ELIM LUTHERAN CHURCH

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OFFICIAL NOTICE

ANNUAL CONGREGATION MEETING OF

ELIM LUTHERAN CHURCH OF PETALUMA, CALIFORNIA

will be held

SUNDAY, MAY 17th, 2026 AT 12:00 PM PDT

at

ELIM LUTHERAN CHURCH

220 STANLEY ST.

PETALUMA, CA 94952

All voting members are strongly encouraged to attend.

Additional information pertinent to this meeting is contained on the following pages, including:

- Agenda
- Elections

Agenda for the Annual Meeting of Elim Lutheran Church of Petaluma, California

Sunday, May 17, 2026 at 12:00 PM

1. **Opening**
    1.1. Call to order
    1.2. Opening hymn and prayer
    1.3. Instructions on voting
2. **Adoption of the Agenda**
3. **Approval of the minutes** of the annual Congregation Meeting of May 18, 2025
4. **Approval of the minutes** of the special Congregation Meeting of February 1, 2026
5. **Reports**
    5.1. Pastor's Report
    5.2. President's Report
    5.3. Budget Report
    5.4. Other Reports
6. **General Orders**
    6.1. Presentation and adoption of the 2026-2027 Budget
    6.2. Presentation and adoption of the 2026-2027 Little Shepherd Preschool Budget
    6.3. Elections
7. **New business** from the floor
    7.1. Presentation and adoption of the 2026 Constitution Revisions
8. **Open Forum**
9. **Closing Prayer and Adjournment**

MINUTES FOR THE ANNUAL MEETING OF ELIM LUTHERAN CHURCH, PETALUMA, CA

SUNDAY, MAY 18, 2025

1. **Opening**

    1.1 Call to order at 12:35 pm
    1.2 Opening hymn and prayer - Pastor Kathryn opened with a prayer. We sang Hymn #693: Come, Ye Thankful People
    1.3 Instructions on voting (no online meeting this year)

2. **Adoption of the Agenda -** Emily Hennagin moved to adopt the agenda and Peter Labbeton seconded. Motion passed unanimously.

3. **Approval of the minutes of the annual Congregation Meeting of May 19, 2024 -** Emily Hennagin moved to approve last year's minutes and Jarene Bell seconded. Motion passed unanimously.

4. **Reports**

    1.1 Pastor's Report - Pastor Kathryn's report is attached to the Annual Report. In addition, Pastor Kathryn also honored her staff: Erin Hetrick-Hohenner, Richard Maxon, Barb Villa, and Lauren Haille. For their work in creating Elim's excellent on-line presence and streaming, she also thanked Andy Hohenner, Andrew Moore, Maria Svinth, as well as Kevin Prime whose additional behind-the-scenes presence is invaluable. Pastor Kathryn gave thank-you gifts to Andy Hohenner, Athena Labberton, and Erin Hendrick-Hohenner. Pastor Kathryn thanked the Leadership Team members for all of their hard work this past fiscal year. She thanked the Elim congregation for all of their thoughts, gifts, and prayers for her loss of her Aunt Mary and her continued facial pain.
    1.2 President's Report - Ian Graff Labberton's report is attached to the Annual Report. Ian shared that it has been an honor to serve as Elim's president and he agreed with Pastor Kathryn that the work and help of the Elim staff is "over-the-top." He also recognized the amazing results of the numerous 100th Anniversary Centennial events.
    1.3 Budget Report - Jarene Bell shared her heartfelt appreciation toward the Leadership Team and the Elim congregation. Ian Graff Labberton explained the budget for those Elim members who were not able to attend one of the Leadership Team's Town Hall Discussion Groups. The Leadership Team presented a deficit budget for the 3rd year in a row, but he noted that the deficit did not increase from last year in spite of the fact that many of our expenses continue to rise. We also benefited from health insurance costs decreasing due to Medicare eligibility of the pastor. He explained that Elim has maintained a very frugal budget, but that our individual giving has not increased along with the increasing expenses. He reported that the Leadership Team made the decision this year to decrease our expected individual giving percentage from 10% per year to 7.5% for this fiscal year. Additionally Elim's giving to the Synod

decreased from 7.5% to 7%. He stated that the Leadership Team would look for new sources of revenue in the upcoming fiscal year.

5. **General Orders**

   5.1 Presentation and adoption of the 2025-2026 Elim Congregation Budget and Little Shepherd Budget - Athena Labberton moved to approve the Elim Budget and George Matt seconded the motion. Discussion followed with Elim members asking about the deficit calculations while also getting clarification regarding the reasonably healthy cash balance in our bank account as well as our other investment accounts. Ian Graff Labberton called for the vote and it passed unanimously.

   5.2 Elections - Everyone got the ballot from the Annual Report and voted for the Leadership Team Officers and Members-at-Large; the Mission Endowment Fund Board Members; Elim voting member for the Preschool Committee; Parent voting members for the Preschool Committee; Sierra Pacific Synod Assembly Delegates for both 2025-2026 and 2026-2027; and the Nominating Committee. For specific names see the Ballot in the Annual Report. While the ballots were being counted the Congregation called out hymns and Lauren played them and everyone sang. It was reported that all people on the Ballot were voted in.

