

ST. JOHN'S LUTHERAN CHURCH



2018 ANNUAL REPORT



2018

Our Mission

Live God's Love in the World.

Our Vision

A vibrant, urban church centered in enthusiastic and inspirational worship, grace-filled service and rich opportunities for spiritual growth.

Our Core Values

We are attentive to God's word, prayerfully discerning God's will to do God's work with grace, in trust, by faith, through action.

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AGENDA

CALL TO ORDER

OPENING PRAYER

ESTABLISH QUORUM

APPROVAL OF MINUTES

January 28, 2018 Annual Meeting
February 25, 2018 Congregational Meeting
September 23, 2018 Congregational Meeting
November 4, 2018 Congregational Meeting

REPORTS

Council President
Senior Pastor
Treasurer
Executive Director, Admin. & Resources

PRESENTATION AND ADOPTION OF 2019 OPERATING BUDGET

ELECTION OF COUNCIL MEMBERS

Kurt Barneson, Council Member first 2 year term
Julie Spezia, Council Member first 2 year term
Lisa Gardiner, re-election for 2 year term
Bob Huckfeldt, re-election for 2 year term
Karen Ross, re-election for 2 year term

ELECTION OF SCHOLARSHIP COMMITTEE MEMBERS

Chris Dawson, for 2 year term
Carolyn Jansen, for 2 year term

ELECTION OF NOMINATING COMMITTEE

Gwynnae Byrd, for 3 year term

QUESTIONS/COMMENTS FROM THE FLOOR

ADJOURN

A MESSAGE FROM

GWYNNAE

BYRD

COUNCIL PRESIDENT

In my annual report last year, I laid out 4 ways that we would implement our theme of "connections:" a focus on communications, quarterly "chat sessions," re-shaping our committees, and realizing the gifts of our Community Organizer. I am pleased to report the outcomes of these initiatives here:

- 1)** We hired an experienced professional to oversee our Communications strategy. As Assistant Director of Communications, Esperanza Foft has brought us into the 21st century to help us "spread the Word" with consistent messaging and innovative approaches.
- 2)** We held 4 Congregation Matters meetings (formerly "council chats") last year. Each was an opportunity for the council and administration to keep you informed about all of the "goings-on" around St. John's, and for you to ask questions and get answers.
- 3)** We reviewed our committee memberships and structure, and made a few key changes in our revised bylaws (more on that during another part of the agenda)
- 4)** Rebekah Turnbaugh realized her gifts in so many areas, we decided to promote her to a full Director at St. John's. (see her report)



One of my priorities last year was to update our Constitution and bylaws. We formed a committee, chaired by Bob Huckfeldt, which worked diligently to align our constitution with the national ELCA model, and to update our bylaws to match our current practices. We will vote on those changes at this annual meeting.

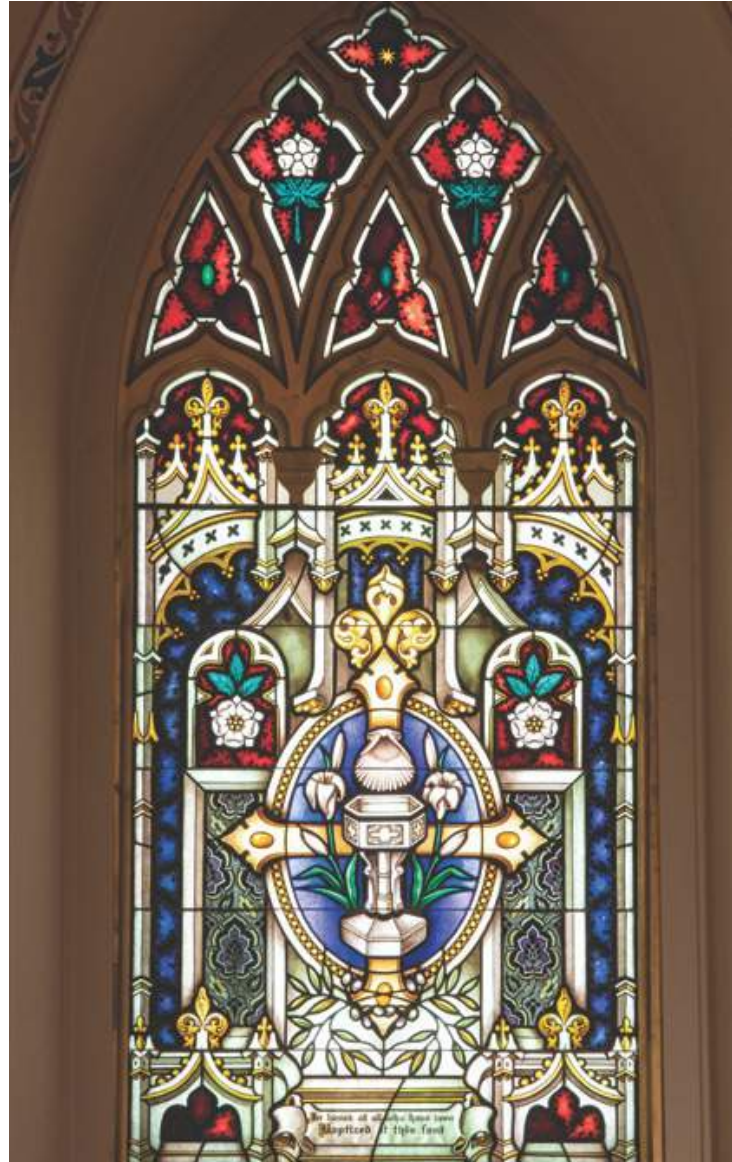
Also in 2018, we began our "Raise the Roof" campaign to ensure that our building will be here for generations to come. If you haven't yet contributed to this worthy cause, I encourage you to do so!



Looking ahead to 2019, I am excited to see how our new council will implement the 2 main initiatives identified at our latest strategic planning session – to more comprehensively address issues facing our unhoused neighbors, and to begin a campus planning process that identifies how to use our property in a way that most effectively aligns with our mission. We have already identified chairpersons to lead these 2 new committees.

I am also excited by the prospect of calling our 3rd pastor this year. (This will be the 4th Call process that has occurred during my tenure!) I am thankful for the excellent work of our Call Committee. You can read the latest on the Call process in their report.

Although I am sad to leave the company of this amazing group of leaders, I leave with great optimism for our future. It has been a joy to serve St. John's in this capacity, and I am proud that we have established a strong foundation on which future leaders will continue to build. I also want to acknowledge the excellent work of our Executive Director, Linda Baldwin, for all of her leadership and support of Pr. Frank, me, and the council.



At his inauguration earlier this month, Gov. Newsom quoted an African proverb: "If you want to go fast, go alone. If you want to go far, go together." I look forward to seeing how far we will go together as we continue to live out our mission.

