



ADVENT

EVANGELICAL LUTHERAN
CHURCH AND SCHOOL

Voters Meeting

06-19-2022

Chairman Summary

As the 2021-22 fiscal year comes to an end, it is good to step back and reflect on all the good work that God has done through the many people involved in the various activities at Advent. Below you will see a brief report from each board summarizing the year and the goals going into the next fiscal year.

After my first year as chairman at Advent, I can say that I am nothing but impressed with the staff, officers, board chairs and members and other volunteers. Because of the strong support from all involved, my role as chairman has been a great blessing.

Three voters' meetings were called by me during the year associated with the school expansion initiative, the calling of Aaron Schultz, and the calling of Deaconess Jen Siukola.

The outline of the material contained in this report are:

- Pastor Report
- Board Reports
- 2021-22 Financial Summary (Year to Date)
- 2022-23 Budget Proposal (to be ratified at Voters meeting)
- Presentation of a bylaw change associated with the calling of teachers and other professional workers (to be approved at Voters meeting)
- Change in the Early Childhood bylaws (to be approved at Voters meeting)
- Resolution to support seminarian Michael Hahn (to be approved at Voters meeting)

As we look forward to the 2022-23 fiscal year there are several new activities (goals) that I want to highlight:

- The continuation of the School Expansion effort with the opening of the school offering 1st and 2nd grades.
- Establishment of a building expansion committee with the focus on meeting the future needs associated with Early Childhood and School efforts.
- Establishment of a committee focused on options to establish an Advent cemetery.
- Having the Board of Evangelism establish a new visitor procedure to implement when a new visitor walks in our doors, especially those outside of a Lutheran tradition.

The above activities do not minimize the ongoing activities of every board at Advent. We would love for you to aid in these activities you may have an interest in. **You do not have to be a board member to help!** Please reach out to any of the boards if you have a desire to help in any of their efforts outlined below or that you hear about.

Pastors Report

Pr. Mackay's Report to Annual Voters' Meeting

19 June 2022

MEMBERSHIP STATISTICS (JULY 2021 - JUNE 2022)

| | | | | | | |
|-----------------------|----------|------------------------------|-----------|-----------|-----------|----------|
| Total Baptized | 660 | (up 2%) | | | | |
| Total Confirmed | 528 | (up 4%) | | | | |
| Received | 63 | | | | | |
| Removed | 23 | (5 deaths, 18 Transfers Out) | | | | |
| Baptism | 10 | (7 Children, 3 Adults) | | | | |
| Confirmation | 17 | (13 Juniors, 7 Adults) | | | | |
| Avg Sunday Attendance | 284 | (up 12%) | | | | |
| Demographics by Age | 0-14=20% | 15-18=6% | 19-34=21% | 35-49=14% | 50-64=20% | 65+ =19% |

PRAISE THE ONE WHO BREAKS THE DARKNESS¹

In 1986, Lutheran pastor Rusty Edwards (b. 1955) opened his Bible with the intention of creating a Bible study on the actual life and unique ministry of Jesus:

“What on earth did Jesus really do? As I prayed, studied, and thanked God for the life of Jesus, I began to write down some of his works. The list grew longer. Suddenly, I gazed down at the list and the list looked almost like a hymn.”²

Edwards then set aside the Bible study and composed “Praise the One Who Breaks the Darkness,” a celebration of the marvelous works of the incarnate Son of God. This hymn is deeply descriptive of the life and works of Jesus. It is filled with biblical imagery. Yet Jesus is not explicitly mentioned by name until the third stanza. The hymn concludes with the explicit identification of “the One” as the incarnate Word. We have been moved from table (Communion) to font (Baptism), and now the hymn concludes with a focus on the grace that table and font bring. The incarnation of the Son of God has changed everything. God is not content to allow His people to live apart from Him and His presence. God continues to come to His people through His Word, through the bread of life (Communion), and through water (Baptism). Ultimately the incarnate Word draws us back to God through His role as Redeemer, “the One who makes us one” (st. 3) both with God and with each other as fellow members of the Body of Christ.³

¹ Lutheran Service Book #849

² Rusty Edwards, “Praise the One Who Breaks the Darkness,” CrossAccent 15, no. 2 [2007]: 39

³ <https://files.lcms.org/file/preview/OfAioOg6KdJFRsaM6p8UvbsnkIncXG0F?>

PRAISE THE ONE WHO FREES THE PRIS'NERS

- 1 Praise the One who breaks the darkness With a liberating light;
Praise the One who frees the pris'ners, Turning blindness into sight.
Praise the One who preached the Gospel, Healing ev'ry dread disease,
Calming storms, and feeding thousands With the very Bread of peace.*

Weathering the pandemic quite well, we give thanks to God for an increase in resources, membership and attendance here at Advent this past year! Blessed with a new Carillion to call us to worship and a new Organ to lead our voices, the Gospel continues to ring forth from our hallowed Sanctuary. LCMS District & Synod Conventions were pushed back one year due to the pandemic. The English District Convention will take place June 20th-22nd at Concordia University-Ann Arbor, MI. Representing Advent will be Pr. Mackay and Mr. Monte Weimer.

PRAISE THE ONE WHO BLESSED THE CHILDREN

- 2 Praise the One who blessed the children With a strong, yet gentle, word;
Praise the One who drove out demons With the piercing, two-edged sword.
Praise the One who brings cool water To the desert's burning sand;
From this Well comes living water, Quenching thirst in ev'ry land.*

There must have been something in the “cool water” as we have seen an uptick in pregnancies, births, baptisms and confirmations. In addition, our School Expansions Plans were not only well received and financially supported, but we were blessed with the placement of Candidate Aaron Schultz as our new Headmaster - Associate Pastor! His ordination will be at Immanuel-Alexandria, VA on June 19th and his installation will be here at Advent on July 16th at 3:00pm. They will close on their home June 24th and Pr. Schultz will begin work on July 1st in preparation for opening open our doors this Fall to 1st and 2nd Grade. Our children will be blessed! Assisting our pastors and staff with works of care and mercy, we were likewise blessed with the placement of Candidate Jen Siukola as our new Deaconess. Her Commissioning & Installation will be here at Advent on August 14th during the Divine Service. Special thanks to our two retired pastors, Rev. Walt Ullman and Rev. Ed Davis, for assisting occasionally throughout the year. Creamy and cool ice cream is also now available thanks to a new soft-serve machine given by our 13 Junior Confirmands!

