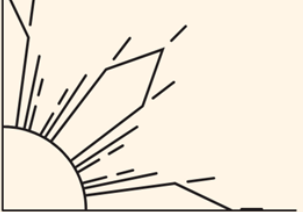


***LUTHERAN CHURCH
OF THE ATONEMENT
CONGREGATION MEETING
MAY 19, 2024***



Congregation Meeting Agenda

1. Call to Order
2. Opening Devotion
3. Approval of Minutes
 - November 12, 2023 Congregation Meeting
 - January 21, 2024 Special Congregation Meeting
4. Pastor's Report
5. School Report
6. Financial Report
7. Stewardship Report
8. Board of Properties Report
9. Nominations Committee Report
10. 2024-25 Budget
11. Elections



Opening Devotion

MAY 19, 2024

Atonement
Congregational Meeting

Opening Prayer:

God of grace, we praise you for the gift of community. Your Holy Spirit is active in this congregation, flowing through your community with the gifts of grace, faith, hope, and love. As we gather for a time of conversation this afternoon, help us to be ever mindful of these gifts which you so freely give. Empower this congregation to be good stewards of all you have entrusted to us, that we may honor you in all we do, in the name of Jesus, our savior and redeemer.

Amen.

Scripture:

A Reading from 1 Corinthians 12: 4-11

4 There are different kinds of gifts. But they are all given to believers by the same Spirit. 5 There are different ways to serve. But they all come from the same Lord. 6 There are different ways the Spirit works. But the same God is working in all these ways and in all people. 7 The Holy Spirit is given to each of us in a special way. That is for the good of all. 8 To some people the Spirit gives a message of wisdom. To others the same Spirit gives a message of knowledge. 9 To others the same Spirit gives faith. To others that one Spirit gives gifts of healing. 10 To others he gives the power to do miracles. To others he gives the ability to prophesy. To others he gives the ability to tell the spirits apart. To others he gives the ability to speak in different kinds of languages they had not known before. And to still others he gives the ability to explain what was said in those languages. 11 All the gifts are produced by one and the same Spirit, who gives gifts to each person, just as the Spirit decides.

Song: “Enchanted”

This world is enchanted. Lean closer to see it.

This world is enchanted. Dare to breathe it in.

This world is transcendent. Lean closer to see it.

This world is resplendent. Dare to breathe it in.

Dare to breathe it in.

Oh God, give us new eyes to see.

Give us new skin to feel.

Give us new lungs to breathe the wonder underneath.

Faith like a mustard seed, a holy naivete,
to swim in your mystery. We need to be free.

Free to breathe it in.

Blessing

May God bless this time of conversation and work to the good of our congregation and school, in the name of the Father, the Son, and the Holy Spirit.

Amen.

APPROVAL OF MINUTES

Ruth Blundell, Secretary

LUTHERAN CHURCH OF THE ATONEMENT

CONGREGATION MEETING

NOVEMBER 12, 2023

I. With 79 voting members present, President Keith Tomazi called the meeting to order.

II. The following minutes were approved:

- May 21, 2023
- September 24, 2023

III. Pastor's Report

Pastor Kendra Nolde thanked the church and school staff for their work and support during the last six weeks.

IV. President's Report

A. Keith is planning on re-activating the Stewardship Committee with the purpose of re-engaging members in the various missions of Atonement.

B. The Council will be considering how best to schedule Atonement's worship services to meet our goal of reconnecting with each other.

C. The paperwork for the St. Louis County Resurfacing Project has been signed and submitted to the County.

D. Keith presented the following slate for the Nominating Committee: David Johnson, Kristy Mandrell, and Kristin Thompson. There were no nominations from the floor. A motion was then made and seconded that David Johnson, Kristy Mandrell, and Kristin Thompson be elected to the Nominating Committee. The motion passed.

V. School Report

Paul Schroeder reported that the School Board and Principal Kim Kern are working to get all tuition accounts current.

VI. Finance Report

Dave Cole reported that the Operating Cash Fund is currently at \$33,000 below the desired budgeted amount. The church offerings given from July-October have averaged -\$15,000/month so far. Dave asked members to prayerfully evaluate their level of giving in the weeks ahead. School tuition/3rd source funding for the 2023/24 school year have brought in \$42,000 less than was budgeted. If this trend continues, the school deficit in June 2024 will be \$122,000.

VII. Endowment Fund

The Endowment Fund amount was \$69,502 as of October 21, 2023. A motion was made and seconded to spend up to \$1,200 in the next 12 months on events that promote fellowship amongst the congregation and/or congregation and school.

