

# Annual Congregational Meeting

June 3/4, 2023

## Minutes

### Calvary Lutheran Church and School

1. This year's meeting was held in two onsite sessions: one session after the 5:30 PM worship service on Saturday, June 3, 2023, and one session after the 10:45 AM worship service on Sunday, June 4, 2023. The meeting was recessed between the two sessions.
2. On Saturday, June 3, the meeting was called to order at 6:49 PM and conducted by Bill Laut, Executive Director. Bill explained the process of having the meeting in two sessions. There were 33 voting members in attendance. On Sunday, June 4, the meeting was reconvened at approximately 11:58 AM by Bill Laut, Executive Director. There were 48 voting members in attendance. Total voting members in attendance across the two sessions was 81, meaning that a quorum was present.
  - a. Bill reviewed the agenda. The agenda for each session was the same. (See Attachment 1.)
  - b. Attachment 2 contains the slides that were presented at both sessions of this meeting. Please refer to these slides for details of what was presented.
  - c. Steve Rensner opened both sessions with prayer.
  - d. Bill Laut reviewed the minutes from the prior year's voters meeting (2022). (See Attachment 3.) There was a **MOTION** and second to approve the minutes from our last congregational meeting held June 4/5, 2022. The motion **CARRIED** at both sessions.
  - e. Bill mentioned that Mrs. Jennifer Weaver accepted the preschool teacher Call.
  - f. Andrew Brock gave the Financial Report for the third fiscal quarter ended April 30, 2023. (See Attachment 2 for details.)
    - i. This is year to date for 9 months ending April 2023. On the Balance Sheet, Assets and Liabilities, total cash is up approximately \$34,000, investments are down about \$110,000. Net assets are down about \$63,000.
    - ii. For Revenue and Expenses, 9 months through April 2023, revenue was \$2.38M vs a budget of \$2.32M. Expenses were \$2.03M vs a budget of \$2.07M. YTD Net is a surplus of just over \$349,000, about \$100,000 better than budget.
    - iii. Andrew Brock then presented the 2023-2024 budget.

Andrew noted that the projected contributions are down slightly from current year, but with an increase in Tuition we are projecting total revenues at \$2.968M, up 6% over current year's estimate.

Total expenses are projected to be \$3.022M, vs a \$2.690M estimate for our current year. Most expenses are up due to inflation, and it was noted that we are increasing the maintenance budget a little to support necessary maintenance for our facilities.

Net for the 2023-2024 budget is \$53,619 loss. It was pointed out that this is a small percentage of an approximately \$3M budget. Also, the General Funds surplus estimate for the current year is \$735,000, so even with a light budgeted loss, we expect the General Fund surplus to still be at \$682,000 at the end of next year.

- iv. Bill Laut noted that Executive Committee and Parish Council have both recommended this budget. There was a **MOTION** and second to approve the 2023-2024 Congregational Budget as presented. The motion **CARRIED** at both sessions.
- g. Facilities update: Pastor Ebert explained that he has been chairing the Facilities meetings due to the director vacancy.
  - i. The current Sanctuary lighting system is old and frail. The Sanctuary lighting project will replace all lights and wiring, and is starting Tuesday, June 6. Will be worshipping in the Gym during this time and plan to return to the Sanctuary for the July 15/16 worship services.
  - ii. The team is focusing on preparing the Gym for worship during the project. The air conditioning and sound system have been checked and are working. Note that the Gym will be cleared for VBS June 19-23.
  - iii. Jr. High classrooms will be renovated June 12-30. (Paint, LED lighting, flooring as needed)
  - iv. July 5-12 we will be sealing and striping the North parking lot.
  - v. Summer carpet and tile cleaning is planned.
  - vi. We are looking at improvements in the Narthex/Lobby.
  - vii. Pastor asked for assistance for clearing out the Sanctuary and setting up the Gym, as well as the June 17 school lighting workday. Other opportunities will be available.
- h. Pastor Ebert presented that Brian Krohmer is being welcomed soon as our new Youth DCE. We are excited to be mentoring a new church worker.
- i. Bill Laut discussed that the Sanctuary is 26 years old – the carpeting, the chairs, etc. We need to keep things maintained and updated. Based on our current financial situation, we now have the opportunity to fix some things that we have been putting off.
- j. Kyle Allen presented the efforts of the Executive Committee and Parish Council to complete a strategic plan.
  - i. A survey resource from Synod was utilized. Kyle thanked everyone in the congregation who participated. See the results slides in Attachment

2. We ended up on the border of quadrants 2 and 3; in “Stasis.” This is ok, but we have opportunities to move back to quadrant 2 in the Prime area, and to keep us from going down the curve towards Termination. Opportunities are in the areas of community, hospitality, and adaptability. These results were all positive.

- ii. Next came planning by the Parish Council and ministry teams. We did not redo our mission (Engaging People in Christ) and vision (connecting, learning, caring, and serving), but rather did the exercises in context of these. The steps were Provision Exercise, SWOT analysis, and SMART goal setting. This summer we will be reviewing and finalizing the SMART goals. These will then be presented.
- iii. Kyle thanked everyone who participated in the process to date.
- iv. Kyle ended with Jeremiah 29:11-13:  
*For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future. Then you will call on me and come and pray to me, and I will listen to you. You will seek me and find me when you seek me with all your heart.*
- v. Bill Laut summarized why we are completing this strategic plan. There will be a separate meeting in the future to present this in more detail to the congregation.

k. School update: Steve Rensner

- i. Ruth Armao has retired; Mrs. Jennifer Weaver has accepted Calvary’s Call as Preschool Teacher.
- ii. Staffing is pretty well set; a part-time preschool aide is still needed.
- iii. When the school first was established, 90% of the students were members from member families; That percentage is now 25%.
- iv. We ended this school year with 225 students; next year’s enrollment will be about 265! This has resulted in additional double classes in grades 4, 5, and 6. Part of this increased enrollment is due to Southport Christian School closing and many of the families deciding to send their students to Calvary.
- v. SGOs are no longer needed as a steppingstone to a Choice Scholarship, as that requirement has been removed. However, SGOs can now be used for preschool so we will continue to use them. We anticipate a need of about \$55,000 for the next school year.
- vi. In the area of school safety, we ran an extensive intrusion drill on April 4 with the participation of local law enforcement, and results are being analyzed.
- vii. Volunteers are needed at 3:00 on Wednesday, June 7 to pick up furniture from Southport Christian School.

