
Annual Report

2019

HIGHLIGHTS AND STATISTICS FOR 2018 -2019 (12 months)



“Above all, love each other deeply, because love covers over a multitude of sins.”

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

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ANNUAL VOTERS' MEETING

June 23, 2019

Agenda

Opening Devotion & Prayer	Pastor Wagner
Secretary's Report (Previous' 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 <i>(as time is allotted)</i>	
Board of Elders' Report	Bob Klug
Board of Education Report	Nick Matter
Board of Stewardship Report	Dayton Behnke
Board of Trustee Report	Marty Dierker
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	Steve Wolf
Old Business:	
• Pulpit Assistant	Pastor Wagner
• School Accreditation	Joel Grulke
• Budget Presentation, Discussion & Approval	Todd Schneider
New Business:	
• Decisions and Acknowledgment of Service	Steve Wolf
• LRP Vision Update	Steve Wolf
Adjournment and Closing with Prayer	Tom Hering

DEVOTION: Let Love Cover It

Above all, love each other deeply, because love covers over a multitude of sins. (1 Peter 4:8)

A long time ago, I had a friend that hurt me causing a rift in our relationship. Because it was so painful, I wanted to let others know how this had happened, how unfair it was, how badly this person hurt me and what an awful thing they had done, but the Holy Spirit did not permit me to do so. It was this passage that he used to “cause a pause” in my reaction and look at the whole sequence in a different light, in HIS light of forgiveness and love. “Love covers over....”

After all, that’s exactly what Jesus had already done for me, for you. His blood covered over all our sins and removed them as far as the east is from the west. They are forever wiped from his memory, and he chooses not to reveal to anyone what I’ve done. In fact, he has done quite the opposite. He has forgotten my sins (and yours) and this removes the motive of revenge, “I have to get even.” Or what he removed from me may have been the desire in me to say to the person, “Do you realize what you’ve done to me here?”

This retreat from escalation to war dropped down into a manageable zone for me as I meditated on Peter’s divinely inspired verse. Peter, the one who could so quickly rush into action, draw the sword and bring blood for blood? Yes, the same Peter who did that to Jesus’ heart was then repaired by a love that covers over all sin. Can we fail to do that for another? We are called to a higher calling in Jesus: for from any person who has received this much forgiveness, much is expected. (A case story was recorded in real time for us in Luke 7.) We love BECAUSE we were first loved. This, my friend, is the higher road. This road humbles us and makes us swallow our pride. To do it requires us to look the other way and turn the other cheek, to cover over another’s shame, perhaps most eagerly when they have hurt us and they can’t admit it or see it. Sin – in its rage of selfishness - is blind to another’s hurt, but love is blind to sin and its effects. Not blind in a way of deficit, but rather blind in the way of love.

Love deeply. The enemy and the world will tell you different, but if you love deeply with the same love you have received from the Lord Jesus, you can forgive anything. Anything! God Promises you that! It’s all about the LOVE. Choose LOVE!

Father, give us the love of Jesus to cover our accuser’s offenses and to honestly forgive their wrongs against us just as you in divine love have forgiven us, and covered over all our mistakes. It is in Jesus’ mighty name, we pray.

In Awareness of Him who Loves Us Most of All,

Pastor Wagner

Study Questions

- We’ve heard it said, “Love covers a multitude of sins,” but what does it mean?
- Does the great presentation of love in 1 Corinthians 13:4-13 have any allusion of this idea of covering sins? What does Colossians 3:12-13 and James 5:19-20 contribute to our understanding?
- Which sins are the hardest for you to overlook in the name of love? Whose sin is most challenging for you to endure and forgive?

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

Pastors	Mark C. Wagner	Principal	Joel Grulke
Staff Minister	Thomas P. Hering	Office Staff	Jill Klug
Pastoral Asst	Jeremiah Backhaus	Maint. Staff	Jon Grulke, Lucas Grulke, Caleb Grulke Gary & Cheryl Suckow
Pulpit Asst	Sem Senior Zach VonDeylen	Teachers	Joel Grulke (6-8) Aaron Trimmer (3-5) Annette Diener (Kindergarten-2) Amy Grulke (PreSchool) Emily Platzer (Assistant) Monica Dierker (Assistant)
Office Staff	Sarah Smith		
EFT Students	<i>Vacant</i>		
Library	Alison Wolf		
Officers	Steve Wolf President Marty Dierker Vice-President Doug Schnell Secretary Chad Thistle Treasurer Andrew Koffman Financial Sec.	Board Chairmen	Bob Klug Elders Nick Matter Christian Education Dayton Behnke Stewardship Marty Dierker Trustees John Hahm Evangelism Len Collyard Spiritual Growth Todd Schneider Budget & Finance



Highlights of our Ministry in 2018-2019

God knows what he's doing, and he doesn't have to let us "see his hand in advance." How could we know that what he might take away from one hand he can restore in another, or if he chooses, redesign the whole landscape for a higher purpose. This year in August we again saw this principle in action, as we experienced a huge hit, a trauma of what is called a "one hundred year storm." Insurance didn't cover any of it. And yet, the Lord had resources in mind... some of them ours to contribute willingly. These included many sizable financial gifts, but equally the contributions of time and talent. It was a massive undertaking, but by the gifts God gives in and through his people AND concerned neighbors / friends, we were able to overcome the deficit. We're still dealing with some of the after effects, like getting our library back into running condition. Like fixing the water flow coming down around the corner. But at each step along the way the blessings that we need are right there. So as we have returned to using the Fellowship Hall and Kitchen, as the school continues to adjust its rooms and ministry to the changes, we have much for which to praise the Lord.

Note that in an almost miraculous way we have been able to maintain our balance through stormy times. In fact, other blessings began to show up, like the fellowship of coffee and snacks before and between services. This has led our leadership to revise the entry and (we hope soon) to install a Welcoming Center to ensure that guests are warmly received and well informed. We are still witnessing growth and maturity all around us even as our numbers appear stable. Again we see that though we are fragile, and likely to crumble under the weight of our sin, he puts his grace on display in us like he did in Paul. We admit, that we too are the worst among people, chief of sinners (1 Tim. 1:15ff) who give in to temptation, choose our own agenda, and leave 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. His call still comes: "to all who received him, to those who believed in his name, he gave the right to become children of God." (John 1:12) 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. What a privilege to be a part of the family of faith!

Some of our local blessings include...

- Challenge: for a second year in a row we needed exceptional, out of the ordinary resources to deal with facility threats. As in the past God's storehouse was opened (Malachi 3:10) and our own members, our local community and our sister churches gathered enough to restore God's house to good shape and working order. We are grateful to God for the generosity he has stirred among his people, again!
- Long Range Plan – very much in process as we finish gathering information from the congregation wide survey. Over the next months we will formulate a 5-6 year ministry plan which will include wise usage of our financial resources. When asked our members extended the capital appeal for nine months while we finish the forecast and look at our priorities (strengths, weaknesses, opportunities and threats).
- Calls: we gained stability when Aaron Trimmer accepted our call to serve our middle grades and be our athletic director for the LES. And, again we covered a transition with the skills and dedication of Emily Platzer, married to Aaron, a senior at the Seminary. In the last months the Holy Spirit has called and moved Heidi Fischer to accept a full-time teaching position. We are delighted to see her positive and let's get to it attitude already in motion preparing for the fall semester.
- **To KNOW:** we offer several different types of Bible Study and levels of challenge in addition to a broad range of sermon series to help us learn more about our compassionate savior.
- Our Back Door: intentional and aggressive Elder & Shepherd emphasis on our straying and seeking opportunities for outreach, developing a program of visitation which will culminate in the "Welcome Home" synodical emphasis.
- **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 employ joyful, willing members and friends who share their resources and talents generously. For example, during the flood and recovery we had 80+ helpers who invested their skills and abilities and drive to get things back together.
- **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.
- Keep our commitments 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, Jeremiah Backhaus, Mr. Grulke, Mr. Trimmer, Mrs. Dierker, Mrs. Diener, Mrs. Platzer, Mrs. Grulke, Mrs. Collyard, Sarah Smith, Jill Klug, Jon Grulke, Lucas and Caleb Grulke, Gary & Cheryl Suckow. This fall we'll welcome Mrs. Heidi Fischer to our staff (she and her husband Joel and two daughters are already members of Our Savior). All are dedicated, skilled, passionately-invested servants of our loving Redeemer.

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,

Therefore, since we have been justified through faith, we have peace with God through our Lord Jesus Christ, through whom we have gained access by faith into this grace in which we now stand. And we rejoice in the hope of the glory of God. Not only so, but we also rejoice in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope. And hope does not disappoint us, because God has poured out his love into our hearts by the Holy Spirit, whom he has given us. (Romans 5:1-5)

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. (John 3:16)

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



**At this beautiful “Altar of Great Love”
we hear and receive his good news!**

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

Those who joined our Christian family in 2018-2019:

	Communicants	Souls (members incl. children)
Baptisms	0	11
Adult Confirmations	1	1
Youth Confirmations	12	1
Professions of Faith	4	8
Transferred In (WELS or ELS)	<u>23</u>	<u>37</u>
Totals	36	58

Those who left us in 2018-2019:

Death	7	7
Transferred to other WELS/ELS	18	22
Released (or moved away)	4	4
Removed/Excommunicated	<u>8</u>	<u>9</u>
Totals	37	42

Year End Totals - Current (last yr)

Members as of 06/19/2019 -	595 (596) (audited)	805 (793) (audited)
Attendance – Regular Weekly Services	-	334 (331,336,335,332,334,368)
Special Services	-	173 (160,165,161,162,159,160)

Bible Class Attendance – Adults Average	Sun AM	51 (50)
	Mon PM	na (na)
	Tues PM	13 (09)
	Wed AM	na (na)
	Sat AM	09 (09)
	AIC	02 (04)
	GW/Kelm	00 (49)
	<u>Seniors</u>	<u>29 (28)</u>

Adults 100 (98)

Confirmation Class	Tue-Thu	16 (16)
Confirmation Class	Wed.	07 (08)
Teens	Sun AM	05 (05)
Sunday School	Sun AM	51 (47)

Children 79 (76)

*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

Our Mission Statement helps us see that while stability is good, it is not an end in itself. In other words, we want to continue to know, grow, and go with the Gospel. This is never a same-old business approach. This represents God's people, a dynamic community with ups and downs, with heartaches and heroics, with comings and goings, with challenges and opportunities galore. So we have not gained dramatically in numbers, yet a ton of ministry was accomplished. In fact, in today's religious landscape to have even a slight gain is way ahead of the curve. But we must not be content with a maintenance type ministry. We want to take time out for prayer and then planning to use our resources to the best overall effect for the kingdom. It's a philosophy that means we will continue to seek new avenues for listening and learning about our culture while never losing a grip on the truth of God's Word. The Lord has put us into a growing area and neighborhood and we've matured to the point where we can truly put a footprint on our communities. We're very close to a major push forward with a new ministry plan to go from steady to advancing, from good to better in our skills. There is always the challenge of the mortgage, yet it has been greatly reduced and is manageable. There will always be a reason to stretch in our financial commitments so we can extend the kingdom. And as our vision and plan is ready for a new birth, our mission is the same - to GO with the Gospel into our communities. This year I'd highlight how the Lord works: first the unusual funerals we celebrated (which included two girls in their early 20's); secondly, the amazing volunteers that we have on all fronts, from a successful float hosted by our PTF in the Grafton parade to the musical abilities it highlighted to the support teams in school and the flood restoration. Our building and grounds are attractive and show our love for the Lord. Praise the Creator for always providing us with Word & Sacrament, through which we receive the forgiveness of sins, life and salvation.

