

**APPROVED**

Congregation Meeting Minutes

*Meeting date: January 28th, 2018 12:04pm*

*Attendance:* Meeting was held in the Sanctuary, attendance list is attached.

 *104 members were in attendance.*

*Preliminaries: Les Soltis* opened the meeting in prayer.

*Business:*

**Financial Report (presented by Dave Hoag, Vice President of ELT):**

YTD Total Income:

* + $31k vs Last Year
* Offerings & Gifts - Positive trend through most of year, December dip due partly to online portal switch in Sep/Oct 2016.
* Daycare and Schools both up due to increased enrollment and collection efforts.
* Facility Usage Fees: Improving with new additions: Bethany Slavic Baptist Church, Alcoholics Anonymous, Bible Study Fellowship
* 4 Those to Come: -15% YTD, Repurposed at July meeting to directly service mortgage (fund directly services the debt on the loan)

YTD Gain/Loss:

* Reduced expenses approximately $171k savings vs LY
* Salaries/Church: $21,000 decrease
* Schools: 9 teachers and 5 aides decreased to 5 teachers and 4 aides; increased enrollment
* New Benefits Package kicked in this year; savings involved, some staff members using spousal benefit packages
* Other Expenses: Represent approximately 100 line items on P/L. ELT spent a great deal of time analyzing areas to reduce these minor expense items with overall savings of $96k YTD.
* Daycare (Net profit of $55,000 compared to $28,000 in FYE17); greatly in need of a Daycare Director, which will add to Daycare Expenses
* Schools: +33k Profit YTD: Dan and Gerald spending great deal of time managing schools
* Overall YTD Gain of $145k
* 3.3% YTD Income growth
* Year-Over-Year NET Expense Reduction: -$171k
* Schools: +$33k Net Profit
* Daycare: +$55k Net Profit

**Summary of Blessings: Dave Hoag, VP of ELT**

Financial Tailwinds

* Significant Expense Reduction
* Responsible Prioritization & Decision Making
* Controls

Vibrant & Heathy Ministry

* Pastoral Staff
* Dan Weber – Aaron Bird – Rod Riveness (visitation)

Program & Support Staff

* School & Daycare Staff
* 2nd Half Outlook & Priorities
* Continued Financial Stability
* Expense Prioritization & Control
* Modest Income Growth
* Responsible financial Stewardship

Maintenance & Repair Needs – Critical Items

* Worship Center Roof
* HVAC Replacement: Schools Lower Level & Offices
* Door / Window Replacements: Schools Lower Level & Chapel/Office
* Hot Water Heater Malkow Hall
* Carpet (Worship Center)

Staffing Needs

* Church Staff
* Daycare Director

**Lay Ministry Update (Les Soltis, President of ELT):**

* New Member Assimilation – Dan Flint
* Prayer – Jean Ford
* Telecare -Ruth Hileman
* Long Term Care – Sharon Bottomley
* Worship Service coordinator
* Steve Salyer
* Visitation: Pastor Rod, Pastor Aaron, Steve Salyer
* Chairman of the Lay Ministers – Randy Sloper

**Pastor’s Remarks (Pastor Dan Weber):**

* Thank you to Staff, ELT, Leadership Members, and Volunteers who all work hard to make this congregation run smoothly on a weekly basis. Bag Program will be expanded to all schools in FWSD this school year
* Brainstorm: Discipleship at St. Luke’s (What does that mean? What does that look like?)
* Worship (engagement with God’s word with a community of believers)
* Bible Study (formed in what we believe – How are we being shaped by God’s word?)
* Life Together (Walking Together – Let’s do life together, have fun!!)
* Prayer (In our prayer, we invoke the living God. Pray with expectation. Habitus: Make prayer a go to habit.)
* Mission (God is on a Mission and he invites us to participate in that Mission, to live out God’s Mission by loving our neighbors and sharing God’s Word wherever God has called you. Share God’s Word in whatever way is natural and comfortable to you.)
* Dan shared that the staff believes that a key to success would be to do a smaller amount of things well, to do these things with purpose. We’re putting in the first things first, planning 8-10 months out. He stressed that we need to have things scheduled out in advance so that we can do them well.
* Pastor Dan asked for us to be gracious as we work out this plan as he may not always be aware of the history of certain goals or projects.
* Pastor Dan closed the meeting in prayer.

Meeting was adjourned at 1:00 pm.

Respectfully submitted by,

Morgan Griffith

Secretary, ELT