

ANNUAL REPORT 2018



STAR OF BETHLEHEM EV. LUTHERAN CHURCH
NEW BERLIN, WISCONSIN

**Star of Bethlehem Ev. Lutheran Church
(WELS)
3700 South Casper Drive
New Berlin, Wisconsin 53151**

Church Phone (262) 786-2900

School Phone (262) 786-2901

MINISTRY COUNCIL

Pastor John Gawrisch

(262) 825-7638

jgawrisch@starofbethlehem.org

Pastor Jonathan Nitz

(262) 786-1595

jnitz@starofbethlehem.org

Pastor Jacob Schwartz

(262) 505-4272

jschwartz@starofbethlehem.org

Timothy Mueller

Principal

(608) 567-9909

tmueller@starofbethlehem.org

Gene Szaj

President

(262) 814-0346

geneszaj@gmail.com

Dave Schoeneck

Vice President

(262) 227-7283

dschoeneck@schoeneck.com

Mark Gerhard

Recording Secretary

(262) 754-1452

Mgerhard1@wi.rr.com

Paul Voss

Spiritual Care Team Leader

(262) 309-2690

Voss.paul.d@gmail.com

Cal Patterson

Finance Team Leader (Treasurer)

(262) 549-5603

papacnnanaj@wi.rr.com

Dan Ott

School Team Leader

(414) 915-9638

ottdanielr@gmail.com

Joel Aldinger

Worship Team Leader

(414) 545-9184

joelnbecky@sbcglobal.net

Larry Schaefer

Properties Team Leader

(262) 679-1801

landstarschaefer@ameritech.net

Jon Lindloff

Outreach Team Leader

(920) 248-6859

jon.lindloff@gmail.com

Karl Metzger

Fellowship Team Leader

(414) 510-7207

kametzger3@gmail.com

Sincere thanks to all of the people listed on the pages that follow, who help in so many ways to serve our Lord and to make Star of Bethlehem Church and School what it is! Your help has been greatly appreciated! Your Christian service and generous support will be needed in the future, just as you have faithfully rendered it in the past. Sincere thanks for all of your time, talents and ongoing efforts.

BOARDS & COMMITTEES

BOARD OF ELDERS

Paul Voss, Team Leader
Aaron Larson
Glen Schmidt
Tom Geske
Tom Luepke
Chad Burow
Peter Lohr
Steve Pielmeier
Patrick Daley
Blair Schaper
Dan Faherty
Cody Fitzwilliams

WORSHIP TEAM

Joel Aldinger, Team Leader
Becky Aldinger, Worship Music Coordinator
Brad Abel
Pastor Nitz

ORGANISTS

Becky Aldinger
Juanita Becker
Betty Bilitz
Denise Bloomquist
Jan Fleming
Charles Habeck
Phil Roever
Sara Butler

CHOIRS

Becky Aldinger,
Mixed & Jubilation Choir, Praise Band, Brass
Jan Fleming, Handbells
Chip Tesch, Men's Choir

AUDIO VISUAL

Joel Aldinger, Coordinator

BIBLE STUDY SET UP

Pastor Nitz
Rhonda & Wally Werner

HEAD USHERS

Tom Geske
Tom Luepke

TEEN BIBLE CLASS

Pastor Schwartz

CRADLE ROLL

Amy Goede

KIDS BIBLE TIME/KINGDOM KIDS

Christine Schnabl
Rebekah Daley
Barb Reneau
Steve Sundby
Pastor Schwartz

FELLOWSHIP TEAM

Karl Metzger, Team Leader
Rose Faherty
Nancy Dernbach
Jeremy Belter
Nancy Urban

OUTREACH TEAM

Jon Lindloff, Team Leader
Karen McAdams
Betty Bilitz
Luann Anderson
Kai Anderson
Pastor Schwartz

LINDEN GROVE VOLUNTEERS

Nancy Albrecht
Pat Corner
LaVerne Oberneder

STAR NEWSLETTER

Janice Peltzer

FRIENDSHIP REGISTERS

Nancy Albrecht
Pat Corner
Doris Lunow
Karen Westphal

ALTAR COMMITTEE

Marilyn Armstrong
Pat Corner
Debbie Stelzner
Nancy Sudfeld
Chuck & Sherry Wichmann

LIBRARY COMMITTEE

Kathi Jakubowski, Chair
Jan Fleming

TOMORROW'S CHOICE

Michelle Garbe
Vicky Alf

CHRISTMAS DECORATING

Vicky Alf
Betsy Kenyon

SECRETARIAL SUPPORT

Jodi Wandschneider
Julie Robles
Wendy Schoeneck

SCHOOL TEAM

Dan Ott, Team Leader
Mike Dunn
Mark Eschenbacher
John Hudock
Nathan Koepke
Phil Roever

DAY SCHOOL FACULTY

Michelle Yass, Preschool Director
Jenny Treuden, Preschool
Kristine Witt, Preschool
Rebekah Daley, Preschool Aide
Lisa Pesick, Preschool Aide
Michele Eschenbacher, ELC
Jenni Sundby, ELC
Becky Aldinger, Kindergarten
Megan Seeger, Kindergarten Aide
Betty Bilitz, 1st Grade
Sara Butler, 1st Grade Aide
Denise Bloomquist, 2nd Grade
Heather Gagnon, 3rd Grade
John Schleis, 4th Grade
Dan Larabee, 5th Grade
Eric Fillner, 6th Grade
Heidi Biesterfeld, 7th Grade
Micah Walz, Vice Principal/Grade 8
Timothy Mueller, Principal
Janeen Roska, Extended Learning

HOME & SCHOOL ASSOC.

Dan Neuirth, President
Doug Shiery, Secretary-Treasurer
Patrick Martin, Program Coordinator
Open, Activity Coordinator
Alicia Kobishop, Fundraising Coordinator

ALTAR FLOWERS & DECORATING

Carol Wendt
Nancy Albrecht
Jan Tippelt

BAPTISMAL NAPKINS/BLANKETS

Linda Nimmer
Nancie Urban

CHURCH SIGN

Jim & Shelly Garbe

PROPERTIES

Larry Schaefer, Team Leader
 Joshua Nitz
 Mike Reneau
 Larry Schaefer, Jr.
 Eric Westin
 Dave McAdams

LAWN CARE

Steve Pielmeier
 Ben Pielmeier

FLOWER BEDS

Karen McAdams

SNOW REMOVAL

Andy Kasten
 Larry Schaefer Sr.
 Larry Schaefer Jr.
 Ed Tippelt

FOOD COMMITTEE

Nancy Dernbach, Co-Chair
 Jan Fleming, Co-Chair
 Vicky Alf
 Kathy Achatz
 Nancy Albrecht
 Karen Hanson
 LaVerne Oberneder
 Joy Patterson
 Delores Schuetze
 Nan Szaj
 Jan Tippelt
 Linda Abel
 Kathryn Dietrich

VISION PLANNING

Dave Schoeneck, Chairman
 Pastor Gawrisch
 Pastor Nitz
 Pastor Schwartz
 Tim Mueller
 Ed Carow
 Dave Rodgers
 Jeff Rumler
 Lee Westphal
 Gene Szaj

STAR CARES FUND

Ken Imig
 Tom Geske
 Tom Luepke
 Gene Szaj
 Jesse Treuden
 Pastor Gawrisch

TECHNOLOGY COMMITTEE

Don & Diane Amby
 Robert June
 Rob June
 Dan Larabee
 Tim Mueller
 Kris Olson
 Rich Raether
 Chip Tesch
 Mike Walter
 John Schleis

COUNTING COMMITTEE

Brad Abel
 Linda Abel
 Don Achatz
 Christen Austad
 Aaron Betry
 Eric Curtis
 Kelly Curtis
 Julie Henke
 Steve Henke
 Karen Lindemann
 Kirt Miller
 Kent Oren
 Glenn Reinhardt
 Fred Schuetze
 Nancie Urban

PARISH NURSING

Susan Abel, RN
 Kathy Achatz, RN
 Stephanie Neuwirth, MD
 Don Nimmer, MD
 Heather Schaefer, LPN
 Nancie Urban, RN
 Rhonda Werner, RN

BUILDING COMMITTEE

Dave Schoeneck, Chairman
 Brad Wetzell
 Brian Roser
 Eric Westin
 Gene Szaj
 Pastor Schwartz
 Jesse Treuden
 Jon Maertz
 Larry Schaefer
 Matt Magill
 Micah Walz
 Nathan Koepke
 Rose Faherty
 Ryan Bedford
 Tim Mueller

FINANCE TEAM

Cal Patterson, Team Leader
 Aaron Betry, Revenue Coordinator
 Chuck Wichmann, Expenditure Coordinator
 Steve Henke
 Larry Jakubowski
 Glenn Reinhardt
 Nancie Urban
 Eric Ferguson
 Mike Olson
 Rich Raether

STAR STAFF SUPPORT TEAM

Dave Kenyon, Chairman
 Randy Alf
 Vicky Alf
 Joanne Colasacco
 Ken Imig
 Cheryl Imig
 Betsy Kenyon
 Stephanie Neuwirth
 Wendy Schoeneck
 Nancie Urban

MEMBER CONNECTIONS

Karen Westphal
 Carole Luepke
 Tom Luepke
 Nan Szaj
 Gene Szaj
 Ed Tippelt
 Jan Tippelt
 Brad Purpus
 Stephanie Purpus
 Mya Sparacino
 Deb Linsmeyer
 Betty Bilitz
 Kristin Wagner
 Dave Kenyon
 Betsy Kenyon
 Paul Voss
 Randy Alf
 Vicky Alf
 Michelle Pace

WISCONSIN LUTHERAN H.S.

Steve Henke
 Dan Larabee
 Mike Olson
 Pastor Nitz

ANNUAL REPORT 2018

As for man his days are like grass, he flourishes like a flower of the field; the wind blows over it and it is gone, and its place remembers it no more. But from everlasting to everlasting the Lord's love is with those who fear him, and his righteousness with their children's children – with those who keep his covenant and remember to obey his precepts. (Psalm 103:15-18)

Dear members of our Star of Bethlehem family;

The year 2018 has drawn to a close. Along with it, the curtain has come down on our church and school's Mission and Ministry Plan for another year. Much has been accomplished over the last 12 months for us to see with many blessings to recount. For any successes that we have enjoyed – to God be the glory! If we have failed at any point, it was our own fault and due to our own human weakness and spiritual immaturity, that we did not accomplish even more for the Lord's kingdom in the year 2018 than we did.

Our Mission and Ministry Plan for 2019 will be even more challenging than last year. We will most certainly need the Lord's presence and blessing upon our feeble efforts to carry out his plan for our congregation and our outreach into the community and beyond in 2019. May the Lord bless our work and the Holy Spirit empower us by the Means of grace to do his will – and grant his blessing upon our Ministry Plan and our message in 2019 so that even more members are added to his church here on earth and many more souls are with us in his eternal kingdom.

FROM EVERLASTING TO EVERLASTING

- 1. Our days are like grass***
- 2. Our God is eternal***

Human life is very fleeting. In comparison to God's eternity or the age of the earth, it is as short as the life of a flower. Some flowers like the daylily flourish for only a day. We know how quickly a flower withers when it is cut or broken off in a strong wind. When it is severed from its source of nourishment and moisture, it begins to shrivel up, dry up and die. That can happen overnight! In the same way all human life is like grass. It is very short even if those years are 70, 80, 90 years or even more. Moses described even many years as a time that passes by very quickly and a time that is filled with trouble and sorrow. *"The length of our days is seventy years – or eighty, if we have the strength; yet their span is but trouble and sorrow, for they quickly pass, and we fly away."* And even with the blessing of a lengthy time of grace, our human lives are very fragile like flowers that are burned up by the sun, bitten by the frost, choked by the weeds, and dying of thirst. It can all happen in a single day!

