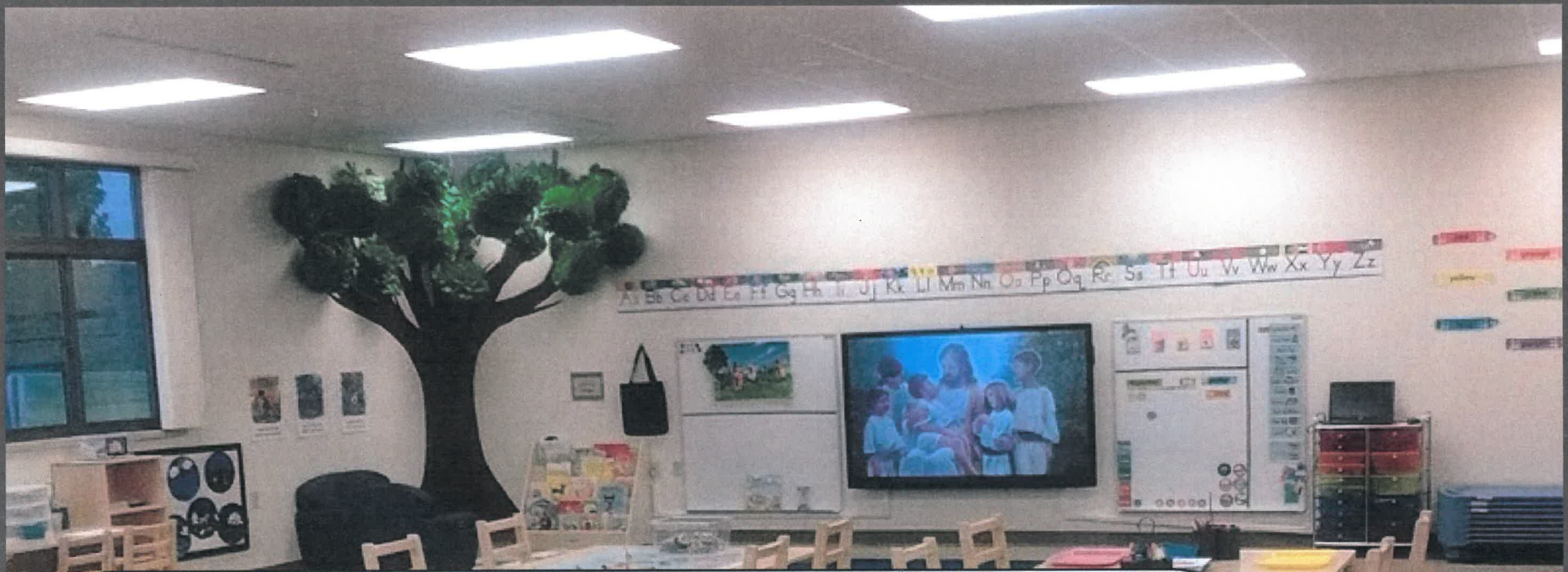


**ST. PAUL'S LUTHERAN CHURCH & SCHOOL**

**OPEN FORUM  
November 8<sup>th</sup> & 15<sup>th</sup>**



**St. Paul's Congregation has tasked the long-range planning committee with plotting a ministry course that includes early childhood expansion. The long-range planning committee would like to thank the congregation for this opportunity. The work over the past couple of years has been both a joy and a privilege.**

**The following ministry recommendations are a result of the committee's work. Recommendations include the following expansions: 1) Early Childhood Classrooms 2) Indoor Early Childhood Gymnasium 3) New Entrance / Gathering Area.**

**We humbly present recommendations and rationale to the members of St. Paul's for consideration. The intent is to begin a conversation for a pathway to follow Jesus' command to "go and make disciples". We pray that God bless the next steps of St. Paul's ministry planning.**

# SCRIPTURAL FOUNDATION

† The mission of the Church is to make disciples.

† Matthew 28:19 - "Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit."

† Acts 2:39 - "The promise is for you and your children and for all who are far off- for all whom the Lord our God will call."

† God gives parents the primary responsibility for nurturing their children.

† Ephesians 6:4 - "Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord."

† Christian training is necessary for children.

† Psalm 51:5 - "Surely I was sinful at birth, sinful from the time my mother conceived me."

