

# Annual Congregational Meeting

May 19, 2024

## Minutes

### Calvary Lutheran Church and School

1. This year's meeting was held in a single onsite session after the 10:45 AM worship service on Sunday, May 19, 2024.
2. The meeting was called to order at 12:03 PM and conducted by Bill Laut, Executive Director. There was a quorum with sixty voting members in attendance. (See Attachment 1 for sign in sheets.) There was one handout with the nominations slate and the 2024-2025 Proposed Budget. (See Attachment 2.)
  - a. Pastor Ebert led an opening prayer.
  - b. Attachment 3 contains presentation slides that were used at the meeting. Please refer to these slides for details of what was presented.
  - c. Bill Laut reviewed the agenda.
  - d. Bill Laut reviewed the minutes from the prior year's (2023) congregational meeting held June 3/4, 2023. (See Attachment 4.) There was a **MOTION** and second to approve the minutes from this last congregational meeting. The motion **CARRIED**.
  - e. There was no old business from the prior year.
  - f. Bill Laut introduced and discussed the proposed budget for the 2024-2025 fiscal year. (See Attachment 2 and slides in Attachment 3 for details.)
    - i. Contributions are projected to be flat. Tuition & Fees are increasing in proportion to increasing enrollment. Total Revenue is projected to be \$3,402,635 vs. an estimated \$3,059,900 for the current year — an 11% increase.
    - ii. Next year's Expenses are expected to be \$3,427,816 vs an estimated \$2,907,530 for the current year. Bill discussed trends on individual expense categories.
    - iii. Increases in both revenue and expenses are primarily driven by the growth of enrollment in the school. Enrollment has gone from 225 to 275 this year, and is projected to be 295 for next year.
    - iv. The proposed budget shows a deficit of \$25,181 vs. a budgeted deficit of \$53,618 for the current 2023-2024 fiscal year, and an estimated surplus of \$262K for the current year.
    - v. There was a **MOTION** and second to approve the proposed budget. Motion **CARRIED**.

- g. Pastor Ebert announced that Gary Bugher is retiring as Business Manager. The congregation showed its appreciation to Gary with a round of applause. Pastor also announced that Tia Kochan will be taking over the new position of Chief Administrative Officer replacing Gary.
- h. Bill Laut presented the Nominations Slate of Officers and Ministry Teams for 2024-2025. (See Attachment 2.)

There was a **MOTION** and second to accept the slate. The motion **CARRIED**. There was then a **MOTION** and second to elect the nominees listed on the 2024-2025 Nominations Slate. The motion **CARRIED**.

Bill acknowledged and thanked those who serve at Calvary.

- i. Bill Laut reviewed the current Financials.
  - i. On the Balance Sheet, Total Assets have increased, driven by the strength of the market.
  - ii. On the General Fund Profit and Loss Review, Actual Revenue for 2023-2024 was above budget (\$2,647,993 vs. \$2,516,229), while Total Expenses were below budget (\$2,174,155 vs \$2,290,367). The actual Surplus is currently well above our budgeted surplus (\$473,838 vs. \$225,862), but we expect that to come down closer to budget by the end of the fiscal year due to the timing of the School Choice payments from the state. We still expect a surplus better than budget by the end of the fiscal year.
- j. Steve Rensner presented on the Christian Day School. Next year will be the 75<sup>th</sup> school year for Calvary. School leadership is focusing on the future.
  - i. Faculty and staff are aging, with some recent and upcoming retirements presenting opportunities for others. The team is working with Synod to deal with the shortage of church workers, encouraging young people to work in ministry.
  - ii. The team is looking at technology and its impact on learning.
  - iii. The team is looking at safety and working with area governmental organizations, including applying for grants to address those needs.
  - iv. The team completed the National accreditation in the 2023-2024 school year.
  - v. Demographics continue to change, with the Chin community becoming a larger portion of our enrollment. The team has hired a Chin liaison to help serve this community.

Steve closed by thanking and praising God for the dedicated faculty, staff and volunteers serving to make the school a vital part of our community.

- k. Youth Director, Brian Krohmer, presented next. Brian thanked the congregation for the Call and the amazing ministry opportunity so far. One of the goals for Youth Ministry is getting our youth involved in serving at

Calvary and in our local area. This year's mission trip is to St. Louis, Missouri.

