



PLYMOUTH ALLIANCE CHURCH

Annual Congregational Meeting
January 20, 2019 @ 11:45 am

Plymouth Alliance Church
Annual Meeting
January 20, 2019 at 11:45am

Agenda

1. Call to order with Scripture and Prayer
2. Approval of Agenda
3. Approval of Minutes from our January, 2018 Annual Meeting.
4. Reports: All reports, except the Nominating Committee report, will be addressed as a whole.
 - a. Finance
 - b. Mission Committee
 - c. Worship Ministry
 - d. Rooted Kids
 - e. Welcome Team
 - f. Associate Pastor
 - g. Pastor and Elders
 - h. Nominating Committee Report with Election
5. Celebrating 2018 Video
6. Budget 2019
7. Land Use Study Team Presentation
8. Special Item of Business (Restore Jay Kidder).
9. Adjournment

3. Annual Congregational Meeting Minutes – 01/21/2018

Plymouth Alliance Church – Annual Congregational Meeting Minutes – 01/21/2018

1. Meeting called to order by Pastor Gary at 11:45pm with some thoughts from Philippians 2, and Steve Laack opened in prayer.
2. * Motion made, seconded and approved to accept the proposed agenda.
3. * Motion made, seconded and approved to accept the Minutes from our January 2016 Annual Meeting, and the July 27, 2017 Special Congregational Meeting.
4. Reports: 4a thru 4g: - Finance, Missions Committee, MOPS, Worship Ministry, Family Life Pastor, Associate Pastor, and Pastor & Elders.
* Motion made, seconded and approved to receive these reports as listed.
5. Report 4h: - Nominating Committee Report with Elections
* Motion made, seconded and approved to cast a unanimous ballot and receive this report as listed.
6. Special video report celebrating the highlights of 2017 was presented.
7. Budget 2018:
* Motion made, seconded and approved to accept the 2018 budget.
8. Land Use Study Team Presentation:
 - Committee brought forth the following Recommendations;
 - #1 – Approve the expenditure to complete the architectural drawings necessary for State approval.
 - #2 – Approve putting the building out to bid once 50% of the funds are secured.
 - #3 – Approve land development plans, using volunteers to clear the surrounding nine acres of wild flowers and weeds and plant low growing grasses to start the land cleanup project.
 - * Motion made, seconded and approved to combine Recommendation #1 and #2, in that we will hire full architectural drawings to be completed when \$300,000 is raised toward the project, and then the project will be let out to bid when 50% of the needed amount is raised.
 - * Motion made, seconded and approved to proceed with developing our available land into a park-like setting, beginning in the Spring and completing the projects as monies are available.
 - We will proceed with some of the low-cost projects which can be completed with volunteer labor.
 - We currently have \$110,000 available for the project.
 - The Board can decide the appropriate sequencing of the projects.
 - * Motion made, seconded and approved to adjourn in prayer at 1:08pm.

Meeting adjourned 1:08pm

- * - Designates items that were officially approved by the congregation.

4. Reports:

4.a. Finance

Our support of the GCF (1.A.) and CAMA (1.B.) was not actually less than the proposed budget amount. Support designated for particular GCF and CAMA missionaries are posted in "1.C. Other Missions". To more accurately report this giving next year's missionary support is being moved out of Other Missions to their respective branches, as explained in the 2019 Budget Proposal. Also note, the large amount under Care Ministries (2.E.) are Love Offerings and not overspending.

