



22
JULY

23
JUNE

ANNUAL

REPORT



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TODAY'S AGENDA

Welcome	Pastor Paul Hennings
Prayer	Pastor Paul Hennings
Business Meeting	
1. Call to Order and Establishment of a Quorum	Cindy Culbertson
2. Greetings from the President	Cindy Culbertson
3. Approval of the Minutes of the August 21, 2022 Annual Meeting	Cindy Culbertson
4. Senior Pastor's Report	Pastor Paul Hennings
5. FY 2023 Financial Report	Cheri Presley & Pam Schulz
6. FY 2024 Budget Resolution	Cheri Presley & Pam Schulz
7. MADE FOR MORE Financial Report	Lisa Pritchard
8. FaithLife Homes, LLC Report	Michele Jones
9. St. Mark's Lutheran Church Foundation Report	Kevin Becker
10. New Business - Amendments	Cindy Culbertson
11. Election of Council Members	Cindy Culbertson
12. Election of Nominating Committee	Cindy Culbertson
13. Benediction	Pastor Paul Hennings
14. Adjournment	Cindy Culbertson

ATTENDANCE, MEMBERSHIP, & PASTORAL ACTS

1991
TOTAL PARTNERS

Baptized: 1615
Confirmed: 996
***Engaged Individuals:** 1990
* someone that participated in a small group, and/or served on Sunday morning in worship, and/or gave any amount, and/or registered for an event and/or checked in for an activity

26
BAPTISMS

Baptism Date	Child's Name
August 7	Violet Allison Horner
August 13	Stevie Rose Kestel
September 13	Aaron Michael Malget
September 18	Andrew James Reynolds
September 25	Chandler Jo LeClere
October 2	Layla Anne Briggs
October 2	McKinley Marie Orwig
October 12	Lane Kagawa Mickelson
October 23	Emmitt Hayes Keel
October 23	Crew Benjamin Keel
November 27	Meredith Ann Ficken
December 18	Willa Joy Schulte
January 1	Garrett Ryan Smelser
January 22	Brody Anthony Erbacher
January 29	Carter James Tryon
January 29	Magnolia Ava Tryon
February 26	Wells Steven Coffin
February 26	Emry Ann Hennings
February 26	Cora Sue Shatzer
February 26	Brixson Lee Taylor
March 12	Leo Thomas Sloterdijk
April 16	Brock Anthony Render
April 30	Eloise Ann Bettmann
June 10	Claire Marie Howar
June 25	Hunter Grant Tryon
June 25	Saylor Henley Thompson

4
WEDDINGS

September 16, 2022 Janelle Saucer & Zach Fischels	November 19, 2022 Tana Narzez & Dane Schneyer
September 17, 2022 Adrianna Hilgendorf & Dillon Tuttle	June 17, 2023 Anna Rediger & Bennett Marstall

52
PARTNERS
RECEIVED

33 adults
19 children

Lindsey Begemann &
Carson and Madison Mullenbach
Paul and Karen Cody
Cathy Dick
Mike and Sue Duggan
Kelly, Mat, Hudson, and Emry Hennings
Kurt and Elise Hexum
Gordan and Lynne Kerley
Heather, Shawn, Emily, and Drew Koranda
Matt, Cori, Everly, and Logan McDonough
Bailey LeBeau
Lisa Nieman

Trent, Katie, and Allen Powell
Jake, Megan, Brock, and Luke Render
Jill Snitko
Jesse and Amanda Snyder &
Addi and Reese Pierce
Judy Steinman
Julie Stone
Justin, Amanda and Jaxton Zuck
Jared, Lane, Landry, Lincoln, and Leigh Zumbach
Kyle and JenVan Dyke &
Brooksley McDonald and Henry Van Dyke

12
FUNERALS

Name	Date of Death	Date of Funeral
Jack Lyster	July 13, 2022	July 28, 2022
Gene Wolter	September 11, 2022	September 18, 2022
Sonja Dunlap	November 11, 2022	November 18, 2022
Rev. Marv Ehnen	November 18, 2022	January 7, 2023
Tom Wiegand	December 30, 2022	January 4, 2023
Bertha Garner	January 16, 2023	January 21, 2023
Richard Hover	March 24, 2023	March 30, 2023
Harold (Jim) Blackledge	April 2, 2023	April 7, 2023
Beverly Whitmore	May 30, 2023	June 3, 2023
Deborah Kristiansen	May 31, 2023	June 30, 2023
Dr. Mark Steine	May 31, 2023	July 22, 2023
Ken Koch	June 19, 2023	June 29, 2023

SUNDAY WORSHIP ATTENDANCE

average attendance from all on-site or online services

	ON-SITE	ONLINE # of devices	TOTAL
July 2022	390	110	500
August 2022	414	112	526
September 2022	479	105	584
October 2022	443	100	543
November 2022	591	98	689
December 2022	469	131	600
January 2023	545	147	692
February 2023	501	131	632
March 2023	504	136	640
April 2023	552	119	671
May 2023	469	96	565
June 2023	468	100	568
AVERAGE	485	115	601

does not include Christmas attendance

does not include Easter attendance

SENIOR PASTOR'S REPORT

"I have been crucified with Christ and I no longer live, but Christ lives in me. The life I now live in the body, I live by faith in the Son of God, who loved me and gave himself for me." - Galatians 2:20

I would propose that the core function of the church on earth is to make disciples, which in its basest sense is a connecting of faith and life. I believe that's what we are doing and continue to do better every year here at St. Mark's.

As I reflect on this past fiscal year, three themes come to mind:

- Post-Pandemic Shift
- Staying Focused
- FaithLife Vision

Post-Pandemic Shift

We are in a monumental post-pandemic moment for the church. The pandemic shifted so much for the church, and because of that it put us in routines that need now to be broken. For example, during the pandemic the staff was the main resource for accomplishing week to week ministry. Volunteerism eroded because of lack of need for the moment, but now that has changed. Consider as well the difference between worship pre-pandemic and post-pandemic. Before we didn't livestream or think about welcoming people not in the building. Now we have to think about being done on time, recognizing on-site and online individuals, etc. etc.

With all this said, going forward the shift needs not to be "back" to what we were doing as much as it needs to be "forward" to what we want to be. The pandemic offered us a moment of clarity about our mission and how we were accomplishing it. This year we started picking up some of the pieces of what that looks like.

Staying Focused

This past fiscal year we stayed focus on important goals set out as a church overall and in conjunction with the capital campaign. I am proud of our diligence with finances and resources. We paid almost a million dollars to our mortgage in principal and interest payments. We updated some of the facility like we said we would. We bought our first home for FaithLife Homes, LLC and we are building cash for the launch of a second location. All of this while staying within budget and being patient.

Of course, all of this is made possible by the generosity of our congregation. So thank you for continuing to move us forward into a financially sustainable future!

FaithLife Vision

Finally, we took time this year to really plot out where we want to head as we move out of debt into a new future. The chart below outlines what our priorities are going forward. They look audacious, and they are, but God wants to do immeasurably more than we could ever ask or imagine (Eph. 3:20).



