

**ST STEPHEN'S LUTHERAN CHURCH**  
**CONGREGATIONAL MEETING**  
**January 31, 2021**

1. Call to order; verify quorum (Gary Westman)
  - a. Quorum verified with 57 voting members in attendance on Zoom.
  - b. Meeting called to order at 11:10 a.m.
2. Opening prayer (Pastor John Snider)
3. Review and approve minutes from January 26, 2020 Annual meeting (Gary Westman)
  - a. Minutes approved by unanimous consent.
4. Summary Recap of 2020 (Gary)
  - a. Highlights from 2020 include:
    1. Remodel and Rededication of Noreen Center
    2. Transition to online programming for Worship, Coffee Hour, Faith Formation
    3. Connecting with other who would not join us in person
    4. Hiring Bryon Dockter as Director of Worship
    5. Installation of security system
    6. Completion of Wentworth Ave construction and parking lot redesign
5. Pastor and Staff Comments (Pastor John, Pastor Tim)
  - a. Pastor John is grateful for the help and faith from so many people through the year; Given the impact of Covid 19 on our worship methods it is a good time to develop a Strategic Plan for the future.
  - b. Pastor Tim is thankful to be extended a call with St Stephen's. He is looking forward to seeing what more we can do with social media, not only to be present, but to reach out to other. He is resolved to work towards racial justice in the coming year.

Added: Safety Committee Update (Merrill Ziemann)

- a. Thank you to the committee members for their time. Thank you to the congregation for their patience.
  - b. The goal of the Safety Committee is to balance risk with the activity, to use scientific data to guide decisions.
  - c. The committee started by developing protocols to in-person activities in the church.
  - d. Changes to the protocols are made as conditions change with the virus.
6. Stewardship Report (Kim Richter)
    - a. During the "Always Connected" campaign, 130 Intentions were received which was well above the goal of 115 Intentions.
    - b. The Challenge Gift of \$20,000 from an anonymous donor was received upon attainment of the goal.
    - c. The financial goal was to increase giving by \$40,000 in 2021. Intentions were up by \$18,000. With the Challenge Gift, the projected increase is \$38,000.

7. 2020 Financial Report (Beth Hostager)
  - a. Overall, 2020 ended with a deficit of (\$26K), Income was down (\$22K) to budget, Expenses were favorable \$37K to budget.
  - b. General Offerings were on budget, which was encouraging given the challenging year, Rental Income was down due to the church being closed for most of the year.
  - c. Building Maintenance was favorable due to lower gas, electric, water and janitorial expenses due to the church being closed for most of the year.
  
8. 2021 Budget Presentation (Beth Hostager)
  - a. The 2021 budget as approved by the Council projects a deficit of (\$51K) for the year.
  - b. Income includes General Envelope increased and the \$20K Challenge Gift from the Stewardship campaign.
  - c. Expense increases include returning to normal Building Expenses when the church reopens later in 2021 and the addition of a Communications and Media Coordinator staff position to capitalize on the growth in online worship participation.
  - d. The deficit will be offset by Dedicated Operating Reserves. Total Dedicated Reserves grew by \$291K in 2020 to \$765K mainly due to the sale of the Beard home and other Memorials from the passing of longtime members.
  - e. President Gary Westman called for a motion to approve the 2021 Proposed Budget. Motion by Jim Packer, Second by Vicki Jackson.
  - f. President Gary Westman called for discussion on the budget, there was none.
  - g. President Gary Westman called for any objection to the 2021 Proposed Budget, there was none.
  - h. Seeing no objections, President Gary Westman approved the 2021 Budget by unanimous consent.
  
9. New business
  - a. Conference Assemblies for Voting Members  
Via Zoom | Saturday, February 13 9:00 am  
**4 Delegates needed**
    1. Debbie Pirkel
    2. Beth Hostager
    3. Jim Packer
    4. Kathy Packer
  
  - b. The Saint Paul Area Synod—2021 Tool Kit for Congregational Leaders  
Via Zoom | Saturday, February 27 9:00 am  
**No cost to attend—open to all**  
Workshops:
    1. Presidents/Vice-Presidents Forum
    2. How to Become an Effective Treasurer
    3. Navigating Differences That Make a Difference - The IDI as Tool & Guide
    4. Standing With Immigrants: From Resolution to Action
    5. The Digital Opportunity: Evangelism in a Screen Dependent World
    6. Evaluating Your Building for Ministry
    7. Kairos Time, Chronos Time, COVID Time: Reimagining Sabbath-Keeping in This Unusual Season

c. Annual Synod Assembly

Online | Friday and Saturday, May 14-15

**3 Delegates needed**

1. Debbie Pirkel
2. Kathy Canniff
3. Kim Richter

10. Closing prayer (Pastor Tim)

11. Adjournment (Gary Westman)

- a. Meeting adjourned at 12:03 p.m.