Ever Grateful,

GWYNNAE BYRD
Council President

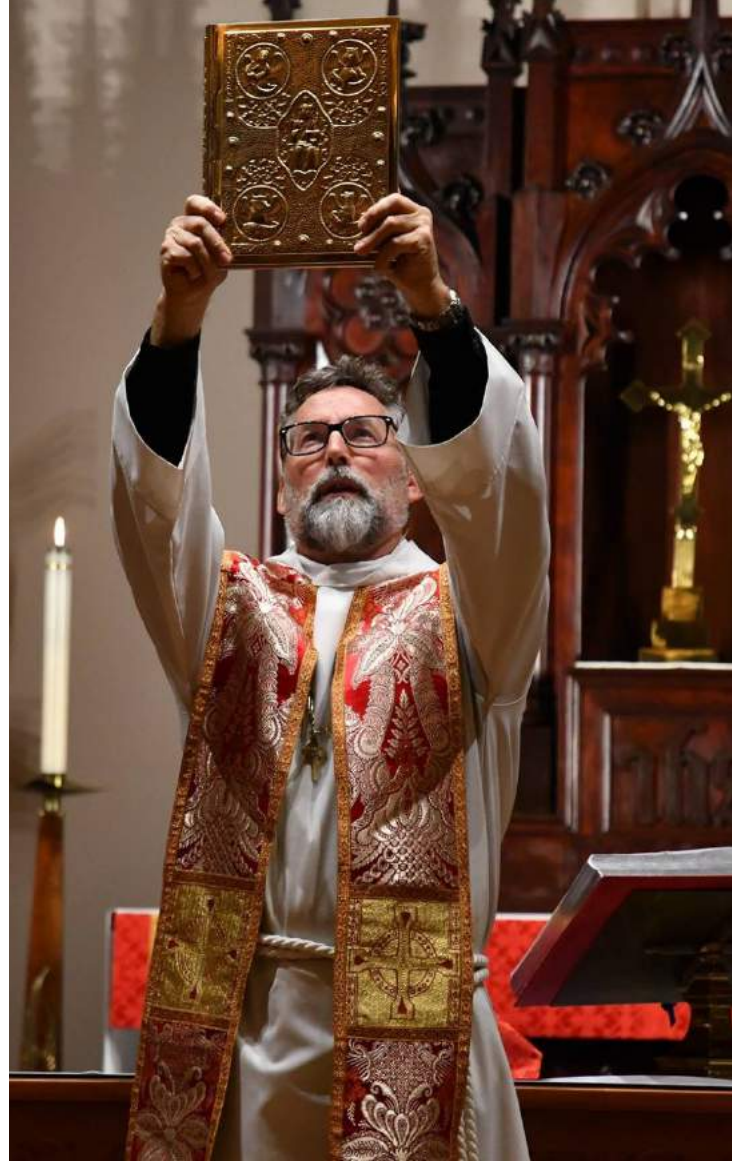
A MESSAGE FROM

PASTOR FRANK ESPEGREN

DIRECTOR OF MISSIONAL STRATEGY

As I ponder the year just behind us (2018) and the year to come (2019), our current **Home** theme is the perfect way to describe our life together. Here at St. John's, we are living out our faith in a **Full House!!** In other words, St. John's is a lively and purposeful place where we all bring our greatest hopes and disappointments expecting God will meet us in powerful spiritual experiences that lead us to big commitments! Over and over again, we are met, welcomed, spiritually fed, challenged and comforted here. It is how we have a hope of living into our mission – to live God's Love in the world! When I think of us as a **Full House**, this is what I mean:

We will undoubtedly welcome our 3rd pastor to St. John's this year. The Call Committee is diligently at work – thank you to Call Chair Joel Kimmelshue, Catherine Zanzi, Ashley Ford, Jim Kuhl, Maryann Hanner, and Pastor Jon Haug, who with me are charged with and doing this important work. Our 3rd pastor also will serve as St. John's Director of Outreach, expanding our capacity to invite, love and serve those in spiritual need of a good welcome home!



A home needs a good roof, and because of the success of our Home Improvement – Raise the Roof Capital Campaign, our sanctuary building will have a new one and fully paid off by February, 2020. To date, our Home Improvement Capital Campaign has gathered over \$772,000 in pledges which, when supplemented with already existing funds, will cover the cost of the new copper roof, parking lot improvement, and plaster repairs. If continuing Capital Campaign pledges comes in, we hope to fund the courtyard expansion that impacts our parking lot renovation. We need room for our **Full House!** That is why we are working hard to preserve and improve our precious space.

Because we continue to grow in faith and participation and members and zeal, it is clear that the impact of our **Full House** continues to be felt through inspirational worship, vibrant faith and spiritual life formation for all ages, meaningful engagement in and with our Sacramento community, and service through acts of mercy for, and bold advocacy on behalf of, those marginalized in our society. Thank you to our **Full House** of active members, friends and leaders who undertake this work with full and open hearts, knowing they will be positively changed through love of God and love of neighbor.

I thank God for St. John's Welcome Statement that means we are not going to give up on, or demonize, any human being. In fact, we here at St. John's understand that as we become more diverse, we resemble more fully the Body of Christ active and at work in our world today. I thank God for our Luminaria program that brings into membership and full congregational life over 40 individuals and their families this and every year. Luminaria is our life blood – through our deep commitment to this intentional process of faith formation, we come to know and understand the many gifts of people that make up a **Full House!** Thanks be to God for that.

In the fall, we expect to welcome an intern from Pacific Lutheran Theological Seminary ("PLTS"). This is an opportunity not only for the intern studying to become a pastor, but also for us, becoming more directly linked with the training of the future leaders of our church.



Of special note here is St. John's longstanding relationship with PLTS. In the 1950's, former Senior Pastor Robert Romeis urged St. John's to financially support moving PLTS to Berkeley and later served as Chair of its Board of Directors. We continue to be a significant supporter of PLTS and serving as an Internship congregation for pastors-in-training to use a set-aside year to hone real life ministry skills is a wonderful expansion of this longstanding commitment to PLTS and the church.

We have grown our budget to meet the expansion of these ministry opportunities – pledges to our 2019 General Fund increasing by \$80,000. This is a really big deal for us as we invest again to become a three-pastor church, expanding our capacity in many ministries, including teaching the faith.

In all of this, it is a joy to serve as your pastor. I cannot think of anything else I would rather be doing than to be a part of the ministry of this **Full House** we know as St. John's.

Thank you and God bless you for your faithful witness of Christian love in these times in which we live!

Sincerely,

PASTOR FRANK ESPEGREN
Director of Missional Strategy

A MESSAGE FROM

STEVEN JOHNSON

DIRECTOR OF MUSIC AND WORSHIP

As I glance back at 2018, I was reminded of so many of the amazing moments that were experienced in worship and within the greater reaches of our own neighboring communities.

As a musician, I've always been inspired by the collective richness of the human voice, congregational singing, the resonant influences of a choir and the soulful connection with engaging instrumentalists. Weekly Worship, Singing of Psalms & Hymns, Memorials, Baptisms, Luminaria Rites, Farewell & Godspeeds, First Communion, Youth Sundays, Concerts connecting us with the larger music community have all played a significant part in our worship experiences in 2018.

As a musician, there's no greater reward than to witness the music you elicit in others then evoke a meaningful connection in another human being. A time when our biases are forgotten, our worries subside and the love of God exudes from the core of our being.

My studies at the 2018 Summer Choral Institute in Oxford was a transformational experience that left an incredible spiritual imprint within my very being.

I am so appreciative to have had the opportunity to expand and elevate my own awarenesses as a conductor and musician; and to have been embraced by a network of musicians and conductors that span the globe.



As we live into 2019 and begin telling our stories of "home," I look forward to the revitalization of our home(s); Homes that welcome the stranger and embrace old friends. A place where we embody and cultivate powerful spiritual experiences. The entire spectrum of "musicing" at St. John's has richly entwined the fabric of our faith journeys.

It is my continued hope that the music we prepare, present and sing be an catalyst for accessing the Holy Spirit. May our singing be heartfelt and our hearts uplifted; Tethered with the grace of God that leads us to experience the love of Christ in each other.

