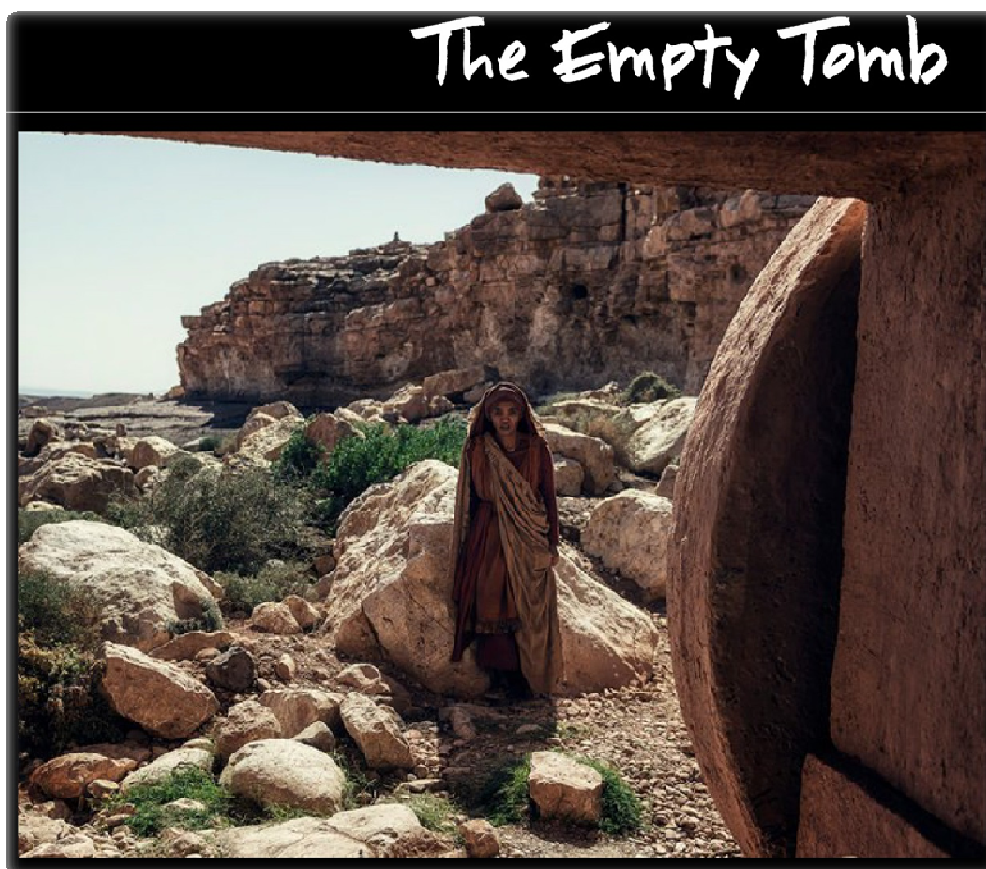

Annual Report

2016

HIGHLIGHTS AND STATISTICS FOR 2015 -2016 (12 months)



Revitalized by Our Savior's Life

**Our Savior Ev. Lutheran
Church & School
Grafton, Wisconsin**

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ANNUAL VOTERS' MEETING

June 26, 2016

Agenda

Opening Devotion & Prayer	Pastor Wagner
Secretary's Report (April Voters' Meeting Minutes)	Doug Schnell
Overview of Annual Report	Pastor Wagner
Pastor's Report	Pastor Wagner
Membership Update	
Church Discipline	
Staff Minister's Report	Tom Hering
Visitation Ministry Report	Pastor Wagner
Principal's Report	Joel Grulke
KML Report	Joel Grulke
Ministry Reports	
Board of Elders' Report	Marty Dierker
Board of Education Report	Jamie Luehring
Board of Stewardship Report	Dayton Behnke
Board of Trustee Report	George Edwards
Evangelism Committee Report	Jon Hahm
Spiritual Growth Committee Report	Len Collyard
Long Range Planning Committee Report	Pastor Wagner
Other Reports	
Teen Ministry	Tom Hering
Sunday School	Tom Hering
Missions	Pastor Wagner
Financial Secretary's Year-End Report	Andrew Koffman
Treasurer's Year-End Report	Chad Thistle
Budget & Finance Report	Todd Schneider
President's Report	Russell Miller
Old Business:	
• Capital Appeal Summary	Russ Miller & Pastor Wagner
• Volunteers / Campus Improvements	Russ Miller
New Business:	
• LRP Vision Plan	Russ Miller
Adjournment and Closing with Prayer	

DEVOTION: The World Thirsts for Grace...

Grace is unique; grace is real. And grace can change everything, even in the world in which we live.

The scene was unfolding in London's Wembley Stadium. There was a massive musical celebration happening because of the changes in South Africa, rock bands blared and guests partied. Groups like Guns 'n' Roses blasted their music through speakers riling up the fans already high on booze and dope. For twelve hours the music rocked the stadium and they yelled for curtain call after curtain call. But for some strange reason, an opera singer, Jessye Norman, was scheduled to be the closing act. The crowd was still wound up when Jessye approached the stage. Here's what happened next. Philip Yancey describes the amazing conclusion to that concert that again shows the uniqueness of God's grace.

Norman, as she moved to the stage... suddenly the crowd reacted. They wanted more Guns 'n' Roses. They didn't want to recognize an opera diva at the end of their revelry. This is what he said: *Alone, a capella*, Jessye Norman began to sing, very slowly:

*Amazing grace, how sweet the sound
That saved a wretch like me!
I once was lost but now am found-
Was blind, but now I see.*

A remarkable thing happened in Wembley Stadium he said. Seventy thousand raucous fans fell silent before her aria of grace.

By the time Norman reaches the second verse, "Twas grace that taught my heart to fear, And grace my fears relieved...", the soprano had the crowd in her hands.

By the time of the third verse when she sang, "Tis grace has brought me safe this far, And grace will lead me home," several thousand fans are singing along, digging far back into near lost memories for the words that they've heard so long ago. What an incredible thing happened that night. Yes, like the song says:

*When we've been there ten thousand years,
Bright shining as the sun,
We've no less days to sing God's praise
Than when we first begun.*

Jessye Norman confessed she had no idea what power descended on Wembley Stadium that night. But Yancy said, "I think I know. **The world thirsts for grace.** When grace descends, the world falls silent before it."

Today, dear friend in Christ - you who assemble to do the Lord's kingdom work - fall silent, yes. Find rest for your soul, yes. And start living the life of freedom in Christ because you are saved by grace. Grace will keep you now. Grace will strengthen you tomorrow, and grace will bring you home forever with God when nothing else can. Believe it.

In His Amazing Grace,

Pastor Wagner

Our Vision Statement

Heaven is my home

because Jesus is my Savior!

God guides me on the journey through to my destiny;
by faith in the forgiveness and acceptance of Christ

I can enjoy peace, rest and confidence right now
because I know that he lives and ...

He loves me!

Heaven is my home because Jesus is my Savior!

Do not let your hearts be troubled. Trust in God; trust also in me.

In my Father's house are many rooms; if it were not so, I would have told you.

I am going there to prepare a place for you. And if I go and prepare a place for you,

I will come back and take you to be with me that you also may be where I am.

You know the way to the place where I am going."

God guides me on the journey through to my destiny;

"Surely I am with you always, to the very end of the age."

By faith in the forgiveness and acceptance of Christ

In him we have redemption through his blood, the forgiveness of sins, in accordance with the riches of God's grace that he lavished on us with all wisdom and understanding.

I can enjoy peace, rest and confidence right now

Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

Because I know that he lives and ...

*I know that my Redeemer lives,
and that in the end he will stand upon the earth*

He loves me!

*This is love: not that we loved God, but that he loved us
and sent his Son as an atoning sacrifice for our sins.*

Note: This **Vision Statement** is an attempt to capture the essence of what we want each person to know mentally and spiritually. God wants each of us to "know Christ and be found in him" now and for eternity, as the Apostle Paul says in Philippians 3. We want every person trained through our ministry to be able to express this simple truth when they're asked about their faith, their Lord, or their church. You see, heaven is where we belong and are going. All the rest are simply details of the journey.

Our Savior Evangelical Lutheran Church & School

Our Purpose

To give glory, honor, praise and worship to our Triune God -- Father, Son and Holy Spirit -- in all that we say and do. (1 Corinthians 10:10-31)

Our Mission

As men, women and children united by the Word of God into the community of Christ, Our Savior Ev. Lutheran Church of Grafton, Wisconsin exists to:

...**KNOW** Jesus Christ as Savior,
...**GROW** in loving service to God and each other,
...**GO** into our community and the world with the
good news of Christ's forgiveness.

We carry out our Mission by...

- proclaiming faithfully God's inerrant Word (Law/Gospel) to lead people to repentance and faith in Jesus Christ (2 Timothy 4:2).
- gathering regularly to worship (Hebrews 10:25) and celebrate the sacraments (Luke 22:19-20 & 1 Cor. 11:24).
- practicing fellowship with one another (Acts 2:42-47).
- sharing the Gospel with all people (Mark 16:15).
- actively pursuing the lost and straying (Luke 15).
- growing in God's Word (ourselves, our children and others) (2 Peter 3:18).
- strengthening our families and homes (Psalm 128).
- equipping Christians for works of service in Christ's kingdom (Ephesians 4:11-16).
- living in unity and peace with our fellow believers (Ephesians 4:3).
- loving one another with an unconditional, self-sacrificing love as Christ himself loved us (John 13:34-35).
- encouraging and building each other up (1 Thessalonians 5:11).
- serving the needs of all people, as we are able (Galatians 6:10).
- supporting our church and school with our prayers, time and talents and our financial offerings (2 Corinthians 8 & 9).
- joining others in sending the Gospel world-wide through the Home and World Mission programs of the WELS (Romans 10:10-15).

Staff & Elected Leaders

<p>Pastors Mark C. Wagner</p> <p>Staff Minister Thomas P. Hering</p> <p>Office Staff Sarah Smith</p> <p>EFT Students Andrew Nemmers Joel Hering</p>	<p>Principal Joel Grulke, Principal</p> <p>Office Staff Jill Klug</p> <p>Maint. Staff Gary Suckow, Lucas Grulke</p> <p>Teachers Joel Grulke (6-8) Ben Raddatz (3-5) Annette Diener (Kindergarten-2) Amy Grulke (PreSchool) Kathy Collyard (Assistant) Monica Dierker (Assistant)</p>																								
<p>Library Alison Wolf</p>																									
<p>Officers</p> <table border="0"> <tr> <td>Russell Miller</td> <td>President</td> </tr> <tr> <td>Steve Wolf</td> <td>Vice-President</td> </tr> <tr> <td>Doug Schnell</td> <td>Secretary</td> </tr> <tr> <td>Chad Thistle</td> <td>Treasurer</td> </tr> <tr> <td>Andrew Koffman</td> <td>Financial Sec.</td> </tr> </table>	Russell Miller	President	Steve Wolf	Vice-President	Doug Schnell	Secretary	Chad Thistle	Treasurer	Andrew Koffman	Financial Sec.	<p>Board Chairmen</p> <table border="0"> <tr> <td>Marty Dierker</td> <td>Elders</td> </tr> <tr> <td>Jamie Luehring</td> <td>Christian Education</td> </tr> <tr> <td>Dayton Behnke</td> <td>Stewardship</td> </tr> <tr> <td>Goerge Edwards</td> <td>Trustees</td> </tr> <tr> <td>John Hahm</td> <td>Evangelism</td> </tr> <tr> <td>Len Collyard</td> <td>Spiritual Growth</td> </tr> <tr> <td>Todd Schneider</td> <td>Budget & Finance</td> </tr> </table>	Marty Dierker	Elders	Jamie Luehring	Christian Education	Dayton Behnke	Stewardship	Goerge Edwards	Trustees	John Hahm	Evangelism	Len Collyard	Spiritual Growth	Todd Schneider	Budget & Finance
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Highlights of our Ministry in 2015-2016

Truly the Lord continues to shower down blessings on us at Our Savior Lutheran Church & School! We have been able to maintain our balance through stormy times, witnessing growth and maturity all around us.

It is no small gift of God's grace that we who are "nothing" (1 Cor. 1:18ff) in the overall history of the world, might be among those who carry his precious Word (2 Cor. 4:7ff). Though we too are fragile, and often crumble under the weight of our sin, he puts his grace on display in us like he did in Paul. We, like him, admit we are the worst among people, chief of sinners (1 Tim. 1:15ff) who give way to temptation, leaving his work undone. Yet he has chosen us to proclaim peace in Christ, in whom all dividing walls between us and God have been broken. By his compelling love (2 Cor. 5:14ff) we have been persuaded to KNOW him more, to GROW in serving him gladly and serving each other, to GO into all the world with the offer of free and full forgiveness. We need to pray more, to study his Word more deeply, to drink in his water of life and to lead others to his "wells" (WELS) of salvation. The Call still comes: to all who received him, to those who believed in his name, he gave the right to become children of God. The Commission still stands: "Go and make disciples." The Command still guides: love one another as I have loved you. And we can still carry the message of Christ and him crucified (1 Cor. 2:1ff) to a world that is perishing. Through the tornado of the capital appeal we learned that we cannot rest on the laurels of our history. For fifty years now God has poured out his grace and love on us at OSLC. We were blessed with a strong commitment to carry on that heritage, and as a result we've been able to re-position our finances for the long haul. Lord, what would you do through us to accomplish your vision for Our Savior? Help us, every day and every week, to find our calling in Christ to be meaningful and joyful. What a privilege to be a part of the family of faith!

Some of our local blessings include...

