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Agenda

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| 1. Call to order | Debbie Pirkl |
| 2. Verify quorum | Andy Ruff |
| 3. Opening prayer | Pastor Cassie Nault |
| 4. Review and adopt minutes from Jan'13 Annual mtg | Debbie Pirkl |
| 5. 2013 Summary | Debbie Pirkl |
| 6. Review of new Strategic Plan process | Brent Harms |
| 7. 2013 Financial Update | Beth Hostager, Dave Bergeson |
| 8. 2014 Budget | Beth Hostager, Debbie Pirkl |
| 9. Constitution / By-Laws Task Force Report | Mark Rogosheske |
| 10. Land Use Report | Mike Butala |
| 11. Foundation Report | Dave Paton |
| 12. Old Business | Debbie Pirkl |
| 13. New business | Debbie Pirkl |
| 13.1. 6 delegates to Synod Assembly; 2/8/14 | |
| 13.2. 3 delegates to Synod Assembly; 5/16 – 5/17 | |
| 14. Senior Pastor Comments | Pastor John Snider |
| 15. Closing prayer | Pastor John Snider |
| 16. Adjournment | |

Meeting Notes

1. Meeting called to order by President Debbie Pirkl at 9:42
 - 1.1. Ref: 2013 Annual report and 2014 budget were distributed at the door.
2. Quorum. 67 members signed in. Per the constitution, a quorum is 5% or fifty voting members, whichever is less. We have about 680 eligible members so quorum is the lesser of 34 or 50. Attendance meets both criteria. Quorum established.
3. Opening Prayer – Pastor Cassie Nault offered a prayer.
4. Review and adopt minutes from Jan'13 Annual meeting: Debbie Pirkl asked for any corrections to the minutes as published in the annual report. There were none. Motion by Mark Rogosheske to accept. Second by Dave Paton. Motion carried.
5. 2013 Summary by Debbie Pirkl. Highlights.
 - 5.1. As part of our 5 year planning process we updated our mission statement to: Connecting with god, each other and the world. Our focus word is “connection”.
 - 5.2. We reviewed the constitution and are in the process of amending it to reflect current practice and also change the term of the president from 1 to 2 years.
 - 5.3. We added a strategic planning director position.
 - 5.4. We reviewed consultant: Inner Serve's recommendations and concluded we need a full time youth director. We hired Sitraka Rakotoarivelo effective 8/2013.
 - 5.5. The land sale process continues. We expect completion in early 2014.
 - 5.6. The strategic planning task force came up with 4 initiatives: worship, welcome, equip, and serve. The worship team will kick off a Saturday night service called The Bridge in early February. Please consider volunteering for one of the other 3 initiatives in 2014.
 - 5.7. Looking ahead: we hope you feel inspired to get more involved in 2014.
6. Strategic planning update. Brent Harms.
 - 6.1. Expect lots of change. The process should be healthy for us. We will make mistakes. But we need to make changes to grow.
 - 6.2. Thank you to the St. Stephens foundation for helping fund the new projector system.
 - 6.3. We will use dedicated funds to invest in our initiatives.
7. 2013 Financial Update – Beth Hostager, Dave Bergeson for vacationing Mike Bonk.
 - 7.1. 2013 deficit: Bergeson: we budgeted a deficit of \$59,000. Actual was \$65,000. This was covered by \$48,000 surplus from 2012 and a \$17,000 transfer from a memorial donation.
 - 7.2. 2013 expenses: Hostager. We budgeted \$527,000. Actual was \$525,000.
 - 7.3. 2013 income: Hostager. We projected \$468,000. Actual was \$461,000. General income drove this with projected \$410,000 vs actual \$392,000. Lower general income was partially offset by income from plate, Noreen center and Montessori rental income.
8. 2014 budget proposal. Debbie Pirkl.
 - 8.1. We ended 2013 with a budget deficit. We hoped for momentum from the strategic investments. We are not there yet.

