

LEADERSHIP BOARD MINUTES - February 20, 2024

Attendees – Pastor Len, Pastor Linda, Dan Simmons, John Porter, Allen Mayer, Kathy Crum, Rich Frankenfeld, Steve Barteau

Our MISSION: To be and make disciples of Christ, in response to God's grace.

Our VISION: St. John's Evangelical Lutheran Church is called to **GROW** in Christ-centered belonging, connection and discipleship; to **CULTIVATE** Christian Community, both in person and online; and to **EQUIP** all God's children for living each day as followers of Jesus.

- I. **Dwelling in the Word** – Kathy Crum – 1 Peter 4:7-11 and 1 Peter 4:9-10
- II. **Consent Agenda** – No objections - adopted
 - A. Approval of minutes from January 29
 - B. Financial report – January 2024
 - C. Staff reports
- III. **Visioning** – follow up on retreat discussion about constitutional ministry areas, vision teams and ministry teams – The group discussed the thoughts on structure from a February 5, 2024 meeting. The idea of “program teams” was discussed. The church will want to get structure in place prior to calling new pastor. There will be a constitution task force created for St. John's to make recommendations for changes.
- IV. **Action Items**
 - A. Personnel – No items. Personnel will be discussing the Coordinator for Disciple Connections soon, as interviews for the position have occurred. There are several leads for the Finance position on LinkedIn/Indeed.
 - B. Finance – The construction loan for St. John's has been converted to a mortgage. Finance currently uses \$15,000 per month for paying the mortgage, but will reduce to \$10,000 per month. The requirement is \$6,000 per month, so more principal will still be reducing each month. The remaining \$5,000 will be placed in the major maintenance fund for the church each month. This is acceptable because the money is going to capital projects and not operations.
- V. **Old Business**
 - A. Organ repair – Funding for the organ repair has been pledged, and the funds are available at this time. The plan is to borrow the remaining money from the church, as pledges may not be complete until 2025. Once all pledges are received, the funds will be returned to the church. The total for the project is \$202,070.00. A donation has been received for the pipes that will be placed in the sanctuary (\$15,000.00). Allen made the following motion, and Kathy seconded, “Approve proposal from Robert G. Dial for a Three-manual organ for St. John's Lutheran Church”. Motion carried.

- B. Letters to inactive disciples with no address or out of state – It was determined to move non-active members from active to inactive status. They will be kept in the rolls as inactive so we don't lose information. These are "Out of state – out of our zip code but not active – no address". There are a total of 357 units with this status. The unit is considered inactive if there has been no activity for the last two to three years. If one wants to stay on the rolls, they can contact the church and they will not be placed as inactive. A motion was made by Rich, and a second by Allen, "Move those to inactive status that are living outside of our area or state, and not contributing in the last two to three years". Motion carried.
- C. Why I support St. John's ministry – monthly Eagle articles – March (Stewardship), April (Dan), May (John), June (Allen), July (Steve)
- D. Streaming services – Will be getting an update from Erin and Brannon regarding the sound system and cameras. It will be accomplished in two stages. Stage 1 is sanctuary, Stage 2 is PLC.
- E. Constitution – Constitution task force (see above)
- F. Secretary of State – The church is in good standing with the Secretary of State. We paid a \$10 fine and our \$10 fee.
- G. Synod Assembly delegates – The church has six delegates. There are five at this time. They are Connie Frankenfeld, Rose Moser, Allen Mayer, Stephanie Alumbaugh and Mark Steen.
- H. West Central Conference Assembly February 13 – Pastor Linda is the Vice President for the West Central Conference Assembly.

VI. New Business

- A. Approve six month extension for Pastor Len as Interim Lead Pastor – Allen made the following motion and John seconded, "Extend the contract for Pastor Len for an additional six months". Motion carried.
- B. Greater use of e-mail for things like the Messenger and Eagle – It was agreed to use e-mail for the distribution of these documents. The cost is currently \$13,000 to mail the Eagle for the year.

John asked that St. John's Lutheran Church do something to acknowledge Black History month at St. John's.

Upcoming meetings

- March 4 Dwelling in the Word – Allen Mayer
- March 18 Dwelling in the Word – Nikki Baker

St. John's Lutheran Church
Summary Revenue & Expense - General Fund
January 1, 2024 through February 29, 2024

	Year to Date			Actual Variance	
	Budget	Current Year	Prior Year	Over (Under) Budget	Over (Under) Prior Year
<u>PROGRAM</u>					
Income:					
General operating envelope	\$ 145,278.00	\$ 147,443.80	\$ 190,502.11	\$ 2,165.80	\$ (43,058.31)
Plate offerings	1,963.00	945.48	1,854.30	(1,017.52)	(908.82)
Other envelope offerings	2,002.00	2,327.17	1,440.66	325.17	886.51
Other income	3,263.00	3,894.67	3,331.24	631.67	563.43
Released from Dedicated Funds	-	-	-	-	-
Total Income	152,506.00	154,611.12	197,128.31	2,105.12	(42,517.19)
Expenses:					
Discipleship	3,933.00	1,750.05	3,580.59	(2,182.95)	(1,830.54)
Community Care	50.00	29.81	19.69	(20.19)	10.12
Outreach & Mission	17,827.00	17,765.40	23,122.77	(61.60)	(5,357.37)
Worship	1,615.00	1,983.26	1,665.65	368.26	317.61
Stewardship	20,250.00	20,807.12	18,650.79	557.12	2,156.33
Pastoral Support	38,808.00	34,178.80	37,411.50	(4,629.20)	(3,232.70)
Administration	21,006.00	19,190.48	19,438.88	(1,815.52)	(248.40)
Lay Staff Salary/Benefits	81,884.00	83,330.98	67,432.23	1,446.98	15,898.75
Total expenses	185,373.00	179,035.90	171,322.10	(6,337.10)	7,713.80
Program net income (loss)	(32,867.00)	(24,424.78)	25,806.21	8,442.22	(50,230.99)
<u>BUILDING</u>					
Income:					
Building offerings	30,996.00	32,059.36	33,496.07	1,063.36	(1,436.71)
Total income	30,996.00	32,059.36	33,496.07	1,063.36	(1,436.71)
Expenses:					
Debt service - interest	9,190.00	-	-	(9,190.00)	-
Building net income (loss)	21,806.00	32,059.36	33,496.07	10,253.36	(1,436.71)
Total net income (loss)	\$ (11,061.00)	\$ 7,634.58	\$ 59,302.28	\$ 18,695.58	\$ (51,667.70)