

Annual Congregational Meeting

June 4/5, 2022

Minutes

Calvary Lutheran Church and School

1. This year's meeting was held in two onsite sessions: one after the 6:30 PM worship service on Saturday, June 4, 2022, and one after the 10:45 AM worship service on Sunday, June 5, 2022. The meeting was recessed between the two sessions.
2. On Saturday, June 4, the meeting was called to order at 7:40 PM and conducted by Gene Jend, Executive Director. There were 39 voting members in attendance. On Sunday, June 5, the meeting was reconvened at approximately 12:10 PM by Gene Jend, Executive Director. There were 47 voting members in attendance. Total voting members in attendance was 86, meaning we had a quorum.
 - a. The agenda for each onsite session was the same. (See Attachment 1.)
 - b. Attachment 1 contains the slides that were presented at this meeting. Please refer to them for details of what was presented.
 - c. Executive Director Gene Jend opened with a devotion and prayer.
 - d. Gene Jend welcomed the attendees and gave some opening comments. He noted that anyone 18 years old and older and a member of the congregation could vote. A quorum is 5% of membership, which is 53 voting members.
 - e. Gene Jend presented some recent Highs and Lows from the 2021-2022 church year.
 - f. Gene Jend reviewed the minutes from the prior year's voters meeting (2021). (See Attachment 2.) There was a **MOTION** and second to approve the minutes from our last congregational meeting held June 5/6, 2021. The motion **CARRIED** at both onsite sessions.
 - g. There was a question as to whether we needed to have new motions at the second session since motions were made at the first session on Saturday night. It was stated that we should have new motions at the second session.
 - h. Gene Jend presented the Nominations Slate of Officers and Ministry Teams for 2022-2023. (See Attachment 3.) He acknowledged and thanked those who are willing to serve, as well as the nominating committee of Pastor Ebert, Deaconess Emily Spelde, Director of Engagement Kara Hiatt, Susan Richert, Wade Jackson, and Director of Admissions & Development Jennifer Skojac. There was a **MOTION** and second to elect the nominees listed on the 2022-2023 Nominations Slate. Gene noted that we aim to elect 1/3 of the ministry team directors each year. The motion **CARRIED** at both onsite sessions.

- i. Pastor Ebert presented the congregational update.

Membership Update

As of May 31, 2022

- Confirmed/Communicant membership: 1052
- Baptized membership: 1270

2022-2023 Ministry Year Theme

Pastor presented the 2022-2023 ministry year focus: “Growing Together — For the Sake of Others”. Why are we here and where are we going?

- i. We should be more like a gathering of grapes (a congregation, all connected) rather than a bag of marbles (a conglomeration, all independent).
- ii. Are we connecting with others and our community where they are?
- iii. What are we doing to...
 - welcome the guest?
 - challenge the connected?
Church & School
Member & Non-member
 - serve our community?
- iv. We will be asking if we desire the calling to make sure there is a place for our children and grandchildren, for our nieces and nephews — a church that cares for and meets our loved ones and neighbors where they are at and welcomes them into God’s kingdom.
- v. Are we comfortable with change for the good of others?

Thank you Gene Jend

Pastor Ebert thanked Gene Jend for his four years of service as our Executive Director. The attendees acknowledged Gene with a round of applause.

- j. Principal Steve Rensner gave an update on the school.
 - i. At Saturday’s session Steve brought Bailey, Calvary’s Comfort Dog, with him.
 - ii. Calvary has received almost \$500,000 in EANS I and EANS II funds – Emergency Aid for Non-public Schools. This has allowed us to take a lot of our plans, strategies, and hopes, and incorporate them into our ministry.

The EANS I spending was focused on infrastructure and foundation. EANS II monies were focused on serving the underserved. This includes staffing, programming, and curriculum. Examples are a STEM instructor and curriculum coach.

- iii. Steve thanked the teaching staff for their tremendous efforts during the pandemic.
- iv. At the Saturday session, there was a question on security for the school. Steve reported that we run drills and tests for the children and staff. We also have installed new locks on the classroom doors. There is an emergency/silent alarm button in the school office to summon first responders. Steve attends the school safety academy each year.
- v. At the Saturday session, there was a question on whether we were able to use the EANS funds to improve our connectivity to the Internet. The answer was yes, including internal network improvements, teacher laptops, student Chromebooks, and faster Internet service.
- k. Fellowship Director Diane Robinson shared about her team. They have focused on the challenge of keeping people connected during the pandemic and are well positioned to support our upcoming church ministry year theme. Diane shared what her team does, how they do it, and others can be a part of it.
- l. Gene Jend gave a report on the new Director of Admissions & Development position, which was instituted for the current church year. Successes included participation and record results for our Calvary Walk | Run | Ride event and our Lutheran Scholarship Granting Organization (SGO) fundraising.
- m. Andrew Brock gave the Financial Report for the third fiscal quarter ended April 30, 2022. (See Attachment 1 for details.)
 - i. We are above budget on revenue and below budget on expense — another successful year. Revenue was \$2.16 million, and expenses were \$1.9 million. Net gain of almost \$240,000. The cumulative general fund balance ended at \$913,119.
 - ii. We continue to have no debt. We are very blessed as many other non-profit organizations are not as fortunate as we are. The PPP loan was reported as debt last year as it was officially a loan at that time; as we expected, it has been converted into a grant.
 - iii. Endowments ended this fiscal quarter at \$1.15 million vs. \$1.17 million last year at this time. The stock market this year has impacted this total.
 - iv. Extraordinary Revenue to date totals \$696,000. This started as a protection during the pandemic, but since the congregation stepped up, it became an unplanned blessing to us. Andrew detailed our plans and spending to date. See Attachment 1 for details.

