

St. Matthew's Quarterly Congregational Meeting
October 18, 2007

The meeting was called to order by Don Weltzien and opened with devotion by Pastor Schultz.

The members in attendance are listed on a separate page attached to these minutes.

Minutes: The minutes of the July meeting were approved as presented.

Additions to the Agenda: 2006 Audit status.

Membership Changes:

A motion was made, seconded and carried to receive by transfer, by profession of faith, and by adult confirmation the individuals listed on a separate page attached to these minutes.

A motion was made, seconded and carried to dismiss by transfer, by release and by removal the individuals listed on a separate page attached to these minutes.

Fred Klingbeil and Mark Glaeske were received as new voting members.

The election of officers and board members was held with the following results:

Vice-President	Kyle Koltz
Financial Secretary	Steve Servais
Board of Education	Cary Krajcik and Jon McGarvey
Board of Elders	William Neubauer and Rick Abram
Board of Trustees	Gary Goessner and Mark Glaeske
Board of outreach	Dan Hatcher and Paul Pillard
Board of Stewardship	Mike Bouche and John Gnewuch
Memorial Trust Fund	Robert Peregrine and Brenda Pillard
Head Usher	Jim Fulmer
Lakeside Board Member	Mark Thurow

There were no nominations from the floor. There was a motion for the secretary to cast a unanimous ballot for Steve Servais, William Neubauer, and Rick Abram, as there were no other candidates running against them. Motion carried. All of the above were elected to a three-year term with the exception of head usher, which is a one-year term. There was a motion made and seconded to destroy the ballots. Motion carried.

The Salary Review Committee recommends a 6% increase in base salary (only) for called workers and salary staff, beginning January 1, 2008 with proportional increases for hourly staff. We are currently 14.54% behind Synod standard. The Committee was originally going to ask for a 3% increase until they realized how far behind Synod standard we were and then adjusted upward. The hourly workers were looked at and adjustments in their salaries were made as the committee saw fit. Also included in the salary line of the new budget is the salary for a second pastor (set at the rate for a pastor with 10 years experience). Along with the salary report was the proposed budget for 2008. The proposed budget income is set at \$1,133,530 and expenses at \$1,294,305. This includes increasing WELS Mission from 6% back to 10% while retaining the 4% for the Worker Training Subsidy. In order to balance this budget there will need to be an increase in giving by 14.2%. After much discussion, there was a motion

made and seconded approve the Salary Review Committee's recommendations and the proposed budget. Motion carried.

Unfinished Business:

The 2006 audit has not been done yet. We will try to get it done before the end of the year.

New Business:

The Church Council made the following recommendations:

1. That we begin the process of calling a seconded pastor. There was a motion made and seconded to approve this recommendation. Motion carried. As soon as all information is gathered and forms filled a special congregational meeting will be called.
2. That we adopt the Worker Training Subsidy Payment Form and Guideline. There was a motion made and seconded to amend the guidelines to state that any funds in excess of applied for subsidies would be put into a separate fund to be used for future subsidies rather than go to WELS Mission. Motion carried. There was some concern about making the payments directly to the student and/or parents rather than sending the payment to the school. Given the number of questions and the fact that George could not attend tonight's meeting, the guidelines will be sent back to council for clarification and then brought back to the congregation for final approval.
3. Parsonage Allowances and Unreimbursed business-related expenses;
 - that Jonathan Schultz be granted an annual non-cash Section 107 parsonage allowance of \$50,000 designated as part of his ministerial compensation for 2008.
 - that Eric Paulsen be granted an annual non-cash Section 107 parsonage allowance of \$35,000 designated as part of his ministerial compensation for 2008.
 - that Andrew Rosenau be granted an annual non-cash Section 107 parsonage allowance of \$30,000 designated as part of his ministerial compensation for 2008.
 - that Eric Ziel be granted an annual non-cash Section 107 parsonage allowance of \$24,000 designated as part of his ministerial compensation for 2008.
 - that Dennis Fletcher be granted an annual non-cash Section 107 parsonage allowance of \$13,920 designated as part of his ministerial compensation for 2008.

WHEREAS our ministers of the gospel may incur related expenses other than those for which they are reimbursed, therefore be it resolved, that any business-related expense which is not reimbursable under the congregation's policy shall be paid by the employee.

There was a motion made and seconded to approve the above parsonage allowances and the unreimbursed business expenses resolution. Motion carried.

Reports:

Don summarized the special congregational meeting results starting the Capital Improvement appeal over the next year to fix things that have been somewhat neglected over the years. We have a Financial Resource Committee putting a presentation together. This will be done internally and briefly. The only thing being done before any funds are collected is the school and gym roofs which are currently leaking. Funds will be borrowed from the Memorial Trust Fund at the current rates and repaid as funds are collected.