Sincerely,

STEVEN JOHNSON

Director of Music and Worship

WORSHIP BY THE NUMBERS

2018 Average Weekly Attendance

61

8AM WORSHIP

239

9AM WORSHIP

140

11:30AM WORSHIP

16

BLUE CHRISTMAS

2017: 15
2016: 18

299

CHRISTMAS EVE 3P

2017: 375
2016: 325

253

SANTA LUCIA

2017: 197
2016: 181

264

CHRISTMAS EVE 5P

2017: 312
2016: 289

77

**CHRISTMAS EVE
FOR TRAVELERS**

2017: 73
2016: 93

326

CHRISTMAS EVE 7P

2017: 484
2016: 465

102

CHRISTMAS DAY

2017: 75
2016: 153

220

CHRISTMAS EVE 11P

2017: 214
2016: 231



A MESSAGE FROM

PASTOR JON HAUG

DIRECTOR OF CONGREGATIONAL LIFE

Every year those doing ministry under Congregational Life get to live God's love in the world through reaching out to members and participants in Christian love to make St. John's feel like a welcoming, safe, and tolerant church home. We do this by visiting, calling, texting, through social media, providing resources, connections, and compassionate listening and care through a variety of ways. The people on staff that make this happen are the parish nurses who function as the Care Team Coordinators, Cindy Carroll and Suzi Taylor, who exemplify deep commitment and care in this ministry for 22 years each. Sarah Street is the relational leader of our ministry to families with children as our thoughtful and committed Youth and Family Ministry Coordinator, just back from maternity leave from the summer. She is assisted in this ministry by the highly capable Amy Paulson. Rebekah Turnbaugh has been a fruitful consultant and partner in Small Group ministry.



Our active and vibrant ministry reaches every generation. We strive to continue to make this church feel like home to even more people. When people feel at home here and we create opportunities for growth and healing we believe they will be more capable disciples, serving Christ in their daily lives!

PASTOR JON HAUG

Director of Congregational Care

CONGREGATIONAL LIFE BY THE NUMBERS

680

Contacts made by
Parish Nurses

53

People served by the
Bereavement Ministry

30

Visits by the Eucharistic
Ministers made to the
homebound

60

Attendance to Senior Task
events; 3 speakers in the
spring, 2 in the fall!

11

Children that received
their First Communion

52

Sunday school 6th
grade and under

57

Acolytes in the Order
of St. John - the
highest on record!

50

50 children attended
VBS + 15 more youth
volunteers

10

Youth confirmed in
2018 - third year in a
row youth!

14

Children at Holy Week
Day Camp+3 youth
volunteers

17

High school youth at
the ELCA Youth
Gathering in Houston

34

Youth that went to
Mt. Cross from Elem.
to High school



A MESSAGE FROM

LINDA BALDWIN

EXECUTIVE DIRECTOR OF ADMINISTRATION

Looking Forward to 2019 with Great Optimism (and a little Fika*)

Between February of 2018 and June of 2018, I took on the role of Acting Executive Director of Administration and Resources and became the permanent Executive Director on July 1, 2018. During that time, we successfully hired our Assistant Director for Communications, Assistant Director for Worship and Music, both Property and Maintenance Supervisors, Property Assistants and A/V Tech. During my short tenure here, I have made some thoughtful changes to practices that have resulted in better efficiencies and less staff frustration. My goal is to continue to work closely with all staff to ensure their success in their work here and to provide support along the way.

As you are all aware, 2018 brought more than one major property project. The improved fencing and gating of our parking lot was the first, with the completion of parking lot asphalt and drainage due to be complete this spring. And along came the re-roofing project. It has been quite the learning experience, working with the City of Sacramento, our architect, our contractor and our lender to bring this to fruition. Although we have had the inconvenience of not having access to our parking lot, and a few minor drips, I know we will all be very pleased ultimate result that we will all see soon, and the legacy it leaves to coming generations here at St. John's. I have worked closely with our Accountant, Kat, to understand where we were, where we are now, and where we are going fiscally.



We ensure and honor the specific requests of our members pledges and offerings, utilizing your contributions carefully to further the work of our many ministry areas.

Overall, I am very optimistic about 2019. Our staff has done an incredible job in 2018 in every area. We have built a staff that is collaborative, believe in our mission, and carry it out in the most professional, compassionate, and productive ways.

I am thankful and humbled to lead this wonderful staff, and to walk with our St. John's membership, doing what we are called to do. It is truly my pleasure and I am thankful to each and every one of this St. John's family for your support.

***In September of 2017, I began work here at St. John's, having just returned from visiting my family in Sweden. Pastor Frank had just returned from his sabbatical, which also included time in Sweden. We both were struck by the importance of pause from the daily grind and making time to be present in the moment with one another that Fika brings. Fika is a ritual. All Swedes consider it important to make time to stop and socialize: to take a pause. It refreshes the brain and strengthens relationships. And it makes good business sense: firms have better teams and are more productive where Fika is institutionalized. Fika has now become part of our staff meetings and beyond, lingering after business discussions are finished - to simply be with one another.**

LINDA BALDWIN

Executive Director of Administration

A MESSAGE FROM

REBEKAH TURNBAUGH

DIRECTOR OF COMMUNITY ORGANIZING

With more than a full year under her belt, Rebekah Turnbaugh is now our Director of Community Organizing and has started to form deeper relationships with people and groups here as well as in the community.

2018

- In July, many members and friends of St. John's participated in the Sacramento Pride parade and festival, proclaiming that all are welcome here.
- On September 9, 2018, more than 100 members from St. John's Lutheran Church participated in the ELCA Day of Service. This year we were able to partner with community groups like Midtown Association, the Front Street Animal Shelter, the Land Park Volunteer Corps, the City of Sacramento, Saint John's Program for Real Change, and City Church.
- Held conversations around the killing of Stephon Clark within the congregation, leading to the formation of a Racial Justice group that will soon be offering opportunities for the larger congregation to be engaged in racial justice work.
- Strengthened the execution of our food and clothing pantry with dedicated volunteers, specific hours, and new volunteer coordinators.
- Held two "Soul to Soul" gatherings of members from both St. John's and City Church to start getting to know one another.
- Connected congregation members to ministries and other areas of service through the Time, Talents, & Passions survey responses.
- Incorporated commitments around service and justice into Stewardship pledge.
- More than 50 members volunteered to greet and welcome worshipers on Sundays and during Christmas Eve and Christmas Day while roof construction closed our parking lot.



2019

- Continue to deepen relationship with City Church.
- Participate in the creation of a Committee on Homelessness.
- Continue working with Racial Justice group and actions it might take in the congregation and community.
- Follow-up, as needed, on service and justice pledges to support members in living God's love throughout the community.
- Administer a 2019 Time, Talents, and Passions survey.

REBEKAH TURNBAUGH
Director of Community Organizing

A MESSAGE FROM

AMY CHANCE

CHAIR, SOCIAL MINISTRY COMMITTEE

Social Ministry Team Work 2018

- This year, we established a food and toiletries pantry in the main church offices to provide for the immediate need of those experiencing homelessness.
- We reviewed the time and talent sheets and connected members who expressed an interest in social ministry opportunities.
- We began a series of videos about the various social ministries for presentation before services, beginning with The Pilgrimage and our Thanksgiving Community meal.
- We welcomed Mark and Judy Sektnan as Habitat for Humanity coordinators.
- We reached out to members interested in our Rwandan connections and hosted two events, including a conversation with Pastor Frank and Rhonda about their trip to Rwanda.
- We set up a series of warehouse-organizing sessions at St. John's Program for Real Change.
- We continued to support The Pilgrimage, which gathered twice monthly to provide dinner, breakfast and a night of shelter for people who are homeless or hungry. We sought to build relationships with guests of The Pilgrimage and similar programs to better inform our ministry planning.
- We continued to support efforts to welcome guests for four weeks of overnights through the Family Promise program.
- We hosted Easter and Thanksgiving community meals, using them as an opportunity to connect members with other volunteer opportunities in social ministry.
- We made plans for continuing the support and growth of our social ministries in 2019.
- And we gave thanks to God for all of the many loving people at St. John's and in our community who made all of this possible.



It's been a privilege to do this work. I am stepping away from leadership in this group, and I pray that God will bless the work of social ministry at St. John's with new leadership in 2019.

Blessings,

AMY CHANCE

Chair, Social Ministry Committee



A MESSAGE FROM

PHYLLIS EHLERT

LIBRARY COMMITTEE CHAIR

This was a busy year at St. John's, full of classes and events. The significance of this to the library is that people do not linger further, and this is reflected in our circulation of 74 compared to 133 last year. But let's not forget the elephant in the room—the disruption of habits and access from over three months of work on our roof.

