

Atonement Council Minutes **Draft** — 12/19/2024 at 6:30pm

Council Attendees (10/10)

Matt Badding (Zoom)	Lyn Bowers	Angie Brickson
Dave James	Curtis Klaassen	Greg Moffitt
Jeremy Otto	Neil Pfeiffer	Dave Stelzer
Laura Trentadue		

Other Attendees

Pastor Zac Sturm

OPENING

Opening Devotions/Prayer: Pastor Zac

COUNCIL AGENDA

November Minutes

- **MOTION #1:** (Angie Brickson moves/Greg Moffitt seconds) Motion to approve the council meeting minutes from November 21, 2024, without corrections.
 - 9 voting members present: **9 in favor, 0 oppose, 0 abstain. Motion Carries**

Treasurer's Report: Mike Daley

November 2024

Topline & Giving

- Overall, 2024 shaping up to be a typical year at Atonement with large gifts at the end of the year and steady giving throughout the year. Shortfalls in the budgeted planned giving have been mostly offset by managing expenses.
- November **surplus** was \$30,000, which was \$13,000 better than budget.
- Giving was \$21,000 better than budget; there were several notable large donations this month.
- YTD 2024 giving narrowed from 3% to 2% lower (\$27k) compared to YTD 2023; this has been the consistent trend all year (3%-4% lower than 2023) and improved slightly from October YTD.

Balance Sheet

- Cash balances are \$78,000 in unrestricted cash (prior month: \$60,000), and \$271,000 in restricted cash (prior month: \$252,000), total of \$349,000 (prior month: \$312,000). Unrestricted cash of \$78k remains concerning and is about half of one-month's expenses but has improved from the last two months (October \$60K, September \$65K).
- Advanced giving balance is \$12,000 (prior month: \$26,000), Campus Sustainment is at \$184,000 (prior month: \$163,000).

Budget

- Year-to-date deficit actual is \$79,000 (year-to-date deficit plan was \$86,000).
- Expenses were \$8,000 worse than budget with the following line-item variances noted:
 - Better – Communications better \$1,000
 - Worse – Office is worse \$1,500 primarily due to leased equipment
 - Worse – Property is worse \$6,800 primarily due to higher inspections, repairs and timing of real estate taxes
 - Better – Utilities are better \$2,000 due to lower KCP&L and water costs
 - Worse – Youth Ministry worse \$1,000 due to timing
- Year-to-date giving is \$82,000 worse (prior month: \$103,000 worse) than budget.
- Year-to-date expenses are \$83,000 better (prior month: \$91,000 better) than budget.
- Year-to-date budget variance is now \$7,000 better (prior month: \$6,000 worse).

2025 Budget Approval: Curtis Klaassen & Mike Daley

- **Stewardship Fall Response**
 - Pledges for 2025
 - We use pledges as partial basis for forming expected income for the next year, however pledged giving amount are always lower than actual giving amount.
 - Actual giving tends to run 150% more than Pledged giving amounts.
 - We then use a 5-year average of actual giving compared to this year's pledges to create the expected income amount for 2025.
 - For 2025, this year the pledges are higher by 5 ½% when compared to last year, which is good as pledges have been trending lower over past years, however actual giving has been trending lower by 2-3% over the past few years.
 - 2025 Projected Expected Income
 - Projecting based on pledges might suggest potentially higher income, however pairing with trending 5-year actuals, expected income for 2025 was chosen to be conservative and keep at \$1.4M, matching 2024 actual as safe estimate.

- **Notable Budget Changes from 2024 to 2025**
 - Planned Expenses
 - 2024 planned expenses were \$1.5M, actual will be closer to \$1.4M, with income shortfall of \$107k being offset by \$70K of mortgage payments no longer needing to be paid and managing expenses for the other \$36K.
 - 2025 planned expenses are \$55K more than 2024 actual expenses, including decreases in budget areas and increases in fixed costs, essentials, and salaries
 - Investments and Offsets:
 - Investment in staff with salaries increasing, benefits costs had decrease
 - 1-time investments with office/admin increasing for replacement equipment
 - Needed to reduce all other areas of the budget by approximately 1% each
- **MOTION #2:** (Dave James moves/Dave Stelzer seconds) Motion to approve the proposed 2025 Budget as presented without changes, and to approve the 2025 Capital Improvement Budget as presented without changes.
 - 9 voting members present: **9 in favor, 0 oppose, 0 abstain. Motion Carries**

Additional Issues:

- Discussion to explore in the future a professional fundraising company or program, looking to learn more from both companies that provide the service as well as congregations who are currently using them or have utilized them in the past. In addition, to discuss it further with the Stewardship Committee and receive feedback and suggestions.
- Reminder that Council Meetings starting in January will begin at 7:00pm instead of 6:30pm.

Action Minutes:

- Continue to make progress on capital improvement project estimates and planning for 2025.
- Reminder for each council member to reach out to New Members and welcome them joining, goal can be sometime after the Christmas service over the holidays.

CLOSING

Closing Prayer: Angie Brickson

Adjourn – 7:21pm