- l. During a break in the agenda, Bill Laut mentioned that the minutes for this meeting will be available online, that this year's Annual Report is available online, and that printed copies of the Annual Report will be available in a couple of weeks.
- m. Pastor Sam Troemel presented. Contemporary worship is strong and growing. Pastor Troemel's job title has been changed to Associate Pastor of Contemporary Worship and School Ministries. One goal for next year will be identifying new students in the school who are unchurched and inviting them and their families to join Calvary.
- n. Pastor Kurt Ebert presented next.
  - i. We have gone from trying to envision what contemporary worship means for Calvary to, with the help of a consultant, having Pastor Troemel head up this area. God's spirit continues to work and raise up individuals to serve here and help us grow and develop.
  - ii. We are working on the Call process for an Associate Pastor. Pastor Maxx Fisher has declined our Call, so we are continuing to pursue candidates. The new pastor will focus on adult education and pastoral care. We are awaiting additional names from the Indiana District. The best-case scenario is to be ready to have another congregational Call meeting in August or September.
  - iii. We are focused on reaching out to our community and connecting people to Christ. You do not have to be a member of Calvary to benefit from Calvary. While we continue to serve in a community and world that is changing, Jesus Christ is still in charge of His church and the Holy Spirit is still at work! We pray that God will continue to bless us as we strive to Connect, Learn and Care through serving our community.
- o. Bill Laut gave his Executive Director's report. He discussed the recent strategic planning effort and how we continue to leverage our mission statement of Engaging People In Christ by Connecting, Learning, Caring and Serving. He introduced our use of the Triquetra (Trinity) symbol to represent our efforts. He detailed our focuses on Connecting, Learning, and Caring through Serving. This will mean a new C word – Change. Get ready! Keep praying!
- p. There was a **MOTION** and second to adjourn. The motion **CARRIED**.
- q. The meeting adjourned at 12:55 PM.
- r. Pastor Sam Troemel closed the meeting with prayer.

- s. Bill Laut introduced the revival of an old Calvary tradition – closing the meeting by singing *God Be with You Until We Meet Again*.

Attachments:

1. 2024 Congregational Voters Meeting Sign In Sheets (3 pages)
2. 2024 Congregational Voters Meeting Handout (2 pages):
  - 2024-2025 Officers and Ministry Members Slate
  - 2024-2025 Proposed Budget
3. 2024 Congregational Voters Meeting Presentation Slides (9 pages)
4. 2023 Congregational Voters Meeting Minutes (4 pages)

Voters Meeting (May 19, 2024)

1	Bud Pflug
2	Pete Joseph
3	Ray Main
4	Jan Main
5	Les Brandt
6	Dianne Noc
7	Leslie Huntington
8	Katie Ceder
9	Michael Daake
10	Jennifer Daake
11	Allison Sullivan
12	Kayleigh Jones
13	Jennifer Weaver
14	Trevor Weaver
15	Kulani udhay
16	udhay Reji
17	Sgm udhay
18	Sam Laut
19	Tia Kochan
20	BEN LANGHAMMER
21	TONY KOCHAN
22	Susan Richert
23	James RICHERT
24	Julie Pflug
25	Dawn Schultz
26	Donna Jung

Voters Meeting (May 19, 2024)

1	<del>Mark Jung</del>
2	Kurt Esert
3	Udhayaresan Raji - Pastor
4	Jeray Gibson
5	Diane Gibson
6	Dustin Smith
7	Linda Boyher
8	Kim Moore
9	John Moore
10	Kim Fink
11	Gary Boyher
12	James Wilson
13	Bob Wilson
14	Tony Spelde
15	Emily Spelde
16	John Allen
17	Ken Allen
18	Paul Wilson
19	Diane S. Robinson
20	Tim Fiske
21	<del>D. Esert</del>
22	B.W. Lytton
23	
24	
25	
26	

Voters Meeting (May 19, 2024)