I'll be spending an intense amount of time on these goals this next year; to launch some, to hammer out some details on others, and to make sure they become reality over the next few years. So here we go. This was a great year! I look for more great ones to come!

Pastor Paul Hennings

COUNCIL PRESIDENT'S REPORT

"To him who sits on the throne and to the Lamb be praise and honor and glory and power, for ever and ever!" Revelation 5:13b NIV

This Bible verse, which we studied in this year's Revelation class, seems an apt response to how God is working at St. Mark's. Our worship attendance numbers blossoming back to pre-pandemic numbers, for the giving we've experienced in our MADE FOR **MORE** capital campaign, for the continued growth in students participating in our Family Ministry and VBS, for the beginning of FaithLife Homes, LLC ministry; and for the total FY 2023 giving exceeding our budget! Truly, for these reasons and many more, we can sing praises for what God is doing here at St. Mark's.

When I became Council President last August, the council was relatively new; five members had a year or less time serving on the Church Council. Therefore, our focus for autumn entailed a detailed review of the Church Constitution, Bylaws and additional documents defining our roles and responsibilities. This primarily served to orient the council to its roles and responsibilities, but also brought to light areas in need of change. Updates were needed to fully align with the policy governance model adopted in 2019, to update our stated mission ("To connect Faith and Life"), and an opportunity to update the definition of voting partners and extend the term length for the nominating committee.

During Advent, we were blessed with the success of our third The Living Story, sharing the story of Jesus' birth with neighbors and our broader community. The winter months were busy with a 360-evaluation of our Senior Pastor; discussions around Pastor Paul's five-year vision for St. Mark's, and an inspiring meeting with the Directors to hear their hopes and dreams for their respective areas of responsibility. Based on the enthusiastic dialogue, I believe the council was just as excited as the Directors when they shared their thoughts with us.

With spring came the exciting beginning of FaithLife Homes, LLC, our local missions ministry funded from the success of MADE FOR **MORE**. St. Mark's was given the sudden opportunity to purchase a property exactly fitting our needs for this ministry. We marveled that an ideal property surfaced so quickly. Because the purchase of real property requires a congregational vote, the Council called a special meeting of the congregation to secure a vote for the purchase. The motion passed with a wide margin and FaithLife

Homes, LLC purchased its first home from the Affordable Housing Network in May. Since the purchase, we have been graced with donations of all materials and labor necessary for repairs and updates to the property. The house will likely end up being twice the value of what we paid! This ministry continues our partnership with Wellington Heights Community Church, allowing us to help develop the community in tangible and constructive ways. This is a totally new endeavor for St. Mark's and will likely have a learning curve associated with its undertaking. But Director of Missions, Michele Jones, has a multi-skilled team possessing all the relevant knowledge to help us navigate the learnings. As a church we are called to do good works and I believe we are well aligned with the spirit of our founder Martin Luther when he said *"The person who waits until circumstances completely favor his undertaking will never accomplish anything."* Yes, we are stepping out in faith, yet simultaneously being prudent in our actions.

Holy Week is always a time to re-ground our faith, remembering our Savior lives and all that He has done for us. This year, we hosted an amazing Seder Meal experience on Maundy Thursday. We were walked through the Jewish traditions of the Seder meal, their meanings for Jews, and how these meanings were modified by the coming of the Messiah. It was such a joy to see the Creator's hand in how the meanings were joined so beautifully; another instance of God revealing his master plan through Jesus.

Following all the activities of the Lenten season, a majority of the staff attended the Exponential conference. This was a phenomenal experience for their growth and development as a team. It served to: 1) inform what other churches are doing and experiencing in their respective areas 2) further shape and refine the Directors' plans in support of the 5-year vision and 3) provide opportunity to grow and develop relationships among the staff and their counterparts at other churches. Upon returning, the Directors met with the council to present their top initiatives. The council helped identify those we thought had the highest priority to achieve the vision.

May St. Mark's continue to help our partners and friends to connect faith and life every day.

Cindy Culbertson, Church Council President

ANNUAL CELEBRATION MINUTES

Meeting Details

The Annual Celebration Meeting of St. Mark's Lutheran Church Council was held in the Life Worship Center at St. Mark's Lutheran Church on Sunday, August 21, 2022 at 11:30 AM.

Call to Order

The Annual Celebration Meeting of St. Mark's Lutheran Church was called to order by Council Vice President Cindy Culbertson at 11:32AM, immediately following the opening prayer led by Senior Pastor Paul Hennings. St. Mark's church partners were present both in person and online via Zoom. Council members present were Eric Knoll, Mike Jones, Aaron Loan, Sarah Young and Michelle Meyers. Executive Director Pam Schulz and other St. Mark's staff members were also present.

A quorum was established and Chris Lindell served as parliamentarian. The 2022 Annual Report was referenced with Page 3 outlining the meeting agenda.

Greetings from the President

As Council President Kristin Roberts was unavailable, Council Vice President Cindy Culbertson facilitated the meeting. A reminder was provided that today's celebration was inclusive of the past 6 months and establishment of the new fiscal year for St. Mark's, based on the vote in February to change our fiscal year to July 1st-June 30th. The next Annual Meeting will occur in August 2023, with plans to review the financials from the past year and present the budget for the next 12 months.

A video from Council President Kristin Roberts was shared.

Approval of February 6, 2022 Meeting Minutes

Council Vice President Cindy Culbertson directed everyone's attention to Pages 6-7 of the Annual Report, which contained a copy of the draft minutes from our last Annual Celebration. The phrase, "Motion carried" had been recommended as amended by a St. Mark's partner. Motion to approve the minutes of the Annual Celebration hold on February 6, 2022 by Lois Mulbrook, second by Tom Hall. No discussion. Motion carried.

Senior Pastor's Report

Senior Pastor Paul Hennings presented his Senior Pastor's Report, which included the following highlights:

Progress

- Capital Campaign
- New mission opportunity: Panama
- New staff and new pastor at Word of Life
- Wellington Heights CC "spacewalks" on August 28th
- Total worship attendance at or above pre-pandemic levels this summer

Refinement

- Staff empowerment
- Volunteer revival
- Programming stability
- Continued Capital Campaign success
- Being on watch for Tower Terrace Road

FY2022 Financial Report and FY2023 Budget Resolution

The Financial Report (Pages 10-12 of the Annual Report) was presented by Executive Director Pam Schulz and Financial Manager Cheri Presley, which included the following highlights:

- St. Mark's has a healthy cash position
- The 2022 parking lot project
- The status of our current building mortgage, which is \$3.157 million at 3.9% with the next adjustment rate reset to occur October of 2025 (5-year ARM)
- A 5-year overview of the General, Designated Gifts and Capital Appeals funds
- The 2023 Budget Resolution, inclusive of:
 - General giving budget based on 3-year average and reduced by 3% due to capital appeal and current economy
 - \$880,000 MADE FOR **MORE** capital campaign
 - 10% of proposed general fund receipts designated for Missions and Outreach (\$130,000)
 - \$350,000 in principal prepayments