During 2018, we added 51 items at a cost of \$937 compared to the previous year with addition of 56 items and expenditure of \$379. The disparity is probably because the titles were purchased the year before but cataloged last year. Also this year we spent time weeding, removing dated material, a process that makes room for newer material. We continue use of the display case by the elevator. Danna Olson continues her volunteer work

We have had more in-house digital exposure to the congregation, helping to reveal the continuing stream of new material on religion, history, and social justice issues.

One part of our collection that is totally underused is books for children. This is where the library can be a real asset. Children change and grow and want to experience new things. What parent wants to spend money on something that will be used once and tossed or relegated to the closet or Goodwill? Borrow books to be read once and move on to the next title that looks interesting.



Many folks think everything is available online, on tablet, you name it. But, for comparison, if a person looks up what is in print, it becomes obvious that ephemeral sources provide ephemeral material like best sellers and not really things of substance like religious topics. Books continue to offer real information; and libraries offer the economical alternative by loaning a book which a person will read only one time.

PHYLLIS EHLERT
Library Committee Chair

Faces of St. John's



A MESSAGE FROM **ESPERANZA FOFT**

ASSISTANT DIRECTOR, COMMUNICATIONS

Since accepting the position of Assistant Director, Communications in May 2018, I have been tasked to tell St. John's story in the best way possible. As I quickly came to realize in my new position, St. John's is so much more than a church.

It is a venue, a classroom, a safe place, and more importantly - an ever growing community. I am honored to play the role as narrator to St. John's story and to effectively share it with the congregation, new visitors and the city of Sacramento.

My assignment in 2018 was to analyze all sources of St. John's communications, and to make sure each were being utilized in the most beneficial way.

In 2018, we have:

- Increased our e-weekly database by 10% with database management and new-signups. In addition, our open rates have increased to 34.4% (industry average is 26.1%) and our click rate is 4% (industry average is 2.6%).
- Had 5,162 users visit the St. John's website with 22,394 views since June 2018. We also came to find out that our website visitors are accessing our site equally through their desktop and mobile devices. This new information has led to recent website designs that are more mobile-friendly, including a more direct access to Worship Times and Parking Information which may prove helpful to new visitors. In late December alone (December 20 -December 31), we had 276 visitors click on this recently added link.
- Increased our Facebook likes by 13.5%; Instagram followers by 44% since May 2018 due to consistent content creation.



In 2019, my goals are:

- To assemble a team of volunteer videographers and photographers to capture all of St. John's events for historical and promotional purposes.
- To add a St. John's podcast as a communications outlet that will provide the weekly sermons and original content.
- To identify our community partners, and fully support them through our communications outlets.
- To increase congregation involvement by successfully communicating all the wonderful events we host here at St. John's.

Here's to a successful 2019!

ESPERANZA FOFT
Assistant Director, Communications

A MESSAGE FROM

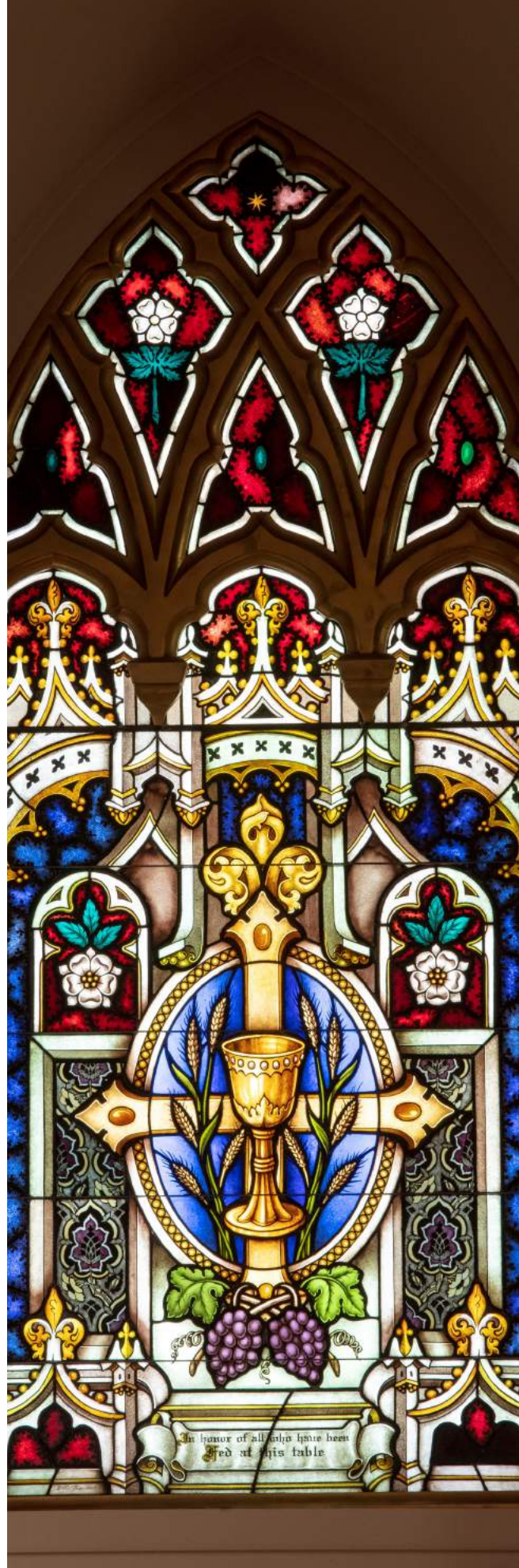
LANCE R. LEWIS

AUDIT COMMITTEE CHAIR

The Audit Committee was appointed in 2017 to conduct an evaluation of the financial records and the internal controls of St. John's for the purposes of assessing the reasonableness of the church's financial statements and recommending improvements to its internal control processes. Members of the committee included Lance Lewis (Chair), Karin Johnson and Kurt Barneson. We evaluated the financial statements of St. John's which comprise the statements of financial position as of December 31, 2017 and 2016, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements. To guide our work, the Audit Committee followed agreed-upon procedures and those recommended by the Evangelical Lutheran Church in America (ELCA). Because St. John's prepares its financial statements on a cash basis and not accrual, we did not render an opinion. The Audit Committee worked with staff and the Church Council to identify accounting best practices and opportunities for strengthening the church's internal controls which are in the process of being implemented. The Audit Committee will reconvene periodically to monitor and evaluate the financial accounting systems as requested by the Church Council.

