



# Annual Congregational Meeting

June 3<sup>rd</sup> and 4<sup>th</sup> 2023

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# Our Agenda

- Call to Order
- Opening Prayer
- Approval of Prior Year Minutes
- Old Business (None)
- New Business
  - Current Financials – Andrew Brock
  - Presentation of 2023-24 Budget
  - Facility Update
  - Strategic Plan Update
  - School Update
  - Report from the Nominating Committee and voting
  - Peaceful release for Pastor Reifsteck
- Call for Recess (or Adjournment)
- Closing Prayer

Calvary Evangelical Lutheran Church  
Balance Sheet Analysis  
April 2023

Accounts	Current Balance (Last Year)	Current Balance (This Year)	
<b>Assets</b>			
<b>Current Assets</b>			
1101.00.0000 - Checking - Chase Bank	\$138,307.83	\$179,261.85	
1109.00.0100 - LCEF Gold Tier StewardAcco	\$1,037,542.75	\$1,030,398.78	
1140.00.0100 - Brokerage Account - TD Ame	\$0.00	\$100.02	
<b>Total Current Assets</b>		<b>\$1,175,850.58</b>	<b>\$1,209,760.65</b>
<b>Long Term Assets</b>			
1201.00.0101 - CV of \$5k Life Ins. (Wurster) -	\$3,621.86	\$3,700.11	
1201.00.0200 - LCMS Foundation Schwark E	\$220,637.59	\$199,825.36	
1201.00.0301 - LCMS Foundation - Endow	\$807,505.76	\$727,452.57	
1201.00.0305 - LCMS Foundation - Wessler I	\$104,770.80	\$95,740.79	
<b>Total Long Term Assets</b>		<b>\$1,136,536.01</b>	<b>\$1,026,718.83</b>
<b>Fixed Assets</b>			
1301.00.0400 - Land	\$324,585.77	\$324,585.77	
1302.00.0400 - Buildings & Improvements	\$5,260,041.67	\$5,379,888.43	
1302.00.0401 - Bldg Reserve for Depreciator	(\$3,312,569.20)	(\$3,429,244.60)	
1303.00.0400 - Equipment & Furnishings	\$590,893.74	\$514,147.06	
1303.00.0401 - Equip Reserve for Depreciat	(\$399,315.29)	(\$312,111.32)	
<b>Total Fixed Assets</b>		<b>\$2,463,636.69</b>	<b>\$2,477,265.34</b>
<b>Contra Assets</b>			
1401.00.0000 - Credit Card - Chase	\$0.00	(\$494.81)	
<b>Total Contra Assets</b>		<b>\$0.00</b>	<b>(\$494.81)</b>
<b>Total Assets</b>		<b>\$4,776,023.28</b>	<b>\$4,713,250.01</b>
<b>Liabilities, Fund Principal, &amp; Restricted Funds</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
2000.00.0000 - Accounts Payable	\$38,845.22	\$26,117.66	
<b>Total Current Liabilities</b>		<b>\$38,845.22</b>	<b>\$26,117.66</b>
<b>Total Liabilities</b>		<b>\$38,845.22</b>	<b>\$26,117.66</b>
<b>Fund Principal</b>			
3001.00.0100 - General Fund Principal	\$653,701.43	\$624,463.37	
3001.00.0400 - Property Fund Principal	\$2,463,636.69	\$2,477,265.34	
3001.00.0600 - School Lunch Fund Principal	\$30,900.42	\$53,381.36	
Excess Cash Received	\$270,379.89	\$360,206.90	
<b>Total Fund Principal and Excess Cash Received</b>		<b>\$3,418,618.43</b>	<b>\$3,515,316.97</b>
<b>Restricted Funds</b>			
Total Temporary Restricted	\$178,460.58	\$145,207.53	
Total Permanent Restricted	\$1,140,099.05	\$1,026,607.85	
<b>Total Restricted Funds</b>		<b>\$1,318,559.63</b>	<b>\$1,171,815.38</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>		<b>\$4,776,023.28</b>	<b>\$4,713,250.01</b>

Calvary Evangelical Lutheran Church  
Analysis of Revenues & Expenses - Summary  
Fund: General Fund  
August 2022 to April 2023

