

**HOLY SHEPHERD LUTHERAN CHURCH
COUNCIL MEETING MINUTES
April 16, 2018**

Present: Jeff Braden, Scott Ikenberry, Jackie Johnson, Kevin Klinkerfues, Jamie Curry, Winston Herbert, (Non-Voting Member: Pastor Kari Reiquam, Jim Freeman).

Absent: Emily Parkhurst, (Non-Voting Member: Pastor Michael TeKrony)

Call to Order: The meeting was called to order by Jeff Braden at 5:00 PM.

Devotions: Pastor Kari led devotions and prayers.

Guest Report: Jim Freeman attended to give an update for the Safety and Security Team (SST). Jim reported that Agent Martinez from Jefferson County did a tour of HSLC to provide them with some suggestions on how to improve safety and security around the area. One suggestion is to trim back the trees east of our sign by about 6 feet to provide a clearer view of the area. Additional trimming of other bushes would also help in this area. The SST is working on getting quotes for additional cameras and panic buttons (these buttons would be used to lockdown the doors if there was an outside threat). The team would like to do some training for fire drills and also “shelter in place” events like tornados. Timing of these is not something we want to do during a worship service but Jackie suggested that maybe they could be done at the end of the service prior to dismissing the congregation. Additional safety concerns would be address by looking to update some signage around the church and Jim had some concern about the kneelers being located in an exit hall by the bell choir rooms. He will talk with the office about another place to store these when not in use.

Minutes: Kevin motioned to approve the February minutes after a grammatical change, Winston second. Motion passed.

REPORTS

President’s report: Jeff Braden

Jeff reported that his job has been getting busier with some out of town duties and he may have to miss a meeting or two over the summer.

Vice-President Report: Jamie Curry

Nothing at this time.

Pastor’s Report: Pastor Kari

She has collected some suggested names from Jeff, Pastor Michael and the staff for the transition team. She has started talking with a few of these people and will work on a job description for that team. Both pastors and Emily Johnson recently attended a community justice seminar focusing on building one on one relationships in the community. Pastor Kari is working with staff and reading through the Transitions book with them.

Staff Reports: Karen Novess

See attached report. A few highlights: Service day with be May 19th and 20th. Discussions are happening around moving the confirmation celebration to spring from fall due to the large time off over the summer months.

Vision: Kevin Klinkerfues

Kevin met with Pastors Michael and Kari and with Karen to discuss the history of the team. How can the Vision Team history and knowledge be used with the transition team? Next meeting early May.

Personnel: Winston Herbert

Met with Karen to learn more about her role at HSLC. Had a discussion with Portico (the benefits provider) to review health insurance options and he has some basic costs. Council will discuss again later this fall.

Financial: Scott Ikenberry

Scott provided the financials through March (see attached). We have exceeded our budgeted net income for the first three months of the year.

Ongoing business:

- Action Items – No updates at this time

New Business:

- Proposed worship changes. Kari shared the rationale behind her thought process on this proposal along with the feedback that she has already gotten from many members of the congregation (see attached draft). Some of the same issues on the draft were discussed by council: logistics on parking, adult education time, traditional versus contemporary styles of service, fear of change. After much discussion, Kevin asked with we could shorten the proposal time to more of a “pilot” program through the summer only? A suggestion was made to have another meeting with council and worship and music to evaluate further.

The meeting was adjourned at 7:31.

Respectfully submitted,
Jackie Johnson, Secretary

Holy Shepherd Lutheran Church
Combined meeting with Council and Worship & Music
Meeting Minutes
April 24, 2018

Present for Council: , Scott Ikenberry, Jackie Johnson, Kevin Klinkerfues, Jamie Curry, (Non-Voting Member: Pastor Kari Reiquam).

Absent for Council: Winston Herbert, Emily Parkhurst, Jeff Braden (Non-Voting Member: Pastor Michael TeKrony)

Present from Worship & Music: Dave Gleason, Diane Klinkerfues, Karen Novess, Ron Skabo, Mike Madsen, Darlene Mader, Dianne Watts

Congregational Members Attending: Emilee Johnson, Gloria Lloyd, Carol Rossini, Bruce Benson, Sue Benson, Cheryl Holz, Robert Gordon, Ruth Huebner, Myrna Hodson, Marian Werning, Kathy Irwin, David Irwin, Barbara Stannard, Emma Brown, Toots Jacobsen, Tina Brown

Call to Order: The meeting was called to order by Jamie Curry at 5:02 PM.

