

St. Paul's Evangelical Lutheran Church Newark, Delaware 2018 Annual Report



*Growing in faith. Growing in community.
Welcoming all in Jesus' name.*

To worship as a diverse community of all ages.

To engage in faith formation as a community grounded in God's word.

To maintain with depth and integrity the work of feeding the hungry
and housing the homeless.

To nurture a strong foundation of generosity, giving and caring for creation.

To provide a music ministry that encompasses congregation
and surrounding communities.



*Eternal God, you called us to be a special people,
to preach the gospel and show mercy.
Keep your Spirit with us as we meet together,
so that in everything we may do your will.
Guide us lest we stumble
or be misguided by our own desires.
May all we do be done
for the reconciling of the world,
for the upbuilding of the church,
and for the greater glory of Jesus Christ our Lord.*



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AGENDA

St. Paul's Lutheran Church
Congregational Meeting
February 24, 2019, 9:30 AM

- 9:30 **Call to Order**
 Quorum
- 9:32 **Opening Prayer**
- 9:35 **Welcome/Announcements**
 Council introductions and remarks
- 9:45 **Presentation of 2018 Annual Meeting Minutes**

Please note: we will be instituting a 90 second time limit for those asking questions and responding during the meeting. This will hopefully allow everyone to speak who wishes to and get through the entire agenda on time.

- 9:55 **Call for Elections**
 Recognition of the Nominating Committee Chairs
 Church Council Elections for 2019
 Endowment Committee Elections for 2019
 Nominating Committee Elections for 2019
- 10:10 **Introduction of Change in Bylaws for Annual Meeting Notice**
- 10:15 **Presentation of Operating Budget for 2019**
 Recognize Mary Collins, Treasurer
 Budget presentation/questions/discussion
 Vote
- 10:40 **Prayer for our Congregation**
- Adjourn**

MINUTES FROM CONGREGATIONAL MEETING, FEBRUARY 25, 2018

Annual Congregational Meeting Sunday, February 25, 2018

All members were asked to sign in on the sheets in the Narthex and pick up an agenda for the meeting.

1. Call to Order – 9:30 AM

- A. Council President Susan Allen announces that we have a quorum, with all signed (113 signatures)

2. Opening prayer

- A. Pastor Linda opened in prayer

3. Welcome/Announcements – introductions of a 90 second time limit to allow all questions and concerns to be heard

4. Recognition of Visioning Team

- A. Introduction of Visioning Team by Bill Saylor

- a. Members: Bill Saylor, Bob Weidman, Kris Cassar, Claire O’Neal
- b. Survey developed to ask members of the congregation
 - i. 3 wishes for the future of St. Paul’s
 - ii. What are the most valuable ways you contribute to St. Paul’s
 - iii. What do you believe are the most important and meaningful ways St. Paul’s can affect our community?
 - iv. Why are you here? What brought you here? Why do you remain?

- c. Mission focuses on TODAY and what we do

- d. Vision focuses on the FUTURE and what we’ll become

- B. Proposed Mission and Vision Statements presented by Bob Weidman

- a. Mission Statement: Growing in faith. Growing in community. Welcoming all in Jesus’ name.

- b. Vision Statement:
 - To worship as a diverse community of all ages.
 - To engage in faith formation as a community grounded in God’s word.
 - To maintain with depth and integrity the work of feeding the hungry, and housing the homeless.
 - To nurture a strong foundation of generosity, giving, and caring for creation.
 - To provide a music ministry that encompasses congregation and surrounding communities.

- c. Bob Weidman motioned that we accept the mission statement and vision statement as written on page 15 of the 2017 Annual Report. Seconded by Linda Brammer.
 - i. Discussion – Steve Litterst said that he supports this, but if these are going to be our Mission and Vision Statements, then we must support this as a church with our resources and our time
 - ii. Unanimous acceptance of motion.

5. Call for Elections

- A. Recognition of the 2017 Nominating Committee
 - a. Members: Deb Berke, Rich Wallden, Belinda Johnson, and Eric Watt
- B. Church Council Elections for 2018, 3-year terms
 - a. Karen Peterson (2nd term), Bryan Case, and Chris Repp
 - b. Discussion
 - i. Clarification asked about the term of a Council member: a member can serve on council for two consecutive three-year terms.
 - ii. Suggestion for the future: put terms of each person next to their name
 - c. Keith Bart moved to close nominations. Seconded by Steve Litterst. Unanimous vote to close nominations
 - i. Steve Litterst made a motion to adopt the slate of nominees for Church Council as presented. Seconded by Bob Weidman. Unanimous acceptance of ballot.
- C. Endowment Committee Elections for 2018
 - a. Bob Weidman and Beyan Kesselly
 - b. Keith Bart moved to close nominations. Seconded by Mary Collins. Unanimous vote to close nominations.
 - i. Rich Wallden made a motion to adopt the slate of nominees for Endowment Committee as presented. Seconded by Keith Bart. Unanimous acceptance of ballot.
- D. Nominating Committee Elections for 2018
 - a. Donna Feldman, Heidi Burch, Pat Fett, Stacy Onizuk, Brenda Hagelstein
 - b. Mandy Sulek moved to close nominations. Seconded by Bob Weidman. Unanimous vote to close nominations
 - i. Unanimous acceptance of ballot

6. Presentation of 2018 Operating Budget

- A. Opening remarks from Council President: we know you're not happy. We're not happy, but the budget is balanced. We can't continue to run in deficit mode any longer. The budget represents the monies that have been pledged. Living within our means will be a trying experience, but it will yield new opportunities and a chance for all to work and grow together. If income comes in higher than projected and maintains a measurable trend, there may be opportunities for funds to become

- available. The Church Council has unanimously agreed to bring the following motion to the congregation
- B. Lori Davis, Council Vice President, read the following motion from the Church Council:
- a. Council moves this balanced budget for the 2018-19 year be accepted as written with the provision that Council actively seek input over the next calendar month to be used in decision making if the Church's operating income exceeds this projected amount and additional funds become available
 - b. Seconded by Rich Wallden
- C. Mary Collins, Council Treasurer, presented and explained the budget for 2018
- a. Budget has a cushion worked in, we used \$3,000 from the leftover capital campaign fund to help pay the mortgage this past year. We can keep doing this, but can't do it forever
- D. Discussion
- a. David Kinney – What is line 5.200.300?
 - i. Mortgage Supplement – Capital Campaign = savings account of leftover money from the capital campaign. Permission granted by congregation in previous congregational meeting to use this account to pay the mortgage when giving is low.
 - b. Linda Grund – thanked Council for hearing the congregation and coming up with a balanced budget, noticed that there were no raises for staff and recommended giving a cost of living increase of 2%. She also suggested that we increase the property maintenance line. Are we in danger if we have a major building repair that comes up?
 - i. Index cards passed out for congregational input on where extra monies should go if/when we have them. Everyone asked to list one budget section that they think any extra monies should go
 - ii. Heidi Burch – Property Committee – informed all that if possible repair is detrimental to the structure it will be fixed. Right now we are in good shape, nothing is being neglected. Property Committee has had \$5,000 donated to them to boost this emergency repair fund.
 - c. Mary Beth Bergstrom – Sunday School budget line won't cover half of the year, need money for new materials for teachers and students, need money for Study Bibles given to incoming confirmation students
 - d. Steve Litterst applauded Council for not having a deficit budget, but does not agree with the cuts that were made. 44% cut to benevolence, 42% Worship and Music, 86% cut to Faith Formation. How do we cut this much from Faith Formation when it is the second pillar of our Vision Statement? He asked the congregation to reject the budget and send it back to Council for another go around.
 - e. Stacy Onizuk thanked Council and Finance committee for all of their hard work. She recognized that cutting isn't easy. She commented she that the only thing cut

worse than Faith Formation was Committee Expenses, which has a \$0 budget. Faith Formation was just getting started and it can't be done with only \$700. She asked the congregation to reject the budget.

- f. Chuck Maas agreed about the comments made about Faith education. Our youth are the future of this congregation. We need to invest in our future, by investing in our youth. He agreed to reject the budget.
- g. Bill Saylor agreed with Steve, but said that we cannot put this all back on the Council. It is on us as a congregation to bring in more money.
- h. Eric Watt commented on previous deficit budgets where the message was that we couldn't do it for very long. The day is now here where we can't have a deficit budget. We need to consider what we can do to increase the income.
- i. Mary Collins, Council Treasurer, informed the congregation that the only things paid for in February are the things we have to pay; mortgage, utilities, and we have paid payroll. No other spending is allowed until budget is approved.
- j. Tom Olson asked if we could do another pledge drive in the budget is rejected.
 - i. Rich Wallden from Stewardship Committee responded with support for the budget. We have to be balanced, even though we may not like it. Stewardship can take increases to pledges, no need for another pledge drive. Stewardship Committee is also focusing on year-round stewardship for the congregation to keep the awareness up
- k. Linda Grund said that she supports the budget. We have been given a voice with the index cards. It is up to us to let Council know where we would like extra money to be spent and also up to us to give more money for the church to spend.
- l. Mandy Sulek supported rejecting the budget. She commented on the Faith Formation movement, finally hiring a Faith Formation Director, that it has just begun to fly. Faith Formation is cradle to grave, not just about the children. She also commented on the money needed for chapel materials for the preschool
- m. Susan Olson asked if we could designate extra money to a specific ministry when giving
 - i. Answer: yes, committee and groups have separate funds for them to use. When giving extra, you can designate a group
- n. Susan Allen, Council President, said that the church staff are the biggest assets we have. She informed the congregations that the Council did not make this decision lightly.
 - i. Faith Formation director role is still fully staffed. That is a resource for the Faith Formation movement
- o. Amy Kaden, Sunday School teacher, said that the kids are our future. We need to give designated money to this so that the kids know that we care.
- p. Steve Litterst said that we are keeping the role of Faith Formation director, but we are cutting the support budget by 86%. We are also keeping the Worship and Music Director and cutting his budget by 60%. This is about the message we are sending and this budget says that Faith Formation is less important than anything

else, but we as a church through the transition period said that Faith Formation is important. We hired someone to direct it, there are families here again on Sunday mornings. Let's show that we support them.

- q. Donna Feldman commented that the kids are her passion and what keeps her here. She said that she will be voting to reject the budget.
- E. Nancy Lomax called the question to vote on this budget as presented. Seconded by Keith Bart. Ayes have it.
 - a. Lori Davis reread the motion from Church Council. Seconded by Eric Watt
 - b. Vote by show of hands – 61 yes, 21 no – vote passes.

7. Closing Prayer

- A. Keith Bart made a motion to adjourn. Seconded by Rich Wallden
- B. Meeting adjourned with the Lord's Prayer at 10:45 AM

Minutes respectfully submitted by
Leah DiChristopher, Council Secretary

PASTOR

Reflection

Every now and then, we in the church need to step back and take a long view. God's kingdom is beyond our efforts, even our vision. In a lifetime, we participate in only a fraction of God's work. While we cannot do everything, we can do something. Incomplete as it may be, it is a step along the way, a beginning, and something for God to bless. God's grace does the rest. End results? We may never see them but only hold them trusting in God's future promise. We are servants, not saviors. We are ministers, not messianic figures. We are prophets of a future not of our own making but for which we hope and for which we make a defense in our life. We believe God will create a new heart in us and a new world out of the old.

From "A Door Set Open"
Peter Steinke

It is a joy to participate in this God's work in this time and place. I have been saying, "It has been a good year." Joys and sorrows have been mixed together and it has been a God year. Another God year. Thank you to Mike, Mandy, Pat, Terri and Stephanie, the staff for this ministry, and their heart for the work they do. Their commitment to strong mission in this place is a God thing. Thank you to the Congregation Council for leading us into and through the changes and challenges of congregational life. Thank you to the committees and teams that do the unseen work of day to day guidance around the vision and details of this community. The long view keeps our work seeking God's vision for a community of faith that includes all and nourishes all. The long view takes the strong history of this congregation into a future grounded in that history and not trapped in it.

COUNCIL PRESIDENT

When you look in the eyes of your fellow council members, you see the comrades that made it through with you. Because of the nature of the work that is done on council, only those serving at the time will know what you know. And as each group leaves and moves back out into the congregation, we take with us that time together. It changes you. It's not for everyone.

2018 marks the end of a journey for me. I had never served on council when I was approached seven years ago. A year was left on a council term and they were in need. A year. I could give that. And so the journey began. Pastor Keating was still our senior pastor. We had worked together on staff for 12 years, so I thought it was similar. Not.

