

Winter 2021

**Our Continuing Building Conversation
St. Paul's Lutheran**

“Grateful and Growing”



St. Paul's Lutheran Church & School

1201 Main St.

Onalaska, Wisconsin 54650

608-781-2064

www.stpaulsonalaska.org

A Vision Prayer for St. Paul's Lutheran Church

A church's vision is what a congregation prays it will become in the future. St. Paul's vision is more than just a statement. It is a prayer that our congregation will pray often and boldly, yielding only to God's will. For the next five years this is the vision and prayer for the members of St. Paul's:

Heavenly Father, we ask you to bless our congregation as you have in the past. We humbly ask you to use us, the members of St. Paul's, as your servants to advance your kingdom. Using the gifts of reason and intellect you gave us, these are our bold plans for the future:

- ✠ **Worship** – *You are worthy of our praise, and yet, we are the ones who benefit from worship through Word and Sacrament. We will enhance our worship by **utilizing as many musical gifts of the congregation as possible**. We will plan for an **additional worship space** for a growing congregation.*
- ✠ **Spiritual Strengthening** – *You have made us your children through baptism. Now we pray that you build up our faith through **additional bible studies, and an expanded small group program**. Use these programs and others to develop meaningful Christian relationships.*
- ✠ **Outreach** – *You have made us a light in this dark world. We plan to equip our members with **friendship evangelism training**. We ask you to give us an enthusiasm for this ministry and the boldness to speak. Use our **expanding school** as a way of reaching those who do not yet know Jesus in our community. We ask you to bless our **exploration of summer care and expanded early childhood ministries** to give us more opportunities to share the gospel.*
- ✠ **Building Expansion** – *You have blessed us with an abundance of people in our congregation and school. **We plan to update our facility to support expanding ministries for both church and school, as well as reaching out to the community**. We pray that with additional classrooms and worship space, you would allow us to share your Word with more children in our school, more adults in bible study and more fellowship opportunities with each other and the community.*

These are our plans, yet we pray that your will be done and your blessings continue all for the love of Jesus. Amen.

This vision statement summarizes our hope for the future all under God's blessings.

We invite your input and reaction!

Finance Committee Project Planning Report – January, 2021

from Drew Gronholz, Finance Team Chairperson

The Finance Committee met several times over the past four months in helping to build consensus and sharing ministry needs of St. Paul's Lutheran Church. The Committee implemented a process oriented approach and accepted the following assumptions regarding the future of St. Paul's Lutheran Church and School (St. Paul's):

- St. Paul's places emphasis and priority upon **outreach** in order to better share Jesus with more and more people in a welcoming atmosphere (Mark 16:15).
- Christian **education** is a major and integrated ministry of St. Paul's Lutheran Church.
- St. Paul's understands the importance of ongoing **spiritual growth** through Bible study, as well as Christian fellowship and support.
- None of these important areas of ministry should be hindered by physical limitations of our facilities.
- Major decisions and plans of God's people always require a high level of **trust** in the Lord (Proverbs 3:5).
- Any plans by St. Paul's for facility updates and growth will reflect consideration of the congregation's **financial resources and blessings**, with reasonably attainable funding goals. St. Paul's will strive to be wise stewards of any resources God provides.
- Building expansion and update plans should strive to address **long-term ministry vision and goals**, reflecting a desire to support St. Paul's ongoing ministry to a growing community.
- The **voice of St. Paul's members** will be a guiding force in any decision-making process.

The above assumptions form the basis of our proposed building expansion plans. The chosen theme, *Grateful and Growing*, emphasizes as children of God we are ever so thankful for his grace and mercy as we continue to move forward in ministry.

Over 100 people attended one of the 7 *Grateful and Growing* Information Presentations. Two Zoom meetings gave options for those not able to meet in person. Finally, a video presentation on our website, gave another option for members to receive the information. A member response sheet was shared and every confirmed member was encouraged to participate. 86 response sheets were returned.

