

# MINISTRY REPORT



# 2016

GRACE LUTHERAN  
CHURCH & SCHOOL

# Grace Lutheran Church & School Ministry Report

# 2016

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Pastor Rob Goodwin explains how Grace lives out its mission to nurture people to love God, love others and make disciples. God is not only allowing us to impact our community, but also the world and those who are in it.

## WELCOME

*They said to all the people of Israel, "the land we traveled through and explored is a wonderful land! And if the Lord is pleased with us, He will bring us safely into that land and give it to us. It is rich land flowing with milk and honey. Do not rebel against the Lord, and don't be afraid of the people of the land."*

### God's Faithfulness

Faith matters to God. This is the dominant theme in the book of Numbers and the key to its theology. Linked with the books of Exodus and Leviticus, Numbers demonstrates the nature of faith by contrasting God's faithfulness in fulfilling the promises made to Abraham with the faithlessness of Abraham's descendants.

God had promised to give the land of Canaan to Abraham's descendants, and also promised that they would take possession of the cities of their enemies. Yet just as God's people were poised to see how God is faithful, something went horribly wrong. On the threshold of the Promised Land, Israel questioned their ability to overcome their enemies and take possession of the land.

This lack of faith proved to be costly; the generation that followed Moses into the wilderness died there because they failed to take God at His word. In discussing this incident, the apostle Paul recounts Israel's sins: idolatry, immorality, doubt, and ungratefulness (1 Cor. 10:1-11). This experience served as both an example and a warning to the church. On the one hand, it was meant to teach us humility. Israel's weakness is matched by our own. More important, it was intended to show us that our weakness is countered by God's strength. Paul summarizes the lesson to be learned from Israel's failure with this bold conclusion: "God is faithful".

Our faith is grounded in the faithfulness of God. He deserves our trust because He is true to His word. Israel's experiences in the wilderness are a sobering reminder that this kind of faith does not come naturally. It is a gift of grace and it is strengthened by experience. Because God is faithful, we can have faith in Him. As I think back over the history of Grace, I can see God's hand and see God's faithfulness. It is with that confidence from our experience, fueled by God's promises that we boldly move forward in faith.



**Rob Goodwin**  
Senior Pastor



# GRACE UPDATE



*"Grace has made a difference in my life. It is a place of complete, raw spiritual energy – when you see and hear things clearly and it is okay to be real. God is working in this place; the Spirit is alive, renewing and inspiring me."*

- Steve Andrus

I don't know about you but I feel it is amazing that we have been in our new home, here at Cross View Way, for five years. Time sure does move quickly! I am also amazed at what God has done during this time in the history of Grace.

I am reminded of the Israelites who were eagerly looking forward to inhabiting the land God had promised them. They had waited a long time for that blessing that was promised. In many ways Grace has had that same story in our life as a congregation. We too had land we felt God calling us to, and even though we had to be patient to enter our so called promised land, God blessed us in his timing and now we have been here for five years. It has truly been a land flowing with milk and honey but not without its challenges.

Yet through these challenges we have been able to see God work and receive his blessings. In a world and community that is changing

at a rate faster than ever, Grace stands tall in the community of Menomonee Falls. While other congregations are struggling with declining attendance, low school enrollment, and slowed generosity and giving, Grace is thriving.

Last year we talked about our challenges in reaching the culture around us. We have strived to have the correct ministry in place to minister to the changing dynamics in our culture and the new perspectives our future church family will possess. I believe that the results of

our measures over this last year speak to the success of our ministry and the changes we have made. God is truly blessing us with new, deeper and greater relationships in our church and in our community.

First and foremost we have to acknowledge the amazing efforts by the body of Christ here at Grace again this year. During 2015 we touched almost 5,000 people's lives in many different contexts and communities. This is an amazing number of people to connect with and potentially have an eternal difference. Yet as I stated last year I believe God is calling us to have an even greater impact in our communities, especially in Milwaukee and right here in Menomonee Falls.

We welcomed 3,167 guests into worship at Grace last year. That represents an increase of 8.7% over an increase last year of 9.6%. This makes it clear that we are being noticed in our community and drawing people to our house of worship. This means

*"We felt so strongly about the connection we had made at Grace that we soon decided to sell our house and moved to a home 3 miles away so that we could become more involved in fellowship." - Micah & Renee Adams*

that on any given weekend we have many visitors and thus need to be a welcoming and open family. Even with this increase our worship attendance has remained flat. As we have mentioned in the past people are attending worship less often. In fact, on average, a disciple at Grace attends worship 1.3 times a month. This is one of the most alarming and concerning measures we see. This is not a trend happening only at Grace, it is happening across America. To that end we are suggesting that all disciples connected to Grace add one weekend a month to their current worship pattern. It is important in this ever changing and fast paced world that we are equipped on a more regular basis with the word of God and strengthened through His sacrament of the Lord's Supper. It is very difficult for us to be united in mission and purpose if we only come together a little over once a month. This also diminishes our growth as disciples.

