

Lamb of God Lutheran Church
Church Ministry Council – VIA Virtual Meeting Format
Agenda – June 21, 2021

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

Mike Van Strien
Mike Van Strien
Kelly Laskowski

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

Special Guest: Emily Rhone (Speak to CMC on Live Nativity)

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
Brian Thane
Open
Sam Ewing
Greg Johnson
Corey Smith
Michelle Moran
Dave Meeks
Joel Jeppson
Sharon Gardner
Doug Johnson
Pastor Rance Settle

Discussion/Updates

Senior Pastor Report
Financial Update/Budget Discussion
Review of Employee Statement of Acknowledgement
in Personnel Manual

Pastor Settle
Christina Knox
Christina Knox

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

Personnel Manual – Employee Statement of Acknowledgement

Christina Knox

President's Report

Mike Van Strien

Closing Thoughts

Adjourn
Closing – Lord's Prayer

All

Minutes of the Lamb of God Church Ministry Council

Regular Meeting – May 17, 2021

Members Present:

Mike Van Strien, President
Rick Pfeil, Vice President
Christina Knox, Treasurer
Sam Ewing, Youth
Joel Jeppson, Servanthood
Greg Johnson, Music Ministry
Brian Thane, Chairman Elders
Dave Meeks, Fellowship
Michelle Moran, Outreach
Corey Smith, Adult Education
Doug Johnson, Facilities

Members Absent:

Kelly Laskowski, Secretary
Sharon Gardner, Early Childhood Ministry

Staff Members Present:

Pastor Settle
Brandy Simmons
Darcie Boughton
Hannah Prindiville
Stephanie Poyner

Guests Present

None

The meeting was called to order by Mike Van Strien, President, at 7:02 pm. The meeting was held on a Webex hosted by Mike Van Strien.

Opening Prayer/Devotion

Pastor Settle suggested we test positive for faith, 2 Corinthians 5:7 walk by faith not by sight. Also keep Distanced from doubt Psalm 119-your word is a light upon my feet and a light to my path. And finally Quarantine from fear, Romans 8:28.

A lady transferring to LOG said it was nice to see people here with hope.

Review/Approve Previous Month's Minutes

The minutes for the March CMC meeting were presented.

Motion to approve minutes: Bryan Thane

Second: Michelle Moran

THE MOTION CARRIED.

TAKE TEN

Pastor shared comments from woman in Missoula Montana who wrote a letter thanking us for our streaming services for those who couldn't attend a church during distancing.

Brian noted Coram Deo's commencement speaker was Pastor Dr Tommy Nelson of Denton Bible Church and his message to kids were about Master (God), Mission (Christian life) and Mate (future spouse).

Michelle shared about tshirts "Jesus Loves You More than Tacos", about sharing your faith and give someone an opportunity to start a conversation. Encouraged everyone to wear one and share the good news.

Rick has one of the "Spend time with Jesus Today" sticker that has sparked a few comments. It's the first thing he sees everyday and starts the day off right. Rick also thanked everyone for support when he was unemployed, and was led to a solid new employer with strong Christians and servant leadership, quoting scripture in the interview.

Ministry Reports:

Fellowship:

Dave Meeks discussed proposed Fellowship event "LOG Fest" this September 26 after Late Service, combining past events Ocktoberfest, fair, picnic, evangelism drives, etc. in a new way to celebrate, especially opening back up now. They met with HCS and Jason B, are in need of ideas and input from ministries, small groups, but to not burden any one particular group. Kind of a Rally Day, suggesting booths for each ministry with activity or something interesting. Fellowship would be providing food, entertainment, balloon guy, choo-choo train. Let Dave know your ideas; he will be contacting each Ministry for ideas, volunteers, maybe CYT and other outside groups that use the facility.

Brandy suggested that day would be great to install Preschool teachers in service and have them attend, share with ECM families too, put it on the staff calendar.

Michelle suggested selling tickets to gauge planned attendance and food prep, also some accountability in people showing up. Dave noted maybe raffle tickets to encourage attendance, must be present to win?

Dave set deadline of end of July for planning cutoff since CMC doesn't meet in July and would need to make purchases in early Sept. Encouraged ideas and participation soon.

Childrens'/VBS:

Hannah noted a Family Fun hour Wednesday night with popcorn, balloons, train rides. Families from ECM and outside LOG will be participating in VBS. Still could use some volunteers for floater or substitutes

ECM:

Brandy noted the ECM's state licensing agent surprise visit today who let them know that all Covid procedures have been removed so next year they will be normal again. Excited about next year.

Griefshare:

Michelle noted this started last week with large class of 25 people, some from outside of LOG. