

St. Paul's Lutheran Church
Town Hall Forum & Special Voters Meeting
January 11, 2026
12:00 pm

Vision

Making a Christ-centered difference in our community and world today and for eternity.

Mission

Preaching. Teaching. Reaching.

- 1. Call to Order**
- 2. Opening Devotion & Prayer**
- 3. Reports**
 - Church Council & Business Manager
 - Board of Elders & Pastors
 - School Board & Principal
- 4. Presentation & Discussion: Phase 1A Narthex Concept Recommendation**
- 5. New Business**
 - Resolution 2026-01, To Provide Preliminary Approval of the Phase 1 Concept for the Narthex Addition
 - Resolution 2026-02, To Approve LCEF to Lead a Ministry Expansion Capital Campaign in Spring 2026
- 6. Announcements**
 - Suggestions for Nominations for LCMS President (nominate up to two), First Vice-President (nominate up to two), and Regional Vice-President in the Congregation's Region (nominate up to two; must be resident in the congregation's region at the time of nomination and throughout service) (Currently those serving are President Rev. Dr. Matthew Harrison, First Vice-President Rev. Peter Lange, and Central Region Vice-President Rev. Benjamin Ball)
 - Timeline to Recommend Members to Serve on the 2026 Nomination Committee
 - Annual Meeting: May 31, 2026
- 7. Adjournment & Lord's Prayer**

Church Council Report

January 11, 2026

Financial Review Team

A Financial Review Team has been established again this year. In order to maintain some continuity, Brian Frerking and Deanna Inman agreed to serve again. Chad Krahnenbuhl and Cindy Stuenkel will join the team and serve for this year and next.

Facility Review Committee

A Facility Review Committee has been established to create an updated inventory list of the congregation's assets. Those serving are Brian Woods, Dan Hoppmann and Don Schlesselman.

New Member-at-Large

The Church Council has accepted with regret the resignation from the council from Mark Stuenkel, due to their relocation out of the state. Curt Haag has graciously agreed to serve out the unexpired term.

Nominating Committee

The Nominating Committee for next year's officers will need to be established in the near future. Please prayerfully consider serving the congregation if you are asked or submit your name for consideration if the spirit so moves you! Submit names for possible Nominating Committee members February 1–22, 2026.

New Sign

Our new electronic church and school sign was installed last summer. The old electronic sign did not work for a long time, replacement parts were no longer available, and the brick structure of the old sign could not be reasonably repaired. Many thanks to all those who helped take down the old sign and helped put up the new one. The new sign advertises church and school events, shares spiritual messages, and highlights our ministry to the more than 1900 vehicles estimated to drive by on Main Street each day (2023 traffic study by Kalibrate). The cost of the sign was \$48,276 and was paid for by donations designated memorial funds, and Gifts of Grace School Auction funds.

Constitution & Bylaws District Review

In the fall of 2025, the Missouri District Constitution Committee reviewed our revised Constitution & Bylaws (dated July 29, 2025). They recommended approval to the Missouri District Board of Directors, which was granted on October 16, 2025. This review and approval is required by the LCMS Missouri District.

Business Manager's Report

Town Hall Meeting - January 11, 2026

Facilities:

- (July/August) 2 older HVAC units were replaced on the old school building and most of the asbestos tiles were removed and replaced in that building as well.
- (July) The new electronic sign was installed. It was fully paid for by donations, Auction funds and a memorial gift.
- (September) Heavy rain caused damage to the roof above the west entrance to the old school building. A temporary fix has been scheduled but a more costly permanent repair is needed.
- (September) Jeff Martens along with Dan Frank surveyed the gutters, roof and brickwork of the church. Dan and son have submitted bids for roof repairs and tuckpointing. Andy Jones is gathering second bids as well as bids for gutter replacement/repair.
- (December) Help is needed for snow removal on church service days. Please contact Julie if interested.

Finances:

- 2024-25 Fiscal Year ended with a \$0 Home Fund Balance. We did not dip into the Endowment or the line of credit and did not use all of the \$200K from Violet Kirchhoff's Thrivent policies. \$40K remained from those policies. Currently, that amount is held in an interest-producing account at Thrivent and has been set aside for future debt reduction needs.
- A Fixed Asset Inventory team has been appointed to properly document property owned by the church. This was at the advisement of the Financial Review Team.
- The Church Council approved a policy regarding the reception of 3rd party gifts. In line with IRS guidelines, the church will no longer accept passthrough gifts to outside organizations. Gifts made to St. Paul's Lutheran Church must be for funds controlled by St. Paul's Lutheran Church. We will continue to support those outside ministries through Mission giving and designated chapel offerings. We encourage you to support those outside organizations directly. If you have questions about giving options or what constitutes an "outside organization", please speak to Julie Bonar.
- **THANK YOU** to all who gladly answer when asked to help! Thank you for keeping all of the office staff and church leadership in your prayers as we are about the *business* of the church.

DECEMBER TREASURER'S REPORT

3 KEY TAKEAWAYS

- While giving was less than the targeted need, giving and school income were still more than was spent.
- We received several generous gifts at the end of the year for music ministry and church and school operations.
- If members continue to give generously, we forecast a positive operating fund for the remaining 6 months of the fiscal year.

ST. PAUL'S LUTHERAN CHURCH AND SCHOOL

FY 2025-26 Profit and Loss Summary*

For the Month Ended Dec 31, 2025

	Dec Actual	FYTD Actual	FYTD Budget	Variance
INCOME:				
Home Fund Contributions	166,172	800,984	833,839	(32,855)
School Income	59,515	285,928	232,428	53,500
Other Income	4,262	35,801	24,500	11,301
(Summer Program, Cemetery, Etc)				
Total Income	229,949	1,122,713	1,090,767	31,946
EXPENSES:				
School	118,235	751,799	777,176	(25,378)
Worship and Ministry	39,696	244,689	259,812	(15,123)
Facility Expense	15,793	148,989	138,012	10,977
Other Expenses	260	25,990	30,553	(4,563)
Total Expenses	173,984	1,171,467	1,205,553	(34,086)
NET PROFIT/LOSS	55,966	(48,754)	(114,786)	66,032
Net changes in liabilities and net income/loss		(11,315)		
HOME FUND BALANCE		(60,069)		
<i>Prior Month Home Fund Balance</i>	<i>(77,961)</i>			

* In an effort to simplify the messaging around the church's finances, we offer this condensed report.

