



PLYMOUTH ALLIANCE CHURCH

Annual Congregational Meeting

January 22, 2017 11:45 am

Plymouth Alliance Church

Annual Meeting

January 22, 2017 at 11:45am

Agenda

1. Call to order with Scripture and Prayer
2. Approval of Agenda
3. Approval of Minutes from our January 2016 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. Family Life Pastor
 - e. Associate Pastor
 - f. Pastor and Elders
 - g. Nominating Committee Report with Election
5. Celebrating 2016
6. Budget 2017
7. New Sound System Upgrade
8. Community Center idea presentation
9. Confidential Item of Business (May be Members Only)
10. Adjournment

3. Annual Congregational Meeting Minutes – 01/17/2016

Meeting called to order by Pastor Gary at 11:47pm with scripture reading from Ephesians 1:15-23 and prayer.

Confirmation made that we have enough members present for a quorum (88 of 145 members, or 61%).

* Motion made, seconded and approved to accept the proposed agenda, with allowance to adjust the sequencing.

* Motion made, seconded and approved to accept the Minutes from our January 2015 Annual Meeting.

1. Reports: 5a thru 5f: - Deacons, Children's Ministry, Worship Ministry, Missions Committee, and Audit Committee. * Motion made, seconded and approved to receive these reports as listed.

2. Report 5h and 5i: - Associate Pastor, Pastor and Elders. * Motion made, seconded and approved to receive these reports as listed.

3. Report 5g: – Finance: there was significant year-end giving in December. * Motion made, seconded and approved to accept the 2015 financial report.

4. Report 5j: - Special Video Report presented on the highlights of 2015.

5. Report 5k: - Nominating Committee Report with Election * Motion made, seconded and approved to have the Secretary cast a unanimous ballot.

6. Proposed Bylaw Amendment: * Motion made and seconded to adopt the recommendation to change the bylaw as presented regarding quorum at congregational meetings. The Governing Board recommends that the current Bylaw, "Article 2 Member Meetings Section 2.5 Quorum. A majority of the active membership shall constitute a quorum." Be amended to read: "Quorum. A quorum of any properly called church business meeting shall consist of those members who are present." Article 4, Section 5.5 states "Accredited Church Bylaws. Part III of these Bylaws (Accredited Church Bylaws), other than the Constitution, may be amended by a two-thirds majority of the votes cast at any official business meeting of the General Members."

Discussion pertaining to the reasoning for the change, and also advantages and challenges of the change. * Motion made to amend the original motion to modify the quorum requirement to be 35% of membership. Motion died for no second. Question called by John Wyatt. Voice vote was had, with the Chair hearing two-thirds Ayes. * Motion made and seconded to do a division of the house. 62 voted yes by standing and being counted. Motion passed as 59 would be two-thirds of the 88 in attendance.

7. Budget 2016: * Motion made, seconded and approved to adopt the Budget as presented.

8. Confidential Member Only Item of Business: Pastor Gary read a statement on a discipline situation with a Member. Discussion and questions around clarification of discipline and how the Membership should have as a goal to restore the member to fellowship with the Church Body. Spent time in prayer for the situation.

* Motion made, seconded and approved to adjourn in prayer at 1:07pm. Meeting adjourned.

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

4. Reports:

4.a. Finance

Financial Report for 2016

| Category | <u>2016 Budget</u> | <u>2016 Actual</u> | <u>% of Budget</u> |
|--|---------------------------|---------------------------|---------------------------|
| Income | | | |
| General Fund | 326,298 | 418,721 | 128% |
| Missions | 120,048 | 135,184 | 113% |
| Ministry Income | 3,984 | 3,766 | 95% |
| Miscellaneous Income | <u>3,096</u> | <u>21,372</u> | <u>690%</u> |
| | 453,426 | 579,043 | 128% |
| Expenses: | | | |
| Missions | 129,648 | 136,472 | 105% |
| Support | 27,156 | 32,954 | |
| Ministries | 29,060 | 28,756 | 99% |
| Facilities | 35,470 | 26,261 | 74% |
| Operations | 30,580 | 30,359 | 99% |
| Compensation & Benefits | 201,512 | 194,082 | 96% |
| Buildings & Grounds * | <u>0</u> | <u>207,773</u> | |
| | 453,426 | 656,657 | 145% |

