



*"With the guidance of the Holy Spirit,
the life and mission of this church
can be fulfilled by those within it."
SALC Mission Statement*

MINUTES OF:

SAINT ANDREW LUTHERAN CHURCH 2022 ANNUAL CONGREGATIONAL MEETING [For Year Ending December 31, 2021]

**VIA IN-PERSON, FACEBOOK, AND ZOOM
MEETING DATE: JANUARY 30, 2022, AT 9:15 A.M.**

Due to the COVID-19 Pandemic, the 2022 Annual Congregational Meeting was held via ZOOM and Facebook again this year. Wayne Johnson said that 242 members of the congregation registered to vote at today's annual meeting. The requirement for reaching our quorum of **108** members to vote was met. Registration to vote online closed at 9:45 a.m.

Both Pastor Justin and President Derek Hoff were present in church for this meeting. Derek addressed the congregation for a few minutes. For those members of the congregation who appeared in person for today's meeting received a hard copy of the 2021 Annual Report to follow during the meeting.

CALL TO ORDER:

The Annual Congregational Meeting was called to order by Church Council President Derek Hoff at **9:41 a.m.**

- Derek made opening remarks and went through the Agenda for today's meeting. Motion made, seconded, and carried to approve today's Agenda.
- It was announced that a quorum for this morning's meeting was reached for voting purposes. [Quorum for 2021 established to be 10% of confirmed participating members. Ongoing and recent audit of membership was performed.]
- SALC announced the meeting time and format for today's meeting online via Facebook & Zoom.
- SALC announced the availability of the Annual Report and associated materials with online links on the website and link to the Weekly Wave, pickup at church, or request materials be mailed to them.

CONGREGATIONAL COUNCIL INTRODUCTIONS:

- President Derek Hoff introduced the Church Council Members:
 - Derek Hoff President & Memorial Gift Ministry
 - Dayna Herold Vice President & Worship
 - Mark Clark Communications Ministry
 - Vickie Mrotek Fellowship Ministry
 - Bob Wiederhoeft Finance/Stewardship Ministry
 - Tammy Schilling Member Outreach Ministry
 - Ken Luer Personnel Ministry
 - Herb Heyne Personnel Ministry

- Jeanne Willems Property Ministry
- Phil Bickley Social Ministry
- Herb Heyne Worship Ministry
- Terri Fronek Treasurer [Appointed]
- Mike Howlett Financial Secretary [Appointed]
- Denise Skare Council Secretary [Appointed] – Worship Ministry

APPROVAL OF 2021 ANNUAL MEETING MINUTES DATED: JANUARY 30, 2022:

- President Derek Hoff asked if there were any questions, additions, or corrections to be made to these minutes. There weren't any. Motion was made to approve the minutes, motion was seconded, and carried.

NOMINATIONS FOR CONGREGATIONAL COUNCIL & BALLOTING:

- President Derek Hoff read the names of the nominees for the 4 positions open on the Church Council this year:
 - Pam Clark
 - Diane Goetsch
 - Nick Josiger
 - Randy Trollop

Their photos and biographies are presented in today's Annual Report.

- There are 3 Council members leaving as their terms in office are up: Dayna Herold, Derek Hoff, and Ken Luer. However, at the last minute a fourth nominee stepped up to run for council as mentioned above.
- President Derek Hoff asked if there were any other nominations from the floor. There weren't any. He also asked if there were any other nominations from those members of the congregation appearing online. There weren't any. Nominations for office were then closed.
- Pastor Justin presented a video tour of our church and listed the names of the church staff:
 - Joy Mitchell
 - Kerry Fehrman
 - Jenna Diedrich
 - Erik Mrotek
 - Patrick Kieper
 - Al Freiberg
 - Joel Freiberg
 - Joanne Howard
 - Dave Paisar

PRESENTATION OF NARRATIVE BUDGET & APPROVAL OF 2022 SPENDING PLAN:

- Mark Gleisner, chairperson of the Finance Ministry narrated the 2022 Annual Spending Plan [Budget].
- At the time of this meeting, the pandemic was still here.
- The proposed Budget/Spending Plan is **\$785,000** as indicated on the page with the "pie" chart.

- He went through the Operating Income & Operating Expenses. Offerings were down. However, expenses were down, also. **Total Income: \$670,000. Total Expenses: \$785,000.** Therefore, Excess Operating Income/Expenses = **(\$115,000 deficit).**
- A list of the categories for the 2022 Narrative Spending Plan are listed in the report. *[This does not include the thousands of hours done by volunteers.]*
- Some things that contributed to more spending this past year included the following:
 - Increase in staff
 - Staff salary increases
 - Moving expenses for the new pastor
 - Proposed \$18,000 for roof replacement over 3 years [2021, 2022, 2023]
- The meeting was opened up to the congregation for any questions or suggestions:
 - Rick Radloff asked the congregation to step up and help cover the deficit.
 - Pastor Justin suggested everyone in the congregation increase their offering by \$10.00.

