

Lamb of God Lutheran Church
Church Ministry Council – VIA Virtual Meeting Format
Agenda – December 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

Senior Pastor Report	Pastor Rance
Financial Update/Budget Discussion	Christina Knox

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

Vacation Policy	Doug Janeway
Housing Allowance	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 – October 12, 2020

Members Present:

Mike Van Strien, Vice President
Christina Knox, Treasurer
Anita Thiede, Chairman of Outreach
Cheryl Faulkner, Chairman of ECM
Tom Hardt, Chairman of Music Ministry
Rick Pfeil, Chairman of Facilities
Dave Meeks, Chairman of Fellowship
Chairman of ECM
Corey Smith, Chairman of Adult Education
Chairman of Youth Ministry
Patti Hawkins, Secretary

Staff Members Present:

Pastor Rance Settle
Hannah Prindiville
Darcie Boughton
Dawn Wendorf
Brandy Simmons

Guest Present

Rev. Travis Hartjen

The meeting was called to order by Mike Van Strien, Vice President, at 7:07 pm. The meeting was held on a Webex hosted by Mike Van Strien.

Opening Prayer/Devotion – Pastor Rance opened the meeting with a devotion.

Review/Approve Previous Month's Minutes

The minutes for the September CMC meeting were presented.

Motion to approve minutes: Christina Knox

Second: Dave Meeks

THE MOTION CARRIED.

TAKE TEN

Members shared Take Ten stories.

Ministry Reports

All ministry leaders submit reports prior to the meeting.

Discussion/Updates

Update – The Grove Call – Pastor Rance informed the council that he has done some research. When The Grove is ready to call a pastor, if LOG agreed to issue the call, the call would go through LOG but would not be from LOG. Crown of Life would be handling any expenses. Mike presented the resolution (see attached). Crown of Life is one of 3 churches participating in sponsoring the mission plant. A majority of the families at The Grove came from LOG. So they wanted to have more than one church involved, which is why LOG would issue the call rather than Crown of Life. The call committee has been meeting for several months. These committee members are from The Grove and represent all three of the sponsor churches (St Peter – Roanoke, Crown of Life, and Lamb of God). The call committee has identified a candidate that they would like to call, but the members of The Grove would have to decide. The call must come from an established Lutheran church, and The Grove is not yet chartered, so they cannot issue a call at this time, which is why they need a sponsor church. Pastor Travis explained that the agreement would be no more than 2 years, but no one knows exactly how long, because the constitution and bylaws must be drafted and then approved by the District.

Pastor Rance stated that if things did not work out with The Grove, the called pastor would not be LOG's responsibility; the call would be rescinded and referred back to the Texas District to be reassigned. Rick Pfeil reported that he reviewed our insurance coverage with Tom Parker, the agent, and we have a \$1million per occurrence plus a \$1 million umbrella. Adding a pastor for The Grove would not dramatically increase our premiums (\$68/year); Mr. Parker recommended not doing that.

Senior Pastor Report – Pastor Rance reported that Pastor Jim Haner will be here this Sunday (Jennifer Knepper's dad, who was involved in the beginning of LOG) to give the message. Live Nativity scene recording has begun. There will be an online component of the live Nativity this year. Reformation Sunday will be celebrated Oct 25. The 50th anniversary celebration will be Nov 1. There will be a presentation between services. Pastor Mike Newman, TX District President, will give the message. And there will be a reception after second service. Work is being done for the small group web page, hoping to involve more people in small groups. Christmas Eve – last year we had candlelight services at 5:00, 7:00, and 9:00; 3:00 was family service. This year we will skip a family service and have services at 3:00, 5:00, 7:00, and 9:00 pm to help spread out and social distance. There will also be overflow seating in the fellowship hall. It will be live streamed and Pastor Waiser will be over there for sacrament distribution.

Financial Update/Budget Discussion – Christina reported that for September contributions income slightly exceeded the budgeted amount. We are still about \$27,600 behind budget YTD. ECM income is a little lower than budgeted, but salary expense is well below budget. We continue to watch how we are spending our money.

Vacation Policy – The attached policy was distributed. Per Mike, there were 3 different policies in existence, and we are trying to create one policy. This will be voted on next month. Holiday policy – what was changed was that we spelled out that part-time employees also receive holiday pay.

