



FIRST LUTHERAN CHURCH MONMOUTH, IL

116 S. B Street, Monmouth, IL 61462; (309)734-2106
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Follow us on Facebook @FLCMonmouth.org

**Gathered by God, We Live Our Faith With:
Compassion, Grace, Gratitude, and Joy.**

Our Staff

Pastor Jamie Gallagher

prjamie@flcmonmouth.org

Cell (630)200-3550

Musicians

Janice Algren

Carolyn Kellert

Preschool and Day Care Director

Bobbi Nees

(309) 734-5350

Congregation Council

President: Pam Van Kirk

Vice President: Chip Algren

Secretary: Diane Carlson

Pam Best

Adam Sanberg

Kurt Volz

Dee Dee Yez

Congregational Meeting
Sunday, January 25, 2026

Agenda

1. Call to Order
2. Opening Prayer
3. Approve minutes of previous year annual meeting
4. Ratification Vote for Revised Constitution
5. Approve 2025 operating budget
6. Election of Council members
7. Congregation Announcements
8. Adjournment
9. Closing Prayer

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January 4, 2026 Special Congregation Meeting

Minutes

This was to consider approval of the new revised constitution.

Pam Van Kirk opened the meeting.

Motion and seconded to approve the proposed revised constitution.

Questions:

Chip Algren explained the changes and the reason for the changes.

There were discussions made: Dave Sandstrom question the Proposal that Pastor will become a voting member of the council.

Pastor explained the history of the Pastor being a voting member.

Motion was made and seconded that all members be from the congregation.

A hand vote was taken and the motion failed.

A hand vote was taken to approve the revised constitution, and it was approved majority vote.

Congregation was reminded of the Annual meeting that will be January 25th

Vote will be taken then to ratify the constitution.

Secretary,

Diane Carlson

June 22nd 2025 Semi-Annual Meeting
Minutes

Pastor opened our meeting with a Prayer:

We met our quorum of 26 people.

Pam Van Kirk explained that we are revising our Constitution. There will be changes of the number of members on Council and committees.

It was approved that Kurt Volz will replace Mark Schrader on council.

It was approved that we will suspend the old constitution till January 2026.

At that date we will vote on the new constitution.

Motions were seconded and approved.

Secretary

Diane Carlson

January 26th, 2025 Annual Meeting Minutes

Diane Carlson opened our meeting with a prayer from Pastor Jamie.

Minutes from 2024 annual and semi-annual meetings were approved.

Gary Martin presented our 2025 budget. Budget was approved.

Pastor Jamie gave a closing prayer.

Secretary

Diane Carlson

2026 Council President Report

Pam Van Kirk, Council President

In my annual report for 2024, I listed the many ways we worshipped, worked together, and demonstrated our generosity to others. The report was three pages, single spaced! This year I am listing only new activities in 2025 in addition to the annual things we do as a congregation. You are “scrappy,” my new favorite word to describe our congregation.

Several initiatives in 2025 addressed shrinking church membership and the idea of partnering with other churches. A partnership may share a pastor, pool resources for programming, or collaborate on a project. Chip Algren, Pam Best, Ben and Jenny Sanberg, and Mark and Ellen Shrader are participating in a two-year program called Pathways. Representatives from Lutheran churches in our synod meet via Zoom to share visions for the future of their congregations. The meetings are facilitated by a representative from the Northern Illinois Synod.

Pastor Jamie, Ellen Shrader and I attended “Finding Vitality in Scrappy, Small Congregations” sponsored by the Northern Illinois Synod. The workshop was for Lutheran congregations of fifty members or less. The presenter had experience with small congregations and the good works they do and the way they worship. She emphasized that small congregations are not big churches who have failed. Small congregations have much to offer. The enthusiasm of attendees was palpable.

Pastor Jamie and I attended a meeting of member churches in the Southwest Conference to talk about our concerns because of dwindling membership. The meeting was an opportunity to learn about the other churches and make contacts with other Lutheran members.

The newest program at our church that began before Christmas is Family Sunday School. Diane Carlson and a parent helper meet with our young members twice a month for a religious activity. The children obviously enjoy the opportunity to meet together because they return to Sunday service with big smiles and enthusiasm.

