

Lamb of God Lutheran Church
Church Ministry Council – VIA Virtual Meeting Format
Agenda – September 21, 2020

Call Meeting to Order	Doug Janeway
Opening Prayer/Devotion	Pastor Settle
Review/Approve Previous Meeting Minutes	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	Christina Knox
Elder's Report	John Downey
Children's Ministry Report	Open
Youth Report	Sam Ewing
Music Ministry Report	Tom Hardt
Adult Education Report	Corey Smith
Outreach Ministry Report	Anita Thiede
Fellowship Committee Report	Dave Meeks
Servanthood	Open
Early Childhood Ministry	Cheryl Faulkner
Facilities Report	Rick Pfeil
Senior Pastor Report	Pastor Rance Settle

Discussion/Updates

Update – The Grove	Pastor Rance/Pastor Hartjen
Live Nativity	Emily Rhone
Senior Pastor Report	Pastor Rance
ECM Operations Update	Cheryl Faulkner
Financial Update/Budget Discussion	Christina Knox
Employee Benefits Policy	Doug Janeway
CMC Nominations/Elections	Doug Janeway

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

President's Report

Doug Janeway

Closing Thoughts – Next Meeting – October 12 due to elections

Adjourn

Closing – Lord's Prayer

All

SUBMITTED BY LIVE NATIVITY 9-21-2020

To all LOG ministries. We, the Live Nativity committee, has been asked to provide family care packs for CCA over this Christmas season. Since LOG has not been able to do much outreach due to the COVID-19 pandemic, this might be a great opportunity for the whole congregation to help us spread the word to those in need in our community.

What CCA has asked for 750 packs containing a roll of toilet paper, a box of facial tissue, toothpaste and maybe a small hand sanitizer. We might want to consider a bar of soap, instead of the hand sanitizer.

What we are asking of all the ministries is for each of the groups to commit to providing a certain number of complete packs or committing to providing several of needed items. For example, adult bible study commits to providing 10 packs and early childhood ministry commits to providing 25 packs of toilet paper.

Live Nativity is working on grants for and donations of needed items. We will also be providing devotionals and other materials for each pack.

The plan is to have this project run from October 1-November 15. We will have some space at church to store the items. I will be coordination with CCA for some space to assemble the kits that need to be completed. We will also need volunteers to help count, sort, and help us finish the packs.

Emily Rohne

3.700: GROUP EMPLOYEE BENEFIT PLANS

Because of its Christian concern for its employees, LAMB OF GOD LUTHERAN CHURCH provides benefit programs in order to help its employees with expenses related to illness, injury, or death, as well as to provide retirement income.

Eligibility: Regular full-time (over 30 hours) and regular part-time (over 20 hours) employees are eligible for enrollment in the Concordia Plan Services per the eligibility requirements outlined in each plan.

Benefits Provided:

- The Concordia Retirement Plan provides retirement benefits and is available to regular full-time and part-time employees. Employees are also eligible to participate in the 403B plan.
- The Concordia Disability and Survivor Plan provides disability income and death benefits and is available to regular full-time and part-time employees.
- The Concordia Health Plan provides medical, dental and vision coverage and is available to regular full-time employees.
- Concordia Plan Services details are available through Concordia. Concordia-provided details supersede any information provided in this policy. For further details about the benefits of these Plans, booklets are available either in the church office or by calling the Concordia Plan Services office.

Enrollment: Employees will be asked to fill out an Enrollment Form and Beneficiary Form, and these forms will be forwarded to the Concordia Plans office for processing. The Plans office will then mail the employee a letter confirming enrollment as well as provide booklets and other informational materials.

Cost:

- The congregation pays 100% of the cost for the Concordia Retirement Plan and Concordia Disability and Survivor Plan.
- The Concordia Health Plan is available to qualifying full-time employees. Effective 01/01/2021, the following cost structure applies to covered employees and their family members.
 - The congregation pays 100% of the premium for individual coverage.
 - The congregation pays approximately 75% of the premium for additional spouse, child, or family coverage.
 - All deductibles and co-payments are the responsibility of the employee.
- A Health Spending Account (HSA) will be available for employees to contribute pre-tax dollars according to limits established by the federal government.

Termination of Benefits: Coverage for the employee and their dependents through the Concordia Plans will discontinue effective at the end of the calendar month in which termination of regular full-time or regular part-time employment occurs. Information about extension of coverage on an individual basis will be mailed to the employee by the Plans' office.

