

**Immanuel Lutheran Church & School  
Voters Meeting Minutes  
01.24.2022**

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Attendance: 52

Meeting was called to order by Tom Ruff at 7 p.m.

Pastor Jason Auringer opened the meeting with a devotional message based on a reading from 1 Corinthians 12:18, 27 and with prayer.

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Tom Ruff reviewed the minutes from the September 2021 Voters Meeting. Roger Huslage made a motion to approve the minutes as presented. Rod Kumm seconded the motion. Motion approved by unanimous vote.

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**Proposal to expend funds based upon the recommendation of the Balcony/Sanctuary Improvement Committee** — Roger Huslage acknowledged members of the Committee, noting the responsiveness and unity among the group for work completed to date: Sharon Blalock, Forrest Van Ness, Joel Mueller, Rod Kumm, Vern Boehme, Mark Kaiser, Mike Schlipp, and Jason Auringer.

Roger Huslage presented updates to the proposed balcony renovations as originally presented to the voters at the September 2021 meeting. Renovations include AV and conference rooms, stadium-type seating, space for the handbell choir and for storage, and fixture needs. Roger noted that during construction, AV equipment will not be available for use during worship services, including the live stream of services. Mark Kaiser and Mike Schlipp, along with Pastor Auringer, are preparing for audio/video needs.

Roger Huslage stated that after considering three bids, the committee has selected J&M Contractor to do the balcony work. J&M is finalizing the proposed project budget.

In order to move the project forward and on behalf of the Balcony/Sanctuary Committee, Roger Huslage requested from the voters the release to spend up to \$150,000 on the balcony project.

Forrest Van Ness made the motion to appropriate up to \$150,000 for renovations to the balcony. Rod Kumm seconded the motion.

Discussion regarding the need for voters to release appropriate funds now in order to secure a contractor for renovations to be done during Summer 2022 when school is not in session.

Tom Ruff brought to the attention of the voters additional plans for updates to the sanctuary. Work will coincide with the balcony project, e.g., flooring, etc. A special Voters Meeting will be called at a future date to present for approval sanctuary updates and a proposed budget.

Roger Huslage noted that approximately 70 blue upholstered chairs in the balcony need to be removed. Roger welcomed any recommendations for disposal.

Tom Ruff noted that monies for the balcony project will come from the \$343,000 that was previously earmarked to a designated account.

Motion approved by unanimous vote.

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**Approval to Forego Creating a Call Committee and Presentation of Multiple Candidates for Potential Call of a Deaconess** — Tom Ruff presented to the voters a request to forego the normal call process for the current calling of a Deaconess. The normal process as noted in the church's constitution involves forming a call committee, soliciting names both within and outside of the congregation, vetting those names, bringing those names before the voters, and then presenting a call. It was noted that Immanuel Lutheran Church has once previously set aside the call process when a well-suited candidate was known.

Immanuel Lutheran Church Wentzville specifically requests to call current intern Janie Fisher to the role of Deaconess.

Dave Rawlings asked about the status of a job description. Pastor Auringer responded that he is working in coordination with Concordia Seminary to finalize the responsibilities of the role. Pastor Auringer noted that Immanuel's position would speak to working with high school youth; taking on the former Immanuel Director of Christian Education (DCE) role, but with deeper theological training.

It was noted that the DCE position has remained in the church's budget, which is where monies for the Deaconess position will come.

Gerald Sahd asked about what duties a Deaconess can perform. Pastor Auringer commented that some duties will come fitting in line with the person's skill set, as well as care for shut-ins, the elderly, and leading Bible class. Duties will not lend themselves to the public office of ministry, including administration of the Sacraments.

Russ Blalock put forward the motion that the congregation forego the specific steps of the call process as outlined in the Constitution and that the congregation support placing a call to Janie Fisher in the role of Deaconess. Joel Mueller seconded the motion.

Rod Kumm requested an amendment to the motion, agreeing to forego the call process as outlined and moving forward with extending a call while working with the Seminary for a completed job description.

Motion approved by unanimous vote.

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**Finalization of Governance Documents: Statement of Belief document and Constitution** — Tom Ruff presented the updated the Constitution and Statement of Belief document. Tom noted that an open forum was held on November 3, 2021, to answer questions about the updates.

Tom Ruff opened the floor for questions regarding the documents.

Joel Mueller made the motion to approved the Constitution and Statement of Belief as presented. Roger Huslage seconded the motion.

David Rawlings asked if the current Business Manager role has been addressed in the updated document. The Constitution speaks to the Ministry Leadership Team (MLT) responsibilities for good day-to-day operation.

Dan Ebert asked for clarification of the Statement of Belief that is included in the Constitution document versus the separate belief statements to be maintained in the Policy Manual. Tom Ruff commented that the Statement of Belief of Immanuel Lutheran Church of Wentzville speaks to additional cultural issues, which may need to be addressed on a timely basis.

Russ Hoppe asked if the Constitution needs to be edited based on the Deaconess role. Tom Ruff responded that Article VI. B. speaks to "... future functional positions that may become necessary for the continuity, growth and successfulness of our ministry and Ministry Leadership Team." The specific position does not need to be outlined.

Motion approved by unanimous vote.

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Tom Ruff brought to the attention of the voters that BOD Vice-Chair Joel Mueller will lead the upcoming Nominating Committee with the purpose of filling future open BOD positions. Interested individuals for the Committee as well as Board positions are encouraged to speak with Joel.

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### **Ministry Leadership Team Highlights**

- Jason Auringer, Senior Pastor

Part(s) to repair the organ are still "on its way."

2020 Immanuel Survey Analysis — encouraged members to both read and ask any questions of Pastor Auringer or BOD members.

Pastor Maxx Fisher is with us this evening; feel free to ask questions of him regarding the work at St. Paul – New Melle.

- Allison Dolak, Principal

Students doing well in athletic games, in Academic Bowl, and in Robotics with teams involved in State competitions.

2022-2023 enrollment to increase, as a current class sizes of 25 8<sup>th</sup> graders will be replaced with 44 incoming Kindergarteners. Limited spots open in K-8.

"Maintaining" well, considering the recent Covid wave.

- Mike Schlipp, Properties

Most of the equipment in the building has a 12-year life span; church was built about 12 years ago. Nothing currently needing major attention, but seeing "wear."

Plans to include proposed building R&M in the next budget year.