- Our Capital Appeal "Hope for Years to Come" brought the highest level of commitment of any of our appeals. Between the actual dollars that have already arrived and the commitments for the next three years we have been able to refinance and save thousands while reducing our monthly payment.
- Our lay leadership continues to pull together as a team. Our first step into a new Long Range Plan was to secure our finances for the upcoming years. Now, since the Lord has accomplished that among us, we can reformulate our goals and renew our MINISTRY emphasis, with the intent of expanding opportunities for people to connect with Word & Sacrament as well as with each other
- To KNOW: offering several different types of Bible Study offerings and levels of challenge
- Our Back Door: intentional and aggressive Elder & Shepherd emphasis on our straying and seeking opportunities for outreach, developing an expanded and committed visitation team
- Our Connect ministry has been revamped seeking informal ways to improve relationships, recruit and employ especially new members in service opportunities with better communication
- To GROW: so many growing families! Lots of baptisms, youngsters, Pre-K mothers meeting... all with a potential for ministry, through school and Sunday School
- Volunteers! We continue to have joyful, willing members and friends who share their resources and talents generously.
- To GO: Our Front Door: ongoing Outreach efforts, through the support of lay leaders, with new emphasis on prospect follow up, using a more modern tracking system called "Salesforce." New Members both through instruction and through transfers! We continue to make efforts to integrate them as part of our inner circle of servants.
- Attend to our Work-at-Large commitments, support synod, KML and other agencies
- Manage our beautiful sanctuary for inviting worship; an exceptional, committed "Grateful Hearts" group and well-attended contemporary service
- Our dedicated and determined staff: Pastor Wagner, Mr. Hering, Pastor Kock, Jeremiah Backhaus, Mr. Grulke, Mr. Ben Raddatz, Mrs. Dierker, Mrs. Diener, Mrs. Grulke, Mrs. Collyard, Sarah Smith, Jill Klug, Jon, Lucas & Caleb Grulke, Gary & Cheryl Suckow. This fall we'll welcome Mrs. Katie Raddatz as the newest addition to our team. All are gifted, committed, passionately-invested servants of our loving Savior.

PASTORAL MINISTRY

Ministry means service. We are all in the ministry together serving our gracious God by serving one another. This is a beautiful concept derived from the unconditional love of our Lord Jesus Himself, which translates into a different worldview. All around us are selfish, uncaring people who look out only for themselves. But “we” live with His unique point of view. Love comes down to us from above and so we begin to love others because of the love we ourselves have received (1 John 4:19). Love becomes our identifying mark (John 13:35) as we build the community of Christ together. “Our Savior” came down from heaven not to be served, but to serve and give His life as a ransom for others (Mk 10:45) To prove that this was his motto He washed the feet of his disciples and then gave them the New Command, “Love one another as I have loved you.” (John 13:34). This full extent of his love carried him to the cross under and with our sin. In awe we watch our Lord serve us in life and in death. In greater awe we watch Him arise to lead and love again. In response we serve one another in our family of faith and for the good of those yet outside.

When we finally grasp how rich His grace is, (2 Cor. 8:9 evokes 9:11 & 1 Tim. 6:17-18) we live to build His kingdom. It is not a burden, but a privilege. To live is Christ and to die is gain (Phil. 1:21). Or as Paul put it in another passage,

“Though I am free and belong to no man, I make myself a slave to everyone, to win as many as possible. To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. To the weak I became weak, to win the weak. I have become all things to all men so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings. Run in such a way as to get the prize. Everyone who competes in the games goes into strict training. They do it to get a crown that will not last; but we do it to get a crown that will last forever.” (1 Cor. 9:19-25)

Therefore, let us learn to honor our God and our Lord (John 20:28) in our own lives individually and together in as we love others with the same love He has shown us.

Our ministry is a labor of love... His love working in and through us together!



**At this beautiful “Altar of Great Love”
we meet and worship our Lord!**

Through your pastor and teachers you supported our vision: **"Heaven is my Home because Jesus is my Savior."** We need to be ever more eager to train and equip others for their ministry. During the past year you ministered to the following who either joined or left our fellowship, hopefully one step closer to God and eternal joy in heaven with Him.

Those who joined our Christian family in 2015-2016:

	Communicants	Souls (members incl. children)
Baptisms	00	14
Adult Confirmations	05	08
Youth Confirmations	10	01
Professions of Faith	02	04
Transferred In (WELS or ELS)	<u>21</u>	<u>26</u>
Totals	38	53

Those who left us in 2015-2016:

Death	10	10
Transferred to other WELS/ELS	16	22
Released (or moved away)	16	17
Removed/Excommunicated	<u>21</u>	<u>30</u>
Totals	63	79

Year End Totals - Current (last yr)

Members as of 06/26/2016 -	602 (627) (audited)	790 (816) (audited)
Attendance – Regular Weekly Services	-	336 (335,332,334,368,346)
Special Services	-	165 (161,162,159,160,155)
Bible Class Attendance – Adults Average	Sun AM 54 (49)	
	Mon PM na (na)	
	Tues PM 10 (12)	
	Wed AM na (na)	
	Sat AM 08 (08)	
	AIC 05 (05)	
	GW/Kelm 49 (53)	
	<u>Seniors 18 (18)</u>	

Adults 144 (145)

Confirmation Class	Tue-Thu	18 (18)
Confirmation Class	Wed.	07 (09)
Teens	Sun AM	07 (07)
Sunday School	Sun AM	53 (45)

Children 85 (79)

Please note that these attendance numbers are calendar year reflecting 2015 numbers. They include the teachers, who are part of the study. Also note that we have included the nursery with the Sunday School at this time.

PASTOR'S REPORT

What a year of challenge as a pastor and a privilege again to serve at Our Savior! This year demanded more of my time in administration and shepherding the capital appeal process along with our consultant. The Lord has put us in a growing area and neighborhood and we've matured to the point where we can truly put a footprint on our communities. Having the financial stability offered by the successful campaign, we're ready for some real advances in ministry now: our facilities are in beautiful condition, our staff is stable, our budget is nearly balanced, our leadership is strong and our mission is the same - to GO with the Gospel into our communities. This year I'd highlight a smooth transition to part-time pastoral staff (Prof. Kock & Jeremiah Backhaus); the completed ministry of Kathy Collyard (retired at the end of the school year); the acceptance of our call (Katie Raddatz); and the incredible refinance of our mortgage with Thrivent Financial.

Regular areas of pastoral responsibility include:

- Worship planning, including creation of various services, coordinating music and maturing our contemporary service as part of a balanced, blended approach. To God be the glory! (Pastors Wagner, Kock, Backhaus, Kelm, Mr. Hering)
- Regular Bible Study planning, coordination, preparation and instruction (Pastors Wagner, Kock, Backhaus, Mr. Hering)
- Catechism instruction (3 times a week which includes the Public School Class) (Mr. Hering)
- Bible Information Classes (Fall, Spring, Summer) and Lutheran Survey classes as needed (Pastor W)
- Leadership, prayer and support for the elected leaders and their teams (Pastor W, Mr. Hering)
- Staff and Lay leadership, training and coordinating (Pastors W, Mr. Hering)
- Prospect calls and Encouragement calls, Counseling the Troubled and Straying (Pastor W)
- Assisting, encouraging presentations by laymen about ministry & management of our gifts (Pastors W, Mr. Hering)
- Administration of the church office, Overseeing Record keeping, Managing Business systems, Historical archives etc. (Pastor W, Mr. Hering)
- Supervising EFT students for liturgy and calls; supervising the Ozaukee Jail schedule and Sem students (Pastor W)
- Supervising EFT students for confirmation class (Mr. Hering)
- Pre-marriage meetings, arrangements and conducting of weddings (Pastor W)
- Funeral visitations and arrangements, along with prayer and ministry to the grieving (Pastor W, Mr. Hering)
- Adding to and managing computer networks, machinery, communication tools, updating classrooms & church (Pastor W)
- Visitation ministry to care for souls unable to come to worship; Oz Jail ministry and bible study (Pastor W, Mr. Hering)
- Leading, Coordinating, and Training our Southeastern Wisconsin District Mission Board and mentoring Hispanic pastors (Pastor W)
- Supervising, Coordinating, and Distributing gifts for our WELS Committee on Aid & Relief throughout the world (Mr. Hering)

Goals for the new year:

- We will review, revise and communicate a new five year Long Range Plan to keep our vision/goals clearly identified and in sight.
- We plan on teaching and explaining our Vision Statement, biblically connecting the Christian family to their roles at home and in their community of Christ.
- We will continue our contact and communication among members, including more fellowship and service through CONNECT ambassadors
- We will again assess the priorities of our positions, streamlining, transferring or dropping responsibilities in order to conduct a more focused, intensive search for the lost.
- We will assess our Visitation Team results, free up Pastor W. for a personal & intensive effort to reach out to the wandering and disillusioned members of the congregation (My Savior emphasis continues).
- We will, through lay leadership, train and equip others who can help us maintain close contact with our prospects, manage our data base and recruit for Bible Information and Lutheran Survey classes.
- We will together take the resources which he assembles for us and through us to expand his ministry of the gospel.
- We will continue to prioritize personal study of the Word and time with our spouses, children and their families. We will seek to know Christ and his grace more fully this year that we may serve others with his heart of compassion and love.

STAFF MINISTER REPORT

**Our Savior Lutheran Church and School Annual Voters' Meeting
June 26, 2016**

A FEW HIGHLIGHTS

- Our Sunday School staff faithfully served our children and families during the 2015-2016 year. We thank God for our teachers and helpers, who weekly share the saving news of Jesus. We continue a 3 year curriculum update for most of our classes.
- Three teachers rotated throughout the year to teach our Sunday teen class.
- Annual church/school picnic (planning in process for August 28, 2016). Please note that this is a new weekend for our picnic. For many years we have held the picnic the second weekend of August, but will hold it this year the Sunday after school starts. We will have regular Thursday worship that week, but only a single 10 am service on Sunday. There will be a need for helpers on Saturday, August 27, at 3 pm to help set up for the picnic.
- College Roll continues to serve some of our collegiate youth through emails, prayers, mailings and care packages. Number of collegians served (12-year average = 19):

2015-16 = 17	2014-15 = 24	2013-14 = 16
2012-13 = 17	2011-12 = 18	2010-11 = 13
2009-10 = 16	2008-09 = 15	2007-08 = 17
2006-07 = 17	2005-06 = 24	2004-05 = 29
- Christian Aid and Relief (synod work). I continue to serve our synod as a member of WELS Christian Aid and Relief. We regularly make decisions to bring physical relief to victims of natural disasters or personal tragedies in the form of cash grants, food, clothing, and medical supplies. We also partner with WELS missionaries to support humanitarian aid projects that can help build bridges to proclaim the gospel.
- KML Board of Directors. I continue to serve our KML High School Federation as a member of the Board of Directors, including on its Executive Committee.
- We are truly blessed to have several individuals who faithfully teach Bible classes for adults, teens, Sunday School and Lutheran elementary school.
- In the fall I continue to supervise two Wisconsin Lutheran Seminary students who assist in teaching our students Confirmation classes.
- We continue to use Facebook to share congregational and school information with our members and others. We are seeing an increase in Facebook interaction. During the weeks around major worship services and other events, we see high activity and engagement. We reached a new high of Weekly Total Reach of 2,501 around Confirmation weekend.
- Our church's Mom's Circle group continues to meet regularly during the school year. We thank the Lord for our leaders and for those willing to continue this meaningful gathering.
- Connect Ministry exists to help new members become comfortable in their new church home as well as help new and current members connect through experiences such as hobbies, life circumstances and other activities. This effort is proceeding with a very non-programmatic emphasis.
- Fellowship Activities this Past Year
 - School Work Days (July-August)
 - Church Softball Games (June-August)
 - Church and School Picnic (August)

Golf Outing (September)

Mom's Circle (monthly)

Hearts to Hands – Knitting, Crafting... (2x per month)

Church and School 50th Anniversary Celebration (October)

Fall Family Fun Night (October)

Chili Contest (November)

Pizza making event (November)

School Grandparents' Day (November)

Advent by Candlelight (December)

Christmas caroling and chili lunch (December)

Church and tree Christmas decorating (December)

Lutheran Pioneers Soup and Sandwich Luncheon (January)

Our Savior Night (February)

Hope for Years to Come Appeal events (February – March)

Easter Breakfast (March)

Church Work Day (April)

Pizza making event (May)

School Awards Picnic (May)

School Sports Post-season Parties

Regular Bible Studies-last semester

- Sunday
 - Adults
 - Teens
 - Children
 - Child care
- Tuesday
 - LES Confirmation classes
 - Senior study - Mark
 - Adult study - Acts
- Wednesday
 - Public school Confirmation class
- Thursday
 - LES Confirmation classes
 - Adult Bible Information Classes
- Saturday
 - Men's Bible breakfast the first and third weeks
- Other special studies

Bible Topics Offered

- Following is a listing of many of the Bible classes that were offered at church in 2016-2016. Be sure to plan to study God’s Word here at church with your brothers and sisters in Christ throughout the year.