My first meeting was vastly different than I ever thought it could be. Much had changed in the ten years since I had been on staff. The first discussion was the report of a severance package for Pastor Greg Eidell and an argument over the use of blue envelopes for a congregational gift. There was no clear picture of what council was doing. Within a year, there was a complete new look on church council and we were helping Pastor Keating get ready to retire, hiring an interim pastor and taking on change as we had not known in 22 years. Council went from 12 members to 9. The meetings changed to accommodate people who were willing to serve, even though time was not on their side – phones in the middle of the table with one day the hope of video conferencing available. We spent years contemplating the state of St. Paul's and what we really wanted this church to become..... selfless service – what does that look like? How does treating each other with kindness and understanding change the look of the church? Council changed how they interact with committees. We had to. Many meetings later....we met with the newly formed call committee who worked diligently to find someone who might answer our needs. Minutes online, communications more difficult than ever and sometimes more critical.

Every year, the makeup of council changes. New members come on and members leave when their term is up. This keeps the momentum constantly changing.

2018 has been a huge relief for the council. For the first time in years, the budget was working. We had presented a budget that showed what we have. What we can spend....without groaning every month over the fact that we won't make it and we can't continue to spend at a huge rate without paying out of savings. And this year? A larger group of people working to make sure we don't go backward – that moving positively forward is the way we want to go.

Thank you to all of the members of council for the help and support. Remember, God is in all of us.

Susan Wells Allen

DIRECTOR FOR FAITH FORMATION

“Spirit of the Living God, fall afresh on me.”

These lyrics bookend one of my favorite hymns. This past year has truly had me feeling the Spirit of the Living God many times over, in so many ways.

To engage in faith formation as a community grounded in God’s word

To maintain with depth and integrity the work of feeding the hungry and housing the homeless

To nurture a strong foundation of generosity, giving, and caring for creation.

As a congregation we have established our mission to be: “Growing in faith. Growing in community. Welcoming all in Jesus’ name.” As stated in our vision statement St. Paul’s is committed “To engage in faith formation as a community grounded in God’s word”. We are dedicated to lifelong faith formation for people of all ages. Faith formation starts at infancy and continues throughout the journey of life. Because 90% of faith formation takes place in the home, we are committed to providing resources and support that are useful and effective to families and households. Some of the support comes through programs such as Faith Connections (Christian Education), Praise and Play (Summer Play Group), and Confirmation. Other support comes through small groups, conversations, fellowship activities, hands-on resources, and interactions with the pastor and leaders in the church. We encourage children and youth to participate in all areas of worship and the life of the church, reaffirming that they are an integral part of our faith community.

The revamped Faith Connections program, our Christian Education ministry, has been a huge success. Christian Education at St. Paul’s is a priority for all. Through the educational process, the Spirit of God encounters people of all ages so that they are nurtured in faith, grow in knowledge and experience, and are inspired and empowered to live as disciples of Jesus Christ. The program is centered around relationships, fellowship, food and coffee, growing in faith, welcoming newcomers and inviting them into conversation, and discovering how God is at work in our lives.

Last year we saw several teachers step down after many years of dedicated service. With the reduced number of volunteers and changing distribution of children’s ages, it was the perfect opportunity to reevaluate how we “did” Christian education. We regrouped our youth, merged and rearranged our classes preschool through pre-confirmation classes. A new curriculum was introduced to our youngest members of the congregation. The First Look (for our littlest disciples) and 252 (for the older) programs have been a wonderful tool for those tasked with growing and helping to mold the spiritual hearts of our children. Adult education has also been offering new opportunities to provide high quality programming for adult church members, reflecting their interests and promoting their spiritual growth. The addition of a monthly intergenerational brunch has allowed for wonderful learning and fellowship across all ages. It is a blessing to see so many members gather each month to worship and to be in community with each other.

The preschool has started to use the First Look curriculum. It has been a joy working with the teachers and students of the preschool. Leading Chapel is a highlight of my week. Watching the children’s faces light up as they sing, dance, and join Ollie in the Clubhouse to hear stories from the bible has been a wonderful reminder of the overflowing joy that happens when we invite God into our lives.

Another new addition is the implementation of children's church. Every Sunday, starting before the sermon, kids of all ages are invited to leave the sanctuary and join children's church, where they can experience God through a weekly Bible story, discussion, fun activities, engaging worship! Kids return to the sanctuary in time for communion.

During the month of July, we worshiped together on Monday evenings and shared in the tradition of the earliest days of the church. We gathered around a table, shared a meal, and communed together. This year's theme was prayer.

Every Wednesday morning, in the summer months, kids of all ages gathered in the fellowship hall to hear a bible story and sing songs to praise the Lord followed by open play and activities. Praise and Play is open to all ages and everyone in the community. We welcomed many non-members in the fun this year.

June 27th - July 1st, 5 youth and 2 adults from St. Paul's traveled to Houston, Texas to attend the ELCA National Youth Gathering. This year, the Gathering's theme was "This Changes Everything," and over 31,000 Lutheran youth came together in Houston. It was a true reflection of the hope, comfort, awe, and divine inspiration offered when two or three (or 31,000) are gathered in the presence of the Living God. The focus verse for the 2018 Gathering was Ephesians 2:8: "For by grace you have been saved through faith, and this is not your own doing; it is the gift of God." The powerful, God-given grace was integrated into the week in Houston. At the Gathering, we participated in a day of service, a day of interactive learning and a day devoted to worshipping with our synod. The mass gatherings brought forward musicians and speakers with various backgrounds and call stories to show us how they reflected upon that grace in their lives. The trip was fully funded through fundraising efforts and the wonderful donations of the community and our congregation members. Our youth are all looking forward to attending the next tri-annual gathering in Minneapolis, Minnesota in 2021.

Faith building opportunities have been abundant through a multitude of service projects (e.g., apple picking this fall and youth baking bread for FISH), education and fellowship. This ministry has been a team effort and I am full of gratitude for all who have served and shared with such generosity in our programs! Amidst much change... inspiring and meaningful opportunities for everyone to grow in faith have been made available by a great group of talented and dedicated people!

The Spirit of the Living God has truly been present since I stepped into this position, in May. I am so grateful and feel blessed to know you and to have the opportunity to support and love you as your Director for Faith Formation. It is a privilege and an honor every time you invite me into your lives, and I take it seriously and hold it dear. The Spirit of the Living God is always present when offering support, guidance, and leadership to the members of the St. Paul's family.