1	ELLWYN PARKS
2	DIVANE LYFLE
3	Jan Moor
4	Glenda Roundtree
5	John Stratton
6	Phyllis Pezzullo
7	Judy Morrison
8	Dennie Morrison
9	Stephen Renna
10	Chrissi Laut
11	Rebecca Carow
12	Ken Carow
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**2024-25 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) As of 5/17/2024**  
 Nominating Committee: Wade Jackson, Tia Kochan, Susan Richert, Emily Spelde  
 Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hiatt

**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 (2026 - 2nd term)	<b>Assistant Exec Director:</b> *Rob Blazek (2026 - 2nd term)	<b>Assistant Exec Director:</b> **Ben Langhammer (2026 - 1st term)
<b>At Large:</b> Kyle Allen (2025 - 1st term)	<b>Secretary:</b> Paul Brakke (2026 - 2nd term)	<b>Treasurer:</b> *Andrew Brock (2027 - 2nd 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>Spiritual Care [18]</b>                  Eric Eisberg, Dir. (2025 - 2nd term)                  Bob Romack (2025)                  Jim Schwark (2025)                  Doug Wright (2025)                  Phil Hendershott (2025)                  Bob Behning (2025)                  Matt Francis (2025)                  Tony Kochan (2025)                  Mark Tatlock (2025)                  Ellwyn Parks (2026)                  *Rick McWilliams (2027)                  *Andrew Lee (2027)                  *Tim Meier (2027)                  _____ (2027)</p> <p><b>Christian School [7]</b>                  Kristina Davis, Dir. (2025 - 2nd term)                  Janet McWilliams (2025)                  Amber Conrad (2026)                  Neil Huene (2026)                  Patti Fagalde (2026)                  *Arden Redding (2027)                  **Wendy Wilson (2027)</p> <p><b>Fellowship [5]</b>                  Joe Pluckebaum, Dir. (2025 - 1st term)                  Jesica 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)                  **Kristin Comastri (2027)</p>	<p><b>Outreach [8]</b>                  Marv Hansen, Dir. (2026 - 2nd term)                  Jessica Harmon (2025)                  Angie Beed (2025)                  David Beed (2025)                  Amber Greathouse (2026)                  Patty Rothkopf (2026)                  Rachel Deardurff (2026)                  Linda Simons (2026)                  *Paul McMichael (2027)                  **Ally Friederich (2027)                  **Derek Friederich (2027)                  **Randy Irwin (2027)                  **Andrew Sullivan (2027)                  **Allison Sullivan (2027)</p> <p><b>Parish Education [6]</b>                  Dennie Morrison, Dir. (2026 - 2nd term)                  Marilyn Rothkopf (2025)                  Mary Ann Knaus (2025)                  Judy Morrison (2026)                  Karen Hand (2026)                  Bob Langhammer (2026)                  _____ (2027)</p> <p><b>Stewardship [6]</b>                  Jake Allen, Director (2026 - 2nd term)                  Jerry Denny (2026)                  Kevin Kehlbeck (2026)                  Phil Borst (2026)                  Steve Vandivier (2026)                  _____ (2027)</p> <p><b>Communications [2]</b>                  Bud Pflug, Dir. (2026 - 1st term)                  Wade Jackson (2025)                  Julie Pflug (2026)                  Lisa Pluckebaum (2026)                  *Jason Meyer (2027)</p>	<p><b>Youth [3]</b>                  *Jeff Evans, Dir. (2027 - 2nd term)                  Nicole Reese (2025)                  Tia Kochan (2026)                  *Josh Engelking (2027)                  *Beckie Hudson (2027)                  *Ruth Deckard (2027)                  *Angel Gaskins (2027)                  *Kristi Pulliam (2027)                  **Katie Blackburn (2027)                  **Kayleigh Jones (2027)</p> <p><b>Facilities [5]</b>                  *Mike Daake, Dir. (2027 - 1st term)                  Andy Conrad (2025)                  William Craft (2025)                  David Robinson (2026)                  Phil Rothkopf (2026) Tech Comm.                  Chrissi Laut (2026)                  Jay Springer (2026)                  Walt Finke (2026)                  Tom Schultz (2026)                  *Al Royer (2027)                  *Stan Fort (2027)</p> <p><b>Compassion [5]</b>                  **Diane Gibson (2027 - 1st term)                  Debbie Glasson (2025)                  Gloria Vandivier (2025)                  Rhonda Townsend (2025)                  Brenda Irwin (2026)                  Susan Stainbrook (2026)                  Denise Fix (2026)                  Pattie Bardonner (2026)                  *Ann Arnold (2027)                  **Vickie Struben (2027)</p>
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\* = those being reelected    \*\* = those being newly elected    [ \_ ] = Desired Minimum Team Size    (20XX) = Term Expires

