



PLYMOUTH ALLIANCE CHURCH

Annual Congregational Meeting
January 26, 2020 @ 11:45 am

Plymouth Alliance Church
Annual Meeting
January 26, 2020 at 11:45am

Agenda

1. Call to order with Scripture and Prayer
2. Approval of Agenda
3. Approval of Minutes from our January, 2019 Annual Meeting.
4. Reports: All reports, except the Nominating Committee report, will be addressed as a whole.
 - a. Safety Team (verbal report)
 - b. MOPS
 - c. Worship Ministry
 - d. Rooted Kids
 - e. Anchored Youth
 - f. Pastoral Assistant
 - g. Finance
 - h. Pastor and Elders
 - i. Nominating Committee Report with Election
5. Celebrating 2019 Video
6. Budget 2020
7. Parsonage Potential Sale
8. Adjournment

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

Plymouth Alliance Church – Annual Congregational Meeting Minutes – 01/20/2019

1. Meeting called to order by Pastor Gary at 11:47am with some thoughts from Ephesians 3:20-21, and 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 2017 Annual Meeting.
4. Reports: 4a thru 4g: - Finance, Missions Committee, Worship Ministry, Rooted Kids, Welcome Team, Associate Pastor, and Pastor & Elders. It was also noted that there is a slight (\$32) correction to the Finance report, though the total is correct.

* 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 2018 was presented.

7. Budget 2019:

* Motion made, seconded and approved to accept the 2019 budget.

8. Land Use Study Team Presentation:

- Pastor Gary Burdick explained the Board's decision to only pursue the development of the Pavilion, the low growing grass, and a child's confidence course. We will not pursue adding onto the building at this time.

* Motion made, seconded and approved to support this decision.

9. Special item of business: Restoration of Mr. Jay Kidder to membership.
 - Pastor Gary read a letter sent to Jay by the Board in September 2018. The Board affirmed the restoration of Mr. Jay Kidder to the status of a member in good standing.

* Motion made, seconded and approved to adjourn in prayer at 12:17pm.

Meeting adjourned 12:17pm

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

4. Reports:

4.a. Safety Team (verbal report)

4.b. MOPS Ministry

We have had numerous new moms this year giving us about 25-30 moms at each meeting. This has been a great blessing but has also increased our continuing need for Moppet (the children's part of MOPS) volunteers. We have had moms tell us about how MOPS has brought them to a walk with Christ, finding Christian friendship, and we can see some of them growing in their walk with Christ and becoming better moms, wives and leaders. We are blessed to see growth in this ministry, and look forward to continuing to serve the moms in our community.

Respectfully submitted,
Ashley Hilbelink and Alicia Duwe.

4.c. Worship Ministry

Well, it has been another great year serving as Director of Worship at PAC! In 2019, the members of the worship team and tech team for Sunday morning services have continued to serve with excellence each and every week. While we have lost a few key worship leaders such as Pastor Don and Pastor Gary, we have added some new team members along the way this year as well. We had a great response to looking for more sound and projection volunteers, and they have been trained and are already flourishing. As always, we'd love to have more talented people step forward and join the team, so please let me know if you are interested in exploring ways to serve in the worship ministry at PAC!

Respectfully Submitted,
Trevor Schuh

4.d. Rooted Kids

Kids are the future of the church, and I am encouraged to see PAC grasp on to that truth, as evidenced by the high number of volunteers that serve on our Rooted Kids teams! This year we continue to average close to 50 volunteers in our nursery, which we now offer on Wednesday evenings, and for both services on Sunday mornings. We have had approximately 45 little ones in our care in nursery throughout the year.

Praise God for His provision in starting up a 3rd-4th grade class on Sunday mornings this year! He provided the teachers and helpers we needed, so in September we opened up the class and have a consistent average of 10 kids each week. Another thing of note was the implementation of the curriculum "The Gospel Project for Kids" in all of our Sunday AM kids' classes. It is a 3-year chronological plan that moves all of our classes through the Bible at the same rate, but in differing levels of depth. Please pray for our team as we continue to better utilize and implement this great resource. Altogether, our team of 21 amazing teachers and helpers have had the privilege of passing on gospel truth to 50 children this year at one point or another on Sunday mornings.

