

True North Church
2025 Annual Vision Meeting
Minutes
March 2nd, 2025 - 6:00P

Meeting commenced at 6:05 PM

Worship

1. Devotion Time

Pastor Mark Zweifel - Kingdom Arithmos

I. Acts demonstrates to us that kingdom arithmos is important

II. In Acts, growth is expected and normalized

III. Growth creates systems and leadership challenges

Stages of Organization & Group dynamics

1, Form

2. Storm

3, Norm

4. Perform

5. Adjourn & Mourn

I. In 57 weeks, we will be adjourning from our current stage

II. In the next 18-24 months, we will take on a new form

III. Our new form will create storms for:

A. Our systems

B. Our leadership structures

C. Our attendance demographics

IV. God will help us establish a new norm

V. Our new norm will allow us to perform at a higher level of Kingdom Arithmos

2. Roll Call - Quorum

Secretary - Dan Brough - Quorum established at 87

3. Presentation of Minutes

Motion to approve 2024 Business meeting minutes as presented, seconded,
approved

4. Finance report

Business Administrator - Pastor Dan Brough

Total income for the year almost \$3.8 million

5 year income comparison - 2024 high year

Total expenses for the year almost \$3 million

Capital Investments property and facility as well as source of funds

Financial position

Motion to approve Financial Report, seconded, approved

Questions

Q: who is CEP? (A: Church Extension Plan; current mortgage holder)

Q: don't see debt reduction, looking for clarification on increase of liabilities. (A: liability to American Mechanical should have been presented last year and wasn't)

5. Pastor's Report

Mark & Heidi are living their best days. Love Fairbanks. Prayer to have their kids graduate here and get married here. Honored to be here. Serve with an incredible board. Staff guided, Advisory Board guarded, membership gifted.

Stepping off of the board this term is Amy Temple and Rob Koenig. Amy Temple is a servant who doesn't need the attention. Rob and Arlene are a blessing. Rob knows more scriptures than anyone. Kind and gentle person. Arlene has helped with the book keeping and systems. Rob has allowed his name to stand for re-selection.

Other members of the board:

Daniel (& Celina) Clift

Gary (& Anna Marie) Swoffer

Dan (& Carol) Schwietert

Holly (& Don) Cervin

Robin (& Stephen) Brooks

Gary Swoffer is currently Treasurer

Dan Brough is currently Secretary

Staff Organization

Mark - Senior Pastor - where we're going

Rob - keep things moving (ministry staff)

Dan - make things work (finances and facilities)

Pastor Rob: we have an incredible team. Privilege to have hands on multiple lanes of ministry.

How do you sum up 2024 at True North?

Want to look at numbers, but every number has a story.

Intro Pastor Matt

Pastor Matt shares story of Tricia who got plugged in because she found a place where she could grow in the Lord, and where here kids could grow as well.

Matt intro'd Next-Gen Team:

Jordan Lager and Raven O'Brien - Early Childhood (0-Pre K)

Bailey Gross - Kids (K-5th Grade)

Reach more kids than many churches have in total attendance each Sunday

Put on Mega Sports Camp (reaches ~300 kids each year)
Bryce (& Braxtyn) Gerald - Youth ministry - over 100 teens every Sunday evening
Partners with Fellowship of Christian Athletes (FCA) at local high schools
Cole Gross - young adults
12 Young Adult life groups in 2024

Rob: we've been seeing attendance greater than we've ever seen.
Adult Ministries team:

Jen Gerald - first impressions team - 140 team members
817 first time visitors (that's just the number who filled out the card)
- Connections team - phone calls/follow up to first-timers

Mark Futter - Safety Team - 33 gentlemen

Matt Gerald - Cafe Team - 15 serve team members - over 10,000 drinks in 2024

Heidi Zweifel - worship

Clarence Goward

Tessa Herro

- worship and production team

Matt - Life Groups - learn in rows, grow in circles

120 leaders; 105 life groups; over 1,100 people attending

Heidi - MOPS - 20 table leaders, 80 moms; 60% Military-connected Moms

55+ Bible Class - Led by Nels and Lorrie Church (retired in 2024); currently led by Chuck Kuhns