- viii. Calvary's 73<sup>rd</sup> class graduated on May 25<sup>th</sup>. There were twenty-seven 8<sup>th</sup> graders who graduated.
- l. Pastor Ebert presented the Nominations Slate of Officers and Ministry Teams for 2023-2024. (See Attachment 4.) He acknowledged and thanked those who are willing to serve, as well as the nominating committee of Pastor Kurt Ebert, Deaconess Emily Spelde, Director of Connections and Engagement Kara Hiatt, Wade Jackson, Tia Kochan, Susan Richert. There was a **MOTION** and second to accept the slate. The motion **CARRIED** in both sessions. There was then a **MOTION** and second to elect the nominees listed on the 2023-2024 Nominations Slate. The motion **CARRIED** at both sessions.
  - m. Bill Laut presented that Pastor Reifsteck has requested a peaceful release from his Call at Calvary. There was a **MOTION** and second that we grant Pastor Joshua Reifsteck a peaceful release. The motion **CARRIED** at both sessions.
  - n. Saturday: There was a **MOTION** and second to recess until tomorrow. The motion **CARRIED**.  
Sunday: There was a **MOTION** and second to adjourn. The motion **CARRIED**.
  - o. Pastor Ebert closed the meeting with prayer.
  - p. Saturday: The meeting recessed at 7:29 PM.  
Sunday: The meeting adjourned at 12:39 PM.

Attachments:

1. Meeting Agenda (1 page)
2. Meeting Presentation (10 pages)
3. 2022 Congregational Voters Meeting Minutes (4 pages)
4. 2023-2024 Officers and Ministry Members Slate (2 pages)
5. 2023 Congregational Voters Meeting Sign In Sheets (5 pages)

## **Calvary Lutheran Church & School**

### **Congregational Meeting — State of the Church Update**

**June 3, 6:30 PM and June 4, 11:45 AM**

#### **Agenda**

- Call to Order
- Opening Prayer
- Approval of prior year meeting minutes
- Old Business (none)
- New Business
  - Presentation of 2023/24 budget - Gary Bugher
  - Facility Update - Pastor Ebert
  - Strategic Plan Update - Kyle Allen
  - School Update - Steve Rensner
  - Report from the Nominating Committee and vote
- Call for Recess or Adjournment (depends on day)
- Closing Prayer



# Annual Congregational Meeting

June 3<sup>rd</sup> and 4<sup>th</sup> 2023

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## Our Agenda

- Call to Order
- Opening Prayer
- Approval of Prior Year Minutes
- Old Business (None)
- New Business
  - Current Financials – Andrew Brock
  - Presentation of 2023-24 Budget
  - Facility Update
  - Strategic Plan Update
  - School Update
  - Report from the Nominating Committee and voting
  - Peaceful release for Pastor Reifsteck
- Call for Recess (or Adjournment)
- Closing Prayer

Accounts	Current Balance (Last Year)	Current Balance (This Year)
<b>Assets</b>		
<b>Current Assets</b>		
1101.00.0000 - Checking - Chase Bank	\$138,307.83	\$179,261.85
1109.00.0100 - LCEF Gold Tier StewardAcco	\$1,037,542.75	\$1,030,398.78
1140.00.0100 - Brokerage Account - TD Ame	\$0.00	\$100.02
<b>Total Current Assets</b>	<b>\$1,175,850.58</b>	<b>\$1,209,760.65</b>
<b>Long Term Assets</b>		
1201.00.0101 - CV of \$5k Life Ins. (Wurster) -	\$3,621.86	\$3,700.11
1201.00.0200 - LCMS Foundation Schwark E	\$220,637.59	\$199,825.36
1201.00.0301 - LCMS Foundation - Endow	\$807,505.76	\$727,452.57
1201.00.0305 - LCMS Foundation - Wessler I	\$104,770.80	\$95,740.79
<b>Total Long Term Assets</b>	<b>\$1,136,536.01</b>	<b>\$1,026,718.83</b>
<b>Fixed Assets</b>		
1301.00.0400 - Land	\$324,585.77	\$324,585.77
1302.00.0400 - Buildings & Improvements	\$5,260,041.67	\$5,379,888.43
1302.00.0401 - Bldg Reserve for Depreciator	(\$3,312,569.20)	(\$3,429,244.60)
1303.00.0400 - Equipment & Furnishings	\$590,893.74	\$514,147.06
1303.00.0401 - Equip Reserve for Depreciatik	(\$399,315.29)	(\$312,111.32)
<b>Total Fixed Assets</b>	<b>\$2,463,636.69</b>	<b>\$2,477,265.34</b>
<b>Contra Assets</b>		
1401.00.0000 - Credit Card - Chase	\$0.00	(\$494.81)
<b>Total Contra Assets</b>	<b>\$0.00</b>	<b>(\$494.81)</b>
<b>Total Assets</b>	<b>\$4,776,023.28</b>	<b>\$4,713,250.01</b>
<b>Liabilities, Fund Principal, &amp; Restricted Funds</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
2000.00.0000 - Accounts Payable	\$38,845.22	\$26,117.66
<b>Total Current Liabilities</b>	<b>\$38,845.22</b>	<b>\$26,117.66</b>
<b>Total Liabilities</b>	<b>\$38,845.22</b>	<b>\$26,117.66</b>
<b>Fund Principal</b>		
3001.00.0100 - General Fund Principal	\$653,701.43	\$624,463.37
3001.00.0400 - Property Fund Principal	\$2,463,636.69	\$2,477,265.34
3001.00.0600 - School Lunch Fund Principal	\$30,900.42	\$53,381.36
Excess Cash Received	\$270,379.89	\$360,206.90
<b>Total Fund Principal and Excess Cash Received</b>	<b>\$3,418,618.43</b>	<b>\$3,515,316.97</b>
<b>Restricted Funds</b>		
Total Temporary Restricted	\$178,460.58	\$145,207.53
Total Permanent Restricted	\$1,140,099.05	\$1,026,607.85
<b>Total Restricted Funds</b>	<b>\$1,318,559.63</b>	<b>\$1,171,815.38</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>	<b>\$4,776,023.28</b>	<b>\$4,713,250.01</b>