Our time of grace is precious! Our time to be brought to faith in Jesus our Savior through Holy Baptism or through the hearing of God's Word is now. Our time to receive the nourishment of God's sustaining Word and to be refreshed by his Holy Supper is right now! Our time to serve as representatives of God and examples to others to make faithful use of the Means of Grace, the Gospel in Word and Sacraments, beginning in our own families and our own circles is right now! Our time to pass on the truths of our faith to the next generations is now! Our time to witness to our co-workers about our loving God, to speak about the world's only Savior with our neighbors, to invite and encourage a straying

member of God's flock to come home, to use our resources to reach out with the saving Gospel to all of those "wilting flowers" in this world, is right now! Why? Because our lifetime, our achievements, our best efforts, our hard-fought team championships, our personal victories and now tarnishing trophies could all be inscribed with the psalmist's somber summary: *"The wind blows over it and it is gone, and its place remembers it no more."*

That fact is re-inforced every time we carry our loved ones out to the silent city of the dead, only to leave their bodies behind to decay. Or maybe we try as best we can to keep alive fond memories of them by clinging to their ashes in a polished urn and place it close by on the mantle so that we won't forget them. The brevity of life is clearly seen by our graying temples, weakened eyes and ears, wobbly legs, sagging backs and slouching shoulders. And the beauticians and barbers, the cosmetics and plastic surgeons, the replaced knees, hips, and shoulder joints, the growing numbers of retirement communities, nursing home centers and hospice care facilities all remind us to be ready and prepared for the time of our own departure from this life. It seems like only yesterday when we were children, when our own children were young, and when our grandchildren and great-grandchildren were born. Now they are growing up, have grown up and are gone from home, and we are growing old! Certainly, our days are like grass!

The changing of another calendar reminds us that time is marching on. We are drawing closer and closer to our own departure from this life. How dreary and depressing our lives would be! *"But from everlasting to everlasting the Lord's love is with those who fear him, and his righteousness with their children's children – with those who keep his covenant and remember to obey his precepts."*

Our God is eternal! The God who made the flowers beautiful and the grass green is our God who is *"from everlasting to everlasting."* Even before the time when God said, *"Let there be light,"* our God was already there. As far back as your mind can possibly conceive of in the past, *from everlasting* in that direction, Father, Son and Holy Spirit were already there. We can't begin to know what that is like, because we don't know anything or anyone that is like that! What a great God we have, eternal *from everlasting!* How puny and small our complex problems and complicated issues must seem to him? He's seen it all, been there and done that before – like no one ever has or will ever repeat.

Our God *"from everlasting to everlasting"* is also ever-present with us, especially in time of need. He lovingly invites us to *"Call upon me in the day of trouble; I will deliver you, and you will honor me."* He is and always will be *"our Refuge and Strength, an ever-present Help in trouble. Therefore we will not fear, though the earth give way and the mountains fall into the heart of the sea.....Be still, and know that I am God."*

He is a God who knows the devil's tricks and subtle traps. He's there to watch us take the bait, get hooked, and swim helplessly into the net time and time again. And what we promise to never do again, we do again, and again, and again. We can't remain faithful to his commands for a single day, or walk the path of righteousness without stumbling miserably day after day, all the way until our journey's end. And the end of our journey deserved to be death and everlasting punishment in hell because of our sins!

Nevertheless, our God assures us that though our sins are countless and filthy, he tells us through Prophet Isaiah: *"Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool."* And Prophet Micah pictures our forgiveness in this way: *"You will have compassion on us....and hurl all our iniquities into the depths of the sea."* And the psalmist David is astounded as he contemplates God's forgiveness in this way: *"As far as the east is from the west, so far has he removed our transgressions from us."*

Our just and eternal God, instead of punishing us, chose to send his own Son into the world to be conceived by the Holy Spirit in the womb of a virgin mother, be born in a stable with a manger as his first bed. When our eternal God's time was just right, *"God sent his Son, born of a woman, born under law, to redeem those under law, that we might receive the full rights of sons."* God adopted us into his family of believers through the water and Word of Holy Baptism. He brought several of our children and grandchildren into his family by this precious means in 2018. He enabled quite a number of our members, adults and children, to make their Confirmation promises to be faithful to him before his altar again this year. He has nourished the faith of all those who received his Holy Supper for the assurance of our forgiveness and strength to walk according to his commands month after month for another year. We presently have our highest enrollments in our Preschool and our Lutheran Elementary School in the history of our church and school, so that Christian education might spread throughout our congregation and into our community. Along with these blessings also come the challenges of crowded classrooms, the need for expanded ministries to have additional space, and the trials that come with time for our stewardship resources to catch up with our additional growth. Our *Gifted and Growing Capital Campaign* is an effort to address some of those challenges. The Lord blessed that effort with commitments over and above our regular offerings of \$1.2 million throughout the next 3 years to construct whatever we can and whenever we can to meet our ministry needs. All of these are wonderful challenges to face at a time when many churches and schools are struggling to stay afloat, we are blessed with ongoing growth. To whom do we attribute these things? *The Lord's love is with those who fear him, and his righteousness with their children's children – with those who keep his covenant and remember to obey his precepts.* God has kept his promises and he always will – *from everlasting to everlasting!*

Is there any doubt that the *Lord's love* will be with us as we head into the future? We have that manger, the cross and an empty grave as guarantees that God will always keep his promises to us today, tomorrow and everyday on into the future and forward in that direction on into eternity. God's love will remain with us and our children from generation to generation. It will still be with us after we have died, while our bodies rest in the grave and our souls are kept in heaven. God's love will uphold our children and grandchildren when we are no longer present to support them. His love will continue to bless us all when we are reunited with them in eternity. God's kingdom is eternal and we are invited to be a part of that kingdom forever! *"I have loved you with an everlasting love,"* our Lord declares through Prophet Jeremiah. *"Fear not, for I have redeemed you; I have summoned you by name; you are mine. When you pass through the waters, I will be with you; and when you pass through the rivers, they will not sweep over you. When you pass through the fire, you will not be burned; the flames will not set you ablaze. For I am the Lord, your God, the Holy One of Israel, your Savior,"* God's Prophet Isaiah gives us this all-encompassing guarantee throughout life. And he will never go back on it or change his mind, because *"Jesus Christ is the same yesterday and today and forever!"* (Heb. 13:8)

Jesus has promised to have a prepared place reserved for us in heaven. That place has been paid for with Jesus' innocent suffering and death and our permanent lease has been signed with Jesus' holy precious blood. The walls have been painted with the dazzling brightness of Jesus' holiness. And our reservation will be held for us until Jesus returns to bring us to that prepared place on the Last Day. Or, even better, if God summons us out of this life at the best time for us, as he gathers our souls one by one to wait with him in heaven to be reunited with our bodies at that appointed time.

Many of our members have experienced the loss of loved ones this past year. These dear ones are now experiencing the truthfulness of the Apostle Paul's words: *"For to me, to live is Christ and to die is gain."* They are experiencing such wonders and such joyful pleasures, that they do not want to return and never will. They are enjoying the pleasures of that place, which was seen by the Apostle John and beautifully described for our comfort in the Book of Revelation: *"These are they who have come out of the great tribulation; they have washed their robes and made them white in the blood of the Lamb. Therefore, they are before the throne of God and serve him day and night in his temple; and he who sits on the throne will spread his tent over them. Never again will they hunger; never again will they thirst. The sun will not beat upon them, nor any scorching heat. For the Lamb at the center of the throne will be their Shepherd; he will lead them to springs of living water. And God will wipe away every tear from their eyes."*

Once we are raised from the dead and reunited body and soul, we will experience the eternal joys and pleasures of heaven! This is what we have to look forward to. And this beautiful scene and harmonious singing of heaven will never cease. *"Hallelujah! For our Lord God Almighty reigns. Let us rejoice and be glad and give him glory! For the wedding of the Lamb has come, and his bride has made herself ready. Fine linen, bright and clean, was given her to wear."* (Fine linen stands for the righteous acts of the saints.) *"Then the angel said to me, Write: 'Blessed are those who are invited to the wedding supper of the Lamb!' And he added, 'These are the true words of God.'"*

Life in the eternal City is something we don't want to miss out on! It is something so wonderful that we want everyone, including our children and grandchildren, to enjoy together with us and our loving God forever. The Apostle John records precisely what he saw. *"I saw a new heaven and a new earth, for the first heaven and the first earth had passed away, and there was no longer any sea. I saw the Holy City, the new Jerusalem, coming down out of heaven from God, prepared as a bride, beautifully dressed for her husband. And I heard a loud voice from the throne saying, 'Now the dwelling of God is with men, and he will live with them. They will be his people, and God himself will be with them and be their God. He will wipe every tear from their eyes. There will be no more death or mourning or crying or pain, for the old order of things has passed away.'"*

And he adds even more to whet our appetites for what is still to come. *"I did not see a temple in the city, because the Lord God Almighty and the Lamb are its temple. The city does not need the sun or the moon to shine on it, for the glory of the Lord gives it light, and the Lamb is its lamp. The nations will walk by its light, and the kings of the earth will bring their splendor into it. On no day will its gates ever be shut, for there will be no night there. The glory and honor of the nations will be brought into it. Nothing impure will ever enter it, nor will anyone who does what is shameful or deceitful, but only those whose names are written in the Book of Life."* These are just a few of the marvelous things that God has in store for us to experience and enjoy from now on *to everlasting*.

In 2019 the Lord would want us to continue to invite more and more people by every possible means to come and hear about the world's only Savior here at Star of Bethlehem. He would want us to continue to utilize our facilities to the max for his worship and praise every week through faithful hearing of his Word and frequent reception of his Holy Supper for our own spiritual growth. He would want us to continue to grow in our knowledge of his Word and love for our Savior with increased Bible study in our homes and our congregation. We have opportunities for all of us to do that in this new year of 2019. He would want us to continue to train up our children in the nurture and instruction of the Lord through Christian education for all ages and by providing the necessary financial support for anyone who wants to receive it. And may we hold before our youth the high calling of

being pastors and teachers so that they might serve in churches and schools in the years to come in the full-time ministry of God's kingdom. He would want us to use our resources in 2019 or as soon as possible to begin construction of our facilities for ministry expansion in both our church and school with the funds that are committed with your over and above gifts in our *Gifted and Growing Capital Campaign*. Thank you for those generous offerings and your continued financial support!

What will our Lord have in store for you and your loved ones in 2019? I know it will be "good" because of God's promise to make it so. May we strive to maintain a focus on those things that last. May we do as much as we possibly can to share the water and Word of life with the "wilting flowers" of our community and world with another year of God's grace. May we do it with a sense of urgency, realizing that our time is short! We, too, are grass! What a blessing it is to know that our God is eternal, and his love is "from everlasting to everlasting!"

