

Congregational Voters Meeting

May 19, 2019

Minutes

Calvary Lutheran Church and School

1. The meeting was called to order at 12:14 PM. The meeting was conducted by Gene Jend, Executive Director.
2. An opening devotion and prayer were given by Emily Spelde.
3. Gene Jend reviewed the agenda (see Attachment 1) and explained the 4-page handout that was given as people signed in.

There were 77 voting members present at the meeting, which met the quorum requirement of 57 (5% of 1149 confirmed members). (See Attachment 2.)

Gene reviewed the motions from the prior year's meeting minutes. (See Attachment 3.)

MOTION and second to approve the minutes as presented. One comment about item numbering errors. **CARRIED.**

4. Gene Jend gave a brief update of last year's Firm Foundation campaign.
5. Pastor Kurt Ebert gave a Congregational Update. The theme for this year is Growing Leaders for the Mission of God. Examples cited were SMP – Sam Troemel and the UIndy Dinner Auction supporting scholarships.

Pastor Ebert then discussed a New Visitor review where we are looking at Calvary from the perspective of Visitors.

Finally, Pastor gave a membership update:

The number of confirmed/communicant members for 2019 is 1,149 (was 1,174 for 2018).

The number of baptized members for 2019 is 1,387 (was 1,426 for 2018).

6. Pastor Kurt Ebert gave a Head 2 Heart update:
 - 1) Shifting back to the instruction period being 7th and 8th grades (or above). This will help keep kids engaged going from Confirmation to Senior High Youth Group. Next April there will not be a Confirmation service because of the transition.
 - 2) Have added a fall overnight retreat at Camp Lakeview.
 - 3) Have added an end-of-year Day Retreat.
 - 4) Are doing a hybrid class schedule — half of year on Sunday evenings, half of year on Sunday mornings during Family Education Hour.
 - 5) Are doing some formal group service projects.

- 6) Separating First Communion from Confirmation Public Affirmation of Faith.
 - a. 1st Communion after first year of instruction (celebrated as a class on Maundy Thursday).
 - b. Public Affirmation of Faith after second year of instruction (the last weekend of April).

Pastor invited everyone to contact any of the staff if they have questions.

7. Greg Simons gave the Financial Report. He referred to details shown on the projection screen. For YTD Net, we are about \$41,000 better than budget.

Income: There is a shift from Weekly Envelope giving to Designated Gifts. Tuition and Fees running about \$38,000 under budget; this will be right on for the year as this is timing issues with the Indiana Choice program.

Expenses: Total expenses are about \$49,000 lower than budget; much of this is in Salaries and Benefits: some school staffing savings and some on timing of hiring building maintenance supervisor. Maintenance and Repairs are about \$19,000 over budget.

Greg then reviewed the Endowment Funds. The total of all 3 endowments added together is over \$1,000,000.

Our cash position is very strong. We have not needed to use our line of credit for at least 2.5 years, and we also have enough cash to cover all our restricted funds (about \$134,000).

8. Greg Simons reviewed the 2019-2020 Proposed General Fund Budget. (See Attachment 4.)

This year (2018-2019) is estimated to end with a \$50,000 surplus, which will give us a General Fund surplus for the first time in many, many years.

About 75% of our budget is in Salaries and Wages. This makes the budget process challenging. We started with a requested budget of about a \$138,000 loss; worked with teams to reduce this to about a \$15,000 loss.

Our income projections are conservative: we only projected ~\$5,000 increases in Weekly Envelopes and Designated Giving. We projected 247 students for the school (actual commitment is already over 250). This conservative income projection results in an increase of about \$8,300.

Some of the major highlights of expenses: about a \$48,000 increase in Salaries and Wages. Indiana District scale increase of about 3% and increasing our compliance with District Scale from 96.5% to 97.0%.

We are projecting a Net of about a \$15,000 loss, but still ending the 2019-2020 year with a General Fund cumulative surplus.

Greg noted that we are very blessed to have Gary Bugher as our Business Manager.

Paul Brakke noted that we are also very blessed to have Greg Simons as our Treasurer.

MOTION and second to approve the 2019-2020 budget. **CARRIED.**

9. Gene Jend thanked the nominating committee for their work putting together the slate for this year. Randy Irwin, chairman, presented for the committee. (See Attachment 5.) He thanked everyone for their participation in the past. We are still awaiting answers for 3 Director positions. Randy believes we will fill those positions soon.

