

Atonement Council Minutes for December 18, 2025 at 6:30pm

Council Attendees (10/11)

Matt Badding	Lyn Bowers	Angie Brickson
Genevieve Brown	Cathy Dykman-Acinger	Tim McCandless
Greg Moffitt	Jeremy Otto	Neil Pfeiffer
Dave Stelzer	Laura Trentadue	

Other Attendees

Pastor Zac Sturm, Pastor Jordan Stone, Mike Daley

Opening Devotions – Lyn Bowers

- Read a selection from Max Lucado “Before Amen: The Power of a Simple Prayer” (2016).

November Minutes

- **MOTION #1:** (Angie Brickson moves, Lyn Bowers seconds)
Motion to approve the council meeting minutes from November 20, 2025, without corrections.
 - 9 voting members present: **all verbal Ayes, no Nays, Motion Carries**

Treasurer’s Report – Mike Daley

November 2025

Topline & Giving

- November ended \$23,000 better than budget, with a surplus of \$45,000
- General Fund giving was \$7,000 better than budget
- Dedicated giving to Campus Sustainment was \$17,000
- November year-to-date total **surplus** now \$59,215; better from budgeted deficit plan of –\$87,541

Balance Sheet

- Cash balances are:
 - \$180,000 in unrestricted cash (prior month: \$147,000)
 - \$189,000 in restricted cash (prior month: \$189,000)
 - \$397,000 total (prior month: \$336,000)
 - \$149K free cash balance: *Unrestricted Cash of \$180K includes advanced giving of \$31,000.*
- Advanced giving balance is \$31,000 (prior month: \$42,000)
- Campus Sustainment is at \$83,000 (prior month: \$65,000)

Budget

- Expenses were \$3,000 better than budget with the following line-item variances noted:
 - Better: Payroll \$3,300 ⇒ vacant position but partially offset by an IRS late fee

- Worse: Property & Utilities \$2,600 ⇒ due to higher bill than budgeted and timing of real estate tax expense
- Worse: Worship: \$1,100 ⇒ Worship YTD remains in-line with budget
- Better: Benevolence \$1,000 ⇒ reduced per Council directive 5/22/25
- Better: all other categories \$400
- Year-to-date general expenses are \$24,000 better budget (prior month: \$21,000 better).
- Year-to-date general fund giving is \$31,000 better than budget (prior month: \$25,000 better).
- Year-to-date Campus Sustainment: \$95,000 + \$50,000* (*\$12,500 transfer stopped 5/22/25)
 - Anticipated Campus Sustainment remaining to be given: \$20,000 (total planned is \$115,000)
- Year-to-date surplus actual is \$59,215 (year-to-date deficit plan was -\$87,541).
- Year-to-date total variance is now \$146,756 better than budget (prior month: \$124,000 better).

Mission Investment Fund Loan Update – Mike Daley

- We have a commitment letter from MIF with terms for a renovation loan.
- The loan amount is approved up to a maximum \$1,500,000.00, with a 24 month construction period of interest only, followed by a 25 year (300 months) amortization period. The rate is set at 7.25% adjusted and fixed each 3-, 5-, or 7-year period. The terms were written at a 5-year term, it was discussed if we should lower it to 3-years. Mike in conversation with MIF said that they set their rates based on their current investments and not dictated by current market factors (prime rate, overnight lending rate, 10 year T-Note, etc.), after discussion, the consensus was to keep it at 5-years as written. Prepaying does not incur a penalty. A 2% breakage fee is only incurred if refinancing with another lender during the first 24 months.
- Additional covenants specified include keeping an investment at MIF during the life of the loan.
- The Council reached agreement to accept the terms from MIF and proceed to authorize the loan.

MOTION #2: (Jeremy Otto moves, Lyn Bowers seconds)

Motion to approve Mike Daley, Treasurer, to move forward with Mission Investment Fund renovation loan and the terms set forth in the 12/3/2025 Loan Commitment letter: an interest rate of 7.25% adjusted and fixed each 5 year period, a maximum amount not to exceed \$1,500,000.00, a 24 month interest-only construction period, and 324 month (25-year) amortization maturity.

- 9 voting members present: **all verbal Ayes, no Nays, Motion Carries**

2026 Budget to Submit to Congregation for Approval – Mike Daley & Council

- The final 2026 Budget was submitted to Council for approval to send to the congregation
- Topline details for 2026 budget changes:
 - » The giving budget was increased by \$57,000 or 4% compared to the 2025 budget. This represents a 2% increase over where we expect to end 2025.
 - » The expenses budget was increased by \$58,000 compared to 2025 budget.

- **MOTION #3:** (Greg Moffitt moves, Lyn Bowers seconds)

Motion to approve the proposed 2026 Budget as presented without changes, and to present it to the congregation for approval at the January annual meeting.

- 9 voting members present: **all verbal Ayes, no Nays, Motion Carries**

Audit Committee Instructions: Constitutional Amendment – Mike Daley & Neil Pfeiffer

- The Finance Committee in agreement with the Treasurer and Secretary, proposed an update to amend the Constitution, changing the instructional terms for the Audit Committee to complete the annual financial audit report from *prior to the annual meeting* (third weekend of January), to *120 days after the fiscal year-end* (typical with most organizations and businesses), and presenting the report to the congregation within 30 days after the audit is completed.
- The current Audit Committee Instructions are specified in a Continuing Resolution, which can be enacted or amended by either:
 - » (1) a majority vote of the congregation, or
 - » (2) a two-thirds vote of all voting members of the Congregation Council. As a Council of 10 voting members, it required 7 affirmative votes.
- Council had no objection to the change, knowing that it helps relieve the burden on staff, Treasurer, and Audit Committee and provides flexibility if needed.
- The motion to Amend Continuing Resolution [C13.03.A13] Audit Committee Instructions of the Atonement Lutheran Church Constitution was considered as follows:

MOTION #4: (Neil Pfeiffer moves, Jeremy Otto seconds)

To adopt that the Constitution of Atonement Lutheran Church, with Bylaws and Continuing Resolutions, be amended in Continuing Resolution [C13.03.A13] Audit Committee Instructions, by updating the language to read as follows:

“The Audit Committee shall conduct an audit of the financial records each year no later than one hundred twenty (120) days after the end of the previous fiscal year, and shall present its report in writing to the Congregation no later than thirty (30) days after the audit's completion.”

- 9 voting members present: **all verbal Ayes, no Nays, Motion Carries**

Up Next & Open Discussion

- The Outreach donation match challenge raised \$8,700 for Project 1020, with \$4,700 in donations from congregation members and a match of \$4,000 from the Outreach budget.
- Please be sure to get Annual Report content for ministry areas & teams to Nathan by year's end.
- The sharing dinner with the delegation from Atonement's Council and Salem's Council will be Sunday, Dec 21st at 5pm.
- On Thursday, January 8th, there will be Zoom meeting with Greg Finnestad (Omaha) from the Horizon's Stewardship Capital Campaign for planning and knowledge sharing.
- Reminder to wear your badge and greet new visitors if you see them at Christmas Eve services.

January Annual Meeting

- The Congregational Annual Meeting is scheduled for Sunday, January 25, 2026, at 12pm.

Closing Prayer

Adjourn at 7:30pm

Dinner & Friendly Fellowship

- The Council, Treasurer, and Pastors shared a wonderful Christmas Dinner at Cathy's house, followed by everyone brought a wrapped present for a white elephant gift exchange held after the dinner.

Recorded by: Neil Pfeiffer

Submitted for council review: 01/19/2026

Approved: 01/22/2026