| Financial Report for 2018 | | |
|---------------------------------------|---------------------|--------------------|
| INCOME | 2018 Actuals | 2018 Budget |
| 1. General Fund | \$411,172 | \$384,600 |
| 2. Missions | \$162,180 | \$124,100 |
| 3. Miscellaneous | \$75,025 | \$3,200 |
| Total Income | \$648,377 | \$511,900 |
| EXPENSES | | |
| 1. Support | | |
| A. GCF | \$52,034 | \$63,600 |
| B. CAMA | \$2,205 | \$3,700 |
| C. Other Missions | \$86,272 | \$69,600 |
| D. District Operations | \$21,649 | \$23,030 |
| E. Crown College | \$5,855 | \$4,020 |
| 2. Ministries | | |
| A. Children | \$3,222 | \$3,600 |
| B. Youth | \$2,388 | \$2,400 |
| C. Adult | \$1,475 | \$1,800 |
| D. Worship | \$2,766 | \$4,500 |
| E. Care Ministries | \$6,112 | \$2,100 |
| F. Outreach | \$10,160 | \$14,920 |
| 3. Facilities | | |
| A. Maintenance/Improvements | \$4,563 | \$3,600 |
| B. Decorating | \$974 | \$1,800 |
| C. Utilities | \$9,073 | \$8,880 |
| D. Grounds | \$3,132 | \$3,000 |
| E. Kitchen & Custodial Supplies | \$1,953 | \$2,200 |
| F. Facility Insurance & Miscellaneous | \$8,710 | \$8,400 |
| 4. Operations | | |
| A. Expense Accounts | \$2,170 | \$4,800 |
| B. Office Equipment | \$5,272 | \$6,000 |
| C. Office Supplies | \$2,915 | \$3,600 |
| D. Technology/Internet | \$4,970 | \$5,400 |
| E. Training & Continuing Education | \$4,857 | \$4,800 |
| F. Operations Miscellaneous | \$8,180 | \$10,000 |
| 5. Compensation & Benefits | | |
| A. Compensation | \$210,591 | \$221,110 |
| B. Benefits | \$26,602 | \$35,040 |
| Total Expenses | \$488,110 | \$511,900 |
| Total Income | \$648,377 | \$511,900 |
| Total Expenses | \$488,110 | \$511,900 |
| Variance | \$160,268 | \$0 |
| Capital Improvements | \$3,269 | \$0 |

The bulk of the money spent under Capital Improvements was for architectural drawings, some for office furniture for new staff.

Year-end available cash = \$293,963

4.b. Mission Committee

Dear PAC, thank you for diligently supporting our connection partners on the mission field financially, and with prayers and encouragement. Over the years, God has given us at PAC the privilege of sending out and personally knowing the Bakers (Southeast Asia), Clasons (Guinea), Lovells (Eastern Europe), Roos' (France) Schuhs (U.S.A.), Stemples (Germany), Vahakangas' (U.S.A.), and Williams (Senegal). In the summer of 2019, as many of you know, we will have the privilege of sending Don and Rachel Schaeffer to minister in Japan.

Praise the Lord that he has given us all a part in reaching the World with the Gospel and in 2019 may we continue to diligently support those who are sent.

Respectfully submitted,
Mary Wieser

4.c. Worship Ministry

It's been a great first year serving as Director of Worship at PAC! The members of the worship team have put in so many hours and given their talents in beautiful and innovative ways this year. I can't wait to keep growing the team's capacities and adding new people and abilities in the upcoming year. One of the things we've started utilizing is a new program for scheduling and planning worship services, which has increased my own efficiency as well as given a few extra resources to team members who like to have details ahead of time. Looking toward this new year, we would love to find more musicians to begin mentoring into worship leading roles, so I'd ask the congregation to talk to me if they would like to start attending rehearsals to see if this ministry is a fit. Also, if anyone has a unique artistic ability or ideas that could be utilized in creative ways during worship services, I would love to explore those further.

Respectfully Submitted,
Trevor Schuh

4.d. Rooted Kids

Our Rooted Kids Ministry team has seen God at work in exciting ways through our kids here at PAC in 2018! What a privilege it has been to serve upwards of 80 families through our Nursery, Sunday School classes, and Wednesday night ministries. This year God equipped our ministry team with 50 Nursery workers, 15 Sunday Rooted Kids teachers and helpers, and 18 Wednesday night teachers and leaders. Altogether, our incredible team came out to over 65 people, some serving in multiple areas! I see that as a testimony to the high value we as a church place on our call to raise up the next generation of kids who are grounded--or dare I say "ROOTED"--in Christ and His Word.

One thing of note is that we are seeing an increase in attendance from last year by about 10 kids on Wednesday nights. Our Wednesday night ministries allow us to "increase our lights" in ways that Sunday mornings may not be able to as it brings in families that are not always able to attend Sunday morning services. On Wednesday nights, we are focusing on what it means to be a "Rooted Kid." As a part of that, we have zoomed in on how we can best memorize Scripture so that we can remember it, or

share it, at any time of day. We are seeing the fruit of that as many kids come to our Wednesday night meetings excited and ready to say their memory verses to their leaders. Our church-wide Advent verse was an extension of that, further solidifying our deeply held belief that the Bible is central to all that we do. As we move into the new year, we are still in need of a K-2nd grade Sunday morning teacher, and we look forward to helping strengthen the building blocks of our faith in the lives of these young children. Thank you to all who have given of their time and energies to pour into our kids at PAC!

Respectfully Submitted
Sarah Schuh

4.e. Welcome Team

I want to thank the Welcome Team for their time and dedication to making sure our weekly guests feel welcome and comfortable when they walk through our doors. The Welcome Team is always there with a warm greeting and smile even when they themselves may not be feeling so encouraged. There has been an increasing number of weekly guests coming to our church and while there is still the occasional guest who will manage to slip in and out unnoticed, many are being welcomed. In the past two years we have given out almost two hundred welcome gifts in the form of journals, books or other items. We are seeing guests return or continue to attend because of efforts to make them feel welcome.