Year in Review

- Jan. 5-6 *Awake/Alive Conference*
- Jan. 6-8 Regular Schedule resumes for Worship and Spiritual Growth
- Jan. 7 *Curb Your Enthusiasm* topic of Adult Bible Class on Sundays
- Jan. 13 Take down Christmas Decorations
- Jan. 15 Western Lakes Pastoral Conference at St. John's, Mukwonago
- Jan. 22 Preschool Open House
- Jan. 26 Early Risers Bible Class (*Ephesians – The Winning Church Team*) 6:30 a.m.
- Jan. 31 Kindergarten Open House
- Feb. 6 Vision Sharing with Team Coordinators and Team Members
- Feb. 7 WLHS Delegate Conference
- Feb. 14 Ash Wednesday 2 Services for Lent & Lenten Supper (*Jesus is our Great High Priest* theme) *Valentine's Day* (*Shared pulpits with Mt. Calvary*)
- Feb. 18 *Follow the Leader* Bible Class
- Feb. 21 Midweek Lenten Services & Lenten Supper
- Feb. 24 Rummage & Bake Sale (HSA)
- Feb. 25 WLC Choir for Services
- Feb. 28 Midweek Lenten Services & Lenten Supper
- March 4, 11 & 18 *Parenting* Bible Class
- March 7 Midweek Lenten Services & Lenten Supper
- March 9-11 Lutheran State Basketball Tourney
- March 12 *Bowling Event* for *Star Student Fund*
- March 14 Midweek Lenten Services & Lenten Supper
- March 21 Midweek Lenten Services & Lenten Supper
- March 24 Examination of Confirmands
- March 24 Seniors to WLHS Sacred Concert
- March 25 Palm Sunday and Confirmation (WLHS Brass & Woodwinds Ensemble)
- March 29 Maundy Thursday Communion Service
- March 30 Good Friday Tenebrae Services (1:00 & 6:30 p.m.)
- April 1 Easter Festival Services (7:00 & 9:30 a.m.)
- Easter Breakfast (8:00-9:15 a.m.)
- April 8 *iShare* Bible Class begins
- April 9 Western Lakes Pastoral Conference at Pilgrim Lutheran

April 14 *Easter Extravaganza*
 April 14 *WLHS Dinner Auction*
 April 21 Work Day
 April 26 Administrative Assistants' Day
 April 29 Social Dinner at the Machine Shed
 May 1 Star Men's Softball Season begins
 May 5 *Star 5K/3K Run or Walk*
 May 6 *Values in the Christian Home* Bible Class begins
 May 10 Ascension Day Service
 May 15 *Culver's Night for HSA*
 May 18 Early Risers Bible Class (*Philemon*)
 May 18 Grandparents' Day
 May 18 Family Night
 May 19-21 Pentecost Services
 May 22 Pastoral Circuit Meeting at Star of Bethlehem
 May 24 Preschool 3's Picnic
 May 25 Preschool 4's Graduation and Picnic
 May 30 LES Closing and Graduation Service
 May 31 LES Picnic
 June 3 Observance of 40th Ann. in the Ministry Service for Pastor G (President David Kolander preached with reception following the Special Service)
 June 6 WLHS Delegate Conference
 June 10 *Awake/Alive Conference* at Muskego
 June 10 19-Minute Bible Studies begin for summer
 June 10 Farewell for the Riesop family after 10:00 a.m. Service
 June 12-13 Southeastern Wisconsin District Convention
 June 23 *Canticum Novum Concert*
 June 24 Church Picnic at Valley View Park (10:00 Service was at the Park)
 July 4 New Berlin Parade Float with Men's Chorus
 July 4 Fireworks
 July 16-20 Music Camp for VBS
 July 22 Music Camp students sing for 10:00 a.m. Service
 July 24-25 Parking Lot resealed
 August 3 *WELS Night at Brewers*
 August 19 Back to School Picnic
 August 26 Installation of Janeen Roska and Eric Fillner
 August 27 LES Opening Service
 August 27 Men's City Softball Tourney
 August 29 Senior Picnic
 September 9 Spiritual Growth Programs Begin (*Prayer* topic for Adult Bible Class)
 September 9 *Parenting Lessons* Alternate Bible Class
 September 10 *Sin and Grace* Bible Study on Monday Nights begins
 September 15-17 Capital Campaign Kick-off
 September 19 Teen Cookout
 September 28 Praise Band Concert
 September 30 *Pace Setter Meeting*
 Weekends in October *Gifted and Growing Capital Campaign emphasis*
 October 3 WLHS Delegate Conference
 October 14 *In Defense of the Truth* Bible Class begins

October 14	<i>Fearfully and Wonderfully Made</i> (Women's Bible Class)
October 19	Preschool Fall Family Night
October 20	Chili Cookoff/Pie Sale/Beer Tasting for <i>Star Cares Fund</i>
November 3	Flowerbed Cleanup
November 3-5	Reformation Services
November 8-10	Star Tip-off Tourney
Nov. 11	Veterans' Day (<i>Ammo Can Collection</i>)
November 13	Voters' Meeting on School Choice
November 21-22	Thanksgiving Services
November 25	<i>People of the Nativity</i> Bible Class begins
December 1	Decorate for Christmas
December 1-3	Commitments returned for <i>Gifted and Growing</i>
December 2	<i>Advent by Candlelight</i>
December 2	Men's Basketball League Begins
December 4	School Choice Open Forum
December 5	Advent Services (<i>He Will Come To Save</i> theme)
December 12	Advent Services
December 15	Preschool Christmas Service (531 in attendance)
December 19	Linden Grove Christmas Service and Gift Distribution
December 19	Advent Services
December 23	Choral/Instrumental Christmas Concert
December 24	Children's Christmas Eve Services (3:00 & 5:00 p.m.)
December 24	Candlelight Service on Christmas Eve (7:00 p.m.)
December 25	Christmas Day Service 9:30 a.m.
December 31	New Year's Eve Communion Service (6:30 p.m.)

Membership Changes

- Received into Membership –
 - By Transfer –
 - KATIE ZARUBA
 - MARIANNE WANTY, EMILY, MARK and MATTHEW
 - THOMAS POTRYKUS
 - MELISSA SENKBEIL and Liliana
 - DULCE DURAN CLOSNER and Max
 - LINDSEY HINTZ
 - ERIC & KRISTAL FILLNER, Brooklyn and Brayden
 - SAM & GRETCHEN SIEMERS, Amelia and Harrison
 - JODI PLOTT, Earlaina and Linley
 - HEATH & SARA BUTLER, LAUREN, KAITLIN, Amelia and Tessa
 - TOM & DIANE SIEVERT, NATHAN
 - BEN & LISA DEROUIN, Jovi and Calla
 - NICOLE KOWALSKI
 - SHELBY SPACIAL and Sawyer

- By Rite of Holy Baptism – Adult
 - Leticia Stadney on September 16

- By Rite of Holy Baptism – Child
 - Sadie Ann Walz on Feb. 8 (Affirmation on April 8)
 - Logan James Springer on May 20
 - Michael John Mueller on June 17
 - Benjamin Isaiah Fitzwilliams on August 12
 - Greyson Lee Senkbeil on August 26
 - Avery Whitney Glasel on September 15
 - Elliot James Purpus on September 16
 - Phoenix Stadney on September 16
 - Maggie Eleanor Stanford on October 7
 - Braylie Rae Lindenstruth on Oct. 21

- By Rite of Confirmation, Adult –
 - Sara Eckert
 - Kyle and Niki Pokwinski, Axel and Knox
 - Jamie Takahashi and Emi

- By Rite of Confirmation, Child – March 25, 2018

<ul style="list-style-type: none"> ▪ Travis Beckler ▪ Rainer Betry ▪ Chase Brensinger ▪ Grace Daley ▪ Dustin Ehlert ▪ Cole Findrick ▪ David Miles 	<ul style="list-style-type: none"> ▪ Samuel Nolte ▪ Lucas Oswald ▪ Jeffrey Pesick ▪ Andrew Reich ▪ Emily Treuden ▪ TJ Xing ▪ Benjamin Zaborowski
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- By Profession of Faith –
 - STEPHANIE LOOSE and Hudson
 - JONATHAN & JANINE GRELK, Joshua and Emily
 - ERIN WINKLER, Jackson and Joseph

- Transferred –
 - ROBERT & BETH DUMMER, RACHEL and REBECCA
 - SARAH HOOYMAN
 - BRADLEY REINHARDT
 - SHAD RADES and Grace
 - MICHAEL & JEANETTE EMMRICH, BRIANNA, ABIGAIL and TYLER
 - RACHEL TESCH
 - ANNETTE, STEVE and ERIC ANDERSON
 - WILLIAM & DAWN BLACK
 - MIKE FRICKE
 - KELSEY MENON and Aiden

- ALLISON PERSICK
- SHAWN & KASEY RIESOP, Corey, Lauren and Callen
- KACI IMIG
- MISTY MARVIN, McKenzee, Austin and Callia
- TODD & JESSICA NOVOTNY and Emerson
- LUKAS & ASHLEY BONUS
- DOUGLAS & ASHLEY DIETER, Akeelah Coster, Lincoln, Greyson and Jameson
- BRIAN GULRUD
- DAN & LINDA METZ
- TYLER PARBS
- CHAD & LORI BUROW, and ZACHARY

- Released –
 - Elouise Zorn

- Gone to be with the Lord –
 - Memorial Service for Dustin Lindner on Jan. 16
 - Funeral Service for Clyde Larson on Feb. 3
 - Funeral Service for Doug Kriefall on Feb. 27
 - Memorial Service for Laurie Lindner on May 11
 - Memorial Service for Lana Athas on June 16
 - Memorial Service for Diane Nabke on July 27
 - Death of Rose Buchenauer on July 31 (No Service by family's request)
 - Memorial Service for Carol Jeske on Oct. 26
 - Memorial Service for Mark Koelsch on Nov. 13
 - Funeral Service for Caroline Parrent for Nov. 29
 - Funeral Service for Melvin Pagenkopf on Dec. 15
 - Memorial Service for Tricia Ann Homan on Dec. 28

- Weddings –
 - Lilian Herber and John Henning on June 16
 - Jessica Wasser and Jeremy Smith in Lake Geneva on July 27
 - Amanda Smith and Brandon Stelloh on Nov. 3

*Present membership stands at 951 Communicants and 1,278 Souls.
488 Souls were in Worship Services each week or 37.5% of our membership.*

Worship Team

I rejoiced with those who said to me, "Let us go to the house of the Lord." (Psalm 122:1)

2018 Worship Team Structure

- **Worship Team Leader:**
 - Appoints, leads and guides the team of Worship Coordinators
- **Worship Service Coordinator:**
 - Has oversight of ushers, altar guild, greeters, sound board, banners, decorations and flowers. Brad Abel has served in this position for 2018; he will serve again in 2019
- **Worship Planning Coordinator:**
 - Has oversight of weekly service folders and the Power Point slides for services. Pastor Nitz has served in this position for 2018; he will serve again in 2019
- **Worship Music Coordinator:**
 - Has oversight of choirs, instrumental ensembles, praise band, organists, hand bells, and scheduling of music rehearsals. Becky Aldinger has served in this position for 2018; she will serve again in 2019