Together in Christ,

LANCE R. LEWIS
Audit Committee Chair



A MESSAGE FROM

TED NORRIS

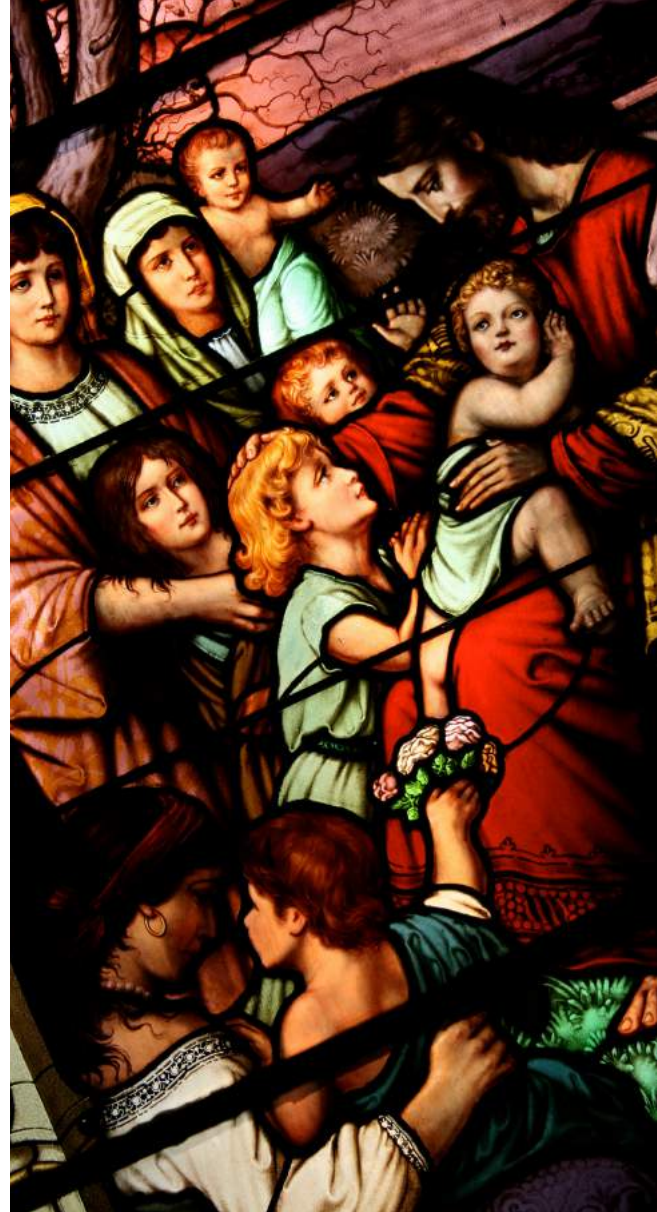
TREASURER

2018 Financial Highlights

We have a dynamic, responsive and generous congregation who have continuously raised to new opportunities and challenges. Our needs and programs continue to grow, and the congregation's commitment and generosity has grown with those needs. We are truly living up to our commitment of "Living God's Love in the World". Fiscally, the church is on firm ground. Cash increased slightly over last year and a small cash surplus for unforeseen occurrences exists. We have a very responsive, efficient and friendly administrative staff, led by Linda Baldwin.

An audit committee led by Lance Lewis was formed and a financial audit for 2017 and 2018 was performed. The last audit occurred in 2004 or 2005. Several procedural process corrections were recommended, and staff agreed with and responded to the recommendations and began making changes to conform. A follow-up audit for 2019 is in the planning stages.

This year is the final year of my commitment as Treasurer. It has been an honor serving these past five years, seeing and participating in the period of growth and positive changes, along with some occasional challenges.



General Fund

Offerings for the year totaled \$1,311,346 and budget was \$1,285,000 which is 102% of budget. Total income for 2018 was \$1,635,109 while operating expense was \$1,609,555, providing an operating surplus of \$25,554. Interest and dividend income contributed \$7,150 for a total net income of \$32,704.

Benevolence contributions for the year were 13.1% of operating expenses. Cash benevolence contributions for 2018 was \$177,901 and the fair market value of rent provided to St John's Program for Real Change for Plates2go is estimated to be \$33,000.

Committed and Restricted Funds

Other contributions in 2018 include unrestricted bequeaths and restricted contributions, totaling \$695,880. The Council has pledged to safe-guard and reserve rents received from 1st English and unrestricted bequests with the goal of building a base to establish an endowment fund. Rents received from City Church were \$30,000 and one-time unrestricted bequeaths were \$349,557. The remainder, \$316,323 represents contributions to restricted funds, including \$243,131 for our new roof.

Raise the Roof

Drip after drip and patch after patch finally morphed into the reality a new roof was necessary. Because our beautiful building is 100 years old, the city's historical building section required historic authenticity for the replacement roof. A congregational meeting authorized a mortgage to finance this project. As of December 31, contributions received totaled \$243,131. Because the response has been so great, we have been able to postpone drawing funds on the loan until mid to late January. Fantastic! Executive Director of Administration, Linda Baldwin has led the process, from investigation, discovery, negotiation and coordination with architect, contractors and lending instruction, and deserves special recognition for her efforts and results. Thank you, Linda.

2019 Budget

Income projections for 2019 are based on historical calculations of pledges received to date. Total projected income for 2019 is \$1,778,076 which is lower than 2018 projection. This variance is due to a large known bequeath received in 2018 and not anticipated for 2019.

Budgeted expense was projected on needs of each ministry area, determined by consultation with directors and includes provisions to fund our third pastor position as well as maintain full staffing.

Interest expense for the loan on the roof is anticipated to be \$28,875 for 2019. Total budgeted expense for the year is expected to be \$1,768,076.

2019 Net Income

Our 2019 budget predicts a small surplus of revenue over expenses of \$10,000.

TED NORRIS

Treasurer

St. John's Lutheran Church
Income Statement - General Operating Funds
For the Period Ending December 31, 2018

	Actual Activity 12/31/18	Budget Activity 12/31/18	Actual YTD 12/31/18	Budget YTD 12/31/18	% of Budget YTD Used
Revenues:					
Envelopes - Regular	163,736	107,083	1,311,346	1,285,000	102%
Envelopes - Special	1,750	6,333	14,286	76,000	19%
Envelopes - Benevolence	21,076	0	46,538	0	
Envelopes - Loose	1,173	2,500	16,838	30,000	56%
Envelopes - Memorial Unrestricted	300	0	2,175	0	
Youth Activities	725	3,521	29,998	42,250	71%
Ticket Sales	0	63	546	750	
Fundraiser	0	0	185	0	
Rent - K St Garage	13,444	11,716	155,163	140,590	110%
Rent - 1727 L Street	1,800	1,800	21,600	21,600	100%
Facilities Use Fee	550	1,000	8,179	12,000	68%
Other Revenue	-4,500	3,208	911	38,500	2%
Weddings	0	583	2,875	7,000	41%
Grant Income	0	0		0	
Bequests - Committed/Restricted	0	230,000	24,470	230,000	
Total Revenues	200,053	367,807	1,635,109	1,883,690	87%

	Actual Activity 12/31/18	Budget YTD 12/31/18	Actual YTD 12/31/18	Budget YTD 12/31/18	% of Budget YTD Used
Expenses					
Salaries & Wages	72,393	80,007	658,592	693,463	95%
Benefits Allowance	7,726	10,776	92,712	93,392	99%
Health Benefits	7,754	11,010	92,798	95,420	97%
Pension Benefits	3,613	5,040	36,708	43,680	84%
Payroll Taxes	4,743	5,250	43,035	45,500	95%
Workers' Compensation	909	1,119	11,392	9,693	118%
Honorarium	300	667	5,120	8,000	64%
Telephone	0	750	7,403	9,000	82%
Internet	0	167	9,019	2,000	451%
Postage	0	375	6,408	4,500	142%
Printing	1,283	833	31,905	10,000	319%
Dues & Subscriptions	0	0	1,275	0	
Books & Publications	1,938	904	3,898	10,850	36%
Fees & Permits	192	667	2,465	8,000	31%
CC Fees	981	750	5,807	9,000	65%
Supplies	1,944	3,400	38,536	40,800	94%
Flowers	2,931	750	8,774	9,000	97%
Hospitality Committee	722	250	1,111	3,000	37%
Social Ministry	0	129	0	1,546	0%
Professional Services	3,198	3,767	64,840	45,200	143%
Utilities - Electric	2,157	2,833	33,051	34,000	97%
Utilities - Gas	703	583	4,845	7,000	69%
Utilities - Water, Sewer & Garbage	777	1,083	13,960	13,000	107%
Real Estate Taxes	0	525	-5,936	6,300	-94%
Equip Rental/Maintenance	1,896	1,250	26,102	15,000	174%
Equipment	928	917	7,558	11,000	69%
Maintenance Expense	1,973	3,488	60,310	41,850	144%
Instrument Expense	600	292	2,740	3,500	78%
Monthly Maintenance Fees	0	0	0	0	
Parking Garage Expense	3,625	0	13,850	0	
Music Expense	233	0	1,156	0	
Airfare, Mileage & Lodging	-27	1,000	4,313	12,000	
Food & Beverage	312	954	7,763	11,450	68%
Continuing Education	2,790	667	18,309	8,000	229%
Youth Activities	300	1,113	42,925	13,350	322%
Meeting Expense	0	1,333	2,745	16,000	17%
Advertising Expense	0	125	268	1,500	18%
1725 & 1727 L Street Expense	935	833	11,988	10,000	120%
Insurance	2,246	1,871	25,503	22,457	114%
Scholarships	0	417	4,886	5,000	98%
Other Expenses	10,000	10,083	10,440	11,000	
Benevolence	46,146	72,033	177,901	180,200	99%
Outreach & Service	1,104	396	2,757	4,750	58%
Mortgage Interest Expense	1,118	1,125	13,941	13,500	103%
Prior Year Expense	0	0	6,385	0	
Total Expenses	188,441	229,532	1,609,555	1,582,901	102%
Net Income	11,612	138,276	25,554	300,789	8%
Interest Income	676	233	5,196	2,800	186%
Dividend Income	191	117	1,954	1,400	140%
Total Other Income	866	350	7,150	4,200	170%
Total Net Income - General Fund	12,478	138,626	32,704	304,989	11%