However, I am writing this report with one pressing concern that revolves around our ability to continue to catch and greet new guests. Our Welcome Team is composed of the same members who attended the workshop by Jeremy Malick and volunteered to help back in 2016. In fact, that original team has decreased in size with the loss of participants but we have not been able to recruit new volunteers. Those who have continuously been on the schedule would appreciate some new help.

The Welcome Team is composed of those individuals who man the welcome table and those individuals who act as guest spotters. It is not the same group of individuals who act as greeters at the doors each Sunday. I am asking you to consider the value of providing a welcoming atmosphere to anyone who walks into our church and to consider helping out in this ministry. It takes very little time and no special skills, requiring only a warm smile, a caring heart, and a little bit of knowledge about our church such as where the bathrooms are or where to register a kid for nursery or Rooted. I ask that you would help us continue to make this a friendly place to come to.

Respectfully Submitted,
Tim Neargarth

4.f. Associate Pastor

Anchored Youth Ministry

This year I began a new position as the youth pastor of Plymouth Alliance. It was a challenging yet exciting adjustment to be able to work with the youth of this church. Through the course of the beginning months, we rallied together a fresh team of adult

leaders, gave the ministry a name and logo (Anchored), added more structure to the ministry, and now have a new room to call our own. We averaged 16 students a week in 2018 with eight adult leaders. God continues to anchor the youth of this church in Christ, His Word, and in a community of believers. Our priority moving forward is to keep engaging students with the gospel of Jesus Christ and to equip parents to disciple their children well. As a church, please rally around our youth ministry by taking initiative to talk to students on Sunday morning or Wednesday night, and by remembering them before God in prayer.

Outreach and Partnerships

We are seeing growth in relationships with staff and students at Parkview Elementary. Parkview staff sees the church as an integral part of reaching these students. We have about 20 weekly volunteers in the school in over 6 different classrooms. A highlight this year was our Thanksgiving Dinner box outreach to 21 families from Parkview. The Anchored Youth and Rooted Kids partnered with Parkview staff to provide dinners. Families from church prayed with those who received boxes. Because of this act of kindness, a family visited church the next Sunday. Pray for continued lasting fruit from our relationship with the school. As a church, you are making a difference.

As a church we continue partnering with other faith based organizations: Samaritan's Hand Drug and Alcohol Clinic, Anchor of Hope Pregnancy Center, Tool Box, Great Marriages, Tee Box, and Love Inc. Thank you to those who volunteer with our partner organizations to make a kingdom impact in Sheboygan County.

Respectfully Submitted

Pastor Don Schaeffer

4.g. Pastor and Elders

This year as I look back over 2018 and look forward to 2019 I'm contemplating Philippians 3:13-14. "Brothers and sisters, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus." I'm proud of you as a congregation. I could state many examples of how you have sought to live this passage. For example, we have made a lot of changes over the past few years and they have been well received and implemented. That is worth celebrating. Let's keep pressing "on toward the goal to win the prize for which God has called [us] heavenward in Christ Jesus."

Let me celebrate a few ways we are "straining toward" that goal. We continue to see good impact through our partnership at Parkview Elementary School. Thank you to those who serve there. If you are not doing so, and can, let me encourage you to give it a try. My time at the school is a highlight in my week.

I remain awed by our continued investment in world missions. This year saw us launch a new team partnership in the Williams family. They are working very hard at language learning. They along with all 7 of our partner teams, and the Schaeffers who are about to be number 9, are very appreciative of the support and encouragement you are to them. Let's keep this up and continue to improve. Tell the story to the new people in our congregation. Tell them why you are passionate and sacrificial in your support of missions. Let's press on and forget what is behind. Today is the day to engage in missions participation!

This year we have seen 9 people pray to receive Christ as Savior. It is great to be part of a church inviting friends and neighbors making an eternal investment in their lives. Please continue to pray, share and impact the people God wants to use you to bless for the Glory of His name.

We began 2018 with 3 new staff joining our team. Tim, Trevor and Sarah have been a great addition as has Crisanne when she joined the team two months later. I regularly express gratitude to God, and our staff, for the opportunity to work with a Christ-honoring dedicated and joy filled group of people. I love you guys. Thanks for how you continue to “press on.”