The Book of Acts
 The Gospel of Mark
 The Book of 2 Peter
 The Book of 1 Corinthians
 52 Days to God’s Will: Nehemiah’s Discipleship
 Follow God’s Light Out of the Darkness
 My Son My Savior
 The Dynamics of Biblical Decision Making
 Your Child...Essentials of Discipline
 Live Generously For God
 Citizens of Heaven; Do We Obey God or Men?
 * Life with God
 * Many and varied teen studies
 * Weekly Sunday School classes

Sunday Bible Study/Sunday School attendance update

<u>Year</u>	<u>Nurs.</u>	<u>PreK</u>	<u>K-2</u>	<u>3-4</u>	<u>5-7</u>	<u>Teens</u>	<u>Adult 1</u>	<u>Adult 2</u>	<u>Total</u>	
			Student number + staff workers							
15-16	4+3	9+2	11+1	4+1	3+1	5+1	54+1	(9 wks incl)	100	
14-15	6+2	9+3	10+2	4+1	6+1	6+1	48+1	(6 wks incl)	100	
13-14	3+2	11+3	13+2	3+1	7+1	7+1	47+1	na	103	
12-13	2+2	12+3	8+2	5+1	9+1	7+1	45+1	10+1	110	
11-12	5+3	10+3	10+2	5+1	10+1	9+1	45+1	18+1	111	
10-11	4+2	8+3	11+2	8+1	10+1	9+1	50+1	11+1	115	
09-10	4+2	5+2	10+2	9+1	8+1	8+1	41+1	20+1	101	
08-09	4+2	10+2	15+2	7+1	12+1	11+1	43+1	20+1	119	
07-08	5+2	12+2	14+2	6+1	10+1	13+1	42+1	13+1	117	
06-07	4+2	7+2	12+2	6+1	8+1	11+1	36+1	13+1	96	
05-06	4+2	7+2	12+2	8+1	14+1	14+1	33+1	16+1	103	

Some Summer Highlights

- Wednesday evenings Church softball team in Jackson
- Tues. – Wed., June 14-15 SEW District Convention
- Sun., June 26 Annual Voters' Meeting
- Mon., July 18 KML Golf outing
- Mon., Aug. 8 OSLS Registration Night
- Wed., Aug. 24 OSLS First class day for K-8
- Sat., Aug 27 Set up for Picnic Sunday
- Sun., Aug. 28 10 am Worship and picnic
- Mon., Aug. 22 KML First class day
- Tues., Sept. 6 OSLS First class day for 3K
- Wed., Sept. 7 OSLS First class day for 4K
- Sat., Sept. 17 OSLS Golf Outing

Statistics for 2015 & 2016

Baptisms: (18) – Leland Glen Rath, Peter Andrew Koffman, Charlie Demake Ford, Reed Jeffrie Wichman, Tessa Ruby Bartz, Titus Benjamin Raddatz, Clay Andrew Pfuesser, Adela Margaret Weir, Annie Elizabeth Wiebelhaus, Kellen Andrew Kopitzke, Natalie Mae Weber, Austyn Grace Clements, Harrison Albert McGhee Gleba, Claire Elena Boeckman, Hannah Margaret Lepich, Lucas Jonathan McCormick, Olivia Marie Kluessendorf, Quinn Marie Duemke.

Confirmations: (11) – Grace Julia Anhalt, Naomi Marie Gahan, Kathryn Esther Grulke, Dakota James Hart, Joshua Philip Johnson, Jordan Elizabeth Orr, Karissa Noel Sander, Branden Paul Ulm, Nicholas Vatter, Elijah John Voss, Trenton Russell Whitford.

By Profession of faith: (5) – Ben Mwai, Jennifer Ford (Joesph & Charlie), Sarah Guidinger Jim & Carrie Gleba (Riley, Harrison)

Marriages: (2) – Kyle Huebner & Erin* Robillard, Jon* Sauer & Ping* Wu.
(*=non-member)

Funerals: (7) – James Ebert, Bruce Cluppert, Ruth Schinner*, Jim Peters, William Wetzel Sr., Doris Baxter, Palmer Schmidt. (*=non-member)

New Members this year: (40) Brandon & Bethany Weir (Henry), James & Alyssa Pautz (James & Ewan), Joel & Amanda Hering, Chad & Talia Bloedel (Katia, Isaiah, Jonah) Hannah Mwai (Felicity), Mike & Laura Soldner (Mason), Ty & Kelly Dudenhoefer (TJ, Joshua, Timothy), Jessica Kennedy (Grace), Mike & Kristina Johnson, Jim & Carrie Gleba (Riley, Harrison), Ross Duemke (Quinn), Avis Koss, Laurie Schultz, Jake & Heidi Curtis (Jonah, Naomi).



MINISTRY REPORTS

Grace and peace to you...! These words capture the eternal security which we have in Christ. They were used both as introductory and concluding words by the apostles in their epistles to remind God's people that we are citizens of another place (Phil 3:20). We belong above, so we live our lives with that focus, on spiritual, eternal heavenly matters. (Col 3:1-4) Regardless of the economy, the everyday ups and downs, illnesses, losses and disappointments in life, we stand on solid ground. Our foundation is built on spiritual rock, THE ROCK whom Scripture calls Jesus Christ. So again this year we have experienced his strengthening through Word and Sacraments. Let us then seek first His kingdom and righteousness (Mt. 6:33), sharing and serving with one another. Let us rejoice to be part of the community of Christ. We do that as we accept ourselves before the Lord, aware that God has gifted each of us in a special way to serve him. We do that then also as we applaud when He uses others to serve alongside of us with their gifts. Together we gladly serve Him.

The reports which follow are cited on the contents page and summarized here. We are continuing to standardize the reports and planning mechanisms. Some areas of ministry are more active than others, and some more visible than others, but none more important than any other. So in looking over our areas of ministry continue to see God's gracious hand at work with us and through us.

The following reports are currently available in print.

Report Title

Principal's Report
 KML Report
 Teen Ministry
 Sunday School
 Board of Christian Education
 Board of Elders
 Spiritual Growth Committee
 Evangelism Committee
 Board of Stewardship
 Board of Trustees
 Budget & Finance Committee
 Long Range Planning Committee "LRP"
 Financial Secretary's Report
 Treasurer's Report
 Proposed Budget (Addendum)
 Altar Guild
 Missions
 Visitation Ministry



Our Hope for Years to Come

"We wait in hope for the Lord, He is our help and our shield." Psalm 33:20

Hope – this particular word as used in Scripture is beyond beautiful, beyond believable, and beyond blessed.

Beyond Beautiful – As sinful human beings living in a sinful world, we get excited when there is seemingly a little glimmer of hope that something good could happen in our lives. For example, in the lives of children at school, they may get excited when their teacher tells them that they may receive some extra recess time if everyone does their part in getting their desk cleaned and organized without talking. But it does not take long for that little bit of hope and excitement to cause one student to start conversing with another about what they will do when they get outside for recess. Now the sudden realization hits home pretty hard as the eyes of classmates are sternly fixed on them and the knowledge that not any one of them will have any extra recess on this day since one or two have effectively caused that hope to fade away. This kind of hope was short lived. This kind of hope fails to deliver because it depends on our weak and sin-tainted flesh and efforts. This kind of hope is really ugly. On the other hand, the hope that God gives to us is connected to His Word of truth and promise which He alone has kept perfectly in our place. It is a certain hope that cannot fail because it does not depend on us. It depends on Him who alone is holy, perfect and all-powerful. It depends on Jesus, and only Jesus. Therefore, it is beyond beautiful!

Beyond Believable – As Lutheran Elementary School teachers and God's called servants, we are entrusted with God's Word of truth and promise that we should extend to our students, who fall short of His mark, the certain hope of Christ's earned forgiveness. How can this be? We sin...and daily sin much. Our students sin...and daily sin much! (Please do not tell anyone that we have white fences around our school and issue glistening halos to all our students. That's not reality!) There is sin here just as anywhere. So, why would God forgive me? Why would God forgive anyone? It is too good to be true...beyond belief. It is even hard, yes, even impossible to rationalize. However, what it really is, is God's grace given to us through faith in Christ our Savior. It is spending time each day in the classroom studying God's wisdom which is foolishness to all who do not believe, but salvation to all who would call on His name by faith. It is beyond believable, but with God's gift of faith, it is ours and our childrens!

Beyond Blessed – Our Savior Lutheran School has been blessed over the last 49 years. Talk to just about anyone who has been within these walls and sat in the classroom desks and church pews, and you will hear how this infant church grew and stretched out, not just over these roughly five acres, but stretched out into the hearts of our communities, homes and families around us. We have been blessed to be able to proclaim God's love and forgiveness to His lambs each and every day of the school year – that amounts to approximately 8575 school days in 49 years. Now to some, that may seem like a lot, and to others that may not seem like much at all. But I would propose that if even just one lamb was brought to faith during those years and, as a result, is with their Savior today, is that not an incredible blessing beyond which God deserves to be praised forever? Fact is, there have been hundreds and hundreds of students who have sat in these classrooms and had their faith nourished and strengthened daily, and, at God's appointed time, He will gather even these His lambs to His side in heaven. How many more are there that need to hear what God has done for them? How many more are in our neighborhoods and backyards, on our community playgrounds and baseball fields and even in our families, that need to have that precious treasure of God's

mercy and grace in Jesus shared with them? Just think of the incredible blessings of faith worked in needful human hearts that God could work through our ministry to these lost sheep and lambs! Indeed it would be beyond all earthly blessing for sure!

As we go into our 50th year of Christian education, may God continue to be our certain HOPE! May we faithfully proclaim and teach His unchanging truth each and every day knowing that He will help us do this eternally important work of saving souls, and He will be our shield as we venture into an unknown future and what currently looks like a precarious and confused world in terms of morality and truth. To be sure, Satan will work hard to stop our efforts, but Jesus is on our side and by our side. We do not go this alone. May God bless each and every one of our members who join all of us in letting this sure and certain HOPE of God's love, forgiveness, and salvation be told beyond these walls of mortar and brick, beyond these halls and floors of carpet and tile, beyond anything that might hinder us from letting wandering souls know heaven is their home, because Jesus is their Savior! Indeed, it would be beyond beautiful! It would be beyond belief! It would be beyond blessed! To Him be the glory!

Here are some of the highlights of Our Savior Lutheran School as we proclaimed the HOPE we have in Christ through the school year:

2015

July:

- Even though Jill Klug started training as secretary in May and into June, July was her first full month solo in the school office. I want to acknowledge with great appreciation and thanks for all the time she committed over the summer to learning the in's and out's of this operation we call a Lutheran Elementary School. We are blessed to have her skills and talents and her passion for serving her Savior in our school office! Due to increased amount of administration tasks within the office, more hours were added to the secretarial position as approved by the 2015-16 budget.
- A number of parents volunteered time to thoroughly clean various parts of the school that typically does not get that much attention through the year. We thank the Parent-Teacher-Friends group for all their efforts in organizing this as well as the support of Thrivent through their Thrivent Action Event which enabled us to get many of the supplies that were needed to get the cleaning accomplished.
- Mrs. Dierker attended a WELS Tech Conference and brought back information and resources that she shared with others on staff. This type of continued learning is very valuable for not just her, but for all of us on staff who can take this new information and incorporate it into our technology program for the benefit of our work and our students.

August:

- Faculty meetings were held throughout the summer to prepare for the upcoming school year. I am thankful for the various God-given educational insights and talents that each of our teachers bring to our meetings as we seek to enrich the lives of our students throughout the school year.
- The south and east walls in Mrs. Collyard's room received a fresh coat of paint. The remaining two walls will be reevaluated next summer.
- Pastor Wagner led our staff through a telephone system change. Ooma phone system was installed to be able to reduce overall monthly phone expenses, as well as give each staff member their own digital mailbox for incoming messages. This is a Voip or web-based phone system. We still retain our landline system for emergency numbers to the fire department as well as our intercom system to alert teachers and students to things such as tornado drills.
- Mrs. Diener, Mrs. Collyard and Mrs. Grulke attended the Early Childhood Literacy Conference held at Concordia University on August 3rd. This is a good conference for teachers to take a look at

some of the best ways to help young students learn to read, write, and express themselves through use of high quality literature.

- Registration night was held on August 10th, and families received information about the classroom schedules, sports and other activities that were part of the school year.
- The total staff met to discuss a new form that would help teachers, pastor, staff minister, and secretaries in procuring and recording new family contact information that would assist the staff in working with a new family according to each staff member’s role and responsibility. It was designed to help keep communication with a new family purposeful, timely, and meaningful without being seemingly or frequently bothersome with too many contacts made too close together.
- The school year began with a half-day on August 26 for grades K-8. Pastor Wagner led us in an Opening Service. 3K began after Labor Day on September 8 and 4K began on September 9. A typical school day lasts from 8:15 a.m. to 3:15 p.m. for grades K-8.