2018 Worship Service Highlights

- Ash Wednesday, February 14: Beginning of Mid-Week Lenten Series, *Jesus Christ is our Great High Priest*, preaching rotation with Mount Calvary Lutheran pastors; 2018 was the first year that two services were held, at 4:00 pm & 6:30 pm
- Sunday, February 25: Wisconsin Lutheran College Choir enhanced service
- Palm Sunday 8:00 am March 25: Wisconsin Lutheran High School Instrumental Ensemble; Confirmation 10:30 am service enhanced by Adult Choir
- Maundy Thursday, March 30: Confirmands' first communion, enhanced by Adult Choir
- Good Friday, March 31: Tenebrae Services featuring Adult Choir, Star Instrumentalists and narration for 1:00 pm & 6:30 pm services
- Easter Sunday, April 1: 7:00 & 9:30 am services enhanced by Adult Choir, Star Brass & Star LES children
- Thursday, May 10: Ascension Eve service enhanced by Adult Choir, LES children & Star Brass
- Sunday, June 3: Pastor Gawrisch's 40th Year in the Ministry Celebration Service; SEW District President Pastor David Kolander preached, with the theme "*On the Plains of Moorland*"
- Friday, June 23: Concert performed by the WELS Chamber Choir, *Canticum Novum*
- Sunday, June 24: Outdoor Worship Service & Church Picnic at Valley View Park
- August 11-13: Musician Chris Dreisbach led worship music for services with the theme *How Can Creation Be True?* He also performed a 45-minute solo mini-concert was performed between services
- Friday, September 21: Back-to-School Evening of Praise: Praise Band concert with background and featured songs by Adult Choir, LES Children's Choir, and pieces accompanied by Star Instrumentalist Ensemble
- Wednesday, November 21: Thanksgiving Eve service enhanced by Adult Choir and Star Brass enhanced the Men's
- Thursday, November 22: Thanksgiving Day service enhanced by Men's Choir and Star Brass
- Wednesday, December 5, 12 & 19, 4:00 pm & 6:30pm: Mid-Week Advent Services with the theme "*He Will Come to Save You*"
- Saturday, December 15: Pre-School Children's Christmas Service

- Sunday, December 23: Christmas Choral Concert Service with enhancements from Adult Choir, Men's Choir, Instrumentalists, Jubilation Choir, and Praise Band
- Monday, December 24: Christmas Eve Children's Services at 3 pm and 5 pm; Candlelight Service at 7 pm
- Tuesday, December 25: Christmas Day Service at 9:30am
- Monday, December 31: New Year's Eve Service with Communion

Worship Team Business 2018 Highlights

- 2018 Ministry Worship Team Ministry Plan presented at the 2018 Vision Planning Meeting
 - Key Worship Team Ministry Plan goals addressed and accomplished during the year:
 - *Better and more timely worship and worship music planning*
 - *Continued worship variety with more regularity, in both liturgy and service enhancements*
 - *Improved worship service "flow"*
 - *Improvement in timing and scope of requested worship budgeted items*
- New Member Connection Card System for tracking member and visitor worship attendance became fully operational in January, with pen holders having been installed on the pews in the sanctuary
- Revision of Usher Duties & Guidelines; meetings were held in November to review changes with Head Ushers and Captains
- Establishment of a planned 90-day-rolling Worship Schedule inclusive of all service and volunteer components

Thanks & Acknowledgements

The Worship Team gives thanks and praise to our God for another year of continued blessings on the Worship Ministry here at Star of Bethlehem. We gratefully acknowledge the time and talents contributed by the individuals, groups, and ensembles below:

Pastors
 Ushers
 Greeters
 Decorations Team
 Floral Care Team
 Audio/Visual Crew
 Altar/Communion Team
 Baptismal Font Care
 Hand Bell Choir
 Adult Choir
 Men's Choir
 Jubilation Choir
 Instrumentalists
 Organists
 Star Brass

I always thank my God for you because of his grace given you in Christ Jesus. (1 Corinthians 1:4)

Respectfully Submitted,
 Joel Aldinger
 Worship Team Leader

Teen Ministry

The Teen ministry this past year was marked by intermittent small gatherings here at Star of Bethlehem. These gatherings, led by Pastor Schwartz, typically included a short Bible study, social time, games or activities, and snacks. As the 2018 school year began, Teen Group kicked off the year with a cookout and has gathered for a number of open gyms with Bible study. 2018 ended with a 4 week Teen focused Bible study as part of our Sunday Spiritual Growth Hour (led by various presenters). Teen Ministry is in need of a coordinator as well as parent volunteers to allow the program to grow and flourish.

Respectfully submitted,
Pastor Jacob Schwartz

Kid's Bible Time & Kingdom Kids

Kid's Bible Time runs on Sunday mornings as part of our spiritual growth hour in between regular worship services, and is for children in grades PreK-4th Grade. We've been blessed this year to be able to offer 3 different levels (PreK & K, 1st-2nd, & 3rd-4th), with a team of dedicated teachers at each level. Special thanks to Christine Schnabl, Steve Sundby, Bekah Daley and Barb Reneau for leading those teams and letting the light of Christ shine through their dedication and their teaching. Thanks to the many other volunteers and parents who make this possible as well. We hope to continue to build this program up in the coming years so that it can continue to be a blessing to our children and our families.

Kingdom Kids is intended to be the next step up from Kid's Bible Time for children beginning in 5th grade and continuing through 8th grade. We finished with Paul's mission journeys at the end of last school year and then began a series entitled Judgment and Dreams this school year. We've looked at the world through eyes and ears of God's prophets, as God spoke to them in many different ways using visions and dreams, giving them messages to relay to God's people. In Kingdom Kids, children get to 'Follow the Life' by studying a Bible story, 'Apply the Story' to their own lives, and finally they get to 'Live the Mission' as we give them opportunities to serve and witness through projects we work on in our classroom. Thank you again to all the volunteers who have made this work possible, and to our Lord for his blessing on this program as well.

We hope that you and your family will continue to take advantage of these Sunday Morning growth and volunteer opportunities!

Respectfully Submitted,
Pastor Schwartz

Outreach Team

2018 Events

- There were many exciting events that took place this year that the Outreach Team coordinated
- The Easter Extravaganza
 - The Easter Extravaganza took place on April 14th, it was a huge success with over 170 people in attendance
 - There were two bounce houses, a scavenger hunt, good food and fellowship

- We also had the opportunity to show the school off to many new families looking for a place to send their kids to school
- 4th of July Parade
 - The Men's Choir participated in the 4th of July Parade
 - We handed out over 1200 water bottles with flyers for VBS
- VBS-Rock'n Rhythm
 - This year for VBS, Rock'n Rhythm was held on July 16-20
 - More than 70 children attended along with many volunteers and helpers
 - Children learned how to play many different instruments but most importantly they learned the love of their Savior
- Attended Telling the Next Generation
 - We had 10 people from Star attend
 - We worked on a plan on how to reach out to unchurched school families
- We also helped several other committees with Star events
 - We coordinated with the Fellowship team, specifically Rose Faherty, to help plan the church picnic
 - We also worked closely with several Star members on the C18 program put out by our Synod for Christmas

We, on the Outreach Team, would like to stay thank you to all who helped, served, and volunteered their time, gifts, and talents this past year to make 2018 such a great success. We look forward to working with all of you again in 2019.

Respectfully, your Outreach Team, Jon Lindloff, Karen McAdams, Betty Bilitz, Kai and Luann Anderson, and Pastor Jake Schwartz

Star of Bethlehem Lutheran School

EXEMPLARY ACCREDITATION

Star of Bethlehem School received EXEMPLARY accreditation from the Wisconsin Evangelical Lutheran School Accreditation for the 2018-2019 school year. We praise God for his blessings.

ENROLLMENT

The Preschool has been blessed with 78 students in the program. This is an all-time high.

In K-8 we have the privilege to spread God's Word to 174 students. This is an all-time high.

We praise our God for the wonderful blessing to be bringing the love of Jesus through a Christ-centered, excellent education to this many little lambs each day.

CALLS

Mr. Shawn Riesop accepted a call to teach at Immanuel in Greenville, WI. Mr. Eric Fillner accepted the call to teach 6th Grade and serve in our curriculum and instruction department.

Mr. Micah Walz will serve as our Athletic Director.

Miss Janeen Roska accepted the call as Extended Learning Director and to teach upper grade music.

TECHNOLOGY

Much technology equipment was purchased and deployed including a new phone system, Fiber optic cable to improve bandwidth, two projectors installed in the 1st and 6th grade rooms, and a Chromebook cart.

School Choice

Much time throughout the entire calendar year was spent on the researching the possibility of School Choice here at Star. The School Board identified the pros and cons and designed an implementation plan in order to maintain the Christ-centered, excellent school culture that all love so much.

THANK YOU!

We would like to thank Star of Bethlehem Church for the wonderful ministry through the school that it leads and support. Thank you also to the many, MANY volunteers who work in many and varied ways to make sure that Star of Bethlehem Lutheran School is a wonderful place for kids to come and receive an education that will last through this life and into eternity!

Respectfully submitted on behalf of School Board, Dan Ott, Chairman

Star Staff Support Team

In 2018 the Star Staff Support Team (formerly known as the Called Worker Care Committee) expanded the committee's area of care beyond just our congregation's Called Workers to also include our paid staff members. This change in emphasis is more appropriate in our efforts to support the unity that all of us have through our service connections in the Body of Christ. Our committee members are each assigned individuals from our staff. Each member then personally contacts their assigned workers and supports them through encouragement, confidentiality and prayer.

The committee also conducts an annual anonymous electronic Climate Survey that is distributed to our staff. The findings of these surveys has helped us to discover opportunities that we have to support our staff.

Our committee is united in our shared awe of how God has blessed our congregation with dedicated workers who joyfully serve us because of the love of Jesus.

Respectfully submitted,
Dave Kenyon

Fellowship Team

Team:

Fellowship Team Leader: Karl Metzger
Fellowship Team Coordinator: Rose Faherty
Food Committee Coordinator: Nancy Dernbach
Sports & Recreation Coordinator: Jeremy Belter
Parish Nurses Coordinator: Nancy Urban

2018 Fellowship Team Vision Plan Review:

Purpose Statement:

Enabling Star of Bethlehem member fellowship through the promotion of events, activities and initiatives that highlight our shared interests and values. And in doing so, illuminate the community within our congregation, that it might also be seen and invite those outside it.

We are guided by:

Acts 2: 42-44 - 42 They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. 43 Everyone was filled with awe at the many wonders and signs performed by the apostles. 44 All the believers were together and had everything in common.

Hebrews 10: 24-25 24 And let us consider how we may spur one another on toward love and good deeds, 25 not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the day approaching.

We Ask our God to Bless our continued efforts in:

Continued work: Providing engaging activities and initiatives which appeal to our diverse interests, talents and demographics.

Continued work: Encouraging our members to step forward, participate and seek an active role in their congregation.

Challenges:

Providing a community and space that espouses our unchanged doctrinal values but relates to the changing world around us.

Participation/Attendance and fostering a one congregation mentality.

Fellowship Opportunities 2018 Recap:

- Meals were coordinated by the Fellowship Team in-between services on Wednesday evenings throughout Lent.
- Member Social Dinner at the Machine Shed, Pewaukee – April 29th, 2018
 - Attendance – 50 (approx.)
 - Coordinator – Vicky Alf
- Church Picnic at Valley View Park, New Berlin – June 24, 2018
 - Attendance – 250+
 - Coordinator – Rose Faherty
- Chili Cook-off/Pie Auction for Star Cares – October 30th, 2018
 - Attendance – 150 (approx.)
 - Coordinator – Rose Faherty
 - Raised \$800 for Star Cares Fund
- Kids Clothing Swap – November 2018
 - Coordinator – Melissa Belter
- Advent by Candlelight – December 2nd, 2018
 - Attendance – 120
 - Coordinator – By Committee: Rose Faherty, Teresa Metzger, Becky Roever, Laura Hudock, Megan Mueller, Becky Aldinger, Betty Bilitz (again, if I missed anyone I sincerely apologize.

