

**Voters' Assembly Agenda  
Lazarus Lutheran Church  
February 8, 2026**

**Welcome & Prayer** (Mike Adrian, Chairman)

- Happy birthday, Lazarus Church!
  - Three years ago we chartered as an official congregation on 01/22/23!
  - Six years ago we launched public worship on 01/20/20!

**2025 Congregational Highlights:**

- Baptisms: 5 (9 in 2024; 5 in 2023)
- Worship Attendance: 82 average (72 in 2024; 55 in 2023; 48 in 2022)
- Membership growth (Covenant Members + Kids)
  - 105 (100 in '25; 78 in '24; 66 in '23)
    - 8 members and 5 friends sent to other congregations
- Discipleship Groups: 9 (7 in '24; 5 in '23) [see [www.LazarusChurch.com/groups](http://www.LazarusChurch.com/groups) ]
- YouTube Views:
  - 2025:
    - 6911 views of all videos including "Shorts"
    - 2991 views of live worship services with average view duration of 15:36
  - 2024:
    - 3125 views of all videos
    - 2600 views of live worship services with average view duration of 16:43
- Tithes contributed and beneficiaries:
  - \$35,777.00 given in 2025 to support the following ministries: Texas District LCMS, Ignite Church, and the forming Splendora Church Plant.
  - 2024: \$30,559.50 + a \$10,000 gift for Harvest Partnership
  - 2023: \$26,768.50

**Strategic Goal Report**

***Becoming a hub for multiplying and incubating  
everyday missionaries, Gospel experiments, and future church planters.***

- Everyday Missionaries (Harvest Workers, Luke 10:02)
  - Sunday Teams / Special Projects
  - Spiritual Care Team / Leadership Team
  - "Story Share" recaps
- Gospel Experiments: VBS in a Box
  - Three successful VBS in a Box events were able to reach 16 students!
- Future Church Planters:
  - Seminary Church Plant Laboratory (April 2025)
  - Lay Leader Church Planting Immersion (July 2025)

## Strategic Plan Recap and 2026 Goals

### ***Strategic Plan:***

***Becoming a hub for multiplying and incubating everyday missionaries, Gospel experiments, and future church planters.***

- Developing & deploying everyday missionaries (missionally-engaged “harvest workers”) equipped to serve in the places where they live, work, play and worship.
- Becoming a “Gospel Frontlines” research & development hub where “Gospel experiments” can be tested and results can be shared with future church plants.
- Becoming a future church planter equipping and sending hub for training both professional ministry leaders and lay leaders; see [lazaruschurch.com/churchplantertraining](https://lazaruschurch.com/churchplantertraining)
- Engaging in wise financial stewardship in order to be a generous financial resource for future church plants
- Continuing to develop and test policies and best-practices in order to be an intellectual capital resource for future church plants.
- Continuing to exercise and celebrate the mission of Lazarus Church by walking with Jesus through the rhythms of discipleship.
- Inviting disconnected people into our walk with Jesus as individuals, discipleship groups, and the Lazarus Church family.

### ***The Mission of Lazarus Church***

Responding to the Gospel, the mission of Lazarus Church is to connect disconnected people to Christ, His Church, and His kingdom calling for their lives. To that end, the members of this Congregation strive to be resurrected disciples inviting people to walk with us as we walk with Jesus. Walking with Jesus involves the following rhythms of discipleship: rest, read, worship, study, celebrate, serve, and pray.

### **Financial Results - 2025 Actuals & 2026 Budget:** (see attached)

- Summary (Jennifer Roberts, Treasurer)
- Vote to approve the budget (Mike Adrian, Chairman)

### **Leadership Team Election** (see attached page for candidate photos & bios)

- Summary (Mike Adrian, Chairman)
- Vote to elect open Leadership Team position (Mike Adrian, Chairman)

### **Lazarus Birthday Celebration & Sending:**

- Thank you Lindsay Adrian & volunteers!
- Instructions for food / activities and prayer