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, Backhaus, Kelm, Mr. Hering)
- Regular Bible Study planning, coordination and instruction (Pastors Wagner, 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)
- Leading, Coordinating, and Training our Southeastern Wisconsin District Mission Board; mentoring new board members and Hispanic pastors (Pastor W)
- Supervising, Coordinating, and Distributing gifts for our WELS Committee on Aid & Relief throughout the world (Mr. Hering)
- 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 (Pastor W & 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)

Goals for the new year:

- 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 soon share a new Long Range Plan to keep our vision/goals clearly identified and in sight.
- 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, 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 assess our Visitation Team results, rebuild the group as Dale Meyer changes roles, free up Pastor W. for a personal & intensive effort to reach out to the wandering and disillusioned members of the congregation.
- We will together take the resources which he assembles for us and through us to expand his ministry of the gospel. We will continue our contact and communication among members, including more fellowship and service.
- 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 23, 2019

A FEW HIGHLIGHTS

- Our Sunday School staff faithfully served our children and families during the 2018-2019 academic year. We thank God for our teachers and helpers, who weekly share the good news of what God has done to save us.
- Three teachers rotated to lead our Sunday teen class.
- Planning has begun for our annual church/school picnic to be held on August 25, 2019. We will have regular Thursday worship that week, but only a single 10 am service on Sunday. We will need helpers on Saturday, August 24, at 3 pm to assist with the 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: 2018-2019 = 8
2017-2018 = 16 2016-17 = 13 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 (15-year average = 17)
- Christian Aid and Relief (synod work). I continue to serve our synod as the secretary 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 home and world missionaries to support humanitarian aid projects that can help build bridges to proclaim the gospel.
- We are truly blessed with the individuals in our congregation who faithfully teach Bible classes for adults, teens, Sunday School and Lutheran elementary school.
- I continue to serve Wisconsin Lutheran Seminary by supervising and evaluating seminary students who teach Confirmation classes during the first semester of the school year, both at Our Savior and at a few other locations.
- We continue to use Facebook to share congregational and school information. Certain events and worship service posts attract high interest and likes, receiving sometimes over 1000 hits.
- Our Tuesday Senior Bible study continues with a steady and energetic group of 25-30 weekly attendees. Those who gather are a very nurturing and caring group of people who love to study God's Word and share time with one another!
- Fellowship Activities This Past Year
 - Church Softball Games (May-August)
 - Church and School Picnic (August)
 - OSLS Riveredge Volunteer event (September)
 - Teen Packer Party and Pizza (October)

Fall Family Trunk or Treat Night (October)

Chili Contest (November)

Pizza making event (November)

Advent by Candlelight (December)

Christmas caroling (December)

Church and tree Christmas decorating (December)

Teen Movie Night (January)

Flood Work Days (August – April)

Fish Sticks Comedy Dinner (February)

Our Savior Night (February)

Easter Breakfast (April)

Church Work Days (April and May)

Pizza making event (April)

School Awards Picnic (June)

School Sports Post-season Parties (seasonal)

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

Mom’s Circle (monthly)

PTF meetings and activities (throughout the year)

Regular Bible Studies-last semester

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

Bible Topics Offered

- Following is a list of many of the Bible classes that were offered at church in 2018-2019:
 - Advice From a Mission Counselor
 - Jesus Lives in Us
 - Beginning of the End
 - Marriage – A Labor of Love
 - Gospel of John
 - Book of Romans
 - Why Does a Christian Give
 - Womanly Encounters with Jesus
 - Joseph, Carpenter of Steel
 - No Other Gods
 - Set Your Sights on Self-Control
 - Free in Christ’s Love
 - *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									
18-19	4+2	11+2	14+2	5+1	7+1	4+1	50+1	(7 wks incl)	105
17-18	3+2	12+2	12+1	7+1	4+1	4+1	49+1	(15 wks incl)	100
16-17	4+3	9+2	8+1	6+1	4+1	4+1	49+1	(9 wks incl)	94
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 and Future Activities

- Wednesday evenings
 - Sun., June 23
 - Thurs., July 4
 - Sat., July 13
 - Mon., July 15
 - Mon., Aug. 5
 - Mon., Aug. 19
 - Wed., Aug. 21
 - Sat., Aug 24
 - Sun., Aug. 25
 - Tues., Sept. 3
 - Wed., Sept. 4
 - Sun., Sept. 8
 - September 8
- Church softball team in Jackson
 - Annual Voters' Meeting
 - NO THURSDAY WORSHIP
 - Church softball all star event
 - KML Golf outing & dinner in West Bend
 - OSLS Registration Night
 - KML First class day
 - OSLS First class day for K-8
 - Set up for Picnic Sunday
 - 10 am Worship and picnic
 - OSLS First class day for 3K
 - OSLS First class day for 4K
 - Christian Education Sunday
 - Golf Outing 1pm

Statistics for 2018 & 2019

Baptisms: (11) Jeremiah Charles Gall, Dawson Pearl Duemke, Mason Robert Kolkmann, Graham David Pfueffer, Hudson Glenn Anwewner, Grace Christine Koffman, Bently Grayson Geis, Adela Jean Guidinger, Damian Anthony Heimerl, Neveah Ida -Marie Nice, Hazel Grace Rath.

Confirmations: (12) Youth – Josh Anhalt, Grace Gahan, Evelyn Geis, Damian Heimerl, Ethan Hill, Trey Luehring, Kaitlyn Sander, Waylon Smith, Jayden Spietz, Matthew Thistle, Brady Wojciechowski, Connor Wojciechowki.

By Profession of faith: (4) – Gladys Hasbargen, Cassie Holstead (Carter, Finly, Mila), JoAnn Kieckhaefer, Lane Rehberg (Bella)

Marriages: (0) –

Funerals: (8) – Herman Kuether, Rose Franke, Danny Parbs, Dr. George Clark, Norbert Netz, Naomi Shelvik*, Gladys Hasbargen, Elaine Schramayer.
(*=non-member)

New Members this year: (37) Austin & Alison Schmidt (William, Annaleigh, Oilvia & Joshua), Zach & Kacey Steinbach, Aaron & Jennifer Trimmer (Alexandria & Elizabeth), Adam & Jenni Clausing (Noah, Lily, Anna), Aaron & Emily Platzter, Jami Bucket, Hannah Wagie (Estelle, Arthur), Willaim Favorite, Mike & Mary Lemke, Stephanie Lemke, Tom Neider, Alexandria Callaway, Thomas Jung, Mark & Kimberly Deniswicz, Dan & Megan Lederer (Alison & Ben).



MINISTRY REPORTS

Soli Deo Gloria! (which is to say, “To God alone be the Glory!”) Through a year with tumultuous turns from terror to triumph we have again observed the Lord’s love & grace. Despite the hard knocks of life, our people know to whom and where to look for security and strength. We have experienced his stabilizing through Word and Sacraments. Let us then also 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 also as we applaud when he uses others to serve alongside of us with their gifts. Together we gladly serve him. Let us do our very best for him, out of love and respect for all that he has done for us!

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 we continue to see God’s gracious hand at work with us and through us.

The following reports are currently available in this report, online (PDF) or in printed form.

Report Title

Principal’s Report
 KML Report
 Teen Ministry
 Sunday School
 Board of Christian Education
 School Financial Report
 Board of Elders
 Spiritual Growth Committee
 Outreach Committee
 Board of Stewardship
 Board of Trustees
 Budget & Finance Committee
 Long Range Planning Committee “LRP”
 Financial Secretary’s Report
 Treasurer’s Report
 Proposed Budget
 Altar Guild
 Missions
 Visitation Ministry



I AM

*Jesus answered, "I am the way and the truth and the life,
no one comes to the Father except through me."*

Here are some of the highlights and blessings from Our Savior Lutheran School's 52nd year of educating our Savior's lambs. We pray that God continues to bless Our Savior Lutheran School, that we not only remain steadfast to His Word of truth, but that we have many more opportunities through the years He grants us to proclaim His saving truth in our classrooms!

School Safety Grant

2018

July:

- Transition and orientation meetings were held with Mrs. Emily Platzer and Mr. Aaron Trimmer in June and July to become familiar with school procedures and the school materials they would be using to teach. We are very thankful to our Lord for sending us two gifted workers to serve in Our Savior's ministry.
- Thank you to all who helped assist and welcome the Trimmer family with their move from Ohio to Wisconsin.
- Thanks for those who helped on the two cleaning days in July. While it was not a huge turnout, a number of important items of cleaning and repair were completed.
- 25 new chromebooks were purchased for the 6th-8th grade students to be used for technology and other classes like history, literature, science, art and world languages.
- Jill Klug completed her third year of serving as our administrative assistant in the school office. We are truly blessed to have such a dedicated and faithful servant who goes the extra mile, cares for the sick, assists the teachers as needed, organizes, prioritizes, and accomplishes numerous office tasks, and carries through all this and through the day a warm and tender heart filled with loving service for her Lord and Savior and our school.
- On July 24, Our Savior Lutheran School was awarded a \$20,000 School Safety Grant to help make our school safer through reinforced door handles and hinges, a building-wide alarm notification system, general public area surveillance, and safety film installed on easy access points at doors and windows that are on ground level. This also provides safety training for our faculty and staff. This work should be completed by August 2019.
- Caleb Grulke carpet cleaned each of the classrooms, hallways, church entryway, all the carpet mats and a variety of other cleaning jobs during the summer. We greatly appreciate his time and effort to help our facility stay clean and presentable for those who visit and our students who walk these carpets throughout the school year.

August:

- Faculty meetings were held throughout the summer and more frequently in August in order 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.
- Mrs. Platzer and her husband Aaron came back to Wisconsin after Aaron completed his vicar year on August 6th.
- Registration night was held on August 6th, and families received information about classroom schedules, sports and other activities that were part of the school year.

- Mrs. Emily Platzer and Mr. Aaron Trimmer were installed as our teachers on Sunday, August 19th followed by a welcome gathering between services in the church narthex. Light snacks and refreshments were provided. We were very thankful to have Emily and Aaron on staff, and appreciated all who helped welcome them to Our Savior.
- The school year began with a half-day on August 22nd for grades K-8. Pastor Wagner led us in an Opening Service.
- 3K began after Labor Day on September 4th and 4K began on September 5th. The school day ran from 8:15 a.m. to 3:15 p.m. for grades K-8.
- This year all male called workers participated in a rotation to greet students at the front door during the 8:00-8:15 morning arrival time. While this provided an opportunity for each of us to interact with and continue to promote positive relationships with our students and those parents who come into the building, it also provided another extra measure of security when the doors were open in the morning. In the past the doors were typically unattended in the morning with the exception of the administrative assistant in the school office, whereas at dismissal most of the teaching staff was present when students were being dismissed. Our presence in the morning can go a long way to helping both students and parents feel safe about coming to our school as well as helping our staff know that at least one of us would be there should the need arise to confront someone who is up to no good. We pray that need would never arise.
- This year busing by Riteway for Grafton students was considerably improved so that our students could be at school by the 8:15 a.m. start time and leave at the 3:15 p.m. end time. This came as a result of Mr. Grulke's discussions and meetings with the local school district administrator and other local parochial school principals. We are very thankful that our students did not have to continue to arrive 5-10 minutes late each morning which had been customary in the previous year due to a previous local school district administrative decision.

- **2018 – 2019 Enrollment (August)**

3K=2	4K=8	K=9	1=8	2=4		
3=10	4=6	5=9		6=10	7=4	8=7
3K&4K=10	K-2=21	3-5=25		6-8=21		
K-8=67	PreK-8=77					

- The following is the breakdown of students' church membership for the beginning of the 2018 - 2019 school year:

Unchurched	0
Non-denominational	1
Prospect seeking membership	1 – This student and parent became members in the 2 nd semester of this school year.
St. Matthew's, Port Wash.	5
St. John, Mequon	1
St. Marcus, Milwaukee	1
Our Savior	<u>68</u>

Total: 77 - This was an increase of 10 over the previous year.

