

First St. Paul's Lutheran Church

Hastings, Nebraska

Our Mission:

"United, we live God's will."

Our Vision:

"First St. Paul's Lutheran Church will love God, love one another, and make disciples. We will be a church where faith is found and where faith is strengthened."

Our Commitments:

At First St. Paul's Lutheran Church, we act justly, extend grace, and embrace people where they are. When we say "I believe," we commit ourselves to grow towards:

- Praying continuously;
- Studying scripture daily;
- Worshiping weekly;
- Serving in and outside our congregation;
- Engaging in nurturing relationships; and
- Giving generously.

Our Goal:

First St. Paul's Lutheran Church will continuously provide a dynamic worship experience while creating disciples with an emphasis on biblical study and mission.

First St. Paul's

CONGREGATIONAL PROFILE

Part 1 Congregation Information August, 2024

Name of Congregation

First St. Paul's Lutheran Church

Address

501 North Burlington Avenue
Hastings, NE 68901

Church Phone

402-463-1329

E-mail: info@firststpauls.org

Congregation Council Chair

Craig Kautz

Phone: (402) 705-0552

Email: ckautz57@gmail.com

Call Committee Chair:

Julie Nash

Phone: (402) 984-3266

Email: julie.nash1968@gmail.com

Construction Date of Church

Building: 1916

Date of Last Renovation: 2004

Property includes:

- ◆ Church
- ◆ Parish Wing
- ◆ Celebration Center
- ◆ Youth & Family Ministry Center
- ◆ Parsonage

Congregation Constitution was

Last Updated: 1/25/2015



View of First St. Paul's from the north, includes the parsonage.

List three events or developments that are important from the history of your congregation.

Building – While every building project is important and impacts the life and workings of a congregation, few have had as great an impact as the addition which includes the areas known as the Celebration Center, Gathering Area and Christian Underground completed in the early 2000's. The Celebration Center, while originally built as a fellowship area, has allowed us to develop a contemporary worship service (now the largest service we hold) as well as allowing us to gather as a congregation and community for weekly Wednesday evening meals (as a part of our Wednesday evening programming) where typically over 200 participate in this time of food and

fellowship before moving to educational/service groups held for all ages from preschool to adult each week during the school year. Additionally, the Gathering Area has made it possible for people to stay, talk, be greeted or have a cup of coffee after or between worship services or after weddings and funerals or other events as well. Lastly, the Christian Underground is a large, wonderful space used primarily for youth activities (complete with bathrooms and showers) which is used for jr. and sr. high programming, retreats, lock-ins, hosting travelling youth groups, blood drives, community events, etc. All



Mural dedicated for the new addition.

these have served us well, not only for congregational needs but for community hospitality as well.

the City Council allowed the church to close 5th Street so the church could expand directly south of the sanctuary. After much planning and a successful fundraising campaign, the work on the new celebration center was initiated. During this process the seeds for contemporary worship were sown and in January 2024 just celebrated 20 years. The Celebration Center facility now only opened doors for a new style of worship but is a gathering place for community events, our Wednesday evening Ichthus dinners, a commercial kitchen and an easily accessible location for funeral luncheons.

Mission – Mission is a large part of the life at First St. Paul's and it takes place in a number of different ways. From our support to Lutheran Asians Ministries and the Lutheran Church in Estonia to the mission trips our young people take to places as nearby as Colorado (where we have gone to a Lutheran Camp to help and supervise a group of disabled adults the last number of years) and as far away as Jamaica or Puerto Rico (where we have helped with damage to homes due to hurricanes); our entire

congregation has been impacted and inspired. There is an endowment fund that has been initiated to help defer the cost for such events.

Community Involvement –

Finally, we believe that God has placed us here in this community for a reason. We support or even host numerous benevolent organizations in the Hastings community. From Crossroads Homeless Shelter to housing the community food pantry, as well as sponsoring such organizations as Royal Family Kids Camp (serving the abused/neglected children in our county), a couple of different grief groups, scouts, the Open Table (supplying daily lunches to people in need) etc., there are many ways in which our congregation is involved. In addition, we have a Pastors Help Fund which makes a difference in rent/utility support, Knit Pray Crochet, and a Cross Makers group. We are involved with the local college, and our First St. Paul's Foundation, etc. All make a difference in the community in which we live.



FIRST ST. PAUL'S
LUTHERAN CHURCH



View of church from the south

Outline the call process as unique to this specific congregation.

We do not believe our call process to be unique. The Personnel Committee of our Church spent considerable time discerning the staffing needs of our Church. Given this discernment, a staffing plan was presented to the Congregational Council for consideration. After a month of consideration and discussion, the Council acted to create a Call Committee. While we are unsure of the uniqueness of this, the Council did include youth representatives on the Committee given our desire to hire an Associate Pastor with a focus on youth and mission ministries. Should the Call Committee locate a suitable candidate to fill this position, they will recommend that person to the Council. Should the Council agree with the recommendation of the Call Committee, the Council will ask the congregation to issue a call.