SEEING WHAT OUR GOD HAS DONE, PRAISE THE ONE MAKES US ONE

3 *Let us praise the Word Incarnate, Christ, who suffered in our place.
Jesus died and rose victorious That we may know God by grace.
Let us sing for joy and gladness, Seeing what our God has done;
Let us praise the true Redeemer, Praise the One who makes us one.*

Text: Rusty Edwards, 1955 Text: © 1987 Hope Publishing Co. Used by permission: LSB Hymn License no. 110017163

We were blessed with the addition of Mrs. Adrienne Brandon this past year, as our new Office Manager/Admin. Assist. She has done a marvelous job and provided the following information for this report:

Here are a few noteworthy R.A.I.L Items that occurred within the last Fiscal Year for the Office Staff:

- *Streamlined New Member Process & Updated Forms*
- *Uploaded all Forms on Website and made fillable*
- *QR Codes for Fellowship Records, Donations, & Sign-ups*
- *Updated Wedding, Baptism, Funeral Guides and Forms*
- *Setup for New Headmaster-Assoc. Pastor Office (old Library Annex)*
- *Currently Updating & Color-coding File System in the Office*
- *Assisting Treasurer & Financial Secretary in Record Keeping, Check Printing/Coding/Entering and overall Processes to Daily Operations*
- *Created Spreadsheets for tracking School Expansion Donations, Staff Payroll & Benefit Calculator*

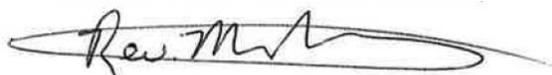
Purchase & Installation of:

- *New Laminator for Church & School*
- *New Copier*
- *Digital Picture Walls in Narthex*

Overall, it has been a productive but busy first year and I hope to continue to streamline and bring overall organization to aide in daily operations for the church! - Adrienne Brandon

Praise the One who has provided such a blessed congregation for me to serve! We have an amazing Staff, Council and Volunteers who serve so sacrificially. Thank you all for desiring and receiving the “strong, yet gentle Word.” You are a blessing to me and my family.

Praise the One who makes us one,



Rev. Marcus J. Mackay, Sr. Pastor

Elder Report

Elders Annual Report 2022- Key Highlights

- ***Continued tuition assistance for Mrs. Jen Siukola in support of the Long Distance Deaconess Program at the Concordia Theological Seminary – Fort Wayne, Indiana (CTSFW) and the completion of the exclusive call as Deaconess to Advent***

It is with a joyful spirit that we have witnessed the hard work of Mrs. Siukola (Jen) at CTSFW come to fruition as she nears the completion of her studies in the Long Distance Deaconess Program. In consultation with the Elders and Pastors Mackay and Grady, with input from Deaconess Amy Rast, Associate Director of Deaconess Formation, and through the congregation's unanimous approval of the resolution in March we extended an exclusive Call to Deaconess Intern Jen to serve here at Advent. That exclusive call was formally ratified we are looking forward to witnessing her many talents for years to come.

- ***Support for the Headmaster Call Committee Process***

The Board of Elders, specifically the Head Elder as Chair of the Call Committee, and direct elder representation through the School Explanation Committee Chair, directed/assisted the call committee process leading to the call request to CTSFW to place Aaron Schulz as Headmaster at Advent. We are so blessed that the exclusive call was granted, and we are excited for Aaron and his family as he begins his new role with us in service to God and our church and community.

- ***The establishment of part-time position(s) to support current and/or future part-time or temporary positions as follows:***
 - ***Setting up/running our online streaming services (committed spend)***
 - ***Professional services/office help (currently not committed spend)***
 - ***Financial assistance for future budget constructs (currently not committed spend)***

- ***A note of appreciation to those who serve us with dedication and devotion...***

My sincere appreciation to our dedicated lay elders who diligently ready our sanctuary, supervise the usher and acolyte teams to ensure each service runs smoothly (and a special thank you to the parents who ensure that their children participate as acolytes for us). Thank you to the Altar Guild members for their diligence and dedication in preparing the elements of Holy Communion each service for us. As we have seen from time to time we are blessed to have in our midst wonderful retired pastors that we can lean on when needed and we appreciate their willingness to serve. Finally, thank you to our two Shepherds, Pastors Jim and Marcus, for caring for our flock, steadfastly preaching the Word and administering the Sacraments. We are truly blessed as a congregation!

Respectfully submitted on behalf of the Board of Elders,

Steve Vogtman

Head Elder

Early Childhood Report

EARLY CHILDHOOD (PRESCHOOL/KINDERGARTEN) 2021-22 ANNUAL REPORT

Our 22nd year provided quality Christian Early Childhood education for Advent members and our community throughout the school year without interruption from COVID. Our 2021-22 enrollment was 82 students in 10 classes (90% capacity). Enrollment for next fall (2022-23) is already at 90 % capacity (11 classes).

We currently totally fund our operating budget through tuition, donations and fundraising only. In order to help continue our mission, we continued the scrip/gift card fundraiser throughout the year. The scrip/gift card program ran continuously and earned \$2,326 for the fiscal year. *Please remember that Kroger does not participate in the scrip card program, but if you shop Kroger and have a Kroger Plus card, you can enroll online in the Kroger Community Rewards program which will send a donation of 3% of all your eligible Kroger purchases to the school. Our school code to enroll is: **YN661**. This rewards program alone generated \$798 for our school.