At the Sunday session, there was a question regarding how much we are contributing to the Synod for mission programs. It was stated that our contribution to Synod has not changed over the past several years. It was later noted that our contribution to Lutheran Church – Missouri Synod Indiana District is \$10,000 per year.

- n. Andrew Brock presented the proposed 2022-2023 budget.

We are budgeting a surplus of \$63,851 for the year and are budgeting to end the year with a Cumulative General Fund surplus of \$399,416. Note that the cumulative balance decreases as extraordinary expenses are taken out of the General Fund and allocated to other funds.

Andrew reviewed some information on the Salaries & Benefits account of the proposed budget. He explained that we are now using the Concordia Plans Compensation Decision Support Tool as our Indiana District is no longer publishing its salary scale. Calvary salaries are based on 100% of midpoint of this new tool.

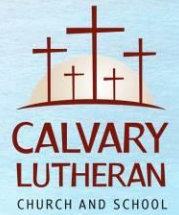
There was a **MOTION** and second to approve the 2022-2023 Congregational Budget as presented. The motion **CARRIED** at both onsite sessions.

- o. Gene Jend gave an update on the Paving the Way special appeal. Current projects include a new school dishwasher and repaving the south parking lot. Other projects being considered are the Sanctuary and Narthex carpeting, the Sanctuary lights, and restroom remodeling.
- 3. On Saturday, June 4, 2022, there was a motion to recess the meeting until Sunday; the session was recessed at 8:15 PM. On Sunday, June 5, 2022, there was a motion to adjourn the meeting; the meeting was adjourned at 1:11 PM.
 - 4. The meeting was closed with everyone reading 1Corinthians 9:23: I do it all for the sake of the gospel, that I may share with them in its blessings.

Attachments:

- 1. Meeting Agenda and Presentation (12 pages)
- 2. 2021 Congregational Voters Meeting Minutes (4 pages)
- 3. 2022-2023 Officers and Ministry Members Slate (1 page)

Agenda — June 4 & 5, 2022



- Opening Prayer – Executive Director Gene Jend
- Welcome / Highs and Lows
- *Approve Minutes from last Congregational Meeting
- *Election of Officers and Ministry Teams
- Congregational Update — Pastor Ebert
- Ministry Team Updates – School, Fellowship
- Update from Director of Admissions & Development – Jennifer Skojac
- Financial Report — Treasurer Andrew Brock
- *Approval of Budget 2022-2023
- Closing Prayer

* = items to be voted on

2022 Annual Voters Meeting

New Sign Installed April 4, 2022



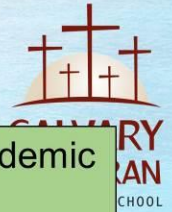
November 22, 2019



September 2021



Some Highs and Lows



- Worship returns to normal
- Celebrated 90th Anniversary of CLC
 - 1931-2021
- New Sign!
- Women In Mission Yard Sale 19 June
- University of Indianapolis Day of Service 18 Sept
- Annual church picnic (indoors) 3 Oct
- Facility Work Day 19 March
- Easter Egg Hunt 9 April
- Lunch AND Learn returns
- Video Ministry grows
- Virtual & Hybrid Meetings continue
 - Increases participation
- The School - Cross Walk, Run, Ride

- CLC obtains government pandemic small business funds
 - Coronavirus Aid, Relief, and Economic Security (CARES) Act (2020)
 - Coronavirus Response and Consolidated Appropriations Act (2021)
- CLS obtains government pandemic funds, EANS – Emergency Assistance to Non-public Schools

- Pandemic Delays ... etc.
 - Replacement bulbs
 - HVAC repairs
 - Sanctuary speakers & mics
- 2021 Fall Bazaar cancelled
- Inflation

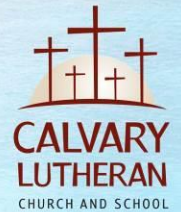
New Shingled Roof December 2021



Sanctuary Painting - Feb / Light replacement



Approve Minutes



- **MOTION:** To approve the minutes from our last annual meeting held June 5 & 6 2021.
- Minutes were posted on the web site. Motions passed:
 - Approved minutes from 12 & 13 Sept 2020 Voters Meeting
 - Amended Bylaws to permit two 3-year terms for Ministry Directors
 - Updated the Language Regarding the Church Endowment
 - Elected the nominees listed on the 2021-2022 Nominations Slate
 - Approved the 2021-2022 Congregational Budget

2022 Annual Voters Meeting

2022-23 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) As of 6/4/2022

Nominating Committee: Wade Jackson, Jennifer Skojac, Susan Rihert
Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hilt, Deaconess Emily Speide

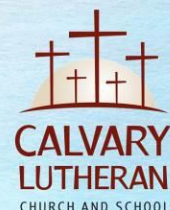
* Indicates those being reelected **Indicates those being newly elected [Desired Minimum Team Size] (Term Expires)

Congregational Officers (Exec and Asst Directors serve 2 year terms for up to 2 terms; At Large and Secretary positions serve 3 year terms for a single term; the Congregational Treasurer serves 3 year terms for up to 2 terms.)