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### **TOWN HALL QUESTIONS**

Rod Kumm asked Pastor Maxx Fisher about the progress and updates at St. Paul — New Melle. Pastor Fisher spoke to members returning to membership, as well as new members coming in; 20 to 25 members in the past year. Functionally, serving around 80-100. The church is reviewing roles, with ongoing efforts to reorder, restructure and revitalize within a

vision/mission context. Asking: Who will be the key leaders working toward reordering/restructuring? What might the relationship with Immanuel mean?

Dan Ebert asked about the sewer system being brought to Immanuel. Pastor Auringer shared that current information seems to be more along the line of hearsay than definitive details. It was noted that land along Hopewell Road is being developed.

Pastor Auringer welcomed Debbie Anderson in her new role as Finance and Human Resources Director.

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With no further business, Tom Ruff asked for a motion to adjourn the meeting. Rod Kumm made a motion to adjourn. Dan Ebert seconded the motion. Motion approved by unanimous vote.

The meeting adjourned at 8 p.m. with the singing of the Doxology.

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#### HANDOUTS:

- Meeting Agenda
- September 23, 2021, Voters Meeting Minutes
- Treasurer's Month by Month Summary Report (Distributed)
- Survey Analysis
- Statement of Belief document
- Revised constitution

# **IMMANUEL LUTHERAN CHURCH & SCHOOL**

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## **VOTERS' MEETING**

## **AGENDA**

**TO:** Stewards of Immanuel Lutheran Church & School  
Ministry Leadership Team  
Board of Directors

**FROM:** Tom Ruff, BOD Chair

**MEETING DATE:** January 24, 2022 7:00 p.m. (Location – Sanctuary)

**CC:** File

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### **CALL TO ORDER**

- Opening Prayer – Pastor Auringer

### **APPROVAL ITEMS**

- September 23, 2021 Voter's Meeting Minutes
- Proposal to expend funds based upon the recommendation of the Balcony/Sanctuary improvement committee
- Approval to forego creating a call committee and presentation of multiple candidates for potential call of a Deaconess
- Finalization of governance documents
  - Statement of Belief document
  - Constitution

### **BOD Highlights**

- Tom Ruff, Chair

### **Ministry Leadership Team Highlights**

- Jason Auringer, Senior Pastor
- Allison Dolak, Principal
- Business Manager
  - Mike Schlipp, Properties

### **TOWN HALL QUESTIONS**

### **ADJOURNMENT**

### **HANDOUTS:**

- Agenda
- September 23, 2021 Voter's Meeting Minutes
- Treasurer's Report
- Statement of Belief document
- Revised constitution
- Other reports

**Immanuel Lutheran Church & School  
Voters Meeting Minutes  
09.23.2021**

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Attendance: 45

Meeting was called to order by Tom Ruff at 7:03 p.m.

Pastor Jason Auringer opened with a devotional message and prayer based on a reading from Mark 9:50.

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Tom Ruff reviewed the minutes from the May Voters Meeting, noting corrections to the spelling of his name (pg. 1) and Dave Rawlings (pg. 2). John Waddell made a motion to approve the minutes with noted corrections. Kris Schuldt seconded the motion. Motion approved by unanimous vote.

Tom Ruff reviewed the minutes from the July Special Voters Meeting. Dan Ebert made a motion to approve the minutes. Sam Miles seconded the motion. Motion approved by unanimous vote.

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Tom Ruff highlighted recent BOD activity.

Tom Ruff commented on the resignation of BOD member Sam Miles, and the subsequent appointment of Grant Goris to both fill the vacancy and complete the open term.

Tom Ruff stated the BOD held an August workshop to review activities and needs of Immanuel Lutheran Church and School.

Tom Ruff provided an update regarding the process to move the review of the church Constitution forward:

- Discussion to be tabled to a specific open evening session at which time those interested can come forward to discuss particulars of the Constitution. Questions regarding the Constitution can also be submitted through the BOD e-mail. This process will allow time to process questions in more detail and consider the structure of what Immanuel wants the Constitution to be. Evening session to be scheduled mid-October.
- BOD will review the outcomes of the meeting and determine how quickly the document can be brought back to the voters.
- A special Voters Meeting will be called for Constitution approval.

Roger Huslage, chair of the Balcony/Sanctuary Improvement Committee, presented the following update:

- Committee members: Roger Huslage, Vern Boehme, Forrest Van Ness, Rod Kumm, Jason Auringer, Joel Mueller, Sharon Blalock, Mike Schlipp and Mark Kaiser.
- The Committee met to assess balcony needs, including AV equipment, seating, conference room, choir(s), and storage needs, as well as renovations timing.

- Members met with three contractors.

Roger Huslage presented a preliminary renovation drawing. The Committee is waiting for bids, with bids likely based on time and material. Renovation timing anticipated after the first of the year.

Dan Ebert stated that any storage closet will require a sprinkler system, which will dictate what is stored.

Roger Huslage shared that auditorium-style seating chairs have been purchased and received. These chairs will add seating to enable social distancing when necessary.

Roger Huslage responded to both Paul Edwards' question about renovation construction materials and John Waddell's question about what open space will be included.

Tom Ruff commented that the balcony improvement project will require a special Voters Meeting for review and approval.

Tom Ruff reminded those in attendance that sanctuary upgrades are also being reviewed and input is needed.

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Carol Waddell presented the Treasurer's Report.

Carol Waddell reported that the end-of-year financial support was very positive and that the first months into this current year are also positive. Carol Waddell stated that the staff continues to keep expenses down.

Tom Ruff stated that the 2020-21 excess revenue of \$104,000 has not been designated into a special fund at this time.

Les Blalock asked where this surplus is reflected on the financial report. Carol Waddell reported the funds are shown under the June 2021 line item (Month by Month Fiscal Year Summary), are currently held in the Sanctuary fund, and are reflected in the "Church Funds Set Aside as of June 2021 - Cap Reserve for Sanctuary/Balcony" balance of \$343,642.

Amy Schult asked if funds can be designated in some other way. Dan Ebert provided additional clarification of the financial report.

Tom Ruff asked for a motion to approve the Treasurer's Report. Larry Landman made a motion to approve the Treasurer's Report as presented. Dan Ebert seconded the motion. Motion approved by unanimous vote.

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Pastor Auringer provided a review of the Senior Pastor's Report.

Pastor Auringer introduced Maxx Fisher, pastor at St. Paul Lutheran Church - New Melle, and Janie Fisher, Immanuel Youth Ministry intern.