† 2 Timothy 3:15 - "From infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus."

† Mark 10:14 - "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these."

† God has given the church the responsibility to assist parents in training the young.

† John 21:15 - "Feed my lambs."

† 2 Chronicles 20:13 - "All the men of Judah, with their wives and children and little ones, stood there before the Lord."

# GUIDING PRINCIPLES

Christian early childhood ministry is a part of a congregation's ministry to families. Under God's blessings, this ministry will serve to nurture the home-church partnership by being a means to strengthen the relationship of the family with the Savior.

Christian early childhood ministries need to be developmentally appropriate. God created human life as developmental. Programs should be age appropriate, individually appropriate, and socially appropriate.

Christian early childhood ministries foster the development of the whole child. Young children are holistic learners. Motor skill learning, social learning, intellectual learning, and learning spiritual truths are interrelated.

Young children learn through play. Programs involve children as active learners by providing play experiences. Play enables children to pass through the stages of development by interacting with activities that are concrete, real, and relevant to their lives.

Christian early childhood ministries should provide an environment that is safe and secure, and that is arranged and equipped to meet the needs of the age group. The quality of the physical environment can help or hinder the learning process.

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**EARLY  
CHILDHOOD  
CLASSROOMS**

Bringing glory to our Lord and bringing children to Jesus through . . .

- Expanding current early childhood program to include 3K.
- Adding four additional classrooms for early childhood ministry.
- Designating an innovative early childhood wing.
- Customizing classrooms for early childhood learning and development.

**INDOOR EARLY  
CHILDHOOD  
GYMNASIUM**

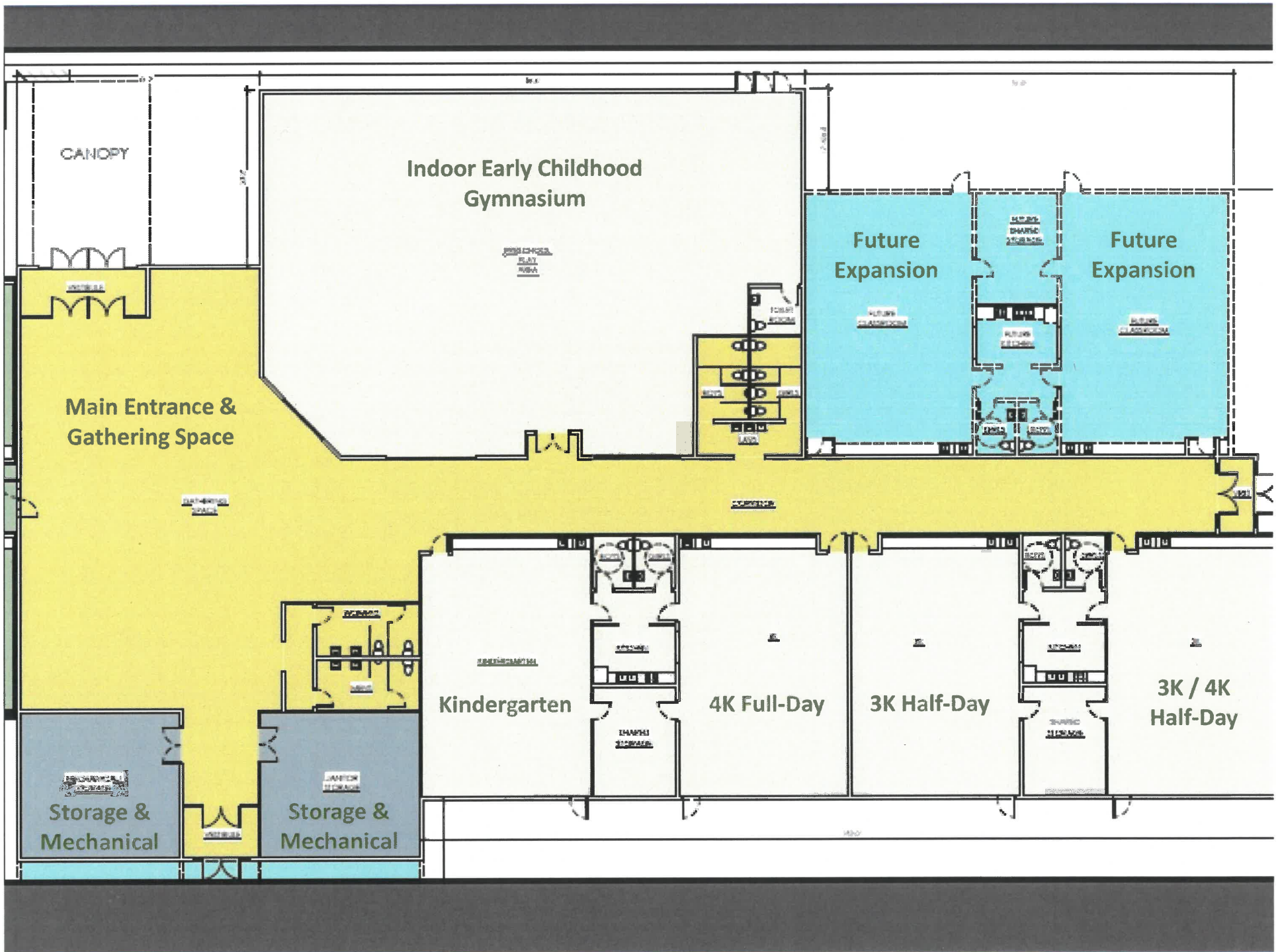
Constructing a one-of-a-kind ministry space to draw people to our one and only Savior through . . .