MADE FOR MORE Financial Report

The MADE FOR **MORE** Report (Page 13 of the Annual Report) was presented by Stewardship Director Lisa Pritchard, which included the following highlights:

- \$3.3 million in total pledges and non-pledge gifts
- 37% participation of partner families
- \$1 million received as of June 30, 2022
- \$334,859 principal payment April 2022
- 32% pledge total received
- Check for \$200,000 made today towards principal payment

Foundation Report

The Foundation Financial Report (Page 14 of the Annual Report) was provided by Chris Lindell, Board Member of St. Mark's Lutheran Church Foundation, who was filling in for Tim Wuest, President of the Foundation and Kevin Becker, Treasurer of the Foundation, which highlighted the following:

- History of the Foundation
- Intent/purpose around helping with strategic project, including endowment and designated giving
- Investment portfolio down 12% as of June 30, 2022; however, due to recover in July and August, was only down 3.7% as of last Friday
- No major expenses in 2022

Election of Foundation Members

Due to change in bylaws in 2021, the director's term has moved from 6 years to 3 years going forward with a term limit of no more than 3 consecutive terms. There are 3 directors whose terms expire in 2022: Tim Wuest, Caitlin Hartman and Chris Lindell. Council Vice President Cindy Culbertson reviewed the slate of Foundation nominees to include Tim Wuest, Caitlin Hartman and Chris Lindell.

Motion for election to the Foundation by Jim Seiwald, second by Barbara Erickson. No discussion. Motion carried.

Election of Council Members

Council Vice President Cindy Culbertson provided gratitude for the service of Mike Jones, who has served on the Church Council for 1 ½ years but resigned from his council seat due to his wife, Michele Jones, accepting the position of Director of Missions with St. Mark's Lutheran Church.

Council Vice President Cindy Culbertson reviewed the slate of Church Council nominees to include Daron Buch and Jessica Blake. Motion for election to the Church Council by Diane Hudson, second by Sue Pierson. No discussion. Motion carried.

Election of Nominating Committee

Council Vice President Cindy Culbertson reviewed the slate of Nominating Committee nominees to include Joanna Hein and the extension for 6 additional months for current Nominating Committee members Kevin Lindblom, Sarah Tabaka and Ben Young to align with the new fiscal year.

Motion for election to the Nominating Committee for Joanna and extension of term by 6 months for Kevin, Sarah and Ben by Rosie Bowers, second by Anita Haughenbury. No discussion. Motion carried.

Old Business – Cell Phone Tower

The lease has been signed by Council President Kristin Roberts. It is unknown when construction will begin. The start of payments will begin May 1, 2023.

New Business – Amendments

Council Vice President Cindy Culbertson provided an overview of and context for the proposed amendments. St. Mark's has grown considerably over the past two decades and, during the time he served as Senior Pastor, it was noted by Pastor Dean Hess the Constitution and Bylaws were more applicable to a small church, rather than the large church we had become. Over the past year, the Church Council became aware that further updates to the documents were needed.

Amendments to the Constitution and Bylaws (Pages 16-18 of the Annual Report) were proposed by a subcommittee appointment by Council President Kristin Roberts, which included Kristin, Council Vice President Cindy Culbertson, and Executive Director Pam Schulz. These amendments were specific to inconsistencies between the two documents, along with providing clarification and addressing any areas of necessary realignment around our current practice.

Motion to accept the amendments to the Constitution by Ben Young, second by Chris Blake. No discussion. Motion carried. Motion to accept the amendments to the Bylaws by Neil Coonrod, second by Diane Hudson. No discussion. Motion carried. Motion to accept the Editorial Resolution by Ben Young, second by Tom Hall. No discussion. Motion carried.

Benediction

Senior Pastor Paul Hennings led the congregation in singing the Doxology and provided the benediction.

Adjournment

Motion to adjourn the Annual Celebration meeting by Matt Mulbrook, second by Jim Haughenbury. Motion carried. Meeting adjourned at 12:29 pm.

Respectfully Submitted
Michelle Meyers, Council Secretary

CONGREGATIONAL MEETING MINUTES

Meeting Details

A St. Mark's Lutheran Church Congregational meeting was held in the Faith Worship Center at St. Mark's Lutheran Church on Sunday, October 23, 2022.

Call to Order

The meeting was called to order at 9:33 am by Cindy Culbertson, President. Chris Lindell served as Parliamentarian, Sarah Young served as Secretary. Sarah confirmed there was a quorum as per Pam Schulz.

Current Meeting Agenda

The meeting was held because there needs to be a second vote to approve the ammendments to the constitution and by-laws. The first vote was unanimously approved at a Congregational Meeting August 21, 2022.

Lois Mulbook made a motion to approve the ammendments, second by Ben Young.

No discussion.

Motion unanimously passed.

Adjournment

Motion to adjourn by Kristin Roberts, second by Carol Motzke. Motion carried.

Meeting adjourned 9:37 am.

Respectfully submitted

Sarah Young, Council Secretary

CONGREGATIONAL MEETING MINUTES

Meeting Details

A St. Mark's Lutheran Church Special Congregational Meeting was held in the Faith Worship Center at St. Mark's Lutheran Church on Sunday, March 5, 2023.

Call to Order

The meeting was called to order at 11:30 am by Cindy Culbertson, President. Chris Lindell served as Parliamentarian, Sarah Young served as Secretary. Sarah confirmed there was a quorum as per Bailey LeBeau.

Current Meeting Agenda

Senior Pastor Paul opened with a prayer and presentation.

Motion was made by Shannon Meyers to provide the funds for FaithLife Homes, LLC to purchase the real property at 1835 5th Ave SE Cedar Rapids, IA. Second by Amanda Snyder.

Discussion

The floor was opened to discussion and questions. 12:12 pm Lois Mulbrook called the motion. Unanimous approval to call the motion - move to the vote. Paper ballots were collected, counted, and cross-verified with a second person counting.

Announcement of the vote outcome

145 votes cast

98 votes necessary for approval

124 votes pro

21 votes con

12:31 pm Cindy announces motion passes.

Benediction and Adjournment

Pastor Paul provided the Benediction. Motion to adjourn by Matt Mulbrook, second by Grant Schulz.

