

Lamb of God Lutheran Church  
Church Ministry Council  
Agenda – April 20, 2020

Call Meeting to Order  
Opening Prayer/Devotion  
Review/Approve Previous Meeting Minutes

Doug Janeway  
Pastor Settle  
Patti Hawkins

**TAKE TEN**

- How did you **SEE** God at work in your life?
- What has God been teaching you in **HIS WORD**?
- What kind of **CONVERSATIONS** are you having with non-believers?
- What good can we **DO** around here?
- How can we help you in **PRAYER**?

**Group Discussion**

**Standing Reports – Submitted in advance of CMC Meeting**

Treasurer's Report  
Elder's Report  
Children's Ministry Report  
Youth Report  
Music Ministry Report  
Adult Education Report  
Outreach Ministry Report  
Fellowship Committee Report  
Servanthood  
Early Childhood Ministry  
Facilities Report  
Senior Pastor Report

Christina Knox  
John Downey  
Gabby Perez  
Sam Ewing  
Tom Hardt  
Corey Smith  
Anita Thiede  
Dave Meeks  
Adam Hengeveld  
Cheryl Faulkner  
Rick Pfeil  
Pastor Rance Settle

**Discussion/Updates**

Senior Pastor Report

Pastor Rance

Financial Update/Budget Discussion

Christina Knox

Lamb of God 50-Year Anniversary Celebration

Christina Knox

**Action Items – Submitted in advance of meeting or discussed at previous CMC**

Approving Concert Guidelines (Discussed at March CMC Meeting)

Doug Janeway

Setting Date of Voters meeting to June 28, 2020

Doug Janeway

**President's Report**

Doug Janeway

Closing Thoughts

Adjourn  
*Closing – Lord's Prayer*

*All*

# Minutes of the Lamb of God Church Ministry Council Regular Meeting – March 16, 2020

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## Members Present:

Doug Janeway, President  
Mike Van Strien, Vice President  
Christina Knox, Treasurer  
Anita Thiede, Chairman of Outreach  
Tom Hardt, Chairman of Music Ministry  
Rick Pfeil, Chairman of Facilities  
Gabby Perez, Chairman of Children's Ministry  
Adam Hengeveld, Chairman of Servanthood  
Dave Meeks, Chairman of Fellowship  
Sam Ewing, Chairman of Youth Ministry  
Corey Smith, Chairman of Adult Education  
Patti Hawkins, Secretary

## Staff Members Present:

Pastor Rance Settle  
Hannah Prindiville  
Dawn Wendorf  
Stephanie Poyner  
Jason Barnhart  
Darcie Boughton  
Brandy Simmons

The meeting was called to order by Doug Janeway, President, at 7:00 pm.

**Opening Prayer/Devotion** – Pastor Rance opened the meeting with a devotion about perspective and a prayer.

## **Review/Approve Previous Month's Minutes**

The minutes for the February CMC meeting were presented.

Motion to approve minutes: Adam Hengeveld

Second: Rick Pfeil

**THE MOTION CARRIED.**

## **TAKE TEN**

Doug led the CMC in a discussion about Joining Jesus on His Mission. Various members shared stories of their experiences in the past month. We will be taking ten again next month.

## **Ministry Reports –**

All ministry leaders submit reports prior to the meeting.

## Discussion/Updates

**Budget discussion** – Doug thanked Christina and Darcie for all their work putting the budget together. He thanked the ministries for doing their part to trim the budget. He asked leaders to put together a list of items that they wish they could have done, had we had room in the budget.

Christina distributed the proposed budget. It includes a 4.5% increase based on current giving trends; it is a decrease from last year's budget. She walked members through the proposed budget. Our giving trends are decreasing each year. There is concern about having the increase described above for giving. We are hopeful that the stewardship education coming later this year will help that. Doug pointed out that once again there are no raises for the staff.

Adam suggested reducing missions from 12% to 10%. He also thought we should calculate the missions based off of current year figures rather than prior year figures. Anita felt that using current year revenue is reasonable, but she disagreed with decreasing the percentage. Pastor pointed out that our ECM is also outreach, which bumps up our outreach percentage.

Adam Hengeveld made a motion: TO base annual mission budget off of proposed 2020-2021 year budgeted contributions (line 4010 - \$1,251,313) and for this year to reduce our mission budget on line 580 to 10%. [Currently the outreach calculation is based on FY 2019 actual giving.] Dave Meeks seconded. There followed some discussion. A voice vote was not clear, so a show of hands vote was taken. With 3 abstentions, the motion carried.

Doug laid out that the next step is to make this change to the budget. At our April meeting we will have a proposed budget to approve for presentation to the congregation.

**Policies & Procedure – Concert Guidelines** – Stephanie Poyner has proposed a concert guideline policy (see attached) to clarify our policy and insure that we don't violate our 501(c)(3) status. **Suggestions** were made for some additions to the policy.

**Update – Corona Virus Preparedness** – Pastor reported that there are people watching the preparedness. We are now going to have to worship online only; Wednesday services will be online as well since the government is recommending not meeting in groups of more than 10 people. Preparations are being made to figure out how to communicate and help people to stay connected. There will be Bible studies and other resources added to our website. The services will be broadcast live and will remain available online. We hope that it will be for a short time, but we are preparing in case it is required longer. Prayers are requested for the ministry team as they work out the details. There is also discussion about online giving and the fee that goes along with it. It was discussed that doing online bill pay through your bank does not incur a fee, so members can be encouraged to donate that way. Most outside groups are canceling their events, and we are stating that outside groups will not be meeting on our campus.

They are investigating ways to hold meetings online.

The preschool is also monitoring the situation. Dallas has closed schools indefinitely; Coppell has closed through April 3. We are waiting for LISD to make a statement, expected on Thursday. We will follow LISD's recommendations.

Hannah mentioned that it would be good to do something for our high school seniors, as they could miss their proms and their graduation ceremonies. They are still thinking of what to do.

We are monitoring the situation and taking things a week at a time. Currently everything in March is most likely canceled, and some things in April will be canceled (family picnic, pancake breakfast, Easter egg hunt, Walk with Jesus, etc.) We are taking it week by week. If we have to cancel all of these things, we will put more resources into fall events (family picnic -> Oktoberfest). As soon as we are allowed back in the building, we will hold an Easter service and a confirmation, regardless of when that occurs.

### **Action Items** –None

### **President's Report** –

**CLOSING THOUGHTS** - God is in control. We need to stay in the boat. The times are uncertain, but the ending is not.

Motion to adjourn: Tom Hardt

Second –Dave Meeks

**THE MOTION CARRIED.**

The meeting adjourned at 8:46 with the Lord's Prayer.

Respectfully submitted,

*Patti Hawkins*, Secretary

# Minutes of the Lamb of God Church Ministry Council Emergency Meeting – April 11, 2020

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## Members Present via Webex:

Doug Janeway, President  
Mike Van Strien, Vice President  
Christina Knox, Treasurer  
Tom Hardt, Chairman of Music Ministry  
Rick Pfeil, Chairman of Facilities  
Gabby Perez, Chairman of Children's Ministry  
Adam Hengeveld, Chairman of Servanthood  
Dave Meeks, Chairman of Fellowship  
Sam Ewing, Chairman of Youth Ministry  
Corey Smith, Chairman of Adult Education  
Patti Hawkins, Secretary

## Staff Members Present:

Pastor Rance Settle  
Stephanie Poyner  
Darcie Boughton

An emergency meeting of the Lamb of God Church Ministry Council was convened on April 11, 2020 via Webex. The meeting was called to order by Doug Janeway, President, at noon.

The purpose of the meeting was to discuss the application for the SBA Payroll Protection Plan loan for approx. \$160,000. The loan is fully forgivable if all terms were met, such as spending 75% on salaries and the rest for items such as utilities and mortgage payments. The loan is being applied for through American National Bank, our regular bank.

The attached resolution was presented to the CMC for consideration. Tom Hardt moved adoption of the resolution. Adam Hengeveld seconded. Discussion followed. Darcie and Christina walked members through the process of how they chose the amount to be applied for. They have discussed with the Texas District of LCMS who have assisted in the process. TCEF is required to approve our receiving this loan, but they were the ones that recommended that we apply for it.