MOTION and second to approve the slate of officers and ministry team members for 2019-2020. **CARRIED.**

10. Specific Ministry Pastor Program. Gene Jend introduced this with a review of the program and Calvary's participation. Sam Troemel is in this program with Pastor Kurt Ebert as his mentor. Calvary is financially supporting this through the Wessler Endowment, Student Assistance Fund, and General Fund.

Sam Troemel presented on his progress in his first year in the SMP program. He has completed 3 classes of 16 required; Sam reviewed these first 3 classes.

11. Gene Jend gave some general announcements.

- We are doing well financially.
- We have commissioned 3 committees to look at visioning. Leadership team is reviewing the report of committees on facilities improvements and our Master Campus Plan (Family Life Center, Gym, Day Care).

Hearing no other business, the meeting was adjourned by Gene Jend, Executive Director at approximately 1:00 PM. Pastor Joshua Reifsteck closed with prayer.

Attachments:

1. Meeting Agenda (1 page)
2. Sign In Sheets (3 pages)
3. 2018 Congregational Voters Meeting Minutes (2 pages)
4. 2019-2020 General Fund Budget (1 page)
5. 2019-2020 Officers and Ministry Members Slate (1 page)

*Calvary Lutheran Church
Annual Congregational Meeting Agenda*

Sunday May 19, 2019 12:15 p.m. Sanctuary

Items with * asterisk require a vote.

1. Call to order – Gene Jend, Executive Director
2. Opening Prayer – Emily Spelde, Deaconess
3. Firm Foundation Report – Gene Jend
4. *Approval of Minutes from last meeting
5. Congregation Update – Kurt Ebert, Senior Pastor
6. Head-To-Heart H2H Confirmation Update (changes) – Kurt Ebert
7. Financial Report – Greg Simons, Treasurer
8. *Budget 2019-2020– Greg Simons
9. *Nominations – Randy Irwin, Nominating Committee
10. Specific Ministry Pastor (SMP) Program Update – Sam Troemel
11. Announcements – Gene Jend
12. Closing Prayer – Josh Reifsteck, Associate Pastor

VOTERS MEETING

SUNDAY MAY 19, 2019

- 1 Eugene Jend
- 2 Tim Finkle
- 3 Randy Tewin
- 4 Ed Wilson
- 5 Katie Ceder
- 6 Corina Hendershott
- 7 Phil Hendershott
- 8 Tom Schatz
- 9 Susan Riechert
- 10 Kevin Kember
- 11 Stephen Rensow
- 12 Bob Romack
- 13 Patty Rothkopf
- 14 Dave Honebrink
- 15 Brenda Brown
- 16 Phil Wiegand
- 17 Ray Main
- 18 Josh Reitschek
- 19 Sydney Finkle
- 20 Becky Finkle
- 21 STEVE CURRIER
- 22 JAN MAIN
- 23 Leslie Huntington
- 24 Mark Hazz
- 25 Al Royer

- 26 Roxanne Deardurff
- 27 Taylor Schultzy
- 28 Mark Schultzy
- 29 Yelhej Delk
- 30 Jim Riechert
- 31 Harvey Kense
- 32 Sam Troemel
- 33 Molly Troemel
- 34 Bud Pfeig
- 35 Mary Mascher
- 36 Ed Mascher
- 37 Tom Oyer
- 38 Anita Oyer
- 39 Dustin Smith
- 40 Linda Bugher
- 41 LAURA CURRIER
- 42 Rachel Jend

P1	42
P2	28
P3	7
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	77

PAGE 1/3

VOTER'S MEETING 5-19-09

- 1 Kyle L. All
- 2 Shonda Vandke
- 3 Judy Morrison
- 4 Tracy Lee
- 5 Betty Bardenner
- 6 Margie Mason
- 7 Emily Kutz
- 8 MIKE LOUDON
- 9 DON FISHER, JR.
- 10 ~~Theresa W. Fisher~~
- 11 R. M. Hansen
- 12 Helen Stebler
- 13 JOHN STEFISE
- 14 Jake Allen
- 15 Ruth Armao
- 16 Emily Spelde
- 17 Shae Vandave
- 18 Glorie Vandave
- 19 Carol Lange
- 20 Kirsten Springer
- 21 Jean Mcraze (Mear)
- 22 Kim Moore
- 23 Greg Simons
- 24 Gary Bugher
- 25 JOY WEHRMEISTER
- 26 Alan Moore
- 27 Tracy Moore
- 28 Dianne Nor