As good as these traditional statistical measures are, our ministry impact is far more important to the kingdom of God. 2015 was a good year in terms of our impact in the kingdom of God. We welcomed 36 new families into membership with a combined total of 83 people, and increase of 4.2% over 2014. We also welcomed 110 individuals into God's family here at Grace. This was highlighted by 46 baptisms and 3 adult baptisms. Our children's and youth ministry went through some changes this last year and this created strong impact as well. Our JAM attendance averages 76 students while our Jr./Sr. Youth attendance averaged 75 students. One key highlight in our children's ministry was our VBS for the summer. Total attendance for VBS was 243

children. Grace is truly a place that feels like home to more and more children.

In addition to this great story of God's blessing in our youth and children's ministry, God is blessing us in our day school. Two years ago we entered into the choice program in an effort to allow families access to the blessings of our day school. This was met with mixed reaction but it has been a blessing for Grace and our school. For the '15-'16 school year we had an enrollment of 209 students. This year we have the largest enrollment in over 10 years with 252 children enrolled in our school. We are also more diverse and actively reflecting our community.

I hope you see the blessing God is providing to us; He is keeping His promises. Our worship is vibrant, our ministry is strong and our reach is extending further and further. We are in the land of milk and honey. Yet just like the Israelites we do have some challenges, but unlike them we need to have confidence and trust in God to continue to provide and lead us forward.

Our areas of challenge and opportunity continue to be in the

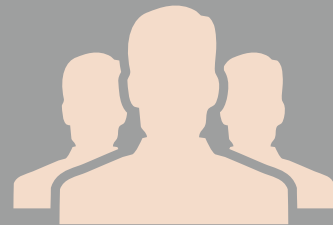
area of generosity and giving. We have been blessed with some very generous people here at Grace and I want to say thank you for your support of God's mission and ministry. If you remember, last year we made the decision to depart from our past capital campaign structure. This was a very large leap of faith. I am pleased to report that the people of Grace have largely responded well. Our total giving is actually down only 3.4% or \$52,233. Even with this shortfall, through cuts in our budget, we were able to finish the year in a strong financial position, as reported in our financial highlights on the following pages. Yet, with our increased connection to people in our community our contribution per attendee decreased 3.6% despite an increase to 775 giving units. We are thankful for this increase, however this leaves a portion of our family here at Grace who are not contributing or living a generous life towards God's ministry. This greatly affects our ability to impact more lives in our communities. God is calling us to much greater impact and that will require great faith, trust and generosity.



# MINISTRY IMPACT

All statistics are based on the 2015 calendar year.

## Average Worship Attendance (without special services).



FLAT

Worship attendance at Grace has not changed in the past year.