Unfortunately, COVID meant we were not able to have our Annual Valentine Dinner fundraiser in February again this school year, but we did receive a couple generous donations from two school families (\$3150) to offset the lack of dinner proceeds.

*Please note: If you are a Thrivent member, you may be eligible to direct designated funds to the school through their new Thrivent Choice Dollars program online. Several Advent members contributed throughout the year using this program. Advent Lutheran Preschool is enrolled on the list of options.

Also, any Advent member may donate to the Preschool by designating “Preschool” under “Other” on the weekly offering envelope. Thank you to those who have done so this year!

A generous donation was given to add a new playground area this year, but the plan is on hold until we know from the building addition committee what space will be used by the new school addition. Since this new playground will be geared to our older elementary school children as well, the new headmaster will also be included in the design.

With pay increasing to at least \$15/hour for unskilled workers now, the board voted to increase aide and teacher pay substantially for the 2022-23 school year (aide base \$15/hour & teacher base \$18/hour) anticipating full enrollment. While most of our staff members are returning next fall, we will have a couple openings. If you are interested in being an aide (or even just a sub), please let Deb know.

We are looking forward to our 23rd year next fall!

Our 2021-22 Staff

Deb Trewartha (Director)

Lois Dooms (Kindergarten/PM Pre-K/Explore teacher)

Teresa Bostwick (Preschool & Pre-K teacher)

Diane Frechin (Pre-K teacher)

Chrissy McMahon (Preschool teacher)

Linda Silverberg (MMO teacher)

Amie Cramer/Becky Davis/Chris Faulkner/Jennifer Forrest/Kay Longworth/Jiaxin Oakley/Joyce Pixley/(classroom aides)

Our 2021-22 School Board

Catherine Casciani

Heidi Fordice

Linda Harris, chair

Daisy Irving

Kathy Pickering

School Treasurer

Shelley Kazmierczak

School Report

The Advent School Board was formed following the January 30, 2022 Voters Meeting, at which time Aaron Schultz was called to lead Advent Lutheran School as Headmaster and Associate Pastor. Pastor Schultz accepted this call on April 27, 2022 and has an upcoming official start date of July 1, 2022.

The initial membership of the School Board is largely composed of Advent members who served on the School Expansion Committee in 2021. The School Board has been actively working to make preparations for the inaugural year of elementary-level class offerings. Advent Lutheran School will expand the current preschool and kindergarten programs into grades 1-2 for the 2022-23 school year, with the intention of expanding to 8th grade by the 2028-2029 school year.

During this period before Pastor Schultz's arrival, the Board has been in regular communication with Pastor Schultz to develop a vision for the expansion of the school, including the planning of additional hires for teachers and aides as needed.

The School Board envisions this inaugural year to be somewhat fluid as enrollment will be relatively small and procedures will be refined. The Board intends to market the school extensively during this inaugural year to significantly boost enrollment for the 2023-2024 school year when a 3rd grade will be added.

Trustees Report

The trustees are responsible for maintaining our wonderful church facility, including property maintenance, repair, landscaping, mowing, snow removal, regularly scheduled maintenance and inspection of HVAC systems, elevator, and safety equipment.

Highlights from Past Year:

- Replaced 3 of the AC and Air Handling systems (part of the three-year agreement signed in 2021)
- Worked with the manufacturer of the sanctuary lights to get replacement of the faulty lights at no cost to the church.
- Facilitated the electrical and structural work needed for the organ installation
- Helped the Walker organ group remove the old organ and install the new organ.
- Purchased a new copier for the church office.
- Purchased TV's for the narthex to display Christian Art and information.
- Replaced light pole that was hit by a car.

Future Projects:

- Exterior siding/soffit maintenance/repair
- School classroom remodeling needs (remove wall between the classrooms across from the library).
- Activate new Camera at main entrance for Office Staff
- Replace weaker folding chairs in fellowship hall.

- Cleaning of signage on Michigan Road
- Add handrail to outside entrance to the Pastors office area.
- Crack seal the parking lot to extend its useful life.
- Initiate a Landscaping Sub-Committee with a plan for revitalizing current landscaping.
- Get quotes on a new roof as well as painting the church exterior to help prepare for eventual need.

Fellowship Report

Activity Summary

- Executed historic activities
 - Church Picnic
 - Advent/Lenten suppers
 - Sunday Morning Fellowship hour
- Added New Annual Events
 - Ice Cream Social
 - Game Night
 - New Member Luncheons (two held)
 - ReformationFest - 2022

FY 22/23 goals

- Continue executing historic activities and new events launched last year
- Relaunch the men's and women's interest group events
- Streamline the Sunday morning fellowship hour signup and donut delivery processes.

Missions Report

The Mission Board serves both local and international missions.

For CTSFW, gift cards were donated for the Christmas Marketplace in late November. Deaconess Jen Siukola organized donations of new and gently used clothing to their Food and Clothing Co-op, which were delivered by the 55+ Group in March.

For Lutheran Child and Family Services (LCFS), school supplies were collected and delivered in August. The Giving Tree Christmas gifts for Lutherwood residents were collected and delivered in December. The Pando Aspen Grove Independent Living House Pantry was given a truck load of supplies in March, which included a donation from Thrivent which was used for some of the purchases.

The English District 1-1-1 donations are collected in the two mailboxes.

The Mission Board served a meal before a Wednesday Advent service.

A congregational email was sent listing 4 ways to donate through the Office of International Missions of the LCMS to provide assistance to persons displaced by the war in Ukraine.

Budgeted donations were sent to support the following:

- The English District – LCMS
- Ft. Wayne Seminary Support, Dr. Just
- Pr. Preus now in Romania
- Pr. Gerald Paul in Grand Cayman
- Pr. Michael Paul in Taiwan
- SEED, at LCFS
- Issues, Etc.
- Siberian Lutheran Mission for the Lutheran Theological Seminary in Novosibirsk, Siberia

Pr. and Barb Ullman have faithfully written updates of our missionaries for weekly announcements.