Motion carries. Meeting adjourned 12:32 pm

Respectfully submitted

Sarah Young, Council Secretary

STATEMENT OF FINANCIAL POSITION

as of June 30, 2023

	FY 2023
Assets:	
Cash and short term investments	\$ 2,026,498
LCMC Lutheran Disaster Assistance Funds	408,325
	\$ 2,434,823
Prepaid expenses	\$ 51,364
Property and equipment	
Land and land improvements	\$ 723,390
Building and building improvements	13,009,693
Equipment and furnishings	1,565,081
	\$ 15,298,164
Less: Accumulated depreciation	(5,549,431)
	\$ 9,748,733
Made For MORE pledges receivable, face value	\$ 1,374,608
Less: Allowance for cancelled & unpaid pledges	-
	\$ 1,374,608
Total assets	\$ 13,609,528
Liabilities and net assets:	
Operating liabilities	
Accounts payable and accrued expenses	\$ 67,800
Prepaid pledges and mission trip deposits	46,323
	\$ 114,123
Mortgage payable, Thrivent Financial	\$ 2,275,403
Net assets with donor restrictions or Council designation	
Reserve for parking lot improvements	\$ 143,615
Proceeds from Land sale - Tower Terrace project	121,925
Office remodeling project designated gifts	2,348
Mission designated gifts	56,673
EVERY.ONE capital appeal projects	96,607
Made For MORE capital appeal	2,007,036
Other restricted & designated assets	135,728
LCMC Lutheran Disaster Assistance Funds	408,325
	\$ 2,972,257
Net assets without donor restrictions	\$ 8,247,745
Total liabilities and net assets	\$ 13,609,528

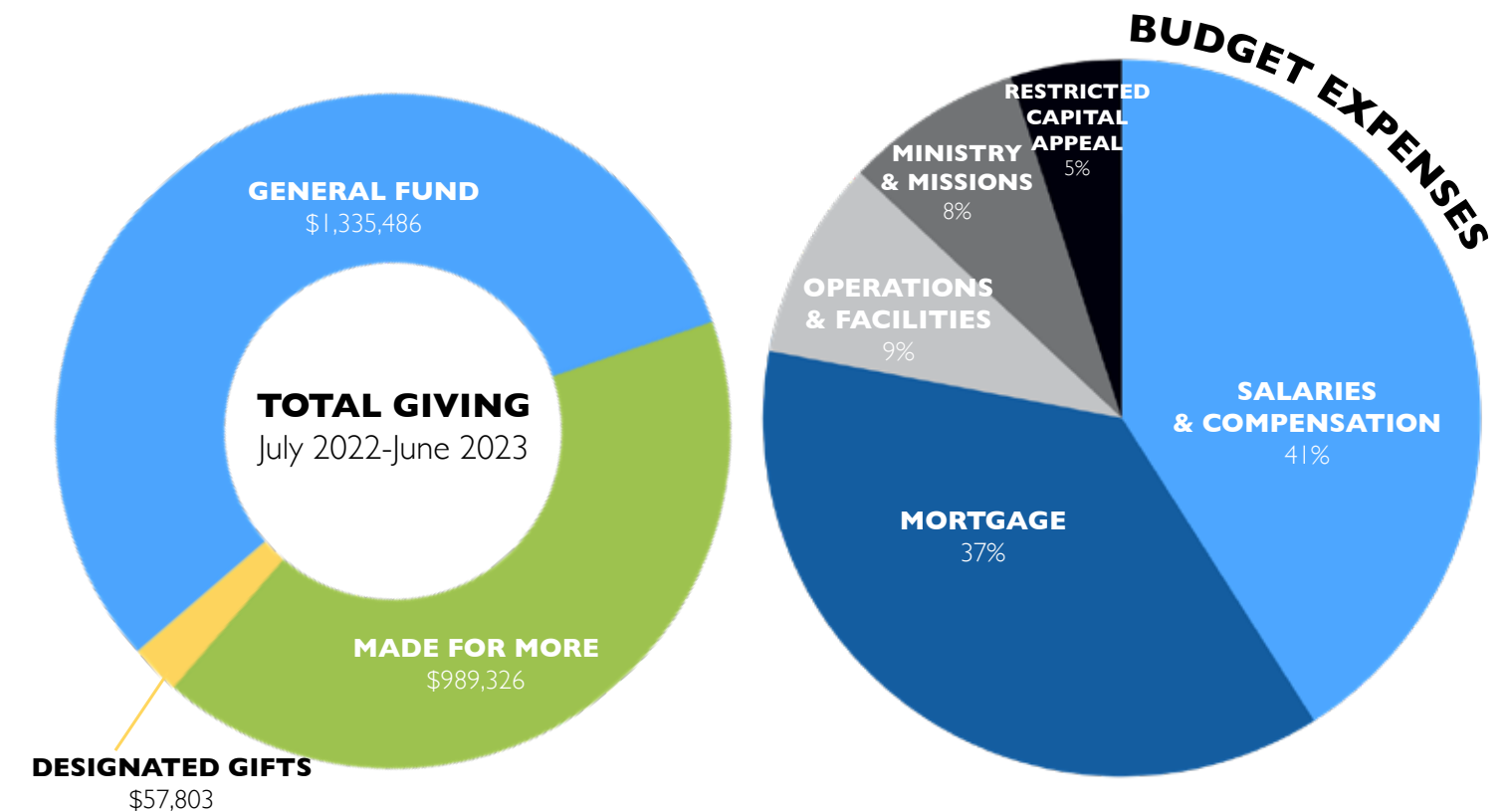
COMPLETED FY 2023 PROJECTS FUNDED BY THE EVERY.ONE CAMPAIGN

- Family Ministry: upgraded tech equipment
- Life Atrium Remodel: installed carpet

SUMMARY OF CONTRIBUTIONS AND EXPENDITURES

& FY 2024 PROPOSED BUDGET

	FY 2023 Actual				
	General Fund	EVERY.ONE & Made For MORE Capital Appeal	Total Combined	Budget FY 2023 (12 Months)	Proposed Budget FY 2024 (12 Months)
Contributions					
General Giving (Includes 2023 Lenten Project)	\$ 1,344,485	\$ -	\$ 1,344,485	\$ 1,300,000	\$ 1,390,000
Capital Appeal Receipts	-	989,326	989,326	880,000	750,000
	\$ 1,344,485	\$ 989,326	\$ 2,333,811	\$ 2,180,000	\$ 2,140,000
Expenditures					
General Fund:					
Salaries and Compensation	\$ 895,942	-	\$ 895,942	\$ 892,250	\$ 990,000
Operations & Facilities	228,375	-	228,375	231,000	214,000
Ministry & Missions (includes 2023 Lenten Project payout)	178,932	-	178,932	176,750	186,000
	\$ 1,303,249	\$ -	\$ 1,303,249	\$ 1,300,000	\$ 1,390,000
Capital Appeals:					
Mortgage & Principal Prepayments	\$ -	\$ 987,637	\$ 987,637	\$ 772,496	\$ 872,496
Restricted Capital Appeal Costs & Projects	-	176,715	176,715	140,000	115,000
	\$ -	\$ 1,164,352	\$ 1,164,352	\$ 912,496	\$ 987,496
Total Expenses	\$ 1,303,249	\$ 1,164,352	\$ 2,467,601	\$ 2,212,496	\$ 2,377,496
Net contributions over (under) expenditures	\$ 41,236	\$ (175,026)	\$ (133,790)	\$ (32,496)	\$ (237,496)
Funds available at beginning of year	\$ 261,317	\$ 904,955	\$ 1,166,272	\$ 1,166,272	\$ 1,032,482
Funds available at year-end	\$ 302,553	\$ 729,929	\$ 1,032,482	\$ 1,133,776	\$ 794,986



