



**Minutes of Annual Meeting
Faith Lutheran Church
Sunday, February 12, 2023; 11:45AM (in person and zoom)**

Mission Statement: "Gathered faithfully to love and serve God and all others."
Values – Mutual Respect, Honesty, Kindness, Service, Forgiveness, Commitment
Perseverance, Faithfulness, Compassion, Flexibility

The annual meeting was called to order at 11:58AM by Ann Greenwood, Council President. Pastor Eric Olsen opened the meeting with prayer. Quorum of Congregation was met. Those voting members attending in person and by Zoom constitute a Quorum.

- Acceptance of Minutes from the Annual Congregational Meeting of February 6, 2022 was deferred until the next congregational meeting (expected to take place in May 2023).
- Ann Greenwood, Council President, made the request for acceptance of Annual Meeting Agenda and Report of Committees/Teams.
ACTION: A motion was made by Al Hirsch and seconded by Jerry Cooper to accept the agenda and documents packet; motion passed.
- Ann Greenwood referenced the Annual Report from the Church Council and noted some of the highlights of 2022 (Hurricane Relief fundraising \$25,000+; 50+ new members, addition of new ministries including the food pantry and other outreach to the community). *The complete report is attached.*
- Celebration of 2022 Ministry Moments
A slide show of "Faith in a Year" was presented which highlighted many examples of ministry taking place at Faith Lutheran Church and in the community. There is much evidence of "helping hands" in our midst. A special thank you to Andrea Gamboa for putting the slide show together.
- Report of Nominating Committee, election of members to the Council and 2023 Nomination Committee was presented by Eloise Dettmer.
 - Council nominees for a 3-year term expiring in February 2026 are: Mark Nelson, Lauren Wardach, Joan Searles, Jerry Cooper. With no further nominations from the floor, the following action was taken:
ACTION: A motion was made by Karen Kolschowsky and seconded by Fran Perkins to accept the slate of nominees to serve on Council; motion passed.

Thank you to the nominating committee for providing a qualified slate of candidates.

- A request was made to allow FLC Executive Council to appoint the 2023 nominating committee.

ACTION: A motion was made by Sandy Brinker and seconded by Mark Nelson to allow the FLC Executive Council to appoint the 2023 nominating committee; motion passed.

- Presentation of Annual Budget

- Via video presentation, Anita Wooton represented the Finance Committee in providing important information and explanation of the 2023 budget. *In order to give precise information, the complete script of the video presentation is attached.*

Anita recognized the other members of the Finance Committee/Team for their hard work in putting this budget together: Janet Petersen, Scott Rice, Patty McKee, Alf Kirkeeng, Eloise Dettmer, Kay Cannon. The Council and Financial team is confident in the 2023 budget. *A copy of the budget is attached.*

- Questions from the floor were welcomed. Clarification of "Pastor Support" line item was provided.

Acceptance of Budget and Voting:

ACTION: A motion was made by Al Hirsch and seconded by Mike Schell to accept the 2023 FLC Budget; motion passed.

- School Committee Brief Update by Janet Petersen

- Janet introduced members of the School Committee: Lois Weathering, Ann Greenwood, Steven Ragan, Carole Inkrott, Marlene Radesk, Denise Kirkeeng, Scott Rice, Deborah Dornemann, Janet Petersen, Pr. Eric Olsen.
- The committee is moving forward to explore the possibilities of opening a Christian-based curriculum preschool in the future. This includes visiting a number of preschools, inviting speakers from educational organizations, researching licensing, logistics, costs and staffing. Information and updates will continue to be shared with the congregation.

- Endowment Committee Member Election – Ann Greenwood

Endowment committee nominees for a 3-year term ending February 2026 are: Marlene Radesk and Rev. John Spittal. With no further nominations from the floor, the following action was taken:

ACTION: A motion was made by Scott Rice and seconded by Patty McKee to accept the slate of nominees to serve on the Endowment Committee; motion passed.

There was a call for questions or comments from the congregation by Ann Greenwood; none were brought to the floor.

Planning our Future Report by Pastor Eric Olsen

- Pastor Eric praised the membership and leaders of the Faith Lutheran Church as inspiring

and faithful. FLC is stronger due to challenges we have faced and overcome. This is a place of joy and hospitality; where we support one another in prayer, ministry and sharing of individual gifts and talents.

