

Holy Shepherd Lutheran Church
Council Meeting Agenda
December 17, 2018

Meeting Opening

RoundRobin: Staff / Council Officers / Ministry Team reports

Ongoing Business

- Approval of October & November meeting minutes
- HVAC fundraiser update & next steps
- Leadership recruitment update
- Action item follow-up

New Business

- 2019 budget review

Any other items/questions

Meeting Close

**HOLY SHEPHERD LUTHERAN CHURCH
COUNCIL MEETING MINUTES
November 19, 2018**

Present: Jamie Curry, Scott Ikenberry, Kevin Klinkerfues, Winston Herbert
(Non-Voting Members: Pastor Michael TeKrony and Pastor Kari Reiquam).

Absent: Emily Parkhurst, Jackie Johnson

Call to Order: The meeting was called to order by Jamie Curry at 5:33 p.m.

Devotions: Pastor Michael offered prayer, council shared communion

Special Note: Due to several council members being absent, we do not have a quorum of 5 for voting purposes. Approval of October minutes & anything else that needs to be voted on will have to be postponed until next meeting

REPORTS

Pastor's Reports:

Pastor Kari: Kari shared a quote from Margaret Wheatley, "There's no power equal to a community discovering what it cares about". Powerful & motivating statement for her in daily work. She discussed transition process, vitality survey, fact that vitality survey uncovered that folks' faith experience is strong here at HSLC. Small groups may contribute to the vitality....could small group growth allow for continued growth/vitality at HSLC? Is there a gap & opportunity for wider inclusive events (picnic, holiday decorating, etc.) to involve the cross-generational community? Transition team movement is happening – with preliminary goal for transition report by annual meeting (ideally). Discussion around the call committee and how this process typically works (usually council nominates call committee members, but because of council turnover, it could be more organic with the new council – perhaps plan a retreat, then vote). Might need to have a process of educating the incoming new council members on the learnings from transition team.

Pastor Michael

Doing a lot of pastoral care. Also investigating a stewardship program, which he thinks will be a boost for the congregation.

Staff Reports: Karen Novess

See attached report. One highlight: There will only be two services at Christmas this year, 3:00 and 5:30.

Vision: Kevin Klinkerfues

Nothing new at this time. Still trying to figure out how the vision team work integrates into the transition process.

Personnel: Winston Herbert

Staff reviews are coming up soon. A reminder for personnel and council to look at the employee handbooks and update.

Financial: Scott Ikenberry

Discussed some streamlining of accounts & preliminary budget numbers. More to come at December's council meeting, where we will approve 2019 budget numbers.

Ongoing business:

- HVAC fundraiser update – doing well so far. Some temple talks planned to highlight progress & what is still needed.
- Leadership recruitment update – Jamie is working on face to face conversations with folks we have identified as potential new leaders.
- Action item follow-up – nothing new to report

New business:

- SST request for budget funding, use of suggestion box – decision was made to include \$500 in 2019 budget for Safety & Security Team. Jamie & the pastors to meet with Jim Freeman around the suggestion box & potential compromises for that communication medium.
- City of Lakewood meeting update, next steps – exciting & engaging meeting with City leadership around what is happening in the community & how Holy Shepherd could be involved. More to come in 2019.

The meeting was adjourned at 7:34 pm

Respectfully submitted,
Jamie Curry, President

December Council Report

Interim Pastor Kari Reiquam

December is the month that marks a year since Pastor Rick Thomson's leaving. I sense a change in the emotional texture of the community, coming to realize another stage of "grief" or absence.

The first months people steeled up and went through the motions, the routines, intently "keeping up the usual". The time of "The Proposal" shattered this attempt to keep things the same, but it also put people on the defensive. People want to protect themselves by keeping things the same. They were not emotionally ready to be vulnerable enough to consider something else.

Now I am seeing that people are falling away, there is some evidence of anger, irritation, a hurried and frustrated attitude. I think that some of this is the realization that it "won't be the same" no matter how hard we try, something is lost. I have felt more of an upsurge to "keep Michael" as if he is the link that keeps all the same.