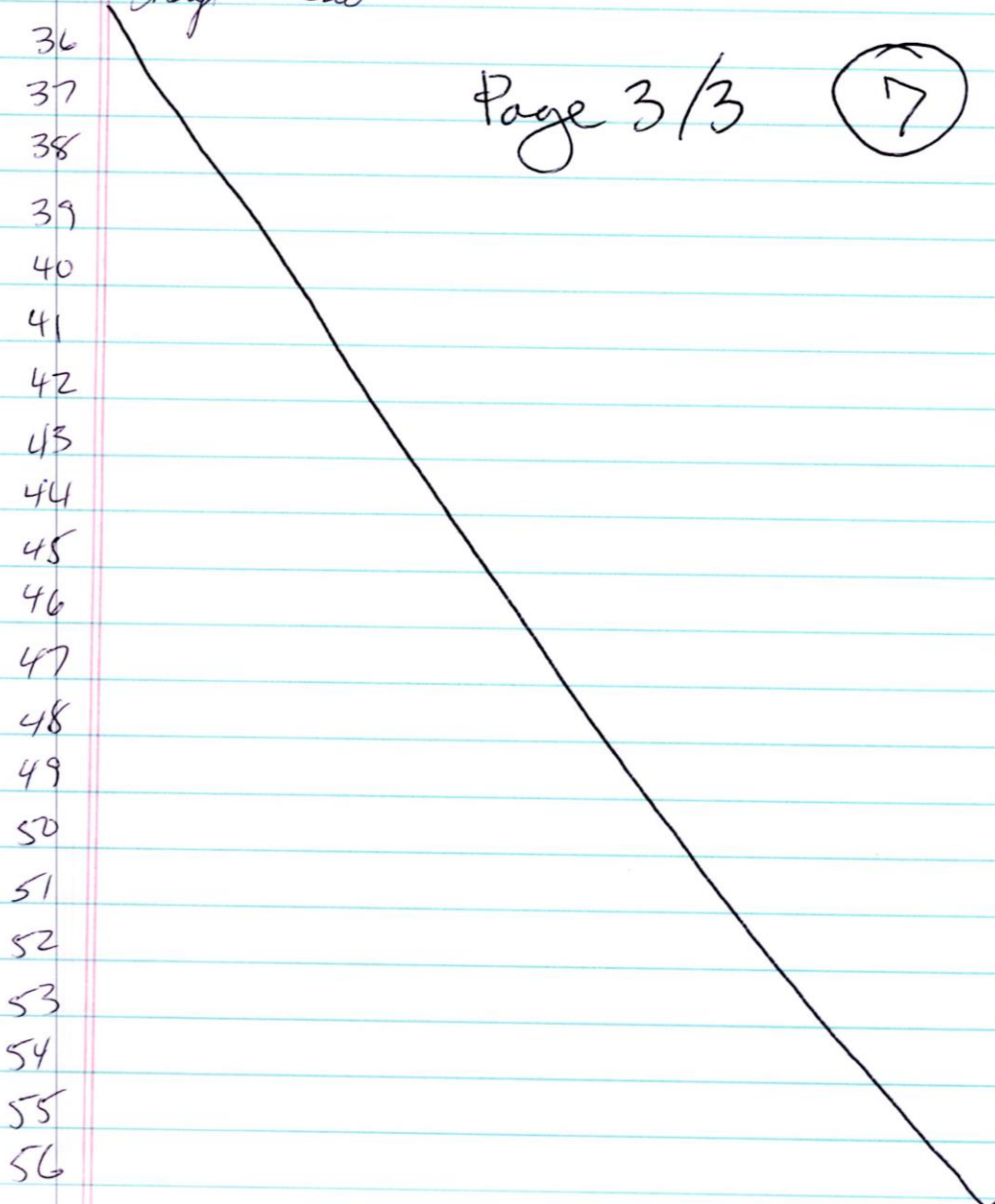
PAGE 2/3 (28)

VOTER'S MEETING 5/19/15

29 Dawn Schulte
30 Paul Brakke
31 Chrylene Darts
32 Leo Darts
33 Kurt Floer
34 Phil Potthoff
35 Cheryl Benin

Page 3/3

7



MINUTES

Congregational Voters Meeting — May 20, 2018

Calvary Evangelical Lutheran Church, Indianapolis, IN

Agenda (see **Attachment 1**)