The Response Sheet information was shared with those on the finance committee and our Pastors. Overall, we feel that the Information Presentations were a positive forum for many of our members and a solid vehicle to gauge opinions and feelings. A copy of all responses received is available in the church office.

Summary of Congregational Responses

Expressed Support:	Very Willing:	38	Not willing:	3
	Willing:	26	Undecided or no choice:	3
	Somewhat willing:	16		

Likes:

- Vision Statement covers all the important areas of spiritual and physical expansion
 - Covers school growth, spiritual strengthening, and community outreach
 - In line with St. Paul's Mission Statement
 - Building Expansion Plan / Proposed expansion of the facility is well thought out and offers something for everyone
 - More functional space for school and worship/bible study space.
 - Will meet current and future needs
 - Ambitious plans, but doable
 - The openness and clean lines look. The new entryway will greatly enhance the facilities with a welcoming feel and allow for much improved "traffic" flow.
 - Gets Grade 8 and Surround Care out of the basement
 - Much needed new gymnasium
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Dislikes:

- Saving old classrooms
 - Parking shortage
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Concerns:

- Overall cost, especially if relying on voucher program and the impact if it should disappear in the future
 - Increasing the budget for the building project might reduce support for foreign mission work and other important WELS projects
 - Storm water management problems
 - Lighting and audio/video capabilities in new gymnasium to make it optimal for worship services, including sound deadening materials
 - Small kitchen
 - How will this impact tuition going forward?
 - Ability to secure the church areas when a school event is occurring
 - Dedicated area for at risk/special needs students
 - Number of restrooms and locations, including dedicated faculty restroom
 - Unknown symbol on the outside of the building (some have asked "what is it?"). Instead use a religious symbol such as: an open Bible, praying hands, a cross, Jesus as the Good Shepherd, or Jesus welcoming and holding children, etc.
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Additional advice for our leaders:

- Need to address dedicated space for resource materials specific to instruction
- Thanks to all who have put countless hours into this project
- Important to inform congregation that supporting building expansion is in addition to the tithes, not as a substitute for normal offerings
- Provide more supporting data to congregation, i.e., current enrollment, projected enrollment, basis for projection numbers

Copies of all of the original member responses are available in the church office.

Some Facts and Figures

Square Footage Comparison Chart

Church Side		
Location	Existing	Proposed Construction (Phase 1)
Sanctuary	7409 SQFT	7409 SQFT
Narthex / Fireside	4200 SQFT	4200 SQFT
Fellowship / Kitchen	4291 SQFT	4291 SQFT
Pastors / Office	1500 SQFT	1034 SQFT
Mission Commons	N/A	3746 SQFT
Total	17,400 SQFT	20,680 SQFT

Bible Study Locations		
Location	Existing	Proposed Construction (Phase 1)
Faith Room & Grace Room	1167 SQFT	N/A
Mission Commons	N/A	3746 SQFT
8th Grade Classroom	847 SQFT	1056 SQFT
Fellowship Hall	3179 SQFT	3179 SQFT
Sanctuary	7409 SQFT	7409 SQFT
7th Grade Classroom	N/A	1056 SQFT
TOTAL	12,602 SQFT	16,466 SQFT

Church Side Totals	30,002 SQFT	37,126 SQFT
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School Side		
Location	Existing	Proposed Construction (Phase 1)
3K-8th Grade Classrooms (11 rooms)	8,648 SQFT	12,251 SQFT
Added 3K & 4K Classrooms	N/A	2,446 SQFT
Robotics/ Science	N/A	1,433 SQFT
Art	N/A	1,175 SQFT
Music / Math	N/A	1,149 SQFT
Surround Care	734 SQFT	1,142 SQFT
Gym / Storage / Locker Rooms	10,679 SQFT	13,859 SQFT
Concessions / Storage	N/A	1,101 SQFT
Office / Principal	755 SQFT	2,287 SQFT

School Side Totals	20,816 SQFT	36,843 SQFT
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NOTES

1. The Proposed Construction (Phase 1) would contain two 3K Classrooms and two 4K Classrooms.
2. The average classroom size for our existing classrooms is 786 SQ FT.
The average classroom size for the Proposed Construction (Phase 1) is 1,153 SQ FT.
3. The Proposed Construction (Phase 1) plan includes adding a Conference Room and Sick Room.. The SQ FT for these rooms are added to the "Office / Principal" line.