A roll call vote was held. The motion carried; the resolution was approved.

Motion to adjourn: Corey Smith  
Second – Christina Knox

**THE MOTION CARRIED.**

The April CMC meeting will also be held via Webex. Thanks to Mike Van Strien for setting up the call.

The meeting adjourned with a closing prayer by Pastor Rance.

Respectfully submitted,

*Patti Hawkins*, Secretary

**Lamb of God Lutheran Church**  
**Income and Expense Report FY2019-2020**  
 March 2020

	Mar 20	Budget	Jul '19 - Mar 20	YTD Budget	Annual Budget
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
<b>4000 · CHURCH INCOME</b>					
<b>4010 · Contributions Income</b>					
4011 · Envelopes	89,626.86	100,000.00	840,187.68	940,000.00	1,237,913.00
4012 · Plate	3,598.18	6,000.00	47,054.71	56,500.00	75,000.00
4013 · Sunday School	43.55	291.67	166.90	2,624.99	3,500.00
<b>Total 4010 · Contributions Income</b>	<b>93,268.59</b>	<b>106,291.67</b>	<b>887,409.29</b>	<b>999,124.99</b>	<b>1,316,413.00</b>
<b>Total 4020 · Designated Expense Reduction</b>	<b>0.00</b>	<b>0.00</b>	<b>19,603.46</b>	<b>42,800.00</b>	<b>52,800.00</b>
<b>Total 4030 · Miscellaneous Income</b>	<b>946.00</b>	<b>16.67</b>	<b>2,681.86</b>	<b>149.99</b>	<b>200.00</b>
<b>4040 · Contingency Allocation</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>40,000.00</b>
<b>Total 4000 · CHURCH INCOME</b>	<b>94,214.59</b>	<b>106,308.34</b>	<b>909,694.61</b>	<b>1,042,074.98</b>	<b>1,409,413.00</b>
<b>4500 · ECM INCOME</b>					
4510 · Registration	0.00	500.00	28,045.00	34,500.00	35,000.00
4511 · Tuition	27,102.75	35,000.00	236,847.95	280,000.00	350,000.00
4516 · Enrichment	0.00	312.50	2,180.00	2,187.50	2,500.00
<b>Total 4500 · ECM INCOME</b>	<b>27,102.75</b>	<b>35,812.50</b>	<b>267,072.95</b>	<b>316,687.50</b>	<b>387,500.00</b>
<b>Total Income</b>	<b>121,317.34</b>	<b>142,120.84</b>	<b>1,176,767.56</b>	<b>1,358,762.48</b>	<b>1,796,913.00</b>
<b>Gross Profit</b>	<b>121,317.34</b>	<b>142,120.84</b>	<b>1,176,767.56</b>	<b>1,358,762.48</b>	<b>1,796,913.00</b>
<b>Expense</b>					
<b>5000 · CHURCH EXPENSES</b>					
<b>Total 50 · SALARY/BENEFITS</b>	<b>65,876.47</b>	<b>70,884.28</b>	<b>578,388.24</b>	<b>620,888.85</b>	<b>800,375.00</b>
<b>Total 510 · BENEFITS</b>	<b>15,200.42</b>	<b>19,604.17</b>	<b>130,517.40</b>	<b>176,437.49</b>	<b>235,250.00</b>
<b>Total 511 · PAYROLL TAXES</b>	<b>3,582.54</b>	<b>4,700.00</b>	<b>32,888.70</b>	<b>39,400.00</b>	<b>52,000.00</b>
<b>Total 51 · BENEFITS/PAYROLL TAXES</b>	<b>18,782.96</b>	<b>24,304.17</b>	<b>163,406.10</b>	<b>215,837.49</b>	<b>287,250.00</b>
<b>Total 52 · ALLOWANCES</b>	<b>118.45</b>	<b>341.67</b>	<b>1,199.62</b>	<b>3,074.99</b>	<b>4,100.00</b>
<b>Total 53 · CONFERENCES/CONT ED/INTERNSHI</b>	<b>-368.86</b>	<b>41.67</b>	<b>6,020.00</b>	<b>7,874.99</b>	<b>8,000.00</b>
<b>Total 54 · CONTRACTORS</b>	<b>1,150.00</b>	<b>741.67</b>	<b>5,975.00</b>	<b>6,674.99</b>	<b>8,900.00</b>
<b>Total 55 · PASTORAL MINISTRY</b>	<b>89.92</b>	<b>358.33</b>	<b>2,858.25</b>	<b>4,725.01</b>	<b>5,800.00</b>
<b>Total 56 · MUSIC MINISTRY</b>	<b>297.41</b>	<b>1,358.34</b>	<b>4,848.05</b>	<b>6,074.98</b>	<b>6,100.00</b>
<b>Total 67 · MULTI-MEDIA MINISTRY</b>	<b>0.00</b>	<b>79.17</b>	<b>0.00</b>	<b>712.49</b>	<b>950.00</b>
<b>Total 57 · ELDER MINISTRY</b>	<b>273.00</b>	<b>0.00</b>	<b>472.92</b>	<b>200.00</b>	<b>2,200.00</b>
<b>Total 68 · CARE MINISTRY</b>	<b>0.00</b>	<b>200.00</b>	<b>91.30</b>	<b>700.00</b>	<b>700.00</b>
<b>58 · OUTREACH MINISTRY</b>					
<b>Total 580 · MISSIONS</b>	<b>12,203.67</b>	<b>12,631.50</b>	<b>108,977.36</b>	<b>113,683.50</b>	<b>151,578.00</b>
<b>Total 582 · Outreach &amp; Assimilation</b>	<b>0.00</b>	<b>179.16</b>	<b>881.82</b>	<b>1,762.52</b>	<b>2,450.00</b>
<b>Total 58 · OUTREACH MINISTRY</b>	<b>12,203.67</b>	<b>12,810.66</b>	<b>109,859.18</b>	<b>115,446.02</b>	<b>154,028.00</b>
<b>Total 59 · EDUCATION MINISTRY</b>	<b>0.00</b>		<b>194.87</b>		
<b>Total 60 · EARLY CHILDHOOD MINISTRY</b>	<b>-900.05</b>	<b>21.67</b>	<b>10,205.85</b>	<b>10,334.99</b>	<b>10,400.00</b>
<b>Total 61 · CHILDREN'S MINISTRY</b>	<b>0.00</b>	<b>5,250.00</b>	<b>1,605.83</b>	<b>8,350.00</b>	<b>14,100.00</b>
<b>Total 62 · YOUTH MINISTRY</b>	<b>0.00</b>	<b>191.67</b>	<b>466.27</b>	<b>3,524.99</b>	<b>4,100.00</b>
<b>Total 63 · FELLOWSHIP MINISTRY</b>	<b>0.00</b>	<b>333.33</b>	<b>1,062.28</b>	<b>3,000.01</b>	<b>4,000.00</b>
<b>Total 64 · SERVANTHOOD MINISTRY</b>	<b>0.00</b>	<b>137.49</b>	<b>581.43</b>	<b>1,237.53</b>	<b>1,650.00</b>
<b>65 · FACILITIES/FINANCE MINISTRIES</b>					