- Creating an indoor play experience specifically designed for early childhood.
- Supporting and achieving purposeful play, critical for early childhood.
- Extending classroom curriculum; complimenting social, motor, and cognitive development.
- Advancing church and school ministry, with family needs at the center of design.
- Furthering outreach to our community through a one-of-a-kind space with “WOW” factor.

**MAIN  
ENTRANCE &  
GATHERING  
AREA**

Creating a new school entrance designed to serve immediate and long-term needs by . . .

- Providing a warm and inviting area that embodies St. Paul’s heart for serving others with the ultimate goal of sharing the gospel.
- Advancing St. Paul’s relationship building philosophy by establishing a conduit for congregation, school, and community networking.
- Implementing versatile ministry space for social events, Bible study, and educational offerings.
- Administering practical solutions for security and storage needs.
- Establishing climate, environment, and programs in such a way that visitors want to stay.

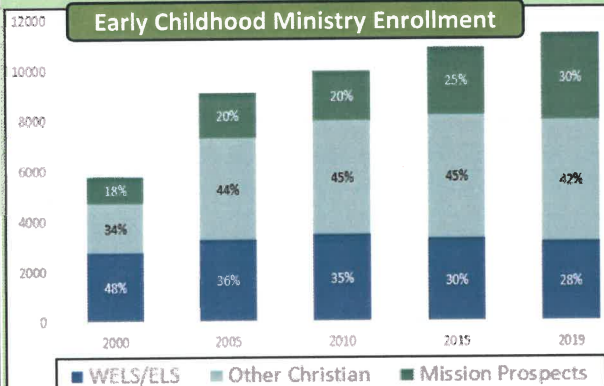


# EARLY CHILDHOOD CLASSROOMS

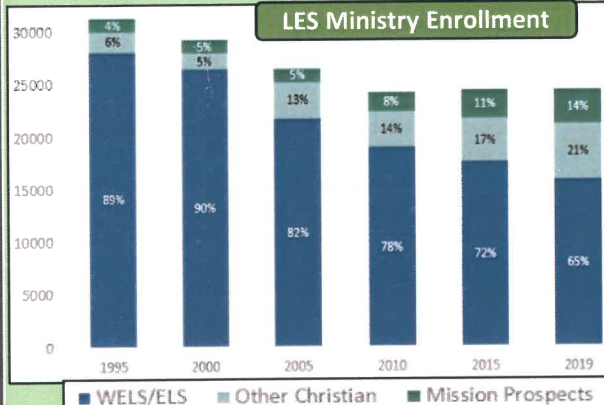
## SYNOD

- Currently: 372 EC Ministries (ECM)
  - 252 part of an LES
  - 120 free standing
- 11,477 children enrolled
  - 2000: 5,775 children
  - 2010: 10,019 children