Adopted __/__/__

November 2020 Elections:

Position:

*Vice President – Mike Van Strien (President-Elect)
*Secretary – Patti Hawkins (elected November 2016)
Elders Board – John Downey – Head Elder (elected November 2018)
Music Ministry – Tom Hardt – (elected November 2016)
Outreach Ministry – Anita Thiede (elected November 2016)
Servanthood – Open
ECM – Cheryl Falkner – (elected November 2018)

Nominee

Rick Pfiel
Kelly Laskowski
TBD
Greg Johnson
Michelle Moran
OPEN
Eligible for re-election

*Board of Trustees and Finance Committee

AND PLANNING AHEAD:

November 2021 Elections:

*Treasurer – Christina Knox (elected Nov 2017, 1st term)
Facilities - Rick Pfiel (elected Nov 2017 – 1st term)
Adult Education – Corey Smith (elected Nov 2017 – 1st term)
Fellowship - Dave Meeks (elected Nov 2017 – 1st term)
Youth– Sam Ewing (elected Nov 2019 – 1st term)
Children’s Ministry – Open

Not eligible for re-election
Not eligible for re-election
Not eligible for re-election
Not eligible for re-election
Eligible for re-election
Open

Minutes of the Lamb of God Church Ministry Council Regular Meeting – August 17, 2020

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
Dave Meeks, Chairman of Fellowship
Cheryl Faulkner, Chairman of ECM
Corey Smith, Chairman of Adult Education
Sam Ewing, Chairman of Youth Ministry
Patti Hawkins, Secretary

Staff Members Present:

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

Guests Present:

Blake Horton

The meeting was called to order by Doug Janeway, President, at 7:04 pm. The meeting was held on a Webex hosted by Mike Van Strien. Doug introduced Blake Horton, who attended as a representative of the servanthood committee.

Opening Prayer/Devotion – Pastor Rance opened the meeting with a devotion. When we are overwhelmed, God is there. All the problems of the world (many waters) are temporary. (Psalm 18).

Review/Approve Previous Month's Minutes

The minutes for the June CMC meeting were presented.

Motion to approve minutes: Rick Pfeil

Second: Corey Smith

THE MOTION CARRIED.

TAKE TEN

Members shared Take Ten stories.

Ministry Reports

All ministry leaders submit reports prior to the meeting.

Discussion/Updates

Senior Pastor Report – Pastor Rance reported that online services have connected us with people all over the country and all over the world – China, Iran, Tanzania, Japan, and other places. The last few Sundays there have been over 100 people in line for drive-through Communion. We are looking forward to gathering together again – shooting for Rally Day (Sept 13) at this time. Pastor J Brown will be our guest pastor that day; he will be doing the Warrior Weekend retreat the day before. Members were encouraged to sign up. Christy Caul's mother passed recently; please keep her in your prayers. Confirmation orientation will be this Wednesday. It will be online – and there will be video footage of what to do and what not to do for acolytes. Classes will be online at the beginning, starting September 16. Hoping to move to in-person in October. Adult Bible class – mid-week and Sunday should begin after Rally Day – socially distanced in the fellowship hall. They are investigating live streaming the Bible class as well. Pastor will be going through his book in the Bible study. They are working to get Elders connected with care ministry. We are working with the parish nurse to come up with activities for Advent. One possibility is a virtual walk to Bethlehem (13,972,000 steps), a way to keep people active and connected and involved. CCA is planning a drive-through flu shot clinic. They would like LOG to get on board as well. On Rally Day we hope to install Hannah as a lay minister since we have called her (in May). Another idea is to get more people involved in small groups. Dawn is working on a module that would help lay out potential groups by geography. At the end of this month, we will have a livestream baptism of Brandy's baby, Matthew Simmons. They are also looking at having another class or two during Bible class to provide options. More information will be forthcoming on all of these initiatives.

Virtual Ministry Fair/Rally Day – Pastor Rance reported that the virtual ministry fair plans are progressing. More videos are needed – telling what the ministry means to you and tell stories of connections and service that have come up in the past. The goal is to let people know that we are still here and still doing ministry and God is still impacting lives. Jason stated that we are trying to get people's faces out there, but the videos will also have pictures or graphics or other media, so it won't just be people talking. Deadline for submission is this Friday, August 21. There is a mini-studio set up at church to film the videos. Blake suggested running one video each week before the service to bring more attention to them.

