

Read Ahead

2023 Minutes
2025 Proposed Budget
2025 Nominations & Ballot



2024

11701 Ridgepoint DR NW
Silverdale WA 98383



Silverdale Lutheran Congregation Annual Meeting November 19, 2023

Minutes

Call to Order

Congregational President Bradley Posadas called the meeting to order at 12:38 PM. Councilmembers in attendance were Vice-president Scott Slocum, Bob Arper, Scott Grasmick, Jo Schaefer, Karen McNamara, Jacque Story, Teresa Walton, Katie Shaw, Sue Shultz, Pastor William Crabtree, Pastor Jonathan Sansgaard and Jane Rasely who monitored recording and prepared minutes. There was a quorum of congregational members present: 83 in person and 27 via Zoom (see attached list of Zoom attendees).

Opening Prayer and Song

Pastor Bill Crabtree led the congregation in an opening prayer.

Opening Remarks and Instructions

President Bradley Posadas provided instructions in how to participate in the meeting via Zoom.

Review and approval of 2022 Annual Meeting Minutes

Motion: I move to accept the 2022 Annual Meeting Minutes as presented.

Teresa Walton/Susan Shulz: Passed Unanimously

Financial Report

Bookkeeper Rick Cotter presented an overview of end of year finances with current balances in the various accounts held by Silverdale Lutheran. Total net assets were \$360,034. A review of Income versus Expenses as of October 31, 2023, left us with a negative balance of \$3,247. Benevolences had been paid at a rate of 11% of offerings combining general offering and targeted giving with an overall total of \$75,138 as of the end of 3rd quarter 2023.

Pastors' Video Reports

Video reports were offered online.

Report on ELCA 2022 Churchwide Assembly Constitutional Actions

Pastor Bill Crabtree provided an overview of the action taken by the Churchwide Assembly in 2023 regarding the Evangelical Lutheran Church in America's (ELCA) Constitution and Model Constitution for Congregations with a significant action that could affect the nature of SLC's relationship with the ELCA. He started with reviewing the background of the ELCA and how it came to be detailing SLC's journey from the American Lutheran Church (ALC) organization to Evangelical Lutheran Church of America. As a member of the ALC, member congregations were associated with the ALC but remained independent congregations meaning they would retain their property regardless of whether they remained with their national affiliation. However, in the ELCA, congregations have a much tighter connection to the wider church. ELCA structure is "interdependent" with each section, Churchwide, Synods, and Congregations, being an expression of one church. Pastor Bill then described the roots of the former ALC as a more congregational structure with congregations having more autonomy than what they do in the ELCA. Also important, was that ALC congregations could decide to withdraw from their synod and maintain control of their church property. When the ALC joined with the ELCA, it was with the condition that if a formerly ALC congregation decided to withdraw from the ELCA, they would not have to ask permission of the ELCA Synod to keep their property. Silverdale Lutheran falls into this category. However, Pastor Bill pointed out that even with this provision, every congregation in the ELCA is bound by the mandatory sections of the Model Constitution.

In 2022, the Church Wide Assembly proposed a review of the ELCA Constitution which includes the Model Constitution for Congregations with a presentation of its findings to occur at the 2025 Church Wide Assembly. Pastor Bill spoke about the criteria in the motion that would be used for the review. The full motion from the ELCA is:

"...To direct the Church Council to establish a Commission for a Renewed Lutheran Church comprised of leaders of diverse representation from all three expressions that, working in consultation with the Conference of Bishops and the Church Council, shall reconsider the statements of purpose for each of the expressions of this church, the principles of its organizational structure, and all matters pertaining thereunto, being particularly attentive to our shared commitment to dismantle racism, and will present its findings and recommendations to the 2025 Churchwide Assembly in preparation for a possible reconstituting convention to be called under the rules for a special meeting of the Churchwide Assembly." [CA22.01.06]

It was unknown at the time what specific changes might be proposed after this review, but Pastor Bill wanted everyone to be aware that as an ELCA congregation, we would be bound by the "Model Constitution for Congregations" even if we as an individual congregation did not ratify or update our constitution as a result of those changes. In other words, it is possible the ELCA *could remove* the current provision that former ALC congregations, if they do sever their relationship with the ELCA, do not need to get permission from the Synod to retain their property. Pastor Bill felt it was important to make sure SLC members understood the nature of our relationship to the ELCA versus the way it was in the former ALC.