For a more detailed look, you'll find the full page report in the narthex and the church office.

For some, the New Year can feel like a new start—a fresh new calendar of goals and possibilities. Others may feel like the New Year is just a continuation of last year's old problems and griefs. Lamentations 3 reminds us that "the steadfast love of the LORD never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness" (Lam. 3:22–23 ESV). God's great love for you is steadfast; He gives you grace and mercy in your Savior Jesus every day. Trusting that faithful, rich supply of God's gifts to us will be renewed each morning, we serve sacrificially and share generously to further the work of God's Church.

ST. PAUL'S LUTHERAN CHURCH AND SCHOOL
FY 2025-26 Treasurer's Report
For the Month Ended Dec 31, 2025

	Actual	Budget	Variance	Comments
INCOME:				
Ordinary Contributions	163,697	209,724	(46,026)	
Debt Reduction	2,475	2,475	0	
School Registration Fees	4,197	5,250	(1,053)	
School Tuition	34,108	30,620	3,488	
School Donations and Other Income	21,210	2,734	18,476	
Summer Program & Other Income	4,262	1,383	2,878	
Total Cash Receipts	<u>229,949</u>	<u>249,711</u>	<u>(19,762)</u>	
EXPENSES:				
Christian Ministries				
School	115,966	114,797	(1,169)	
Worship and Ministry	35,733	38,548	2,814	
Summer Program /Other Expenses	35	613	578	
Total program Services	<u>151,735</u>	<u>153,957</u>	<u>2,222</u>	
Supporting Services				
Facility Expense	15,793	18,690	2,897	
Cemetery and Other Expense	225	781	556	
Church Administration	3,962	2,233	(1,729)	
School Administration	2,269	1,998	(271)	
Total Supporting Services	<u>22,249</u>	<u>23,702</u>	<u>1,454</u>	
Total Expenses	<u>173,984</u>	<u>177,659</u>	<u>3,676</u>	
BUDGET PERFORMANCE (All Accounts)	<u>55,966</u>	<u>72,052</u>	<u>(16,086)</u>	
OTHER INCOME FOR THIS MONTH				
Collections for Missions	5,703	2,383	3,320	
Special Gift Income - Restricted for use	2,867			
Endowment	0	0	0	

MONTHLY ACTIVITY IN NON-BUDGETED DESIGNATED FUNDS:

Additions:	
Other Gifts	6,055
Year end gift to School	10,000
Sound System (Family gift)	4,139
Music Ministry (Family gift)	23,157
GBGG (tx from Endowment for Narthex Proj)	43,351
Disbursements:	
Other Disbursements	1,870
Net Change to School Funds	326
Mission funds distributed to District and various mission partners	19,940
	22,136
Net Change in Designated Funds:	21,215

CURRENT HOME FUND STATUS

Available Funds:	
Deposited at Local Banks and Thrivent	520,191
Less:	
Funds Designated for Special Purposes	202,219
Funds Given as General Memorials	78,450
Funds Designated for School Use	299,591
	580,260
Result:	
Current Home Fund Balance	(\$60,069)
<i>Prior Month Home Fund Balance</i>	<i>(77,961)</i>

FORECASTED FY 2025-26 BUDGET PERFORMANCE

	Income	Expenses
Actual Thru Current Month	\$ 1,122,713	\$ 1,171,467
Forecast for Balance of FY *	\$ 1,273,677	\$ 1,158,891
Total Income	<u>\$ 2,396,390</u>	<u>\$ 2,330,358</u>
<i>* Based on Historical Data</i>		<u><i>\$ 66,032</i></u>

Board of Elders & Pastors' Report
Town Hall Forum | January 11, 2026

1. 2025–2026 Ministry Outcomes

- **Latest Update:** See attached.
- **You Can Help:** Help develop the 2026 Ministry Teams (current and anticipated) by visiting the sign-up sheets in the gym during the Town Hall Forum.

2. Ministry Team Highlights

- **Lutheran Braille Workers (LBW):** A potential new leader has been identified for our LBW production center. Thank you to Roger and Barb Bushman for their leadership.
- **Older Adults:** A focus group met in December to discuss ministry needs and opportunities.
- **Sunday School:** We are seeking additional members for our planning team as we finish the 2025–26 school year and look forward to the next year.
- **Hospitality:** Emphasizing wearing nametags to help make a connection and working on portable signs to be set out on the sidewalk on Sundays to direct people to adult Bible study and Sunday School.
- **Marriage Retreat:** Planning is beginning for a retreat in Spring 2026.

3. 2025 Official Acts

- See attached.

4. Thanksgiving, Advent, Christmas, and New Year's Worship 2025

- **Thank You:** Many thanks to all those who assisted in the preparation and leadership of our many special holiday services; we pray these services were a blessing to the many members, guests, family, and friends who attended!
- **Planning:** The Board of Elders will review these services to make notes for 2026.

5. Worship Livestream

- **Troubleshooting:** Since the end of October, we have been aware of significant lags and lapses in our worship livestream. Katie Drefs, our AV Team, and Principal Matt Mueller have been troubleshooting the problem for possible hardware, software, and/or Internet issues. We have been in conversations with the company who installed our new livestream equipment, our previous livestream provider (Church Streaming), as well as

Green Hills Communications. We know many people count on our livestream; there is an average of 100–200 views of our services each week (which represents many more people, including residents at the Good Shepherd Care Community). We are sorry for the disruption and appreciate everyone's patience while we work as quickly as possible on finding the true source of the problem and implementing a solution.

