



CONGREGATIONAL
MID-YEAR MEETING

Congregational Voters' Meeting Minutes – November 11, 2018

Bill Schulze called the meeting to order 11:34am

Opening Prayer - Bill Schulze

Release and Reception of Voting Members - See slides for list of new members - Motion to approve new voting members- **approved**

Approve minutes from 6/2018 meeting- **approved as submitted**

Pastor's Report - Pastor Kirk

- The Church has 2 responsibilities
 - Go into all the world (Matthew 19:20) - Care for the Household of Faith (Galatians 6:10)
- Launch into God's Future
 - Building the infrastructure.
 - Addressing worship needs - Care for members
 - Confirm Pastor Kirk and Bill to participate in synod leadership vote
 - Bill made motion to approve Bill and Pastor to participate in synod vote. Received second.
 - Discussion- Clarified of Pastor Kirk's voting status. Pastor Kirk will participate in vote if he is still Interim Pastor at the time of the vote. If FOC has a Senior Pastor by the time of the vote, the Senior Pastor will vote.
 - **Motion approved by unanimous voice vote**

Treasurer's report -Karl Berg

- Quarterly report

Staff Reports

Student Ministries- Jeremy

- See slides - Special events- 41 attended the HS Freshman welcome in August - Youth auction 1/26

Children's Ministries- Sonja

- See slides - Need volunteers for kids 3:11 and children's church

Child Development Center- Amy

- Increase in full time childcare classes to meet the need in the community - Doing well financially
- CDC Celebrated 20 years in October

Worship Arts- Pastor Kirk

- Shannon is out of town pursuing other ministry responsibilities - See slides

Ministry Support- Cris

- 28 active Life Groups meeting regularly - See slides

BOD report- Bill Schulze

2018 in Review

- Eventful year- 2 pastors declined Call, drastic budget cuts compared to 2017
- Despite these struggles, FOC is thriving because of our great God!
- Focus on unity - working to bring our congregation together

Looking ahead to 2019

- Finding a permanent senior pastor
- Your BOD is working to clear the way for the staff to do the work of running the day to day church operations.
- Plan to maintain our 2018 priorities of unity and outreach, developing ministries to equip the congregation
- Continue to do God's work

BOE report- John Harris

- See slides - Reinstated designated spiritual care for members

Unfinished Business

Call committee update- Sarah Dahl

- 32 nominations for this 3rd call process
- After 1st round Skype interviews, narrowed the field to 4 candidates - Another round of interviews this week.
- Uncertainty in the timeline with the approach of Christmas season, which is a busy time of year for FOC and candidates.
- Possibility of site visits being after Christmas.

New Business

- Sanctuary committee
 - Committee developed following survey results and BOD's 2018 priority of promoting congregational unity.
 - Committee tasked with developing a plan to change the environment in the south sanctuary to make the space more inviting and comfortable for traditional service attendees
 - Greg Arnholt- committee chairman - 17 members on the committeeSee slides for objectives, assumptions and recommendations.
- Board of Directors Reelection
 - President- Bill Schulze (re-elect) - VP- Sarah Dahl (2nd term) - Treasurer- Karl Berg (1st term) - Secretary- open
 - Motion to appoint proposed officers- **approved**
- Board of Elders Reelection
 - Re-elect John Harris, Chris Curl, Mark Grotelueschen, Tim Henry, Jordan Hengst
 - Elect to 1st term (appointed mid-term) Dave LaFave, Shad Jeseritz, Tony Eichstadt, Terry Abernathy, Bill George, Scott Bugosh, Dan Reed
 - Motion to elect elders as listed- second
 - Discussion- comment that it seems like the FOC process is to elect appointed offices as opposed to having an actual vote to choose candidates - Bill addressed the process and discussed how FOC can do this better
 - **Motion approved following discussion**
- 2019 budget
 - See slides - Questions
 - Question about variable rate mortgage
 - Sharon addressed- mortgage payment is fixed, but the variable rate means the amount of principle we pay each month varies
 - Clarification on \$6000 childcare line item- FOC pays for childcare for FOC staff's children to be at CDC.
 - Clarification on \$8,000 church management system line item- this is Elexio, church data base
 - Clarification on \$5,000 electronic giving expenses- we pay 3.75% on each credit card transaction. Sharon clarified that ACH transactions do not cost FOC. Anyone interested in setting up automatic withdrawals through ACH should see Sharon.
 - Who is responsible for disbursing funds for missions? – BOD
 - Clarification on FOC's compensation package for Senior Pastor- the feedback from the 2 pastors that declined our Call suggests that our package is competitive. The issue is that real estate in Northern El Paso County is very expensive, especially compared to housing prices in the Mid-West, where many of our candidates are coming from.
 - Motion and second to approve 2019 budget as submitted- **approved by voice vote**

Prayer by Pastor Kirk

Adjourned 12:32 PM

Respectfully submitted,
Kristen Merrell

Pastor's Report

Greetings in Christ!