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)
<b>Revenue</b>						
Contributions	\$152,098.39	\$110,199.70	(\$41,898.69)	\$1,020,465.12	\$1,024,274.72	\$3,809.60
Tuition and Fees	\$9,833.11	\$8,670.00	(\$1,163.11)	\$1,296,313.04	\$1,220,695.00	(\$75,618.04)
Other Revenue	\$4,275.67	\$11,141.67	\$6,866.00	\$62,050.60	\$75,675.03	\$13,624.43
<b>Total Revenue</b>	<b>\$166,207.17</b>	<b>\$130,011.37</b>	<b>(\$36,195.80)</b>	<b>\$2,378,828.76</b>	<b>\$2,320,644.75</b>	<b>(\$58,184.01)</b>
<b>Expenses</b>						
Supplies	\$3,359.72	\$3,137.08	(\$222.64)	\$36,758.16	\$30,133.72	(\$6,624.44)
Maintenance & Repair	\$10,257.24	\$16,950.01	\$6,692.77	\$176,648.65	\$168,650.09	(\$7,998.56)
Utilities	\$11,024.73	\$10,004.05	(\$1,020.68)	\$92,597.97	\$80,293.23	(\$12,304.74)
Office	\$400.00	\$241.67	(\$158.33)	\$1,810.19	\$2,175.03	\$364.84
Financial	\$991.22	\$1,061.25	\$70.03	\$27,621.10	\$24,951.25	(\$2,669.85)
Outreach	\$19,291.67	\$8,416.67	(\$10,875.00)	\$74,625.03	\$79,150.03	\$4,525.00
Activities	\$6,664.11	\$3,905.42	(\$2,758.69)	\$30,808.61	\$20,748.78	(\$10,059.83)
Staff & Salary	\$165,778.70	\$176,978.28	\$11,199.58	\$1,416,505.23	\$1,549,154.61	\$132,649.38
Capital Expenses	\$59,756.00	\$2,500.00	(\$57,256.00)	\$70,380.00	\$22,500.00	(\$47,880.00)
School Operating	\$2,521.02	\$3,877.50	\$1,356.48	\$76,216.56	\$60,767.50	(\$15,449.06)
Extended Care	\$2,971.31	\$3,932.89	\$961.58	\$25,640.78	\$32,927.93	\$7,287.15
Preschool Extended Care	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total Expenses</b>	<b>\$283,015.72</b>	<b>\$231,004.82</b>	<b>(\$52,010.90)</b>	<b>\$2,029,612.28</b>	<b>\$2,071,452.17</b>	<b>\$41,839.89</b>
<b>Net Total</b>	<b>(\$116,808.55)</b>	<b>(\$100,993.45)</b>	<b>\$15,815.10</b>	<b>\$349,216.48</b>	<b>\$249,192.58</b>	<b>(\$100,023.90)</b>
<b>Other Revenue</b>						
Total Other Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Other Expenses</b>						
Total Other Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Net Operating Total</b>	<b>(\$116,808.55)</b>	<b>(\$100,993.45)</b>	<b>\$15,815.10</b>	<b>\$349,216.48</b>	<b>\$249,192.58</b>	<b>(\$100,023.90)</b>

# 2023-24 Budget

2023-2024 General Fund Budget						
	21/22 Actual	22/23 Budget	22/23 Estimate	Estimate vs. Budget	23/24 Proposed	% Change vs. 22/23 Estimate
<b>REVENUE</b>						
Contributions	1,327,645	1,372,000	1,296,500	-6%	1,277,000	-2%
Tuition and Fees	1,130,366	1,344,900	1,427,742	6%	1,609,400	13%
Other Revenue	142,281	86,700	83,258	-4%	82,000	-2%
<b>Total Revenue</b>	<b>2,600,292</b>	<b>2,803,600</b>	<b>2,807,500</b>	<b>0%</b>	<b>2,968,400</b>	<b>6%</b>
<b>EXPENSES</b>						
Supplies	36,984	41,145	45,678	11%	47,950	5%
Maintenance	194,849	225,920	248,500	10%	265,900	7%
Utilities	105,752	105,314	123,965	18%	140,837	14%
Office	2,530	2,900	2,250	-22%	3,500	56%
Financial	34,799	33,935	38,105	12%	41,845	10%
Outreach	104,400	104,400	104,400	0%	107,275	3%
Activities	33,429	27,065	47,948	77%	36,825	-23%
Salaries & Benefits	1,863,515	2,054,667	1,884,600	-8%	2,200,494	17%
Capital Expenditures	73,876	30,000	90,500	202%	50,000	-45%
School Operating	88,353	75,200	74,380	-1%	96,205	29%
Extended Care (w/o benefits)	31,541	39,203	30,200	-23%	31,188	3%
<b>Total Expenses</b>	<b>2,570,028</b>	<b>2,739,749</b>	<b>2,690,526</b>	<b>-2%</b>	<b>3,022,019</b>	<b>12%</b>
<b>Operating Income (Loss)</b>	<b>30,264</b>	<b>63,851</b>	<b>116,974</b>		<b>(53,619)</b>	
Extraordinary Revenue	20,136	-	86,290		-	
Use of Extraordinary Revenue	(338,022)					
Other Fund Transfers	-	-	(103,000)		-	
<b>General Fund Change</b>	<b>(287,622)</b>	<b>63,851</b>	<b>100,265</b>		<b>(53,619)</b>	
<b>Cumulative Balance</b>	<b>634,829</b>	<b>698,680</b>	<b>735,094</b>		<b>681,475</b>	

# Facility Update

- June 6-July 14 Sanctuary Lighting Project
- June 12-June 30 Jr. High Classroom Renovation (Paint, LED Lighting, Flooring)
- July 5-12 North Parking Sealing and Restriping
- Summer Carpet and Tile Cleaning

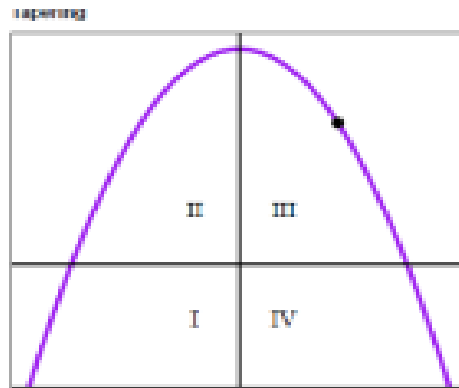
# Facility Volunteer Opportunities

- Sun., June 4<sup>th</sup> (Today) 2:00 p.m. Clearing Sanctuary
- Tues., June 6<sup>th</sup> 6:30 p.m. Setup worship space in gym
- Sat., June 17<sup>th</sup> 9:00 a.m. LED Lighting Replacement

\*\*\*Other individual and group volunteer opportunities available. If you are willing to serve, talk to Pastor E.

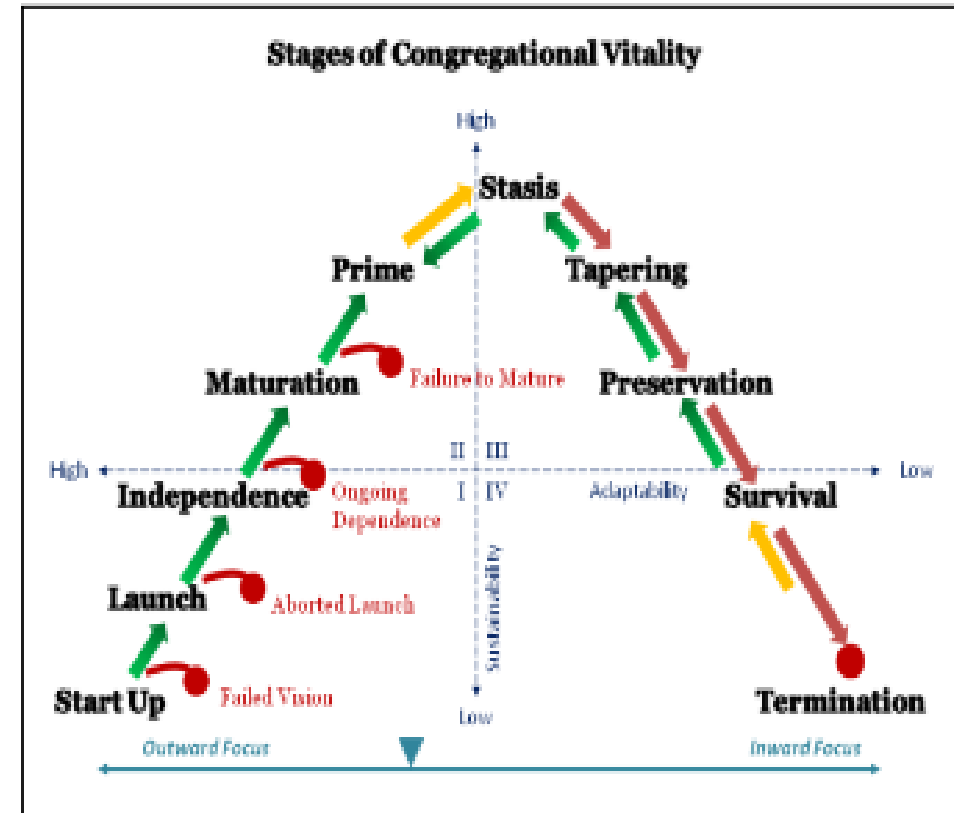
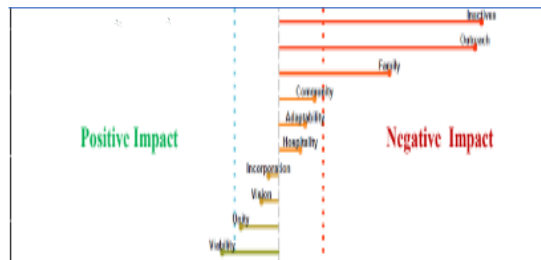
# Strategic Planning – January Survey