Summary of Financial Results & 2026 Budget						
	Year ended December 31, 2022	Year ended December 31, 2023	Year ended December 31, 2024	Annual Budget December 31, 2025	Year ended December 31, 2025	Annual Budget December 31, 2026
<b>Revenue</b>						
Tithes/Offerings	\$ 145,976	\$ 181,744	\$ 327,869	\$ 251,000	\$ 274,892	\$ 262,386
Grants Received	69,635	17,838	5,000	-	496	-
Other Income/Donations to Specific Funds	1,400	4,381	2,051	-	1,225	-
<b>Total Revenue</b>	<b>217,011</b>	<b>203,963</b>	<b>334,920</b>	<b>251,000</b>	<b>276,613</b>	<b>262,386</b>
<b>Expenditures</b>						
Facilities Expense	34,328	28,408	29,672	35,300	35,403	36,753
Administrative Expense	6,410	11,700	11,329	14,550	13,762	15,681
Ministry & Worship Expense	8,093	9,034	9,238	11,150	10,429	12,468
Labor & Benefits	117,989	127,856	135,633	148,927	143,020	148,719
Other	97	-	-	-	-	-
<b>Total Expenditures</b>	<b>166,917</b>	<b>176,998</b>	<b>185,872</b>	<b>209,927</b>	<b>202,614</b>	<b>213,621</b>
% Increase	n/a	6.0%	5.0%	12.9%	9.0%	5.4%
<b>Other Income</b>						
Interest Income					4,964	7,197
<b>Total Other Income</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,964</b>	<b>7,197</b>
<b>Other Expenditures</b>						
Depreciation Expense (non-cash)	5,318	5,309	4,431	3,210	3,214	3,214
Grants/Contributions to Others	21,662	20,010	33,532	25,100	27,991	26,239
Designated Funds Used	2,560	4,419	1,950	1,000	136	1,000
<b>Total Other Expenditures</b>	<b>29,540</b>	<b>29,738</b>	<b>39,913</b>	<b>29,310</b>	<b>31,341</b>	<b>30,452</b>
<b>Net Income</b>	<b>\$ 20,554</b>	<b>\$ (2,773)</b>	<b>\$ 109,135</b>	<b>\$ 11,763</b>	<b>\$ 47,622</b>	<b>\$ 25,509</b>
<b>End of Year Cash Balance (2026 - Estimate)</b>	<b>\$ 260,336</b>	<b>\$ 248,084</b>	<b>\$ 370,875</b>	<b>\$ 371,102</b>	<b>\$ 407,624</b>	<b>\$ 425,927</b>

Key Notes								
<p>-BACKGROUND - Harvest Partnership provided funding through September 2022. In 2023, Lazarus became 100% independently funded, resulting in cost increases to also reflect such status (e.g. insurance, benefits). Although we will continue to pursue grants, a minimal amount of funding had been expected for budget purposes in 2026; however, we were able to obtain various grants through Thrivent to support some community outreach activities the impact of which are not reflected in the above results. Accounting is recorded on cash-basis, with adjustments beginning in 2025 to capture expenses for significant payments not timed with the underlying expense.</p>								
<p>-INCOME - 2025 Budget assumption includes 10% growth in tithes/offerings (with the exception of one-time ad hoc gifts). 2025 Actuals were less than this until one-time significant gifts received in December. 2026 Budget assumption will be lowered to 5% and provide conservative basis to forecast for the upcoming year. Cash reserves in excess of short-term operating needs have been strategically invested into liquid (savings and short-term fixed rate investments) to generate additional resources through interest income and preserve funds to build towards future Harvest Partnership goals.</p>								
<p>-EXPENSES - 2025 included known worship facility costs, along with labor and benefits increases. Expenditures for 2026 are based on expectations for the upcoming year, including approved labor and benefits increases.</p>								
<p>-OTHER - Depreciation expense is non-cash, but sets a reasonable budget for 2026 capital outlays if needed (e.g. worship equipment, computers, etc.). Aside from a tablet replacement, there are no specifically identified capital outlays currently planned for 2026. The only sizable purchase in the previous year consisted of a play yard replacement.</p>								
<p>-GIVING - Lazarus Church believes God can do more than what we can do and sets the example of tithing 10% of its revenues for outside missions and plant churches. Payments are made in quarterly arrears and are directed to LCMS Texas District and organizations associated with the Harvest Partnership. As of December 31, 2025, \$9,645 was outstanding to remit to other organizations and represents the only liability at this time.</p>								

## 2026 Leadership Team Election

In the first three years since Lazarus Church's charter, the election of Leadership Team officers has been suspended as we followed our [bylaws \(17.3\)](#). This year, Jennifer Roberts has agreed to step down from her role as a Leadership Team officer, but will continue to serve as the congregation Treasurer. That means we will be electing a new Leadership Team member at this Voters' Assembly who will serve with our remaining Leadership Team members. Mike Adrian and John Rice will continue to serve in 2026, and will similarly be rotating off of the board in years to come. Leadership Team members are elected to a three-year term with the goal of one third of the team being replaced annually.

