

Faith Lutheran Congregational Meeting Minutes

December 10, 2023

Meeting called to order at 9:58am. Executive Committee Members were introduced, and a preview of the meeting agenda was given. – Jim Sheldon

Opening Prayer – Pastor Derek Harkins

Secretary's Report – Mark Schneider

Call for corrections or additions to the May 21, 2023, Congregational Meeting Minutes was made. None were heard.

Ray Utter made a motion to approve the Congregational Meeting Minutes as distributed.

Motion was seconded by Jonna Wutzke. **Motion approved.**

Pastor's Report – Pastor Derek Harkins

Pastor Derek spoke about relating to Jesus' mother, Mary, and how she stepped forward into the unknown and messiness of life to come, even in her fear. We as a congregation are called to step forward into the unknown as well — to be open to change, stepping out of our comfort zone, and try new things as we try to follow God's calling as a church.

Pastor Derek reported about how we have continued our ministry here at Faith Lutheran trying our best to live out the calling to be "Building a welcoming, nurturing faith community." He also reported about some of the challenges we face as a congregation including: financial, time and priorities, and lifting up new church leaders and rostered ministers across the church as a whole. He concluded by thanking the staff, Executive Committee, Compass Group, and the congregation.

Pastor's Report – Pastor Sylvia

Pastor Sylvia shared highlights from our ministry in the past year (with photos!) as she reflected on our Advent theme: "How does a weary world rejoice? We allow ourselves to be amazed!" She talked about many moments of amazement from the past year, from confirmation and Bible study to our work with our ministry partners. She also reported on her sabbatical in summer 2023 and expressed gratitude for the congregation's care for her and her family. She concluded with excitement for how God will lead us into amazement in the year ahead.

Treasurer's Report – Matthew Nygard

Through November, our Offerings totaled \$502,850.68, Expenses were \$518,083.69, with a Shortfall of \$15,233.01. The expenses tracked under budget; however, the giving was flat after starting the year strong. December giving is usually above average, so we could make up for some of the shortfall. Matthew and Jim commented about FLC's finances, and a question was

asked about our savings. FLC has sufficient funds in savings to cover shortfalls, we're very conscious that we don't want to continually draw down our reserves though.

Avis Pedersen made a motion to approve the Treasurer's Report. Motion was seconded by Warren Granfor. **Motion approved.**

2024 Leadership Position Elections –

Aaron Isaak, the nominating committee chair, thanked the other two committee members Norbert Mayer and Aaron Kuntz for their work. The *2023 Executive Committee Open Positions* for Chair (Jim Sheldon), Vice Chair (Lyla Timm), and Secretary (Mark Schneider) were quickly filled as all three agreed to be nominated for another term. The *2023 Compass Group Open Positions* were almost entirely filled by members agreeing to be nominated for another term, including Confirmation (Jonna Wutzke and Rachel Dykema), Worship & Music (Judy Kubischta), Missions Task Group (Tracy Schneider), and Endowment (Doug Johnson). For the Property Group, Ray Utter is nominated to replace Larry Hill. Anita Hoffman is stepping down from the Human Resources Group and that position is currently open.

Dave Anderson made a motion to approve the nominated candidates for both the Executive Committee and Compass Groups. Motion was seconded by Allen Pedersen. **Motion approved.**

2024 Budget – Consideration and Approval – Matthew Nygard

Matthew brought forward the proposed FLC Budget for 2024 that the Executive Committee and Compass groups developed. The budget includes a 5.1% increase or \$31,260 more than last year totaling \$640,260. The budget is attempting to keep up with inflation with a 4% staff salary increase and a housing allowance catch up that's a starting point relative to synod recommendations. There was discussion about how our congregation can increase revenues and whether IRA contributions can be spread out throughout the calendar year to help offset slower months such as June.

A motion was made by Larry Hill to approve the 2024 Budget, seconded by Allen Pedersen, and **approved by vote.**

New Business – Matthew Nygard shared narrative and photos from his recent six-week trip to Africa to celebrate the 100th Anniversary of the Evangelical Lutheran Church in Central African Republic. Bishop Craig was also able to travel there for an amazing time of welcome, worship, marking “100 Years of Evangelization by Word and by Deed,” and planning for future collaboration in ministry.

Closing Prayer – Pastor Sylvia

Meeting Adjourn – There was a motion by Meme May and seconded by Roberta Modin to adjourn the meeting, adjourned by Jim Sheldon at 10:40am.