

# **Redeemer Lutheran Church MMLG Agenda**

August 10, 2023@ 5:00pm

Opening Prayer

Approve June Meeting Minutes

Financial Report – Lori

Day School Report – Noah/Andy

Trustees Report – Loren

Pastor's Report – Pastor Steve

Music Ministry Report – Dan

Youth Report - Annette

Compassionate Care Ministry Report

Other Business

Facility Use Policy Revision

Incorporating as 317a Non-Profit

Closing Prayer

**Mission and Ministry Leadership Group (MMLG)**  
**Meeting Minutes**  
**July 13, 2023 5:00 p.m.**

X Steve Swanlund*	X Lori Anderson*	X Kris Hanson
Leslee Stewart*	X Andrea Cacka	Dave Morley
X Mike Fasching*	Noah Rouen	Annette Vetse
X Nancy Lamo*	Dan Oie	X Pastor Ferber
X Donna Enghauser*	Loren Krantz*	

\*voting members

**Distribution:** MMLG Members and Dan Oie, Kris Hanson, Pastor Ferber, Dave Morley, Elder Chair: Lynn Grave

The meeting was called to order at 5:00 p.m. by Steve Swanlund.

**Opening Prayer** - Pastor Ferber.

**Approval of June Meeting Minutes** - Motion to approve the minutes by Mike, second by Donna, approved.

**Financial Report** (Lori) – written report attached.

- Negative budget this month due to same issues (hot lunch and benefits trending over-budget); final payment made on bathroom remodels affected cash balance.
- We have put the RaiseRight funds in one dedicated account, they will be moved to revenue.
- Anticipate July will be a negative month but overall we are in good shape and we should end the year with a positive variance.
- Preliminary 2023-2024 budget:
  - o Lori to clarify some School Expense items with Dave Morley.
  - o An executive committee of MMLG previously approved teacher pay increases (increase teacher base pay from \$30,100 to \$36,100), and the proposed 2023-2024 budget still showed a positive variance. Three days before the annual meeting scheduled for June 27 (subsequently rescheduled), we learned some students would not be returning this fall; this impacts the budget and the new calculations show a \$26,000 deficit budget.
  - o Pastor asked about pay increases for church staff. Steve had proposed a 10% pay increase for church staff to MMLG members via email on June 17; motion by Nancy, second by Loren, motion carried June 17-18, 2023 via email vote. Pastor not previously aware of this. He expressed that he has not received concrete information about staff pay raises prior to tonight; this has been frustrating for him but he is grateful for this generous increase. A review of the proposed budget appears to reflect only a 5% increase from prior year, but Lori will check whether the proposed increase reflects a 10% increase from the actual 2022-2023 expenses (versus budget).
  - o Discussion of telephone, workers' compensation expenses.
  - o Lori will check on School Miscellaneous Expenses and Day School Office Supplies; how much is or should be budgeted for copy paper?

- o Steve prefers not to present a deficit budget, but \$26k is not a huge deficit and it provides for the much-needed teacher and staff salary increases.

**Nomination Committee.** (Mike).

- **Board of Elders** and **Board of Trustees** will have the minimum necessary number of members. Still looking for candidates for **MMLG**.

**Day School Report** (Andrea) - written report attached.

- 179 students enrolled for this fall
- Two potential student/family visits
- 4th grade is the only room at capacity
- Discussion of outstanding tuition.
  - o The Day School Board has approved the following actions to try to collect past due tuition:
    - If \$499 or less: Andrea to send email, must be paid off by Aug. 15
    - If >\$500 owed: Andrea and School Board send letter, must be paid off by Aug. 15, and must meet with principal to discuss payment plan
  - o MMLG supports this plan
  - o Steve is aware that in the past we have not followed our established policies and procedures related to late payments, and we have never pursued collections.
- Staffing updates:
  - o Natalie Blackwell—has been offered the position of Administrative Assistant.
  - o Interviewed a first grade teacher candidate, will send offer letter.
  - o No applicants for the 6th grade teacher or preschool teacher positions. Still waiting for approval from the city to use the ESC space for a preschool class.
  - o Still need math teacher, phy ed teacher, ESC position
- Have received one bid for the school P.A. system from Providence Systems; will follow-up with Providence and seek additional bid(s).