Highlights of 2016:

- Overall giving was up 28% over planned budget.
- Mission Giving to Great Commission Fund, CAMA Services, Designated Missions and Guinea Fund was 113% of budget. We were able to give \$136,472 in support of missions.
- Buildings and Grounds projects were completed at a cost of \$207,773 without borrowing. All projects have been paid in full by the end of 2016.
- Expenses were 45% more than budget due in large part to the building project expenditures.

Respectfully Submitted,
Bruce Otte Treasurer

4.b. Mission Committee

We want to continue to encourage everyone at PAC to support and pray for our International Workers who are sharing the Gospel around the world, especially those workers who have a connection to our church. Here are a few specific areas of need:

- Chad and Nicki Clason in Guinea – They need funds and workers to expand their Christian Youth Center.

- Tony and Raeni Roos on home assignment in the U.S. – They need solid monthly financial support as they finish home assignment at Crown College and return to Paris this summer to reach out and develop friendships to share Christ.
- Steve and Wendy Lovell in Russia – They seek to develop relationships with Central Asians in Moscow so they will accept Christ. They will be transitioning to the U.S. for home assignment this summer.
- Jen and Hannu Vahakangas at home in the U.S. – They await the birth of their first child here in Wisconsin and plan to return to Thailand later in 2017 with YWAM.
- Sam and Jen Stemple on home assignment in the U.S. – They will return to Germany this summer and minister at Black Forest Academy.
- Trevor and Sarah Schuh in Brazil – They plan to return to the U.S. from Brazil to address medical needs and then continue to minister through Wycliffe in the Indigenous EthnoArts from another location.
- Chris and Sarah Baker in Southeast Asia – They will continue their work in community development through CAMA services to build relationships, to help people, and share the Gospel.

Please contact Mary Wieser (jerrywieser@yahoo.com) if you would like to be a part of planning and effectively promoting Missions information at PAC in 2017.

Respectfully Submitted,
Mary Wieser

4.c. Worship Ministry

I am very pleased to report that the worship team has certainly been blessed in many areas this year and there is a strong sense of unity with all team members heading into the upcoming year. Again, God has blessed us and answered our prayers with more people with willing hearts to help serve on the worship team and with sound and projection. As we look forward, one area of concern is that most of the sound equipment is quickly approaching the end of its life and we are experiencing technical difficulties from time to time. Most of the equipment is close to, and some, over 20 years old now. This includes the sound board, amplifiers, speakers, and stage equipment.

Respectfully submitted,
Ryan Moeller

4.d. Family Life Pastor

Rooted Kid's Ministry

As we close 2016 and look forward to 2017 there are many things that we can praise God for this year. We have averaged about 28 children weekly on Wednesdays and 20 children weekly on Sundays. The most important praise was that eight kids gave their lives to Jesus in 2016! What an amazing opportunity we have to point our children towards Jesus.

We are also praising God for the incredible leaders we have here at PAC. It is an honor to serve alongside godly volunteers whose hearts desire is to love these kids like Christ does and to point them to our Savior Jesus Christ.

Prayer Requests: As we continue to connect with Parkview, pray that more families would begin to respond to our invitations and that their hearts will be open to the good news of Jesus Christ.

Also, pray that we stay focused on the ultimate goal to disciple our children and lead them towards Jesus. Lets also pray that more families will join our church family and they would get involved.