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
<b>Revenue</b>						
Contributions	\$152,098.39	\$110,199.70	(\$41,898.69)	\$1,020,465.12	\$1,024,274.72	\$3,809.60
Tuition and Fees	\$9,833.11	\$8,670.00	(\$1,163.11)	\$1,296,313.04	\$1,220,695.00	(\$75,618.04)
Other Revenue	\$4,275.67	\$11,141.67	\$6,866.00	\$62,050.60	\$75,675.03	\$13,624.43
<b>Total Revenue</b>	<b>\$166,207.17</b>	<b>\$130,011.37</b>	<b>(\$36,195.80)</b>	<b>\$2,378,828.76</b>	<b>\$2,320,644.75</b>	<b>(\$58,184.01)</b>
<b>Expenses</b>						
Supplies	\$3,359.72	\$3,137.08	(\$222.64)	\$36,758.16	\$30,133.72	(\$6,624.44)
Maintenance & Repair	\$10,257.24	\$16,950.01	\$6,692.77	\$176,648.65	\$168,650.09	(\$7,998.56)
Utilities	\$11,024.73	\$10,004.05	(\$1,020.68)	\$92,597.97	\$80,293.23	(\$12,304.74)
Office	\$400.00	\$241.67	(\$158.33)	\$1,810.19	\$2,175.03	\$364.84
Financial	\$991.22	\$1,061.25	\$70.03	\$27,621.10	\$24,951.25	(\$2,669.85)
Outreach	\$19,291.67	\$8,416.67	(\$10,875.00)	\$74,625.03	\$79,150.03	\$4,525.00
Activities	\$6,664.11	\$3,905.42	(\$2,758.69)	\$30,808.61	\$20,748.78	(\$10,059.83)
Staff & Salary	\$165,778.70	\$176,978.28	\$11,199.58	\$1,416,505.23	\$1,549,154.61	\$132,649.38
Capital Expenses	\$59,756.00	\$2,500.00	(\$57,256.00)	\$70,380.00	\$22,500.00	(\$47,880.00)
School Operating	\$2,521.02	\$3,877.50	\$1,356.48	\$76,216.56	\$60,767.50	(\$15,449.06)
Extended Care	\$2,971.31	\$3,932.89	\$961.58	\$25,640.78	\$32,927.93	\$7,287.15
Preschool Extended Care	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Expenses</b>	<b>\$283,015.72</b>	<b>\$231,004.82</b>	<b>(\$52,010.90)</b>	<b>\$2,029,612.28</b>	<b>\$2,071,452.17</b>	<b>\$41,839.89</b>
<b>Net Total</b>	<b>(\$116,808.55)</b>	<b>(\$100,993.45)</b>	<b>\$15,815.10</b>	<b>\$349,216.48</b>	<b>\$249,192.58</b>	<b>(\$100,023.90)</b>
<b>Other Revenue</b>						
Total Other Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Other Expenses</b>						
Total Other Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Net Operating Total</b>	<b>(\$116,808.55)</b>	<b>(\$100,993.45)</b>	<b>\$15,815.10</b>	<b>\$349,216.48</b>	<b>\$249,192.58</b>	<b>(\$100,023.90)</b>

# 2023-24 Budget

2023-2024 General Fund Budget						
	21/22 Actual	22/23 Budget	22/23 Estimate	Estimate vs. Budget	23/24 Proposed	% Change vs. 22/23 Estimate
<b>REVENUE</b>						
Contributions	1,327,645	1,372,000	1,296,500	-6%	1,277,000	-2%
Tuition and Fees	1,130,366	1,344,900	1,427,742	6%	1,609,400	13%
Other Revenue	142,281	86,700	83,258	-4%	82,000	-2%
<b>Total Revenue</b>	<b>2,600,292</b>	<b>2,803,600</b>	<b>2,807,500</b>	<b>0%</b>	<b>2,968,400</b>	<b>6%</b>
<b>EXPENSES</b>						
Supplies	36,984	41,145	45,678	11%	47,950	5%
Maintenance	194,849	225,920	248,500	10%	265,900	7%
Utilities	105,752	105,314	123,965	18%	140,837	14%
Office	2,530	2,900	2,250	-22%	3,500	56%
Financial	34,799	33,935	38,105	12%	41,845	10%
Outreach	104,400	104,400	104,400	0%	107,275	3%
Activities	33,429	27,065	47,948	77%	36,825	-23%
Salaries & Benefits	1,863,515	2,054,667	1,884,600	-8%	2,200,494	17%
Capital Expenditures	73,876	30,000	90,500	202%	50,000	-45%
School Operating	88,353	75,200	74,380	-1%	96,205	29%
Extended Care (w/o benefits)	31,541	39,203	30,200	-23%	31,188	3%
<b>Total Expenses</b>	<b>2,570,028</b>	<b>2,739,749</b>	<b>2,690,526</b>	<b>-2%</b>	<b>3,022,019</b>	<b>12%</b>
<b>Operating Income (Loss)</b>	<b>30,264</b>	<b>63,851</b>	<b>116,974</b>		<b>(53,619)</b>	
Extraordinary Revenue	20,136	-	86,290		-	
Use of Extraordinary Revenue	(338,022)	-	-		-	
Other Fund Transfers	-	-	(103,000)		-	
<b>General Fund Change</b>	<b>(287,622)</b>	<b>63,851</b>	<b>100,265</b>		<b>(53,619)</b>	
<b>Cumulative Balance</b>	<b>634,829</b>	<b>698,680</b>	<b>735,094</b>		<b>681,475</b>	