Executive Director: **Bill Laut (2024 - 1st term)	Assistant Exec Director: **Rob Blazek (2024 - 1st term)	Assistant Exec Director: ** (2024 - 1st term)
At Large: **Kylie Allen (2025)	Secretary: Paul Brakke (2023)	Treasurer: Andrew Brock (2024 - 1st term)
Recording Secretary: (appointed)		

Ministry Teams (Ministry Team Directors serve 3 year terms for up to 2 terms. Team members serve 3 year terms with no term limit.)

Spiritual Care [18] **Eric Elaberg, Dir. (2025 - 2nd term) Ellwyn Parks (2023) Tim Meier (2024) Rick McWilliams (2024) Andrew Lee (2024) **Bob Romack (2025) **Jim Schwark (2025) **Doug Wright (2025) **Phil Hendershott (2025) **Bob Behring (2025) **Mike Francis (2025) **Ben Langhammer (2025) **Tony Kochan (2025) **Mark Tatook (2025)	Outreach [8] Marv Hansen, Dir. (2023 - 1st term) Joe Pluckebaum (2023) Elizabeth Timme (2023) Sarah Ward (2024) Jennifer Skojac (2024) Paul McMichael (2024) **Jessica Harmon (2025) **Angie Beed (2025) **David Beed (2025)	Youth [3] Jeff Evans, Dir. (2024 - 1st term) Jay Springer (2023) Josh Engeling (2024) Ruth Deckard (2024) Angel Gaskins (2024) Kristi Pulliam (2024) Beckie Hudson (2024) **Nicole Reese (2025)
Christian School [7] **Kristina Davis, Dir. (2025 - 2nd term) Amber Conrad (2023) Neli Huene (2023) Patty Rothkopf (2023) Ardon Redding (2024) **Janet McWilliams (2025) **Lois Moore (2025)	Parish Education [5] Dennie Morrison, Dir. (2023 - 1st term) Karen Hand (2023) Mike Loudon (2023) Judy Morrison (2023) Kristen Springer (2024) Rosalie Blazek (2024) Eric Masecar (2024) **Marilyn Rothkopf (2025) **Mary Ann Knaus (2025)	Facilities [5] Tom Schultz, Dir. (2024 - 1st term) Wayne Mayo (2023) David Robinson (2023) Phil Rothkopf (2023) Tech Comm. Josh Finke (2024) Stan Fort (2024) **Andy Conrad (2025)
Fellowship [5] **Diane Robinson, Dir. (2025 - 1st term) Roxanne Deardurff (2023) Jill Guenther (2023) Karyn Meyer (2023) Kevin Meyer (2023) Caitie Rollins (2024) Deb Stephens (2024) Cindy Brook (2024) **Jessica Denny (2025) **Ken Robinson (2025) **Erin Woemeyer (2025) **Suresh Reddy (2025)	Stewardship [5] **Jake Allen, Director (2023 - 1st term) Phil Bost (2023) Jerry Denny (2023) Kevin Kehlebeck (2023) Kerry Lynch (2023) Pete Joseph (2024)	Compassion [5] Sandra Wilson, Dir. (2024 - 1st term) Denise Fix (2023) Diane Gibson (2023) Brenda Ingrim (2023) Susan Stainbrook (2023) Ann Arnold (2024) Janet Knobloch (2024) **Debbie Gasson (2025) **Gloria Vandivier (2025) **Rhonda Townsend (2025)
Communications [2] **Bud Pfug, Dir. (2023 - 1st term) Julie Pfug (2023) Lisa Pluckebaum (2023) Cheryl Rensner (2023) Jason Meyer (2024) **Wade Jackson (2025)		



MOTION: To elect nominees listed on the 2022-2023 Nominations Slate.

2022 Annual Voters Meeting

Membership Update

As of May 31, 2022

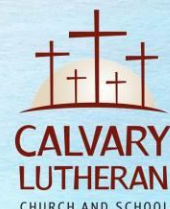
- Confirmed/Communicant - 1052
- Baptized membership - 1270