In Christ,

Pastor Mike Stinson & Rachel Schaeffer

Youth Ministry

One of the greatest opportunities we have in youth ministry is to spend time outside of church. True ministry happens outside the church walls, and this past year the youth ministry had the opportunity to go to a concert. At that concert two of our teenagers gave their life to Christ! How awesome is that?!? It brings us incredible joy when teenagers place their faith in Jesus and become a light in their schools.

As we look forward to 2017, our desire is to see our youth become committed followers of Jesus Christ and equip them to lead and disciple their friends towards Christ! We would love to see our youth ministry grow as we have been averaging 18 and would love to see the kingdom of God grow as teenagers place their faith in Him.

We are so thankful for the leadership that we have on the youth ministry team, but desire to see that team grow as well. Please pray that God would continue to send committed leaders who desire to get involved with discipling our teens towards Jesus.

We are going to begin answering the questions teenagers have like “How do we know the Bible is true?” and “How is Christianity the only true religion?” Pray that hearts will be open, great conversations would be had, and lives would change as a result.

In Christ,

Pastor Mike Stinson & Ryan Moeller

It has been with much joy serving in Youth Ministry for the past 3 years and I feel very blessed with the opportunity. We have experienced quite a bit of growth the past few years, and it was very clear that we needed help. We needed more time and energy devoted to the kids to allow growth and produce more fruit. Therefore, I am very thankful that God has answered our prayers by bringing Mike and Becky Stinson to our church.

Respectfully Submitted,
Ryan Moeller

4.e. Associate Pastor

Outreach

Our Parkview Partnership has continued to flourish. We have 26 people from PAC who are connected to the school in some way. Through various staff appreciation meals and gifts we have provided to the faculty, we are beginning to take the next step of inviting them to church. Two outreaches to Parkview families this year lead a family of four kids to begin attending Wednesday night ROOTED. Mitchell Baumann, my lunch buddy from Parkview, was lead to the Lord this year during ROOTED. We are beginning to see the fruits of ministry at Parkview.

This next year, I would like to have a church-wide focus on personal evangelism. Various small groups will begin studying and applying this together. I want to help empower people here at PAC to find ways to bridge the gap to share Christ with their neighbors, co-workers, and friends. PAC

will have various outreach events in each season of 2017 so that we can have numerous opportunities to invite unchurched friends.

Assimilation

A highlight this year was having Jeremy Malick with Church Coach Ministries present at PAC in November. He helped recruit several new people to join the Connection Teams here, including the Welcome and Follow-up team. We are making steps for a successful guest follow-up rate. This will take engagement from the Connection Team and everyone here! We still need more people to be involved in the Guest-spotter role and Welcome Table greeter on Sunday mornings.

Small Groups

This year, small groups grew slightly from 2015 in the latter half of this year. The average attendance in the spring was 59 and the fall average was 87. I was excited to have eight small group leaders who lead for the first time in 2016. An emphasis for 2017 in small groups will be on personal evangelism and outreach. It would be amazing to see small group participation continue to grow in 2017.

