

Atonement Council Minutes — 01/23/2025 at 7:00pm

Council Attendees (8/10)

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

Other Attendees

Pastor Zac Sturm, Pastor Jordan Stone, Nathan Choate, Keith Mundy, Mike Daley (Zoom)

OPENING

Opening Devotions/Prayer: Pastor Zac

COUNCIL AGENDA

Stewardship Options for the Future: Discussion

- Revenue trend for last few years remains flat. Increasing costs, inflation, and church repair costs are causing an increasing disparity. Professional organizations can possibly be engaged to help.
- Keith Mundy, Stewardship Committee, provided initial question to drive discussion, each were discussed. Keith presented previous initiatives (goals, results, internal vs. external, etc.)
- Keith provided nine (9) firms which administer these programs, including ELCA-recommended, and previously used. He provided some current giving statistics, e.g., current pledge percents, new member pledges. Average cost for a firm is \$40K, paid during the campaign process.
- Pastor Zac mentioned correlations between engagement and giving, we can also focus on raising engagement as a long-term part of raising giving.
- *General Awareness*: uncertain if typical congregational member aware of our basic future balance issues? Emphasized the need to be visible on specific capital expenses to encourage success in giving increases. Idea to raise the topic more often throughout the year, regularly involve congregation. Keith mentioned each method may have varying degrees of success.
- *Funding Forward*: looking for revenue from sources other than member offering – it should be part of future options, e.g. utilizing facilities like the renting commercial kitchen in Charter Hall, helps spread costs by using assets as resources.
- *Administration & Time*: questions to answer will be who and how will it be run, what time will be needed by volunteers or need to allocate from staff.
- *Starting & Completion Dates*: there will be difficult to do anything prior to fall, need to get estimates from firms, planning takes 4 to 6 months usually.

- *Presenting to congregation*: need high-level transparency, don't want to catch people cold. Need to determine when present at congregational meeting for approval to hire firm. May meeting may be too soon, but a good target if we can.
- Keith iterated the key success factor will be based on the quality of the relationship we establish with the firm that is hired, something we need to confirm in the early part of process.
- Pastor Zac suggested to create a group of members who can contemplate and propose fundraising or revenue generating efforts, building reuse ideas, very short-term focus.

December Minutes

- **MOTION #1:** (Dave Stelzer moves/Greg Moffitt seconds) Motion to approve the council meeting minutes from December 19, 2024, without corrections.
 - 7 voting members present: **7 in favor, 0 oppose, 0 abstain. Motion Carries**

Pastor Report: Pastor Zac

- Late Lent this year. Lent artists are working on brainstorming themes, have some good ideas.

Pastor Report: Pastor Jordan

- Acquired noise cancelling headphones for member use. Goal is for worship to be more inclusive for anyone with sensitivity to loud sounds and noises, idea came from J.E.E.P. team. Will be announced in bulletin.

Annual Meeting: Curtis Klaassen

- Annual meeting is this Sunday, January 26th, at noon.
- We'll need to vote on last two Annual Meeting minutes, from Jan 19, 2024, and May 19, 2024
- Synod Assembly Delegates: Mark & Jonelle Porter, Curtis & Cherry Klaassen, Ros & Jim Thorp.
- **MOTION #2:** (Angie Brickson moves/Jeremy Otto seconds) Motion to approve sending the revised 2025 Capital Improvement Budget as presented to the Congregation, includes the additional line item for sump pump repair or replacement.
 - 7 voting members present: **7 in favor, 0 oppose, 0 abstain. Motion Carries**

Treasurer's Report: Mike Daley

December 2024

Topline & Giving

- December **surplus** was \$26,000 which was \$60,000 worse than budget.
- Giving was \$36,000 worse than budget; general fund giving was \$47,000 worse partially offset by dedicated giving (Project 1020).
- YTD 2024 giving was to 3.8% lower (\$55k) than YTD 2023; this has been the consistent trend all year and it worsened in December.

