

2011 Annual Meeting



St. Paul's
LUTHERAN CHURCH

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Mission Statement:
To grow in faith through Christian community for
Christ's service.

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Goals

Preamble

We are a congregation committed to a discipleship philosophy of what it means to be a Christian Community. To that end, our goals are:

To Grow in Faith

To enable lifelong spiritual growth by providing dynamic and diverse opportunities for worship, prayer and study.

Through Christian Community

To be a welcoming congregation that nurtures a community of caring and responsibility to one another.

For Christ's Service

To expand our ministry to serve Christ throughout God's world.

Stewardship – Resource Management

To inspire generous giving and sound management of our human, financial and physical resources.

Core Values

Preamble

Our commitment to these core values grows out of God's love for us and through us in the name of Jesus Christ. This love permeates all that we do as a community.

FAITH

Our trust of God's loving ways grows through worship, prayer, study of Scripture, service, giving, and support of one another.

CARING

We respond to the needs of others with compassion, respect and prayer, and by seeking justice for those who have suffered injustice.

RESPONSIBILITY

We seek God's direction through prayer, study, reflection, and consensus and hold each other accountable in following God's will.

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Annual Meeting Agenda
St. Paul's Lutheran Church & School
Waverly, Iowa
May 1, 2011

Opening: (back cover)

Call to Order: President Ron Matthias

Introduction of Parish Planning Council Members

Appointment of Parliamentarian

Adoption of Agenda

Approval of Minutes from April 25, 2010

Revisions to Constitution (Resolution I, page 16)

Reports

- Head of Staff
- President of Congregation
- Boards

Report of the Nominating Committee

- Election of Council Members (Resolution II, page 16)
- Election of Board Members (Resolution III, page 16)
- Election of Nominating Committee members (Resolution IV, page 16)

Report of the Audit Committee

Report of the Endowment Committee

Budget

- Proposed Budget for the Fiscal Year July 1, 2011–June 30, 2012 (Resolution V, page 16)

Closing: (back cover)

Adjournment

Annual Meeting
St. Paul's Lutheran Church and School
April 25, 2010
Noon

President Karen Thalacker called the meeting to order following lunch. She thanked all who helped prepare the meal. With 133 people in attendance, she declared a quorum.

Pastor Schneider led the meeting in prayer and the group sang *Let the Whole Creation Cry*. Jane Juchems was introduced as secretary and Ron Zelle was appointed parliamentarian. PPC members were introduced and appointed as tellers.

Brett Steere moved and Dale Johnson seconded a motion to adopt the printed agenda, as amended, adding a report from the Annual Fund Committee. Motion passed.

The slate prepared by the Nominating Committee and PPC for membership on the 2010-2011 Nominating Committee was presented. The following people were elected: Barb Anderson, Beth Olson, James DeVries, Jen Shoars, Ramona Bouzard and Vern Byl.

John Wuertz moved and Rick Juchems seconded a motion to approve the minutes of the April 26, 2009 annual meeting. Motion passed.

Pastor Schneider highlighted his written Head of Staff Report with comments on stewardship and appreciation.

Written reports from the President of the Congregation, Board Chairs and the Endowment Committee were presented.

A resolution from the PPC that the proposed revisions to the constitution of St. Paul's Lutheran Church, as communicated to the congregation, be approved was seconded by Vern Byl. Motion passed.

A motion from the Nominating Committee, seconded by Helen Imbrock for the following positions on PPC passed:

1. President Elect: Jane Juchems
2. Secretary: Jean Byl
3. Parish Life Board Chair: Pam Hinrichs
4. Mission Board Chair: Kathryn Koob
5. School Board Chair: Jan Ott

Mike Sherer moved and John Wuertz seconded a motion to approve the Nominating Committee slate for positions on congregational boards:

1. Mission: Susan Vallem, Chris Knudson
2. Parish Ed: Wendy Kepford, Bill Hamm, Penni Pier
3. Parish Life: Mary Beth Zelle, Janet Dotseth
4. School: Dane DeBower, Karen Thalacker
5. Worship: Jeanne Anderson, Mark Lehmann, Sue Rediske
6. Family and Youth: Brian Beckstrom, Nikki Jorgenson, Krismar Ramker

Motion passed.

Terry Dahlquist presented the Budget for Fiscal Year July 1, 2010 to June 30, 2011 and added narrative based on questions raised at the budget hearing held on April 18, 2010. Genevieve Weisbrodt moved that \$1,100 be removed from the Music Ministry line and that a separate line item be created for copyright music and texts in the amount of \$1,100. Motion was seconded and passed. The budget resolution presented by PPC, as amended, was seconded by Ron Matthias. Motion passed.

Jon Tehven presented information from the Annual Fund Committee, explaining the changes anticipated with Thrivent and encouraging utilization of the SCRIP program to help cover the expected shortfall.

The meeting was adjourned and Pastor Sandberg closed the meeting with prayer. The group sang *Jesus Still Lead On*.

Respectfully submitted,

Jane Juchems, secretary

Following the Annual Meeting, the Buildings and Grounds Study Group presented the preliminary drawings for the SPARK program of Church redesign and remodeling.

Head of Staff Report

The year since our last annual meeting has flown by, and for me, it's flown by in three parts: Sabbatical/return, Fall-Christmas, and Lent/Finances. We've learned that in the cycles of congregational life, facing difficulties is not failure but rather opportunities to discern where God is calling to do. We've struggled with finances and fair financial support of our excellent staff. We've understood our various, unique ministries in a new light. Lent of 2011 has brought a richness of growth in faith and community in worship, prayer and devotional life and fellowship. In this process, God has sharpened our vision. Resources follow vision.

Sabbatical: I want to thank the congregation for providing sabbatical time from May through July of 2010. I used that time for strong continuing education events, visiting other churches, reading books and resources about congregations surviving in the environment of rapid change where churches are constantly reshaping life giving traditions for changing circumstances. It was also possible to travel to Germany and make contact with our sister congregation, St. Georgen, in Eisenach and also with the American Church in Berlin, as Pastor Coltvedt term as pastor was ending. The sabbatical gave me time to reprocess the way that I had been shaped for ministry in seminary, in extensive reading and other continuing education times. I hope that you sensed that I returned with renewed energy.

Finances: The first four months of 2011 found our congregation facing financial realities in covering mission needs with realistic income numbers in the 2011-2012 budget. After affirming our strong ministries such as family/youth, school and worship, church leadership provided a list of cost cutting options. That information came as a shock. Yet, through that we affirmed significant missions that the Holy Spirit has for us. I know that our lay leadership took heat for their necessary honesty. I encourage you to thank them for being forthright in the trust that God works with honesty, not illusion. "Regular, first fruits giving" is a well-worn phrase that we just pass off. But "regular, first fruits" is God's stewardship message. Because it is God's message on giving, God blesses it. The increase in number of individual and families using "Simply Giving" joyfully affirms God's wisdom for giving. As Pastor Zelle often inspires us, "You cannot out give God!"

Web presence: This year, St. Paul's has used the web more and more for communication. The web page is the new "front door" of any congregation, with persons checking out the church, even prior to ever visiting. A "green" move has been away from details bulletins and announcements to providing email announcements on Thursday of every week. Announcements can still be picked up at all services. Lenten devotions were sent out on a daily basis. With this increased use of the web and more use of technology overall, temporary staffing in technology has improved our communication and also made us much less dependent on expensive outside consultants.