Under our governance model, the Voters' Assembly (that's you!) delegates the authority of legal representation and establishing policy to the Leadership Team. Operational matters are delegated to the staff under the direction of the Pastor who ensures that the paid and volunteer staff operate within the policies the Leadership Team establishes. You can see how important it is to have the right people serving in the critical role of the Leadership Team!

Following our bylaws, our Chairman (Mike Adrian) formed a Nominating Committee consisting of the current Leadership Team, the Pastor, and two members of the Voters' Assembly (Michelle Gastler and Carey Carr). The congregation was given the opportunity to share nominations in addition to the nominations of the committee. The following individuals have received the endorsement of the Nominating Committee and have agreed to serve if elected. Our task as the Voters' Assembly is to elect one of them to the available position on the Leadership Team. The photos and brief biographies of the candidates are listed below in alphabetical order.

### Carey Carr



Carey has been part of the church family for five years and has loved getting involved, especially serving with the 4th–6th graders in Children's Church. Investing in kids and watching their faith grow has become one of the highlights of his time here. Before joining this congregation, Carey and his family were members of Resurrection Lutheran Church.

Outside of church, Carey works in the HVAC industry and has held several leadership roles throughout his professional career. He enjoys spending time with family, cheering on Houston sports, and taking on endurance events. He tries to bring the same steady commitment, teamwork, and positive attitude into every area of life — including serving the church community.

*(Stephanie Moreland & Mike Turner's information on following page)*

### **Stephanie Moreland**



Stephanie Moreland is a strategic leader with deep experience aligning organizations across both corporate and creative environments. As Director of Operations at ELL Creative, a 40-person marketing agency, she leads with strategic vision and operational rigor in a fast-paced setting and is chartered with strengthening client retention while supporting employee satisfaction.

Previously, Stephanie held corporate communications and marketing roles at large organizations, where she was recognized for building high-performing teams, developing scalable communication frameworks, and connecting strategy, policy, and people to drive meaningful outcomes.

Outside of work, Stephanie puts her chaos-wrangling skills to daily use as the mom of three active kids, ages 6 to 19, expertly managing schedules, logistics, and chauffeuring duties. She is a Birnham Woods Elementary PTO volunteer, third-grade room mom, and Orwall Baseball team parent.

Stephanie and her husband, Jonathan, are charter members of Lazarus Church. She co-chaired the Lazarus Charter Celebration in 2023, led a monthly ladies' book group, and is a current substitute teacher for Lazarus Kids. A lifelong member of the Lutheran church (even though she attended a Baptist university), she brings her faith and community involvement into every aspect of her life.

### **Mike Turner**



Mike Turner is a child of God, a devoted husband, father, and grandfather, and a recently retired aviation professional with a long and distinguished record of service. He spent 22 years on active duty in the U.S. Army, retiring as a Chief Warrant Officer 4 after many deployments supporting military and humanitarian missions.

After his military service, Mike continued to serve others through a broad civilian aviation career, including roles in emergency medical aviation (Chief Pilot at Memorial Hermann LifeFlight), private aviation, and aviation management. He fully retired in May 2024 upon their move back to Houston from Louisiana.

Raised as a Navy brat in a Southern Baptist family, Mike has spent the past 26 years worshipping in LCMS or PCA congregations at US locations with his wife, Dee. Their family spent nine meaningful years at Christ the King Lutheran Church in Kingwood, where Masen and Malek (20 year old twins) were confirmed. While living abroad, Mike also served three years as a vestry member at an Anglican church in Edinburgh, Scotland.

Above all, Mike loves Jesus as his Savior and desires that others come to know His redeeming love.