Praise God for the 3 kids who accepted Christ during our Wed. night ministry this year! We have averaged approximately 40-45 kids in attendance each week and have a team of 17 adults who faithfully pour into these kids, week in and week out. What a privilege it is to serve as the Children's Ministry director at PAC. Thank you for the opportunity, and please be praying for our children as they learn what it means to walk with Christ.

Respectfully Submitted,
Sarah Schuh

4.e. Associate Pastor

2019 was a year to be celebrated in the youth ministry! Once Don and Rachel departed for Japan, leadership was passed over to Jon and Shannon Ribich effective June 1. Jon and Shannon along with Justin & Christy Moeller, Paul Schneider, Jeannie Strandholm, and Ben Werner, chose a theme titled "Be Armored" based on Ephesians 6:10-20. They also prepared real-life topics for the fall meetings based on suggestions from the youth themselves. To help these leaders to focus on relationships and teaching the youth, Gretchen Andrews was hired to be the behind-the-scenes Youth Coordinator. Her primary task is communicating with parents and teens as well as organizing, planning and setting up for each youth event.

Here are some highlights from 2019:

- Students spray-painted "JESUS" on a wall of the youth room as a clear reminder of the purpose of our existence and our weekly gatherings.
- Students continued to go deeper in God's Word with their leaders.
- Three high school students and 3 leaders attended a District Retreat.
- The youth ministry sponsored a short-term missions trip to the Envision site in El Salvador. 19 people from Plymouth Alliance took part in the trip, the largest group in recent history. There was a combination of parents, youth leaders, and students. Lives were clearly changed as a result of the trip—chains were broken by Jesus and, for some, God was stirring a desire for full-time ministry.
- In December the entire group blessed the residence of Songbird Pond Assisted Living with carols of Christmas joy!

This semester Anchored attendance has maintained an average of 18 students each week, with a few more students attending at the end of the year! God continues to use this ministry to engage the hearts of the teens we are blessed to connect with.

Respectfully submitted,
Don Schaeffer and Gretchen Andrews

4.f. Pastoral Assistant

I would like to touch on five areas: outreach, small groups, sound & projection, welcome team and the Parkview partnership.

Outreach: We were encouraged and excited to see the largest turnouts yet at both the June carnival and the July pool party. Both of these events were well attended and

called a success. Thank you to everyone who volunteered their time, energy, and work for the carnival. A very special thank you to Angela Cleveland, Lory Crumley, Laura Kraft and Ashley Hilbelink who were the planning team that made everything come together.

Sound & Projection: Speaking of teams, we were able to double the size of our projection team this summer after emphasizing how important of a role the projection system plays in our worship abilities. (Remember the missing song verses?) It would be great to do the same for the sound techs, some of whom have been working on the sound board for fifteen years or more. If you have an interest in technology, sound or music, please consider exploring possibilities as a sound technician.

Welcome Team: Last year many of you responded to my plea for more members on the welcome team and we've been able to increase the number of individuals working at the welcome table. I would like to increase the number of guest spotters as well. If you attended the Bridge Building weekend in September, then I want to encourage you to put to use what you learned that weekend and consider becoming a guest spotter on the Welcome Team. Our church has a great reputation for warm welcomes but one concern is to find a way for long-term retention of those who visit us.

Small groups: There's no question small groups have been a challenge and the greatest aspect of that challenge is finding willing leaders. On the positive note however, there are several small groups continuing to operate and several that have started simply because one person invited one or two others to study something with them. These initial invites have led to groups of five or six individuals continuing to meet and study on a regular basis.

Parkview Partnership: Our relationship with Parkview Elementary remains strong and we have many individuals from the church spending time within the walls of the school. Of special note, this past year was the school's call to us for help for their own October fund-raising carnival. We were able to provide teams of individuals to help them, making their day a success. Our offers to help, where and when we could, regarding clean-up or re-assembly after the summer of construction also had a heartfelt impression upon those working at the school.