CMC Nominations/Elections – See attached slate of officers. There were no nominations from the congregation this year.

Action Items

Approval of Slate of Nominees – Motion to approve this slate to be presented to the congregation at the Nov 8 meeting – Tom Hardt. Second – Rick Pfeil. **THE MOTION CARRIED.**

Employee Benefits Policy - This was discussed at last month's meeting. See attached. Motion to approve the policy: Christina Knox. Second: Corey Smith. **THE MOTION CARRIED.**

November 8 Congregational Meeting Agenda:

Elections

Potential call for The Grove

Financial Update/Mortgage Update/Capital Campaign Update

Capital Campaign Recommitments

Motion to approve the agenda: Tom Hardt. Second: Anita Thiede. **THE MOTION CARRIED.**

Tom Hardt moved that the CMC recommend the resolution re The Grove to the congregation. Rick Pfeil seconded. Dave Meeks abstained. **THE MOTION CARRIED.**

CLOSING THOUGHTS - NONE

Motion to adjourn: Corey Smith

Second: Christina Knox

THE MOTION CARRIED.

The meeting adjourned at 8:14 with a prayer by Pastor Settle.

Respectfully submitted,

Patti Hawkins, Secretary

3.100: INTRODUCTION

The congregation maintains a benefit program to help meet the needs of its employees. The following information in this section outlines your benefits as an employee of the church.

3.200: VACATION

This policy applies to salaried and non-contracted hourly employees.

Contracted employees' annual vacation allotment (if any) is specified in the employment contract. Under no circumstances shall the annual vacation allotment for a contracted employee exceed the allotment to which they would be entitled under this policy.

For professional church workers and clergy, the "Effective Hire Date" for Vacation Accrual Purposes will be based on the number of years in ministry.

It is Lamb of God Lutheran Church's policy to provide vacation time with pay to eligible employees, recognizing that vacation benefits both the employee and the employer by promoting greater productivity through improved morale and health. Vacation is awarded according to the Lamb of God fiscal calendar of July through June. Employees are required to take vacation in the fiscal year earned. In rare circumstances, due to exceptional operational requirements, vacation may be carried over to the next fiscal year only upon approval by the Senior Pastor or the Head Elder for the Senior Pastor.

Vacation Allowance Schedule for Regular Full Time Employees

The amount of vacation time allowed is based the guidelines recommended by the Texas District of the LCMS and is based on the employee's length of service as shown below:

Total Years of Service

Less than 6 years	3 weeks
6 - 10 years	4 weeks
11+ years	5 weeks

For Ministers of Religion Ordained or Commissioned, the anniversary date of a worker's ordination or commissioning is to be used in calculating years of service for purposes of allotting vacation time. **(For example, a Pastor who had only served at Lamb of God for 1 year but was ordained 7 years ago would be eligible for 4 weeks of vacation.)** For all other regular full time employees, the anniversary date or the worker's being hired by Lamb of God will be used in calculating years of service for the purpose of allotting vacation time.

The policy of Lamb of God will be that new employees of Lamb of God are not eligible to take vacation time until after completing 6 months of employment at Lamb of God. **Exceptions to this can only be made with the approval of the Senior Pastor.**

Staff whose responsibilities includes service on Sundays are allowed to take only as many Sunday's of vacation time each year that are equal to the number of weeks of vacation that employee is allowed for that year. **(For example, a Pastor eligible for 4 weeks of vacation time is only allowed to take four Sundays as a part of that allotted vacation time.)** Exceptions to this policy must be approved by the Senior Pastor or by the Head Elder for the Senior Pastor.

In the case of a former Lamb of God employee who is rehired, the employee's vacation accrual will be based on the years of credited service agreed to as part of accepting the offer of employment. For rehired employees, an "Effective Hire Date for Vacation Allotment Purposes" will be specified in the offer of employment letter and will be maintained in the employee's personnel file.

A regular part time employee will receive a pro-rata portion of the full time allotment based on the budgeted hours for that employee. As an example, a part-time employee budgeted for a 25 hour work week, would receive 25 hours of vacation times the number of weeks the employee is eligible based on years of employment.

The employee cannot receive a weekly payment for more than the scheduled hours per week, including both hours worked and hours of vacation pay.