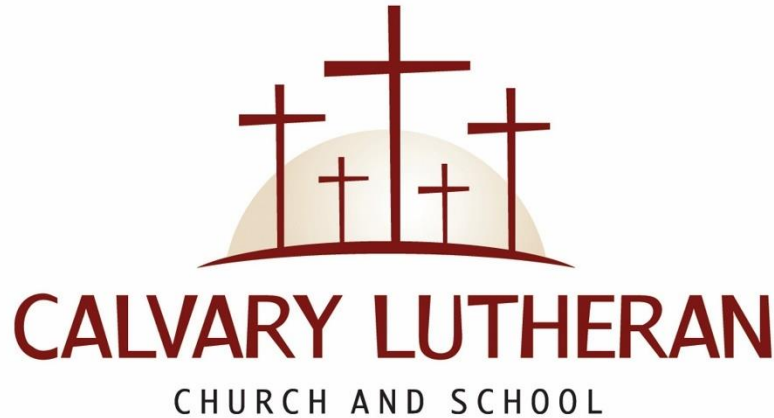
Please contact a nominations team member or Kara at [connections@clcs.org](mailto:connections@clcs.org), if you would like to volunteer to serve or to nominate someone for consideration.



## 2024-2025 General Fund Budget

	22/23 Actual	23/24 Budget	23/24 Estimate	Estimate vs. Budget	24/25 Proposed	% Change vs. 23/24 Estimate
<b>REVENUE</b>						
Contributions	1,301,319	1,277,000	1,332,500	4%	1,338,000	0%
Tuition and Fees	1,426,358	1,609,400	1,640,000	2%	1,970,035	20%
Other Revenue	97,876	82,000	87,400	7%	94,600	8%
<b>Total Revenue</b>	<b>2,825,553</b>	<b>2,968,400</b>	<b>3,059,900</b>	<b>3%</b>	<b>3,402,635</b>	<b>11%</b>
<b>EXPENSES</b>						
Supplies	45,109	47,950	45,833	-4%	51,530	12%
Maintenance	252,776	265,900	271,200	2%	302,100	11%
Utilities	116,790	140,836	98,300	-30%	109,100	11%
Office	2,046	3,500	2,250	-36%	3,400	51%
Financial	37,670	41,845	43,095	3%	44,335	3%
Outreach	99,500	107,275	107,275	0%	111,294	4%
Activities	43,110	36,825	33,002	-10%	53,900	63%
Salaries & Benefits	1,877,198	2,200,494	2,102,065	-4%	2,465,283	17%
Capital Expenditures	71,000	50,000	75,286	51%	95,000	26%
School Operating	86,274	96,205	97,724	2%	151,755	55%
Extended Care (w/o benefits)	30,862	31,188	31,500	1%	40,119	27%
<b>Total Expenses</b>	<b>2,662,334</b>	<b>3,022,018</b>	<b>2,907,530</b>	<b>-4%</b>	<b>3,427,816</b>	<b>18%</b>
<b>Operating Income (Loss)</b>	<b>163,218</b>	<b>(53,618)</b>	<b>152,370</b>		<b>(25,181)</b>	
Extraordinary Revenue	86,290	-	-		-	
Use of Extraordinary Revenue	(10,366)	-	(345,006)		-	
Other Fund Transfers	-	-	-		-	
<b>General Fund Change</b>	<b>239,143</b>	<b>(53,618)</b>	<b>(192,636)</b>		<b>(25,181)</b>	
<b>Cumulative Balance</b>	<b>873,972</b>	<b>820,354</b>	<b>681,337</b>		<b>656,156</b>	