Benevolences/Budget Presentation and Adoption for 2024

Bookkeeper Rick Cotter presented the proposed benevolences for 2024 noting that Kids Town international was removed from the list and the 5% allotted to it was added to Council Outreach where it could be used for various outreach activities.

Motion: I move to accept the 2024 Benevolences as presented.

Katie Shaw/Craig Miller: Passed Unanimously (discussion below)

- Don Jukam asked for the congregation to reconsider adding Kids Town International to the benevolences.
- Billie Jean Liedal asked if the ELCA supported Kids Town International. No one had the answer.

Motion: The motion would be to retain Kids Town from under the 5% listing of our 2024 benevolences as part of the 1.5%, to retain it, in order to provide the balance in our benevolences.

Don Jukum/John Adair: Motion did not pass (discussion below)

- Billie Jean Liedal stated she opposed the motion as she felt SLC should focus on local work as we had more influence to make a difference locally.
- Betty Koster asked if Don Jukam knew whether SLC pulled their support, how much it would affect the organization. Rick Cotter stated that as of 3rd quarter, SLC had contributed \$1,600 to date.
- Ellen Posadas asked about Hearty Meals funding and where they would go if the 2024 Council Outreach budget was reduced to 5% again.
- Deb Marsch mentioned that Hearty Meals had recently received Thrivent grant dollars donated by congregational members and that Hearty Meals would be cutting back on some of the supplies they had been using.
- Billie Jean Liedal suggested that some of the higher receiving outreach programs could give some of their percentage to Hearty Meals so that it had the support it received in the past.

Rick Cotter presented the 2024 Budget outlining the five areas which included Administration, Facilities, Programs, Salaries, and Benevolences for a total budgetary increase of 2.4% and total of \$1,056,249.

Motion: I move that we approve the 2024 budget as projected.

Gerald Ericksen/Sharon Canley: Passed Unanimously (discussion below)

- Wayne Ferber asked about the Youth and Family Assistant raise to \$52,000. President Bradley Posadas explained there was a compilation of three positions into

this newly created position. The total salary was then brought up to a par with the Synod level for this type of position.

- Kay Kersten asked for clarification on which position was being spoken about. She mentioned that young families and youth were paramount ministries in SLC, and we needed dedicated people to lead this work.
- Marla Scott spoke about how hard Jessica worked and that she was drawing preschool families into our church and that her work was important.
- Denyse Hemmersbach asked if this would bring her completely up to Synod standard so next year would just be a COLA increase. It was confirmed this would bring the position up to full Synod standard.

Nominating Committee Presentation for 2024

The ballot was presented by Pastor Bill Crabtree. Ray Schaefer was added to the ballot as an alternate for the Martha and Mary Board.

- Billie Jean Liedal asked for clarification on the number of committee members to be elected.
- Bob Arper offered to be an alternate for the Lutherhaven Board.

Elections and Voting

**President Bradley Posadas asked for a vote to approve the ballot as a slate.
Passed Unanimously**

**Voting for the slate of nominees was held.
Passed Unanimously**

Closing Remarks by Council President and Pastor Bill

Bradley Posadas provided an overview of 2023 accomplishments.

Other Business

None

Closing Prayer and Adjournment

Pastor Jonathan Sansgaard led a closing prayer.

Meeting was adjourned at 2:24 PM.

