

# AGENDA

## Annual Voters' Meeting

### Redeemer Lutheran Church & KinderCottage Preschool

#### 2 PM Sunday, Dec. 3, 2023

1. Call to Order
2. Secretary to Affirm that there is a Quorum Present
3. Opening Devotion
4. Approval of the December 4, 2022 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 2024-2026 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 2024 Budget (*See Attachment B*)
8. Approval of last year's Resolutions (*See Attachment C*)
9. 2023 Elders Report to the Voters
10. 2023 Endowment & Legacy Committee's Report
11. Announce Election Results
12. Out-going Council Member recognition & Thank You
13. Voter recognition & Thank You
14. Adjourn with the Lord's Prayer

<b>2023 Leadership Council</b>		
<b>Title</b>	<b>Name</b>	<b>Term Expires</b>
President	Jim Arends	12/31/24
Vice Chairman	Steve Ebsen	12/31/24
Secretary	Paula Schram	12/31/24
<b>Treasurer</b>	<b>Gerry Judd</b>	<b>12/31/23</b>
At Large	Michelle Callahan	12/31/24
<b>At Large</b>	<b>Gary Flammang</b>	<b>12/31/23</b>
At Large	Dan Noble	12/31/24
<b>At Large</b>	<b>Ann Schauer</b>	<b>12/31/23</b>
<b>At Large</b>	<b>Jerry Van Peursesem</b>	<b>12/31/23</b>

<b>Slate of Candidates '24</b>
<b>Treasurer:</b> Lisa Richardson
<b>At Large Candidates:</b> Gary Flammang
Ann Schauer
Lynn Wilcke

**ANNUAL VOTERS' MEETING  
REDEEMER LUTHERAN CHURCH AND KINDERCOTTAGE PRESCHOOL  
SUNDAY, DECEMBER 4, 2022  
2:00 P.M.**

The Annual Voters' Meeting of Redeemer Lutheran Church was called to order at 2:00 P.M. on Sunday, December 4, 2022 by chairman Jim Arends.

Secretary Paula Schram affirmed that there was a quorum present. 50 members were present.

Opening devotions were given by Pastor Senstad taken from Romans 12, verses 4 and 5, and Galatians 5, verses 19–25. These verses remind us to show and share with others the fruit of the Spirit. Here at Redeemer we don't all have the same gifts, but we can show and share the fruit of the Spirit. We all have different talents and gifts given by God and we need to be willing to use these to serve along with others in our congregation.

The minutes of the Annual Meeting on December 5, 2021 were reviewed. **IT WAS MOVED BY GAYLE BOBOLZ AND SECONDED BY BOB NAYLOR TO APPROVE THESE MINUTES. MOTION CARRIED.**

#### **Reports by Called Staff**

**Pastor Russell Senstad:** The Synodical Convention will be held this summer in Milwaukee. Our circuit will not have a lay delegate to represent us, but we will have a pastor. It is our responsibility to nominate people to be on various boards within the synod. If you know any people who have been nominated, please let either of the pastors know. Our district continues to be doing well, but please continue to keep our district president Steve Turner in your prayers. Unfortunately, he has had to close some churches, and currently there are also some other churches who are struggling to hold on. Good news is there are some new churches being opened (Sudanese). Our circuit is made up of Sioux City, Lawton, Sergeant Bluff, and Climbing Hill. You have to have 1,500 people on your membership roster to form a circuit. Our circuit is blessed to belong to IDW. Here at Redeemer, we continue to place emphasis on getting people involved in at least one Bible study. It is difficult to get people to commit to this. We are currently looking into the Red Letters Bible study.

**Pastor David Zirpel:** Pastor was playing with the New Horizon Band and his report was given by Pastor Senstad. While statistics and numbers are discouraging for Christianity, it was noted how blessed our congregation is. We have had 18 infant baptisms, 2 adult baptisms, 7 adult confirmations, and 19 new households join our church. We have also conducted 13 funerals. This past month we raised over \$4,600 for the Luke Konkell Family. This year we raised over \$97,000 to help various organizations. With the help of other organizations, the St. Paul's golf outing raised \$26,000. We are busy doing various projects and funding is not a problem. As Christian churches we need to be united and join together to speak out against the WOKE culture that is supported by today's environment we live in. There are people out there who don't just respectfully disagree with conservative Christian values, but they want to cancel out our voices to be heard.

