 Commitments	-	-	-	800.00	1,000.00	(200.00) 80.00%
62005 Missions	1,000.00	-	1,000.00	1,000.00	1,000.00	- 100.00%
62010 WLA Commitment	25,553.17	26,124.96	97.81%	112,185.95	106,489.84	5,686.11 105.34%
62015 WLCFS	9,173.11	10,320.99	88.88%	34,740.98	41,283.96	(6,542.98) 84.15%
62020 Institutional Ministries	999.49	1,215.00	82.26%	3,882.56	4,860.00	(977.44) 79.89%
Total 62000 Commitments	451.27	387.51	116.45%	1,781.18	1,550.04	231.14 114.81%
63000 Utilities	10,823.87	11,923.50	89.10%	40,404.72	47,894.00	(7,489.28) 84.72%
Total 63100 Utilities - Church & School	9,173.11	10,320.99	88.88%	34,740.98	41,283.96	(6,542.98) 84.15%
Total 63500 Utilities - Parsonage	999.49	1,215.00	82.26%	3,882.56	4,860.00	(977.44) 79.89%
63910 Storm Water Surcharge	451.27	387.51	116.45%	1,781.18	1,550.04	231.14 114.81%
Total 63900 Utilities	10,823.87	11,923.50	89.10%	40,404.72	47,894.00	(7,489.28) 84.72%
65000 Other Budgeted Expenses						

St Paul's Ev. Lutheran Church
Budget vs. Actuals
 January - December 2023

	Q4				Total			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
65005 Church Office	4,914.67	2,375.01	2,539.66	206.93%	12,226.82	9,500.04	2,726.78	128.70%
65007 Forward In Christ/Spiritual Growth Fund	-	-	-	-	144.00	-	144.00	119.11%
65010 Offering Envelopes	-	-	-	-	2,620.46	2,200.00	420.46	119.11%
65015 Conferences & Summer School	1,615.00	1,500.00	115.00	107.67%	1,890.00	2,000.00	(110.00)	94.50%
65017 Sunday School & Bible Class	-	733.33	(733.33)	0.00%	615.75	2,189.99	(1,584.24)	27.89%
65020 Janitorial Supplies	1,061.42	624.99	436.43	169.83%	2,600.46	2,499.96	0.49	100.02%
65025 Lawn Care & Snow Removal	-	187.50	(187.50)	0.00%	621.03	750.00	(228.97)	69.47%
65035 Pastors - Mileage Reimbursement	-	249.89	(249.89)	0.00%	102.18	899.96	(897.78)	10.22%
65045 Improvement Fund Disbursements	519.94	-	519.94	-	37,529.64	6,000.00	31,529.64	625.49%
65046 Misc/Other Maintenance	44.99	-	44.99	-	103.35	-	103.35	-
65085 Bank Service Fees	301.32	649.99	(248.67)	64.79%	1,531.03	2,199.98	(668.95)	69.59%
65090 Miscellaneous	1,142.00	750.00	392.00	152.27%	5,252.30	3,000.00	2,252.30	175.08%
Total 65000 Other Budgeted Expenses	9,589.34	6,970.81	2,618.53	137.71%	65,037.01	31,348.91	33,688.10	207.46%
Total 67000 Special Fund Disbursements	1,411.22	-	1,411.22	-	1,702.06	-	1,702.06	-
68000 Parsonage Mortgage	-	-	-	-	-	-	-	-
68005 Parsonage - Principal	603.69	740.01	(136.32)	81.58%	2,376.21	2,960.04	(583.83)	80.28%
68010 Parsonage - Interest	487.89	610.00	(22.11)	95.66%	1,990.11	2,040.00	(49.89)	97.60%
Total 68000 Parsonage Mortgage	1,091.58	1,250.01	(158.43)	87.33%	4,366.32	5,000.04	(633.72)	87.33%
Total Expenses	219,804.54	226,810.48	(7,005.94)	96.91%	654,838.70	863,305.63	(208,466.93)	98.03%
Net Operating Income	36,967.72	-	36,967.72	-	(29,600.67)	-	(29,600.67)	-
Other Income	-	-	-	-	-	-	-	-
Total 72000 Pass Through Funds	-	-	-	-	25.00	-	25.00	-
74000 Building Fund	-	-	-	-	-	-	-	-
74100 Building Fund Receipts	22,661.50	32,921.25	(10,259.75)	68.84%	102,294.08	131,685.00	(29,390.92)	77.68%
74800 Building Fund Principal	(17,376.13)	(20,421.24)	3,045.11	85.08%	(80,008.40)	(81,684.96)	1,676.56	97.85%
74900 Building Fund Interest	(21,844.88)	(12,500.01)	(9,344.87)	174.78%	(58,492.24)	(50,000.04)	(8,492.20)	118.98%
Total 74000 Building Fund	(16,559.51)	-	(16,559.51)	-	(36,208.56)	-	(36,208.56)	-
Total Other Income	(16,559.51)	-	(16,559.51)	-	(36,181.56)	-	(36,181.56)	-
Other Expenses	-	-	-	-	-	-	-	-
Total 70100 Extended Care	1,526.25	-	1,526.25	-	1,856.25	-	1,856.25	-
Total 76000 School Pass Through	2,388.00	-	2,388.00	-	4,045.50	-	4,045.50	-
Total Other Expenses	3,914.25	-	3,914.25	-	5,901.75	-	5,901.75	-
Net Income	18,483.96	-	18,483.96	-	(71,684.18)	-	(71,684.18)	-

St. Paul's Budget				Proposed 2023 Budget	% 2023 Budget vs 2022 Projected
	2021 Budget	2022 Budget	2022 Projected		
Compensation/Benefits					
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%
Total Compensation/Benefits	540,499	559,824	571,733	649,896	16.09%

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