For example: A regular part time employee works 25 hours per week and receives 4 weeks of vacation. If the employee takes an entire week of vacation, they will be paid for their normal work hours (25 hours). If an employee takes one day of vacation and works for 4 days, they will receive 5 hours of vacation pay (1 day) and 20 hours of regular pay (4 days).

Scheduling Vacation

Vacation requests will be submitted to the Senior Pastor for approval and to the Office Administrator for scheduling in advance.

When a scheduled holiday falls within an employee's vacation period, that holiday will not be counted as vacation.

Vacation pay for any period, such as a holiday or period of disability, for which an employee normally receives pay, is prohibited.

Using Vacation

Vacation advances are not allowed. Vacation must be used in the fiscal year it is accrued. In rare circumstances, due to exceptional operational requirements, vacation may be carried over to the next fiscal year only upon approval by the Senior Pastor or the Head Elder for the Senior Pastor.

To provide flexibility in accommodating employees, vacation may be taken in half-day (four hour) increments of time.

Terminations: At the time of termination for any reason (including retirement), the unused current fiscal year vacation **allotment** of the terminating employee will be paid to that terminating employee on a prorated basis.

For example, an employee who terminates at the end of the third month of the fiscal year will be paid for 3/12 (1/4) of their allotment. For an employee with 4 weeks of vacation, they will be compensated for 1 week of vacation. If the employee had already used 1 week of vacation, then there would be no further payment for unused vacation.

General

Vacation accrual, use and maximum level of accumulation of vacation entitlement will conform to state laws and regulations.

The Office Administrator of Lamb of God Lutheran Church is responsible for implementing and administering this policy, including publication of procedures as appropriate. Such procedures must be consistent with Lamb of God's philosophy that vacations are beneficial to both the employee and the Church.

No provisions of this or any other Lamb of God policy or procedure will be construed as an employment agreement. Employment with Lamb of God can be terminated at any time with or without cause either by the employee concerned or by Lamb of God.

Any deviation from this policy requires the prior approval of the Congregation President, or his designee.

3.300: HOLIDAYS

The congregation observes the following holidays for which all regular full-time and part-time employees will receive regular pay:

New Years Day
Good Friday
Monday after Easter
Memorial Day
Independence Day
Labor Day
Thanksgiving and the Friday after
Christmas Eve and Christmas Day
New Years Eve

Employees who are required to work on any of these holidays will be allowed to take another day as their holiday. For example – the Pastors and Director of Parish Music who are required to conduct services on Christmas Eve and Christmas Day would be allowed to take two days at their discretion as their holidays. These days would not be charged against their vacation allowance.

The following general provisions apply to holiday pay:

1. Holidays will be observed on the calendar day designated by the church for observance.
2. Holidays falling on Saturday will be observed on Friday and holidays falling on Sunday will be observed on the following Monday.
3. A holiday that falls on a scheduled vacation day or on an employee's time off for sickness will be recorded as holiday time.
4. An unexcused absence the day before or the day after a holiday will result in loss of holiday pay.

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
Brian Thane
Greg Johnson
Michelle Moran
OPEN
Sharon Gardner

*Board of Trustees and Finance Committee

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 __/__/__

Sponsorship of Divine Call for Mission Plant “The Grove Lutheran Church”

WHEREAS, Lamb of God Lutheran Church is co-sponsoring the mission plant known as “The Grove Lutheran Church” along with Crown of Life Lutheran Church by providing support through encouraging members to support The Grove Lutheran Church through worship attendance, participation and financial support; and

WHEREAS, The Grove has grown to the point where the initial pastoral call is imminent; and

WHEREAS, until such time that The Grove is a fully chartered congregation a Divine Call to serve at The Grove must be made through a chartered congregation; and

WHEREAS, Lamb of God Lutheran Church, serving as a co-sponsor of The Grove desires to provide the support needed by sponsoring the Divine Call of The Grove; and

WHEREAS, as co-sponsor, Lamb of God Lutheran Church will provide administrative support to process payroll and insurance through Lamb of God, but will not be responsible to fund the payroll or insurance; and

WHEREAS, The Grove will be fully responsible to mentor the new pastor through the Church Mission Plant Ministry of the Texas District, and

WHEREAS, The Church Ministry Council, on October 12, 2020 approved placing this matter on the agenda of the Congregational Voter’s meeting recommending approval of this resolution of sponsorship.