Part 2 Ministry Practices, Structure and Future

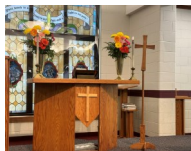


Sanctuary

Worship

- ◆ Saturday, 6:00pm
- ◆ Sunday, 8:25am

Traditional worship is offered with an organ in the sanctuary. Communion is offered the first Saturday/Sunday of the month. The services generally follow the Lutheran Book of Worship and use the With One Voice supplement. The 8:25am service is broadcast on the radio, is videotaped and played back by the local cable TV service and can be viewed on our Facebook page.



Celebration Center

- ◆ Sunday, 10:35am
Contemporary Praise worship with band and volunteer lead vocalists in the Celebration Center. Communion is offered the third Sunday of the month. The service uses a liturgy that varies with the seasons and technology is used to project the service and songs on large televisions and is live streamed on Facebook. Songs are chosen based on the weekly lesson and are relevant and heard on local Christian radio stations. A children's sermon is offered weekly.

Education

◆ Children's Ministry

Children's Ministry at First St. Paul's is focused on connecting parents and children with one another and to God's word every week, in every ministry and in the home.

Sunday Morning

- ◆ Preschool
9:30-10:30
- ◆ Grow! K-5th grade
9:30-9:45 Opening
9:45-10:30 Small Groups

Wednesday Evening

- ◆ Preschool & Kindergarten
Cherubs Choir & Grow
6:00-7:30
- ◆ 1st - 5th grade
6:00-6:30 Joyful Noises
6:30-7:30 Grow! Small Groups
- ◆ Nursery from 6:00-7:45
Vacation Bible School - first week in June
Receive Bible's - 3rd grade
First Communion - 5th grade

Youth

◆ Junior High Ministry

Jr. High Ministry exists to make disciples. We grow together as we study God's Word, engage in community and point to Jesus in everyday life.

- ◆ Confirmation -
Wednesdays 6:05-7:25pm



Youth Mission Trip to Puerto Rico July 2024

Education (continued)

- ◆ 7th Grade - Exploration of God's messages for us through Old and New testament scriptures.
- ◆ 8th Grade - Series focused on discipleship, the Gospel, tough stuff in life and learning the Catechism. 8th grade prepares youth for their Affirmation of Baptism as we learn to live out our faith in Christ and move into senior high ministry.
- ◆ OREOS: The Good Stuff in the Middle
4th Sunday of each month
September - May
- ◆ Senior High Ministry
Senior High Ministry at First St. Paul's is committed to growing in faith, through the study of God's word, worship, community, and service to our world.
- ◆ Soul Café
Wednesday 7:00-9:00pm

◆ Missions

We believe the Bible is clear in its call to go and make disciples, as we share the Gospel!

- ◆ Summer 2024
Jr. High - Lutheran Valley Retreat
Sr. High - Puerto Rico

♦ Adult Ministry

At First St. Paul's, we want each person to connect and grow in faith.

- ♦ Men's Bible Studies
Tuesday morning 6:30-8:00
Thursday night 7:00pm
- ♦ Men's Retreat
- ♦ Ichthus - Wednesdays
Adult - Men and Women's Bible Studies
Meal - 5:30pm

Activities for all ages, including ministries already mentioned and other Bible studies.



Vacation Bible School

Music

Practices are usually held on Wednesday nights.

- Cherub and Joyful Noices choirs for Preschool - 5th grade
- Adult Hand Bell Choir
- Contemporary Praise Band and Singers - Members rotate the Sundays they sing and/or play.
- Individuals with talent for voice or instruments often play special music during the services.

Evangelism

First St. Paul's answers the call to love our neighbors. We believe that strong relationships build strong

communities. We partner with local, national and international organizations, both with our time and our financial support, to comfort the stranger, nourish the hungry and shelter those in need.

Social Media

- ♦ Facebook, Instagram Website
- ♦ Weekly sermons, bulletins and announcements

Community Relationships

- ♦ Open Table - lunches for the homeless and those in need
 - ♦ Hastings Food Pantry
 - ♦ Royal Family Kids Camp
 - ♦ Compassionate Friends
 - ♦ Delivering bags to shut-ins
 - ♦ Compassionate Friends
- Hosting Community Events and Groups
- ♦ Kid's Connect
 - ♦ Boy Scouts

Special Ministries

- ♦ God Made Me Preschool
- ♦ Stephen Ministry
- ♦ Flowers Forward
- ♦ Cross Makers
- ♦ GriefShare
- ♦ Lutheran Church Women
- ♦ Knit~Pray~Crochet

Describe the service ministries of the congregation and the community involvement and partnerships.



Our Church is involved in a variety of service ministries. The Church contributes significantly to the Open Table Program. In this program, our Church generates 10,000 food sacks a year to help feed community members experiencing food scarcity. We also operate a Feed My Sheep Program that provides food for anyone that needs a meal for any reason. In addition, a number of small groups in our Church periodically participate in the Hearts and Hands Program that produces nutritious meals shipped throughout the world. We provide financial and housing support for the Adams County Food Pantry. We conduct a number of food drives throughout the year to help keep the Pantry well stocked. Finally, our Church provides a meal each Wednesday throughout the school year that is open to the community and based on a free will offering.