Music Ministry: In August of 2010 we marked the end of Patricia and Alan Hagen's long, excellent and blessed ministries of music at St. Paul's with a joyous celebration. We were able to affirm their music gifts to the wider community as well as to our congregation. The PPC appointed a search committee. Over twenty impressive applications challenged the search committee to winnow out six persons who seemed to match set forth in the job description. Six candidates were interviewed by phone, and three were invited to audition in February and March. One person --who would be called as a rostered Associate in Ministry-- has been offered this position in late March. The pending is as I write.

Relating to the world we live in:

- St. Paul's went through a major trial in 1917, in retrospect, we know that trauma of changing languages was good. Our young people today are living, I'd say comfortably

swimming in a culture that is supercharged with information, with fluid, open boundaries for learning, making cross-cultural friendships, a multitude of faith options, weighing ideas, and social interaction. If faith is going to be part of that world, faith communities already have daunting challenges in making faith relevant and meaningful in emergent cultures.

- The question used to be, “What church do you attend?” The answer categorized friendships, status, ethnicity, worship style, and value systems. Today that question widely irrelevant. It’s been replaced by “What do you believe and how does that affect the way you live?” It’s easy to answer the first question; the second question strives at what it means to be a disciple. How each one of us answers that question is a key element for the kind of future St. Paul’s will have.
- Waverly-Shell Rock schools will institute early dismissals every Wednesday when school resumes in August. Our staff views this as a positive, challenging opportunity for expanding Wednesday Witnesses, attracting community members to quality programming, strengthening choirs and confirmation ministries, along with fellowship and regular Wednesday worship. To meet this challenge and opportunity, we will need intergenerational support in many ways, as the Holy Spirit shakes expectations and habits to move us in a new way.

Thanks: I want to thank our boards and committees for the time and energy they bring to tasks and to our staff for the dedicated hours and extra hours of using their talents and resources in our mission. We will recognize outgoing leaders as we install new leaders on May 15th. The work of volunteers is not always visible, and is often behind the scenes, but the hours they contribute are invaluable to our mission.

Pastor Curt Schneider

President’s Report

St. Paul’s Congregation continues to be a vital center for mission and ministry in the Waverly community, in the larger society, and in the world. The people of St. Paul’s understand what it means to love and to serve, to give and to care. The evidence is everywhere—witness the many autos (mostly of volunteers) parked in our east parking lot—almost any time, any day. Or thrill to the sight of our youth as they grow together in faith and understanding. Or reflect on the many ways we live out our faith in daily life.

If you haven’t already done so, please review the reports of our head of staff, directors, and boards included in the materials for this annual meeting. I hope you will be pleased and perhaps even surprised by the creativity and commitment of the members of this congregation in keeping our response to God’s love at the center of our lives.

The past year has been a kind of restless year at St. Paul’s. That’s in part because it was a year of major planning and preparation— for St. Paul’s School, for possible facilities expansion/renovation, for music and worship. Committees in each area have done good work. We hope and expect that forthcoming recommendations of the worship committee will help to reverse a disappointing decline in church attendance. And, in the near future, the congregation will again have opportunity to share its thinking about possible renovation and expansion of our facilities.

Restlessness can result in difficulties—but more often than not it opens up new ideas, new opportunities, new creativity. Currently this seems to be happening at St. Paul’s. Mid-winter discouragement has given way to a new sense of possibilities. Parents of St. Paul’s school children have demonstrated what passion and commitment can accomplish. Others have caught the spirit. St. Paul’s is again on the move.

During this year we have attempted to respond to the financial challenges of our immediate future. Thanks to all who in so many ways have helped to make this possible. As we look ahead, we will need more than another “temporary fix.” Near the top of next year’s congregational priorities ought to be the creation of a study commission to consider ways of insuring a base of financial support that will match our commitments to mission and ministry. St. Paul’s has a long tradition of doing what needs to be done. But again we’re at a point where new assessments and new initiatives are needed. Can we build a future for St. Paul’s that will permit giving less attention to calculation and more to celebration? With the help of God, I am confident that we can.

In the meantime, our life in community goes on. It is a good life. May we continue to say to each other—and to the world around us:

“Come and see what God is doing in the midst of his people.”

* * * * *

A word of thanks:

To Pastors Schneider and Sandberg; to executive committee members Jane Juchems, Terry Dahlquist and Jean Byl; to director of administration Sally Schneider; to the entire staff of St. Paul’s; to each member of the Parish Planning Council and to all boards and committees. Above all, thanks to each of you who has shared during this year your expectations, your hopes, your commitment to service, your vision for what it means to “grow in faith through Christian community for Christ’s Service.”

Ron Matthias

Director of Administration’s Report

While you may not be engaged in the same level of activity at St. Paul’s during the week as the staff experiences, you become a part of it through communications by email, mailings, and phone calls. In today’s changing lifestyles, along with advances in technology, the many different styles of communication are critical to keeping members informed.

The support staff (custodial & office) remains dedicated to the ministry of St. Paul’s. Their experience is critical to the efficiency of their many responsibilities. Work flow is regularly reviewed and reassigned to provide the most effective use of time. Training is provided to adapt to the advances in technology.

Volunteers provide many additional hours of office support by answering the phone, preparing mailings, proofreading documents, entering information into the database, and the counting of offerings. The multiple uses of the parish hall keeps volunteers, in addition to custodial staff,

busy with the setting up and taking down of the tables and chairs. Care of the grounds is being completed by both volunteers and staff. Offers to assist are welcomed.

A review of the Personnel Handbook was completed this year and the revision was approved by the council. Discussion of benefits, particular health insurance, is done on an ongoing basis to provide quality benefits that are cost effective.

Again this year, the work of the Audit Committee has provided opportunity for review of policies and procedures. The staff continues to evaluate our efforts for the safekeeping of the gifts to St. Paul's in keeping with those policies and procedures and providing documentation for future references.

The Property Committee struggles with the ongoing concern of resources to support the physical needs of an aging facility. Tuckpointing has been completed on more than half of the sanctuary and plans are to complete the project this summer. In March, a pinnacle fell from the steeple due to deterioration in the support structure. When it is replaced, the other three will be examined to make certain they are securely in place.

The "sound management of our human, financial and physical resources" will continue to provide challenges as we carry out the ministry and mission of St. Paul's in the upcoming years. I give thanks for the staff at St. Paul's and for the members of the congregation as we work together on this important ministry and mission.

Sally Schneider

School Principal's Report

St. Paul's Lutheran School – Committed to providing quality education in an environment where Christian faith is taught, learned, and lived.

Student enrollment:

- 2010-2011 K-6 Enrollment: 139
- Average class size: 20
- Students entitled to special education services: 10 %
- Students awarded tuition assistance scholarship: 24 %
- Preschool enrollment: 87

Academic progress remains high

2010 ITBS % Proficient	Reading	Math	Science
3 rd	90.0	85.0	100
4 th	90.4	100	100
5 th	90.5	95.3	80.9
6 th	93.8	100	100

Students Grow in Faith

Students lead weekly worship services on Thursday mornings at 8:35. They praise God through daily devotions, Bible study, prayer, and song. Faith development isn't relegated to a special class—it is a way of life at St. Paul's Lutheran School!