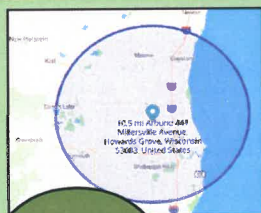
Early Childhood Ministry Enrollment



LES Ministry Enrollment



## COMMUNITY



10 mile radius

### 2019 Statistics

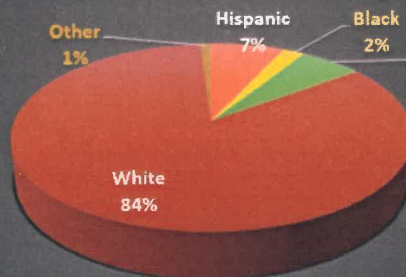
Age 3	1,054
Age 4	1,088
Age 5	1,162
<b>Total</b>	<b>3,304</b>

This age group is projected to grow at a 5.5% rate

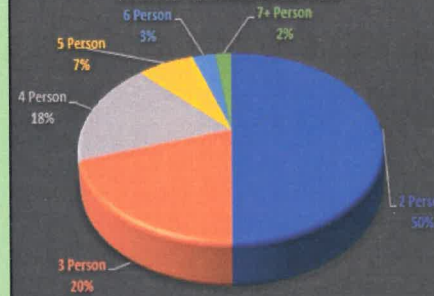
Average Household Income  
**\$67,465**

70% of Households have 2 workers in the family

Race/Ethnicity as Percentage



FAMILY HOUSEHOLD SIZE

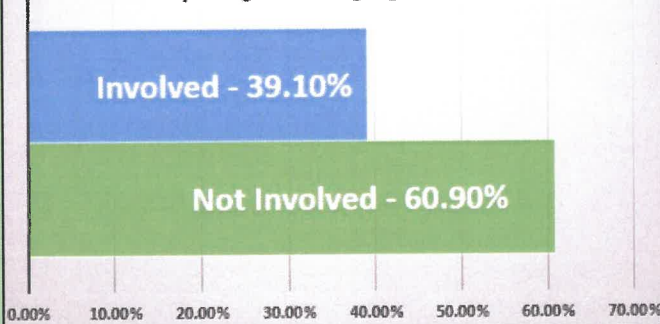


Households with Children

Married Couple  
70.40%

Single  
29.60%

Community Religious Congregation Involvement



*"Research indicates that a family's religious traditions are established by the time that the oldest child reaches the age of five."*

~ Barna Institute

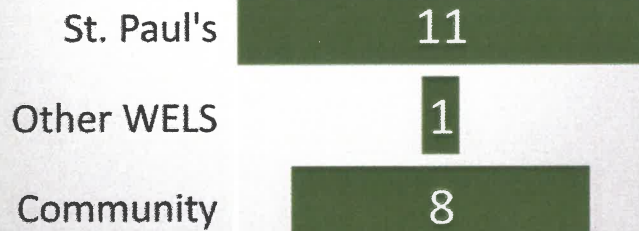
# EARLY CHILDHOOD CLASSROOMS – ST. PAUL’S

Year	Enrollment
'10-11'	5
'11-12'	6
'12-13'	7
'13-14'	3
'14-15'	6
'15-16'	1
'16-17'	7
'17-18'	4
'18-19'	8
'19-20'	12

Preschool  
10 yr. History

2020-2021 Enrollment – 20  
(Three 3 yr. old)

## Current Enrollment Breakdown



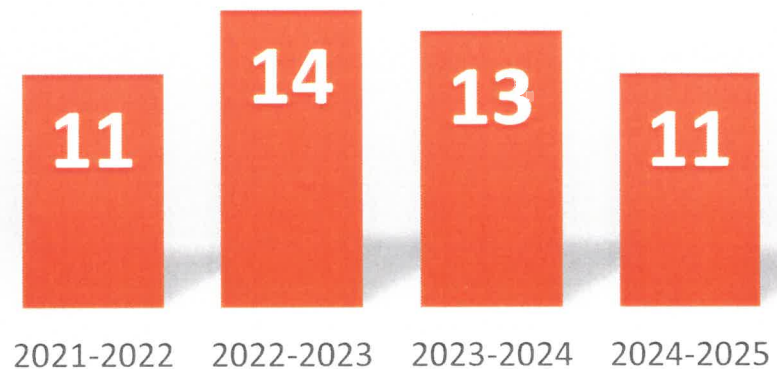
## St. Paul's Membership

- 538 Family Units
- 705 Communicant Members
- 162 Children/Other
- 867 Total Members