Background: Pastor Kari gave the group some background on how the proposal on the table to try one service each weekend for a short period of time during the transitional process came about. She had presented the idea to the worship and music group and after some discussion they decided that if we wanted to move ahead with this proposal they would have to let other groups that do the weekend planning know sooner than later so they could plan their volunteers. Council was then informed of the proposal but before further discussion could take place and then have the proposal brought to the congregation, people outside of these two groups started hearing about it. The letter was sent out then. There have been numerous meetings in groups and one-on-one over the last two weekends with members of the congregation.

Pastor Kari compiled notes on what came out of these discussions and shared with the group. She organized these comments into the three types of discernment:

Head – Logical

Heart – Feelings

Spirit - Breathe

Comment Time: After reviewing the handouts and praying for the Spirit's guidance she opened the meeting for additional comments.

Observations brought up:

1. It feels like no one wants to compromise
2. Hard for people to give up something
3. What brings out that "fear" of changing?
4. What do people really value?
5. Flexibility is a high priority
6. Will the "contemplative" Saturday service mix with the Sunday "contemporary" service?
7. Some like the "be still" versus "make a joyful noise" type of service
8. Choice
9. This could be a great opportunity!
10. Older generation need the traditional type of service to be fed
11. If something is taken away for 3 months or more it probably won't come back.

Jeff Braden and Winston Herbert had sent in emails recommending that we keep all three services. It was decided that we need more processing time and interim time before making changes but the question was presented, "Do we not move forward because of fear?"

Kevin K. said that there have been some very good things coming out of this "bomb being dropped." Interesting discussions, and a learning experience for all involved. He encouraged all to not lose the energy that has come out of these meetings these last few weeks.

Diane K. asked if we could try doing a combined service once a month or have we drawn a line in the sand? Again, nobody wanted to compromise on combining service styles together.

After much discussion and honest, heartfelt comments it was decided that for now we would stay with three services. Next step is to build the transition team, let them do their work and report to the congregation what changes may be needed, if any.

Ruth H. suggested that an effort be made to reassure the congregation and communicate the results of tonight's meetings. These discussions DO make a difference and we are grateful for them.

Meeting adjourned at 6:25

**Notes from HSLC Council Meeting
April 24, 2018**

Diane W: No one wants to compromise about giving up their worship time.

Darlene: We need to know what the purpose is in giving up our comfortable routines.

Diana K: Why do people fear contemporary music and worship styles? There's an energy that would be present in having one worship service, an opportunity to see what is possible.

Carol R: Fear isn't the right word. Contemporary just doesn't fit my way of worshipping.

Ruth: Energy is not important to me; I need a traditional service.

Bruce B: When my son had cancer, he didn't want to go to the Sunday services. He was more comfortable Saturday night where he could worship in a smaller group.

Kathy I: Saturday attendance is consistent but Sunday attendance has gone down. Are we going to seek new members?

Name ?: What's the reason for this change? We are calling a new pastor who should know what the community and practices are in our church. We are not a one service church.

Several members: Solving the parking issue needs to come first, not after changing the worship schedule. Street parking is not the solution.

Pastor K: This is a time of grieving and loss, and the proposed change may be premature. We need more processing time to move in a different way. We need to inspire people to change. She and Jeff (not present) and Winston (not present) are not in favor of a change at this time.

Jamie C: We were ok but now have fear. We need to pull back.

Larry L: If we tried this change, what would happen? But we've learned that people value what we have now. What are other things that people value at HSLC? Let's harness this enthusiasm and involvement as we move forward.

Bob G: I value communion.

Name ?: Has seen many principals come and go in JeffCo Public Schools. We need to take baby steps and communicate with everyone.

Name ?: We need to consider neighborhood demographics. When I moved to this neighborhood, there were many children, but now there are very few.

Karen N: How can we gather all three groups of worshippers together?