Silverdale Lutheran Church 2023 Annual Meeting

November 19, 2023

Zoom Meeting Attendees

Name (Original Name)	Duration (Minutes)	Recording Consent	Number of Attendees
Silverdale Lutheran***	129	Yes	
Jane Rasely (Silverdale Lutheran)**	129		
Jane and Clyde Deacon	125	Yes	2
Denyse Hemmersbach	124		1
Bob and Barbara Paul (Bob Paul)	105	Yes	2
Silverdale Lutheran***	123	Yes	
Gerry Randall	122	Yes	1
Joanne Nelsen (Joanne)	116	Yes	1
Tom Larson (Thomas's iPad)	120	Yes	1
Ruthie Ackenhusen	118	Yes	1
Art & Ginger Ceraldi	118		2
Raejean Bridges Avalos	15	Yes	1
Marilyn Hawks (Marilyn)	103	Yes	1
Steve & Debbie Slaton (Steve Slaton)	102	Yes	2
Tom Hawks	116	Yes	1
Marla Scott	116	Yes	1
Matt, Pat & Eric Ryan - video stream	115	Yes	3
iPhone Sandy Gessner	7	Yes	1
Rebecca Bauer (BeccaB)	114	Yes	1
Lisa*	95	Yes	
Elizabeth and Merrill Koster	104	Yes	2
Clayton Shultz	9		1
Raejean Bridges Avalos*	56	Yes	
Karen*	16	Yes	
Becky and Craig Peeler	78	Yes	2
Clayton Shultz*	96		
Silverdale Lutheran***	83	Yes	
Raejean Bridges Avalos*	14	Yes	
Total Meeting Participants			27

*Denotes unidentifiable member without last name or duplicate entry to meeting.

**Denotes already signed in with signature at meeting.

***Denotes administrative presence.

Silverdale Lutheran Church 2023 Annual Meeting November 19, 2023 Zoom Chat Files

00:09:52 Joanne Nelsen: Hello. Thank you for zooming the meeting
00:10:22 Silverdale Lutheran: You're welcome, Joanne!
00:12:36 Silverdale Lutheran: If your name is not on your profile, will you please add it so we can account for your presence? Thank you.
00:13:57 Jane Deacon: Clyde Deacon is here too
00:15:06 R's iPad (2): Raejean BridgesAvalos joined meeting
00:15:22 Silverdale Lutheran: Welcome All - Please mute yourselves when you join. If you have questions post them in the chat.
00:21:26 Art & Ginger Ceraldi: Are we waiting for the meeting to start?
00:21:48 Silverdale Lutheran: Replying to "Are we waiting for t..."
sorry, we started a bit late
00:22:37 Joanne Nelsen: Sound on please
00:22:40 Jane Deacon: is the sound not working?
00:23:02 Art & Ginger Ceraldi: We can't hear anything.
00:23:41 Tom Larson: No sound
00:23:46 Silverdale Lutheran: We are working on the sound
00:23:48 Rebecca Bauer: No sound
00:24:02 Jane Deacon: Reacted to "We are working on th..." with 👍
00:24:33 Silverdale Lutheran: let us know when someone hears something
00:24:45 Bob and Barbara Paul: the host is muted
00:24:59 Marilyn Hawks: Brad's microphone says mute
00:26:07 Silverdale Lutheran: Can you hear now?
00:26:17 Marilyn Hawks: no
00:26:20 Rebecca Bauer: Unmute the speaker
00:26:47 Jane Deacon: no. you need to unmute the main mic
00:27:07 Silverdale Lutheran: We are working on the sound.
00:28:18 Silverdale Lutheran: We are pausing to get the technical difficulties fixed.
00:29:08 Rebecca Bauer: yes
00:29:09 Art & Ginger Ceraldi: Yes