ECM Operations – COVID 19 – Doug added this to the agenda due to the uncertain times we are living in. Cheryl reported that plans and enrollment change hourly. This morning we were at 80 children; this afternoon it was 73. Salary \$138k, total income \$216k, so we hope to be able to maintain a budget. Parents were polled as to interest in virtual preschool. Also whether ECM is used as childcare. Goal is to open Sept. 10, but that could change if the government changes requirements. Teacher contracts state that if they are furloughed, they will not be paid. Processes are being developed for how drop off and pick up would work, maintaining social distancing. Kids will be checked in at the door, except for 18-month-olds. Temperatures will be taken. New equipment to clean has been obtained, in addition to the cleaning that the teachers will do. TEA provided face masks, and they will be providing gloves as well. Brandy reported that we need 2 more teachers. Without COVID, we would probably have 122 students. We are being careful with staffing. We are not giving refunds of supply fees when parents withdraw their children. We are planning to stay open, even if LISD closes, if we are able. Prayers were requested for all school administrators, teachers, and for parents and students as well.

Fall Event Planning – COVID 19 – Dave Meeks reported that we are planning to do some form of Trunk or Treat, although plans are still fluid. Events will be tough during COVID. The 50th anniversary celebration – there has been discussion about postponing till next year. Live Nativity – trying to come up with a way to do this. A hayride is probably not going to happen. Possibly a stroll, where people walk to various stations. They are also considering a video live nativity. Pastor said November 1 will be the service to celebrate the 50th anniversary; the question is whether the banquet can happen there, but we are hoping we will be able to have it that weekend.

Financial Update/Budget Discussion – Christina reported that for YE 6/30/2020, our shortfall on income was about \$100K (including the PPP loan). With the PPP loan we ended up \$136K ahead of budget; without the loan, we were under by \$23.6K. 75% on salaries; we spent 80%, so we met the criteria. Paperwork has been filled out to turn into the bank to be forgiven. We currently have around \$200K in the operating cash, which is typical for us. We also have \$136K in leftover funds from the 2019-20 budget. There was discussion about how much funds we should keep on hand. For July, we are under budget for giving by about \$5500. We were budgeted to be \$23K over budget for July, but we are currently only \$12K over.

Action Items – None

CLOSING THOUGHTS - Upcoming Election. Elections are coming in November. The CMC is the nominating committee. If you are an outgoing member of CMC, please come forward with someone from your board. If you are eligible to be re-elected, please let Doug know if you are willing to run again. Many thanks to the entire staff – pastor, office staff, school staff – for all that they are doing in these odd times. God is still in charge, and we see new opportunities arising, and

Motion to adjourn: Christina Knox

Second: Corey Smith

THE MOTION CARRIED.

The meeting adjourned at 8:30 with a prayer by Pastor Settle.