Some Facts and Figures

Safety and Security Improvements

Office and General Safety

- 1) Locking hallway doors will allow greater control during church events, such as funerals.
- 2) We are adding a security entrance into our building. This will utilize a double-door system. Visitors will come into a locked entrance where office staff will be able to identify them before coming into the office. Visitors will have to then sign in before being allowed to enter the building.
- 3) A preschool entrance for preschool families will be added.
- 4) A new elevator will be installed making it easier for those who cannot navigate stairs.
- 5) A new security system, featuring cameras, will be installed.
- 6) The proposal adds a designated Sick Room and toilet area.
- 7) We are adding restrooms. This reduces/eliminates the need for church visitors to use school bathrooms, and vice versa.
- 8) Wider stairwells will provide safer passage.

Gym Safety

- 1) Gym walls will be further from the court to reduce potential for children running into walls.
- 2) The gym stage will be set up in a way to alleviate hazards.
- 3) Our new gym floor will have better traction and reduce slip and fall injuries.

Lower Level Safety

- 1) No classroom will be in the lower level.
- 2) Surround Care and Library will no longer be in lower level.

Classroom Safety

- 1) Shorter sinks and toilets will be installed in the lower grades to eliminate standing on stools.
- 2) All classrooms will have windows for emergency exit situations

Some Facts and Figures

Bible Class Room Usage

One of the blessings of a building project would be expanded space for group Bible study. Before the pandemic, it was not uncommon for us to hold 4 different Bible studies on one Sunday morning. Our goal was to offer two adult classes (a large group and a smaller group), a Starting Point Class, 7th grade BIBLE, and 8th grade BIBLE (those BIBLE classes are joint confirmation type classes where both students and parents attend). With our current facilities, we very easily run out of space and have only four spaces to hold Bible Class due to space and desk size of smaller grades.

Here are the different adult classes, locations where they were held, the square footage and average attendance throughout Fall 2019 and Winter 2020:

Room Usage and Average Attendance for Fall 2019 and Winter 2020			
Class	Location	Current SQFT	Average Attendance
Large Group	Fellowship Hall	3300 SQFT	80-100 people
Small Group	Grace Room	447 SQFT	20-25 people
Starting Point Class	Grace Room	447 SQFT	8-20 people
7th Grade BIBLE	Sanctuary	7409 SQFT	35-50 people (adults & 7th graders)
8th Grade BIBLE	Faith Room	690 SQFT	25-35 people (adults & 8th graders)

Anyone who has attended a Bible Class in the Grace Room or Faith Room knows very well that space is very limited. The Grace Room typically has 20 chairs, and feels very full with 20 people in it. The Faith Room can seat a few more people, but it is located on the very bottom level of the school, and you have to walk down a long, dark hallway to get to it.

With the building project, we could continue to hold our large group in the Fellowship Hall but also make use of different upper grade classrooms to accommodate these other groups. We would have expanded space for small group Bible studies if any of our small groups would want to meet at church, especially during the week. A few of the new classrooms are listed below with their square footage. While all of these rooms may not necessarily be utilized for group Bible Study, we would definitely have more space to accommodate groups and provide a more relaxed and open environment for Bible study.