St. John's Lutheran Church
Income Statement - Committed/Restricted Funds
For the Period Ending December 31, 2018

	Actual Activity 12/31/18	Actual YTD 12/31/18
Revenues:		
Envelopes - Livingstones	0	7,197
Envelopes - Concert Series	800	2,450
Envelopes - Organ Fund	1,700	3,155
Envelopes - Pastor's Emergency	0	610
Envelopes - Property Fund	10,000	55,030
Envelopes - Scholarship Fund	0	225
Envelopes - Raise the Roof	161,570	243,131
Envelopes - Rwanda Fund	1,256	1,731
Ticket Sales - Organ Fund	0	2,795
Rent - City Church	2,500	30,000
Bequests - Restricted	0	349,557
Total Revenues	177,826	695,880
Expenses		
Postage - Art Festival	0	250
Professional Services - Concert Series	0	360
Professional Services - Organ Fund	0	5,202
Food & Beverage - Organ Fund	0	29
Other Expense	0	0
Outreach & Service - Pastor's Emergency	215	599
Total Expenses	215	6,440
Total Net Income - Restricted	177,611	689,441
Total Net Income	190,089	722,144

St. John's Lutheran Church

Balance Sheet

As of December 31, 2018

	12/31/18	12/31/17
	Assets	Assets
Current Assets:		
Operating Checking - 1401	53,472.34	303,438.79
Operating MMA 0584	439,999.30	305,034.02
Buidling MIF Mission Plus	282,995.57	0.19
MIF Demand 8593	20,235.74	20,120.29
Merrill Lynch Stocks	10,683.15	0.00
Misc. Receivable	1,529.37	0.00
Pre-Paid Expense	0.00	7,110.06
Total Current Assets	808,915.47	635,703.35
Fixed Assets:		
Land - 1725 L St	555,577.54	555,577.54
K Street Lot	124,374.40	124,374.40
Contributed Property - City Church	0.00	0.00
Building Improvements	6,254,683.64	6,123,476.00
Building Improvements - Windows	314,342.04	314,342.04
Building Improvements - City Church	46,099.19	54,105.51
Furniture & Fixtures	6,876.36	6,876.36
Organ Renovation	618,050.00	618,050.00
Construction in Progress	383,628.46	852.00
Total Fixed Assets	8,303,631.63	7,797,653.85
Other Assets:		
Deposits	0.00	0.00
Total Other Assets	0.00	0.00
Total Assets	9,112,547.10	8,433,357.20

	12/31/18	12/31/17
	Liabilities & Equities	Liabilities & Equities
Current Liabilities:		
Accounts Payable	29,105.86	31,097.40
Accounts Payable Payroll	17.94	0.00
Payroll Tax Withholdings	5,596.32	0.00
Payroll Benefits Withholding	2,777.76	3,864.56
Deferred Income	0.00	8,195.20
Garnishments	1,606.14	0.00
LT Liability - Rent Deposits	3,500.00	3,500.00
Short Term Liabilities	0.00	28,000.00
City Church Liabilities	-301.75	-41.94
Goethe Hall Fund	0.00	0.00
Total Current Liabilities	42,302.27	74,615.22
Long Term Liabilities:		
Loan Payable - 1725 L St	271,341.00	285,515.52
Loan Payable - Roof	3,533.00	0.00
Total Long Term Liabilities	274,874.00	285,515.52
Equity - Unrestricted:		
General Fund Balance	260,466.26	260,466.26
Equity in Building	6,491,924.00	6,491,924.00
Equity in Equipment	618,050.00	618,050.00
Total Equity - Unrestricted	7,370,440.26	7,370,440.26
Equity - Restricted:		
Art Festival	0.00	0.00
Building Fund	0.00	0.00
Concert Series	3,312.02	3,312.02
Lawson Scholarship	16,382.13	16,382.13
Memorial Fund	65,573.66	65,573.66
Organ Fund	11,543.68	11,543.68
Pastor Romeis Memorial Fund	23,068.50	23,068.50
Pastor's Fund	6,173.27	6,173.27
Property Fund	108,996.36	108,996.36
Rwanda Fund	0.00	0.00
St. John's Scholarship Fund	63,727.78	63,727.78
Total Equity - Restricted	298,777.40	298,777.40
General Fund Balance	404,008.80	404,008.80
Net Income Operating Funds	32,703.87	0.00
Net Income Restricted Funds	689,440.50	0.00
Total Liabilities and Equity	9,112,547.10	8,433,357.20

2019 PROPOSED BUDGET

St. John's Lutheran Church
General Operating Funds
2019 Budget

	2018 Actual	2018 Budget	2019 Budget	% Difference
Revenues:				
Envelopes - Regular	1,311,346	1,285,000	1,319,570	3%
Envelopes - Special	14,286	76,000	18,600	-309%
Envelopes - Benevolence	46,538	0	70,500	100%
Envelopes - Loose	16,838	30,000	15,000	-100%
Youth Activities	29,998	42,250	58,180	27%
Ticket Sales	546	750	500	-100%
Fundraiser	185	0	0	-100%
Rent - Plates (in kind)	0	0	33,000	0%
Rent - K St Garage	155,163	140,590	161,326	13%
Rent - 1727 L Street	21,600	21,600	21,600	0%
Facilities Use Fee	8,179	12,000	10,000	-20%
Other Revenue	911	38,500	5,000	-670%
Weddings	2,875	7,000	6,000	-17%
Envelopes - Memorial Unrestricted	2,175	0	2,500	100%
Bequests - Committed/Restricted	24,470	230,000	50,000	-100%
Total Revenues	1,635,109	1,883,690	1,771,776	-6%