For the next year's proposed budget, following instructions to consider greater mission support, the budgeted amounts have increased, and an emergency fund has been added. Support is also to be given to The Seminary in the Dominican Republic plus other needs and missions as they arise. The Board should get more involved with the Boone County Right to Life organization. Support should continue with current missions and CTSFW and LCFS as their needs continue and arise.

Education Report

Board of Education 2021-22 Year-End Summary

Accomplishments for 2021-22:

- Purchased and rolled out a new Sunday School curriculum and Bibles for our first graders
- Purchased and rolled out a new catechesis curriculum
- Supported the confirmation retreats for our 13 newest confirmands
- Purchased and in the process of rolling out new VBS materials (which includes materials for summer Sunday School)
- Re-organized the Library and purchased 16 new books including *Classical Education: The Movement Sweeping America*, *The Messiah: Revealing Jesus in the Old Testament*, *Eternal Anthems: The Story Behind Your Favorite Hymns*, and *The Joy of Eternal Life*

Goals for 2022-23:

- Support Deaconess Siukola's efforts with Seniors (55+) and college youth.
- Expand the library with relevant reading and audio materials, as well as appropriate games for use with youth programs.
- Sponsor a guest speaker for a "hot topic" educational evening or luncheon (Wed or Sun).

- Establish a “helper” system for confirmed youth who wish to assist in Sunday School classrooms.

Evangelism Report

- Merchandise with Advent’s logo continues to be available: pens, car window decals, and soon- T-shirts & polos. In the coming weeks, we will be providing more details about placing orders. We had tumblers which were sold out at the church’s picnic last summer.
- The board worked with Jen Suikola on new member information packets by providing folders & logo stickers.
- A second blood drive was conducted in June 2021 with 9 donors providing the gift of life.
- Plans being considered for next year:
 - Establish a new visitor procedure to implement when a new visitor walks in our doors, especially those outside of a Lutheran tradition.
 - Possible addition of exterior signage which will utilize our logo.
 - Advertising campaign which may include print in local publications and online ads (Google, Bing, Yahoo search) to run in support of Lent/Advent/school registration.
 - Continue to review possible events in Zionsville and surrounding areas for additional opportunities to interact with the community.

Stewardship Report

- Advent’s first endowment (3 separate funds; one each for music, education, and missions & evangelism) funded with \$150,000, or \$50,000 for each fund, in seed money from Advent’s retained income plus at least one subsequent member contribution
- These endowments will create a 4% perpetual source of income to be used according to each fund’s purpose, as determined by the council / congregation
- Hosted a joint workshop with a representative of the LCMS Foundation at Advent teaching members charitable gift strategies commonly employed along with some advanced planning techniques
- Helped put together a strategy at the end of 2021 to support anonymous donors’ plans to create a matching gift challenge for members with a goal of raising more than \$200,000 in total contributions towards the school expansion project by year end
- Member contributions to the school expansion project resulted in full matching gift from anonymous donors in 2021
- Renewed a second matching contribution challenge for 2022 for an additional \$100,000
- Plans for 2022 – 2023 church year

- will primarily focus on fundraising efforts to support the launch of the expanded Advent School
- will also create a strategy to continue to encourage further contributions to the endowment along with further education on charitable opportunities available through Advent

Table 1. Year End Financial Summary of Church, Early Childhood and School.

| Summary of Advent Church and School Financials | |
|---|----------------------|
| Fiscal Year | 2021/22* |
| Total Income | |
| Church | \$ 830,630 |
| Early Childhood | \$ 173,820 |
| School | \$ 262,846 |
| Total Expenses | |
| Church | \$ 668,391 |
| Early Childhood | \$ 164,997 |
| School | \$ 9,674 |
| Carryover from Previous Fiscal Year | |
| Church | \$ 902,430 |
| Early Childhood | \$ 82,329 |
| School | |
| Year End Operating Funds^ | |
| Church | \$ 1,064,669 |
| Early Childhood | \$ 91,152 |
| School | \$ 253,172 |
| Dedicated Funds | |
| ONB Pastors' Discretion | \$ 50,462 |
| UBS Seminarian Scholar | \$ 37,584 |
| UBS Youth Heritage Trip | \$ 73,893 |
| LCEF Rev Fiene Scholarship Funds (2) | \$ 34,688 |
| LCMS Fdn Music Endowment Fund | \$ 48,642 |
| LCMS Fdn Education Endowment Fund | \$ 48,642 |
| LCMS Fdn Mission & Evangelism Endowment Fund | \$ 48,642 |
| Total Dedicated Funds | \$ 342,553 |
| *2021-22 Financials are interim through May 2022 | |
| ^Year end operating funds = (Total income - Total Expenses + Carryover from Previous Year) | |
| Fixed Assets | |
| Description | FY21/22 Value |
| 11250 N Michigan Rd (19.35 ac) | \$ 3,781,500 |
| Building | \$ 7,450,000 |
| Business Personal Property | \$ 1,341,100 |
| Depreciable Equipment (Net Book Value - 12/21) | \$ 122,684 |
| TOTAL | \$ 12,695,284 |