Diane K: Gather all groups together once a month for one service. People seem to have drawn a line in the sand about change. We need more enthusiasm and energy.

Dave I: I don't see the need for Diane's call for more enthusiasm.

Myrna: Meet between Sunday services.

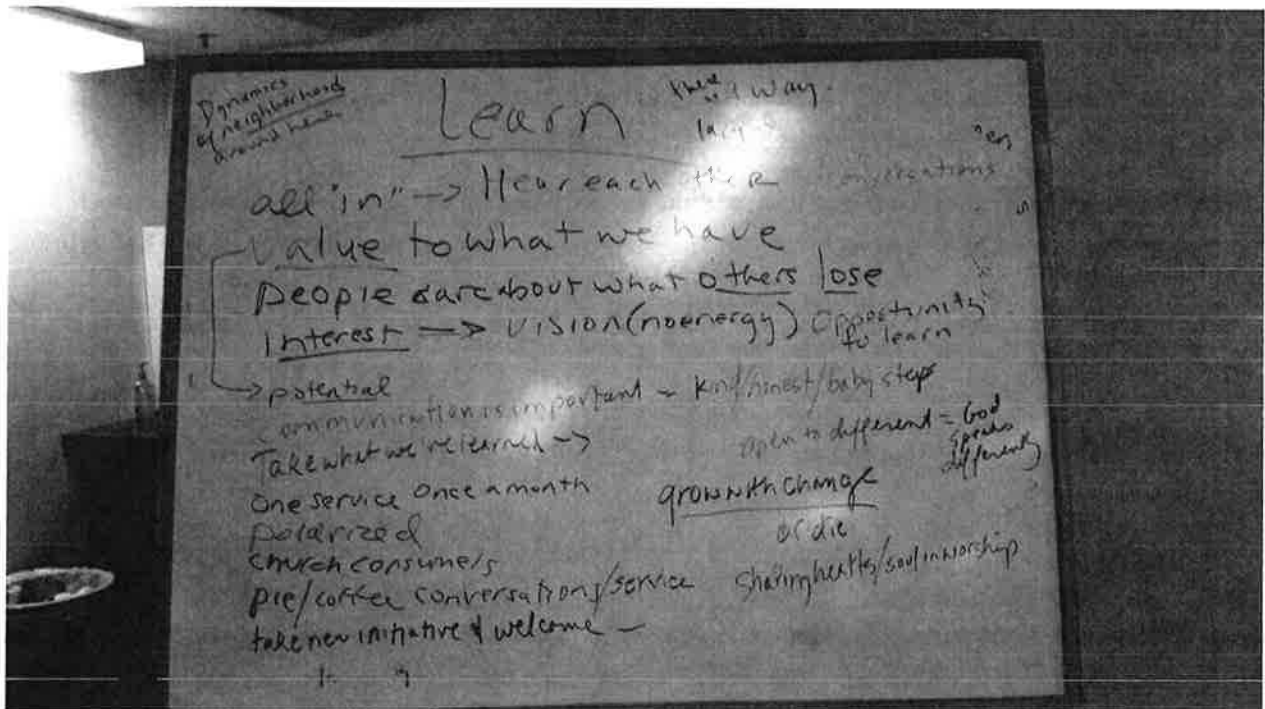
Name ? (council member): We need to open ourselves to changes.

Pastor K: Everyone will go through change as we transition to a new pastor. There is a fear of change, but it doesn't mean that we won't change when we need to.

Emilee J: We need to choose what feeds us. People from Resurrection have gone through enough with transition to HSLC. We may need a nudge to change in good ways but not necessarily drastic ways. HSLC is going to try distributing flyers in the neighborhood to encourage people whose children have grown up to try coming back to church.

Dave I: A comfort zone is not a bad thing.

Pastor Kari's Notes on Whiteboard





Worshipping and Growing Together in Christ, Serving and Reaching Out Joyfully to All

Holy Shepherd Lutheran Church

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April 12, 2018

Dear people of Holy Shepherd,

I am very grateful to be with you! It was such an enriching time for me to share Holy Week with you and begin to get acquainted. Thank you for being part of this holy place!