Mark Futter - Care Groups (Divorce Care, Cancer Care, Grief Share); about 20 weekly
launched Celebrate Recovery (led by Matt and Miklene); about 30 weekly

2024 - 120 people told us they said yes to Jesus (filled out a connect card to let us know)
many more rose their hands last year
- 115 water baptisms in 2024

Billy & Brittany Starkweather - Nenana

Billy: 16 Salvations, 4 Water Baptisms, 4 students went to Fine Arts (young people developing gifts from God); 2 Mega Sports Camps (1 during Spring Break); mentored a couple from Anderson to provide Mega Sports Camp in their community; 12 Days of Christmas - allows us to be a light in the school (55+ Provided all the gifts in 2024)

Rob: None of this happens without leadership. Mark seeks the Lord and trusts the Lord. Thank you for your leadership.

Mark: Invite Billy Smith to talk about True North Learning Academy

Billy Smith (True North Learning Academy Director): Thank you to Pastor Mark for the opportunity. Faith based academy. Open for 7 months. 42 students enrolled, currently hiring additional staff to be fully enrolled. Every interaction we have with a child is the potential to impact that child for the rest of their life.

Mark: we will be erecting a new playground at the daycare with a grant we received from the state.

Motion to receive the pastor's report as presented, seconded, approved

6. Building Report - suspended until after New Business

7. New Business

A. Selection of Official Board

Updated nomination process last year with by-law change. All eligible members are screened for serving, giving, and participation in life groups. From those names, list of names was provided to board to pray over. Names were then presented at board meeting and board members stated names corporately. Each nominee moving forward had 5-6 nominations from the board. Clear consensus of names to move forward in process.

Nominees to present to the membership:

Chris Chestnut, Eric Graham, Trent Hubbard, Rob Koenig (incumbent)

Prayer over selection process.

Amy Temple selected Trent Hubbard

Gary Swoffer selected Eric Graham

New Board selections are anointed with oil and prayed over by outgoing board members

Rob Koenig prays over Eric Graham

Amy Temple prays over Trent Hubbard

B. Ratification of Secretary

Dan Brough presented as nominee to the membership

Membership ratifies selection of Dan Brough as Secretary

C. Ratification of Treasurer

Gary Swoffer presented as nominee to the membership

Membership ratifies selection of Gary Swoffer as Treasurer

6. Building Report

Went through personal reconciliation over price of construction. "Take Another Lap". Did construction of steel structure in 2023 in Faith, paid off construction in 2024; Dennis Michel offered us a line of credit on the construction at 0% interest through last year. We failed to present this as a liability at last year's business meeting; God told Mark, "Let's Go!" In

January, 2024. Mark talked to Tim Tropperman and was pointed to Mike Davis. Mike was brought in as Project Manager in April. Mike looked at plans and immediately shaved \$1.4 Million off of the price. Mike did this service at no cost to the church. Went through Value-engineering process April-October. Opened up Request for Proposal (RFP) in November, and received proposals in December. Held a selection committee meeting and selected Facility Contractors LLC (David Roemhildt). Builds Alaska Commercial grocery stores throughout the state, owns Fairbanks ACE Hardware. December/January - additional value engineering as proposed by companies as part of RFP Process. Solidified final price in January.

Graph to show comparison of bids from competing companies. Signed contract with Facilities Contractors at final contractor bid of \$7,999,200 (reduction of \$4,800,800 from original proposal).

Graphic showing Budget to finish:
Contractor: \$7,999,200
5% Unforeseen Expenses: \$400,000
Media Equipment: \$850,000
Owner Furnishings: \$350,000
Total Budget: \$9,599,200

Walk through timeline from today to opening for Easter 2026

Questions:

Is the timeline realistic?