1. Table 2. 2022-23 budget for the Church, Early Childhood, and School entities. See Appendix 1 for line-item detail.

| Financial Book Entity | Responsible Board | Proposed Expense Budget FY22/23 | Approved Expense Budget FY21/22 |
|---|--------------------------------|---------------------------------|---------------------------------|
| Advent Evangelical Lutheran Church | Elders (Personnel) | \$ 477,386 | \$ 419,906 |
| | Trustees | \$ 226,775 | \$ 210,004 |
| | Missions | \$ 68,000 | \$ 34,000 |
| | Elders (Administration) | \$ 59,500 | \$ 29,100 |
| | Elders (Worship) | \$ 28,000 | \$ 16,000 |
| | Fellowship | \$ 19,000 | \$ 10,000 |
| | Education | \$ 14,250 | \$ 13,050 |
| | Evangelism | \$ 6,000 | \$ 2,000 |
| | Stewardship | \$ 900 | \$ 900 |
| | CHURCH TOTAL | \$ 899,811 | \$ 734,960 |
| | Early Childhood | Early Ed (Personnel) | \$ 193,408 |
| Early Ed (Operations) | | \$ 7,141 | \$ 13,627 |
| EARLY CHILDHOOD TOTAL | | \$ 200,549 | \$ 178,050 |
| School | School (Personnel) | \$ 173,469 | |
| | School (Operations & Start-up) | \$ 118,400 | |
| | SCHOOL TOTAL | \$ 291,869 | |
| GRAND TOTAL | | \$ 1,392,229 | \$ 913,010 |

Finance and Budget

Council is pleased to report that for the 2021-22 fiscal year (through May 2022), that each of the three entities will finish the year with a net increase in operating funds (Table 1). This is due to the generosity of our members at Advent, the sound financial management of each of our boards, and the countless blessing from God to enable the good works here at Advent. Also shown in Table 1 are the amounts in the various dedicated funds and an estimate of the value of fixed assets.

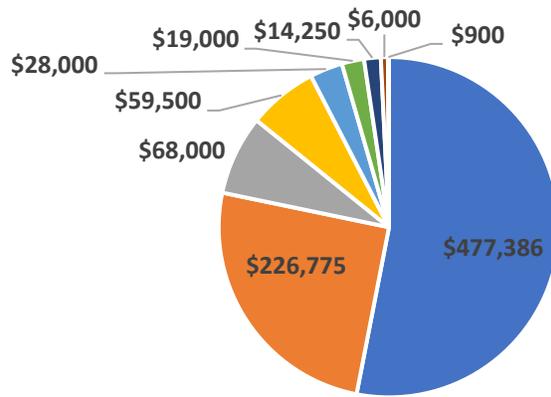
Our overall financial 'health' is strong. Because of a large gift two years ago, we were able to pay off the mortgage, resurface the parking lot, and partially fund the new organ. This large gift, along with additional giving by the membership at Advent, resulted in the sound position we are in and has given Council the responsibility to be good stewards to the gifts that have been bestowed upon us (*Everyone to whom much was given, of him much will be required, and from him to whom they entrusted much, they will demand more; Luke 12:48*).

Four decisions were made at various times during the 2021-22 fiscal year that influence the overall 2022-23 budget (Table 2):

- The approval from voters to proceed with the plan presented by the School Expansion Committee on December 5, 2021. This resulted in the hiring of Headmaster and Pastor Aaron Shultz. The 2022-23 budget for the school is nearly completely funded by the gifts that have already been received with additional gifts and tuition expected in the future.
- A 3.75% salary increase for all staff at Advent (Elders recommendation approved by Council).
- The calling of Deaconess Jen Suikola. Jen will initially serve half-time. Her blessing to the congregation has already been realized even before formally becoming a Deaconess.
- Council recommendation for increase in Mission support (see their report) and increases in certain other boards.

The main distribution of the Church budget (>75%) is accounted for by cost of personnel (Elders) and site operations by Trustees (Figure 1). Now recognized in the distribution of budget is the intentional increase in Mission support, now the third largest categorical element (Figure 1).

**Advent Church 2022-23 Budget Distribution
(\$899,811 Total)**



- Elders (Personnel) ■ Trustees ■ Missions
- Elders (Administration) ■ Elders (Worship) ■ Fellowship
- Education ■ Evangelism ■ Stewardship

Table 3. Slate of Candidates, new or renewing for second term to be approved by voters.

| | | <u>New Candidate</u> | | | <u>New Candidate</u> |
|--------------------------------------|-------------|----------------------------------|-------------------------------------|-------------|----------------------------------|
| Position / Board | Year | | Position / Board | Year | |
| Chairman (officer) | | | Board of Missions (min 5) | | |
| Monte Weimer | 2021 | | Jon Silverberg (2nd Term Ends) | 2018 | Dave Longworth (2022) |
| | | | Linda Silverberg (2nd Term Ends) | 2018 | Kay Longworth (2022) |
| Vice Chairman (officer) | | | Carol Ryan | 2019 | |
| Craig Dykstra | 2021 | | Charles Crane | 2019 | |
| | | | Janet Crane | 2019 | |
| | | | New addition | | Becky Davis (2022) |
| Financial Secretary (officer) | | | | | |
| Ashley Bergman | 2021 | | Board of Elders (min 9) | | |
| | | | Andy Fordice | 2018 | Don Hahn (2022) |
| Treasurer (officer) | | | Mark Harris | 2018 | Tom Mass (2022) |
| Paul Borth | 2021 | | Pete Dooms | 2019 | |
| | | | Steve Vogtman | 2019 | |
| Secretary (officer) | | | Ned Ryan | 2019 | Larry Hoffman (2022) |
| Heidi Thayer (2nd term ends) | 2018 | Margaret Halvorson (2022) | Bill Bussing | 2020 | up for 2nd term |
| | | | Matt Comer | 2020 | up for 2nd term |
| Board of Trustees (min 6) | | | Keith Mundrick | 2021 | |
| Craig Anderson | 2019 | | Rod Hofts | 2021 | |
| Diane Schaaf | 2019 | | | | |
| Evan Bergman | 2019 | Eric Brauer (2022) | Board of Fellowship (min 7) | | |
| Jeff Burlison | 2021 | | Joel Davis | 2019 | |
| Pat Winterstein | 2021 | | Mary Davis | 2019 | |
| Rich Royal | 2021 | | Katie Krock | 2020 | up for 2nd term |
| Jerry Munk | 2021 | | Barb Novack | 2021 | |
| Scott Vrooman | 2021 | | Susan Hoback | 2021 | |
| | | | New addition | | Daisy Irving (2022) |
| Board of Education (min 4) | | | New addition | | Katherine Campbell (2022) |
| Jennifer Cummings | 2019 | Megan Dooms (2022) | | | |
| Cathy Middaugh | 2021 | Stephanie Hall (2022) | Board of Stewardship (min 3) | | |
| Amy Hodges | 2021 | | Dan Latimer | 2021 | |
| Miranda Harris | 2021 | | Tim McFarlane | 2019 | Jon Silverberg (2022) |
| | | | Joel Pruis | 2019 | Evan Bergman (2022) |
| Early Childhood Board (min 4) | | | | | |
| Linda Harris | 2019 | | School Board (min 4) | | |
| Catherine Casciani | 2019 | | Keith Mundrick | 2022 | new position |
| Kathy Pickering | 2020 | up for 2nd term | Heidi Fordice | 2022 | new position |
| Heidi Fordice | 2020 | up for 2nd term | Joyce Pixley | 2022 | new position |
| Daisy Irving | 2020 | up for 2nd term | Susan Sitkowski | 2022 | new position |
| | | | Tom Hoback | 2022 | new position |
| Board of Evangelism (min 3) | | | Megan Grady | 2022 | new position |
| Judi Hillmann (2nd term ends) | 2018 | Mark Harris (2022) | Ed Davis | 2022 | new position |
| Anne Harris | 2019 | | | | |
| Holly Barrineau | 2019 | | | | |

