AGENDA

Annual Voters' Meeting
Redeemer Lutheran Church & KinderCottage Preschool
2 PM Sunday, Dec. 7, 2025

1. Call to Order
2. Secretary to Affirm that there is a Quorum Present
3. Opening Devotion
4. Approval of the December 1, 2024 Minutes (*See* Attachment A). Questions?
5. Reports by Called Staff:
    a. Pastor Russell Senstad
    b. Pastor David Zirpel
    c. DCE, Jonathon Bailey
6. Election of 2026-2027 Leadership Council
    a. Introduce the Slate of Candidates
    b. Open Floor for Additional Nominations, as long as Nominee is willing to run.
    c. Close nominations and vote
7. Discussion & Adoption of the 2026 Budget (*See* Attachment B)
8. Approval of this year's Resolutions (*See* Attachment C)
9. Workers of Redeemer
10. 2025 Elders Report to the Voters
11. 2025 Endowment & Legacy Committee's Report (*See* Attachment D)
12. Announce Election Results
13. Out-going Council Member recognition & Thank You
14. Voter recognition & Thank You
15. Adjourn with the Lord's Prayer

2025 Leadership Council		
Title	**Name**	**Term Expires**
President	**Gary Flammang**	**12/31/25**
Vice Chairman	Mike Koehler	12/31/26
Secretary	**Ann Schauer**	**12/31/25**
Treasurer	**Eric Grau**	**12/31/25**
At Large	**Marc Benson**	**12/31/25**
At Large	Doug Camarigg	12/31/26
At Large	Angie Corderman	12/31/26
At Large	Steve Dirks	12/31/26
At Large	Bob Wilcke	12/31/26

Slate of Candidates '26
Treasurer: Aaron Becker & Buffy Shrauner
At Large Candidates:
Marc Benson
Rick Lieber
Wade Schuldt
Justin Wulf

REDEEMER LUTHERAN CHURCH
Profit & Loss Budget Performance
1% raise

	2025 Annual Budget	Change Proposed Budget	2026 Proposed Budget
Income			
410.000 · BUDGET INCOME ITEMS			
415.245 Interest	4,500.00	0.00	4,500.00
415.253 · Sudanese Offering	2,400.00	0.00	2,400.00
415.101 · Envelopes Regular	732,256.80	12,561.02	744,817.82
415.102 · Loose Plate Offerings	18,000.00	0.00	18,000.00
415.237 · KC Preschool Income	42,300.00	0.00	42,300.00
421.110 · Facility Rental Fees	3,300.00	0.00	3,300.00
415.122 · New Year's Eve Offerings	1,800.00	0.00	1,800.00
415.128 · Lent Offerings	4,500.00	0.00	4,500.00
415.108 · Ash Wednesday	2,400.00	0.00	2,400.00
415.133 · Maundy Thursday Offerings	1,800.00	0.00	1,800.00
415.136 · Good Friday Offerings	1,300.00	0.00	1,300.00
415.114 · Advent Offerings	2,600.00	0.00	2,600.00
415.117 · Christmas Day Offerings	1,000.00	0.00	1,000.00
415.248 · Midweek Materials	0.00	0.00	0.00
415.251 · VBS Registration	0.00	0.00	0.00
Total 410.000 · BUDGET INCOME ITEMS	818,156.80	12,561.02	830,717.82
Total Income	818,156.80	12,561.02	830,717.82
Gross Profit	818,156.80	12,561.02	830,717.82
Expense			
570.100 · ADMIN SALARIES EXPENSE			
580.000 · Administrative Fees for Health	0.00	0.00	-
570.852 · IRA Match	4,202.15	66.64	4,268.79
570.101 · Senior Pastor Salary	57,962.33	851.79	58,814.12
570.103 · Senior Pastor Housing	24,046.97	0.00	24,046.97
570.104 · Senior Pastor Utilities	3,169.82	0.00	3,169.82
570.105 Senior Pastor Salary Other	23,024.40	284.28	23,308.68
570.107 · Senior Pastor FICA Offset	6,516.20	65.16	6,581.36
570.109 · Senior Pastor Concordia	21,128.17	297.71	21,425.88
570.201 · Associate Pastor Salary	28,842.00	800.62	29,642.62
570.203 · Associate Pastor Housing	48,000.00	0.00	48,000.00
570.204 · Associate Pastor Utilities	3,169.82	0.00	3,169.82
570.205 Associate Pastor Salary Other	15,725.64	196.92	15,922.56
570.207 · Associate Pastor FICA Offset	6,120.95	61.20	6,182.15
570.209 · Associate Pastor Concordia	19,763.27	282.49	20,045.76
570.501 · DCE Salary	25,845.80	547.23	26,393.03
570.503 · DCE Housing	25,517.04	0.00	25,517.04

