

Annual Congregational Meeting Minutes **January 30, 2022**

Welcome and Coming Together

- Call to order, Introductions and Devotions (official meeting start at 10:17am)
- Adopt 222 Annual meeting Agenda
 - Motion Approved: 1st Lisa Spencer; 2nd Tim Current

2021 Review

- Adopt Minutes of 2021 Annual Meeting
 - Motion Approved: 1st Marcus Hanson; 2nd John Zerull
- Adopt Minutes of the Special Congregational Meeting
 - Motion Approved: 1st Oda Carlson; 2nd Steven Dickey
- Adopt Staff Reports
 - Motion Approved: 1st Roland Carlson; 2nd Don Collins
- Adopt Committee Reports
 - Motion Approved: 1st Jon Holzer; 2nd Lisa Spencer
- Time and Talent – Pastor Bruce Kuenzel
 - We are thankful and grateful for the work, support, time, and talent of MANY whom have helped to keep our ministries vibrant despite the challenges of 2021 and COVID-19! Estimating 7,000+ hours of volunteer service from our members.
 - We are also thankful and grateful for our wonderful staff whom have experimented, honed new skills and introduced us to all new ways of ministry!
- Celebrating our New Day Capital Campaign Accomplishments
 - Expanded our Worship and Music Ministry
 - Deepened our Healing and Wholeness Ministry
 - Strengthened our Children, Youth and Family Ministry
 - Strengthened our Outreach to Those in Need
 - Retired the mortgage on our Education Wing and area almost debt-free. Raised over \$586,000 and saved almost \$99,000 in interest payments.
- 2021 Technology and Capital Improvement Funding Report
 - Window and steeple maintenance: will be completed in 2022. Over \$14,000 set aside for this.
 - Screen and technology upgrades in sanctuary: new screens, projectors, and livestream camera. Will be completed in early 2022.
 - Youth room remodeling completed. Dedicated the “Living Room.” Finished \$5,000 under budget.

Treasurer’s Report: Tom Sebelien

- Income fell short of expenses by \$12k
- Committees and staff did an excellent job controlling expenses
- LOC was not eligible for 2nd round of SBA-PPP (Paycheck Protection Program) funds
- Adopt 2021 Financial Statements
 - Motion Approved: 1st Tim Current; 2nd Marcus Hanson
- 2021 Update on Capital Campaign

2022 Business

- Adopt 2022 Budget
 - Opportunity for LOC will be to balance income with expenses
 - Protect LOC's ability to minister to its faith community by protecting and investing in its human assets by implementing:
 - An ELCA-sponsored retirement plan for full-time staff, and
 - A 3% wage increase for all
 - LOC has a strong balance sheet and can tolerate a \$34k deficit in 2022
 - 2022 Proposed Budget Rationale
 - Investing in people: "staffing for growth"
 - \$25,000 increase in pledging for 2022
 - Does not include any increase in giving from members in 2022, or giving from new members
 - We have \$35,000 in Paycheck Protection Program funds in reserve to cover a shortfall
 - Planning a \$75,000 Lenten Stewardship Drive
 - We have the capacity and history to meet this challenge
 - Motion Approved: 1st Steven Dickey; 2nd John Zerull
- Visioning, Planning and Capital Appeal
 - It's time to launch our next strategic thinking, planning, and visioning effort and raise the contributions necessary to fund that vision through a new capital appeal.
 - Why now:
 - Life, as well as ministry is changing. As we emerge from the pandemic, we need to learn how to be a hybrid church: as faithful and as effective as we can be both in-person and online.
 - Just as businesses and most organizations are reimagining how to lean-in to a new reality, we will do that as a faith community, too. This invites us into a deliberate and intentional process.
 - Listening to our congregation
 - In March and April of 2022, we will start small group conversations, 4-6 people per group
 - What have these last two years been like for you personally, and as a part of LOC?
 - What do you believe it will be important for us to be and do as we emerge from this pandemic?
 - Kairos/Tim Johnson to lead the process of strategic visioning, planning and thinking in 2022:
 - Mission Assessment Profile (MAP) and IMAP (congregational surveys)
 - Hospitality Workshop
 - Community Leader Conversation
 - Personal/Small Group Conversations with LOC Community
 - Strategic Thinking Tasks
 - Revisit, renew, revise our four strategic initiatives from our New Day Capital Campaign
 - Identify new initiatives such as being an effective hybrid church

- Welcome, Invitation, and Hospitality: over 500 new homes are being built in the Delano area in the next few years. We want to extend a welcome and an invitation to join us
 - Develop a long-term, post-pandemic building and site plan. What is the best use of our building and our site in the next ten years? How may we invite community partners or friends to make use of our great facilities?
 - Pastoral Transition: Develop a pastoral transition plan so that we can “fuel in mid-air” sometime within the next four years.
 - Identify and estimate cost of capital improvements. Ideas include parking lot, rest rooms, kitchen, fellowship hall, sacristy, conference room, roof insulation.
- All Things New Capital Campaign
 - Seek congregational approval at 2023 Annual Meeting
 - Launch fundraising appeal beginning in winter 2023
 - Capital improvement projects begin in the spring/summer of 2023
- Pastor motioned that we hire Kairos and Associates, with Tim Johnson as our consultant, for \$22,500 to be paid over sixteen months beginning February 2022, using the fund balance of around \$10,000 in the New Day Capital Campaign to make the initial payments.
- Motion Approved: 1st Jennifer Hinker; 2nd Lisa Spencer
- Nominations and Elections for 2022 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.
 - Motion Approved: 1st Vicki Noetzelman; 2nd Marcus Hanson
- Columbarium Update:
 - Sold 21 niches by 12/31/21 for more than \$85,000; in addition, a \$10,000 donation.
 - Financing the construction costs through Mission Investment Fund for around \$110,000 - \$120,000.
 - Construction scheduled to be completed by Fall, 2022.
- Endowment Grant Award
 - Fund update: We know there are needs in the community and church and we are seeking your help.
 - We would like congregational, committee and council feedback on grant opportunities.
 - We will evaluate grant requests during February.

Closing

- Prayer and Meeting Adjournment
- Motion Approved: 1st Lisa Spencer; 2nd Sue Fink