A Resolution to Change the Bylaws of the Constitution on the Process of Calling Professional Workers

Whereas, Advent's bylaws prescribes the same process for the calling of pastors and professional workers; and

Whereas, the process for calling of professional workers should be differentiated to allow a more efficient process; therefore be it

Resolved, the changes outlined below be made to Advent's bylaws to change the process for the calling of professional workers.

CURRENT BYLAW

1.0 Procedures for calling Pastors and Professional Workers

1.1 When a pastor or professional worker is to be called, every VOTING MEMBER of the congregation shall have the privilege of making one or more nominations. The congregation shall also ask the President of the District with which the congregation is affiliated for recommendations.

In the case of a call for a Pastoral Office or any other professional worker, a Call Committee, to be chaired by the Chairman of the Board of Elders, shall be appointed by the Church Council.

1.2 In the screening process, the Call Committee shall submit all names to the District President for information and evaluation. After receiving information and recommendations from the District President, the Call Committee shall present to the congregation, by means of a public announcement, at least three preferred candidates, together with a biographical sketch of each.

1.3 At the meeting of a SUPER QUORUM of the VOTERS ASSEMBLY, called for the purpose of deciding on a call to a new pastor or professional worker, the preferred list may be amended by means of a majority vote of those present.

1.4 Balloting shall proceed by means of a secret ballot vote. A majority of all votes is needed in order to determine the call. Voting shall continue until a clear majority has been established after the candidate receiving the lowest number of votes has been eliminated for each successive ballot.

PROPOSED

1.0 Procedures for calling Pastors and Professional Workers

1.1 Procedure for calling Pastors

- 1.1.1 When a pastor is to be called, every VOTING MEMBER of the congregation shall have the privilege of making one or more nominations. The congregation shall also ask the President of the District with which the congregation is affiliated for recommendations.
- 1.1.2 A Call Committee, to be chaired by the Chairman of the Board of Elders, shall be appointed by the Church Council.
- 1.1.3 In the screening process, the Call Committee shall submit all names to the District President for information and evaluation. After receiving information and recommendations from the District President, the Call Committee shall present to the congregation, by means of a public announcement, at least three preferred candidates, together with a biographical sketch of each.
- 1.1.4 At the meeting of a SUPER QUORUM of the VOTERS ASSEMBLY, called for the purpose of deciding on a call to a new pastor, the preferred list may be amended by means of a majority vote of those present.
- 1.1.5 Balloting shall proceed by means of a secret ballot vote. A majority of all votes is needed in order to determine the call. Voting shall continue until a clear majority has been established after the candidate receiving the lowest number of votes has been eliminated for each successive ballot.

1.2 Procedure for calling Professional Workers

- 1.2.1 When a professional worker is to be called, the presiding board and other members assigned by council shall constitute the Call Committee. The Chair of the Call Committee shall be the Chair of the presiding board. Every VOTING MEMBER of the congregation shall have the privilege of making one or more nominations.
- 1.2.2 In the screening process defined skills, background, and experience shall be defined by the Call Committee and given to District representatives to solicit candidates for evaluation.
- 1.2.3 After the evaluation process, the Call Committee shall bring forward to Church Council for their approval a preferred candidate to call.
- 1.2.4 The Call Committee shall provide a bio of the preferred candidate to the VOTERS ASSEMBLY. At the meeting of a QUORUM of the VOTERS ASSEMBLY, called for the purpose of establishing a call to a professional worker, a majority vote will determine a call to the preferred candidate.

A Resolution to Change the Bylaws of the Early Childhood Board

Whereas, Advent's bylaws for the operation of the Early Childhood School have not changed since its inception; and

Whereas, the Early Childhood board has proposed and Council has approved bylaw changes; therefore be it

Resolved, the changes outlined below be made to Advent's bylaws to change the bylaws for the activities of the Early Childhood School:

CURRENT BYLAWS

1. With the guidance and under the direction of the Pastor and the Board of Elders, establish objectives, set policies for, administer and oversee the total operation of the preschool, in consultation with the school administrators.
2. Gather lists of candidates for teaching or directing positions and exercise leadership in properly calling or contracting professional staff with the approval of the VOTERS ASSEMBLY; select and hire personnel for the support staff (aides) with the approval of the Church Council.
3. Design, implement, analyze performance, and seek constant improvement of curriculum.
4. Work with other Boards and organizations and committees to coordinate educational activities within the congregation.
5. Promote educational excellence and growth of the educational staff through conferences, conventions, continuing education and the like.
6. Formulate and recommend annually a proposed school budget, including compensation of paid staff; administer the school budget as adopted.
7. Attend to accreditation requirements and all other requirements of law or of the Lutheran Church-Missouri Synod relative to the operation of the school.
8. Coordinate with the Board of Trustees all matters relating to the maintenance and equipping of school facilities.