Balance Sheet

- Cash balances are \$138,000 in unrestricted cash (prior month: \$78,000), and \$272,000 in restricted cash (prior month: \$271,000), total of \$410,000 (prior month: \$349,000). Unrestricted cash of \$138k remains concerning as it includes advanced giving for 2025 of \$47,000.
- Advanced giving balance is \$47,000 (prior month: \$12,000), Campus Sustainment is at \$190,000 (prior month: \$184,000).

Budget

- December Expenses were \$23,000 worse than budget with the following line-item variances:
 - Worse – Total payroll worse \$5,000 due to Christmas Bonus payments, Annual workers comp (timing), and sabbatical expense (timing)
 - Worse – Office worse \$3,500 due to laptop purchase and paper
 - Worse – Worship worse \$4,000 due to Contract Musicians
 - Worse – Office is worse \$1,500 primarily due to leased equipment
 - Worse – Property worse \$6,800 primarily due to higher inspections, repairs and timing of real estate taxes
 - Better – Utilities are better \$3,000 due to lower KCP&L, gas and water costs
 - Worse – Property management worse \$4,000 due to creek landscaping/mowing
 - Better – Kfam / Yfam better \$1,000
- 2024 Year-end deficit was \$52,000 (year-to-date deficit plan was \$0).
- 2024 Year-end giving was \$118,000 worse than budget (prior month: \$82,000 worse).
- 2024 Year-end expenses were \$66,000 better than budget (prior month: \$83,000 better).
- 2024 Year-end budget variance was \$52,000 worse for the year (prior month: \$7,000 better)

Audit Committee: Mike Daley

- Current Audit Committee members are Elizabeth Burt, Ed Hoelzle, Bob Boomer.
- **MOTION #3:** (Greg Moffitt moves/Dave Stelzer seconds) Motion is approve adding Jannette Schumm to the Audit Committee for a 3-year term.
 - 7 voting members present: **7 in favor, 0 oppose, 0 abstain. Motion Carries**
- Discussion on moving the time of the annual Audit which may require Constitutional Amendment, no objections. Mike will prepare and plan for May 2025 Congregational Meeting.

Facilities Report / Properties: Dave Stelzer & Greg Moffit

- Properties Committee has not met since November. No changes other than updated bid and cost numbers Toni is continuing to work on. Next meeting February 6th.
- Repairs completed for visible damage to entryway overhang canopy from leaks.
- Request from Curtis to Properties Committee to get estimates for the cost to replace the roof over the sanctuary & new building, and the estimates to repair or replace the air conditioning units for the sanctuary & new building. They are the two repair costs of highest importance to always be prepared for as to not put worship services at risk.

COMMITTEE REPORTS

Adult Education: Angie Brickson

- Going well so far this year, many varied educational opportunities and speakers.

Catering: Angie Brickson

- Penny Eaton working well in catering, e.g., schedules, etc.
- Brunch on Palm Sunday planned.

Small Groups: Laura Trentadue

- New small group activities getting started and setup, e.g. ~4 people for lunch, asking for signups, getting good responses, and hoping to continue doing more communication and awareness.

President's Report: Curtis Klaassen

- Keith Mundy will continue preparing recommendations for council as to professional stewardship consulting firms we can consider.
- Pastor Zac will coordinate the "Dream Team" to provide suggestions and guidance on opportunities, need to make sure the process isn't kicking the can down the road but has immediate suggestions and quick output so action can start.
- Need to gather options of how to repurpose the building and generate revenue.
- YouTube Music: discussion included ideas to broadcast services to churches unable to support their own fulltime pastor, could create website that gathers email/signup when someone downloads the bulletin & music which will help for outreach. Can break it down into little projects to try some ideas now while working on vision and how it works long term.

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.

CLOSING

Closing Prayer: Pastor Zac

Adjourn – 9:08 pm

Recorded by: Dave James

Edited by: Neil Pfeiffer

Submitted for council review: 02/26/2025

Approved with corrections: 02/27/2025