**CONGREGATIONAL MEETING**

**11-17-19**

The meeting was called to order at 10:27 a.m.by President Pam Meek. The agenda had the old email address and an incorrect time.

Pastor Bill George opened the meeting with a prayer. He read verses from Luke Chapter 10. The main point of the passage is for us to hear the call to our life as His people.

**Approval of Congregational Meeting Minutes**

Several minutes need to be approved because they were not available in time for previous meetings.

Doug Need moved, and Phil Gross seconded the motion that the minutes from the November 2018 congregational meeting be approved. Motion carried.

Doug moved and Karen McDonald seconded the motion that the minutes from the January 2019 congregational meeting be approved. Motion carried.

Gwen Hake moved and Jerry Green seconded the motion that the minutes from the May 2019 congregational meeting be approved. Motion carried.

Donna Taylor moved and Marty Meyers second the motion that the minutes from the September 2019 congregational meeting be approved. Motion carried.

**2020 Budget**

Doug provided handouts detailing the proposed 2020 budget. YTD for 2019 has actual expenses of approximately $71,000 and projected expenses at $85,000. The original 2019 budget was $96,000 and the amended budget (salary for transitional minister) was $106,000. We are about $10,000 below the original budget and $20,000 below the amended budget because we don’t have full time clergy expenses (health care, retirement, housing, etc.). We have a cash reserve of approximately $50,000 between the accounts at Bank Midwest and Mission Investment Fund. We are almost $16,000 in the black which allowed us to build up this cash reserve.

Pledges were about $88,000. Some people never pledge but still give consistently. The assumption is that we will get another $10-12,000 in consistent giving. It is positive that we have a 2020 budget of $105,000 and we have a cash reserve to pay bills if revenue decreased. However, 2019 and 2020 don’t include a salary package for a full-time clergy. We may need to change the budget when we decide to call a minister.

The two changes to the 2020budget are a .50/hour increase for the church secretary and increasing benevolence to Central States Synod from $1,800 to $2,400 ($50/month). The local benevolence to Community Services League will stay the same at $1,200/year.

Nancy Cramer asked how successful we were in previous years when we had shortcomings in revenue. Doug: In my 17 years as treasurer, God somehow always seems to provide for us. There were multiple ways we gained more revenue; 1-more people joined and gave, 2-Neeb Family Foundation, and 3-Abiding Savior closed and gifted us money. Our first improvement loan had a cushion of $15-20,000 built in for a cash reserve.

Joyce Cutbirth moved, and Tracy Nelson seconded a motion that the proposed 20202 budget be accepted as presented. Motion carried.

Nancy thanked and commended Doug for his many years as treasurer. He will resign that position sometime in 2020. Anyone interested in the position can talk to him or a council member. He is willing to stay on and transition to the new person. He reminded everyone that the salary package for this position is outstanding.

**New Business**

The office copier died. The copier/printer/scanner ($700), professional installation (??), and the maintenance agreement (??) were approved by the council at the 11/14/19 meeting. A new one has been ordered and will be delivered and installed on Monday, 11/18/19. A four-year maintenance agreement was also purchased. It is a smaller version but more powerful. Please ask Jean Meroni for training before you use it. We can print directly from the PC to the printer and can scan into email. Thanks to Ron Easton, Jean, and Pr Bill for researching and testing copiers.

Ron Schwantes asked for an update on the transition journey. Council members have been getting questions and they are not all sure how to respond. Pr Bill has the transitional team in place: Ron Easton, Lisa Melton, and Anne Lee. The transitional time is a process of discovery for the congregation and community. They will conduct a series of interviews with members selected based on criteria. Not everyone will be interviewed. The interview will be confidential and in person. The focus in on that individual’s experience at All Saints. They need to get a clear picture of the culture of the church for it to survive. The next step will be for the team and/or other volunteers to interview members of the community. What are their challenges they face as leaders of the community? A report will be shared with the congregation at a discernment event which will be very spiritual. What are we called to do? It is his conviction that God has a plan for All Saints. We just have to discover it. We have changed and the Spirit is always moving. The questions will be done by the end of December. The discernment will be done by April and another meeting will be held to discuss that. We will make plans based on what we learn and our talents and abilities.

Ron asked what type of leadership we will be able to afford when Pr Bill’s contract expires 5/1/20. Pr. Bill believes that once we get our focus, we will get funding and get to our goal.

Pam: The budget will carry us through to a change in direction. The council may need to come back and ask the congregation if changes can be made.

Niel Johnson: The big challenge is getting younger people in Sunday School and work from there. The culture is different, so it is harder to attract members and get them away from social media. Pr Bill: Sunday School is not working in a lot of places. There are greater concerns than Sunday School. All churches are losing members, even Catholics. The average attendance at ELCA churches is 58 per service.

We have to decide if a part time pastor is what we can get.

Pam: We don’t know the answer to that question right now. Part of the discernment process is to discuss which fits our needs best: full time minister, part time minister, lay leadership, partnership with another denomination, or close.

Pr Bill: In the last 6 months I have seen sparks of interest and enthusiasm. We must do our homework. There are a lot of talents in this church and we are very flexible. We do have trouble gathering data and making decisions and often rely on past practices. Atonement and Ascension churches have also lost members and are down to one primary pastor. If the planning is always seat of the pants. If there is no plan, you will wind up somewhere else.

Campus ministries are where a lot of seminary students become interested in seminary.

Pam: We can’t make a decision yet. Most of us have not been involved in a transitional ministry before.

Phil: It would be appreciated if the council could provide updates other than the newsletter.

Tracy Nelson: Can the meeting minutes be posted? They can be posted after they are approved.

Doug moved and Katie Dustin seconded the motion that the meeting be adjourned. Motion carried. Meeting ended at 11:08 a.m.

.Respectfully Submitted

Sara Meyers

Council secretary