- Seven families (9 students) were new to our school, in grades 3K, 4K, Kindergarten, third, fourth and sixth grades. Four families are from Our Savior, one is seeking membership at Our Savior, one is from St. John, Mequon, and one is from Alliance Bible church. Seven students with siblings previously enrolled were new to our school. Two in 4K, four in Kindergarten, and one in First Grade - all from Our Savior .
- Board of Christian Education Members for 2017-2018 School Year:
Nick Matter (Chairman)

Mike Smith (Secretary)
Joel Fischer (Treasurer)
Philip Babler
Jimmy Pautz
Michael Braatz (St. Matthew's Representative)
Joel Grulke, Principal (ex officio)

- The staff for our 2018 - 2019 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. Aaron Trimmer - Gr. 3-5; Gr. 3-8 History, Technology Class; Intermediate Math 3-5, Athletic Director
 - Mrs. Monica Dierker - Gr. 3-8 Literature, Gr. 1 Math; Math Course 1, Assist with Technology Class, Student testing and tutoring, Choir accompaniment
 - Mrs. Emily Platzer - Gr. 1-2 Christ-Light, Language Arts & Social Studies, Gr. 2 Math; Gr. 3-8 Music
 - Mrs. Annette Diener – Kindergarten and Gr. K-2 Science, Music & Art
 - Mrs. Amy Grulke - 3K; 4K; Gr. 6-8 Art, World Languages, Writing, Vocabulary
- 2018 - 2019 Mission Offering Designation
 - 1st Mission Offering (August - November) – The Apache Mission Project
 - 2nd Mission Offering (December - February) – WELS Christian Aid & Relief
 - Special Christmas Offering – Amazing Grace; Panama City, Florida
 - 3rd Mission Offering (March - May) – Kids C.A.R.E – Summer Bible Camps
- Weekly Wednesday morning chapel services were conducted through the school year. Pastor Wagner, Mr. Hering, Pastor Wildauer, Mr. Grulke and Mr. Trimmer 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 and Mrs. Platzer served as our accompanists for these times of worship.
- PTF – Parent-Teacher-Friends held a meeting each month from August to May to help support a variety of school activities and give a way for participants to become involved in a variety of school events. We thank them for their encouragement and support of our school's ministry.
- Early on Monday morning, August 26th, Our Savior's fellowship hall, 1st & 2nd grade classroom, library, kitchen, bathrooms and furnace rooms were severely damaged by almost 2 feet of water that flooded this lower level from torrential rains that fell over night. We were blessed with numerous volunteers who came to help clean up and carry out all the damaged materials. We relocated our 1st & 2nd grade classroom to our music room, and relocated what remained of our library books to the gym stage. After hundreds of volunteer hours and many gifts and donations, this area of the building was ready for use the week after Easter 2019. Many thanks to our Lord who has again so richly blessed us with talents and resources to manage this unexpected event and come out of it with no injuries, but rather with a facility that is better equipped to help us continue carrying out the work of teaching His Word.

September:

- Eleven people from Our Savior's faculty, staff and evangelism board attended Telling the Next Generation Workshop on Sept. 8 to learn about developing a harvest strategy or plan for connecting members and people in our community with our church and school.
- Grades K-8 sang "We Will Glorify" for both services on Christian Education Sunday, Sept. 9.
- We had eighteen students in piano and/or instrument lessons this year, and 7 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. Hubert (KML Band Instructor), Mrs. Kari Brich (piano and other instruments teacher), and Mrs. Teri Wildauer (piano teacher) for their time and commitment to the musical interests of our students.

- A classroom breakfast was held for each classroom which 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 days. 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, as well as another opportunity to get to know our two new teachers. After students and teacher returned to the classroom, parents were able to spend some more time becoming acquainted. Thanks to Mr. Cliff Polheber, Mrs. Alison Wolf, the PTF and a number of church volunteers who prepared and served the meals and did the clean up afterwards.
- This year Hot Lunch was served on every Thursday instead of just once a month as in the previous year. We are very thankful for the ladies and some gentlemen who were able to volunteer to coordinate, prep and serve these meals. Overall, student participation was up considerably over the past year, and they were excited to have these warm meals once a week. We are still looking and hoping for one or two people who might be willing to take the lead and manage this program.
- Cross Country had nineteen students participating this year. They participated in a number of different meets through the fall. Thank you to Mr. Chad Anhalt who served as our lead coach this year.
- Volleyball was coached by Mrs. Kimberly Thistle and Mrs. Rachel Luehring. An upper grade student, Kaitlyn Sander - 8th grade, and Karissa Sander and Kathryn Grulke were all helpers. Twelve fourth through seventh grade girls participated this year on our B team. They worked hard growing their skills and demonstrated great team spirit.
- On Saturday, Sept. 15, the PTF sponsored an outing to Riveredge Nature Center. Some families and students participated in this outdoor volunteer and education activity and had an enjoyable time.
- On Sept. 26 Our Savior along with St. John's, Newburg, hosted our second annual Cross Country Meet. Thanks to Mr. Tim Kuehl from KML for his assistance in getting the course set up, as well as many volunteer parents of our athletes who assisted with the meet and helped with concessions. We had a great turnout with almost 500 participants and beautiful weather!

October:

- On October 2, a vision screening for our students was conducted by volunteers from the Lion's Club. We appreciate their time in helping us to help identify students who may be in need of corrective eye-glasses which can impact their learning. We also collected used eye-glasses and brown pill bottles so that they can be used again.
- Grades 3-8 sang at Our Savior on Stewardship Sunday, Oct. 7 in both the 8:00 a.m. and 10:30 a.m. services and at St. Matthew in Port Washington on Sunday, Oct. 14 in the 10:30 a.m. service.
- Two Wisconsin Lutheran seminary students have started their six-week confirmation teaching training period with our Gr. 6-8 confirmation class. We are glad to have Mr. Schroder and Mr. Rothfuss be with us for this short time. They are working with Mr. Hering during their teaching experience here.
- A select group of students also sang *"To the Ends of the Earth"* at Mission Fest on October 14th.
- I attended the KML Federation Principals' Conference that is held four times a year in the months of October, December, February and May. This conference gives principals of our federation schools an opportunity to discuss activities, scheduling, trends in education, and challenges that we face as Lutheran schools seeking to proclaim the Gospel of Christ in a 21st century world.
- Congratulations to Makenzie Luehring and Joshua Anhalt who qualified at the state cross country meet on Saturday, Oct. 6 to participate in the national meet which was held on Saturday, Oct. 20 at Concordia University.

- KML Spelling Bee was held on Oct. 9. Seven students from grades 5-8 participated and represented Our Savior well. Makenzie Luehring and Abigail Russell placed second and third among all of the sixth graders participating.
- On Tuesday, October 9th Mr. Jerry Zeamer, KML's Recruitment Director, paid a short visit to each classroom and shared with them information about their federation high school and the privilege they have to teach high school students about the love of Jesus their Savior. He also brought along two sophomores, Emma Thistle and Eric Land, who are Our Savior alumni. They told about their experiences at KML over the past year of high school and answered questions that the children had about KML.
- A parent meeting was held on Oct. 17th for all those students who would be participating in the winter sports of basketball and dance. Thank you to these coaches for their willingness to coach our Warrior basketball teams this year. The coaches for the girls' B team were Mrs. Kimberly Thistle with Mrs. Amanda Gronholz and Miss Rachel Babler assisting. The boys' coaches were Mr. Jamie Luehring with Mr. Tom Hering assisting for the boys' A team, and Mr. Tadd Hilgendorf with Mr. Billy Griffin and Mr. Steve Clasen assisting for the boys' B team.
- Many families enjoyed the beautiful weather and Christian fellowship October 19 at the PTF sponsored Trunk-or-Treat along with a movie and snacks. A good-sized crowd enjoyed the fall weather and the fun fellowship.
- Red Ribbon Week was held the week of Oct. 22 - 24. "We All Have Voices – Choose Healthy Choices" was the theme submitted by Kallie Ulm, alumni from the year before. The theme was displayed on posters throughout Ozaukee County.
- Career day was held October 19. Students in gr. K-8 listened to Mrs. Camille Berger about Chiropractic care, Mrs. Sara Lepich about Architecture, Mr. Jimmy Pautz about Software Development, and Mr. Jeremiah Backhaus about Blacksmithing. This is a great way to have our students learn about different careers and how the Lord led each of the speakers to use their gifts in their occupation.
- Teachers attended the Wisconsin State Teachers' Conference at Wisconsin Lutheran High School on Oct. 25-26.
- During this time of year, the gym is quite busy with Our Savior basketball practices. Also, a number of club volleyball and basketball teams rent our facility throughout the fall, winter, and even into spring and summer.

November:

- Eighth graders participated in the annual "8th Grade Charger-for-a Day" event held at KML on Nov. 8. This gave them a little taste of what student life will be like as they shadowed high school students through their morning classes.
- Our Savior Dance Team began their practices with Mrs. Hilde Miller coaching and Mrs. Grulke, Miss Elizabeth Heil and Miss Kathryn Grulke assisting. Twelve girls participated in this activity and performed their routines at selected basketball games during the season.
- Basketball practices also began for our school. This year we had three teams: A & B Boys' Teams and a B Girls' Team. Thank you to our volunteer parent coaches who helped these Warrior athletes grow in their Christian character and team play on and off the court.
- Parent-Teacher Conferences were held on Nov. 8th & 9th. This provided an opportunity for teachers and parents to discuss their student's progress. We are very appreciative of the blessing to have supportive parents who work with the teachers to help nurture these lambs to know their Savior and grow their gifts to serve Him.
- K-8 had their annual Thanksgiving meal in the Family Life Center gym on November 15th. It was a special day to thank God for all of His blessings to our school and its families!
- A PTF sponsored pizza-making event occurred on November 17th. We appreciate all the volunteers that help support our school.

- Grades 3K-Grade 2 sang at Our Savior in the 8:00 a.m. service on Nov. 18th.
- On Monday, November 19th, Mrs Diener and Mrs. Grulke held a Thanksgiving celebration for the 4K and Kindergarten classes.
- On our November inservice day, the faculty and staff concluded their School Safety Training during which had been started in August.
- A number of families and students participated in the Grafton Christmas Parade on Nov. 24th featuring live music from members, Zach and Kacey Steinbach. This was a great way for our school and our families to be part of our community and let people know about Jesus, the Christ Child.
- Students in PreK-8 took a field trip to see the Nutcracker performed at Cedarbug Performing Arts Center on Nov. 30. We also were privileged to see two of our own students perform, Anna and Grace Vatter.

December:

- New coatsracks were installed on Dec. 8 on the north wall of the upper school hallway. These new coatsracks will allow the 3K, 4K and Kindergarten students a new place to put their coats and backpacks.
- On Dec. 17th the PTF held a special family event at the Circle B Recreation Center. The children packed treat bags for the children of Amazing Grace Lutheran Church in Panama City, Florida as they had suffered great damage from Hurricane Michael. They also sent along gift cards to help them with their building repairs. The PTF had a special birthday party for Jesus cake followed with some family bowling.
- The students practiced and participated in the Children's Christmas Service that was held on Sunday, December 23rd at 4:00 p.m. in the Family Life Center gym. This year's theme was Saints and Angel Hosts Rejoice. Attendance was about 450 including staff and students

2019

January:

- A winter/mid-year cleaning day was held on Jan. 5 @ 8:30 a.m. We continue to appreciate all who volunteer their time and energy to help keep our facility in repair and looking clean..
- On Saturday, Jan. 5th the Boys Basketball B Team took 1st place at the Trinity Invitational.
- On Saturday, January 12 – the Boys Basketball B Team played in the David's Star B team tournament.
- The winter weather hit hard during the third quarter of school. We had snow days on January 23, and again on January 28. On January 30 & 31 we were closed due to record cold temperatures. (Negative 23 degrees regular temperature plus wind chill!) Then we were hit with one more snow day on February 12.
- On Jan. 20, grades 3-8 sang "*I Want To Walk as a Child of the Light*" at Our Savior in the 10:30 a.m. service.