Thank you to Tara Van Meter who has been filling in while we continue our search for a new DCE. She noted that Sunday school and youth group is doing well.

**DCE Search:** The committee completed their search and interviewed four candidates for the position. They are all males with some previous experience. In January, we plan to invite them to Redeemer so we can get to know them better and show them around. The plan is to have all visits completed by the end of January, then continue with the call process.

#### **REVIEW OF SLATE OF CANDIDATES FOR ELECTIONS FOR 2023 - 2025 LEADERSHIP COUNCIL MEMBERS**

**At Large – Jim Arends**

**Michelle Callahan**

**Steve Dirks**

**Steve Ebsen**

**Mike Koehler**

**Pam Limoges**

**Bob Wilcke**

The candidates were introduced. There were no nominations from the floor.

The budget for 2023 was introduced and Gerry gave some information on how various budget items regarding the pastors' salaries are figured. She also explained how insurance is figured. The budget being proposed would give our staff a three percent increase in their salaries. The budget information in the packet shows the 2022 re-estimate/ change/ 2023 proposed budget. Some questions were asked about the re-estimated budget, and why and how the budget was changed without voter approval. Gerry explained that the budget didn't change, but some corrections to the budget needed to be made. She explained that she discovered some discrepancies over how the pastors' salaries have been calculated in the past. She also explained that the pastors had overpaid for their insurance the past two years, and that this was corrected and the church paid back the money that was owed them. The Leadership Council also voted to spend \$10,000 more than was budgeted to fix the concrete by door 6, and the wall on the north side of the church. There were also some questions about the budget regarding advertising and publicity. It was noted that this year we went over budget on advertising so we want to increase that amount. It was discussed that possibly we could use Thrivent Dollars, or get help from the Endowment to help cover these costs. Questions were then addressed regarding the salaries according to the re-estimated budget. Gerry again explained that we paid them back for insurance we owed them. We did not increase the pastors' salaries. It was paid out of payable money that was deducted, but should not have been. In regards to their salaries, Gerry adjusted them but did not back pay them. There was also a discussion regarding the account that reimburses the pastors for mileage. It was stated that we are a business, and that normally salaries make up approximately 50% of the budget, but for this proposed budget salaries make up more than 75% of it. It was also noted that our congregation is getting older and there is concern whether our congregation will be able to continue to keep up with these pay increases. Someone brought up that we need to encourage people to participate in the endowment funds we have available. This would encourage forward progress with our operations. Members can visit with Jim Schroeder about this.

**IT WAS MOVED BY LISA GOTTBURG AND SECONDED BY GERRY JUDD TO AMEND THE PROPOSED BUDGET FOR 2023 AND REESTABLISH THE LIBRARY BUDGET TO \$800. MOTION CARRIED.**

IT WAS MOVED BY SCOTT ERNST AND SECONDED BY SHARI BENSON TO AMEND THE PROPOSED BUDGET FOR 2023 AND NOT HAVE AN INCREASE IN STAFF SALARIES. MOTION DID NOT PASS.

IT WAS MOVED BY MARY LYMAN AND SECONDED BY BOB NAYLOR TO APPROVE THE AMENDED PROPOSED BUDGET FOR 2023. MOTION CARRIED.

**Sudanese Ministry** – William from the Sudanese Worship Service came in and introduced himself to the congregation.

**2023 Elder Report:** Jeremy Schram was unable to attend so Woody Gottburg shared his report. The members of Redeemer Lutheran Church continue to be faithful in worship, service, and mission, remaining steadfast in Word and Lutheran doctrine. We continue to be blessed with so many faithful members who love to serve our Lord in many different ways. We continue to be concerned about the overall worship attendance by our members, as well as our Sunday School and youth program involvement numbers. Last spring, we held an Every Member Visitation event. Although there were some flaws in the execution of this task, there were many positives that came out of it. Some helpful ideas and suggestions were given regarding various topics. Shortly after this event we began live-streaming our services which is much appreciated by many. Last summer we spent some time working on updating our membership. We are currently in search of a new DCE. We plan on having some in-person visits with some candidates in January, so we are very much looking forward to meeting with them. Please pray that God will soon lead the right person to serve us in this ministry. We would like to extend a huge thanks to Tara Van Meter for helping with our youth programs. May God continue to bless the members of Redeemer Lutheran Church as we work together within the Holy Christian Church all throughout the world, spreading the good news of salvation made available by God's free gift of Grace through Faith in our Lord and Savior, Jesus Christ.

