

Hope Lutheran Church Voters' Assembly Minutes

July 24, 2022

The regular meeting of the voters' assembly of Hope Lutheran Church was called to order on July 24, 2022, at 10:30 a.m. MDT by the president, Christopher Becker; the secretary was present. A quorum was established; a list of voting members present is attached.

Christopher led the opening prayer.

Anita Taylor was elected into voting membership.

The April 24, 2022, minutes were approved as emailed.

The attached Board reports were received. In addition to the written reports, Christopher stated that the Safety Committee met last week and will be providing recommendations to the Day School Board, Property Board, and Board of Directors.

New Business

Nominating Committee presented a slate of:

- President: Christopher Becker
- Director of the Board of Outreach: Anita Taylor
- Director of the Board of Youth Ministry: Betty Oloff
- Director of the Board of Properties: Nancy Carlson
- Financial Secretary: Jamie Gibson
- Day School Treasurer: Ed Reber
- Strategic Planning Committee Member at Large (Position A): Nancy Carlson

The Elders submitted the names of Rich Hentzen, Gary Thinnies, and James Zillinger to be affirmed as elders and of Jim Oloff to be affirmed as Director of the Board of Elders.

Christopher appointed Dave and Dorothy Van Haaften as tellers. The votes were reported as follows:

- For President: Christopher Becker, 23 votes
- For Director of the Board of Outreach: Anita Taylor, 23 votes
- For Director of the Board of Youth Ministry: Betty Oloff, 23 votes
- For Director of the Board of Properties: Nancy Carlson, 23 votes
- For Financial Secretary: Jamie Gibson, 22 votes
- For Day School Treasurer: Ed Reber, 22 votes
- For Strategic Planning Committee Member at Large (Position A): Nancy Carlson, 22 votes
- To affirm Rich Hentzen as an elder, 20 yes, 3 no
- To affirm Gary Thinnies as an elder, 22 yes, 1 no
- To affirm James Zillinger as an elder, 23 yes, 0 no
- To affirm Jim Oloff as Director of the Board of Elders, 23 yes, 0 no.

Christopher declared these persons elected or affirmed.

Christopher announced that the Board of Directors is preparing bylaws amendments to be presented to the next voters meeting. The amendments are to change "school administrator" to "headmaster" and make other clarifications. The exact wording of the amendments will be published before the meeting.

The meeting adjourned with the Lord's Prayer at 11:00 a.m. MDT.
Myrtle Siefken, Secretary

Approved _____

DRAFT

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Officer, Board, and Committee Reports

Treasurer and Board of Finance

Thank you for your generous donations this first half of fiscal year 2022. The Chart of Accounts summarizes the unrestricted and restricted funds. The Income/Expense report compares actual financials to budget. Please note that this is a ½ year budget (multiply by 2 to get the full year budget). Expenses paid through restricted Donations for this quarter are summarized below.

- Camp Perkins Scholarships: 4 scholarships awarded - \$1320
- Thrivent Choice Dollars: Electrical upgrades completed in the kitchen - \$1053
- Benevolent Fund: \$250
- Landscape Fund: Landscape work on front beds - \$222.65
- Music and Choir Fund: Copyright for music - \$151