## Facility Update

- June 6-July 14 Sanctuary Lighting Project
- June 12-June 30 Jr. High Classroom Renovation (Paint, LED Lighting, Flooring)
- July 5-12 North Parking Sealing and Restriping
- Summer Carpet and Tile Cleaning



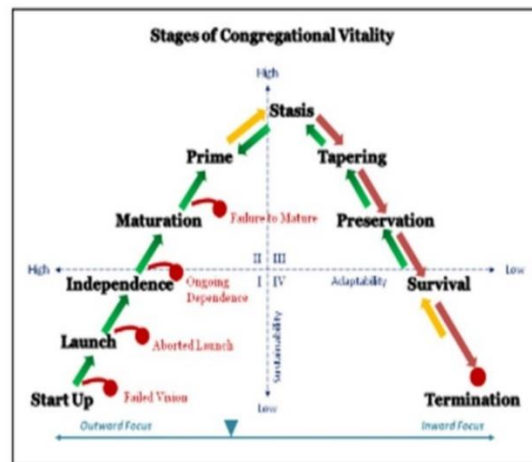
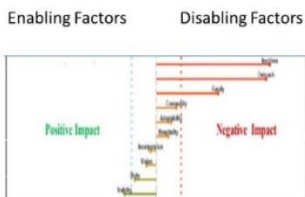
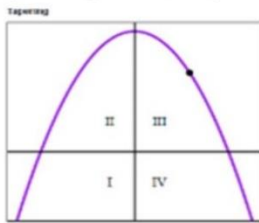
# Facility Volunteer Opportunities

- Sun., June 4<sup>th</sup> (Today) 2:00 p.m. Clearing Sanctuary
- Tues., June 6<sup>th</sup> 6:30 p.m. Setup worship space in gym
- Sat., June 17<sup>th</sup> 9:00 a.m. LED Lighting Replacement

\*\*\*Other individual and group volunteer opportunities available. If you are willing to serve, talk to Pastor E.

# Strategic Planning – January Survey

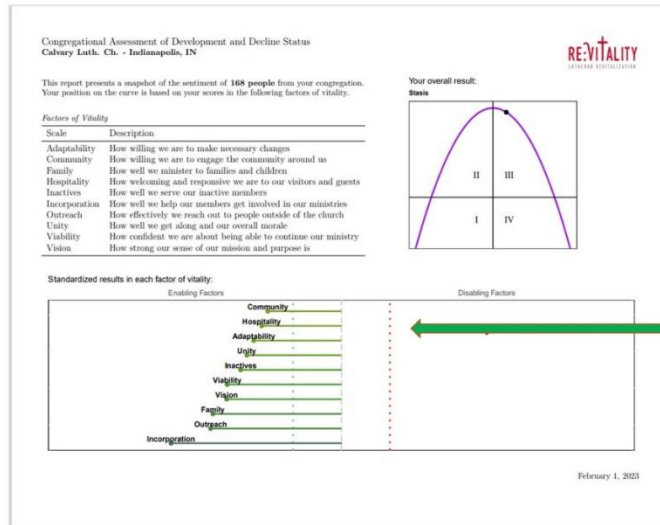
Example Stage of Vitality based on Survey



# Strategic Planning Survey Results- Calvary 2023

Congregational  
Survey Results  
are in!

168 responses



We are at **STASIS**  
(just past PRIME) –  
we can choose  
whether to move up  
or down on this  
curve!

Opportunities



## Strategic Planning – Engage the Parish Council



*“So we, though many, are  
one body in Christ, and  
individually members of one  
another.” Romans 12:5*



- The LCMS resource “Serving in God’s Mission” used as a basis for our work
- Ministry team leaders are **ESSENTIAL** to successful planning
- Ministry teams assisted in our iterative process of collecting data, planning for our future and developing goals so we achieve our vision

# Strategic Planning – February PC Meeting

- Review our Mission Statement, Vision Statements and Core Values
  - MISSION–Why We Exist. Our mission answers “What has God called us to do?”
    - Empowered by the love of Jesus Christ, the mission of Calvary Lutheran Church is to be about the task of **ENGAGING PEOPLE IN CHRIST** (EPIC)
  - VISION – What We Want to Look Like
    - Our vision provides a clear portrait of how our mission statement is implemented through...
    - **CONNECTING** People to God in Christ (Relationships, Fellowship, Worship)
    - **LEARNING** the Faith through the Word of God (Personal and Group Bible Study)
    - **CARING** for One Another in Christ’s Name (Internal Care of our Family of Believers)
    - **SERVING** Others with our God-Given Gifts (External Acts of Mission and Mercy to Our Community and World)

*Jesus said, “When I am lifted up from the earth, I will draw all people to myself...I am the way and the truth and the life. No one comes to the Father except through me” John 12:32, 14:6*



# Strategic Planning – February PC Meeting and Ministry Team meetings

- Participate in God’s Provision Exercise and Discussion
- Lead your ministry team in a similar exercise and discussion
- Training, Worksheets, Sharpies and Sticky Notes provided
- Submit your team’s work for aggregation

RE:VITALITY <small>SERVING IN GOD'S MISSION</small>				
Resource Inventory Worksheet				
<small>Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone. (1 Cor. 12:4-6)</small>				
People	Physical Assets	Programs/Ministries	Economic Resources	Community Connections

“ And I pray that you, being rooted and established in love, may have power together with all the Lord’s holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge – that you may be filled to the measure of all the fullness of God.”  
Ephesians 3:17b-19



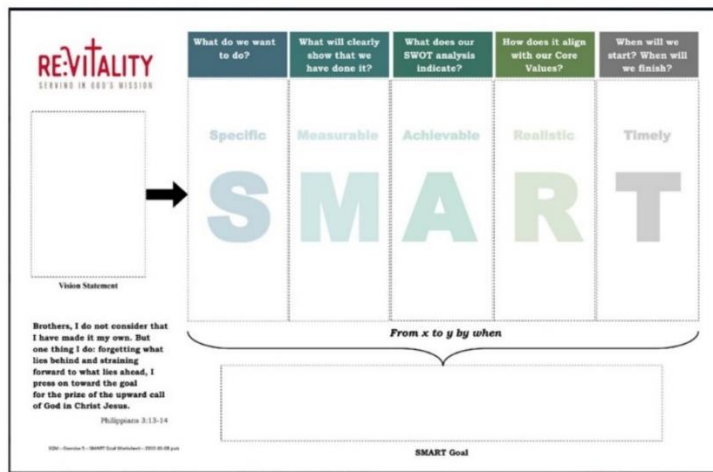
## Strategic Planning – March PC Meeting and Ministry Team Meetings