**Lamb of God Lutheran Church**  
**Income and Expense Report FY2019-2020**  
 March 2020

	<b>Mar 20</b>	<b>Budget</b>	<b>Jul '19 - Mar 20</b>	<b>YTD Budget</b>	<b>Annual Budget</b>
<b>Total 650 · ADMINISTRATIVE</b>	2,957.93	2,466.66	20,809.91	22,200.02	29,600.00
<b>Total 651 · IT SUPPORT &amp; EQUIPMENT</b>	2,099.04	3,291.67	23,759.71	29,624.99	39,500.00
<b>Total 652 · INSURANCE &amp; MAINTENANCE</b>	13,184.78	43,416.66	30,709.10	70,750.02	81,000.00
<b>Total 653 · ANNUAL BUILDING EXPENSES</b>	103.50	666.67	7,387.72	10,599.99	11,100.00
<b>Total 654 · UTILITIES</b>	6,872.85	7,003.79	57,792.48	63,034.09	79,500.00
<b>Total 655 · MAJOR/MINOR EXPENDITURES</b>	0.00	416.67	0.00	3,749.99	5,000.00
<b>Total 656 · LOANS &amp; INTEREST</b>	12,926.00	19,780.00	117,718.74	178,020.00	237,360.00
<b>Total 65 · FACILITIES/FINANCE MINISTRIES</b>	38,144.10	77,042.12	258,177.66	377,979.10	483,060.00
<b>Total 66 · CMC MINISTRY</b>	0.00	100.00	815.50	900.00	1,200.00
<b>Total 5000 · CHURCH EXPENSES</b>	135,667.07	194,196.24	1,146,228.35	1,387,536.43	1,796,913.00
<b>Total Expense</b>	135,667.07	194,196.24	1,146,228.35	1,387,536.43	1,796,913.00
<b>Net Ordinary Income</b>	-14,349.73	-52,075.40	30,539.21	-28,773.95	0.00
<b>Net Income</b>	<b>-14,349.73</b>	<b>-52,075.40</b>	<b>30,539.21</b>	<b>-28,773.95</b>	<b>0.00</b>

