

Immanuel Lutheran Church & School
Voters Meeting Minutes
09.26.2022

Attendance: 61

Meeting was called to order by Tom Ruff at 7:02 p.m.

Pastor Tom Roma opened the meeting with a reading from Hebrews 10:19-25, which encourages us as believers to draw near to the throne of God. Pastor Roma commented that gathering together as the saints is not passive, but active in uplifting one another with encouragement and with prayer.

Tom Ruff reviewed the Minutes of the May 2022 Voters Meeting. Rod Kumm made a motion to approve the Minutes as presented. John Holste seconded the motion. Motion approved by unanimous vote.

Tom Ruff reviewed the Minutes of the July 2022 Special Voters Meeting. Vern Boehme noted a correction to the sentence that reads, "These funds were to come from the approximate \$350,00 ..." with a missing "0," i.e., \$350,000. Vern Boehme made a motion to approve the Minutes as corrected. Darwin Zimmerman seconded the motion. Motion approved by unanimous vote.

BOD Reports

Tom Ruff, BOD chairman, reported on the following:

- September 2022 BOD Workshop. The Board held their annual workshop, which included reviewing Board policies. Immanuel Lutheran Church – Wentzville has joined Alliance Defending Freedom, a Christian legal advocacy group that provides legal support to faith-based organizations. Board policies have been sent to ADF for review to ensure that Immanuel is incorporating best practices into its policies.
- Long-Term Planning Committee – Tom Ruff noted that the most recent long-term plan had included such projects as facilities, a storage building, and the sanctuary/balcony project. As Immanuel continues to look forward, a refreshed Committee will conduct a congregational assessment to consider, among other needs: growth in the church, growth in the Wentzville community, and projecting what is happening around Immanuel in the next years. The Committee intends to present a report at the next Voters Meeting that will then lead to a discussion of needs and limitations in order to establish priorities. Tom asked that members of Immanuel keep both the individuals and the process in prayer as the Committee considers, "where does Immanuel go?" and "how does it get there?"

Committee members: Vern Boehme, Dustin Flassig, Lacie Flassig, Russ Hoppe, Becky Hoskins, Rod Kumm, and John Waddell

- Balcony/Sanctuary Improvement – Roger Huslage presented a project update.
 - The new balcony AV room is complete and in operation.

- The new conference room with work table is ready to go; and, in fact, already in use.
- The seating platform railing requires additional work, i.e., welding.
- Financially, \$101,678 has been spent to date on a \$150,000 approved budget.
- Sanctuary – carpeting and flooring, stonework, outside planters complete.

Tom Ruff recognized and expressed appreciation to those involved in the project.

- **Parking Lot Project** – The recommended parking lot extension consisting of a gravel lot may require instead a hard surface. This was discovered through conversations with St. Charles County, as well as through further study of the functionality of a gravel lot. Change in the project will require more than the \$125,000 budget approved by the voters. The Committee is seeking three bids and will come back to the voters with details once available.

Wayne Benne asked about grading needs in the retention area, making it possible to mow the lawn in the area. Grant Goris acknowledged this need is already under consideration.

Susan Maag asked about number of parking spots. Grant Goris stated 90+.

Becky Hoskins asked about landscaping requirements. Tom Ruff stated the Committee is addressing traffic control in the area, aesthetics, etc.

Treasurer's Report – Carol Waddell presented the Treasurer's Report, acknowledging the blessings of excess funds and thanksgiving for both the sanctuary and the balcony projects, as well as the additional storage in the balcony and Fellowship Hall, and the outside planter boxes. Report attached.

Becky Hoskins made a motion to approve the Treasurer's Report as presented. Kris Schuldt seconded the motion.

David Rawlings asked a question about the LCEF mortgage obligation. Carol Waddell clarified that "Overflowing" is the capital campaign that pays the mortgage obligation. Consequently, there is no difference in the two.

Motion approved by unanimous vote.

Proposed use of financial blessings from previous fiscal year – Tom Ruff stated that 2021-2022 excess funds in the amount of \$367,000 are currently being held in Capital Reserve Funds Set Aside. Tom Ruff put forward to the voters the BOD proposed plan for disposition of these funds. See attached.