BE IT RESOLVED, THAT all matters of the preamble of this resolution are hereby incorporated for all purposes; and that:

1. Lamb of God hereby sponsors the Divine Call of the pastor for The Grove Lutheran Church mission plant until such time that The Grove becomes a chartered congregation.
2. The Church Ministry Council Officers are hereby authorized to execute the necessary Call documents to enact the call of The Grove.
3. Lamb of God Lutheran Church shall not be financially responsible for the called pastor but will administer the payroll and insurance through Lamb of God’s payroll and insurance upon receipt of funding from The Grove.

Adopted this the 8th Day of November, 2020.

Lamb of God Lutheran Church

Income and Expense Report FY2020-2021

November 2020

	Nov 20	Budget	Jul - Nov 20	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 - CHURCH INCOME					
4010 - Contributions Income					
4011 - Envelopes	98,550.21	107,129.49	447,885.46	471,369.75	1,144,146.69
4012 - Plate	2,004.58	7,211.54	6,397.08	31,730.77	75,000.00
4013 - Sunday School	0.00	48.08	0.00	211.54	500.00
Total 4010 - Contributions Income	100,554.79	114,389.11	454,282.54	503,312.06	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	0.00	0.00	1,400.00	1,700.00	1,700.00
Total 4023 - Confirmation	0.00	0.00	1,400.00	1,700.00	1,700.00
4027 - Salary/Special Fund Transfers	0.00	0.00	0.00	0.00	19,000.00
Total 4020 - Designated Expense Reduction	0.00	0.00	1,400.00	1,700.00	28,200.00
4030 - Miscellaneous Income					
4034 - Subscription Costs	25.00	50.00	157.00	200.00	200.00
4036 - Room Use Receipts	1,000.00	100.00	1,400.00	300.00	500.00
Total 4030 - Miscellaneous Income	1,025.00	150.00	1,557.00	500.00	700.00
4040 - Contingency Allocation	0.00	0.00	0.00	0.00	11,400.00
Total 4000 - CHURCH INCOME	101,579.79	114,539.11	457,239.54	505,512.06	1,259,946.69
4500 - ECM INCOME					
4510 - Registration	550.00	0.00	29,152.50	35,000.00	35,000.00
4511 - Tuition	21,748.75	32,222.00	73,124.25	96,667.00	290,000.00
4516 - Enrichment	0.00	0.00	0.00	0.00	2,200.00
Total 4500 - ECM INCOME	22,298.75	32,222.00	102,276.75	131,667.00	327,200.00
Total Income	123,878.54	146,761.11	559,516.29	637,179.06	1,587,146.69
Gross Profit	123,878.54	146,761.11	559,516.29	637,179.06	1,587,146.69
Expense					
5000 - CHURCH EXPENSES					
50 - SALARY/BENEFITS					
Total 50 - SALARY/BENEFITS	60,085.50	63,369.25	268,637.95	296,533.37	724,467.00
51 - BENEFITS/PAYROLL TAXES					
Total 510 - BENEFITS	14,127.57	16,183.33	64,758.43	80,916.77	194,200.00
Total 511 - PAYROLL TAXES	3,519.23	4,400.00	15,223.76	20,600.00	52,000.00
Total 51 - BENEFITS/PAYROLL TAXES	17,646.80	20,583.33	79,982.19	101,516.77	246,200.00
Total 52 - ALLOWANCES	66.41	341.67	215.23	1,708.39	4,100.00
Total 53 - CONFERENCES/CONT ED/INTERNSHIP	176.68	166.67	225.68	833.39	7,000.00
Total 54 - CONTRACTORS	4,438.87	4,108.33	15,477.19	19,991.69	49,300.00
Total 55 - PASTORAL MINISTRY	291.98	441.66	1,430.02	2,458.38	5,800.00
Total 56 - MUSIC MINISTRY	0.00	895.84	2,217.02	3,979.24	8,250.00
Total 67 - MULTI-MEDIA MINISTRY	0.00	62.50	444.08	312.54	750.00
Total 57 - ELDER MINISTRY	0.00	0.00	36.99	375.00	2,075.00
Total 68 - CARE MINISTRY	0.00	0.00	0.00	50.00	300.00
58 - OUTREACH MINISTRY					
Total 580 - MISSIONS	10,139.72	10,157.72	50,698.60	50,788.60	121,892.69
Total 582 - Outreach & Assimilation	0.00	120.83	198.84	604.19	1,450.00