	2018 Actual	2018 Budget	2019 Budget	% Difference
Expenses				
Salaries & Wages	658,592	693,463	727,584	5%
Benefits Allowance	92,712	93,392	107,647	13%
Honorarium	5,120	8,000	14,000	43%
Health Benefits	92,798	95,420	98,996	4%
Pension Benefits	36,708	43,680	35,939	-22%
Payroll Taxes	43,035	45,500	44,414	-2%
Workers' Compensation	11,392	9,693	7,898	-23%
Telephone	7,403	9,000	6,948	-30%
Internet	9,019	2,000	5,400	63%
Postage	6,408	4,500	4,800	6%
Printing	31,905	10,000	15,400	35%
Dues & Subscriptions	1,275	0	3,430	100%
Books & Publications	3,898	10,850	1,400	-675%
Fees & Permits	2,465	8,000	500	-1500%
CC Fees	5,807	9,000	4,800	-88%
Supplies	38,536	40,800	32,582	-25%
Flowers	8,774	9,000	9,140	2%
Hospitality Committee	1,111	3,000	1,000	-200%
Social Ministry	0	1,546	2,000	23%
Professional Services	64,840	45,200	3,000	-1407%
Utilities - Electric	33,051	34,000	34,000	0%
Utilities - Gas	4,845	7,000	5,400	-30%
Utilities - Water, Sewer & Garbage	13,960	13,000	13,000	0%
Real Estate Taxes	(5,936)	6,300	10,000	37%
Equip Rental/Maintenance	26,102	15,000	17,800	16%
Equipment	7,558	11,000	1,000	-1000%
Maintenance Expense	60,310	41,850	54,821	24%
Instrument Expense	2,740	3,500	3,000	-17%
Parking Garage Expense	13,850	0	3,625	100%
Music Expense	1,156	0	1,500	100%
Concert Series - Organ	0	0	1,000	100%
Airfare, Mileage & Lodging	4,313	12,000	4,000	-100%
Food & Beverage	7,763	11,450	3,000	
Continuing Education	18,309	8,000	11,500	30%
Youth Activities	42,925	13,350	58,180	77%
Meeting Expense (includes 2019 Art Festival)	2,745	16,000	4,535	-253%
Advertising Expense	268	1,500	300	-400%
1725 & 1727 L Street Expense	11,988	10,000	12,700	21%
Insurance	25,503	22,457	38,300	41%
Scholarships	4,886	5,000	6,300	21%
IT - Maintenance	0	0	20,400	100%
Other Expenses	10,440	11,000	15,000	-100%
Benevolence (includes Plates)	177,901	180,200	241,950	26%
Outreach & Service	2,757	4,750	6,012	21%
Pastor's Discretionary	0	0	3,000	100%
Property Fund	0	0	30,000	100%
Mortgage Interest Expense	13,941	13,500	40,875	67%
Prior Year Expense	6,385	0	0	
Total Expenses	1,609,555	1,582,901	1,768,076	10%
Total Net Income	25,554	300,789	3,700	-8029%
Interest Income	5,196	2,800	4,500	38%
Dividend Income	1,954	1,400	1,800	22%
Total Other Revenues	7,150	4,200	6,300	33%
Total Net Income - General Fund	32,704	304,989	10,000	-2950%



January 28, 2018
(Pending Approval @ January 2019 Congregational Meeting)
Congregational Meeting Minutes

Topics:

See "St. John's 2017 Annual Report" for detailed information

- 1. Call to Order at 1:03 pm** **- Council President Gwynnae Byrd**
- 2. Opening Prayer and Hymn** **- Pastor Frank Espegren**
- 3. Established Quorum**
77 Members in attendance / 46 required for quorum
- 4. Approval of Minutes** **- Gwynnae Byrd**
Motion to approve the 2017 Annual Meeting minutes.
M/ Lance Lewis S/Ted Norris Motion Passed 100% Approval

Motion to approve the Special Meeting minutes held April 9, 2017
M/ Lance Lewis S/Ted Norris Motion Passed 100% Approval
- 5. Senior Pastor Report** **-Pastor Frank Espegren**
 - We are a community blessed with many gifts and charged with many responsibilities
 - 2018 Ministry Plans reflect our desire to grow in faith, evangelical outreach, and social impact
 - Pledges have grown by over 10%
 - Strategic opportunity due to growth.
 - Expansion and strengthening of our administrative structure
 - Continue to staff for growth.
 - Ministry Plan in 2018 includes calling a 3rd "inspirer" someone who will stretch our ability to reach more effectively our Midtown Community
 - Pastor Michael Meyer joining staff as a non-stipendiary calls in a part-time level
 - 3 month sabbatical last spring
- 6. Church Council President Report** **- Gwynnae Byrd**
 - Celebrated 150 years as congregation
 - Retired our largest debt
 - Entered into a promising partnership with City Church and sale of First English Church
 - Challenges included departure of key staff; adapting to new operating procedures and policies
 - Church Council has been focused on forward-looking discernment including beginning a group called "Wonders" who task is to think about what is next for St. John's
 - Hired an Executive Director of Administration and Community Organizer
 - Theme for 2018 – Connections
 1. A focus on communication
 2. Quarterly interactive "Council Chat"
 3. Reshaping our committees
 4. Realizing Rebekah's gift for connecting people in various ways

7. Treasurer Report

-Ted Norris

2018 Budget numbers are incorrect in the Annual Report. We will schedule another meeting in 30 days and vote on it. At future meeting will also go over numbers from 2017 and details.

8. Executive Director of Resources & Administrations Report

- Diane White

- Assessed all staff positions to revise, clarify, and align job functions
- Engaged in massive clean-up of member information data records and launched the implementation of a new and improved member database
- Implemented basic processes and procedures to effectively monitor and control expenditures and improve organizational efficiency
- Addressed information technology (IT) infrastructure, including communication technology, and initiated plans to rectify deficiencies and improve services to members
- Worked collaboratively with member volunteers to develop St. John's first Communication Plan

New Business

9. Election of Council Members and Nominating Committee Member

-Michel Beckwith

- Election of 7 Council Members
Lisa Berg, re-election for 2-year term
Nick Zylstra, re-election for 2-year term
Ted Norris, re-election for 2-year term
Charlene Singley, first 2-year term election
Kim Hendricks, first 2-year term election
Joel Kimmelshue, first 2-year term election
Devin Hill, first 2-year term election

Motion for approval of Election of Council Members.

M/Lance Lewis S/Jonathan Hendricks Motion passed 100% approval.

- Election of 1 Nominating Committee Member
Karen Harris, first 3-year term on this committee

Motion for approval of Election of Nominating Committee Member.

M/Ted Norris S/Kim Hendricks Motion passed 100% approval.

10. Closing prayer

- Pastor Jon Haug

Adjourned at 2:12 pm

Respectfully Submitted,
Karen Harris
Church Council Secretary



February 25, 2018

(Pending Approval @ January 2019 Congregational Meeting)

Congregational Meeting Minutes

Topic: 2018 budget congregational approval

1. **Call to Order at 1:00 pm** - Pastor Frank Espegren
2. **Opening Prayer** - Pastor Frank Espegren
3. **Established Quorum**
63 Members in attendance / 48 required for quorum
4. **Ratify the appointments for three years on the St. John's Scholarship Committee of:**
Karen Ross and Karen Hall-Sandlund - Gwynnae Byrd

A voice vote was taken on the ratification and passed with no votes against

5. **Approval of 2018 Budget** - Ted Norris

Ted Norris explained that the estate income received in 2017 has been moved to other income, below the line. The floor was opened to questions from the congregation. Questions/discussion focused on:

- 2017 insurance expenses
- Benevolence income
- Property tax expenses
- Major repairs and property reserves expenses
- Prior year expense
- Disposal of fixed assets expense
- Wrap up of the Living Stones Capital Campaign

Pastor Frank spoke to the 2018 budget. The number of pledging units went down but the amount pledged has gone up. The pledges for 2017 totaled about \$985,000 and the pledges made for 2018 are just under \$1.1 million. The budgeted amount for regular envelope giving uses a formula to calculate the anticipated extra offerings above the amounts pledged. For expenses, there has been an increase in the salaries. Linda Baldwin will be acting as the interim director of resources and administration. The third "inspirer" position is budgeted to begin in October. The total budgeted expenses in 2018 are down from the actual expenses in 2017.

A motion was made to pass the 2018 budget as presented.

M/Lance Lewis S/Suzi Carson Motion passed 100% approval

6. **Closing prayer** - Pastor Jon Haug

Before the closing prayer, Pastor Frank spoke to the contributions that the Spencer and Pat Gedestad have made to St. John's Lutheran church.