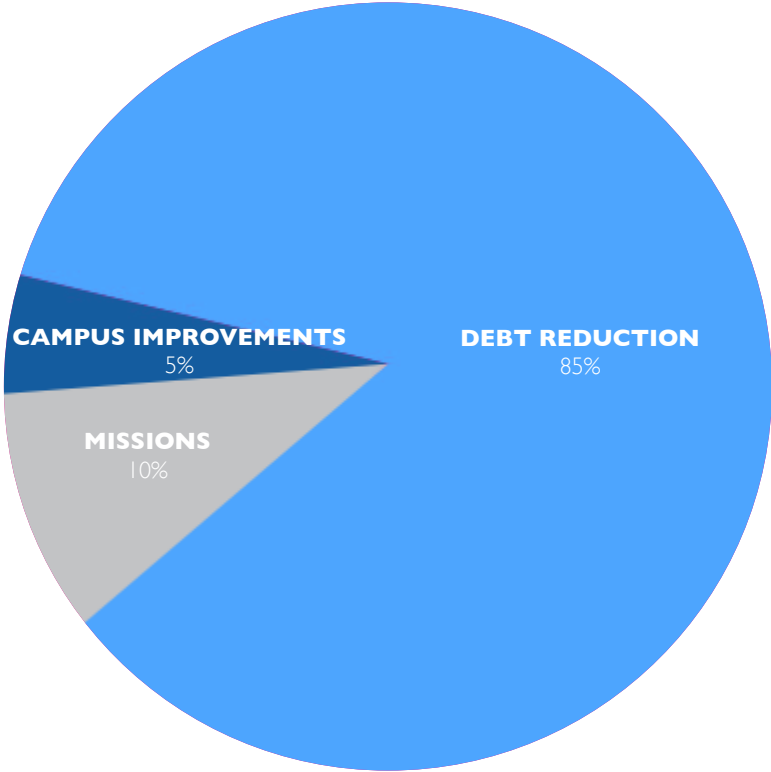
MADE FOR MORE CAPITAL CAMPAIGN

• This three-year campaign that officially kicked off in April 2022, has received **60%** of the total amount committed! We have pledges (and cash gifts) totaling \$3,408,682, with \$2,034,073 paid through June 2023.

• **91%** of those sharing God's financial resources with the campaign have made at least one payment.

• We remain committed to no campaign dollars spent until the cash is in hand.

Thank you for the generous and faithful ways in which you have responded to the MADE FOR **MORE** campaign; we pray this has enriched your spiritual life and relationship with Jesus. God has big plans for St. Mark's and each gift brings us closer to fulfilling his mission to our community and beyond.



DEBT REDUCTION

- Principal prepayments of:
FY2022 - \$184,859
FY2023 - \$565,141

MISSIONS

- Usage of funds to start FaithLife Homes, LLC

CAMPUS IMPROVEMENTS

- LED screen for Faith Worship Center purchased

\$3,408,682
CAMPAIGN TOTAL
(including total pledges and non-pledged gifts)

FAITHLIFE HOMES, LLC

1835 5th Ave SE



FaithLife Homes, LLC - Financial Position

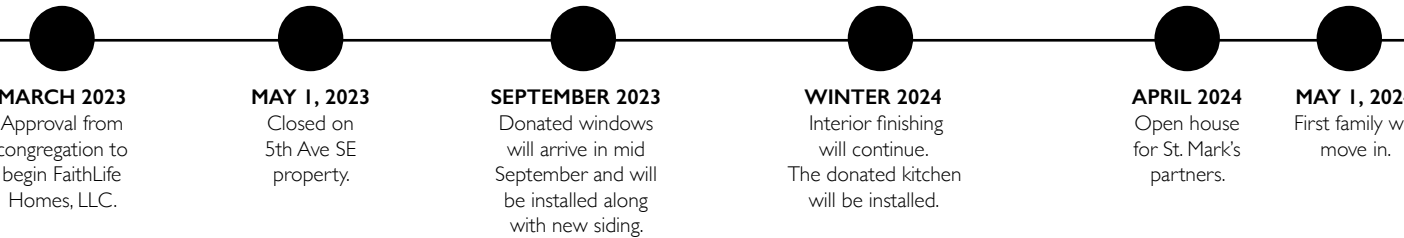
Initial Deposit from St. Mark's Lutheran Church: MADE FOR MORE Capital Campaign Missions	\$75,000
Plus	
Bank Interest	\$28.71
Less	
Purchase of Rental House	\$ (48,002.00)
Annual Homeowner's Insurance Premium	(1,006.83)
Attorney Fees	(170.00)
Lawn Maintenance	(170.00)
City of Cedar Rapids: Administrative Fees	(138.00)
Utilities	(84.80)
Bank Fees	(34.45)
Cash Balance/Available Funds @ 6/30/23	\$25,422.63

FAITHLIFE HOMES, LLC BOARD OF DIRECTORS

Jessica Blake
Jon Doerrfeld
Janette Fiedler
Michele Jones
Brett Kellogg
Kristi Whitham

FaithLife Homes, LLC has been blessed with vendors donating time and materials towards this project. To date, the interior demo is complete at no cost to FaithLife Homes, LLC. The enclosed front porch was removed and an open covered porch will be finished with donated labor.

TIMELINE



STATEMENT OF FINANCIAL CONDITION

Fiscal Year 2023, ending June 30, 2023

	FY 2023	FY 2022
Assets		
Cash & Investments		
F&M Checking	9,112	19,354
F&M Checking - Organ/Piano Restricted	22,532	6,735
Raymond James - Money Market	11,890	8,357
Raymond James - General Fund	267,381	246,638
Raymond James - Esther Pieters Fund	54,148	50,499
Raymond James - Resticted Organ/Piano Maintenance	122,487	94,279
Fixed Assests		
Steinway Piano	60,515	60,515
Organ - Opus 695	519,442	519,442
	<u>1,067,507</u>	<u>1,005,819</u>
Liabilities		
Accounts Payable	0	0
Notes Payable	0	0
Total Liabilities	<u>0</u>	<u>0</u>
Net Equity	<u>1,067,507</u>	<u>1,005,819</u>

Cash Flow Statement Fiscal Year 2023, ending June 30, 2023

	FY 2023	FY 2022
Cash Balance - Beginning of Year	26,089	15,720
Receipts		
General	628	1,015
Other	10	237
Memorials	0	0
Memorials Organ/Piano	1,360	23,260
Office Project	0	0
Organ/Piano	42,305	30,709
Total Cash Receipts	<u>44,303</u>	<u>55,221</u>
Cash Outlays		
St Mark's Lutheran Church Payment	(3,000)	(8,000)
Organ/Piano Maint	(2,355)	(2,599)
Piano	0	0
Organ Events & Promotions	(4,200)	(2,937)
Organ Book (Opie's Big Adventure)	0	0
Other - Supplies	0	(811)
Financial Review	(7,875)	0
House & Web Streaming Project	0	0
Foundation Communications	(1,318)	(505)
Total Cash Outlays	<u>(18,748)</u>	<u>(14,852)</u>
Financing Activities		
Payment of Notes		
Transfer from Investment Acct		
Transfer to Investment Acct	(20,000)	(30,000)
Total Financing	<u>(20,000)</u>	<u>(30,000)</u>
Net Change of Cash	5,555	10,369
Cash Balance - End of Year	<u>31,644</u>	<u>26,089</u>