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

November 2020

	Nov 20	Budget	Jul - Nov 20	YTD Budget	Annual Budget
Total 58 · OUTREACH MINISTRY	10,139.72	10,278.55	50,897.44	51,392.79	123,342.69
Total 59 · EDUCATION MINISTRY	0.00	16.67	0.00	83.35	200.00
Total 60 · EARLY CHILDHOOD MINISTRY	415.96	1,166.67	4,423.19	8,933.35	15,100.00
Total 61 · CHILDREN'S MINISTRY	279.63	229.17	780.72	1,545.85	13,850.00
Total 62 · YOUTH MINISTRY	72.81	533.33	182.66	1,216.73	4,100.00
Total 63 · FELLOWSHIP MINISTRY	28.72	333.33	76.39	1,666.69	4,000.00
Total 64 · SERVANTHOOD MINISTRY	0.00	20.83	167.44	1,004.19	1,650.00
65 · FACILITIES/FINANCE MINISTRIES					
Total 650 · ADMINISTRATIVE	1,741.92	2,383.33	7,543.30	11,916.81	28,600.00
Total 651 · IT SUPPORT & EQUIPMENT	1,836.99	2,981.68	12,827.29	16,128.40	37,000.00
Total 652 · INSURANCE & MAINTENANCE	5,960.52	6,424.99	24,413.53	32,125.07	85,500.00
Total 653 · ANNUAL BUILDING EXPENSES	0.00	100.00	757.50	1,625.00	11,350.00
Total 654 · UTILITIES	1,561.94	6,874.99	25,984.68	34,375.07	82,500.00
Total 655 · MAJOR/MINOR EXPENDITURES	0.00	250.00	0.00	1,250.00	3,000.00
Total 656 · LOANS & INTEREST	9,729.00	10,166.00	55,039.00	56,350.00	127,512.00
Total 65 · FACILITIES/FINANCE MINISTRIES	20,830.37	29,180.99	126,565.30	153,770.35	375,462.00
Total 66 · CMC MINISTRY	0.00	200.00	1,097.50	800.00	1,200.00
Total 5000 · CHURCH EXPENSES	114,473.45	131,928.79	552,856.99	648,172.07	1,587,146.69
Total Expense	114,473.45	131,928.79	552,856.99	648,172.07	1,587,146.69
Net Ordinary Income	9,405.09	14,832.32	6,659.30	-10,993.01	0.00
Net Income	9,405.09	14,832.32	6,659.30	-10,993.01	0.00

LAMB OF GOD LUTHERAN CHURCH

FAMILY MINISTRY

CMC UPDATE – 14 DECEMBER 2020 AGENDA

Quick Review/Past Event Recap/Feedback

October Family Social Zoo day: We had a fun time exploring the Fort Worth Zoo together this past month. We had a great time of fellowshiping in the outdoors!

Wednesday Youth Nights: We have been blessed to have a safe and smart practice for our in-person classrooms. Our high school study has been growing substantially as weeks have gone by allowing us to welcome new faces. It has been a neat blessing of the pandemic. We have moved to virtual classes during the season of Advent due to many students and teachers experiencing waves of quarantine issues. We will resume in person in the new year.

At-Home Sunday School (Children's Ministry): We completed our last round of our take-home kits for our families. We sent a survey out to our families late November as we ponder and begin to plan for January 2021!

Outreach to LOG Preschool: We are starting a new initiative as another touching point to connect with our families in our preschool. We completed our first "Hang out with Hannah" at the end of October. We incorporated mental wellness (counseling/play therapy) and Bible story with the use of reading books and activity. We were able to send home a card to families as means of outreach as another touch point to the ministry of Lamb of God. We will continue to provide new postcards when we have our monthly hangout times!

Friendsgiving, November 18th: In our second annual Friendsgiving we focused our time on service, helping serve along side Live Nativity volunteers to pack CCA care packs! It was a great blessing to all.

Christmas Eve Family provisions: Even though we are unable to offer our family service this year we are excited to get to offer an adaption to our children thru in-pew craft bags during our Christmas eve services. We are also looking to add pre-registered childcare for our 3pm and 5pm services.