## Average Worship Attendance (without special services).

866 People

## Total People Connected to Grace

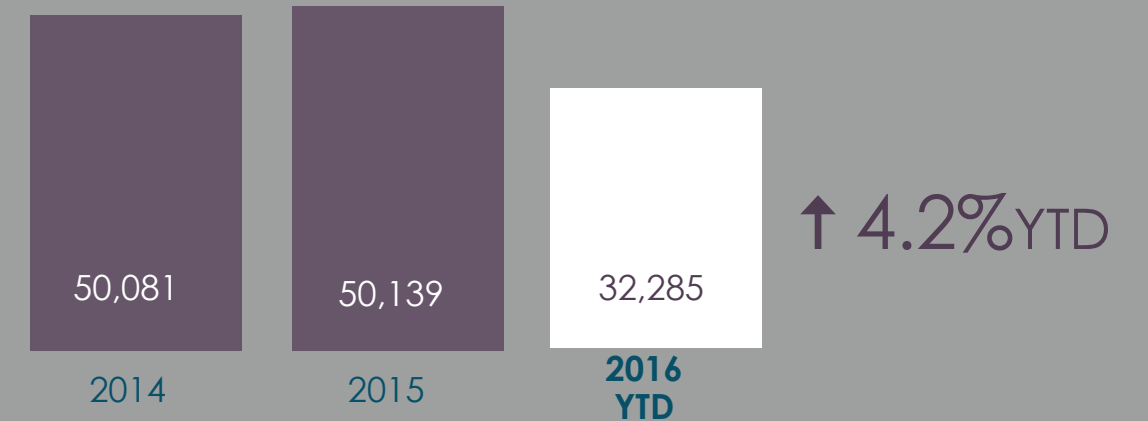
4896 People ↑ 6.3%



## Number of Worshipping Guests

3167 People ↑ 8.7%

## Total Worship Attendance (including special services).



## Frequency of Worship

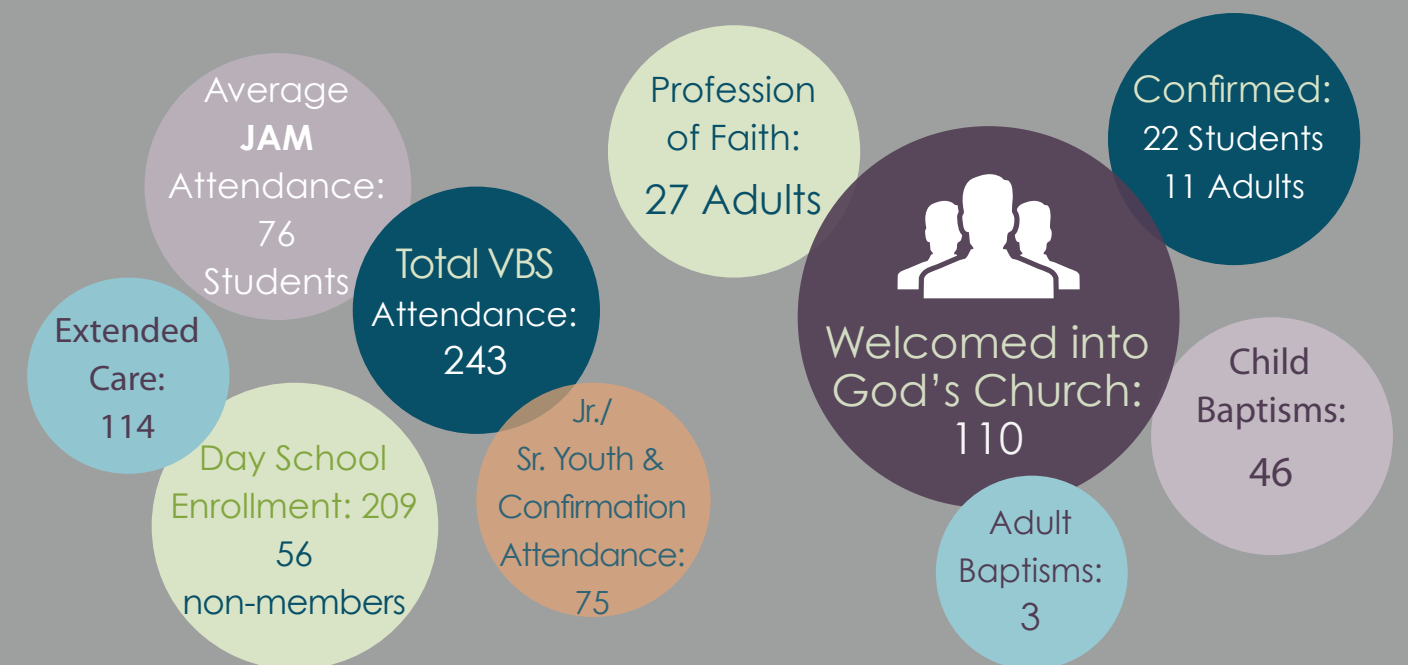
1.3 Times a Month

## Number of New Families in Worship



36 Families  
83 People

↑ 4.2%





# FINANCIAL YEAR

All numbers reflect fiscal year July 1, 2015 - June 30, 2016.

