CALL TO ORDER
Congregational Chairman, Andy Schwartz, called the meeting to order at 7:05 pm. There were 37 voters, 3 non-voters, and 2 pastors present.

OPENING DEVOTION AND PRAYER
Pastor Kruse opened the meeting with prayer and devotion.

REGISTRATION AND RECEPTION OF NEW VOTING MEMBERS
There were three new members registered: Nick Mammen, Timothy Hallett, and Heather Williamson.

MINUTES OF THE PREVIOUS MEETING
There was a motion to approve the minutes of the November 19, 2019 voters meeting as presented. The motion was then seconded. Minutes were approved.

UNFINISHED BUSINESS

Approval of April 25, 2019 Voter’s Minutes – Andrew Schwartz, Congregational Chairman
Due to no quorum at the August 22, 2019 voter’s meeting the April 25, 2019 minutes could not be approved. The minutes were distributed on the tables for voters to review. There was a motion to approve the minutes, this was seconded. The April 25, 2019 voter’s minutes were approved.

Vision Strategic Planning Update – Pastor Kruse
The committee has chosen to use Auxono. There are 12 people meeting once a month. There will be two more meetings for the committee and then another large leadership gathering. Trying to do see what God has in store for us and how to take the next step.

- Lower Room Thinking – This is where congregational members become a consumers’ mindset and become comfortable with it. We need to help take people to the upper room thinking.
- Upper Room Thinking – Having congregational members become contributors.
- Working on flushing out the mission, looking for better onramps to help people become better disciples. How do we measure discipleship? The committee is asking questions to build a frame to see the vision where God wants St. Paul to go.

The committee is looking at the above currently with the next two meetings looking at the vision for St. Paul. Looking at 90 day objectives and what needs to be done and then looking farther out.

The large gathering is scheduled for March 15th after 11 am service and will meet in the Family Life Center from 12:30 pm until 2:30 pm. Greg Gibbs will help to make sure we have a clear vision field.

REPORT OF THE DIRECTOR OF FINANCE – Director of Finance – Jason Hasenstein

- Change in Authorized Signer on Bank Accounts: With my appointment as the Director of Finance, effective January 1st, I have been added as an authorized person on each of the bank accounts at Cornerstone Community Bank. At the same time, Dave Scherzer (previous Director of Finance) was removed as an authorized person on the accounts. By all accounts, we are happy thus far with our banking relationship with Cornerstone Community Bank.
- Finance Team Change: Lori Best had been serving on our team in overseeing school and church purchases. At the end of January, Lori Best came forward and let us know that she wanted to spend more time at home. In the past month, we’ve transitioned Lori’s purchasing responsibilities. Lisa Frinzi also on our finance team has offered to assume those responsibilities. Kristen Nelson has also been helping as well.
- January 31, 2020 Fiscal Year to Date Financial Results: On each table was a one-page financial summary of our present fiscal year through the seven months ended January 31, 2020.
  - In our General Fund, general giving is up approximately 4% compared to the prior year and up nearly 5% compared to our current fiscal year’s budget.
  - The cash balance in our General Fund was approximately $1,125,000 at January 31, 2020 (roughly $100,000 higher than this time last year).
In the General Fund and our Dedicated Fund Accounts, no other significant or unusual transactions to report.

In the Building Fund, for most of the remaining notes outstanding, the notes are either interest free or are presently set to be forgiven upon death. Nothing of significance or unusual nature to report within this fund.

- **Fiscal Year 2020-2021 Budget:** Our annual fiscal year begins on July 1st and ends on June 30th. The 2020-2021 budget process has started. We are approaching the budget process in the same manner as has been conducted in past years. We will achieve a fair and balanced budget. Each of our boards is presently working through their budget worksheets to provide our finance team with their budget recommendations for the 2020-2021 fiscal year. We have asked the boards to provide us their initial budget recommendations in the next couple weeks. After receiving the input from each board, we will be aggregating the budget recommendations to see where we stand in terms of achieving a balanced budget. During the month of March, we will continue the budget review and address any areas of concern within the budget. The final 2020-2021 budget will be presented to church council during the April meeting on April 16th. For anyone interested, we will host a budget informational session open to the congregation on Monday, April 20th. Finally, the April voters’ meeting is being held on Thursday, April 23rd where we will request approval of the final 2020-2021 fiscal year budget.