## OUTREACH TRACKER 2018-2020



## 4K Class - St. Paul's Membership



# EARLY CHILDHOOD CLASSROOMS

## WHOLE CHILD APPROACH

- Explore God's Amazing World
- Learn Through Play
- Versatile Classroom
- Family Friendly
- High Academic Standards

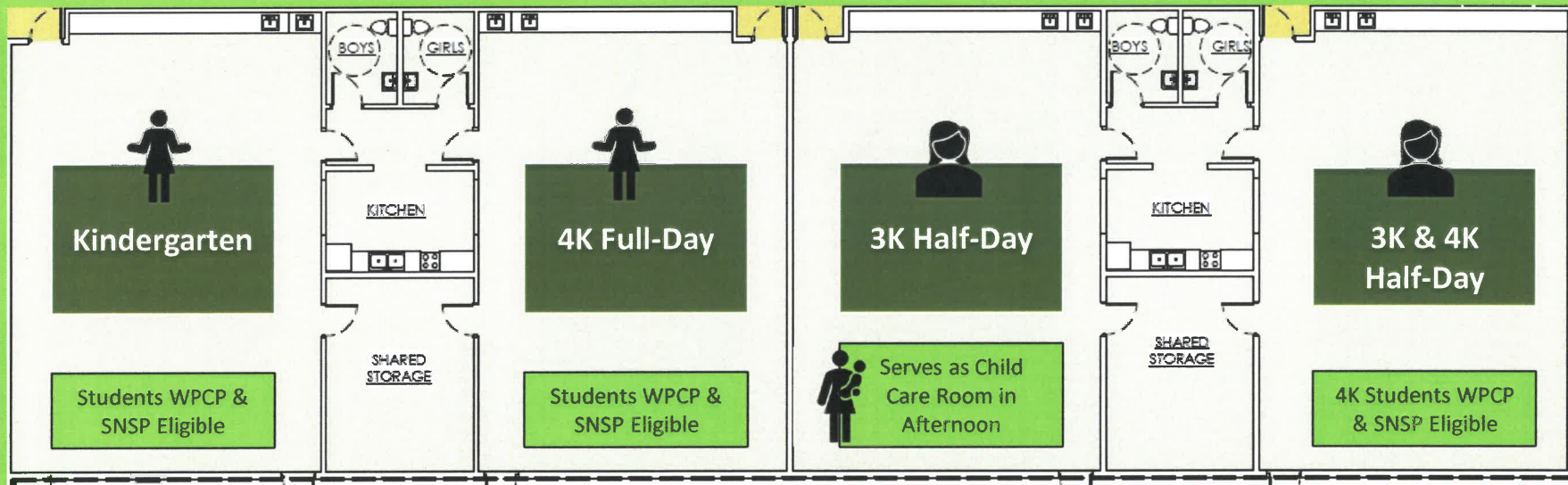


**CHRIST Centered**





# EARLY CHILDHOOD CLASSROOMS



- Full-time teacher with benefits - \$72K
- Full-time teacher without benefits - \$52K
- Half-time teacher without benefits - \$23K
- Teacher's Aide - \$13K (as needed)
- Part-time Custodian - \$15K
- Part-time Child Care - \$12K

TUITION SCALE - MONTHLY			
4K Full-Day		3K & 4K Half-Day	
2 Days/Week	160	2 Days/Week	80
3 Days/Week	240	3 Days/Week	120
4 Days/Week	320	4 Days/Week	160
5 Days/Week	400	5 Days/Week	200

Classroom Furnishings Approximately - \$15K per room

Future EC Playground \$35-50K

Current Tuition Schedule – Subject to Change

# INDOOR EARLY CHILDHOOD GYMNASIUM



- All Equipment
- Flooring
- Shipping
- Full Installation  
\$197.5K

St. Paul's Early Childhood Ministry

St. Paul's Early Childhood Classrooms

St. Paul's Early Childhood Curriculum

Indoor Early Childhood Gymnasium

## Early Childhood Gymnasium is an extension of our classroom and curriculum.

- Physical play activity is essential for child development.
- Children's motivation to play and move is high when play areas offer activities that respond to their movements, such as swings, spinning equipment, and spring equipment.
- Social and creative play motivation is high in play areas that offer well-crafted play experiences, such as sheltered and themed play areas.
- Play is not merely a pastime of children – it is a complex behavior that promotes key areas of child development including sensorimotor skills, cognitive skills, social skills, and language. Although children themselves are adept at instigating play, adults can increase the developmental value of children's play by providing children with access to high quality play environments.