Hope Lutheran Church and School

Chart of Account Balances

January 1, 2022, through June 30, 2022

| Account (*=Inactive) | Balance as of 2022-01-01 | Balance as of 2022-06-30 | Change % |
|---------------------------------|-----------------------------|-----------------------------|---------------|
| Assets | \$182,190.40 | \$208,282.38 | 14.32% |
| Checking Accounts | \$40,607.22 | \$65,414.08 | 61.09% |
| Primary Checking (7528) | \$40,607.22 | \$65,414.08 | 61.09% |
| Unrestricted (Primary Checking) | \$12,387.19 | \$39,658.33 | 220.16% |
| Benevolent Fund | \$287.74 | \$37.74 | -86.88% |
| Braille Fund | \$55.00 | \$55.00 | 0.00% |
| Camp Perkins Scholarships | \$3,019.50 | \$1,609.50 | -46.70% |
| Church Choir and Music Fund | \$1,259.69 | \$1,184.89 | -5.94% |
| Church Special Events | \$100.00 | \$- | -100.00% |
| Day School Giving | \$9,165.00 | \$1,965.00 | -78.56% |
| Day School Scholarship | \$200.00 | \$220.00 | 10.00% |
| District Donations | \$- | \$1,000.00 | 0.00% |
| Fellowship Fund | \$117.19 | \$57.86 | -50.63% |
| LWML | \$10.00 | \$(114.00) | -1240.00% |
| LWML Mites | \$- | \$15.00 | 0.00% |
| Landscape Fund | \$2,875.08 | \$5,757.68 | 100.26% |
| Missions Fund | \$360.00 | \$1,430.00 | 297.22% |
| Piano and Organ Fund | \$274.14 | \$274.14 | 0.00% |
| Praise Group | \$25.00 | \$25.00 | 0.00% |
| Properties Fund | \$- | \$1,460.00 | 0.00% |
| Puerto Rico Missions Fund | \$75.00 | \$321.00 | 328.00% |
| Security System | \$3,902.86 | \$3,902.86 | 0.00% |
| Sunday School Fund | \$268.57 | \$232.57 | -13.40% |
| Vacation Bible School | \$1,343.80 | \$1,518.67 | 13.01% |
| William Ash Memorial Fund | \$930.00 | \$930.00 | 0.00% |
| Youth Fund and Gathering | \$3,951.46 | \$3,872.84 | -1.99% |
| Savings Accounts | \$19,844.97 | \$20,090.77 | 1.24% |
| LCEF Properties | \$19,663.38 | \$19,673.56 | 0.05% |
| Scholarship (5275) | \$181.59 | \$417.21 | 129.75% |
| Investment Accounts | \$121,738.21 | \$122,777.53 | 0.85% |

| | | | |
|--------------------------------|---------------------|---------------------|---------------|
| Bank of Idaho Trust Department | \$121,738.21 | \$122,777.53 | 0.85% |
| | | | |
| Liabilities | \$181,442.41 | \$175,065.14 | -3.51% |
| Long Term Liabilities | \$181,442.41 | \$175,065.14 | -3.51% |
| LCEF Mortgage | \$181,442.41 | \$175,065.14 | -3.51% |

Hope Lutheran Church and School

Income & Expense

January 1, 2022, through June 30, 2022

| Account | Budgets 2022-01-01 to 2022-06-30 | Actuals 2022-01-01 to 2022-06-30 | % of Budget | Remaining |
|-------------------------------------|--|--|----------------|----------------------|
| Income | \$120,125.06 | \$210,320.49 | 175.08% | \$(90,195.43) |
| Tithes and Offerings | \$110,000.02 | \$164,124.08 | 149.20% | \$(54,124.06) |
| Weekly Offerings | \$110,000.02 | \$164,124.08 | 149.20% | \$(54,124.06) |
| Other Church income | \$10,125.04 | \$19,091.41 | 188.56% | \$(8,966.37) |
| Directed Offerings | \$7,500.00 | \$17,346.00 | 231.28% | \$(9,846.00) |
| Interest Income | \$125.02 | \$12.91 | 10.33% | \$112.11 |
| Misc. Income | \$2,500.02 | \$80.00 | 3.20% | \$2,420.02 |
| Scholarship Investment Income | \$- | \$1,652.50 | 0.00% | \$(1,652.50) |
| Giving to the School | \$- | \$27,105.00 | 0.00% | \$(27,105.00) |
| Pass Thru Giving | \$- | \$27,105.00 | 0.00% | \$(27,105.00) |
| | | | | |
| Expense | \$172,477.94 | \$178,890.56 | 103.72% | \$(6,412.62) |
| Finance And Administration | \$24,562.62 | \$16,223.13 | 66.05% | \$8,339.49 |
| Janitorial (5110) | \$5,250.00 | \$5,250.00 | 100.00% | \$- |
| Utilities (5120) | \$6,000.00 | \$4,612.00 | 76.87% | \$1,388.00 |
| Insurance (5170) | \$4,250.02 | \$- | 0.00% | \$4,250.02 |
| Telephone / Internet (5180) | \$2,100.00 | \$2,106.98 | 100.33% | \$(6.98) |
| Postage (5130) | \$250.02 | \$567.12 | 226.83% | \$(317.10) |
| Office Supplies (5140) | \$875.02 | \$473.48 | 54.11% | \$401.54 |
| Administration (5190) | \$500.02 | \$103.14 | 20.63% | \$396.88 |
| Property Taxes Paid (5195) | \$587.52 | \$- | 0.00% | \$587.52 |
| Mortgage Interest Paid (5196) | \$4,500.00 | \$3,110.41 | 69.12% | \$1,389.59 |
| Camp Perkins Assessment (5720) | \$250.02 | \$- | 0.00% | \$250.02 |
| Board of Directors | \$2,500.04 | \$7.00 | 0.28% | \$2,493.04 |
| Advertising (5220) | \$1,500.00 | \$7.00 | 0.47% | \$1,493.00 |
| BOD Misc (5230) | \$500.02 | \$- | 0.00% | \$500.02 |
| Safety Committee (5240) | \$500.02 | \$- | 0.00% | \$500.02 |
| Properties | \$17,500.02 | \$22,435.14 | 128.20% | \$(4,935.12) |
| Maintenance and Improvements (5310) | \$17,500.02 | \$22,435.14 | 128.20% | \$(4,935.12) |
| Elders | \$8,300.14 | \$6,232.05 | 75.08% | \$2,068.09 |
| Worship Supplies (5410) | \$2,000.02 | \$1,559.87 | 77.99% | \$440.15 |
| Parish Education Expenses (5610) | \$250.02 | \$33.00 | 13.20% | \$217.02 |
| Confirmation (5420) | \$250.02 | \$524.98 | 209.98% | \$(274.96) |
| Book Allowance (5430) | \$50.02 | \$65.99 | 131.93% | \$(15.97) |
| Conferences and Conventions (5440) | \$1,500.00 | \$1,848.21 | 123.21% | \$(348.21) |