I am thankful and blessed to be here to proclaim God's Word and to serve alongside you. I want to give you the highlights of my time here:

I was installed April 7, so on June 30 I will have been here for 84 days!

I have visited over 250+ different FOC members/regular attendees.

I have spent time away with the Navy (12 days annual training) and (6 days total for drills.)

I was able to spend 4 days with family in Florida for my daughter's graduation.

We are building a house in Sanctuary Pointe off of Baptist Road, Raquel will move here when it's done.

My son Elijah will be a sophomore at Palmer Ridge High School.

I've been able to engage the various boards, the Staff, Lifegroups, Bible Studies and ministries here.

I started a few initiatives: Variety for Classic service, staff MOUs, newsletter, and a new Bible Study.

The rest of the work falls into moving forward (new ministries and healing) as well as continuing excellence in what we already do. I'm truly grateful and appreciative of your partnership in ministry.

Pax,
Pastor Moreno

Facilities Update Report

- West parking lot removed and replaced.
- East Parking lot sealed and striped.
- Security cameras installed in all classrooms.
- Unified worship space to *South Sanctuary* completed.
- Sound Booth extended.

Treasurer's Report

Family of Christ Lutheran Church Profit & Loss Summary January - May 2019

| | <u>Actuals</u> <u>Jan - May 19</u> | <u>Budget</u> <u>Jan - May 19</u> | <u>\$ Over/(Under)</u> <u>Budget</u> | <u>% of</u> <u>Budget</u> | <u>2019</u> <u>Annual Budget</u> |
|----------------------|---------------------------------------|--------------------------------------|---|------------------------------|-------------------------------------|
| Income: | | | | | |
| Worship Offerings | 385,397.80 | 409,521.00 | -24,123.20 | 94.11% | 1,043,245.00 |
| Other Income | 55,600.96 | 46,109.00 | 9,491.96 | 120.59% | 110,000.00 |
| Total Income | 440,998.76 | 455,630.00 | -14,631.24 | 96.79% | 1,153,245.00 |
| Expenses: | | | | | |
| Spiritual Care | 217,056.21 | 234,220.00 | -17,163.79 | 92.67% | 640,795.00 |
| Worship | 4,809.38 | 8,110.00 | -3,300.62 | 59.3% | 15,950.00 |
| Discipleship | 5,465.47 | 10,010.00 | -4,544.53 | 54.6% | 20,950.00 |
| Ministry Support | 83,208.37 | 119,964.00 | -36,755.63 | 69.36% | 257,550.00 |
| Mortgage | 99,532.41 | 90,830.00 | 8,702.41 | 109.58% | 218,000.00 |
| Total Expense | 410,071.84 | 463,134.00 | -53,062.16 | 88.54% | 1,153,245.00 |
| Net Income | 30,926.92 | -7,504.00 | 38,430.92 | -412.14% | 0.00 |

Spiritual Care - This category includes the Pastoral Care expenses & the employees' Salary & Benefits.

Worship - This category includes Worship & Music Ministry expense.

Discipleship - This category includes Adult Discipleship, Student & Children's Ministries expenses.

Ministry Support - This category includes Welcome, Administration, and Property expenses.

Mortgage - This category covers the principal and interest payments for the mortgage. The mortgage is over budget because a rebate check of \$8,781 was received in January for the final quarter in 2018 for the LCEF rebate. The income was posted in Total Income so the net cost to the church is \$0.

The 2019 LCEF rebate program was changed effective January 1 from receiving an actual check to a reduced interest rate. Thanks to everyone who invested with LCEF in 2018, the 2019 potential savings on the mortgage interest is \$18,993. The current interest rate is 3.625% which is a .5% savings to the church due to our participation in the LCEF rebate program.

Children's Ministry Report

Sunday Mornings

Average Attendance: Nursery – 8 Kids 3:11 – 28 Children's Church – 19 Serving – 15

What the numbers do not reflect is the growth in relationships, knowledge, and compassion that has been shown over the last 6 months! The kids and CM team have built relationships with one another. They have been supporting two kids through Compassion International with their offering and letters.

Special Events

Egg Hunt – About 150 people participated in our Egg Hunt this year. Those attending were able to hear a bit of the Easter story and enjoy time with family and friends.

VBS – 230 kids registered and 112 are serving – about half of the kids did not list a church home or entered “none.” This program is a great mission opportunity for FOC!

Student Ministry Report

2019 Attendance Data as of May 2019

- Average Weekly Engagement: 46 students
- Average Monthly Engagement: 73 students
- Total Number of Students Involved: 150 students

Special Events

- Wild Wednesdays: Junior High & High School students - join us through August 7
- Junior High Service Week: June 17-21
- Summer Mission Trips coming in July: Atlanta, GA & Honduras

Growth Areas

- Refining changes to High School Sunday night program
- Providing additional service opportunities for High School students
- Identifying needs and improving Junior High Confirmation program
- Creating student leadership opportunities

Ministry Support Report

Happenings so far this year!