**Trustees Report** - written report attached.

**Pastor's Report** – (Pastor Ferber) written report attached.

- Linda Krantz to oversee new move-ins' ministry ([outreach.com](http://outreach.com))
- Redeemer staff leadership meeting was productive
- Gloryhouse Church leaving Redeemer, will have a goodbye fellowship hour on July 30th
- Planning for another Friendship Sunday in October

**Music Ministry Report** – no written report.

**Youth Report** – no written report.

**Compassionate Care Report** – written report attached.

**Other business**

- **Annual meeting.** Tuesday July 25th 6:00 p.m.
- **Organ committee.** Organ needs work, funds have been donated (\$81k). Steve will ask Carolyn Allmon to put together a committee and move forward with organ work.

**Motion to adjourn** by Mike, second by Donna, approved.

**Closing Prayer** - Steve Swanlund

**Next Meeting:** August 10, 2023 at 5:00pm.  
Meeting adjourned at 6:51 pm.

Respectfully submitted,

Nancy Lamo  
Secretary

**July 2023**  
**FINANCIAL SUMMARY REPORT**

INCOME STATEMENT				
INCOME	JUL ACTUAL	JUL BUDGET	YTD ACTUAL	+/- BUDGET
Regular Church Giving	55,114	52,708	664,026	31,526
Other Church Income	1,645	3,683	34,676	(9,524)
Preschool Income	2,600	17	107,295	395
Day School Income	39,851	2,042	1,022,496	(24,404)
<b>Total Income</b>	<b>99,209</b>	<b>58,450</b>	<b>1,828,494</b>	<b>(2,006)</b>
EXPENSES				
Church Personnel	28,018	29,725	353,151	3,549
Church Administration	17,235	18,383	210,958	9,642
Building and Grounds	2,984	10,729	91,241	37,509
Church Programs	500	2,058	13,322	11,378
School Administration*	22,825	20,958	281,844	(30,344)
School Personnel^	47,875	52,125	626,873	(1,373)
School Expenses^^	5,661	11,138	186,283	(52,633)
<b>Total Expenses</b>	<b>125,098</b>	<b>145,117</b>	<b>1,763,673</b>	<b>(22,273)</b>
<b>INCOME - EXPENSES</b>	<b>(25,889)</b>	<b>(86,667)</b>	<b>64,821</b>	<b>(24,279)</b>

<b>CHURCH CONTRIBUTION</b>	<b>8,022</b>	<b>(4,504)</b>	<b>30,030</b>	<b>84,080</b>
<b>SCHOOL CONTRIBUTION</b>	<b>(33,911)</b>	<b>(82,162)</b>	<b>34,791</b>	<b>(108,359)</b>

	Operating Cash	Dedicated Savings/CD	Total Cash	Dedicated Accounts
<b>BALANCES</b>				
July Ending Balance	129,546	539,783	669,329	594,698
Beginning Year Balance	105,117	667,498	772,614	751,909
<b>CHANGE</b>	<b>24,429</b>	<b>(127,714)</b>	<b>(103,285)</b>	<b>(157,211)</b>

<b>SPECIAL FUNDS</b>		
Building Repair Fund	5,855	
Waterfall Repair Fund	1,737	
Organ Console Replacement	81,555	
Technology Fund	34,378	
Memorial Fund	42,297	
<b>CAPITAL CAMPAIGN ACCOUNT</b>		
Pledged	848,231	
Received	819,826	96.7%
Spent	(718,555)	
Cash Balance	101,271	
<b>CAPITAL SPENDING DETAIL</b>		
Campaign Cost	60,450	
Auditorium Remodel	75,982	
Bathroom Remodel	187,533	
Entry Remodel (In process)	30,000	
Roof & Tuckpointing	239,482	
Live Streaming	23,985	
Sanctuary Upgrades	101,123	
	<b>718,555</b>	

BALANCE SHEET	
<b>ASSETS</b>	
Petty Cash	200
Operating Cash Account	129,546
Scrip Card Inventory	398
LCEF Accounts	37,224
Land and Buildings	12,487,000
Dedicated Savings Account and CD	539,783
<b>Total Assets</b>	<b>13,194,151</b>
<b>LIABILITIES</b>	
2016 Mortgage - LCEF	187,109
FICA Withheld/Curr Liab	0
<b>Total Liabilities</b>	<b>187,109</b>
<b>NET ASSETS</b>	<b>13,007,041</b>