Synod Convention Report:

Jim Schneider reported that there was greater enthusiasm at this convention than at any other he has attended. Many exciting things are being done worldwide. One of the big topics voted on was whether the Michigan Lutheran Seminary in order to save money. This was the reason all the other prep schools

were closed in the past and money was never saved as a result of any of the closings. It was generally felt that we would soon run short of called workers if all the training schools were closed to save money. Therefore the delegates voted to keep MLS open.

Financial Secretary:

There was a motion made and seconded to accept the Financial Secretary's report. Motion carried.

Treasurer:

There was a motion made and seconded to accept the Treasurer's Report as presented. Motion carried.

Board of Education:

The Board has met with all the teachers. The faculty/board dinner was held at the Ruel's. The Board continues to work on their Ministry Plan and plans to meet with families of prospective students as soon as they get a list of prospects.

Board of Elders:

The Board is again asking members to help make calls on the less faithful members of the congregation and encourage them to come back to faithful worship just before Easter time. This has been a real blessing in the past and the Board expects it to be again this year. It was asked that there be some sort of follow-up published after this effort is complete. In the past there has been about a 50% positive result from these calls.

Board of Outreach:

The Board has been busy setting up their Ministry Plan for the year.

They are obtaining evangelism tracks that members may take to conduct one on one evangelism with friends and neighbors.

The Board is working on logo development for St. Matthew's. They have hired a logo development person through the synod that will help develop a logo for us taking in different aspects of our congregation. These ideas will be presented at a future date.

They are also focusing on prospect assimilation. They are doing a better job of tracking people that have signed the register and following up on these prospects. Pastor Schultz has developed three different letters to be sent out as these prospects move along in the process of possibly becoming members. Host families will be recruited in order to develop one on one relationships with prospects and new members as they become familiar with St. Matthew's. The Board was asked if a training program could be established to help members conduct one on one evangelism. There will be a chili luncheon on November 11th with a session along these lines immediately following. Pastor Schultz is also planning on future Bible Study lessons pertaining to individual evangelism in the near future.

There was a question about whether it would be beneficial to join the Oconomowoc Chamber of Commerce. This will be taken back to the board meeting further discussion.

Board of Stewardship:

The Board has been meeting with the Financial Resource Committee in regard to the Capital Improvement appeal. The theme for the appeal will be "Repair the Temple of Your God". The chairperson for the appeal will be Tom Miller. It is the plan right now that the initial mailings to members will be December 1st.

Board of Trustees:

Volunteers are needed to get the storm windows back on the parsonage for the winter.

Officers:

Six people have consented to serve on the long range planning committee. A couple more will be needed and this committee will be complete in the next seven days and start their work shortly thereafter. The purpose of this committee is to put together the overall ministry plan for our congregation looking forward the next five or ten years. The Highway "P" property, our outreach efforts, our stewardship efforts, and how the whole congregation works should all be part of this long range plan. The work of the committee should be completed in the next three or four months and then things can be broken down into individual ministries for implementation.

Synod Communicator:

There is a new bi-weekly newsletter from our synod president available online free of charge and should be very informative.

Memorial Trust Fund:

There was a motion made and seconded to approve the report as presented. Motion carried.

Lakeside Delegate:

Lakeside won their Homecoming game by 1 point.

Pastors:

Pastor summarized his written report, which is attached to these minutes. Pastor encouraged anyone attending our services and are ambulatory, that they park on one of the side streets so those folks that are less mobile can find a place to park closer to the church.

Mr. Ziel:

Our current enrollment is 157, about 90 families.

Everyone is invited to visit the school.

Congratulations to Mrs. Mary Krahn who is celebrating 25 years as the school secretary/nurse. There are items on the bulletin boards from the children thanking Mrs. Krahn for her faithful service. Don announced that Mr. Ziel is also celebrating 25 years in the ministry and at St. Matthew's.

Staff Minister:

There were nine shut-in visits with communion given to seven of the nine, hospital visits to two individuals were made. Dennis also attended numerous board, committee, and Shepherd Staff meetings.

Sunday School started with about 58 students and is now down to about 45. There are eight teachers involved. The Sunday School Christmas program will be at 4:00 pm on December 16th.

Fellowship activities have been well attended. Watch for announcements for future activities.

Business Administrator:

See the report included in the agenda package.

The meeting was adjourned with the Lord's Prayer and a hymn.

Respectfully submitted,

Rik Krahn, Secretary