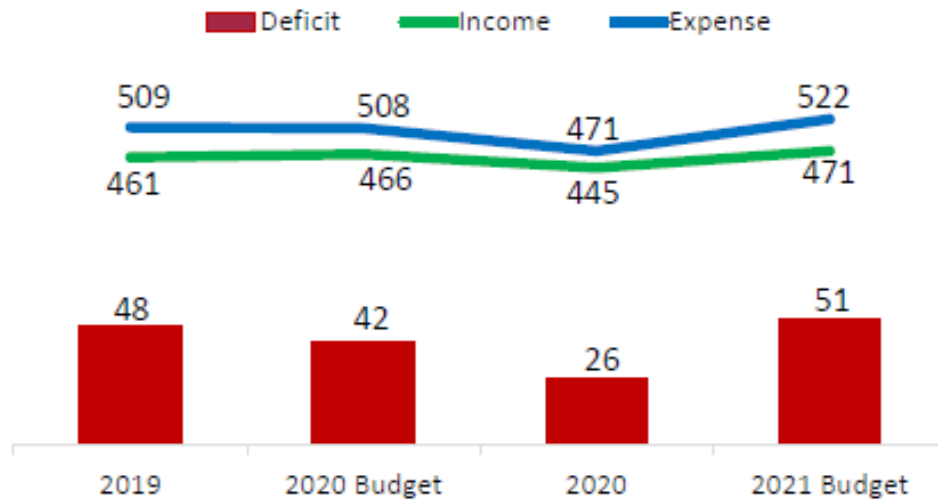
Submitted by your faithful servant.  
Debbie Pirkel, Financial Secretary

**Annual Meeting Attendance****January 31, 2021****Attended Zoom meeting****57 voting members**

John Anderson	1	Lynn Kubat	30
Jacqueline Barber	2	Jim Lamont	31
Reverend Chris Becker	3	Larry Longard	32
Linda Becker	4	Patty Longard	33
David Bergeson	5	Ken Merrill	34
Lynda Bergeson	6	Diane Merrill	35
Kathy Canniff	7	Bruce Meyers	36
Rosalie Christensen	8	Diane Meyers	37
Christopher Clark	9	Roberta Meyers	38
Susan Clark	10	Dan Mikel	39
Dottie Culbert	11	Alice Mikel	40
Brett Culver	12	Mary Molumby	41
Janice Culver	13	Ron Nelson	42
Virginia Culver	14	Jim Packer	43
Bryon Dockter	15	Kathy Packer	44
Jane Dockter	16	Jan Perkins	45
Dean Eisfelder	17	Debbie Pirkl	46
Shirley Eisfelder	18	Kim Richter	47
Deborah Ellis	19	Chris Sather	48
John Gieser	20	Jolene Sather	49
Brenda Gieser	21	Rev. John Snider	50
Norm Goetzke	22	Polly Snider	51
Paula Goetzke	23	Joyce Taylor	52
Beth Hostager	24	Wayne Taylor	53
Vicki Jackson	25	Pastor Tim Thompson	54
Jim Katzenmaier	26	Gary Westman	55
Patrice Katzenmaier	27	Tracy Westman	56
Matt Kirkwood	28	Merrill Zieman	57
Jeff Kubat	29	Ben Dyleuth	Staff

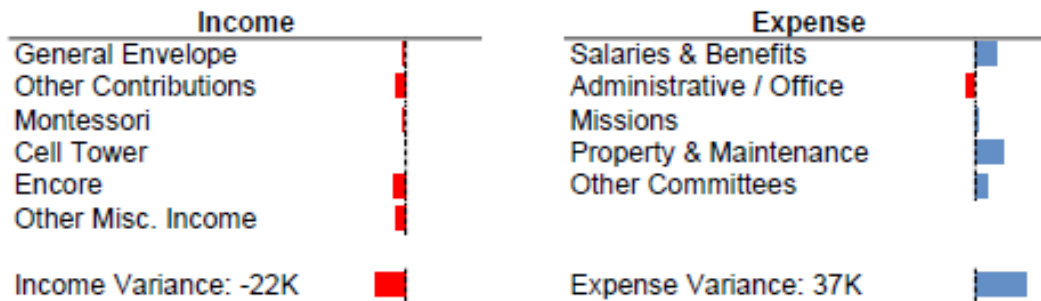
## Operating Results

(Figures are in thousands)



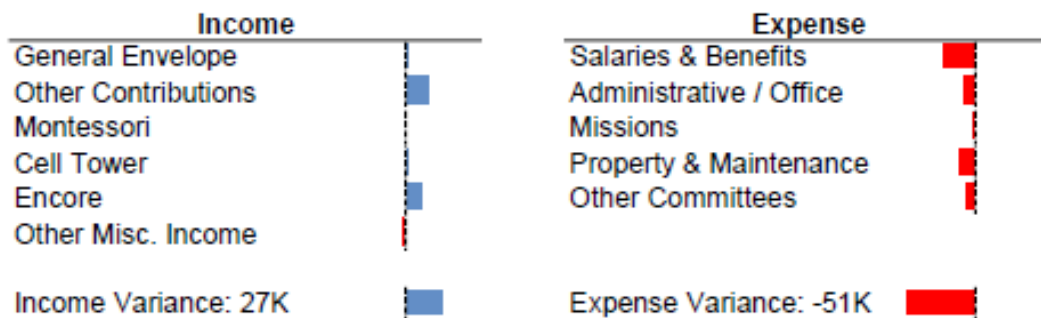
### 2020 Actual vs. Budget Variance

Deficit Variance ■ 15K



### 2021 Budget vs. 2020 Actual Variance

Deficit Variance ■ -24K



*Favorable* ■

*Unfavorable* ■