

St. Matthew Lutheran Church
Congregational Voter's Meeting Minutes

November 21, 2021

The meeting was attended by members both virtually via ZOOM and also in person in the Fellowship Hall and was called to order by President Jason Zemke.

Pastor Hugo led with an opening prayer.

A motion was made by Brenda Hugo and seconded by Pat Rosenberg to approve the agenda as presented and motion carried.

A motion was made by Bob Lindholm and seconded by Craig Affeldt to approve the meeting minutes from the last congregation meeting of December 13, 2020. Motion carried.

Election of Discipleship Vision Board Members:

The DVB has two openings with the terms ending for both Jason Zemke and Teresa Anderson at the end of December 2021. Nominees for the two vacancies are Jim Geslin, Brian McBroom and Jason Zemke (who is eligible for another term). Sarai Kretchman and Lisa Neaderhiser agreed to tally the votes. After the votes were counted it was announced that Brian McBroom and Jason Zemke would serve on the DVB.

2022 Budget:

The DVB approved 2022 budget (see separate attachment) was presented by Sue Betzold and Pastor Hugo for the voters to review. It was pointed out that the upcoming year will include some additional expenses such as increased cost for cleaning services at \$3,240; \$900 cost to provide a required daycare nurse, \$2000 gas/heating cost; needed increase for technology budget of \$4,800, \$1000 for copier lease; 5.9% benefits increase (Concordia Plan Inc.); and 2% salary increase. It was also pointed out that our building partnership with the Ethiopian Church, the Ecuadorian Church, Narcotics Anonymous and others will provide \$18,000 in increased rental revenue. Also noted that our financial obligations to Gloria Dei will end June 30, 2022. Not included in the budget is a DCLC grant of \$3K -\$4K a month.

It was affirmed that there will be mid-point checks throughout the year to make sure the budget is on track. If any concerning issues are determined, the congregation will be made aware and a congregational meeting would be called if needed.

A motion was made by Charles Breit and seconded by Marilyn Kirk to amend the budget proposal to reduce the 10% tithe to the District by the \$9000 obligation to Gloria Dei. (The \$9000 would be considered a mission expense and would be paid first with the remainder of

\$27,500 being paid to the District rather than \$36,500.) After discussion, President Jason Zemke called for the vote to reduce the District tithe by the \$9,000 obligation to Gloria Dei. Votes were counted for those opposed and for those in favor by a show of hands. The motion did not pass.

Hearing no other motions for budget revisions, President Zemke then called for a motion to approve the 2022 budget as presented by Sue Betzold and Pastor Hugo. A motion was made by Craig Affeldt and seconded by Carol Blasé and the motion was carried to approve the 2022 budget as presented.

State St. Matthew – Jason Zemke and Pastor Hugo

Jason highlighted the following:

- The DVB was able to oversee the renovation of the Fellowship Hall. Improvements include a new video screen, an updated sound system and new flooring.
- COVID protocols in place to provide safe worship and gatherings
- Interest stories/articles provided monthly in the Newscene publication
- Internal Financial review/Audit completed by Jim Geslin and Brian Maxwell resulting in updates such as overseeing the counters (offerings), adapted controls for checks and balances and also term limit for the treasurer.
- Staffing review will be conducted in 2022. The goal will be to reset and realign staff pending the changing needs of St. Matthew.

Pastor Hugo: Pastor began by extending a thank you to the Staff for providing such wonderful service – they work behind the scenes and keep everything functioning seamlessly. Also thankful for the technology available to provide services both online and via Facebook.

Also, Pastor had four areas of interest to address for the congregation:

- 1) The ability to share our facilities. In the past St. Matthew interacted with Grace International and the Sudanese Church in a Mother/Daughter type relationship lending assistance and guidance where needed. Then St. Matthew interacted with the Liberian and Ecuadorian churches in more of a landlord/tenant relationship providing space for the groups to gather and worship. Now St. Matthew has the opportunity to form a partnership with an Ethiopian Church from St. Paul. This group would share office space and combine Sunday School Children Ministries and Youth Group participants. They would provide leaders and be full partners with the St. Matthew. Lutheran InterCity Network Coalition (LINC) will provide direction and has advised to begin by sharing office space and then slowly implement the goals for combined Children and Youth Ministries. This exploration into a new partnership will begin after the first of the new year.

- 2) Gloria Dei: St. Matthew's obligation to Gloria Dei will be completed at the end of June 2022. At that time Martin Cornes will have finished his studies and will be eligible to accept a call however it is unlikely that the call will come from Gloria Dei. Although Martin has been successful in growing the worship attendance from 30 to 50 during his time with this congregation, they do not have the budget to pay staff for an extended period of time.
- 3) David's Christian Daycare: DCLC is now back to full enrollment and has increased by four students. God is truly blessing the daycare!
- 4) COVID: We are "back in the woods" as the infection rate continues to rise in Minnesota. We will ask that people continue to wear masks as a preventative measure as we continue to care for each other.

Property and Facilities Committee Update – Jason Zemke:

The committee is made up of five committee members and continues to meet once a month. The committee was able to secure a new cleaning company contract with a 30-day trial period to replace the existing cleaning contract that was no longer providing satisfactory service. Projects completed this past year include waxing of main level floors, repairing gym floor by replacing missing tiles and waxing, newly sealed parking lot to repair cracks (made possible by generous donations) and replaced carpeting in the lower level. The committee has also organized Spring/Fall cleanup days to maintain our property. The committee had been overseeing the operations of a 3rd party property management service (MICRO) that had been coordinating handyman services and repairs such as the AC installation, however the DVB has terminated this contract as of the 1st of the year. Office manager Julie Allen has agreed to step in and coordinate property management needs going forward for St. Matthew and will receive a \$2.00/hr. increase for her services. MICRO has worked on a backlog of items for repair, but now looking forward and planning for larger project items for repair such as a new boiler for the education wing and eventually a new elevator to replace the aging elevator. The Property and Facilities Committee continues to recruit members and volunteers with building maintenance skills.

President Zemke called for a motion to approve a resolution that up to 50% of the salaries for 2022 of the called personnel of St. Matthew be designated as a housing allowance. Motion made, seconded and carried.

Approval of changes in membership listed on the back page of the agenda was called for by President Zemke. Motion made, seconded and carried.

The meeting was concluded with Brenda Hugo leading the group in singing of the Doxology.

Respectfully submitted by Teresa Anderson