- **Availability:** Our worship livestream and on demand archive is on YouTube and can be accessed from the usual page on our website (stpaulsconcordia.org/livestream) or directly at youtube.com/@SPL-Concordiastreams.

6. Elder Focus Areas

- **Changes:** The Board of Elders adjusted their focus areas, assigning two elders to the following: Worship; Spiritual Formation; Children, Youth and Young Adults; Community Engagement; Care; and Member Care.
- **Rationale:** These new focus areas provide more comprehensive review and support from the Board for our church's various ministries and programs.

7. ChurchVoice Surveys

- **Initial Response:** As of January 5, 144 surveys were sent and 31 were completed. The Board of Elders will review the first batch of data at their January meeting.
- **Features:** 1) Short, customized surveys for members that can be shared several times throughout the year; 2) Responses can include names or be returned anonymously; 3) Mechanism to respond to all comments, even those returned anonymously; 4) Ability to segment our membership into demographic groups for more specific surveys, and 5) No cost for our first year while the product is being field-tested and refined.

8. Elder Contacts

- **Phone Calls:** Throughout the year, the Board of Elders will be reaching out by phone to members. A small group of members will be contacted each week and prayed for in worship.
- **Update Info:** Please ensure the church office has your current contact information.

9. Leadership Development

- The church staff is reading and discussing the book *Faithful, Hopeful, and Bold* by President Hagan (Concordia Publishing House, 2025) during our weekly meetings.
- This may be a resource for future conversation among the Church Council, Board of Elders, and School Board.

10. RightNow Media

- **Cancellation:** In the last half of 2025, the staff and Board of Elders discussed the effectiveness and ongoing use of RightNow Media and decided to cancel our subscription at this time. We canceled our church's subscription to RightNow Media in November.
- **New:** We are looking at other discipleship and spiritual growth resources that may be more helpful for us.

11. Youth Ministry

- **Transition:** On July 31, Melissa Heath stepped down from her role as our Youth Leader. Melissa has served in youth ministry for nine years, assuming the role of Youth Leader after Pastor Todd and Angie Kollbaum were called to Nebraska. We are grateful for her hard work and dedication and for the blessings she shared with so many of our high school youth.
- **Strategy:** Since then, we have met with Pastor Billy Brath (formerly with LCEF) and Pastor Mehl to discuss Concordia-area youth ministry opportunities, and the following two goals for youth ministry are being explored:
 - a. Youth Ministry *embeds* itself in the community life of Concordia. (*It isn't a flash in the pan, isn't reliant on a few people, has longevity.*)
 - b. Youth Ministry *integrates* into the regular operations of SPLC, SPLHS, Holy Cross, and others. (*Shared work and regional ministry.*)
- **Collaboration:** The Board of Elders is reaching out to the local area LCMS congregations to gauge interest in a more collaborative youth ministry design, in partnership with us and with Saint Paul High School.
- **Immediate Needs:** Small teams are being formed for immediate projects, such as the youth Advent meal and the Easter breakfast.

12. 2026 Estimate of Giving

- **Support:** 2025 was the first year we asked congregation members to consider and make a pledge for ordinary contributions. In addition to helping members reflect upon our shared preaching, teaching, and reaching ministry and their support of that work, the pledges received provide one data point for budget planning for the next fiscal year.
- **Launch:** We will be launching the 2026 stewardship campaign next week, with the goal of the 2026 Estimate of Giving cards to be returned January 25.

13. Participation in Synod Pilot Projects

- **Worker Wellness:** This series of webinars and supplemental planning materials produced as part of the LCMS Worker Wellness Project are for staff and lay leaders to foster and are meant to create an environment of wholistic health for our church workers.

- **Set Apart to Serve (SAS) Church Worker Recruitment:** We continue to participate in SAS conversations with Synod leadership and other church and school leaders about resources and best practices to encourage people to serve in professional church work vocations as part of the SAS School Pilot Program and Influential Adult Pilot Program.
- **Words of Worship:** We are part of one cohort out of four across the nation to work with Concordia Publishing House to consider ways and resources to equip congregations to help young children (ages 0–8) grow in worship and prayer. The first in-person meeting was Saturday, January 10.

14. “Teaching the Faith at Home” Podcast

- **Reboot:** Pastor Andrew and Principal Matt Mueller lead our “Teaching the Faith at Home” podcast. The latest episodes explore themes and lessons from the book *Habits of the Household: Practicing the Story of God in Everyday Family Rhythms* by Justin Whitmel Earley.
- **Watch or Listen:** Watch the latest episodes on YouTube or listen on Spotify or Apple Podcasts. Visit stpaulsconcordia.org/teaching-the-faith.

15. The Bible Recap

- **New Groups:** A number of members have used The Bible Recap resource. In 2026, additional groups are forming to engage God’s Word together. Thank you to Beth Lange for spearheading this effort.
- **Congregation Health:** “The key to becoming and maintaining the health of a Christian church depends on the members being rooted in the Word of Christ” (Ted Kober, *Built on the Rock*, [St. Louis: CPH 2017], 30).

16. Circuit Forum

- **Meeting:** On Saturday, September 20, Pastor Michael and Joel Oetting represented St. Paul’s at the Concordia South Circuit Forum. This brief meeting is required by the Synod to elect delegates to the 2026 Synod Convention.
- **Delegates:** Rev. Joel Kurz (Bethlehem) and Chris Heins (St. Matthew) were elected as delegates and Pastor Michael and David Schelp (Holy Cross) as alternates.
- **More Information:** Visit lcms.org/convention/national.

UPDATE ON 2025–2026 MINISTRY OUTCOMES
ST. PAUL'S LUTHERAN CHURCH & SCHOOL | CONCORDIA, MISSOURI

as of January 11, 2026

VISION

Making a Christ-centered difference in our community and world today and for eternity.

MISSION

Preaching. Teaching. Reaching.

1.

Lives made different because of Jesus

Faith formation begins at home and individual lives are transformed by the Gospel.

