

Contents

Contents	1
Agenda	1
Meeting Notes	2
Attendance	6

Agenda

1. Call to order, verify quorum Debbie Pirkl
2. Opening prayer Pastor Cassie Nault
3. Review and adopt minutes from Jan'14 Annual mtg Debbie Pirkl
4. 2014 Summary Recap Debbie Pirkl
5. Strategic Plan progress Brent Harms
6. Youth and Family Update Sitraka Rakotoarivelo
7. 2014 Financial Update Dave Bergeson
8. 2015 Budget Presentation Mike Bonk
9. Foundation Report Dave Paton
10. Old Business Debbie Pirkl
11. New business Debbie Pirkl
 - 11.1. Need 6 delegates to Synod Assembly; 2/8/15 8-12:00
 - 11.2. Need 3 delegates to Synod Assembly; 4/24 – 4/25/15
12. Senior Pastor Comments Pastor John Snider
13. Closing prayer Pastor John Snider
14. Adjournment

Meeting Notes

1. Meeting called to order by President Debbie Pirkl at 10:54
 - 1.1. Copies of the 2014 Annual report and 2015 budget were available at the door.
 - 1.2. Quorum. 73 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.
2. Opening Prayer – Pastor Cassie Nault offered a prayer with the help of youth leaders [Rebecca Steffen and Peter McKenzie](#).
3. Review and adopt minutes from Jan'14 Annual meeting:
 - 3.1. Debbie Pirkl asked for any corrections. There were none.
 - 3.2. Motion by Dave Paton to accept. Second by Diane Nelson. Motion carried.
4. 2014 Summary by Debbie Pirkl.
 - 4.1. [The state of our church is strong. We worked on strengthening connections in 2014. We installed projectors and screens in the sanctuary in January. Thank you to Sitraka for leading integration of these into worship. We started the Bridge service on Saturday evenings. We hired Bryan Doktor to help lead that service. Bryan resigned in June to pursue other opportunities. We hired W. Zack Taylor in November to pick up that role.](#)
 - 4.2. [We completed the sale of the West portion of our property in May. Proceeds from the sale are held in our property account. 10% of the sale proceeds have been assigned to the Missions Committee for disbursement. We will be purchasing a new illuminated sign for the corner of Charleton and Wentworth.](#)
 - 4.3. [We recently introduced a New Logo as shown on the front of our annual report. The cross is inspired by the cross over the altar. The waves on the bottom echo the crowns of our stained glass windows. Thank you to Tom McGregor for the design!](#)
 - 4.4. [Our synod elected bishop Patricia Lull in May to a 6 year term. Our own Jacqueline Belzer of Pueblo de Fe was ordained.](#)
 - 4.5. [Thank you for your support through 2014. We ask for your continuing support as we continue working through our strategic plan in 2015.](#)
5. Strategic planning update. Brent Harms.
 - 5.1. [Thank you to leadership and staff for your work in 2014. Pastor John summarizes our efforts well in his annual report. We need to try new things to be relevant.](#)
 - 5.2. [We held a great planning breakfast a week ago. Attendees included most past presidents of the congregation as well as current leadership. We are brainstorming and thinking outside the box. Our combination of the early and late service into one 9:30 service for the month of January is a recent example.](#)
 - 5.3. [We are planning a retreat to help us plan our future. We want your input. Don't hesitate to be engaged. Provide ideas. Find something to be passionate about.](#)
 - 5.4. [Camp Wapo: An FYI not on the agenda: Warren is retiring after leading Wapo for 38 years. Dr. Mark Hill has been hired as the new leader.](#)

6. Youth and family update: Sitraka Rakotoarivelo
 - 6.1. Good news. Families are coming to Wednesday programs. We have 42 children registered for WILD and JOY and 27 youth in confirmation.
 - 6.2. Thank you to all who've helped make this a success! We appreciate your help in keeping this ministry going. We are always looking for more help. The more people involved, the better.
 - 6.3. This summer: We will do camp Wapo as usual with children from WILD and JOY. Eight youth and chaperones will attend the national ELCA youth gathering at Detroit. It'll be big; over 27,000 are already registered. We appreciate your prayers and support of our fund raisers.
 - 6.4. Where do we want to be? We want to involve our youngest in all relationships and help them develop a faith base. Family and youth are as much a part of this congregation as the adults. Our time together is a gift. Staff time is finite. There is only so much John, Cassie, and Sitraka can do with 80-100 kids. We are all connected. Its important to take the time to connect.

7. 2014 Financial Update. Dave Bergeson
 - 7.1. Biggest financial event of 2014 was the land sale.
 - 7.1.1. Proceeds were \$354,000.
 - 7.1.2. A tithe of 10% or \$35,000 went to Missions.
 - 7.1.3. The Balance of about \$315,000 went into the capital reserve account.
 - 7.2. Dedicated funds: We are using funds from the Ken Nelson estate to cover expenses related to the strategic plan including \$40,000 for projectors and screens and \$22,000 to cover staff for the Bridge service.
 - 7.3. Overall: cash position has improved due to sale of land.