Yes (affirmed by Mike Davis)

What does Owner Furnishing entail?

Chairs, signage, cafe items, furniture, and other items necessary for regular function outside of construction and A/V materials

Who is doing the A/V?

Sweetwater, includes installation

Is it possible to utilize some of the furnishings we have here?

Chars will need to be new, but everything we can take from the current facility we will bring with us.

What will happen with the prayer trail?

Want it to be used; part of the purpose of trail was to reduce tax liability; much of existing prayer trail will become new parking lot.

Is there a campaign to move forward in recruiting and increasing memberships?

No active campaign to launch. Stick with evangelism focus/ people bringing people

Has there been any consideration of new utility costs?

Cannot factor that in until facility is open

7. New Business (cont.)

D. Approval for Sale

Banks require sale of Airport Way building to approve financing. Even if we kept 2830 Airport Way, we would not have had capital on hand to renovate facility into a school.

Motion to approve sale of 2830 Airport Way, second

Open for discussion

Appraised value is \$3.8 million; no local comps at the time; Friends church recently sold at \$208/sq ft. Using that as comp point in conversation; established starting point at \$6.4 Million (\$225/sq ft). Multiple interested parties. Have had multiple walkthroughs from multiple interested organizations.

Questions

Q: Will the voting membership have a say in the buyer? A: The bylaws state that the membership will approve the sale and the board will approve the sale price. Q: Will the membership be notified at that time who the buyer is? A: Absolutely

Q: Will the sale of Airport Way bring down the principal of the loan amount for the College Rd project? A: Yes. Once sale is completed, loan will be re-amortized at new amount.

No further questions. Open for voting using online system.

Final Tally: Yes - 81, No - 1

E. Loan Approval

Approval also requires 2/3 majority of quorum

Seeking approval for \$14.8 million to finish project at College Rd property.

Move to approve borrowing \$14.8 Million, second

Open for discussion

Will require an amendment.

Total Financing Needs:

Total budget to finish: \$9,599,200

Pay off current liabilities: \$6,400,000

Upfront to borrow: \$16 Million

Long Term Liability after sale of Airport Way building: \$10-12 Million

We do have to borrow to finish, then we will pay down amount after sale of Airport Way.

Graphics walking through potential mortgage amounts. Mortgage rate is not fixed; sits at Prime (currently 7.5%) + 0.5%. If Prime drops, our mortgage rate drops. Mt McKinley Bank wants to work with us. Love the vision and the mission. Want to work with us Long Term.

Questions:

Statement: Big mortgage requires big faith. Q: Is this \$16 Million on top of existing liabilities? A: No. \$16 million includes moving current liabilities to Mt McKinley. They will not operate in second position, so we have to move all current loans to them.

Statement: this is a Risk, but we have a God who has invited us to walk in Faith. We're believing for large facility that will reach a large number of people.

Q: Is there the stability in the community to sustain this building? A: there are things outside of our control; not worried about the Mormon temple coming in. Believe our best days are ahead.

Q: Are we sure that the people interested will not back out of the agreement if we sell before we move out? A: Interested group is willing to invest earnest money to hold the property

Q: What happens if we aren't able to finish on time, but we have already committed to a date? A: we will work out flexible terms of exit to make sure we aren't without a functioning facility.

Motion to amend motion from \$14.8 Million up to \$16 million, seconded, motion to amend passes

Vote to approve borrowing up to \$16 Million: Yes: 73, No: 0

During voting: Sharing from Matt Kane about Care Groups and people being reached and growth into leaders

Blessed to be a part of this church and by the body and the staff of this church

8. Adjournment

Motion to adjourn, second.

Prayer led by Chuck Kuhns over the future of True North leading into 2026 and through this process.

Scott Tompkins: encourage the body to be excited about moving forward. Excitement about what God is going to do and how many people we're going to be able to reach.

Vote to adjourn approved