Example Stage of Vitality based on Survey



Enabling Factors

Disabling Factors

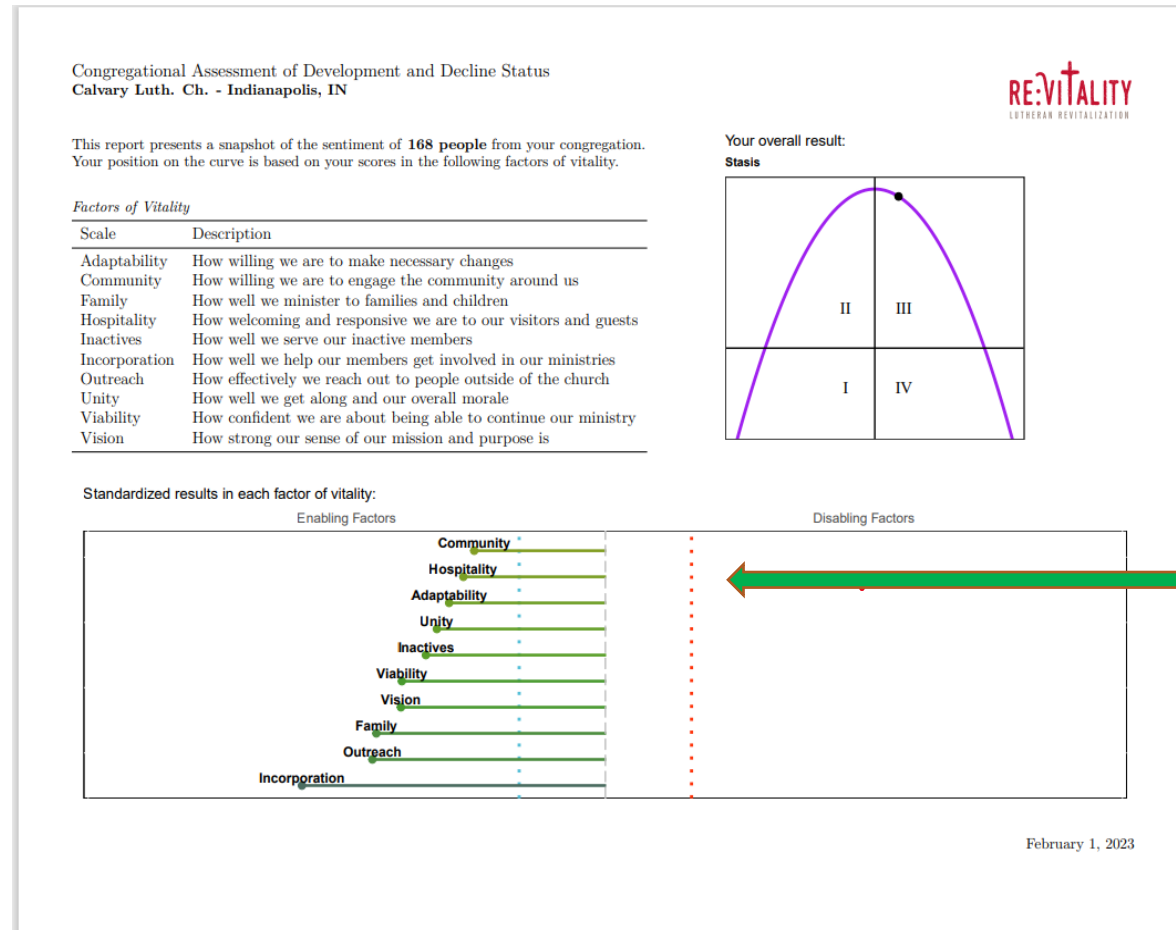




# Strategic Planning Survey Results– Calvary 2023

Congregational  
Survey Results  
are in!