Regarding \$60,000 toward a partial year salary of a leadership staff member, Carole Vahsholtz asked if those funds are expected every year to support this position or if this is a one-time allocation. Tom Ruff clarified that these excess funds are one time. Tom also noted that excess funds have been received each year for the last four years.

David Rawlings asked how the role of Pastor Maxx Fisher at St. Paul Lutheran Church – New Melle fits into the proposed new leadership position. Pastor Auringer addressed the pastoral

support relationship between St. Paul – New Melle and Immanuel Lutheran Church – Wentzville, which does not involve this proposed leadership staff position.

David Dolak asked if a job description is available for a new leadership staff member position. Tom Ruff stated, "No," but that a description is being developed.

Paul Edwards asked about the timing of a job description. Tom Ruff gave an outline of a leadership/business management position that will, in term, allow Immanuel's pastors time to dedicate to preaching and teaching of the Word and not in the day-to-day business operations. A job description will be developed within the next month.

Rod Kumm shared comments regarding the complexity of a business manager role, including everything from negotiating contracts to dealing with campus operations.

Regarding debt reduction, Rod Kumm spoke to the recommended \$50,000 allocation amount when compared to the mortgage, e.g., \$50,000/\$5M. Rod suggested keeping the recommended \$50,000 debt reduction amount in basic funds for available cash.

John Holste stated supported of Rod Kumm's recommendation.

Darlene Whited spoke to the importance of reducing debt and allocating the full amount of excess funds to the debt, i.e., \$367,000.

Debbie Anderson commented on the substantial progress of debt reduction over the last seven years on the original \$6M debt, i.e., reduction of approximately \$1M.

Pastor Auringer spoke to Debbie Anderson's role as finance director and her having already rolled part of the original Business Manager responsibilities into her position. Pastor Auringer commented that ministry work cannot be supported currently, because of the time that both he and Pastor Roma need to dedicate to day-to-day business operations. An individual is need to oversee the business aspects.

Amy Schuldt asked if the real need is an additional pastor.

Debbie Anderon addressed Carole Vahsholtz's question about mortgage interest rate(s).

Rod Kumm made a motion to move the recommended \$50,000 debt reduction allocation to the general Campus Expansion Fund, making the revised allocation amount \$278,900. John Holste seconded motion.

Kathy Rawlings raised a question about allocating budget dollars to a proposed position without a job description. Tom Ruff clarified that the dollars are a place holder.

Grace-Ann Dolak asked for clarification on the job duties compared to the responsibilities Debbie Anderson currently handles.

Carole Vahsholtz confirmed her understanding that allocating dollars to a new staff position enables further development, while the actual position will need approval.

Sue Maag asked about the timeline to have someone hired. Tom Ruff stated that considering the nature of the role, it would likely be after the first of the year.

Vern Boehme spoke to the importance of more dollars allocated to debt reduction.

Tom Ruff reiterated the motion: Moving the \$50,000 debt reduction to the Campus Expansion Fund, recommended allocations are as follows:

\$8,100 – Leadership Education: Advancing Development (LEAD)

\$20,000 – Missions – Grade Chapel Lutheran Church and School, St. Louis, Mo.

\$60,000 – Partial year salary to add leadership level manager/administrator to the staff

\$278,900 – Campus Expansion Fund

Tom Ruff called the question, moving the motion to a voice vote. Motion approved.

Ministry Leadership Team

Jason Auringer, Senior Pastor, commented on

- 2022-2025 Strategic Plan outline, noting that all items will require voter approval. Attached.
- Carole Vahsholtz asked about timing of the updated website. Pastor Roma stated the staff is aiming for the first of the year.
- Lay Elder Advisory Team – Discussion of Lay Elders. Voter support sought of five individuals: Dan Ebert, Kris Schuldt, Rod Kumm, Vern Boehme, and John Waddell.

Carole Vahsholtz asked about the role of women as elders. Pastor Auringer spoke to the biblical basis of elders as it relates to the role of the pastor. Elders serve as an extension of the pastoral office.

David Rawlings asked about an elder's heavy responsibilities and the possible infringement upon an individual holding other roles within the congregation.

Rich Heppel commented on the great support of the elder role to the pastoral office.

- Pew Cushions: With Balcony/Sanctuary renovations coming in under budget at approximately \$30,342, Pastor Auringer asked about extending the sanctuary update to include new pew cushions. Cost of \$34,560.