6. **New business from the floor -** None.

7. **Open Forum -** Pastor Kathryn shared that working with the new director of Little Shepherd Preschool has been fun, lovely, open and continues to improve. Little Shepherd Sunday had 175 people in attendance! Not unexpectedly, all the preschoolers know who George Matt is! Pastor Kathryn also honored Robin Merrill, Elim's ALM, at the one year anniversary of her becoming our ALM. She cataloged her many, many duties, reported how much support she provides for the pastor, and thanked her for her service to Elim.

8. **Closing Prayer and Adjournment -** Pastor Kathryn led a closing prayer and the Annual Meeting adjourned at 1:50 pm.

MINUTES FOR THE SPECIAL MEETING OF ELIM LUTHERAN CHURCH, PETALUMA, CA

SUNDAY, FEBRUARY 1, 2026

Meeting was called to order by Ian at 11:32 am

Tracy Greenwald, Reconciling In Christ (RIC) Committee Chair, began with a prayer about justice. She then introduced the other committee members who were present for the meeting: Doris Widger, Daphne Widger, Paul Haille, Linda Dorse, Andrea Nortz, Laine Gen, Rachel Albright, and Paul Hammelton. Pastor Kathryn was absent due to her recent surgery. Tracy then explained how the Elim Reconciling in Christ (RIC) committee formed and developed their goals and progressed over the past year. She reminded the congregation of their original goal to pursue adding Elim to the RIC organization that is part of the ELCA. She reported that the Pacific Sierra Synod is already an RIC synod, but they have left the decision to become an RIC church up to each individual church. Tracy refreshed the congregation's memory about the various activities that the RIC committee sponsored over the past year: a weekly information table in the fellowship hall, a luncheon, a panel discussion, and PK did a series on the Clobber passages in the bible.

Tracy explained that there are 4 main components to becoming an RIC church: willingness to marry same sex couples in the sanctuary, willingness to consider calling an LGBTQ+ pastor or leadership person, donating a self-determined amount of money to the RIC organization, and adding a specific welcome statement to our website. Since we have already done the first two things and the RIC committee planned on enough funds for a donation this year, we only needed to vote on the Welcome Statement in order to apply to become designated as an RIC church by the ELCA. The committee passed out the statement that they had developed and opened the floor to discussion. After some discussion it was decided that two additional words needed to be added. The congregation voted for this change and then a vote by secret ballot was held. Hymns were sung while the votes were being counted by Erin and Andrea. The ballots will be stored by Erin at the church office. The total vote was 69 in favor of the welcome statement, 1 opposed, and 2 abstaining which means the vote passed by 96%. Tracy will complete the final step: to send the Welcome Statement to Reconciling Works for approval to receive our designation as an RIC congregation.

Pr. Debbie McAllister gave the closing prayer.

Meeting adjourned at: 12:23 pm

ELECTION BALLOT FOR 2026-27

The nominating committee composed of Don Duffala, Dolores Frey McCloud, Rich Rodkin, Carole Rosenthal, and Nathan Widger present the following slate of candidates for the term of June 1, 2026, through May 31, 2027 (except as noted below.) Nominations may also be made from the floor at the annual church meeting.

Leadership Team Officers

(1-year terms)

- ❒ President: Mary Thomas
- ❒ Vice President: TBD
- ❒ Secretary: TBD
- ❒ Treasurer: Andrea Nortz
- ❒ _____
- ❒ _____

Leadership Team Members- At-Large (vote for 3; 1-year terms)

- ❒ Jarene Bell
- ❒ Fred Svinth
- ❒ TBD
- ❒ _____
- ❒ _____

Mission Endowment Fund Board Members

(vote for 1)

- ❒ TBD (3-year term)
- ❒ _____
- ❒ _____

(Note: The following people are already members with various term expiration dates; Adair Oesterle, (May 31, 2027); Susan Rodkin, (May 31, 2027); Peter Labberton (May 31, 2028); Tim Kellgren (May 31, 2028)

School Committee - Church Voting Members (vote for 1)

- ❒ Karen Pesutich (2-year term)
- ❒ _____

(Note: Mercedes Cooke is a member thru May 31, 2027)

School Committee - Parent Representatives (vote for 2)

- ❒ TBD
- ❒ TBD
- ❒ _____

2026-27 Sierra Pacific Synod Assembly Delegates (vote for 2, 1-year terms; 7/1/26 – 11/30/27 *Note: There are 3 events; In person in May, online in June & online in the "Fall")

- ❒ Athena Ellis
- ❒ Jerome Martinez
- ❒ _____

Nominating Committee

(vote for 5; 1-year terms, cannot have served in past year)

- ❒ TBD
- ❒ TBD
- ❒ TBD
- ❒ TBD
- ❒ TBD
- ❒ _____