

Atonement Council Minutes for January 22, 2026 at 7:00pm

Council Attendees (10/11)

Matt Badding (zoom)	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, Boo McCready, Toni Pearson, Nathan Choate, Pat Bjuland (zoom)

Opening Devotions – Tim McCandless

- Reading from “The Hope of Glory: Reflections on the Last Words of Jesus from the Cross” by Jon Meacham (2020)

Friendly Fellowship – Greg Moffitt

- Everyone was invited to share their favorite Christmas memory as a child and/or as an adult.

President’s Direction – Cathy Dykman-Acinger

- *Change does not roll in on the wheels of inevitability but comes through continuous struggle.*
– “Letter from the Birmingham Jail,” Martin Luther King, Jr. (1963)
- Since the call-to-action in May, there has been great progress with Vision, Finances, and Special Topics. How very blessed we are, what wonderful success we have experienced a few short months.
- Reminder and requests:
 - » To always wear your name badges on Saturday & Sunday services.
 - » Hang out at the Welcome Center, come early and stay late, be available to engage.
 - » Try to make a new connection every 4 to 6 weeks. Making connections and engaging with someone new has such a big impact.

Weather Watch for Jan. 24 & 25th Services & Annual Meeting – Pastor Zac

- Snowstorm expected to blow in on Saturday, and it is forecasted to be pretty bad weather Saturday evening and Sunday morning, with sub-zero temperature.
- Decision will be to decide on Friday 11am, record the service on Friday and will post via YouTube, will send out communication all services will be cancelled for the weekend, and Annual Meeting will be postponed from Sunday, January 25th to Sunday, February 1st at Noon.

Monthly Ministry Highlight – Pastor Zac

Horizons Stewardship: Next Level Generosity Update

- Purpose is to grow and engender a culture of generosity
- Currently working on many of the suggestions:
 - » Toni’s Letter (Quarterly Statement) & notes to first time givers.
 - » Impact Stories are the next area of focus.
- Impact Stories:
 - » The have no ask, simply telling a story first-hand account of a life changing story.
 - » Mini-team of Pastor Zac, Roger Barrett, and Todd Briggeman to gather stories to tell.
 - » Actively looking to collect these stories to tell: our homework to find & share new stories.
 - » First one starting soon in February or March, will be main area of focus going forward.

Horizons Stewardship: Capital Campaign Update

- February phase is targeted at gathering Lead Gifts
- March phase is targeting at gathering Advance Gifts
- April is when majority of congregation will be targeted and time spent for fellowship

Horizons Stewardship: Strategic Planning Initiative Update

- Team is starting to form conceptual ideas, some formal ideas to consider, next steps, etc.
- Planning a Summit + Retreat with Council and Strategic Planning team
 - » a few hours on Saturday, March 28, 2026 9am to 3pm/4pm

REPORT ROUNDTABLE

December Minutes

- **MOTION #1:** (Tim McCandless moves, Greg Moffit seconds)
Motion to approve the council meeting minutes from December 18, 2025, without corrections.
 - 9 voting members present: **all verbal Ayes, no Nays, Motion Carries**

Pastor Report – Pastor Zac

- Lent is approaching soon. We have been doing loose planning and collaboration with Salem Lutheran Church and may try and share Mid-Week Lenten Services. We’ll most likely invite them to our first 3 services, and we’ll be invited to worship at Salem for the following 2 services, then Holy Week and Easter are back at both Salem and Atonement separately.
- We may start to plan VBS together, and we will start to see what it might be like to share our building over the summer (June, July, August) where we both have services on Sundays at different times. Next meeting is March 8th for continued planning.

