

Present: Moderator Anne Hoekstra, Lauren Reisinger, Diane Highnam, Jim Stevenson, Gordon Lauterbach, Kay Thuesen, Dave Allbaugh, Craig Driver, Laurie Allbaugh and Keith Jorgensen. By ZOOM: Gina Greene and Karen Jensen. Staff: Rev. Bret Myers and Luke Overton by ZOOM, Abbie Chronister in person.

Moderator Hoekstra called the meeting to order at 6:05 PM. Rev. Myers shared a Christmas story focused on the spirit of giving for Reflections.

**Motion:** To approve the minutes of the October 12, 2021, board meeting. **D. Highnam / K. Thuesen / Carried**

**Treasurer's Report:** Treasurer Dave Allbaugh reviewed the November financial statement. He stated the church's financial status is good to date. We are at the 91% point in our fiscal year. Total income is at 86%, and total expenses are at 82.2%, with current pledges at 93% and expected to reach 97% by the end of the year, historically normal for the church. Cash on hand is \$60,868. He did note one concern that Advanced Pledges for this year to date are only \$2,000, as opposed to \$23,000 last year. See the attached report for details.

Draft Budget for 2022: Treasurer Allbaugh next introduced the 2022 Draft Budget as it stands to date, updates will be done as additional information becomes available. Dave explained the process used to create the draft budget. He then reviewed the attached Pledge Status and Pledge Distribution Comparison sheets. Given the current pledges received and the increases or decreases in amounts pledged, we are at a deficit of \$53,319 compared to last year. There are pledge units yet to be heard from. However, Dave noted that even with these additional units there will still be a significant deficit for 2022. Dave then shared that the Budget Committee felt it best to appeal to the Endowment Committee to fund the eventual deficit for this year, rather than appeal to the membership to donate additional dollars to meet the deficit. Discussion followed on this topic. Other options were discussed to meet this need. It was stressed that this request of Endowment to meet the deficit was a one-time action. Jim Stevenson, Endowment Committee chair, shared that the committee members had been polled and were in favor of this one-time action. Treasurer Allbaugh explained that the exact amount of the deficit is still unknown, and once all pledge units have heard from a decision on the requested amount could be made. He also suggested the Cash on Hand balance is such that some of those dollars might be used to lower the Endowment request. Additionally, it was noted that the request from Endowment might be delayed well into the year and made only when needed. It was suggested a letter to each member of the congregation would be the best method of informing everyone of the situation, rather than an article in Tidings. A vote on the draft and Endowment request will not be necessary until the January Board meeting.

**Motion:** To approve the Treasurer's report. **Jim Stevenson / Gordon Lauterbach / Carried**

**Staff Reports:**

Written reports from the Music Director, Youth Director and Office Manager are attached and no additions were felt necessary by any of them.

**Senior Minister:** Rev. Myers reported the Church History Taskforce had completed their work. The committee felt it would not be beneficial to further explore any of the potentially troubling issues revealed by the study at this time, which was of some concern to Rev. Myers, but would stand for now. Staff reviews have been completed with generally positive results. Rev. Myers felt these reviews should be determined in the pastoral contract whether the pastor alone or others with the pastor are to conduct the reviews. He shared he is continuing with the wider Tri-state Pastor Conferences by ZOOM. Bible study is ongoing. He shared he is

limiting his visitations to those hospitalized or in need at this time. He shared managing a staff and member conflict recently. Rev. Myers expressed his concern with the tenor of his meeting with the Personnel Committee. Congratulations were offered to Abbie Chronister on her recent marriage. He has spoken with the Grin and Grow staff about the need to be masked in common areas and managed an inappropriate confrontation by a church member and a Grin and Grow employee. He has done two funerals and requested prayers for Pearl Goos, who is poor health. A request for readers was made for the Christmas Eve worship service.

**Boards:**

Written reports are attached from all boards, except Spiritual Growth & Programs, which Abbie Chronister felt had been fairly covered in her own report. There were no additions to any reports at this time.

**Committees:**

A written report is attached from the Endowment Committee. No other committee reports were offered at this time, other than by Karen Jensen for Grin and Grow. Karen reported Grin and Grow has a current enrollment of 52 children. Three new staff have been added, all with degrees, which will allow for additional children to be enrolled. A remarkable 82,000 hours of free or reduced fee childcare has been done in the last fiscal year. She noted a fire inspection was made with minimal issues sighted. Jim Stevenson, Endowment chair, commented on the need for greater awareness and use of the various designated funds within the Endowment Trust for the good of all.

**Old Business:**

**Grin and Grow contract renewal:** Moderator Hoekstra introduced the updated Grin and Grow contract. Discussion followed about ways to further clarify the different rooms utilized in the building. The timing of snow removal was discussed, will be checked with Grin, and Grow. Questions concerning insurance coverage was raised and suggested the contract be reviewed by an attorney prior to signing and with appropriated dating.

**New Business:**

**Search and Call Committee:** Moderator Hoekstra introduced the names of the Search and Call committee. They are as follows: Diane Highnam, chair; Karen Jensen, scribe; Evie Waack, Chaplain; Craig Mahood, Kaden McConnell, Kerri Mennenga, Hannah Prescott, Lauren Reisinger, and Rich Thuesen. Samantha Houser, Associate Conference Pastor, will be their guide and trainer.

Meeting Adjourned.

Respectfully submitted,  
Keith Jorgensen, Clerk