

# The Lutheran Church of the Good Shepherd

## Council Minutes December 11, 2008

**Present:** Spike Millman      Marcia Kjesbu      Marcia Riggers  
Carolyn Wagner      Leo Eliason      Karen Olson  
Ralph Birmingham      Jamie Huzinga,      Gery Gerst  
Lynn McCallum      Ron Tuvey, President

Ex-officio: Pastor John Rosenberg, Pastor Chuck Harris, Steve Peterson, administrator

Meeting called to order at 7:00 pm. Location: Spike Millman's Home

**Gather Together: Experience, scripture and prayer** Scripture: Micah 6:8; devotionals led by Pr John. Reflections and comments on this passage.

### Practice Accountability (Reports, etc.)

1. Lynn McCallum submitted her resignation as secretary due to increased family responsibilities. Leo moved to accept Lynn's resignation and appoint Carolyn (with her consent) to serve as secretary. 2<sup>nd</sup> Marcia K. Passed unanimously. Carolyn consents to serve as secretary. Lynn will be available to serve in the event of Carolyn's absence.
2. Successes: All three worship services are going very well, are well attended and are being well received. Thanks to the pastors and music leadership.
3. Report by Pastor John:
  - a. See attached.
  - b. New challenges at LCGS with money force us to consider our priorities.
  - c. "Strong Center – Open Door"
  - d. Pending Jan 15 2009, meeting to explore questions of LCGS identity – who is our neighbor? what is God calling us to do/be?
4. Report by Pastor Chuck:
  - a. See attached re: Caring Summit
  - b. Fostering activities/ministries both "inside" and "outside" "the house"
5. Leadership Team: Ron Tuvey reports that they are particularly focused on issues related to the budget shortfall.
6. Reconciling in Christ: Gery reported that a group is meeting and beginning to formulate recommendations to Council with an emphasis that ALL people are welcome and safe at LCGS. A special "welcoming" Sunday planned in Jan. See attachment Nov. 2008 re: Reconciled in Christ.
7. Thank you to Worship/music task force. Letter written by Carolyn and distributed by Pr. John to all members. See attached.

**Develop our Leadership Skills (Learning feature):** Pr Chuck led us in discussion of our reading from Transforming Leaders, chapter 13. See attached.

Summary: Assume God has given us **more** than we need (abundance vs scarcity). The emphasis is on spontaneity and originality. Encourages a willingness to walk into a future that is different (while still honoring the past.) There is no preconceived template for how to do this, as preconceptions lead to failure and scarcity. Important to be proactive in leadership development – identify, nurture, mentor. About \$\$\$ - transform

money from idol status → instead encourage conversations about being wise stewards of our abundance. It is necessary to reframe our understanding of money.

**Implement our Mission and Goals:**

1. Steve provided summary of current \$120,000 projected shortfall. Giving has not met expenditure needs. See attachment draft to address estimated budgetary shortfall.
2. BMC has 4 proposals for Council to consider. See following motions:
3. Leo moved the 403(b) plan be submitted to Council for approval in order to formalize the document to show a good faith effort to ensure the LCGS is in compliance with 1/1/2009 IRS regulation changes. Marcia R. 2<sup>nd</sup>. Motion carried unanimously.
4. Leo moved all proposed purchases, changes, modifications, additions, deletions to the LCGS sound system be submitted in writing to the Facilities Management Committee for review and approval prior to any purchases or commitments to purchase. Marcia R. 2<sup>nd</sup>. Motion carried unanimously.
5. Leo moved all requests for spending to be made from the general fund or any dedicated fund be submitted to the Church Administrator for review and approval prior to any purchases or commitments to purchase. Marcia R. 2<sup>nd</sup>. Discussion re: best way to communicate this clearly to the congregation. Motion carried unanimously.
6. Marcia R. moved that a) the proposed Level I budget reductions be implemented immediately, and b) the council meet the week of December 15th or as soon as possible thereafter, to determine the sequence, amount and timing of Level II reductions which includes staff functions, program ministries, mortgage, and facility maintenance necessary to align income with expense, and c) the congregation be advised that this action is necessary for Good Shepherd to act with integrity as stewards of scarce resources in these challenging times. Leo 2<sup>nd</sup>. Discussion re: best way to communicate this clearly and effectively to the congregation as we believe that our first priority must be to increase awareness of LCGS current financial status. At the moment we project needing to make 14.2% reduction to staff and programmatic areas. Every month we delay the projected shortfall will increase. Ron and Leo will each give a temple talk on Sunday December 14, 2008 to apprise the congregation of the budget shortfall. Motion carried unanimously.
7. **Follow up:** Carolyn will provide the text of the above motion along with draft document to address est. budget shortfall to all Council members no later than 12/13/2008. **Special Council Meeting to discuss reduction options Sunday, December 14, 12:30- 2:00 pm.**
8. BMC is working on developing a deposit system for funds.