- Form small teams to do a SWOT analysis on our Vision Statements
- Do a SWOT analysis on all four Vision Statements with your ministry team – everyone’s thoughts are welcome!
- Submit your team’s work for aggregation

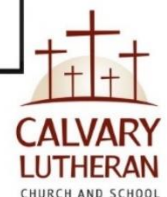


## Strategic Planning – April PC Meeting

- Review the resources, analysis and opportunities for our congregation
- Working in teams, develop at least one SMART goal for each Vision Statement provided



“Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God.” 1 John 4:7



## Strategic Planning – Next Steps May thru August

- Review/refine SMART goals for each Vision Statement and submit to Parish Council review and comment
- Reflect on our opportunities identified on the congregational survey – hospitality, community and adaptability
- Plan for all ministry team meeting in August to kick off the new (fiscal) year
- Design activities at each ministry team to support the SMART goals of the congregation



*"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms"*  
1 Peter 4:10



Ministry Team Members - Thank you for your ongoing participation in this process!

*"For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope. Then you will call upon me and come and pray to me, and I will hear you. You will seek me and find me, when you seek me with all your heart."* Jeremiah 29:11-13

# School Update

- Staffing
- Enrollment

## Nominating Committee

- Please see handout distributed at the door.

2023-24 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) <i>As of 5/22/2023</i>		
<b>Nominating Committee:</b> Wade Jackson, Tia Kochan, Susan Richert Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hiatt, Deaconess Emily Speide		
<b>Congregational Officers</b> (Exec and Asst Directors serve 2 year terms for up to 2 terms; At Large, Secretary, and Congregational Treasurer serve 3 year terms for up to 2 terms.)		
<b>Executive Director:</b> Bill Laut (2024 - 1st term)	<b>Assistant Exec Director:</b> Rob Blazek (2024 - 1st term)	<b>Assistant Exec Director:</b> Randy Irwin (2024 - 1st term)
<b>At Large:</b> Kyle Allen (2025 - 1st term)	<b>Secretary:</b> *Paul Brakke (2026 - 2nd term)	<b>Treasurer:</b> Andrew Brook (2024 - 1st term)
<b>Recording Secretary:</b> _____ (appointed)		
<b>Ministry Teams</b> (Ministry Team Directors serve 2 year terms for up to 2 terms. Team members serve 3 year terms with no term limit.)		
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<b>Communications [2]</b> *Bud Pflug, Dir. (2026 - 1st term) Jason Meyer (2024) Wade Jackson (2025) *Julie Pflug (2026) *Lisa Pluckebaum (2026)		



**CALVARY  
LUTHERAN**  
CHURCH AND SCHOOL

*Recess or Adjournment*

## Annual Congregational Meeting

June 4/5, 2022

### Minutes

#### Calvary Lutheran Church and School

3. This year's meeting was held in two onsite sessions: one after the 6:30 PM worship service on Saturday, June 4, 2022, and one after the 10:45 AM worship service on Sunday, June 5, 2022. The meeting was recessed between the two sessions.
4. On Saturday, June 4, the meeting was called to order at 7:40 PM and conducted by Gene Jend, Executive Director. There were 39 voting members in attendance. On Sunday, June 5, the meeting was reconvened at approximately 12:10 PM by Gene Jend, Executive Director. There were 47 voting members in attendance. Total voting members in attendance was 86, meaning we had a quorum.
  - a. The agenda for each session was the same. (See Attachment 1.)
  - b. Attachment 1 contains the slides that were presented at this meeting. Please refer to them for details of what was presented.
  - c. Executive Director Gene Jend opened with a devotion and prayer.
  - d. Gene Jend welcomed the attendees and gave some opening comments. He noted that anyone 18 years old and older and a member of the congregation could vote. A quorum is 5% of membership, which is 53 voting members.
  - e. Gene Jend presented some recent Highs and Lows from the 2021-2022 church year.
  - f. Gene Jend reviewed the minutes from the prior year's voters meeting (2021). (See Attachment 2.) There was a **MOTION** and second to approve the minutes from our last congregational meeting held June 5/6, 2021. The motion **CARRIED** at both sessions.
  - g. There was a question as to whether we needed to have new motions at the second session since motions were made at the first session on Saturday night. It was stated that we should have new motions at the second session.
  - h. Gene Jend presented the Nominations Slate of Officers and Ministry Teams for 2022-2023. (See Attachment 3.) He acknowledged and thanked those who are willing to serve, as well as the nominating committee of Pastor Ebert, Deaconess Emily Spelde, Director of Engagement Kara Hiatt, Susan Richert, Wade Jackson, and Director of Admissions & Development Jennifer Skojac. There was a **MOTION** and second to elect the nominees listed on the 2022-2023 Nominations Slate. Gene noted that we aim to elect 1/3 of the ministry team directors each year. The motion **CARRIED** at both sessions.
  - i. Pastor Ebert presented the congregational update.

#### Membership Update

As of May 31, 2022



- Confirmed/Communicant membership: 1052
- Baptized membership: 1270

## 2022-2023 Ministry Year Theme

Pastor presented the 2022-2023 ministry year focus: “Growing Together —For the Sake of Others”. Why are we here and where are we going?

- i. We should be more like a gathering of grapes (a congregation, all connected) rather than a bag of marbles (a conglomeration, all independent).
- ii. Are we connecting with others and our community where they are?
- iii. What are we doing to...
  - welcome the guest?
  - challenge the connected?  
Church & School  
Member & Non-member
  - serve our community?
- iv. We will be asking if we desire the calling to make sure there is a place for our children and grandchildren, for our nieces and nephews — a church that cares for and meets our loved ones and neighbors where they are at and welcomes them into God’s kingdom.
- v. Are we comfortable with change for the good of others?