September:

- Board of Christian Education Members for 2015-2016 School Year:
 Jamie Luehring (Chairman)
 Mike Smith (Secretary)
 Kent Russell (Treasurer)
 Philip Babler
 Nick Matter
 Charles Eisner (St. Matthew’s Representative)

- The staff for our 2015-2016 school year was as follows:
 Mr. Joel Grulke – Principal and Gr. 6-8; Gr. 3-8 Science, Math Courses 2 & 3;
 Algebra 1 & 2
 Mr. Ben Raddatz – Gr. 3-5; Gr. 3-8 History, Technology; Intermediate Math 3-5
 Mrs. Monica Dierker – Gr. 3-8 Literature, Gr. 1&2 Math; Math Course 1, Assist
 with Technology, Student testing and tutoring
 Mrs. Kathy Collyard – Gr. 1-2 Language Arts & Social Studies; Gr. 3-8 Music &
 Choir
 Mrs. Annette Diener – Kindergarten; Gr. 1-2 Christ-Light, Science, Music & Art
 Mrs. Amy Grulke – 3K; 4K; Gr. 6-8 Art, Spanish, Writing, Vocabulary

• **2015-2016 Enrollment**

3K=3 (4 January-June)*	4K=6	K=9	1st=6	2nd=8
3rd=8	4th=5	5th=7	6th=3	7th=3
3K&4K=9(10)*	K-2=23	3-5=20	6-8=15	K-8=58 PreK-8=67(68)*

- The following is the breakdown of students church membership for the 2015-2016 school year:
 Unchurched 0
 Prospect seeking membership 0
 St. Matthew’s, Port Wash. 9
 Our Savior 59
 Total: 68

- Two families (2 students) were new to our school, in second and seventh grade. One family is from Our Savior and one is from St. Matthew, Port Washington. One family, (3 students) were back to our school for a year while the family transitioned into a full time ministry call. Eight families had children attend the school for the first time in 3K and 4K. All were Our Savior members.
- 2015-2016 Mission Offerings
 - Quarter 1 (July – September) – “One In Christ” WELS Debt Elimination
 - Quarter 2 (October – December) – 50th Anniversary of Our Savior Lutheran
 - Quarter 3 (January – March) – Lighthouse Youth Center Ministry
 - Quarter 4 (April – June) – CAMM infant/orphan program (LWMS)
(Offerings collected in our weekly Wednesday Chapel Services are sent to these missions throughout the year.)
- Weekly Wednesday morning chapel services were conducted through the school year. Pastor Wagner, Mr. Hering, Mr. Raddatz, Pastor Wildauer, and Mr. Grulke each took turns leading staff and students in worship, helping students to grow in their understanding of worship and bringing to them a message from God’s Word for their life. Mrs. Dierker served as our organist for these times of worship.
- Library Club began to meet once a month. An idea established by some students themselves, this gave the students in K-8 the opportunity to spend some extra “after school time” in the library to serve and to read. Mrs. Wolf supervised the hour.
- The school children sang for Christian Education Sunday on September 13th.
- We had 17 students in piano and/or instrument lessons, and 2 students participating in KML band lessons. We are thankful that this fine arts activity is available to our students to explore and develop the musical gifts God has given them. We thank Mr. Nate Amundson (KML Band Instructor), Mrs. Kari Brich (piano and other instruments teacher), Mrs. Teri Wildauer (piano teacher) and Mrs. Amy Grulke (piano teacher) for their time and commitment to the musical interests of their students.
- A classroom breakfast was held for each classroom. This was sponsored by the PTF. Students, their family, and the teacher enjoyed a prepared breakfast prior to the start of a school day on designated Fridays. This provided an opportunity for families, new and old, to get to know the other children and their families at the start of the school year. After students and teacher returned to the classroom, parents were able to spend more time becoming acquainted. Thanks to the PTF and volunteers who prepared and served the meals and did the clean up afterwards.
- Cross Country had 20 students participating this year. It was coached by Mr. Chad Anhalt and Mrs. Andrea Semmann with Mrs. Teri Wildauer and Mr. Bill Mathiak assisting. They participated in a number of different meets through the fall, and they ended with a couple girls and a number of boys qualifying for the national meet on Oct. 10th at Concordia University.
- Volleyball was coached by Mrs. Katie Raddatz and Mrs. Kyla Rath assisting. Seven girls participated this year and ended the year by taking fourth place in the KML Volleyball Tournament on October 16th. They had a great year building their skill level and team play considering the few players they had.
- A number of our students also participated in the Lutheran Girl & Boy Pioneer group organized and run by members of St. Matthew, Our Savior, and St. John’s, Newburg. This is a great activity for students to learn more about God’s creation and build strong Christian friendships.
- 4K-2nd grade went on a field trip to Bookworm Gardens in Sheboygan on Sept. 25.
- Terra Nova Achievement Testing Week was held during the last week of September. Our students continue to use God’s gifts to His glory. These tests also help our staff identify strengths and weaknesses in our curriculum.

October:

- The children sang October 4th for the 50th Anniversary Celebration Sunday.
- Top spelling students in Gr. 5-8 participated in the KML Grade School Spelling Bee on October 13th.
- K-8 sang at St. Mathew's, Port Washington on October 25th.
- Red Ribbon Week was celebrated with the theme "Drug Free, Happy Me" which was held the week of Oct. 19 - 23. This theme was created by Karissa Sander (8th gr.) from Our Savior. Posters distributed and displayed all over Ozaukee County had the school and Karissa acknowledged. ((Exciting news for the year ahead, Kathryn Grulke (now graduated) had her theme chosen for 2016-2017, "Start the Trend: Drug Free with a Friend."))
- A parent meeting was held on Oct. 21st for all those students who would be participating in the winter sports of basketball and dance. We appreciate the opportunities we have to work with parents and families in areas other than academics so that we can strive to be on the same page when it comes to carrying out the purpose of our extra-curricular programs and promoting Christ in all we do.
- Gr. 3-8 took a field trip to the Experimental Air Association in Oshkosh on Oct. 23rd.
- October 23rd was the PTF Family Fun Night with a "Trunk or Treat" activity followed by a movie.
- Application for Accreditation Candidacy was formally submitted to the WELS Commission on Lutheran Schools.
- Teachers attended the Wisconsin State Teachers' Conference at Wisconsin Lutheran High School on Oct. 29 -30.
- Students' vision screening was conducted by the Lion's Club of Cedarburg. We thank them for providing this important service for us.
- Our Savior Dance Team began their practices with Mrs. Hilde Miller and Mrs. Amy Grulke coaching. Nine girls participated in this activity and performed their routines at selected basketball games during the season.

November:

- KML hosted an open forum for all KML federation elementary school boards. The purpose was to share best practices of our schools and boards, explore marketing opportunities to the communities around our schools, discuss visionary agenda building for future collaborative efforts, and discuss common or unique challenges and possible solutions to our ministries.
- Parent Teacher Conferences were held on Nov. 5-6. These conferences give the teachers an opportunity to discuss a student's academic progress and an opportunity to discuss how we can better assist our parents in the training of their children. One of a number of comments heard from parents was, "I am so glad my children are here. Four years ago I was really thinking we were not going to stay with the changes that were coming." Another, actually came from a former student, "Our Savior did a really good job preparing us for high school. I often feel smarter than most of the other kids." This student later stated that they thought they should tell me. I am glad they DID tell me!
- Grandparents Day was celebrated on November 13th. The theme for this day was "Hymns Through the Church Year". These special people were invited to enjoy an afternoon of hymns and songs, refreshments, and school tours. There were a total of about 200 with 104 grandparents, 68 students, and 28+ parents. One grandparent commented, "My grandchild is so blessed to be able to attend this Christian Day School. I wish I would have had the opportunity to attend one." Please pause and consider the impact of these words shared with me, which I now have shared with you – does this not speak to the value and blessing of what we have by God's grace to offer families through our school? If only I could share with you the incredible spiritually positive impact this has had on this family. Thank God with me for this opportunity to touch lives even beyond the children in our classroom!

- Basketball season got underway with the boys being coached by Mr. Tom Hering, Mr. Jamie Leuhring, and Pastor Martin Wildauer. The girls were coached by Mrs. Kimberly Thistle and Mr. Ben Raddatz.
- Candidacy status for accreditation was formally granted by the WELS Commission on Lutheran Schools. Principal Neil Schlieve was assigned to us as our consultant to help us navigate through the accreditation process.
- K-8 had their annual Thanksgiving meal in the Family Life Center's gym on November 19th. It was a special day to thank God for all of His blessings to our school and its families!
- A pizza-making event occurred on November 21st. We had a great turnout of helping hands to get the work done!
- On Nov. 30th Kohl's Wild Theater presented a program in our gymnasium on "Healthy Habits" for all students.

December:

- The students practiced and participated in the Children's Christmas Service that was held on Sunday, December 20th at 4:00 p.m. in the Family Life Center gym. The Children's Christmas Service was entitled "Did You Know?". Attendance was about 405 – this is a little over 100 more than the previous year which had seen some bad weather and sickness. A free-will offering of \$233 was received for the Haven Project that helps families that have been relocated for their safety. Also a collection of toys and other needed items was given and collected by the school families leading up to the Christmas service. These too were given to the Haven Project.

2016

January:

- Grades 3-8 sang in church on January 24th.
- Three iPads were purchased for use in the 1st & 2nd grades to assist with math, reading and handwriting skills.
- Mrs. Collyard announced that she would be retiring from the teaching ministry at the end of this school year after thirty-four and a half years of teaching. We pray the Lord would continue to guide and bless her as she finds new ways to serve her Lord in retirement.
- As a result of Mrs. Collyard's announced retirement, Our Savior Lutheran Congregation extended a Call on Jan. 24th to Mrs. Katherine Raddatz, wife of Mr. Ben Raddatz, our Gr. 3-5 teacher and athletic director. She is being called to take the position that Mrs. Collyard had with some added teaching responsibilities. We are thankful the Lord led her to accept this Call, and we look forward to serving in ministry together next school year.
- Mr. Steve Clasen accepts the role of Accreditation Steering Committee Chairman. Mrs. Monica Dierker and Mr. Joel Grulke also serve with Steve as the Executive Committee for Accreditation.

February:

- February 1 - 5 was our school spirit week with various dress-up days and culminating with a pep rally at week's end – all in preparation for our KML Basketball Tournament on February 5 - 7.
- 3K – Grade 2 sang in church on February 7th.
- Our Savior's Warrior Basketball teams have concluded their season. Both teams played hard and represented Our Savior well.
- Thanks to all the parents who helped with the home basketball games, concessions, scorer's table and clean-up.
- Jump Rope and Hoops for Heart took place February 19th. Students raised \$1,700.00 for the American Heart Association.
- Our Early Childhood Education night was held on February 22, 2016. We had thirteen families attend to hear information about our 3K, 4K and Kindergarten programs.
- Our Savior Family Fun Night was held on February 26th. It was great to see familiar and new faces enjoying the games and fellowship.

March:

- On February 23rd and March 8th students in grades 5-8 participated in Our Savior and KML Forensics respectively. This is a great opportunity for students to develop their public speaking skills.
- Nine boys participated in the Good Shepherd Boys' Volleyball Tournament. Mr. & Mrs. Steve Ulm coached them for this event held on March 11th.
- The Pioneers held a lock in here at Our Savior on March 11-12.
- The children sang in church for Vision Fest on March 13th.
- The children sang in church on March 20th.
- Our spring Parent-Teacher Conferences were held with parents on March 23-24, just prior to our March 24 – April 4 Spring Break.
- Our emergency monitoring service with ESI was cancelled by them which necessitated contracting with a different company. We contracted with Emergency 24 through our alarm dealer Fire Detection Group. We also began looking into bids to join together both fire alarm systems in our building at the request of the Grafton Fire Chief.

April:

- Softball practice began with Mr. & Mrs. Raddatz coaching.
- Students in grades 5-8 from Our Savior participated in the Our Savior Science Fair and the KML Science Fair at Music Fest held on April 8th. Kathryn Grulke was given Best of Fair at KML for her hydro-electrostatic generator project. There were numerous other 1st & 2nd places earned by our students. What talents God has given them!
- Our annual KML Federation Grade School Math Meet was held on April 13, 2016 at KML. Our 5th & 6th grade team took 12th place and our 7th & 8th grade team took 4th place.
- Pizzas were made for the PTF fundraiser on April 16th.
- Grades 3-8 went to Miller park on April 21st for "Weather Day" and a Brewers Game.
- Our Kindergarten participated in a "Fun & Fitness Day" at KML on April 22, 2016.
- Special Interest Day took place on Friday afternoon, April 22nd. K-8 students learned about Quilting, Essential Oils, Triathlons, and Computers.
- The 7th & 8th grade students participated in the MLC Math Meet. This is a series of four challenging math test given throughout the school year. Out of twenty-five schools nationwide competing in our division, Our Savior took 1st place. Glory to God for the gifts he has given to these students!

May:

- On May 5th, staff and student participated in the National Day of Prayer.
- Our KML Track Meet was held on May 18th. It was a beautiful day to be outside and watch 9 students participate.
- Our KML Grade School Softball Tournament was held on May 14th in winter weather.
- Grades 6-8 took a field trip with Pastor Wagner and Mr. Hering to the Seminary.
- May 31 was the Our Savior Music Recital with 20 students performing on piano, guitar, voice, and violin.
- Our End-of-the-School Year Picnic was held on June 1. Thanks "Chef Polheber" for preparing a wonderful meal. Also, thanks to all the parents who assisted.
- Students in grades K-8 participated in a whole-school kickball game in the afternoon of our school picnic. Much fun was had along with great sportsmanship and encouragement!
- Graduation night was held on June 2. Nine students graduated from Our Savior. They are:
 - Grace Anhalt
 - Isaac Eisner
 - Naomi Gahan (Co-Salutatorian)
 - Kathryn Grulke (Co-Salutatorian)
 - Karissa Sander

Branden Ulm (Valedictorian)
Nicholas Vatter (Class Speaker)
Trenton Whitford
Nathan Wildauer

- The Board of Christian Education recognized Mrs. Collyard's service to Our Savior over the last 6 years. Mr. Jamie Luehring, Board of Christian Education Chairman presented a gift to her along with flowers.
- On June 4th we held our Award's Night with a meal and awards at Our Savior. We had about 115 in attendance.
- On Sunday, June 5th, Our Savior Lutheran Church honored Mrs. Collyard after services with a presentation of a gift from the congregation. Mr. Russell Miller, Congregation Chairman, presented the gift. A reception was held between services in the lower lobby of the Family Life Center in her honor.

In addition to our monthly meetings held by faculty to coordinate, plan, and carry out numerous activities that occur throughout the school year, we meet at the end of the year to review, assess, and begin planning how to improve our classes and activities for the next school year. It is a great opportunity to be able to collaborate and grow with each other as we consider new ideas to help our students grow their God-given talents.

