**CONGREGATIONAL MEETING**

**12-20-20 via Zoom**

The meeting was called to order at 11 am by council president Pam Meek. She explained that Pr Sarah Pierce had fallen down her deck stairs on 12/19 and broke her foot. She will need 6 weeks of non-weight bearing. We may have to add a codicil to our employment covenants that no one is allowed to fall down their stairs! Jean Meroni and Pr Bill George also fell at their homes and were injured in 2020.

The opening prayer was given by Sara Meyers.

**Approval of Minutes**

The November 2019 minutes were approved. Moved by Sharon Levasseur and seconded by Nancy Cramer. Motion passed.

The September 2020 minutes were approved. Moved by Nancy Cramer and seconded by Doug Neeb. Motion passed.

**2021 Budget**

Treasurer Doug Neeb reviewed the proposed 20201 budget. It had been previously distributed via email/mail for all members to examine. Projected expenses for 2020 are approximately $89,100 which is $15,900 under budget. Projected income for 2020 is approximately $94,800 leaving us with a projected surplus of $5,700. The projected revenue is enough to pay the expenses for 2020. People were faithful in their offerings by mailing them or using Simply Giving (electronic deposits). Simply Giving is a great way to make sure your offerings are given in a convenient and regular fashion that gives a steady revenue stream to the church.

The 2021 budget is $82,755. There are very few things in the budget that we can change because most of them are utilities, insurance, loan payment, etc. Compensation is the biggest expense. We will save in 2021 because of the difference in paying Pr George and Pr Pierce. The office assistant payment method was standardized. She will be paid twice each month for a set dollar amount instead of every two weeks for the actual hours worked. A raise of $1.00/hour has been included. It is a change from $420 gross per paycheck to $450 gross per paycheck. The 2020 budgeted item was $14,050 and the 2021 amount will be $10,800, a savings of $3,200. We will still save over 2020 even with the raise because of the fixed hours per paycheck.

We will save almost 50% of compensation between Pr George ($41,500) and Pr Pierce ($22,300). Part of the difference is based on her experience and the duties expected of her. At some point in the future, we may need to change the compensation based on what we decide to do: call a FT or PT pastor or share a minister with another church. We may change how we employ clergy.

The loan balance is $52,000 and matures September 2025. At that time it will be paid down to around $11,000 and either make a balloon payment or refinance it. The interest rate is 5.25%. We took it out in September 2016 for $99,000 to do much needed improvements to the facility. One thing to consider is that a loan under $100,000 did not require a lien on the building. The current low loan rates you see are for secured loans.

We have $60,000 in the bank accounts: $16,000 are designated and $44,000 in cash. At this time, we could close the doors, pay off the loan and have $7-8,000 left over plus the income from the sale of the building.

Pledges for 2021 were $64,600 leaving a budget shortfall of $18,155. This doesn’t mean we will go out of business because pledges are typically less than the revenue. We have a hard-core group of people that never return pledge cards, but we have been able to estimate the amount we could expect them to give. COVID was a factor because members did not have 4 weeks of Stewardship talks to remind them to return the cards. They were mailed and we were asked to return them, which is out of the norm. There was a slight decrease in Simply Giving at the end of the year, but Doug was not sure why. Simply Giving is a great way to give your offerings.

Doug moved and Lisa Melton seconded that the proposed budget for 2021 be approved.

Ron Schwantes asked if the cushion will be eaten up by expenses. The cash funds can be used to pay bills, but the designated funds will not be used.

Nancy Cramer suggested that we check with Jean to see if we had received anymore pledge cards.

Lisa Melton asked how you determine the percentage of work done by Pr George vs Pr Pierce. Pam explained that the synod has a formula to calculate salary. It is based on experience so even though Pr Pierce has a full-time job with benefits outside the ministry, it still counts as a factor. She is not ordained and will not get paid as much until then. She will be ordained when she receives and accepts a call from a church. She has not been called by us but signed a covenant for a specified length of time. We can’t call her until the transition process is finished. It is expected that she will work 16-20 hours a week: ½ day Sunday, 1 day in the office on Wednesday, and ½ day of prep/research time. To her credit, we offered an amount for salary and mileage and she countered with lower figures for both. She is very conscious of our budget. We need to be flexible in the future depending on what we decide to do after the transitional period. Lisa M said she is glad that Pr Pierce will be helping with confirmation and adult bible study.

Jim McDonald asked about budgeting to replace Doug as treasurer since no one in the congregation has accepted the position. The $750 in the 2020 budget was to get professional help with a tax issue. Doug estimates it takes about 2 hours/month to do the job. Anyone with a financial background would want $300/month. It would take $3,750-4,500/year to pay an outside firm to replace Doug. Pam remains optimistic that someone within the congregation will step up to take over the treasurer’s job.

Nancy asked why there was not vocal choir director or supply minister expense for 2021. Choir can’t meet during COVID and the previous director, Vickie Miller, did not want to be paid. We don’t have a need for supply pastors because we have been meeting via Zoom and members have led services in the absence of a minister. There is no need of meeting a quorum to pass the budget.

Motion passed.

**New Business**

Lisa Melton gave an update on the Transition team. They have met twice with Rev Whetter and once on their own. A proposed mission will be drafted, given to the council for review, and presented to the congregation. Some existing and proposed new ministries will be incorporated into the mission. A retreat led by Pr Whetter will be held for the Transition team and council members. The proposed mission will be finalized and ways to do it will be developed. We will come back to the congregation and make a presentation. The congregation will break out into small groups and provide feedback. The Transition team is very excited to be moving forward. They have been working on it for a long time and were making progress until COVID hit. Things that were done with Pr George are coming to fruition now but there is still a lot to do. They hope to have the document sent to Pam and Pr Pierce within the next week. They are hoping to get a February date for the retreat because Pr Whetter’s calendar books up very quickly. The retreat will be for 2-3 hours on a Friday night or Saturday morning via Zoom. Pam thanked Lisa, Anne Lee, and Ron Easton for their work on this important project.

Pr. Sarah Pierce was able to join us at the end of the meeting. Pam welcomed her to All Saints. She did have a broken foot and will see the orthopedic doctor in 1-2 weeks to see if it is healing OK or if she will need surgery.

Pam strongly urged members to sign up for Simply Giving. Contact Jean for more information.

Nancy Cramer thanked Doug Neeb and offered an official recognition of his years of service, devotion, and time as treasurer. Doug and Tammy have moved out of Blue Springs and will move to NC in late 2021.

Pam thanked Nancy Cramer, Niel Johnson, and Ron Easton for their work on the silent auction. It was a great learning process. The congregation was challenged to match the $346 raised by the auction to double our donation.

The meeting was closed with the Lord’s Prayer.

Meeting adjourned at noon.

Respectfully Submitted

Sara Meyers

Council Secretary