As of May 31, 2021

- Confirmed/Communicant - 1076
- Baptized membership - 1309

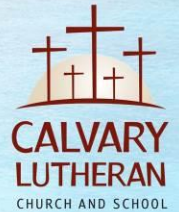
As of May 31, 2020

- Confirmed/Communicant - 1127
- Baptized membership - 1367



2022 Annual Voters Meeting

2022-23 Ministry Year Theme



Growing Together



Congregation



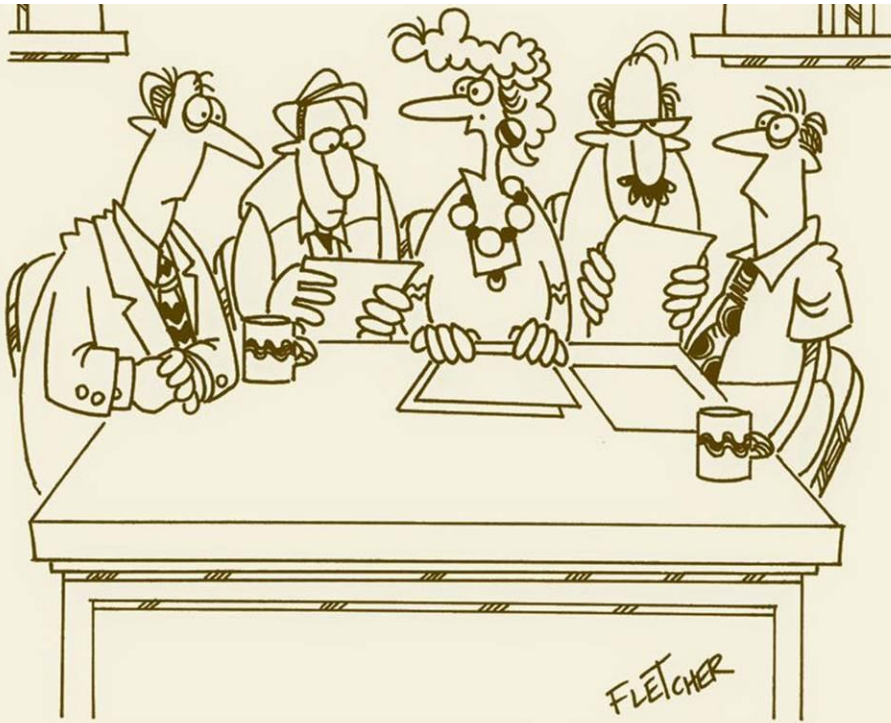
Conglomeration

For the Sake of Others...

“I do it all for the sake of the gospel, that I may share with them in its blessings.

What are we doing to...

- **Welcome the guest?**
- **Challenge the connected?**
Church & School
Member & Non-member
- **Serve our community?**



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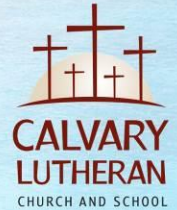
"We're hoping you'll lead us on a journey of transformation without requiring any real changes."

Growing Together – For the Sake of Others



Calvary Lutheran Church and School Financial Summary

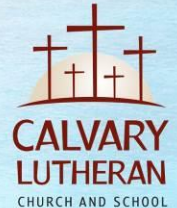
Third Fiscal Quarter Ended 4/30/22



General Fund:					Debt:		
	Current	Budget	Difference	Prior Year		Current	One year prior
YTD Revenue	\$2,162,311	\$2,094,259	\$68,051	\$2,088,462	Mortgage Balance	\$0	\$0
YTD Expense	\$1,923,030	\$1,946,013	(\$22,983)	\$1,793,917	Line of Credit Balance	\$0	\$0
YTD Net	\$239,281	\$148,247	\$91,034	\$294,544	PPP Loan Balance	\$0	\$370,320
Beginning balance	\$922,450						
Extraordinary revenue	\$20,136						
Use of Extraordinary rev	(\$268,749)						
Current balance	\$913,119						
					Endowments:		
Revenue Detail:	Current	Budget	Difference	Prior Year		Current	One year prior
YTD Contributions	\$883,690	\$875,835	\$7,855	\$935,199	Calvary Endowment Fund	\$807,556	\$832,381
YTD Matching Gifts	\$48,242	\$70,000	(\$21,758)	\$67,352	YTD Disbursements	\$44,165	
YTD School Gifts	\$66,801	\$75,000	(\$8,199)	\$89,932	Mission focus	Director of Development, Director of Video & Digital Media	
YTD Tuition and Fees	\$1,043,845	\$988,500	\$55,345	\$932,146			
YTD Other Revenue	\$119,732	\$84,925	\$34,807	\$63,832		Current	One year prior
					Schwark Endowment Fund	\$220,638	\$224,592
					Schwark Annual Fund	\$10,335	\$2,730
Outflow to Missions:	Amount *	Special Mission Focus			YTD Disbursements	\$4,460	
Q1 (Aug - Oct)	\$55,285	Good Samaritan, El Salvador Mission, India Tailoring and Tuition Centers, Student Assistance, Tamal India Mission, Schwark Scholarships, Hunger Inc, Wycliffe Bible Translators				Current	One year prior
Q2 (Nov - Jan)	\$40,115	Good Samaritan, Women In Mission, Wycliffe Bible Translators, India Tailoring and Tuition Centers, Student Assistance, Schwark Scholarships, Lutherwood, Samaritan's Purse			Wessler Endowment Fund	\$104,771	\$107,755
Q3 (Feb - Apr)	\$54,011	Good Samaritan, El Salvador Mission, India Mission, Wessler Scholarships, Wycliffe Bible Translators, Lutheran High School, Lakeview Ministries, Lutheran Ministries Media, Japan/Kenya missionaries			Wessler Scholarship Fund	\$7,135	\$3,417
Q4 (May - Jul)					YTD Disbursements	\$0	

ers Meeting

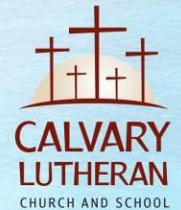
Extraordinary Revenue - \$696k



- COVID-19 related federal assistance to keep employees employed
- Paycheck Protection Program
 - \$370k loan became a grant
- Employee Retention Tax Credit and Emergency Sick Leave Tax Credit
 - \$241k received to-date
 - \$85k yet to be received
- Planned allocation
 - Ministry (internal and external) \$77k
 - Facilities improvement (short term) \$364k
 - Facilities improvement (long term) \$206k
 - Strategic reserve (rainy day fund) \$21k

