

# The Lutheran Church of the Good Shepherd

## Council Minutes – Special Budget Meeting December 14, 2008

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

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

**Absent:** Ralph Birmingham

Meeting called to order at 12:30 pm. Rm 144

**Gather Together: Opening prayer** led by Ron Tuvey

### Practice Accountability (Budgetary shortfall)

1. Discussion: Each shared feedback received from congregation members following the council announcement re: budget shortfall.
2. Marcia R. designated to facilitate our discussion today.
3. **Guiding Principles for our decision making:**
  - a. Adhere to Mission Vision Values Statement
  - b. Be fair/equitable (not intended as a absolute position)
  - c. Use a “scalpel not a chainsaw in cutting programs/staff
  - d. Recognize the opportunity within the challenge (e.g. educate members re leadership roles etc)
  - e. People affected should be consulted/be part of the solution
  - f. Council decision-making role at macro, rather than micro level
  - g. Be consistent with personnel policies
  - h. Adjust expenditures in future based on income
  - i. Use dedicated funds where possible and appropriate
4. **Projected shortfall for this fiscal year is \$46,466**
5. **Possible Reductions to consider (brain-storming ideas)**

Item/Function	% or \$\$ savings
Defer Relocation Expense for Pr Chuck	\$4000
Reduce/cancel evening janitor	\$8000-16,000
Reduce Office admin/finance by ~30%	~30%
Pr John – cut mileage and cont. ed	
Pr John – trade some salary for vacation	
Reduce programmatic staff by 25%	25%
Use dedicated funds for temp. support (review dedicated funds)	Over \$100,000 available theoretically. These funds are available once only and do not address the underlying income vs. expense problem.

6. **Follow up:** Review dedicated funds. Consider eliminating dedicated funds that do not serve the overall mission and folding these monies back into the general fund.
7. Marcia R. moved the Council recommend in order to address the \$46,500 shortfall we a) defer Pr Chuck's relocation fund to fiscal year 2009-10, b) reduce programmatic budgeted expenditures per Level II by approximately 50% and c) reduce non-pastoral staff salaries and benefits by approximately 30%; all items to be adjusted by dedicated funds or increased giving as appropriate. Leo 2<sup>nd</sup>. Discussion. Motion carried unanimously.

**Follow up:** Steve will consider all possible options to affect cost savings and reductions in line with above motion and will return to Council with recommendation for our consideration in near future.

**COUNCIL MOTIONS**

TOPIC	MOTION/ACTION	APPROVED	FAILED
<b>Budget Shortfall</b>	Marcia R. moved & Leo 2 <sup>nd</sup> the Council recommend in order to address the \$46,500 shortfall we a) defer Pr Chuck's relocation fund to fiscal year 2009-10, b) reduce programmatic budgeted expenditures per Level II by approximately 50% and c) reduce non-pastoral staff salaries and benefits by approximately 30%; all items to be adjusted by dedicated funds or increased giving as appropriate.	<b>X</b>	

**Go in Peace and Serve the Lord**

**Next meeting: Wednesday, December 17 at 8:00pm (Special Budgetary Mtg)**

**Closing:** The Lord's Prayer

**Respectfully Submitted:** Carolyn Wagner

**Attachments:**

Draft Steps to address estimated budget shortfall 12/13/2008