Silverdale Lutheran Church Budget Template 2025				
Trustees Approved				
Council Approved		Budget	Budget	Budget
		2023	2024	2025
OUTREACH	9 Percent of Giving First Fruits	\$82,448	\$87,213	\$85,514
ADMIN				
	Communications			
	Senior Pastor	\$720	\$720	\$720
	Associate Pastor	\$720	\$720	\$720
	Total	\$1,440	\$1,440	\$1,440
	Continuing Education			
	Senior Pastor	\$700	\$700	\$700
	Associate Pastor	\$700	\$700	\$700
	Potential Assoc Pastor - Part Time	\$0	\$0	
	Music Minister	\$700	\$700	\$700
	Staff	\$1,000	\$1,000	\$1,000
	Total	\$3,100	\$3,100	\$3,100
	Voting Members			
	Bishop's Convocation	\$250	\$250	\$250
	SW Synod Assembly	\$500	\$500	\$600
	Total	\$750	\$750	\$850
	Office			
	Background Checks	\$500	\$500	\$500
	Computer Network Support			
	Hardware	\$1,000	\$1,000	\$1,000
	Software	\$2,300	\$3,300	\$3,300
	App - Subsplash	\$3,600	\$3,600	\$3,600
	Equipment and Machines	\$500	\$500	\$500
	Furnishings	\$1,000	\$1,000	\$1,000
	Postage	\$1,600	\$1,600	\$1,600
	Paper/Supplies/Ink	\$8,000	\$8,000	\$8,000
	NSF Costs / Bank Fees	\$200	\$200	\$200
	Nametags	\$500	\$600	\$600
	Computer Replacement	\$4,000	\$4,000	\$4,000
	Employee Assistance Program	\$2,500	\$2,700	\$2,700
	Total	\$25,700	\$27,000	\$27,000
	Pubs And Media			
	Senior Pastor	\$150	\$150	\$150
	Associate Pastor	\$150	\$150	\$150
	Potential Associate Pastor - Part Time	\$0	\$0	\$0
	Music Minister	\$150	\$150	\$150
	Total	\$450	\$450	\$450
	Transportation			
	Senior Pastor	\$1,600	\$1,600	\$1,600
	Associate Pastor	\$1,600	\$1,600	\$1,600
	Visitation Pastor	\$1,000	\$0	\$0

Silverdale Lutheran Church Budget Template 2025				
Trustees Approved				
Council Approved		Budget	Budget	Budget
		2023	2024	2025
	Potential Associate Pastor - Part Time	\$0	\$0	\$0
	Office Manager	\$150	\$150	\$150
	Maintenance Manager	\$250	\$250	\$250
	Small Grp and Community Connectors	\$0	\$0	\$0
	Lay Youth Ministry Assistant	\$200	\$200	\$200
	Children, Family & Military Outreach	\$200	\$200	\$200
	Pastoral Care Asst. & Women's Ministry	\$1,600	\$1,000	\$1,000
	Total	\$6,600	\$5,000	\$5,000
	ADMIN TOTAL	\$38,040	\$37,740	\$37,840
FACILITIES	Mortgage			
	Building	\$45,513	\$45,513	\$0
	Assessment	\$1,700	\$1,900	\$1,900
	Total	\$47,213	\$47,413	\$1,900
	Operations Contracts			
	Carpet Cleaning	\$4,500	\$5,000	\$10,000
	Fire/Security Services	\$3,200	\$3,200	\$5,000
	Snow Removal	\$4,000	\$4,000	\$4,000
	Floor stripping and waxing	\$5,000	\$5,000	\$5,000
	Heating Systems	\$4,000	\$4,000	\$4,000
	Office - Leased Machines	\$5,500	\$5,000	\$5,000
	Payroll Processing	\$2,900	\$2,900	\$3,200
	Pest Control	\$1,400	\$1,900	\$1,900
	Bookkeeper		\$5,000	\$5,000
	Total	\$30,500	\$36,000	\$43,100
	Insurance			
	Insurance	\$20,000	\$19,000	\$19,000
	Total	\$20,000	\$19,000	\$19,000
	Upkeep And Maintenance			
	Facility Maintenance	\$15,000	\$15,000	\$15,000
	Consumables	\$2,500	\$2,500	\$2,500
	Furnishings	\$300	\$300	\$300
	IT Support	\$2,000	\$2,000	\$2,000
	Total	\$19,800	\$19,800	\$19,800
	Utilities			
	Electricity	\$11,500	\$11,500	\$11,500
	Garbage	\$3,600	\$4,000	\$4,500
	Natural Gas	\$11,000	\$11,000	\$11,000
	Sewer	\$4,500	\$4,500	\$4,500
	Telephone - Internet	\$2,900	\$3,000	\$4,680
	Water	\$2,800	\$2,800	\$2,800
	Total	\$36,300	\$36,800	\$38,980
	Safety Team			
	Safety Team	\$1,000	\$1,000	\$750