Children should not be sedentary for >60 minutes at a time except when sleeping.



Children ages 3–5 years should engage in at least 60 minutes and up to several hours of unstructured physical activity each day.

**Lifetime Fitness Habits**  
**Motor Skills & Coordination**  
**Bone Density**  
**Confidence & Self-Esteem**  
**Emotional Health**  
**Reduced Stress & Anxiety**

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00					
9:00	3K, 4K, K playground use	3K, 4K, K playground use	Mindful Moms	3K, 4K, K playground use	3K, 4K, K playground use
10:00					
10:30					
11:00					
12:00	3K, 4K, K playground use	3K, 4K, K playground use	3K, 4K, K playground use	3K, 4K, K playground use	3K, 4K, K playground use
1:00					
2:00		K Phy-ed		K Phy-ed	
3:00					
4:00	Extended Care Use	Extended Care Use	Extended Care Use	Extended Care Use	Extended Care Use
5:00					
6:00					

Early Childhood Gymnasium would be scheduled for approximately 60-70% of the school day and used for after care

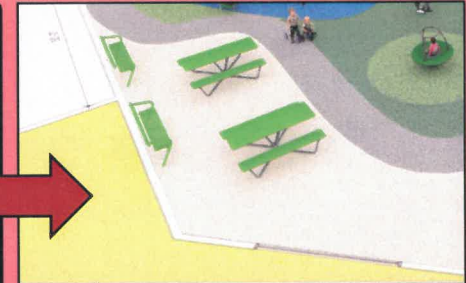
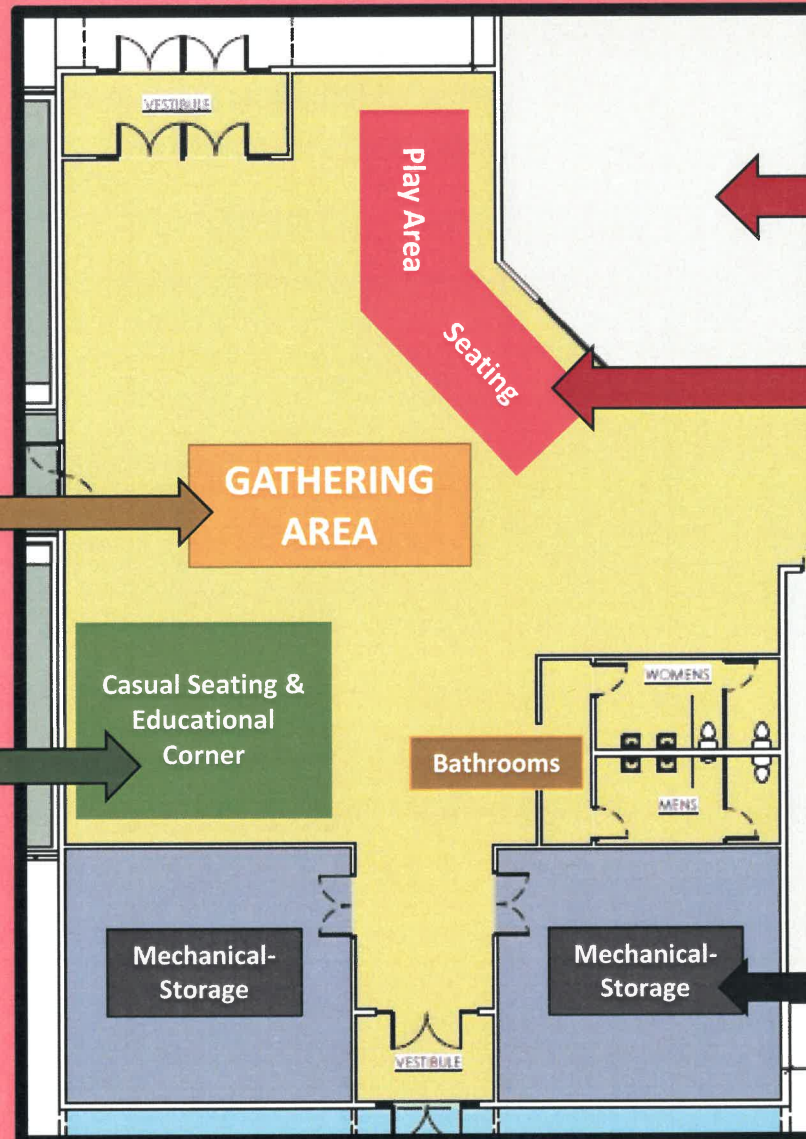
Current gymnasium is scheduled for 60-65% of the school day and athletics after most school days