February:

- January 28^h - February 1st 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 A-Team Tournament on February 1st & 2nd.
- The Warriors brought home second place in Division One from the Boys' A team Kettle Moraine Lutheran Basketball Tournament.
- Thanks to all the parents who helped with the home basketball games, concessions, scorer's table and clean-up.
- Our Early Childhood Education night was held on February 4th. We had six parents for eight students attend to hear information about our 3K, 4K and Kindergarten programs.

- A special Valentine's hot lunch was held on February 14 and was prepared by Mr. Cliff Polheber for our student body and staff to enjoy. The cooking talents and willing service given are much appreciated by all.
- On February 15th, the PTF held "A Night Out" event at The Bog for our church and school families and their friends. This event was an evening of Christian fellowship with entertainment provided by Fish Sticks Comedy.
- On Sunday, February 17th, grades 3K-2nd sang "Peace in Christ" in the 10:30 a.m. worship service at Our Savior.
- Our Savior Family Fun Night was held on February 22nd. While the Board of Stewardship organizes this event, it is a valuable way for school families to get involved in a Christian fellowship activity alongside our church members, and also creates an opportunity for both to invite friends or neighbors to the event.
- Our staff received AED/CPR and First Aid training on their inservice day February 22nd.
- Twenty-four of Our Savior students in grades 3-8 participated in Our Savior's Forensics Night on Feb. 26th. Thank you to all who helped coach, judge, and provide an opportunity for these students to use their gifts of public speaking.
- For the month of February, our school held a fundraiser for "Pennies for Patients". Our school raised \$455.12 in support of cancer research for the Leukemia and Lymphoma Society and earned a gold pennant.

March:

- KML Grade School Forensics competition was held on March 12th. This year eleven of our students in grades 5-8 participated at KML. We are blessed to be able to have a venue like KML to host events like these for our federation schools. KML's support for these activities is valuable for our ability to help students grow their God-given talents.
- On Sunday, March 10, our students in grades 4K-2 sang at St. Matthew in the 10:30 service.
- The children in gr. 3-8 sang "A Lenten Prayer" in the 3:30 p.m. Lent service at Our Savior on March 14.
- On Friday, March 15, Kohl's Wild Theater presented a play for our student body that taught us about the environment by using the theme "# Pets."
- On March 20, Jerry Zeamer, recruitment director for KML, led our Wednesday morning chapel service and afterwards presented some information to our students about KML.
- The boys' volleyball team had a one-day tournament which was held on Friday, March 22 at Good Shepherd Lutheran School in West Bend. Our team had seven boys from grades 5-8 participating and was coached by Mr. Trimmer.
- 3rd quarter Parent-Teacher Conferences were held March 21st and 22nd. Academic and behavior progress reports were discussed with parents. Parents continue to be positive, supportive and complimentary of our Christian education program. It is a blessing to be able to work together as a team (Church, School & Family) centered on Christ.

April:

- On April 2, one more 3K student joined our enrollment for the remainder of the school year.
- Many volunteers made pizzas for the PTF fundraiser on April 6th.
- Four 7th grade students attended the KML Charger-for-a-Day event held Monday, April 8th.
- On Tuesday, April 9th Our Savior participated in the annual KML Grade School Math Meet competition. Our 7th & 8th grade team and our 5th & 6th grade team, each consisting of six students, three students from each grade, came away with second place finishes overall, and Makenzie Luehring took first place overall in the individual competition. To God be the glory for the numerical and problem solving talents He gives to these students!

- On Friday, April 12th, select students from grade 3-8 could enter an art project in the semi-annual KML Grade School Art Fair. Students in gr. 4K-2nd also had projects on display.
- Sixteen students performed a Broadway music piece and one from our musical at the KML Music Fest on Friday, April 12th directed by Mrs. Platzer
- On Sunday, April 14, students in all grades 3K-8 sang in both Palm Sunday services.
- Softball practice began in mid-April with Mr. Hering, Mr. Trimmer and Mrs. Platzer coaching. Thanks to them for stepping up to the plate to help out our softball team of fifteen boys and girls in grades 5-8. Three games were played prior to the KML Grade School Softball Tournament which was held on Saturday, May 18th at Quaas Creek Park in West Bend.
- Our Kindergarten participated in a "Fun & Fitness Day" at KML on April 26th.
- April 26 & 27 the K-8 performed the musical, *Pirates of the "I Don't Care – ibbean"* The 3K and 4K warmed up the audience with *Elephants Have Wrinkles* and *I Think You're Wonderful*. The PTF held a silent auction each night before the show. At least 350 different people came to watch these two performances.

May:

- On May 2nd, staff and students participated in the National Day of Prayer led by Staff Minister Hering. Due to cold and rain, the event was held inside church.
- On May 5, grades 3-7 sang for the Confirmation service at 10:30 a.m.
- PTF has been looking at a variety of ways to get our families involved in the community. One such was with the "Keep Grafton Clean Day" on Saturday, May 11. A few families helped gathered at Lime Kiln Park to receive their cleanup assignments.
- On Monday, May 13th, grades 4K through gr. 2 went on a field trip to the Clausing Farm in Mequon.
- Our KML Track Meet was held on May 15th. Our student participants had good weather and represented their Savior and their school well.
- On May 16th Grades 6-8 took a Confirmation Class field trip with Pastor Wagner and Mr. Hering and some parents to Wisconsin Lutheran Seminary.
- May 22nd was the Our Savior Music Recital with 17 students performing a variety of instrumental music pieces.
- Grades 3-8 went on a field trip to the House On the Rock on Friday, May 24.
- Students in grades K-8 participated in a whole-school kickball game in the afternoon of May 28th. Much fun was had on a cool day along with great sportsmanship and encouragement!
- Our End-of-the-School Year Picnic was held on May 29th. Thanks again "Chef Polheber" for preparing a wonderful meal. Also, thanks to the parents who assisted.
- Graduation night was held on May 30th. Students in grades K-8 sang for the Ascension and Graduation service. These seven students graduated from Our Savior:
 - Joshua Anhalt (KML)
 - Grace Gahan (Cedarburg)
 - Trey Luehring (KML)
 - Kaitlyn Sander (Cedarburg)
 - Waylon Smith (Grafton) – Class Speaker
 - Jayden Spietz (Grafton)
 - Matthew Thislte (KML)

June:

- In addition to our monthly meetings held by faculty to coordinate, plan, and carry out numerous activities that occur throughout the school year, we met on May 31st 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.

- On June 1st we held our School Awards & Volunteer Picnic with a meal and awards ceremony at the Rotary Park in Mequon. We had 135 in attendance. Thanks to all who helped organize, set up, cook, serve, and clean up for this year-end event to give thanks for all the blessings God has given to our school, its families, and its students.
- Our Savior teachers attended the KML Educator's Conference on June 4th. This conference was an opportunity for teachers to learn about teaching standards and assessment process.
- On Sunday, June 2nd after services, our congregation and school families recognized the year of Called service to Our Savior Lutheran Church & School of Mrs. Platzer with a presentation of a gift from the congregation. Mr. Steve Wolf, Congregation Chairman, presented the gift. A farewell reception was held between services in the lower lobby of the Family Life Center in her honor. Emily will accompany her husband Aaron to her husband's assignment in the pastoral ministry in Loves Park, Illinois. God's peace and love be with them always.
- Our faculty and staff also had an all-day Strengths-Finder and Team-Building Event on June 6th. The purpose of this event was to see how the Lord has gifted us for ministry through our strengths and interests, and how we can use those strengths and gifts to encourage one another and carry out the work of our ministry more effectively.
- Mr. Grulke attended the Southeast Wisconsin District Pastor-Teacher Conference along with Pastor Mark Wagner and Mr. Tom Hering on June 11th & 12th.
- Tuition for the 2019 -2020 School Year
 - Educational Member Tuition: \$1600
 - Total Non-Member Tuition: \$5300
 - 3K Tuition: \$1250
 - 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 meet regularly through the summer to prepare for the new school year.
- This is also the time of year to clean classrooms and get them ready for the new school year. Carpets are being cleaned along with some painting as it is needed in the building.

In Closing:

As we look ahead to the 2019-2020 school year, we ask that you keep in your prayers Mrs. Heidi Fischer as she transitions to teaching at Our Savior and serving among us. Also, we ask for your continued prayers that we would be able to reach more families and children with the good news of Christ, the Savior. Finally, pray for our staff and our congregational leaders as they seek to carry out this important work of ministry in which all of us are important participants.

In Christ's Service,

Joel Grulke, Principal



KML Annual Report 2018
 For: KML Federation of Churches
 From: Superintendent David W. Bartelt

Devotional thought
Matthew 6:33 But seek first his kingdom and his righteousness, and all these things will be given to you as well.

Kettle Moraine Lutheran High School celebrates the 45th year of ministry to the KML Federation. We focus on the blessing of saving faith that comes from hearing the Gospel of Jesus Christ.

We are *Blessed Beyond Belief* at KML! This fall saw another year of record-breaking enrollment on our campus. Our freshman class exceeded 140 students and we began the school year with 490 precious souls in our care. As a result, more teens and their families are strengthened in faith and impacted by our work together. Some will be hearing about Jesus for the first time!

Blessed Beyond Belief Capital Campaign

In order to accommodate the blessing of our rapidly growing student body, KML will need to add classrooms by the fall of 2019. Because of the rapid enrollment growth, the General Board authorized an aggressive six-month campaign to raise \$4.7 million to complete four science classrooms and seven general classrooms. At the conclusion of the BBB campaign as of January 19, 2019, we have been blessed with approximately \$4.125 million in gifts and pledges. This will be enough to construct the building and finish the science labs. The first floor classrooms will be completed as our enrollment and curriculum continues to expand.

*We are grateful for every church and every individual who participated in this miracle.
 God has blessed us through you!*

Fast Facts About Our Students

- 100% Graduation Rate
- Student/Teacher Ratio is 16:1
- 490 students come from 7 different counties
- 16 international students from China
- Involved in 16 clubs, 16 athletic teams, 12 fine arts groups
- Graduate Plans: 82% to 4 year college; 14% to Technical schools; 4% to military
- Surpass State and National ACT scores

Kettle Moraine Lutheran ACT Results from the Graduating Class of 2018

	English	Math	Reading	Science	Composite
National	20.2	20.5	21.3	20.7	20.8
State	19.8	20.3	20.6	20.8	20.5
KML	24.2	23.9	24.5	24.4	24.3

Enrollment –

Historical trend report at start of school year:

2013- 392

2014- 394

2015- 403

2016- 427

2017- 450

2018 –490

2019 projected 525

Accreditation- KML annually completes a portion of a seven-year school improvement plan to maintain accreditation status from Wisconsin Religious and Independent Schools (WRISA), Wisconsin Evangelical Lutheran Schools Accreditation (WELSSA) and the National Council for Private School Accreditation (NCPSA). We have completed three cycles of accreditation.

KML is part of the Wisconsin and Milwaukee Choice Program- 26% of our student body qualifies for the choice program. Almost ninety percent 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. Over fifty additional students receive financial assistance. These programs allow more people to enjoy the blessings of Christian education at KML!