# Annual Congregational Voter's Meeting



*May 19, 2024*

## Agenda

- |  |                                |
|--|--------------------------------|
| I. Welcome, Call to Order and confirmation of Quorum | VI. Staff / Leadership Updates |
| II. Opening Prayer                                   | a. Bill Laut (Financial)       |
| III. Approval of Prior Year Minutes                  | b. Steve Rensner (School)      |
| IV. Old Business – none from prior year meeting      | c. Brian Krohmer (Youth)       |
| V. New Business                                      | d. Pastor Sam Troemel          |
| a. Budget presentation                               | e. Pastor Kurt Ebert           |
| b. Election of officers                              | f. Bill Laut (Exec Director)   |
|  | VII. Adjournment               |
|  | VIII. Closing prayer           |

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## 2024-25 CLCS Budget - REVENUE

REVENUE	22/23 Actual	23/24 Budget	24/25 Proposed
Contributions	1,301,319	1,277,000	1,338,000
Tuition and Fees	1,426,358	1,609,400	1,970,035
Other Revenue	97,876	82,000	94,600
<b>Total Revenue</b>	<b>2,825,553</b>	<b>2,968,400</b>	<b>3,402,635</b>



## 2024-25 CLCS Budget - EXPENSES

EXPENSES	22/23 Actual	23/24 Budget	24/25 Proposed
Supplies	45,109	47,950	51,530
Maintenance	252,776	265,900	302,100
Utilities	116,790	140,836	109,100
Office	2,046	3,500	3,400
Financial	37,670	41,845	44,335
Outreach	99,500	107,275	111,294
Activities	43,110	36,825	53,900
Salaries & Benefits	1,877,198	2,200,494	2,465,283
Capital Expenditures	71,000	50,000	95,000
School Operating	86,274	96,205	151,755
Extended Care (w/o benefits)	30,862	31,188	40,119
<b>Total Expenses</b>	<b>2,662,334</b>	<b>3,022,018</b>	<b>3,427,816</b>

# 2024-25 CLCS Budget – BOTTOM LINE

	22/23 Actual	23/24 Budget	24/25 Proposed
<b>Operating Income (Loss)</b>	<b>163,218</b>	<b>(53,618)</b>	<b>(25,181)</b>
Extraordinary Revenue	86,290	-	-
Use of Extraordinary Revenue	(10,366)	-	-
Other Fund Transfers	-	-	-
<b>General Fund Change</b>	<b>239,143</b>	<b>(53,618)</b>	<b>(25,181)</b>
<b>Cumulative Balance</b>	<b>873,972</b>	<b>820,354</b>	<b>656,156</b>



# Election of Congregational Leaders

## 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 (2026 - 2nd term)	<b>Assistant Exec Director:</b> *Rob Blazek (2026 - 2nd term)	<b>Assistant Exec Director:</b> **Ben Langhammer (2026 - 1st term)
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<b>Recording Secretary:</b> _____ (appointed)		

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# Election of Congregational Leaders

**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>  <b>Eric Eisberg, Dir. (2025 - 2nd term)</b>                  Bob Romack (2025)                  Jim Schwark (2025)                  Doug Wright (2025)                  Phil Hendershott (2025)                  Bob Behning (2025)                  Matt Francis (2025)                  Tony Kochan (2025)                  Mark Tatlock (2025)                  Ellwyn Parks (2026)                  *Rick McWilliams (2027)                  *Andrew Lee (2027)                  *Tim Meier (2027)                  _____ (2027)</p>	<p><b><u>Outreach [8]</u></b>  <b>Marv Hansen, Dir. (2026 - 2nd term)</b>                  Jessica Harmon (2025)                  Angie Beed (2025)                  David Beed (2025)                  Amber Greathouse (2026)                  Patty Rothkopf (2026)                  Rachel Deardurff (2026)                  Linda Simons (2026)                  *Paul McMichael (2027)                  **Ally Friederich (2027)                  **Derek Friederich (2027)                  **Randy Irwin (2027)                  **Andrew Sullivan (2027)                  **Allison Sullivan (2027)</p>	<p><b><u>Youth [3]</u></b>  <b>*Jeff Evans, Dir. (2027 - 2nd term)</b>                  Nicole Reese (2025)                  Tia Kochan (2026)                  *Josh Engelking (2027)                  *Beckie Hudson (2027)                  *Ruth Deckard (2027)                  *Angel Gaskins (2027)                  *Kristi Pulliam (2027)                  **Katie Blackburn (2027)                  **Kayleigh Jones (2027)</p> <p><b><u>Facilities [5]</u></b>  <b>*Mike Daake, Dir. (2027 - 1st term)</b>                  Andy Conrad (2025)                  William Craft (2025)</p>
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# Election of Congregational Leaders