- Galvanizes our early childhood approach to education and child development
- Complements main entrance in service to families
- Tremendous potential for outreach

# MAIN ENTRANCE & GATHERING AREA

- Main entrance that meets the needs of St. Paul's master site plan.
- Space allows for future office expansion.
- Spacious area for directing traffic.
- Gathering area designed for making a positive first impression of St. Paul's ministry.
- Space able to handle large numbers of people and still encourage relationship building.

- Casual seating for guests to visit one another, read, or enjoy a cup of coffee.
- Equipped with appropriate presentation technology.
- Furniture and layout designed for Bible Study and educational offerings.
- Meeting space for volunteers and ministry organizers.
- Welcoming space for school families and guest.



- Seating area with access to indoor early childhood gymnasium.
- Warm and inviting space for early childhood parents to develop relationships.
- Partners well with early childhood gymnasium as a community space.

- Central location for long-term mechanicals, storage, and custodial needs.
- Immediate relief for church and school storage demands.

# MAIN ENTRANCE & GATHERING AREA

Rank	Looking for in a Church or Ministry	Strength of Preference
1	Warm and friendly encounters	Very Strong Preference
2	The quality of sermons	Strong Preference
3	Opportunities to volunteer in community	Strong Preference
4	Adult social activities	Strong Preference
5	Holiday programs and activities	Strong Preference

More than doubled the preference ranking of the #2 priority

2018 & 2019 School Parent Surveys indicated fellowship opportunities as a top desire