2022 Annual Voters Meeting

Use of Extraordinary Revenue

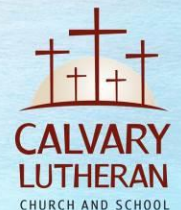


- Outreach
 - Lutheran High School of Indianapolis \$15k
 - Japan/Kenya missionaries \$1k
 - Others \$4.6k
- Development Director program support \$10k
- Contemporary Service consultation \$3k
- Employee COVID Compensation \$44k
- Facilities improvement
 - New roof \$125k
 - Tree trimming & removal \$19k
 - School door lock upgrades \$14k
 - Kitchen dishwasher \$12k
 - Sanctuary painting \$8k
 - Sanctuary sound system upgrade \$8k
 - South parking lot paving \$45k
 - Church narthex/lobby remodel – cost tbd

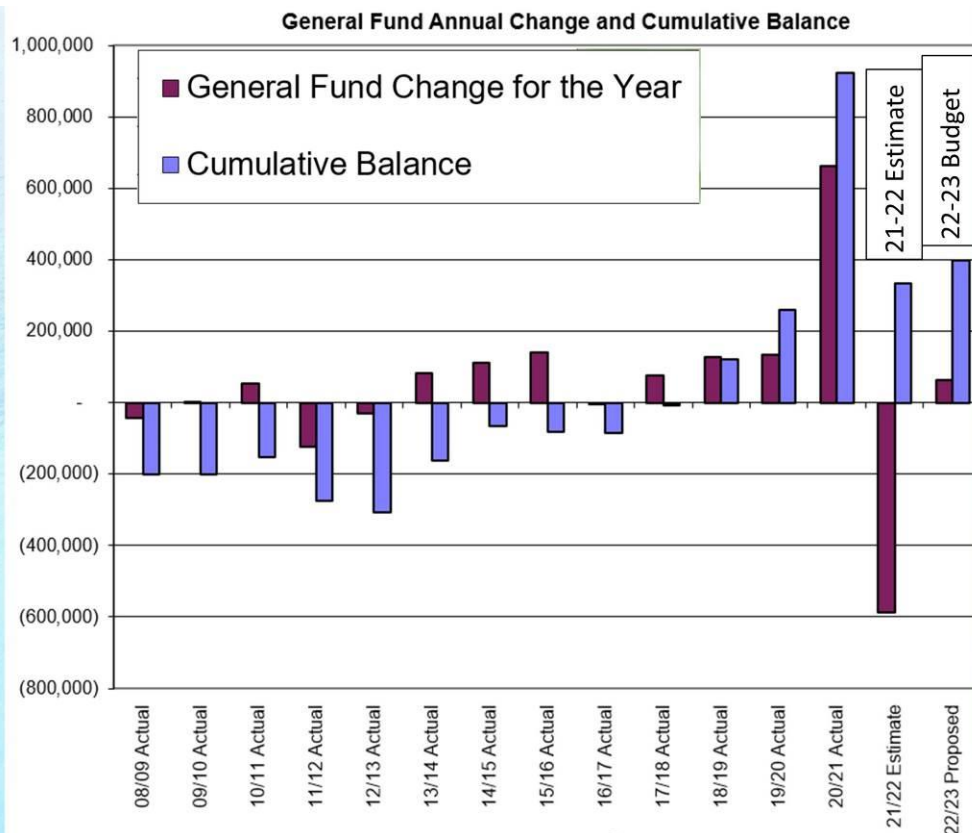
2022 Annual Voters Meeting

2021-2022 General Fund Budget

	20/21 Actual	21/22 Budget	21/22 Estimate	Estimate vs. Budget	22/23 Proposed	% Change vs. 21/22 Estimate
REVENUE						
Contributions	1,372,084	1,324,050	1,310,500	-1%	1,372,000	5%
Tuition and Fees	1,023,817	1,078,400	1,121,048	4%	1,344,900	20%
Other Revenue	88,124	110,138	114,740	4%	86,700	-24%
Total Revenue	2,484,024	2,512,588	2,546,288	1%	2,803,600	10%
EXPENSES						
Supplies	26,825	38,135	38,060	0%	41,145	8%
Maintenance	201,939	199,184	198,250	0%	225,920	14%
Utilities	95,449	87,552	101,800	16%	105,314	3%
Office	2,103	3,050	2,550	-16%	2,900	14%
Financial	33,987	32,935	33,685	2%	33,935	1%
Outreach	101,800	104,400	104,400	0%	104,400	0%
Activities	19,282	38,325	30,026	-22%	27,065	-10%
Salaries & Benefits	1,792,886	1,902,238	1,873,859	-1%	2,054,667	10%
Capital Expenditures	47,778	33,000	77,000	133%	30,000	-61%
School Operating	55,332	85,550	79,944	-7%	75,200	-6%
Extended Care (w/o benefits)	33,056	34,937	32,600	-7%	39,203	20%
Preschool EC (w/o benefits)	-	-	-	-	-	-
Total Expenses	2,410,436	2,559,306	2,572,174	1%	2,739,749	7%
Operating Income (Loss)	73,588	(46,718)	(25,886)		63,851	
Extraordinary Revenue	590,267	-	107,000		-	
Other Fund Transfers	-	-	(668,000)		-	
General Fund Change	663,855	(46,718)	(586,886)		63,851	
Cumulative Balance	922,450	875,732	335,565		399,416	



s Meeting

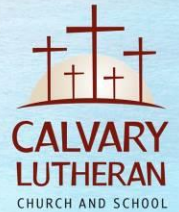


Budget Approval

Salaries & Benefits

- LCMS Indiana District office discontinued their salary scale in 2021. Calvary salaries are now based on 100% of midpoint using the Concordia Plan Services Compensation Decision Support Tool.
- **MOTION:** To approve the 2022-2023 Congregational Budget