Respectfully Submitted,
Tim Neargarth

4.g. Finance

Financial Report for 2019

<u>INCOME</u>	<u>2019 Actuals</u>	<u>2019 Budget</u>
1. General Fund	\$450,890	\$395,900
2. Missions	\$237,631	\$127,250
3. Miscellaneous	\$64,638	\$700
Total Income	<u>\$753,160</u>	<u>\$523,850</u>
 <u>EXPENSES</u>		
1. Support		
A. GCF	\$82,538	\$60,000
B. CAMA	\$1,020	\$3,000
C. Other Missions	\$179,167	\$76,750
D. District Operations	\$25,810	\$23,747
E. CMA College	\$5,520	\$5,520
2. Ministries		
A. Children	\$3,782	\$3,800
B. Youth	\$2,015	\$2,400
C. Adult	\$2,402	\$2,000
D. Worship	\$3,055	\$5,500
E. Care Ministries	\$3,909	\$2,300
F. Outreach	\$12,064	\$13,220
G. Safety	\$3,047	\$2,400
3. Facilities		
A. Maintenance/Improvements	\$4,517	\$6,000
B. Decorating	\$371	\$1,800
C. Utilities	\$9,674	\$9,240
D. Grounds	\$1,481	\$3,000
E. Kitchen & Custodial Supplies	\$2,183	\$2,200
F. Facility Insurance & Miscellaneous	\$8,923	\$8,400
4. Operations		
A. Expense Accounts	\$4,737	\$6,700
B. Office Equipment	\$5,605	\$6,000
C. Office Supplies	\$1,985	\$3,400
D. Technology/Internet	\$5,596	\$5,400
E. Training & Continuing Education	\$4,497	\$9,600
F. Operations Miscellaneous	\$3,803	\$4,800
5. Compensation & Benefits		
A. Compensation	\$194,712	\$220,785
B. Benefits	\$13,827	\$35,888
Total Expenses	<u>\$586,238</u>	<u>\$523,850</u>
Total Income	<u>\$753,160</u>	<u>\$523,850</u>
Total Expenses	<u>\$586,238</u>	<u>\$523,850</u>
Variance	<u>\$166,921</u>	<u>\$0</u>
 Capital Improvements	 \$30,481	 \$0
Pavillion purchase and new stage lights		
 Year-end available cash = \$433,625		

4.h. Pastor and Elders

This year as I write my report I'm finishing up my last week here at PAC. These six plus years have been rich. Kim and I are both SO thankful for the opportunity God gifted us to get to shepherd you. We are extremely grateful.

Since it is a transition time, rather than recount 2019 endeavors, I thought I'd give a summary of my tenure. Some is a repeat from my Talk at the Family Table delivered on 12/29/19. But, I thought it good to enter the information 'officially' into the Annual Meeting Report. Here is a testament to your faithful following, God's leading and some of what He has empowered you to accomplish.

As I reflect on these years there are two principle areas of remarkable strength that were already present at PAC but have further developed. Those two are our financial strength and our International Worker (IW) partnerships.

The financial strength has enabled us to complete many facility upgrades. Our original building is 34 years old. It was time for significant updates to occur. They have! Here is a list of some of those updates: the "Living Room" coffee area renovation, redesign of the front of the church including a new projector and screen, new furnaces, new windows in most of the building, a new entry way with canopy, a new sound system and a new shelter (to be finished in 2020). All told we have done approximately \$400,000 of facility updates. In addition we currently hold roughly \$400,000 of reserves. That represents substantial financial strength especially when we consider we have also been consistently staffed at a high level during those years.

Our financial strength is also represented in our support of our IW's. We have seen our total missions support grow from an already strong \$109,000 to \$194,000. Our passion to remain a sending church certainly helps facilitate that level of giving. In 2013 PAC had 6 IW teams. Currently we have 9 and one more getting ready to be sent in early 2020. That is a strong God glorifying involvement.

What are some areas where we can grow? This is an important question. Every church can grow, just as every individual Christian is to perpetually grow. Again, two principle areas can be addressed. Just as the two strengths are not our only strengths, these two growth areas are not the only areas in which we can improve. Still, they are areas we would be wise to give considerable attention.

First is to strengthen our local impact. We have improved. But compared to our global reach, our local reach is lacking. This needs to be more, much more than a program. Our Partnership with Parkview Elementary School is an example of improvement. But, what a partnership like that ideally accomplishes is to create a mindset of impactful discipleship engagement. We want to cultivate a mindset in every individual at PAC which asks, "God, who would you have me win to Christ and incorporate into the life of the church, and how can I do so with a high degree of intentionality?" We need to press toward this goal.