Elder's Report to CMC

Apr 10, 2020

Submitted by John Downey

The Elders discussed the following items during our monthly Apr 2020 Elder Meeting

1. No on-site Elder meeting due to Covid-19
2. Email communication sent to Elders with notes from Pastor Settle, Pastor Waiser, and Vicar Mark.



## Children's Ministry – April 2020 Update

### Current

- Children's messages are still continuing virtually. Videos are posted alongside the service on the LOG website.
- Hannah P did 12 days of Resurrection eggs (videos and coloring pages) in the 12 days leading up to Easter.
  - We had great participation! Parents were posting kiddo drawings and pictures.
- Band is proving to be an excellent way to communicate and "be together."

### Planning for the Future

- We unfortunately had to make the difficult decision to cancel VBS for this year. Dates with the schools keep getting pushed back which majorly affects our timeline including time to register, using registration fees to purchase, having time to get material, and time to then recruit needed volunteer numbers. On a Facebook group of national directors, many churches are canceling through the last week of June. We are working on some ideas how to still offer fellowship and activity this summer.
  - We will keep the supplies/ideas we already have, and do the Rocky Railroad theme next summer (2021).
- At this point we are still scheduled for Miss Stephanie's Music Camp in July which will offer an event for our children. However, if school remains online for the remainder of the year, we will need to assess planning and time in May. TBD for now.
- We are planning an alternative Summer Sunday School for our children this year that provides more physical activity and works within appropriate attention spans. Also, we'd like to give our year round teachers the summer off, so we have already collecting family volunteers. We are calling it "Playground, Popsicles, Jesus." It will be fellowship/playground based with a short devotion and craft/snack. We will communicate with parents to dress children accordingly for playground and outdoor play.

# YOUTH Ministry Update

April

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## Confirmation

- Submitting Sharing of the Faith Videos Electronically
  - Plan to have virtually published on April 26<sup>th</sup>
- Confirmation Sunday is tentatively rescheduled for June 7<sup>th</sup>
- Looking at potentially doing a celebration lunch for the confirmans

## Canoe Trip

- Canoe Trip on May 1<sup>st</sup> has officially been canceled at this time
- Currently still negotiation contract with Cabin rental company