Proposals are to be submitted to the Congregation Council for approval. The motion passed.

VIII. Call Committee (See attached report.)

IX. Adjournment

LUTHERAN CHURCH OF THE ATONEMENT SPECIAL
CONGREGATION MEETING
JANUARY 21, 2024

I. With 108 voting members present, President Keith Tomazi opened the meeting. He introduced Pastor Kendra Nolde as the Central States Synod's representative.

II. Greg Viehman introduced the Call Committee and reviewed the Central States Synod's call process.

III. The following motion was made and seconded:

Shall the Reverend Delaney Schlake-Kruse be called to serve as minister of Word and Sacrament of the Lutheran Church of the Atonement, Florissant, Missouri?

Ballots were passed out and collected for tallying. The following motion was then made and seconded:

Shall the Congregation Council be authorized to negotiate the compensation package with the Reverend Delaney Schlake-Kruse?

The motion passed by voice vote. After a short recess Keith announced that the motion to call the Reverend Delaney Schlake-Kruse passed with over two-thirds of the total votes.

IV. A motion was made and seconded to adjourn. The motion passed, and the meeting was adjourned.

PASTOR'S REPORT

Senior Pastor Report: Rev. Delaney Schlake-Kruse
Congregational Meeting
May 19, 2024

“Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom.”
2 Corinthians 3: 17

In the two short months that I have been here with you all, I have had the opportunity to meet with so many of you one on one. Thank you for welcoming me into your homes, taking walks together, sharing meals, and participating in worship, celebrations, and ministry meetings in the course of beginning to get to know one another. It is very clear to me that the Holy Spirit has called me here to Atonement; I feel that call affirmed each day when I connect with you, as well as the students and staff in our school. Although we have only known one another a short time, I have been working hard to notice the places of energy and excitement in our congregation, as well as areas for growth.

Before you entered into the call process, you worked together to discern where the Spirit might be calling Atonement through a process called Reflect and Revive. The outcomes from those conversations have been a helpful framework for me as I get to know you and listen for God. It is my intention to continue listening, continue meeting with you, and to begin experimenting with some new opportunities to see where God might be calling. The areas I am most consistently focusing on include:

- Connecting as a Church Family
- Worship
- Connection Between Church and School
- Church Structure and Administration
- Neighborhood Engagement

If you come to my office, you will notice a large sheet of paper on the wall near the door, listing these topics. Underneath each category, I have begun to place sticky notes with things we are working on and who might be invited to become more involved. This is our work together, and many of the things I have identified are things you are already working on or have expressed interest in starting anew. I expect this list to grow and change as we become clearer about who we are and where we are headed, and I am hopeful that we will begin to gain clarity about where God is inviting us to go through experimentation and reflection.

This summer, we will begin a series of creative worship opportunities on Wednesday evenings, beginning with Holden Evening Prayer in the garden on June 12th. We will also begin walking our neighborhood to notice what God is up to in our midst. We will gather for interactive prayer practices between worship services this summer, and our school board will get together for a leadership retreat to gain clarity about the roles and empowerment to perform them. As we follow God's Spirit, I hope you will join in these opportunities and listen for where God might be calling you to step into a new role in our community.

Atonement is a beautiful congregation with so much potential for growth and Spirit-breathed change, and I am excited about all that is to come. As we continue to grow in relationship with one another, I hope that you will continue to be open and invested in the work of the people here at Atonement.

SCHOOL BOARD REPORT
Paul Schroeder, School Board Chair

This February the students had their Black History Month projects on display in the family room. Shortly after that was the Lutheran North Activity Fair where our students earned many blue ribbons for the high quality of their projects.

In the Fall we reported that there would be an increased focus on school finances. This was prompted by a grant the school had received for a number of years for \$50,000 a year coming to an end. Last June the Board passed a new late tuition policy. This has improved greatly the timely collection of tuition and also families paying down tuition debt incurred in previous years.

A donation plan called the Eagle Initiative has been started with parent encouragement and support to seek more third party donations to support the school. More information is available on the school's website.

Last week the school celebrated the graduations from the Pre School program, Kindergarten and Eighth Grade. We wish these graduates God's guidance and blessing as they continue their education.

A committee has been established to search for a new principal to replace Ms Kern who recently resigned for next year. This committee is actively interviewing applicants and plans to have a replacement by the beginning of June to facilitate a smooth transition.

Ms. Kern is interviewing and hiring replacements for teachers who have indicated they will be leaving next year. This process should be complete before Ms. Kern leaves at the end of June.