June:

- Our Savior teachers attended the KML Educator's Conference on June 7th.
- Mr. Raddatz attended the Southeast Wisconsin District Pastor-Teacher Convention along with Pastor Wagner and Mr. Hering on June 14th & 15th.
- Tuition for the 2016-2017 School Year
Educational Member Tuition; \$1400
Total Non-Member Tuition: \$5,000
3K Tuition: \$1225
4K Tuition: \$1780
- Our faculty continues on a rotational basis to have summer hours (8:00 a.m. – 12:00 p.m. Monday - Thursday) in the school and school office to assist families during these non-regular school months. They also met every couple of weeks through the summer to prepare for the new school year.

In Closing:

As we look ahead to the 2016-2017 school year and our school's 50th year of teaching God's grace to His lambs, I would ask that you keep in your prayers Mrs. Katherine Raddatz as she transitions from her prior Call to teaching at Our Savior and serving in our midst. Also, pray for continued energy and effort as many different individuals continue to work earnestly through the accreditation process. Pray for opportunities to share the HOPE we all have in Christ with those with whom we come in contact in our day-to-day living for our Savior. Finally, pray for the faculty and staff that they get rest and reenergize over summer to bring enthusiasm and passion to their ministry of letting our children know the HOPE that is theirs through faith in Jesus.

In Christ's Service,

Joel Grulke, Principal

KML Annual Report 2015

For: KML Federation of Churches
 From: Superintendent David W. Bartelt



Hebrews 9:14

How much more, then, will the blood of Christ, who through the eternal Spirit offered himself unblemished to God, cleanse our consciences from acts that lead to death, so that we may serve the living God!

We are **SAVED to Serve**. **We are KML! Our mission to educate, encourage, and equip God’s people must include a vocational path for all students who seek Christian education. The world needs the next generation of God fearing, Bible believing, faith inspired, and faith sharing Christian doctors and nurses, lawyers and laborers, architects, engineers, welders, pastors, and teachers. Our high school must prepare its graduates to honor Jesus in whatever vocation they choose. May God unite us in this mission!**

2013-14 ACT Test comparisons

	English	Math	Reading	Science	Composite
National	20.4	20.8	21.4	20.9	21.0
State	21.6	22.0	22.5	22.3	22.2
KML	24.8	24.5	25.1	24.7	24.8

- o **61 of our 100** graduating seniors (class of 2015) received renewable scholarships of **\$2,546,080** over 4 years of college. The recipients received on average **\$41,739** for each person. **The class of 2015 was offered over \$4.3 million in scholarship dollars but had to pick and choose which ones would be accepted.**

KML is part of the Wisconsin Parental Choice Program- In our first year the families of sixty students received voucher dollars to pay for the full cost of tuition. Fifty-eight of those students are currently members of our KML Federation. The tuition assistance dollars that would have gone to them were dispersed to more families who did not qualify for the program. This program will allow more people to enjoy the blessings of Christian education at KML!

Vision 2021- The Board of Directors has approved some significant initiatives that will be the catalyst of school improvement over the next seven years. Some key components of that vision are:

- 1) Reduced or eliminate the \$7 million debt
- 2) Increase the value of the high school ministry to the 28 churches of the federation
- 3) Evaluate and reshape the curriculum and faculty towards a sustainable and more powerful impact on future graduates
- 4) Manage increased enrollment from 400 to 500 students over the next seven years

Facilities

- The Building & Grounds Committee has begun an aging audit on the facilities and capital holdings on the KML campus. They have requested the establishment of a **long term maintenance fund** to be used for major repairs. This fund will be created by any operating surplus during this fiscal year. Future budgets will have an expense item that will used to increase the fund.

Faculty and Staff

- In September we installed two new teachers into our KML ministry. Mrs. Becky Mayer (Aman) is our new English teacher. Mr. David Kren is our new Biology teacher.
- We celebrate a combined 90 years of ministry with Wes Schmandt (25 years), Tim Kuehl (25 years), and Dar Schramm (40 years).
- Dar and Bonnie Schramm will be retiring at the end of the 2015-16 school year. Our



General Board extended two calls on November 2nd to fill these positions.

Blessings of 2015

January

- The Lord continues to bless the *Make a Joyful Noise* campaign as we start the year with gifts and pledges totaling \$2,786,964. This includes 150 Builders (69 to *Make a Joyful Noise*) who support KMLHS through auto deposits!
- KML launched a dual credit pilot program with Grand Canyon University and Concordia University of Wisconsin. We have 13 students participating in our Dual Credit Pilot Program (9 at GCU and 4 at CUW). We are looking forward to learning more about benefits and challenges of these programs. At the same time, we will be exploring which of our current teachers may be qualified to teach dual credit courses here at KML.
- After 26 years of faithful service to KML, Mrs. Karen Bartman retired as the administrative assistant to the superintendent, and we welcomed Mrs. Melanie Schoeneck to fill the position.

February

- KML presented the drama *Father of the Bride* on February 20-22. The many attendees enjoyed the hard work and exceptional job of the play's cast and crew.
- KML Foundation awarded \$32,500 to KML for student tuition assistance.
- The Varsity Cheer Team earned a first place standing in their highly competitive division and was named the 2015 Division 3 Medium State Champions, the eleventh state championship for the program.

March

- The Charger Boys Varsity team finished the season with a 21-3 overall record and won the Flyway Conference championship with a record of 13-1.
- The Charger Girls Varsity team finished their regular season with an amazing 20-7 overall record and a 14-0 conference record, earning the team the Wisconsin Flyway Conference Championship for the fourth year in a row.
- 21 individual KML band members as well as the Percussion Ensemble and Jazz Ensemble qualified as WSMA state instrumentalists.
- WSMA vocal state qualifiers this year included the Madrigal Ensemble, Echoes Show Choir, Echoes Jazz Choir, and 10 individuals.

April

- The KML Cross Trainers completed their seventh year of going on mission trips across the US. The 17 Cross Trainers and their chaperones shared the message of Jesus in three states: Alabama, Texas, and South Carolina.
- The Annual Dinner Auction was held April 18 at the River Club of Mequon. Under the theme of "*Masquerade Ball*," more than \$112,000 (gross) was raised to benefit KML.
- Sponsored by the Washington County Sheriff's Dept. and the Coalition, KML students and faculty participated in the *Every 15 Minutes* program, an intense event which impacts students and teaches them not to drink and drive.
- A total of 35 students wrote 47 Advanced Placement tests in the following areas: Chemistry, Environmental Science, Spanish Language, Calculus AB, Calculus BC, English Language and Composition, Statistics, U.S. Government, German Language and Culture, Physics, Economics, and Music Theory.
- Of our 100 seniors, 68 received scholarships for the college of their choice. For the first year of college our departing seniors will receive more than \$750,000. If all their renewable scholarships are used, the total will exceed \$2.5 million!

- A Community Electronics Recycling Event was held at KML under the direction of Mr. Joshua Schoeneck. Approximately 60,000 pounds of electronics were collected for recycling, and the event raised \$1,000 for the KML Technology Department.

May

- The 100 members of the KML Class of 2015 graduated on May 23.
- We bid farewell to retiring instructors Mr. David Deibert and Mr. Thomas Mellon. Praise the Lord for their many years of faithful service to KML (Mr. Deibert - 15 years, Mr. Mellon - 23 years).

June

- This was the fifth year of KML's E³ (*E-cubed*) summer classes, with a wide selection of camps offered for our elementary students – sports, cooking, Spanish, music, chess, computer programming, and much more!
- KML Spanish instructors Mrs. Barbara Olsen and Mrs. Micah Nelson led a trip to Spain from June 21-July 2 in which 21 students participated.

July

- The Mission Advancement and Student Services offices were restructured. Mr. Paul Snamiska who, for the past two years has held a combined role of estate planner, registrar, and director of student services, moved back in to mission advancement and estate planning full time. In the student services office, Mr. Jerry Zeamer continues to focus on admissions while Mr. Jason Walz accepted the position of guidance director. In addition to remaining KML's technology director, Mr. Joshua Schoeneck now also serves as registrar.
- The 26th Annual Kettle Golf Open was held on July 20 to support the KML golf team and athletic department.

August

- KML welcomed Mrs. Rebecca Kemnitz as the new International Student Program Coordinator. Mrs. Kemnitz took over this position from Mrs. Wendy Robinson who now focuses on her work as KML's Marketing Coordinator and Fine Arts Assistant.
- The fourth annual Kettle Klomp was held August 15. This event consisted of a 5K race and two mile walk. Proceeds were used to benefit KML.
- With the 2015-2016 school theme of *Saved to Serve*, KML began its 42nd year of serving our Lord. The enrollment for this year is 403, including nine international students from China and South Korea.
- With the start of the 2015-16 school year, KML began its inaugural year of participation in the Wisconsin Parental Choice Program. 62 KML students have been blessed to receive Choice funds from the state to pay for their tuition at KML. As a result, tuition assistance dollars from KML were reallocated to other KML students who applied for financial aid.

September

- Our Celebration of Ministry was held in the PAC on September 20. Installed during this service were: Miss Rebecca Amann (English instructor) and Mr. David Kren (science instructor). Significant years in the ministry were also celebrated by Mr. Timothy Kuehl (25 years), Mr. Wesley Schmandt (25 years), and Mr. Darwin Schramm (40 years).
- The KMLHS Foundation hosted the Annual Charity Golf and Dinner Outing at the West Bend Country Club on September 14. The event raised more than \$24,000 for the KML Foundation, student assistance, and the purchase of a keyboard for the choir and a 3-D printer.

October

- On October 15 and 16, KML hosted 328 grandparents for Grandparents' Days. They enjoyed refreshments and presentations by Mr. Luehring, Mr. Bartelt, and Mr. Snamiska and were entertained with a preview of the musical *Bye Bye Birdie* presented by the KML cast. After worshipping with their grandchildren at chapel, they accompanied them to classes and were treated to lunch on campus.

- About 100 KML students (combined cast and crews) performed the musical *Bye Bye Birdie* for six enthusiastic audiences. Over 1,600 students and adults attended three matinee performances on October 27 and 28, and almost 1,300 people attended the public performances on October 30-31 and November 1.
- KML welcomed Mr. Bob Heider to the Fiscal Office. Mr. Heider is training under Mrs. Jeanne Kowalski and will take over Mrs. Kowalski's position when she and her family move out of state in early 2016.

November

- Our annual Veterans Day program was presented on November 5 to an audience which included 300+ veterans and guests. This year's focus was the flag folding ceremony. Reverend Timothy Bauer of Bethany, Hustisford, was our guest preacher. Of special note at this year's program was guest speaker, Governor Scott Walker. We thank all those who participated, and we thank those who serve us – and who have served – in the armed forces, and their families.
- KML was honored to host the WELS National Choral Festival on November 13-15. 460 students from 21 WELS high schools around the country performed in two concerts over the weekend: a pops concert on Friday night and a sacred concert on Sunday afternoon. Hundreds of families from KML Federation congregations opened their homes to provide housing for the guest choir members, and many others volunteered in numerous ways to make the event a memorable success.

December

- The KML Foundation sponsored two concerts by the popular contemporary Christian group, *Koine*, for the general public. Emmanuel Lux is Koine's latest Christmas concert which highlights the Christmas story with music and media.
- An anonymous friend of KML pledged \$255,000 to our ministry! A \$500 incentive gift will be given to KML for every person who will join the "Builders" (auto-withdrawal). Our three-year goal to ensure sustainability of KML is 450 auto withdrawal accounts.

To God be all praise and thanks!