<p><b><u>Christian School [7]</u></b>  <b>Kristina Davis, Dir. (2025 - 2nd term)</b>                  Janet McWilliams (2025)                  Amber Conrad (2026)                  Neil Huene (2026)                  Patti Fagalde (2026)                  *Arden Redding (2027)                  **Wendy Wilson (2027)</p> <p><b><u>Fellowship [5]</u></b>  <b>Joe Pluckebaum, Dir. (2025 - 1st term)</b>                  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)                  **Kristin Comastri (2027)</p>	<p><b><u>Parish Education [6]</u></b>  <b>Dennie Morrison, Dir. (2026 - 2nd term)</b>                  Marilyn Rothkopf (2025)                  Mary Ann Knaus (2025)                  Judy Morrison (2026)                  Karen Hand (2026)                  Bob Langhammer (2026)                  _____ (2027)</p> <p><b><u>Stewardship [6]</u></b>  <b>Jake Allen, Director (2026 - 2nd term)</b>                  Jerry Denny (2026)                  Kevin Kehlbeck (2026)                  Phil Borst (2026)                  Steve Vandivier (2026)                  _____ (2027)</p> <p><b><u>Communications [2]</u></b>  <b>Bud Pflug, Dir. (2026 - 1st term)</b>                  Wade Jackson (2025)                  Julie Pflug (2026)                  Lisa Pluckebaum (2026)                  *Jason Meyer (2027)</p>	<p>David Robinson (2026)                  Phil Rothkopf (2026) Tech Comm.                  Chrissi Laut (2026)                  Jay Springer (2026)                  Walt Finke (2026)                  Tom Schultz (2026)                  *Al Royer (2027)                  *Stan Fort (2027)</p> <p><b><u>Compassion [5]</u></b>  <b>**Diane Gibson (2027 - 1st term)</b>                  Debbie Glasson (2025)                  Gloria Vandivier (2025)                  Rhonda Townsend (2025)                  Brenda Irwin (2026)                  Susan Stainbrook (2026)                  Diane Gibson (2026)                  Denise Fix (2026)                  Pattie Bardonner (2026)                  *Ann Arnold (2027)                  **Vickie Struben (2027)</p>
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# Balance Sheet Review

## Total Assets as of 4/30/2024

\$5,200,313

- Cash/LCEF Account - \$1,620,585
- Investments - \$1,083,566
- Fixed Assets - \$2,496,455

## Total Assets as of 4/30/2023

\$ 4,712,895

- Cash/LCEF Account - \$1,209,761
- Investments - \$1,026,719
- Fixed Assets - \$2,477,265

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# General Fund Profit & Loss Review

## Total Revenue and Expense as of 4/30/2024

- Revenue - \$2,647,993
- Budget - \$2,516,229
  
- Expense - \$2,174,155
- Budget - \$2,290,367
  
- Actual Surplus - \$473,838
- Budgeted Surplus - \$225,862





# Budget to Actual Highlights

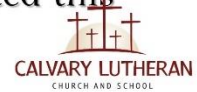
Aggressive revenue budget - tracking YTD

Inflationary impact to operating expenses

- Monitored throughout the year
- Adjustments made when needed
- Achieved favorable budget outcomes as a result

Capital Expenditures

- Spent over our initial budget on necessary improvements
- All were planned and reserved for prior as we anticipated this