## Mission Trips

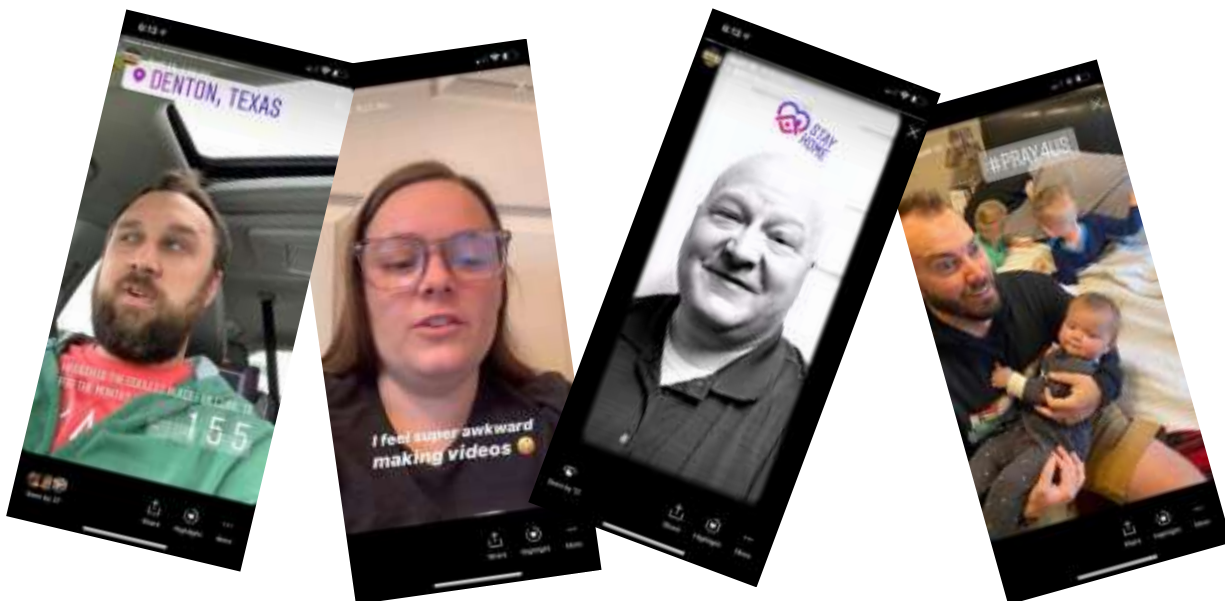
- We have made no official mission trip communication to our families yet but plan to this week
  - Please do not share this information with our youth families until an official announcement has been made
- Youth board and Mission Trip planning committees have met and made the tough decision to cancel both our traditional middle school and high school trips this summer
  - Several factors went into this decision including: COVID-19 travel safety, changes in families budgets, time off, uncertainty from mission sites
- Are moving our deposits for both trips to 2021 events on the same weeks
  - This also helps serve both our mission sites

## Current Happenings

- Zoom Wednesday Night bible studies
- Independent study for Sunday mornings
- Movie Watch Parties on Rave
- Instagram takeovers

## Future Events

- Tentative plans for a untraditional summer gathering on July 31<sup>st</sup> – August 2<sup>nd</sup>
  - Focus on Fellowship with a favor of mission trip
- As things begin to reopen plan to host several smaller fellowship events throughout the summer



## Music Ministry Report April 2020

1. All Music Ministry Events are canceled or postponed.
2. The choir music, handbell music, and praise band music for use when we return AND it is safe to have volunteer musicians serve in worship is posted in the Music Ministry Dropbox.
3. The choral scholars are serving on the worship videos. This prevents us from endangering the health and safety of our volunteer musicians and follows the Denton County guidelines that only 10 staff members should be on campus to record religious services.

Stephanie Poyner

April 2020

# **Outreach Report**

April 20, 2020

- No new Newsletters received
- Committee did not meet in April
- Committee reaching out to our mission partners during next 30 days to let them know they are in our prayers during this time

# **Early Childhood Ministry Report**

April 2020

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- Worked on Budget with ECM Board, Board of Trustees and CMC
- Currently registering for 2020-2021 school year: 102 students
- Currently school is closed following LISD's Closure: March 23-AT LEAST May 3
- Paid teachers through April 3
- Hoping to qualify for CARES ACT Loan to pay teachers through remainder of school year.
- Teachers have been amazing and outreaching to their families through email, text and videos.
- Staff is staying connected through WHAT'S APP (Group chat)
- Making our Facebook page more interactive-especially with Easter!
- Please join us in praying for our school ministry, staff, students and families.

**2019-2020 Enrollment: 125**

*Facilities Report to CMC*

April 20, 2020

1. City contractor work for new sewer line is near complete in our easement. Parking space paving at northeast corner replaced as negotiated.
2. Fabric replacement of sanctuary seat cushions currently delayed until weeks of May 26 and June 01 due to contractor delays on other project(s).
3. Building is closed. All exterior doors are secured and only access is via key cards. Lights are turned off. No Janitorial services this month. AC running on holiday schedule a few hours a day since staff is in office at various times.
4. Security Committee. No activity. Next meeting date/time is pending.