I continue to invite the Spirit of the Living God to be among us in the coming year.

"Spirit of the Living God, fall afresh on us. Melt us, mold us, fill us, use us." I have faith that the Spirit of the Living God will be present with us. There are challenges to be sure, yet, I believe that with God all things are possible.

In Peace, with Love, and Gratitude,

Mandy Sulek
Director for Faith Formation

DIRECTOR FOR MUSIC AND WORSHIP

January 1, 2019 was the start of my eighth year serving among you, the good people of St. Paul's Lutheran Church of Newark. Not only did I serve as your Director for Music and Worship, but I also filled in during the absence of our Office Administrator, doing not only the worship folders but also the Weekly Epistle and bulletin production this past summer and into the fall (other duties as assigned). Thank God for Pat Kuszmaul for coming on board when she did!

In this lean year, the music ministry has been very stable due to careful management of allotted funds but also because of very generous contributions to the Friends of Music fund, which expands what the ministry can do and can offer beyond the confines of the budget. At the council's request, I have been sharing in the bulletin and concert programs when things are made possible by such contributions. I cannot always share who gave what because many of those folks who donate wish to remain anonymous.

St. Paul's is known as "a beautiful space for beautiful music" and we are definitely building community through music and the arts. The First State Flute Choir and the New Ark Chorale continue their weekly rehearsals here on Sunday afternoons and Tuesday evenings, respectively. In general, I am the contact person for these and other outside musical ensembles using our space. After drawing up the building use and rental agreements for weekly rehearsals or concert events, I am the staff member present and providing them support while on the premises, or I make arrangements for a member of our congregation to be the liaison present. Outside groups either pay a stipend to the church (usually following their concerts) which goes into funding building maintenance or they participate in worship in return for use of our space for their rehearsals and performances.

I am happy to say that over the course of 2018, there are new singers and ringers in every choir and ensemble. Our children's choirs took a hit this fall with many of our "long time" members getting involved in their high school music programs and sports. However, with some diligence and recruitment, we have a nice group of young people singing in the Archangel Choir and tintinnabulating chimes in the Archangel Ringers. It is again a pleasure to have moms step in and help when and where needed with the kids. It is also a joy to have Henry Chisholm take over rehearsals when I am unable to be there on a Tuesday evening. With that said, I am very grateful to Henry and Ruth Ann Chisholm and Rich Wallden for sharing their talents at the keyboard with the choirs and the congregation, filling in for me--as planned or at the drop of a hat, accompanying an anthem that needs conducting, playing organ-piano duets, and the like.

As many of you know this has been a difficult year for me, especially since the end of June through the holiday season. I have been on what I like to call the "parental rollercoaster" and lost both of them within six weeks of each other--mom on October 31 and dad on December 11. I cannot thank the members of St. Paul's congregation and ministry of music enough for their love and support through this difficult time. I want to share that members of the Sanctuary Choir, our summer concert community choir, and singers from previous churches that I have served, joined forces with the choir of my home church, St. John's Lutheran Church of Sweet Air, down in Phoenix, Maryland, to sing two of my favorite anthems at their joint memorial service on Saturday, January 19. Pastor Lisa Arrington, St. John's Senior Pastor, wrote to say, "Thank you for the most amazing memorial service we have ever seen!" It was an amazing

tribute to my parents, an honor to me, and a reminder to all who were present that *love never ends*. (1 Corinthians 13). Sixty-seven year for my folks!

The popularity of our “Concerts for a Summer Holiday” continues for singers, ringers, instrumentalists, and audiences alike. The 2018 theme was “Love Is A Many Splendored Thing” and contributions to the freewill offerings, beyond the cost of the concerts and the receptions (non-budgeted) were donated to the Alzheimer’s Foundation of America and the FISH Food Pantry. The love of music filled this place and the love of Christ reached beyond our walls, into the community and the world.

I would be amiss if I didn’t thank Pastor Linda, the Church Council, the Worship and Music Committee, the members of our five choirs and ensembles, the parents and spouses of those participants, those who perform and attend the events on our concert series, as well as the members of the congregation and visitors in our midst, for providing me such wonderful opportunities to share the love of God and God’s people through the gift of music. St. Paul’s is truly blessed musically and truly a blessing to me as I continue to serve here.

Some musical highlights of the past year:

January 7	4PM	Annual “Sounds of the Season” concert with full orchestra
March 11	4PM	Hosted the First State Flute Choir in concert
April 14	3PM	Hosted the New Ark Chorale in concert
April 22	4PM	Hosted the Capital Ringers in concert; our chime choir participated
May 6	3PM	Hosted the Northern Delaware Oratorio Society in concert.
May 20	4PM	Hosted the First State Flute Choir in concert
May 27	4PM	Hosted the New Ark Chorale in their American Tapestry concert
June 3	3PM	Hosted the Rainbow Chorale of Delaware in concert
June 9	4PM	Hosted the Association of Lutheran Church Musicians (regional)
June 23 & 24	7 & 4PM	Sixth annual “Concerts for a Summer Holiday” with massed choir, community orchestra, and two full houses
August 2 & 3		Attended the Augsburg-Fortress Summer Music Clinic
November 11	3PM	Hosted the Northern Delaware Oratorio Society in concert
November 18	4PM	Hosted the First State Flute Choir in concert
November 25	4PM	Offered a Hymn Festival celebrating the liturgical year
December 15	3PM	Hosted the New Ark Chorale in concert

Soli Deo Gloria! To God be the glory!

Respectfully submitted
by Michael A. Bareham

CODE PURPLE

Code Purple is a program to shelter Newark's homeless folks on the coldest nights. Eight area churches take turns serving clients a filling dinner and providing a safe, warm place to spend the night. Clients are referred and screened by the Empowerment Center in Newark.

Last winter St. Paul's hosted Code Purple two times, for a total of 24 clients.

This winter so far St. Paul's has hosted one Code Purple night, for 16 clients.

This is a valuable service to our community. To help on a Code Purple night, or to provide food, contact Barb Rhodes, BRhodes841@aol.com.

MEMORIAL GARDENS

This has been an interesting year for the Memorial Garden Committee; however, some things remain the same. The Garden is still used for private meditation and prayer, and we continue to have several church functions there.