Paving the Way - Special Appeal

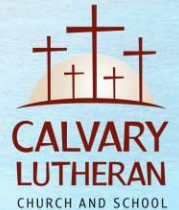


South Parking Lot to be repaved
June 6-7



2022 Annual Voters Meeting

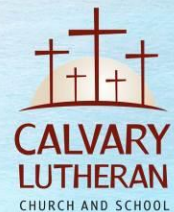
Saturday, 4 June 2022



- Any other business?
- MOTION: To recess Voters Meeting, following our closing prayer, until Sunday, 5 June 2022, at 11:45 a.m.

2022 Annual Voters Meeting

Closing – For the Sake of Others (1 Cor 9)



19 For though I am free from all, I have made myself a servant to all, that I might win more of them. 20 To the Jews I became as a Jew ... To those under the law I became as one under the law ... 21 To those outside the law I became as one outside the law ... 22 To the weak I became weak ... I have become all things to all people, that by all means I might save some.

23 I do it all for the sake of the gospel, that I may share with them in its blessings.

2022 Annual Voters Meeting

Congregational Voters Meeting

June 5/6, 2021

Minutes

Calvary Lutheran Church and School

5. This year's meeting was held in two onsite sessions: one at approximately 7:30 PM on Saturday, June 5, 2021, and one at approximately 12:00 PM on Sunday, June 6, 2021. The meeting was recessed between the two sessions.
6. Due to the continuing pandemic, absentee voting was offered using either mail-in ballots or online ballots. A complete information packet was mailed to all member households and made available on Calvary's website.
7. On Saturday, June 5, the meeting was called to order at 7:35 PM and conducted by Gene Jend, Executive Director. On Sunday, June 6, the meeting was reconvened at approximately 12:00 PM by Gene Jend, Executive Director.
8. The agenda for each onsite session was the same. (See Attachment 1.)
 - a. Gene Jend opened with prayer.
 - b. Gene Jend, Executive Director, welcomed the attendees and gave some opening comments. This is the second year we have split the meeting into two sessions.
 - c. Gene Jend presented some recent Highs and Lows.

Highs included.:

- Excellent job by our staff navigating the COVID pandemic.
- We aggressively pursued government pandemic benefits (monetary).
- Virtual meetings were effective for worship, Bible Studies, New Members classes, etc.
- School remained open and offered both onsite and virtual instruction.
- As a response to social distancing during the pandemic, several Drive-thru events were held.
- Our video ministry improved dramatically.
- A walk-in freezer was added to our school kitchen.
- Additional LED lighting was installed.
- Adult Ministry responded to the pandemic by converting Lunch & Learn to a No Lunch, Still Learn virtual/online offering.
- The Cross Walk, Run, Ride was held again.

Lows included:

- The University of Indianapolis workday was cancelled.
- Our Easter Egg Hunt was cancelled.
- The Fall Holiday Bazaar cancelled again.
- The outdoor sign that was damaged has not yet been replaced. The process of designing the sign and getting a variance from the city for an electronic display board is taking a long time due to the pandemic.

- d. Gene Jend reviewed the minutes from the prior year's voters' meeting. (See Attachment 2.) There was a **MOTION** and second to approve the minutes from our last annual meeting held September 12 & 13, 2020. The motion **CARRIED** at both onsite sessions and in absentee balloting.
- e. Gene Jend reviewed several proposed changes to the bylaws. (See Attachment 3.) There was a **MOTION** and second to approve changes to Calvary's Bylaws as proposed and posted online and in the paper copies available in the Narthex.
 1. Extending the term limit for Ministry Team directors from one 3-year term to two 3-year terms.
 2. Minor edits are proposed to update language addressing our endowment funds. Removing reference to the Lutheran Multicultural Mission of Indianapolis, and some simple grammatical corrections.After brief discussion and several questions, the vote was called, and the motion **CARRIED** at both onsite sessions and in absentee balloting.
- f. Gene Jend presented the Nominations Slate of Officers and Ministry Teams for 2021-2022. (See Attachment 4.) He acknowledged and thanked the nominating committee of Jennifer Skojac, Wade Jackson, Susan Richert, Kara Hiatt, Emily Spelde and Pastor Ebert. He also thanked all members serving as officers and ministry team members. He then reviewed the areas where officers and directors were changing. There was a **MOTION** and second to elect the nominees listed on the 2021-2022 Nominations Slate. The motion **CARRIED** at both onsite sessions and in absentee balloting.
- g. On Saturday evening Pastor Troemel presented the congregational update; on Sunday Pastor Kurt Ebert presented it.

Membership Update

As of May 31, 2021

- Confirmed/Communicant membership: 1076
- Baptized membership: 1309

As of May 31, 2020

- Confirmed/Communicant membership: 1127
- Baptized membership: 1369

Pastor noted that the declines are primarily due to the Spiritual Care Ministry Team doing a cleanup of the membership records and the fact that there was no New Members class this past fall due to the pandemic.