| | | | | |
|-----------------------------------|----------------------|--------------------|----------------|----------------------|
| Worship Accompanist (5450) | \$2,750.02 | \$1,950.00 | 70.91% | \$800.02 |
| District and Assessments (5460) | \$500.02 | \$- | 0.00% | \$500.02 |
| Synod and District Support (5465) | \$250.02 | \$- | 0.00% | \$250.02 |
| Elders Discretionary (5470) | \$750.00 | \$250.00 | 33.33% | \$500.00 |
| Outreach | \$1,350.04 | \$1,093.87 | 81.03% | \$256.17 |
| Evangelism Supplies (5510) | \$350.02 | \$428.74 | 122.49% | \$(78.72) |
| Missionary Support (5520) | \$250.02 | \$- | 0.00% | \$250.02 |
| VBS (5530) | \$750.00 | \$665.13 | 88.68% | \$84.87 |
| Youth | \$250.02 | \$1,177.40 | 470.92% | \$(927.38) |
| Youth (5810) | \$250.02 | \$1,177.40 | 470.92% | \$(927.38) |
| Fellowship | \$500.02 | \$- | 0.00% | \$500.02 |
| Fellowship Expenses (5910) | \$500.02 | \$- | 0.00% | \$500.02 |
| School Giving | \$- | \$36,582.00 | 0.00% | \$(36,582.00) |
| School Giving Pass Thru (6000) | \$- | \$36,582.00 | 0.00% | \$(36,582.00) |
| Donations Expense (7000) | \$- | \$14,360.53 | 0.00% | \$(14,360.53) |
| Salaries and Benefits | \$117,515.04 | \$80,779.44 | 68.74% | \$36,735.60 |
| Pastor Salary and Fuel | \$32,290.02 | \$31,929.96 | 98.88% | \$360.06 |
| Church Secretary Salary | \$7,725.00 | \$8,487.44 | 109.87% | \$(762.44) |
| Church Benefits | \$25,000.02 | \$17,966.98 | 71.87% | \$7,033.04 |
| School Benefits | \$52,500.00 | \$22,395.06 | 42.66% | \$30,104.94 |
| Income less Expense | \$(52,352.88) | \$31,429.93 | -60.03% | \$(83,782.81) |

Board of Elders

The Elders meeting for May 4, 2022 was attended by Pastor Pay, Dave Van Haaften and Gary Thinnes. The following are points of interest from that meeting:

- Pastor resigned from the LWML District Counselor position at their May first meeting,
- Pastor presented a Church 360 membership list for the elders to begin evaluating the membership for determination of members who have self-excluded from our congregation and to begin the directory list which is in the process of being updated.
- Pastor expects to have confirmation of his two students sometime in the first half of June.
- Gary talked to the technician at Phase 4 Stereo about getting another over-the-ear microphone to help with our services when we have multiple speakers. He said that another microphone system operating at a different broadcasting frequency would be necessary to keep the microphones from interfering with each other. That system would run about \$500. It was decided to defer this purchase for now.
- Last Sunday, Crown of Life voted to have Pastor Pay as their vacancy pastor. Pastor Pay has indicated that he wants to take on this role. After some discussion it was determined that Hope would need to go to a single service each Sunday during this interim.
- So, to help this neighboring congregation, starting May 15, 2022, we will go to a worship schedule of:
 - Sunday service at 9:30 AM
 - Adult Bible class at 8:30 AM

Submitted by Gary Thinnes

Elders met on June 1, 2022 to discuss the membership list. Rich Hentzen, Dave Van Haaften, Pastor Pay and Gary Thinnes were in attendance.