Our Board also continues to enjoy a great working relationship. I’m grateful for the men who serve as our Elders. Their wisdom and dedication continues to challenge me to keep “straining toward what is ahead”. Special thanks to Ryan Moeller for serving since 2014. Ryan has chosen to take a break from serving on the Board.

As I stated, there are many things to celebrate, I’ve mentioned just a few. Thank you for the opportunity of serving as your Lead Pastor. Please pray for me to lead well as I hope to continue to press on toward the goal in this next leg of the race. I certainly can personalize what Paul expressed above. “I do not consider myself yet to have taken hold of it.” I want to press on. I have a long way yet to go before the prize is won.

Respectfully submitted,
Pastor Gary for the Governing Board.

4.h. Nominating Committee Report with Election

| <u>Elders Currently Serving</u> | <u>Term Ending</u> | <u>Elders Currently Serving</u> | <u>Term Ending</u> |
|--|---------------------------|--|---------------------------|
| Leif Peterson | 2018 | Nathan Birr (Asst. Treasurer) | 2019 |
| Ryan Moeller (Secretary) | 2018 | Steve Laack | 2020 |
| Tim Neargarth (Treasurer) | 2019 | Mark Hembel (Vice-Chair) | 2020 |

2019 Nominating Committee Ballot

| <u>Elder Nomination</u> | <u>Term Ending</u> | <u>Officer Nominations</u> | <u>(1 year)</u> |
|--------------------------------|---------------------------|-----------------------------------|------------------------|
| <u>Leif Peterson</u> | 2021 | <u>Leif Peterson</u> | Secretary |
| <u>Harold Kislewski</u> | 2021 | <u>Tim Neargarth</u> | Treasurer |
| | | <u>Nathan Birr</u> | Assistant Treasurer |

Nominating Committee Nominations 2019

Christy Moeller

Jeannie Strandholm

5. Celebrating 2018

As has become our tradition, we'll see a quick video review of 2018.

6. Budget 2019

You will notice a shift in the numbers under the A, B, and C budget lines below Expenses/Support when comparing 2018 to 2019. In previous years all outgoing money to any of our missionaries was grouped under the "Other Missions" category. This year we have separated the missionary families and placed them in the Alliance "branch" they are associated with. Line 'A' now represents money given to the Great Commission Fund as well as money given to specific missionaries who work under the GCF. Line 'B' now represents money given to CAMA as well as those who work under the CAMA arm. Line 'C' now represents those workers who do not work under Alliance missions but do receive money through the church for the agency they serve under.

In addition, the salary line is less than 2018 proposed because in 2018 we transitioned 1 full-time person to 3 part-time staff.

2019 Budget Overview

INCOME

| | |
|------------------|-----------|
| 1. General Fund | \$395,900 |
| 2. Missions | \$127,250 |
| 3. Miscellaneous | \$700 |

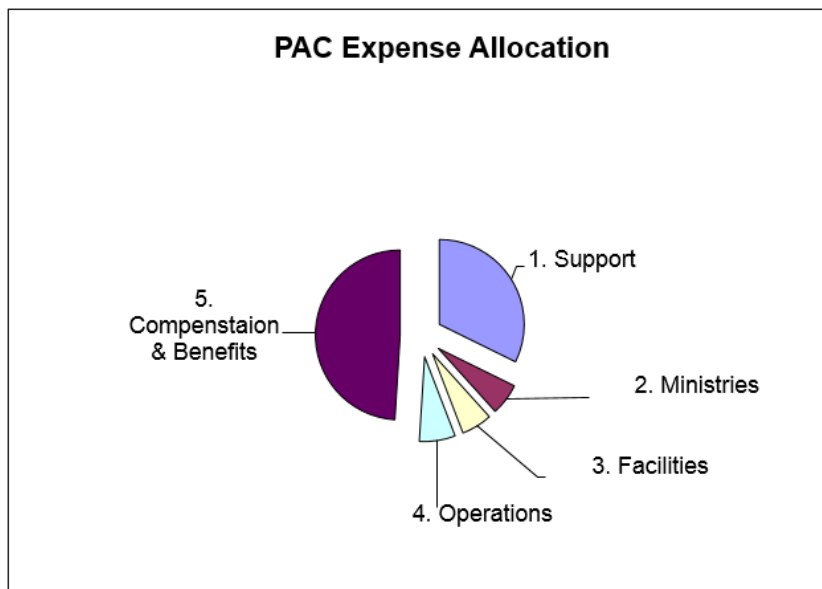
Total Income \$523,850

EXPENSES

| | |
|----------------------------|-----------|
| 1. Support | \$169,017 |
| 2. Ministries | \$31,620 |
| 3. Facilities | \$30,640 |
| 4. Operations | \$35,900 |
| 5. Compensation & Benefits | \$256,673 |

