

BOA Meeting Minutes for November 24, 2025

Opening Prayer

Almighty God, draw our hearts to you, guide our minds, fill our imaginations, control our wills, so that we may be wholly yours. Use us as you will, always to your glory and the welfare of your people, through our Lord and Savior, Jesus Christ, Amen.

Attendance, in person and virtual								
Board Members		Brian Munsterman	X	Aaron Gondorchin	X	Greg Rosholt	X	Kari Davies
	X	Rita Schwieters	X	Judy Greer		Tom Mesenbourg	X	Connie Bernardy
		Dan Eittreim	X	Mike Youngberg				
Staff	X	Pastor Matt			X	Katie Buettner		

Devotions Aaron - prayer

Approvals October 2025 BOA meeting minutes – approved as written
 Agenda for November 2025 BOA meeting – approved as written

Congregational Life Events Kari
 Requested Release: Tim & Celeste Prairie and Tom & DeeDee Kozlak
 Released by Death: Jean Reveling
 Baptism: Theo Michael Lee-Jones

Finances Greg

- October 2025: Income \$62,000 Expenses \$73,000 = -\$11,000 for October
- YTD - \$44,000
- We had about \$30,000 in special gifts that will show up for November, so that puts us about -\$14,000 YTD.
- We're about 16% short in envelope offerings.
- Expenses – We haven't spent as much for salaries and facility expenses. The electric bill was quite a bit higher than expected because they hadn't charged us for the full amount owed earlier in the year. So they went back and caught up those months which made this bill higher.

Business Manager's Report Katie

- 2026 will be the 20th Anniversary of St. Philip's Disaster Relief Ministry. To celebrate the occasion, **Sunday, March 22, 2026 will be SPDR Sunday** at both morning services followed by a dinner and program late that afternoon. Save this date and mark your calendar.
- Getting quotes for building insurance – The bill comes due in April but shopping around for quotes now.
- Boiler – working with Property & Grounds to address issue with heat in sanctuary.
 - The boiler itself is working just fine. It's the old system that was installed in 1967 that's the problem. Luckily Katie found the original schematics for the system, so the mechanical contractors can use them to come up with a solution.
 - The heat is currently on. We have a band-aid fix for the winter and will figure out how to update the system in the spring/summer.

- Updating the system will be expensive – likely somewhere around \$20K?
- Carpet – we're still working with the company to fix the issues with the sanctuary carpet.
 - Colors don't match, fraying, different textures, installation issues
 - We're hoping to have them reinstall the carpet.

Pastor's Report

Pastor Matt

- I. Pastoral Acts
 - A. Visitation – Darby, Matt, Dan
 - B. Funerals
- II. Calling a new associate pastor
 - A. Call Committee did great work
 - B. Next Steps
 1. Good visit from Bishop Jen
 2. Getting names – coffee meetings
 - a) 4 of six completed, 2 to go
 - b) Good candidates
 3. Call committee meeting on 11.30.25 with Pr. John from the synod
 4. First round of interviews in Dec.
- III. Ministry areas
 - A. Worship
 1. Numbers up
 2. New A/V system – Working out the bugs – sound is much better
 - a) Working to get new A/V system in Fellowship Hall
 3. All Saints Sunday 11.2.2025
 4. Thanksgiving Eve 11.26.2025
 5. Christmas Concert 12.14.2025 4pm
 6. Advent services in Fellowship Hall noon & 6pm
 7. Blue Christmas 12.17.2025 in Sanctuary
 - B. Stewardship
 1. Fall stewardship appeal – Devotional Booklet went out
 2. We need to increase 5%
 - a) Inflation
 - b) Loss of members (death, moving, new status)
 3. Time and Talents – 11.16.2025
 4. Ask Sunday 11.23.2025
 - C. Evangelism/New members
 1. Steady stream of visitors
 - a) Folks are inviting/bringing friends and family
 - b) 14 new member prospects this past Sunday between both services
 2. Welcome Team
 3. Lenten – spiritual gifts and vocation
 4. Ministry fair – Palm Sunday
 - D. Faith Formation
 1. Confirmation on 10.26.2025 went well
 - a) Connor on 11.23.2025
 2. Pageant 12.7.2025
 3. Youth group is growing & becoming more connected
 - a) 12 youth attended the lock-in
 - E. Discipleship

1. Tuesdays Together – Bible Simplified
 2. Meadowood Shores studies continues
 3. This Is Most Certainly Brew – Bible Simplified
 4. Breaking Clays – Raising Praise – Went very well, lot of fun
 5. Weds. December and following at 7pm – Bible Simplified (will continue through Spring)
- F. Greater Church
1. Nigeria table at Synod being revived (tables are committees)

Old Business

Budget

- People are giving less monthly, but give a lot at the end of the year.
- End of the year giving is likely due to mandatory distributions from IRAs, etc.
- Look into possibly doing a fiscal year budget in the future instead of calendar year
- A few budget adjustments from last month's handout:
 - taking off \$5000 for Benevolence (they can get \$ from garage sale so they don't need the budget line)
 - increase for HSA because of change in health ins plans
 - increase in pastor mileage – Pr. Darby is driving a lot with visitation
 - increase in outreach mailings
 - More new mover postcards going out
 - 10¢ cost increase per postcard
- 3 options for budgets – Suggestion given to watch the budget and see if we can do a one-time bonus for staff if we're doing ok financially rather than increase the budget now for a set staff pay raise.
- Be ready to vote on budget at December meeting so we can hold budget forum in January before the annual meeting.

New Business

Nomination Committee Update

Positions/committees for nominations for 2026 ballot at annual meeting:

- BOA President & Vice President – Brian & Aaron on ballot
- 3 BOA members at large – Rita continuing, have 2 open
- Finance committee – Staci, Kari, (Jordan?)
- Nominating Committee – Aaron
- Delegate for Synod Assembly May 1-2 – up to 4 voting members
 - Brian, Connie B?, 2 more members

How have we furthered the ministry of St. Philip's?

- Talked about our current financial situation and options for the 2026 budget. We'll vote at December's meeting on a budget to present to the congregation.
- Discussed all of the work that's being done to address the heat in the sanctuary.
- Aaron gave an update on nominations for 2026. We have volunteers for some positions, but still need 2 more members at large on the Board (2 year terms), another person for finance committee & nominating committee, and 1-3 more members to be delegates at the synod assembly May 1-2.

Closing

Lord's Prayer

Our Father in heaven, hallowed be your name, your kingdom come, your will be done, on earth as in heaven. Give us today our daily bread. Forgive us our sins as we forgive those who sin against us. Save us from the time of

trial and deliver us from evil. For the kingdom, the power, and the glory are yours, now and forever. Amen.

Adjourn 8:04pm

Future Dates

Month	Exec Committee	BOA Meeting	Devotions
November 2025	Mon 11/17 6:30pm	Mon 11/24 6:30pm	Aaron
December 2025	Mon 12/15 6:30pm	Mon 12/22 6:30pm	Brian
January 2026	Mon 1/19 6:30pm	Mon 1/26 6:30pm	Greg
February 2026	Mon 2/16 6:30pm	Mon 2/23 6:30pm	Connie
March 2026	Mon 3/16 6:30pm	Mon 3/23 6:30pm	Dan
April 2026	Mon 4/20 6:30pm	Mon 4/27 6:30pm	Mike

Submitted by Kari Davies