Paid registrations for next year are running ahead of this year's so we expect an enrollment for next school year to be at least 160 like this year. So we will have a complete staff to continue having single grade classrooms.

We want to extend a special thank you to Ms. Kern for her service and leadership given to Atonement these past three years.

FINANCIAL POSITION SUMMARY – Atonement Church and School

July 2023 – April 2024

David Johnson, Treasurer

Atonement Lutheran Church & School
Financial Position Summary July 2023 thru April 2024

April 2024

	Monthly			Year to Date			Year End Forecast		
	Income (\$1,000)	Expenses (\$1,000)	Surplus (Deficit)	Income (\$1,000)	Expenses (\$1,000)	Surplus (Deficit)	Income (\$1,000)	Expenses (\$1,000)	Surplus (Deficit)
Church	\$42.8	\$57.4	(\$14.6)	\$654.0	\$607.8	\$46.2	\$784.8	\$713.6	\$71.2
School	\$140.1	\$83.3	\$56.8	\$1,128.6	\$1,111.6	\$17.0	\$1,354.3	\$1,333.9	\$20.4
Totals	\$182.9	\$140.7	\$42.2	\$1,782.6	\$1,719.4	\$63.2	\$2,139.1	\$2,047.5	\$91.6

Mortgage \$2,218,336.85
 Checking Account \$98,921.43
 Church Restricted \$107,840.78
 School Restricted \$6,326.84
 Outstanding Deposits / Checks **(\$2,982.97)**
 Working Cash **(\$18,229.16)**

Lutheran Church of the Atonment
Church Detail Income & Expense Summary
Fiscal Year 2023 - 2024

	30-Apr-2024				Year To Date			
	Actual	Budget	Variance	Actual	Budget	Variance	Yr. End Frctd	
Church Income								
One Fund Giving	\$38,504.25	\$45,003.83	-\$6,499.58	\$603,162.55	\$650,334.65	-\$47,172.10	\$723,795.06	
Other Income	\$0.00	\$28.00	-\$28.00	\$22,094.00	\$20,839.00	\$1,255.00	\$26,512.80	
Missions	\$525.00	\$3,281.00	-\$2,756.00	\$6,995.00	\$9,152.00	-\$2,157.00	\$8,393.99	
Designated Income	\$3,780.66	\$3,859.00	-\$78.34	\$21,779.58	\$13,598.53	\$8,181.05	\$26,135.50	
Total Church Income	\$42,809.91	\$52,171.83	-\$9,361.92	\$654,031.13	\$693,924.18	-\$39,893.05	\$784,837.35	
Church Expenses								
Personnel Expenses	\$24,385.77	\$29,173.48	-\$4,787.71	\$219,973.32	\$284,166.88	-\$64,193.56	\$248,244.67	
Administration Expenses	\$1,748.66	\$1,578.69	\$169.97	\$20,862.04	\$18,075.82	\$2,786.22	\$25,034.45	
Facilities Expenses	\$2,824.59	\$6,515.44	-\$3,690.85	\$82,701.34	\$81,258.41	\$1,442.93	\$99,241.61	
Ministry Expense	\$11,981.25	\$11,166.00	\$815.25	\$107,665.48	\$105,004.26	\$2,661.22	\$129,198.58	
Debt Service	\$15,749.00	\$15,750.00	-\$1.00	\$157,490.00	\$157,493.00	-\$3.00	\$188,988.00	
Missions Expenses	\$699.71	\$1,668.00	-\$968.29	\$19,110.39	\$15,605.12	\$3,505.27	\$22,932.48	
Total Church Expenses	\$57,388.98	\$65,851.61	-\$8,462.63	\$607,802.57	\$661,603.49	-\$53,800.92	\$713,639.79	
Surplus/Deficit	-\$14,579.07	-\$13,679.78	-\$899.29	\$46,228.56	\$32,320.69	\$13,907.87	\$71,197.56	

ATONEMENT LUTHERAN SCHOOL
School Detail Income & Expense Summary
Fiscal Year 2023 - 2024