Worship Report

- In 2020, we missed 9 weeks of onsite worship due to COVID. In-person worship began on May 23/24.
- In 2021, we were able to successfully host all normal and festival services. The Order of Service is starting to return to normal with Communion back to its normal place in the service.

Changes have been well planned and gradual to minimize disruption. Our guiding principle has been to honor and care for one another, and to provide the safest possible onsite environment.

It was noted that during this time of pandemic, it has been very difficult to track actual worship attendance, especially in the area of online viewership.

Pastor thanked everyone for their diligence and welcomed feedback.

90th Anniversary Recognition

In January of 2021 Calvary turned 90 years old! This slipped past us because of the pandemic. We will celebrate this fall at weekends during September and at the October 3 church picnic.

2021-2022 Ministry Year Theme

Pastor presented the 2021-2022 ministry year focus: “What kind of church does Jesus want us to be.” Our Theme is “**Sent...**” This includes three emphases:

- i. Sent with a purpose.
- ii. Sent with forgiveness.
- iii. Sent into the world.
- h. Pastor Sam Troemel gave an update on the Specific Ministry Pastor (SMP) program. He is taking this through the St. Louis Seminary. Even though he was ordained and installed at Calvary in January, he is still taking classes and will complete the program in August of 2022. Pastor Sam thanked the congregation for its support.
- i. Greg Simons gave the Financial Report for the third fiscal quarter ended April 30, 2021. (See Attachment 5.) *(Note that on Saturday night, this was a video recorded report.)* Greg referred to details shown on the projection screen.
 - i. For YTD Net, we ended with a surplus of \$294,544 vs a budgeted surplus of \$197,384 — \$97,160 better than budget.
 - ii. Our Cumulative General Fund surplus grew from \$258,596 to \$553,140.
 - iii. Our strong results are due to the very positive response from the congregation. Contributions, Matching Gifts and School Gifts were all better than budget. Tuition and Fees were below budget as expected due to the pandemic as enrollment fell from 218 students K-8 to 185, and from 32 children in preschool to 25.
 - iv. Expenses ended \$117,709 under budget as we had good budget control and reduced facility usage during the pandemic.
 - v. We have a \$0 mortgage balance and a \$0 line of credit balance. We have a debt of \$370,320 for the CARES Act Paycheck Protection Program (PPP) loan, but we have applied for forgiveness for this; forgiveness will very likely be approved and this will then hit as revenue in the 2021-2022 fiscal year.
 - vi. Our three endowments total more than \$1.1M, an increase of over \$100,000 from last year.
 - vii. Greg explained that the Extraordinary Revenue account of \$712,000 is based on the PPP and Employee Retention Tax Credits — government programs that Calvary has been able to qualify for.

viii. Greg noted that we are projecting the Cumulative General Fund to end the year at just under \$1M, and our cash position is very strong. He mentioned that there are ongoing discussions regarding how much cash we should hold and what to do with the cash we have accumulated. It is an exciting time when we have to make decisions like this.

- j. Greg Simons presented the proposed 2021-2022 budget. (See Attachment 6.)
(*Note that on Saturday night, this was a part of Greg's video recorded report.*)

We are budgeting a deficit of \$46,718 for the year but are budgeting to end the year with a Cumulative General Fund surplus of \$936,719.

Contributions are being budgeted conservatively at a 2% decrease. Tuition & Fees are not growing much as our latest estimate is 188 students K-8 for the next school year.

We have added a part-time Development Director in Salaries & Benefits.

Expenses have been brought back up to pre-pandemic levels. We have added \$5,000 of support for the Calvary India Missions under the Outreach account. We are increasing the Activities account with additional support of the Youth Ministry, specifically for the 2022 National Youth Gathering.

Lastly, Greg showed a graph of the yearly trend of the Cumulative General Fund. (See Attachment 7.) Up to 2018 we were constantly running a cumulative deficit. In 2019 we moved to a surplus and now have a very strong surplus.

Greg turned it over to Gene Jend and he reviewed some information on the Salaries & Benefits account of the proposed budget. He explained that we are now using the Concordia Plan Services Compensation Decision Support Tool as our Indiana District is no longer publishing its salary scale. We are achieving 100% of midpoint for our workers and the average increase for next year is 3%.

There was a **MOTION** and second to approve the 2021-2022 Congregational Budget. After some discussion and questions, the vote was taken, and the motion **CARRIED** at both onsite sessions and in absentee balloting.

9. At the Sunday onsite session, Principal Stephen Rensner gave a school report.

The theme for the school year just ended was “Fully Committed” — very apropos during this pandemic year. The school was able to offer both onsite and virtual opportunities during the year.

Next year's school theme is “See the Good” based on Romans 8:28.

There are some changes to the Indiana state Choice Scholarship program. This will allow more families to qualify for assistance but will also mean we will need more Student Grant Organization (SGO) funds. Principal Steve asked that we consider all the benefits this has both for Calvary and personal taxes, and that we spread the news of this opportunity to others. He thanked the congregation for its continuing support of the school.

10. On Sunday, Gene Jend asked Paul Brakke, Secretary, to confirm that all motions carried. Paul Brakke confirmed that all motions carried at both onsite sessions and for absentee voting.
11. On Saturday, there was a motion to recess the meeting until Sunday; the session was recessed at 8:15 PM. On Sunday, June 6, 2021, there was a motion to adjourn the meeting; the meeting was adjourned at 1:03 PM.