APPROVAL OF CONSTITUTION UPDATES:

- President Derek Hoff read **Resolution #1** out loud to the congregation:

With intentional effort to be good stewards of the gifts received, the Ministry groups and Parish staff have submitted budget requests to the Finance/Stewardship ministry who then made adjustments and presented a proposed budget of \$785,000 to the congregation council. This budget was unanimously approved by the council at the meeting on December 16, 2021. The congregation council recommends and requests that this budget be adopted as the 2022 Operational Spending Plan (Budget) by the voting members at this January 30, 2022, Annual Meeting. Additionally, the congregation of Saint Andrew Lutheran Church shall recommit themselves to any additional gifts and offerings in 2022 as may be required to support any unplanned needs for the 2022 program year.

This Resolution was unanimously approved by the council at its meeting on December 16, 2021. Motion made by Keith Rusch and seconded by Jeanne Willems to approve Resolution #1 as presented at today's annual meeting. There was no further discussion on this motion.

- The amendments to the congregation constitution were submitted for:
 1. ELCA Constitution Amendments – C10.04.01 and a Second Amendment.
 2. Saint Andrew Lutheran Church Constitution Bylaw Amendments:
 1. Determining Voting Members – C10.04.01
 2. Allowing remote participation in congregational meetings – C10.08.01

CALL COMMITTEE PRESENTATION AND VOTE TO CALL LEAD PASTOR CANDIDATE:

- President Derek Hoff introduced the Call Committee:

Mark Clark
 Randy Trollop
 Lyn Weis
 Christina Johnson
 Kim Hoff
 Nick Josiger
 Curt Richardt

Lyn Weis addressed the congregation. The Committee interviewed 7 of the 9 candidates for lead pastor. The committee recommended that the call be presented to Rev. Leslie Karen O'Callaghan from Appleton, Wisconsin. Rev. Leslie made her presentation to the congregation via video. She identifies as being "queer" rather than "not straight". She was very open about her gender identity. She is very anxious to come to our church. Her intention is not to attract "gays". Her mission is to preach the bible. Some of the members present at the meeting spoke up during the meeting and asked her questions. Her long-term goal is being at SALC for 15 to 20 years. If our church votes to extend the call to Rev. Leslie, she will have to give a 30-day notice at her previous church. She may be at SALC by mid-March of 2022.

- Pastor Justin was recognized for his two years of service at SALC.
- President Derek Hoff thanked the Call Committee for their time and diligent efforts in reaching a decision to extend the Letter of Call to Rev. Leslie O'Callaghan. It was a long process.

BALLOT & VOTING:

- Voting was done in person either by paper ballot, online, or by receiving a phone call to collect the member's vote. Voting began at **10:45 a.m.** To extend the call to Rev. Leslie Karen O'Callaghan requires 2/3 vote.
- The ballot reads as follows:

2022 Annual Meeting Agenda:

Select ONE choice. If you don't want to vote, select abstain.

- Yes, I approve the 2022 Annual Agenda ○
- No, I reject the 2022 Annual Agenda ○
- Abstain ○

2021 Annual Meeting Minutes:

Select ONE choice. If you don't want to vote, select abstain.

- Yes, I approve the 2021 Annual Meeting Minutes ○
- No, I reject the 2021 Annual Meeting Minutes ○
- Abstain ○

2022 Spending Plan:

Select ONE choice. If you don't want to vote, select abstain.

- Yes, I approve the 2022 Spending Plan Resolution. ○
- No, I reject the 2022 Spending Plan Resolution. ○
- Abstain ○

2022 Council Candidates:

Select ONE choice. If you don't want to vote, select abstain.

The Church Council has four open positions. This year we have four individuals who stepped forward to serve on the council. Since the number of candidates equals the number of open positions, we ask you to vote for the block of candidates. The candidates are:

Pam Clark, Diane Goetsch, Nicholas "Nick" Josiger, and Randy Trollop.

Yes, I approve the Council Candidates 0
No, I reject the Council Candidates 0
Abstain 0

ELCA Constitution Amendments:

Select ONE choice. If you don't want to vote, select abstain.

Yes, I approve the ELCA Constitution Amendments 0
No, I reject the ELCA Constitution Amendments. 0
Abstain 0

Saint Andrew Constitution By-Law Amendments:

Select ONE choice. If you don't want to vote, select abstain.

As read at the meeting, this vote is to adopt two amendments to our constitutional by-laws:

1. Determining voting members
2. Allowing remote participation in congregational Amendments to the by laws

Yes, I approve the Saint Andrew Constitution Amendments to the by-laws 0
No, I reject the amendments. 0
Abstain 0

Extend Letter of Call to Rev. Leslie Kaen O'Callaghan

Select ONE choice. If you don't want to vote, select abstain.

Yes, I approve to extend a Letter of Call to Rev. Leslie Karen O'Callaghan 0
No, I reject to extend a Letter of Call to Rev. Leslie Karen O'Callaghan 0
Abstain 0

STAFF RECOGNITION & ACKNOWLEDGEMENT OF SHELDON GEIGER'S RETIREMENT:

- o While the congregation waited for the results of the voting, Pastor recognized Sheldon Geiger for retiring.
- o Derek announced that all 7 items on the ballot passed with 2/3 vote.

ADJOURN:

- o There was no further business to discuss. Motion to adjourn the 2022 Annual Congregational Meeting was made by Denise Skare and seconded by Sue Paisar. There was no further discussion on the motion. Motion carried. Meeting adjourned at **11:15 a.m.**

**MINUTES RESPECTFULLY SUBMITTED BY:
DENISE SKARE, CHURCH COUNCIL SECRETARY**