Faculty and Staff

- In September 2018 the KML Federation installed FIVE new teachers into our KML ministry.
 - Mrs Sarah Chojnancki (one year call)
 - Mrs Marcie Kren
 - Mr. Nate Krug
 - Mrs. Sarah Proeber (one year call)
 - Mr. Matt Rydecki
- It is an interesting note that 60% of our KML faculty is new to our ministry within the last five years.
- Ministry Milestones:
 - Jim Haferman -50 years
 - Paul Snamiska -40 years



Blessings of 2018



January

- KML hosted a percussion invitational on January 13 which concluded with an evening concert featuring Cream City Percussion.
- For two weeks in January, 13 KML families hosted students from San Ramon Bilingual School in Alajuela, Costa Rica, as the first half of the cultural and language exchange program between the two schools.

February

- Mrs. Deb Schmidt joins the KML staff, serving in the newly created position of Associate Activities Assistant.
- KML presented the musical *Seussical* on February 16-18.
- The church band Koiné presents a concert at KML on February 22. The concert features songs from Koiné's *Cross Heart Rose Sky Ring* album, featuring songs by Martin Luther.
- KML hosts the first-ever WELS Middle School Honors Band Festival on February 24. Over 60 students from five different WELS elementary band programs were selected to participate in this event, including 15 from KML's program.
- The KML Forensics Team won the East Central Conference Championship for highest total points at the February conference meet.

March

- The KML National Honor Society raised funds in February and March in order to provide bibles for children at one HOPE school in Milwaukee. The original goal was 126 bibles. When the drive ended, not just 126 bibles were delivered, but 535 bibles were taken to Hope Semper and Fidelis children to take home to their families!
- The KML Foundation awarded over \$37,600 to KML for student tuition assistance.
- KML hosted the ECC Academic Bowl on March 6 with the KML team repeating as conference champions, winning by 161 points over the second place team. Fifteen KML students medaled in their subjects.
- The Charger varsity girls basketball team won the Eastern Conference Championship outright with a 13-1 conference record, claiming the program's 5th conference title in six years, and they also claimed another Regional Championship
- The Charger varsity boys basketball team had an amazing 13-1 conference record, earning KML a share of the East Central Conference Championship. Post-season play saw the Chargers win the Sectional Championship and making a trip to the State Semi-Finals. Despite losing on a heart-breaking buzzer-beater in overtime in the semi-finals, it was a season for the Charger nation to remember.
- All 19 members of the forensics team participated in the Sub-District competition on March 12, and all district participants earned scores enabling them to compete at the State Forensics Meet on April 20 in Madison.
- KML band students showcased their talents at the WELS Regional Band Fest at Evergreen Lutheran High School in Tacoma, WA.
- The KML Varsity A chess team placed 5th in Division 2 at the state scholastic chess tournament. In addition, six Charger players from our two teams medaled.

April

- Mrs. Crystal Perez (nee Nick, KML class of 2003), joins the KML staff as its first Marketing & Alumni Coordinator.
- The KML Cross Trainers participated in their 10th year of going on mission trips across the United States. The Cross Trainers and their chaperones shared the message of Jesus in a number of states.

- The annual Family Music Fest event took place on April 13 with the theme of *A Knight to Remember*.
- The 20th Annual Charity Auction was held April 21 at Florian Park in Germantown. Under the theme of *Back to the Future*, the net proceeds of money raised went toward renovation of KML's "Front Yard Athletic Fields," tuition assistance, the New Friends group, and dysautonomia research and awareness.
- The yearly plant sale revamps its format. Gift certificates to Groth's Country Gardens are sold through the KML SCRIP Office in lieu of ordering and delivering plants.
- KML launches a wildly successful alumni incentive program – alumni update or confirm their contact information via an online form, and KML sends them a free alumni t-shirt. Over 600 alumni participate!

May

- The 101 members of the KML Class of 2018 graduated on May 26 with 9 valedictorians.
- Twenty-five years in the ministry were acknowledged at the graduation service for the following:
 - Mr. David Kren (25 years in the ministry, 3 at KML)
 - Mr. Bill Strasser (25 years in the ministry, 13 at KML)
 - Mr. Jason Walz (25 years in the ministry, 17 at KML)
- Mr. Dave Stern completed 25 years of service at KML in the maintenance department.
- We bid farewell to many KML faculty and staff at the end of the school year and praised God for their faithful service:
 - Rev. Mike Helwig – part-time instructor (21 years in the ministry, 1 at KML)
 - Mr. Travis Kretsch – instructor (1 year in the ministry, 1 at KML)
 - Mrs. Calista Leistikow – instructor & Learning Center (1 year at KML)
 - Mrs. Kayli Pesch – instructor (6 years in the ministry, all at KML)
 - Mrs. Megan Plocher – instructor (3 years in the ministry, 1 at KML)
- On May 28 the KMLES Band Program marched in the West Bend Memorial Day Parade for the 3rd year in a row.

June

- KML hosted the annual KML Educators Conference on June 5.
- KML hosted the WELS Executive & Support Staff Conference on June 8. Approximately 100 people attended from 4 states.
- This was the 8th year of KML's E³ (*E-cubed*) summer classes, with a wide selection of camps offered for our elementary students – sports, cooking, drama, chess, and more!
- KML students went to Costa Rica for two weeks as the second half of the cultural and language exchange, the first half of which took place in January.
- KML launches the silent phase of its aggressive *Blessed Beyond Belief* campaign. The goal is to raise \$4.7 million in gifts and pledges by the completion of the campaign on December 31, 2018, in order to build a Science & Innovation Wing by the start of the 2019-2020 school year.

July

- The KML Foundation hosted the Annual Charity Golf and Dinner Outing at the West Bend Country Club on July 16. The event raised \$22,000 for the KML and the KML Foundation.

August

- The 7th annual Kettle Klomp was held August 11. This event consisted of a 5K race and two-mile walk. Proceeds were used to benefit KML.
- With the 2018-2019 school theme of *Blessed Beyond Belief*, KML began its 45th year of serving our Lord with an enrollment of 492, including 17 international students from China.
- With the start of the 2018-2019 school year, KML began its 4th year of participation in the Wisconsin Parental Choice Program and its 3rd year taking part in the Milwaukee Choice Program. Ninety-six KML students have been blessed to receive Choice funds to pay for their tuition at KML (84 WPCP, 12 MPCP). As a result, tuition assistance dollars from KML were reallocated to other KML students who applied for financial aid.
- The 2018-2019 school year is KML's 1st year of participating in the Special Needs Scholarship Program. Eleven students attend KML through this program.

- KML welcomed new staff member Mrs. Jean Johnson in Food Service.

September

- KML's annual Installation Service was held in the PAC Auditorium in conjunction with Pastor Visitation Day on September 7.
 - Installed during this service were:
 - Mrs. Sarah Chojnacki (math, science, Learning Center)
 - Mrs. Marcie Kren (science)
 - Mr. Nate Krug (English)
 - Mrs. Sarah Proeber (English, Health)
 - Mr. Matt Rydecki (Word of God, P.E.)
- The KML Foundation sponsored a Sport Clay Shooting Event at the Highlands in Cascade on September 9 to raise money for the KML Foundation.

October

- KML welcomed Miss Belinda Diercks as an additional Learning Center Assistant and Mrs. Tanya Anderson as the new Associate Activities Assistant, replacing Mrs. Deb Schmidt who accepted a job outside of KML.
- On October 4-5, KML hosted approximately 445 grandparents for Grandparents' Days.
- The *Blessed Beyond Belief* campaign is publicized in many of the KML Federation churches over the next few months with a video shown to the congregation, brochures handed out, and a brief summary of the campaign by Superintendent Bartelt or another KML representative.
- The Charger Club hosted the 2nd Annual Trivia Night on October 13. Proceeds went to the *Blessed Beyond Belief* campaign.
- KML students performed the Children's Theatre production of *The Stinky Cheese Man and Other Fairly Stupid Tales* with matinee performances on October 23-24 and public performances on October 26-27.

November

- Our annual Veterans Day program was presented on November 1 to an audience which included veterans and guests. This year's focus was on POW/MIA.
- Friends of KML showed overwhelming support of our ministry when KML participated in its 4th #GivingTuesday on November 27. The total support given to KML on #GivingTuesday exceeded \$55,000 and helped bring the number of donors giving to the *Blessed Beyond Belief* campaign up to 845 of the challenge to reach 1000 donors.

December

- We thank God for generous hearts which moved many people to help make our 12 Days of Christmas so successful for the Lauersdorf, Ertl, and Handrow families who are battling difficult situations.
- As of December 31, the *Blessed Beyond Belief* campaign was blessed in the following ways:
 - **\$3.48 million** was given or pledged
 - **1,289 people** participated in the program
 - **630 people** made their best give ever to expand our ministry facilities
 - **386 people** made their first gift ever to the KML ministry because of the campaign.

To God be all praise and thanks!

Board, Committee or Group Reporting:	Teen Bible Study
Trends affecting our ministry:	<ul style="list-style-type: none"> • We continue to have a small group of young folks participating in Teen Sunday Bible study at Our Savior. The overall attendance has remained fairly low the past few years. The previous ten years saw a steady decline. The teen class ten-year average is between 6 and 7, with the last three year's average attendance at 4. • 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. • Our current 8th grade graduating class is a bit larger this year. The class entering 8th grade is a bit smaller.
Accomplishments in 2018-2019	<ul style="list-style-type: none"> • 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. We are thankful for those who attend our Teen Bible Study! • Offered a service opportunity to assist the Haven Project. • The teen leaders offered a few more outings for our teens this past year (Packer/Game Pizza Sunday, attempted bowling outing but the bowling alley forgot and didn't unlock for us, a movie and snacks evening). Those who attended provided positive feedback.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • With the Lord's blessing, we hope to increase our number of core teens who attend Bible study on a regular basis. • Continue to reach out to those teens that are not attending regularly or at all. • 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. • Encourage our teens to become more involved in service opportunities within the church. • We will continue to attempt to organize a greater number of Christian fellowship events/outings. • Involving more parents of the teens in the support and assistance with outings. • Continue to encourage, support, and pray for our teen leaders.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • ENCOURAGING OUR TEENS TO ATTEND/PARTICIPATE IN TEEN BIBLE STUDY and OUTINGS, 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. • Encouraging the teens 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.
Reporter Name or any other person to be acknowledged for this area of ministry:	In His service: Joel and Heidi Fischer, Scott Martens, Jimmy Pautz, Hilary Vatter, Tom Hering

Board, Committee or Group Reporting:	Sunday School
Trends affecting our ministry:	<ul style="list-style-type: none"> • Sunday School enrollment (nursery – gr. 7) had an increase again this past year. (49 in 2018-2019, 46 in 2017-2018, 39 in 2016-2017, 44 in 2015-16) • 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 stayed a bit more stable after the Christmas season. • Dedicated, faithful, reliable and committed staff carries out their teaching and administrative responsibilities.
Accomplishments in 2018-2019	<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. • A couple of our classrooms had two teachers who shared the teaching load. • 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.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Encourage students to bring friends. • Continue a "parent meet the teacher" Sunday. • Prepare for the Christmas Eve Service. • Continue to monitor enrollment trends and grade splits. • Recruit, as needed, for our Sunday School teaching staff, and possibly increase the staff by splitting one of our combined classrooms into two classrooms. This will be accomplished if we can find enough teachers to cover both classes.
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, assist with music, etc... • Sending your children to Sunday School. • Invite others to attend 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. • Continued 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 2018/19	<ul style="list-style-type: none"> • Thankful for Mrs. Emily Platzer's year of teaching 1st & 2nd grades along with music and coaching. • Thankful that the Lord called and led Mrs. Heidi Fischer to accept the teaching position that opened from Mrs Platzer. • Continued Accreditation process. • Parent survey brought valuable insights and ideas to implement and strengthen Our Savior.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Continue to develop necessary programs and procedures to meet any deficiencies so as to prepare for Accreditation site visit scheduled for March 2020. • Continue to increase parent involvement. • Reduce Pre-K tuition in an effort to keep it attractive and proportionate to LES tuition. • Strive for excellence. • Increase outreach efforts.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Praying for our school, students, faculty, staff and board. • Continue to support our program of Christian education through participating in special projects or events. • Communicating the benefits and blessings of OSLS to families and friends. • Volunteering in classrooms, hot lunch, coaching, field trips, etc. • Hold us accountable to our goals.
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Nick Matter, Joel Grulke, Phil Babler, Mike Smith, Joel Fischer, Jimmy Pautz Michael Braatz - St. Matthews' Representative</p>