- The future is bright! There is no limit to what we can do with God's help. FLC will be a lighthouse in Sarasota as God's spirit fills this place.
- Pastor Eric took the opportunity to thank Pastor Larry Wright for his stability, friendship and faithfulness. He thanked members of the Council, committee members, volunteers, new members and all the faithful people of FLC and especially his wife, Lisa.

The meeting was adjourned at 12:40PM by Ann Greenwood, President of the Congregational Council.

The meeting closed by singing The Doxology, led by Pr. Eric Olsen.

Respectfully Submitted by
Peggy Ragan, Congregational Council Secretary



MEETING AGENDA

Annual Meeting of Faith Lutheran Church February 12, 2023

Mission Statement: "Gathered faithfully to love and serve God and all others."

Values – Mutual Respect, Honesty, Kindness, Service, Forgiveness, Commitment Perseverance,
Faithfulness, Compassion, Flexibility

Welcome and Call to Order: Presiding: Ann Greenwood, President of the Congregational Council

Quorum of Congregation: Those voting members attending in person and by Zoom constitute a Quorum

Agenda:

- Acceptance of Minutes from Annual Congregational Meeting of February 6, 2022
- Acceptance of Annual Meeting Agenda and Report of Committees/Teams
- Celebration of 2022 Ministry Moments
- Report of Nomination Committee, Election of members to the Council and 2023 Nomination Committee – Eloise Dettmer
- Election of members to the Endowment Committee
- Presentation of Annual Budget for review by Janet Petersen/Anita Wooton
- Acceptance of Budget and voting
- School Committee Brief Update – Janet Petersen
- Endowment Committee Member Election – Ann Greenwood

Questions from the congregation – Council President, Ann Greenwood

Planning our Future Report – Pastor Eric Olsen

Closing Prayer: Pastor Eric Olsen

Close of Meeting: Ann Greenwood, President of the Congregational Council

FAITH LUTHERAN CHURCH
Annual Report from the Church Council
February 12, 2023

During 2022, your Congregation Council continued to serve in our mission as we Gathered Faithfully to Love and Serve God and all Others. Hybrid meetings were held via Zoom or in person. At the start of 2022, we had eight council members, along with Pastor Eric. We continue to try to ensure that each major committee of our church, or team, has council representation for linkage and communication purposes. A goal for us for the coming year is to solidify this structure for efficiency with our current key committees and newly established committees.

Our solvent finances have continued to be a focus during this year. Our Finance Committee has diligently examined all areas of our potential income and revenue. We are very blessed to have added around 50 new members during this past year. We ended the year slightly less than the anticipated budget shortfall, slightly exceeding our budgeted expectations in spite of inflation due in large part to transparency and diligence by all our leadership teams.

Property areas continue to be a large focus for our congregation. Property Committee Chair, Mark Greenwood, John Thomsen, and our hard working Property Team have led the exciting and necessary updates to our facility. We have replaced non-functioning A/C units, cleaned up the property for future ministry space both inside and outside, replaced the carpeting in our Fellowship Hall, installed a new and relevant sign out front, and updated our bathrooms in the Narthex. Tommy Bright became our Sunday Sexton in September, and is a valued member of our day of Worship. New members have joined our Property Committee to enhance the capacity of their work together as a team.

Worship and Music, chaired by Joan Searles, met frequently throughout the year to be able to provide an online option for people to watch our Sunday service. Many volunteers and new members have stepped forward to help with components of our worship time together. Our projector and screens are used weekly for our service. David Patrick began in September as our Music Director, along with Tom Tryon as our lead Cantor and Music Librarian. Both were installed in October, and have been working weekly with our ever expanding Choir, providing beautiful liturgical music at both of our services.

In April, Council determined that any ministry at Faith Lutheran needs to be more intentional, and the decision was made to integrate the teaching of Jesus into our school. Our School Committee was relaunched, with new members who have tremendous experience as teachers, administrators, marketing or finance background. They are currently discerning and researching options for possibly re-opening a ministry option for young children.