1.1 Launch podcast to describe and encourage faith-formation at home.

- Our “Teaching the Faith at Home” podcast launched August 28, 2024. It is available on Spotify and Apple Podcasts. A link to each can be found at stpaulsconcordia.org/teaching-the-faith.
- Principal Poppe and Pastor Andrew continue to produce episodes in our new podcast. Topics covered include the Ten Commandments, the Apostles’ Creed, and the Lord’s Prayer. Additional episodes share information about our school Hymn of the Month (with Katie Drefs) and a pattern for evening prayer.
- The podcast has been promoted in our “Concordia Connection,” weekly email, “Blue Jay Bulletin,” Fall 2024 “Proclaim” newsletter, and a banner displayed at the top of our website. We will explore further promotion on social media and to the community.
- The status of the podcast will be reevaluated with Principal Poppe now attending the seminary (ongoing).
- Principal Mueller has completed an upgrade of recording equipment and now the podcasts will include a video option via YouTube. The first episode of the “relaunch” was posted October 15. The topic of the next several episodes will be on discipleship in the home, leaning heavily on *Habits of the Household* by Justin Whitmel Earley.
- Principal Mueller and Pastor Andrew continue to produce new content for our podcast. It can be found on YouTube, Spotify, and Apple (ongoing).

1.2 Highlight ongoing usage of Family Life Milestone resources and connect with congregational life.

- Each Sunday morning bulletin includes hymn numbers for the following week, and whenever a hymn is included in *My First Hymnal* (the resource shared at our Worship Milestone for 4-year-olds), this page number is also listed.
- Our Family Life Ministry was the focus of the Spring 2025 “Proclaim” newsletter.

1.3 Provide regular family and/or marriage retreats.

- The Board of Elders developed a Marriage Retreat Team charter in November 2024.
- The following people assisted our Gina Martens, our Director of Family Life Ministry, on our Marriage Retreat Team: Tim & Karen Bauer, Jared & Erin Beerman, Chad & Catie Krahnenbuhl.
- The marriage retreat was held April 4–6, 2025, at the Courtyard Marriott, Blue Springs. Our retreat leader, Rev. Dr. Justin Hannemann, is the Cofounder and CEO of GracePoint Institute for Relational Health. GracePoint is a counseling and consultation ministry with offices in Lincoln, Omaha, and Columbus, Nebraska. He is also Executive Assistant to the LCMS Nebraska District President, with a special emphasis on Ministerial Health.
- Eleven couples attended the retreat.
- After the event, a short survey was given to participants to reflect on their experience and to offer suggestions for a future event.
- The 2025 Marriage Retreat Team have agreed to continue to serve to plan a 2026 marriage retreat (ongoing).
- Early-planning for the Spring 2026 marriage retreat has begun (December 2025).

1.4 Identify ministry needs and discipleship opportunities for specific age-groups and demographics.

- We participated in the Lutheran Religious Life Survey (LRLS) in November 2024 – January 2025. The LRLS is an annual survey exploring the experiences and beliefs of LCMS members. Seventy-six members of our congregation completed the survey.
- Pastor Andrew, Pastor Michael, and Principal Poppe are reviewing the LRLS data results received in February 2025 and prepare a summary report (ongoing).
- Pastor Andrew and Pastor Michael are in conversations with Pastor Paul Mehl and Pastor Billy Brath (LCEF) regarding Concordia-area youth ministry, with plans for an event yet in the fall of 2025 and a team to be formed for future goal-setting and planning (ongoing).
- Principal Mueller and the School Board are offering the Parent Pulse survey throughout the 2025–26 school year to gather information from our grade school families about our school ministry (ongoing).
- The Board of Elders is considering a Members of the Week feature, which includes a brief conversation with a certain number of member households each week and prayer (ongoing).
- The Board Elders adjusted their focus areas, assigning two elders to the following: Worship; Spiritual Formation; Children, Youth and Young Adults; Community Engagement; Care; and Member Care (September 2025).
- We are preparing to use ChurchVoice to customize short surveys for our members to be shared several times throughout the year (November 2025).
- The first round of ChurchVoice surveys were sent in December 2025.

2.

A different kind of education

Our school provides a distinctly Lutheran Christian education.

2.1 Continue to connect students to service opportunities in the congregation.

- Director of Music Ministry Katie Drefs regularly utilizes students to play or sing in Sunday or special worship services.
- Our usher teams have incorporated elementary, middle, and high school boys in the schedule.
- At the Confirmation Milestone, we gave a specific time-and-talents form to our confirmands so they could indicate their interest in various ministries (April 2025). We are sharing these names with ministry leaders for follow-up.

2.2 Provide and promote opportunities for members to fund educational scholarships.

- Pastor Pastor Billy Brath (LCEF) and Mike Wadley (LCEF District Vice President) met with the pastors, church staff, and Principal Mueller regarding stewardship, funding strategies, and opportunities for our school ministry (ongoing).
- MO Scholars is being promoted among our leadership and congregation as a way to utilize tax dollars to assist in funding Lutheran education (ongoing).
- Principal Mueller organized meetings with area LCMS school administrators and with our church leadership to discuss MO Scholars with Leah Sieveking, LCMS MO District Dir. of Mission Advancement (October 16, 2025).
- Principal Mueller, Julie Bonar, and the School Board are discussing the tuition and fees for the 2026–27 school year in light of the potential impact of MO Scholars (ongoing).
- The 2026–27 school year tuition and fee schedule and explanatory materials will be shared in early-2026 (January 2026).

3.

A different kind of community

We foster and strengthen Christ-centered relationships.