Treasurer's Report – Mike Daley & Tim McCandless

December 2025

Topline & Giving

- The 2025 End-of-Year final **deficit actual** ended at only **–\$5,300** compared to a planned break-even budget. Note: this is after truing up Campus Sustainment to the full budgeted amount of \$150,000
- December was \$52,000 worse than budget, with an adjusted surplus of \$35,000
 - » EOY 2025 was –\$5,300 below plan
- General Fund giving was \$48,000 worse than budget
 - » EOY 2025 was –\$24,558 below plan
- Dedicated giving to Campus Sustainment was \$27,000
 - » EOY 2025 was \$121,643 to CS Fund

Balance Sheet

- Cash balances for December ended:
 - \$114,000 in unrestricted cash (prior month: \$180,000)
 - \$356,000 in restricted cash (prior month: \$217,000)
 - \$469,000 total (prior month: \$440,000)
 - \$85K free cash balance: *Unrestricted Cash of \$114K includes advanced giving of \$29,000.*
- Advanced giving balance is \$29,000 (prior month: \$31,000)
- Campus Sustainment is at \$201,000 (prior month: \$83,000)

Budget

- Expenses were \$16,000 worse than budget with the following line-item variances noted:
 - Worse: Payroll \$3,300 ⇒ vacant position but offset by holiday bonuses
 - Worse: Property & Utilities \$9,000 ⇒ due to due to new sanctuary lights, higher inspection costs and unbudgeted snow removal
 - Worse: Worship: \$900 ⇒ Worship ended the year in-line with budget
 - Worse: Benevolence \$3,000 ⇒ year-end true-up to Synod per Council directive 11/20/25
 - Worse: KFam & YFam \$3,000 ⇒ due to timing
 - Worse: all other categories \$1,000
- It is noteworthy Campus Sustainment received a total of \$122,000 from dedicated giving.
- End-of-Year Campus Sustainment: \$101,000 (balance) + \$100,000 (true up on 12/31/25).
- End-of-Year general expenses were \$8,000 better than budget (*excludes Campus Sustainment giving*)
- End-of-Year general fund giving was \$13,000 worse than budget (*excludes Campus Sustainment giving*)
- End-of-Year total variance ended at only –\$5,300 compared to a break-even budget.

Audit Committee – Tim McCandless

- The Audit Committee met and completed the 2025 year-end audit last Sunday, January 18th and everything went very smoothly and there were no issues. They finished in record time.
- Thanks to Elizabeth Burt, Doug Niedens, and Laura Kamienski along with Traci, Toni, and Mike.

Mission Investment Fund Loan Update – Tim McCandless

- Title search is currently outstanding and then will take about another 1-2 weeks after that to finish and close the loan. It should be finished and ready to draw on starting in March.

Operations & Properties Report – Toni Pearson & Dave Stelzer

- Campus Sustainment Fund balance as of December year-end & start of January was \$201,000.
- HVAC Systems have new regulations that are in-flight of being finalized, so taking some work to say on top of what they are and what will be needed to be compliant.
- Property team will be meeting at the beginning for February to finalize SOPs (scope-of-work) so that bids can be requested.
- Focus is on getting clarity so we can finalize bids and do proper competitive bid analysis.

January Annual Meeting

- Weather may push the Annual Meeting, scheduled for Sunday, January 25, 2026, at 12pm, to the following weekend, Sunday, February 1, 2026 at 12pm.
- For Synod Assembly in June, Atonement can send 4 members, this year it is one-day and it will be only via Zoom.
 - » Cathy and Neil volunteer from Council
 - » We will ask for 2 individuals from the congregation to volunteer at the Annual Meeting.

Up Next & Open Discussion

- The 13th Women of the ELCA (WELCA) Triennial Gathering will take place July 16–19, 2026, in Des Moines, Iowa, at the Iowa Events Center. The 2026 event theme is "I Am Worthy" (Psalm 139:14)
- Reconciling in Christ (RIC) Celebration is scheduled for March 14th after Saturday evening service.
- Worship Attendance is showing a trend up:
 - » 2024 average attendance was 323
 - » 2025 average attendance was 335
- Reminder to wear your badge, greet new visitors, and to help staff the Welcome Center.

Closing Prayer

- **SHOUT TO THE LORD (LYRICS)**, Song by Hillsong UNITED and Hillsong Worship,
Songwriters: Darlene Joyce Zschech
https://www.youtube.com/watch?v=gn5CMSSAx_c

Adjourn at 8:29pm

Recorded by: Neil Pfeiffer

Submitted for council review: 02/25/2026

Approved with corrections: 02/26/2026