Attendance: 81, see **Attachment 5**

Minutes Date: May 17, 2019

Recording Secretary: Gene Jend

1. The meeting was called to order at 12:25 p.m. A quorum was present; advance notice of the meeting and the names to be considered were properly posted. Executive Director Tom Schultz led the meeting.
2. Opening Devotion — Pastor Kurt Ebert opened the meeting with a devotion.
3. Acceptance of Minutes — A **MOTION** and second to approve the Minutes of the Congregational Voters Meeting on Sunday, May 21, 2017, at which the Bylaws were updated, Nomination Slate approved, peaceful release from Call given to Cheryl Rensner and Abe Sinn, resolved to purchase Kidwell Property at 6200 Shelby Street, and 2017-2018 Budget approved. **CARRIED**. See **Attachment 2**.
4. Business Update, Quarter 3 Financial Report – Gary Bugher.
5. Interim appointment of Bob Wilson to Facilities Ministry Team – **MOTION** and second to approve appointment of Bob Wilson as Director of Facilities Ministry Team. **CARRIED**.
6. Congregation Update – Kurt Ebert, Senior Pastor: Membership, as of 9 May 2018

Confirmed/Communicant	1,174	(2017: 1,191)
Baptized Membership	1,426	(2017: 1,460)
7. Wessler Scholarship & Endowment Fund for the Education of LCMS Church Workers – Tom Schultz. Mel Wessler and family have made an initial gift for the Church Worker Endowment. Up to 5% will be used yearly for members first, a full-time ministry worker at CLCS, graduate of Lutheran High School, or a member of Indiana District.
8. Firm Foundation Update – Tom Schultz:
Goal \$200,000, Raised \$166,019; we are almost at our goal! Projects to be funded are: North Parking Lot Lighting, Security Cameras, HVAC, South Parking Lot.
9. 2018-2019 Officers and Ministry Team Members. **MOTION** and second to accept the proposed slate. See **Attachment 3**.

10. Divine Call for Mrs. Stacey Faubion – Susan Richert:
A **MOTION** and second to give a divine call to Mrs. Stacey Faubion upon her completion of her LCMS Colloquy Program. **CARRIED.**
11. Specific Ministry Pastor (SMP) Program – Senior Pastor Kurt Ebert:
- a. Key elements:
 - i. 4-year distance education program to equip individuals for specific ministry positions
 - ii. Does not require the student to leave their current position in order to attend seminary
 - iii. Allows the student to learn and gain experience while performing in the position they are being trained for. A benefit to the student and to their congregation.
 - b. Components of the training:
 - i. Weekly online course (4 classes per year)
 - ii. Work with a local mentor pastor – Pastor Ebert
 - iii. Periodically attend multi-day “intensive” courses at the seminary

The first two years are considered the student’s vicarage (internship). Upon completion of vicarage, the student becomes eligible for a call and ordination, but still must complete the final 2 years of study.

SMP Recommendation – Jim Schwark, Spiritual Care Ministry Team Director:
MOTION and second to approve and support the ongoing education of our Youth Director Sam Troemel through the Specific Ministry Program which will both further his ministry training and increase our congregation’s mission outreach.
CARRIED.

12. Presentation and Approval of Annual Budget – Gary Bugher, Congregational Business Manager: See **Attachment 4.** A **MOTION** and second to accept the 2018-2019 Budget as proposed. **CARRIED.**
13. Announcements – Tom Schultz
In the fall, Town Hall Meetings will be held to identify areas of opportunity for CLCS.
14. The meeting adjourned at 1:28 p.m. and closed with prayer by Josh Reifsteck, Associate Pastor.

Attachments:

- 1. Meeting Agenda (1 page)
- 2. Minutes, 21 May 2017 Voters Meeting (3 pages)
- 3. 2018-2019 Officers and Ministry Members (1 page)
- 4. Proposed Budget 2018-2019 (1 page)
- 5. Attendance (2 pages)

2019-2020 General Fund Budget						
	17/18 Actual	18/19 Budget	18/19 Estimate	Estimate vs. Budget	19/20 Proposed	% Change vs. 18/19 Estimate
REVENUE						
Contributions	1,334,692	1,338,150	1,302,800	-3%	1,311,100	1%
Tuition and Fees	948,658	1,056,000	1,063,000	1%	1,084,700	2%
Other Revenue	70,239	52,700	77,215	47%	62,500	-19%
Total Revenue	2,353,589	2,446,850	2,443,015	0%	2,458,300	1%
EXPENSES						
Supplies	40,012	43,100	38,434	-11%	45,335	18%
Maintenance	179,512	187,750	202,385	8%	186,800	-8%
Utilities	98,229	103,500	105,900	2%	111,320	5%
Office	2,745	4,960	2,810	-43%	3,100	10%
Financial	35,010	34,285	33,060	-4%	44,985	36%
Outreach	96,000	99,100	99,100	0%	101,755	3%
Activities	19,492	30,850	32,550	6%	28,550	-12%
Salaries & Benefits	1,635,975	1,765,639	1,722,348	-2%	1,770,821	3%
Capital Expenditures	42,899	50,000	50,000	0%	45,000	-10%
School Operating	64,765	57,550	44,400	-23%	68,200	54%
Extended Care (w/o benefits)	27,431	30,557	28,609	-6%	31,339	10%
Preschool EC (w/o benefits)	34,072	32,826	32,883	0%	36,088	10%
Total Expenses	2,276,140	2,440,117	2,392,479	-2%	2,473,293	3%
Net Income (Loss)	77,448	6,733	50,536	651%	(14,993)	
Cumulative Balance	(6,350)	383	44,186		29,193	