Board, Committee or Group Reporting	Teen Bible Study
Trends affecting our ministry:	<p>We have a small core of teens participating in Sunday Bible study at Our Savior. The overall attendance gradually decreased the past couple years. The teen class ten year average is 10, with this past year’s average attendance at 6.</p> <p>The strongest trend continues to be the clear correlation between the parents that attend Sunday morning adult Bible study and the teens that attend teen Bible study on Sunday morning...similarly parents that do not attend Bible study and the teens that do not attend teen Bible study.</p> <p>Outside factors that continue to affect regular attendance – work, encouragement/example from parents, an understanding of the need and importance of regular Bible study.</p> <p>Our attendance is weighed on the side of early teens vs. late teens.</p>
Accomplishments in 2015/2016	<p>A relatively small core group of teens attend Teen Bible Study on a regular basis with a few more who attend on an occasional basis. God continues to bless our Teen Bible Study!</p> <p>We welcomed a third teacher to our teen teaching team.</p> <p>We primarily used a video based curriculum that focused on teen topics: “Everyday Videos and Bible Studies for Teens.”</p>
Asking the Lord to bless our efforts, we have made the following goals for 2016	<p>With the Lord’s blessing, we hope to increase our number of core teens who attend Bible study on a regular basis.</p> <p>More effectively reach out to those teens that are not attending regularly or at all.</p> <p>Continue to create a greater understanding within the congregation and the teens themselves of the importance of teen involvement and regular study of God’s Word.</p> <p>Continue to encourage our teens to become more involved in <u>service</u> opportunities within the church.</p> <p>We would like to see the teens (and their parents) organize and enjoy a greater number of Christian fellowship events.</p> <p>Continue to encourage, support, and pray for our teen leaders.</p>
The congregation can aid us in achieving our goals by:	<p>This ministry to teens would benefit having additional people from the congregation willing to coordinate a few outings...</p> <p>ENCOURAGE OUR TEENS TO ATTEND/PARTICIPATE IN TEEN BIBLE STUDY, and to be an example and a model for them as we regularly attend some of the many Bible study opportunities that are offered within the church. Continue to pray for the teens and leaders asking God to bless the teen ministry program here at Our Savior.</p> <p>These teens, Lord willing, will be the future leaders of the church. We ask that more of our adult membership encourage them by looking for opportunities to chat with them, and express thankfulness to them for their involvement and contributions, and to look for opportunities to include our teens in congregational ministry.</p>
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>In His service: Scott Martens, Jimmy Pautz, Tom Hering</p>

Board, Committee or Group Reporting	Sunday School
Trends affecting our ministry:	<ul style="list-style-type: none"> • Sunday School enrollment (nursery – gr. 7) has remained fairly steady during the last ten years, with a ten year weekly attendance average of 47. (39 in 2015-16, 44 in 2014-15) • Stable population of young children within the congregation. • We continue to enjoy a core of parents who are committed to Christian Education for their children. • Enrollment tends to have a slight decrease after the Christmas season. • Dedicated and committed staff that faithfully carries out their teaching and administrative responsibilities.
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Continued to offer Preschool Sunday School for 3 and 4 year olds and classes for Kindergartners through 7th grade. • Continued the “team teaching approach” where more than one teacher teaches in most of our classrooms. • One teacher is "stepping down" from the SS staff due health concerns. We are grateful for her faithful service this past year. • Welcomed a new teacher. • Prepared and offered a Christmas Eve Service. • Sang in both services on the last day of Sunday School in May. • Met for devotion and planning with staff. • Made recruitment contacts with families. • Continued outreach to members whose children are in public school and don't attend Sunday School. • Invited the parents to meet the teachers and see the classrooms on Christian Education Sunday. • Continued to offer a snack program where the parents help provide treats. • Continued a three year phase=in of an updated ChristLight curriculum for Kindergarten through 7th grade.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Encourage students to bring friends. • Continue a parent meet the teacher Sunday. • Prepare for the Christmas Eve Service. • Encourage additional SS attendance through a mid-year recruitment effort. • Continue to monitor grade splits for future years. • Recruit, as needed, for our Sunday School teaching staff.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Praying for our teachers and students. • Volunteering to teach, be an aide, lead music, etc... • Sending your children to Sunday School.
Reporter Name or any other person to be acknowledged for this area of ministry:	Deanna Edwards, Coordinator Tom Hering, Superintendent

Board, Committee or Group Reporting:	Board of Christian Education
Trends affecting our ministry:	<ul style="list-style-type: none"> • Increasing costs associated with education • Positive trend in parent involvement and growth in PTF group • Increased community use of facilities • Marketing our school in a community with quality educational choices • Good potential to see growth in enrollment over the next several years. • Increasing amount of administration work needed to adequately cover all aspects of maintaining and improving our Christian education program.
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Accreditation Self-Study Begun • Thankful for Mrs. Kathy Collyard's years of service. • Thankful that the Lord called and led Mrs. Katie Raddatz to accept the teaching position that opened with Mrs. Collyard's retirement.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Complete Accreditation Self-Study and develop necessary programs and procedures to meet any deficiencies so as to achieve accreditation in fall of 2017 • Study the Wisconsin Parental Choice Program • Continued Technology Improvements and Integration • Continue to increase parent involvement • "Give thanks and praise for the blessings of Our Savior Lutheran School's 50th year of offering Christian education for our families and their children in our church and to our community."
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Praying for our school, students, faculty, and staff • Actively supporting and participating in the accreditation process. • Communicating the benefits and blessings of OSLS to families and friends. • Volunteering in classrooms, hot lunch, coaching, field trips, etc.
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Jamie Luehring, Joel Grulke, Nick Matter, Phil Babler, Mike Smith, Kent Russell, Charles Eisner - St. Matt's Rep</p>

Board, Committee or Group Reporting:	Board of Elders
Trends affecting our ministry:	<p>Overall membership is declining because we have actively been pursuing and releasing/removing those whom we cannot adequately serve</p> <p>Church service & bible class attendance is stable over past years</p> <p>Increasing demands for Pastor's & Staff Minister's time</p>
Accomplishments in 2015/16:	<p>Working with Pastor & Visitation Team on membership issues</p> <p>Working with Pastors on worship issues – Ushers, Altar Assistants, special service attendance and schedule</p> <p>Varied Bible Class opportunities offered</p> <p>Stabilized our new Pastoral staffing plan (for 2015/16 and moving forward)</p> <p>Continued to clean up our membership roster of inactive members and members who we have lost contact with</p> <p>Installed and implemented a new Church video system</p> <p>Reviewed / re-wrote the ByLaws on membership practices</p> <p>Improvement of tracking when members and visitors are in Church and partake of Lord's Supper. (Moving of friendship books to the pews and collecting them after each service)</p>
Asking the Lord to bless our efforts, we have made the following goals for 2017:	<p>Worship & Bible Study attendance</p> <p>Visitor & Worship issues</p> <p>Continue to Reduce members leaving via the back door</p> <p>Review the Pastoral team & the overall Constitution</p> <p>Move forward with the congregation's long range plan</p> <ul style="list-style-type: none"> • Vision of the congregation • Personal & Family plan for growth in the word • Meet our member need's & want's from the Church
The congregation can aid us in achieving our goals by:	<p>With your Prayers & Support</p> <p>Contacting Elders when members notice that members are drifting away from the Lord.</p> <p>Contract an Elder with any worship and Church policy issues</p>
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Pastor Wagner, Jeremiah Backhaus, Bob Klug (Worship Elder), Dale Meyer (Visiting Elder), Steve Wolf (Cong VP), Doug Schnell (Cong Sec), Russ Miller (Cong President), Marty Dierker (Chairman)</p>

Board, Committee or Group Reporting	<h2>Spiritual Growth Committee</h2>
Trends affecting our ministry:	<ul style="list-style-type: none"> • Sunday School attendance remained fairly steady during the past ten years, with a slight decrease the past couple years. • Adult Bible class has continued an upward trend, with the past year being the largest Sunday attendance in over a decade. • Faithful Bible study leaders. • Faithful core of Bible study attendees. There have also been a significant number of new attendees for our Bible studies.
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Supported the effort of Advent Family Activities and Devotions. • Encouraged attendance at Sunday School and Bible class through post-service presentations. • Ongoing use of our congregational Facebook page. • Provided verbal encouragements to our Bible studies, asking those who currently attend to consider inviting others to the class. • Provided the congregation with a brochure to encourage attendance during Lenten services. • Developed an every member follow-up letter to the “Hope for Years to Come” campaign, encouraging the membership to continue regular time with the Lord through devotion time at home. • Developed a “new member” Bible class brochure, with a welcome note on the front, which lists the various Bible classes throughout the week, and invites new member participation. These are given to new members as they join. • Developed and distributed to our membership a summer spiritual growth encouragement tri-fold, including details on how to find worship options during summer travel.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Continue to encourage a greater understanding in our membership as to what spiritual growth means, why it is important, and how to achieve spiritual growth on a personal, family and corporate level. • Encourage greater in-home personal Bible reading/devotional life. • Encourage greater attendance by our membership at church offered Bible classes. • Ongoing use of our Facebook page as a means for connection and encouragement among our membership. • Provide periodic “Words of Encouragement” testimonials by committee members and other congregational members in order to encourage others in personal Bible reading, devotional life and corporate Bible study. • Encourage the men of our congregation to attend the annual “Men of His Word” conference in Oshkosh on Feb. 11, 2017.

<p>The congregation can aid us in achieving our goals by:</p>	<ul style="list-style-type: none"> • Increased use of Word and Sacrament by all our membership. • Attending Bible classes and other spiritual growth activities. • Praying that more would spend regular time with God’s Word. • Increasing the time spent with God’s Word in your home. • Showing love and concern for the spiritual growth of others. We believe members inviting other members to Bible studies is the best line of recruitment.
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p>Len Collyard, Joe Sanfilippo, Stu Stein, Andy Vatter, Tom Hering</p>

<p>Board, Committee or Group Reporting</p>	<h2>Evangelism Committee</h2>
<p>Trends affecting our ministry:</p>	<ul style="list-style-type: none"> • Growing neighborhoods & businesses nearby; steady number of visitors; increased interest among area congregations to work cooperatively; strong lay leadership; enthusiastic Outreach leadership Team. • Better Data Tracking Systems: We are excited to be able to use our data tools like PowerChurch & Salesforce to help keep track of prospective members, and will continue to grow our outreach efforts through gift bags, door visits and more personal communications. • Challenge: Many of us are hesitant to accept the reality that we all are gifted with opportunities to share Jesus in our day to day lives.
<p>Accomplishments in 2015/2016</p>	<ul style="list-style-type: none"> • Continued use of Salesforce software and volunteer assistance with data entry continues to help us track member and visitor worship attendance. This has helped make the first time experience for visitors more welcoming. • Hosting community showings of <i>My Son, My Savior</i> at the Rivoli in Cedarburg via production of promotional materials for area congregations. • Planning for September, 2016 “Healing the Heart” workshop focusing on addiction and its effect on individuals and families. • Making opportunities for Our Savior members to promote the Gospel via involvements in community events. • Identifying the role of our school and its programs as opportunities for outreach. • 4/16 Evangelism workshop at WISCO attendance
<p>Asking the Lord to bless our efforts, we have made the following goals for 2016</p>	<ul style="list-style-type: none"> • To continue to encourage/train our people to Build Better Relationships for inviting their FRANS To continue to make the visitors experience warm and welcoming, and to use our gifts as a congregation to spread the Word of The Lord. • To seek ways to use our Lutheran Elementary School effectively as an attractive element of our outreach. • Promote member involvement and church/school in community events. • To host a Wellness Event as a community outreach effort that would include spiritual, emotional, and physical health.
<p>The congregation can aid us in achieving our goals by:</p>	<ul style="list-style-type: none"> • Remembering that we all are members of the Outreach Committee, as Christians, and have a duty as such to spread The Word. • Becoming a truly friendly, inviting congregation at worship and in our service to our community. • Remembering we all must do our part to spread The Word and use our gifts to their greatest good. • Praying for more outreach opportunities. • Continue to recruit and bring FRANS to our Bible Information Class. • Utilize the materials and opportunities the Evangelism committee provides.
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p>Thanks to Calvin Gall, Becky Sander, Holly Schneider, Sarah Smith, larger events team, and many others. (Jon Hahm, Chairman)</p>

Board, Committee or Group Reporting	Board of Stewardship
Trends affecting our ministry:	<ul style="list-style-type: none"> • Desire to expand ministry with greater member ownership and involvement. • Membership turnover. • Implementation of “Hope for Years to Come” campaign
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Monthly encouragements in the News & Notes. • Quarterly Stewardship Updates to the congregation which include written educational and financial material, followed up with a verbal Powerpoint presentation to the congregation. • Hosted Our Savior Family Night in February, with attendance at about 130 in 2016. The five year average is 133. • Hosted a Chili Contest event in November, with about 75 attending; and an average of about 80 over the last several years. • The annual spring annual appeal and the return Intention Cards was combined with the campaign appeal Commitment Card. This information helps establish a budget based on the projected offerings. The appeals continue to emphasize a response motivated by the Good News we have through Jesus. • Assisted with the annual church picnic in August.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Organize and conduct fellowship events, including the Our Savior Fun Nights, annual picnic, chili contest... Considering adding one or two new events. • Encourage our membership to prayerfully practice their stewardship of time, talents and treasures through monthly and quarterly updates and presentations. • Continue to evaluate and encourage our membership to assist in our ministry plan by responding to the spring annual appeal; and provide Scriptural encouragement for our members to reflect their love for Jesus in how they respond with their time, talent, treasures and worship. • Considering a spring general operating appeal.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • More boards/committees/groups using the Service Survey information that is easily accessible through Sarah in the church office. • Our entire membership prayerfully using their time, talents and treasures to the glory of God and to serve one another. • Involvement: <ol style="list-style-type: none"> 1. Attending worship regularly 2. Attending Bible Study(ies) 3. Attending fellowship events 4. Participating in various service opportunities
Reporter Name or any other person to be acknowledged for this area of ministry:	Dayton Behnke, Andy Koffman, Jon Nehring, Matt Schiller, Steve Semmann, Tom Hering (new members - Chad Bloedel and Scott Martens)

Board, Committee or Group Reporting	Board of Trustees
Trends affecting our ministry:	<ul style="list-style-type: none"> • Weather for some outside projects. • Out-pouring of volunteers for work days and special projects. • We have been blessed with more help, sometimes than work that can be accomplished at any one time. • Donations of time and material has been amazing.
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Approval and funding for a new garage to replace our aging shed. • Re-lamping of the Life Center. • Removal of some trees and shrubs during the spring work day.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Construction of the garage. • Sealing of the parking lot. • Refinish the Life Center floor. (Basketball Court)
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Continue with volunteer and stewardship support. • Prayers for Our Savior staff, board and committee members.
Reporter Name or any other person to be acknowledged for this area of ministry:	<ul style="list-style-type: none"> • Bob Duckart for his time and effort in calling, recruitment of additional volunteers for special projects, and his ushering thru the permitting process for the garage. • Nick Matter for his "light" support. • Dan Sauer for his work with electrifying the garage. • Various other volunteers who are working hard on our property and grounds – mowing, trimming, building, cleaning, spraying etc.