## TOTAL WORSHIP OFFERING (Plate & Envelope)

\$1,543,248 ↑ 35%

## CONTRIBUTION PER ATTENDEE

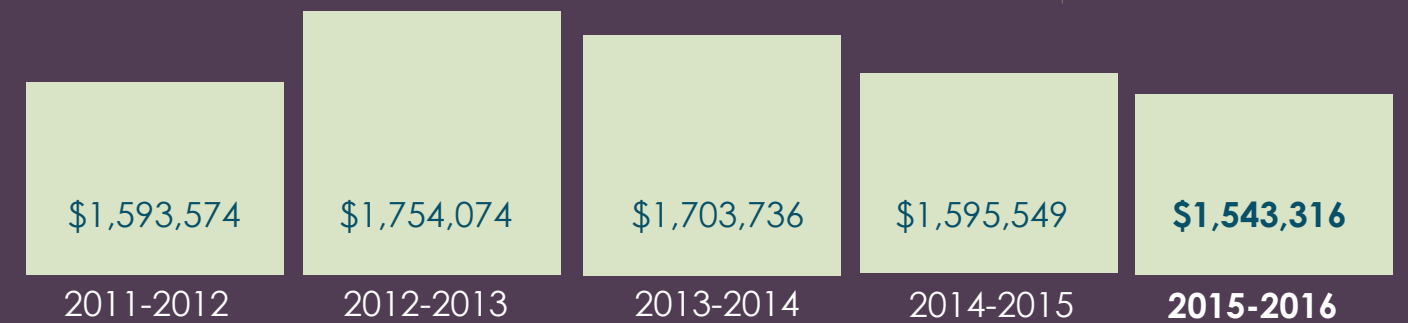
\$1,782.04 ↓ 3.6%

## Total Debt Owed to Bond Holders

\$6,241,486


## TOTAL GIVING (Includes past campaign funds)

\$1,543,316 ↓ 3.4%

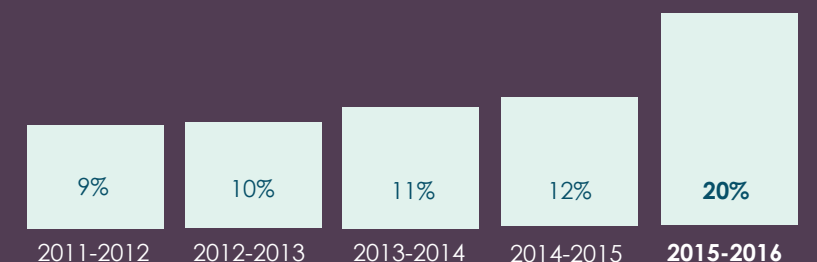


↓ \$52,233  
from 14/15

## Active Giving Units

 775 ↑ 15%

## E-GIVING (as a percent of total worship offering)



## Weekly bond payment

\$10,365

# OUR COMMITMENT TO FINANCIAL STABILITY

The question “How are we doing?” is frequently asked during the year. This is not always an easy question to answer given the growing complexity of our organization. As the rapid changes to our social and economic structures have shown, nothing remains the same and we must learn to adapt to this changing environment or risk falling behind. It is with this in mind that we continue to focus on not only our short term financial stability but to ensure that our long term plans will continue to work towards a financially stable future. Through all of this we are certain of one thing: God is in control of our Church and our School. It is He who challenges us to grow his Kingdom and to serve those around us. The 2015/2016 fiscal year was one of challenges as

we moved from our 3 year campaign model to fund our weekly Bond payments to a single annual giving goal that would cover our general operations and debt payments. In addition, we experienced a shortfall in anticipated school and church income which meant that we needed to make a number of adjustments to our expenditures throughout the year to ensure that expenses did not exceed income. Although we successfully ended the year with our budget balanced, our overall financial situation shows a loss which is mostly attributable to funds spent from our existing restricted funds in comparison to last year. Although our operating budget is tightly monitored we need to be aware of the impact of our aging

Kenwood campus which is in constant need of repair and upgrades. In addition, the pending sale of the additional 40 unused acres at our Hwy Q campus, when closed, will result in a significant reduction in our bond debt, thus lowering our weekly payments. This event will significantly aid in improving our financial results in the future. Our annual audit and our Financial Information Report for the Department of Public Instruction were once again completed by Winter, Kloman, Motor and Repp, and the Financial Highlights are shown on the opposite page.