On-Going Fellowship Teams and Groups in 2018:

- Sports & Recreation*
 - Softball
 - Dartball
 - Basketball
 - Knitting (discontinued)

- Bowling
- Seniors*
- Moms in the Morning*
- Parish Nurses
 - Services Provided Include:
 - Hand Washing Classes to School
 - First Aid Kit Restocking
 - Defibrillator Maintenance
 - Health Classes to the School
 - Blood Pressure Screenings
 - Information Table and Brochures on Health
 - Church Newsletter Contributions
 - New Member Packet Materials
 - Star 5K/3K Event Support
- Food Committee:
 - The Food Committee organizes and serves food and beverages for various events, such as:
 - Luncheons were served at three funerals
 - Dessert receptions were held to say farewell to the Riesops, celebrate Pastor G's 40 years in the ministry, and to welcome the new teachers.
 - Continental breakfasts were served for two visiting choirs.
 - A sandwich supper was served for the Voter's meeting.
 - Meals were served each week during Lent between services. Duties were shared with some other volunteers and the 8th grade class.
 - Easter breakfast (continental) was served between services.
 - A cookie reception was served after the Christmas Choral concert in the narthex. We will probably move this to the gym kitchen area in 2019 due to this event's popularity.
 - Food Committee members: Linda Abel, Kathy Achatz, Nancy Albrecht, Vicky Alf, Kathryn Dietrich, Jan Fleming, Karen Hanson, LaVerne Oberneder, Joy Patterson, Delores Schuetze, Nan Szaj, Jan Tippelt, and Nancy Dernbach.

**No major changes or additions to report in 2018 but these activities and groups continued to be active as planned.*

Additional Efforts and Initiatives in 2018: Fellowship Team Brochure was produced to promote and explain opportunities to participate and volunteer with the Fellowship Team

- Coordinators: Teresa Metzger, Katie Nitz

Respectfully submitted,
Karl Metzger, Team Leader

Vision Planning Team

The Vision Planning Team has consensus from the Council to move forward with drafting a 5-year plan as outlined below. This will then be brought to our ministry teams for review and to the council for approval. After council approval and congregation input, final voter approval will be requested.

1. Define and implement ministry programs for maximizing our opportunities to spread the Gospel.

- a. Continue to develop our specific Harvest Strategy, along with our Vision and Mission.
 - b. Enhance and/or expand programs that include worship, adult education, teen ministry, outreach, etc.
 - c. Estimate growth of church membership, worship attendance and Bible Study participation.
 - d. Estimate expenses and income over this time period.
2. Develop a sustainable enrollment model for our school.
 - a. Estimate the school's and preschool's growth.
 - b. Define optimal use of our classroom space (for church and school).
 - c. Establish a sustainable revenue model for our growth opportunities.

Additional topics that were discussed as related to our vision and long term outlook:

1.The status on the building project and how that ties into a future 5 year vision. The status of the current kindergarten enrollment and future needs for classroom space. The scope of the expansion at \$2.3 million and how that will meet our current and future needs. The necessity to move forward in April of 2019 with our expansion. How does a Harvest Strategy fit into our expansion plans? What does Star of Bethlehem look like in 5 years with our membership, enrollment and ministry programs?

2.How to move forward with information from each Ministry Team for 2018 and 2019. The need for additional member(s) on the team to help document and disseminate information.

3.Discussion and recommendations about the Jonathan Hein report, "A Demographic Study of the Wisconsin Evangelical Lutheran Synod". What does this information mean for Star and how can we use it to advance our current ministry?

Respectfully Submitted,
David Schoeneck

Building Committee

The first Building Committee meeting was held on December 18, 2018. The directive for this committee, with oversight and approvals from the Ministry Council and Voters, is to expedite an addition to Star of Bethlehem in a dollar amount equal to our 2018 capital campaign financial commitments. This addition uses as its foundation the work done by our Master Site Plan Committee – 4 classrooms on grade, 4 classrooms on a second story, a full basement under the classrooms, additional restrooms, elevator and remodeling of 2 classrooms in the existing building to serve as an enlarged entryway and additional office and work areas. (See attached drawing) The initial construction estimates for the entire project are \$3.2MM to \$3.5MM. The current capital campaign commitments are \$1.2MM.

The committee met with Catalyst Construction and Excel Engineering (the architectural firm involved with the master site plan). They presented us with PRELIMINARY estimates for various construction options:

- \$3.5MM: Total project
- \$2.3MM: Shell of all three floors
- \$1.6MM: Basement and first floor with option to expand
- \$1.2MM: Basement and first floor, wood frame, no room to expand

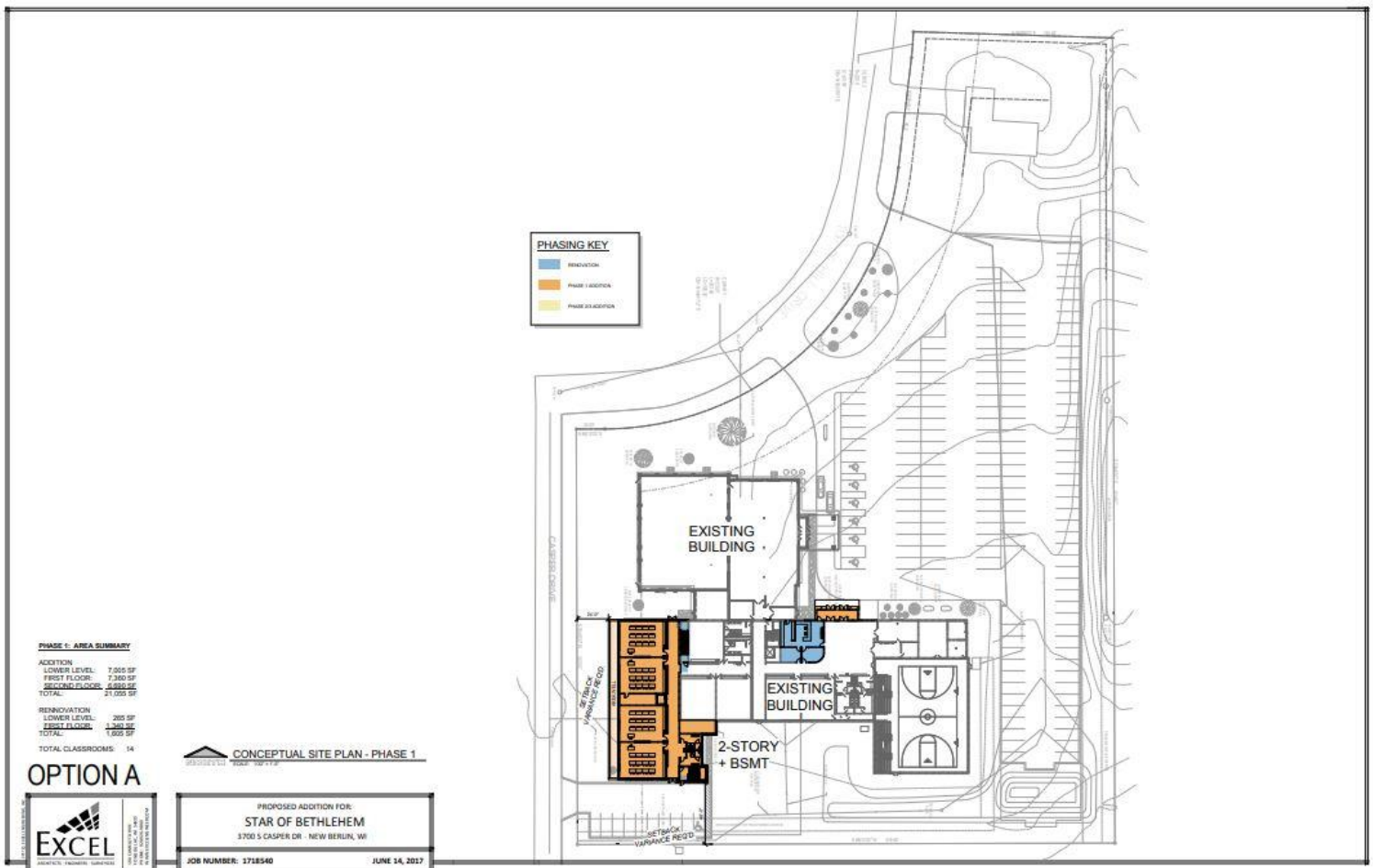
- \$.9MM: wood frame first floor, no room to expand

We need to preserve the option to expand, if possible, without increasing our footprint. We have \$1.2MM as our current budget directive. We have a 3 level layout as our current building target from the master site plan committee.

Star is applying for a setback variance along the west and south sides for the new construction as shown on the master site plan. The city council will meet on this variance February 7th at 6:00pm.

The committee is reviewing costs and qualifications of Excel Engineering and evaluating the best way to proceed forward with an architect and construction company. We will explore all options for construction at the \$1.2MM level that is committed to in the capital campaign and also the costs to construct the “shell” of the plan brought forward by the master site plan committee.

Respectfully Submitted,
Dave Schoneck



Properties

Properties has had a busy year. There are on average about 15 items a month that need attention in one form or another, by repairing, replacing or installing them. Not all items make the monthly report to the Ministry Council. I try to include the more significant items. A few items I would like to highlight for the year are as follows. The parking lot was repaired, resealed and restriped. The carport damage was paid for and repaired, with money left over from the insurance settlement.

Karen McAdams took over the flower beds upon Bob Drummer's transfer. Thank-you Bob for all the work you had put into these. I encourage anyone who would like to help, whether once or twice or more often if you desire to contact Karen. I know she would appreciate the help.

Glen Schmidt takes care of all of our HVAC, refrigeration, and several other items as the need arises. Eric Westin handles a lot of the items that come up weekly. Steve and Ben Pielmeier continue to take care of the lawn. Andy Kasten takes care of our salting needs in the winter whenever I call him. Ed Tippelt helps out with shoveling along with other items needed during the year. There are several other people that I can and do call on when needed. All of these people are using their time and talents that they have been blessed with to take care of our Lord's house. THANK-YOU VERY MUCH.

Numerous repairs and maintenance are being done all the time. As the facility gets older more things are needing attention. I have tried to maintain and improve our facility with spending and cost savings at the forefront, trying to be a good steward with the gifts the Lord has given us.

Respectfully submitted,
Larry Schaefer, Properties Team Leader

Parish Nursing

Blood Pressure Ministry

Blood pressure screenings continued to take place on the third Sunday of the month, between church services. Members who screened high (i.e., Stage I, II, or III hypertension) were counseled by Parish Nursing according to American Heart Association Guidelines. In addition to the actual blood pressure check, members were provided with information and consultation on a variety of topics such as: risk factors for cardiovascular disease, hypertension medications, heart arrhythmias, heart healthy lifestyle changes, and diabetes management.

First Aid Kits and Emergency Equipment

Parish Nursing continues to maintain the first aid supply cabinet for the church and school first aid kits. The Automatic External Defibrillator (AED) is regularly monitored and maintained.

Education for School Children and Faculty

Growth and Development: Education about adolescent developmental changes was provided to the 5th and 6th grade children. This class presents information from a Christian perspective about the physical and emotional changes associated with adolescence, physical care of the body and mutual respect of peers.

Hand Washing: Education about the importance of hand washing and the method to achieve optimal results and protection was provided to the 4th grade class.

Other Duties

Parish Nurses continue to provide health-related pamphlets and booklets in the tract rack and on the information table in the narthex hallway. In addition, Parish Nurses and other Health Care Professionals continued to write monthly informational articles in both the church and school newsletters.

Respectfully submitted,
Nancie Urban, MSN, RN

Food Committee

The Food Committee organizes and serves food and beverages for various events.

- Luncheons were served at three funerals.
- Dessert receptions were held to say farewell to the Riesops, celebrate Pastor G's 40 years in the ministry, and to welcome the new teachers.
- Continental breakfasts were served for two visiting choirs.
- A sandwich supper was served for the Voter's meeting.
- Meals were served each week during Lent between services. Duties were shared with some other volunteers and the 8th grade class.
- Easter breakfast (continental) was served between services.
- A cookie reception was served after the Christmas Choral concert in the narthex. We will probably move this to the gym kitchen area in 2019 due to this event's popularity.