The Lutheran Daycare enrollment is 36.27 school age and nine preschoolers. The daycare offers discounts for siblings and Lutheran Church members. Attendance is thriving. The fact that school buses from the various elementary schools convene at the high school is a real convenience for working parents.

We welcomed several Northern Illinois Synod representatives and visiting pastors throughout the year. Pastor John Huxtable from Monmouth College, United Methodist Church Pastor Shelly Forrest, and Pastor Jamie conducted a prayer service at our church for immigrants and refugees in our community. Our church and the United Methodist Church co-sponsored a Bible study hosted by our church.

The church council recently completed a revision of the church’s constitution. A special thank you to Chip Algren for keeping council members on task for over a year. The revised constitution takes into consideration the diminishing membership of the church and includes synod updates.

Our congregation demonstrated its generosity with vision and purpose donations and the campaign for ELCA World Hunger. The total amount donated was \$10,009.

Longtime church janitor Chris Algren retired in May. Fortunately he is still around to volunteer his help and to maintain the grounds of the church. Royal Cleaning was hired to provide cleaning services two hours a week.

One of the most physically active committees at the church is building and grounds. Committee members completed projects around the church, including cleaning and minor wood repairs. A painting contractor patched, primed and painted the front doors, back door, main entrance walls and down the stairs. After a great deal of planning, the women’s restroom adjacent to the fellowship hall is getting a much-needed facelift. The new restroom will be handicapped accessible and unisex with one toilet. The renovation will be done before the end of January. A special thank you to Steve Erlandson. He is only a call away for building emergencies such as a random fire alarm ringing, a soggy ceiling in the fellowship kitchen, no heat in the sanctuary, and a cantankerous security alarm.

Thank you for your compassion, grace, gratitude and joy as we practice our faith in community with God.

2025 Pastor Report

2025 was a year for First Lutheran Church to begin exploring our new direction. We created a Pathways Discernment Team to work with our congregation council in asking questions about where our congregation is headed. The Pathways Discernment Team meets monthly online with a cohort of other churches going through the same discernment period. What is next for us? Are we partnering with a neighboring congregation? Are we adjusting our ministry structure to better suit our congregation mission identity? We will not have answers to these questions for a while yet, but we are on the path to figuring them out.

Along the way, the Pathways Discernment Team and the congregation council have identified some core values that we believe help identify our congregation:

- We gather because of our faith in Jesus
- We welcome all
- We engage in open, honest, respectful conversation for faith growth
- Everyone has something to contribute
- We create a safe haven, reflecting the hope of God's Kingdom

The Pathways Discernment Team and congregation council have not finalized these core value statement just yet. We are sitting with them, testing them, waiting to see if these statements really do identify who we say we are. So, in 2026, the Pathways Discernment Team and congregation council will invite conversation on these statements. Do you feel these statements capture the spirit and identity of First Lutheran Church. When you read these statements do you immediately think, "Yes, this is my congregation"? During Lent we will reflect more on what each of these statements mean and where these statements can point to ministry vitality here at First Lutheran. But maybe there is some tweaking that needs to be done, maybe some feedback helps to identify more clearly who First Lutheran Church is.

The core value statements are intended to help our congregation more clearly name the actions and behaviors that guide our time and ministry together. These statements are meant to lead into the Mission Statement we have been using for over a year now:

Gathered by God, we live our faith with: Compassion, Grace, Gratitude, and Joy.

Our Mission Statement puts our core values into action. The Mission Statement is what we do based on what we say about who we are (our core values). And building upon what we do is where are we going? The Pathways Discernment Team and congregation council have written a vision statement which addresses that answer — where are we going?

We want to be a church where the joy of gathering is infectious, and the values of our faith connect deeply to our daily living.

This vision statement identifies what the ministry of First Lutheran Church is working towards. How will we know we are living our core values fully? How will we know we are putting our mission statement into right action? We will know it when people are truly excited to gather here at First Lutheran, when people come and experience their faith values being connected to every day life situations. People want to be here, people have purpose for being here. When that is reality, our vision statement will be realized.