DEDICATED FUNDS ACCOUNT vs CASH	
Beginning of Year Dedicated Funds Balance	751,909
July Ending Dedicated Funds Balance	594,698
Dedicated Savings Cash Balance	539,783
Transfer Sheet Timing Differences	10,202
<b>UNDER FUNDED AMOUNT*</b>	<b>44,713</b>
Beginning of Year Total Cash	772,614
Beginning of Year Dedicated Funds Balance	751,909
<b>Beg. of Year Total Cash in Excess of Dedicated Funds</b>	<b>20,705</b>
July Ending Total Cash	669,329
July Ending Dedicated Funds Balance	594,698
<b>Curr. Total Cash in Excess of Dedicated Funds Balance</b>	<b>74,631</b>

\* The Operating Account paid \$50,000 back to the Dedicated Savings Account in March.

HOT LUNCH PROGRAM	Actual	Budget
Hot Lunch Income YTD	57,936	50,000
Hot Lunch Salaries YTD	(10,094)	0
Hot Lunch Expense	(51,852)	(36,000)
<b>Net</b>	<b>(4,010)</b>	<b>14,000</b>

\* School Admin items: Employee Benefits \$30.2k over budget YTD (\$2.2k over bdtg for month)

^ School Personnel: Hot Lunch Salaries \$10.1k over budget YTD, ESC Salaries \$6.3k under budget YTD

^^ School Expenses: DS Admin \$12.0k over budget YTD, Textbooks \$3.5k over budget YTD, DS Utilities \$16.6k over budget, Hot Lunch Exp \$15.9k over budget YTD, Field Trips \$11.5k over budget YTD, DS Office Supplies \$8.2k under budget YTD

# Redeemer Lutheran Church

## Dedicated Accounts

July 31, 2023

Account Shortcut and Description	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
<b>Redeemer Church &amp; School</b>						
<b>DEDICATED FUNDS</b>						
343 Human Care	2,602.78	500.00	45.67	3,871.81	819.66	5,654.93
153 Memorials	41,485.84	260.00	0.00	3,757.45	2,946.44	42,296.85
155 Wounded Warrior Project	163.87	0.00	0.00	0.00	163.87	0.00
396 Organ Console Fund	57,200.00	0.00	0.00	24,354.63	0.00	81,554.63
397 Solstad Memorial Fund	1,737.58	0.00	0.00	0.00	0.00	1,737.58
081 Auction	29,672.01	100.00	0.00	56,975.52	34,464.35	52,183.18
375 2018 Capital Fund Drive	316,178.51	150.00	30,000.00	2,925.00	217,832.27	101,271.24
053 Interfaith Outreach	5,584.15	0.00	0.00	0.00	5,584.15	0.00
394 Misc. Fund	9.55	47.20	364.61	16,495.47	16,455.02	50.00
121 Redeemer Youth Min	700.72	0.00	0.00	272.10	346.85	625.97
086 Sanctuary A/V Equipment	139.03	0.00	0.00	0.00	0.00	139.03
298 Angel Tree	383.17	0.00	0.00	0.00	17.16	366.01
307 Building Repair Fund	4,829.77	50.00	0.00	1,025.00	0.00	5,854.77
349 Mite Box - LVVML	135.18	0.00	0.00	374.55	177.50	332.23
350 Music Ministry	2,801.88	0.00	340.50	20,048.98	12,917.59	9,933.27
103 Appalachian Mission Trip	18,727.35	900.00	2,938.78	14,273.36	17,566.11	15,434.60
359 Youth Retreat	0.00	0.00	0.00	520.00	1,576.60	(1,056.60)
021 Staff Appreciation	0.00	0.00	0.00	3,200.00	3,000.00	200.00
152 Playground Equipment	19,891.54	0.00	0.00	29,772.01	49,663.55	0.00
318 DS Tuition Prepayment Account	16,840.00	0.00	0.00	16,950.00	16,840.00	16,950.00
364 Larrie & Barbara Schulz Scholarship Fund	8,395.65	0.00	0.00	0.00	0.00	8,395.65
317 PS Tuition Prepayment Account	0.54	0.00	0.00	0.00	0.54	0.00
309 School Sports	0.00	0.00	0.00	1,255.00	113.67	1,141.33
310 School Clubs	0.00	0.00	0.00	765.00	656.07	108.93
119 Transportation Reimbursement	0.00	13,917.48	0.00	13,917.48	0.00	13,917.48
036 8th Grade Class Trip	3,177.69	0.00	0.00	32,032.51	32,735.31	2,474.89
137 Technology Fund	17,169.26	554.50	514.08	47,668.18	30,459.10	34,378.34
073 Chapel, Day School	1,683.67	0.00	0.00	4,131.30	4,200.70	1,614.27
340 STEM Technology Program	13,129.63	0.00	0.00	139.50	1,360.63	11,908.50
348 Disciples of Christ Appeal	138,415.04	1,250.00	41,552.74	90,774.58	125,823.43	103,366.19
351 Tuition Assistance Account	46,489.65	0.00	0.00	55,494.96	40,119.90	61,864.71
358 Funfest Fundraiser	4,364.83	0.00	0.00	7,951.53	9,316.36	3,000.00
401 Outdoor Sign Replacement	0.00	0.00	0.00	19,000.00	0.00	19,000.00
161 Missions	0.00	0.00	0.00	20.00	20.00	0.00
DEDICATED FUNDS Totals:	751,908.89	17,729.18	75,756.38	467,965.92	625,176.83	594,697.98
Redeemer Church & School Totals:	751,908.89	17,729.18	75,756.38	467,965.92	625,176.83	594,697.98
<b>Total for selected dedicated accounts:</b>	751,908.89	17,729.18	75,756.38	467,965.92	625,176.83	594,697.98

# Day School Report / MMLG - August '23

Principal - Andrea Cacka

- Our enrollment is down at **160 currently enrolled**. (Many families are choosing to Homeschool, which we cannot compete with. We are still receiving inquiries and several tours are scheduled for August. We also had displaced PreK families in that mix.)
- We are slowly collecting **past due tuition**. The deadline is August 20th. We will want to move forward with a plan in collecting tuition due from families who are not communicating with us and no longer have students enrolled, after Aug. 20th. There is still \$23,047.48 outstanding.
- The **YMCA** may be partnering with us to help us provide **after-school care** for students! They rent space from us and then they provide licensed staffing, as well as enrollment and billing management. We currently have 30 (K-8) students who need childcare. I am excited about this partnership.
- Natalie Blackwell is our new **Administrative Assistant**! She will start on Aug. 21st - one week before students arrive.
- Linda Edmison has been **released from service** at Redeemer Christian Academy. We do wish her well as she moves on to new opportunities.
- We are still **seeking an Algebra Teacher** from 9:20-10:00 AM, Monday through Friday. We are open to thinking creatively. (We could have instruction 3 days a week and 2 enrichment/work days.)
- I have been talking with **Luke Alliger, the band Teacher** at Mayer Lutheran. There is an opening in his schedule, and he has said he'd love to serve Redeemer band students and also provide strings: Violin, Viola and Cello!! Families are excited about this! Parents pay RCA and Mayer invoices us for his student contact time.
- Teachers attended a **Professional Development Conference** at Mayer Lutheran this past Tuesday, Aug. 8th. They received CEU's. Staff will be back in the building starting August 16<sup>th</sup> for meetings, PD, and time to prepare their classrooms.
- **CPR/First Aid Training and Bloodborne Pathogen Training** will be held on Aug. 16th for Church and School Staff.
- School staff will be participating in **Active Shooter Training** held on Aug. 24th put on by *Protect His House* Ministry.
- RCA was awarded a **TAG Grant, from MN South District**, in the amount of \$10,000 to help fund curriculum and materials for the additional First Grade classroom.
- **Our theme for the school year** (from LCMS) is **"Connected" based on John 15:5** which states, *"I am the vine, you are the branches. Whoever remains in me and I in him will bear much fruit, because without me you can do nothing."* In addition, we will be tying in the "Fruits of the Spirit" from the 'vine'...each month, we will focus on a fruit/character trait in our Chapel talks, Staff devotions, class/school focus and other messages each month. (The Fruits include: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-Control.)

## **Capital Projects**

### **Church Lobby Area**

Remodeling of the entry and church lobby is nearing completion. The remaining items consist of:

- Installing ceiling tile which is currently on back order and estimated to arrive in approximately 2 weeks
- Cabinetry consisting of the receptionist's desk and a counter area

The remaining construction should not impact use of the lobby area by the church or school for more than one or two days during the final installation.