In addition to our efforts to address food scarcity, our



Knit~Pray~Crochet

Church recently became the sponsor of the Royal Family Kids Camp. RFKC is a camp experience for foster children ages 5 through 12 years of age. This camp is designed to provide foster children with a week long camp where acceptance and happiness abound. This camp exposes children to the gospel in a manner respectful of each child's background and religious development.

Our Church provides an on-site Bible Study for women housed at the "Bridge." The Bridge is a program designed to help women needing long-term residential treatment in a therapeutic setting.

The Church conducts community outreach programs such as Trunk or Treat around Halloween and an Ice Cream Social and Car Show. The Ice Cream Social generates funding to assist selected individuals with significant financial needs due to health concerns or other circumstances. This last summer, the Church hosted the Nebraska Rod and Custom Association providing coffee and doughnuts for the two



Trunk or Treat



Open Table lunch preparation

day event as well as serving a meal for the banquet and program they held in our Celebration Center. The hosting of this event provided financial support for our mission team.

Our Church provides financial support through our local benevolence funding. The organizations we have funded would include but not be limited to: Crossroads, the Adams County Food Pantry, Royal Family Kids Camp, Habitat for Humanity, Revive, Threads of Grace, Teen Reach Adventure Camp (TRAC), Food 4 Thought, Kids and Dreams Foundation, Meals on Wheels, Kids Connect, Lutheran Family Services, the Bridge, Moms of Hastings, and Hearts and Hands.



Hastings Food Pantry

The Church also reaches out to the community through our Prayer Cross Ministry and Stephen's Ministry Programming. We also

support an active Grief Share Program as well as an annual vacation bible school and a preschool program.

Finally, the Church continues to support youth mission programming for middle school and high school age students. Such programming provides our youth with both domestic and international mission experiences.



Youth Mission Colorado



Pre-Service Praise Band Prayer



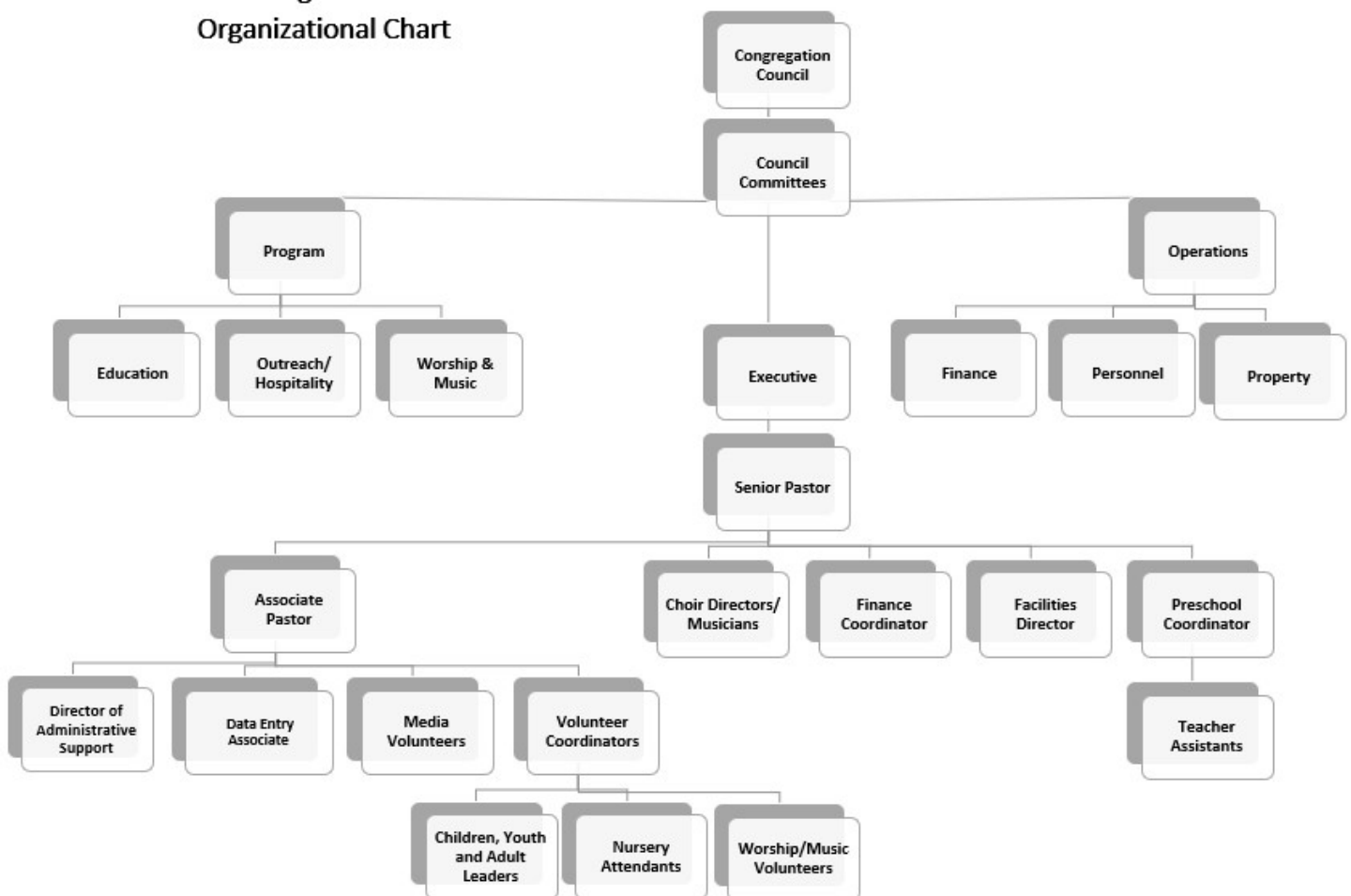
Ice Cream Social

Describe the congregation's present staffing, including both paid and volunteers.