A Stewardship Committee, with Steve Ragan serving as Chairperson, was established to ensure that the blessings and journey of Stewardship for our members is ongoing on a monthly basis. The desire is to move stewardship beyond an approach of simply asking for pledges and financial commitments, into living a life of service and sharing of God's blessings to us with our time, talents, and treasures.

Pastor Eric was involved with various Pastors to offer Church Unleashed, an outreach support service that airs on Sundays. Ann and Mark Greenwood joined Pastor Eric at the Synod Assembly in June, and Joan Searles and Scott Rice joined the Mid Gulf Conference in October. We aligned our practices on Council with term limits as outlined in our Constitution. Another member joined our

Council in May, to bring us to a full leadership group. We welcomed a speaker to a September service from Food for the Poor. Pastor Larry stepped in more fully as an assistant Pastor. We welcomed Bishop Suarez in November, for a meeting with church leadership team members and worship on Sunday. The partnership and support between Faith Lutheran and Florida Bahamas Synod continues to strengthen in blessed ways.

We have been blessed with Pastor Larry's continued offering of his Bible Studies. Membership has grown in this vibrant ministry, with almost 40 members participating during each session. Gwen Schell has also continued her beloved Women's Bible Study groups, with new members joining regularly. Stitch and Chatter, and also Mary Circle, have resumed gatherings and offer opportunities for members to reconnect and share fellowship within engaging activities. Our Men's Ministry meets for breakfast and study each Tuesday. We also have started a Book Club, which meets once a month in the Library.

We have seen tremendous growth in our new ministries. A Bereavement Group began in February, and meets every Wednesday, providing for a safe and loving interaction for grieving members and community members. Confirmation classes began, and the church was excited to experience a confirmation of Lars Olsen. A weekly prayer time has been established for every Wednesday.

We began preparation in June to open a Food Pantry, which will be launching on February 9th. Partnership with Lutheran Services of Florida has been established, and has brought us the opportunities to help resettle a Refugee family in Bradenton, to provide toys for children at Christmas, and to offer a Ukrainian Refugee Day for health and sensory screenings. Amanda Bright led a drive for Safe Place and Rape Crisis Center for toiletries, which was a huge success. Mary Circle also led a drive for backpacks for Lutheran Social Services. We provided gifts for Lutheran Services of Florida older adults at the holidays. We also hosted a Hurricane Ian relief fundraiser in December, and matched a generous \$15,000 donation with another \$15,000. We ended the year with Christmas caroling to members and friends who are homebound, which truly was a blessing that deeply warmed the hearts of the singers during the holiday season. We agreed to host Youth over the summer, on a rotating basis, who will support relief efforts on the group in Fort Myers.

As we look forward to 2023, we are energized by the spirit and the journey we have been on with God, and with you, our Congregation. We remain committed to serve you, to further our scope of ministries together, and to operate with love and caring for all. Together, we are a team. Together, we will flourish in serving God and all others.

Endowment Committee Report for Annual Meeting
February 12, 2023

The Endowment Committee has continued to meet and are ready to support a variety of new ministries as they begin at Faith Lutheran. We have been seeing requests slowly increase over the past year. Committee members, Alf Kirkeeng, Chairperson, Scott Rice, Financial Lead, Karen Kolchowsky, Grant Lead, and Ann Greenwood, Secretary, remain committed to the future of the Endowment process. Together with Pastor Eric, we will continue to have two grant cycles annually, while still accepting requests throughout the year. We are asking for two additional members to be voted in by the Congregation today, Marlene Radesk and Pastor John Spittel. The Church Council has already given their approval.

The Endowment Fund started the year with a balance of \$114,817, paid out \$5661 in grants, and had negative investment performance of \$14,410, ending the year with a balance of \$94,746. 2022 was a difficult year for investments across almost all major asset classes. Our Fund is conservatively managed by ELCA Foundation, and its performance tracked relevant benchmarks.

We are able to give grant awards to total around \$4000 annually. Money not spent can be rolled over into the next year.