3.1 Have five points of contact with every household in Concordia over the next five years.

- The Board of Elders developed a Community Engagement Team charter (January 2025).
- In the first quarter of 2025, the “Concordia Connection” included a call to action for interested persons to join the Community Engagement Team. So far, three people have indicated an interest in serving; additional team members are needed (ongoing).
- We hosted a five-week women’s volleyball league during March 2025. Ten teams participated, including teams from St. Paul’s, other local congregations, and the community. Participants had such a good time a follow-up tournament was held in April, which raised money for volleyball equipment at the grade school (March – April 2025).
- A “teaching service” was held June 29, 2025. This service included brief commentary about different parts of the service/liturgy. This was intended to be a kind of review for members and a chance for curious community members to come and see what goes on in our church and learn a bit about why we do what we do.

- Pastor Michael led “With Open Arms,” a study of Biblical hospitality (September 21 and October 5, 2025).

3.2 Establish a team to oversee the design, approval, and capital fundraising for a new narthex.

- In September 2024, the Church Council approved Phase 1 of Ministry Solutions Proposal from LCEF/Rev. Billy Brath related to narthex project, stewardship campaign, and implementation of strategic plan.
- The staff has documented a full list of annual ministry activities with ministry/program date(s), staff and lay leader(s), purpose, and any notes (Fall 2024). This document will assist in formulating ministry teams in the future and promoting our wide range of ministry activities.
- The Campus Team (CT) has been formed: Shannon Burrow, Andy Jones, Wyatt Jones, Jeff Martens, Kathryn Oetting, Mark Petersen (chair), Jeff Schlueter, David Strobel, and Nick Virus.
- Rev. Billy Brath had initial Zoom meetings with Pastor Michael, members of the staff, and the CT in October and early-November 2024.
- Rev. Brath met with the staff and CT in person on November 21, 2024.
- Members of the CT made themselves highly familiar with ministry operations on campus and have assembled names of potential architectural firms with experience in commercial design for churches or non-profits to explore our project.
- Initial interviews with architectural firms have been completed (December 2024 – January 2025) to evaluate a potential working relationship to further understand and explore the narthex building project.
- The CT received and evaluated proposals from two architectural firms (January – February 2025). SFS Architecture from Kansas City was selected.
- SFS personnel have confirmed their initial scope of work with our CT and have reviewed the project workplan, schedule, and deliverables. They have held a sequence of meetings with representative stakeholders and ministry leaders to determine the needs and goals of a new narthex. SFS personnel and engineers have also visited to verify and assess existing conditions of all facilities on our campus (March 2025).
- SFS will share report of their engineer’s assessment of existing campus conditions. The initial summary showed no significant changes to their report produced in May 2022. (April 2025).
- SFS has shared several concepts for a narthex addition to the North of the sanctuary as well as options for fellowship hall, office, and classroom additions. Based upon feedback from our CT, SFS will revise concepts and pursue cost estimates (April 2025).
- SFS is refining the initial concepts based upon the CT’s preferred floorplan options (summer 2025).
- The CT has seen updated conceptual renderings of the narthex project (floorplan, internal, and external renderings) and preliminary cost estimates, which have been preliminarily approved by LCEF (September 2025).
- The CT has prepared a project recommendation to be considered by the Church Council (November 2025).
- The Church Council approved the CT’s recommendation for the Phase 1A narthex concept, and materials were shared with the congregation in print and via email

beginning December 26, 2025, in preparation for the January 11, 2026, Town Hall Forum and Special Voters meeting (December 2025).

4.

Make a difference around the world

We are active participants in God's global mission.

4.1 Offer one domestic and/or international mission trip each year.

- Pastor Andrew discussed international mission opportunities with Rev. Dr. John Mehl of Mission of Christ Network (MCN). MCN connects churches/groups to mission partners for short term mission trips quite often. His advice for such a trip is to decide if we have a preference for a part of the world and identify what price point we desire. He specifically named three possibilities but noted that there could be others.
 - a. Lighthouse Transformation Ministries in Costa Rica: Ethan and Amanda Hutton head up Lighthouse's work with a growing group of MCN connected mission partners. The Huttons have presented at St. Paul's a few times. This trip would likely be the least in cost due to a closer proximity and the number of airlines that fly into San José.
 - b. Stronghold Cambodia: VBS style programs are held among other service opportunities. Flights would be more costly.
 - c. Hong Kong: This was a very active short-term mission destination in the past, but a mixture of political strife and pandemic restrictions has cut down on the number of mission trips over the last 5–10 years. Connections with Concordia International School and other ministry of the Lutheran Church of Hong Kong could be made. Flights here would also be costly.

4.2 Recruit future professional church-workers through ongoing participation in the LCMS Set Apart to Serve initiative.

- We are signed up to participate in the Set Apart to Serve (SAS) School Pilot Program. An initial meeting for this effort is being planned for October 2025.
- Pastor Michael has been asked to serve as part of the SAS Influential Adult Pilot Program. The timeline for this program is still being decided (September 2025).
- The first session of the SAS School Pilot Program is a Zoom meeting on October 21, 2025, and the first SAS Influential Adult Pilot Program meeting via Zoom was November 5, 2025.
- We continue to participate via Zoom in both the SAS School Pilot Program and the SAS Influential Adult Pilot Program (ongoing).

THE PASTORAL REPORT TO THE VOTERS

St. Paul's Lutheran Church

January – December, 2025

TRANSFERS OUT:

Josh Heimsoth, transferred to Trinity Lutheran Church; Alma, MO
Bryan, Sherry, Evelyn Graham, transferred to First Lutheran Church; Harrison, AR
Andrew and Rebecca Diefenbach, transferred to Emmanuel Lutheran Church; Kettering, OH
Rev. Richard & Maya Rudoske, transferred to Redeemer Lutheran Church; Springfield, MO
Nickolaus Graham, transferred to Bethlehem Lutheran Church, Warrensburg, MO
David Gates, transferred to Our Savior Lutheran Church; Kansas City, MO
Luke Roepe, transferred to St. Matthew Lutheran Church; Lee's Summit, MO
Hayley and Addison Schroeder, transferred to Immanuel Lutheran Church; Sweet Springs, MO
Chad, Morgan, Hyde and Garrett Nuelle, transferred to Immanuel Lutheran Church; Higginsville, MO
Ethan Pfannkuch, transferred to Faith Lutheran Church; Knob Noster, MO