## Thank you Gene Jend

Pastor Ebert thanked Gene Jend for his four years of service as our Executive Director. The attendees acknowledged Gene with a round of applause.

- j. Principal Steve Rensner gave an update on the school.
  - i. At Saturday’s session Steve brought Bailey, Calvary’s Comfort Dog, with him.
  - ii. Calvary has received almost \$500,000 in EANS I and EANS II funds – Emergency Aid for Non-public Schools. This has allowed us to take a lot of our plans, strategies, and hopes, and incorporate them into our ministry.  
  
The EANS I spending was focused on infrastructure and foundation. EANS II monies were focused on serving the underserved. This includes staffing, programming, and curriculum. Examples are a STEM instructor and curriculum coach.
  - iii. Steve thanked the teaching staff for their tremendous efforts during the pandemic.
  - iv. At the Saturday session, there was a question on security for the school. Steve reported that we run drills and tests for the children and staff. We also have installed new locks on the classroom doors. There is an emergency/silent alarm button in the school office to summon first responders. Steve attends the school safety academy each year.
  - v. At the Saturday session, there was a question on whether we were able to use the EANS funds to improve our connectivity to the Internet. The answer was

yes, including internal network improvements, teacher laptops, student Chromebooks, and faster Internet service.

- k. Fellowship Director Diane Robinson shared about her team. They have focused on the challenge of keeping people connected during the pandemic and are well positioned to support our upcoming church ministry year theme. Diane shared what her team does, how they do it, and others can be a part of it.
- l. Gene Jend gave a report on the new Director of Admissions & Development position, which was instituted for the current church year. Successes included participation and record results for our Calvary Walk | Run | Ride event and our Lutheran Scholarship Granting Organization (SGO) fundraising.
- m. Andrew Brock gave the Financial Report for the third fiscal quarter ended April 30, 2022. (See Attachment 1 for details.)
  - i. We are above budget on revenue and below budget on expense — another successful year. Revenue was \$2.16 million, and expenses were \$1.9 million. Net gain of almost \$240,000. The cumulative general fund balance ended at \$913,119.
  - ii. We continue to have no debt. We are very blessed as many other non-profit organizations are not as fortunate as we are. The PPP loan was reported as debt last year as it was officially a loan at that time; as we expected, it has been converted into a grant.
  - iii. Endowments ended this fiscal quarter at \$1.15 million vs. \$1.17 million last year at this time. The stock market this year has impacted this total.
  - iv. Extraordinary Revenue to date totals \$696,000. This started as a protection during the pandemic, but since the congregation stepped up, it became an unplanned blessing to us. Andrew detailed our plans and spending to date. See Attachment 1 for details.

At the Sunday session, there was a question regarding how much we are contributing to the Synod for mission programs. It was stated that our contribution to Synod has not changed over the past several years. It was later noted that our contribution to Lutheran Church – Missouri Synod Indiana District is \$10,000 per year.

- n. Andrew Brock presented the proposed 2022-2023 budget.

We are budgeting a surplus of \$63,851 for the year and are budgeting to end the year with a Cumulative General Fund surplus of \$399,416. Note that the cumulative balance decreases as extraordinary expenses are taken out of the General Fund and allocated to other funds.

Andrew reviewed some information on the Salaries & Benefits account of the proposed budget. He explained that we are now using the Concordia Plans Compensation Decision Support Tool as our Indiana District is no longer publishing its salary scale. Calvary salaries are based on 100% of midpoint of this new tool.

There was a **MOTION** and second to approve the 2022-2023 Congregational Budget as presented. The motion **CARRIED** at both sessions.

- o. Gene Jend gave an update on the Paving the Way special appeal. Current projects include a new school dishwasher and repaving the south parking lot. Other projects being considered are the Sanctuary and Narthex carpeting, the Sanctuary lights, and restroom remodeling.
5. On Saturday, June 4, 2022, there was a motion to recess the meeting until Sunday; the session was recessed at 8:15 PM. On Sunday, June 5, 2022, there was a motion to adjourn the meeting; the meeting was adjourned at 1:11 PM.
6. The meeting was closed with everyone reading 1Corinthians 9:23: I do it all for the sake of the gospel, that I may share with them in its blessings.

Attachments:

6. Meeting Agenda and Presentation (12 pages)
7. 2021 Congregational Voters Meeting Minutes (4 pages)
8. 2022-2023 Officers and Ministry Members Slate (1 page)

**Attachment 4**

**2023-24 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) *As of 5/22/2023***

Nominating Committee: Wade Jackson, Tia Kochan, Susan Richert  
Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hiatt, Deaconess Emily Spelde

**Congregational Officers** (*Exec and Asst Directors serve 2 year terms for up to 2 terms; At Large, Secretary, and Congregational Treasurer serve 3 year terms for up to 2 terms.*)

<b>Executive Director:</b> Bill Laut (2024 - 1st term)	<b>Assistant Exec Director:</b> Rob Blazek (2024 - 1st term)	<b>Assistant Exec Director:</b> Randy Irwin (2024 - 1st term)
<b>At Large:</b> Kyle Allen (2025 - 1st term)	<b>Secretary:</b> *Paul Brakke (2026 - 2nd term)	<b>Treasurer:</b> Andrew Brock (2024 - 1st term)
<b>Recording Secretary:</b> _____ (appointed)		

**Ministry Teams** (*Ministry Team Directors serve 3 year terms for up to 2 terms. Team members serve 3 year terms with no term limit.*)