Pastor Auringer stated, as discussed at the August BOD workshop, a desire to provide clarity of Immanuel's mission: narrow down who we are — with 141 years of church and school ministry — as a church and school. While disappointed to have not received a result statement(s) from

the District on the church survey taken about a year ago, a statement which may have provided some survey insight, clarity is needed to guide Immanuel's next steps in ministry.

Pastor Auringer commented on both balcony and sanctuary upgrades and preliminary land acquisition. God has blessed Immanuel. What could Immanuel dream about for the next 100 years to set up the next generation in the community?

Paul Edwards asked about current entrance accessibility both on Sundays and Monday through Friday. Discussion regarding potential MDOT future plans.

Pastor Auringer reported on current staffing, with a need to review and redefine the Business Manager role, as well as plans for the deaconess intern role once Janie Fisher completes her internship (June 2022).

Janie Fisher presented an outline of the current Immanuel Youth Ministry. The goal of Youth Ministry is to develop continuous programming with student engagement.

Amy Schuldt asked if other groups, such as St. Paul-New Melle, are invited to join. Janie Fisher responded other groups are invited.

Jason Auringer reported on a new online church directory, especially needed as both online and in-person attendance have increased during the past year. Jason Auringer responded to both Darlene Whited's question regarding logistics for submitting individual photos to the directory and David Rawlings' question about permissions when it involves children.

Pastor Auringer reported on the Sunday School program, which include 'huddles" for the younger children, Sunday morning classes for elementary, middle and high school students, and Pastor Matzat teaching the adult class.

Pastor Auringer reported on the recently formed grief support ministry.

Pastor Auringer commented on the goal for better, more timely communications from the pastoral office.

Pastor Auringer introduced Maxx Fisher.

- Maxx Fisher reported on the St. Paul Lutheran-New Melle year in review and ministry plans, including community connections, financial matters, future planning and sustainability, and grounds maintenance.
- Sam Miles asked about the St. Paul-New Meller Oktoberfest date: 12-6 pm Sunday, October 17.
- Maxx Fisher thanked Immanuel for the support in walking along with St Paul-New Melle.

Pastor Auringer presented the Property Report for Mike Schlipp.

Pastor Auringer spoke to the ability to address and sign off on vaccine religious exemption requests.

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Allison Dolak reported that the school has taken on the "Overflowing" theme for the 2021-22 school year.



Allison Dolak provided a 2021-22 enrollment update: 510 students, most of which are full time. Allison commented that one-half day preschool programs are not in demand; consequently, the preschool programs have moved to full days.

Allison Dolak reported the school continues to address and manage Covid needs.

Allison Dolak stated the Trunk or Treat drive-through event is scheduled for October 29. Interested vendors are to contact Allison.

Allison Dolak commented that God has blessed Immanuel with a fantastic staff of teachers and support staff.

Allison Dolak noted the decrease in individuals going into teacher training for Lutheran schools and the potential future hiring impact.

Paul Edwards asked about reasons behind the decrease. Allison Dollak stated several reasons, including college tuition, teacher pay for Lutheran vs. public schools, and retirement age impact for public vs. Lutheran school teachers.

Paul Edwards asked how Covid has affected Immanuel employees? Allison Dollak responded that with a year under our belt, rapid testing, and Zoom classes, the staff continues to exhibit a good attitude. The 2020-21 year involved more "hesitancy," as staff was unsure how things would go. This year Immanuel has its own data as we have "lived it."

Dan Ebert asked if all classes have electronic capability and what kind of technology is made available to them.

- Allison Dollak responded that every child has the capability of a Chrome book; and if a child is out, they are allowed to Zoom. The school continues to maintain a 72-hour out requirement if ill.
- Brandon Charter comment that as a parent when his children were home under quarantine, things worked wonderfully. Brandon commended Allison and the school on doing an amazing job.

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Tom Ruff commented on the blessings of sustainable leadership, strong financial position, and partnerships Immanuel has received; and he invited voters to close this Voters Meeting in the singing of "Praise God from Whom All Blessings Flow."

David Rawlings asked about the status of organ repair. Pastor Auringer responded that the organ should be ready the weekend of October 2-3 services.

David Rawlings asked about the Advent schedule. Pastor Auringer noted that children's programs will be held on Wednesday evenings during Advent, Friday Christmas Eve will involve three services, one service on Christmas Day (Saturday), and one service on Sunday, December 26.

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Tom Ruff asked for a motion to adjourn the meeting. Dan Ebert made a motion to adjourn. John Waddell seconded the motion. Motion approved by unanimous vote.

The meeting adjourned at 8:34 p.m. with the singing of "Praise God from Whom All Blessings Flow."

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HANDOUTS:

- Meeting Agenda
- May 24, 2021, Voters Meeting Minutes
- July 11, 2021, Special Voters Meeting Minutes
- Treasurer's Month by Month Summary Report
- Senior Pastor's Report
- Immanuel Youth Ministry Report
- Letter – Pastor Maxx Fisher, St. Paul – New Melle
- St. Paul – New Melle Ministry Summary
- Property Report
- Preliminary balcony renovation drawing

**Statement of Belief  
of  
Immanuel Lutheran Church of Wentzville  
Wentzville, Missouri**

Immanuel Lutheran Church of Wentzville (ILCW) is part of The Lutheran Church — Missouri Synod (LCMS), which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church — Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity — Father, Son, and Holy Spirit — are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord: (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

In order to conform to the Scriptures and the Confessions, we issue the following statements of belief.

**Statement of Belief on Marriage, Gender and Sexuality**

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27). Rejection of one’s biological sex is a rejection of the image of God within that person.

We believe the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Corinthians 6:18; 7:2-5; Hebrews 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest and use of pornography) is sinful and offensive to God (Matthew 15:18-20; 1 Corinthians 6:9-10).

However, we also believe God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Immanuel Lutheran Church of Wentzville (ILCW).

### **Statement of Belief on the Sanctity of Human Life**

We also believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and/or intellectually disabled, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Psalm 139).

**Constitution Immanuel Lutheran Church of Wentzville  
Wentzville, Missouri**

**Effective Pending Approval**

**PREAMBLE**

It is the command of our Lord Jesus Christ that His disciples should preach the Gospel to the whole world (Mark 16:16, Matthew 28:18-20, Acts 1:8). That Christ's command might be carried out according to His will as laid out in Scripture, He has established the Church. In doing so, He has commanded that Christians unite in worship, study His Word, assist others in growing in that Word, witness to all people, encourage one another in prayer, practice fellowship with one another, serve the needs of all people in Christian love, and administer the Office of the Keys.