In this emotional climate the Transition Team has felt pressured to "get it done" so people can "get back to normal" and "get on with it". Some voices are saying that "we are losing people because of this transition time so we need to end the transition time". They seem to be concluding that if the transition time ends then people will return and things will get to normal again.

This is the heart and the difficulty of an interim experience. It is uncomfortable, the ground is shifting under us and we know not where to stand, we get anxious and afraid. Some people hold on for dear life and do the same thing no matter what, some bail, and some begin to wonder in the shakeup, if something new could possibly emerge.

As a leader I find this a precarious and uncomfortable place to be. Emotionally, I would like things to be calm and nice but spiritually I would like to see people recognize the critical time that this is for this congregation and its ministry. To face into the losses and look with hope and dreams for a future that serves this community with vigor and confidence. This is going to mean living with some discomfort for a while longer in hopes that people will engage with the mission and ministry the congregation is called to today. At this point, I'm not sure if the congregation will be able to stand any more discomfort. I feel they may rush to call someone quickly to be done with it all. I think this is a mistake until the congregation has a focus for its mission.

So how to proceed? Transition Team will have a Time-Line Epiphany on January 6 where people from each decade of church life will tell stories of the ups and downs of that era.

Next council meeting, Transition Team will present a draft of its report to council and then proceed to present this to the Annual Meeting at the end of the month.

We will see what this brings. After this step is completed and after Michael decides what he is doing we will proceed to decide how to initiate the call process.

In the meantime we are gathering and mentoring new leaders with a dream of setting aside the current model for council and vision team and making the next 6 months of council be more leadership-training and visioning. We can discuss this further at the meeting.

Thank you and peace be with you this holy season.

HOLY SHEPHERD LUTHERAN CHURCH

	2018 MONTHLY BUDGET		ACTUAL												ACTUAL YTD 2018	BUDGET YTD 2018	OVER (UNDER)	
	BUDGET	BUDGET	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18				
Income																		
4000 - INCOME-TO MEET BUDGET	547,158	45,597	43,423	37,293	48,328	51,317	35,078	43,504	41,895	42,673	42,534	30,389	41,228	457,663	501,562	(43,898)		
4099 - INCOME - DESIGNATED	13,000	1,083	1,400	858	600	1,148	311	2,721	939	394	701	336	1,186	10,594	11,917	(1,322)		
8000 - INCOME - IN AND OUT			0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total Income	560,158	46,680	44,823	38,151	48,929	52,465	35,389	46,225	42,834	43,067	43,235	30,726	42,414	468,258	513,478	(45,220)		

	2018 MONTHLY BUDGET		ACTUAL												ACTUAL YTD 2018	BUDGET YTD 2018	OVER (UNDER)
	BUDGET	BUDGET	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18			
Expense																	
5100 - MISSION	55,000	4,583	6,246	4,249	3,715	4,747	5,041	3,465	4,309	4,148	4,056	0	7,155	47,131	50,417	(3,286)	
5200 - PERSONNEL COSTS	345,468	28,789	23,219	21,067	30,183	28,652	28,824	28,647	27,211	30,773	26,529	26,724	26,709	298,537	316,679	(18,142)	
5300 - ADMIN. SUPPORT	30,700	2,558	2,825	2,046	2,608	2,284	3,348	2,121	1,813	2,738	2,760	2,280	1,866	26,689	28,142	(1,453)	
5400 - PROPERTY & GROUNDS	99,238	8,270	10,227	8,064	8,156	6,889	6,759	10,154	9,695	10,373	8,988	8,642	6,212	94,159	90,968	3,191	
5500 - WORSHIP & MUSIC	11,675	990	28	402	611	236	966	830	626	830	365	220	401	5,513	10,865	(5,372)	
5600 - EVANGELISM	400	33	0	0	0	0	0	0	0	0	0	0	0	0	367	(367)	
5700 - CHRISTIAN EDUCATION	2,500	208	0	219	0	0	0	0	0	0	0	0	0	573	(45)	1,146	
5800 - CONGREGATIONAL LIFE	10,850	904	589	150	519	267	649	201	553	370	450	450	878	5,076	9,946	(4,870)	
5900 - FELLOWSHIP	1,700	142	0	0	415	121	0	274	17	0	190	79	380	1,476	1,558	(82)	
6000 - STEWARDSHIP	2,000	167	204	296	144	130	143	129	129	129	129	141	141	1,716	1,833	(117)	
Total Expense	559,731	46,644	43,338	36,493	46,351	43,350	45,731	45,971	44,926	49,315	43,537	38,628	43,804	481,444	513,087	(31,643)	
Net Income	427	36	1,485	1,658	2,577	9,115	(10,342)	254	(2,091)	(6,248)	(302)	(7,903)	(1,390)	0	(13,186)	391	(13,577)