Respectfully Submitted,
Don Schaeffer

4.f. Pastor and Elders

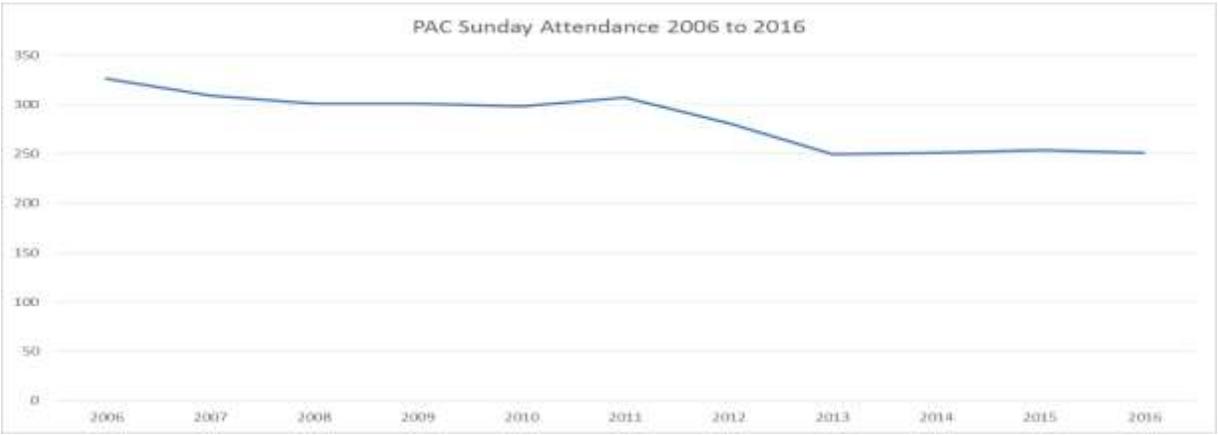
The importance of the church cannot be over stated. In 1 Peter 2: 9-10 we read, “But you are a chosen people, a royal priesthood, a holy nation, God’s special possession, that you may declare the praises of him who called you out of darkness into his wonderful light. Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy.” God has chosen us and formed us into a royal (kingly) priesthood and a new nation. He did so to make us his special (highly desired) possession. Living out this unique status IS the church’s destiny. God’s church will march to a triumphant glorious victory. A given local church, however, is fragile and can be built up or destroyed by its members. So, how have we as a local church been doing? Let’s review 2016.

As I reported last year I continue to be blessed by and enjoy working with the staff and elder board. The biggest change in 2016 on those teams is the addition of Mike Stinson as Family Life Pastor. He’s finding his niche and is fitting into the team. Thanks for the faith step of additional staff!

We continue to experience a very strong financial position exceeding budget, improving our facility and strong missions giving. The completion of Phase 2 and of phase 2 and 3 window replacements with no debt and a strong bank balance is certainly a testimony to faithful giving. Thank you to those who so faithfully and sacrificially give. What a blessing! For those who are still not significant partners in giving, let me encourage you to join the team and invest significantly in God’s work through PAC and The Alliance. In 2016 75% of the budget was met by 30% of those who gave to the church (some give nothing). Encouragingly 64% of those who gave to the church also give to mission. That is a strong trend we want to see continued.

On to a couple of growth topics. I continue to struggle, both personally and corporately with our low conversion rate. This year we reported 10 conversions. While we want to rejoice in those conversions our goal is 25 per year. I personally am not aware of leading anyone to faith in Christ. I want to continue to ask God for a harvest both personally and in our church. Please pray for wisdom in capturing a stronger vision for and bringing in a greater harvest.

Additionally, our Sunday morning attendance remains stagnant as the below chart communicates.



How might God be calling us to step out taking faith filled risks, trusting Him to use us to declare His glory more fully to our community, region and to the ends of the earth? As a Governing Board and staff we continue to wrestle with this question. Please pray for us to know God’s leading.

I want to close with a big THANK YOU to the elders, and all of you who so faithfully serve in many capacities. I’m blessed by your commitment and realize the love of Christ through you.

Respectfully submitted,
 Pastor Gary for the Governing Board.

4.f. Nominating Committee Report with Election

| <u>Elders Currently Serving</u> | <u>Term Ending</u> | <u>Elders Currently Serving</u> | <u>Term Ending</u> |
|--|---------------------------|--|---------------------------|
| Bruce Otte (Treasurer) | 2016 | Steve Laack (Secretary) | 2017 |
| Mark Hembel | 2016 | Ryan Moeller | 2018 |
| Vacant (Asst. Treasurer) | 2017 | Leif Peterson | 2018 |

| <u>Elder Nomination</u> | <u>Term Ending</u> |
|--------------------------------|---------------------------|
| <u>Mark Hembel</u> | 2017 |
| <u>Nathan Birr</u> | 2019 |
| <u>Tim Nearingarth</u> | 2019 |

| <u>Officer Nominations (1 year)</u> | |
|--|---------------------|
| <u>Steve Laack</u> | Secretary |
| <u>Tim Nearingarth</u> | Treasurer |
| <u>Nathan Birr</u> | Assistant Treasurer |

| <u>Nominating Committee Nominations</u> | |
|--|---------------------------|
| <u>Gretchen Andrews</u> | <u>Jeannie Strandholm</u> |

5. Celebrating 2016

As has become our tradition, we’ll see a quick fun video review of 2016.