Since January, 2022, the Endowment Grant has supported the following grant requests, for a grand total of \$5661.00 paid out:

January, 2022 -	\$335 to Pastor Larry for Bible Study books and materials
March, 2022 -	\$3000 for the Ukrainian Peace Forum
May, 2022 -	\$158.94 to Steve Ragan for Adult Learning Class
May, 2022 -	\$1720 for 3 youth campers for Luther Springs offerings
September, 2022 -	\$175 to Gwen Schell for Women's Study
October, 2022 -	\$252 to Pastor Larry for Bible Study books and materials

Stewardship Annual Report 2022

Committee Members: Steve Ragan (Chair), Scott Rice, Anita Wooton, Janet Petersen, Mike Schell, Pr. Eric Olsen.

Meetings were held in November and December 2022. The committee will continue to meet the third Thursday of each month at 1:30pm.

The Stewardship theme for the year 2023/2024 was chosen:

Fulfilling God's Purpose!

For where your treasure is, there your heart will be also (Matthew 6:21).

Dear Brothers and Sisters in Christ, we thank you for your giving hearts, your giving makes it clear of your love for our Lord. It is because of this that Faith Lutheran will grow in service and God will continue to bless us with a growing family of faith. We are continuing to receive pledges and ask that, if you have not done so, please return yours to help in financial planning. Pledge cards are available on the table at church entrance.

Stewardship will continue with a year-round program, working with pastors, council, church committees and the people of Faith Lutheran Church.

Submitted by Steve Ragan
Stewardship Chair

02/01/23 – Budget Overview Video (Script)

- My name is Anita Wooton and I am a member of our Church Council, the Finance Committee. I am going to provide an overview of the recent financial audit and the budget for the upcoming fiscal year.
- Faith's Council made the decision to change the accounting period of the Church from a calendar year to a fiscal year beginning March 1 in 2021.
- After that fiscal year ended February 28, 2022, Faith's Church Council made the decision to have a CPA firm perform a financial audit, for the 14-month period January 1, 2021-February 28, 2022 for the Church and School. The 14-month period reflected the change from calendar to fiscal year.
- They hired CS&L CPAs (who have experience auditing churches) to perform the audit.
- The audit was the first formal audit the Church had ever had performed.
- The audit resulted in an unqualified audit opinion. The CPA firm commented that the audit had very few issues and that Faith's accounting system was sound using Generally Accepted Accounting Principles (GAAP). As part of the audit, they reviewed the policies and the internal controls the Church had implemented. The auditors were highly complementary of the financial records of Faith.
- The auditors also stated that it was unusual to have so few issues with an organization that had never undergone an audit.
- The audit results show that Faith is managing the finances of the church properly following Generally Accepted Accounting Principles (GAAP). It confirms that Faith is a good steward of the faithful giving of our Church community for the work of Jesus. The audit results are a major accomplishment for Faith finances and everyone who worked so hard to get us to this place, Janet Petersen our Treasurer, Patty McKee our Financial Secretary, Alf Kirkeeng and Eloise Dettmer of the Finance Committee and Kay Cannon our Bookkeeper.
- A copy of the final audit report is available for anyone in the congregation, please contact the office if you would like a copy.
- The audit required a major change in how capital expenditures were recorded because of GAAP. This meant that Faith needed to capitalize the Assets of the Church instead of expensing them. The capitalization of assets includes the church building as well as infrastructure, such as equipment, air conditioners, refurbishment of the stain glass etc. of the Church.
- This change requires depreciation expense of these items. Depreciation amortizes or spreads the cost of these assets over a period of time that represents the useful life of these assets. In the 14-month audit period the depreciation expense was recorded at \$93,000, included is the depreciation of the building of \$88,000. In the current year depreciation expense grows to approximately \$108,000 and it is projected for fiscal year 2023-2024 that depreciation expense will be approximately \$115,000.

- This is an important change for Faith to help us budget to properly maintain our infrastructure for the Church's ongoing ministry. Again, keep in mind comparing last year's budget to this year's budget, depreciation expense was not included in last year's budget and it is a large number, so one needs to be aware of this significant change when reviewing the financial information today.

- In fiscal 2022-2023 another change was implemented as to how Pastor Support revenue is recorded to allow revenue recognition in the same year as the expense, instead of when it is received. This change will still restrict the funds received to be used for Pastor Support but will allow a better matching of revenue and expense for Pastor Support in each fiscal year.