Paid staff include a Senior Pastor, an Associate Pastor, a Director of Administrative Support, a Finance Coordinator, a Facilities Manager, a Preschool Director, two Preschool Assistants, three organists, and a number of choir directors.

Unpaid volunteers would include well over 100 individuals including two volunteer coordinators, youth and mission volunteers, Sunday School and Ichthus teachers, Praise Band members, greeters, ushers, vacation bible school teachers, etc. Despite over 100 volunteers, the Church has initiated a campaign to increase volunteerism. This campaign is not due to a shortage of volunteers as much as it is in conjunction with the commitment of service encouraged by the Church for every member.

**First St. Paul's Evangelical Lutheran Church
Organizational Chart**



In the past five years, has the congregation conducted a process to review its ministry/goals?

Yes, Since 2020, the Congregational Council annually reviews our ministry and goals. As a result, we presently hold the mission, vision, commitments, and goal provided on the front page.

If so, when?

The Church Council engaged in a significant review of our ministry and goals in 2020. The Council since then conducts annual review of ministry and goals each February once the Council is reconstituted through our election process. Based on this goal, each committee of the Council develops action plans to help guide their work throughout each year.

Please describe the existing building issues that may need to be addressed and the current extend of handicapped accessibility.

The facilities of First St. Paul's are handicapped accessible. Given the size of the Church facilities, our building issues never end. The following represents the prioritization of projects recently developed by our Property Committee and adopted by the Church Council. Items with a check beside them have been completed. At this time, the church is re-carpeting several areas. Our plan is to continue to update our priorities and address each need as funds become available.

PROPERTY PROJECT PRIORITIES		
Approved by Church Council 2/10/24 (estimated costs) - Total \$1,170,900+		
1.	✓ Tree replacement/pruning - entire property	\$3,100
2.	✓ HVAC project - update/replace HVAC controls	\$4,900
3.	Celebration Center - cooling project (larger ceiling fans)	\$4,000
4.	Carpet project - Celebration Center, Gathering Area, Office Hallway (in process)	\$57,000
5.	Facilities maintenance software project	\$30,000
6.	Worship Project - Celebration Center South wall - remove stains Replace sound system ✓ Paint lower walls ✓ Reinforce south door with special stick on covering Make alter squares easier to move Install larger monitors Worship Project - Sanctuary Remove last pew south side Upgrade sanctuary Insulation Place banners on pulley for Sanctuary wall cross Five TV's to replace screen Partial remodel (carpet, chairs, paint)	\$2,000 \$25,000 \$5,000 \$500 TBD \$3,000 \$300 \$5,000 \$80,000 \$300 \$5,000 \$100,000
7.	Christian Underground Project Protected lighting Sound proofing ✓ Repaint wall Carpet replacement Sink	\$3,000 \$5,000 \$4,000 \$40,000 \$1,000
8.	Founder's Hall Project Kitchen remodel Men's bathroom remodel Fix door leading to Sanctuary Cover block with aquarium glass Fix wooden doors leading to sanctuary	\$40,000 \$2,000 \$4,000 \$100 \$4,000
9.	Parsonage Project ✓ Fence Maintaining Christmas lights annually Kitchen remodel	\$1,100 \$1,500 \$30,000
10.	Preventative maintenance issues (sealing parking lot, etc.)	TBD
11.	Challenge Projects Build bus barn/garage Repair stonework in two places, remove discoloration Demo pole barn Total remodel of the sanctuary Youth & Family - renovate/remove lit sign Demo garage or repair	\$200,000 \$14,000 TBD \$500,000 \$1,000 TBD

Describe the congregation's stewardship practices.

In the fall of each year, committees of the Church are asked to develop realistic budget requests. This includes the Personnel Committee given that personnel costs represent a significant portion of the budget of the Church. The Council then reviews each request and formulates a budget for review at the Congregation's Annual Meeting. The congregation reviews the proposed budget and has an opportunity to revise the budget. Generally, the budget provided by the Council is adopted by the Congregation without modification.

To help members to manage their giving, the Church provides a giving envelope system for members wishing to use such a system. The Church also provides other means for giving including an offering and through electronic resources.

Depending upon our circumstances each year, our Senior Pastor may provide a written appeal to the congregation to encourage responsible stewardship. While the Church will deficit spend throughout the summer and early fall, the giving of the congregation has generally met or exceeded the expenditures of the



5th Grade Seder Meal

church. A significant amount of giving occurs in November and December after the fall harvest is completed.