Our Savior Lutheran School
Expenses YTD Comparison
June 1, 2018-May 31, 2019

Account	Description	12 Months Ended 5/31/19
102 100	Children’s Offerings Paid to Missions	\$856.91
102 100	Children’s Offerings paid to OSLC	\$51.50
202 200	Early Education Expense	\$354.24
302 300	Faith & Funding Paid to OSLC	\$61,160.00
302 300	School Operating Expenses	\$44,469.00
402 400	Milk Expenses Dairy	\$2,406.67
502 500	Professional Growth Expense	\$250.00
702 700	Athletic Expenses	\$3,868.11
802 800	Classroom & Hallway	\$8,009.65
802 800	Parade, Spark PE & Other	\$6,315.72
802 800	Technology	\$8,413.79
902 900	Flood Fund Donation	\$1,000.00
902 900	Pre-K and Non-Member Fees Paid to OSLC	\$26,402.24
Total Expenses		\$163,557.83

Board, Committee or Group Reporting:	Elders
Trends affecting our ministry:	<ul style="list-style-type: none"> • Membership increasing (new members joining), but still losing members leaving via the back door • Church service & Bible class attendance is steady compared to past years • Increasing demands for Pastor’s & Staff Minister’s time • How people see the church fitting into their lives • Diverse demographic of membership creating challenges in keeping members engaged in Word and Sacrament
Accomplishments in 2018-2019	<ul style="list-style-type: none"> • Membership Issues – continued working with Pastor & Visitation Team • Researched and laid groundwork for starting a compassion care lay ministry program at Our Savior • Began to organize HR Policies and planned employee/called worker HR information retention. • Visited with called workers and employees to assess their needs and assist with any concerns in their work environment.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Worship & Bible Study attendance. • Visitor & Worship issues. • Reduce members leaving via the back door. • Support the Pastoral team. • Move forward with the congregations long range plan: <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:	<ul style="list-style-type: none"> • Contacting Elders when members notice that members are drifting away from the Lord. • Contact an Elder with any worship or church policy issues.
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Pastor Wagner, Calvin Gall, Gary Suchow (CCCW), Bob Klug (Elders President\Visiting Elder), Jake Curtis (Worship Elder), Marty Dierker (Cong VP), Doug Schnell (Cong Sec), Steve Wolf (Cong President).</p>

Board, Committee or Group Reporting:	Spiritual Growth Committee
Trends affecting our ministry:	<ul style="list-style-type: none"> • Sunday School attendance remained fairly steady during the past ten years, with a slight increase again this past year. • Adult Bible class attendance has remained stable, with Sunday’s class remaining close to the ten-year average, and just slightly increasing from last year’s average. • Faithful Bible study leaders. • Faithful core of Bible study attendees, with a number of new attendees joining some of our Bible studies in the past year.
Accomplishments in 2018-2019	<ul style="list-style-type: none"> • Supported the effort of Advent Family Calendars and Devotions. • Encouraged attendance at Sunday School and Bible class through post-service presentations. • Occasionally used our congregational Facebook page for promotion. • Provided verbal encouragements to our Bible studies, asking those who currently attend to consider inviting others to the class. • Provided the congregation with a “Walk with Jesus to the Cross” Lenten Devotions and Lenten worship service encouragement. • Distributing 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. • For the third year, planned and facilitated the men of our congregation to attend the annual “Men of His Word” conference that was held in February in Oshkosh. • Developed, distributed and encouraged congregational usage of a Spiritual Growth Plan as a tool for both family and individual efforts toward spiritual growth. The focus for the coming year is on prayer, and includes a Prayer Verse of the Month emphasis. • Provided our membership with a “Read Through the Bible in Three Year” encouragement, which can be done either online or through “Forward in Christ.” • Publicizing other conferences or workshops, such as marriage enrichment, etc.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<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. 8, 2020.

	<ul style="list-style-type: none"> • Encourage other groups in our congregation to attend appropriate conferences and workshops as they are brought to the committee’s attention, such as the “Healthy Marriage” weekend on September 20-21, 2019. • An annual ongoing effort to focus the Spiritual Growth Plan toward specific areas of growth in the coming years, including with the Prayer Emphasis this year. • Encouragement to our membership to attend special Advent and Lenten worship opportunities.
<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, including talking up special events like the Men of His Word Conference and Marriage weekend. • Not only personally using the Spiritual Growth Plan, but also sparking with others about the blessings and benefits of such a tool. • Encouraging one another in the three-year Bible reading plan.
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p>Len Collyard, Stu Stein, Andy Vatter, Tom Hering</p>

Board, Committee or Group Reporting	Outreach Committee
Trends affecting our ministry:	<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. • Appropriate Use of Tracking Systems: We continue to make good use of PowerChurch & Salesforce to help keep track of visitors and prospective members striving to make timely 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. • Many of us are hesitant to share the Gospel in a world where Truth(s) have become matters of personal opinion.
Accomplishments in 2018-2019	<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. • Collaboration with OSLS outreach efforts attending School of Outreach: Telling the Next Generation at Redeemer, Fond du Lac. • Partner with OSLS PTF promoting outreach/community involvement via Grafton Christmas Parade. • Outreach Awareness: Guest worship speakers: WELS Outreach chairman Pastor Eric Roeker; Vietnam opportunities, Pastor Larry Schlomer. • Outreach review, leadership collaboration, planning
Asking the Lord to bless our efforts, we have made the following goals for 2019-2020	<ul style="list-style-type: none"> • To host a summer, 2019 field test of new Outreach materials being developed by WELS. • To thoroughly become familiar with current and future WELS Outreach materials available online. • To assist all our members grow in their zeal to share the Gospel and to use their unique gifts and opportunities faithfully. • To increase Bible Information Class enrollment/participation.
The congregation can aid us in achieving our goals by:	<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. • Continue conscious efforts to be a 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.
Reporter Name or any other person to be acknowledged for this area of ministry:	<p>Thanks to Calvin Gall, Holly Schneider, Sarah Smith, our larger events committee, and others who follow up with contacting visitors, etc. (Jon Hahm, Chairman)</p>

Board, Committee or Group Reporting:	Board of Stewardship
Trends affecting our ministry:	<ul style="list-style-type: none"> • Completed the final year of the “Hope for Years to Come” campaign. • Continuing with a extension of the “Hope for Years to Come” campaign through December 31, 2019. • Stable economy. • Major building flood. • The overall busyness of people’s schedules.
Accomplishments in 2018/19	<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 a Stewardship Sunday in October, which included Pastor Mark Jeske, formerly of Time of Grace Ministry, preaching and leading a Bible study. • Hosted Our Savior Family Night in February, with attendance up slightly from last year at about 90. The five-year average is 115. • Hosted a Chili Contest event in November, with about 60 attending. The five-year average is 73. • 283 Commitment Forms were distributed during the annual spring congregational commitment appeal. 63 were returned (22.3%). This information helps establish a budget based on the projected offerings. These appeals continue to emphasize a response motivated by the Good News we have through Jesus. This year’s commitment letter also included an intent option for the capital appeal extension, for which 39 giving units made a pledge. • Assisted with the annual church picnic in August, which was again held the last weekend of August. The attendance was 140. The five-year average is between 145-150.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Organize and conduct fellowship events, including the Our Savior Fun Night, annual picnic, chili contest... • 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. • Host a fall Stewardship Sunday with a guest preacher/teacher • To develop an improved communication plan to more clearly inform and explain to our membership our congregation’s financial picture (trends, income and expense details, cash flow...), both through our Quarterly Updates and through other means. The plan will strive to emphasize the important role of the gospel as the central motivating factor.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • All boards/committees/groups remembering that our congregation maintains a “service survey” data base that is easily accessible through Sarah in the church office and that can be used to gather names to assist in your area of ministry. • Seeking to understand our congregation’s financial picture and prayerfully and joyfully responding in a God-pleasing manner. • Our entire membership prayerfully using their time, talents and treasures to the

	<p>glory of God and to serve one another.</p> <ul style="list-style-type: none"> • 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
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p>Dayton Behnke, Chad Bloedel, Mark Boeckman, Jordan Liesener, Scott Martens, Matt Schiller, Tom Hering</p>

Board, Committee or Group Reporting:	Board of Trustees
Trends affecting our ministry:	<ul style="list-style-type: none"> • Weather • Out-pouring of volunteers for work days, performing regular tasks & special projects. • The skills that the Lord has blessed out members with. • Donations of time and material has been amazing.
Accomplishments in 2018/19	<ul style="list-style-type: none"> • Rebuilding of Fellowship Hall, Classroom, Library, Restrooms & Kitchen after August 2018 flood. • Phase 1 drain improvements to the 10” drain after 2018 flood • Replacement of 6 Furnaces for Church & Fellowship Hall after 2018 flood. • Installed new thermostats in Church & Fellowship Hall. • Installed CO2 detectors in all (7) furnace rooms. • Had Radon tests done in all campus buildings (No issues found). • Had Lead testing done in all campus buildings (Moderate level from in White Office Building). • Replaced Hot Water Heater in Teacherage. • Replaced flush valves in FLC & Church Men’s Rooms. • Repairs to FLC elevator. • Repairs to FLC Fire Protection system. • Repairs to Gym HVAC unit (Exhaust motor replacement). • Installation of new Dimming System for Nave Lights. • Repair/replacement of seals around Church Stained Glass Windows. • Lowering of overflow drain in Retention Pond. • Entered into a new Waste & Recycling Contract (With full-service recycling at a lower cost). • Renewed Snow & Ice control contract. • Needed to get a Contractor with Large Front-End Loader to move snow piles from Parking Lots. • Replacement of FLC lighting control boards. • Replacement of 2 Nave A/C Condensers (Units were original to building). • Removal of Willow Tree on Southside of property to be completed before the start of school. • Phase 2 drainage improvements to be completed before the start of school. • Development of a Trustees’ Monthly Property, Buildings, Service Contract & Equipment check list.

<p>Asking the Lord to bless our efforts, we have made the following goals for 2019/20</p>	<ul style="list-style-type: none"> • Complete outstand issues that were delayed due to flood & drainage repairs.
<p>The congregation can aid us in achieving our goals by:</p>	<ul style="list-style-type: none"> • Continue with volunteer and stewardship support. • Prayers for Our Savior staff, congregational leadership and our board and committee members.
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<ul style="list-style-type: none"> • Bob Duckart for his time and effort in calling & recruiting of volunteers. • Sarah Smith for setting up & minting a Trustees & Projects filing system. • Joe Weiss for his work on drainage Issues. • Dan Sauer for his work on the Nave Dimming System. • All the Volunteers (Too many to list). • Various other volunteers who are working hard on our property and grounds – mowing, trimming, building, cleaning, spraying etc. • Board Members-Jeff Abts, Nathan Grulke, Peter Lederer, Randy Lippert & Marty Dierker (Acting Chair).