- **IT Update:** No changes and nothing of any significance to report.

**REPORTS OF THE ADMINISTRATIVE BOARDS**

**BOARD OF ELDERS REPORT** – Randy Schultz, Chairman
- Worked on the Christmas season along with the pastors, etc.
- Gearing up for Lent and Easter.
- Working on budget.

There was a question on the status of the counting teams regarding potentially moving to 9:30 am. Randy stated would not change order of service for the contemporary service. May change the time for counting teams to start later on Sundays or move to Mondays? Will bring alternatives to the counting teams to consider what will work best for them.

**BOARD OF EVANGELISM** – Casey Haas
- Aiding and helping with Every One His Witness sermon series. There will be surveys/questionnaires on what members thought of the series.
- Planning for the county fair, parade and picnic.

**BOARD OF PARISH EDUCATION** – Martha Witt
- We welcomed Nora Brooks to our board to fulfill the remainder of the term for Michelle Soenksen.
- MOPS will no longer be a daytime option beginning next school year due to space constraints. A survey for moms about other possible meeting options/needs/desires is being conducted to see how we move forward.
- Past events this quarter were held with great success
  - Family Advent Calendar - 23 families (77 attended)
  - Advent by Candlelight - 48 attended
  - Gingerbread House Decorating was cancelled due to low sign up
  - Rooted Cafe and Ladies Craft nights
  - Christmas Caroling - 22 attended
- Many Bible Studies continue to meet:
  - Sunday Morning - Minor Prophets, 7 Letters to 7 churches
  - Every One His Witness - Tuesday Nights
  - Sunday Night - Nice
  - Friday Morning - Red Sea Rules
- Upcoming Events
  - Lenten Family Calendar - TBD
  - Valentine Cookie Decorating - February 14
  - Ladies Craft Night - February 17
  - Women’s Game Night - February 28
  - Veggies & Ice Cream - March 20
  - Easter Egg Hunt - April 4
  - Marriage Event - April 17-18
  - VBS - June 15-19

**BOARD OF CHRISTIAN DAY SCHOOL** – Prepared by John Swiertz – Presented by Dauna Werner
• Since the November voter’s meeting, the Board of Christian Day School has met monthly. At each month’s meeting we continue to review 2-3 board policies and make changes to the policies if necessary.
• At our December meeting we finished our yearlong bible study on the Book of James. We thanked Tracy Schmidt and Heide Young for their service to the BCDS board. We also began discussing tuition rates for next school year and agreed to continue in the WPCP (Parental Choice) program for another year. We also voted to approve a change to our background check policy.
• During our January meeting we welcomed Tina Krause and Celia Shaughnessy to our board and assigned additional board duties for the year. We started two video based Bible studies through Right Now Media on the Holy Spirit and how we are called to serve the community around us. We also discussed setting 1-2 goals as a board for the 2020 year.
• In January the board set tuition rates for the 2020-21 school year. Tuition rates were increased between $75-$100 for preschool classes and $200 for K-8. The higher increase this year was due to incorporating many of the fees that were normally due on orientation day into the tuition rate to make the orientation process easier on families. K-8 Tuition will be $3100 for the 2020-21 school year.
• During our February meeting we began discussing one of our 2020 goals of starting an incentive/reward program for our teachers. A board member met with teachers to gauge staff’s interest in that type of program at St. Paul. We also continued to discuss our longer term goal for 2020 of how, as a board, we can serve the community around us.

BOARD OF PERSONNEL REPORT – Karen Hanley
• Reviewed and revised job descriptions for office staff
• Revising Board of Personnel Policy and Procedure Manual
• Updating Employee Handbook
• Working on updating review processes for administrator/lead employee positions
• Working on salary budget recommendations

BOARD OF YOUTH MINISTRY REPORT – Acting Chairman Andy Schwartz
• The Board has been working on details for upcoming fundraisers: Lenten Meal, Easter Breakfast, and Mother’s Day Flower Sale.
• The Board has been discussing and brainstorming ideas for new entertainment and service project options for both youth programs. The central theme is to find ways to increase attendance and not become stale.
• Completed planning for the 2020-2021 Budget.
• We are still looking for new members to reach the goal of a full Board of nine people.