Please attach a current spending plan for the congregation. Additionally, describe savings, endowments or investments and how these funds are to be used.

The 2023 Annual Meeting Treasurer's Report for the Church, the 2023 Annual Meeting Treasurer's Report for the First St. Paul's Lutheran Church Foundation, and the proposed and adopted 2024 Church Budget have been attached.

Savings held by the Church are occasionally used when a necessary expenditure, that was not anticipated in the budget, is needed.

Otherwise, the Church tries to carry a reserve fund in case anticipated giving falls short. The Church normally ends the year in the black.

The funds controlled by the Foundation may be used as the Foundation Board determines. The Foundation has funded new ministries, new resources, interns,

scholarships, youth mission trips, and provided funding for local agencies that help to fulfill the mission of the Church. To date, from when the Foundation was created until now, the Foundation has provided \$585,140 to the Church and the community.

What are the congregation's needs and strengths? What pastoral skills will best serve the Lord in this particular setting?

First St. Paul's Lutheran Church is a strong church that constantly seeks to improve on carrying out God's will. We know we are here to love God, love one another, and to make disciples of all we can reach. The Church is led by strong Pastors who work tirelessly to care for the congregation and to spread the Gospel. While budget concerns exist, financial support for the Church has consistently exceeded budget projections. The Church is very family oriented and places a high priority on children and youth. Children, youth, and adult programs are provided on Sunday mornings and through the Ichthus Program



More of Jesus, Less of Me!

on Wednesdays in the fall, winter, and spring. In addition, the Church provided Wednesday Night Suppers for the community. This ministry occurs in conjunction with our Ichthus Program and is supported only by free will offerings. The Church also places a high value on youth missions and has sent middle school and senior high students on either a domestic or an international mission annually for quite some time. Dedicated funding for needy children and youth mission trips have been assured through generous donations from the congregation. The location of the Church places it in a high traffic area of the community and the congregation works hard to maintain and to improve our physical environment. The Church has a substantial parsonage able to house a family of any size. The Church has become more welcoming through a new “greeter” program and is working hard to increase the number of lay volunteers to support our ministry. While other needs do exist,

the Church has prioritized the calling of an Associate Pastor. While this Pastor will be fully responsible for carrying out the overall mission of the Church and must be a good team member as well as being able to accept direction, this Pastor must place a high priority on conducting the youth and mission programming of the Church. This Pastor, however, should seek to innovate and to improve such programming. While it may go without saying this person must love God, Jesus, and the Holy Ghost. He/She must be willing to boldly share that love and the Gospel as well as possess a deep passion for ALL members of our Church *with particular and special interest in our youth. This person needs to be well grounded through daily scripture and prayer. Key areas of this ministry would include:*

- ◆ *Teaching and Discipleship:* This Pastor will need to educate and disciple youth in biblical theology, principles, and the practical application of faith. They must be able to develop and deliver engaging learning activities that help our youth members to have faith and to remain hungry for the Gospel and continued relationships. In addition, this Pastor will be expected to preach normally one time per month.
- ◆ *Spiritual Guidance and Mentorship:* This Pastor will provide spiritual guidance, including crisis support, conflict management, and counseling, and will mentor the young members of our Church. He/She will help youth to navigate faith challenges and decisions. This person must be someone our youth can trust to be loving, helpful, reliable, and a role model. They must be someone who is able to provide our youth with strict confidentiality without sacrificing the need for safety or in violation of the law. This person must be passionate about and relate to ALL youth members. He/She must treat students equitably seeking to provide for the needs and development of each youth member.
- ◆ *Youth Engagement, Community Building, and Outreach:* This Pastor will actively engage the youth through programs, events, activities, and travel that caters to youth faith interests and needs, fostering a sense of belonging and community. We believe this Pastor must be organized and possess excellent planning and communication skills. He/She needs to be fun-loving and approachable as well as being willing to follow-through on commitments. This Pastor must possess “withitness”, staying knowledgeable on youth concerns, issues, and culture, while also being able to redirect behavior in an appropriate but firm manner. Finally, this Pastor will continue to have some level of contact with youth members of the church after their graduation from high school.

First St. Pauls Ev. Lutheran Church
2023 Annual Report of the Treasurers

OPERATING ACCOUNTS:

Checking Account Balance, December 31, 2022	\$ 43,552.74
LCW Memorial Receivables Balance, December 31, 2022	\$ 240.00
Credit Card Account Balance, December 31, 2022	\$ 1,512.29
Checking/Savings Account Balance, December 31, 2022	\$ 767,909.42 ■
Equity Transfer Account Balance, December 31, 2022	\$ 2,561.07 ◻
Debit Card Checking Account Balance, December 31, 2022	\$ 3,000.00
Total Balances, December 31, 2022	\$ 818,775.52

Receipts for 2023:

Budgeted (Page 3c)	806,655.94
Dedicated (Pages 3d-3e)	585,397.90

Total 2023 Receipts **\$ 1,392,053.84**

Disbursements for 2023:

Budgeted (Page 3c)	763,665.43
Dedicated (Pages 3d-3e)	924,063.34

Total 2023 Disbursements **\$ 1,687,728.77**

Total Balances, December 31, 2023

Checking Account Balance, December 31, 2023	\$ 78,002.83
LCW Memorial Receivables Balance, December 31, 2023	\$ 90.00
Credit Card account Balance, December 31, 2023	\$ 3,145.63
Checking/Savings Account Balance, December 31, 2023	\$ 436,187.94 ●
Equity Transfer Account Balance, December 31, 2023	\$ 2,674.19 ◊
Debit Card Checking Account Balance, December 31, 2023	\$ 3,000.00
Total Balances, December 31, 2023	\$ 523,100.59

Checking/Savings Account:

Checking/Savings Account Balance, December 31, 2022 **\$ 767,909.42 ■**

Receipts for 2023:

From Checking Account	210,000.00
Interest	8,278.52

\$ 986,187.94

Disbursements for 2023:

To Checking Account	550,000.00
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Checking/Savings Account Balance, December 31, 2023 **\$ 436,187.94 ●**

General Fund Equity Transfer Account:

Equity Transfer Account Balance, December 31, 2022 **\$ 2,561.07 ◻**

Receipts for 2023:

Deposits	-
Interest	113.12

\$ 2,674.19

Disbursements for 2023:

To Checking Account	-
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Equity Transfer Account Balance, December 31, 2023 **\$ 2,674.19 ◊**

First St. Paul's Ev. Lutheran Church
2023 Annual Report of the Treasurers

Emergency Needs Funds:

Balance, December 31, 2022	\$ 100,782.39
Add: Interest for 2023	738.51
Balance, December 31, 2023	<u>\$ 101,520.90</u>

The goal for this fund is 10% of the Annual Budget: 2024 Proposed: \$792,285.

\$56,720.95: Interest Rate: 5.35%; Maturity: 10/2024

\$44,799.95: Interest Rate: .80%; Maturity: 5/5/2026

Vocation Scholarship Fund:

Balance, December 31, 2022	\$ 40,000.00
Add: Interest for 2023	3.78
Deduct: Transfer to Dedicated Fund #678	40,003.78
Balance, December 31, 2023	<u>\$ -</u>

Interest from this account is deposited to Dedicated Fund #678 (Page 3f)

CD Closed on Maturity Date January 3, 2023

Needy Children Savings (C. Pickerell Estate):

Balance, December 31, 2022	\$ 265,828.50
Add: Interest for 2023	7,087.14
Deduct: Transfer to Dedicated Fund #668	10,000.00
Balance, December 31, 2023	<u>\$ 262,915.64</u>

2023 Annual Report of the Treasurers

Income

Budgeted Income Totals	806,655.94
Income Totals:	\$806,655.94

Budgeted Expenses

Education

	YTD Actual	Annual Budget
General Supplies Totals:	436.30	1,500.00
Kids Ministries Totals:	4,855.56	5,600.00
Youth Ministries Totals:	2,770.55	5,700.00
Adult Ministries Totals:	1,238.67	4,150.00
Education Totals:	9,301.08	16,950.00

Operations: Office

Advertising/Marketing Totals:	814.53	1,000.00
Bank/ET Charges; Offering Envelops	3,774.99	3,350.00
Copyrights/Licenses/Subscriptions	3,847.82	2,500.00
Equipment/Technology Totals:	4,246.32	5,500.00
Office Supplies/Misc. Totals:	21,416.84	21,250.00
Operations: Office Totals:	34,100.50	33,600.00

Operations: Property

Utilities Totals:	70,198.66	70,950.00
Insurance Totals:	69,135.92	44,430.00
Property Maintenance & Supplies Totals:	26,749.72	32,500.00
Operations: Property Totals:	166,084.30	147,880.00

Operations: Staff Salaries

Senior Pastor Totals:	68,356.32	68,357.00
Associate Pastor Totals:	20,350.02	0.00
Support Staff Totals:	273,030.25	310,622.00
Operations: Staff Salaries Totals:	361,736.59	378,979.00

Operations: Staff Benefits

Pastors' Benefits Totals:	104,204.26	68,843.00
Support Staff Benefits Totals:	43,147.52	61,550.00
Social Security/Medicare Totals:	28,461.56	28,330.00
Staff Gifts & Recognitions Totals:	2,975.00	3,200.00
Operations: Staff Benefits Totals:	178,788.34	161,923.00

Outreach

Outreach Totals:	86.46	4,000.00
Hospitality Totals:	8,044.15	5,300.00
Outreach Totals:	8,130.61	9,300.00

Worship

Copyrights for Worship Totals:	1,597.76	1,400.00
Music Supplies & Maintenance Totals:	1,984.36	2,500.00
Worship Supplies Totals:	1,941.89	1,500.00
Worship Totals:	5,524.01	5,400.00

Expense Totals:	\$763,665.43	\$754,032.00
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Income - Expense: \$42,990.51