Once again the Property Committee has been a wonderful help with maintenance. The original Garden Committee has only two remaining members, and maintenance has been an ongoing problem and expense. The additional help with planting and garden upkeep has allowed our funds to be spent on more new plantings. We will continue to add new plants to the Garden as funds are available. The fact that the original trees and plantings are now over twenty years old make this an ongoing issue.

One of the long-standing traditions is the "Coffee in the Garden and Plant Exchange". This has become a May, Rogation Sunday event, and many gardens have benefitted from it.

This year has seen the addition of one member of St. Paul's find his final resting place in the Garden. That brings the total to twenty-three. When we created the Garden, we had two lovely stones to be used as a base for the name plaques, and we now have begun to use the second stone.

Respectfully submitted,
Virginia Rundell

STEWARDSHIP COMMITTEE

STEWARDSHIP ANNUAL REPORT – 2018

Looking back at 2018, your Stewardship Committee has been very blessed. All of us – Pr. Linda, Eric Mease, Rich Wallden, Chris Repp and Keith Bart - have enjoyed the camaraderie of the group, its energy and enthusiasm, and the opportunity to share that with the entire congregation. Along the way we had the help of many, many people, whom we'd like to thank - not the least of which are our long-suffering spouses and children, some of whom were regular attendees at our meetings!

This year we embraced a theme of “Year Round Stewardship” with the hope that monthly reminders about different aspects of Stewardship would be something that resonated better than just “pledging”.

Who remembers the candy hearts that we distributed in February to remind us to “Love Thy Neighbor”? How about the “Rest/Relax/Renew” tote bags that we gave out last summer? Do you still have your passport for MINISTRY MISSION: POSSIBLE! lying around somewhere? (There's no chance that the M&Ms survived this long!). And did you write something on one of the disks that adorn our Circle of Blessings as we shared our bounty in November and December?

We hope that the fun activities that we provided were entertaining, but also educational and motivating. What St. Paul's needs in the years to come is your participation, not just financially, but also as leaders, followers, explorers and any other roles that interest you. You don't have to join us on Stewardship (although we'd love to have some more folks with new ideas and different perspectives), but everyone has a niche to fit into and we hope you'll find yours in 2019.

Yours in Christ,
Keith Bart, Stewardship Chair

QUILTING GROUP

St. Paul's quilters met regularly throughout 2018. 33 quilts were completed during the year and donated to Lutheran World Relief and Lutheran Community Services. In addition, several quilts were shipped to Cal Lutheran University for individuals suffering as a result of the California wildfires. A patriotic-themed quilt was raffled during the Concerts for a Summer Holiday with all proceeds going to the Friends of St. Paul's Music. With the assistance of a grant from Thrivent Financial we were able to make 20 backpacks and fill them with school supplies for Lutheran World Relief.

Members of the congregation and community continue to contribute material that we use in these quilts. In 2018 we also received the donation of a used sewing machine. We welcome anyone who is curious about how we make these quilts to join us at one of our monthly meetings

WELCA – WOMEN OF THE ELCA 2015

All women are members. All women are welcome.
No commitment is required.
Please join us in the Blue Room as you are able.

2018-2019 Program Year

Monday September 10, 2018 – Commuting Communion
6:00pm – 6:30pm followed by dinner at TGIF
Kaye Tyson Coordinator; Linda Gunderson presiding

Monday October 1, 2018 – Guest Speaker - Lutheran Immigration Service
7pm – 8:30pm
Susan Olson Coordinator

Monday November 5, 2018 – Craft Night with Happy Hour
7pm – 8:30pm
Linda Grund & Kathy Palmer Coordinators

Monday December 3, 2018 – Video Visit to Guiana + Ethnic Treats to Share
7pm – 8:30pm
Olive Barton Coordinator

Monday January 14, 2019 – Bible Study The Beatitudes
7pm – 8:30pm
Lorraine Fett Coordinator

Saturday February 23, 2019 – Chapel Street Playhouse
“Girls Weekend” and dinner on Main Street
6pm dinner; 8:00pm showtime
Linda Grund Coordinator

Saturday March 2, 2019 – World Day of Prayer Retreat
9am to 2pm
MaryBeth Bergstrom Coordinator

Monday April 1, 2019 – Damsel in Distress/Defense Program
7pm – 8:30pm
Kaye Tyson Coordinator

Monday May 6, 2019 – Game Night
7pm – 8:30pm
Kathy Palmer & Linda Grund Coordinators

Monday June 3, 2019 – Calendar Planning/Mission Project/Officer Elections
7pm – 8:30pm

WORSHIP COMMITTEE

The Worship and Music Committee of St Paul's consists of lay members of the church, the Pastor, and the Music Director. Our Council Liaison reports to the church Council. The committee supports the worship life of the congregation and oversees various groups and individuals who add their collective time and talents to make our praise of God faithful and meaningful.

This year Pastor Gunderson has led our worship with spirit and skill. Her sermons are well received and at times challenging. Many of the ideas and innovations this year have come from her. She is a blessing to our church.

Mike Bareham, our Music Director, has continued to provide inspired and beautiful music despite family challenges and loss. We appreciate his gifts and strengths. We are astounded at his leadership of two outstanding adult choirs(8:00 AM and 10:15 AM), the brilliant Bell Choir, the Seraph and Cherub childrens' choirs, the youth ringers' group and a host of instrumental additions to various services. He plans, organizes, and produces our Annual Choir Concert as well as the incredible two-night Summer concert. We are blessed to have him on our staff.

The following are groups who support our worship:

- The worship leaders read, lead liturgy and help with communion with faithfulness.
- The Altar Guild and Flower Guilds spend endless unseen hours preparing and beautifying our worship space.
- The ushers and greeters warmly welcome visitors and members to the service.
- A special gift to worshipers is the prayer partner who will assist individuals in lifting their concerns to God.
- It is great to see communion assistants of all ages provide the distribution of the sacraments.
- Even our bread is provided(baked or bought) by volunteers.

We had a full and active year of regular worship throughout the seasons. All aspects were thought out and coordinated to encourage the faithful and to raise our voices together as a family of God. Variety was added with Holy Humor Sunday and even the "pick-up choir" during the summer. Outstanding worship experiences included Easter Festival and Christmas Celebrations filling the church with gorgeous decorations. We continue to support children's needs during our worship and are finding ways to include the future worshippers as they so eagerly want to join us at Jesus' feet.