BOARD OF STEWARDSHIP REPORT – Andy Schuman
• The items that the board has been working are the following:
  o Electronic giving.
  o Envelopes. Issuing boxed envelopes versus sending envelopes
  o Placards for the pews indicating the 5 ways to give offerings.
  o The budget.
  o Setting some goals for the year.
  o Increasing electronic giving by 5%.
  o Completing the placement of placards.
  o Working on ideas to increase service participation/volunteers.
• 21 students signed up for student aid.

BOARD OF PARISH PROPERTIES – Jim Lindsay
• New water fountain with bottle filler installed in Undercroft.
• New power-flush toilets, sinks and faucets installed in Undercroft restrooms.
• New power-flush toilets installed in girl’s locker room bathroom.
• 5 LED 2'x2’ flat panel lights replaced old fluorescent fixtures in south wing hallway.
• Steinke Service installed 2 24-7 LED fixtures on undercroft stage at stairwell entrances, eliminating trip hazard.
• Water sources identified and listed for upcoming legislation.
• All exit signs and emergency lighting identified, labeled, tested and listed.

It was asked if there was a time set to do striping of the upper parking lot. Per Jim they will look at it in spring.

Living Word High School Report – Pastor Kruse for Steven Witt
• The board meeting was January 27, 2020.
• Enrollment currently stands at 218 students and one international student. There are currently 45 School Choice students (this is the second year it has been offered)
- Working on the budget - budgeting for 223 students and potentially four international students.
- Have seen a growth of about 100 students over the last few years. Will be reviewing their last feasibility study to define their needs. There is space to add on if needed.
- Offering a grandparents Bible study. This is open to everyone; you do not need to be a grandparent, or have any family members attending Living Word.
- Jonathan Schulz who is also on the board spoke. Dr. Steven Witt’s term came to an end in 2019 and the board is looking for replacements for Dr. Witt and for others. Need to have one other St. Paul member to be on the board. Living Word is trying to bring more knowledge of different specialties to the board.
  - There are 26 students from St. Paul attending.
  - Spring Musical is set for March 13th and 14th.
  - Graduation will be May 30th.
  - The annual auction is scheduled for November 2nd.
- Thank Dr. Steven Witt for serving on the board for St. Paul.

**PASTOR’S REPORT – Pastor Anderson**

**Three Joys**

- Sermon series Every One His Witness and the participation boards. The- mission field is expanding quite a bit when looking at the board. Wrapping up the series with Encourage. Will be asking the congregation to fill out a survey this weekend. This survey will be very beneficial for future sermon series.
- Confirmation students are expressing their faith. There have been three nights of interviews. Had the students do a statement of faith to start their interviews. This year is the first year of implementing 75% worship attendance and most are at this level.
- Lay involvement. The time and effort everyone is putting in to do things at St. Paul, very thankful for this. Members giving up free time.

**One Challenge**

To take the next steps from the sermon series; invite someone to attend a function at St. Paul. Have the conversation with unchurched neighbors/co-workers and continue to encourage and keep having those conversations.

**PASTOR’S REPORT – Pastor Kruse**

- Val Bremer has received the Herb Kohl Award and she is also in the Grafton magazine under the musician section. I commend Val, the teachers, church staff and lay people who are working at St. Paul.
- Have heard really good things about the sermon series.
- Hopefully around Easter/Confirmation/Graduation will see a change with the We Care cards. There are four different types of cards. Will be seeing revised We Care card in the pews.
- Eyes on Jesus sermon series will be starting for Lent.
- Attended a mega church conference – to be refreshed and receive new ideas for sermons and Bible studies.
- New member class is scheduled for February 29th.
- Serving on the board of Lutheran Counseling and Family Services as the pastoral advisor for the board of directors.
- Preaching at other locations to keep good partnerships in the communities.
- The EBay gift cards e-mail is a scam. Please make sure to check the ending of the email address should state “splgradton.org”.
- Please pray for us pastors. Together we all walk in Christ. Don’t put your pastor on a pedestal; put on a prayer list.