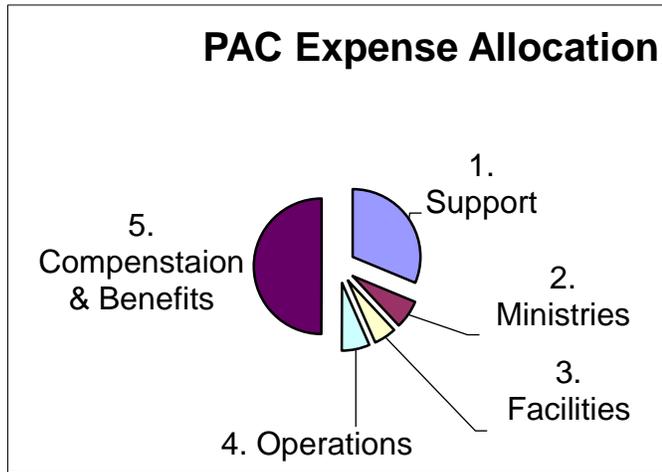
6. Budget 2017

2017 PAC Budget Proposal

| <u>INCOME</u> | 2016 | 2017 |
|---------------------------------------|-------------------------|-------------------------|
| 1. General Fund | \$326,298 | \$391,200 |
| 2. Missions | \$120,048 | \$113,600 |
| 3. Miscellaneous | \$7,080 | \$5,500 |
| <u>Total Income</u> | <u>\$453,426</u> | <u>\$510,300</u> |
| <u>EXPENSES</u> | | |
| 1. Support | | |
| A. GCF | \$75,000 | \$63,600 |
| B. CAMA | \$3,600 | \$1,800 |
| C. Other Missions | \$51,048 | \$62,000 |
| D. District Operations | \$23,136 | \$28,034 |
| E. Crown College | \$4,020 | \$4,020 |
| F. Love Offerings | \$0 | \$0 |
| 2. Ministries | | |
| A. Children | \$5,004 | \$5,004 |
| B. Youth | \$600 | \$1,800 |
| C. Adult | \$3,000 | \$3,000 |
| D. Worship | \$5,600 | \$5,600 |
| E. Care Ministries | \$2,640 | \$2,640 |
| F. Outreach | \$12,216 | \$16,680 |
| 3. Facilities | | |
| A. Maintenance/Improvements | \$8,640 | \$3,600 |
| B. Decorating | \$3,250 | \$2,400 |
| C. Utilities | \$10,380 | \$8,690 |
| D. Grounds | \$2,400 | \$2,400 |
| E. Kitchen & Custodial Supplies | \$2,400 | \$1,800 |
| F. Facility Insurance & Miscellaneous | \$8,400 | \$8,400 |
| 4. Operations | | |
| A. Expense Accounts | \$2,880 | \$4,800 |
| B. Office Equipment | \$9,300 | \$7,200 |
| C. Office Supplies | \$3,000 | \$2,440 |
| D. Technology/Internet | \$6,000 | \$6,000 |
| E. Training & Continuing Education | \$3,000 | \$5,160 |
| F. Operations Miscellaneous | \$6,400 | \$8,400 |
| 5. Compensation & Benefits | | |
| A. Compensation | \$171,600 | \$206,520 |
| B. Benefits | \$29,912 | \$48,312 |
| <u>Total Expenses</u> | <u>\$453,426</u> | <u>\$510,300</u> |
| Total Income | \$453,426 | \$510,300 |
| Total Expenses | \$453,426 | \$510,300 |
| Variance | \$0 | \$0 |