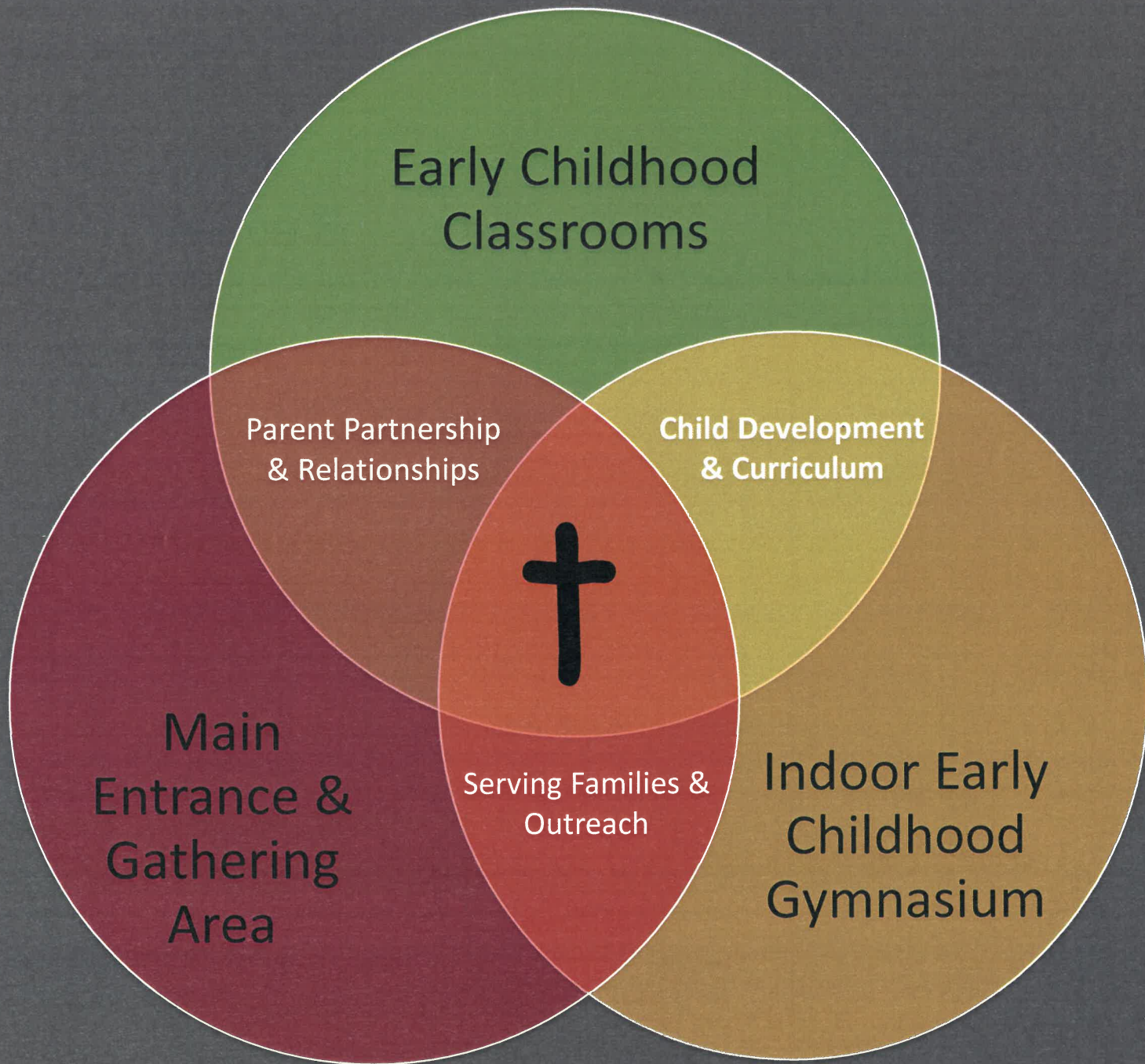
Mock Schedule

*"Relationships are vital to an effective outreach and harvest strategy. These relationships include those among faculty, staff, school and church leadership. They work together as an organized and determined team focusing on building relationships with school and ECM families to connect them with the gospel of Jesus."*

*~Telling the Next Generation*

	<b>Outreach opportunities:</b> Book and Music Hour STEM Night/Art Night/Book Night/Cooking Night Trivia Night/Open Mic Night/Game Night
	Bible Study Opportunities

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
8:00		EARLY CHILDHOOD FELLOWSHIP	EARLY CHILDHOOD FELLOWSHIP	MINDFUL MOMS BIBLE STUDY	EARLY CHILDHOOD FELLOWSHIP	EARLY CHILDHOOD FELLOWSHIP	OPEN
9:00							
10:00							
10:30		GROUP BIBLE READING HOUR	UNDER 3 ACTIVITY HOUR	MINDFUL MOMS PLAY GROUP	UNDER 3 ACTIVITY HOUR	GROUP BIBLE READING HOUR	
11:00							
12:00							
1:00							
2:00							
3:00	OPEN						
4:00							
5:00				PRESCHOOL EVENING ACTIVITY EVENTS		FAMILY FUN DINNER AND MOVIE	
6:00							
7:00			EVENING BIBLE STUDY		EVENING BIBLE STUDY		
8:00	TEEN BIBLE GROUP						
9:00							



Early Childhood  
Classrooms

Parent Partnership  
& Relationships

Child Development  
& Curriculum

Main  
Entrance &  
Gathering  
Area

Serving Families &  
Outreach

Indoor Early  
Childhood  
Gymnasium

## Sources:

- American Association of Pediatrics
- National Association for the Education of Young Children
- Barna Institute
- US Census Bureau
- Mission Insite
- Building Blocks: A Handbook for Beginning and Operating a Christian Early Childhood Ministry
- WELS 2019-2020 School Statistics
- Lutheran Schools Report to Commission – 2020
- Telling the Next Generation: Utilizing Our Schools for Outreach
- St. Paul's Lutheran School Parent Surveys (2017-2018 & 2019-2020)
- KOMPAN Play Institute Research

### St. Paul's Lutheran School Mission Statement

Partnering with parents in our congregation and community to shine Christ's light on children's lives.