<p><b><u>Spiritual Care [18]</u></b> Eric Eisberg, Dir. (2025 - 2nd term) Tim Meier (2024) Rick McWilliams (2024) Andrew Lee (2024) Bob Romack (2025) Jim Schwark (2025) Doug Wright (2025) Phil Hendershott (2025) Bob Behning (2025) Matt Francis (2025) Ben Langhammer (2025) Tony Kochan (2025) Mark Tatlock (2025) *Ellwyn Parks (2026)</p> <p><b><u>Christian School [7]</u></b> Kristina Davis, Dir. (2025 - 2nd term) Arden Redding (2024) Janet McWilliams (2025) *Amber Conrad (2026) *Neil Huene (2026) **Patti Fagalde (2026) ** _____ (2026)</p> <p><b><u>Fellowship [5]</u></b> Joe Pluckebaum, Dir. (2026 - 1st term) Deb Stephens (2024) Cindy Brock (2024) Jessica Denny (2025) Ken Robinson (2025) Diane Robinson (2025) Erin Woempner (2025) Suresh Reddy (2025) Sam Udhaynesan (2025) *Roxanne Deardurff (2026) **Kathy Joseph (2026) **Jill Bliss (2026) **Stacey Faubion (2026)</p>	<p><b><u>Outreach [8]</u></b> *Marv Hansen, Dir. (2026 - 2nd term) Sarah Ward (2024) Paul McMichael (2024) Jessica Harmon (2025) Angie Beed (2025) David Beed (2025) **Amber Greathouse (2026) **Patty Rothkopf (2026) **Rachel Deardurff (2026)</p> <p><b><u>Parish Education [6]</u></b> *Dennie Morrison, Dir. (2026 - 2nd term) Kirsten Springer (2024) Rosie Blazek (2024) Eric Mascari (2024) Marilyn Rothkopf (2025) Mary Ann Knaus (2025) *Judy Morrison (2026) *Karen Hand (2026) **Bob Langhammer (2026)</p> <p><b><u>Stewardship [6]</u></b> *Jake Allen, Director (2026 - 2nd term) Pete Joseph (2024) *Jerry Denny (2026) *Kevin Kehlbeck (2026) *Phil Borst (2026) **Steve Vandivier (2026)</p> <p><b><u>Communications [2]</u></b> *Bud Pflug, Dir. (2026 - 1st term) Jason Meyer (2024) Wade Jackson (2025) *Julie Pflug (2026) *Lisa Pluckebaum (2026)</p>	<p><b><u>Youth [3]</u></b> Jeff Evans, Dir. (2024 - 1st term) Josh Engelking (2024) Ruth Deckard (2024) Angel Gaskins (2024) Kristi Pulliam (2024) Beckie Hudson (2024) Nicole Reese (2025) **Tia Kochan (2026)</p> <p><b><u>Facilities [5]</u></b> **Mike Daake, Dir. (2024 - 1st term) Josh Finke (2024) Stan Fort (2024) Al Royer (2024) Andy Conrad (2025) William Craft (2025) *David Robinson (2026) *Phil Rothkopf (2026) Tech Comm. **Cheryl Rensner (2026) **Chrissi Laut (2026) **Jay Springer (2026) **Walt Finke (2026) **Mike Daake (2026) **Tom Schultz (2026)</p> <p><b><u>Compassion [5]</u></b> Sandra Wilson, Dir. (2024 - 1st term) Ann Arnold (2024) Janet Knobeloch (2024) Debbie Glasson (2025) Gloria Vandivier (2025) Rhonda Townsend (2025) *Brenda Irwin (2026) *Susan Stainbrook (2026) *Diane Gibson (2026) *Denise Fix (2026) **Pattie Bardonner (2026)</p>
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\* = those being reelected    \*\* = those being newly elected    [ \_ ] = Desired Minimum Team Size    (20XX) = Term Expires

Please contact a nominations team member or Kara at [connections@clcs.org](mailto:connections@clcs.org), if you would like to volunteer to serve or to nominate someone for consideration.

# Other Volunteer Opportunities

There are many ways to serve. Here are some other volunteer roles that benefit our church, school, and wider community. If you are interested in finding out more about any of these opportunities, please contact the church office or Kara Hiatt at [connections@clcs.org](mailto:connections@clcs.org), as these roles are not overseen by the nominations committee.


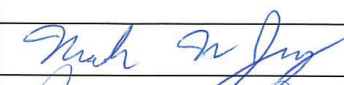



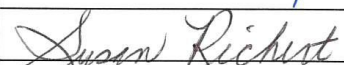

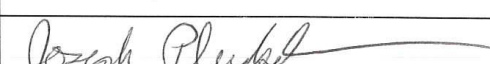
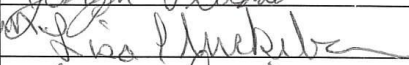
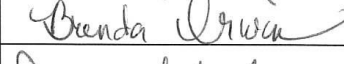
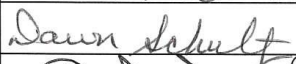



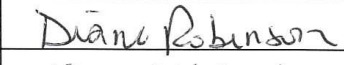
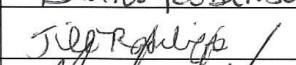
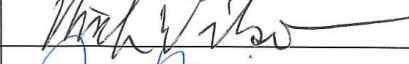