TRANSFERS IN:

Jacob, Emma and Arlo Brandt
Daniel, Julie and Ryan Dodson
Matthew, Kate Dorothea, Elowen, Orson and Louetta Mueller
Craig, Leesha and Jace Heins
April, Dovelyn and Monty Montrey
Sherman, Tiffany, Madelyn, Melanie, Makenzie Oswald
Misty, Elias, Rose and Adam Harper
Delisa Cogburn
Janet Rehkop

ADULT CONFIRMATION:

Bridget Kageman
Gary and Sandy Bressman
John and Jayme Burman
Chad and Catherine Krahnenbuhl
Makayla Krause
Bobbie and Jerry Poese
Brandon Roepe
Brody Roepe
Greg and Lori Vandine
David Walker
Lilyan Waters
Cole Woods
Michael Singer
Wesley Mills

JUNIOR CONFIRMATION:

Jacob Beerman	Trenton Beerman
Anthony Brandt	Coulter Chrisman
Jaxson Clayton	Ava Denton
Gracie Denton	Zoey Eckhoff
Chesney Fahrmeier	Max Harrington
Claira Martens	Peyton Meyer
Easton Oetting	Evelyn Pottschmidt
Amaya Shafer	Creyton Sheets
Tucker Strobel	Myka Sullivan
Leilani Walker	

BAPTISMS:

Bridget Kageman, Adult Baptism
Micah Frerking, son of Tyler and Katie Frerking
Viktor Finley, son of Joshua and Katie Finley
Ezra Brandt, son of Jacob and Emma Brandt
Lane Brown, son of Spencer and Sydney Brown
Marilyn Galloway, daughter of Jesse Galloway
Jesse Galloway, Adult Baptism
Averi Bowles, daughter of Nick Bowles and Maciah Keith
Nash Bowles, son of Nick Bowles and Maciah Keith
Nick Bowles, Adult Baptism
Maciah Keith, Adult Baptism
Malakai Patschke, son of Mark and Britlin Patschke
Sylvia Burman, daughter of John and Jayme Burman
Christopher Visentin, Adult Baptism
Silas Visentin, son of Christoper and Abigail Visentin

WEDDINGS:

Hali Deatherage and Kyle Rainey, September 27, 2025
Kelsie Rehkop and Aaron Anderson, October 25, 2025
Megan Butler and Christoper Maggert, November 1, 2025

FUNERALS:

James Counts, December 28, 2024
Melvin Bockelman, January 10, 2025
Beverly Brackman, January 16, 2025
Robert Werths, January 17, 2025
Vivian Harms, February 17, 2025
Rev. Warren Schmidt, March 4, 2025
Violet Kirchhoff, March 24, 2025
Duane Driver, May 19, 2025
Bill Cordes, May 28, 2025
Geraldine Hartwig, July 15, 2025
Marilyn Clayton, July 26, 2025
Bruce Hass, August 9, 2025
Strahan Larsen, August 16, 2025
Gary Inman, August 22, 2025
Norma Iserman, September 8, 2025
Jesse Kunkel, September 18, 2025
Craig Heins, October 22, 2025
Wendell Olson, November 12, 2025
Omar Bredehoeft, December 20, 2025

Principal/School Board Report

Congregation Forum & Voter's Meeting - January 2026

Overview:

We are so blessed! St. Paul's Lutheran School has amazing students, staff and families that support the mission and vision of the congregation every day. I am blessed and humbled to serve this school community as principal. As we move forward, we get to look back on where we have been. We can learn from our mistakes and the challenges we have faced and that can inform us how to move forward. Today it will be my honor to share the vision of the School Board and myself about where we see St. Paul's Lutheran School going in the years to come.

Stats and Figures:

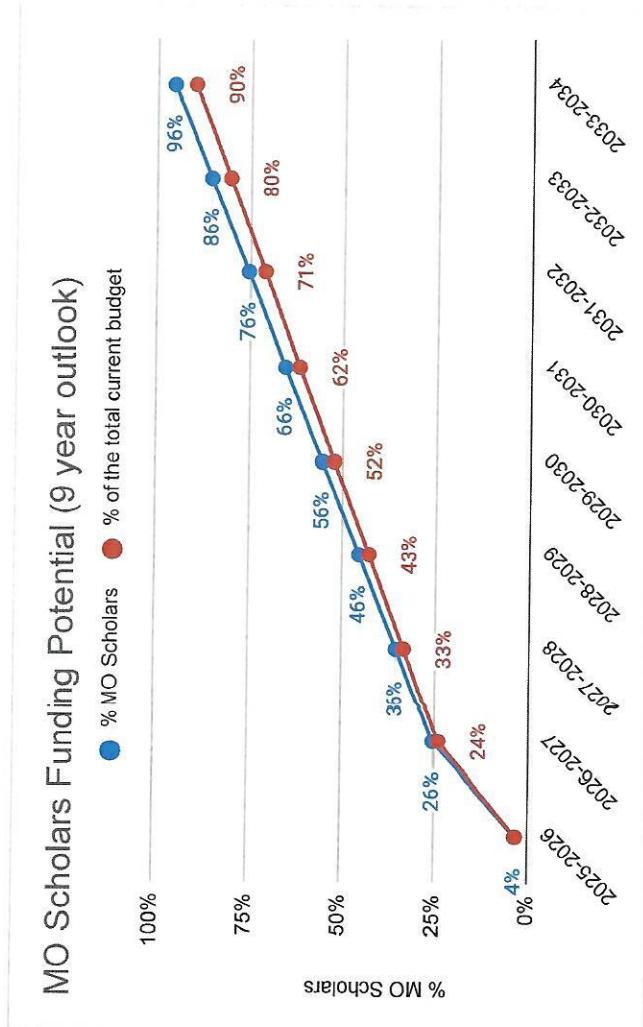
- 1) 196 students total, Early Childhood = 42, K-8th = 154
- 2) 119 Families send students to St. Paul's.
- 3) 8 sports teams, 5 music groups, and the Lutheran Junior Honor Association (student club).
- 4) 26 amazing teachers and staff members who share the love of Jesus and keep the school running.
- 5) 25-26 budget = \$1.5 million
- 6) 25-26 cost of education = \$7,800
- 7) 25-26 posted tuition = \$7,000