- 8.2. 2014 pledges are down to \$307,000. This is the third year in a row of pledge declines. That's not good. Soft pledges increase the total to \$395,000. We hope the new Saturday night service will generate new income.
- 8.3. 2014 target expenses will be held flat with one exception:
 - 8.3.1. Pastor Cassie and Council have come to a mutually agreeable reduction in Cassie's contract from 100% time to 80% time. This agreement will be revisited periodically.
 - 8.3.2. Darcy McKenzie: co-chair of Youth committee read a statement. The council vote on 1/22/14 to approve the budget was not unanimous. Darcy believes the move to Wednesday as church night for youth has been positive. Sitraka is doing a great job with the youth. We hope to replicate this success with Saturday evening services. It takes work and leadership to make this happen. This is the wrong time to reduce Cassie's hours.
 - 8.3.3. Debbie Pirkl: this was a mutual agreement with benefit to the budget and hopefully to Cassie's work life balance.
 - 8.3.4. Jim Packer said this caught him off guard. He asked how Cassie felt?
 - 8.3.5. Pastor Cassie responded. She was also caught off guard when this first came up 1-2 weeks ago. She and Tony discussed it and consider this a sacrifice but also an opportunity. Tony has started doing international travel as part of his new job. Cassie hopes her hours return to full time next year. She also hopes this energizes our group. She asked us to look around the room. Most of us are over 40. We are qualified to invite others. Cassie hears our strategic initiative as a call to return to God. When she visits shut-ins she hears stories of the multi-generational vibrant community we were. They want us to get back there. The decline in church attendance by the young is not news to us. We've been talking about this for 20 years. We don't need to consider this to be distressing. We can look at this as returning to God. Invite your friends and neighbors. This is a great place to experience God. Cassie hopes this gives us comfort and peace.
- 8.4. Deb Ellis addressed the group. Our budget is part of our spiritual growth. We have a community. Deb feels she knows most of our members by face and many by name. The worship task force: had doubts about our direction. Then Bryon (Dockter) came along. Deb takes this as a sign that God wants us to grow. Saturday service will help us grow.
- 8.5. 2014 budget bottom line by Debbie Pirkl:
 - 8.5.1. We forecast a \$36,000 deficit to be funded from dedicated funds.
 - 8.5.2. Total dedicated fund (memorials, donations) balance is about \$500,000. Some of this is designated for specific uses so it is not all available.
 - 8.5.3. We want to invest in St. Stephens. Funding for the Saturday Bridge service and half of the projectors and screens will come from the Ken Nelson estate. Half the funding for the Projectors and screens will come from the foundation.
 - 8.5.4. We are spending \$100,000 of dedicated funds this budget cycle. We know that's a lot. Council will keep the congregation apprised of dedicated funds balance.

- 8.6. Motion to accept the budget as presented: by Dave Paton. Seconded by Mark Rogosheske. Motion passed with majority of ayes and 3 nays.
- 8.7. Dean Eisfelder (stewardship chair): There will be more opportunities to give in 2014.
- 8.8. Brent Harms: Council / exec are committed to ask Cassie back at 100% as needed.
- 8.9. Joanna Mead: Our congregation needs all input. We need the passion of Darcy, and Deb. This infuses our congregation with life. Different opinions help us grow together. St. Stephens is more than sermons and budgets. This has carried Joanna through deep waters. Joanna tells others: forget the outside trimmings. Go because here people care.
9. Constitutional amendment. Mark Rogosheske.
 - 9.1. In May of 2013 we voted on an amendment to: change the president term from 1 to 2 years and delete some clauses about leaders taking time off between terms. There were no other changes.
 - 9.2. Per the constitution, we need to vote on this one more time and then run it past the synod for final approval.
 - 9.3. Mark Rogosheske moved we confirm the amendment today. Jim Packer seconded the motion. Motion carried unanimously.
10. Land Use. Mike Butala.
 - 10.1. Sale of the West side of our property is still in progress.
 - 10.2. The developer presented their plan to the city of West St. Paul on 1/21/14. The plan calls for 11 residential lots. The planning commission proposed several changes. Approval is expected in February or March.
 - 10.3. Joanna Mead asked if we are getting fair market value? Mike: said yes, the price is in line with our appraisal.
11. 2013 Foundation Report – Dave Paton
 - 11.1. The foundation is an endowment and funds requests out of earnings.
 - 11.2. The foundation agreed to pay for half the cost of the projectors and screens.
 - 11.3. Please consider donating to the foundation as part of your will or estate plan.
12. Old business? None
13. New business: Debbie Pirkl called for volunteers to attend two upcoming synod assemblies:
 - 13.1. Meeting dates:
 - 13.1.1. February 8th in Mahtomedi. St. Andrews.
 - 13.1.2. May 15-16 in Burnsville. Prince of Peace.
 - 13.2. Agenda: ELCA business including election of a new bishop. Pastor Cassie says: Bishop Peter Rogness has served for 12 years. Getting a new bishop is a big deal. We need leaders who are up to the challenge. This is where you get info on the candidates. Pastors John and Cassie will be attending.
 - 13.3. Volunteers for 2/8: Debbie Pirkl, Jim Schaffert, Brent Harms, Dave Paton, Lynda Bergeson, and Jessica Donahue.
 - 13.4. Volunteers for 5/15: Debbie Pirkl, Mark Rogosheske, Darcy McKenzie
14. Senior Pastor comments: Pastor John
 - 14.1. Nothing else to add. Everyone who has spoken here spoke with the voice of God, faith, and truth. As our church embraces opportunity... its to be closer to Christ. Its you and me and the lord.