Respectfully submitted,

Patti Hawkins, Secretary

Lamb of God Lutheran Church Income and Expense Report FY2020-2021

August 2020

	Aug 20	Budget	Jul - Aug 20	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 · CHURCH INCOME					
4010 · Contributions Income					
4011 · Envelopes	89,728.21	107,129.49	174,677.68	192,833.08	1,144,146.69
4012 · Plate	1,218.00	7,211.54	2,299.50	12,980.77	75,000.00
4013 · Sunday School	0.00	48.08	0.00	86.54	500.00
Total 4010 · Contributions Income	90,946.21	114,389.11	176,977.18	205,900.39	1,219,646.69
4020 · Designated Expense Reduction					
4022 · Vacation Bible School	0.00	0.00	0.00	0.00	7,500.00
4023 · Confirmation					
40233 · Ceremony	1,000.00	1,200.00	1,000.00	1,200.00	1,700.00
Total 4023 · Confirmation	1,000.00	1,200.00	1,000.00	1,200.00	1,700.00
4027 · Salary/Special Fund Transfers	0.00	0.00	0.00	0.00	19,000.00
Total 4020 · Designated Expense Reduction	1,000.00	1,200.00	1,000.00	1,200.00	28,200.00
4030 · Miscellaneous Income					
4034 · Subscription Costs	10.00	0.00	10.00	0.00	200.00
4036 · Room Use Receipts	200.00	0.00	200.00	0.00	500.00
Total 4030 · Miscellaneous Income	210.00	0.00	210.00	0.00	700.00
4040 · Contingency Allocation	0.00	0.00	0.00	0.00	11,400.00
Total 4000 · CHURCH INCOME	92,156.21	115,589.11	178,187.18	207,100.39	1,259,946.69
4500 · ECM INCOME					
4510 · Registration	26,152.50	35,000.00	26,677.50	35,000.00	35,000.00
4511 · Tuition	0.00	0.00	0.00	0.00	290,000.00
4516 · Enrichment	0.00	0.00	0.00	0.00	2,200.00
Total 4500 · ECM INCOME	26,152.50	35,000.00	26,677.50	35,000.00	327,200.00
Total Income	118,308.71	150,589.11	204,864.68	242,100.39	1,587,146.69
Gross Profit	118,308.71	150,589.11	204,864.68	242,100.39	1,587,146.69
Expense					
5000 · CHURCH EXPENSES					
50 · SALARY/BENEFITS					
Total 50 · SALARY/BENEFITS	43,542.85	62,813.25	87,332.70	106,426.62	724,467.00
51 · BENEFITS/PAYROLL TAXES					
Total 510 · BENEFITS	12,987.02	16,183.33	27,761.39	32,366.78	194,200.00
Total 511 · PAYROLL TAXES	2,286.09	4,400.00	4,585.80	7,400.00	52,000.00
Total 51 · BENEFITS/PAYROLL TAXES	15,273.11	20,583.33	32,347.19	39,766.78	246,200.00
Total 52 · ALLOWANCES	6.73	341.67	6.73	683.38	4,100.00
Total 53 · CONFERENCES/CONT ED/INTERNSHIP:	0.00	166.67	0.00	333.38	7,000.00
Total 54 · CONTRACTORS	2,793.16	3,358.33	4,647.91	7,616.70	49,300.00
Total 55 · PASTORAL MINISTRY	50.96	441.66	463.36	1,133.40	5,800.00
Total 56 · MUSIC MINISTRY	78.00	1,015.01	138.00	1,250.02	8,000.00
Total 67 · MULTI-MEDIA MINISTRY	0.00	62.50	0.00	125.04	750.00
Total 57 · ELDER MINISTRY	0.00	375.00	36.99	375.00	2,075.00
Total 68 · CARE MINISTRY	0.00	0.00	0.00	0.00	300.00

Lamb of God Lutheran Church Income and Expense Report FY2020-2021

August 2020

	Aug 20	Budget	Jul - Aug 20	YTD Budget	Annual Budget
58 · OUTREACH MINISTRY					
Total 580 · MISSIONS	9,885.78	10,157.72	19,771.56	20,315.44	121,892.69
Total 582 · Outreach & Assimilation	0.00	120.83	0.00	241.70	1,450.00
Total 58 · OUTREACH MINISTRY	9,885.78	10,278.55	19,771.56	20,557.14	123,342.69
Total 59 · EDUCATION MINISTRY	0.00	16.67	0.00	33.34	200.00
Total 60 · EARLY CHILDHOOD MINISTRY	349.27	2,166.67	881.43	3,633.34	15,100.00
Total 61 · CHILDREN'S MINISTRY	0.00	250.00	0.00	500.04	14,100.00
Total 62 · YOUTH MINISTRY	51.56	283.33	51.56	416.74	4,100.00
Total 63 · FELLOWSHIP MINISTRY	0.00	333.33	0.00	666.70	4,000.00
Total 64 · SERVANTHOOD MINISTRY	0.00	220.83	0.00	491.70	1,650.00
65 · FACILITIES/FINANCE MINISTRIES					
Total 650 · ADMINISTRATIVE	1,164.80	2,383.33	2,698.24	4,766.82	28,600.00
Total 651 · IT SUPPORT & EQUIPMENT	2,272.50	3,266.68	5,849.37	7,183.36	37,000.00
Total 652 · INSURANCE & MAINTENANCE	7,458.28	6,424.99	8,507.26	12,850.10	85,500.00
Total 653 · ANNUAL BUILDING EXPENSES	0.00	850.00	550.00	1,150.00	11,350.00
Total 654 · UTILITIES	5,913.90	6,874.99	12,045.39	13,750.10	82,500.00
Total 655 · MAJOR/MINOR EXPENDITURES	0.00	250.00	0.00	500.00	3,000.00
Total 656 · LOANS & INTEREST	12,926.00	12,926.00	25,852.00	25,852.00	127,512.00
Total 65 · FACILITIES/FINANCE MINISTRIES	29,735.48	32,975.99	55,502.26	66,052.38	375,462.00
66 · CMC MINISTRY					
Total 66 · CMC MINISTRY	332.50	200.00	617.50	400.00	1,200.00
Total 5000 · CHURCH EXPENSES	102,099.40	135,882.79	201,797.19	250,461.70	1,587,146.69
Total Expense	102,099.40	135,882.79	201,797.19	250,461.70	1,587,146.69
Net Ordinary Income	16,209.31	14,706.32	3,067.49	-8,361.31	0.00
Net Income	16,209.31	14,706.32	3,067.49	-8,361.31	0.00