Through Christian Community

Students come to St. Paul's Lutheran School from 18 other congregations, and we invite pastors from those congregations to share a worship message sometime during the year. Bartels Lutheran Retirement Community is our Partner in Education, and we treasure our relationship with friends there.

For Christ's Service

Student worship offerings were collected for EWALU Bible camp, the ELCA World Hunger program, and Holy Family Lutheran School in Chicago. Special collections of food, school supplies, clothing, and money were shared locally and through mission outreach projects. Prayers and support are offered regularly for friends and families who need care. Special projects in 2010-2011 include: ELCA Hunger Appeal, Self Help International, Feed My Hungry Children, and a pillow collection for Cedar Valley Friends of the Family.

We give thanks, and we look ahead.

We give thanks for the school ministry and for everyone who supports it through gifts of prayer, time, and money. We are excited about the continued growth in the early childhood education program. The K-6 program is enhanced by expanded partnership with Wartburg, growth in the use of technology, and continuous evaluation and commitment to academic excellence. We are moving forward as the only K-6 system in the community, and we see great value in that. St. Paul's Lutheran School continues to be a place where *Faith and Learning Go Hand in Hand!*

Christi Lines, Principal

Director of Family and Youth Ministry

St. Paul's family and youth ministry programs have blessed our congregation and community with the gifts of service, hospitality, teaching, friendship, worship, and holy play. A variety of events and worship opportunities have strengthened the home, church and school this year.

Family Ministry

Family and Youth Ministry Board: Dan Black (Chairman), Pastor Brian Beckstrom, Josh Brewer, Mary Anna Denton, Hannah Harms, Krismar Ramker. The board has been working to offer Christ-centered programs that strengthen families, build faith, and encourage service.

Family events this past year include:

- Events: Family Camp, Kite Flying and Cookout, Autumn Festival, Christmas Decorating Party, Christmas Caroling, Winterfest, Mardis Gras Fair, and monthly Family Fellowship Group
- Advent at the Arch: Family-friendly worship services during the season of Advent
- KinderLent: Family-led worship services during the season of Lent
- Elementary Events: Spring retreat at Camp Ewalu, and Dodgeball Challenge in the fall

Senior High Ministry

Courtney Geibert, a student from Wartburg College, has been leading Bible studies for the Wednesday night youth group. Carolyn Corson leads a Wednesday morning Bible study called "Bibles Before Books". Youth have helped lead the Sunday school opening program.

Youth events this past year include:

- Events: Easter breakfast, youth lock-in, Homeless Challenge, Progressive Dinner, youth-led Advent worship service, spring overnight retreat at Camp Ewalu
- WIYLDE: Carolyn Corson, Rachel Frantsen, Jen Geuther, and Hannah Harms attended the week-long camp at Luther College which included leadership training, Bible study, and several service opportunities, including packing food for “Kids Against Hunger”.

Junior High Ministry

A highlight this year was the mission trip to Chicago and our time spent with Holy Family Lutheran Church. Christine Anderson has faithfully led the Drama and Devos group on Sunday mornings. They presented dramas for confirmation as well as puppet shows for Sunday school.

Youth events this past year include:

- Events: Easter drama, Relay for Life, hosted Holy Family youth, U.N.I. lock-in, 5th Quarter, Giving Tree, Souper Bowl of Caring, New Year’s Eve party, and V.B.S. helpers
- Chicago Mission Trip: We visited Holy Family, worked at a shelter, and explored the city.
- Confirmation Retreat: Included classes, skiing, sledding, and snow-shoeing.

St. Paul’s Lutheran School

The time spent with the students this year has included weekly worship services, songfests, hanging out on the playground, and participating in the trip to Ewalu. Wednesday Witnesses has been blessed with teachers Barbara Zemke, Rachael Nelson, Ruth Hein, and Carole Morden, plus students from Wartburg College, youth from St. Paul’s, and a great kitchen crew.

Thank you for your prayers, encouragement, and support.

Paul Frantsen
 Director of Family and Youth Ministry

Mission Board Report

The activities of the Mission Board during the past year have encouraged congregational participation in the following:

Ongoing activities

- Saints Café – Café meals are now served three times a month, once by St. Paul's, once by St. Mary's, and once by St. Andrews, Heritage and Trinity Methodist churches. Between 120 – 150 people are served each meal.
- Fair Trade items – sold twice monthly, with a bigger sale at Christmas
- Development of a Fair Trade brochure explaining the project
- Support the food pantry on a regular basis
- Work with the Ecumenical backpack program
- Missionary support for Fred and Gloria Strickert
- Development of a brochure outlining mission possibilities for St. Paul's members both locally and globally
- Regular information from Habitat for Humanity at Board Meetings
- The Mission Board recommends to the PPC distribution of our partnership benevolence gifts (1% of our tithes and offerings). The last half of 2010 we suggested gifts to EWALU, Lutheran Services In Iowa, Bartels, and Holy Family Lutheran Church. The first half of 2011 we proposed support for Lutheran Chaplaincy Outreach (Iowa City), purchase of a community tractor in Namibia with other NE Iowa Synod congregations, provision of scholarship money for Holy Family Lutheran School, and Lutheran Services in Iowa.

Additional opportunities for service included

- Offering of Letters through Bread for the World– October
- Holy Family visit – with a special note of thanks to Jim Fischer for long years of service leading this project, and welcoming Michelle Shepherd as the new leader.
- Hosted visiting Namibian pastor, Petrina Genuses
- Thanksgiving dinner – served in the church and taken into the community as well as to our law enforcement officers on duty
- “Barn Building” to support global missions at the Mardi Gras party

We are looking forward to developing ways to coordinate and make our Food Pantry efforts more effective, as well as continuing to work cooperatively with the Education and other Boards.

Kathryn Koob, Chair of the Mission Board
April, 2011

Parish Education Board Report

The Parish Education Board exists to help foster lifelong spiritual growth by providing dynamic and diverse opportunities for worship, prayer, and study. This year, the Parish Education Board worked toward that broader aim by concentrating on several primary goals.

- Confirmation: The Board oversaw the continuity of confirmation instruction throughout the three year period by reviewing and clarifying instructional materials, integrating service projects and utilizing worship as an instructional medium.
 - The Board oversaw the confirmation mentoring program.