We need ideas, volunteers, time and effort to continue to create this central expression of St Paul's life. Please join us on the committee, support us with your prayers and bring us your inspiration so that we may grow in our work in 2019.

Committee members are: Leah DiChristopher(Council Liaison, Cindy Bart(Altar Guild), Chuck Maas(Head Usher), Mike Bareham(Director of Worship and Music), Pastor Linda Gunderson, Cheryl Johnson(Member at Large and Chairperson)

SAINT PAUL'S SCHOOL

St. Paul's Preschool has been providing a quality education centered on the Gospel of Jesus Christ for many years. We are known for our small student to teacher ratios and our developmentally appropriate hands-on curriculum. Our curriculum is designed to meet the needs of each individual child in our program.

This year, St. Paul's Preschool was recognized twice in the community for offering an outstanding program and creating a strong foundation of education for the youngest learners. In May, St. Paul's went under an intense and thorough assessment process designed to rate how well the school is doing compared to the preschool standards in the State of Delaware. The assessors looked closely at everything in the school. This assessing process will happen every four years. The Stars assessment committee will arrive at school unannounced to see how you operate on a daily basis. They assess and rate the school on curriculum, development, teachers' experience/education, classroom layout, schedules, wait times, playground, cleaning and more. Delaware Stars helps us in many ways throughout the year, so this is a great program to be a part of. After a long wait, in May, we received news that we received the highest Star rating a school could receive in the system. The Stars program also let us know that we were the highest point earning preschool in Delaware that went through the assessment procedure. We received 5 Stars. In July, our parents, friends and alumni voted us the #1 preschool in New Castle County in the Delaware Readers' Choice awards.

New this year in our preschool program is the Think Orange curriculum that we are using in Chapel. This is a very hands-on curriculum and the children look forward to attending each Wednesday. They can't wait to sing the new songs, learn the dance move of the month and hear the bible story. The children look forward to seeing the video because it helps bring story to life that they read in the Bible.

The children each day pray in the morning, before lunch and snack. We also have a very special devotion time in the classrooms, where the children can pray for one another or sit quietly before their day starts.

School wide, we are working on building our STEM (science, technology, engineering and math) program. Through a wonderful donation, we were able to buy light tables for each classroom and manipulatives that help connect STEM into our curriculum. The children are enjoying the new curriculum pieces and each week we change them out to keep our children eager to explore. We are continuing to offer weekly Spanish and Music class to our students as a part of our strong curriculum.

For Christmas this year, we worked on presenting the families with a new Christmas Pageant. The families enjoyed the new program and all the children had a special part to act out as the Nativity story was read.

Parent feedback at St. Paul's Preschool has been very positive and the school scored high on the annual Delaware State licensing inspection. We strive to guarantee that our children receive the most valuable and memorable learning experience possible by continually evaluating our programs. We greatly appreciate the congregation's response to the needs of the preschool and their support for our fundraisers and special events.

Stephanie Saienni
Director

SAINT PAUL'S SCHOOL FINANCIAL UPDATE

St. Paul's Lutheran School, Inc.

Profit Loss

July 2017 through June 2018

	<u>Jul '17 - Jun 18</u>
Income	
Tuition, Before & After Care	238,063
Fees	3,390
Contribution Income	2,698
Miscellaneous Income	1,463
Total Income	<u>245,614</u>
Expense	
Payroll	208,694
Continuing Education & Inservice	578
Curriculum	844
Food & Snacks	3,026
Teacher Monthly Allowance	754
Advertising	474
Insurance	2,910
Tax Fees	100
Bank Service Charges	886
Supplies	3,212
Equipment Charges	2,625
Maintenance	11,854
Miscellaneous	1,200
Bad Debt	2,519
Total Expense	<u>239,676</u>
Net Income	<u>5,938</u>

LUTHERAN CAMPUS MINISTRY at the UNIVERSITY OF DELAWARE

It is a gift and privilege to serve as the chaplain for Lutheran Campus Ministry at UD! Our students and alumni regularly inspire me with their wonderful questions and curiosity, their desire to grow in faith and knowledge of God, their engagement in service and study, and their deep care for one another, for UD, and for the world. This spring we said farewell and Godspeed to four outstanding seniors—Jared, Jeremy, John, and Sarah—who had shared beautiful gifts of leadership, wisdom, photography, spiritual depth, and genuine care with our wider group. Their exit interviews offered timely and rich ideas and insights into ways in which to strengthen and to deepen our ministry going forward.

Some highlights of 2018 included a student retreat at Hack's Point, Maryland; our Spring Celebration at the chapel; and our festive, ecumenical Advent Party. Our students gather weekly for dinners, worship, thoughtful discussions, and Bible study; during spring term, we finished our journey through the Gospel of John, and this year we are studying Luke's Gospel. LCM members are active in service, volunteering with FISH (our monthly food program, in cooperation with Lutheran Community Services and St. Paul's Lutheran Church in Newark); helping with the Empty Bowl dinner at St. Stephen's Lutheran, Wilmington, in the fall; and caroling at a local retirement home at Christmastime. The six student Executive Board members and two Peer Ministers are an excellent team of leaders who cooperate together to plan events, to manage the group's finances, to care for and to encourage one another, and to make a difference through their service and leadership on campus and in the wider world. It is an honor to work with them.

Our sincere thanks again to all of you at St. Paul's for hosting the fall fundraiser for FISH this past November. We had great attendance at the event, even needing to add an extra table! Our speakers offered moving testimonials, and a joyous time was shared by all. Together we raised over \$11,000 in support of this ministry that benefits Newark area families in need.

I am deeply thankful for the non-student team members who contribute so generously for the sake of this ministry, especially our tremendous Administrative Assistant, JoAnne Gross, who manages publicity, finances, property concerns and tenants, and an abundance of fundraiser and special event details, among other tasks. She is a full partner and true blessing to this ministry! Our Directing Committee (governing board) and FISH Committee members provide much-needed leadership, time, insight, and direction; without such willing volunteers, LCM and FISH could not thrive. We are very thankful for the ongoing, generous, and thoughtful service of Susie Olson and Emily Pierce on the Directing Committee and of Nancy Lomax and Kaye Tyson on the FISH Committee. We also appreciate those who have come to help with our Saturday property work days! We are daily grateful to the many generous donors who believe in this ministry and who show their support financially. Finally, we are indebted to Bishop Bill Gohl and to the Delaware-Maryland Synod for continued advocacy, support, and generous grants. Sincere and true thanks to all who contribute to LCM and to FISH, whether through service, prayer, time, or financial gifts!