Board, Committee or Group Reporting:	Budget and Finance
Trends affecting our ministry:	<ul style="list-style-type: none"> • Mortgage and interest costs are 100% covered by our capital appeal and are not paid with operating funds. • Source(s) for funds will need to be identified to pay our mortgage and interest after the current capital appeal closes at this end of this calendar year. • Health costs continue to be on the rise. • High concentration of giving by small number of families.
Accomplishments in 2018/19	<ul style="list-style-type: none"> • Presented the 2019 - 2020 fiscal year budget. • Completed 2018 financial audit. • Introduced an option for reducing our healthcare costs that could be a "win - win" for our congregation as well as our called workers.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Meet our capital appeal commitments. • Achieve a balanced budget for 2019-2020. • Maintain our current cash position.
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:	Todd Schneider, Chad Thistle, Joel Grulke, Tom Hering, Andy Koffman, Kent Russell, Nick Matter, Pastor Wagner, Tate Plath

<p>Board, Committee or Group Reporting:</p>	<p>Long Range Planning</p>		
<p>Trends affecting our ministry:</p>	<ul style="list-style-type: none"> • Greater awareness of our ministry and facility as part of local 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. 		
<p>Accomplishments in 2018/19</p>	<ul style="list-style-type: none"> • Completed the Capital Appeal successfully, extended for nine months. • Put together our LRP Lead Team, began meeting. • Wrote and tested a Congregation wide survey, accomplished taking it. 		
<p>Asking the Lord to bless our efforts, we have made the following goals for 2019/20</p>	<ul style="list-style-type: none"> • Complete the Accreditation process for our LES. • Revise 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. 		
<p>The congregation can aid us in achieving our goals by:</p>	<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. 		
<p>Reporter Name or any other person to be acknowledged for this area of ministry:</p>	<p><u>Exec Team</u> Steve Wolf Marty Dierker</p>	<p><u>Board Team</u> Bob Klug Nick Matter Russ Miller</p>	<p><u>Staff Team</u> Pastor Wagner SM Tom Hering Principal Grulke</p>

4:32 PM
06/12/19
Accrual Basis

Our Savior Lutheran Church and School
Balance Sheet
As of May 31, 2019

	May 31, 19	May 31, 18
ASSETS		
Current Assets		
Checking/Savings		
CSB Checking - Operating	58,720.91	94,085.45
CSB Money Market		
Capital Appeal Fund	42,241.00	46,555.28
Church Beautification	0.00	2,048.52
Long Term Maintenance Fund	18,511.66	0.00
Organ Fund	32,680.00	0.00
Pastoral Ministry Gift	16,409.50	21,092.50
Total CSB Money Market	109,842.16	69,696.30
CSB Money Market Designated Fds	8,322.77	8,314.45
Total Checking/Savings	176,885.84	172,096.20
Total Current Assets	176,885.84	172,096.20
Fixed Assets		
Property & Buildings	3,623,931.15	3,623,931.15
Total Fixed Assets	3,623,931.15	3,623,931.15
Other Assets		
Perpetual Trust WELS CEF	9,279.31	9,279.31
Total Other Assets	9,279.31	9,279.31
TOTAL ASSETS	3,810,096.30	3,805,306.66
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
FICA / Medicare /Taxes Withheld	4,631.24	5,289.12
FSA Withheld	1,077.28	2,127.36
Payroll Liabilities	0.00	175.00
TSA Withheld	0.00	450.00
Total Other Current Liabilities	5,708.52	8,041.48
Total Current Liabilities	5,708.52	8,041.48
Long Term Liabilities		
Mortgage Thrivent	569,560.84	665,592.56
Total Long Term Liabilities	569,560.84	665,592.56
Total Liabilities	575,269.36	673,634.04
Equity		
Fund Balance	706,093.69	706,093.69
Opening Bal Equity	1,382,057.40	1,382,057.40
Unrestrict (retained earnings)	1,069,185.36	1,035,499.38
Net Income	77,490.49	8,022.15
Total Equity	3,234,826.94	3,131,672.62
TOTAL LIABILITIES & EQUITY	3,810,096.30	3,805,306.66

Detail of Designated Funds as of 05/31/2019

Cry Room		60.00
Missions (March & April 2019)		1,174.00
Confirmation gifts and fees	\$139 + \$235 then \$374 to Welcome Ctr	0.00
Welcome Center	\$374 +\$865	1,239.00
Movie		62.00
International Youth Rally		850.00
November 2017 Designated Gift TBD by Pastor Wagner		1,000.00
Grateful Hearts		201.39
Family Life Center Furnishings / Kitchen & Crisis Response Kit(s)		1,187.59
Jail Ministry		152.00
Mercy Ministry		2,917.25
Youth Group Fund		566.10
Cluppert Memorial	for garage	1,000.00
Walendahl Memorial (stained glass windows)		320.00
George Clark Memorial		711.00
CASH RESERVE FUND		12,475.27
Flood Fund		37,419.56
Total		<u>61,335.16</u>
Financial Summary		
CSB Checking Account		58,720.91
CSB Money Market - Designated Funds		<u>8,322.77</u>
		67,043.68
Less Designated Funds		<u>(61,335.16)</u>
Operating Cash Available		5,708.52
Less Current Liabilities		
FICA/Medicare/Taxes Withheld	(4,631.24)	
FSA withheld	<u>(1,077.28)</u>	
Total		<u>(5,708.52)</u>
Total Operating Surplus / (Deficit)		<u>(0.00)</u>

2019 Annual Report

Our Savior Lutheran Church and School				
Profit & Loss				
07/01/18 - 05/31/2019				
	YTD	Budget	% of Operating Income	Difference
OTHER PAYROLL				
Organists	5,720.00	6,600.00		(880.00)
Pulpit Assistance	4,658.00	6,417.00		(1,759.00)
Substitute Teachers	656.50	2,053.00		(1,396.50)
Total OTHER PAYROLL	11,034.50	15,070.00	2.27%	(4,035.50)
PROFESSIONAL EXPENSES				
Books/Magazines/Videos	0.00	92.00		(92.00)
Conference Fees	598.80	275.00		323.80
Mileage Reimbursement	1,028.97	458.00		570.97
Total PROFESSIONAL EXPENSES	1,627.77	825.00	0.12%	802.77
STAFF WAGES				
Called Worker	360,711.30	359,608.00		1,103.30
Church Secretary	15,982.19	15,333.00		649.19
Janitor	6,465.00	5,867.00		598.00
School Secretary	20,954.71	17,515.00		3,439.71
Teachers Assistant	4,754.16	2,567.00		2,187.16
Total STAFF WAGES	408,867.36	400,890.00	60.44%	7,977.36
Total STAFF	551,824.77	543,984.00	81.99%	7,840.77
UTILITIES				
Electricity	18,374.62	19,976.00		(1,601.38)
Gas	7,461.51	7,154.00		307.51
Telephone	4,149.88	4,240.00		(90.12)
Waste Removal	6,398.63	3,661.00		2,737.63
Water & Sewer	2,139.53	2,734.00		(594.47)
Total UTILITIES	38,524.17	37,765.00	5.69%	759.17
Total GENERAL OPERATING EXPENSES	782,166.11	771,367.00	116.27%	10,799.11
Net Ordinary Income	(131,880.56)	(104,439.00)		(27,441.56)
Specialty Gift Financing				
Mortgage Principal paid by Designated Funds	66,803.00	69,301.00		(2,498.00)
Mortgage Interest paid by Designated Funds	22,770.00	20,272.00		2,498.00
Pastoral Gift - Other Payroll	4,658.00	6,417.00		(1,759.00)
Health Insurance Gift	7,700.00	7,700.00		0.00
TOTAL SPECIALTY GIFT FINANCING	101,931.00	103,690.00	-15.53%	(1,759.00)
SURPLUS (DEFICIT) with GIFTS	(29,949.56)	(749.00)	100.00%	(29,200.56)
Other Income/Expense				
Non Operating Budget Income				
Capital Appeal Income	107,413.26			
Designated Gifts	25,540.92			
Flood Fund	118,682.95			
Memorials	1,480.00			
Total Non Operating Budget Income	253,117.13			
Non Operating Budget Expense				
Extra principal paid by Capital Appeal	23,312.47			
Capital Appeal Expense	20.07			
Flood Fund	81,428.39			
Roofing Project	6,490.61			
Designated Fund Expense	22,610.01			
Total Other Expense	133,861.55			
TOTAL	119,255.58			

2019 Annual Report

Our Savior Lutheran Church and School
Profit & Loss
07/01/18 - 05/31/2019

	YTD	Budget	% of Operating Income	Difference
Primary Income/Expense				
Income				
GENERAL OPERATING INCOME				
Children's Envelope	124.83	550.00	0.08%	(425.17)
Gym Fees	9,732.50	6,875.00	1.04%	2,857.50
Misc Income	4,297.14	1,558.00	0.23%	2,739.14
Offerings	551,895.06	572,841.00	85.82%	(20,945.94)
School Fees	49,875.00	43,313.00	6.53%	6,562.00
Tuition	34,361.02	41,791.00	6.30%	(7,429.98)
Total GENERAL OPERATING INCOME	650,285.55	666,928.00	100.00%	(16,642.45)
Expense				
GENERAL OPERATING EXPENSES				
BENEVOLENCES				
Camp Phillip	500.00	458.00		42.00
KMLHS Operating Fund	20,801.55	20,729.00		72.55
KMLHS Walking The Path	6,416.63	6,417.00		(0.37)
KML Blessed Beyond Belief	2,000.00	0.00		2,000.00
WELS Missions	24,979.66	25,335.00		(355.34)
WLCFS	1,800.00	1,650.00		150.00
WLIM	1,275.00	2,338.00		(1,063.00)
Total BENEVOLENCES	57,772.84	56,927.00	8.58%	845.84
CHRISTIAN GROWTH				
Evangelism	1,300.00	1,558.00		(258.00)
Ministerial Ed Scholarship	450.00	458.00		(8.00)
Stewardship	449.33	733.00		(283.67)
Sunday School/Lutheran Pioneers	575.50	733.00		(157.50)
Total CHRISTIAN GROWTH	2,774.83	3,482.00	0.53%	(707.17)
MAINTENANCE,EQUIPMENT,INSURANCE				
Building Maint Church / School	6,646.03	4,583.00		2,063.03
Elevator/Fire System/Security	4,765.47	2,750.00		2,015.47
Insurance Prop & Comp	3,853.50	10,295.00		(6,441.50)
Snow Plowing	8,239.47	5,500.00		2,739.47
Total MAINTENANCE,EQUIPMENT,INSURANCE	23,504.47	23,128.00	3.49%	376.47
OPERATING				
Advertising	823.56	916.00		(92.44)
Altar Supplies	337.20	254.00		83.20
Banking & Other Fees	986.77	760.00		226.77
Computer Software	1,224.07	591.00		633.07
Copier Lease / Copier Supplies	9,263.26	8,751.00		512.26
Interest - Mortgage	22,770.00	20,272.00	13.50%	2,498.00
Principal - Mortgage	66,803.00	69,301.00		(2,498.00)
Misc Office Supplies	1,425.05	1,763.00		(337.95)
Offering Envelopes	699.44	733.00		(33.56)
Postage	718.25	490.00		228.25
Worship Supplies	2,714.43	2,250.00		464.43
Total OPERATING	107,765.03	106,081.00	15.99%	1,684.03
STAFF				
BENEFITS				
Dental Insurance	3,415.52	2,838.00		577.52
FICA & Medicare	12,892.23	11,412.00		1,480.23
FSA	1,000.00	1,100.00		(100.00)
Health / LTD Insurance	74,911.54	78,111.00		(3,199.46)
Health Saving Account (ER)	6,775.00	4,675.00		2,100.00
Life Insurance	1,810.85	2,118.00		(307.15)
Moving Expense	0.00	1,000.00		(1,000.00)
Pensions	26,520.00	22,741.00		3,779.00
Workers Compensation	2,970.00	3,204.00		(234.00)
Total BENEFITS	130,295.14	127,199.00	19.16%	3,096.14