**Endowment and Legacy Committee Report:** Gale Bobolz shared a packet from the Endowment and Legacy Committee. The committee has been discussing the future of our congregation as we gain and lose members. We want to be able to maintain our status quo. An account has been established for our congregation. People may leave gifts while they are alive, or as part of their will to be established at their death. This account would help the operating budget of our congregation. People interested may contact Jim Schroeder.

### **Redeemer's 'Power' Resolutions for 2023**

**Pray:** That Redeemer continue its rich tradition of praying for missionaries, especially the missionary of the month as found in the newsletter. And resolve it to work on supporting new and existing outreach efforts.

**O**bey: The adult members of Redeemer will make it a point to be involved in at least one Bible Study during the year of 2023, learn a Bible verse of the month, and attend worship services at least 3 times a month through the year.

**W**itness: That we continue to show our love in our actions. Especially for those in need. That we receive a monthly offering for the Orphan Grain Train hunger appeal with part of the money used locally to purchase food for the Food Bank or wherever deemed necessary. Furthermore, that we continue to help serve at the Soup Kitchen.

**E**ncourage: That we resolve to show our love for our inactive members. Both by personally inviting our inactive members back to worship, and supporting our elders when they are called upon to remove those extremely inactive members.

**R**emain: That we remain committed to use our time, talent, and treasure to further God's kingdom. In particular that we would use 50% of the income that exceeds our budget for missions. The Leadership Council will decide on what mission activities are supported.

**IT WAS MOVED BY BRETT LYON AND SECONDED BY MICHELLE CALLAHAN TO ACCEPT REDEEMER'S 'POWER' RESOLUTIONS FOR 2023. MOTION CARRIED.**

**Election Results:** The following people were elected to serve on Leadership Council for 2023 – 2025:

**At Large:** Jim Arends  
Michelle Callahan  
Steve Dirks  
Steve Ebsen  
Mike Koehler

Outgoing members **Dan Noble** and **Paula Schram** were thanked for serving on Leadership Council.

Jim Arends expressed his thanks to the voters for coming out to our annual meeting. The Leadership Council continues to work to keep the church moving forward. When making important decisions, they consider and try to determine what our members may or may not be in favor of. Please continue to keep the council in your prayers. We are all working together for the benefit of Redeemer.

There being no further business to discuss, **IT WAS MOVED BY BRETT LYON AND SECONDED BY ANN SCHAUER TO ADJOURN THE MEETING. MOTION CARRIED.**

We closed with the Lord's Prayer.

Respectfully Submitted,

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**Paula. Schram, Secretary**