168 responses



We are at **STASIS**  
(just past PRIME) –  
we can choose  
whether to move up  
or down on this  
curve!

← Opportunities

# Strategic Planning – Engage the Parish Council



*“So we, though many, are one body in Christ, and individually members of one another.” Romans 12:5*



- The LCMS resource “Serving in God’s Mission” used as a basis for our work
- Ministry team leaders are ESSENTIAL to successful planning
- Ministry teams assisted in our iterative process of collecting data, planning for our future and developing goals so we achieve our vision

# Strategic Planning – February PC Meeting

- Review our Mission Statement, Vision Statements and Core Values
  - MISSION–Why We Exist. Our mission answers “What has God called us to do?”
    - Empowered by the love of Jesus Christ, the mission of Calvary Lutheran Church is to be about the task of **ENGAGING PEOPLE IN CHRIST** (EPIC)
  - VISION – What We Want to Look Like
    - Our vision provides a clear portrait of how our mission statement is implemented through...
    - **CONNECTING** People to God in Christ (Relationships, Fellowship, Worship)
    - **LEARNING** the Faith through the Word of God (Personal and Group Bible Study)
    - **CARING** for One Another in Christ’s Name (Internal Care of our Family of Believers)
    - **SERVING** Others with our God-Given Gifts (External Acts of Mission and Mercy to Our Community and World)

*Jesus said, “When I am lifted up from the earth, I will draw all people to myself...I am the way and the truth and the life. No one comes to the Father except through me” John 12:32, 14:6*



# Strategic Planning – February PC Meeting and Ministry Team meetings

- Participate in God's Provision Exercise and Discussion
- Lead your ministry team in a similar exercise and discussion
- Training, Worksheets, Sharpies and Sticky Notes provided
- Submit your team's work for aggregation

**RE:VITALITY**  
SERVING IN GOD'S MISSION

**Resource Inventory Worksheet**

*Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone. (1 Cor. 12:4-6)*

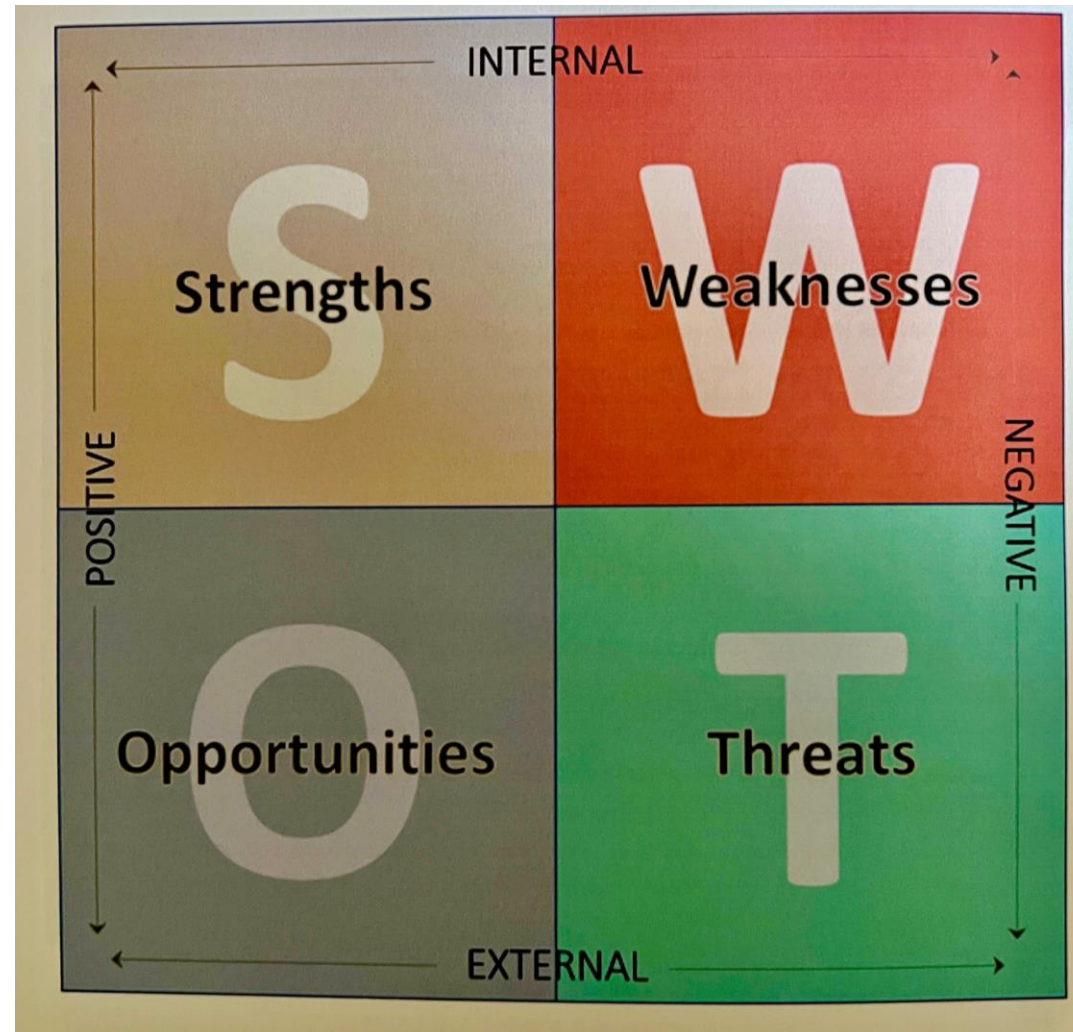
People	Physical Assets	Programs/Ministries	Economic Resources	Community Connections