Additional dollars to come from a property improvement line item, i.e., \$4,218.

Rose Anna Edwards asked about the quality of the material being considered as it relates to cleaning.

Tom Ruff asked for a motion regarding expensing dollars toward new pew cushions.

John Holste made a motion to expense up to \$40,000 to replace pew cushions. Darwin Zimmerman seconded the motion. Motion approved by unanimous vote.

Allison Dolak, Principal, commented on the following:

- 525 total 2022-2023 students, PreK through 8th grade
- 32 Immanuel teachers to attend the Lutheran Education Association (LEA) conference next week
- Back to School Night planned

- Anniversaries: Rachel Keseman and Hannah Boehme – 5 years, Christine Grubbs and Rich Wuebbels – 10 years, and Cee Cee Liefer – 15 years
-

Mike Schlipp, Property Manager, reported on the following:

- Fire inspections. All have gone well. Fire Alarm inspection in October, 2022
- Balcony/Sanctuary update – wrapping up all work

Paul Edwards asked about alarm system testing.

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

The meeting adjourned at 8:40 p.m. with the singing of the Doxology.

HANDOUTS:

- Meeting Agenda
- May 23, 2022, Voters Meeting Minutes
- July 10, 2022 Special Voters Meeting Minutes
- Definition of Elder Team
- Proposal on use of excess funds
- Treasurer's Report
- Finance Director's Report

**Immanuel Lutheran Church and School
Fiscal Year July 1, 2021 through JUNE 30, 2022**

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	\$ 78,192	\$ 121,134	\$ 92,366	\$ 86,384	\$ 85,449	\$ 124,426	\$ 84,223	\$ 81,121	\$ 1,141,799
Mortgage Contributions	\$ 42,624	\$ 31,386	\$ 29,618	\$ 32,097	\$ 83,948	\$ 32,116	\$ 36,138	\$ 60,299	\$ 41,408	\$ 39,252	\$ 24,961	\$ 27,165	\$ 481,041
ADJ to CC Contributions	\$ (9,377)	\$ 1,862	\$ 3,630	\$ 1,150	\$ (50,700)	\$ 1,132	\$ (2,890)	\$ (27,051)	\$ (8,160)	\$ (6,004)	\$ 8,287	\$ 6,083	\$ (82,039)
School Receipts	\$ 348,190	\$ 476,625	\$ 295,311	\$ 172,422	\$ 152,225	\$ 174,271	\$ 239,217	\$ 147,878	\$ 182,952	\$ 145,207	\$ 154,641	\$ 75,387	\$ 2,564,329
Total Income	\$ 477,585	\$ 593,813	\$ 416,787	\$ 325,917	\$ 263,635	\$ 328,653	\$ 364,831	\$ 267,510	\$ 301,649	\$ 302,881	\$ 272,112	\$ 189,756	\$ 4,105,100
Operating Expenses	\$ 252,572	\$ 270,741	\$ 299,875	\$ 381,362	\$ 288,821	\$ 297,170	\$ 281,490	\$ 296,074	\$ 316,162	\$ 400,225	\$ 329,587	\$ 313,321	\$ 3,737,402
Net Operating Inc(Loss)	\$ 215,013	\$ 323,072	\$ 116,882	\$ (55,445)	\$ (25,186)	\$ 31,483	\$ 83,341	\$ (28,564)	\$ (14,513)	\$ (97,344)	\$ (57,475)	\$ (490,565)	\$ 698
Budget													Actual Loss for June (123,565)
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	\$ 272,898	\$ 169,848	\$ 3,899,850
Operating Expenses	\$ 298,992	\$ 324,621	\$ 312,618	\$ 397,155	\$ 304,626	\$ 321,697	\$ 316,880	\$ 313,005	\$ 316,892	\$ 394,141	\$ 300,112	\$ 298,947	\$ 3,899,666
Net Operating Income	\$ 143,156	\$ 160,077	\$ 25,030	\$ (66,736)	\$ (17,740)	\$ (6,384)	\$ 36,118	\$ (21,407)	\$ (2,294)	\$ (93,143)	\$ (27,414)	\$ (129,099)	\$ 184