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**Jim Arends, Chairman**

REDEEMER LUTHERAN CHURCH  
Profit & Loss Budget Performance

	2023	Change	2024
	Annual Budget	Proposed Budget	Proposed Budget
<b>Income</b>			
<b>410.000 · BUDGET INCOME ITEMS</b>			
415.245 Interest	700.00	3,800.00	4,500.00
415.253 · Sudanese Offering	3,300.00	(900.00)	2,400.00
415.101 · Envelopes Regular	726,542.83	11,473.29	738,016.12
415.102 · Loose Plate Offerings	14,000.00	4,000.00	18,000.00
415.237 · KC Preschool Income	46,000.00	(3,700.00)	42,300.00
415.233 · Mom's Day Out Income	6,000.00	(6,000.00)	0.00
421.110 · Facility Rental Fees	5,000.00	(1,700.00)	3,300.00
415.122 · New Year's Eve Offerings	2,300.00	(500.00)	1,800.00
415.128 · Lent Offerings	3,400.00	1,100.00	4,500.00
415.108 · Ash Wednesday	2,100.00	300.00	2,400.00
415.133 · Maundy Thursday Offerings	1,100.00	700.00	1,800.00
415.136 · Good Friday Offerings	1,400.00	(100.00)	1,300.00
415.114 · Advent Offerings	2,000.00	600.00	2,600.00
415.117 · Christmas Day Offerings	2,000.00	(1,000.00)	1,000.00
415.248 · Midweek Materials	0.00	0.00	0.00
415.251 · VBS Registration	400.00	(400.00)	0.00
<b>Total 410.000 · BUDGET INCOME ITEMS</b>	<b>816,242.83</b>	<b>7,673.29</b>	<b>823,916.12</b>
<b>Total Income</b>	<b>816,242.83</b>	<b>7,673.29</b>	<b>823,916.12</b>
<b>Gross Profit</b>	<b>816,242.83</b>	<b>7,673.29</b>	<b>823,916.12</b>
<b>Expense</b>			
<b>570.100 · ADMIN SALARIES EXPENSE</b>			
580.000 · Administrative Fees for Health	0.00	0.00	-
570.852 · IRA Match	4,300.00	440.00	4,740.00
570.101 · Senior Pastor Salary	56,292.15	0.00	56,292.15
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	23,939.76	1,077.24	25,017.00
570.107 · Senior Pastor FICA Offset	6,388.44	0.00	6,388.44
570.109 · Senior Pastor Concordia	21,510.24	311.40	21,821.64
570.201 · Associate Pastor Salary	27,273.63	0.00	27,273.63
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	16,582.08	746.16	17,328.24
570.207 · Associate Pastor FICA Offset	6,000.93	0.00	6,000.93
570.209 · Associate Pastor Concordia	20,143.82	281.26	20,425.08
570.501 · DCE Salary	24,772.80	0.00	24,772.80
570.503 · DCE Housing	25,517.04	0.00	25,517.04
570.504 · DCE Utilities	3,360.00	0.00	3,360.00
570.505 DCE Salary Other	23,939.76	1,077.24	25,017.00
570.507 · DCE FICA	4,104.21	0.00	4,104.21
570.509 · DCE Concordia	18,225.72	326.28	18,552.00
570.401 · Receptionist	19,375.20	0.00	19,375.20
570.409 · Receptionist Concordia	2,131.28	(9.68)	2,121.60
570.601 · Office Manager	32,656.00	0.00	32,656.00
570.602 · Office Manager Vacation	1,600.00	(600.00)	1,000.00
570.609 · Office Manager Concordia	10,883.04	230.76	11,113.80
570.701 · Custodian Salary	52,370.76	0.00	52,370.76

	2023	Change	2024
	Annual Budget	Proposed Budget	Proposed Budget
570.702 · Custodian Vacation	1,600.00	(600.00)	1,000.00
570.709 · Custodian Concordia	15,451.68	(9,717.00)	5,734.68
570.802 · Music Director	22,560.72	239.28	22,800.00
570.809 · Music Director Concordia	2,481.84	(2,481.84)	0.00
570.811 · Choir Accompanist Salary	1,470.42	0.00	1,470.42
570.821 · Organists Salaries	6,526.31	0.00	6,526.31
570.851 · Exalt Keyboardist Salary	2,551.64	0.00	2,551.64
570.411 · KC Director Salary	28,459.44	0.00	28,459.44
570.419 · KC Director Concordia	3,130.68	(14.16)	3,116.52
570.421 · KC Teacher 2 Salary	10,335.24	4,442.34	14,777.58
570.429 · KC Teacher 2 Concordia	0.00	1,618.20	1,618.20
570.433 Extended Day Helper	12,425.60	(7,425.60)	5,000.00
570434 Extended Day Concordia	1,366.82	(1,366.82)	0.00
570.438 · KC Preschool Sub Salary	1,000.00	0.00	1,000.00
570.431 · Mom's Day Out Salary	6,000.00	(6,000.00)	0.00
570.902 · Children's Ministry Asst	6,318.00	0.00	6,318.00
570.901 · Worship Technology Operator	1,620.60	0.00	1,620.60
570.903 · Volunteer Coordinator	11,013.60	0.00	11,013.60
579.999 · Employee-paid liabilities	0.00	0.00	-
<b>Total 570.100 · ADMIN SALARIES EXPENSE</b>	<b>614,066.06</b>	<b>(17,424.94)</b>	<b>596,641.12</b>
<b>570.003 · PROPERTY EXPENSES</b>			
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	25,000.00	(2,000.00)	23,000.00
560.633 · Utilities-Water - City SC	3,500.00	0.00	3,500.00
560.630 · Telephone Service	1,200.00	0.00	1,200.00
560.636 · Service Contracts	7,500.00	0.00	7,500.00
560.646 · Waste Management	1,800.00	600.00	2,400.00
560.655 · Snow Removal	3,000.00	0.00	3,000.00
560.651 · Insurance - Property	20,545.00	3,655.00	24,200.00
<b>Total 570.003 · PROPERTY EXPENSES</b>	<b>84,045.00</b>	<b>2,255.00</b>	<b>86,300.00</b>
<b>570.001 · ADMIN OTHER</b>			
572.420 · Payroll Services	2,000.00	1,400.00	3,400.00
572.421 Personnel Search Expenses			
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	2,200.00	0.00	2,200.00
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
572.431 · Stewardship Materials	0.00	0.00	-
572.434 · Offering Envelopes	1,900.00	0.00	1,900.00
572.437 · Worker's Comp Insurance	3,444.00	156.00	3,600.00
<b>Total 570.001 · ADMIN OTHER</b>	<b>43,194.00</b>	<b>1,556.00</b>	<b>44,750.00</b>
<b>570.002 · EDUCATION EXPENSE</b>			
540.216 · KC Continuing Education	275.00	0.00	275.00