2019-20 OFFICERS AND MINISTRY MEMBERS [Desired Min Board Size] / (Term Expires)

Following is the proposed slate of Officers and Ministry Team Directors and Members.

Nominating Committee: Randy Irwin, Angel Gaskins, Rob Blazek, Pastor K. Ebert, Emily Spelde

***Indicates those to be elected May 2019**

Executive Director:
Gene Jend (2020)

Assistant Director:
Kyle Allen (2020)

Assistant Director:
Steve Vandivier (2020)

Treasurer:
Greg Simons (2021)

At Large:
Kristen Schwark (2022)*

Secretary:
Patty Rothkopf (2020)

Recording Secretary:
Bud Pflug (appointed)

Parish Education [6]
Beckie Hudson, Director (2020)
Corina Hendershott (2020)
Ruth Deckard (2020)
Ray Main (2020)
Rosie Blazek (2021)
Rene Finke (2021)
Angel Gaskins (2021)
Dennie Morrison (2021)
Margaret Mowery (2021)
Chris Royer (2021)
Kirsten Springer (2021)
Tracey Smith (2021)

Parish Fellowship [5]
, Director (2022)*
Charline Darts (2020)
Roxanne Deardurff (2020)
Jill Guenther (2020)
Shelley McClintock (2020)
Laura Bolden (2021)
Melissa Ferris (2021)
Krystle Madden (2021)
Kimberly Moore (2021)

Youth [3]
Wendy Wilson, Director (2021)
Jay Springer (2020)
Diana Blazek (2021)
Josh Engelking (2021)
Amy Hardiman (2021)
Rachel Skeens (2021)
Nicole Reese (2022)*

Communications [2]
Bud Pflug, Director (2020)
Deidre Barnett (2020)
Don Fisher, Jr. (2020)
John Moore (2020)
Lisa Pluckebaum (2020)
Cheryl Rensner (2020)
Taylor Pennell (2021)

Outreach [8]
Tracy Moore, Director (2020)
Jake Allen (2020)
Tim Finke (2020)
Shelly Hinkley (2020)
Donna Jung (2020)
Chrissi Laut (2020)
Joe Pluckebaum (2020)
Ken Robinson (2020)*
Jennifer Skojac (2021)
Sarah Ward (2021)
Wade Jackson (2022)*

Facilities [5]
Leo Darts, Director (2021)*
Matt Bush (2020)
David Robinson (2020)
Phil Rothkopf (2020) Tech Comm.
Paul Dorman (2021)
Josh Finke (2021)
Stan Fort (2021)
Al Royer (2021)

Spiritual Care [18]
Eric Eisberg, Director (2022)*
Ellwyn Parks (2020)
Hans Herrin (2021)
Bob Jacobs (2021)
Tim Meier (2021)
Bob Behning (2022)*
Ray Ford (2022)*
Phil Hendershott (2022)*
Chris Hiatt (2022)*
John Mowery (2022)*
Bob Romack (2022)*
Jim Schwark (2022)*
Phil Wiegand (2022)*
Doug Wright (2022)*

Christian School [7]
, Director (2022)*
Neil Huene (2020)
Susan Richert (2020)
Kristina Davis (2021)
Arden Redding (2021)
BJ Wischmeier (2021)
Jeff Miller (2022)*
Kat Wiegand (2022)*

Stewardship [6]
Rachel Daeger, Director (2020)
Phil Borst (2020)
Jeff Evans (2020)
Kevin Kehlbeck (2020)
Art Wehrmeister (2020)
Jay Bolden (2021)
Julia Coppi (2021)
Pete Joseph (2021)

Compassion [5]
, Director (2022)*
Denise Fix (2020)
Jill Fosler (2020)
Diane Gibson (2020)
Susan Wright (2020)
Pam Olston (2021)
Joy Wehrmeister (2021)
Amy Wildauer (2021)
Claudia Benyon (2022)*
Debbie Glasson (2022)*
Gloria Vandivier (2022)*