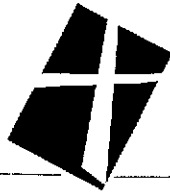
Detail by Board	JUNE 2022 YTD		JUNE 2022 YTD		Budget Variance	Comments	July 2020 to June 2021	
	Actual	Budget	Budget	Variance			June 2021	July 2020 to June 2021
Church Contributions	\$ 1,140,976	\$ 1,000,000	\$ 1,000,000	\$ 140,976		\$ 1,023,431	\$ 1,023,431	
Other Church Receipts	\$ 824	\$ -	\$ -	\$ 824		\$ 1,052	\$ 1,052	
Mortgage Contributions	\$ 398,972	\$ 398,976	\$ 398,976	\$ (4)		\$ 398,972	\$ 398,972	
School Receipts	\$ 2,564,328	\$ 2,500,874	\$ 2,500,874	\$ 63,454		\$ 2,391,328	\$ 2,391,328	
3rd Party Income	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	
Total Income	\$ 4,105,100	\$ 3,899,850	\$ 3,899,850	\$ 205,250		\$ 3,814,783	\$ 3,814,783	
Church Ministry	\$ 451,567	\$ 511,480	\$ 511,480	\$ (59,913)	DCE vacancy	\$ 413,155	\$ 413,155	
School Ministry	\$ 2,368,107	\$ 2,485,749	\$ 2,485,749	\$ (97,642)		\$ 2,238,575	\$ 2,238,575	
Purchases_3rd Party Fundi	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	
Fellowship	\$ 2,532	\$ 2,000	\$ 2,000	\$ 532		\$ 1,419	\$ 1,419	
Finance Ministry	\$ 90,016	\$ 133,941	\$ 133,941	\$ (43,925)	Bus Migr vacancy	\$ 127,318	\$ 127,318	
Mortgage Expense	\$ 398,972	\$ 398,976	\$ 398,976	\$ (4)		\$ 398,972	\$ 398,972	
LHSA	\$ 31,000	\$ 31,000	\$ 31,000	\$ -		\$ 31,000	\$ 31,000	
Missions Support/Exp	\$ 5,237	\$ 5,000	\$ 5,000	\$ 237		\$ 5,037	\$ 5,037	
Properties **	\$ 734,363	\$ 336,630	\$ 336,630	\$ 397,733	\$387K Cap Reserve	\$ 588,485	\$ 588,485	
Spiritual Growth	\$ 6,636	\$ 9,770	\$ 9,770	\$ (3,134)		\$ 5,564	\$ 5,564	
Youth	\$ 15,972	\$ 5,120	\$ 5,120	\$ 10,852	NYG excess exp	\$ 4,314	\$ 4,314	
Operating Expense	\$ 4,104,402	\$ 3,899,666	\$ 3,899,666	\$ 204,736		\$ 3,813,839	\$ 3,813,839	
Net Operating Income	\$ 698	\$ 184	\$ 184	\$ 514		\$ 944	\$ 944	
Net Church ***	\$ 171,477	\$ (34,941)	\$ (34,941)	\$ 206,418		\$ (151,809)	\$ (151,809)	
Capital Res Funds Set Aside	\$ (367,000)	\$ -	\$ -	\$ (367,000)		\$ -	\$ -	
Net School	\$ 196,221	\$ 35,125	\$ 35,125	\$ 161,096		\$ 152,753	\$ 152,753	
Actual P & L	\$ 698	\$ 184	\$ 184	\$ 514		\$ 944	\$ 944	

School Funds Set Aside as of June 30, 2022
 Proceeds Trivia Night (2018, 2019, 2022) \$ 131,770
 Matching Funds Bosing & Bayer fika Montsanto \$ 22,496
 Special Donations [Mem/NM Donations; Zattarella Est. \$ Grandparents Day, Misc sources 191,020
Total School Funds Set Aside \$ 344,985

Church Funds Set Aside as of JUNE 30, 2022
 Reserve [Future Mortgage Paymt as of 06/30/22] \$ 420,811
 Cap Reserve for Campus Expansion \$ 782,287
 Cap Reserve for Sanctuary/Balcony \$ 295,462
 Bldg/Prop Repairs/Improvements \$ 147,862
 Schramm & Zattarella/Smay Estate Funds \$ 195,353
Total Other Church Funds Set Aside \$ 1,420,964