Since the Word of God requires that a Christian congregation shall conform to His Word in doctrine and practice and that all things be done decently and in order, we the stewards of Immanuel Lutheran Church of Wentzville (ILCW), accept and subscribe to the following Constitution, in accordance with which all spiritual and material affairs of our congregation shall be governed.

**STATEMENT OF BELIEF**

In addition, ILCW is part of The Lutheran Church — Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith “built on the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Ephesians 2:20 ESV). With the universal Christian Church, The Lutheran Church — Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world's redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity — Father, Son, and Holy Spirit — are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

Additional statements of belief shall be approved by the voters and posted publicly and in the Policy Manual while no practice or policy may be in conflict with the Statement of Belief.

## THE PURPOSE

- A. In response to the love of Jesus Christ and His great commission to us, our purpose is:

*“Uniting Families in Christ to reach new generations for Christ”*

To make this possible the stewards of Immanuel Lutheran Church of Wentzville will do whatever it takes to be

1. With God — Spend time in worship
2. With Others — Spend time in the study of God’s Word
3. For the World — Sharing Jesus by serving others

- B. Therefore, we are committed to biblical preaching and teaching that is faithful to the Word of God<sup>1</sup> and relevant for living in today’s world.

1. Matthew 10:7

As you go, preach this message: “The kingdom of heaven is near.”

2. Mark 16:15

He said to them, “Go into all the world and preach the good news to all creation.”

3. Acts 5:20

“Go, stand in the temple courts,” he said, “and tell the people the full message of this new life.”

4. Ephesians 4:2-5

Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit — just as you were called to one hope when you were called — one Lord, one faith, one baptism;

- C. Ongoing Bible study in large and small groups.

1. Colossians 2:6-7

So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.

2. II Timothy 2:2

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.

3. Hebrews 6:1

Therefore let us leave the elementary teachings about Christ and go on to maturity, not laying again the foundation of repentance from acts that lead to death, and of faith in God,

4. I Peter 2:2

Like newborn babies, crave pure spiritual milk, so that by it you may grow up in your salvation,

D. Gathering for fellowship in small groups for purposes such as encouragement, spiritual growth, and recreation.

1. Romans 16:5

Greet also the church that meets at their house. Greet my dear friend Epenetus, who was the first convert to Christ in the province of Asia.

2. Acts 20:20

You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.

3. Acts 16:33

At that hour of the night the jailer took them and washed their wounds; then immediately he and all his family were baptized.

4. II Chronicles 28:15

The men designated by name took the prisoners, and from the plunder they clothed all who were naked. They provided them with clothes and sandals, food and drink, and healing balm. All those who were weak they put on donkeys. So they took them back to their fellow countrymen at Jericho, the city of Palms, and returned to Samaria.

5. Galatians 6:2

Carry each other's burdens, and in this way you will fulfill the law of Christ.

E. Every steward using their gifts to the best of their ability for serving the world and growing the Kingdom of God.

1. Romans 12:6

We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith.

2. Ephesians 4:11-13 and 16

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ ... From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

3. Acts 1:8

"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

4. Philemon 6

I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing we have in Christ.

5. Acts 2:47

... praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

## I. ARTICLE I

The name of this congregation is Immanuel Lutheran Church of Wentzville, located in St. Charles County, Missouri.

## II. ARTICLE II CONFSSIONAL STANDARDS



This congregation acknowledges and accepts all the canonical books of the Old and the New Testament as the revealed Word of God, verbally inspired, and acknowledges and accepts all the confessional writings of the Evangelical Lutheran Church contained in the Book of Concord of the year 1580 to be the true and genuine exposition of the doctrines of the Bible.

- A. These confessional writings are:
  - 1. The Three Ecumenical Creeds: Apostles', Nicene, and Athanasian
  - 2. The Unaltered Augsburg Confession
  - 3. The Apology of the Augsburg Confession
  - 4. The Smalcald Articles
  - 5. Luther's Large and Small Catechisms
  - 6. The Formula of Concord
- B. On the basis of Holy Scripture, all Christian Doctrine shall be given, all congregational activities regulated, and all controversies, doctrinal or otherwise, which may arise within the congregation shall be resolved.

### **III. ARTICLE III SYNODICAL AFFILIATION**

This congregation shall be a member of the Lutheran Church — Missouri Synod as long as the LCMS conforms to the congregation's confessional standard. Nonconformance shall be agreed upon by a two-thirds majority vote of the voters assembly at a meeting called for that purpose. Endeavoring "to keep the unity of the Spirit through the bond of peace" (Ephesians 4:1-3), this congregation shall join with fellow Christians in other congregations in promoting the unity of faith, providing for the proper training of pastors and teachers, and conducting mission work beyond our parochial limits.

In accord with these principles, it shall:

- A. Send the required delegates to the conferences and conventions of the LCMS; and,
- B. Be the duty of the congregation and its individual stewards to support the work of the LCMS, since they thereby support their own Christ-appointed work.

### **IV. ARTICLE IV STEWARDSHIP**

- A. Baptized Stewards

Baptized stewards in this church shall consist of all who have been baptized in the name of the Father, Son and Holy Spirit, and who have been placed under the spiritual care of the church through the baptism itself, or by transfer from another LCMS congregation or by joining the congregation from another Christian church.

**B. Communicant Stewards**

Communicant stewards in this church shall consist of all persons who trust Jesus Christ as their personal Savior and who have met the qualifications for stewardship.

**C. Qualifications for Communicant Stewardship**

1. Christian baptism;
2. A personal faith in Jesus Christ for salvation;
3. Completion of a junior or adult confirmation class, transfer from another LCMS congregation or a personal profession of faith;
4. Agreement with the church's confessional standards as clarified in Article II.

**D. Application for Communicant Stewardship**

1. Applicants for communicant stewardship shall notify the church office of their intention to join the congregation.
2. Transfers: Those with an active membership at another LCMS congregation shall inform that congregation of their desire for a transfer.
3. Reaffirmation: Those whose membership at an LCMS congregation has lapse shall attend an Adult Instruction Class before making reaffirmation of their faith.
4. Confirmation: Those who are new to the Lutheran Church shall take an Adult Instruction Class before public confirmation.