2019 Annual Report

Our Savior Lutheran Church Operating P&L FY2014 - FY2019 Budget

	Number of Sundays														
	Budget	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	FY19 vs.
	FY2018	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	FY2018	FY19 vs.
Benefits															
Dental Insurance	3,835	246	246	246	246	246	246	246	246	246	246	246	246	3,148	(53)
FICA & Medicare	14,525	1,254	1,272	1,428	1,386	1,399	1,609	1,302	1,388	1,379	1,312	1,614	1,376	16,518	(4,989)
FSA	72,607	5,455	5,455	7,877	6,666	6,666	6,666	6,510	6,510	6,510	6,510	6,510	6,510	77,845	500
Health/LTD Insurance	0	0	0	0	0	0	0	423	423	423	423	423	423	85,212	7,367
HSA contributions (ER)	2,216	161	171	171	397	321	121	121	121	121	121	121	121	2,350	2,350
Life Insurance	15,710	4,818	0	0	6,570	0	6,318	0	6,318	0	6,318	0	6,318	1,972	2,311
Pensions	3,400	0	0	0	0	0	0	0	0	0	0	0	0	24,024	24,608
Workers Compensation	110,543	11,904	7,145	9,721	15,315	8,692	11,670	15,005	8,723	8,814	15,065	9,049	8,761	129,334	3,495
TOTAL BENEFITS	186,620	860	1,650	930	653	1,410	902	605	360	1,870	600	3,315	1,120	14,874	16,440
Other Payroll															
Prgram Expenses	5,200	360	450	330	360	360	390	605	360	420	600	420	420	5,075	7,200
Payroll Expenses	720	0	0	0	0	0	115	0	0	0	0	725	0	6,340	0
Payroll Assistance	9,000	500	1,200	600	0	1,050	397	0	0	1,450	0	2,775	0	3,459	7,000
Substitute Teachers	1,700	0	0	0	293	0	0	0	0	0	0	2,775	0	3,459	2,420
TOTAL OTHER PAYROLL	16,620	860	1,650	930	653	1,410	902	605	360	1,870	600	3,315	1,120	14,874	16,440
Professional Expenses															
Books/Magazines/Videos	100	32	0	0	0	0	0	0	0	0	0	0	0	32	100
Conference Fees	600	150	0	0	75	0	0	0	0	0	0	260	0	485	300
Mileage Reimbursement	1,000	0	0	0	329	0	0	0	0	0	0	0	0	329	500
Moving Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,000
TOTAL PROFESSIONAL EXPENSE	1,700	182	0	0	404	0	0	0	0	0	0	260	0	9,846	1,300
Salaries															
Called Worker	365,400	30,533	30,533	30,533	30,533	30,533	30,533	30,533	30,533	30,533	30,533	30,533	30,533	366,400	392,200
Church Secretary	16,244	968	1,108	1,690	1,561	1,876	1,652	1,309	1,568	1,358	1,176	1,666	1,200	17,118	16,727
Janitor	4,200	828	410	728	460	480	573	520	513	435	443	443	450	6,090	6,400
Pastoral Assistance	0	0	0	0	0	0	0	0	0	0	0	125	0	125	0
School Secretary	16,549	749	980	2,436	1,932	2,016	1,904	1,239	2,086	1,799	1,505	2,219	1,200	20,085	19,107
Teachers Assistant	3,800	0	0	284	324	365	324	203	405	324	203	395	0	2,795	2,800
TOTAL SALARIES	408,194	32,876	33,029	35,660	34,810	35,270	34,986	33,804	35,105	34,449	33,869	35,350	33,393	412,593	437,334
Utilities															
Electricity	24,077	1,717	1,985	1,733	1,847	1,550	1,608	1,906	1,981	1,781	1,641	1,564	1,495	20,709	21,792
Gas	7,315	36	37	35	35	193	919	1,967	1,380	1,195	960	614	143	7,515	7,804
Telephone	3,704	82	348	375	348	375	348	375	375	348	375	348	375	4,351	4,625
Waste Removal	4,260	300	308	315	312	313	315	334	300	334	333	333	319	3,817	3,994
Water & Sewer	2,666	0	0	634	0	787	0	0	0	745	0	0	0	2,840	2,982
TOTAL UTILITIES	42,022	2,135	2,578	3,060	2,570	2,424	4,592	4,036	4,690	3,465	2,769	3,176	3,176	39,232	41,197
TOTAL DISBURSEMENTS	786,311	62,193	60,526	62,456	73,954	62,556	68,748	71,669	66,029	67,710	70,053	74,166	70,545	810,603	841,397
SURPLUS (DEFICIT)	(108,583)	(7,170)	(16,312)	(14,354)	(1,438)	(13,692)	(2,214)	(7,850)	(14,225)	(9,572)	15,540	(22,410)	(2,771)	(96,469)	(117,257)
Society Gift Financiaing:															
Mortgage Interest paid by Designated Funds	(68,575)	(4,808)	(4,843)	(4,900)	(5,143)	(5,517)	(5,585)	(5,630)	(5,756)	(5,775)	(5,794)	(5,855)	(5,906)	(65,511)	(75,601)
Pastoral Gift - Other Payroll	(29,113)	(3,335)	(3,300)	(3,433)	(3,000)	(2,926)	(2,568)	(2,313)	(2,388)	(2,369)	(2,349)	(2,287)	(2,237)	(32,205)	(32,115)
Pastoral Gift - Staff Waives	(9,000)	(500)	(1,200)	(600)	(1,050)	(1,15)	(0)	(0)	(0)	(0)	(0)	(0)	(0)	(6,365)	(7,000)
Health Insurance Gift	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Church/School Gift	(108,688)	(8,643)	(9,343)	(8,743)	(8,143)	(8,193)	(8,258)	(8,143)	(9,593)	(8,143)	(8,568)	(8,568)	(8,568)	(104,081)	(112,416)
TOTAL SPECIALTY GIFT FINANCING	(189,895)	(14,73)	(6,989)	(5,611)	6,705	(4,499)	6,044	293	(6,082)	22	23,883	(13,542)	6,097	(7,613)	(5,341)
SURPLUS (DEFICIT) with Gifts															

2019 Annual Report

Our Savior Ev. Lutheran

Funds Report

06/01/2019 03:21 PM

Posted Contributions For Period: 06/01/2018 to 05/31/2019

Page: 1

Fund Description	Amount
30 Tuition	45,328.52
40 Faith & Funding	61,160.00
100 General Fund	585,596.86
199 Offset Processing Fee	81.60
200 Plate Offering	11,462.05
201 Children's Offerings	190.34
300 Door Offering	1,579.95
LMSG	111.00
Church Picnic	244.00
LWMS	282.25
Lighthouse Youth Center	684.00
Christmas Program	258.70
301 Designated Gift	7,976.00
Staff Gift	900.00
Alter Guild	340.00
College Roll	25.00
Movie	130.00
Christmas Parade	150.00
Lighting	6,036.00
Cry Room	60.00
Confirmation Class Gift	335.00
302 Facility Rental	9,732.50
303 Fees	1,894.34
Prayer Books	475.00
Sub Teacher Reimbursement	424.66
Forward in Christ	392.01
Confirmation	540.00
305 Tuition Assistance	50.00
320 Memorial	1,490.00
Peiper, Wilbur	10.00
Kuether, Herman	140.00
Parbs, Danny	300.00
Clark, George	1,040.00
321 Mercy Ministry	2,000.00
330 Missions	1,274.00
351 Roof Fund	10,490.86
352 Organ Fund	11,140.00
Netz, Norbert	440.00
353 Flood Fund	88,682.95
Kuether, Herman	660.00
Franke, Rose	350.00
354 Welcome Center	865.00
Hasbarger, Gladys	690.00
399 Other Income	4,668.89
Insurance	4,168.89
LED Sign Sale	500.00
410 OSLS Donations	3,215.00
411 OSLS Memorials	20.00
Henning, John	20.00
412 OSLS Designated Gift	4,601.00
Expanded Staff	1,000.00
International Youth Rally	100.00
Staff Gift	2,001.00
420 OSLS Tuition & Fees	22,634.50
500 Hope for Years to Come	116,734.26
Grand Total	992,868.62

2019 Annual Report

Board, Committee or Group Reporting	Altar Guild
Trends affecting our ministry:	<ul style="list-style-type: none"> • Stable group of teams who communicate well together. • Each team was formed to include an experienced leader with with newer members.
Accomplishments in 2018/19	<ul style="list-style-type: none"> • Poinsettia sales for Christmas and spring flowers for Easter. • New members of Altar Guild are well supported.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Encourage new members. • Have a meeting with refresher training to keep teams cohesive. • Polish communion were and clean/organize altar guild closet.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Pray for our members. • Encourage others to join our group.
Reporter Name or any other person to be acknowledged for this area of ministry:	Jen Heil, President; Becky Baughman, Treasurer & Supplier

<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, Ethiopia and Vietnam. Pastor Wagner continues to serve as SEW District Mission Board Chairman. We intend to alternate or include home & world mission festivals as part of our emphasis each year. Synod: struggling financials this past year, so that our Board for Home Missions was only able to open 3 new ministries during the last fiscal year (0 in our district) but and astounding 17 during the previous year. Our church at large has a shortage of pastors/principals. We need to consider our level of continued support of synod through our regular CMO (Congregational Mission 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 WLCFS, Lutherans for Life, 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, Mr. Hering completed 9 years serving on the Board of Directors / 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 WLIM through the state system.</p>

Board, Committee or Group Reporting	Visitation Ministry
Trends affecting our ministry:	<ul style="list-style-type: none"> • America’s aging “boomer” generation retiring later, but also living longer than they might have anticipated. And the Millennial / Gen Z are rapidly becoming religious “Nones.” • A unique craving for friendship, community and witness to the truth among older people and a preference for relationship among the young. Tremendous potential for outreach in cluster communities, and loving, compassionate service to our neighbor. • 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, Cedarburg senior communities, expanding rehab facilities, new hospital). • Our Visitation Team has begun to redefine our communication and approach to the straying families of our congregation. Dale Meyer continued to faithfully track those who are absent from worship.
Accomplishments in 2018/19	<ul style="list-style-type: none"> • Continued contact of straying – several members activated in attendance, yet several who showed no response and were released. • Pastor, Staff Minister and Visitation Elder currently share the Word and Lord’s Supper with our shut-ins. • Christmas visits included caroling for all our shut-ins and some visits from our members, promoted through the Advent materials. • Our current Shut-ins list has reduced due to either improvement of health or the call home to heaven. • Ozaukee County Jail ministry continues under Pastor Wildauer’s lead. Pastor Wagner and Tom Hering regularly visit, conduct services and bible studies and coordinate services.
Asking the Lord to bless our efforts, we have made the following goals for 2019/20	<ul style="list-style-type: none"> • Seeking new volunteers for the Visitation Ministry. • Researching Stephen’s Ministry as a viable addition to our visitation approach, emphasizing the compassion of Christ by a trained laity. • 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. • Continue involving congregational members in holiday visits, letters, expression of care and concern, gifts etc.
The congregation can aid us in achieving our goals by:	<ul style="list-style-type: none"> • Supporting and encouraging those who are already involved in this work. • Offering to serve as visitors, short or long term. • Praying for those who are sick, suffering, becoming inactive or in jail. • Special gifts, either directly to the sick and shut-ins or financial support for materials. Adopt a family to offer special care or service.
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, and Elder Chairman Bob Klug</p>