## **Other Items**

### **Elevator Replacement**

The State of Minnesota will be adopting a new safety code for elevators which will require replacement of Redeemer's elevator controls and some hardware. Once the new code is in place, we will have 60 days to come up with a compliance plan, and then up to 5 years to become compliant. Budgetary costs provided by MEI for new controls and hardware is \$75,000. In addition to the elevator itself, there may be other costs between \$10,000 and \$20,000 to meet the updated code. This is an item that will need to be budgeted for in the future.

### **Asbestos AHERA (Asbestos Hazard Emergency Response Act) Inspection**

The onsite inspection of the church and school has been completed by Legends Technical. They are currently in the process of completing the Management Plan. Legends Technical is going to be on site August 14<sup>th</sup> to re-inspect for the presence of any asbestos in a couple of areas. The Management Plan should be completed by late August.

### **Building Prep for the 2023-24 School Year**

Jim Menzel has been busy this summer painting areas in need of a fresh coat of paint, stripping and refinishing the tile floors within the church and school, and using a commercial carpet cleaner to clean the carpeted areas within the school. A list was also developed for the Trustees of repairs and improvements that were requested by the school principal to be completed before the start of the school year. That list is nearing completion.

### **Paging System**

School Board, Dave Morley, and the Trustees have been working on securing bids for a paging system to be installed throughout the church and school. To date, two quotes have been received with the content and pricing varying significantly. We are working with one of the bidders, Providence Systems, to refine their bid. We are also seeking bids from other sources. The paging system will be funded by the School Board discretionary account.

### **Door Entry Locks**

Trustees are investigating the feasibility of installing electric latches on the lobby doors and school entry doors. These doors would then function the same as the existing electric latch door at the lobby entrance. This will eliminate the use of a hex key to unlock the doors. In an emergency, electric latches would allow you to lock the bank of doors by releasing the door latch override button. The goal would also be to have the existing lock down buttons engage all the locks.

### **Newly Elected Trustees**

Hank Radintz, Andy Solstad and Dan Shoemaker are the newly elected Trustees, and join the current members Lori Anderson, Chuck Koeplin, and Loren Krantz. The board plans to meet in early September to discuss the status of the Capital Projects, maintenance issues, upcoming Work Day, and select a new Chairman of the Board of Trustees.

### **Surplus Inventory**

We are in the process of trying to sell 5 church pews removed from the transept, a 4 place swing set removed from the playground, 6 blackboards, and 1 36" high carpeted counter. If you know of anyone interested in purchasing any of these items, please have them contact the church office. Or, if you know of a church or school that could use these items, we would consider donating them. They will be listed on FaceBook Marketplace or Craig's List in the near future.



## **JULY 2023 COMPASSIONATE CARE REPORT FOR MMLG**

August 2, 2023

### **MONTHLY ACTIVITY**

#### **Baskets:**

Three large charcuterie trays were assembled and given to 3 members and their families along with Scriptural encouragement, flowers, and miscellaneous items meant to bring cheer. These gifts came along with visits to 2 recipients.

#### **Transportation:**

There were no transportation requests in July.

#### **Cards:**

Two "Thinking of You" cards were sent out. I continue to look for someone within the CCM who would like to serve in the card ministry specifically.

#### **Visits:**

July 5, Kristal and Pam visited a member in the hospital and took flowers and a large blueberry muffin. On 7/6 Kristal followed up with a visit to a member in her home who is recovering from surgery.

Tim and Kristal A. visited a post-surgical member and brought flowers.

Future plans are being made for possible involvement in the Back-to-School Event on 8.27. (Waiting for volunteers)

A fall meeting will be held on Thursday, September 21 for existing and new CCM members.

Extra Program year activity planning is underway to include CHURCH WORKER APPRECIATION in October, CHRISTMAS COOKIE BOXES in December, and HOLY WEEK/EASTER BAGS to our Homebound in March.

As I move forward, I am in prayer seeking God's direction and will for this ministry to our church and school families. I would value your prayers as well. Thank you.

Respectfully submitted,

Pam Swanlund

AMENDED & RESTATED ARTICLES OF  
INCORPORATION OF  
REDEEMER LUTHERAN CHURCH OF WAYZATA, INC

The undersigned, being of full age, for the purpose of electing to be governed as a non-profit corporation under Minnesota Statutes, Chapter 317A, and laws amendatory and supplementary thereto, hereby adopt the following Amended & Restated Articles of Incorporation of the Redeemer Lutheran Church of Wayzata:

ARTICLE ONE  
Name

The name of this corporation was originally The Evangelical Church of the Redeemer, which was changed to its current and continuing name, Redeemer Lutheran Church of Wayzata, Inc. (hereinafter referred to as the "Church").