	30-Apr-2024			Year To Date			
	Actual	Budget	Variance	Actual	Budget	Variance	Yr. End Frst
School Income							
Tuition & Registration	\$115,784.15	\$106,789.64	\$8,994.51	\$902,973.94	\$989,421.15	-\$86,447.21	\$1,083,568.73
Other Income	\$23,392.25	\$21,375.00	\$2,017.25	\$176,323.06	\$198,151.00	-\$21,827.94	\$211,587.67
Designated Income	\$913.82	\$4,715.00	-\$3,801.18	\$49,311.51	\$124,485.00	-\$75,173.49	\$59,173.81
Total School Income	\$140,090.22	\$132,879.64	\$7,210.58	\$1,128,608.51	\$1,312,057.15	-\$183,448.64	\$1,354,330.21
School Expenses							
School Salaries	\$58,166.53	\$58,520.58	-\$354.05	\$603,946.96	\$580,655.80	\$23,291.16	\$724,736.36
School Other Personnel Expenses	\$17,074.91	\$17,999.40	-\$924.49	\$180,995.04	\$180,145.20	\$849.84	\$217,194.05
Administration Expenses	\$3,042.44	\$13,244.52	-\$10,202.08	\$58,590.13	\$145,832.32	-\$87,242.19	\$70,308.15
Facilities Expenses	\$3,545.02	\$11,295.32	-\$7,750.30	\$109,193.47	\$113,652.90	-\$4,459.43	\$131,032.18
Classroom Expenses	\$142.68	\$1,400.00	-\$1,257.32	\$28,170.79	\$22,263.41	\$5,907.38	\$33,804.95
School Programs Expenses	\$1,041.84	\$19,400.00	-\$18,358.16	\$119,321.39	\$171,300.00	-\$51,978.61	\$143,185.67
Designated Funds Expenses	\$242.60	\$157.59	\$85.01	\$11,361.16	\$31,094.79	-\$19,733.63	\$13,633.40
Total School Expenses	\$83,256.02	\$122,017.41	-\$38,761.39	\$1,111,578.94	\$1,244,944.42	-\$133,365.48	\$1,333,894.76
Surplus/Deficit	\$56,834.20	\$10,862.23	\$45,971.97	\$17,029.57	\$67,112.73	-\$50,083.16	\$20,435.45

STEWARSHIP REPORT

Cathy Hohl, Chair

- **Who are we?**
 - The Team is currently Pastor Delaney, Jaimy Suydam, Lynn Zond, and Cathy Hohl (chair)
- **What is our purpose?**
 - The Team's goal is *"To increase participation in giving to the mission of Atonement through time, talent, and treasure through Growing In Faith Together (GIFT)."*
- **What are we doing?**
 - We had a Stewardship emphasis during Epiphany. Our theme was: *"Each person is given something to do that shows who God is: everyone gets in on it, everyone benefits. All kinds of things are handed out by the Spirit, and to all kinds of people!" (1 Corinthians 12:4-7, The Message)"*
 - We previously reported the outcome of that emphasis.
 - We adopted the "celtic calendar" for stewardship activities.
 - This seems to work better from a practical perspective. Consequently, our quarters are:
 - First: December, January, February
 - Second: March, April, May (Emphasis on Stewardship of Creation)
 - In addition to watching the items we publish, keep your eyes open for signs of new growth.)
 - Third: June, July, August (Emphasis on Stewardship of Relationships)
 - We'll invite you to notice the kinds of things that can happen only because we're in community.
 - Through the Great Rivers Collaborative, we're going to work with the stewardship team of the Lutheran Church of the Living Christ to share ideas and augment resources.
 - The Web Technology Team is developing a Stewardship page as it works on Atonement's over-all website.

***BOARD OF PROPERTIES REPORT
(VERBAL REPORT)***

NOMINATIONS COMMITTEE REPORT

Candidates will be introduced.

Nominations from the floor will be accepted.

Final vote will be taken at the end of the reports.

2024-2025 PROPOSED BUDGET

David Johnson, Treasurer

Background notes on this proposed budget.

1. Historic trends have been evaluated for the following fiscal years
 - a. 2020 – 2021
 - b. 2021 – 2022
 - c. 2022 – 2023
 - d. 2023 – 2024
2. Fiscal years 2020 – 2021 through 2022 – 2023 include the impacts of returning to in-person worship and a full-time pastor
3. Fiscal year 2023 – 2024 includes actual income/expenses for July through April (10 months) and projections for May and July. This year includes numerous visiting pastors while our congregation transitioned to a new head pastor.
4. Fiscal year 2019 – 2020 data is presented for information only, but was not included as this was the 1st year of the COVID-19 pandemic.