This is the work of 2025 bleeding into 2026. We now have to ask ourselves is this who we really are? Is this what we are really doing? Is this who God is really calling us to be?

I look forward to engaging the congregation in answering those questions throughout this year, as we use these answers to help us discern further what is the best way to live with the core values, active in our mission statement, striving for our vision. Will it be best to accomplish this by partnering with another congregation? Will it be best to accomplish this with a different ministry staffing structure? 2026 will be a year of deep discernment and discovery for us, and I am looking forward to this year with you.

In peace, Pastor Jamie

2025 A YEAR IN REVIEW

Pastoral Acts

Funerals (3)

Melba Matson

Donald Reynolds

Sally Carlson

Weddings (1)

Lydia Heerwagen and Troy Kehoe

Baptisms (2)

Lewis Sanberg

Manohie Alcin

Congregational Statistics

At the beginning of 2026, we have:

145 members (126 confirmed members)

For quorum, we need 20% of confirmed members, this is 25 people.

For quorum under revised constitution, we need 10% of confirmed members, this is 13 people.

“Confirmed” members are defined as those who have received Affirmation of Baptism either as a youth or as a transfer into membership from another church.

“Confirmed” members are eligible to vote in congregational meetings.

Our church directory is attached as an addendum to this year’s annual report. Please check to make sure your contact information is correct and send any corrections to the church office.

The Endowment Committee

The endowment was established by the congregational vote in June of 1999. Funds originally transferred to Midwest Bank at that time for the Endowment totaled \$420,000. The balance as of December 31, 2025, is \$878,327.11

As per our Constitution, income generated by the Endowment is distributed each year as follows:

50% for general fund (upped to 50% in January of 2021)

25% for benevolence

25% for capital improvements

The 25% previously being reinvested has ended and is now being added to the general fund making it 50% after ratification at the 2021 annual meeting.

The Endowment committee meets quarterly. Aaron Jensen from Midwest Bank and Jason Spankook from Edward Jones provide quarterly reports which are reviewed.

Those receiving benevolence donations in 2025 were as follows:

Jamieson Center Food Pantry	\$1,500
Jamieson Center General Fund	\$500
Storm Center General Fund	\$1,000
First Lutheran Day Care	\$1,000
Recharge Center	\$1,000
Special Olympics Western Area 4	\$1,000
Community Care Days	\$1,500
Helping Hands Food Pantry Roseville	\$1,000

As of December 15, 2025, the Endowment Fund has \$7,850.11 available for benevolent distributions. All congregational members are welcome to submit to the committee a recommendation of a worthwhile charity for consideration.

First Lutheran Day Care/Pre-school

Day Care

Our Day Care has had a very good year. We ended the year with our enrollment at 38. We have 28 school age students, and 10 preschool students. We have 13 students that are enrolled in the child-care assistance program. We needed to have 15% of our enrollment to qualify for a grant. We have a waiting list for our Day Care.

Bobbi Ness has gotten a grant that helps pay the salaries for our 2 teachers till June of 2026.

Our Day Care Board:

Bobbi Ness Director

Denise Mann President

Jan Martin Treasurer

Diane Carlson Secretary

Sue Hanson

Teresa Miller

Kathy Erlandson

Ellen Schrader

Memorial Committee

Submitted by Nancy Reynolds:

THANK YOU'S FOR MEMORIALS

FROM:	AMOUNT:	TO:
Mike Pearson	\$85.00	Betty Pearson
Kurt Volz	\$225.00	Evelyn Volz
Robin Johnson	\$1,335.00	Delores Johnson
Marlen Moulden	\$860	Kurt Moulden
	\$3,750	Melba Matson
Becky Root	\$827.00	Pat Root
Tammy Slater	\$200.00	
Janet Lowe	\$70.00	Taylor Lowe
Eloise Swisher	\$10.00	Linda Ellison