We have preliminarily segregated the list into those whose information needs to be updated in the church membership directory and those who have not attended in over a year or for which we have no current contact information. Elders will call the first group to update contact information for the new directory and attempts will once again be made to contact the second group. This second group will be candidates for release from membership. Once the second list is finalized, the elders will bring that list of self-exclusion to a congregational meeting for their concurrence. Individual cases will be discussed at that meeting, as needed. If possible, letters will go out to the self-excluding individuals. If that's not possible, they will simply be removed from the membership list.

Candidates for elder were briefly discussed. No other business was conducted.

Submitted by Gary Thinnies

Elders meeting on July 6, 2022 was attended by Pastor Pay, Jim Oloff, Rich Hentzen, David Van Haaften, and Gary Thinnies.

- Pastor's report was discussed. This will be submitted by Pastor to the BOD.
- Funding for Morgan Pralle was discussed. Elders will support paying her salary up to 3 hr./wk. for youth group leadership, as needed, for the remainder of the fiscal year. In addition, we will provide a stipend of \$600 for her role as chaperone during the upcoming youth convention. These costs will be funded out of the remainder of the account for conventions and the account to pay service musicians.
- The Miaullis family membership was ratified by the board.
- Pastor had drafted two form letters supporting the elders' efforts to clean up the membership rolls, which he read to the board. One letter was for encouraging member transfers, as appropriate, and the second to go out to those members who appear to be self-excluding. The board accepted both letters for use.
- The elders are continuing to contact the membership to update contact information for the church directory and database and to determine which members in the database need to receive one of the form letters.
- A new service duty schedule for elders and, potentially, ushers and greeters will be issued in July. This schedule will include our new elder, James Zillinger.
- On a trial basis, the board will meet on the last Saturday morning of the month prior to each month's BOD meeting to meet reporting requirements.

Submitted by Gary Thinnies

Day School Board

We are currently in the midst of our summer program with enrollment continuing for both the early childhood (3 – 5-year-old) and school age (6 – 8 year old) programs. The summer program began June 13th and will run through August 5th. After a two-week recess, the new 2022-23 school year will commence on August 22nd.

This past academic year, the school embarked on a new classical curriculum for the K through 6th grade Elementary Program. Bryan Northcutt, our Lead Elementary Teacher (now Headmaster), oversaw the successful implementation of the curriculum published by Memoria Press. Though we had a few minor bumps in the road implementing this new Christian curriculum, it has been an overwhelming success! With one year under our belt, we expect the coming academic year to be even smoother and more successful. We are especially thrilled to be expanding the classical curriculum to our Early Childhood Program beginning in August. This will ensure that ALL children enrolled at Hope Lutheran School are receiving a classical, Christ-centered education from age three to graduation from 6th grade.

Our enrollment peaked this past academic year at 67 and through normal attrition and fluctuation, ended at 58. The goal had been an enrollment of 50 so we well surpassed that expectation! For this upcoming school year, our goal is an enrollment of 70 students. Currently, we have 40 students enrolled as of July 5th. We have pursued a Marketing Plan which involves a marketing firm and business development that is currently being steered by the Headmaster. Our first stages have included a logo update, advertising through digital venues, a revamped website, a booth at the Idaho Falls Growers' Market, and yard signs to act as mini-billboards throughout the city.

We implemented a philosophical change in our early childhood program this past spring to move towards being more Christ-centered. That did cause some awkwardness during the last trimester. However, with that change, we are very excited to have Morgan Pralle as our new Early Childhood Director who is working very closely with our new Headmaster, Bryan Northcutt, implementing the Classical Curriculum in our early childhood program.

We just received the news during the week of June 27th that Hope Lutheran School had been awarded \$25,000 primarily for information technology (IT) upgrades to further our school ministry. A huge "Thank You" to Nancy Carlson and Myrtle Siefken for their time and expertise assisting the school administration staff crafting the grant proposal. We are looking forward to using these grant dollars over the course of the next three years to improve our school's ministerial outreach via IT!

As mentioned previously, Bryan has assumed duties as Headmaster of our school and is very excited to continue moving us towards accreditation as a Classical Christian School. We have a very capable staff of teachers and teachers' aides who will ensure that we achieve this goal. That being said, we do have a few holes yet to fill for the coming year including a Lead Aftercare Teacher, a Librarian for our revamped non-fiction research library, and a Kitchen Assistant.