Secondly, God regularly and abundantly blesses us with guests who attend our worship services. I often hear from them how effectively we welcome them. But, I also notice how many people, attending for a month, two months, or even six months fall away. They are not getting connected into friendships and an impacting community. A simple way to express this is, we have a large front door (guests coming in) we also have a large back door (new people leaving). We want to better steward and disciple guests God sends us.

As I reflect on the years God has blessed me to serve here at PAC, I struggle to find words sufficient to capture my delight at being able to work with our Elders and Staff. Those leadership responsibilities have been a delight. I love the teams God called to shepherd us, and serve us as staff. I'm thankful He used me to make a difference in some of their lives. They have graciously, and regularly, expressed their appreciation for my impact, but it truly has been a great honor to lead such godly growing people.

Finally, it is my hope as you transition to follow a new shepherd, that what we have strengthened will be used as a launching pad to boost PAC into a whole new trajectory of effective ministry. May the years ahead be the best yet in the life of our church. And now, "To him who is able to keep you from stumbling and to present you before his glorious presence without fault and with great joy—to the only God our Savior be glory, majesty, power and authority, through Jesus Christ our Lord, before all ages, now and forevermore! Amen" (Jude 24-25).

Respectfully submitted,
Pastor Gary for the Governing Board.

4.i. 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 (Secretary)	2021	Mark Hembel (Vice-Chair)	2020
Harold Kislewski	2021	Nathan Birr (Asst. Treasurer)	2019
Steve Laack	2020	Tim Neargarth (Treasurer)	2019

2020 Nominating Committee Ballot

<u>Elder Nomination</u>	<u>Term Ending</u>	<u>Officer Nominations</u> (1 year)	
<u>Garrett Mersberger</u>	2022	<u>Leif Peterson</u>	Secretary
<u>Nathan Birr</u>	2022	<u>Mark Hembel</u>	Treasurer
		<u>Garrett Mersberger</u>	Assistant Treasurer

Nominating Committee Nominations 2020

Sarah Schuh

Ben Werner

5. Celebrating 2019

As has become our tradition, we'll see a quick video review of 2019.

6. Budget 2020

On the expanded budget proposal, you will see that item B under “Support” in the expenses column is \$0. The Alliance is phasing out the CAMA distinction and reshaping the missionary categories. For this reason, the funds that would have appeared there for 2020 have been moved into line A. All Alliance related mission's expenses will now be represented by line A. The line C “Other Missions” is anticipated expenses for all of our missionary workers that are not Alliance associated.

You will notice a significant increase in the total being budgeted for “Compensation & Benefits”. This proposal covers the anticipated cost of hiring another full time pastoral position which includes the need for health care coverage. We have not had to carry health care coverage for two individuals for several years but this will no longer be the case if we find a second hire.

2020 Budget Overview

INCOME

1. General Fund	\$454,000
2. Missions	\$162,200
3. Miscellaneous	\$1,700

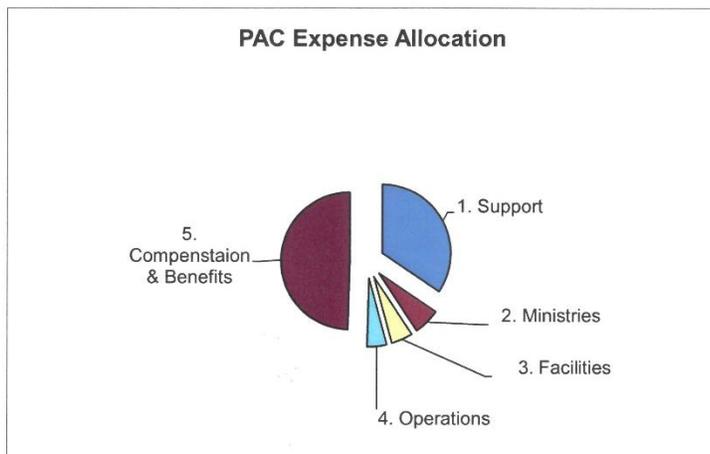
Total Income \$617,900

EXPENSES

1. Support	\$212,932
2. Ministries	\$38,708
3. Facilities	\$31,680
4. Operations	\$28,240
5. Compensation & Benefits	\$306,340