## The Triquetra Symbol

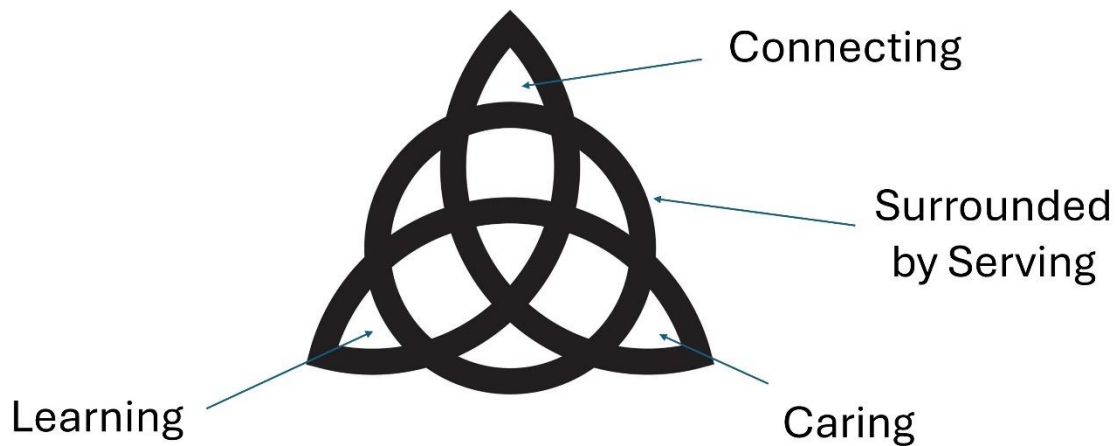


Common to Celtic regions, it is used to represent the Trinity:

Father.  
Son.  
Holy Spirit.



**The Triquetra serves as a visual of the findings from our Strategic Plan**



# Connecting

Connecting means many things:

- Connecting to God through worship, music, and activities
- Connecting with our fellow brothers and sisters at Calvary
- Connecting with our visitors
- Connecting with our community
- Connecting with other ethnic groups
- Connecting with like-minded activities both inside and outside our church building
- Connecting between generations

# Learning

Learning means many things:

- Individually learning through private devotion
- Teaching inside the congregation
  - Adult studies
  - Christian day school
  - Head 2 Heart Confirmation
  - New members
- Teaching outside the congregation
  - Campus ministry programs
  - Engaging with community groups

# Caring

Caring means many things:

- Caring about/for our members, both young and old
- Caring for those in need, both inside and outside
- Caring for things entrusted to us as stewards
  - Our facility
  - Our finances
  - Our talents
- Caring for those in other countries

# All This Through Service

- Service to God
- Service to our congregation
- Service to our community
- Key Bible verses:
  - “But as for me and my house, we will serve the Lord.”  
(Joshua 24:15)
  - “Do not be slothful in zeal, be fervent in spirit, serve the Lord”  
(Romans 12:11)
  - “In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.” (Matthew 5:16)

**Annual Congregational Meeting**  
**June 3/4, 2023**  
**Minutes**  
**Calvary Lutheran Church and School**

3. 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.
4. 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 the 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:

- 5. Meeting Agenda (1 page)
- 6. Meeting Presentation (10 pages)
- 7. 2022 Congregational Voters Meeting Minutes (4 pages)
- 8. 2023-2024 Officers and Ministry Members Slate (2 pages)
- 9. 2023 Congregational Voters Meeting Sign In Sheets (5 pages)