Important Graphics and Information by page:

Pg. 1 MO Scholars Eligibility Rules, Funding Levels, and Federal Financial Guidelines

Pg. 2 MO Scholar funding impact on congregation support required

Pg. 3-5 Tuition & Fees worksheets illustrating potential fees for the 26-27 school year



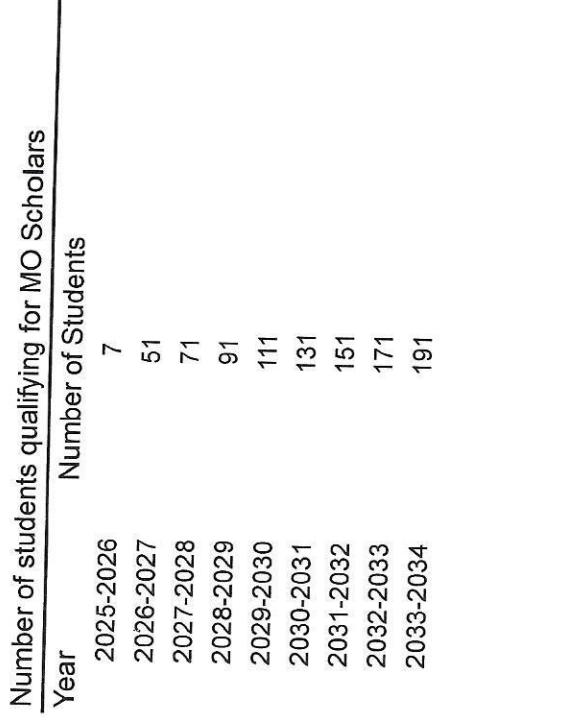
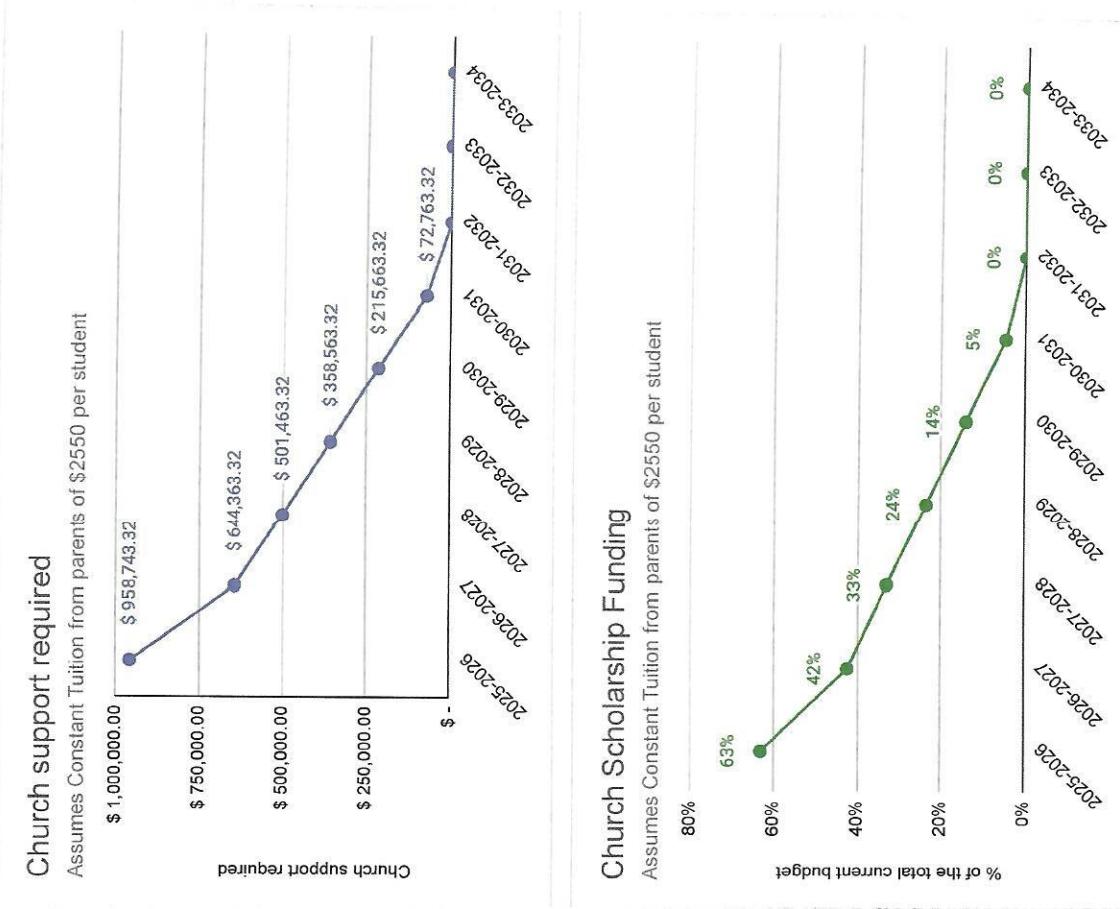
MO Scholars Funding Levels 25-26		
	Base	\$
Free & Reduced Lunch	\$	7,145.00
IEP/ISP	\$	8,931.00
		11,156.00

MO Scholars Financial Eligibility Requirements (7/1/25-6/30/26)		
Family Size	300% poverty income	
1	\$ 86,859.00	
2	\$ 117,384.00	
3	\$ 147,909.00	
4	\$ 178,434.00	
5	\$ 208,959.00	

Eligibility Rules

Individualized education plan or IEP, in accordance with
 Individuals with Disabilities Education Act (IDEA)
 Financially under the 300% the poverty level

- Previously attended a public school
- Beginning kindergarten or first grade
- Sibling of a qualified student



Caveats

- 1) Both charts assume that every family pays \$2550 per student. This is equivalent to the St. Paul's Member rate of \$1800 + Max fees
- 2) There is a timeframe where many families will not qualify for MO Scholars and will need scholarships. There will need to be a robust financial aid system to determine scholarship awards
- 3) MO Scholars is not guaranteed to be around forever. We need to strike while the iron is hot and take steps to encourage the program to continue for years to come.