SGM—Worksheet—Resource Inventory—2020-01-14.docx

“ And I pray that you, being rooted and established in love, may have power together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge – that you may be filled to the measure of all the fullness of God.”  
Ephesians 3:17b-19

# Strategic Planning – March PC Meeting and Ministry Team Meetings

- Form small teams to do a SWOT analysis on our Vision Statements
- Do a SWOT analysis on all four Vision Statements with your ministry team – everyone's thoughts are welcome!
- Submit your team's work for aggregation





# Strategic Planning – April PC Meeting

- Review the resources, analysis and opportunities for our congregation
- Working in teams, develop at least one SMART goal for each Vision Statement provided

**RE:VITALITY**  
SERVING IN GOD'S MISSION

Vision Statement

Brothers, I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.  
Philippians 3:13-14

SGM—Exercise 5—SMART Goal Worksheet—2015-01-08.pub

What do we want to do?	What will clearly show that we have done it?	What does our SWOT analysis indicate?	How does it align with our Core Values?	When will we start? When will we finish?
Specific	Measurable	Achievable	Realistic	Timely
S	M	A	R	T

From x to y by when

SMART Goal

“Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God.” 1 John 4:7

# Strategic Planning – Next Steps

## May thru August

- Review/refine SMART goals for each Vision Statement and submit to Parish Council review and comment
- Reflect on our opportunities identified on the congregational survey – hospitality, community and adaptability
- Plan for all ministry team meeting in August to kick off the new (fiscal) year
- Design activities at each ministry team to support the SMART goals of the congregation



*"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms"*  
*1 Peter 4:10*





Ministry Team Members - Thank  
you for your ongoing participation  
in this process!

*"For I know the plans I have for you,  
declares the Lord, plans for welfare and  
not for evil, to give you a future and a  
hope. Then you will call upon me and  
come and pray to me, and I will hear you.  
You will seek me and find me, when you  
seek me with all your heart." Jeremiah  
29:11-13*



# School Update

- Staffing
- Enrollment

# Nominating Committee

- Please see handout distributed at the door.

## 2023-24 OFFICERS AND MINISTRY TEAM MEMBERS (Nominations Slate) *As of 5/22/2023*

Nominating Committee: Wade Jackson, Tia Kochan, Susan Richert  
Pastor Kurt Ebert, Dir. of Connections & Engagement Kara Hiatt, Deaconess Emily Spelde

**Congregational Officers** (Exec and Asst Directors serve 2 year terms for up to 2 terms; At Large, Secretary, and Congregational Treasurer serve 3 year terms for up to 2 terms.)