**E. Privileges and Responsibilities of Communicant Stewards**

Communicant stewards of this church accept the privilege of church membership and submit themselves to its leadership and discipline. Communicant stewards are expected to live a life which is in agreement

with the Holy Scriptures (leading a Christian life, in accordance with the fruit of the Spirit, and not manifesting works of the flesh...Galatians 5:19-23), and — within the context of a vital relationship with Jesus Christ — agree to be growing through Word and Sacrament in living out the following discipleship goals for stewards of the church as they are able and enabled by the Holy Spirit:

1. Acceptance of Jesus Christ as Savior and Lord;
2. Bible study attendance;
3. Consistent church attendance and participation in Holy Communion;
4. Daily prayer and devotional life;
5. Evangelistic attitude and action;
6. Faithful use of personal spiritual gifts and treasures; and
7. Godly love expressed through Christian fellowship.
8. Communicant stewards of the church may not belong to any secret, oath bound organizations that are in conflict with the Word of God (Romans 16:17, I Corinthians 5:11-13, I Corinthians 10:19-20, I John 5:21, I Thessalonians 1:9, Acts 14:15, Numbers 25:1-6, Exodus 20:3-5a).

F. Voting Steward

Every communicant steward who is 18 years of age or older and has attended at least one of the three previous congregational voters meetings shall have the right to vote.

G. Termination of Stewardship

Stewards shall be removed from the church's stewardship roll for one of the following reasons only:

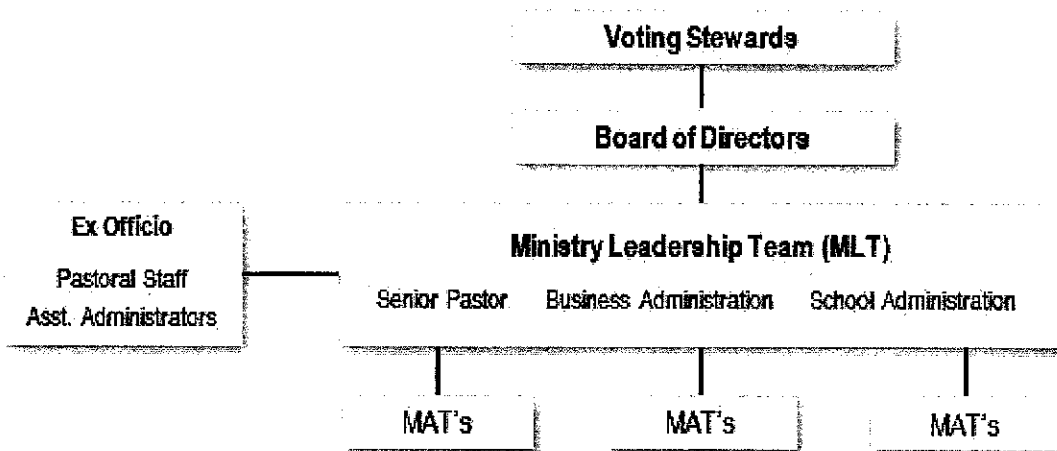
1. Death;
2. Personal request of the steward for transfer of membership to another church;
3. Personal request of the steward for release from stewardship;
4. "Whereabouts Unknown" (given reasonable effort) for a period of one year or longer;

5. Excommunication and self-exclusion:
  - a) An erring steward shall be admonished in accordance with the various steps prescribed in Matthew 18:15-17, whenever that procedure is possible;
  - b) Fruitless admonition of a manifest and impenitent sinner shall result in excommunication from the congregation by the Board of Directors (BOD);
  - c) A steward who refuses to submit to church discipline has thereby excommunicated himself/herself;
  - d) A person whose communicant stewardship has been terminated has forfeited all rights of a steward of this congregation and all claims upon the property of the congregations as such, or upon any part thereof, so long as he/she is not reinstated into stewardship.

H. Absolution and Resolution

After sincere repentance, an excommunicated person shall receive absolution and be reinstated into stewardship upon the recommendation of the senior pastor and subsequent approval of the BOD.

V. ARTICLE V ORGANIZATION



A. Voting Stewards

Every communicant steward who is 18 years of age or older and has attended at least one of the three previous congregational voters meetings shall have the right to vote on the following matters:

1. The official call or removal of a called worker. Removal of a called worker may occur for one of the following reasons:
  - a) teaching of false doctrine;
  - b) a scandalous life;
  - c) dereliction of official duties;
  - d) insubordination; or
  - e) protracted inability to perform his/her duties.
2. The acquisition or disposal of real property (land, fixed improvements, and construction of fixed properties);
3. The disposal of personal or unfixed property of the church for which the original cost exceeded \$60,000;
4. All long-term borrowing of monies (borrowing of monies with more than a three-year amortization); and the short-term borrowing of monies (borrowing of monies with a maximum three-year amortization) when the total principal of all outstanding short-term borrowing exceeds \$50,000;
5. The adoption of the annual church budget;
6. The election of members for the Board of Directors
7. The removal of a BOD member for one of the following reasons:
  - a) teaching of false doctrine;
  - b) a scandalous life;
  - c) dereliction of official duties;
  - d) noncompliance;
  - e) a protracted inability to perform their duties; or
  - f) violating the trust of the congregation.
8. The congregation shall have the right to call a special voters meeting as defined in Article V, B, 2 for:
  - a) The merger or dissolution of the church;
  - b) The amending of the Constitution of the church;

- c) The appeal of any policy in the Policy Manual;
- d) Yearly review to consider and act upon a long-range ministry plan as recommended by the BOD.

## B. Congregational Voters Meetings

1. Regular Voters Meetings – Three meetings per calendar year shall be held in January (Town Hall Meeting), May (Adoption of Budget/Election of BOD), and September (Ministry Update).
2. Special Voters Meetings – The BOD, the senior pastor or any 25 voting stewards, by petition to the chair, may call a special meeting of the voters, providing that BOD ensures proper notification has been given to announce this special meeting.
  - a) Proper notification for any voters meeting shall consist of a verbal and written announcement in congregational worship services on at least two consecutive Sundays immediately before the meeting date. Notification must include agenda items to be voted on by the congregation.
  - b) Quorum Requirements – Whenever a meeting has been properly called, the number of the voting stewards present shall constitute a quorum with a minimum of 25. All decisions shall be by majority vote with the exception of:
    - (1) the amending of the Constitution;
    - (2) removal of a BOD member;
    - (3) the removal of a called worker;
    - (4) and merger or dissolution of the church, which shall be by two-thirds majority vote of stewards present.
  - c) Minutes shall be kept of all regular and special meetings of the church.
  - d) Policies adopted at previous BOD meetings shall be communicated to the congregational stewards.
  - e) Absentee ballots – will be available at the discretion of the BOD and upon request through the church office for eligible voters; exceptions to the eligibility requirements will be considered for special circumstances, i.e., such as those who are shut-ins or hospitalized.