Upcoming Events

Local Missions Weekend 2021: We have begun the process of organizing our annual weekend. This year with the need to make adaptations due to the pandemic, our weekend will be a Saturday and Sunday, with no overnight. As our outside ministry partnerships are challenged with allowing outside groups to serve, we will be focusing this year on LOG facility projects. We will also be catering our Saturday dinner to help serve a local restaurant and fill our needs. Our theme this year is "Pandemic Disciple" focusing on what God calls us as well as give us hope and purpose.

Music Ministry Report December 2020

1) Christmas Gift Bags were delivered on Tuesday, December 15th to shut-ins and 2020 widows of the Congregation. This was a joint project between LWML and Music Ministry.

2) Christmas Eve worship music will be led by organ, harp, soloists, orchestra (5pm & 7pm), and handbells (5pm & 7pm). All musicians will be strongly encouraged to practice social distancing and mask up.

3) Music Ministry groups are scheduled to resume [on Wednesday, Jan. 6](#) (adults) and [Sunday, Jan. 10](#) (children and youth) depending on the virus situation after the holidays.

Please pray for the health and safety of the staff, musicians, altar guild, ushers, and elders who will be serving for Christmas Eve Worship.

Please pray for the health and safety of members and visitors who will be attending Christmas Eve Worship.

Please pray for all those worshipping in person and online that they may hear the Christmas Gospel and that their hearts may be opened to receive and believe the message of the Incarnation, Crucifixion, and Resurrection of our Lord and Savior, Jesus Christ.

Outreach Report

December 21, 2020

- Mission newsletters received and submitted to be posted on LOG website
- Celebrate Recovery continues to meet virtually
- Live Nativity scenes were used as a backdrop for a YoungLives drive through trunk or treat type event with folks decorating their trunks with Christmas themes. The teen moms, dads and kids drove through the parking lot viewing the scenes. At the end of the event they were provided with diapers, wipes and boxed meals. There was a great turnout.

YoungLives was very grateful to Lamb of God for letting them use our parking lot.

- Live Nativity was to be the location of the Journey To Dream Shop with a Cop event this year. However due to COVID that event was modified to be boxed items taken to school counselors of the at risk students that were referred to Journey To Dream. The packing event took place at Lamb of God on December 12.

Early Childhood Ministry Report

November & December 2020

2020-2021 Enrollment:

- **November: 77**
- **December: 86**

- Please join us in praying for our school ministry, staff, students, and families.
- Working on Registration Info for 2021-2022 school year (starts in January)
- Proposal Passed for increase in tuition for 2021-2022 school year
- ECM Board Chair/CMC Rep: Sharon Nobis starting in January
- Christmas Chapel update: Recording and sending to parents via email
- Hang out with Hannah & Popcorn with Pastors

2021 ECM Board Meeting Dates @ 6pm

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

Important Dates:

- **December 18- School Closed** (*LISD Early Release*)
- **December 21–January 6- Christmas Break/School Closed** (*LISD Holiday*)
- **January 7- Classes Resume & MOPS Ministry kickoff**
- **January 18- School Closed** (*LISD Holiday*)
- **January 21 & 22 -School Closed:** Teacher In-service Training/ECE Conference (on site at LOG)
- **January 27-** LOG Church Member Registration
- **January 28-** Returning Family Registration 8:45-11:00am

Facilities Report to CMC

December 21, 2020

1. Normal minor repair and maintenance.
2. Sanitizing pews, etc after each service.
3. Purchased new laptop computer dedicated to streaming worship services.
4. We are changing phone and internet providers. This will provide increased services, especially for streaming, and saving over \$250 per month. Way to go Jason!

RESOLUTION

RESOLVED, that Lamb of God Lutheran Church, as a standing resolution to remain in force and effect until such time as amended or revoked, hereby authorizes and establishes a housing allowance for Pastor Mark Payne for the duration of service in an amount each year up to 50 percent of his annual compensation. Compensation is designated as annual salary only and does not include mileage or cell phone expense.

RESOLVED, that Lamb of God Lutheran Church, as a standing resolution to remain in force and effect until such time as amended or revoked, hereby authorizes and establishes a housing allowance for Pastor Ben Scheck for the duration of service in an amount each year up to 65 percent of his annual compensation. Compensation is designated as annual salary only and does not include mileage or cell phone expense.