  
**Carol Bird**  
Business Manager

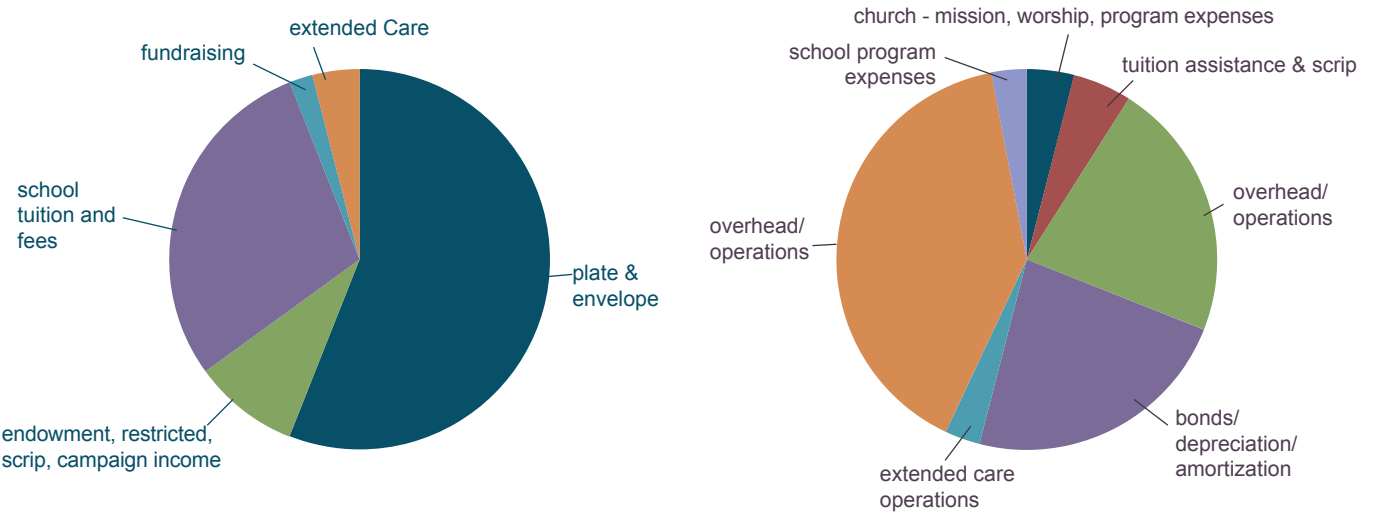
# FINANCIAL HIGHLIGHTS

## Financial Highlights

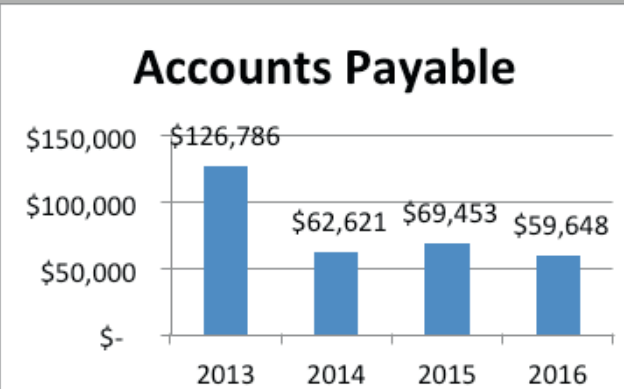
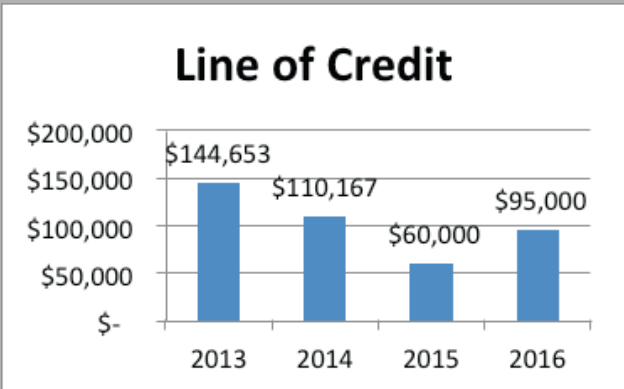
Revenue Sources	2014/15	2015/16
plate & envelope	\$1,143,009	\$1,543,248
other church income	\$180,230	\$10,238
endowment,restricted,scrip, campaign income	\$716,099	\$242,021
school tuition and fees	\$709,576	\$774,464
matching gifts	\$25,684	\$26,538
fundraising	\$29,466	\$59,857
extended care	\$124,221	\$115,740
<b>total revenue</b>	<b>\$2,928,285</b>	<b>\$2,772,106</b>
Operating Expenses	2014/15	2015/16
<b>church operations</b>		
mission and program expenses	\$145,299	\$120,083
tuition assistance & scrip	\$198,296	\$158,352
overhead/operations	\$682,049	\$646,275
bonds/depreciation/amortization	\$647,306	\$664,577
<b>school operations</b>		
program expenses	\$88,291	\$90,406
overhead/operations	\$1,037,892	\$1,178,922
<b>extended operations</b>	\$84,837	\$85,791
	<b>\$2,883,970</b>	<b>\$2,944,406</b>
<b>Net Income (Loss)</b>	<b>\$44,315</b>	<b>\$ (172,300)</b>

Numbers supplied via auditors; pre-audit.