Adjourned at 1:32 pm

Respectfully Submitted,
Kim Hendricks
Church Council Secretary



September 23, 2018

(Pending Approval @ January 2019 Congregational Meeting)

Congregational Meeting Minutes

1. Call to Order at 1:00 pm - Pastor Frank Espegren

2. Opening Prayer - Pastor Frank Espegren

3. Established Quorum
91 Members in attendance / 47 required for quorum

4. St John's Roof Replacement

As roof has outlived its lifespan, the sanctuary has sustained water damage and our insurer will no longer provide coverage if we continue to neglect our due diligence in property maintenance, we are proposing to replace the roofs. Architect, Kevin Pressey, presented the work done with the city for approval of acceptable roofing material to meet the requirements of a historical building. The city has approved using a metal roof as was originally on the sanctuary when it was built. Bids were received from three contractors with expertise in working with historic buildings and excellent workmanship. The architect evaluated the bids and determine that they were all equally qualified Contractor John Ravetti of Waterproofing Associates, Inc. submitted the lowest bid and the recommendation is to award the job to this contractor.

Questions were received from the congregation regarding the execution of the project, the safety of the building materials and the cost of the project.

Lance Lewis moved that the congregation approve acceptance of the bid proposed by Waterproofing Associates to remove and replace all roofs on the church buildings located at 1701 L Street for a total cost of \$761,400. Seconded by Ann Boynton and passed unanimously.

5. Cost and Financing

The church has been pre-approved for a construction loan by Mission Investment Fund and we will hold a capital campaign to repay the loan. The Council is recommending also including the completion of the parking lot drainage and paving and repair of plaster damage in the loan amount.

Questions were received from the congregation regarding the terms of the loan and the plans for repayment.

Lance Lewis moved that the congregation approve taking out a loan from Mission Investment Fund for \$938,000 to be used to pay for the cost of the roofing project, to complete the parking lot project and to repair the plaster in the sanctuary. Seconded by Ann Boynton and passed unanimously.

6. Closing prayer - Pastor Frank Espegren

Adjourned at 1:46 pm

Respectfully Submitted,
Kim Hendricks
Church Council Secretary



November 4, 2018

(Pending Approval @ January 2019 Congregational Meeting)

Congregational Meeting Minutes

The meeting was called to order at 10:20am by President, Gwynnae Byrd. 62 congregation members signed in meeting the 57 member requirement

-Linda Baldwin

As executive director Ms. Baldwin reported on the status of the roof repairs, materials used, and use of the cart for transportation while the parking lot is closed. She also reported on loss of property staff, re-categorizing of property staff to handyman as well as janitorial staff and interviews that are currently taking place.

-Pastor Frank

Pastor Frank reported on the upcoming capital campaign that will last for 15 months and encompass three calendar years. In addition he stated Frances LeBas will be preaching next Sunday and will be back participating in our congregation as she had prior to attending seminary.

-Julie Spezia

Julie reported on the changes to the constitution and engaged in much discussion with members. She served on the constitution and by-laws committee chaired by Bob Huckfeldt.

Susan Taylor made a motion and Armand Vattuone seconded a motion to accept the changes. There were all ayes, no naves and no abstentions.

Ms. Spezia then reported on the bylaws changes and answered questions. Susan Taylor made a motion to accept the by-laws changes and Carson Anderson seconded. Motion passed with all ayes.

-Gwynnae Byrd, President

Ms. Byrd reported on the strategic planning session the council engaged in. Two initiatives came to the forefront:

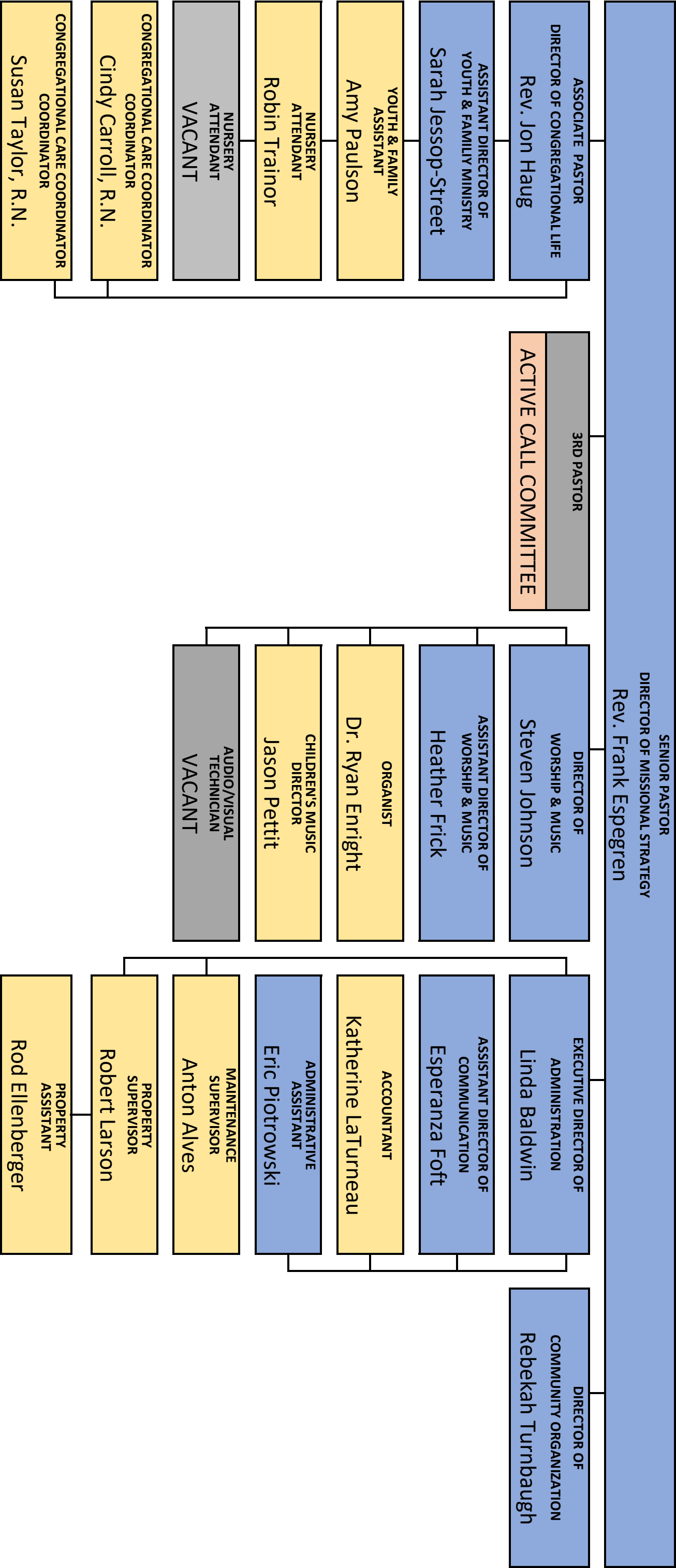
Addressing homelessness which Charlene Singley will chair and a campus planning committee.

Meeting adjourned at 11:25am

Respectfully Submitted,

Lisa Berg

Church Council Vice President



ST. JOHN'S

LUTHERAN CHURCH

STAFFING

ORGANIZATION

LEGEND

FULL TIME

PART TIME

POSITION VACANT

St. John's Many Ministry Areas

Altar Guild
Greeters
Lectors
Ushers
Handbell Choir
Stephen Ministry
Hospitality Committee
Santa Lucia Festival
Scholarship Committee
Children's & Youth Choirs
WELCA
LLL Book Club
Craft Night
Central Downtown Food Basket
Rwanda School Project
The Pilgrimage
Social Ministry Team
Bulletins & Mailings Assembly
Property Committee
Finance Committee
Order of St. John
Family Promise
Senior Concerns Task Force
Pride Festival
Pub Theology
Saint John's Program for Real Change
Community Meals
Food and Clothing Pantry
Luminaria
Habitat for Humanity
Writers Group
Racial Justice Group
Assisting Ministers
Committee on Homelessness
Eucharistic Servers