**2024-25 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) *As of 5/14/2024***

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

**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 (2026 - 2nd term)	<b>Assistant Exec Director:</b> *Rob Blazek (2026 - 2nd term)	<b>Assistant Exec Director:</b> **Ben Langhammer (2026 - 1st term)
<b>At Large:</b> Kyle Allen (2025 - 1st term)	<b>Secretary:</b> Paul Brakke (2026 - 2nd term)	<b>Treasurer:</b> *Andrew Brock (2027 - 2nd 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>  <b>Eric Eisberg, Dir. (2025 - 2nd term)</b>                  Bob Romack (2025)                  Jim Schwark (2025)                  Doug Wright (2025)                  Phil Hendershott (2025)                  Bob Behning (2025)                  Matt Francis (2025)                  Tony Kochan (2025)                  Mark Tatlock (2025)                  Ellwyn Parks (2026)                  *Rick McWilliams (2027)                  *Andrew Lee (2027)                  *Tim Meier (2027)                  _____ (2027)</p> <p><b><u>Christian School [7]</u></b>  <b>Kristina Davis, Dir. (2025 - 2nd term)</b>                  Janet McWilliams (2025)                  Amber Conrad (2026)                  Neil Huene (2026)                  Patti Fagalde (2026)                  *Arden Redding (2027)                  **Wendy Wilson (2027)</p> <p><b><u>Fellowship [5]</u></b>  <b>Joe Pluckebaum, Dir. (2025 - 1st term)</b>                  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)                  **Kristin Comastri (2027)</p>	<p><b><u>Outreach [8]</u></b>  <b>Marv Hansen, Dir. (2026 - 2nd term)</b>                  Jessica Harmon (2025)                  Angie Beed (2025)                  David Beed (2025)                  Amber Greathouse (2026)                  Patty Rothkopf (2026)                  Rachel Deardurff (2026)                  Linda Simons (2026)                  *Paul McMichael (2027)                  **Ally Friederich (2027)                  **Derek Friederich (2027)                  **Randy Irwin (2027)                  **Andrew Sullivan (2027)                  **Allison Sullivan (2027)</p> <p><b><u>Parish Education [6]</u></b>  <b>Dennie Morrison, Dir. (2026 - 2nd term)</b>                  Marilyn Rothkopf (2025)                  Mary Ann Knaus (2025)                  Judy Morrison (2026)                  Karen Hand (2026)                  Bob Langhammer (2026)                  _____ (2027)</p> <p><b><u>Stewardship [6]</u></b>  <b>Jake Allen, Director (2026 - 2nd term)</b>                  Jerry Denny (2026)                  Kevin Kehlbeck (2026)                  Phil Borst (2026)                  Steve Vandivier (2026)                  _____ (2027)</p> <p><b><u>Communications [2]</u></b>  <b>Bud Pflug, Dir. (2026 - 1st term)</b>                  Wade Jackson (2025)                  Julie Pflug (2026)                  Lisa Pluckebaum (2026)                  *Jason Meyer (2027)</p>	<p><b><u>Youth [3]</u></b>  <b>*Jeff Evans, Dir. (2027 - 2nd term)</b>                  Nicole Reese (2025)                  Tia Kochan (2026)                  *Josh Engelking (2027)                  *Beckie Hudson (2027)                  *Ruth Deckard (2027)                  *Angel Gaskins (2027)                  *Kristi Pulliam (2027)                  **Katie Blackburn (2027)                  **Kayleigh Jones (2027)</p> <p><b><u>Facilities [5]</u></b>  <b>*Mike Daake, Dir. (2027 - 1st term)</b>                  Andy Conrad (2025)                  William Craft (2025)                  David Robinson (2026)                  Phil Rothkopf (2026) Tech Comm.                  Chrissi Laut (2026)                  Jay Springer (2026)                  Walt Finke (2026)                  Tom Schultz (2026)                  *Al Royer (2027)                  *Stan Fort (2027)</p> <p><b><u>Compassion [5]</u></b>  <b>**Diane Gibson (2027 - 1st term)</b>                  Debbie Glasson (2025)                  Gloria Vandivier (2025)                  Rhonda Townsend (2025)                  Brenda Irwin (2026)                  Susan Stainbrook (2026)                  Diane Gibson (2026)                  Denise Fix (2026)                  Pattie Bardonner (2026)                  *Ann Arnold (2027)                  **Vickie Struben (2027)</p>
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\* = those being reelected    \*\* = those being newly elected    [ \_ ] = Desired Minimum Team Size    (20XX) = Term Expires

## 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> ***Open</p> <p><b>Altar Flower Coordinator</b> <i>Ann Arnold</i></p> <p><b>Baptism Banners</b> <i>Jessica 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>Lutheran High School – Calvary’s Association Delegates</b> 1. <i>Diana Langhammer</i> 2. <i>Wendy Wilson</i> 3. ***Open</p> <p><b>“Love Meals” Team</b> <i>Pattie Bardonner</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>Rachel Skeens</i></p> <p><b>Prayer Team Coordinators</b> <i>Diane Gibson</i></p> <p><b>Thursday Quilting Coordinators</b> <i>Jan Dunaway</i> <i>Jan Main</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>Women in Mission Coordinators</b> <i>Karen Wright</i> <i>Sandra Wilson (Treasurer)</i></p> <p><b>Worship Slides (V-tech)Coordinator</b> <i>Steve Bardonner</i> <i>Pastor Sam Troemel</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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