Available Operating Funds
 Missouri Bank Acct 06/30/22 \$ 86,530
 Less: Accounts Payable \$ (58,211)
 Adjusted Operating Bank Balance 06-30-22 \$ 28,319

Recap of Savings:
 Current Year Savings of 2021/2022 profits \$ 697.95
 Prior Year(s) Savings and Paycheck Protection Plan [PPP] \$ 461,743.35



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IMMANUEL LUTHERAN
 CHURCH AND SCHOOL

To: VOTERS

September 26, 2022

From: Debbie Anderson, Finance Director

Campus Expansion / Improvement Fund

Balance of fund as of 05/01/22.....	\$ 415,287
Add: 21/22 Fiscal Year End funds pending voter final allocation	\$ 367,000
Pending Withdrawal as approved by voters for new parking lot.....	\$(125,000)

Recap General Savings \$ 462,441

- \$ 49,736 Land Proceeds FYE 06-30-14
- \$ 361,939 Savings due to Paycheck Protection Plan Dec 2020
- \$ 50,766 Surplus Funds FYE 2014 through 2022

Balcony Remodel Approved Budget \$ 150,000

Paid	
\$ 90,000	JM Construction [paid to date on contract]
\$ 6,521	Video/Technology Room [Tables, Counter Tops, Cabinets, Wiring, Etc
\$ 5,157	Conference Room [Table, Countertop, Cabinets, File Cabinets, Locks
	\$ 101,678 paid to date
Pending Payments	
\$ 23,013	JM Construction [Bal of contract \$ 22,313 + \$ 700 drywall change order]
\$ 1,000	TV, Hardware, etc for conference room

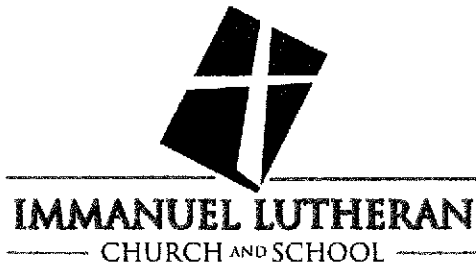
Sanctuary Remodel Approved Budget \$ 100,000

Paid	
\$ 42,640	JM Construction [paid to date on carpet contract]
\$ 15,410	Pagasi Contraction [installation of stone]
\$ 5,933	C Bennett [Stone]
\$ 6,470	Travis Fry Painting
	\$ 70,453 paid to date
Pending Payments	
\$ 21,000	JM Construction [Bal of carpet contract]
\$ 2,214	Pagasi Contraction
\$ 300	Misc Item: New bolts for pews, etc.

Balcony / Sanctuary Remodel Fund as of 2/20/22	\$ 343,892
Less Payments to Date for Balcony	\$ (101,678)
Less Payments to Date for Sanctuary.....	\$ (70,453)
Current Balance in Fund as of 09/23/22	\$ 171, 761

Recap of Principle Payments on LCEF Mortgage

Effective 5/15/15 (1) Loan with LCEF for Church/School/MPB		\$ 6,664,641.00	
Less May & June 2015 Debt Reduction Pymt & June Principle Pymt	\$ (10,910.05)		Total Debt
Less July 2015 to June 2016 Debt Reduction Pymts & Principle Pymts	\$ (175,979.22)		Reduction
Less July 2016 to June 2017 Debt Reduction Pymts & Principle Pymts	\$ (193,845.27)		(\$1,471,992.37)
Less July 2017 to June 2018 Debt Reduction Pymts & Principle Pymts	\$ (183,783.45)		in 7 years
Less July 2018 to June 2019 Debt Reduction Pymts & Principle Pymts	\$ (196,376.69)		
Less July 2019 to June 2020 Debt Reduction Pymts & Principle Pymts	\$ (230,474.37)		
Less July 2020 to June 2021 Debt Reduction Pymts & Principle Pymts	\$ (266,399.48)		
Less July 2021 to June 2022 Debt Reduction Pymts & Principle Pymts	\$ (214,223.84)		
Loan Balance as of July 1, 2022		\$ 5,192,648.63	
Princ Payments	07/15/21 \$ 14,857.06	07/31/21 \$ 375.00	
Princ Payments	08/16/21 \$ 14,911.01	08/31/21 \$ 360.00	
Princ Payments	09/15/21 \$ 14,965.09	09/30/21	
Princ Payments	06/15/22 _____	06/30/22 _____	Current LCEF
PRINCIPLE REDUCTION by payment	\$ 44,733.16	Addtl Princ. Pymt	\$ 735.00
GRAND TOTAL PRINCIPLE REDUCTION FOR CURRENT FISCAL YEAR	\$ 45,468.16		\$ 5,147,180.47