Respectfully submitted,
Nancy Dernbach

Church Library

Committee members are: Kathi Jakubowski, Chair, and Jan Fleming.

The Star Church Library collection has grown to 2,057 books, videos, and CDs as of the end of 2018. This is an increase of 78 items. Materials added in 2018 were either purchased from Northwestern Publishing House or donated by members of Star. We thank everyone who donated quality Christian-based materials to enhance our library collection.

We continue to share the library space with the school extended learning program.

As part of our annual inventory of the collection, all shelving was cleaned, and items were withdrawn that were out of date, damaged, or seldom used. Notices were sent to members with overdue items. We are thankful that many of the items were returned or replaced.

We continue to reorganize and refresh the collection and highlight topics of interest to encourage use by our members and their families.

We are congregational members of the WELS-Church Librarians Organization. Kathi Jakubowski continues in the role of editing the Book Reviews section of the WELS-CLO quarterly newsletter.

Thank you to all the members of Star of Bethlehem who make the Library a success, through their donation of money and materials and especially by their use of the collection.

Respectfully submitted,
Kathi Jakubowski, Chair

Linden Grove Service Volunteers

We conducted our Wednesday morning Worship Services at the Linden Grove Health Care Center in New Berlin throughout 2018. About 40 residents of the center attend our weekly Service. Several family members, friends of the residents, or staff members also attend. We've been doing this ministry of compassion for these important residents of our community ever since the Linden

Grove Health Care Center was built. Many of them were there only for short-term rehabilitation. Others were there many times over the years until the Lord eventually called them to our eternal home.

We couldn't conduct these services without the help of our faithful Star of Bethlehem volunteers. Every week, they move the residents from 1st floor to the 2nd floor cafeteria where our Services are held each Wednesday at 10:00. The Service goes from 10:00-10:30 a.m. Volunteers are welcome to come to the lobby at Linden Grove each week about 9:30 a.m. Our work is generally concluded by about 10:45 a.m. We'd love to have your assistance with this ministry of compassion.

Once again, Star of Bethlehem provided a very generous amount of Christmas gifts for the residents at Linden Grove. Your overwhelming generosity and Christian love were very much appreciated by the residents and very much evident to the entire staff. Thank you so much for your loving support of this ministry!

Respectfully submitted,
Pastor Gawrisch

Star Seniors

Our Star Seniors continue to meet almost monthly from August-May. Our seniors include all of our members who are 55 or over. We invite them to bring along spouses, drivers, and guests. We do most of our meetings around church or the near proximity for all those who might have a little trouble with navigation outside of our facilities. We want all of our senior members to be able to participate in this organization for spiritual growth, fellowship and Christian service. Plans are underway for another year of meetings, activities and outings. Here is a short list of some of the things that happened in 2018.

- Meeting at Karen Lindemann's clubhouse / Marty's Pizza
- WLHS Sacred Concert and Supper at Peachtree Restaurant
- Casserole Night/Visual Bible of Acts 1-6
- Senior Picnic
- Cousins Supper and To the Ends of the Earth video
- Luther video after barbecue sandwiches
- Stoney Creek Presentation by Cindi Thiel after Marty's Pizza
- Chili/Pie Lunch and Christmas Bag Service Project

Respectfully submitted,
Pastor Gawrisch, Coordinator

Men's Basketball

Star of Bethlehem serves as the host for our WELS Men's Basketball League. 11 teams from our area WELS churches and one team from Wisconsin Lutheran Seminary make up our league. Games are held each Sunday afternoon from the 1st Sunday in December until mid-March. Thank you so much to the members of Star of Bethlehem for allowing us to use your facilities.

Around 200 WELSMen comprise the 12 teams. During the season, the bonds of fellowship are strengthened among us, ties to their own churches are bolstered, and even some without church homes are drawn into Bible Information Courses in these congregations through a love for the game of basketball.

Star of Bethlehem also has a men's basketball team which participates in the league. Our team has been playing exciting basketball. Our game is usually the one at 6:00 p.m. Fan support is welcome. Admission is free!

Good luck, Star men, on the remainder of the season!

Respectfully submitted,
Pastor Gawrisch / League Director

Tomorrow's Choice Family Resource Center

In the beginning was the Word, and the Word was with God, and the Word was God. He was with God in the beginning. Through him all things were made; without him nothing was made that has been made. In him was life, and that life was the light of men. The light shines in the darkness, but the darkness has not understood it. (John 1:1-5) He was in the world, and though the world was made through him, the world did not recognize him. Yet to all who received him, to those who believed in his name, He gave the right to become children of God – children born not of natural descent, nor of human decision or of a husband's will, but born of God. The Word became flesh and made his dwelling among us. (John 1:10-14)

This is our 21st Christmas celebration at *Tomorrow's Choice*. What began with 2 clients in the first two months, has grown to where we now have assisted over 1,400 families and average around 175 clients each month! Our bridge ministry uses diapers, wipes, clothing and solid Christian counseling to continue our mission "to give a life-honoring message of hope, based upon Christ's love, to people searching for answers involving life issues."

This year, we are asking you to join us in thanking God for keeping this ministry going strong these past 21 years. Our budget has been tested this past year and we have set a goal of \$10,000 to be reached by the end of 2018. God has shown us time and time again that all we need to do is ask, and you will receive. Today, we are asking you to please, if you have the means to give, to give this year. God keeps sending us people to minister to. We would like to continue the work He has begun in us, but we cannot continue without your financial support. Help us continue to go into the world, to every nation that enters our little house, and preach the Gospel to all the people.

Thank you, Star of Bethlehem, for your donations of diapers, and to Vicky Alf for bringing them to the center. Thank you for your support with your prayers and financial aid!

Yours in his service,
Kathy Gates/Director

Institutional Ministries

Dear members of Star of Bethlehem Lutheran Church:

The tears in her eyes and the tremor in her voice indicated the emotion she was experiencing as she spoke to me. The child on her heart was at the same being victimized and

supported. He was being victimized by the person who should have been the closest possible bond, the woman whom we would expect to be the most supportive of all – his mom. Sadly, she was an addict. Fortunately, the child was being loved and supported by his church family, especially his Christian day school teacher, who had come to me asking how she could better understand and serve both mother and son.

I wish I could say that opiate abuse happens only in the homes of unbelievers, but it is ravaging the lives of our people as well.

It is a helpless feeling to see a child destroyed by one who should be a protector. It evokes anger and frustration. But with a clear understanding of the promises of God, it can also give us determination and resolve. Like, “I will be a solution, not a problem for this child. I will teach the unconditional love of the Lord. I will remember the emotional journey to which this young soul is subjected, and I will bring the healing Gospel. I will seek to help those who have more experience fighting this battle than I have.”

On behalf of this teacher, her student, and the mother struggling with her addiction, thank you for making it possible for me to offer support, guidance, direction and encouragement. Your gifts for this ministry make it possible for us to continue to share God’s compassion with wounded hearts.

Yours in our Savior’s love,
Pastor Philip Henselin/Executive Director WLIM

Central Africa Medical Mission

Gary and I were able to travel to Zambia in early November for a few days. We attended meetings with Jackson Kalekwa, Alisad Banda, Pastor Dan Sargent and Stephan Felgenhauer, in order to help initiate the transition to having mainly Zambian administration of the medical mission there. I was eager to visit Mwembezi Lutheran Rural Health Center, our sister clinic 40 miles outside of Lusaka, where Jackson is the Clinical Officer in Charge. He has been the face of the clinic for over 30 years. It was a Saturday, and since the clinic is open 24 hours, Jackson saw some patients after meeting with us. He gave us a tour of the facilities. There are several patient exam rooms, and a room for doing deliveries. They have computers and have started using a government health information system where patients have cards rather than a paper “health passport.” There is a pharmacy storage room and dispensing area, as well as a room for laboratory equipment, which is elaborate compared to what we are able to do in a mobile clinic setting. He spoke with me about the home-based care they do, and having Zambian pastors trained to counsel HIV patients. They are also able to treat patients here for both HIV and tuberculosis. Martin Luther Church is right there on the property and we met Pastor Mbunga, who is very involved with ministry to the patients who come.

The Central Africa Medical Mission continues to provide healthcare with the same preventive, educational emphasis as when it was begun in 1961. Lives are being saved, and more people are hearing of God’s plan of salvation from sin through Jesus. We thank you all for your prayers and support of our clinic work and Gospel outreach.

Beth Evans, Nurse in Charge

Endowment Fund

It was a challenging year for the Endowment Fund. Worldwide equity markets suffered widespread losses in the fourth quarter, which led to a \$14,000 quarterly loss in the equity portion of the fund. For the year the equity portion of the fund was down 9.6%. The Member Loan program was terminated on May 1st of this year and we took out a loan from LACE (Lutheran Association for Church Extension) and we used those funds to repay members and we invested the fixed income portion of the fund in LACE Certificates.

Star of Bethlehem Ev. Lutheran Church Endowment Fund Report December 31, 2018

	Retained <u>Income</u>	Retained <u>Principal</u>	Endowment <u>Gifts</u>	<u>Total</u>
Beginning of Year Endowment Balances	\$ 3,819.22	\$ 35,080.41	\$108,854.44	\$147,754.07
Endowment Gifts			-	-
Distributions	(3,819.22)		-	(3,819.22)
Income for the year (60%/40%)	-	1,055.14		1,055.14
Change in value of investments (60%/40%)	-	(9,051.78)		(9,051.78)
End of Year Endowment Balances	<u>\$ 0.00</u>	<u>\$ 27,083.77</u>	<u>\$108,854.44</u>	<u>\$136,297.72</u>

Investments:	Targets	Target <u>Amounts</u>	Actual <u>Amounts</u>	% <u>of Total</u>
Equities:	60.0%	\$ 81,778.63	\$ 85,117.59	62.4%
WELS Equity Investment Fund				
Fixed Income:	35.0%	\$ 47,704.20	\$ 44,133.46	32.4%
LACE Five Year 3% Loan Certificate Due 5/1/23				
Cash Equivalents:	5.0%	\$ 6,814.89	\$ 7,046.67	5.2%
LACE 1% Demand Savings Certificate				
		<u>\$136,297.72</u>	<u>\$136,297.72</u>	<u>100.0%</u>

		WELS Equity Investment Fund		One Year <u>Certificate</u>	Savings <u>Certificate</u>	<u>Total</u>	
	per Share	Shares	Cost	Market			
12/31/2018			\$ 71,641.66	\$ 94,169.37	\$ 50,493.73	\$ 3,090.97	\$ 147,754.07
1/31/2018						\$ 5.25	
2/26/2018					\$ (3,819.22)		
2/28/2018						4.75	
3/31/2018				(490.42)	378.70	5.27	
5/1/2018					103.38		
5/31/2018							
4/30/2018						5.27	
5/31/2018					(3,888.49)	3,888.49	
6/30/2018				1,340.81			
6/30/2018					216.34	11.67	
7/31/2018							
8/31/2018							
9/30/2018					324.51	17.50	
9/30/2018				4,095.22			
10/31/2018							
11/30/2018							
12/31/2018					324.51	17.50	
12/31/2018				(13,997.39)			
	#DIV/0!	0	\$ 71,641.66	\$ 85,117.59	\$ 44,133.46	\$ 7,046.67	\$ 136,297.72

Revenue Coordinator's Report

"Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously." (2 Corinthians 9:6)

SUMMARY OF CONTRIBUTIONS AND RECEIPTS

	<u>2018</u>		<u>2017</u>	
Mission Plan Receipts:				
Member Offerings	\$ 1,081,518	-0.9%	\$ 1,091,779	6.0%
Tuition - Member	197,029		175,369	
Tuition - Non-member	104,315		98,795	
Tuition - Preschool	134,212		113,790	
Tuition - Extended Care	57,548		40,218	
Other Gifts and Interest	10,758		14,475	
Transfers	50,103		60,827	
	<u>1,635,483</u>		<u>1,595,253</u>	
Total Mission Plan Receipts				
Other Contributions:				
Tuition Assistance Fund	10,157		7,576	
Star Cares Fund	4,029		5,010	
Memorials	2,475		3,230	
Called Worker Gifts	7,077		4,677	
Debt Retirement/Capital Campaign	42,485		-	
Social Events	-		10,221	
Miscellaneous	32,015		34,171	
	<u>98,238</u>		<u>64,885</u>	
Total Other Contributions				
Total Contributions & Receipts	<u><u>\$ 1,733,721</u></u>		<u><u>\$ 1,660,138</u></u>	

Star's mission plan in 2018 included a 3.0% increase in member offerings. Actual giving decreased 0.9%, resulting in a deficit of \$43,040. Through August, offerings were at 100% of our mission plan, but faded thereafter. From mid-September through Christmas, each week's gifts were lower than its 2017 counterpart. As a result of the member offerings shortfall overall Mission revenue was short of Mission expenditures by \$38,263.