**First Lutheran Church Monmouth
Balance Sheet - Income Tax Basis
As of December 31, 2025**

Assets		
	Change from Prior Period	Current Period Balance
<u>Current Assets</u>		
Checking Acct	\$ 11,861.83	\$ 21,111.35
OMMA Acct	(9,883.99)	20,392.76
Edward Jones - Estate Fund #2	(580.90)	96,985.23
Edward Jones - Pastoral Comp Endowment	2,109.18	138,409.84
MBWI - Memorial Fund	33.62	24,749.67
MBWI - Estate Fund	12.12	23,472.29
MBWI - Endowment	(11,826.90)	878,327.11
Pastoral Loan	0.00	(47.57)
Total Current Assets	(8,275.04)	1,203,400.68
<u>Property and Equipment</u>		
Property	0.00	3,747,000.00
Net Property and Equipment	0.00	3,747,000.00
Total Assets	\$ (8,275.04)	\$ 4,950,400.68

Liabilities and Stockholders' Equity

	Change from Prior Period	Current Period Balance
<u>Current Liabilities</u>		
FICA/Fed Taxes	\$ 115.49	\$ 227.17
State withholding	10.77	34.53
Total Current Liabilities	126.26	261.70
Total Liabilities	126.26	261.70
<u>Equity</u>		
Investment Gain/Loss	(10,252.88)	224,443.62
Retained Earnings	0.00	4,753,853.41
Net Income (Loss)	1,851.58	(28,158.05)
Total Equity	(8,401.30)	4,950,138.98
Total Liabilities and Equity	\$ (8,275.04)	\$ 4,950,400.68

First Lutheran Church Monmouth Income Statement - Tax Basis For the Month Ended December 31, 2025

	Total Budget		Current Period		Year - to - Date							
			Actual	Last Year	Budget	Actual	Last Year	Remaining Budget				
Revenues												
Offerings												
Pledged	\$	110,000.00	\$	9,249.34	\$	8,011.88	\$	124,718.85	\$	122,953.76	\$	(14,718.85)
Unpledged		15,000.00		4,862.00		1,007.00		21,754.00		14,866.00		(6,754.00)
Non-Tracked Offerings		750.00		55.00		40.00		62.50		931.83		275.00
Investments/Interest		15,000.00		1,202.96		1,566.96		1,250.00		19,423.29		10,678.41
Day Care Utilities		8,000.00		1,050.00		525.00		666.67		6,300.00		1,175.00
Misc Income		5,000.00		3,033.16		2,750.23		416.67		28,822.39		(20,684.66)
Misc Income Exchange Acct		5,000.00		210.00		131.00		416.67		12,209.64		(1,397.00)
Spring/Fall Festival Event Income		5,000.00		0.00		0.00		416.67		5,490.38		(819.21)
Vision & Purpose Giving		5,000.00		456.00		357.00		416.67		4,872.00		190.50
Total Offerings		\$168,750.00		20,118.46		14,389.07		14,062.52		215,869.29		\$ (32,054.81)
Disbursements												
Mission Support												
Synod Support	\$	14,000.00		1,166.66		1,250.00		1,166.66		15,000.00		\$ 0.08
Vision & Purpose Expense		5,000.00		0.00		614.00		416.66		4,571.00		(415.00)
Total Mission Support	\$	19,000.00		1,166.66		1,864.00		1,583.32		19,571.00		\$ (414.92)
Pastor and Staff												
Salary/Pastor	\$	79,624.00		7,210.32		6,922.92		6,635.33		76,722.54		\$ (574.84)
Benefits/Pastor		29,345.00		(166.11)		2,402.39		2,445.41		26,315.55		(1,514.47)
Pastoral Expenses		6,500.00		0.00		0.00		541.66		0.00		6,500.00
Salary/Other Staff		21,300.00		697.50		1,482.50		1,775.00		14,680.50		11,588.25
Taxes/Other Staff		1,629.00		93.12		113.41		135.75		1,123.06		846.29
Substitute Musician		2,000.00		210.00		186.75		166.66		2,136.75		(750.00)
Continuing Education		300.00		0.00		0.00		25.00		0.00		(701.67)
Total Pastor and Staff	\$	140,698.00		8,044.83		11,107.97		11,724.81		120,978.40		\$ 15,393.56
Facility												
Insurance	\$	16,000.00		3,319.74		3,442.89		1,333.33		12,188.66		\$ 4,066.04
Utilities		26,000.00		3,955.63		3,650.53		2,166.66		29,760.27		2,034.35