We invite your continued support and prayers for this ministry and for daily blessing upon our students, staff, and volunteers. May this ministry and its participants daily reflect the love and grace of Christ and give glory to God!

Mindy Holland, Chaplain
302-368-3078; chaplain@lcmde.org

SCOUTING AT ST. PAUL'S

St. Paul's has been proud to be the sponsor organization for Boy Scout Troop 252 for 53 years and Cub Scout Pack 252 for over 30 years.

Troop 252 has 33 boys ages 11 to 17, and they meet Tuesday evenings in the Fellowship Hall. In 2018, two scouts earned the rank of Eagle Scout by doing their service projects at the church. Eagle is the highest rank in Boy Scouts, and we have several more that ought to make it this year. Two scouts have completed their Eagle projects in the past month. The troop went camping every month, including a week of summer camp at Minsi Scout Reservation in the Poconos. Seven scouts are members of the Order of the Arrow, Scouting's honor society, and they volunteered at multiple events. You may have seen some scouts and cubs volunteering at our monthly FISH service project.

Pack 252 has 50 boys ages 6 through 10, and meet Monday evenings at Newark Charter School. This year they made 600 packages for our military troops overseas, purchased 13 Thanksgiving dinners for families at the Hilltop Lutheran Neighborhood Center, volunteered at the Delaware Food Bank, Wreaths Across America at local veterans cemeteries, raised money for the Wilmington VA Medical Center, and performed Christmas carols at local senior centers.

Yours in Scouting,

Eric Watt

Chartered Organization Representative

USHERS

Early Service

Early Service, 8:00 Ushering Annual Report for 2018

The ushers are an important part of the St. Paul's family. They help in distribution of the bulletins to the church people, help in answering any questions from visitors, help with communion when needed and other church duties.

We would like to extend personal thanks to the following 2018 members of the early service ushers: Keith & Cindy Bart, Eric Benson, Herb & Marie Bollman, Heidi Burch, Jeff Evans, John Krick, Gary Routh, Bill Saylor, Dewey Smith

If anyone is interested in serving as an early service usher, please contact us by email – Palonpaa@aol.com or calling – 302-456-9757.

Roy & Barbara Palo, Early Service Coordinators

Late Service

Ushers on the late service are: Brenda Baxter, Debra Berke, Kris Cassar, Rick Cassar Robert Frymoyer, Chuck Maass, Steve Munch, Bob Patterson, Emily Pierce, Sue Wallden, and Maggie Weidman.

Several changes (which have been implemented) for routines in both early and late service ushers to facilitate more efficiency were suggested by Chuck Maass. He also pointed out security issues including various potential points of entry that should be checked after the late service.

An ongoing concern is the number of ushers who volunteer their time on a regular basis. We are hoping for additional volunteers.

2018 OWLS Calendar of Events



OWLS
Older, Wiser,
Lutherans

For all fun loving adults ages 50 and up

January 9 – Planning Session

Host – All members

February 23 – Harlem Globetrotters & dinner at Olive Tree

Host – Linda Grund

March 5 – Philadelphia Flower Show & lunch at Maggianos

Host – Bill Saylor

April 27 – Arden Theatre – Gilbert & Sullivan & dinner at Stanley's Tavern

Host – Linda Grund

May 10 – Chateau bu-de Winery Tour and wine bites

Host – Bill Saylor

June 14 – Wilmington & Western Back Burner Dinner Train

Host – Bill Saylor

August 7 – Sight & Sound Theatre – Jesus & late lunch at Steve's Fireside Tavern

Host – Linda Grund

August 12 – Riverboat Queen Brunch Cruise

Host – Bill Saylor

September 6 – Judge Morris Estate Tea and Tour

Host – Linda Grund

October 12 – Mt Harmon Plantation Tour

Host – Russ and Rose Milnor

November 28 – Nemours Mansion Tour & lunch at Elizabeth's Pizza

Host – Bill Saylor

HILLTOP LUTHERAN NEIGHBORHOOD CENTER

2017 was a year of continued success and accomplishment at Hilltop Lutheran Neighborhood Center. We continued to operate with the State of Delaware's highest rating of Five Stars as a provider of child care services. We spent a lot of time preparing for the retirement of our long term Executive Director, Mr. Jea P. Street. After extensive consideration, the Board selected Ms. Michelle J. Williams to become the new Executive Director. Ms. Williams began her tenure as Executive Director on January 1, 2018. At the same time, Mr. Street became the Director of Development and will serve in that capacity until he retires from the center in November 2018.

2017 also presented some major challenges. Due to fiscal constrains the State of Delaware found it necessary to reduce funding to all Grant in Aid agencies by 10%. Consistent with that, United way found it necessary to reduce funding for all agencies by 12%. Regrettably, the City of Wilmington had more shootings than ever before. In an abundance of caution, Hilltop decided to hire off duty police officers every evening that the center is open. We found this action necessary and appropriate as a deterrent. In addition, we want to assure that our parents and children have the highest level of comfort in viewing Hilltop as a safe haven. The City of Wilmington also made a decision to stop the provision of trash services to nonprofit agencies. Overall, we had a substantial increase in costs and at the same time had to endure the consequences of funding reductions. We were able to meet this challenge and continue to operate five days a week during the day and four to five evenings each week.

The Lutheran churches continued to be the backbone of overall agency operations. In 2017, the representatives from local churches continued to serve as Board members. The churches provided complete Thanksgiving baskets to over 300 individual families and church members continued to serve in a variety of volunteer capacities including continued sponsorship of our Fundraiser "Super Stars for Hilltop". Lutheran Churches in conjunction with the City of Wilmington, Kenny Foundation and Parents of African Americans at Tower Hill School made it possible for Hilltop to provide Christmas gifts to over 200 children. Funding from individual Churches continues to be a major assert to overall operations.