From our school, total tuition revenue, including extended care and early learning revenue, increased by 15.2% from 2017 and exceeded the 2018 budget by \$8,240 or 1.7%.

Transfers from savings of \$50,103 represent the use of parsonage fund proceeds to support Star's mission plan. Special gifts of \$98,238 supported Star's non-budgeted areas as detailed in the chart above, including contributions towards the Gifted and Growing capital campaign.

We thank the Lord for his blessings and pray for his support of our 2019 mission plan. "Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." (1 Peter 4:10)

Respectfully submitted,
Aaron Betry
Revenue Coordinator

Star of Bethlehem Debt Programs

After many successful years, the Build Partners Investment Program (also known as the Star Member Loan Program) was officially retired on May 1, 2018 when the total of Star Savings and Loan Certificates was \$1,649,765. At that time 17 certificates totaling \$270,493 were redeemed and paid off and 31 certificates totaling \$1,379,272 were transferred into a new loan program through Lutheran Association for Church Extension (LACE).

We are thankful for the many faithful members that participated in this program over many years and also for the 14 families continuing their support of Star of Bethlehem's indebtedness through LACE.

The following is a summary of 2018 LACE activity:

Additions to LACE Loan

New applications / transfers from Member Loan Program	\$1,379,272	
Funds for Member Loan Program redemptions/payouts	94,624	
Loan closing costs	4,665	
	4,665	\$1,478,561

Reductions to LACE Loan

Principal payments		(4,485)
		(4,485)
LACE Loan Balance at December 31, 2018		\$1,474,076

Gifted & Growing 2018 Building Fund Activity:

Contributions	\$ 154,142
Debt Service from General Fund	71,656
James Company Campaign Expenses	(44,500)
Other Campaign Expenses	(5,908)
LACE Principal Payments	(4,485)
LACE Interest Payments	(30,515)
Net Other Activity	(140)
	(140)
Cash Balance at December 31, 2018	\$ 140,250

Respectfully submitted,
Glenn Reinhardt
Finance Team

STAR OF BETHLEHEM EV. LUTHERAN CHURCH

Statement of Operations

For the Twelve Months ending 12/31/2018

	Actual	YTD Budget	Better/ (Worse)	Actual as % of Budget	Prior Year	Annual Budget
RECEIPTS:						
Member Offerings	\$ 1,059,048	1,124,558	\$ (65,510)	94.2	\$ 1,091,779	\$ 1,142,558
Member Offerings - Stocks and Other	\$ 31,470	18,000	\$ 13,470	174.8	\$ -	18,000
Other Receipts	1,184	-	1,184	0.0	14,253	\$ -
Total General Offerings	\$ 1,091,701	\$ 1,142,558	\$ (50,857)	95.5	\$ 1,106,032	\$ 1,160,558
School Tuition K-8 - Member	\$ 197,029	205,219	\$ (8,190)	96.0	\$ 175,369	\$ 205,219
School Tuition K-8 - Nonmember	104,315	94,005	10,310	111.0	98,795	94,005
School Tuition Preschool	134,212	127,827	6,385	105.0	113,790	127,827
Extended Care/ELC Income	57,548	57,814	(266)	99.5	40,218	57,814
	\$ 493,104	\$ 484,865	\$ 8,239	101.7	\$ 428,171	\$ 484,865
Interest / Misc Income	574	200	374	287.2	518	200
Transfers	50,103	50,000	103	100.2	60,827	50,000
Total Receipts	\$ 1,635,483	\$ 1,677,623	\$ (42,140)	97.5	\$ 1,595,548	\$ 1,695,623
EXPENDITURES:						
Affiliated Mission Agencies						
Wisconsin Evangelical Lutheran Synod	\$ 103,698	\$ 99,248	\$ (4,450)	104.5	\$ 105,643	\$ 99,248
Wisconsin Lutheran High School	78,740	75,355	(3,385)	104.5	88,207	75,355
Wisconsin Lutheran Institutional Ministry	3,844	3,676	(168)	104.6	4,615	3,676
Wisconsin Lutheran Child & Family	4,800	4,595	(205)	104.5	5,641	4,595
Lutherans for Life	957	919	(38)	104.1	1,026	919
Total Affiliated Agencies	\$ 192,037	\$ 183,793	\$ (8,244)	104.5	\$ 205,132	\$ 183,793
Percent of Total Expenditures	11.47%	10.96%			12.70%	10.96%
Percent of Member Offerings	18.13%	16.34%			18.79%	16.09%
Home Expenditures:						
Worship						
Wages						
Organists	\$ 6,570	\$ 6,810	\$ 240	96.5	\$ 5,638	\$ 6,810
Church Admin	7,493	7,805	312	96.0	-	7,805
Pastors	160,538	160,538	(0)	100.0	155,439	160,538
Total Wages - Worship	\$ 174,601	\$ 175,153	\$ 552	99.7	\$ 161,076	\$ 175,153
Percent of Total Wages	19.4%	19.3%			19.4%	19.3%
Benefits-Pastors						
Mileage Reimbursement--Pastors	-	2,600	2,600	0.0	110	2,600
Soc Sec Allowances--Pastors	12,281	12,281	0	100.0	11,544	12,281
Soc Sec & Medicare-Staff	1,110	1,118	8	99.3	-	1,118
Pastor Moving and Parsonage Rental	-	-	-	0.0	16,005	-
Retirement Fund - Pastors	11,664	11,664	-	100.0	10,512	11,664
Health Insurance - Pastors	58,867	58,867	(0)	100.0	61,753	58,867
Total Benefits-Pastors	83,922	86,530	2,608	97.0	99,924	86,530
Music Supplies	(100)	1,000	1,100	-10.0	1,210	1,000
Worship Materials & Supplies	4,764	2,700	(2,064)	176.4	4,198	2,700
Flowers	384	300	(84)	128.0	(545)	300
Guest Pastors & Presenters		600	600	0.0	750	600
Conferences & Conventions - Pastors	596	1,000	404	59.6	815	1,000
Pipe Organ & Piano Maintenance	79	300	221	26.3	78	300
Total Worship	\$ 264,246	\$ 267,583	\$ 3,337	88082.1	\$ 267,504	\$ 267,583
Education						
Wages-Teaching						
Teachers	\$ 528,384	\$ 532,436	\$ 4,052	99.2	\$ 496,147	\$ 532,436
Teacher Aides	17,916	25,773	7,857	69.5	7,311	25,773
Preschool Teachers	96,361	94,461	(1,900)	102.0	89,157	94,461
School Admin	31,297	30,566	(731)	102.4	38,676	30,566
Extended Care/ELC	49,907	50,273	366	99.3	37,360	50,273
Total Wages-Teaching	723,866	733,509	9,643	98.7	668,651	733,509
Percent of Total Wages	80.6%	80.7%			80.6%	80.7%
Benefits						
Benefits-Teaching						
Moving Expenses	\$ 5,803	\$ -	\$ (5,803)	0.0	\$ 122	\$ -
Health Insurance - Teaching	134,124	134,118	(6)	100.0	110,441	134,118
Retirement Fund - Teaching	42,330	42,768	438	99.0	38,544	42,768
Soc Sec Allowances - Teaching	19,334	19,669	335	98.3	15,395	19,669
Soc Sec & Medicare - Teachers & Staff	24,782	25,586	804	96.9	29,497	25,586
Soc Sec & Medicare - Preschool, EC & E	10,770	11,072	302	97.3	6,972	11,072
Total Benefits-Teaching	237,142	233,213	(3,929)	101.7	200,971	233,213
Pre School Equipment & Supplies	542	1,000	458	54.2	1,021	1,000
Internet	4,521	3,600	(921)	125.6	3,702	3,600
Conferences & Conventions - Teachers	1,892	6,000	4,108	31.5	5,660	6,000
Substitute Teachers	1,934	2,800	869	69.0	3,468	2,800
Total Education	\$ 969,894	\$ 980,122	\$ 10,228	99.0	\$ 883,473	\$ 980,122