Events & Fellowship

- Lenten Meals
- Took place before each Lenten Worship Service from March 6 through April 10 (minus a couple snow days...)
- Stephen Ministry – 2 more FOC members were Commissioned in June
- Family Life Sunday on June 30 – Potluck following the worship service

Community Outreach Events

- Tri-lakes Cares – Panera Bread Program (weekly for the month of July)
- Mary's Home - Women's Ministry (WM) supporting the clinic with various needs. WM will select different local charities to support.
- Upcoming: Ronald McDonald "NEW" home near Children's Hospital.
- Jackson Creek Senior Living – sermonette & worship (monthly on the 2nd Sunday)
- Hosted Uganda missionary Megan Mantey (husband Mark unavailable)
- Hosted Monument Police Department Community Awareness meeting April 25 (this opportunity will be ongoing, likely 2-3 times annually)

Church In-reach Events

- Ministry Fair on March 3
- Tim Brech Memorial/Cross Dedication on March 17
- Adult Confirmation Class February - March
- New Member (coming in July)
- Established Planning Committee for FOC's 25th Anniversary Celebration planned for October 27 (also Reformation Sunday)
- Continued support for various internal ministries: Student, Children's, Families (Mother's/Father's Day Recognition), Men's, & Women's

Miscellaneous Ministry Support

- *Encouraged/coordinated church-wide "Spring Cleaning"*
- *Connected Eagle Scouts from the congregation for two church/CDC upgrade projects*
- *Identified and helped with various church-wide facility support needs*

Child Development Center Report

Constitutional Scope: To administer the Child Care, Preschool, and Day School programs.

CDC Leadership Team: Lauren Stadjuhar, BOD - Mary Willis - Amy Janisse, Director

Items of Note for 2019

- The CDC is a huge community outreach with less than 8% of our student families actually being FOC members. To ensure that we are able to continue to meet the growing needs of the community, we are constantly reevaluating our programs and making programing changes as needed. This summer we are expanding from 12 to 13 classrooms and will be moving classrooms around to better meet the current age group needs of the community.
- We currently have 189 students enrolled, 24 teachers, and 14 substitute teachers. Many of our programs are at capacity this year with a waiting list!
- We have partnered with FOC Children's Ministry's Mission Outreach by designating our chapel offerings to assist with the monthly cost of sponsoring FOC's two Compassion Children.
- During his last chapel service with the children, Pastor Kirk was shown much love appreciation from the children as they thanked him for all he did during his time of service with us at FOC.



- We are so excited to have Pastor Moreno at FOC! The children look forward to chapel time with him as well as his frequent classroom visits. Families love that during the school-year Pastor Moreno stands at the door a few mornings a week, greeting and welcoming them as they drop-off or pick-up.
- We are very thankful for recent playground beautification and improvements as part of Jacob Vollmer's Eagle Scout project. He built three beautiful new planter boxes, freshened up our sand and mulch boxes, stained/painted our wooden benches, and worked on our flagstone. If you have not seen our playground, please stop by and take a look.

Worship Arts Report

The worship arts department has had a great first half of 2019!

Volunteer Opportunities

We've been excited and grateful to have new team members join not only our Band and Vocal team but also to have had additions to the Chancel Choir. Our Tech Team, which handles live stream and all audio and visual elements of our service, has also added some team members but lost a few as well. We continue to need some additional team members in that area of service.

Job Opening

Our current AV Technician, Michael Cullinane, has recently let us know that he won't be able to continue in his position, due to family commitments. We'll be looking for an experienced AV Technician to manage that critical component of our worship services at Family of Christ. Please pray with us about that!

Chancel Choir

Our Chancel Choir had a great Winter/Spring season, singing monthly for the Classic Service and also blessing the Modern Service with special songs a couple times as well. They've also participated in our "blended" services on Easter and Christmas Eve and have been a lovely addition! This Summer, our Chancel Choir Director, Katy Mariotti is helping coordinate our "Special Summer Music" series for our Classic service, in which folks can perform special songs during service while the choir is off for the Summer. Our Chancel Choir is looking forward to another great choir season starting in the Fall.

More About Worship Arts

The Modern Worship Team is thriving and learning new songs and looking toward getting prepared for the Fall and Christmas season already. Maria continues to serve beautifully as our organist and pianist for the Classic Service. It's exciting to have Pastor Moreno here at Family of Christ and to brainstorm creatively for the future! We've gradually been working on the staging for the chancel area in the *South Sanctuary* to best serve and honor the Lord in the context of both worship styles. This has been a work in progress, but we're definitely getting there!

We love and appreciate all of you and are grateful to serve the Lord with you in the area of Worship!

~ Shannon