	2025 Annual Budget	Change Proposed Budget	2026 Proposed Budget
570.504 · DCE Utilities	3,360.00	0.00	3,360.00
570.505 DCE Salary Other	23,024.40	284.28	23,308.68
570.507 · DCE FICA	4,186.29	41.87	4,228.16
570.509 · DCE Concordia	17,901.25	156.44	18,057.69
570.401 · Receptionist	19,765.20	187.20	19,952.40
570.409 · Receptionist Concordia	2,164.32	20.40	2,184.72
570.601 · Office Manager	33,300.80	332.80	33,633.60
570.602 · Office Manager Vacation	1,000.00	0.00	1,000.00
570.609 · Office Manager Concordia	10,634.40	101.64	10,736.04
570.701 · Custodian Salary	41,371.20	395.20	41,766.40
570.702 · Custodian Vacation	1,000.00	0.00	1,000.00
570.709 · Custodian Concordia	11,509.44	117.24	11,626.68
570.802 · Exalt Director	3,509	34.20	3,543
570.804 Choir Director Salary	6,120.00	61.20	6,181
570.806 .Technology Salary	5,034.00	49.05	5,083
570.809 · Music Director Concordia	0	0	0
570.811 · Choir Accompanist Salary	2,500.00	25.04	2,525.04
570.821 · Organists Salaries	6,656.65	66.50	6,723.15
570.851 · Exalt Keyboardist Salary	2,602.60	26.00	2,628.60
570.411 · KC Director Salary	29,028.63	290.29	29,318.92
570.419 · KC Director Concordia	3,178.68	31.68	3,210.36
570.421 · KC Teacher 2 Salary	15,073.20	4,446.30	19,519.50
570.429 · KC Teacher 2 Concordia	1,650.48	1,199.40	2,849.88
570.433 Extended Day Helper	5,000.00	0.00	5,000.00
570.438 · KC Preschool Sub Salary	1,000.00	0.00	1,000.00
570.902 · Children's Ministry Asst	6,442.80	62.40	6,505.20
570.901 · Worship Technology Operator	1,653.90	16.65	1,670.55
570.903 · Volunteer Coordinator	11,232.00	109.20	11,341.20
579.999 · Employee-paid liabilities	0.00	0.00	-
Total 570.100 · ADMIN SALARIES EXPENSE	582,933.80	11,509.02	594,442.82
570.003 · PROPERTY EXPENSES			
560.603 · Maint & Operations-Building	10,600.00	0.00	10,600.00
560.621 · Equipment & Improvements	2,400.00	0.00	2,400.00
560.624 · Grounds	5,500.00	0.00	5,500.00
560.643 · Custodial Supplies	3,000.00	0.00	3,000.00
560.627 · Utilities - MidAmerican Energy	23,000.00	0.00	23,000.00
560.633 · Utilities-Water - City SC	3,500.00	2,000.00	5,500.00
560.630 · Telephone Service	1,809.00	0.00	1,809.00
560.636 · Service Contracts	7,500.00	0.00	7,500.00
560.646 · Waste Management	2,657.00	605.00	3,262.00
560.655 · Snow Removal	3,000.00	0.00	3,000.00