Outreach							
Preschool Outreach	\$ 579	\$ -	(579)	0.0	\$ 152	\$ -	
Summer Bible Camp	1,454	2,000	546	72.7	370	2,000	
Program/Materials	1,156	950	(206)	121.7	-	950	
Christmas of Kids	-	500	500	0.0	212	500	
Easter for Kids	1,236	750	(486)	164.8	1,040	750	
Total Outreach	\$ 4,424	\$ 4,200	\$ (224)	105.3	\$ 1,774	\$ 4,200	
Fellowship							
Fellowship Activities	\$ 2,126	\$ 1,500	(626)	141.7	\$ 599	\$ 1,500	
Supplies	661	1,000	339	66.1	264	1,000	
Parish Nursing Program	16	250	234	6.4	296	250	
Star Cares Activity	-	150	150		-	150	
Total Fellowship	\$ 2,803	\$ 2,900	\$ 97	96.6	\$ 1,159	\$ 2,900	
Spiritual Care							
Stewardship programs	\$ 622	\$ 1,000	\$ 378	62.2	\$ 548	\$ 1,000	
JAM Bible Hour	1,209	500	(709)	241.8	858	500	
Confirmation Class	168	400	232	41.9	181	400	
Youth Program	-	1,625	1,625	0.0	-	1,625	
Member Connection Team	-	750	750	0.0	100	750	
Called Worker Care Team Expenses	118	350	232	33.7	375	350	
Library	-	400	400	0.0	-	400	
Spiritual Growth	108	-	(108)	0.0	186	-	
Total Spiritual Care	\$ 2,224	\$ 5,025	\$ 2,801	44.3	\$ 2,249	\$ 5,025	
Finance							
Telephone	\$ 3,789	\$ 3,500	(289)	108.3	\$ 3,057	\$ 3,500	
Photo Copier Supplies & Services	7,449	7,500	51	99.3	8,028	7,500	
Office Supplies	677	1,000	323	67.7	688	1,000	
Postage	305	400	95	76.3	367	400	
Payroll & Accounting Services	5,055	4,500	(555)	112.3	3,158	4,500	
Offering Envelopes & Supplies	2,975	2,500	(475)	119.0	2,241	2,500	
Gas	8,443	9,000	557	93.8	7,156	9,000	
Electric	7,049	7,500	451	94.0	7,541	7,500	
Water & Sewer	6,573	7,800	1,227	84.3	7,463	7,800	
Property and Liability Insurance	16,363	16,000	(363)	102.3	14,817	16,000	
Workers Comp	6,470	6,000	(470)	107.8	5,009	6,000	
Technology - Computers and DB	190	1,900	1,710	10.0	293	1,900	
Total Finance	\$ 65,338	\$ 67,600	\$ 2,262	96.7	\$ 59,817	\$ 67,600	
Properties							
Janitorial Services	\$ 15,506	\$ 16,900	\$ 1,394	91.8	\$ 17,281	\$ 16,900	
Inspection and Preventive Maintenance	2,811	2,350	(461)	119.6	328	2,350	
Maintenance Supplies & Services	22,756	16,050	(6,706)	141.8	12,796	16,050	
Garbage Disposal	2,708	2,100	(608)	128.9	2,764	2,100	
Multi Year Maintenance	4,000	4,000	-	100.0	4,635	4,000	
Total Properties	\$ 47,781	\$ 41,400	\$ (6,381)	115.4	\$ 37,805	\$ 41,400	
Total Home Expenditures	\$ 1,356,709	\$ 1,368,830	\$ 12,121	99.1	\$ 1,253,780	\$ 1,368,830	
Percent of Total Expenditures	81.1%	81.6%	312.63%		77.64%	81.59%	
Debt Service							
Debt Service - Members	\$ 53,344	\$ 53,344	\$ -	100.0	\$ 110,640	\$ 53,344	
Debt Service - Mortgage	71,656	71,656	-	100.0	45,399	71,656	
Total Debt Service	\$ 125,000	\$ 125,000	\$ -	100.0	\$ 156,040	\$ 125,000	
Percent of Total Expenditures	7.5%	7.5%			9.7%	7.5%	
Total Expenditures	\$ 1,673,746	\$ 1,677,623	\$ 3,877	99.8	\$ 1,614,952	\$ 1,677,623	
Percent of Total Expenditures	100.0%	100.0%			100.0%	100.0%	
Expenditures (Greater Than)							
Less Than Receipts	\$ (38,263)	\$ -	\$ (38,263)		\$ (19,404)	\$ 18,000	
	12/31/18		12/31/17				
Cash Balance Per Bank	\$ 59,734.67						
Deposits in Transit:	\$0.00						
Outstanding Checks:	\$ (50,001.94)						
Cash Balance Per Quick Books	\$ 9,732.73		\$ 70,465.38				
Plus Other Assets	\$ 22,470.00						
Less Other liabilities - Deferred Gift	(\$8,500.00)		(\$8,500.00)				
Net Assets	\$ 23,702.73	\$ (38,262.65)	\$ 61,965.38				

Star of Bethlehem Ev Lutheran Church								
CHURCH SAVINGS ACCOUNT BALANCES								
12/31/2018								
	Dec-17	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	YTD Change
Music	2,158.47	2,358.47	2,358.47	2,358.47	2,490.47	2,490.47	2,490.47	332.00
Praise Concert Fund	-	-	-	-	-	-	-	-
Evangelism Advertising	4,049.52	4,049.52	4,049.52	4,049.52	4,049.52	4,049.52	4,049.52	-
Tuition Deferral	22,271.05	-	-	-	-	-	39,507.20	17,236.15
Outreach Fund	100.00	100.00	100.00	100.00	100.00	100.00	100.00	-
Library Fund	1,400.00	1,271.06	1,271.06	1,271.06	1,101.06	1,101.06	1,101.06	(298.94)
Seniors Group	1,699.11	1,613.63	1,613.63	1,613.63	1,479.90	1,479.90	1,574.90	(124.21)
50th Anniversary Fund	3,038.43	-	-	-	-	-	-	(3,038.43)
Wish List Funds	2,700.00	5,144.57	5,144.57	21,706.15	21,706.15	21,706.15	21,706.15	19,006.15
Star Student Fund	(316.41)	(3,435.91)	(1,760.91)	640.09	640.09	640.09	640.09	956.50
Star Cares	3,348.92	2,843.92	2,943.92	2,943.92	3,792.92	4,177.92	4,677.92	1,329.00
Kitchen Renovation	730.49	730.49	730.49	730.49	730.49	730.49	730.49	-
Office Equipment Fund	495.00	495.00	495.00	495.00	495.00	495.00	495.00	-
Adult Education Room	65.66	65.66	65.66	65.66	65.66	65.66	65.66	-
Memorial Fund	9,142.42	9,364.48	9,274.98	7,732.82	7,732.82	7,732.82	8,557.82	(584.60)
Miscellaneous	-	-	-	-	-	8,500.00	-	-
Interest	5.50	74.33	74.33	74.33	74.33	74.33	-	(5.50)
Called Workers Gift	775.00	875.00	875.00	875.00	875.00	875.00	432.00	(343.00)
Properties	11,321.97	34,857.97	28,357.97	32,357.97	32,357.97	31,547.97	19,487.97	8,166.00
Parsonage Proceeds	34,489.61	17,556.38	15,140.38	12,724.38	10,308.38	7,892.38	5,476.38	(29,013.23)
Crossroads	325.31	-	-	-	-	-	-	(325.31)
HRA	43,071.56	23,356.44	17,437.89	16,152.88	17,261.51	15,770.49	16,594.70	(26,476.86)
Working Capital	10,156.50	10,156.50	10,156.50	10,156.50	10,156.50	10,156.50	10,156.50	-
Master Site Plan/Fundraising	(2,504.62)	(7,000.00)	(7,000.00)	(7,000.00)	(7,000.00)	-	-	2,504.62
Building Fund Gifts	-	7,344.00	9,493.00	764.00	5,473.07	6,091.90	-	-
Loan to/from Church Checking	-	(75,000.00)	(75,000.00)	(75,000.00)	(60,000.00)	(30,000.00)	-	-
Total Church Savings	\$ 148,523.49	\$36,821.51	\$25,821.46	\$34,811.95	53,890.84	95,677.65	137,843.83	\$ (10,679.66)
Amount per Bank								
GIFTS RECEIVED:								YTD Change
Music					132.00			332.00
Praise Concert Fund								-
Evangelism Advertising								0.00
Tuition Deferral							39,507.20	39,507.20
Outreach Fund								0.00
Library Fund								0.00
Seniors Group					90.00		95.00	185.00
50th Anniversary Fund								3.00
Wish List Funds				16,561.58				19,006.15
Star Student Fund			1,675.00	10,801.00				18,556.50
Star Cares			100.00		849.00	385.00	500.00	4,129.00
Kitchen Renovation								0.00
Office Equipment Fund								0.00
Adult Education Room								0.00
Memorial Fund			350.00				825.00	2,275.00
Miscellaneous						8,500.00	(8,500.00)	8,957.00
Interest								68.83
Called Workers Gift							432.00	532.00
Properties				4,000.00				32,824.00
Parsonage Proceeds								0.00
Crossroads								0.00
HRA		1,437.00	1,438.60	1,437.80	1,437.80	1,437.80	1,437.80	17,253.60
Working Capital								-
Master Site Plan/Fundraising						7,000.00		11,754.62
Building Fund Gifts		1,460.00	2,149.00	820.00	5,944.31	6,269.00	19,443.61	42,426.92
Loan to Church Checking					15,000.00	30,000.00	30,000.00	75,000.00
Transfer								-
Total Deposits		\$ 2,897.00	\$ 5,712.60	\$ 33,620.38	\$ 23,453.11	\$ 53,591.80	\$ 83,740.61	\$ 272,810.82
WITHDRAWAL								0.00
Music								0.00
Praise Concert Fund								0.00
Evangelism Advertising								0.00
Tuition Deferral								22,271.05
Outreach Fund								0.00
Library Fund					170.00			298.94
Seniors Group					223.73			309.21
50th Anniversary Fund								3,041.43
Wish List Funds								0.00
Star Student Fund				8,400.00				17,600.00
Star Cares								2,800.00
Kitchen Renovation								0.00
Office Equipment Fund								0.00
Adult Education Room								0.00
Memorial Fund			439.50	1,542.16				2,859.60
Miscellaneous								8,957.00
Interest							74.33	74.33
Called Workers Gift							875.00	875.00
Properties			6,500.00			810.00	12,060.00	24,658.00
Parsonage Proceeds		2,416.00	2,416.00	2,416.00	2,416.00	2,416.00	2,416.00	29,013.23
Crossroads								325.31
HRA		11,500.90	7,357.15	2,722.81	329.17	2,928.82	613.59	43,730.46
Working Capital								0.00
Master Site Plan/Fundraising								9,250.00
Building Fund Gifts				9,548.92	1,235.32	5,650.17	25,535.51	42,426.92
Loan to Church Checking		45,000.00						75,000.00
Transfer								0.00
Total Withdrawals		\$ 58,916.90	\$ 16,712.65	\$ 24,629.89	\$ 4,374.22	\$ 11,804.99	\$ 41,574.43	\$ 283,490.48

Star of Bethlehem 2019 Recommended Budget

The highlights of the 2019 Recommended Budget include an increase for our workers to Synod code, one quarter implementation of components of Stars Compensation Policy, a 4% increase for our Affiliated Mission Agencies, adding a one quarter time Business Manager position, a 10% tuition increase, the extended care program was brought into the general budget, other cost increases were included, a reduction in our annual debt service costs resulting in a longer period of time to pay off our outstanding debt. The budget details are shown below. If you have questions, please contact a Ministry Council or Finance Team member.

The recommended budget anticipates a 4.9% increase in member offerings to support Star's ministry and with the Lord's help the member offerings goal will be achieved. May the Lord continue to bless the efforts of our members in funding the work of our Lord both in New Berlin and throughout the World.

STAR OF BETHLEHEM EV. LUTHERAN CHURCH						
			2018 Adopted Budget	2018 Actual	2019 Recommended Budget	%
RECEIPTS:						Actual
	Member Offerings		\$ 1,141,558	\$ 1,090,518	\$ 1,143,989	4.9%
	Tuition		484,865	493,104	565,982	
	Other Receipts, Interest & /Misc		1,200	1,758	1,500	
	Transfers		50,000	50,103	25,265	
	Total Receipts		\$ 1,677,623	\$ 1,635,483	\$ 1,736,736	6.2%
EXPENDITURES:						
	Affiliated Mission Agencies		\$ 183,793	\$ 192,037	\$ 191,145	-0.5%
	Percent of Total Expenditures		10.96%	11.47%	11.01%	
	Percent of Member Offerings		16.10%	17.61%	16.71%	
	Home Expenditures:					
	Worship		\$ 267,583	\$ 264,246	\$ 280,496	6.1%
	Education		980,122	969,894	1,022,152	5.4%
	Outreach		4,200	4,424	4,200	-5.1%
	Fellowship		2,900	2,803	2,900	3.5%
	Spiritual Care		5,025	2,224	4,325	94.5%
	Finance		67,600	65,338	74,868	14.6%
	Properties		41,400	47,780	46,650	-2.4%
	Total Home Expenditures		\$ 1,368,830	\$ 1,356,709	\$ 1,435,591	5.8%
	Percent of Total Expenditures		81.59%	81.06%	82.66%	
	Debt Service		\$ 125,000	\$ 125,000	\$ 110,000	-12.0%
	Percent of Total Expenditures		7.45%	7.47%	6.33%	
	Total Expenditures		\$ 1,677,623	\$ 1,673,746	\$ 1,736,736	3.8%
	Expenditures (Greater Than)					
	Less Than Receipts		\$ -	\$ (38,263)	\$ -	

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