- The Board approved of the incorporation of a week long confirmation camp during the summer as a part of the confirmation program in 2008. Unfortunately, the funding of that initiative is still not available. As a short-term stopgap, confirmation students continue to be encouraged to attend a weekend retreat such as the one held earlier this year and there to reflect on their own commitment to the Christian faith.
- Faith Formation: The Board continues to struggle with effective ways to offer resources for faith formation, parenting support, and biblical education for congregants with young children/Sunday school age children. The pace of St. Paul's member's lives makes finding a successful formula for delivery of such programs difficult. Currently, the proposal coming from another Board is to address *that* problem by making less time available for Christian education on Sunday morning. This will be achieved by reducing the time available for Sunday School to sixty minutes flat—less, of course the fifteen or so minutes it will take learners to get from worship to the class room or from the classroom to worship. The Parish Education Board believes that this decision, if enacted, will be especially helpful for busy families. For example, parents who do not bring their children to Sunday School will be able to continue that practice, but they will save themselves approximately twenty-five minutes of guilt about that decision. Speaking of Sunday Church School,
- The Opening: The Board did wheedle Paul Frantsen and others into offering a lively and upbeat Sunday Church School opening in the Center for Ministry (i.e. basement) at the beginning of the education hour. The Board is grateful for the time and energy put into that part of our Sunday Church School offering. The success of the new opening activity may effectively be measured by the fact that most children no longer have to be carried bodily down to the opening while kicking, screaming, and crying, “Don't make me mommy! I'll be good, I promise!” Whether that opening activity will remain viable within the constraints of the proposed altered schedule remains a point of serious doubt.
- New Member Instruction: New member classes were conducted as was appropriate. Twenty-two new members will be received in May, 2011. Hopefully that event and previous new member receptions this year will offset the congregation's mortality rate during the same period. Exact figures, however, are unavailable to the Chair.
- Adult education: Adult education offerings revolving around the Bible were led most Sundays in the fall. In the course of those studies a new and pressing translation of Jesus' words was discovered: “If any want to become my followers, let them . . . take up their ~~cross~~ *congregational budget* and follow me” (Mark 8:34, St. Paul's Version). The dubious worth of this idiosyncratic translation notwithstanding, sundry parish leaders cancelled planned Sunday morning Bible studies for basically the entire calendar year up to the time of this writing in order that we might comply with this hitherto unknown and odd logion of our Lord. The good news, of course, is that if the crucified Lord of life really does bid us to take up our congregational budget, focus on it, and center our collective life about it as we have, then we can rejoice—as Father Luther sang it—that “the Kingdom's ours forever.”
- Small Group Bible Study: in spite of the moribund state of Sunday adult education—or perhaps because of it—not a few groups met and studied the Bible during the week. By all accounts, the *Lutheran Study Bible* and some materials from Augsburg Fortress (e.g., materials produced by Dr. Kit Kleinhans and Rev. Ramona Bouzard) have been efficacious.
- The Board continued to support Wednesday Witnesses and all Wednesday evening educational programming. We are grateful for the leadership of so many who make it possible for scores of children to attend Wednesday Witnesses, Lenten Pre-School, and Advent Pre-School.

Beyond the highlights above, of course, St. Paul's continues to provide Christian education through the Splash (baptismal and infant) program, SCS, VBS, first Communion instruction, children's first Bible, *Splash* Bibles for second graders, Junior and Senior High studies, and more. Regretfully, it is impossible here to thank all the people who work so tirelessly at these tasks. As retiring Chair of the Parish Education Board, I wish to express my gratitude all those who participate in our congregation's educational activities, including the members of the Board and the Pastors.

The Board hopes to continue to sponsor a robust educational program for the congregation in the coming year. Our work is made far more difficult—if not impossible—owing to the absence of a person acting as Director of Christian Education and by a decision by the Finance Committee to cut Parish Education program funds by 80%* from last year's already eviscerated budget. Once again, we demonstrate *in argentum nos fides!*

Respectfully submitted,

C. Bouzard, Chair

Parish Life Board Report

The parish life board shall be responsible for the planning, oversight and coordination of programs that seek to enhance the communal life of the congregation. The work of the board will focus on, but will not be limited to intergenerational fellowship events, new member orientation, fellowship small groups, intercessory prayer, visitation ministries and volunteer ministry. – St. Paul's Lutheran Church bylaws

Members: Pam Hinrichs Chair, Jerry Asplund, Mike Cooley, Janet Dotseth, Abbey Jerome, Mary Beth Zelle, WELCA representative Gloria Tehven. Pastor Sandberg serves as consultant to the board.

Putting St. Paul's name in out in the Community Parish Life was pleased to research and order window clings and royal blue carry-all bags with our church logo. The window clings are in the Narthex, the carry-alls are available in the church office.

The digital church directory will be printed soon. Thank you, Cathy Asplund, Sara Marsh, Lisa Alexander, Rachael Worland, Julie Drews, Diane Sandberg, Julie Lindaman, Marilyn Dose, Jean Strottman and Devin Wipperman.

Women of the ELCA—Parish Life accepted the proposal that women of the Church be represented under the umbrella of our board. WELCA is responsible for Lutheran World Relief Do Day projects, the spring event and monthly circle Bible studies. We are grateful they have joined us.

Celebrations of Retirement, Ordination/Rostering Anniversary, and Confirmation Pat and Al Hagen, Eugene Ketterling, Chuck Infelt, Kit Kleinhans, Susan Garbes (AIM), Confirmation Sunday.

Mardi Gras—A HUGE SUCCESS! Families and friends gathered after the 11:15 service Sunday, March 6, 2011. This was a project of the Family and Youth Board. Parish Life served the light lunch of 120 corn dogs, 5 sacks of chips, dill pickle slices, ketchup, mustard, coffee, lemonade, water and our board supplied a wonder assortment of bars and cookies. We ran out of corn dogs!

We welcomed seven families/individual new members into our congregational worship in November 2010 and are pleased that nine families/individuals will join us on May 1st. Parish Life coordinated all Boards to contribute to "welcome new member" gift bags.

Hospitality Meal Ministries:

- Wednesday Witnesses—58 children
- Wednesday Suppers—100-120 students/parents/mentors
- Monthly Senior Adult Lunch—40-50
- Annual Congregational Picnic—210.

I THANK THE PASTORS, STAFF, BOARD MEMBERS AND MANY VOLUNTEERS THAT MAKE THIS MINISTRY HAPPEN!

Pam Hinrichs - Parish Life Board Chair

School Board Report

The School Board is responsible for the planning and oversight of general operating policies (financial and otherwise) for St. Paul's Lutheran School. This includes periodic review and recommendations regarding the staff salary schedule and tuition costs. The board also provides for an active program for public relations and student recruitment within and outside the congregation. When authorized by the Parish Planning Council to fill vacancies on the school staff, the board oversees the hiring process.

Members of the St. Paul's Lutheran School Board: Jan Ott (chair), Aaron Bixby, Dane DeBower, Tracy Rucker, Liz Wuertz and Karen Thalacker. Principal Christi Lines and Pastor Curt Schneider also served on the School Board. Ron. Teachers rotated attending board meetings as guests.

Two major reports highlighted the School Board's Activity. A summary of each report is included.

Establishing a Middle School Task Force and Sharing of the Report

The primary purpose was to review the opportunities and challenges that the new middle school at Waverly-Shell Rock could have on the 5th and 6th grade classes at St. Paul's. Members of the Middle School Task Force were: Karen Thalacker (chair), Phil Froiland, Kim Folkerts, and Dan Black.

The report included:

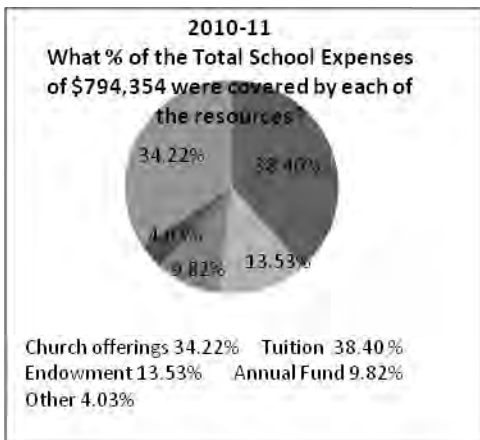
1. Research available on the benefits of a K-6 Elementary Structure vs. a K-4/Middle School Structure;
2. Academic Statistics and Indicators of Quality Learning;
3. Feedback from Parents of students in 4th and 5th grade regarding satisfaction, likelihood of attending St. Paul's School in the upcoming year and insights and suggestions;
4. Exploring an Innovative Partnership with Wartburg College as means of enhancing and broadening the 5th/6th Grade experience at St. Paul's.