Board, Committee or Group Reporting	Budget and Finance
Trends affecting our ministry:	<ul style="list-style-type: none"> • Rising health care costs • High concentration of giving by small number of families
Accomplishments in 2015/ 2016	<ul style="list-style-type: none"> • Present a balanced budget for FY2017
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Meet our capital appeal commitments • Achieve a balanced budget (or surplus) in FY2017 • Effectively re-finance our mortgage to lower our annual interest cost and shorten the life of the loan term
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Pray for the stewardship efforts for both our church and school • Submit commitment cards for annual giving and capital appeal
Reporter Name or any other person to be acknowledged for this area of ministry:	Joel Grulke, Tom Hering, Andy Koffman, Todd Schneider, Chad Thistle, Pastor Wagner

Board, Committee or Group Reporting	Long Range Planning		
Trends affecting our ministry:	<ul style="list-style-type: none"> • Greater awareness of our ministry and facility in the Grafton community • Ongoing growth in our nearby communities and immediate area • The need to expand member volunteerism towards ministry goals • Political/Economic challenges impacting our members and communities 		
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Began a serious review of the Long Range Plan including Connect groups • Met as needed with LRP Exec Team to discuss next step – which led to the proposal / deployment of RSI to complete a Capital Appeal 		
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Major re-work the congregation’s long-range plan – involving all leaders and focus groups of our membership to get a broad spectrum of input • Support and provide recommendations to the various committees that make ministry, finance and campus/facility decisions • Communicate effectively what the congregation’s long-range plan is and how each member can contribute to its achievement • Facilitate an increased level of participation by the congregation in the various ministry opportunities available to our members 		
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Encourage each other to maintain or increase involvement in the various ministry opportunities available • Offer input and advice regarding opportunities for our congregation to expand internal and external ministry efforts • Take an interest in our Long Range efforts, read and listen thoughtfully as we attempt to communicate with the congregation so that we can make informed and mutually satisfying decisions • Pray for God’s continued blessings among us, pray that the work being done is within His will and to the glory and honor of His holy name • Continue to give generously of your time, talents and treasures 		
Reporter Name or any other person to be acknowledged for this area of ministry:	<p><u>Ministry</u> Jamie Luehring Pastor Wagner Joel Grulke Tom Hering Bob Duckart Scott Martens</p>	<p><u>Finance</u> Todd Schneider Craig Shanks Chad Thistle</p>	<p><u>Campus/Facility</u> Marty Dierker Rick Land Steve Wolf George Edwards</p>

9:52 AM
06/13/16
Accrual Basis

Our Savior Lutheran Church and School
Balance Sheet
As of May 31, 2016

	May 31, 16
ASSETS	
Current Assets	
Checking/Savings	
BMO Harris Checking	4,000.92
CSB Checking - Operating	37,028.88
CSB Money Market	
Capital Appeal Fund	25,725.58
Church / School gift	4,441.39
Church Beautification	2,048.52
Mortgage Down Payment Gift	82,916.59
Pastoral Ministry Gift	38,765.00
Total CSB Money Market	153,897.08
CSB Money Market Designated Fds	8,298.02
Total Checking/Savings	203,224.90
Total Current Assets	203,224.90
Fixed Assets	
Property & Buildings	3,623,931.15
Total Fixed Assets	3,623,931.15
Other Assets	
CD - Perp Trust	9,265.39
Total Other Assets	9,265.39
TOTAL ASSETS	3,836,421.44
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
FICA / Medicare / Taxes Withheld	3,357.82
FSA Withheld	2,757.04
TSA Withheld	650.00
Total Other Current Liabilities	6,764.86
Total Current Liabilities	6,764.86
Long Term Liabilities	
Mortgage Thrivent	1,104,255.97
Total Long Term Liabilities	1,104,255.97
Total Liabilities	1,111,020.83
Equity	
Fund Balance	706,093.69
Opening Bal Equity	1,382,057.40
Unrestrict (retained earnings)	603,708.22
Net Income	33,541.30
Total Equity	2,725,400.61
TOTAL LIABILITIES & EQUITY	3,836,421.44

Our Savior Lutheran Church and School
Profit & Loss
 July through May 2016

	<u>July - May 16</u>	<u>Budget</u>	<u>Variance</u>
Ordinary Income/Expense			
Income			
GENERAL OPERATING INCOME			
Children's Envelope	477.34	366.67	110.67
Gym Fees	9,882.50	14,758.33	(4,875.83)
Misc Income	5,692.32	9,441.67	(3,749.35)
Offerings	550,984.60	556,468.00	(5,483.40)
School Fees	45,300.00	34,650.00	10,650.00
Tuition	39,644.85	37,780.42	1,864.43
Total GENERAL OPERATING INCOME	<u>651,981.61</u>	<u>653,465.08</u>	<u>(1,483.47)</u>
Total Income	<u>651,981.61</u>	<u>653,465.08</u>	<u>(1,483.47)</u>
Gross Profit	651,981.61	653,465.08	(1,483.47)
Expense			
GENERAL OPERATING EXPENSES			
BENEVOLENCES			
Camp Phillip	375.00	458.33	(83.33)
KMLHS Operating Fund	23,778.39	22,916.67	861.72
KMLHS Walking The Path	6,416.63	6,416.67	(0.04)
Other	75.00	0.00	75.00
WELS Missions	29,062.47	28,050.00	1,012.47
WLCFS	1,350.00	1,650.00	(300.00)
WLIM	1,912.50	2,383.33	(470.83)
Total BENEVOLENCES	<u>62,969.99</u>	<u>61,875.00</u>	<u>1,094.99</u>
CHRISTIAN GROWTH			
Evangelism	407.22	916.67	(509.45)
Mercy Ministry	0.00	0.00	0.00
Ministerial Ed Scholarship	1,000.00	1,375.00	(375.00)
Spiritual Growth	0.00	275.00	(275.00)
Sunday School/Lutheran Pioneers	1,066.24	1,237.50	(171.26)
Total CHRISTIAN GROWTH	<u>2,473.46</u>	<u>3,804.17</u>	<u>(1,330.71)</u>
MAINTENANCE,EQUIPMENT,INSURANCE			
Building Maint Church / School	2,399.32	3,666.67	(1,267.35)
Elevator/Fire System/Security	5,348.42	2,658.33	2,690.09
Insurance Prop & Comp	9,883.00	5,775.00	4,108.00
Janitorial Supplies	0.00	45.83	(45.83)
Maint Equipment	0.00	91.67	(91.67)
New Equipment	0.00	45.83	(45.83)
Snow Plowing	5,337.50	9,166.67	(3,829.17)
Teacherage Maintenance	225.56	275.00	(49.44)
Total MAINTENANCE,EQUIPMENT,INSURANCE	<u>23,193.80</u>	<u>21,725.00</u>	<u>1,468.80</u>
OPERATING			
Advertising	861.48	916.67	(55.19)
Altar Supplies	589.65	275.00	314.65
Banking & Other Fees	1,076.72	916.67	160.05
Computer Software	415.65	870.83	(455.18)
Copier Lease / Copier Supplies	8,823.62	9,166.67	(343.05)
Grateful Hearts	883.54	916.67	(33.13)
Interest - Mortgage	56,681.26	58,677.67	(1,996.41)
Principal - Mortgage	36,554.74	34,558.33	1,996.41
Less Down Payment Gift	(32,083.37)	(32,083.33)	(0.04)
Misc Expense	1,976.86	825.00	1,151.86
Misc Office Supplies	1,832.40	1,100.00	732.40
Offering Envelopes	1,048.26	1,283.33	(235.07)
Postage	280.99	1,100.00	(819.01)
Worship Supplies	2,337.22	458.33	1,878.89
Total OPERATING	<u>81,279.02</u>	<u>78,981.83</u>	<u>2,297.19</u>

Our Savior Lutheran Church and School
Profit & Loss
 July through May 2016

	<u>July - May 16</u>	<u>Budget</u>	<u>Variance</u>
STAFF			
BENEFITS			
Dental Insurance	3,639.00	3,517.25	121.75
FICA & Medicare	11,631.87	11,370.33	261.54
FSA	750.00	733.33	16.67
Health / LTD Insurance	84,887.20	91,190.00	(6,302.80)
Life Insurance	1,546.39	2,031.33	(484.94)
Pensions	17,760.00	16,170.00	1,590.00
Workers Compensation	3,071.00	1,558.33	1,512.67
Total BENEFITS	<u>123,285.46</u>	<u>126,570.58</u>	<u>(3,285.12)</u>
OTHER PAYROLL			
Organists	4,650.00	5,041.67	(391.67)
Payroll Expenses	49.70	366.67	(316.97)
Pulpit Assistance	9,100.00	19,433.33	(10,333.33)
Less Pastoral gift	(6,700.00)	(16,335.00)	9,635.00
Substitute Teachers	1,020.01	733.33	286.68
Total OTHER PAYROLL	<u>8,119.71</u>	<u>9,240.00</u>	<u>(1,120.29)</u>
PROFESSIONAL EXPENSES			
Books/Magazines/Videos	4.00	687.50	(683.50)
Conference Fees	250.00	366.67	(116.67)
Mileage Reimbursement	1,050.38	1,833.33	(782.95)
Total PROFESSIONAL EXPENSES	<u>1,304.38</u>	<u>2,887.50</u>	<u>(1,583.12)</u>
STAFF WAGES			
Called Worker	327,036.72	326,516.67	520.05
Less Church/School Called Worker Gift	(13,200.00)	(13,200.00)	0.00
Church Secretary	15,875.70	17,279.17	(1,403.47)
Janitor	3,950.00	3,483.33	466.67
School Secretary	17,069.94	15,668.58	1,401.36
Teachers Assistant	2,673.00	3,025.00	(352.00)
Total STAFF WAGES	<u>353,405.36</u>	<u>352,772.75</u>	<u>632.61</u>
Total STAFF	<u>486,114.91</u>	<u>491,470.83</u>	<u>(5,355.92)</u>
UTILITIES			
Electricity	18,058.43	19,158.33	(1,099.90)
Gas	6,260.48	10,175.00	(3,914.52)
Telephone	3,937.79	2,750.00	1,187.79
Waste Removal	2,895.78	2,933.33	(37.55)
Water & Sewer	1,868.60	2,291.67	(423.07)
Total UTILITIES	<u>33,021.08</u>	<u>37,308.33</u>	<u>(4,287.25)</u>
Total GENERAL OPERATING EXPENSES	<u>689,052.26</u>	<u>695,165.17</u>	<u>(6,112.91)</u>
Total Expense	<u>689,052.26</u>	<u>695,165.17</u>	<u>(6,112.91)</u>
Net Ordinary Income	<u>(37,070.65)</u>	<u>(41,700.08)</u>	<u>4,629.43</u>
	Budget deficit for entire fiscal year:	(48,046.00)	

Our Savior Lutheran Church
 FY2017 Operating Budget

Surplus (Deficit) (\$118,717)

Recommended Changes:

Include KML Walking the Path in Benevolences 10%	\$7,000	
Pay 100% of mortgage principle with Mortgage Downpmt Gift / Capital Appeal Funds	\$61,063	
Pay 100% of mortgage Interest with Capital Appeal Funds	\$37,555	
Pastoral Gift Funds used to pay for Pulpit Assistance	\$10,000	
Use remainder of Church / School Gift (gone in FY2017)	\$3,241	
		\$118,860

Revised Surplus (Deficit) Including Re-Fi	\$143
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	Actual FY2015	Projected FY2016	Budget FY2017
Internal Borrowing	(\$25,325)	(\$78,543)	(\$78,400)

**Our Savior Lutheran Church
Operating P&L
FY2014 - FY2017 Budget**

Number of Sundays

	Budget FY2016	Actual FY2014	Actual FY2015	Projected FY2016	Budget FY2017	FY17 vs. FY16
<u>RECEIPTS</u>						
Offering Envelopes	585,900	553,899	565,243	571,767	571,767	0
Plate Offerings	18,600	20,130	17,036	20,157	20,157	0
Children's Offerings	400	491	517	477	477	0
Misc. (Interest, etc.)	10,300	7,449	6,944	6,257	6,257	0
Tuition (Including Pre-K)	41,215	39,495	54,110	39,645	39,625	(20)
School Fees	37,800	27,135	31,225	45,300	40,600	(4,700)
Gym Fees	16,100	7,234	15,610	9,883	10,000	118
TOTAL RECEIPTS	710,315	655,833	690,685	693,485	688,883	(4,602)
<u>DISBURSEMENTS</u>						
<u>Benevolences</u>						
Camp Phillip	500	500	500	500	500	0
KMLHS Operating Fund	25,000	23,626	23,998	24,790	21,282	(3,508)
KMLHS Walking The Path	7,000	7,000	7,000	7,000	7,000	0
WELS Missions	30,600	28,877	29,330	30,299	26,011	(4,288)
WLCFS	1,800	1,800	1,800	1,800	1,800	0
WLIM	2,600	2,600	2,600	2,600	2,600	0
Other	0	0	0	75	0	(75)
TOTAL BENEVOLENCES	67,500	64,403	65,228	67,064	59,192	(7,872)
<u>Christian Growth</u>						
Evangelism	1,000	668	9	448	500	52
Mercy Ministry	0	335	0	0	0	0
Ministerial Ed Scholarship	1,500	880	1,000	1,100	1,000	(100)
Spiritual Growth	300	244	250	0	300	300
Stewardship	0	0	0	0	1,000	1,000
Sunday School/Lutheran Pioneers	1,350	525	629	1,173	1,550	377
TOTAL CHRISTIAN GROWTH	4,150	2,652	1,888	2,721	4,350	1,629
<u>Maintenance, Equipment, & Insurance</u>						
Building Maint Church / School	4,000	8,193	3,502	2,639	4,000	1,361
Elevator/Fire System/Security	2,900	4,015	2,408	5,348	4,900	(448)
Insurance Prop & Comp	6,300	6,193	6,694	9,883	9,000	(883)
Janitorial Supplies	50	0	0	0	50	50
Maint Equipment	100	230	95	0	100	100
New Equipment	50	286	0	0	50	50
Snow Plowing	10,000	12,100	6,590	5,338	8,000	2,663
Teacherage Maintainance	300	154	241	226	300	74
TOTAL MAINTENANCE, EQUIP & INSURANCE	23,700	31,171	19,529	23,434	26,400	2,966
<u>Church Operating Expenses</u>						
Advertising	1,000	862	1,071	943	1,000	57
Altar Supplies	300	136	250	649	750	101
Bankings & Other Fees	1,000	687	663	1,147	1,000	(147)