As always, if you have any questions regarding the day-to-day operation of the school, please don't hesitate to contact Bryan.

Board of Outreach

This report is being prepared the week before VBS. We currently have 23 students registered for VBS and 16 volunteers.

Board of Youth Ministry

May 2-5, 2022, I attended the Youth and Family Ministry Conference at Lutherhaven Bible Camp near Coeur d'Alene, Idaho. This event is sponsored by the Northwest District. Most of the attendees were DCEs in their 20s or 30. Many ideas and resources were presented, and encouragement given. It would be good to go next year.

On May 21, 2022, a dinner for the youth was held to celebrate Lydia Oloff's high school graduation.

The Next Chapter, the youth group for Hope and St. John's teens meets Monday evenings. Jacob and Morgan Pralle from St. John lead the evenings.

We were so pleased to witness the Confirmations of David Robinson, Macy Cook, and Michael Neff on June 12, 2022.

We provided scholarships for four children to attend a week at Camp Perkins this summer.

Lydia, from Hope, and three youth from St. John will attend the National Youth Gathering in Houston, July 9-13, along with three chaperones from St. John and 19,000 other LCMS Lutherans from around the United States.

Elizabeth Neff and Betty Oloff will attend the Higher Things Youth Conference in Bozeman, July 19-22, 2022, with around 300 other LCMS youth and chaperones. (Higher Things conferences are held on college or university campuses around the country, generally at five locations each summer.)

Board of Property

Property Committee Members:

- Nancy Carlson – Chair
- Dave Van Haaften – tree & shrub care and knowledge of plumbing
- Kurt Pavlat – general fixing & Day School needs
- Blake Cook – electrician
- Noel Duckwitz – sprinkler & grounds guru and knowledge expert on building systems
- Dave Nell – working knowledge of building and general fixing skills
- Rosie Pavlat – kitchen

Front of church: It took hours of volunteer labor over the past year to remove lava rock and plants in poor health, plus adding new landscaping fabric, so Top Notch Landscaping could complete installation of our new rock. Thanks to all who made this beautiful transformation possible!

South side of building: South-side landscaping has been refreshed to provide a neat appearance. Gutter with heat tape and heat tape on selected roof areas was installed to stop ice dams, keep sidewalk by school doors free of ice, and stop brick deterioration due to excess moisture during the winter. Dave Nell scraped and painted the weather-worn bench in the tree island in the south parking lot. It is now ready for use and looks great.

Safety/Security progress: Main exterior doors and interior door locks (including the main electrical power room and man-gate on east side of the gym) are all keyed either to the master interior or exterior key. The KNOX Box installed by front doors of the church contains master interior and exterior keys plus a fob. This box was locked by Idaho Falls Fire Department and is for IFFD use in case of an emergency. Peak Alarm estimated the cost for installing cameras at each of the three doors with fob readers. The camera system can expand to a total of 16 cameras once efficacy and necessity of additional cameras is studied. Quarterly test of CO monitors, emergency lights and exit lights completed on spring workday. Both church and school passed fire inspection by IFFD with no actions required on our part other than removing an extension cord in sacristy – coffee pot, hot water pot, etc. must be plugged directly into the outlet. Omni Security System's yearly maintenance and fire system test were completed, and technician reviewed the process of conducting school fire drills with school headmaster and administrator.

School and library refresh: Grades 3-4 & 5-6 classrooms painted in mid-July and technology upgrades to follow. All school walls were washed by Commercial Cleaning Service, our amazing cleaning service. The library is being transformed into a classical learning reference library containing mainly non-fiction books as well as a teaching library with tables and chairs and topical library lessons. Additionally, this space will be used as a computer room, tutoring room, and additional classroom during non-library hours. A volunteer team removed loft from Grade 5-6 classroom as it was becoming unsafe.

Playground maintenance: Kurt is leading the activity to have all our school swing attachment hardware replaced by certified and licensed vendors. If the supply chain cooperates, the swing safety refresh will be completed in advance of the first day of school. Volunteers completed tons

of tasks on our spring workday to refresh the gravel levels, spray foam into open pipe ends to keep wasps and birds out, and make other minor repairs.

General exterior building and ground maintenance: Exterior of south and west-facing windows are being wrapped to save the wood—it is too old to paint but is still in good condition to anchor our windows. A-1 Pest Control applied weed and feed plus Hydratain (to reduce water needed for grass) to fenced grounds and applied Round-up to the dirt area between fence and sidewalk on Hoopes and around the perimeter of the fence line. Volunteers removed Russian olives in poor health located on the north property and over-grown Russian sage by east man-gate, trimmed blue spruce bows overhanging the parking lot and sidewalk, prepared the front of the church for installation of landscaping fabric, and raked spruce cones on spring workday. Holden Electric spent 2 1/2 days bringing numerous wiring issues throughout the church and school up to code, upgrading classroom electrical to eliminate the use of multiple extension cords, servicing the school's exterior AC unit that cools south classrooms. They discovered that the neutral lead to the building's main power panel was not attached—that's been fixed!