## C. Board of Directors

1. The BOD refers to members who have a responsibility to God, each other, the ministerial and support staff, the stewards, and the community. The BOD recognizes that it has obligations to the congregation as a whole and not to individuals or special interest groups. They shall endeavor to follow the Scriptures regarding applicable qualifications.

The number of members of the Board of Directors shall not exceed nine (9) or be less than five (5). The members of the board shall be elected on a rotation basis with approximately one-third of the BOD being elected each year.

2. Qualifications

- a) Be a member in good standing of the congregation;
- b) Be regular and faithful in both worship and participation in Bible study, such that they are known and respected for their example;
- c) Relate to other individuals as Christians with integrity, honesty, and straightforwardness;
- d) Attend and actively participate in BOD meetings, special briefings, and policy decision-making.

3. Responsibilities

- a) The leading responsibility of the BOD is to represent the stewards of the congregation. This is mainly done by identifying the congregational vision through continued open communication with the stewards. The BOD solicits input annually on the appropriateness of the congregational vision.
- b) The BOD shall be responsible for Policy Manual development:
  - (1) The BOD policies are to be active and dynamic. They are meant to be changed and refined regularly, based on the intent of each section, the Christian values of the BOD, and the changing context within which the congregation functions;
  - (2) The Policy Manual must be in harmony with the Constitution of Immanuel Lutheran Church of Wentzville, Missouri;
  - (3) The BOD shall publish all changes to the Policy Manual for congregational review.

c) **Fiscal Responsibility**

The BOD's fiscal responsibility shall be discharged by:

- (1) Establishing policies limiting MLT financial authority, budget development, and control of assets;
- (2) Monitoring the fiscal soundness of the congregation.

d) **Communication with the Stewards**

- (1) Conduct three regular voters meetings per year during the following months: January, May, and September, with the January meeting serving as a town-hall meeting. Consistently and regularly inform the stewards of the degree of success in meeting the congregational vision;
- (2) The BOD will encourage dialogue with stewards in regard to potential additional ministries in at least one of its meetings per year. The stewards' dialogue will center on these central questions:
  - a. Whom are we serving?
  - b. Are there others we should be serving?
  - c. What resources are needed to effectively fund these potential areas of ministry?
  - d. Are these potential ministries positively affect our mission and vision?

e) **Board of Directors Meetings**

- (1) Only members of the BOD, its officers and presenters shall be seated at the BOD table.
- (2) Each member of the BOD shall have a vote. However, the chair will vote only to break a tie vote. The MLT shall not have a vote.
- (3) Stewards are welcome to attend all meetings. The BOD reserves the right to close portions of the session for matters of a confidential nature.
- (4) Stewards may not engage members of the BOD during the meeting unless authorized by the chair.



- (5) Stewards can request access to present and/or make inquiries of the BOD, provided that such notice is given to the chair at least 24 hours in advance. Consent shall not be unreasonably withheld.
4. Actions requiring specific BOD approval:
  - a) Selection of the financial reviewer or auditor;
  - b) Receipt and review of financial reviews or audits;
  - c) Appointment of Legal Counsel;
  - d) Sale of Stocks;
  - e) Election of the Board of Directors.
5. Nominating Committee
  - a) Nominating Committee, consisting of the vice-chair; three BOD members; at least two other stewards appointed by the BOD; and a pastoral staff member designated by the senior pastor, shall be chartered each year at the regular meeting in January. The MLT or their designee shall serve as ex officio members of this committee.
  - b) The Nominating Committee shall solicit and receive the names of prospective candidates from the BOD or any steward of the congregation.
  - c) The Nominating Committee shall develop a recommended slate of qualified candidates to fill the upcoming vacancies.
  - d) The Nominating Committee will present the slate to the congregation four weeks prior to its regular meeting in May.

Following the publication of the Nominating Committee's list, any communicant member of the congregation may submit to the Committee additional names for inclusion on the list, and such names shall be placed in nomination along with the candidates already chosen provided:

- (1) That such names shall be submitted at least two weeks before the date of the May meeting of the voters assembly; and

3. Every effort shall be made to fill vacancies within three months of their occurrence. However, if there is less than one year of service left in the term, the position may remain vacant until it is filled through the election process.

G. Organization

1. Executive Committee

The chair, vice-chair, secretary, and treasurer of the BOD shall constitute the Executive Committee of the BOD. The MLT shall be non-voting members of the Executive Committee. The Executive Committee is responsible for acting on behalf of the BOD in all matters delegated to it by specific action.

2. Officers

Officers of the BOD shall be a chair, vice-chair, treasurer, and secretary.

3. Chair

The chair shall:

- a) Be 18 years of age or older;
- b) Serve on and oversee the work of the Executive Committee of the BOD;
- c) Establish the agenda and preside at meetings of the BOD and voters meetings.

4. Vice-Chair

The vice-chair shall:

- a) Be 18 years of age or older;
- b) Serve on the Executive Committee of the BOD;
- c) Preside at meetings of the BOD and congregational assemblies when the chair is absent or when requested to do so by the chair of the BOD;
- d) Serve as chair of the Nominating Committee.

5. Secretary

The secretary shall:

- a) Maintain the minutes of all meetings of the BOD;
- b) Serve on the Executive Committee of the BOD;
- c) Conduct official correspondence of the BOD;
- d) Regularly report to congregation by summarizing events of BOD meetings;
- e) Publish all changes to the Policy Manual for steward awareness.

#### 6. Treasurer

The treasurer shall:

- a) Serve on the Executive Committee of the BOD;
- b) Work in conjunction with the business manager to assure sound fiscal practices and accountability;
- c) Oversee any external audits or financial reviews;
- d) Oversee sound cash handling practices;
- e) *The treasurer will serve as one of the BOD members but will be elected separately from the rest of the BOD to a three-year term and shall not be limited to the number of terms he/she may serve. The purpose of this is to allow consistency in the financial matters of the congregation.*

#### H. Limitations of the BOD

While the BOD has wide ranging responsibility and authority to give direction to the ministry of the congregation, it shall not:

- 1. Engage in actions or privileges specifically granted to the voting stewards in Article V, Section A;
- 2. Deviate substantially (more than 5%) from the congregation approved budget;
- 3. Undertake capital expenditures of any amount greater than 5% of the previous year's unrestricted revenue.