8. 2015 Budget. Mike Bonk.
 - 8.1. Thank you Abra Gilman for doing the books again in 2014.
 - 8.2. Recall our budget for 2014 projected a \$78,000 deficit. The actual deficit was \$67,000. Property and maintenance spending was over budget due to the cold Winter. Bryan Doktor left in June and his job wasn't filled till November which helped hold down salaries.
 - 8.3. Budget for 2015:
 - 8.3.1. Assumes a 3% increase in all giving to a total of \$496,000.
 - 8.3.2. Salaries include a 2% increase for staff but 20% increase in health insurance cost.
 - 8.3.3. Projected expenses total \$574,000.
 - 8.3.4. Projected deficit totals \$77,000. This is not sustainable.
 - 8.3.5. Council and leadership continue to work on changes to make us stronger in the long term.
 - 8.4. Question: Dean Eisfelder: What dedicated account would we draw from to cover the deficit? Mike Bonk: From the Ken Nelson fund. This is an undesignated fund with current balance of \$90,000.
 - 8.5. Question: Andy Lynn. Is there any way to reduce the deficit through increased giving? Debbie Pirk: The stewardship committee is planning giving opportunities.

- 8.6. Question: Ron Nelson. We have been blessed by God and our predecessors with land and assets. This is our third year of deficit spending at this rate. What is our plan for long term? How do we reduce this rate of deficit spending? Do we intend to limit tapping of dedicated funds?
 - 8.6.1. Brent Harms. Deficit spending is related to the strategic plan. Its not sustainable for more than a couple years. We don't plan to use land sale proceeds for deficits. We're hoping that outreach will put more people in the seats. For the next 6 months, do we cut back and live within means? Or invest to get to break even?
 - 8.6.2. Debbie Pirkl: We are committed to our strategic goals. We want to let the larger community know we are here. We ask for your support.
 - 8.7. Motion to approve budget for 2015. Moved by Dave Paton. Second by Mark Rogosheske. All ayes. No Nays. Motion carried.
9. Foundation update: Dave Paton.
 - 9.1. The foundation is an endowment with current net worth of \$254,000.
 - 9.2. The foundation disburses earnings to support requests . Disbursements this year include \$10,000 for the screens and projectors.
 - 9.3. Gifts this year were only \$70.
 - 9.4. Please consider donation to the foundation as a compliment to your regular pledge.
 10. Old business. None.
 11. New business. Debbie Pirkl
 - 11.1. We need delegates to the synod conference and assembly meetings. There was a lot of business in 2014 with election of the new bishop. We expect less this year. Please contact Debbie or the church office to volunteer. Opportunities:
 - 11.1.1. 6 delegates for synod conference 2/28 8-12, CTK New Brighton.
 - 11.1.2. 3 for synod assembly 4/24-4/25, Prince of Peace in Burnsville
 - 11.1.3. Tool kits for congregational leaders 2/28/ at St. Marks.
 12. Senior Pastor comments: Pastor John Snider.
 - 12.1. This is Debbie Pirkl's last congregation meeting as president. Thank you Debbie for your service!
 - 12.2. John asks us to share a spiritual challenge: Focus on what's here; not what's not here. This is a challenging time in the Christian church. We aren't alone. Change isn't bad. It's just different. Our calling remains the same. Love, mercy, and the Holy Spirit remain the same. We aren't doing something wrong. We can do things better.
 - 12.3. John asks what we see here today: Words from the crowd: Community, caring, friends, busy boy scouts, cub scouts, youth, building that puts its arms out, family, Montessori school, trying new things, commitment, Wednesday night youth, the Bridge, accepting, good music program, connection, togetherness, service, great leadership, Tanzania, a church that tithes, 10% of what we receive we pass on...

- 12.4. John continued: God has blessed St. Stephens. If we don't focus on here and now, we won't see the lord.
13. Closing prayer. Pastor John Snider offered the prayer.
14. Meeting adjourned at 11:40

Respectfully submitted,
Andrew T. Ruff
Past Secretary and Guest recorder

Attendance

St. Stephen's Lutheran Church
 Annual Meeting, Sunday, January 25, 2105
 - Please Sign In. Thank you. -

1	Lin Kyrie Anderson	18
2	Mary Brunken	19
3	Ron Dierham	20
4	Jan Stucke	21
5	Dave & Linda Bergeson	22
6	Mike Souk	23
7	Mark [unclear]	24
8	John Piggan	25
9	Al & L Johnson	26
10	John Johnson	27
11	Ty Worth	28
12	Cathy Canoy	29
13	Ron Nelson	30
14	Susan McKinney	31
15	[unclear]	32
16	Alan Johnson	33
17	Mark Rasmussen	34

St. Stephen's Lutheran Church
 Annual Meeting, Sunday, January 25, 2105
 - Please Sign In. Thank you. -

1	Sara Ruff	18
2	[unclear]	19
3	Michelle [unclear]	20
4	Tamara Pika	21
5	Geri McDowell	22
6	Laura Vitell	23
7	[unclear]	24
8	[unclear]	25
9	Sydney Katooravet	26
10	[unclear]	27
11	[unclear]	28
12	[unclear]	29
13	[unclear]	30
14	[unclear]	31
15	[unclear]	32
16	[unclear]	33
17	[unclear]	34

St. Stephen's Lutheran Church
 Annual Meeting, Sunday, January 25, 2105
 - Please Sign In. Thank you. -

1	[unclear]	18
2	Jessica Dunahoo	19
3	[unclear]	20
4	[unclear]	21
5	[unclear]	22
6	[unclear]	23
7	[unclear]	24
8	[unclear]	25
9	[unclear]	26
10	[unclear]	27
11	[unclear]	28
12		29
13		30
14		31
15		32
16		33
17		34

St. Stephen's Lutheran Church
 Annual Meeting, Sunday, January 25, 2105
 - Please Sign In. Thank you. -

1	[unclear]	18
2	[unclear]	19
3	[unclear]	20
4	[unclear]	21
5	[unclear]	22
6	[unclear]	23
7	[unclear]	24
8	[unclear]	25
9	[unclear]	26
10	[unclear]	27
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15		32
16		33
17		34