Strategic Planning Committee

June 21, 2022

Strategic Planning Committee (SPC) Minutes

The Meeting was called to order by chairman Kurt Pavlat at 7:00 p.m. on June 21, 2022. Committee members present: Kurt Pavlat - Chair, Pastor Pay, Nancy Carlson, Philip Phelan and Roger Henry.

After an opening prayer by Pastor, the committee members discussed further the four options remaining on the table. The voters have eliminated from further discussion the option that entailed selling our current property and starting over.

Pastor led off with a discussion of the Morton steel building that had been kicked around for debate in 2019. In 2019 dollars, this building would have cost approximately \$800K. The Morton building would fall into the current "classroom building" option. This would also entail modifying the 5th/6th grade classroom into a fellowship hall.

Following the discussion of the classroom building, the committee debated the concept of debt and the pros/cons of going into debt for any sort of building project. From the chair's perspective listening to the discussion, there appears to be some resistance by some congregational members of taking on any further debt. This could prove to be somewhat problematic moving forward with any sort of substantial building project. A couple members of the committee do not object to debt if thoroughly thought through and for the right reasons.

Discussion followed on how to move from a planning phase into the implementation phase. This has proven to be difficult for Hope Lutheran.

The committee also discussed the remodel option in some detail. This would include creating a fellowship hall, modifying the gym for additional storage, upgrading the sanctuary, upgrading plumbing, HVAC, etc.

Previous meetings have focused on the multi-purpose building option (i.e., community center) and an outdoor pavilion.

Our next steps include putting each of the four concepts onto paper for congregational review. This would include approximate square footage, cost estimates, etc. The congregation would need to further narrow the four current options to no more than two for the committee to further refine. With the church currently having a single service, possibly we could have a forum after worship for congregational review.

Our next meeting is July 14th at 7:00 p.m.

The meeting was adjourned at 8:30 p.m. followed by the Lord's Prayer.

Safety Committee

Nothing new since the April voters meeting.

Northwest District Convention

Betty Oloff, our lay delegate, put the following fantastic report together from our time at the District Convention in Portland, OR. Anything in *italics* is a brief interjection from myself. – Pastor Pay

First, Greetings to the members of Hope from Pastor and Bette Shimkus. They have many good memories of their time at Hope.

The theme of the 66th Convention of the Northwest District was "Jesus Christ Is the Same Yesterday and Today and Forever" Hebrews 13:8. There were around 272 attending, from Alaska, Idaho, Oregon, and Washington. The mission of the District is to Reach the Lost, Disciple the Saved, and to provide Word and Sacrament Ministry in all corners of the District.

Northwest District Report

Rev. Dr. Linnemann reported that of the 35 districts in the LCMS, NOW (Northwest District) is first in geographic size, fifth in number of congregations, and fifteenth in membership of individuals. There are 41,873 baptized members, 800 professional church workers, 252 congregations, 118 active ministry loans through LCEF (Lutheran Church Extension Fund) totaling nearly \$40 million, 75 free-standing early childhood centers, 58 DCEs and Family Ministers, 50-plus NOW Leading Podcast episodes for download, 25 K-12 schools, 4 high schools, and 3 District Grants available.

Resources for congregations include Catalyst Grants, with \$166,355 given for new programs since 2014, Covid Care grants with \$29,000 given in 2020-2021, and Faith Community Grants for \$20,000 given since 2020. ToolKits are available on a variety of topics. There are coaching opportunities, Intentional Interim Ministry assistance for congregations in vacancy as well as "Workers for His Harvest" and "Now Start Network."

NOW Leadership Initiative is meant to identify, encourage, and train new leaders in the NOW district. Two names were given from Hope.