- Now that I have you all glazed over with talk of depreciation, I would like to discuss the 2023-2024 budget for our Church.

- The Finance Committee with input from the Property Committee and other sources, has prepared the 2023-2024 budget in a fiscally responsible manner to continue to move Faith forward.

A few highlights of the budget:

- This budget includes exciting new ministries for our church such as the Food Pantry, Senior Ministry, Refugee Outreach Ministry and a Ministry to create a hybrid church using video technology to reach people who are not able to attend church due to health, are seasonal or for those traveling to enable them to remain fully active in our Church. This budget maintains strong support for our Pastors, Music Ministry, Stewardship, Christian Education and Spiritual Formation.

- As we review the budget for 2023-2024, as well as the estimated final income and expense for 2022-2023 please keep depreciation expense and the change in how Pastor Support revenue is recognized in mind. Changing the financial records to reflect true GAAP accounting including recording the assets of the Church, as well as better matching revenue with expense is a huge step in a positive direction for Faith Lutheran. Also, this change will help Faith have the information necessary to work towards funding the infrastructure of our Church.

- The budget reflects operational efficiencies and takes into account the higher inflation that is currently occurring. A new Capital Reserve fund is also included into this budget as a beginning to have Capital Reserve funds to maintain equipment and infrastructure of Faith. We can all feel the positive energies, excitement and changes as Faith moves forward in the ministry and outreach of this Church for Jesus.

- Revenues are budget 8.8 % lower than last year. Total operating expenditures plus Capital Reserve expense are budgeted 11.9 % higher than last year. However, if you remove the depreciation expense the 2023-2024 expenditures are budgeted slightly less than last year, .02%.

- We are estimating a budget shortfall this year, as was last year's budget. However, there is a contingency reserve to cover the projected deficit. With all of the positive changes and projected growth for our Church, the Finance Committee and Church Council are confident in this budget for Faith.

- The estimated actual shortfall this year, 2022-2023, is slightly less than budgeted (for comparison purposes, removing depreciation expense of \$108,000 that was not budgeted).
- If you have any questions, I am unfortunately not here to answer them, however Janet Petersen and Scott Rice are here for those questions. I am available later to discuss your questions.
- Thank you for your support as we experience exciting new ministries and growth as Faith continues to love and serve God and all others.

Faith Lutheran Church Inc Sarasota

2023-2024 BUDGET

	2022-2023	2022-2023	2023-2024
	Budget	Est Actual	Budget
PERSONNEL EXPENSES			
Pastor - Salary	85,000	92,605	105,000
Pastor - Benefits	43,974	41,660	42,500
Church Emp - Salaries	144,000	84,990	120,000
Church Emp - Benefits	6,500	1,610	-
Payroll Taxes	35,000	16,997	21,000
Payroll Expense	1,100	2,462	2,600
Housing Allowance	51,000	51,000	51,000
Travel Reimbursement Expense	4,530	5,511	1,000
Continuing Education			5,000
Church Contractors	55,760	29,745	36,000
Music Lead Singers		43,175	35,000
Transition Pastors	18,000	7,500	-
Bonuses & Incentives	6,000	1,000	1,200
Insurance Workmans Comp	5,500	6,502	6,500
TOTAL PERSONNEL EXPENSE	456,364	384,757	426,800
CHURCH OPERATIONS			
Advertising/Bulletins& Envelope	2,000	722	1,500
Office & Admin Supplies	4,300	9,614	7,000
Dues and Subscriptions	2,000	384	500
Conferences and Cont Education	6,000	790	3,000
Printing and Duplication	25,500	25,313	25,000
Postage & Delivery	1,200	616	800
Professional Fees	1,500	11,024	15,000
Merchant Fees	1,500	1,355	1,500
Bank/Transaction fees	650	1,319	1,500
License Expense	400	375	500
TOTAL CHURCH OPERATIONS	45,050	51,512	56,300
FACILITY EXPENSES			
****New Depreciation		108,000	115,000
Insurance Liability Expense	33,000	36,414	47,000
Paper Products/Cleaning Supply	4,800	2,288	3,200
Recurring Facility Expenses	33,655	22,482	37,000
Building Repairs & Maintenance	56,200	25,549	19,000
Landscaping	15,000	8,672	12,000
Utilities Expense	47,700	51,647	56,000
Software/On-Line Subscriptions	2,200	2,413	2,000
Telephone / Internet / IT	7,500	9,510	12,100
Taxes & Assessments	9,500	10,609	9,500
TOTAL FACILITY EXPENSES	209,555	277,584	312,800
**** Note due to the change to Capitalize Assets of the church, depreciation expense is a new expense of \$108,000 (of which \$88,000 is for the building) that must be recognized. This change will allow better long term planning for infrastructure for our Church. This change was not reflected in the budget for the 2022-2023 fiscal year.			
CAPITAL RESERVE			
Capital Expense	45,000		
*** Capital Reserve Expense		-	65,000
TOTAL EXPENSE	821,969	815,113	920,200
NET INCOME	(131,519)	(220,127)	(290,200)