TUITION & FEES STRUCTURE

COST OF EDUCATION
\$9,000.00

26-27 TUITION RATE
\$9,000.00

Why the increase to tuition?

Tuition is set to maximize the impact of the MO Scholars program and to reflect the rise in the cost of education. This tuition level will ensure that St. Paul's will be able to continue for many years to come and still provide the best possible educational experience in the area

What can parents expect to pay for their child to attend SPLS?

Every family can expect to receive congregational support in the form of scholarships. Some of those are listed below.

Timely Enrollment Bonus

Complete St. Paul's School internal application and enrollment requirements by the deadline. (Enroll/re-enroll, Financial aid or MO Scholars process complete, Tracking survey complete, and fees paid)

MO Scholars

This state program provided tuition for private education depending on qualifying criteria. You can find details at the [MO Treasure's site](#).

Congregational Support Scholarship

St. Paul's Lutheran Church believes that the school is a primary means of sharing God's word with the world. They are committed to supporting the mission of the school by providing scholarships for students.

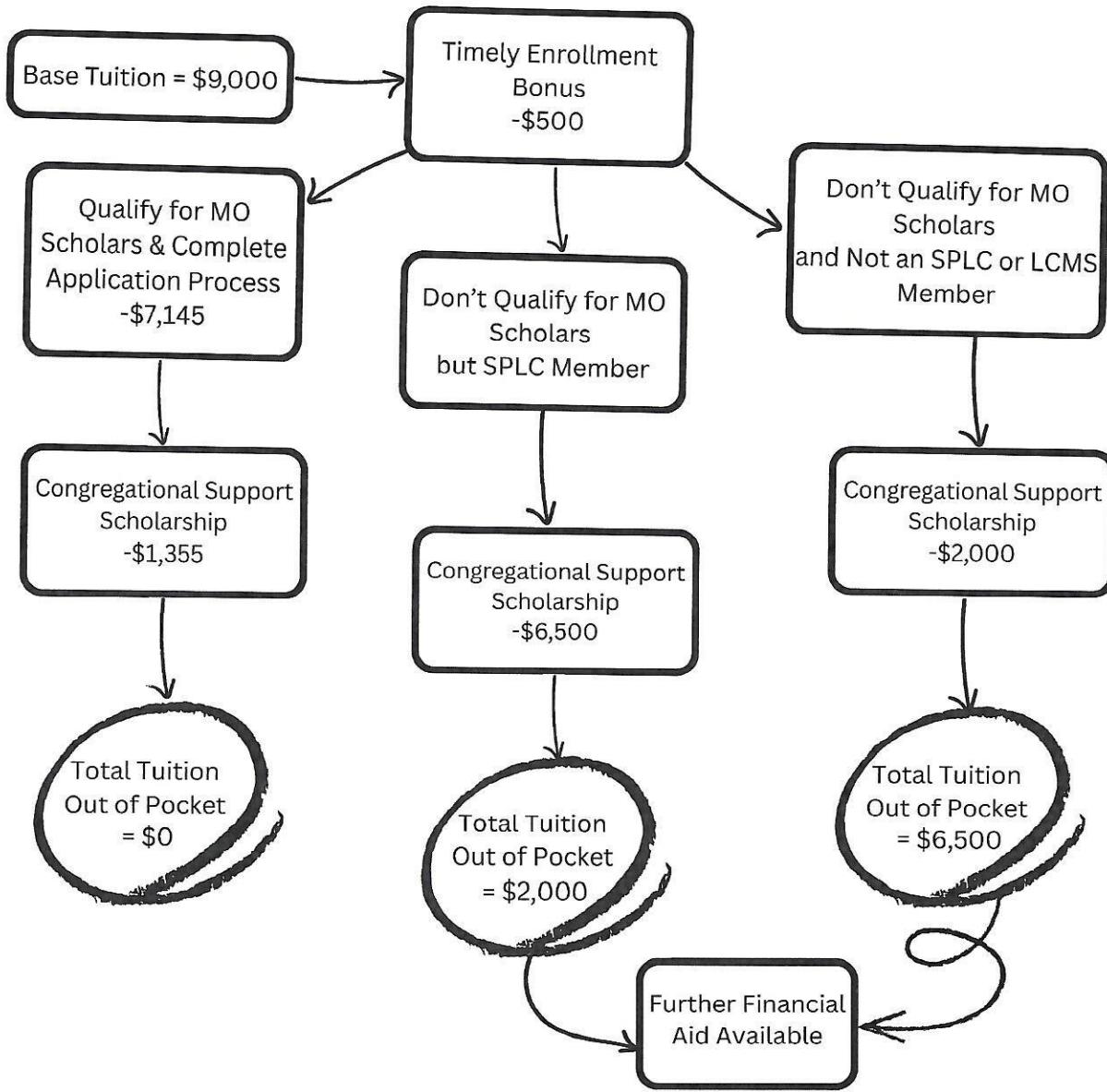
Other LCMS Congregation Scholarship

Area LCMS Congregations have partnered with St. Paul's Lutheran Church in supporting the mission of the school with their tithes. Members of those Congregations can receive specific scholarships to offset tuition in addition to St. Paul's scholarship.

St. Paul's Lutheran Church and School
401 S Main Street, PO Box 60, Concordia, MO 64020
Church: 660 463 2291 School: 660 463 7654
stpaulsconcordia.org



OUT OF POCKET FLOW CHART



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