Potential New Locations for Classes After Construction (Phase 1)	
New Location for Class	SQFT Added
Music / Math Room	1,149 SQFT
Science / Robotics Room	1,433 SQFT
8th Grade Classroom	1056 SQFT
7th Grade Classroom	1056 SQFT

A Proposed Sunday Morning Ministry Schedule

What might a Sunday morning look like in an expanded facility? Below is one proposed schedule that would be possible as a result of the building project. This is only one example of what might be possible. We think it's important to remain flexible to adapt to changing circumstances.

The bottom line of our approach to ministry is finding ways to bring the Word to as many people as possible, so that faith can be created and strengthened.

That approach is the driving force behind this vision for what our Sunday mornings could look like post-Covid.

We believe that it's a plan that **cannot** be fully implemented in our current building, and that the proposed building project would allow us to execute this plan efficiently and with the greatest effect.

WORSHIP	
staffed by 1 pastor	Location
8:00 am	Sanctuary
9:15 am	Mission Commons
10:30 am	Sanctuary

*Thursday 6:30 pm worship would continue to be offered.

ADULT BIBLE STUDY	
staffed by 1 pastor	Location
9:15 am	Fellowship Hall
10:30 am	Mission Commons

* Other small group Bible studies would be offered throughout the course of the week. Another mid-week large group study led by a pastor is also an option.

TEEN BIBLE STUDY	
staffed by volunteers	Location
10:15 am	Teen Group Room

B.I.B.L.E. / STARTING POINT	
staffed by 1 pastor	Location
9:15-10:00am	Sanctuary / Classroom

* **B.I.B.L.E.** is an extension of 7th & 8th Grade confirmation class with parents. It will be held the 1st semester of an education year.

* **Starting Point** is our Introduction to Christianity class. It will be held the 2nd semester of an education year. We feel it's important to offer Starting Point on a Sunday morning at least once a year. We also plan to offer Starting Point on a Monday evening during the first semester.

SUNDAY SCHOOL	
staffed by volunteers	Location
9:15-10:00am	Various Classrooms
10:15-11:00am	

* "**Sunday School For All**" (for children with special needs) also offered 9:15-10:00 am

CHILDCARE	
for ages 0 - 5	Location
9:00-11:45am	Surround Care Room
9:00-11:45am	

Grateful and Growing – *The Big Picture*

When the building committee first started meeting earlier this year, our initial plans were focused on a space with a new gym, worship space, and updated classrooms. But the plans were only focused on keeping one class per grade as we have now, meaning no additional growth in our school. It didn't address a major problem that St. Paul's has been faced with: St. Paul's has been at or within 15% of capacity for the last 5 years.

In the fall of 2020, we hired **Dr. Jeff Lemke**, from Bethany Lutheran College, to analyze our ministry and the building project. He recommended a new approach that would allow for major growth in our school and the ability to use our school as an outreach into our community:

- Continue with our current building plans, but with some modifications,
- Then, in a **second phase**, add a **second story on the southeast corner of the school** to allow for enough classrooms so that our student capacity can grow to the point of two classes per grade.

What we are addressing currently is “phase one”. If the Lord blesses us according to our plans, we can move forward with “phase two” in 4 to 6 years, which will allow for a larger overall student body (2 classes per grade) through 8th grade. Major community marketing of our school will start at the beginning of phase 1 construction.

What this approach accomplishes:

1. This is in line with St. Paul's Long Range Plan which plans for growth and reaching out into the community. St. Paul's has done very little community recruitment because there hasn't been space.
2. It presents a 4-tiered approach to our financial stability
 - 1) Offerings
 - 2) Tuition from Member families
 - 3) School Choice dollars
 - 4) Tuition from Non-member families.
3. It enhances our strength, which is our school, and uses it as an outreach tool into our neighborhood to reach more children and families through the gospel.
4. Will have a long-term positive effect on the enrollment of Luther High School since we are its main feeder school.

Since Jeff Lemke's initial analysis, he has put together a full budget and a year by year plan which we will be refining over the next several months to make sure it works for us. Specifics of tuition, financial aid, staff, and other details will be available in May/June.