Budget Summary

| <u>INCOME</u> | |
|----------------------------|------------------|
| 1. General Fund | \$391,200 |
| 2. Missions | \$113,600 |
| 3. Miscellaneous | \$5,500 |
| Total Income | \$510,300 |
| <u>EXPENSES</u> | |
| 1. Support | \$159,454 |
| 2. Ministries | \$34,724 |
| 3. Facilities | \$27,290 |
| 4. Operations | \$34,000 |
| 5. Compensation & Benefits | \$254,832 |
| Total Expenses | \$510,300 |
| Variance | \$0 |



7. New Sound System Upgrade

Our sound has been exhibiting problems for some time, wiring is failing, components are old – some over 20 years old. Putting new pieces in an old system often does not fix problems. It’s time, or near time, for a whole new system. We have received rough estimates that it will take approximately \$30,000 to replace the system. Is this something we want to do this year?

8. Community Center idea presentation

This idea was birthed by a suggestion in a conversation. As we’ve explored it we’ve sensed that we should at least continue to investigate the possibility. The basic building idea is a two phase approach with a gym first and then more amenities in the second phase like locker rooms, meeting room, kitchen, or fitness center etc. The building specifics are not our primary focus at this point. Rather, we propose a discussion as to the utilization of the facility. If we don’t feel it wise to build at all, building specifics will not help us. With that said, rough estimates for the total building project [both phases] are about \$1,800,000.

So, how would this facility be used? We’ve contacted a number of sources asking for insight. These sources include other churches that have a similar facility, asking about community needs in Plymouth and getting information as to costs etc. about renting the building.

Appleton Alliance’s vision to build a sports complex began with the desire to connect with the community and their interest in sports. Because the community is into sports their church felt a sports ministry would connect. So they built a sports complex. They feel allowing the community to use it and interacting with them during those times, eventually they will get them into the church.

They rent the gym out and have a small membership fee for the fitness room etc. They have soccer and basketball camps in the spring and summer where discipleship is a huge part of the focus. However, they do not require everyone who rents the gym to have a Christian presentation. It is estimated that 80% of the users are unchurched. They have no data about the numbers of people incorporated into the church as a result of building the complex.

First Alliance Church Silver Spring, MD. Their “Family Life Center” operates almost as a separate part of their church. Its budget is completely covered via the rental income from banquets, weddings, funerals and other church gatherings. They hire a rental coordinator to oversee the facility and gets 10% of the revenue. All the church people who help with the facility, custodians,

set up and operations people are paid. They do not rent to the general public. The facility is about 25 years old and has been a good connection for them with the other churches in the area. They have not seen it as a strong outreach aid.

Vision at PAC: As we envision using the facility we'd see our "customer" base comprised of three groups. First are community walk on. These are people who come during open walking or gym times. The second customers are rental groups. These are clubs or leagues who use the facility for their season like a volleyball, basketball or soccer league. This group is also comprised of rentals for special events like banquets, weddings etc. We may want to run some of these groups ourselves – like exercise classes. The third customer group are PAC church events. Our use would include youth group, classes, banquets, special events or outreach activities like a church run basketball tournament, special Sunday combined worship services during inclement weather.

Decisions: The first decision before us is: "Do we want to proceed to explore this project further?" Before making this decision, we think it important to think through, in light of the data from Pastor Gary's report, if we don't believe God is leading us to do this, what IS he leading us to do to assist in furthering our local ministry impact?

The second decision before us is, if we do or do not wish to do this project, who will conduct the research and planning to carry a plan forward? Either scenario requires additional leadership beyond the present staff and Board members. We'll need volunteers to head up researching and developing either the community center or exploring alternate idea. Who would like to volunteer?

9. Confidential Item of Business (May be Members Only)

10. Adjournment