Recommendations from the report included:

1. Maintaining the K-6 structure ;
2. Emphasizing communication the congregation and parents, including annual parent surveys to gather insights and suggestions.
3. Developing a Task Force to expand and coordinate opportunities for Wartburg partnerships;
4. Maintaining ongoing statistical information to monitor academic progress;
5. Annual monitoring of the progress of St. Paul's graduates as they progress through junior and senior high school;
6. Reviewing the 5th and 6th grade class size "numbers" with patience and thoughtfulness, recognizing that the class sizes have not been uniform in the past and it should not be surprising if the trend continues;
7. Evaluating technology needs at St. Paul's School;
8. Identifying a solution for transporting students to and from band and orchestra.

The Middle School Task Force report was shared with staff at St. Paul's School, with the congregation at an educational forum, and several times with parents. The full report is available in printed form or may be viewed on the school web-site.

Analyzing 5 Years or more of Data on School Expenses, Revenues of Financial Support, Tuition, and Enrollment. The following information summarizes some of the data.



Historically, between 23 and 28% of church offerings are designated for school expenses. K-6 enrollment has ranged from 131-172 students, with current enrollment at 140. 45% of the students are nonmembers. Salaries of St. Paul's School Teachers are at about 70% of public school teachers.

Information was also gathered on quality indicators of faith and learning, and current tuition rates. A slide presentation of the information was presented to the school staff, to the congregation at an open forum, and to several parent groups.

Additional School Board highlights include:

Improving communication and marketing of the school

1. Students and families of the school filled all volunteer rolls at 4 worship services in March;
2. The school was featured with a skit, slide show, and music at an open forum in March.
3. School related materials for new members were provided.
4. A monthly column in the school newsletter entitled "Board Bits" was created.
5. News articles for the local paper and church newsletter were provided.
6. Principal Lines sent letters of invitation to all St. Paul's families with children eligible for Kindergarten in 2011.

Creating a Wartburg-St. Paul's Task Force which has established monthly meetings and continues to explore opportunities for partnership.

Working with the Annual Fund and Parents to coordinate fundraising activities

Reviewing and editing sections of the Policy Manual.

Expressing appreciation and support to the school and church staff with a soup lunch in December; and planning activities for Teacher Appreciation Week in May.

Thank you to the Board for a busy and productive year. Thank you also to parents and friends of the school for their tremendous response and hard work in demonstrating their support for St. Paul's School.

Worship Board Report

The Worship Board is responsible for planning, oversight, and coordination of the programs that contribute to the worship life of the congregation.

Members of the Worship Board are: Jo Bagelmann, Chair; Jeanne Anderson, Christine DeVries, Mark Lehmann, Marilyn Mesna, and Sue Rediske.

In the late winter/early spring of 2010, the Worship Board distributed a congregational survey requesting information from members. The principle questions concerned worship service schedules and style of worship preferred. An open question inviting comments about other aspects of St. Paul's worship life brought a wealth of useful information for the board's consideration this past year.

A significant number of responses were about the 11:15 Sunday service, generally referred to as the "Contemporary" service. A task force of people who worship regularly at this service was appointed to do more in-depth information-gathering from members, as well as visit other churches which have developed notable and successful contemporary worship. An extensive report was presented by the task

force to the Worship Board in November. The Board is continuing to investigate ways their suggestions can be implemented while recognizing the limitations of our current Sanctuary with regard to technology and physical layout. Serving on this task force were: Sally Thorson, Chair; Kim Folkers, Dale Johnson, Mark Lehmann, Don Meyer, Emily Nelson, Emma Rathe, and Marianne Waldstein.

Members of the Worship Board met with individual groups of worshippers who regularly attend one of the following services: Saturday at 5:30pm and Sunday at 7:45am. A follow-up survey was distributed to those who are regular worshippers at the 9:00am service on Sunday. Again, responses by members to questions and their thoughtful comments and suggestions have been most helpful to the work of the Board.

In June Pat and Al Hagen announced their plans to retire in August as Director of Music Ministry and Director of the Chancel and Bell Choirs respectively. The Hagens' last weekend was full of extraordinary music during worship and a special coffee hour reception to celebrate their many years of service to St. Paul's.

A search committee to select a new Director of Music Ministry was formed and began work immediately on the process which has spanned approximately seven months. Of the original 25-plus applicants, six were selected to be interviewed by telephone. Of those six, three were invited to come to Waverly for personal interviews by the committee and auditions before the congregation.

Following the Hagens' retirement, St. Paul's has been blessed with excellent music leadership: Dr. Karen Black, Interim Director of Music Ministry, Organist, and Director of the Bells of Praise; Brian Pfaltzgraff, Director of the Chancel Choir; Devin Wipperman, Director of New Creation Singers, and Director of the 11:15am service; Rachel Nelson, Director of Friends of the Lord; and Heidi Harms, Director of the Cherub Choir.

Nearly 1000 people attended Christmas Eve services. We continue to need more ushers at the afternoon services because of the large number of visitors who are unfamiliar with the sanctuary and especially the communion procedures. The 9:00pm service was broadcast for the first time.

Thanks to Pam Hinrichs, we now have improved signage at St. Paul's, an important component of extending hospitality to visitors. The sanctuary and the fellowship areas of the church are now easily identifiable, along with directions to the Center for Ministry and the lower level restrooms.

Helping all of us become more comfortable using the hymnals for our liturgies are the colorful ribbon markers that were made possible by many hours of dedicated handwork of a generous member who prefers to remain anonymous. We are grateful, too, to Karol Simmer for her contribution of the materials.

Both KinderAdvent and KinderLent continue to grow under the direction of Paul Frantzen. The services attract many families, both members and non-members.

The overall theme for this year's Lenten services was "Seven Wonders of the Word" from Kit Kleinhaus' book, *Bible, Book of Faith*. Wartburg Choirs shared our evening services once again as we worshipped through the words and music of the Holden Service.

Respectfully submitted,

Jo Bagelmann, Chair

Resolutions

I. Revisions to Constitution (Copies available in the church office or on line at www.stpaulswaverly.org/constitution)

Presented by the Parish Planning Council:

1. Be it resolved that approval by the congregation (April 25, 2010) of revisions to the constitution of St. Paul's Lutheran Church be ratified (effective May 1, 2011).
2. Be it resolved that the proposed revisions to the bylaws of St. Paul's Lutheran Church as communicated to the congregation be approved (and become effective immediately).