12. Gene Jend closed both the Saturday and Sunday sessions with prayer.

Attachments:

4. Meeting Agenda (1 page)
5. 2020 Congregational Voters Meeting Minutes (4 pages)
6. Proposed Bylaws Changes (5 pages)
7. 2021-2022 Officers and Ministry Members Slate (1 page)
8. 2020-2021 Financial Report (1 page)
9. 2021-2022 General Fund Budget (1 page)
10. Cumulative General Fund Balance Trend

2022-23 OFFICERS AND MINISTRY MEMBERS - Nominations Slate As of 5/20/2022

Nominating Committee: Wade Jackson, Jennifer Skojac, Susan Richert
Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hiatt, Deaconess Emily Spelde

* Indicates those being reelected **Indicates those being newly elected [Desired Minimum Team Size] (Term Expires)

Congregational Officers (Exec and Asst Directors serve 2 year terms for up to 2 terms; At Large and Secretary positions serve 3 year terms for a single term; the Congregational Treasurer serves 3 year terms for up to 2 terms.)

Executive Director: Bill Laut (2024 - 1st term)	Assistant Exec Director: Rob Blazek (2024 - 1st term)	Assistant Exec Director: _____ (2024 - 1st term)
At Large: Kyle Allen (*2025)	Secretary: Paul Brakke (2023)	Treasurer: **Andrew Brock (2024 - 1st term)
Recording Secretary: _____ (appointed)		

Ministry Teams (Ministry Team Directors serve 3 year terms for up to 2 terms. Team members serve 3 year terms with no term limit.)

<u>Spiritual Care [18]</u> *Eric Eisberg, Dir. (2025 - 2nd term) Ellwyn Parks (2023) Tim Meier (2024) Rick McWilliams (2024) Andrew Lee (2024) *Bob Romack (2025) *Jim Schwark (2025) *Doug Wright (2025) *Phil Hendershott (2025) *Bob Behning (2025) **Matt Francis (2025) **Ben Langhammer (2025) ** _____ (2025)	<u>Outreach [8]</u> Marv Hansen, Dir. (2023 - 1st term) Joe Pluckebaum (2023) Elizabeth Timme (2023) Sarah Ward (2024) Jennifer Skojac (2024) Paul McMichael (2024) **Jessica Harmon (2025) **Angie Beed (2025) **David Beed (2025) ** _____ (2025)	<u>Youth [3]</u> Jeff Evans, Dir. (2024 - 1st term) Jay Springer (2023) Josh Engelking (2024) Ruth Deckard (2024) Angel Gaskins (2024) Kristi Pulliam (2024) Beckie Hudson (2024) *Nicole Reese (2025)
<u>Christian School [7]</u> *Kristina Davis, Dir. (2025 - 2nd term) Amber Conrad (2023) Neil Huene (2023) Patty Rothkopf (2023) Arden Redding (2024) *Janet McWilliams (2025) **Lois Moore (2025)	<u>Parish Education [6]</u> Dennie Morrison, Dir. (2023 - 1st term) Karen Hand (2023) Mike Loudon (2023) Judy Morrison (2023) Kirsten Springer (2024) Rosie Blazek (2024) Eric Mascari (2024) **Marilyn Rothkopf (2025) **Mary Ann Knaus (2025) ** _____ (2025)	<u>Facilities [5]</u> Tom Schultz, Dir. (2024 - 1st term) Wayne Mayo (2023) David Robinson (2023) Phil Rothkopf (2023) Tech Comm. Josh Finke (2024) Stan Fort (2024) Al Royer (2024) **Andy Conrad (2025) ** _____ (2025)
<u>Fellowship [5]</u> *Diane Robinson, Dir. (2025 - 1st term) Roxanne Deardurff (2023) Jill Guenther (2023) Karyn Meyer (2023) Kevin Meyer (2023) Claire Rollins (2024) Deb Stephens (2024) Cindy Brock (2024) *Jessica Denny (2025) *Ken Robinson (2025) *Erin Woempner (2025) **Suresh Reddy (2025) ** _____ (2025)	<u>Stewardship [6]</u> **Jake Allen, Director (2023 - 1st term) Phil Borst (2023) Jerry Denny (2023) Kevin Kehlbeck (2023) Kerry Lynch (2023) Pete Joseph (2024) ** _____ (2025)	<u>Compassion [5]</u> Sandra Wilson, Dir. (2024 - 1st term) Denise Fix (2023) Diane Gibson (2023) Brenda Irwin (2023) Susan Stainbrook (2023) Ann Arnold (2024) Janet Knobloch (2024) *Debbie Glasson (2025) *Gloria Vandivier (2025) **Rhonda Townsend (2025) ** _____ (2025)
	<u>Communications [2]</u> **Bud Pflug, Dir. (2023 - 1st term) Julie Pflug (2023) Lisa Pluckebaum (2023) Cheryl Rensner (2023) Jason Meyer (2024) **Wade Jackson (2025) ** _____ (2025)	

Please note: The blank "team member" spaces mark teams that would welcome additional members or teams that the nominations committee currently has individuals prayerfully deliberating. Please contact a team member of Kara at connections@clcs.org, if you would like to volunteer or to nominate someone for consideration.