See Accountants' Compilation Report

First Lutheran Church Monmouth
Income Statement - Tax Basis
For the Month Ended December 31, 2025

	Total Budget	Current Period		Year - to - Date			
		Actual	Last Year	Budget	Actual	Last Year	Remaining Budget
Maintenance & Repair	20,000.00	1,187.01	739.97	1,666.66	30,650.05	29,851.46	(10,650.05)
Office Supplies & Equip	3,000.00	182.92	131.40	250.00	3,261.60	5,587.57	(261.60)
Total Facility	\$ 65,000.00	8,645.30	7,964.79	5,416.65	69,811.26	77,387.96	\$ (4,811.26)
Program Expenses							
Convention	\$ 1,000.00	0.00	0.00	83.33	913.83	440.00	\$ 86.17
Worship & Music	1,500.00	0.00	0.00	125.00	1,442.13	1,453.49	57.87
Other Supplies	1,500.00	146.88	0.00	125.00	1,060.12	243.87	439.88
Christian Education	500.00	0.00	60.00	41.66	99.55	490.80	400.45
Outreach	2,000.00	0.00	0.00	166.66	2,113.90	520.26	(113.90)
Stewardship	300.00	0.00	0.00	25.00	0.00	0.00	300.00
Renewal/Redevelopment	0.00	0.00	0.00	0.00	1,245.00	0.00	(1,245.00)
Miscellaneous Expenses	2,500.00	0.00	270.00	208.33	939.71	1,063.51	1,560.29
Accounting Fee	3,500.00	263.21	263.61	291.66	3,324.92	3,352.31	175.08
Misc Exp Exchange Acct	0.00	0.00	0.00	0.00	1,131.75	37,433.26	(1,131.75)
Spring/Fall Festival Event Expense	1,800.00	0.00	0.00	150.00	2,161.33	1,746.96	(361.33)
Total Program Expenses	\$ 14,600.00	410.09	593.61	1,216.64	14,432.24	46,744.46	\$ 167.76
Total Operating Expenses	\$ 239,298.00	18,266.88	21,530.37	19,941.42	228,962.86	264,681.82	10,335.14
Net Operating Income (Loss)	\$ (70,548.00)	1,851.58	(7,141.30)	(5,878.90)	(28,158.05)	(48,812.53)	(42,389.95)
Net Income (Loss)	\$ (70,548.00)	\$ 1,851.58	\$ (7,141.30)	\$ (5,878.90)	\$ (28,158.05)	\$ (48,812.53)	\$ (42,389.95)

First Lutheran Church
Dedicated Account Balances

	12/31/2025
Women of the ELCA	4,638.96
Caring Hearts	2,999.88
Sewing Circle	233.78
Capital Campaign	1,589.64
Emerging Ministries	-
Aid-Pastor Discretion	-
Youth Account	567.29
Open Table	1,027.50
 Total Dedicated Acct Bal	 11,057.05
Total Undedicated Acct Bal	<u>10,054.30</u>
 Checking Acct Bal	 <u><u>21,111.35</u></u>

Memorial Fund	13,851.74
Estate Fund	-
Local/Benevolence Fund	1,154.49
Building Fund	-
Organ Fund	1,349.53
Stained Glass Windows	<u>4,037.00</u>
 CMMA Acct Bal	 <u><u>20,392.76</u></u>

