

All Saints Lutheran Church
4800 All Saints Rd NW
Albuquerque, NM 87120

Church Council
Meeting Minutes – December 12, 2024
6:30pm
Prepared by Megan Barnes, Secretary

Attending: Pastor Kristin Schultz, Megan Barnes, Tom Becker, Daniel Mazan, Kurt Rager, Meredyth Jones, Lyndi Dittmer-Perry, Jim Kruger (Guest), and Frank Orton

Not Attending: Fabian Enriquez, Denise Winn, and Anne Carpenter-Wilson

1. Meeting Called to Order/Opening Devotion:

- a. Lyndi called the meeting to order at 6:31p.m. and Kristin shared an opening devotion with us.

2. Approval of Consent Agenda:

- a. Megan asked for a motion to approve the council meeting minutes for October, the special congregational meeting from November, and the committee reports. Meredyth moved to approve the meeting, and Daniel seconded the motion. Lyndi called for a vote. The motion passed unanimously. Lyndi made a few changes and then asked for a motion to approve the consent agenda. Frank motioned and Dan seconded, and the motion passed unanimously.

4. Financial Report, Budget Discussion, and Q and A for Dan:

- a. There were no finance questions for Dan about November financials.
- b. We then began our discussion of the budget. The Financial Committee put together our 2025 budget. Jim began by discussing the revenue side of the budget. Total giving for 2025 is estimated at \$222,000 based on pledges and historical giving trends.
- c. Dan then discussed salary. He reported that Pastor Kristin offered to give up her raise, but the council rejected that and are giving her a cost of living raise of 2.5%. Dan also reported that Pastor Kate and Pastor Kristin cut the visitation pastor due to budget needs. Council agreed with the decision but decided to create \$1000 in the budget for a visitation pastor on an hourly as needed basis. We also discussed restarting a lay visitation program. Council also approved a 2.5% raise for Krysta, Erin, and Nathan.
- d. We discussed making changes in accounting related to moving outreach pass through items to the benevolence category. The 2025 budget keeps Mission Support at 6.5% of giving plus loose offerings. We also determined to move RIC (change to Reconciling Works) into one of the benevolence categories.
- e. Worship expense for 2025 is the same as last year based on Pastor Kristin's suggestions.
- f. The budget also includes a communion line if in-kind donations for communion stop.
- g. Instrument Maintenance is in the budget for twice a year piano tuning.

- h. Education Expense for 2025 is \$1170 based on Pastor's suggestions.
 - i. We discussed the \$250 budgeted for Christ in Home and determined Pastor Kristin will order fewer copies for 2025 to save money.
 - j. Evangelism Marketing is budgeted at \$300 for 2025.
 - k. Under Congregational Life Expenses, purchase supplies are for janitorial supplies.
 - l. Under Maintenance and Office support, the Tech Nuts services was moved in the budget from building maintenance expense to repairs and maintenance.
 - m. We discussed the Federal Rebate of \$30,000 coming in next year for the solar project.
 - n. As discussed at the meeting, Lyndi will formalize an agreement with Lee for the monthly web updating he does.
 - o. Budget meetings are scheduled for January 19th and February 2nd. A final version of the 2025 budget we be sent to council on January 6th. Council will need to provide any final 2025 budget feedback by the 10th, to send to the congregation by January 13th.
 - p. We then moved to discuss the Preschool Budget: Dan explained that the preschool essentially has a flat budget. There was a 10% rate increase, and a 4% enrollment decrease in 2024. No grant income hurt the preschool budget. All income is currently coming from tuition. The preschool budget also has a 2.5% rate increase for all staff. The average enrollment was 25 students in 2024 and that was how 2025 budget was estimated.
 - q. Some concerns were expressed around the ability of the preschool to sustain itself, and so we discussed that Marleta has been exploring the possibility of expanding the baby room and shift towards childcare of younger children due to the increasing amount of free care for 4- to 5-year-olds in New Mexico.
 - r. Tom motioned that we approve the budget with all changes discussed this evening and Lyndi seconded the motion. The motion passed unanimously.
5. Pastor Report and Q and A with Kristin:
- a. Erin asked for permission to do a free will offering at the Christmas concert that could be used for the music budget. Megan motioned to approve the request and Meredyth seconded the motion. The motion passed.
 - b. Kristin also brought an asylum request for our church from a family who fears being deported. We know this is a longer discussion, but the council came up with several inquiries we need to make before a request like this could be approved. We discussed inquiries into safety, insurance, facility usage, church provisions, legal ramifications, preschool issues, capacity questions, and federal regulations. We will continue this conversation at next council meeting
6. Property Report from Tom:
- a. Tom reported that we anticipate blueprints by mid-January, and Tom will be sure to procure electronic copies. The next step will be to send to the city for approval.
7. Constitution Update from Megan:
- a. Megan will send final changes and memo of changes to the Constitutional Task Force for final approval by December 17th and then will send it to Krysta for distribution to the congregation.
8. RIC Mission Statement Update from Lyndi:

- a. Task force will reconvene by the beginning of January to incorporate feedback from the meeting with the congregation last week.

9. New Business:

- a. Following last month's discussion around accurate membership numbers for our church, Denise has made her membership calls, but Kurt and Lyndi still need to make their calls. Megan will send a reminder email of the names to Kurt and Lyndi.
- b. Lyndi needs recommendations for Memorial and Gifts committee members. Current members have served past their term limits, and we need new representation. Lyndi is willing to lead one more year to help new committee members and then roll off. The Nominating Committee has agreed to lead the recruitment for new members.

10. Future Agenda Items:

- a. January 23rd is our next council meeting.
- b. We will continue our Asylum Seeker Discussion in January.
- c. We will plan the annual meeting in January.
- d. We will look for an update from the Nominating Committee in January.
- e. Feedback on Pastor's job description in April.
- f. Capital Campaign updates in the next few months.
- g. Kurt will do January devotion.

11. Closing Prayer and Meeting Adjournment:

- a. At 8:25pm, Tom motioned to adjourn, and Lyndi seconded. The motion passed and we prayed a closing prayer.