Last Sunday worship team leaders gathered to discuss a proposal I brought to them for this Interim Transitional time. They endorsed the proposal and sent it to council. Council and I would like for you to enter the discussion.

The proposal is this:

Starting on May 27th Holy Shepherd will have one weekend worship service at 9:30 on Sunday mornings until Advent at the beginning of December.

The worship service will include all the choirs and musicians who share music at Holy Shepherd. Worship planning will include people from "Traditional" worship and "Contemporary" worship.

What is the intention of this?

- 1) To build and unify the community. Coming together in a new way opens possibilities. People will meet each other, converse with others they haven't met, and form new alliances.
- 2) To enliven worship. The interim time is a time to re-center our lives on the ways of God. New energy will emerge with people gathered together in praise and communion with great music and preaching!
- 3) To involve more people in the conversations around transition. This interim time before the call committee begins its work is a time for the congregation to re-define its reason for being in this place at this time! This will give an opportunity for speakers to come, for people learn and discuss so the congregation can identify the many gifts it has to share in the future. This process of the congregation will help guide the transition team as well as the call committee in finding a pastor with the talents and experience to lead Holy Shepherd in the next chapter of its life.
- 4) To give time for a "re-set". The interim time is a time for rest and dreaming. This is an opportunity for the congregation to catch its breath and wonder, "What's next?!"

So...you may want to talk about this! I will be available for discussions after each worship service this April 14 and 15th weekend. Pastor Michael as well as a council leader will also be present. Stay after worship and be part of the conversation about how you feel about this and the possibilities that you see in this proposal.

May God's Spirit breathe on us and in us!

Peace be with you!

Pastor Kari Reiquam

Holy Shepherd Lutheran Church
Balance Sheet
As of April 30, 2018

05/18/18

Accrual Basis

	Apr 30, 18
ASSETS	
Current Assets	
Checking/Savings	
1115 · CHECKING/216-552-1084 1ST BANK	111,169.97
1125 · BLDG FUND/216-401-9954 1ST BANK	7,748.22
1135 · MONEY MKT/216-400-6224 1ST BANK	76,036.93
1150 · THRIVENT/INDEPENDENT LIVING	9,006.14
Total Checking/Savings	203,961.26
Total Current Assets	203,961.26
Fixed Assets	
1500 · LAND & BUILDINGS - CHURCH	2,150,000.00
1510 · LAND & BUILDINGS - ADMIN BUILD	93,871.00
1515 · ROOF REPLACEMENT (2004)	28,636.38
1516 · ROOF REPLACEMENT/PARKING LOT 2006	29,609.00
1520 · FURNITURE, FIXTURES, EQUIPMENT	91,949.52
1530 · LIBRARY - BOOKS & FURNITURE	1,468.44
1535 · SOLAR PROJECT	249,877.00
1545 · 2013 SIGN PROJECT	37,310.41
Total Fixed Assets	2,682,721.75
TOTAL ASSETS	2,886,683.01
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2005 - ACCOUNTS PAYABLE	-29.79
Total Accounts Payable	-29.79
Other Current Liabilities	
2000 · PAYROLL LIABILITIES	17,496.02
2001 · EMPLOYEE DEDUCTIONS	-14,428.78
2012 · HHH RESERVE	316.00
2014 · RESERVE-COMPASSION	1,654.00
2015 · RESERVE - FAMILY PROMISE	4,155.18
2020 · RESERVE -MISSION ENDOWMENT	3,624.16
2021 · RESERVE - EQUAL EXCHANGE	79.10
2025 · RESERVE - SUNDAY SCHOOL GIVING	643.55
2029 · RESERVE GIFT WISH LIST	867.51
2030 · RESERVE - FLOWER FUND	-465.44
2031 · RESERVE - ALTAR GUILD	2,492.88
2033 · RESERVE-NARTHEX ARTWORK	296.23
2035 · RESERVE - YOUTH MISSION	15,481.87
2039 · WOMEN'S AM BIBLE STUDY	236.00
2045 · RESERVE - SPECIAL GIFTS	12,240.97
2050 · RESERVE - COLUMBARIUM	25,647.66
2058 · FACILITIES IMPROVEMENT	1,699.92
2060 · RESERVE - MUSIC MINISTRY FUND	8,227.47
2061 · RESERVE-SOUND SYSTEM	633.05
2065 · RESERVE - CAPITAL IMPROVEMENTS	49,446.47
2066 · RESERVE - ENERGY CONSERVATION	857.31
2067 · RESERVE - SOLAR PROJECT	2,000.00
2069 · METRO NURSE SCHOLARSHIP FUND	9,450.00
2070 · RESERVE - HEALTH / PARISH NURSE	-42.45
2072 · RESERVE - BUSY BEES	894.15
2073 · RESERVE -THRIVENT/INDEPEND. LVG	8,598.89
2075 · RESERVE - CARING MINISTRY	223.04
2081 · RESERVE-PRAYER SHAWL	28.37
2084 · RESERVE - PASTOR MICHAEL'S EDUC	1,790.00
2085 · RESERVE-EVANG/LUTHERAN SUBSCRIP	4,333.35
2086 · RESERVE-SENIOR PASTOR EDUCATION	1,667.00
2089 · WEDDING RESERVE	555.00