2023 Dedicated Funds - Annual Report

	Jan 1, 2023 Beginning Balance	YTD Credits	YTD Debits	Dec 31, 2023 Ending Balance
Prepaid Pledges				
500 Prepaid Pledges	49,149.75	(43,949.75)	0.00	5,200.00
Prepaid Pledges Totals:	49,149.75	(43,949.75)	0.00	5,200.00
Monthly Clearing Tallies				
510 Churchwide Benevolences	0.00	15,618.54	15,618.54	0.00
514 FSP Foundation Insurance	(1,351.00)	0.00	1,059.80	(2,410.80)
516 Habitat For Humanity	824.00	640.11	1,464.11	0.00
518 LCW (Lutheran Church Women)	(1,322.81)	3,137.15	1,891.25	(76.91)
522 Preschool Bills/Insurance for Reimb.	0.00	3,157.02	3,157.02	0.00
524 Preschool Tuition: Pd by Credit Card	0.00	2,177.10	2,177.10	0.00
526 Preschool Wages	0.00	17,869.63	17,869.63	0.00
528 Souper Bowl:Crossroads/Pantry	0.00	1,395.21	1,395.21	0.00
530 Special Orders/Misc.	15,909.58	78,686.17	34,063.37	60,532.38
532 Transfers:Special Cause	1,859.00	57,850.95	59,709.95	0.00
534 Vacation Bible School Offering	999.74	138.00	486.00	651.74
Monthly Clearing Tallies Totals:	16,918.51	180,669.88	138,891.98	58,696.41
Dedicated				
550 Bible Study Books & Education Needs	842.64	0.00	0.00	842.64
552 Building Use Fees	210.00	2,450.23	2,660.23	0.00
554 Building Use/Wedding Deposits	1,500.00	2,100.00	2,400.00	1,200.00
556 Car Seat/Supplies Fund for Preschool	925.65	0.00	0.00	925.65
558 Feed My Sheep	(341.13)	658.93	317.80	0.00
560 Grief Share (Holidays/Other Classes)	37.17	213.50	205.00	45.67
562 Ice Cream Social	0.00	2,592.75	2,592.75	0.00
564 Ichthus/Wednesday Meals	7,164.11	21,154.16	16,715.85	11,602.42
566 Judas Purse	0.00	4,762.81	4,762.81	0.00
568 Missionary Support	0.00	3,000.00	3,000.00	0.00
570 Prayer Cross Ministry	1,827.46	615.00	647.08	1,795.38
572 Prayer Shawl Ministry	(501.62)	1,187.00	333.69	351.69
573 Stephen Ministries	1,276.49	250.00	361.64	1,164.85
574 Technology Updates	(3,965.17)	0.00	0.00	(3,965.17)
Dedicated Totals:	8,975.60	38,984.38	33,996.85	13,963.13

2023 Dedicated Funds - Annual Report

	Jan 1, 2023 Beginning Balance	YTD Credits	YTD Debits	Dec 31, 2023 Ending Balance
Long Term Dedicated				
650 College Intern (Foundation Sponsored)	907.90	7,500.00	2,184.65	6,223.25
652 Confer Medical Bills ('17 ICS)	2,703.52	0.00	0.00	2,703.52
654 Con't Ed - Prior Yrs Balances	2,806.66	0.00	(1,318.34)	4,125.00
656 Development/Major Improvements	52,115.22	46,095.80	35,307.74	62,903.28
658 Estates/Bequests	11,716.28	2,000.00	0.00	13,716.28
660 Help Fund (Donations)	6,136.11	750.00	2,281.84	4,604.27
662 Local Benevolences	29,645.72	32,971.23	39,710.70	22,906.25
664 Ministry (15% of Estates)	1,500.00	0.00	0.00	1,500.00
668 Needy Children Estate	169.90	10,000.00	4,020.00	6,149.90
672 Open Table	(3,335.69)	17,188.16	13,852.47	0.00
674 Outreach	937.48	1,900.59	199.64	2,638.43
676 Sabbatical:Future (Pastors/MinDirectors)	10,800.00	0.00	(3,600.00)	14,400.00
678 Scholarship (Voc./Lutheran)	(13,953.88)	40,352.12	7,745.42	18,652.82
680 ThriventChoice.OtherDona.for Matching	0.00	4,056.00	2,592.75	1,463.25
682 Van Replacement	13,746.41	0.00	0.00	13,746.41
683 Hail Damage	485,592.72	162,371.72	608,702.34	39,262.10
684 World Outreach	0.00	11,579.15	11,362.64	216.51
686 Youth Rehabilitation (Prison Mins.)	1,572.80	0.00	228.47	1,344.33
688 Youth	6,125.75	263.46	227.04	6,162.17
689 Youth Mission	(334.48)	59,615.16	24,045.19	35,235.49
690 Youth Trips (College/Seniors/Passion)	1,035.10	0.00	0.00	1,035.10
Long Term Dedicated Totals:	609,887.52	396,643.39	747,542.55	258,988.36
Memorials				
695 Memorials	82,542.23	13,050.00	3,631.96	91,960.27
Memorials Totals:	82,542.23	13,050.00	3,631.96	91,960.27
Cash Flow (Checking<>Savings)				
700 Cash from MIF/EJ to BofD: BofD to MIF	0.00	750,000.00	750,000.00	0.00
702 Prior Years Income Overages/Deficits	51,301.91	0.00	0.00	51,301.91
Cash Flow (Checking<>Savings) Totals:	51,301.91	750,000.00	750,000.00	51,301.91
Totals:	\$818,775.52	\$1,335,397.90	\$1,674,063.34	\$480,110.08