## COUNCIL MOTIONS

TOPIC	MOTION/ACTION	APPROVED	FAILED
<b>Council Secretary</b>	Leo moved & Marcia K 2 <sup>nd</sup> to accept Lynn McCallum's resignation and appoint Carolyn (with her consent) to serve as secretary.	<b>X</b>	
<b>403(b) Plan</b>	Leo moved & Marcia R 2 <sup>nd</sup> the 403(b) plan be submitted to Council for approval in order to formalize the document to show a good faith effort to ensure the LCGS is in compliance with 1/1/2009 IRS regulation changes.	<b>X</b>	
<b>Sound system expenses preauthorization by FMC</b>	Leo moved & Marcia R 2 <sup>nd</sup> all proposed purchases, changes, modifications, additions, deletions to the LCGS sound system be submitted in writing to the Facilities Management Committee for review and approval prior to any purchases or commitments to purchase.	<b>X</b>	
<b>All spending requests require Administrator prior approval</b>	Leo moved & Marcia R 2 <sup>nd</sup> all requests for spending to be made from the general fund or any dedicated fund be submitted to the Church Administrator for review and approval prior to any purchases or commitments to purchase.	<b>X</b>	
<b>Budget shortfall next steps</b>	Marcia R. & Leo 2 <sup>nd</sup> moved that a) the proposed Level I budget reductions be implemented immediately, and b) the council meet the week of December 15th or as soon as possible thereafter, to determine the sequence, amount and timing of Level II reductions which includes staff functions, program ministries, mortgage, and facility maintenance necessary to align income with expense, and c) the congregation be advised that this action is necessary for Good Shepherd to act with integrity as stewards of scarce resources in these challenging times.	<b>X</b>	

**Go in Peace and Serve the Lord:**

Reflection on what we learned tonight and what we appreciate about each other.

**Special Meeting:** Sunday, Dec. 14, 12:30pm Rm 114 to discuss budget shortfall

**Next Meeting:** Thursday, January 8, 2009 7pm Rm 114

**Assignment:** Transforming Leadership, Chapter 6, Scripture: Acts 2:37-47

**Closing** The Lord's Prayer

Thanks to Spike and his family for hosting this meeting at his home.

**Respectfully Submitted;**

Carolyn Wagner

**Attachments:**

LCGS Employee 403(b) Plan

Develop Our Leadership Skills – chapter 13 summary by Pr. Chuck

Pastor John Council Report – 12.11.2008

Letter of thanks to Worship/Music Task Force

Draft Steps to Address Estimated Budget Shortfall

**Follow up tasks:**

**December 2008:**

- 1) Approval of November minutes.

**November 2008:**

- 1) Brainstorm new names to designate our service styles
- 2) Don and Bob are asked to be sure to clarify what the Trust Board to the congregation as this series goes forward.
- 3) Council subcommittee (Carolyn, Gery and Spike) to review the recommendations of the Succession Team and report to the Council in January 2009, 1) how shall the Council implement on a regular basis and 2) are there areas requiring a special task force to address?