Faith Lutheran Church Inc Sarasota

2023-2024 BUDGET

	2022-2023	2022-2023	2023-2024
	Budget	Est Actual	Budget
INCOME			
General Giving Income	493,000	503,036	455,000
School Shared Expense	12,450	12,450	
* Pastor Support	185,000	110,000	110,000
** New Pastor Support Contra Revenue (for 2023-2024 Exp)		(73,332)	
*** Capital Reserve Income			65,000
Fundraising Income		40,166	
Misc Income		2,666	
TOTAL INCOME	690,450	594,986	630,000

Note: There is \$305,336 in unrestricted reserves to cover any potential short falls

*Note: Revenue of \$185,000 for Pastor Support was received and recognized as income in 2021. The revenue was to be used for Pastor Support expenses for 2021 and the 2022-2023 fiscal year. The portion of revenue designated for 2022-2023 was transferred to a restricted fund and was used in 2022-2023 for that purpose. In fiscal year 2022-2023 \$110,000 of revenue for Pastor Support was received. This revenue was to be used for Pastor Support expenses for 2022-2023 and 2022-2024. This represents a reduction from budget of \$75,000 of Pastor Support Revenue.

**Note: In fiscal 2022-2023 a change was implemented as to how Pastor Support revenue is recorded to allow revenue recognition in the same year as the expense, instead of when received. This change will still restrict the funds received to be used for Pastor Support but will allow a better matching of revenue and expense for Pastor Support in each fiscal year.

***Note: These are new Capital Reserve Revenue and Expense accounts to be used to fund future infrastructure of the Church. It is a new way to account for the building fund. This infrastructure funding will be reflected separately on the balance sheet.

CHURCH MINISTRY

Synod Stewardship /Benevolence	18,000	18,000	18,000
Worship	6,500	7,399	7,100
Altar Flowers			4,400
Evangelism and Outreach	6,500	4,131	1,000
Senior Ministry			8,500
Food Pantry			1,800
Stewardship			1,500
Pastor's Discretionary			9,000
Fundraising / Special Events		35,893	-
Christian Education	3,000	1,471	3,000
Restricted Funds Expense	32,000	34,366	5,000
TOTAL CHURCH MINISTRY	66,000	101,260	59,300



**FAITH LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
IN-PERSON BALLOT
February 12, 2023**

COUNCIL:

For a Three-Year Term Expiring in February 2026: Vote for 4 on slate

Mark Nelson Yes _____ No _____ Abstain _____

Lauren Wardach Yes _____ No _____ Abstain _____

Joan Searles Yes _____ No _____ Abstain _____

Jerry Cooper Yes _____ No _____ Abstain _____

Write In _____

ELECTION OF MEMBERS TO THE ENDOWMENT COMMITTEE:

For a first three-year term, ending February 2026: Vote for 2 on slate

Marlene Radesk Yes _____ No _____ Abstain _____

Rev John Spittal Yes _____ No _____ Abstain _____

Write In _____

NOMINATING COMMITTEE (meets twice per year):

For a one-year term, ending February 2024: Vote for 6

Yes _____ No _____ Abstain _____

Yes _____ No _____ Abstain _____

Yes _____ No _____ Abstain _____

Yes _____ No _____ Abstain _____

Write-In: _____