7:48 AM

05/18/18

Accrual Basis

Holy Shepherd Lutheran Church

Balance Sheet

As of April 30, 2018

	<u>Apr 30, 18</u>
2095 · RESERVE COPIER FUND	62.68
Total Other Current Liabilities	<u>160,761.16</u>
Total Current Liabilities	160,731.37
Long Term Liabilities	
2200 · NOTES PAYABLE - MORTGAGE	224,401.55
2220 · NOTE PAYABLE-SOLAR LOAN	<u>148,372.35</u>
Total Long Term Liabilities	<u>372,773.90</u>
Total Liabilities	533,505.27
Equity	
3000 · OPENING BALANCE EQUITY	1,085,852.25
3001 · RETAINED EARNINGS	1,227,767.21
Net Income	<u>39,558.28</u>
Total Equity	<u>2,353,177.74</u>
TOTAL LIABILITIES & EQUITY	<u><u>2,886,683.01</u></u>

Youth

- **Sr. High**
 - ELCA Sr. High 2018 National Gathering – June 27 – July 1
 - 6 youth, 2 adults
 - BBQ meeting with Youth & families
 - Sunday, June 3rd
 - Details of the trip; questions
- **Jr. High**
 - Confirmation
 - Changed to June 24, 2018 (from the traditional Oct – reformation day)
 - Since we no longer meet over the summer or next fall with the class that is to be confirmed we decided to change confirmation to the Spring (a long time to wait to be confirmed once class is over). Due to the fact of the change happening somewhat quickly, we worked with the upcoming class to find the best day for them – Decision: June 24th at 10:45.
 - 2019 – Looking at Pentecost Day itself for confirmation celebration
 - Dinner will be offered on June 23rd (following the 5:30service) to celebrate with the confirmands and their families/friends and hear their faith statements. All of the congregation is welcome to support these youth & families.

Faith Formation

- **Youth Education**
 - Growing with Jesus
 - Schedule for the summer months has been put together and almost filled.
 - It would be great to have others participate in this ministry – advertising has gone out for this.
 - Working with Kat Patterson preparing a summer event for families.

Worship

- Upcoming Prep:
 - Preparing to plan Pentecost summer season
 - Appreciate Kari's guidance and conversation on how to move forward in this transition time with passion and transformation as we understand and plan worship.

Website

- If you have something you want on the site, please let me know.

OTHER:

- **Narthex design team**
 - Narthex Lighting:
 - A couple more lights are needed.
 - Light Board has been ordered – hope to have it installed shortly after Memorial Day.
 - Once these 2 projects are finished, this team will no longer be needed – our work is done!!
- **Art Gallery June 9 – September 2**
 - Inviting the HS community to share a piece of art work that they have created or an artistic item they have in their home/work etc. that speaks to them about their faith journey. The theme for worship this summer is “Bread for the Journey: Taken, Blessed, Broken, Given.” An explanation of what the art work means to the individual will be displayed with the piece of art. Hoping to create conversations about their faith journey and how that supports the journey we as a community are experiencing during this transition.