PROPOSED AMENDMENT CHANGES

2020 Proposed Constitution and Bylaws changes (except Chapter 8 of the Constitution)

C11.04. Council Responsibilities:

The Church Council shall have general oversight of the life, activities, and operations of this congregation. The duties of the Church Council shall include the following ~~and be exercised through Ends, Chief Executive Limitations, and Council policies:~~

- ~~To represent and lead this congregation in stating its mission, to do long-range planning, to set goals and priorities, and~~ **Review and approve the church mission and policies.**
- To evaluate its activities in light of its mission and goals policies, Ends and Chief Executive Limitations.**
- ~~To seek to involve all partners of this congregation in worship, learning, witness, service, support and personal stewardship.~~ *Moved current "b" to All Pastors (C8.02.b)*
- ~~To oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.~~ *Moved current "c" to Lead Pastor (C8.14.b)*
- To provide support and guidance to the Lead Pastor around long-range planning, goals and priorities.**
- To maintain supportive relationships with the pastor(s) and staff and to annually evaluate in writing the fulfillment of the Lead Pastor's calling.
- To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- To promote a congregational climate of peace and goodwill, and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- To arrange for pastoral service or employee assistance that covers any special needs of the pastors or lay staff.

C11.05. Financial Management-Governance:

The Church Council shall be responsible for the financial and property matters of this congregation.

- a. The Church Council shall be the board of directors of this congregation and, as such, shall be responsible for maintaining and protecting its property and the management of its business and fiscal affairs. It shall have the powers and be subject to the obligations that pertain to such boards under the laws of the State of Iowa, except as otherwise provided herein.
- b. The Church Council shall not have the authority to buy, sell, or encumber or lease real property unless specifically authorized to do so by a meeting of this congregation.
- c. The Church Council shall present an annual budget for adoption by this congregation and shall supervise the expenditure of funds in accordance therewith following its adoption. It may incur obligations in excess of the anticipated receipts only as provided by the provisions in the Bylaws.
- d. The Church Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and preventing any possibility of the embezzlement of church funds.
- e. The Church Council shall be responsible for and evaluate annually this congregation's investments and its total insurance program.

C11.08. The Church Council shall hold the **Lead** Pastor responsible for the supervision of ~~the staff called by the congregation~~ **all associate pastors** and the employment and supervision of the salaried lay workers of this congregation.

C12.04 When a **Lead Pastor** vacancy occurs, a Call Committee of at least six voting partners shall be elected by the Church Council. The committee will be dissolved upon the election of the new **Lead Pastor** by the Congregation.

C12.06. Duties of committees of this congregation shall be specified in the continuing resolutions of the Church Council. The **Lead Pastor** ~~pastors~~ will monitor all committees established by the Church Council.

C12.07. The ~~Senior~~ **Lead Pastor and President** of this congregation **or other Council member designated by the President** shall be an ex officio members of all committees and boards of the congregation ~~with the exception of the Audit Committee. The President of this congregation or other Council member designated by the President shall be an ex officio member of all committees and boards of the congregation.~~

Chapter 13. ORGANIZATIONS WITHIN THE CONGREGATION

C13.01. **An organization within St. Mark's shall be defined as an entity which shares the same tax identification number as St. Mark's.** ~~All organizations within this congregation shall exist to aid it in ministering to the partners of this congregation and to all persons who can be reached with and supports its mission. the Gospel of Christ. As outgrowths and expressions of this congregation's life, the organizations are subject to Church Council oversight and direction. This congregation At its each Annual Meeting, this congregation shall determine their policies, guide their activities, and receive reports concerning~~ **outlining** their partnership, work, and finances.

BYLAWS

SECTION I - Mission Statement

The Mission of St. Mark's Lutheran Church of Cedar Rapids, Iowa is to **connect faith and life** ~~share God's love, welcome others into His church and assist people in growing to become like Jesus.~~

SECTION II – CONGREGATIONAL MEETINGS

1. The Annual Meeting of the congregation shall be held no later than 60 days after the end of the fiscal year on a date determined by the Church Council. The Church Council may establish the dates of the fiscal year.
2. At the Annual Meeting, the ~~pastors~~ **Lead Pastor**, President, and the Executive Director of the congregation shall each submit a written report. Other reports will be required at the direction of the ~~Senior~~ **Lead** Pastor and the Council.
3. Voting Partners shall be defined as having worshiped in the current or preceding calendar year either in person or digitally and shall have ~~made a contribution of record to this congregation~~ **a signed Partnership Covenant with St. Mark's.**

SECTION V - ELECTION AND DUTIES OF OFFICERS

- I. The officers of this congregation shall be a President, Vice President, Secretary and Treasurer. A member of the Church Council shall hold only one office at a time. The ~~Senior~~ **Lead** Pastor may not hold office.

SECTION VI – CONGREGATIONAL COMMITTEES

The Church Council shall create and monitor the actions of all church committees.

- I. Nominating Committee
 - A. The Nominating Committee shall submit the names of candidates to the Church Council and the approved names will be elected at the Annual Congregation Meeting.
 - B. The Nominating Committee shall consist of five voting partners of the congregation, at least one of whom, if possible, shall be an outgoing member of the Church Council. The ~~Senior~~ **Lead** Pastor shall serve as an ex officio member.
 - C. Members of the Nominating Committee shall be nominated by the Church Council and elected at the Annual Meeting for a term of ~~one~~ **three** years ~~and may serve a maximum of two consecutive terms.~~ **Nominating Committee members are not eligible for a second consecutive term and must be off three years before being eligible to serve again.**

PROPOSED

Chapter 8. THE PASTOR(S)

C8.01. Pastoral Expectations:

Every pastor shall:

- a. Preach the Word;
- b. Administer the sacraments;
- c. Conduct public worship;
- d. Provide pastoral care;
- e. Live an exemplary sound, moral, law-abiding and spiritual life.

C8.02. Pastoral Duties:

Every pastor ~~with a Congregational Call~~ shall, within this congregation:

- a. Offer instruction, baptize, confirm, marry, visit congregational partners in need and bury the Dead.
- b. To seek to involve all partners of this congregation in worship, learning, witness, service, support and personal stewardship.
- c. Supervise the schools and organizations of this church, pertaining to their defined role.
- d. Perform all necessary administrative duties.
- e. Administer discipline, when necessary.

C8.03. Pastoral Responsibilities:

Every pastor shall:

- a. Strive to extend the Kingdom of God through Christ to those seeking this knowledge.
- b. Seek out and encourage qualified persons to prepare for the ministry.
- c. Impart knowledge of this church and its wider community through a connection to and support of Lutheran and other Christian missions and information about church initiatives.

C8.04. Pastoral Administrative Responsibilities:

**** previous items a, b, and e moved to C8.14 Lead Pastor Administrative Responsibilities*

- a. All pastors will become a partner of this congregation upon receipt and acceptance of the letter of call.
- b. All pastors will diligently participate in the maintaining and security of the church parochial records of this congregation. All records of the church will remain the property of this Congregation.