Building Fund Income	6,319	5,094	6,599	8,398	5,484	11,137	5,674	8,674	6,404	4,699	5,791	74,273	
Less: Mortgage Interest	(1,075)	(924)	(848)	(953)	(860)	(892)	(852)	(775)	(861)	(670)	(752)	(9,450)	
Less: Principal Payment	(3,653)	(3,803)	(3,879)	(3,774)	(3,877)	(18,835)	(3,876)	(3,952)	(3,867)	(4,057)	(3,975)	(57,548)	
	1,592	367	1,872	3,671	757	(8,590)	947	3,947	1,577	(28)	1,064	0	7,275

9:56 AM
 12/09/18
 Accrual Basis

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

	Nov 30, 18
ASSETS	
Current Assets	
Checking/Savings	
1115 · CHECKING/216-552-1084 1ST BANK	115,928.38
1125 · BLDG FUND/216-401-9954 1ST BANK	10,580.85
1135 · MONEY MKT/216-400-6224 1ST BANK	76,228.68
1150 · THRIVENT/INDEPENDENT LIVING	9,006.14
	211,744.05
Total Checking/Savings	211,744.05
Total Current Assets	211,744.05
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
	2,682,721.75
Total Fixed Assets	2,682,721.75
TOTAL ASSETS	2,894,465.80
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2005 · ACCOUNTS PAYABLE	-29.79
	-29.79
Total Accounts Payable	-29.79
Other Current Liabilities	
2000 · PAYROLL LIABILITIES	17,499.00
2001 · EMPLOYEE DEDUCTIONS	-14,733.28
2011 · MISSIONS ETC.	600.00
2012 · HHH RESERVE	316.00
2014 · RESERVE-COMPASSION	1,654.00
2015 · RESERVE - FAMILY PROMISE	6,255.18
2020 · RESERVE -MISSION ENDOWMENT	3,624.16
2021 · RESERVE - EQUAL EXCHANGE	329.10
2025 · RESERVE - SUNDAY SCHOOL GIVING	643.55
2029 · RESERVE GIFT WISH LIST	2,856.51
2030 · RESERVE - FLOWER FUND	-1,295.44
2031 · RESERVE - ALTAR GUILD	2,492.88
2033 · RESERVE-NARTHEX ARTWORK	296.23
2035 · RESERVE - YOUTH MISSION	12,633.36
2039 · WOMEN'S AM BIBLE STUDY	454.00
2045 · RESERVE - SPECIAL GIFTS	35,668.26
2050 · RESERVE - COLUMBARIUM	26,262.66
2058 · FACILITIES IMPROVEMENT	22.89
2060 · RESERVE - MUSIC MINISTRY FUND	8,227.47
2061 · RESERVE-SOUND SYSTEM	633.05
2065 · RESERVE - CAPITAL IMPROVEMENTS	82,182.01
2066 · RESERVE - ENERGY CONSERVATION	857.31
2067 · RESERVE - SOLAR PROJECT	1,000.00
2070 · RESERVE - HEALTH / PARISH NURSE	-98.45
2072 · RESERVE - BUSY BEES	492.58
2073 · RESERVE -THRIVENT/INDEP. LVG	8,598.89
2075 · RESERVE - CARING MINISTRY	223.04
2081 · RESERVE-PRAYER SHAWL	28.37
2084 · RESERVE - PASTOR MICHAEL'S EDUC	913.58
2085 · RESERVE-EVANG/LUTHERAN SUBSCRIP	4,910.35
2086 · RESERVE-SENIOR PASTOR EDUCATION	1,167.00
2089 · WEDDING RESERVE	630.00
2090 · RETREATS	20.00

