



PLYMOUTH ALLIANCE CHURCH

Annual Congregational Meeting
January 28, 2024 @ 11:45 am

Plymouth Alliance Church
Annual Meeting
January 28, 2024, at 11:45 am

Agenda

1. Call to order with Scripture and Prayer
2. Approval of Agenda
3. Approval of Minutes from our January 2022 Annual Meeting.
4. Reports: All reports, except the Nominating Committee report, will be addressed as a whole.
 - a. Pastor & Elders
 - b. Discipleship Pastor
 - c. Associate Pastor/Anchored
 - d. PAC Kids/Nursery/Journey/Parkview Partnership
 - e. Worship
 - f. Safety Team
 - g. Missions
 - h. MOPS
 - i. Finance
 - j. Budget
 - k. Nominating Committee with Election
 - l. By-law changes
 - m. Building and Grounds Updates
5. 2023 Video Celebration
6. Adjournment

3. Annual Congregational Meeting Minutes – 01/22/2023

Plymouth Alliance Church – Annual Congregational Meeting Minutes – 01/22/2023

Plymouth Alliance Church
Annual Meeting
January 22, 2023, at 11:45 am

Agenda

1. The meeting was called to order by Pastor Pete at 11:45 am with prayer and devotional from Ephesians 5 and 6. The devotional was about transformation to be more Christ-like.
2. A motion was made, seconded, and carried to approve the meeting agenda as presented.
3. A motion was made, seconded, and carried to approve the minutes from the 2022 Annual Meeting.
4. The Celebrating 2022 video was presented.
5. Time was given for questions regarding reports A-F as submitted.
 - A. Pastors & Elders
 - B. Discipleship Pastor
 - C. Associate Pastor (Anchored, Plymouth School Partnerships)
 - D. PAC Kids
 - E. Missions
 - F. MOPS
 - A motion was made, seconded, and carried to approve reports A-F as submitted.
 - G. Finance 2022 report was covered by Mark Hembel.
 - A. Property tax was for the parsonage and extra acreage. Working on an exemption for next year.
 - B. The planned budget was a \$38,706 deficit, but the 2023 final was a \$26,000 surplus
 - C. A motion was made, seconded, and carried to approve the 2022 Financial report.
 - H. Budget 2023 proposal was covered by Mark Hembel
 - A. Increases were built into the 2023 budget proposal to account for inflation, travel costs for the Annual Conference, and a full-time Children's Director position.
 - B. A motion was made, seconded, and carried to approve the proposed 2023 Budget.
 - I. Nominating Committee Report with Election
 - A motion was made, seconded, and carried to approve the nominations for Elders, Officers, and Nominating Committee members as presented.
6. Pastor Pete closed the meeting with prayer. The meeting was adjourned at 12:16 pm.

4. Reports:

4.a. Pastor and Elders Report – Advance 2024

“Not that I have already obtained all this, or have already arrived at my goal, but I press on to take hold of that for which Christ Jesus took hold of me. 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.” – Philippians 3:12-14
As I look back over 2023 there is a word that comes to mind, “Grateful”. I am grateful to God for His many blessings that we have received as a church family. While 2023 for many may have been a difficult year, God has remained faithful.

Over this past year, we have seen our Children and Youth Ministries experience significant growth. This year, we also brought Mabree Johnson on staff as our Children’s Director, and she is doing an awesome job with our kiddos. This summer we also saw the addition of a few successful outreach events. We had a 3-on-3 Basketball Tournament that brought in 17 teams from the community. We also offered a two-day basketball camp to our community’s kids which was well attended. Thirdly, we offered a Pickleball Tournament which brought in several individuals from our community as well.

Along with these outreach events, we also had the privilege of blessing several families in our community with Thanksgiving boxes and Christmas gifts. With the leadership of Sandy Nelson, we were, in addition to the Thanksgiving boxes and Christmas gifts, able to put together over 320 Operation Christmas Child Shoe Boxes. This next year, through these boxes alone, over 300 children and homes will receive the Gospel Message of Jesus.

I am also grateful to God for our incredible staff. If you have a moment, will you be sure to thank those who work hard each week to be sure that we have all the things needed to keep our ministries moving forward? Thank our Pastoral Staff of Tim Nearing and Anders Ames for the leadership they provide. Again, thank Mabree Johnson, our Children’s Director. Lyn Lillestolen has been faithfully planning and preparing our Sunday morning worship and teams. Jeannie Strandholm and Gretchen Andrews do a lot of behind-the-scenes work that is critical to the functioning and effectiveness of so many areas in our church. Also, please be sure to thank Glenn Lyon for all that he does to keep our church clean. There are many other volunteers that we could thank so please be sure to recognize and thank those who serve the PAC family faithfully.

As I look ahead to 2024, I look forward to it with anticipation. If God has been faithful in the past, what will he do this next year? Over the past 2 years, our theme for each year has been built upon the previous year. In 2022, our theme was “Engage.” Engage in ministry and growth opportunities. In 2023, our theme was “Transform”. We engage in the areas of ministry and growth so that we can be transformed, and to transform others. In 2024 our theme will be “Advance.”

We seek to engage and be transformed so that we can Advance the Kingdom of God. As Paul says in Philippians 3, we are to press on for the prize, the goal, the end result. As a church, we want to be faithful to the call of Jesus in His church, which is to make

disciples of all nations. What will this look like for PAC this next year? While we could never fully determine where God will ultimately lead us, we do have some idea of what we would like to do.

For starters, we want to advance as a congregation. Over the next year, we are going to push to see our ministries grow. The future of our church is in the next generation that is coming up. Throughout scripture, we see that the advancement of the Gospel can stall from one generation to the next. We desire to be intentional in advancing the Gospel and biblical truth to the next generation.

We are also seeing that due to the blessing of our youth and children's ministries, we are experiencing some space issues. Discussions have begun and the church leadership is looking into potential building options to help alleviate these space issues. Stay tuned for future discussions on this matter.

A second area we want to Advance as a church is in our community. Plymouth is a community of around 9000 people. Of that 9000 people, many do not know of the love of Jesus. A question that often runs through my mind is a question that was asked of me several years ago. Would our community mourn the loss if PAC ceased to exist? Are we meeting the spiritual needs of our community? This year, we desire to engage even more with our community to shine the light of Jesus. We desire to do this through outreach events, engaging in community events, the Parkview partnership, and other possible ideas.

A third area that we will be seeking God in advancing is in the area of a second church plant. At the end of 2024, our financial partnership with The Well in Elkhart Lake will be completed. Where is God calling us to go next and plant a church? Pray with us as we seek the heart of God in this matter.

Finally, we see our church advancing the Kingdom of God globally. PAC has historically been amazing in this area and a great big thank you to all who have faithfully given to missions. We want to continue this in 2024. We can advance the Kingdom by giving to our international workers. But another area of consideration is in a partnership with a specific field.

I once heard a statement from a wonderful saint who said, "We were never created to sit, soak and sour. We were made to be a part of something greater." That thought has stuck with me for years. This year's theme is not only for those who are the church leadership and staff. This is an endeavor that will require full church body involvement if we are to see an effective advance for the Kingdom of God. Will you be part of the company to Advance in 2024?

Respectfully Submitted,
Pastor Pete Lillestolen
Chairman of the Board of Elders

4.b. Discipleship Pastor Report

As a discipleship pastor, I want to encourage you not to let the 2023 theme of “Transformed” slip from your memory. Continue to let the Spirit do his transforming work in you through growth in discipleship. Participating in a small group remains a solid element for spiritual growth, and I would challenge all to become involved in a small group. The number of small groups being held in 2023 remained steady, but there can never be too many in my opinion. I would repeat the same challenge I made at the beginning of 2023: We need men to step up and be willing to lead some men’s groups. One pleasant detail pertaining to small groups this past year was the number of individuals participating in our small groups who are not from this church, and individuals from this church who are involved with groups outside of ours. This tells me our focus is correctly outward and that we are interacting with others in our community.

I wish to express a hearty “Thank you!” to all in the congregation who respond to our many requests to serve, volunteer, donate, or meet a need that comes. It is these acts of love that help to make PAC a beacon of light in a darkened world. Particularly, in my mind, are those who helped with our Community Cookout and 3-on-3 basketball tournament. This event said a lot about our church, especially to those who were playing basketball. Thank you everyone.

As I look ahead to 2024, one of my focuses will be revitalizing our welcome and greeter teams. We have let this crucial function slip by the wayside using Covid as an excuse not to reengage. The first few seconds a guest arrives at our doors remain crucial moments that have a lasting impression and impact. I will be actively seeking individuals to join and become part of our welcome and/or greeting teams. This is a very easy way to become involved in serving the church with minimal commitment, so with this report, I’m already asking if you would help us step up our game in this area and become intentional in serving in this way.

Respectfully submitted,
Tim Neargarth
Discipleship Pastor

4.c. Associate Pastor/Anchored Report

We had a great 2023 in Anchored. We expanded both our student and adult leadership teams, brought 19 students on our middle/high school retreats, took 13 students on a mission’s trip to Envision Twin Cities, we did some awesome events, and saw significant growth in our Wednesday night ministry. A massive thank you to our exceptional student leaders (Ben Auch, Mary Crumley, Josh Moeller, Josh Peterson, Acacia Schuh, Addison LaCount, Levi Toerpe) and our dedicated adult volunteer team (Bella Ames, Klayton Bumgarner, Lory Crumley, Mark Hembel, Melissa Konrad, Michelle Moeller, Leif Peterson, Jeannie Strandholm, Cody VanGinkel, Jo VanGinkel). Your work with our students has had a massive Gospel impact and is an answer to years of prayer. Without you, Anchored would not be able to run.

As we step into 2024, we’re actively seeking creative solutions to address our space

limitations. Please join us in praying that the Lord will continue to guide us in what His will is for our ministry.

Respectfully Submitted,
Anders Ames, Associate Pastor

4.d. PAC Kids Report

2023 was a great year for PAC Kids! Every year since COVID, we have seen a slow, but steady increase in participation and 2023 continued in that trend. The increased engagement this year has been due in part to the start of our new full-time children's director, Mabree Johnson. She jumped in with both feet on July 1st and has been going non-stop since. The full-time children's ministry position now oversees all children's ministry at PAC. It was also decided with the change to full-time, it just made sense to shift the Parkview Elementary Partnership over to her responsibility as well.

PAC Kid's Ministry continues to function through 3 key programs. Nursery (B-3yo), meeting on Sunday mornings and Wednesday nights. Children's Church (ages 3yo-2nd grade), meeting during the second service on Communion Sundays each month before the summer months. In September we went back to having Children's Church every week during the 2nd service. And finally, Journey through the Bible (3yo-6th grade), meeting on Wednesday nights, September through May, during Family Night.

NURSERY. We are still providing childcare during 1st and 2nd service to children ages 0-3 years old. Our nursery has lost a few volunteers over the past couple of years/months but is still maintaining just enough volunteers to limit serving to once a month at the most. We also have many volunteers who have been serving faithfully for many years and need some well-deserved breaks. While we desire to continue to mentor any interested youth into volunteering in this ministry, the bigger need currently is individuals 18 years of age and older. If you are interested in taking a turn serving in our PAC Nursery once a month or every other month, please talk to Mabree Johnson. If you are interested in helping with Check-In for Nursery/Children's Church during 1st or 2nd service, please talk to Amanda Casper.

CHILDREN'S CHURCH. After Mabree started July 1st, a concerted effort to find a bare minimum number of works to bring Children's Church back each week was undertaken. Children's Church currently has the minimum number of volunteers to function weekly but would GREATLY benefit from a few more. The curriculum and materials are all prepped and ready in advance by Mabree Johnson. We have 2-10 kids on any given Sunday with an age range of PreK-2nd Grade. If you are interested in serving in Children's Church during the 2nd Service once a month or every other month, please talk to Mabree Johnson.

JOURNEY. Journey continues to see healthy, steady growth. Journey 22-23 ended with an average attendance of 50 students each night. Journey 23-24, as of December 20th, 2023, has an average attendance of 52 (68 total children have attended this year so far). While we are praising the Lord for this consistency, we are also praising him for

an increased number of non-PAC families attending! Our desire in 2024 is to continue to reach into homes in our community and impact them with God's Word. One way the Journey program could use help is by having more subs available. We have a WONDERFUL crew committed to being here every Wednesday from September - May, but just like in life, things pop up. Sometimes things happen that take out a handful of workers in the same week. To have enough subs to fill needs when they arise is very important. We would also love to have a few more individuals rotate once a month or every other month in the Nursery on Wednesday Nights. Nursery is only offered to kids of volunteers and people attending small groups, averaging 3 kids per night. If you are interested in being added to our approved worker list and helping when we have a need, please talk to Mabree Johnson.

PARKVIEW ELEMENTARY PARTNERSHIP. As of July 1st, the entirety of our Parkview Partnership has shifted to Mabree Johnson. While the school has new leadership, our partnership has remained the same (praise the Lord!). This partnership so far has met school needs by providing breakfast for faculty and staff to start the school year, Thanksgiving Meal Boxes for Parkview Families (for which we sent 10 full meals), a Christmas Tree Forest Set-Up at Parkview, 325 cut-out sugar cookies for a school Christmas party, and Caring Tree Gifts (providing gifts to 25 kids/parents at Parkview). We also plan to provide an end-of-the-year Luncheon for staff at Parkview. We have individuals here at PAC who assist with Lunch Buddies, subbing, and volunteering to help teachers with busy work. While we meet physical needs at Parkview, we are also trying to meet spiritual needs, by meeting with the faculty/staff every Monday morning before school to pray with them for the school, coworkers, students, families, and protection. We have even been able to hear God's answered prayers for healing and protection! We also made prayer cards to remind our church family to pray for Parkview staff. Going into 2024, we are praying for more opportunities to share/show the gospel with the faculty and staff as well as meet the needs of kids and families of Parkview Elementary. If you are interested in volunteering at Parkview Elementary, please talk to Mabree Johnson, or reach out to the school secretary directly.

Respectfully submitted,
Lyn Lillestolen, Children's Ministry
Director (part-time through June 2023)

Mabree Johnson, Children's Ministry
Director (started full-time July 1, 2023)

4.e. Worship Report

Though the worship ministry does not require a report for this year as other ministries do, I do want to take this opportunity to thank those who have committed so much of their time and energy to this ministry. It takes a lot of people to keep all of our services running smoothly throughout the year. These individuals have done so in good weather (When we might all rather be at the lake?) and bad (When we may all rather stay at

home?), navigating early mornings, late nights, family trips, and holidays. Would you please take some time to thank those who serve in Sound, Projection, and Worship and let them know how much you appreciate their commitment?

PAC Worship can always use more committed individuals in these areas. As with many other areas in the church, the more people involved, the less weight it is for all of us. If you are a bit of a techie and interested in serving with Sound or Projection, please talk to Tim Neargarth. There is training available as needed.

My prayer and goal are to build our worship ministry to have 2 teams that we can rotate so that no one carries the weight of serving every week. While we have the beginnings of this, we still have some gaps. We could use a second keyboard player, a couple more guitarists (acoustic, electric, or bass), and a few more singers. We practice 2 times a month for 2 Sundays each time. At this time, our practices are generally on the 1st and 3rd Saturday mornings of each month. Practice times can be flexible as we build a bigger team. If you play any of these instruments or sing and can commit to practicing together, please talk to Lyn Lillestolen.

Respectfully submitted,
Lyn Lillestolen

4.f. Safety Team Report

On August 27, 2023, the PAC Safety Team conducted its first-ever All Church Safety Briefing and live participation drill. It was well received, and the team plans to conduct a similar event on an annual basis.

Additional security cameras were added to the sports court and community garden areas.

Qualified individuals interested in joining the team can contact Darla Neargarth.

Darla Neargarth
PAC Safety Team Ministry Lead

4.g. Missions Team Report

Dear PAC, thank you for diligently supporting our International workers on the mission field financially, with prayers, and with encouragement. Currently, our mission partners that we connect with are C and S (Southeast Asia), C and N (West Africa), S and W (Poland), Fayth Roos (Senegal), Don and Rachel Schaefer (Japan), Sam and Jen Stemple (Home Assignment, next term undetermined), Hannu and Jen Vahakangas (USA), J and J (Central Asia), and Jon and Shannon (Southeast Asia). Praise God that he has given us all a part in reaching the world with the Gospel.

Much of what we do is plan and implement ways to communicate IW needs to the church body, plan and help with Mission Conference events as well as events and hospitality for visiting IWs. We are pleased to have three new members join our team this past year. Contact any member of the Missions Team if you have questions or would like to join us.

Respectfully submitted,
The PAC Missions Team
Mary Wieser, Bonnie Hembel, Gail
Schuh, Sue Habighorst, Sam and Linda
Luecke, and Steven Crumley

4.h MOPS Report

MOPS is a group for moms, birth through 8th grade. Moms meet while the kids have a little program downstairs. We meet on the 1st and 3rd Wednesdays of the month. We have guest speakers come and talk about important things to moms, we eat, do a craft, and interact with other moms.

This year at MOPS, we had many new moms. We average about 15 moms per week but have 22 that attend. We have had many great speakers this year who have shared the message of the Gospel, and some moms have had their lives changed.

We want to expand our outreach to other churches inviting their moms to join us. This is exciting because we've never done this before.

We are currently looking for new board members to serve and help plan meetings for our MOPS moms. We need some board members who can help with hospitality, a service projects coordinator, and a creative crafts person for the moms.

We are always looking for volunteers to help with our MOPPETS (children's program that goes on while the moms meet). They would be class shepherds (no teaching involved). They would help take the kids from room to room, take the kids to the bathroom, etc. We need full-time volunteers and subs for when our volunteers are not able to make it. We also need a part-time craft and snack person for the kids. They would help once a month.

The commitment is Sept through May on the 1st and 3rd Wednesdays of the month. The time frame is 9:15-11:45 am.

Please contact me at 920-207-3803, if you'd like to volunteer or attend as a mom. We'd love to have you.

Respectfully,
Ashley Hilbelink
On behalf of the MOPS Board

4.i. Finance Report

2023 PAC Finance Report

<u>INCOME</u>	<u>2023 Approved Budget</u>	<u>2023 Actuals</u>
1. General Fund	\$411,000	\$481,830
2. Missions	\$142,800	\$135,334
3. Miscellaneous	\$8,200	\$20,640
<u>Total Income</u>	<u>\$562,000</u>	<u>\$637,803</u>
 <u>EXPENSES</u>		
1. Support		
A. GCF + Alliance Missionaries	\$137,600	\$119,782
B. Other Missions/Missions Trips	\$17,730	\$35,917
C. District Operations	\$24,660	\$28,195
D. C&MA Colleges	\$4,020	\$4,020
E. Church Plant	\$25,000	\$25,000
Total	\$209,010	\$212,914
2. Ministries		
A. Children	\$4,100	\$4,158
B. Youth	\$6,300	\$7,188
C. Adult	\$3,000	\$4,347
D. Worship	\$5,800	\$3,758
E. Care Ministries	\$2,300	\$11,535
F. Outreach	\$12,820	\$13,180
G. Safety	\$750	\$342
Total	\$35,070	\$44,510
3. Facilities		
A. Maintenance/Improvements	\$6,500	\$3,349
B. Decorating	\$1,000	\$486
C. Utilities	\$11,000	\$10,701
D. Grounds Care	\$4,000	\$5,967
E. Kitchen & Custodial Supplies	\$2,500	\$2,921
F. Facility Insurance & Maintenance	\$10,500	\$7,969
Total	\$35,500	\$29,451
4. Operations		
A. Expense Accounts	\$14,400	\$6,870
B. Office Equipment	\$5,000	\$4,419
C. Office Supplies	\$2,000	\$1,621
D. Technology/Internet	\$4,000	\$4,843
E. Training & Continuing Education	\$4,400	\$3,771
Banking		
F. Fees/Operations/Miscellaneous	\$1,500	\$2,618

	Total	\$31,300	\$24,142
5. Compensation & Benefits			
A. Compensation		\$283,763	\$265,704
B. Benefits		\$40,632	\$39,821
	Total	\$324,395	\$305,525
	<u>Total Expenses</u>	<u>\$635,275</u>	<u>\$616,542</u>
	Variance	(\$73,275)	\$21,261

Notes Regarding the 2023 PAC Finance Report

- General Fund giving is significantly higher than in years past, and not in correspondence to an increase in attendance, so we aren't sure if this is the "new normal" level of giving or an aberration. But we are grateful for God's blessings in 2023!
- Missions giving came in under budget because we had several missionaries leave the field after budgeting for them.
- Additionally, we had giving to missionaries we weren't expecting or hadn't budgeted for, and thus on the expense side, the GCG + Alliance Missionaries came in over budget whereas Other Missions/Missions Trips came in under budget by roughly the same amount.
- Care Ministries looks as if it is over budget, but that is because we don't budget Love Offering income and Love Offering expenditures, which make up the vast majority of this fund. In 2023, most of the Love Offering was money given to Operation Christmas Child, Love INC., and The Well.
- Compensation came in under budget because we budgeted for a full-time children's director from January 1, with the understanding we likely wouldn't hire until midyear (and, in fact, did not).
- Several other accounts are over budget but not significantly or from factors such as inflation or increased snowfall requiring additional plowing/salting that couldn't be budgeted for.
- While we budgeted for a \$73,275 deficit, we closed in the black with a surplus (compared to budget) of \$21,261, largely because our general fund giving far exceeded our budget. Thank you!
- Our total cash reserves at the end of 2023 are \$378,965, reflecting a net increase of \$8,778.

Respectfully submitted,
Nate Birr
Treasurer

4.j. Budget 2024

2024 PAC Budget Proposal

<u>INCOME</u>	<u>2023</u> <u>Actuals</u>	<u>Proposed</u> <u>2024</u>
1. General Fund	\$481,830	\$500,000
2. Missions	\$135,334	\$131,700
3. Miscellaneous	\$20,640	\$10,500
Total Income	\$637,803	\$642,200

EXPENSES

1. Support		
A. GCF + Alliance Missionaries	\$119,782	\$125,800
B. Other Missions/Missions Trips	\$35,917	\$21,800
C. District Operations	\$28,195	\$30,000
D. C&MA Colleges	\$4,020	\$4,020
E. Church Plant	\$25,000	\$25,000
Total	\$212,914	\$206,620
2. Ministries		
A. Children	\$4,158	\$5,300
B. Youth	\$7,188	\$6,400
C. Adult	\$4,347	\$3,500
D. Worship	\$3,758	\$4,800
E. Care Ministries	\$11,535	\$2,200
F. Outreach	\$13,180	\$11,720
G. Safety	\$342	\$750
Total	\$44,510	\$34,670
3. Facilities		
A. Maintenance/Improvements	\$3,349	\$6,500
B. Decorating	\$486	\$500
C. Utilities	\$10,701	\$13,000
D. Grounds Care	\$5,967	\$6,000
E. Kitchen & Custodial Supplies	\$2,921	\$2,250
F. Facility Insurance & Maintenance	\$7,969	\$10,500
Total	\$29,451	\$38,750
4. Operations		
A. Expense Accounts	\$6,870	\$5,400
B. Office Equipment	\$4,419	\$5,000
C. Office Supplies	\$1,621	\$1,750
D. Technology/Internet	\$4,843	\$4,500
E. Training & Continuing Education	\$3,771	\$3,400
Banking		
F. Fees/Operations/Miscellaneous	\$2,618	\$2,750
Total	\$24,142	\$22,800

5. Compensation & Benefits

A. Compensation	\$265,704	\$297,567
B. Benefits	\$39,821	\$57,025
Total	\$305,525	\$354,592
<u>Total Expenses</u>	<u>\$616,542</u>	<u>\$657,432</u>
<u>Total Income</u>	<u>\$637,803</u>	<u>\$642,200</u>
<u>Total Expenses</u>	<u>\$616,542</u>	<u>\$657,432</u>
Variance	\$21,261	(\$15,232)

Notes Regarding 2024 PAC Budget

- We are budgeting for increased General Fund income. As noted in the finance section, 2023's General Fund giving was significantly higher than in previous years, so it may seem like a stretch to increase it again. However, we have increased the "footprint" of our church in recent years, and continuing to fund and support our church and its ministries is going to take an increased financial commitment. We also have, as noted in the finance section, a significant amount of reserves we can draw on—although we don't want to keep drawing on them as a matter of practice, nor do we want to keep presenting deficit budgets. Therefore, an effort was made this year to meet in the middle, making some budget cuts while also trusting for additional income.
- Care Ministries is budgeted significantly lower than 2023 actuals, but that is because we don't budget Love Offering income and Love Offering expenditures, which make up the vast majority of this fund.
- Compensation and Benefits increased significantly over last year's actual for two reasons. One is that we will be employing a full-time children's director for the whole year (as budgeted in 2023) instead of for half a year as in 2023. The second pertains to rising insurance costs and is something the board intends to address in 2024, in hopes of finding a less expensive but equally beneficial plan that will save the church money.
- The deficit budget is much lower than in years past but is offset in large part by a significant increase in budgeted income. To some degree, this will be a test of our faithfulness to which we believe God has called us. PAC has always been up to that test!
- The \$15,212 deficit does not reflect the \$10,000 approved and set aside last year for garage improvements that have yet to be completed.

Respectfully submitted,
Nate Birr
Treasurer

4.k. Nominating Committee Report with Election

2024 Nominating Committee Report

<u>Elders Currently Serving</u>	<u>Term Ending</u>
Steven Crumley	2024
Jeff Kaland	2024
Nathan Birr	2025

<u>Elder Nomination</u>	<u>Term Ending</u>
<u>John Wyatt</u>	2026
<u>Paul Theisen</u>	2026

<u>Officer Nominations</u>	<u>(1 year)</u>
<u>Steven Crumley</u>	Secretary
<u>Nate Birr</u>	Treasurer
<u>John Egerer</u>	Assistant Treasurer

Nominating Committee Nominations 2024

Darla Neargarth

Bonnie Hembel

5. By-law changes

Proposed By-Law Changes

Part III: Accredited Church Bylaws

Article 3: Governance Authority

Section 3:2 Governance Structure

Paragraph One:

Present Wording:

The governance authority of the Church shall be known as the Board of Elders. The number serving as the Board of Elders shall be at least five and not more than nine including the senior pastor. The Board of Elders shall consist of the senior pastor and the following: Secretary, Treasurer, Assistant Treasurer, and one or more members at large. All positions are to be filled by elders.

Updated Wording:

The governance authority of the Church shall be known as the Board of Elders. The number serving as the Board of Elders shall be at least five and not more than nine **men** including the senior pastor. The Board of Elders shall consist of the senior pastor and the following: Secretary, Treasurer, Assistant Treasurer, and one or more members at large. All positions are to be filled by elders.

Part III: Accredited Church Bylaws

Article 5: Pastor Staff

Paragraph One:

Present Wording:

The governance authority shall not give consideration to any candidate for pastoral staff without the approval of the district superintendent. The senior pastor shall be called by the governance authority and appointed by the district superintendent. The district superintendent shall suggest to the governance authority the names of such workers as in his judgment have proper qualifications for pastor staff. Additional licensed workers shall be called by the senior pastor in consultation with the district superintendent and the governance authority. Upon appointment by the district superintendent, a pastoral staff member and spouse shall be members of the Church. Pastoral staff include all those whose position calls for licensing as an “official worker,” as defined in the Manual.

Updated Wording:

The governance authority shall not give consideration to any candidate for pastoral staff without the approval of the district superintendent. The senior pastor shall be **a man** called by the governance authority and appointed by the district superintendent. The district superintendent shall suggest to the governance authority the names of such workers as in his judgment have proper qualifications for pastoral staff. Additional licensed **pastors** will be **men** called by the senior pastor in consultation with the district superintendent and the governance authority. Upon appointment by the district superintendent, a pastoral staff member and **his wife** shall be members of the Church. Pastoral staff include all **men** whose positions call for licensing as an “official worker,” as defined by the Manual.

6. Building and Grounds Updates

7. 2023 Celebration

As has become our tradition, we'll see a quick video review of 2023.

8. Adjournment