#### I. Ministry Leadership Team (MLT)

1. The MLT will consist of the senior pastor, school administrator, and the business administrator, as well as with the consent of the BOD, any future functional positions that may become necessary for the continuity, growth, and successfulness of our ministry and Ministry Leadership Team.
  - a) Associate pastors and assistant administrators will serve as ex officio members of the MLT. In the event that any of the MLT cannot fulfill their duties due to such issues as prolonged illness, the BOD will appoint interim member(s) to serve on the MLT.
  - b) The authority of the MLT shall begin where the explicit pronouncements of the BOD end. Except as required by governing policies or law, decisions of the MLT do not need approval by the BOD.
  - c) It is the responsibility of the MLT to implement policy as established by the BOD.
2. Senior Pastor

Upon being installed the pastor is authorized and obligated to:

- a) While the Office of the Keys and the public ministry are given to the local congregation by Christ and His Holy Word (see John 20:22-23), the management of the public office of ministry and the spiritual leadership of the church, under the leadership of the Holy Spirit, shall be vested in and delegated to the senior pastor.

His authority is derived from the order established in the Scriptures, which gives the title of “elder” or “overseer” to the “pastor/shepherd” of the church who receives financial support from the church for the exercise of this ministry functions (see I Timothy 5:17-18; Titus 1:5-9; I Peter 5:1-2; Acts 20:17, 28). All members of the ministry staff/team shall perform their ministry under the spiritual supervision and authority of the senior pastor. The ministry staff/team shall include both ordained clergy and men and women who have been commissioned by the church as a minister of the Gospel. The duties of the ordained clergy shall include, but not be limited to:

- (1) The preaching and teaching of God’s Word;
- (2) Administration of the sacraments;

- (3) Visitation of the sick;
- (4) Performing marriages and funerals;
- (5) The pastor(s) shall have the authority and responsibility for supervising all worship services so that they are at all times in harmony with the doctrine and practice of the Lutheran Church — Missouri Synod.

3. School Administrator

- a) Shall represent the school whenever representation of the school as a whole is necessary and endeavor to promote, and to work for the efficiency of, the entire school.
- b) Shall lead all colleagues in zeal for, and devotion to, the school and its improvement as a Christian institution and an as educational agency.
- c) Shall administer the school in such a way as to reflect standards of the State of Missouri and the Lutheran Church - Missouri Synod.
- d) Shall supervise the school staff, the school office, and the children.
- e) Shall supervise curriculum and instruction in the school, have charge of enrollment, attendance, decorum, safety, records, hygiene, sanitation, and school facilities.
- f) Shall endeavor to continue professional growth.

4. Business Administrator

- a) Oversee the financial operations of the church and school;
- b) Manage the facilities;
- c) Coordinate the administration of human resources and benefits.

5. MLT limitations are implemented through policy as developed by the Board of Directors. When representing the congregation, the MLT and staff shall not act in a manner that is unethical, imprudent, illegal, or inconsistent with the Holy Scriptures, the Lutheran Confessions, the Articles of Incorporation, the Constitution, or the Policy Manual.

J. Ministry Action Teams (MAT)

A Ministry Action Team is a group of stewards doing ministry work. Ministry Action Teams are meant to be active and dynamic. They will change regularly to meet the changing ministry needs of the congregation and community.

**VI. ARTICLE VI THE OFFICES OF PASTOR AND TEACHER**

- A. The pastoral office of this congregation, as well as that of a called school administrator or teacher, shall be conferred upon such ministers, teachers, and candidates who adhere to the confessional standards set forth in Article II of this Constitution and are well qualified in their field.
1. This may include a LCMS rostered school administrator, teacher, musician, Director of Christian Education, and any future functional positions that may become necessary for the continuity, growth and successfulness of our ministry and Ministry Leadership Team.
  2. Pastors and teachers in the call extended to and accepted by them, shall be pledged to this confessional standard.
- B. Procedure for calling a Pastor or Commissioned Minister
1. Establishing a Call Committee
    - a) The BOD in consultation with the MLT will establish a Call Committee to oversee the selection of eligible candidates. The Call Committee will be chaired by the Vice-Chair of the BOD and include a diverse cross-section of stewards in good standing.
    - b) The Call Committee may employ various methods to narrow down the field of candidates, which have been approved by the LCMS District President, to be presented at a voters meeting. Such forms may include questionnaires, phone interviews, and onsite visits. Once an individual or slate of candidates has been selected by the Call Committee, the voters shall elect one of the proposed candidates by a simple majority vote.
  2. For the position of Teacher: The School Administrator shall lead a hiring group which includes other school personnel that solicits, reviews, and selects the successful candidate according to processes the group deems appropriate. If that candidate is eligible to be called (at time of selection or subsequently) to the position

and desires a call, the name is submitted for a simple majority approval by the voters who hold the right to extend calls.

3. The Call Committee will solicit candidate names from the congregation as well as from the District President. The candidate list will be submitted to the Missouri District to gather additional input and to enable evaluation and approval.

C. Pastoral Oversight Team

1. Should the BOD or the voters determine that there is issue requiring the public accountability for the functioning of the pastoral office, the BOD shall consult with the District President and Circuit Visitor in an effort to seek resolution. In the absence of timely resolution and in ongoing consultation (District President and Circuit Visitor), the BOD may create a Pastoral Oversight Team.
2. The Pastoral Oversight team is an ad hoc team of men assembled with singular focus on the identified issue only for the duration required to manage the issue.

Formation of the Pastoral Oversight Team shall be done by placing the names of willing men on the BOD and men serving as worship service leaders into a pool and three names withdrawn that shall comprise the team. The team will self-select a chair and will provide monthly reports to the BOD and subsequently to a voters assembly in a manner deemed appropriate by the BOD as it receives ongoing consultation.

**VII. ARTICLE VII PROPERTY**

- A. If at any time a division should take place, the property of the congregation and all benefits connected there with shall remain with those stewards who continue to adhere in confession and practice to Article II.
- B. In the event the congregation should dissolve, the property and all rights connected therewith shall be transferred to an LCMS ministry or institution as determined by a majority vote.

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## **VIII. ARTICLE VIII**

## **AMENDMENTS**

Amendments to this Constitution may be adopted at a regular congregational voters meeting provided:

- A. That they do not conflict with the provisions laid down in Article II or with any other article that pertains to scriptural doctrine and practice;
- B. That they have been submitted to the president of the district and been reviewed and approved by the district's constitution committee;
- C. That the proposed amendment has been submitted in writing and presented to the congregation at a previous congregational voters meeting;
- D. The affirmative vote of a two-thirds (2/3) majority of the voting stewardship present at the congregational voters meeting shall be required for the adoption of an amendment.