ARTICLE TWO  
Registered Office

The location and post office address of the registered office of the Church is 115 Wayzata Boulevard West, Wayzata, Minnesota 55391.

ARTICLE THREE  
Purpose

The Church is organized exclusively for religious, charitable and educational purposes, including for such purposes of making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future federal tax code.

ARTICLE FOUR  
Religious Purposes

The religious purpose of the Church is to furnish a place of worship for the congregation and to attend to and manage all temporal affairs of the congregation. All properties of the congregation shall be held in the name of the Church. The Church is affiliated with the Lutheran Church-Missouri Synod (LCMS)

ARTICLE FIVE  
No Pecuniary Gain

The Church is organized as a non-profit corporation. The Church shall in no way, directly or indirectly, incidentally or otherwise, afford pecuniary gain to any of its members, directors, officers or other private persons, nor shall any part of the net earnings of the Church in any way inure to the benefit of or be distributable to its members, directors,

voting members who continue to adhere in confession and practice to the confessional standards set forth in the Church's Constitution. In the event the congregation dissolves, all property shall be disposed of by the voters' assembly at the final meeting of the voters' assembly for the payment of all debts, liabilities, and just claims against the congregation. Thereafter, all surplus (if any, and all rights connected therewith) shall be conveyed to, and become the property of, The Minnesota South District of The Lutheran Church—Missouri Synod. Upon the dissolution of this corporation, under no circumstances shall any distribution of assets of this corporation be made to organizations that do not qualify as an exempt organization under the provisions of Section 501(c)(3) if the Internal Revenue Code in effect at that time.

IN WITNESS WHEREOF, the undersigned has hereunto set his hand this \_\_\_\_ day of \_\_\_\_\_ 2023.

\_\_\_\_\_  
Steven J. Swanlund, President

**Corporate Resolution of the  
Voter's Assembly of  
Redeemer Lutheran Church of Wayzata**

WHEREAS, on May 22, 2023, the voter's assembly of Redeemer Lutheran Church of Wayzata ("Redeemer") duly approved, amended and restated its Constitution and Bylaws;

WHEREAS, Redeemer has been advised by the Minnesota Southern District of LCMS that is advisable for Redeemer to elect to be governed as a religious corporation by Minnesota Statutes Chapter 317A, rather than continue to be governed under Minnesota Statutes Chapter 315, under which it was incorporated in 1944;

WHEREAS, the Missions and Ministry Group (MMLG) of Redeemer has approved Redeemer electing to be governed by Minnesota Statutes Chapter 317A and the Amended & Restated Articles of Incorporation to be presented to the voter's assembly;

WHEREAS, at a duly called, noticed and held voter's assembly meeting, the voter's assembly approved by a vote of 75% or more of the voter's assembly, the following resolutions:

RESOLVED, that Redeemer shall elect to change from being a religious society incorporated under the provisions of Minnesota Statutes Chapter 315 and become governed under the provisions of Minnesota Statutes Chapter 317A as a religious non-profit corporation.

RESOLVED FURTHER, that the officers of Redeemer are authorized and directed to file in the office of the Minnesota Secretary of State Election to Chapter 317A, a copy of which is attached hereto and incorporated herein by reference.

RESOLVED FURTHER, that the Amended & Restated Articles of Incorporation of Redeemer Lutheran Church of Wayzata, Inc., a copy of which is attached hereto and incorporated herein by reference, are hereby ratified and approved in its entirety.

RESOLVED FURTHER, that the officers of Redeemer are authorized and directed to file the Amended & Restated Articles of Incorporation of Redeemer Lutheran Church of Wayzata, Inc. in the office of the Minnesota Secretary of State Election to Chapter 317A substantially in the form and substance presented to the voter's assembly and attached hereto.

RESOLVED FURTHER, that the officers of Redeemer are authorized to pay all costs and expenses in connection with making these filings and changes.

IN WITNESS WHEREOF, the President and Secretary of Redeemer Lutheran Church of Wayzata by signing below confirm that the forgoing actions and resolutions were duly adopted at Redeemer's voter's assembly on the \_\_\_\_ day of \_\_\_\_\_, 2023.

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Steven Swanlund, President

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Nancy Lamo, Secretary