2023 ANNUAL REPORT OF
FIRST ST. PAUL'S LUTHERAN CHURCH FOUNDATION
OF HASTINGS, NEBRASKA

First St. Paul's Lutheran Church Foundation was founded in 1983. The Foundation has enjoyed steady growth since its founding. It is another arm of the Church helping locally, nationally and worldwide. Contributions received are from gifts and memorials which are above and beyond local Church giving. Gifts received of \$1,000 or greater are recognized on a name plate board which is displayed in the Church.

FINANCIAL CHART

	Gifts	Investment	Charitable	
Year(s)	Received	Income	Distribution s	Expenses
1983 -2016	\$502,136	\$473,530	\$423,249	\$39,925
2017	18,000	64,488	19,590	3,516
2018	4,100	26,922	18,750	4,690
2019	2,578	24,627	35,000	4,992
2020	317,147	25,021	26,340	5,871
2021	2,000	51,879	18,714	5,073
2022	-0-	56,039	11,187.00	94,553.32
2023	7,535.00	58,278	32,309	8,093***

Total since inception **\$853,496** **\$780,784** **\$585,139** **\$166,714**

*** Year 2023 is before audit. 2023 includes farm income of \$22,500, farm expenses of \$4,587.

First St. Paul's Foundation	<u>12/31/2023</u>
Foundation funds unrestricted	\$ 395,756.31
Foundation funds restricted	\$ 519,665.58
Foundation farm ground 2023 assessor value	\$ 393,646.00
Foundation 1010 W 5 th St 2023 assessor value	<u>\$ 11,448.00</u>
Total Ending 2023 Assets	\$ 1,320,515.89

Charitable disbursements are given only from income earned from investments unless otherwise directed by individual donor. These disbursements are given for educational and other benevolent needs of local, national and international levels. The Foundation has disbursed \$ 585,139 since its inception. A total of \$32,309 charitable gifts were disbursed in 2023. Charitable gifts in 2023 and recent years are listed on the following pages. The Foundation books are audited each year and are available for review upon request.

The following Board of Trustees administers the affairs of the Foundation:

President	Larry Meyer	Secretary	Jackie Queen
Vice President	Allen Sjuts	Trustee	John Hohlen
Treasurer	Beth Coil	Trustee	Jeanne Loch
Church Council Representative	Craig Kautz	Legal Adviser	Jennifer Baird Fleischer
Ex-Officio	Rev. Joel Remmers		

Anyone wishing to make gifts or bequests to the First St. Paul's Foundation may contact a Pastor or Board Member. Please contact any of the trustees if you have any question(s) regarding a project the Foundation might gift.

Respectfully submitted: Larry Meyer, President
Elizabeth Coil, Treasurer

2024 PROPOSED BUDGET

	<u>2023 Budget</u>	<u>2024 Proposed Budget</u>
Education		
General Supplies	1,500.00	1,500.00
Kids Ministries	5,600.00	5,600.00
Youth Ministries	5,700.00	5,700.00
Adult Ministries	4,150.00	4,150.00
Education Totals:	\$16,950.00	\$16,950.00
Operations: Office		
Advertising/Marketing	1,000.00	1,000.00
Bank/ET Charges; Offering Envelopes	3,350.00	3,850.00
Copyrights/Licenses/Subscriptions	2,500.00	2,750.00
Equipment/Technology	5,500.00	5,500.00
Office Supplies/Misc.	21,250.00	23,750.00
Operations: Office Totals:	\$33,600.00	\$36,850.00
Operations: Property		
Utilities	70,950.00	78,000.00
Insurance	44,430.00	67,700.00
Property Maintenance & Supplies	32,500.00	32,500.00
Operations: Property Totals:	\$147,880.00	\$178,200.00
Operations: Staff Salaries		
Senior Pastor	68,357.00	69,723.45
Associate Pastor	-	40,700.00
Support Staff	310,622.00	235,115.93
Operations: Staff Salaries Totals:	\$378,979.00	\$345,539.38
Operations: Staff Benefits		
Pastors' Benefits	68,843.00	144,237.28
Support Staff Benefits	61,550.00	24,954.82
Social Security/Medicare	28,330.00	27,703.52
Staff Gifts & Recognitions	3,200.00	3,200.00
Operations: Staff Benefits Totals:	\$161,923.00	\$200,095.62
Outreach		
Outreach	4,000.00	4,000.00
Hospitality	5,300.00	5,300.00
Outreach Totals:	\$9,300.00	\$9,300.00
Worship		
Copyrights for Worship	1,400.00	1,450.00
Music Supplies & Maintenance	2,500.00	2,400.00
Worship Supplies	1,500.00	1,500.00
Worship Totals:	\$5,400.00	\$5,350.00
TOTAL 2024 PROPOSED BUDGET	\$ 754,032.00	\$ 792,285.00