Executive Director: Bill Laut (2024 - 1st term)	Assistant Exec Director: Rob Blazek (2024 - 1st term)	Assistant Exec Director: Randy Irwin (2024 - 1st term)
At Large: Kyle Allen (2025 - 1st term)	Secretary: *Paul Brakke (2026 - 2nd term)	Treasurer: Andrew Brock (2024 - 1st term)
Recording Secretary: _____ (appointed)		

**Ministry Teams** (Ministry Team Directors serve 3 year terms for up to 2 terms. Team members serve 3 year terms with no term limit.)

<p><u><b>Spiritual Care [18]</b></u> Eric Eisberg, Dir. (2025 - 2nd term) Tim Meier (2024) Rick McWilliams (2024) Andrew Lee (2024) Bob Romack (2025) Jim Schwark (2025) Doug Wright (2025) Phil Hendershott (2025) Bob Behning (2025) Matt Francis (2025) Ben Langhammer (2025) Tony Kochan (2025) Mark Tatlock (2025) *Ellwyn Parks (2026)</p> <p><u><b>Christian School [7]</b></u> Kristina Davis, Dir. (2025 - 2nd term) Arden Redding (2024) Janet McWilliams (2025) *Amber Conrad (2026) *Neil Huene (2026) **Patti Fagalde (2026) ** _____ (2026)</p> <p><u><b>Fellowship [5]</b></u> Joe Pluckebaum, Dir. (2026 - 1st term) Deb Stephens (2024) Cindy Brock (2024) Jessica Denny (2025) Ken Robinson (2025) Diane Robinson (2025) Erin Woempner (2025) Suresh Reddy (2025) Sam Udhaynesan (2025) *Roxanne Deardurff (2026) **Kathy Joseph (2026) **Jill Bliss (2026) **Stacey Faubion (2026)</p>	<p><u><b>Outreach [8]</b></u> *Marv Hansen, Dir. (2026 - 2nd term) Sarah Ward (2024) Paul McMichael (2024) Jessica Harmon (2025) Angie Beed (2025) David Beed (2025) **Amber Greathouse (2026) **Patty Rothkopf (2026) **Rachel Deardurff (2026) ** Linda Simons (2026)</p> <p><u><b>Parish Education [6]</b></u> *Dennie Morrison, Dir. (2026 - 2nd term) Kirsten Springer (2024) Rosie Blazek (2024) Eric Mascari (2024) Marilyn Rothkopf (2025) Mary Ann Knaus (2025) *Judy Morrison (2026) *Karen Hand (2026) **Bob Langhammer (2026)</p> <p><u><b>Stewardship [6]</b></u> *Jake Allen, Director (2026 - 2nd term) Pete Joseph (2024) *Jerry Denny (2026) *Kevin Kehlbeck (2026) *Phil Borst (2026) **Steve Vandivier (2026)</p> <p><u><b>Communications [2]</b></u> *Bud Pflug, Dir. (2026 - 1st term) Jason Meyer (2024) Wade Jackson (2025) *Julie Pflug (2026) *Lisa Pluckebaum (2026)</p>	<p><u><b>Youth [3]</b></u> Jeff Evans, Dir. (2024 - 1st term) Josh Engelking (2024) Ruth Deckard (2024) Angel Gaskins (2024) Kristi Pulliam (2024) Beckie Hudson (2024) Nicole Reese (2025) **Tia Kochan (2026)</p> <p><u><b>Facilities [5]</b></u> **Mike Daake, Dir. (2024 - 1st term) Josh Finke (2024) Stan Fort (2024) Al Royer (2024) Andy Conrad (2025) William Craft (2025) *David Robinson (2026) *Phil Rothkopf (2026) Tech Comm. **Cheryl Rensner (2026) **Chrissi Laut (2026) **Jay Springer (2026) **Walt Finke (2026) **Tom Schultz (2026)</p> <p><u><b>Compassion [5]</b></u> Sandra Wilson, Dir. (2024 - 1st term) Ann Arnold (2024) Janet Knobloch (2024) Debbie Glasson (2025) Gloria Vandivier (2025) Rhonda Townsend (2025) *Brenda Irwin (2026) *Susan Stainbrook (2026) *Diane Gibson (2026) *Denise Fix (2026) **Pattie Bardonner (2026)</p>
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*Recess or Adjournment*