9:56 AM

12/09/18

Accrual Basis

Holy Shepherd Lutheran Church

Balance Sheet

As of November 30, 2018

	Nov 30, 18
2095 · RESERVE COPIER FUND	62.68
Total Other Current Liabilities	205,426.94
Total Current Liabilities	205,397.15
Long Term Liabilities	
2200 · NOTES PAYABLE - MORTGAGE	181,962.73
2220 · NOTE PAYABLE-SOLAR LOAN	138,773.94
Total Long Term Liabilities	320,736.67
Total Liabilities	526,133.82
Equity	
3000 · OPENING BALANCE EQUITY	1,085,852.25
3001 · RETAINED EARNINGS	1,227,767.21
Net Income	54,712.52
Total Equity	2,368,331.98
TOTAL LIABILITIES & EQUITY	2,894,465.80

Youth

- **Upcoming Gatherings:**
 - Jr & Sr. RMS Youth Gathering – January 19 -21
 - 10 youth & 2 adults attending
 - CANCELLED: Rocky Mountain Synod cancelled it because of low registrations
 - In the process of planning our own retreat. RMS has the curriculum they were going to use available for congregations to use it.
 - Difficult to have both Jr. & St. High together for the entire weekend so I am breaking it up:
 - Sr. High will meet Saturday Jan. 19 – 20th; Jr. High 20 – 21st. Will crossover at a skating event on Sunday afternoon.

Faith Formation w

- **Youth Education**
 - Growing with Jesus
 - FINISHED: Cross-generational event: December 16 –“Prophecies”
 - Thank you to Bonnie Yockstick, Pat Mohrbacher for their help in planning and preparing.

Wednesday Night Life

- No WNL December 26 & Jan. 2

Worship

- Preparing/Details for
 - Christmas Eve
 - Christmas Season
 - Epiphany Day (Jan5/6)
 - Celebrate Global Ministries
 - 5:30, Saturday; Sunday – 1 service only at 9:00
 - Followed by a Transition Team presentation in the Narthex (not on Global Ministries but on the Timeline)
 - Epiphany Season

OTHER:

- **Transitional Team**
 - Consulting with Transition Team on upcoming gatherings and displays.
- **Holden Village**
 - 17 people are interested in attending next summer.
 - January Meeting
 - To decide dates and look into complete costs, transportation options etc.
 - And . . . to make a final commitment
- **Website**
 - If you have something you want on the site, please let me know.

Date: November 26, 2018
To: Holy Shepherd Council
From: Cheryl Holz,
Coordinator, Family Promise Ministry

Subject: Ministry Report

Our guests numbered 17 when we started the October/November rotation. We housed 11 children and 6 parents. The families had been living together for a few weeks and seemed to respect each other and our church. At the end of the first week one of the families of four Mom and Dad and two 18 month old children were removed from the program.

When families are removed it causes a lot of stress for families left in the program. A lot of rumors start and grow and "the natives get restless". As a result our volunteers hear more complaints and many times the guests pull away from each other and have disagreements over such things as who gets to use the washer and dryer next.

On a brighter note we are hosting the Family Promise Christmas Party at our church on Dec. 9th from 1-3 p.m. I am inviting all of you to come and meet some of the families that have been/or currently are in the program for 2018. The Christmas Party is always a special event for the families and when Santa arrives it is utter chaos.

Hope to see all of you on December 9th.

Cheryl Holz
Holy Shepherd Lutheran Church Coordinator