PROPOSED BYLAWS

1. Provide a mission driven Advent school experience consistent with LCMS guidelines.
2. Establish objectives, set and administer policies and oversee the total operation of the Advent Early Childhood school. Annually review established program objectives and policies.
3. Hire personnel for director, teaching and staff support positions.
4. Review curriculum as necessary.
5. Work with other Advent boards and committees to coordinate activities and effective use of space within the church.

6. Provide resources as needed to promote the growth and professional competency of the school staff.
7. Develop an annual Early Childhood school budget proposal. Administer the budget as adopted.
8. Adhere to State of Indiana regulatory requirements applicable to school programs.
9. Delegate a representative from the board to participate in Church Council meetings.
10. Implement strategies for marketing the Early Childhood program to the community.

A Resolution to Support Michael Hahn in His Seminary Studies at Concordia Theological Seminary – Ft. Wayne, Indiana

Whereas, Michael Hahn has been a faithful member at Advent since 1998; and

Whereas, after prayerful consideration and deliberation, Michael Hahn has decided to enter Concordia Theological Seminary – Ft. Wayne (CTSFW) to begin studies to become a pastor (Master of Divinity); and

Whereas, Michael’s application has been accepted by CTSFW; and

Whereas, Michael has asked Advent for support by prayers, encouragement and financial means; therefore be it

Resolved, if members of Advent desire to financially support Michael and other seminarians they do so by making contributions to the **Rev. John Fiene Scholarship Fund**; and be it further

Resolved, that members of Advent support Michael with their words and notes of support; and be it finally

Resolved, that the entire Congregation pray for God’s blessings and guidance to Michael as he embarks on this path.



Appendix 1 (3-pages). Line-item budget resulting in the summary in Table 2.