Silverdale Lutheran Church Budget Template 2025				
Trustees Approved				
Council Approved				
		Budget	Budget	Budget
		2023	2024	2025
	Total	\$1,000	\$1,000	\$750
	Facilities Total	\$154,813	\$160,013	\$123,530
PROGRAMS	Education			
	Adult Education	\$300	\$300	\$300
	Confirmation	\$400	\$600	\$600
	First Communion	\$300	\$100	\$100
	Lay School	\$500	\$500	\$500
	Sunday School	\$1,500	\$1,100	\$1,100
	Vacation Bible School	\$800	\$1,200	\$1,200
	Nursery	\$300	\$300	\$300
	Small Group Ministry	\$400	\$400	\$400
	Total	\$4,500	\$4,500	\$4,500
	Evangelism			
	Christ in Our Homes	\$900	\$900	\$900
	Advertising	\$2,000	\$2,000	\$2,000
	Visitor Gift Bags	\$600	\$600	\$600
	2nd Service Fellowship	\$200	\$200	\$0
	Printing - Cards	\$20	\$20	\$200
	Preschool Outreach	\$250	\$250	\$250
	Military Outreach	\$350	\$500	\$500
	Total	\$4,320	\$4,470	\$4,450
	Fellowship			
	Church Picnic	\$500	\$500	\$800
	Lutherhaven	\$14,000	\$15,000	\$25,000
	Lenten Soup	\$175	\$175	\$175
	Fat Tuesday	\$350	\$350	\$350
	Rally Day	\$1,500	\$1,500	\$500
	Council Retreat	\$200	\$200	\$200
	Mothers and Fathers Day	\$300	\$300	\$300
	Thanksgiving Eve	\$150	\$150	\$0
	Mom's Circle	\$175	\$175	\$175
	Women's Ministry	\$800	\$800	\$1,000
	Men's Ministry	\$800	\$800	\$1,000
	Christmas Event	\$250	\$250	\$250
	Young Adult Ministry	\$500	\$500	\$500
Delete this line	75th Anniversary Celebration		\$1,000	\$0
	Misc. Events (Food and Supply)	\$1,500	\$1,500	\$1,500
	Total	\$21,200	\$23,200	\$31,750
	Music			
	All Music	\$2,000	\$2,000	\$2,000
	Maintenance	\$1,000	\$1,000	\$5,000
	Music Licenses	\$1,500	\$1,500	\$1,500
	Music Substitute	\$0	\$300	\$550

Silverdale Lutheran Church Budget Template 2025				
Trustees Approved				
Council Approved				
		Budget	Budget	Budget
		2023	2024	2025
	Total	\$4,500	\$4,800	\$9,050
	Social Concerns			
	Care Team	\$750	\$400	\$400
	Prayer Shawl	\$0	\$0	\$0
	Refugees	\$500	\$500	\$500
	Community Outreach	\$750	\$500	\$500
	LifePax		\$1,000	\$1,000
	Total	\$2,000	\$2,400	\$2,400
	Stewardship			
	EFT Expenses	\$1,000	\$500	\$500
	Programs	\$100	\$100	\$100
	Total	\$1,100	\$600	\$600
	Worship			
	Acolyte	\$200	\$200	\$200
	Bulletin Licensing Fees	\$1,200	\$1,500	\$1,500
	Altar Supplies	\$600	\$1,000	\$1,000
	Communion	\$1,500	\$1,200	\$1,200
	Visual Arts	\$300	\$500	\$500
	Kids Word Resources	\$0	\$0	\$0
	Worship Resources	\$900	\$900	\$900
	Audio/Visual Equipment	\$1,000	\$1,000	\$1,000
	Total	\$5,700	\$6,300	\$6,300
	Youth and Family			
	High School	\$2,000	\$1,750	\$1,750
	Middle School	\$2,000	\$1,750	\$1,750
	Family Ministry	\$1,000	\$1,000	\$1,000
	SLC Kids	\$1,500	\$1,000	\$1,000
	Total	\$6,500	\$5,500	\$5,500
	Programs Total	\$49,820	\$51,770	\$64,550
SALARIES				
	Senior Pastor			
	Salary /Housing	\$114,230	\$120,768	\$125,700
	Social Security	\$8,739	\$9,239	\$9,616
	Pension	\$12,297	\$13,000	\$13,531
	Medical	\$14,160	\$14,748	\$15,552
	Group LI / Disability	\$2,091	\$1,300	\$677
	Total	\$151,517	\$159,055	\$165,076
	Associate Pastor			
	Salary /Housing	\$102,707	\$108,715	\$113,208
	Social Security	\$7,857	\$8,317	\$8,660
	Pension	\$11,056	\$11,703	\$12,186
	Medical	\$25,140	\$26,244	\$27,804
	LI/Survivor/Disability	\$1,879	\$1,170	\$608