	2019-2020		2020-2021	
	Actual	Budget	Actual	Budget
Church Income				
One Fund Giving	\$849,201.02	\$818,104.00	\$774,198.79	\$818,100.00
Other Income	\$10,525.00	\$4,121.57	\$9,280.25	\$4,600.00
Missions	\$33,411.69	\$26,796.76	\$43,485.04	\$56,700.00
Total Church Income	\$893,137.71	\$849,022.33	\$826,964.08	\$879,400.00
Church Expenses				
Personnel Expenses	\$380,406.62	\$369,255.00	\$286,380.23	\$386,100.00
Administration Expenses	\$22,584.39	\$10,703.45	\$21,955.06	\$13,600.00
Facilities Expenses	\$83,562.41	\$317,055.76	\$66,204.10	\$84,700.00
Ministry Expense	\$120,975.91	\$130,845.77	\$126,525.38	\$132,600.00
Debt Service	\$359,354.67	\$183,756.00	\$188,508.25	\$189,000.00
Missions Expenses	\$35,737.82	\$49,399.52	\$14,193.16	\$51,400.00
Total Church Expenses	\$1,002,621.82	\$1,061,015.50	\$703,766.18	\$857,400.00
Surplus/Deficit	(\$109,484.11)	(\$211,993.17)	\$123,197.90	\$22,000.00

	2021-2022		2022-2023	
	Actual	Budget	Actual	Budget
Church Income				
One Fund Giving	\$769,947.83	\$725,522.35	\$739,580.14	\$783,187.26
Other Income	\$31,720.87	\$6,201.25	\$30,961.00	\$7,615.00
Missions	\$82,394.90	\$37,369.66	\$88,206.16	\$38,801.88
Total Church Income	\$884,063.60	\$769,093.26	\$858,747.30	\$829,604.14
Church Expenses				
Personnel Expenses	\$318,326.13	\$295,774.57	\$336,706.47	\$338,148.31
Administration Expenses	\$22,867.99	\$23,238.51	\$21,202.40	\$24,943.24
Facilities Expenses	\$84,321.19	\$72,848.16	\$90,892.54	\$90,276.60
Ministry Expense	\$140,370.48	\$144,851.31	\$124,248.49	\$123,140.80
Debt Service	\$187,239.09	\$188,994.00	\$192,988.00	\$188,992.00
Missions Expenses	\$56,185.98	\$39,163.45	\$28,538.91	\$57,676.26
Total Church Expenses	\$809,310.86	\$764,870.00	\$794,576.81	\$823,177.20
Surplus/Deficit	\$74,752.75	\$4,223.26	\$64,170.49	\$6,426.94

	2023-2024		Proposed Budget 2024-2025
	Actual	Budget	
Church Income			
One Fund Giving	\$723,795.06	\$755,771.91	\$751,880.00
Other Income	\$26,512.80	\$21,659.00	\$24,620.00
Missions	\$29,672.42	\$24,712.03	\$60,940.00
Total Church Income	\$779,980.28	\$802,142.94	\$837,440.00
Church Expenses			
Personnel Expenses	\$248,244.67	\$341,236.83	\$353,540.00
Administration Expenses	\$25,034.45	\$25,953.20	\$22,760.00
Facilities Expenses	\$99,241.61	\$95,524.39	\$85,160.00
Ministry Expense	\$129,198.58	\$126,575.26	\$130,090.00
Debt Service	\$188,988.00	\$188,991.00	\$189,430.00
Missions Expenses	\$22,932.48	\$10,463.62	\$30,460.00
Total Church Expenses	\$713,639.79	\$788,744.29	\$811,440.00
Surplus/Deficit	\$66,340.49	\$13,398.65	\$26,000.00

ELECTIONS

Vice-President – Greg Viehman

Treasurer – David Johnson / Nelson Minter

Member-At-Large – Tom Beckermann, Megan Heithaus

School Board (vote for 4) – Angie Kemper, Jen Johnson, Carol Meier, Paula Viehman, Wendy Gehner,

Jaimy Suydam, Karen Ryals, Paul Schroeder (incumbent / chair)

SAMPLE BALLOT -

NOMINEES, MAY 19, 2024

Lutheran Church of the Atonement

Vice-President

Greg Viehman_____

Write-in_____

Treasurer (vote for 1)

David Johnson_____

Nelson Minter_____

Write-in_____

Member-at-Large (vote for 1)

Tom Beckerman_____

Megan Heithaus_____

Write-in_____

School Board (vote for 4)

Paul Schroeder (incumbent/ chair)_____

Angie Kemper_____

Jen Johnson_____

Carol Meier_____

Paula Viehman_____

Wendy Gehner_____

Jaimy Suydam_____

Karen Ryals_____

Write-in_____