



Immanuel Lutheran School

St. Charles, Missouri
Rebecca Schmidt, Administrator

Project Summary

Since 1847, the members of Immanuel Lutheran Church (ILC) have made quality Christian education a priority for children and families. Its purpose is to equip children to be disciples by providing a Christ-centered education of the whole child.

While Christian education remains a deep core value, the present funding model has placed significant strain on the congregation. The applied school project consists of planning the infrastructure for a cohesive development plan with a specific emphasis on the use of third source funds in the funding model for the school.

Immanuel Lutheran School (ILS) is located in the midtown section of the city of St. Charles, MO and serves 440 children in P3- Grade 8.

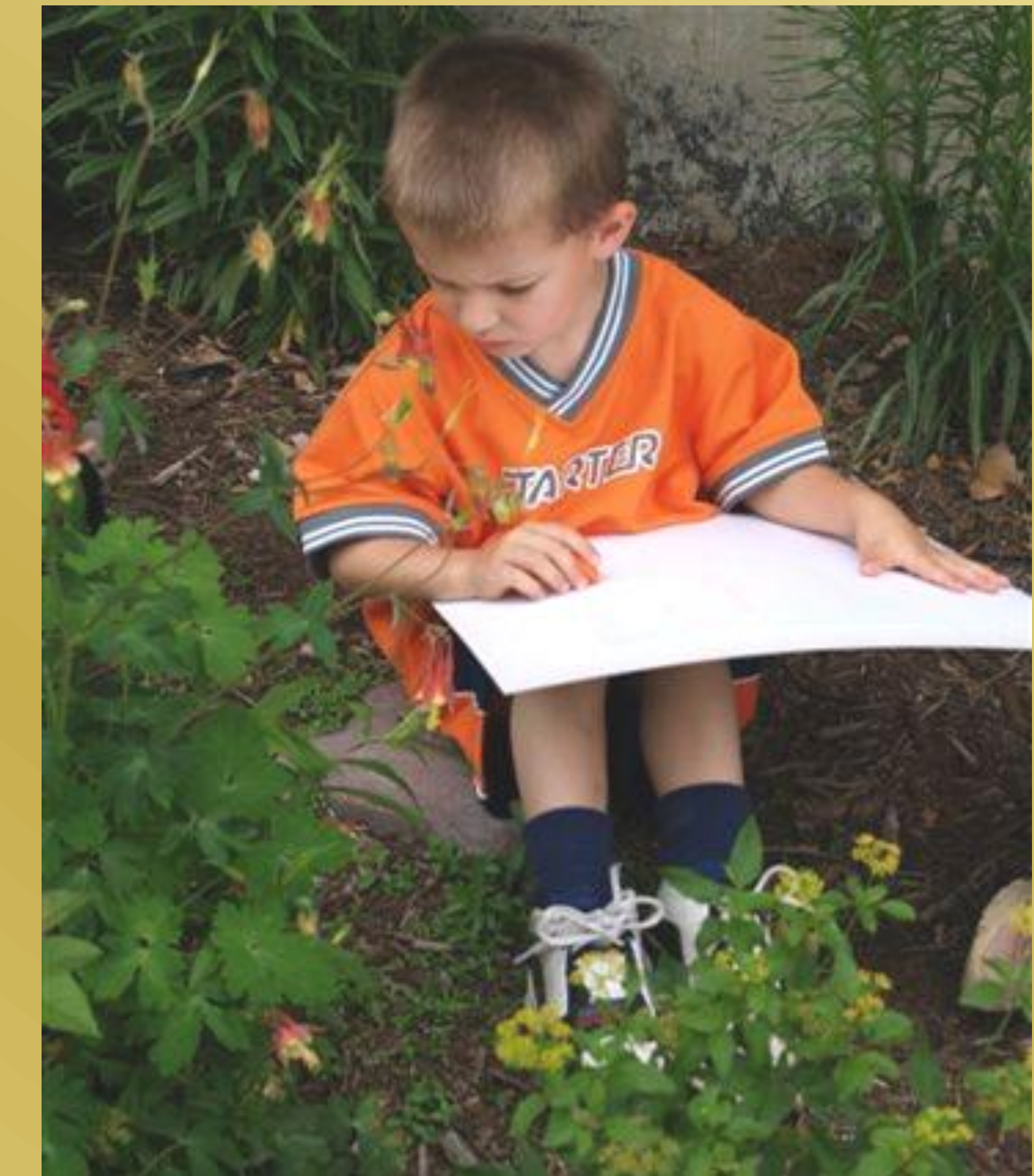
Immanuel Lutheran School empowered by the Holy Spirit, leads children to know God as their Heavenly Father through the redeeming love of Jesus Christ, provides them with a quality education, and prepares and nurtures them to serve the church and community in Christian love.



Project Results

Project Goals

- A development model incorporating the financial goals of the school and coordinated with the initiatives of the church is designed and implemented. (September 2007)
Result: A team was identified and tasked to solicit major gifts to address debt retirement in the church. The use of third source funding for the school was clarified.
- The special education teacher and counselor salaries are returned to budgeted items. (July 2007-2011)
Result: Dependence on third source funding for the two salaries is reduced by \$20,000 for the 2008-09 school year.
- An education component for ILC and ILS boards and lay leaders is developed. (September 2007)
Result: Consensus is reached regarding the allocation of matching gifts.
- An outside audit is scheduled for all church and school accounts. (September 2007)
Result: While internal audits are conducted regularly, the outside audit is yet to be scheduled.
- A direct mail appeal is sent to all current families in the church and school. (October 2007)
Result: A successful appeal was accomplished.
- A more efficient accounting system for recording gifts is implemented. (November 2007)
Result: The decision was made to continue with both data base systems as they are presently configured.
- A process to identify, recruit, and train volunteers to work with clerical details is implemented. (January 2008)
Result: Donors are acknowledged and gifts are processed in a timely manner.



What We Have Learned

Challenges and Successes

Coordination with church development initiatives moved slowly.

Immanuel is changing its current governance model to a policy based governance. This has taken a necessary priority.

The church and school boards are reluctant to add paid staff to work in the area of development.

The largest hurdle involved a cultural change in the way in which professional leaders, lay leaders, and the members of Immanuel congregation view third source funding. Gaining support for each step in the process involved many conversations as trust was built and the legacy of Christian education was strengthened.

A good process has begun and will continue to flourish with prayer, planning, and the people to carry out His plan for equipping children for many generations to come.