Total Expenses \$523,850

Variance \$0



2019 PAC Budget Proposal

| <u>INCOME</u> | <u>Approved 2018</u> | <u>2019</u> |
|---------------------------------------|-------------------------|-------------------------|
| 1. General Fund | \$384,600 | \$395,900 |
| 2. Missions | \$124,100 | \$127,250 |
| 3. Miscellaneous | \$3,200 | \$700 |
| Total Income | <u>\$511,900</u> | <u>\$523,850</u> |
| <u>EXPENSES</u> | | |
| 1. Support | | |
| A. GCF + Alliance Missionaries | \$63,600 | \$108,350 |
| B. CAMA + CAMA Missionaries | \$3,700 | \$15,400 |
| C. Other Missions | \$69,600 | \$16,000 |
| D. District Operations | \$23,030 | \$23,747 |
| E. C&MA Colleges | \$4,020 | \$5,520 |
| Total | <u>\$163,950</u> | <u>\$169,017</u> |
| 2. Ministries | | |
| A. Children | \$3,600 | \$3,800 |
| B. Youth | \$2,400 | \$2,400 |
| C. Adult | \$1,800 | \$2,000 |
| D. Worship | \$4,500 | \$5,500 |
| E. Care Ministries | \$2,100 | \$2,300 |
| F. Outreach | \$14,920 | \$13,220 |
| G. Safety | | \$2,400 |
| Total | <u>\$29,320</u> | <u>\$31,620</u> |
| 3. Facilities | | |
| A. Maintenance/Improvements | \$3,600 | \$6,000 |
| B. Decorating | \$1,800 | \$1,800 |
| C. Utilities | \$8,880 | \$9,240 |
| D. Grounds Care | \$3,000 | \$3,000 |
| E. Kitchen & Custodial Supplies | \$2,200 | \$2,200 |
| F. Facility Insurance & Miscellaneous | \$8,400 | \$8,400 |
| Total | <u>\$27,880</u> | <u>\$30,640</u> |
| 4. Operations | | |
| A. Expense Accounts | \$4,800 | \$6,700 |
| B. Office Equipment | \$6,000 | \$6,000 |
| C. Office Supplies | \$3,600 | \$3,400 |
| D. Technology/Internet | \$5,400 | \$5,400 |
| E. Training & Continuing Education | \$4,800 | \$9,600 |
| F. Operations Miscellaneous | \$10,000 | \$4,800 |
| Total | <u>\$34,600</u> | <u>\$35,900</u> |
| 5. Compensation & Benefits | | |
| A. Compensation | \$221,110 | \$220,785 |
| B. Benefits | \$35,040 | \$35,888 |
| Total | <u>\$256,150</u> | <u>\$256,673</u> |
| Total Expenses | <u>\$511,900</u> | <u>\$523,850</u> |
| Total Income | <u>\$511,900</u> | <u>\$523,850</u> |
| Total Expenses | <u>\$511,900</u> | <u>\$523,850</u> |
| Variance | <u>\$0</u> | <u>\$0</u> |

7. Land Use Study Committee Report

On 1/21/18 the Congregation approved the following: “Hire full architectural drawings to be completed when \$300,000 is raised toward the project [building addition], and then the project will be let out to bid when 50% of the needed amount is raised.” The Congregation also “approved to proceed with developing our available land into a park-like setting, beginning in the Spring and completing the projects as monies are available. . . The Board can decide the appropriate sequencing of the projects.” During the course of 2018 the Committee secured additional drawings and information about the park project including a pavilion.

The Congregation was made aware at the 2018 Annual Meeting, that voting for the project without sacrificially giving toward the project would be futile. The Board tracked giving and found that, while some monies did come in designated for the projects, we also saw a decrease in General Fund giving. As a result available monies went from \$110,000 to \$150,000 as of October. It seemed clear to the Board that while the congregation was in favor of the building concept, they are not seeing it as a giving priority. With this in mind and as a result of the Great Commission shortfall, the Board made the decision to cancel the building addition at this time while moving forward with the more “outreach oriented” land development project.

We believe the pavilion, low growing grass and a child’s confidence course can be built for \$200,000. We will need to do some volunteer labor to accomplish this. We are moving toward this project financially. Our end of year report will give us more clarity.

It is recommended by the Committee that the Congregation affirm or redirect the Board decision regarding the building addition. It is also recommended that the Congregation affirm the already voted upon park land development project.

Respectfully Submitted,
Bob Moeller Chair

8. Special Item of Business.

9. Adjournment