- 14.2. Prayer. Thank you for this community.
15. Adjournment: Motion to adjourn by Mark Rogosheske. Seconded by Jessica Donahue.
Motion carried. Meeting adjourned at 10:30.

Respectfully submitted,
Andrew T. Ruff
Secretary

Attendance

St. Stephen's Lutheran Church
 Annual Congregational Meeting, Sunday, January 26, 2014
 - Please Sign In. Thank you. -

1	Sandra Fichte	Dan Stuckenberg	18
2	Dave Fichte	Jan Stuckenberg	19
3	David Bergeson	Ruth Bergeson	20
4	Keri Riff	Mike Bergeson	21
5	Walter Fichte	Don Johnson	22
6	Jan Fichte	Deborah Fichte	23
7	Shirley Campbell	Susan Clark	24
8	John Fichte	Paul Woods	25
9	The K. Larson Group	Kathy Conroy	26
10	Dean Engelke	Tracy Weth	27
11	Arth Scriber	Ronald Christensen	28
12	Tina Scriber		29
13	Vanessa Steu		30
14	Ruth Ann Steu		31
15	George & Myrtle Steu		32
16	Debbie Stuckenberg		33
17	Jim Stuckenberg		34

St. Stephen's Lutheran Church
 Annual Congregational Meeting, Sunday, January 26, 2014
 - Please Sign In. Thank you. -

1	Paul Weth		18
2	Janice Dineen		19
3	Paul Jackson		20
4	Deborah Bergeson		21
5	Joe Nelson		22
6	Barbara		23
7	Eric Danhue		24
8	Tina Scriber		25
9	David Steu		26
10	Alan Pellmar		27
11	Edie Goe		28
12	Bob Green		29
13	Deanna Rao		30
14	John & Myrtle Steu		31
15	Jim Stuckenberg		32
16			33
17			34

St. Stephen's Lutheran Church
Annual Congregational Meeting, Sunday, January 26, 2014
- Please Sign In. Thank you. -

1	Thomas Swartzman	18
2	Thomas Bales	19
3	Mark Rindler	20
4	Richard Rindler	21
5	Richard Rindler	22
6	Bob Rindler	23
7	Bob Rindler	24
8	Bob Rindler	25
9	Bob Rindler	26
10		27
11		28
12		29
13		30
14		31
15		32
16		33
17		34

St. Stephen's Lutheran Church
Annual Congregational Meeting, Sunday, January 26, 2014
- Please Sign In. Thank you. -

1	Steve Rindler	18
2	Bob Rindler	19
3	Darryl McCallister	20
4	Beth Hartman	21
5	Anthony Hartman	22
6	Anthony Hartman	23
7	Bob Rindler	24
8	Bob Rindler	25
9	Bob Rindler	26
10	Faith Rindler	27
11	Steve Rindler	28
12	Bob Rindler	29
13	Bob Rindler	30
14	Bob Rindler	31
15	Bob Rindler	32
16		33
17		34