Total Expenses \$617,900

Variance \$0



2020 PAC Budget Proposal

<u>INCOME</u>	<u>Approved 2019</u>	<u>2019 Actuals</u>	<u>Proposed 2020</u>
1. General Fund	\$395,900	\$450,890	\$454,000
2. Missions	\$127,250	\$237,633	\$162,200
3. Miscellaneous	\$700	\$64,639	\$1,700
Total Income	<u>\$523,850</u>	<u>\$753,162</u>	<u>\$617,900</u>
 <u>EXPENSES</u>			
1. Support			
A. GCF + Alliance Missionaries	\$108,350	\$188,317	\$166,000
B. CAMA + CAMA Missionaries	\$15,400	\$25,303	\$0
C. Other Missions	\$16,000	\$20,363	\$16,000
D. District Operations	\$23,747	\$25,810	\$25,412
E. C&MA Colleges	\$5,520	\$5,520	\$5,520
Total	<u>\$169,017</u>	<u>\$265,313</u>	<u>\$212,932</u>
2. Ministries			
A. Children	\$3,800	\$3,782	\$4,200
B. Youth	\$2,400	\$2,015	\$3,600
C. Adult	\$2,000	\$2,402	\$2,640
D. Worship	\$5,500	\$3,055	\$7,248
E. Care Ministries	\$2,300	\$3,909	\$2,400
F. Outreach	\$13,220	\$12,065	\$14,420
G. Safety	\$2,400	\$3,047	\$4,200
Total	<u>\$31,620</u>	<u>\$30,275</u>	<u>\$38,708</u>
3. Facilities			
A. Maintenance/Improvements	\$6,000	\$4,517	\$6,000
B. Decorating	\$1,800	\$371	\$1,200
C. Utilities	\$9,240	\$9,674	\$10,560
D. Grounds Care	\$3,000	\$1,481	\$3,000
E. Kitchen & Custodial Supplies	\$2,200	\$2,183	\$2,520
F. Facility Insurance & Miscellaneous	\$8,400	\$8,923	\$8,400
Total	<u>\$30,640</u>	<u>\$27,149</u>	<u>\$31,680</u>
4. Operations			
A. Expense Accounts	\$6,700	\$4,737	\$3,920
B. Office Equipment	\$6,000	\$5,605	\$6,000
C. Office Supplies	\$3,400	\$1,985	\$2,400
D. Technology/Internet	\$5,400	\$5,596	\$5,400
E. Training & Continuing Education	\$9,600	\$4,497	\$6,720
F. Operations Miscellaneous	\$4,800	\$2,965	\$3,800
Total	<u>\$35,900</u>	<u>\$25,385</u>	<u>\$28,240</u>
5. Compensation & Benefits			
A. Compensation	\$220,785	\$194,711	\$253,012
B. Benefits	\$35,888	\$13,827	\$53,328
Total	<u>\$256,673</u>	<u>\$208,538</u>	<u>\$306,340</u>
Total Expenses	<u>\$523,850</u>	<u>\$556,660</u>	<u>\$617,900</u>
Total Income	<u>\$523,850</u>	<u>\$753,162</u>	<u>\$617,900</u>
Total Expenses	<u>\$523,850</u>	<u>\$556,660</u>	<u>\$617,900</u>
Variance	<u>\$0</u>	<u>\$196,502</u>	<u>\$0</u>

7. Parsonage Sale

In our Bylaws Article 10 Property and Records: Section 10.1: Property, we read: “Real property may be purchased, sold, conveyed, exchanged, mortgaged, or encumbered only by order of the membership through the governance authority, in consultation with the district superintendent.”

1. Since Pastor Pete Lillestollen intends to live in the parsonage for only a few months, while looking for a home to purchase.
2. Since the housing market is currently a seller’s market.
3. Since the parsonage is in a saleable condition.
4. Since many pastors prefer to own their own homes and few churches own parsonages.
5. Since we tend to have a difficult time recruiting a sufficient number of Trustees to care for our facilities.
6. Since much of the work on all our facilities is done by hired rather than volunteer labor resulting in higher maintenance costs.
7. Since our bylaw listed above mandates that the sale of property be conducted by Congregational vote.
8. Since we try to prevent holding special meetings for a single item of business (in this case, permission to sell the parsonage).

The Governing Board recommends the following motion. “The congregation hereby approves the sale of the Parsonage located at 102 Mead Ave. Plymouth, WI at such time as the governance authority (Governing Board) deems it wise.”

9. Adjournment