	2025	Change	2026
	Annual Budget	Proposed Budget	Proposed Budget
560.651 · Insurance - Property	31,922.00	3,447.00	35,369.00
Total 570.003 · PROPERTY EXPENSES	94,888.00	6,052.00	100,940.00
570.001 · ADMIN OTHER			
572.420 · Payroll Services	3,400.00	0.00	3,400.00
572.110 · Mileage- Pastors	3,000.00	0.00	3,000.00
572.112 · Mileage-DCE	450.00	0.00	450.00
572.113 · Mileage-Office	500.00	0.00	500.00
572.115 · Assessment-Synod/District	1,500.00	0.00	1,500.00
572.413 · Internet Service	1,560.00	0.00	1,560.00
572.419 · Technology	1,900.00	0.00	1,900.00
572.422 · Office Supplies	3,000.00	0.00	3,000.00
572.425 · Paper	2,000.00	0.00	2,000.00
572.428 · Postage	4,000.00	0.00	4,000.00
660.000 · Payroll Taxes	17,300.00	0.00	17,300.00
572.434 · Offering Envelopes	1,900.00	0.00	1,900.00
572.437 · Worker's Comp Insurance	3,600.00	0.00	3,600.00
Total 570.001 · ADMIN OTHER	44,110.00	0.00	44,110.00
570.002 · EDUCATION EXPENSE			
540.216 · KC Continuing Education	275.00	0.00	275.00
540.201 · KC Advertising	300.00	0.00	300.00
540.207 · KC Cooking Supplies	350.00	0.00	350.00
540.204 · KC Miscellaneous	1,500.00	0.00	1,500.00
540.302 · Sunday School Materials	2,000.00	0.00	2,000.00
540.305 · Midweek Materials	1,100.00	0.00	1,100.00
540.308 · Vacation Bible School	2,400.00	0.00	2,400.00
540.310 · Family Fellowship	800.00	0.00	800.00
540.311 · Bible Study Materials	1,000.00	0.00	1,000.00
540.317 · Library	800.00	0.00	800.00
540.328 · Christmas Eve Treat Bags	100.00	0.00	100.00
540.340 · Conventions & Seminars - Staff	400.00	0.00	400.00
540.611 · Continuing Education/Training	200.00	0.00	200.00
Total 570.002 · EDUCATION EXPENSE	11,225.00	0.00	11,225.00
525.002 · SHEPHERDING EXPENSES			
530.302 · ConnecTeam	1,000.00	0.00	1,000.00
530.301 · Elders Supplies	500.00	0.00	500.00
530.304 `Outdoor Christas Lights	900.00	0.00	900.00
530.306 · Communion Supplies	1,000.00	0.00	1,000.00
530.349 · Worship	3,000.00	0.00	3,000.00
530.312 · Taxi Service	500.00	0.00	500.00
530.327 · Lutheran Witness Subscription	1,400.00	0.00	1,400.00
530.332 · Portals of Prayer	2,200.00	0.00	2,200.00

	2025 Annual Budget	Change Proposed Budget	2026 Proposed Budget
530.339 · Miscellaneous	1,000.00	0.00	1,000.00
530.503 · Choir Music	400.00	0.00	400.00
530.511 · Exalt Music	300.00	0.00	300.00
530.519 · Copyright Fees	550.00	0.00	550.00
Total 525.002 · SHEPHERDING EXPENSES	12,750.00	0.00	12,750.00
570.012 · LYF YOUTH-BUDGETED			
530.601 · Senior LYF	1,500.00	0.00	1,500.00
530.604 · Junior LYF	1,300.00	0.00	1,300.00
530.610 · District Gathering Youth	1,300.00	0.00	1,300.00
530.612 · National Youth Gathering	1,000.00	0.00	1,000.00
530.613 · Camp Fees	1,000.00	0.00	1,000.00
Total 570.012 · LYF YOUTH-BUDGETED	6,100.00	0.00	6,100.00
570.005 · OUTREACH EXPENSE			
580.801 · Iowa District West	55,000.00	(5,000.00)	50,000.00
580.804 · Missions	5,000.00	0.00	5,000.00
580.807 · Lutheran Family Services	750.00	0.00	750.00
580.819 · Advertising & Publicity	3,500.00	0.00	3,500.00
580.821 · Missionary Expense	1,000.00	0.00	1,000.00
Total 570.005 · OUTREACH EXPENSE	65,250.00	(5,000.00)	60,250.00
105.000 · ACCOUNTING			
105.110 · Interest			
105.300 · Credit Card Services Fee	900.00	0.00	900.00
Total 105.000 · ACCOUNTING	900.00	0.00	900.00
Total Expense	818,156.80	12,561.02	830,717.82
Net Income	**0.00**	**0.00**	**0.00**