II. Election of Parish Planning Council Members

Presented by the Nominating Committee for the following positions on the Parish Planning Council:

President Elect: Dan Black

Treasurer: Jack Dahlby

Family & Youth Board Chair: Brian Beckstrom

Parish Education Board Chair: Kris Meyer

Worship Board Chair: Jo Bagelmann

III. Election of Board Members

Presented by the Nominating Committee for the following positions as members on congregational boards:

Mission: Gary Hartman, Susan Quinlan, Heather Johnson

Parish Ed: David Abkemeier, Casey Giraud

Parish Life: Mike Cooley, Abby Jerome, Dave Finke

School: Mel Gonermann, Cindy Hansel, Marcus Newsom

Worship: Christine DeVries, Alan Simmer

Family & Youth: Mary Anna Denton, Matt Schulz, Alan Johnson (1 yr.)

IV. Election of Nominating Committee:

Presented by the Nominating Committee for membership on the 2011-2012 Nominating Committee:

1-year terms: Lynda Abkemeier

Kim Folkers

Larry Schmidt

2-year terms: Lisa Alexander

Beverly Anderson

Mark Mueller

V. Budget for the fiscal year July 1, 2011–June 30, 2012 (see page 22)

Recommended by the Parish Planning Council:

Be it resolved that the budget proposed for July 1, 2011–June 30, 2012 fiscal year be approved.

Audit Committee Report

Executive Committee
St. Paul's Lutheran Church
Waverly, IA

March 15, 2011

The committee completed its audit of the financial reports, records, and internal controls of the church and school for the fiscal period July 1, 2009 through June 30, 2010. Using the Congregational Audit Guide produced by the Evangelical Lutheran Church in America, our task was to reasonably verify the reliability of the financial accounting and reporting processes, and determine whether they comply with the congregation's established policies and procedures.

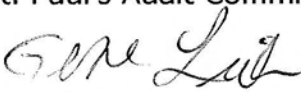
Our review found no instances of non-compliance with standard accounting principals and St. Paul's Policies and Procedures. Accounts receivable and payable are accurately processed and reconciled with bank statements. Receipts are properly safeguarded, deposited and classified in the financial statements. Accounting controls and segregation of duties have been established to ensure adequate checks and balances.

Copies of St. Paul's Financial Policies and Procedures, Financial Transactions and Responsibilities, Records Retention Schedule, and Summary of Insurance Coverage are included as verification of documentation that administrative personnel follow in performing financial transactions.

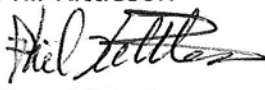
Our review concludes with several recommendations which can further enhance the fiscal responsibility and transparency of financial reporting. We greatly appreciated the help and support of the Director of Administration in providing the necessary records and documentation for the audit.

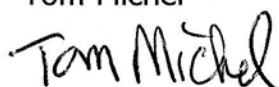
Respectfully submitted,

St. Paul's Audit Committee


Gene Lieb, Chair

Phil Kittleson


Tom Michel



Note: Full report with Addendums is available in the church office.

ANNUAL AUDIT OF ST. PAUL'S LUTHERAN CHURCH & SCHOOL

For the Period beginning July 1, 2009 and ending June 30, 2010

Based on the Congregational Audit Guide produced by the Evangelical Lutheran Church in America.

The following financial and accounting processes were reviewed by the Audit Committee:

1. Appropriate procedures are in place governing key financial operations of the church and are being complied with. Procedures have been drafted and some were amended **in response to the previous year's audit.** See Addendum A Financial Policies & Procedures. *(See Recommendations)
2. Proper segregation of duties is in place for all key financial transactions. See Addendum B Financial Transactions & Responsibilities.
3. **Controls governing the congregation's investments** and bank accounts are in place and operating as intended. **The Audit Committee reviewed St. Paul's Financial Policies & Procedures** with the Director of Administration and found they were adhered to in practice.
4. All assets and liabilities recorded in **the congregation's books and records are supported** by independent documentation. June 2009 and 2010 bank statements and vendor invoices (including accounts payable) were reviewed and in order. See Addendum C Balance Sheet.
5. All general ledger balances are appropriately reconciled to their underlying assets (bank statements) and liabilities (accounts payable) in a timely and accurate manner.
6. **All assets are properly classified in line with the donor's intent. Entries are shown in the** balance sheet as designated amounts. See Addendum C Balance Sheet.
7. All property, workers compensation and flood insurance policies are in place and in force. See Addendum D Insurance Summary Sheets.
8. Sunday and special offerings are counted and processed in dual custody. The procedures have been observed on Monday mornings. Offerings are separated by type, and two-person **team's** count, check and record for accurate deposit.
9. Expenses are appropriately approved and supported by the appropriate documentation. See Cash Disbursements documentation in Addendum B Financial Transactions & Responsibilities.
10. Fixed assets exist and are properly recorded in the general ledger. See Addendum C Balance Sheet. *(See Recommendations)

11. Personal identity information is password protected and properly safeguarded. Paper copies are locked in file cabinets and the safe. Only the Director of Administration, Head of Staff Pastor, and Administrative Assistant has access to the IDs.
12. Controls over the payroll process are in place and operating as intended. See Payroll documentation in Addendum B Financial Transactions & Responsibilities.
13. An appropriate records retention policy is in place and followed accordingly. See Addendum E Records Retention Schedule.
14. All contracted employees receiving a payment in excess of \$600 annually receive a 1099. An example of contracted employees would be the cemetery lawn mowers.
15. The appropriate data processing controls are in place and operating as intended. All databases and accounting records are password protected. Backups are done daily on the computer server. A weekly backup is stored off site (Director of Administrator's residence.)

The following recommendations are proposed by the Audit Committee:

1. That the recording of tuition and fees (food, milk, etc.) at the school be performed by the Director of Administration and consolidated with all other centralized financial transactions. Currently only weekly totals are given the Director (which are recorded in Quickbooks at the church) with no individual breakdowns of amounts due and outstanding. This change would allow the Director to generate spreadsheets showing total church and school cash flow balances as requested. It would also provide the detailed information necessary to generate invoices on a scheduled basis.
2. Fixed asset balances (church, school, property east of school) have not been updated for about five years. Documented procedures should be established outlining the approach and frequency for updating the value of these fixed assets.
3. A periodic review of designated funds should be performed to insure appropriate utilization.
4. **Consideration should be given to include Endowment Fund balances as part of total equity on the balance sheet.**

Audit Committee Members: Gene Lieb, Chair; Tom Michel; Phil Kittleson

Endowment Committee

The year 2010 was a solid year for our Endowment Fund. We continue to grow our way back from the recent low point at year-end 2008. The fund is still about 8.3% below where it would have been had 2008 not been a negative return and the last two years just enough return to preserve principal. An income statement and a balance sheet dated 12-31-2010 are included in this report.

Total return on investment for 2010 was approximately 10.8%. Stocks continued to show a strong recovery. Bonds are generally showing lower rates of return commensurate with the current low interest rate environment. In 2010, we were able to pay out \$110,100 to support our ministry at St. Paul's School. No gifts have thus far been designated for other ministries of the church.

The fund grew by a net value of over \$290,000 during the year aided by gifts from estates and memorials totaling \$175,752. This was our best recent year for gifts to the Endowment Fund. The Endowment Committee continues to be encouraged by the generosity of donors to the Endowment Fund. Our hope is that we will see even more members include our Endowment Fund in their long term financial plans.

Capital Investment Services of America and ELCA Foundation continue to manage the majority of assets in the Endowment Fund. Both are conservative in their investment approach. Funds are invested keeping in mind a long term perspective. The Endowment Committee continues to feel comfortable with the manner in which funds are invested.