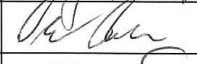
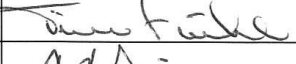
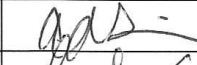
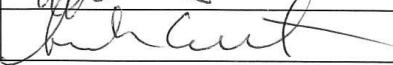
<p><b>Altar Guild</b> <i>***Open</i></p> <p><b>Altar Flower Coordinator</b> <i>Ann Arnold</i></p> <p><b>Baptism Banners</b> <i>Jesica Denny</i></p> <p><b>Blankets for Babies</b> <i>Susan Daniels</i></p> <p><b>Church Library Coordinators</b> <i>Corina Hendershott</i> <i>Jennifer Daake</i></p> <p><b>Concordia Cemetery Board – Calvary Representative(s)</b> <i>Josh Engleking (President)</i> <i>Charlie Klasing (Treasurer)</i> <i>Mark Jung (Marketing)</i></p> <p><b>Confirmand Prayer Angel Coordinator</b> <i>Diana Blazek</i></p> <p><b>Counter Coordinator</b> <i>Ken Carow</i></p> <p><b>Cradle Roll</b> <i>Melanie Huene</i></p>	<p><b>Extravagant Sharing Food Collection Coordinator</b> <i>Rosie Blazek</i></p> <p><b>Greeters Coordinator</b> <i>Marv Hansen</i></p> <p><b>Lamplighters Coordinator</b> <i>Ken Kettler</i></p> <p><b>Light &amp; Sound Coordinator</b> <i>Steve Bardonner</i></p> <p><b>Lutheran High School – Calvary’s Association Delegates</b></p> <ol style="list-style-type: none"> <li>1. <i>Diana Langhammer</i></li> <li>2. <i>Wendy Wilson</i></li> <li>3. <i>***Open</i></li> </ol> <p><b>“Love Meals” Team</b> <i>Compassion</i></p> <p><b>Memorials Secretary</b> <i>Ann Arnold</i></p> <p><b>Nominating Committee</b> <i>Wade Jackson</i> <i>Susan Richert</i> <i>Pastor Kurt Ebert</i> <i>Kara Hiatt</i> <i>Emily Spelde</i> <i>Tia Kochan</i></p>	<p><b>Calvary School PTL President (Parent-Teacher League)</b> <i>Tia Kochan</i></p> <p><b>Prayer Team Coordinators</b> <i>Diane Gibson</i> <i>Laura Currier</i></p> <p><b>Thursday Quilting Coordinators</b> <i>Judy Kirkland</i> <i>Jan Dunaway</i></p> <p><b>Tech Committee Coordinator</b> <i>Phil Rothkopf</i></p> <p><b>Usher Coordinator</b> <i>Mike Carpenter</i></p> <p><b>Visitor Notecards</b> <i>Shari Lipps</i></p> <p><b>V-tech Coordinators</b> <i>Steve Bardonner</i> <i>Bud Pflug</i></p> <p><b>Women in Mission Coordinators</b> <i>Karen Wright</i> <i>Sandra Wilson (Treasurer)</i></p> <p><b>Holiday Bazaar Coordinators</b> <i>Karen Hand, Silent Auction</i></p> <p><b>Yard Sale Coordinators</b> <i>Paula Fisk</i> <i>Candy O’Bryan</i></p>
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Calvary Lutheran Church Annual Congregational Meeting June 3 and 4, 2023		
	Printed Name	Signature
1	Bud Flug	Bud Flug
2	Bill Lauer	Bill Lauer
3	Sandra Wilson	Sandra Wilson
4	Paul Brakke	Paul Brakke
5	Peter Joseph	Peter Joseph
6	Gregg Brodensterner	Gregg Brodensterner
7	Tom Oyer	Tom Oyer
8	Al Royer	Al Royer
9	Karen Hand	Karen Hand
10	Dianne Doe	Dianne Doe
11	ANDREW BROCK	Andrew Brock
12	Andrew Durkee	Andrew Durkee
13	Mary Ann Hais	Mary Ann Hais
14	Cheryl Reusner	Cheryl Reusner
15	Elise Wolf	Elise H. Wolf
16	Jan Meiners	
17	Julie Handschug	Julie Handschug
18	Robert Handschug	Robert Handschug
19	Christina Royer	Christina Royer
20	Les Brant	Les Brant
21	Nancy Brant	Nancy Brant
22	STEPHAN REUSNER	Stephan Reusner
23	ELLYN PARKS	Ellyn Parks
24	DAVID LEIM	David Leim
25	Walter Royer	Walter Royer
26	Bryan Finke	Bryan Finke

Calvary Lutheran Church  
 Annual Congregational Meeting  
 June 3 and 4, 2023

	Printed Name	Signature
27	Patricia Finke	Patricia A. Finke
28	Linda Bugher	Linda Bugher
29	Don Fisher, Jr.	Don Fisher, Jr.
30	Gary Bugher	Gary Bugher
31	Mike Carpenter	Mike Carpenter
32	CHRISS LAUT	Chriss Laut
33	Kyle Allen	Kyle Allen
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Calvary Lutheran Church  
Annual Congregational Meeting  
June 3 and 4, 2023

	Printed Name	Signature
53	DUANE LITTLE	
54	Kathy Brakke	
55	MARY JUNG	
56	Donna Jung	
57	Tom Schultz	
58	MICHAEL LOUDEN	
59	Jim Richert	
60	Susan Richert	
61	Mary Jo Mascher	
62	Betty Bardamen	
63	Joe Pluckebaum	
64	Lisa P. Pluckebaum Lisa Pluckebaum	
65	Brenda Irwin	
66	Dawn Schultz	
67	EUGENE J JEND	
68	Randy IRWIN	
69	Ken Robinson	
70	Diane Robinson	
71	JILL RAO CLIFFE	
72	RICH WILSON	
73	JAN MAIR	
74	Patty Rothkopf	
75	Phil Rothkopf	
76	Tom Finkle	
77	Alie Forello	
78	Sarah Ebert	



Calvary Lutheran Church  
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June 3 and 4, 2023

	Printed Name	Signature
79	Ray Main	Raymond Main
80	Ann Arnold	Ann E. Arnold
81	CONNIE MYERS	Connie Myers
82	Leslie Huntington	Leslie Huntington
83	Glenda Roundtree	Glenda Roundtree
84	Kimberly Moore	Kimberly Moore
85	John Mohr	John Mohr
86	Rhonda Hanson	Rhonda Hanson
87	Martin Nansen	Martin Nansen
88	STACEY FAUBION	Stacey Faubion
89	JEFF FAUBION	Jeff Faubion
90	Diana Langhammer	Diana Langhammer
91	Phil Henderhoff	Phil Henderhoff
92	Vill Borst	Vill Borst
93	Phil Borst	Phil Borst
94	Robert Langhammer	Robert Langhammer
95	Mary F. Canner	Mary F. Canner
96	Kara Hatt	Kara Hatt
97	Tony Spelde	Tony Spelde
98	KEVIN KEMBECK	Kevin Kembeck
99	Julie Pflug	Julie Pflug
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Calvary Lutheran Church  
Annual Congregational Meeting  
June 3 and 4, 2023

	Printed Name	Signature
105	Katie Ceder	Katherine Ceder
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