| Account Name | Responsible | Requested Budget FY 22/23 |
|--------------------------|------------------|---------------------------|
| Senior Youth | Education | 1,000 |
| Junior Youth | Education | 1,000 |
| Youth Conferences | Education | 6,000 |
| Adult Education | Education | 1,000 |
| Sunday School Curriculum | Education | 3,000 |
| Vacation Bible School | Education | 1,000 |
| Library | Education | 500 |
| Bibles | Education | 350 |
| <i>College Youth</i> | <i>Education</i> | 400 |
| <i>New Account?</i> | <i>Education</i> | |
| EDUCATION TOTAL | | 14,250 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|--------------------------|-------------------|---------------------------|
| Publications/Events | Evangelism | 0 |
| Advertisements | Evangelism | 1,000 |
| Web Site | Evangelism | 0 |
| Evangelism Miscellaneous | Evangelism | 5,000 |
| <i>New Account?</i> | <i>Evangelism</i> | |
| EVANGELISM TOTAL | | 6,000 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|------------------------------|-------------------|---------------------------|
| Coffee & Donuts | Fellowship | 4,500 |
| General Fellowship | Fellowship | 1,000 |
| Picnic | Fellowship | 2,000 |
| <i>ReformationFest</i> | <i>Fellowship</i> | 5,000 |
| <i>Interest Group Events</i> | <i>Fellowship</i> | 3,400 |
| <i>Kitchen Supplies</i> | <i>Fellowship</i> | 1,500 |
| <i>Annual Events</i> | <i>Fellowship</i> | 1,600 |
| <i>New Account?</i> | <i>Fellowship</i> | |
| FELLOWSHIP TOTAL | | 19,000 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|-------------------------------------|-----------------|---------------------------|
| English District - LCMS | Missions | 15,500 |
| Ft. Wayne Seminary Support | Missions | 13,000 |
| Mission Support, Other | Missions | 32,000 |
| Mission Support, Dominican Republic | Missions | 6,000 |
| English District - 1:1:1 | Missions | 1,500 |
| <i>New Account?</i> | <i>Missions</i> | |
| MISSIONS TOTAL | | 68,000 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|--------------------------|--------------------|---------------------------|
| Offering Envelopes | Stewardship | 900 |
| Treasurer Supplies | Stewardship | 0 |
| Stewardship Campaign | Stewardship | 0 |
| <i>New Account?</i> | <i>Stewardship</i> | |
| STEWARDSHIP TOTAL | | 900 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|--|-------------|---------------------------|
| Salary - Pastor | Elders | 65,642 |
| Medical - Senior Pastor | Elders | 27,400 |
| Retirement/Pnsn - Pastor | Elders | 5,760 |
| FICA-Senior Pastor | Elders | |
| Life Insurance - Pastor | Elders | 1,518 |
| Housing Allow. - Pastor | Elders | 44,920 |
| Auto Expense - Pastor | Elders | 7,000 |
| Misc. Expenses - Pastor | Elders | 2,500 |
| Prof. Ed. - Pastor | Elders | 2,000 |
| Conferences - Pastor | Elders | 2,000 |
| Salary - Asst. Pastor | Elders | 44,819 |
| Retire./Pnsn - Asst. Pastor | Elders | 4,100 |
| Life Ins. - Asst. Pastor | Elders | 2,680 |
| FICA - Asst. Pastor | Elders | |
| Medical - Asst. Pastor | Elders | |
| Housing Allow - Asst. Pastor | Elders | 34,000 |
| Auto Expense - Asst. Pastor | Elders | 4,000 |
| Misc. Expenses - Asst. Pastor | Elders | 1,500 |
| Prof. Educ. - Asst. Pastor | Elders | 1,500 |
| Conferences - Asst. Pastor | Elders | 2,000 |
| Salary - Deaconess | Elders | 30,000 |
| Retire./Pnsn - Deaconess | Elders | |
| Life Ins. - Deaconess | Elders | |
| FICA - Deaconess | Elders | |
| Medical - Deaconess | Elders | |
| Auto Expense -Deaconess | Elders | 2,000 |
| Misc. Expenses - Deaconess | Elders | 500 |
| Prof. Educ. -Deaconess | Elders | |
| Conferences - Deaconess | Elders | 500 |
| Salary -Office Mgr | Elders | 50,320 |
| FICA - Office Mgr | Elders | 3,900 |
| Medical - Office Mgr | Elders | 26,800 |
| Retire/Pnsn - Office Mgr | Elders | 3,840 |
| Life Ins. - Office Mgr | Elders | 540 |
| Prof Ed - Office Mgr | Elders | 250 |
| Salary - Director of Choirs | Elders | 21,876 |
| FICA - Director of Choirs | Elders | 1,613 |
| Medical - Director of Choirs | Elders | 8,028 |
| Retire/Pnsn - Director of Choirs | Elders | 1,430 |
| Life Ins. - Director of Choirs | Elders | 500 |
| Salary - Kantor and Organist | Elders | 31,494 |
| FICA - Kantor and Organist | Elders | 2,055 |
| Lutheran Education (K-12) Tuition Fund | Elders | 15,000 |
| Worker's Compensation | Elders | 5,000 |
| Employer HSA Contribution | Elders | 11,850 |
| Employee Contribution | Elders | |
| Supplies - Office | Elders | 10,000 |
| Postage - Office | Elders | 500 |
| Miscellaneous - Office | Elders | 5,000 |
| Bank Charges | Elders | 2,000 |
| Halo Pays | Elders | |
| HSA Employer Compensation (fees) | Elders | |
| Internet/Subscription Fee | Elders | 5,000 |
| Office Equipment Expense | Elders | |
| Payroll Service | Elders | 2,500 |
| Professional Services/Fees General | Elders | 10,000 |
| Professional Services - Salary | Elders | 5,000 |
| Professional Services - FICA | Elders | 500 |
| Worship Technical Support | Elders | 5,000 |
| eContribution Processing Fees | Elders | |
| Member Purchases | Elders | |
| Guest Speakers | Elders | 1,500 |
| Guest Organist | Elders | 2,000 |
| Special Music | Elders | 5,000 |
| Flowers | Elders | 5,000 |
| General Worship | Elders | 7,500 |
| Music - Worship | Elders | 5,000 |
| Adult Catechism & Enrich | Elders | 2,000 |
| <i>Apos Financial Software</i> | Elders | 4,000 |
| <i>Financial Assistance</i> | Elders | 10,000 |
| <i>New Account?</i> | Elders | |
| ELDERS TOTAL | | 558,335 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|---|-------------|---------------------------|
| Salary - Janitor | Trustees | 38,491 |
| FICA - Janitor | Trustees | 2,889 |
| Medical - Janitor | Trustees | |
| Retirement/Pnsn - Janitor | Trustees | 2,855 |
| Life Ins - Janitor | Trustees | 700 |
| Misc Expenses - Janitor | Trustees | |
| Liability Insurance | Trustees | 700 |
| Telephone | Trustees | 8,000 |
| Gas | Trustees | 5,000 |
| Water | Trustees | 1,500 |
| Electricity | Trustees | 20,000 |
| Sewer | Trustees | 1,300 |
| Trash | Trustees | 800 |
| Fire Alarm | Trustees | 540 |
| Supplies - Janitorial | Trustees | 3,000 |
| Building - Rep. & Maint. | Trustees | 5,500 |
| Landscaping - Maint. | Trustees | 15,000 |
| Equipment - Rep. & Maint. | Trustees | 10,000 |
| Maintenance Contracts | Trustees | 10,000 |
| Mowing | Trustees | 300 |
| Snow Removal | Trustees | 7,500 |
| IT - Repairs & Maintenance | Trustees | 3,000 |
| Fire Exg, Lights, Annual Inspection | Trustees | 200 |
| Vasey HVAC Maintenance Contract | Trustees | 5,600 |
| Bldg & Contents - Ins. | Trustees | 14,000 |
| Building-Capital Improvement Fund | Trustees | 30,000 |
| Equip./Furn. - Capex (Vasey HVAC Upgrade, Canon | Trustees | 34,900 |
| Covid-19 Supplies | Trustees | |
| <i>Emergency Response Program</i> | Trustees | 5,000 |
| <i>New Account?</i> | Trustees | |
| TRUSTEES TOTAL | | 226,775 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|---|--------------------|----------------------------------|
| Staff Salaries | Early Ed | 148,748 |
| Staff Benefits (Retirement/Disability/Health) | Early Ed | 33,165 |
| Employer Taxes | Early Ed | 11,495 |
| Operating Expenses (Materials/Equipment) | Early Ed | 7,141 |
| <i>New Account?</i> | Early Ed | |
| EARLY EDUCATION TOTAL | Early Ed | 200,549 |

| Account Name | Responsible | Requested Budget FY 22/23 |
|--|--------------------|----------------------------------|
| <i>Staff Salaries (Base) [Hdmster,Tch1,Admn]</i> | School | 124,400 |
| <i>Staff Benefits (Base)</i> | School | 45,605 |
| <i>Employer Taxes (Base)</i> | School | 3,464 |
| <i>Operating Expenses (1st Yr Base)</i> | School | 40,400 |
| <i>Start-up Expenses (Base)</i> | School | 78,000 |
| <i>New Account?</i> | School | |
| SCHOOL TOTAL | | 291,869 |