Brochures describing the Endowment Fund can be found on the East wall of the Narthex near the elevator. Anyone wishing to learn more about the Endowment Fund is invited to contact a member of the Endowment Committee or one of the pastors.

Members of the endowment committee: Jack Dahlby, Chair
 Vern Byl, Secretary
 J. Howard Mueller
 Janice Johnson
 Sharon Abram
 Sally Schneider, Director of Administration
 Pastor Curt Schneider

ENDOWMENT FUND BALANCE SHEET

	31-Dec-10	31-Dec-09
ASSETS		
Checking	34,630.53	11,260.41
Mutual Funds	0.00	98,885.66
CISA: Schwab: Money Market	196,499.58	98,434.03
CISA: Equities	512,067.45	422,677.05
CISA: Corporate Bonds	56,506.36	55,474.65
CISA: Federal Agencies	0.00	30,697.59
CISA: US Treasury		
Bills/Bonds	0	0
CISA: Mutual Funds	83,641.08	82,862.30
CISA: Other Assets	246,480.00	182,550.00
ELCA Endowment Fund	1,112,790.28	998,943.41
ELCA Mission Investment Fund	165,000.00	135,000.00
Total Assets	2,407,615.28	2,116,785.10
LIABILITIES & EQUITY		
Annuities	30,940.26	33,999.18
Scholarships	4,000.00	4,000.00
Other Equity	2,372,675.02	2,078,785.92
Total Liabilities & Equity	2,407,615.28	2,116,785.10
INCOME AND EXPENSE		
	31-Dec-10	31-Dec-09
ORDINARY INCOME		
Earnings/ELCA Distribution	46,658.50	49,642.08
Other	30,816.29	31,720.46
Total Ordinary Income	77,474.79	81,362.54
ORDINARY EXPENSE		
Annuity Payments	2,161.08	2,161.08
Service Charges/Interest	7,253.04	6,456.58
Total Ordinary Expense	9,414.12	8,617.66
TRANSFER TO ST PAUL'S	110,100.00	116,582.28
OTHER INCOME		
Annuities	0	0
Estate Gifts	174,432.12	30,634.45
Memorials	1320	110
Other Gifts	0	0
Total	175,752.12	30,744.45

St. Paul's Lutheran Church

	<u>11-12</u> <u>Budget</u>	<u>10-11</u> <u>Budget</u>	<u>09-10</u> <u>Expenses</u>
Income			
OFFERINGS	883,000	958,000	852,929
SCHOOL INCOME			
Annual Fund	100,000	78,000	108,426
Endowment Fund	106,439	107,500	112,588
Tuition	319,195	305,000	280,578
Other School Income	32,000	32,000	31,402
Total SCHOOL INCOME	<u>557,634</u>	<u>522,500</u>	<u>532,994</u>
OTHER INCOME	16,500	16,500	13,032
Total Income	<u>1,457,134</u>	<u>1,497,000</u>	<u>1,398,955</u>
Expense			
BENEVOLENCES			
Synod & ELCA	88,300	95,800	85,293
Ministry Partnerships	8,830	9,580	8,530
Total BENEVOLENCES	<u>97,130</u>	<u>105,380</u>	<u>93,823</u>
STUDENT AID			
School Financial Assistance	10,000	10,000	0
Other Learning Assistance	2,500	2,500	2,700
Total STUDENT AID	<u>12,500</u>	<u>12,500</u>	<u>2,700</u>
ADMINISTRATION	47,750	51,500	43,087
PERSONNEL EXPENSES			
Salaries	885,867	857,119	883,816
Benefits	343,614	322,001	260,493
Total PERSONNEL EXPENSES	<u>1,229,482</u>	<u>1,179,120</u>	<u>1,144,309</u>
FACILITIES	96,000	96,000	79,923
PROGRAM MINISTRIES			
Music Ministry	1,000 *	5,300	3,398
Liturgical Supplies	1,000 *	1,500	544
Worship Radio Ministry	6,500	6,800	6,500
Parish Life	1,000	500	178
Education	3,000 *	5,700	4,751
Devotional Materials	1,000 *	3,700	1,172
School	26,000	26,000	23,037
Family & Youth Ministries	3,000	3,000	1,779
Youth Mission Trip/Gathering	0	0	148
Holy Family Relationships	0	0	0
Total PROGRAM MINISTRIES	<u>42,500</u>	<u>52,500</u>	<u>41,507</u>
Total Expenditures	<u>1,525,362</u>	<u>1,497,000</u>	<u>1,405,349</u>
	<u>-68,228</u>	<u>0</u>	<u>-6,394</u>

*Memorial Funds could be used to provide additional resources for these areas.

ST. PAUL'S LUTHERAN CHURCH
BALANCE SHEET
12/31/2010

CURRENT ASSETS	
Checking/Savings	139,036.35
Annuity (Capital Improvement)	38,361.18
School Music CDs	5,500.00
Cemetery Funds	<u>20,100.81</u>
Total Current Assets	202,998.34
CURRENT LIABILITIES	
Accounts Payable	12,024.60
Restricted Benevolences	3,877.12
Restricted School Funds	81,580.01
Memorials/gifts	34,581.74
Restricted memorials/gifts	5,996.14
Other Restricted Funds	16,747.53
Other Liabilities (Note)	12,000.00
Capital Improvement	
General	-25,957.73
Flood	<u>91,437.61</u>
Total Current Liabilities	232,287.02
OTHER ASSETS	
Real Estate	3,278,591.00
Endowment Investments	2,407,615.28
Total Assets	5,889,204.62
Total Liabilities	<u>232,287.02</u>
Net (Assets - Liabilities)	5,656,917.60
Total (Net Assets + Liabilities)	5,889,204.62

Membership Statistics

	2008	2009	2010
Baptized Membership, December 31	1,871	1,894	1899
Confirmed Membership, December 31	1,405	1,417	1442
Holy Communion Attendance	20,466	20,397	18,296
Baptisms	23	21	15
Confirmations	16	12	16
Marriages	10	5	7
Deaths	35	15	16
New Members Received	58	36	21
Members Transferred Out & Released	30	34	14
Average Weekend Attendance	499	497	462

New Members for 2010

4/18/2010	Amy Eick and Cody Buchholz
4/18/2010	Matthew and Kari Jansen
4/18/2010	Barbara Ripley
4/18/2010	Amy and Noah Strydom
4/18/2010	Paul and Yvonne Wente
11/14/2010	Dixie Abbas
11/14/2010	Michelle Bolton
11/14/2010	Virgil D. Bruns
11/14/2010	James and Kathryn Carpenter
11/14/2010	Marlene Fasse
11/14/2010	Phyllis Maltas
11/14/2010	Bob and Sue Quinlan
11/14/2010	Patricia Shaw
11/14/2010	Justin and Rylee Westendorf

2010 Funerals

Date of Death	Name
1/7/2010	Connie Jo VanLaningham
2/22/2010	Erna Schwemm
3/4/2010	Eileen Fuerstenberg
3/12/2010	Deleva Oppermann
3/21/2010	Joshua Young
4/18/2010	Betty Peters
6/10/2010	Warren Schmidt
6/21/2010	Joseph Grawe
7/19/2010	Melvin Kramer
8/24/2010	Alberta Rowray
8/27/2010	Hiltrude Gronewold
9/4/2010	Judy Nolte
10/18/2010	Jo Ann Fuoss
11/11/2010	Betty Dienst
12/11/2010	Melva Blasberg
12/18/2010	Steven De Hoet