LCMS Synodical Report

- 963 Soldiers of the Cross grants for emergency financial support to rostered professional church workers due to Covid.
- \$2,000,000 in Church Planters' Grants.
- Church relations with other churches around the world continue to be important—Sudan, South Sudan, Finland, etc. LCMS sent \$2,000,000 to Ukraine.
- The LCMS Office of International Missions has 300 missionaries/families with 12 staff members. Usually, the missionaries have funding in place for the next year.
- Training for pastors and deaconesses occurs in the Livonian Project (Eurasia, Pastor Preus was at Hope earlier this year), in the Dominican Republic seminary (40 pastors and 140 deaconesses), the Taiwan Seminary, the 15 seminaries in Africa in partnership with LCMS, and the seminary in India (recently rebuilt after a typhoon). \$3.5 million has been provided to

seminaries in the U.S. per year to pay the full tuition for students. "Set Apart to Serve" is a recruitment program to find more church workers.

- The Synod has published a new Spanish hymnal, similar to Lutheran Service Book. A new edition of the Large Catechism is being published.
- About 19,000 people are registered for the National Youth Gathering in Houston in July.
- About 5,000 people are in the database of the Lutheran Emergency Response Teams (LERT).
- 15,000 workbooks for "Everyone His Witness" have been sold. There are "Making Disciples for Life" Conferences, Life-Network (pro-life emphasis), 1 John 3 Million Dollar Life Match (*to support diapers and formula*), Small Town and Rural Ministry Conferences, and Child Protection Program.
- In this 175th anniversary year of the LCMS, the synod is in its best financial shape in 30 years.

Keynote Address

The keynote speaker was David Kinnaman of the Barna Research Group (*they gather statistics from various surveys regarding Christianity*). He described the post-pandemic Church with changes in technology. The world is polytheistic, accelerated, idolizing "fitting in." Mr. Kinnaman encourages eager, friendly, non-judgmental conversation leading to effective evangelism. Teens talk about religion often.

Mr. Kinnaman gave us five practices that distinguish "Resilient Disciples" (*those who stay Christian*).

1. Experience Jesus with joy and satisfaction, expecting Jesus to communicate with me
2. Have cultural discernment; knowing the authority of Scripture
3. Have meaningful relationships with older Christians
4. Understand vocational discipleship, not dividing sacred and secular. (What does God mean for work?)
5. Understanding countercultural mission, seeing Jesus reflected in me. "Be in the world but not of world."

He spoke of "Pressures of Gen X" (*and in parenthesis offered answers that the Church can offer*): Identity (I am a child of Jesus), Anxiety (learn cultural discernment), Ambition (vocational discipleship), Loneliness (community), Entitlement (countercultural mission).

The state of the Church: five pressure points to increase resilience (*in pastors and church workers*)

1. Soul care deprivation (too busy caring for others to care for yourself)
2. Increasing performance fears (fear of irrelevance or failure)
3. Crisis of Calling (Those who don't prioritize prayer and relationships with other pastors may have a crisis, feeling they shouldn't be in ministry)
4. Accelerated leadership factors (knowing your strengths)
5. Leading in a complex culture (mental health issues, political diversity, etc.).

A Renewed Church (*Solutions to the above pressures on church workers*)

1. Honest and objective evaluations of the impact you are making
2. Leaders in tune with flourishing or not flourishing of our people (in faith, relationships, vocation, finances, health . . .)
3. Contributors and participants in gospel mission, not just consumers of Gospel content, being a lay-driven Church

4. Leaders are self-aware about the condition of their hearts before the Lord
5. Leaders rely on the Lord's power and presence rather than their strategy and smarts.

Resolutions Adopted

1. To align NOW district bylaws with Synod updates
2. To memorialize Synod to delay restructuring of Concordia University System (*until we know why some of them failed*)
3. To change how we pick time and location of District conventions
4. To support regionally unique ministry opportunities
5. To make audited annual financial reports available
6. To honor and give thanks for Concordia Portland
7. To consider use of Deacons in Word and Sacrament Ministry (changed from "Consider the use of Licensed-Lay Deacons...")
8. To train general ordained ministers by distance education
9. To encourage district staff to include ethnic representation
10. To encourage congregations to sponsor people of color to pursue professional church work
11. To support Lutheran Latino Ministries.

The Offering at the Divine Worship Service was \$2,430.26 for Latino Ministry. (*Pastor and Betty were Communion assistants at the Worship Service.*)

Elections

President: Rev. Dr. Paul Linnemann

First Vice-President: Rev. Michael Von Behren

Second Vice-President: Rev. Eric Lange

Third Vice-President: Rev. Jonathan Dinger (Grace, Pocatello)

Fourth Vice-President: Rev. Ted Werfelmann

Fifth Vice-President: Rev. Kyle Mietzner

Sixth Vice-President: Rev. Dr. Steve Juergensen

Circuit 12 Visitor: Pastor Pay

District Secretary: Steve Heinsen

Board of Directors: Lay members are Linda Borecki, Pam Bridgehouse, Scott Wolfram, Mark Kachmarek. Commissioned member is Jeff Kranich.