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Date: 09/26/2022
To: Stewards
From: Carol Waddell, Treasurer

Overflowing Campaign

- Mortgage obligation per month is \$33,248 (July and August total \$66,496)
- July and August Overflowing contributions were \$50,288
- Used \$16,200 from mortgage reserve fund for July and August mortgage payments
- 110 Pledges currently
- 107 of 110 pledges have made some contributions towards pledge
- 2021-2022 contributions to Overflowing
 - \$430,598.27 pledged
 - \$134,090.96 unpledged
- 2022-2023 (July-August)
 - \$30,275 pledged
 - \$18,643 unpledged
- September mortgage contributions as of 9-26-22
 - \$18,122 pledged
 - \$ 6,019 unpledged

Church and School Ministry

- Ended 2021-22 fiscal year in good standing; will vote on distribution of funds
- Church receipts for first 2 months of 2022-23 fiscal year is \$55,000 above budget; some stewards choose to make their annual contributions in July
- School receipts for July and August were \$210,000 over budget due basically to the start of a new school year
- Estimated September 2022 general contributions \$15,000 below budget

Disposition of excess funds from previous fiscal year

Proposal from the BOD and MLT

Sept 26, 2022

Funds available from managed spending (~\$162k) and additional blessings (~\$205k)

\$367,000

Proposed use of funds

\$8,100	Leadership Education:Advancing Development (Staff professional development – 5% of managed spend)
\$20,000	Missions – Grace Chapel
\$50,000	Debt Reduction
\$60,000	Partial year salary to add leadership level manager/administrator to the staff
\$228,900	Campus expansion fund

Strategic Plan 2022-2025

Work with MLT/Staff/BOD & Future Planning committee to...

1. Explore land acquisitions;
2. Consider building possibilities including but not limited to a fine arts center;
3. Provide designated space for middle school & high school youth;
4. Establish more care groups (addiction/divorce/etc.) in addition to Grief Share;
5. Begin a young adult ministry;
6. Offer an additional style of worship; and
7. Determine staffing possibilities to more efficiently carry out our mission

Work with MLT/Staff/Volunteers to...

1. Unveil a new mission focus/clarity under the theme of *Embraced/Equipped/Engage*;
2. Launch a new website; and,
3. Encourage the formation of more small groups

QUALIFICATIONS OF A LAY ELDER

- A. One who recognizes himself as a redeemed child of God.
- B. One who is regular in attendance at worship and Holy Communion.
- C. One who is involved in regular Bible study.
- D. One who cares about people.
- E. One who is emotionally balanced.
- F. One who can approach people positively.
- G. One who is loyal to the congregation and to a faithful pastor.
- H. One who is often in prayer.
- I. One who has a personal life and language that is above reproach.
- J. One who is teachable and willing to grow.
- K. One who by time and action reveals maturity

1. The Advisory Team of Elders and the Pastor

- a. With the pastor be concerned with all matters pertaining to the spiritual life of the congregation.
- b. Individually, and as a board, by word and action, encourage the pastor in his work.
- c. Regularly pray for the pastor and other spiritual leaders.
- d. Ready at all times to work with the pastor when difficulties arise and, if needed, offer loving correction, congregational care/guidance, or the like in situations of pastoral negligence or loss.
- e. Be concerned about the spiritual, emotional, and physical well-being of the pastor and his family.

2. The Advisory Team of Elders and the Congregation

- a. Watch for opportunities to give commendation to members who give evidence of Christian faithfulness and growth.
- b. Watch for opportunities to share joy and sorrow with members. (Birth of a child, anniversary, birthday, hospitalization, death, accident, lingering illness, confirmation, graduation, business problems)
- c. Be especially aware of the needs of families with small children and senior citizens.
- d. Have a heart for the congregation's youth ministry.

MEETING

As needed or desired