Revenue Sources		Operating Expenses	
plate & envelope	56%	church - mission, worship, program expenses	4%
• other church income	0%	• tuition assistance & scrip	5%
• endowment,restricted,scrip, campaign income	9%	• overhead/operations	22%
school tuition and fees	29%	• bonds/depreciation/amortization	23%
• fundraising	2%	school program expenses	3%
extended care	4%	• overhead/operations	40%
		extended care operations	3%



## Financial Stewardship



## Investing in our Future

- Remodeling 3k Bathroom and new Accelerated Reading Room \$900 – From Temporary Restricted Funds
- 40 Chromebooks & Licenses - \$10,650 From 2013 Auction Funds
- Smartboard & Projector, 5th Grade -\$2,100 – From Golf Outing Funds
- MacBook & 10 refurbished Laptops - \$1,100 – From General Operating Budget
- Kenwood Furnace Repairs (inc. new Gym Furnace - \$9,800) - \$15,403– From General Operating Budget
- Replacement of Kenwood Septic Pumps - \$3,820 – From General Operating Budget
- Cross View Campus Container for Grounds Maintenance Equipment - \$3,000 – From Beautification Fund
- DCE Intern for Youth & Children's Ministries - \$35,000 (Salary, Housing & Expenses)– From Donated Funds

As we approach the 5th year anniversary at our Cross View Campus, we look at the amazing gifts that we have been blessed with and marvel at God's continued generosity through His people here at Grace. We have many assets and we have seen improvements in our cash flow position. When we say we cannot, God consistently shows us that with faith, generosity and commitment to Him, we can. We have, without fail, made our weekly bond payments, continue to see growth and opportunities to serve and see new families welcomed to our Church and School. We cannot however sit back and become complacent, God expects more from us. He will continue to place challenges before us and open new doors for us to go through. We must together, continue to have the courage and strength to follow the path He has laid out for us and to show the generosity to Him that he has consistently shown to us.

# GRACE CHURCH & SCHOOL

## Transitioning to who God has called us to be.

### MISSION

A church's mission statement is essentially its statement of purpose. It serves as a guide for all of the church's decision-making. It should help disciples within the church know what decisions and tasks best align with the mission of the church. A mission statement offers insight into what church leaders view as the primary purpose for being in business. To that end below is our mission statement here at Grace. We hope that it helps each one of us in fulfilling our calling here at Grace.

**Our mission is to invite ordinary people into a sacramental life.**

**(We accomplish this through loving God, loving others and making disciples.)**

... and it is no longer I who live, but it is Christ who lives in me. And the life I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me. (Gal. 2:20)

He said to him, " 'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the greatest and first commandment. And a second is like it: 'You shall love your neighbor as yourself.' (Matt. 22:37-39)



### VALUES

Core values are what support the vision, shape the culture and reflect the church's values. Think of values as the guiding principals or a code-of-conduct upon which our church is founded and which it operates on a daily basis. Values establish our church's view of the world and determine how you treat others including staff, community, etc. Most importantly, values serve as the foundation on which tough decisions are made. Below are our Values here at Grace.

### EMBODIMENT

**Community through Engagement:** being Christ's presence where we live, work, and play (vocation). Demonstrated by:

- Listening for and meeting the practical needs of our community
- Intentionally freeing our Grace family to engage in our communities

- Equipping people to see themselves as having "sacramental" impact, carrying the Kingdom of God wherever they go
- Being a place where the community can safely explore the faith
- *Matthew 28:19-20; John 1:14; Acts 1:8; Philippians 2:3-8*

### RESTORATION

**Relevance through Forward Thinking:** Applying biblical truth to current reality in a relevant way. Demonstrated by:

- Crafting the ancient truth of Scripture into a modern context
- Delivering sound teaching through experiential and relevant worship
- Preparing disciples to engage societal issues and trends where we live, work, and play
- A willingness to risk and try new things to reach new people
- *Colossians 4:2-6; 1 Peter 3:15*

**Action through Faith:** Living out the life of Christ in all areas of our life, developing faith in the environment of family, engaging people at all ages in the journey of faith. Demonstrated by:

- Seeing each other as part of a larger, extended spiritual family on mission
- Being the care and love of Christ and sharing it with others
- Equipping all generations to live as disciples who make disciples
- *Acts 2:42-47; Galatians 2:20; Ephesians 2:8-10*

### AUTHENTICITY

**Acceptance through Authenticity:** bringing restoration to the broken by loving them as Christ loved us. Demonstrated by:

- Speaking the truth in love, with gentleness and respect
- Creating environments where all feel welcomed and are accepted
- Recognizing that our identity in Christ affects the manner in which we interact with others, acknowledging our own sinfulness
- Embodying the humility and grace of Christ, while embracing a life of joy, fun, and celebration
- *1 Corinthians 13:1-13; 2 Corinthians 1:3-7; 1 John 4:7-11*

**Growth Through Generosity:** All growth, physical and spiritual, is accomplished through the generosity of God and his people. As a response to his love and grace we live lives that are generous. Demonstrated by:

- Viewing all we have as God's possession and leverage for the Kingdom
- Willing to invest our time, talents, and treasures in our families and friends, our enemies, and the un-churched/de-churched
- Eliminating all debt in order that we might reallocate our resources to reach the community
- Embodying the generosity of Christ, while embracing a life of trust and thankfulness
- *1 Timothy 6:17-19; Acts 20:35; 2 Corinthians 9:7-12; Luke 21:10-4; Proverbs 11:25*

### EXTRAORDINARY NORMS OF GRACE

We believe that being part of the Grace family is both a fantastic opportunity and an incredible responsibility, because we want to be people who live lives that matter. Because of that, we hold ourselves and each other accountable to a certain way of life – a way of life we refer to as the sacramental life, a life defined by Extraordinary Norms of Grace. Now, we know all of our lives will move in lots of different directions and take all kinds of different forms, but we hope that all of us can put these Extraordinary Norms into practice in any and every circumstance. These five commitments are at the core of making the extraordinary life of Christ flourish in every arena. Living out the Extraordinary Norms of Grace means we desire to:

- Spend time listening to God through worship, prayer, solitude, and reflection and respond to what one hears.
- Know the stories of others well and connect them to God's story.
- Serve others in the messes of everyday life.
- Strive to imitate Christ in all areas of their lives.
- Invite others into the Sacramental Life by intentionally disciplining others.

The truth is that none of us can live these Extraordinary Norms of Grace (much less the dynamic life that God has called each of us to) on our own. We need the help of others.





# Future of Grace

*"You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven." – Matthew 5:14-16, ESV*

I hope by now you hear the story of how God continues to bless us here at Grace! We have been given so much. Just think about our last five years. We moved to a new building, finished the second floor youth and children's ministry areas. We are now on the verge of completing our kitchen and through the generosity of a faithful member, we will soon be erecting our cross tower and perhaps even a portico for our church entrance. We have a contract for the sale of our unused land and will be able to pay down a portion of our debt. What amazing gifts God has given us. Yet there is more God is calling us to. We need to continue to work to find a way to move our school to our Cross View Way location. This is something many of us have been praying for.

But most of these gifts are internal and self focused. They make a better home for us here at Grace. This

is nice and we are so thankful for what God has provided. Yet I believe our future is not in what we will do in our building, although this is important, it is what we will do in our community and in the lives of others around us. Our focus, especially now that we have much of what we desire, cannot be on us! It must be on the kingdom of God and those who He has yet to touch with His love and grace. This is our opportunity! This is our calling as His disciples! We must turn our focus away from our needs, our wants, our desires to the needs of those in our communities and families.