	<u>2026 Budget</u>	<u>2025 Budget</u>	<u>2025 Actual</u>
REVENUE			
Pledged Offerings	\$ 110,000.00	\$ 110,000.00	\$ 124,718.85
UnPledged Offerings	\$ 20,000.00	\$ 15,000.00	\$ 21,754.00
non-tracked Offerings	\$ 700.00	\$ 750.00	\$ 475.00
Investement/Interest	\$ 10,000.00	\$ 15,000.00	\$ 4,321.59
Day Care Utilities/Ins.			
Offset	\$ 9,000.00	\$ 8,000.00	\$ 6,825.00
Miscellaneous Income	\$ 10,000.00	\$ 5,000.00	\$ 25,684.66
 Vision and Purpose Giving	\$ 5,000.00	\$ 5,000.00	\$ 4,809.50
Spring/Fall Festival Event	\$ 6,000.00	\$ 5,000.00	\$ 5,819.21
Misc. Income Exchange			
Account		\$ 5,000.00	\$ 6,397.00
 TOTAL REVENUE	\$ 170,700.00	\$ 168,750.00	\$ 200,804.81
 EXPENSES			
Mission Support			
Mission Support - NIS	\$ 13,000.00	\$ 14,000.00	\$ 13,999.92
 Vision and Purpose Giving	\$ 5,000.00	\$ 5,000.00	\$ 5,415.00
 SubTotal: Mission Support	\$ 18,000.00	\$ 19,000.00	\$ 19,414.92
 Pastor and Staff			
Pastor Salary	\$ 82,932.00	\$ 79,624.00	\$ 80,198.84
Pastor Benefits	\$ 31,803.00	\$ 29,345.00	\$ 30,859.47
Pastoral Expenses	\$ 6,500.00	\$ 6,500.00	\$ -
Staff Salary	\$ 10,200.00	\$ 21,300.00	\$ 9,711.75
Payroll Taxes	\$ 780.00	\$ 1,629.00	\$ 782.71
Substitute Musician	\$ -	\$ 2,000.00	\$ 2,750.00
Continuing Education	\$ 300.00	\$ 300.00	\$ 1,001.67
 SubTotal: Pastor and Staff	\$ 132,515.00	\$ 140,698.00	\$ 125,304.44

Facility						
Insurance	\$	17,000.00	\$	16,000.00	\$	11,933.96
Utilities	\$	26,000.00	\$	26,000.00	\$	23,965.65
Maintenance and Repair	\$	25,000.00	\$	20,000.00	\$	30,650.05
Office and Equipment	\$	3,500.00	\$	3,000.00	\$	3,261.60
Custodial Service	\$	7,200.00				
SubTotal: Facility	\$	78,700.00	\$	65,000.00	\$	69,811.26
Program Expenses						
Convention	\$	1,000.00	\$	1,000.00	\$	913.83
Worship and Music	\$	1,500.00	\$	1,500.00	\$	1,442.13
Other Supplies	\$	1,000.00	\$	1,500.00	\$	1,060.12
Christian Education	\$	500.00	\$	500.00	\$	99.55
Outreach	\$	2,000.00	\$	2,000.00	\$	2,113.90
Stewardship	\$	300.00	\$	300.00	\$	-
Renewal/Redevelopment	\$	1,000.00	\$	-	\$	1,245.00
Miscellaneous Expenses	\$	1,500.00	\$	2,500.00	\$	939.71
Accounting Service	\$	3,500.00	\$	3,500.00	\$	3,324.92
Spring/Fall Festival Event						
Expenses	\$	2,000.00	\$	1,800.00	\$	2,161.33
Misc. Exp. Exchange						
Account	\$	-	\$	-	\$	1,131.75
SubTotal: Program						
Expenses	\$	14,300.00	\$	13,600.00	\$	14,432.24
Total Revenue	\$	170,700.00	\$	168,750.00	\$	200,804.81
Total Expenses	\$	243,515.00	\$	238,298.00	\$	228,962.86
Difference	\$	(72,815.00)	\$	(69,548.00)	\$	(28,158.05)
Spending Categories as a percentage of Expense Budget						
Mission Support		7%		8%		8%
Pastor and Staff		54%		59%		55%
Facility		32%		27%		30%
Program Expenses		6%		6%		6%
						100%

2026 Candidates for Council Slate

To align with our new constitution:

Council members are elected to a 3-year term; there are no term limits

We are electing 6 members of the congregation; the 7th member of council is the pastor

To accommodate setting up a rotation to elect two council positions every year, we are electing this year the following council terms and candidates as nominated by the nominating committee. Nominations from the floor may be made using the proper motion.

For a 1 year term (2026 to 2027)	Pam Van Kirk	Adam Sanberg
For a 2 year term (2026 to 2028)	Kurt Volz	Pam Best
For a 3 year term (2026 to 2029)	Chip Algren	Dee Dee Yez