C8.05. The Lead Pastor shall be the Chief Executive of the Church.

C8.06. A Lead Pastor must be called to this congregation by at least two-thirds majority ballot vote of voting partners present at a congregational meeting legally called for that purpose.

C8.07. Before a call is issued to a Lead Pastor, a Call Committee will recommend a Lutheran Pastor to the Church Council for verification. A called Lead Pastor must be an ordained and rostered Lutheran pastor.

C8.08. Lead Pastoral Contract:

The specific duties of the Lead Pastor, compensation and other matters pertaining to the service as a Lead Pastor and termination provisions shall be included in a letter of call and other associated documents that shall be signed by the Church Council President and Secretary and the called Lead Pastor and shall exist as a legal contract of employment.

C8.09. Lead Pastoral Continuity:

The call of this congregation, when accepted by a Lead Pastor, shall constitute a continuing mutual relationship and commitment, which, except in the case of the death of a Lead Pastor, shall be terminated by a two-thirds majority vote of the Church Council for the following reasons:

- a. Mutual agreement to terminate the nature of the call.
- b. Resignation of the Lead Pastor, which shall become effective, unless otherwise agreed, 30 days after the date on which it was submitted.
- ***Deleted previous c (Inability to conduct the pastoral office effectively in this congregation in view of local conditions, without reflection on the competence or the moral and spiritual character of the pastor) as this was captured within all other reasons****
- c. The physical or mental incapacity of the Lead Pastor based on professional diagnosis by a qualified medical professional.
- d. Disqualification of the Lead Pastor through discipline on the grounds of doctrine, incidents of moral turpitude or continued neglect of duty.
- e. The dissolution or financial insolvency of this congregation.

C8.10. Lead Pastoral Rights:

Before any action to terminate the call of a Lead Pastor can be finalized by the Church Council, a Lead Pastor can request a mutually agreed upon facilitation hearing between the Church Council and the Lead Pastor. After the requested facilitation hearing, the Church Council can vote to terminate or reinstate the Lead Pastor.

- a. If no solution occurs through facilitation, the Lead Pastor or the Church Council can request outside mediation by a mediator with pastoral mediation experience.

- b. Names of three mediators will be obtained from our Lutheran affiliation or other sources. The Lead Pastor and the Church Council will be allowed to strike one name to determine the person who will become the mediator.
- c. The mediator will conduct an investigation, confer with the parties and offer a recommended solution to the Church Council within 30 days of the start of the mediation process.
- d. Following the mediation process, the Lead Pastor can request a review of any action causing removal by asking for a congregational meeting for review and a vote of confidence by this congregation.
- e. At that meeting, a two-thirds majority vote in favor of termination by this congregation will be necessary to dismiss the Lead Pastor.

C8.11. Lead Pastoral Vacancy:

At the time of pastoral vacancy, an interim pastor can be appointment by the Church Council to serve as the official Lead Pastor or an associate pastor of the church. During the period of service, an interim pastor shall of the rights and duties in this congregation of the called Lead Pastor and may delegate the same in part to other pastors with the consent of the Church Council.

C8.12. Interim Lead Pastoral Restrictions:

Any ordained pastor providing interim assistance, or any existing staff members, shall refrain from exerting influence in the selection of the new Lead Pastor.

C8.13. Lead Pastoral Compensation:

The Church Council shall ensure satisfactory settlement of all financial obligations to a former Lead Pastor before calling a successor. A Lead Pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation.

C8.14. Lead Pastoral Administrative Responsibilities:

- a. The Lead Pastor of this congregation will oversee the maintenance of accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, partners received, partners dismissed and partners leaving this congregation.
- b. The Lead Pastor will oversee and provide for the administration of this congregation to enable it to fulfill its functions and perform its mission.
- c. The Lead Pastor will submit a summary of the church statistics and program summaries annually at the Annual Congregational Meeting.

- d. Before final compensation is paid to the Lead Pastor leaving a call, the Church Council will verify that all church records are in good order. If they are not, final compensation will be withheld.

C8.15. Associate Pastors:

Associate Pastors are called by the Lead Pastor on behalf of the congregation as accepted by the church council. The privileges and responsibilities of an Associate Pastor shall be specified in the call letter from the Lead Pastor, job description and accompanying documents. The terms, conditions and compensation of employment will be specifically identified in these documents. ****New paragraph aligned with policy governance****

C8.16. Associate Pastor's Continuity:

The call from the Lead Pastor shall constitute a continuing commitment, which, except in the case of the associate pastor's death, can be terminated by the Lead Pastor for any of the following:

- a. Mutual agreement to terminate the nature of the call.
- b. Resignation of the associate pastor, which shall become effective, unless otherwise agreed, 30 days after the date on which it was submitted.
- c. The physical or mental incapacity of the associate pastor based on professional diagnosis by a qualified medical professional.
- d. Disqualification of the associate pastor through discipline on the grounds of doctrine, of moral turpitude or continued neglect of duty.
- e. The dissolution of this congregation or insufficient funds to pay for the associate pastor position.

****New paragraph aligned with policy governance****

C8.17. Associate Pastoral Rights:

An associate pastor can request a meeting with the Church Council to discuss and review any actions causing removal. ****New paragraph aligned with policy governance****

AUDIT REPORT

ST. MARK'S LUTHERAN CHURCH REPORT FROM THE AUDIT COMMITTEE FOR THE SIX MONTHS ENDED JUNE 30, 2022

The Audit Committee (the "Committee") has been charged with insuring that the financial statements of St. Mark's Lutheran Church (the "Church") are properly prepared and reported as of June 30, 2022. The Committee also assessed whether the Church's internal controls and procedures are designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements.

Based on our analysis of the financial statements as of June 30, 2022, we believe the Church's financial statements are properly prepared and reasonably reflect the financial position of the Church.

The Committee, in assessing internal controls and procedures, determined three major areas of financial risk for the Church including revenue, payroll and expenditures. Based on this determination, financial records were selected and compared to supporting documentation to validate that transactions were accurately and completely recorded in the Church's financial statements in accordance with documented procedures. As a result of our testing, certain minor recommendations were discussed with the Executive Director and Finance Manager of the Church to further strengthen internal controls around the preparation of financial information for the Church.