	2023	Change	2024
	Annual Budget	Proposed Budget	Proposed Budget
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	500.00	500.00	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
<b>Total 570.002 · EDUCATION EXPENSE</b>	<b>10,725.00</b>	<b>500.00</b>	<b>11,225.00</b>
<b>525.002 · SHEPHERDING EXPENSES</b>			
530.302 · ConnecTeam	1,000.00	0.00	1,000.00
530.301 · Elders Supplies	500.00	0.00	500.00
530.304 · Outdoor Christmas Lights	0.00	900.00	900.00
530.306 · Communion Supplies	1,500.00	(500.00)	1,000.00
530.349 · Worship	4,800.00	(1,800.00)	3,000.00
530.312 · Taxi Service	750.00	(250.00)	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
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
<b>Total 525.002 · SHEPHERDING EXPENSES</b>	<b>14,400.00</b>	<b>(1,650.00)</b>	<b>12,750.00</b>
<b>570.012 · LYF YOUTH-BUDGETED</b>			
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
<b>Total 570.012 · LYF YOUTH-BUDGETED</b>	<b>6,100.00</b>	<b>0.00</b>	<b>6,100.00</b>
<b>570.005 · OUTREACH EXPENSE</b>			
580.801 · Iowa District West	55,000.00	0.00	55,000.00
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	2,000.00	1,500.00	3,500.00
580.821 · Missionary Expense	1,000.00	0.00	1,000.00
<b>Total 570.005 · OUTREACH EXPENSE</b>	<b>63,750.00</b>	<b>1,500.00</b>	<b>65,250.00</b>
<b>105.000 · ACCOUNTING</b>			
105.110 · Interest			
105.300 · Credit Card Services Fee	900.00	0.00	900.00
<b>Total 105.000 · ACCOUNTING</b>	<b>900.00</b>	<b>0.00</b>	<b>900.00</b>
<b>Total Expense</b>	<b>837,180.06</b>	<b>(13,263.94)</b>	<b>823,916.12</b>
<b>Net Income</b>	<b>(20,937.23)</b>	<b>20,937.23</b>	<b>0.00</b>

Changes in DCE budget numbers for 2023 were approved at voters meeting when new DCE was hired.

## Attachment C

# Redeemer's 'Power' Resolutions for 2024

**P**ray: That Redeemer continue its rich tradition of praying for missionaries, especially the missionary of the month as found in the newsletter. And resolve it to work on supporting new and old outreach efforts.

**O**bey: That adult members of Redeemer will make it a point to be involved in at least one Bible Study during the year 2023, learn a Bible verse of the month, and attend worship services at least 3 times a month through the year.

**W**itness: That we continue to show our love in our actions. Especially for those in need. That receive a monthly offering for the Orphan Grain Train hunger appeal with part of the money used locally to purchase food from the food bank or wherever deemed necessary. Furthermore that we continue to help serve at the Soup Kitchen.

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**R**emain: That we remain committed to use our time, talent and treasure to further God's kingdom. In particular that we would use 50% of the income that exceeds our budget for missions. The Leadership Council will decide on what mission activities are supported.