In 2017, our "**Early Childhood Education Program**" continued to operate five days a week from 7:00 am through 5:30 pm. Our partnerships with the University of Delaware's New Directions Early Head Start program, the State of Delaware's Early Childhood Assistance Education Program (ECAP traditionally known as Head Start,) the State of Delaware's Department of Services For Children Youth and Their Families (Office of Child Care Licensing and Purchase of Care),the State of Delaware's Department of Education (Child and Adult Care Food Program), Delaware Stars for Early Success, United Way and the Red Clay Consolidated School District collectively made it possible for us to, provide this program to preschool children and families.

Our "**Youth Services Program**" for school age children which includes our before and after school program for children ages 5-12, summer camp and our evening program for school age children (9 through 18 years of age) continued to provide educational enhancement activities and a safe haven for our participants. These programs were made possible through the State of Delaware's Grant in Aid Program, the Department of Services for Children, Youth and Their Families (Extended Hours Program, Office of Child Care Licensing and Purchase of Care), the State of Delaware's Criminal Justice Council, Delaware Stars for Early Success, the State of Delaware's Department of Education (Child and Adult Care Food Program) the City of Wilmington's Department of Parks and Recreation, M&T Charitable Foundation, Kenny Foundation, WAL-MART, and the Summer Learning Collaborative Program.

Our goals for 2018 include enhancement of our Educational programs for school age children and the development and implementation of a College Admissions Assistance Program. We will work hard to meet the challenge of doing more with less and we are looking forward to a smooth transition into new leadership as our long term Executive Director prepares for retirement in November.

Leslie Marinelli

Leslie Marinelli

President

F.I.S.H. ANNUAL REPORT

Fellowship In Serving the Hungry (F.I.S.H.), which provides supplemental groceries to local families in need, was started in 2004 by students of UD's Lutheran Campus Ministry (LCM) and continues as a vibrant community outreach ministry for St. Paul's as well as for LCM.

Each month, the FISH program purchases food from the Food Bank of Delaware. FISH volunteers transport the food from the Food Bank to St. Paul's, repack these bulk items into family-size boxes which are then available to the program participants who come to St. Paul's on the 3rd Friday of each month to pick up their boxes of food. In 2018, the program expanded to serve 70 households, to help address the waitlist that FISH often has.

All of our FISH clients are local residents who range in age from toddlers through age 95, and qualify for the program based on federally set income guidelines. As of December 2018, our 70 client households represented 171 individual clients, including 30 children. In the past year, FISH distributed over 32,000 pounds of food to these local families!

Funding for FISH comes almost exclusively from individual donations and congregational support; FISH continues to be the only self-funded food program coordinated through Lutheran Community Services (LCS). The FISH Advisory Team, comprised of members from St. Paul's, LCM students and alumni, and LCS, works behind the scenes with a focus on longer-term planning and program sustainability.

In 2018:

- FISH's average monthly budget was \$560 which was used to obtain over 2,700 pounds of food each month for distribution. A "typical" box of food might include such items as: canned vegetables, canned fruits, pasta, rice, soup, cereal, beans, tuna or other protein, snacks, and frozen meats.
- We have expanded our food offerings to include more fresh produce and dairy products. Clients appreciate the opportunity to select from an assortment of items such as milk, cheese, yogurt, eggs, and fresh produce. Additional volunteers from St. Paul's have made it possible for FISH to provide this service.
- FISH has also been blessed with an additional monthly financial gift which is allowing volunteers to purchase fresh produce from local supermarkets to distribute to clients. This provides a wonderful extension of the sometimes limited supply of fresh fruits and vegetables that are available from the Food Bank.
- Maria Faiola, a senior LCM student, has continued to serve as our FISH Peer Minister, providing excellent leadership and program coordination. She has expanded the outreach effort to gain student volunteers from not only LCM, but also other campus religious and service organizations. Over 45 UD students have served with FISH at different times during this past year.

- We were grateful for two successful fund-raising efforts during 2018 -- the Lenten Challenge Campaign and the FISH Fundraiser Dinner at St. Paul's -- which provided funds to help FISH expand the program to include additional families, as well as support the continuation of this ministry for another two years.
- Many folks have been involved in providing extra special touches for our FISH families during the year, including the St. Paul's School children who have donated canned goods, our St. Paul's youth who picked apples to give clients this fall, our St. Paul's youth group and other members of the congregation who donated home baked breads. FISH is also grateful for donations to provide all FISH families with turkeys at Thanksgiving, as well as the beautifully decorated boxes of homemade Christmas cookies in December.

The clients are VERY GRATEFUL for whatever we can offer them, and those who are honored to serve as volunteers on "FISH Days" hear the clients' appreciation, are greeted with their hugs, and see their smiles each month. There is a real spirit of connectedness across our "FISH Community."

This ministry is blessed to have many dedicated volunteers, and in 2018 FISH volunteers put in a total of 1100+ hours to make it all happen. Some volunteers are able to come each month, and some are able to assist once or twice a year to fill in when needed; everyone's help - in whatever capacity - is tremendously valuable. About 35 different volunteers help each month make FISH a reality. During 2018, we've had over 140 individuals volunteering for FISH, including members from St. Paul's and the broader community, students and alumni from Lutheran Campus Ministry and other UD service organizations, as well as Cub Scouts from Pack 252 and Boy Scouts from Troop 252.

Our appreciation goes to all those St. Paul's members, friends and LCM students who:

- Coordinate the volunteers
- Make monthly reminder phone calls to all FISH clients
- Order the food
- Pick up the food from the Food Bank and deliver to St. Paul's
- Pack the boxes at St. Paul's (Thursday before the 3rd Friday of each month, 6:30-8 pm)
- Purchase fresh produce from the local markets
- Sort and package the perishable items on Friday mornings before FISH
- Greet the clients and help distribute the food at St. Paul's (3rd Friday of each month, between 2-5pm)
- Write thank you notes
- Maintain the records
- Support FISH financially and with their prayers

While we have many dedicated volunteers, we ALWAYS welcome additional assistance at any time! There are many tasks, many jobs "behind the scenes" and not all require being available the 3rd Friday of the month. Come help us FISH!!

For more information please contact either Keith Bart (302-345-6107

or keith.m.bart@gmail.com)

or Nancy Lomax (610-869-4671

or n455lom@verizon.net).



St. Paul's Staff Welcomes You!
www.stpaulsnewarkde.org

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Senior Pastor

302-368-0064 ext. 104

prgunderson@comcast.net

Amanda Sulek

Director for Faith Formation

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Pat Kuszmaul

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