Ryan D. Miller
Audit Committee Chairman

PERSONNEL

as of June 30, 2023

ST. MARK'S STAFF

Senior Pastor	Rev. Paul Hennings
Pastoral Interns	Michele Jones John Mosinski Alice Murray
Director of FaithLife Ministries	Sarah Bartlett
Director of Communications & Marketing	Kelly Frampton
Director of Missions	Michele Jones
Director of Care & Hospitality	Alice Murray
Stewardship Director	Lisa Pritchard
Executive Director	Pam Schulz
Receptionist	Carol Beyer
Financial Assistant	Pam Koranda
Finance Manager	Cheri Presley
Production Coordinator	Joel Drzycimski
Chancel Choir Director	Mark Logan
Traditional Music Coordinator & Organist	Barbara Ritchie
Facilities Manager & Technical Arts	Jim Wood
Early Childhood Ministry Coordinator	Sam Crumpton
Family Ministry Administrative Assistant	Lynne Kendrick
Middle School Ministry Coordinator	Bailey LeBeau
High School Ministry Coordinator	James Swanson III
Nursery Coordinator	Lisa Huggins
Nursery Caregivers	Holly Huggins Jennifer Mixdorf Amy Von Alexander Mia Von Alexander
Custodians	Brian Hanel Kevin Sindelar Paul Fortin Amy Fortin Libby Fortin

CHURCH COUNCIL AND OFFICERS

Church council consists of these members, each with a three-year term with a limit of two consecutive terms.

Jessica Blake		1st term
Daron Buch		1st term
Cindy Culbertson	President	1st term
Mark Freed	Chaplin	1st term
*Eric Knoll		2nd term
*Aaron Loan	Treasurer	2nd term
Michelle Meyers	Vice President	1st term
*Kristin Roberts		2nd term
Sarah Young	Secretary	1st term

*denotes final term

NOMINATING COMMITTEE

Five voting plus senior pastor for one-year term with a limit of two consecutive terms.

Joanna Hein	1st term, year 1
Kevin Lindblom	2nd term, year 1
Sarah Tabaka	1st term, year 1
Ben Young	2nd term, year 1

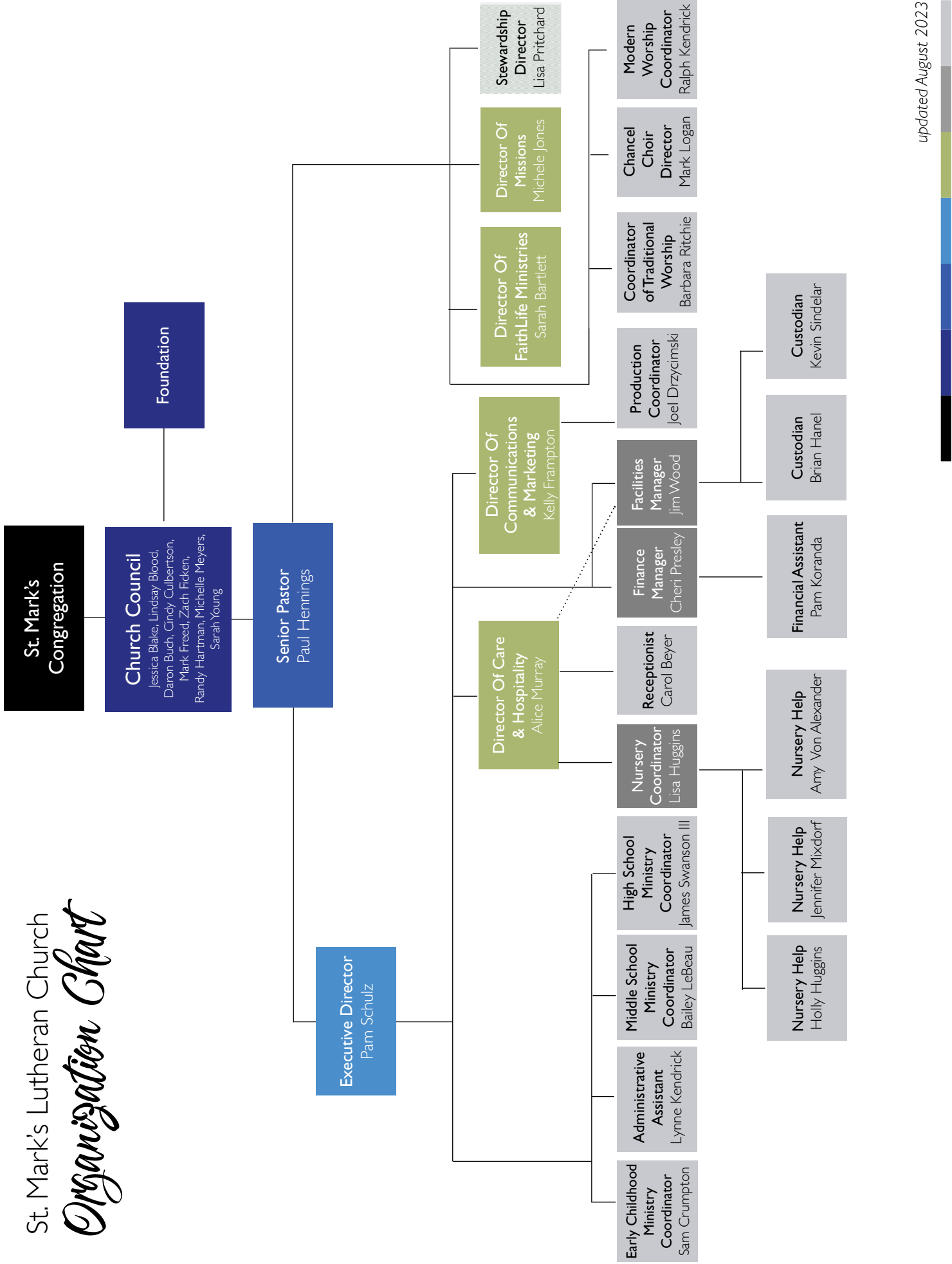
ST. MARK'S FOUNDATION

The Foundation consists of nine members. With a 2021 bylaw change, terms are now three years with a limit of three consecutive terms.

Bruce Altorfer
Kevin Becker
Rosie Bowers
Mike Bringolf
Caitlin Hartman
Marlene Hill
Chris Lindell
Kristin Roberts
Tim Wuest

St. Mark's Lutheran Church

Organization Chart



updated August 2023

COMMUNICATION & MARKETING

- Digital assets (Church center app, email marketing, social media, website, etc)
- Events/promotions
- Graphic design
- Newsletter
- Volunteer coordination

ADMINISTRATIVE & SUPPORT

- Church Database
- Facilities
- Finances
- Human resources and hiring
- Insurance and policies

FAMILY MINISTRY

- Confirmation
- Nursery
- Parent resources
- PreK-12th grade education and activities
- VBS

MISSIONS & OUTREACH

- FaithLife Homes, LLC
- FaithLife Trips
- Local missions
- Missionary support
- Prison Ministry

FAITHLIFE MINISTRIES

- Alpha
- FaithLife groups and adult ministries
- RightNow Media
- Strengths classes and coaching
- Welcome to St. Mark's class

CARE & HOSPITALITY

- Hospitality
- Hospital and shut-in visitation
- Life events (baptisms, weddings, funerals)
- Mental Health Ministry
- Pastoral care

WORSHIP & TECHNICAL PRODUCTION

- Livestream
- Special musicians
- Special worship events
- Sunday morning services
- Technical production

PREACHING & TEACHING

- Adult Bible Studies
- Congregation Spiritual Growth
- Leadership Development
- Preaching
- Vision and Mission



connect faith + life

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stmarkscr.org

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