**PRINCIPAL’S REPORT – Prepared by Mike Yurk – Presented by Dauna Werner**

- We congratulate a few of our teachers that are being recognized for excellence in the classroom - Mrs. Katelyn Cody received the South Wisconsin District Early Childhood Educator Award and Ms. Valerie Bremer is receiving a Herb Kohl Teacher Fellowship Award.
- Early enrollment closed February 15 for next school year. This means the enrollment fee associated with enrollment is not applied to the 1st tuition payment for those that apply in K-8 after February 15. Enrollment in the Wisconsin Parental Choice Program is open until April 20.
- Through the auction donations and various other donations received, we are able to purchase a new computer lab for student use this summer.
- The building committee continues to meet with Groth Design Group as we look at options to deal with our space issues, infrastructure updates and maintenance needs. The committee looks forward to hearing results from the strategic planning group in the coming weeks as they look for potential opportunities for our church and school.
NEW BUSINESS

Endowment Update: Jason Hasenstein, Director of Finance

- The endowment funds remain with Vanguard. The investment mix and asset allocation in the fund has not changed.
- During the calendar year ended December 31, 2019, the balance in the endowment fund increased by approximately $100,700 (roughly a 12% increase), which primarily was achieved through combination of additional endowment fund contributions during 2019 and the market performance of the investments.
- Annually the bylaws of the endowment fund allow for a distribution. The committee is presently accepting endowment grant applications. The endowment grant must be sponsored by one of the boards. You may have already seen notice of the endowment committee accepting grant applications through other communications from the church and school, such as the bulletin, Grace Gazette, and Echo. The application can be obtained by going to the endowment page on St. Paul’s website or by contacting anyone of the individuals on the endowment committee or in our finance office.
- The amount of the distribution is determined by computing 4% of the average fund balance for the preceding 36 months. At the beginning of year, the committee calculated the total amount available for distribution during the 2020-2021 fiscal year by taking 4% of the average fund balance from January 2017 through December 2019. The amount available for distribution is $35,300. Of that amount, $16,300 had been previously allocated to cover a portion of the Auxano contract for the visioning and strategic planning process. Accordingly, we are left with $19,000 available for disbursement during the 2020-2021 fiscal year. We presently have received a couple grant applications to date for the 2020-2021 fiscal year.
- Our next endowment committee meeting is set for Monday, March 2nd.
- Finally, we continue to encourage those interested in setting up an appointment for estate pre-planning services provided by Greg Fictum and Craig Mellendorf. They can assist you setup or revise your will, trust, or estate.

Cemetery Committee Update: Andy Schwartz, Chairman

- Cemetery sales are slow with quite a few members calling for information and they were supplied maps of available plots.
- The Largest expense is cutting the grass – last year we moved away from a contractor and purchased a lawnmower and had some member mow. We saved money and will contact those that previously mowed to see if they would like to mow this year; and then will contact individuals from on the list for mowing.
- Women’s Guild gave a $1,000.00 donation.
- Thank you Rich Musbach for your contributions even though you are not on the committee.
- Jean Steinke is working on updating the cemetery brochure with pricing, etc.

Ratification of Cemetery Committee Appointment(s): Andy Schwartz, Chairman

Every year there is the appointing of the cemetery committee. Gil Thiede, Phil Steinke, Scott Anderson have been appointed to the committee. The chairman and vice-chairman of the congregation also serve on the committee.

There was a motion to ratify the appointments of Gil Thiede, Phil Steinke and Scott Anderson, the chairman and vice chairman. This was seconded. Motion approved.

Ratification of Board Appointment(s): Andy Schwartz, Chairman

As Chairperson, Andy Schwartz can appoint members of St. Paul to fill vacant board positions. These appointments must be affirmed by the Voters’ assembly.

Kate Schmidt was appointed to a three year term to the Board of Evangelism – starting January 2020.
Heather Williamson was appointed to a three year term to the Board of Youth Ministry – starting January 2020.
Brad Dorn was appointed to a three year term to the Board of Elders – starting January 2020.

All the appointments were moved, seconded and approved.

Membership Matters:

There were none.
ANNOUNCEMENTS
The next voter’s meeting is in April and there will be decisions on the budget and vision planning for St. Paul. The 8th grade Washington DC trip is when the meeting is normally held. We would like to be flexible and will have discussion in March with council about potentially changing the date to maybe the latter half of April.

ADJOURNMENT
A motion was passed to adjourn. The meeting was adjourned at 8:31pm and was closed with singing the Common Doxology.

Respectfully submitted,

Tami Viesselmann
Congregational Secretary