**Our Savior Lutheran Church
Operating P&L
FY2014 - FY2017 Budget**

Number of Sundays

	Budget FY2016	Actual FY2014	Actual FY2015	Projected FY2016	Budget FY2017	FY17 vs. FY16
Computer Software	950	345	524	462	500	38
Copier Lease / Copier Supplies	10,000	8,309	9,255	9,562	9,000	(562)
Grateful Hearts	1,000	0	0	1,000	500	(500)
Principle - Mortgage	37,700	35,802	37,836	39,970	61,063	21,093
Interest - Mortgage	64,012	65,910	63,876	61,742	37,555	(24,187)
Misc Expense	900	2,185	769	1,977	1,300	(677)
Misc Office Supplies	1,200	1,330	1,193	2,001	1,500	(501)
Offering Envelopes Expense	1,400	1,240	1,087	1,048	1,000	(48)
Postage	1,200	541	241	304	350	46
Worship Supplies	500	928	1,647	2,571	2,500	(71)
TOTAL CHURCH OPERATING EXPENSES	121,162	118,274	118,412	123,375	118,019	(5,356)
Benefits						
Dental Insurance	3,837	3,231	3,141	4,001	4,562	561
FICA & Medicare	12,404	14,350	11,456	12,685	11,668	(1,017)
FSA	800	750	550	800	800	0
Health / LTD Insurance	99,480	66,605	83,155	92,390	86,810	(5,581)
Life Insurance	2,216	2,004	1,756	2,094	2,216	122
Pensions	17,640	15,496	14,696	17,760	19,110	1,350
Workers Compensation	1,700	1,700	2,625	3,071	3,163	92
TOTAL BENEFITS	138,076	104,135	117,379	132,802	128,329	(4,473)
Other Payroll						
Organists	5,500	5,130	5,370	5,046	5,000	(46)
Payroll Expenses	400	0	190	50	50	0
Pulpit Assistance	800	845	700	9,890	10,000	110
Substitute Teachers	800	2,548	1,103	1,020	1,000	(20)
TOTAL OTHER PAYROLL	7,500	8,523	7,363	16,006	16,050	44
Professional Expenses						
Books/Magazines/Videos	750	59	0	4	50	46
Conference Fees	400	260	488	250	250	0
Mileage Reimbursement	2,000	1,424	1,394	1,050	1,000	(50)
Moving Expenses	0	0	0	0	0	0
TOTAL PROFESSIONAL EXPENSE	3,150	1,744	1,882	1,304	1,300	(4)
Salaries						
Called Worker	376,600	340,100	368,725	356,766	365,400	8,634
Church Secretary	18,850	12,365	16,052	17,319	19,415	2,096
Janitor	3,800	4,398	3,793	4,309	4,500	191
Pastoral Assistance	0	17,600	0	0	0	0
School Secretary	17,093	12,369	13,158	18,612	17,605	(1,007)
Teachers Assistant	3,300	2,561	2,769	2,908	2,800	(108)
TOTAL SALARIES	419,643	389,392	404,497	399,914	409,720	9,806

**Our Savior Lutheran Church
Operating P&L
FY2014 - FY2017 Budget**

Number of Sundays

	Budget FY2016	Actual FY2014	Actual FY2015	Projected FY2016	Budget FY2017	FY17 vs. FY16
Utilities						
Electricity	20,900	20,391	19,697	19,723	19,750	27
Gas	11,100	12,415	9,291	6,838	7,180	342
Telephone	3,000	2,992	3,472	4,308	4,500	192
Waste Removal	3,200	2,649	2,997	3,159	3,329	170
Water & Sewer	2,500	2,300	2,557	2,519	2,481	(38)
TOTAL UTILITIES	40,700	40,746	38,014	36,547	37,240	693
TOTAL DISBURSEMENTS	825,581	761,040	774,192	803,167	800,600	(2,567)
SURPLUS (DEFICIT)	(115,266)	(105,206)	(83,507)	(109,681)	(111,717)	(2,035)
Specialty Gift Financing:						
Mortgage Principal paid by Designated Funds	(35,000)	(79,753)	(57,485)	(35,000)	(61,063)	(26,063)
Mortgage Interest paid by Designated Funds		0	0	0	(37,555)	(37,555)
Pastoral Gift - Other Payroll	(17,820)	0	0	(7,200)	(10,000)	(2,800)
Pastoral Gift - Staff Wages		(13,200)	(16,335)	0	0	0
Church/School Gift	(14,400)	(16,955)	(15,000)	(14,400)	(3,241)	11,159
TOTAL SPECIALTY GIFT FINANCING	(67,220)	(109,908)	(88,820)	(56,600)	(111,860)	(55,260)
SURPLUS (DEFICIT) with Gifts	(48,046)	4,702	5,313	(53,081)	143	53,224

2016 Annual Report

Monthly Contribution Totals

Fund	Jul 15	Aug 15	Sep 15	Oct 15	Nov 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Total
30 Tuition	0	0	0	0	0	0	25,499	0	0	0	14,146	39,645
40 Faith & Funding	0	0	0	0	0	0	18,900	0	0	0	18,900	37,800
100 General Fund	43,008	47,162	49,770	46,030	46,776	43,592	44,542	43,840	39,874	44,958	49,991	499,540
101 Initial Offering	0	0	0	0	10	20	205	15	15	150	2	417
103 Ash Wednesday	0	0	0	0	0	0	0	2,002	20	0	0	2,022
104 Lent	0	0	0	0	0	0	0	1,360	3,465	0	0	4,825
105 Maundy Thursday	0	0	0	0	0	0	0	0	1,057	25	0	1,082
107 Good Friday	0	258	0	0	0	0	0	0	2,743	25	0	3,026
108 Easter	0	0	0	0	0	0	0	0	5,268	325	0	5,593
109 Ascension	0	0	0	0	0	0	0	0	0	0	1,081	1,081
110 Pentecost	0	0	0	0	0	0	0	0	0	0	238	238
111 Missions	0	0	0	0	0	575	593	5	0	0	2	1,175
112 Reformation	0	0	0	235	380	0	0	0	0	0	0	615
113 Thanksgiving	0	0	0	0	3,689	0	0	0	0	0	0	3,689
114 Advent	0	0	0	0	5	3,385	0	0	0	0	0	3,390
115 Christmas Eve	0	0	0	0	0	4,036	0	0	0	0	0	4,036
116 Christmas Day	0	0	0	0	0	3,363	0	0	0	0	0	3,363
117 New Year's Eve	0	0	0	0	0	2,828	2,016	0	0	0	0	4,844
118 Memorials	0	0	0	0	0	0	25	0	805	0	0	830
119 Miscellaneous	0	0	0	0	200	0	0	0	0	28	0	228
200 Plate Offering	0	0	0	0	0	0	1,143	1,082	1,863	1,422	2,058	7,569
300 Door Offering	0	0	0	0	0	0	0	136	0	228	0	364
301 Designated Gift	0	0	0	0	0	425	107	400	65	0	900	1,897
302 Facility Rental	0	0	0	0	0	0	2,465	315	0	60	6,508	9,348
303 Fees	0	0	0	0	0	0	0	0	420	318	12	750
316 Grateful Hearts	0	0	0	0	0	1,200	0	0	0	0	0	1,200
320 Memorial	0	35,000	0	0	0	0	0	0	0	0	0	35,000
500 Hope for Years to Come	0	0	0	0	0	0	7,200	3,065	13,259	47,985	15,943	87,452
Total	43,008	82,420	49,770	46,265	51,060	59,424	102,695	52,221	68,854	95,523	109,781	761,018

Notes:

- 1) OSLC did not have a Financial Secretary from July - Decemeber 2015.
- 2) This report only includes contribution in 2015. Starting in 2016, all revenue was accounted for in this report.

<p>Board, Committee or Group Reporting</p>	<p>Altar Guild</p>
<p>Trends affecting our ministry:</p>	<ul style="list-style-type: none"> • Members busy with other obligations. • Occasional problems with communication.
<p>Accomplishments in 2015/2016</p>	<ul style="list-style-type: none"> • Poinsettia sale for Christmas and Spring Flower sale for Easter. • Repair and polish communion ware. • Annual meeting on May 14th discussing questions and concerns. • New members added to teams. • New schedule created.
<p>Asking the Lord to bless our efforts, we have made the following goals for 2016</p>	<ul style="list-style-type: none"> • Encourage new members. • Have a meeting to discuss changes and questions • communicate with ushers/altar assistants regarding responsibilities of Altar Guild • making sure that napkins are ironed when placed on Lord's Supper • ask inactive members if they wish to be included in a Altar Guild team, if not remove from team.
<p>The congregation can aid us in achieving our goals by:</p>	<ul style="list-style-type: none"> • Praying for our members. • Volunteering to join our group. • updated new phone numbers/address/e-mail for better communication
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p>Becky Baughman, President</p>

<p>Board, Committee or Group Reporting</p>	<p style="text-align: center;">Missions</p>
<p>Trends affecting our ministry:</p>	<p>We continue to have long-term interest in world fields our members are associated with: Africa, Nepal & Pakistan. Our latest emphasis was through Pastor Wagner on Home Missions, as he continues to serve as District Mission Board Chairman. We intend to alternate or include home missions as part of our emphasis each year.</p> <p>Synod: flat financials this past year, though we were able to open 8 new ministries during the last fiscal year and 6 the previous year. We are committed to continued support of synod through our regular offering.</p>
<p>Areas We Serve</p>	<p style="text-align: center;">WELS</p> <p>By supporting synod we support:</p> <ul style="list-style-type: none"> • Doctrinal supervision & administration of our international ministry through the conference of District Presidents. • Worker training to prepare candidates for ministry; • Home & World missions, including nearly 250 home missions and 60 foreign mission fields, leading and aligning our church body with other church bodies of the same confession • Institutional Ministries & Special Needs Ministries • Parish Services which include Evangelism, Adult Discipleship, Worship, Youth Discipleship, Stewardship, etc. • Planned Giving Counselors & Parish Consultants <p>Plus a host of other activities, including para-church organizations like Lutherans for Life, WLCFS, VEBA etc.</p> <p style="text-align: center;">WLCC</p> <p>As part of the Milwaukee Federation we support the work of our church body in particular through the Wisconsin Lutheran Care Center. They feature:</p> <ul style="list-style-type: none"> • Counseling services; • Nursing homes; Retirement communities; • Adoption <p style="text-align: center;">KMLHS</p> <p>As part of the Kettle Moraine Federation we support the area Lutheran high school in its mission and ministry. Their mission: Empowered by God’s Word, KMLHS educates, encourages and equips God’s people for life and eternity. Many of our own high school age students attend and benefit from this educational ministry. As Secretary of the Federation, Pastor Wagner completed 9 years of service on the Board of Directors; Mr. Hering still serves on the Executive Committee. We have four congregational delegates.</p> <p style="text-align: center;">WLIM</p> <p>Wisconsin Lutheran Institutional Ministries serve our area directly by organizing, recruiting and training laymen along with the called chaplains for ministry to area prisons. I regularly refer inmates who have been transferred from Ozaukee County to the state system.</p>

Board, Committee or Group Reporting	Visitation Ministry
Trends affecting our ministry:	<ul style="list-style-type: none"> • Our Visitation Team is hitting stride together in their second year of a new format. With Dale’s help we’re tracking those who are absent from worship much more closely. • Tremendous craving for friendship, visitation and witness to the truth among this group of people. Tremendous potential for outreach, and loving, compassionate service. • America’s aging “boomer” generation are facing uncertain times. • A growing population of special needs and shut-ins, collective housing projects like assisted care, villages for elderly especially in this area (cf. downtown Grafton, expanding rehab facilities, new hospital)
Accomplishments in 2015/2016	<ul style="list-style-type: none"> • Pastor, Staff Minister and Visitation Elder currently share this responsibility of regular visits and communion for our shut-ins • Christmas visits included caroling for all our shut-ins and some visits from our members, promoted through the Advent materials. • Visitations list is now 6 individuals who are members. • Ozaukee County Jail ministry supervision was handed over from Pastor Wagner to Pastor Wildauer late in 2014. He and Tom Hering regularly visit, conduct services and bible studies, coordinate services, speakers, studies and served on the Oz. Co. Chaplaincy Board.
Asking the Lord to bless our efforts, we have made the following goals for 2016	<ul style="list-style-type: none"> • Pray for, seek the Spirit’s guidance and encourage family members who function as caretakers for their loved ones and continue to seek new avenues for outreach and witness. • Recruit new team members for the Outreach part of this ministry. • Continue involving congregational members in holiday visits, letters, gifts etc.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Praying for those who are sick, suffering, becoming inactive or in jail. • Offering to serve as visitors, short or long term. • Supporting and encouraging those who are already involved in this work. • Special gifts, either directly to the sick and shut-ins or financial support for materials.
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Pastor Wagner, Staff Minister Hering, Visitation Elder Gary Suckow Coordinator for the Visitation Team – Dale Meyer, Visitation Team</p>