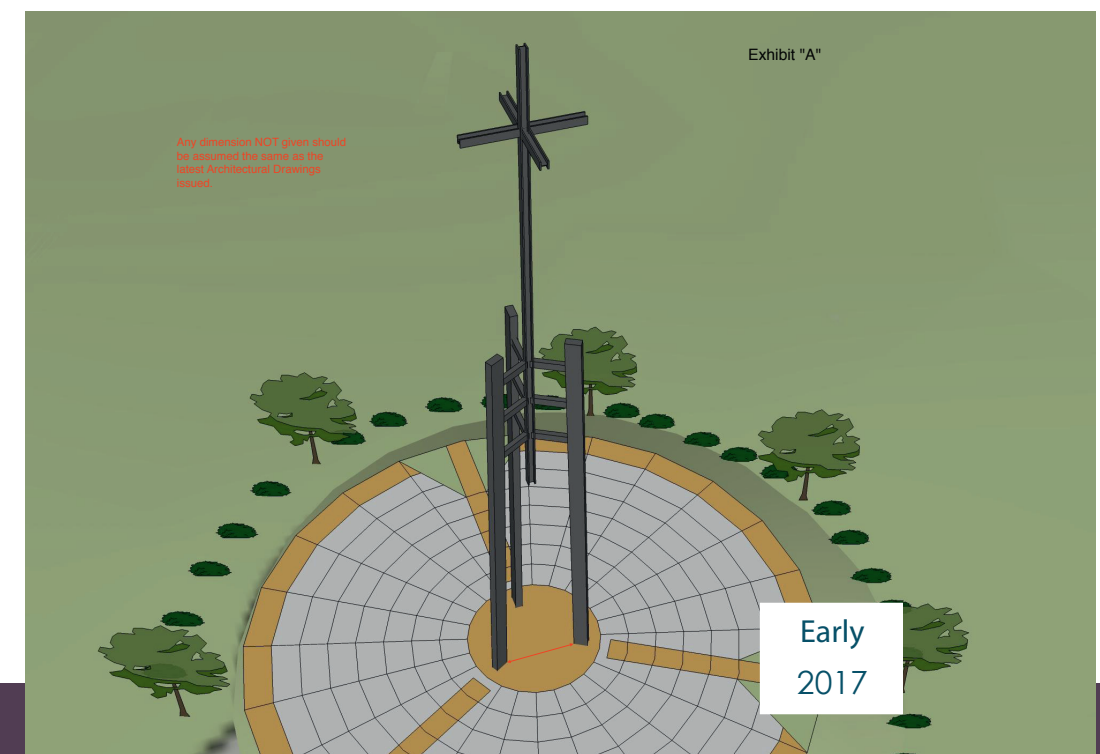
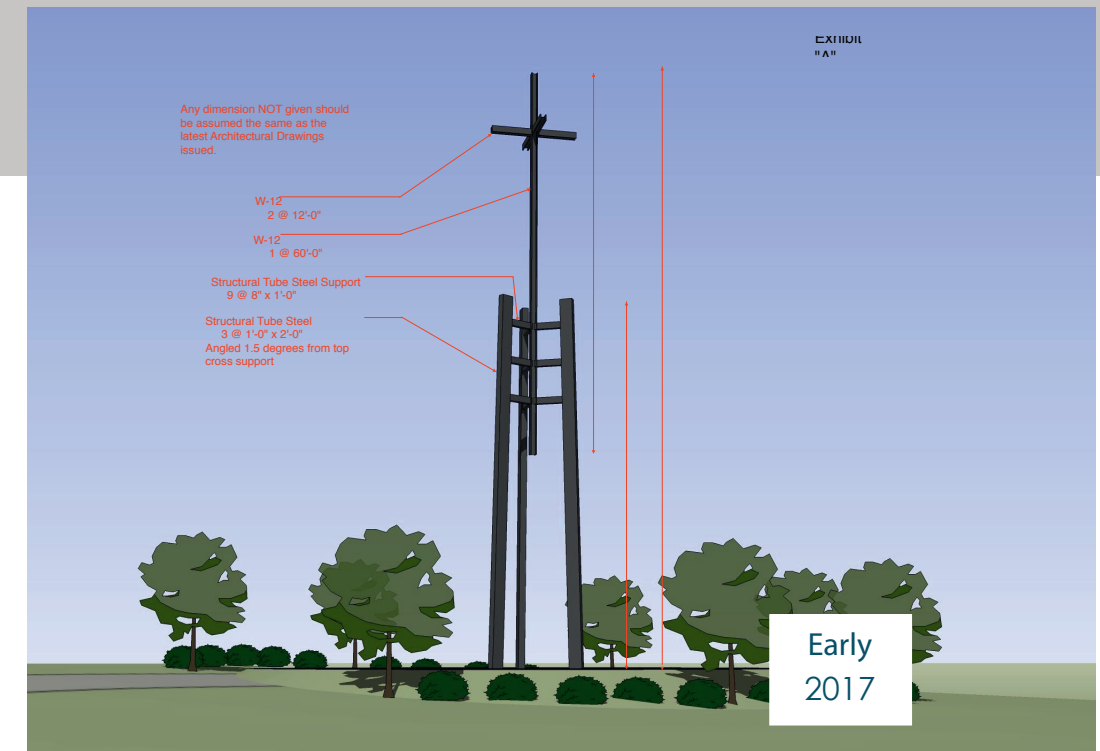
We have been given so much and so now much is expected from us. May we celebrate the gifts God has given us but may we now focus on using these gifts, for the good of those who are right in front of us. I leave you with one question: If Grace were not to exist tomorrow, with all that God has blessed us with, would our community even know? Or will we just be known as that large church on Hwy Q? I believe God is calling us to faithfully use what He has given us to make a tremendous difference in our community and world! What an exciting future God has placed before us!

Potentially  
Early  
2017



*"This place has grown in my heart. I want to be part of its growth." - Bruce Cohen*

*"Since coming to Grace, our faith life has advanced more in these 2-1/2 years at Grace than the eleven years we spent just going through the motions at our last church . . . We all look forward to hearing the message on Sunday and we attend every week we are able. All three Pastors are phenomenal speakers and easy to listen to and understand . . . Grace church has changed how my family views going to church. We are forever thankful!" - Lori & Dale Thiessenhusen (& family)*



*"When Liz and I were looking for a church, we were hoping to find a church with compassion, acceptance and believers gathering in praise of the Lord. After visiting for some time, we found all of this and more at Grace, now knowing we had found our home! Love God, His people and go and make disciples. Grace Evangelical is all of this and more!" - Eric and Liz Ruggaber*



**Church:**

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Menomonee Falls, WI 53051  
262-251-0670

**School:**

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Menomonee Falls, WI 53051  
262-251-7140

[www.grace-connect.org](http://www.grace-connect.org)