2010 Marriages

Date of Marriage	Names of the couple
4/9/2010	Carole Fox & Brian Morden
4/17/2010	Tiffany Weber & Andrew Leisinger
5/8/2010	Thea Cannegieter & Matthew Smith
6/26/2010	Lindsay Zelle and Joshua McClung
7/3/2010	Janel Klapperich & Riley Williams
8/21/2010	Nicole Dralle & Adam Schneider
8/28/2010	Clayton Liebau & Krystal Kirchoolff

2010 Transfers & Releases

Jim, Amy, Owen & Gavin Denholm	Transferred to Nazareth Ev. Lutheran Church, Cedar Falls, IA
Catherine VanLaningham	Transferred to Trinity Ev. Lutheran Church, Kenosha, WI
Matthew & Alisa Engelhardt	Transferred to Westminister Presbyterian, Waterloo, IA
Dennis, Marcia & Aaron Haugen	Transferred to Nazareth Ev. Lutheran Church, Cedar Falls, IA
Lake, Kelly, Bailey & Lake Lambert	Transferred to Lutheran Church of the Redeemer, Macon, GA

Confirmation, October 31, 2010

Student	Parents
Thomas Bates	David and Barbara Bates
Megan Brandt	Scott and Sandy Brandt
Miranda Buchholz	James and LuAnn Buchholz
Ariana Gremmels Olson	Robert Gremmels and Beth Olson
Tanner Hanks	Bret and Tanya Hanks
Hannah Harms	Mark and Heidi Harms
Reba Kingsley	Bill and Kay Kingsley
Sean Lord	John Lord and Katia Allbee, Deb Lord
Kasten Miller	Dale and Linda Miller
Alison Schrage	Wayne Schrage and Dawn Barton
Jenna Schutte	Steven Schutte and Kathy Schutte
Kayla Shepherd	Peter and Michelle Shepherd
Talea Smith	Andrew and Janelle Smith
Kaleb Staack	Jarrood and Kari Staack
Kari Taylor	Tom and Pam Taylor
Madison Walvatne	Richard and Colleen Walvatne

2010 Baptisms

Date of Birth	Date of Baptism	Name	Parents/Guardians
11/6/2009	1/17/2010	William Groen	Marc and Kara Groen
11/8/2009	2/7/2010	Jake Tiedt	Bob and Dana Tiedt
7/24/2009	2/21/2010	Catherine Van Laningham	Michael and Misty Van Laningham*
11/25/2009	3/6/2010	Tatum Brumm	Ryan and Amanda Brumm
1/18/2010	3/21/2010	Anderson Taphorn	Bradley and Kristin Taphorn
1/21/1997	4/3/2010	Justine Breitbach	Dan and Cheryl Breitbach
2/4/2010	5/8/2010	Clayton Kramer	Mark and Misty Kramer
1/15/2010	5/23/2010	Evan Schneider	Adam and Nicole Schneider
5/3/2010	8/15/2010	Gustav DeVries	James and Christine DeVries
8/13/2009	8/29/2010	Jayden Tegtmeier	Cole and Annette Tegtmeier
6/17/2010	9/19/2010	Dawson Wardlow	Chris and Holly Wardlow
5/24/2010	10/2/2010	Myla Serck	Christopher & Alison Serck
8/27/2010	10/9/2010	Kambree Westendorf	Darren and Julie Westendorf
6/14/2010	11/7/2010	Clay Thorson	Scott and Jenny Thorson
2/1/1990	11/20/2010	Melanie Wiese	David & Mary Wiese

*Baptized at St. Paul's by request of parents' ELCA congregation.

Opening

Leader:

In the name of the Father and of the Son and of the Holy Spirit. **Amen.**

Gather Us In



1 Here in this place the new light is stream-ing, now is the dark - ness
2 We are the young, our lives are a mys - t'ry, we are the old who
3 Here we will take the wine and the wa - ter, here we will take the
4 Not in the dark of build-ings con - fin - ing, not in some heav - en,



van - ished a - way; see in this space our fears and our dream-ings
yearn for your face; we have been sung through - out all of his - t'ry,
bread of new birth, here you shall call your sons and your daugh-ters,
light years a - way— here in this place the new light is shin - ing,



brought here to you in the light of this day.
called to be light to the whole hu - man race.
call us a - new to be salt for the earth.
now is the king - dom, and now is the day.



Gath-er us in, the lost and for - sak - en, gath-er us in, the
Gath-er us in, the rich and the haugh-ty, gath-er us in, the
Give us to drink the wine of com-pas - sion, give us to eat the
Gath-er us in and hold us for - ev - er, gath-er us in and



blind and the lame; call to us now, and we shall a - wak - en,
proud and the strong; give us a heart, so meek and so low - ly,
bread that is you; nour-ish us well, and teach us to fash - ion
make us your own; gath-er us in, all peo-ples to - geth - er,



we shall a - rise at the sound of our name.
give us the cour - age to en - ter the song.
lives that are ho - ly and hearts that are true.
fire . . of love in our flesh and our bone.

Text: Marty Haugen, b. 1950

Music: GATHER US IN, Marty Haugen

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Prayer:

Gracious Father, we pray for your holy catholic church. Fill it with truth and peace. Where it is corrupt, purify it; where it is in error, direct it; where in it anything is amiss, reform it; where it is right, strengthen it; where it is in need, provide for it; where it is divided, reunite it, for the sake of Jesus Christ, your Son, our Lord. **Amen.**

Closing

Leader:

By your word, Eternal God, your creation sprang forth, and we were given the breath of life. By your word, Eternal God, death was overcome, Christ was raised from the tomb, and we were given new life in the power of your Spirit. May we boldly proclaim this good news in our words and our deeds, rejoicing always in your powerful presence, through Jesus Christ, our risen Lord. **Amen.**

I Was There to Hear Your Morning Cry



1 "I was there to hear your born - ing cry, I'll be
2 "When you heard the won - der of the Word I was
3 "In the mid - dle a - ges of your life, not too



there when you are old. I re - joiced the day you
there to cheer you on; you were raised to praise the
old, no lon - ger young, I'll be there to guide you



were bap - tized to see your life un - fold.
liv - ing Lord, to whom you now be - long.
through the night, com - plete what I've be - gun.



I was there when you were but a child, with a
If you find some - one to share your time and you
When the eve - ning gent - ly clos - es in and you



faith to suit you well; in a blaze of light you
join your hearts as one, I'll be there to make your
shut your wea - ry eyes, I'll be there as I have



wan - dered off to find where de - mons dwell."
vers - es rhyme from dusk till ris - ing sun."
al - ways been, with just one more sur - prise."



4 "I was there to hear your born - ing cry, I'll be



there when you are old. I re - joiced the day you



were bap - tized to see your life un - fold."

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The Benediction

The blessing of almighty God, the Father, the Son and the Holy Spirit be with you all. **Amen.**

Go in peace. Serve the Lord. **Thanks be to God.**