Committee for Nominations is Carmen Nagel, Nathan Schmidt, Rev. Zabdi Lopez. Synod

Committee for Nominations is Rev. Dr. Paul Linnemann, with Rev. Eric Lange as alternate.

District Resources

A report on Racism was given with resources for congregations, a Bible Study, videos, and a proposed curriculum for Lutheran schools.

The President's Office Team offers

- Videoconferencing
- "Consultation to Clergy" counseling
- "Self-Assessment for Leaders" and leadership coaching
- 28 supervised lay deacons
- A variety of toolkits
- NOW Disaster Preparedness and Response Team
- NOW Leading Podcast
- Mission Training Center and program through Concordia University-Irvine
- Lutheran Church Extension Fund

- NOW Start Network
- Collaboration with the California/Nevada/Hawaii and Pacific Southwest districts
- NOW district website has many resources.

We watched a memorial slide show of pastors and rostered church workers who died since the last convention. Bill Ash was included.

(Thanks for trusting us to represent Hope Lutheran!)

Pastor's Report

I want to thank you all for your patience and care over the past year and a half. I spent a good deal of it in an administrative role with the school. With that taking a lot of my time, I felt guilty that my Pastoral duties were often placed secondary. It was usually my study, language, and prep time that went out the window first. Thank you, and thanks to the Board of Elders, for their support throughout this whole time, and for keeping me (somewhat) on task.

I am so thankful to Kurt Pavlat and Bryan Northcutt. Kurt did so much heavy lifting with the school this past academic year and I was able to really split my time “half and half” between the school and Church. And then, during the last 2 months of the academic year Bryan continued to gladly take on more and more. So much so that by the end of the school year I think I could finally say “I’m a Pastor again!”

This happened just in time for a vacancy to pop up in Rigby (The Lord’s timing I suppose!). If not for the faithful work of our staff and you, our volunteers, I may not have been in a position to help Crown of Life. Thanks also to Brenda for all the work at home she had to undertake in the last year. I couldn’t have done it without her support and love in the midst of many successes and failures. After some contention in a rough transition at Rigby, I think I have settled into a decent routine. My responsibilities at Crown of Life are: Sunday Service, hospital and counseling calls, a small amount of additional shut-in calls, and a Bible class that I will probably be starting this month mid-week at Rigby (you’re invited once I figure out the details!). Once again, thank you, members and friends of Hope for being willing to alter your service times to help our brothers and sisters in Rigby. I am so proud to see you all being willing to help.

At Hope this year we were able to share the Gospel with over 60 children in our school. Sunday school classes happened regularly. We added new members. (Please be sure to welcome our most recent members by profession of faith: Aaron, Maureen, and their daughter Helena Miaullis!) We said bittersweet farewells to members moving to the Church triumphant. Our Youth joined up with St. John and I am thankful for the Pralles and their work. But I would be remiss to not mention the great work Betty Oloff has done with the Youth, specifically in encouraging them towards Youth Gatherings, Higher Things, and Camp Perkins. This year we confirmed three young adults—Macy Cook, Michael Neff, and David Robinson. We supported the needy through the benevolence fund, our LWML, and non-perishable donations (thanks Dave Nell!). Our building and grounds received several facelifts (thanks Nancy and her “crew”). We had more people present for Easter Services than I can ever remember. And so much more has gone on! Thank you for all the ways you have contributed through your prayers, time, or contributions.

Looking ahead, I am, personally, excited about the Strategic Planning Committee and for possibilities of growth. How can we use our campus to serve our members, school, and community? How can we be good stewards of the gifts given? Dare we look toward a Capital Campaign and see what we might accomplish with God’s blessing, and wise planning, to facilitate ministry in our Church and school? Can we harness a spirit of adventure and boldness and cement a legacy in the community?

But apart from the “big” things, we also look forward to Vacation Bible School, and to little ways we can impact individual people and families with mercy and the Gospel of Jesus. Is there someone you can invite to Church? Is there someone you know in need? Is there a place your family can plug-in and build relationships?

The evil foe is strong, but our Savior is stronger. As we fight the good fight against temptation, apathy, distraction, and a world that rages against God’s Law and Gospel may we not lose heart! Jesus has won the victory. He will see His Church through all things, and has won for us a spot at His victory feast. Thank you for coming to hear that message, and God bless you as you help us try and share it!

Pastor Pay

2 Tim. 1:7 - For God gave us a spirit not of fear but of power and love and self-control.

DRAFT