### **Notes:**

<sup>1</sup> All Scripture references are taken from the NIV translation, unless otherwise noted.

**Immanuel Lutheran Church and School  
Fiscal Year July 1, 2021 through DECEMBER 31, 2021**

MONTH BY MONTH SUMMARY													
Actual	Jul_2021	Aug_2021	Sep_2021	Oct_2021	Nov_2021	Dec_2021	Jan_2022	Feb_2022	Mar_2022	Apr_2022	May_2022	Jun_2022	YTD
Church Receipts	\$ 96,148	\$ 83,940	\$ 88,198	\$ 120,248	\$ 78,162	\$ 121,134							\$ 587,830
Mortgage Contributions	\$ 42,624	\$ 31,366	\$ 29,618	\$ 32,097	\$ 83,948	\$ 32,116							\$ 251,789
ADJ to CC Contributions	\$ (9,377)	\$ 1,862	\$ 3,630	\$ 1,150	\$ (50,700)	\$ 1,132							\$ (52,303)
School Receipts	\$ 348,190	\$ 476,625	\$ 295,311	\$ 172,422	\$ 152,225	\$ 174,271							\$ 1,619,045
Total Income	\$ 477,585	\$ 593,813	\$ 416,757	\$ 325,917	\$ 263,635	\$ 328,653							\$ 2,406,361
Operating Expenses	\$ 262,572	\$ 270,741	\$ 209,875	\$ 381,362	\$ 288,821	\$ 297,170							\$ 1,800,542
Net Operating Inc(Loss)	\$ 215,013	\$ 323,072	\$ 116,882	\$ (55,445)	\$ (25,186)	\$ 31,483							\$ 605,819
<b>Budget</b>													
Church Receipts	\$ 93,400	\$ 80,800	\$ 78,200	\$ 89,200	\$ 76,500	\$ 113,000	\$ 84,400	\$ 74,100	\$ 75,100	\$ 87,500	\$ 82,200	\$ 65,600	1,000,000
Mortgage Contributions	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	\$ 33,248	398,976
School Receipts	\$ 315,500	\$ 370,650	\$ 226,200	\$ 207,971	\$ 177,138	\$ 189,065	\$ 235,350	\$ 184,250	\$ 206,250	\$ 180,250	\$ 157,250	\$ 71,000	2,500,874
Total Income	442,148	484,698	337,648	330,419	286,886	315,313	352,998	291,598	314,598	300,998	272,698	169,848	3,899,850
Operating Expenses	298,992	324,621	312,618	397,155	304,626	321,697	316,860	313,005	316,892	394,141	300,112	299,947	3,899,666
Net Operating Income	143,156	160,077	25,030	(66,736)	(17,740)	(6,384)	36,138	(21,407)	(2,294)	(93,143)	(27,414)	(129,099)	184
<b>Detail by Board</b>													
Church Contributions	\$ 587,347	\$ 531,100	\$ 56,247		\$ 502,911								
Other Church Receipts	\$ 483	\$ -	\$ 483		\$ 436								\$ 71,198
Mortgage Contributions	\$ 199,486	\$ 199,488	(2)		\$ 199,486								\$ 20,945
School Receipts	\$ 1,619,045	\$ 1,466,524	152,521		\$ 1,397,981								\$ 177,748
3rd Party Income	\$ -	\$ -	\$ -		\$ -								
Total Income	\$ 2,406,361	\$ 2,197,112	209,249		\$ 2,100,814								\$ 269,891
Church Ministry	\$ 228,853	\$ 254,913	(26,060)		\$ 196,938								
School Ministry	\$ 1,169,036	\$ 1,244,567	(75,531)		\$ 1,105,972								
Purchases_3rd Party Fundl	\$ -	\$ -	\$ -		\$ -								
Fellowship	\$ 1,289	\$ 800	489		\$ 416								
Finance Ministry	\$ 32,198	\$ 70,116	(37,918)		\$ 60,863								
Mortgage Expense	\$ 199,486	\$ 199,488	(2)		\$ 199,486								
LHSA	\$ 18,600	\$ 18,600	\$ -		\$ 18,600								
Missions Support/Exp	\$ 3,725	\$ 2,400	1,325		\$ 1,377								
Properties	\$ 145,208	\$ 163,910	(18,702)		\$ 139,007								
Spiritual Growth	\$ 699	\$ 2,245	(1,546)		\$ 1,256								
Youth	\$ 448	\$ 2,670	(2,222)		\$ 98								
Operating Expense	\$ 1,800,542	\$ 1,959,709	(159,167)		\$ 1,724,013								
Net Operating Income	\$ 605,819	\$ 237,403	368,416		\$ 376,801								
Net Church ***	155,810	15,446	140,364		84,792								\$ 522,526
Capital Funds Set Aside	450,009	221,957	228,052		292,009								\$ 92,321
Net School	605,819	237,403	368,416										\$ 614,847
Actual P & L													\$ 461,743

School Funds Set Aside as of DECEMBER 31, 2021	
17-'18 & '18-'19 Proceeds Trivia Night	\$ 71,198
Matching Funds Boeing & Bayer f/k/a Montisanto	\$ 20,945
Special Donations [Mem/NM Donations; Zattarella Est \$ Grandparents Day, Misc sources	\$ 177,748
<b>Total School Funds Set Aside</b>	<b>\$ 269,891</b>

Church Funds Set Aside as of DECEMBER 31, 2021	
Reserve [Future Mortgage Paymt as of 01/15/22]	\$ 357,828
Cap Reserve for Campus Expansion	\$ 414,975
Cap Reserve for Sanctuary/Balcony	\$ 343,642
Bldg/Prop Repairs/Improvements	\$ 136,755
Schramm & Zattarella/Smey Estate Funds	\$ 195,353
<b>Total Other Church Funds Set Aside</b>	<b>\$ 1,090,725</b>

Available Operating Funds	
Missouri Bank Acct 12/31/21	\$ 198,695
Less: Accounts Payable	\$ (24,417)
<b>Adjusted Operating Fund Balance</b>	<b>\$ 174,278</b>

Recap of Savings:	
Current Year Savings \$ @ LCEF	\$ 522,526
Current Year Savings \$ sitting in General Fund	\$ 92,321
<b>TOTAL Current Year Savings</b>	<b>\$ 614,847</b>
Savings: PPP and Prior Year(\$	\$ 461,743