Elder's Report to CMC

Sept 20, 2020

Submitted by John Downey

The Elders discussed the following items during our monthly Aug 8, 2020 Elder Meeting

1. Elder meeting held via zoom due to Covid-19
2. Continuing Online Worship only until Sept 13/Rally Day
3. Continued assistance with Drive Through Communion
4. Fall discussion of partnering with Care Ministry in strengthening member connections

Family Ministry Report

*We had a great kickoff for children's Sunday School kits surpassing what we had in person last fall. 30 kits were packed up and picked up this past Sunday! We have already received feedback from 4 of our families thanking LOG for the gift of the at-home studies. Many families discussing God's word together! Big thank you to all who helped prep and prepare the kits from our LOG Staff.

*Our children participating at our At-Home-kits are also participating in a board game, receive a sticker for each lesson completed. We will be giving prizes when the map is completed! Great incentive for our children!

*Wednesday night youth classes started September 16th, virtually. We had a great first class and it was so good to see our student's faces! We are scheduled to begin meeting in person October 14th!

*Combined Sunday School youth classes began September 20th outside next to the Garden on campus. We had over 15 students attend which was more than we expected our first Sunday in person so Praise God! We also got to smile at our neighbors using the walking path. Possible outreach opportunities??

*Our high school youth will be spending some time on the water this Sunday for a Canoe/Kayak afternoon down the Trinity River. We are excited about being able to have a safe social with our youth! Pray that we all stay upright in our vessels :)

*Student leadership applications for our 2020-2021 team have been posted. We should have our new team interviewed and announced late October!

*Hannah Prindiville was officially installed September 13th, initiating her official first call... seven years later, ha.

Music Ministry Report
September 2020

1. In person worship services have resumed with physically distanced singing with face coverings. It has been a positive experience.
2. LOG Choir resumed on Sept. 16th with approximately 20 people in attendance. We will begin indoor rehearsals on Wednesday Sept. 30th. Due to spacing requirements, the choir will provide recordings and live quartets for the remainder of 2020.
3. LOG Handbells resumed on Sept. 16th. All but one of our ringers was able to join us. The handbells will be participating in worship once a month.
4. LOG Praise Band has added a new member who is a drummer. Members of the Praise Band have continuously served in worship since June.
5. Children's and Youth Music will begin outdoors on Sunday, Oct. 4.

Stephanie Poyner
Director of Parish Music

Outreach Report

September 21, 2020

- Mission newsletters received and submitted to be posted on LOG website
- Committee met in September to discuss reallocation of funds previously donated to Steven Braun
 - Those funds now supporting Way Alliance
 - Live Nativity plans were discussed
- Celebrate Recovery continues to meet virtually

Early Childhood Ministry Report

September 2020

2020-2021 Enrollment: 73

- Please join us in praying for our school ministry, staff, students, and families.
- FULLY STAFFED!!! PRAISE THE LORD!
 - Looking for SUBS
- First Days of School: September 10 & 11
 - Things are going well
 - Parents, students, and staff have adjusted very well to new COVID procedures
- Working on Registration Info for 2021-2022 school year

2020 ECM Board Meeting Dates @ 6pm

- October 14
- November 11
- December 9

2121 ECM Board Meeting Dates @ 6pm

- January 13
- February 10
- March 3
- April 14
- May 12
- June 9

Facilities Report to CMC

September 21, 2020

1. Completed new window in Brandy's office to fill the hole vacated by the fish tank.
2. Purchased UPS for desktop computers to provide protection, battery backup and device-initiated shutdown, if utility power doesn't restore fairly quickly. Also surge protectors for laptops.
3. Purchased separate sound mixing board to improve production and management of setup for sanctuary streaming broadcast.
4. Relocated streaming camera to permanent installation above Sanctuary door to Chapel.
5. Working to improve setup of portable streaming setup for Pastor Settle's Sunday class, and other uses as needs arise. New hardware etc will be evaluated and presented to Trustees for approval to purchase.