Silverdale Lutheran Church Budget Template 2025				
Trustees Approved				
Council Approved				
		Budget	Budget	Budget
		2023	2024	2025
	Total	\$148,639	\$156,149	\$162,466
	Pastor Total	\$300,156	\$315,204	\$327,542
	Supply Pastor	\$0	\$0	\$0
	Music Minister	\$98,000	\$102,508	\$105,686
	Office Manager Assistant	\$0	\$0	\$13,000
	Business/Office Manager	\$30,255	\$31,642	\$54,080
	Maintenance Mgr	\$43,280	\$45,263	\$36,600
	Nursery Attendants	\$16,890	\$16,890	\$16,890
	Nursery Director	\$4,858	\$5,081	\$5,239
	Janitorial	\$20,009	\$20,926	\$21,565
	Comm & Ministries Program Assistant	\$29,964	\$31,336	\$0
	Worship Media Producer	\$28,484	\$17,129	\$17,514
	Audio Technician	\$14,066	\$10,460	\$10,783
	Director of Children and Youth Ministry	\$21,840	\$52,000	\$53,612
	Potential OT Incurred by above position			\$3,094
	Pastoral Care Asst. & Women's Ministry	\$20,655	\$21,600	\$22,266
		\$328,301	\$354,835	\$360,329
	Employer SS/Medicare	\$27,742	\$28,474	\$27,565
	Employer L&I Insurance	\$5,150	\$5,500	\$5,500
	Paid Family & Medical Leave	\$2,000	\$3,000	\$3,300
	Non Pastoral Staff Total	\$363,193	\$391,809	\$396,694
	TOTAL SALARY - PASTOR AND STAFF	\$663,349	\$707,013	\$724,236
	TOTAL EXPENSES w/o Benevolences	\$906,022	\$956,536	\$950,156
	TOTAL with 9% Benevolences	\$988,470	\$1,043,749	\$1,035,670

NOMINATIONS AND BALLOT FOR 2025

Annual Meeting, November 17, 2024

PRESIDENT

Dennis Enebo

YES **NO**

This would be Dennis' 1st term, he is eligible for two more.

VICE PRESIDENT

Scott Slocum

YES **NO**

This would be Scott's 3rd and last term for which he is eligible.

TREASURER

Cheryl Miller

YES **NO**

This would be Cheryl's 2nd term, she would be eligible for one more

SECRETARY

Jane Rasely

YES **NO**

This would be Jane's 3rd term and last term for which she is eligible.

COUNCIL MEMBERS – (2 YEAR TERM- MAX OF 2 CONSECUTIVE TERMS)

WORSHIP & MUSIC

Julie Humm

YES **NO**

This would be Julie's 1st term, she is eligible for one more.

EDUCATION

Karen McNamara

YES **NO**

This would be Karen's 2nd term, and last one for which she is eligible.

STEWARDSHIP

Tom Hawks

YES **NO**

This is would be Tom's 1st term, he is eligible for one more.

PROPERTY & GROUNDS

Bob Arper

YES **NO**

This would be Bob's 2nd term and last one for which he is eligible

NOMINATING COMMITTEE (ONE YEAR TERM)

Tom Hawks Patti Randall Denyse Hemmersbach

LUTHERHAVEN BOARD & ALTERNATE

(Two Year Term)

Mark Lund *(1 yr: finishing term of vacated position)*

Bob Arper

Jeff Ottenbacher (Alt)

_____(Alt)

MARTHA & MARY DELEGATES

(One Year Term)

Marilyn Hawks *(1 yr: finishing term of vacated position)*

Jill Slocum

Ray Schaefer

ENDOWMENT COMMITTEE

YES **NO**

Linda Roberts

Andrew Thorsen