

**Annual Congregational Meeting Minutes**  
**January 29, 2023**

**Welcome and Coming Together**

- Call to order, Introductions and Devotions (official meeting start at 10:33am)
- Adopt 2023 Annual meeting Agenda
  - Motion Approved: 1<sup>st</sup> Paul Ludwig; 2<sup>nd</sup> Lisa Spencer

**2022 Review**

- Adopt Minutes of 2022 Annual Meeting
  - Motion Approved: 1<sup>st</sup> Oda Carlson; 2<sup>nd</sup> Paul Ludwig
- Adopt Staff Reports
  - Motion Approved: 1<sup>st</sup> Roland Carlson; 2<sup>nd</sup> Lisa Hemmer
- Adopt Committee Reports
  - Motion Approved: 1<sup>st</sup> Sue Fink; 2<sup>nd</sup> Vicki Noetzelman
- Narrative 2022 Financial Statement
  - Faith sharing \$517k, which was 103.4% to our annual goal, and higher than the next highest year of faith sharing (2019). This is very good.
  - Committees and staff expenses continue to grow, netting at 14,400 higher than budget. The overage is covered through savings.
- Adopt 2022 Year End Financial Statement
  - Motion Approved: 1<sup>st</sup> Tim Current; 2<sup>nd</sup> Jamie Holzer
- Celebrating our Accomplishments – Thank you!
  - Retired the mortgage on the education unit, saving \$100,000 in interest on the loan. With the savings, we reallocated the money toward projectors and screens, the steeple repair, upgraded water filtration system, narthex make-over, constructed the Living Room.
  - Gave away 10% of the monies from the capital campaign: launched Kids Hope Ministry, supported Healing and Wholeness ministry, Food Distribution, Delano School district for kids in need, Lutheran Disaster Response, families in need.
  - Faith Sharing contributions have returned to our pre-pandemic giving level. We are very pleased and very proud at this accomplishment.
  - Columbarium project completed and dedicated, funded entirely by donations and purchase of niches. We have a \$63,000 loan for 20 years that will be fully funded by the purchase of niches. Very good financial position.
  - 51 new members joined our congregation in 2022.
  - Children, Youth, Family: Bible school, Spark (1<sup>st</sup> and 2<sup>nd</sup> graders), Voyagers (3<sup>rd</sup> and 4<sup>th</sup> graders), Club 5-6 (5<sup>th</sup> and 6<sup>th</sup>), Confirmation (7<sup>th</sup>, 8<sup>th</sup>, 9<sup>th</sup>), High School fellowship, North Shore Mission Trip.

**2023 Business**

- Introduction of *Let us Build a House* Strategic Plan
  - Table Talks, Focus Groups, Community Leader Gatherings have revealed that connecting is the number one desire. Welcoming and inviting is the second top theme of these discussions. And third, having a place to support healing.
  - How we do this will require all of us. There is no script, we need to create as we go along.

- Building Projects that are on the top of the list include the parking lot, an expanded entry (security) and narthex, technology and infrastructure (so we can be a hybrid church), kitchen and rest room upgrades.
- Staffing to grow our Youth and Family Ministry. Move Kirsten Kelly from 20 to 30 hours a week in 2023, and to 40 hours a week in 2024. We need to have some bandwidth where the ministry can grow. Kirsten has 20 years of experience, this is her calling in life, and having her stay long-term will be a great blessing and have a positive impact on continuity.
- Pastor Bruce intends to retire in the Summer of 2024. In the Summer of 2023, we want to elect a call committee for a new pastor, do a ministry site profile, and a candidate profile. In Jan-Feb-March of 2024, we intend to be interviewing candidates. The intention is to avoid needing an interim pastor between when Pastor Bruce retires and when the new pastor would join.
- Financial Growth. In 2023-2025, we want to increase giving to annual fund by 10-15% so we are investing in gifted staff for long-term leadership.
- Looking at a capital campaign a year from now. January 2024 we intent to bring to the annual meeting a vote for moving forward with a capital campaign to launch March-April-May of 2024. Summer of 2024 we would start work on our building projects.
- Adopt 2023 General Fund Budget
  - Income distribution goes to Youth and Family, Music, Property, Administration, Benevolence, Community Life, and other.
  - Budgeted income for 2023 is a 12% increase to \$600k. In 2022, we grew income by 11%.
  - Expenses for 2023 are projected to increase by 9% to \$600k.
  - We are in a strong financial position.
  - 2023 Budget Headlines from our Treasurer
    - Continued focus on staffing for growth
    - Increase in faith sharing equal to increase observed in 2022
    - ERC (Employee Retention Credit) Payments replenish emergency fund future staffing growth
    - Positive net income budget
  - Motion Approved: 1<sup>st</sup> Lisa Spencer; 2<sup>nd</sup> Jamie Holzer
- Nominations and Elections for 2023 Council and Committees
  - Reach out to Tim Johnson or the committee chairs if you need any additional information on the committee descriptions and time commitment. Committees are open if you want to join to learn more before fully committing.
  - Prayerfully consider getting involved and sharing your time and talents.
  - Adjustment to the list of nominations: Billie Chock nominated for Church Council.
  - Motion Approved: 1<sup>st</sup> Jamie Holzer; 2<sup>nd</sup> Cynthia Kuenzel
- Other Business
  - Suggestion to have a sign-up for people to take turns bringing treats Sunday mornings. Ask for the council to recommend this to one of our committees.

## **Closing**

- Prayer and Meeting Adjournment
- Motion Approved: 1<sup>st</sup> Steven Dickey; 2<sup>nd</sup> Derek Horeis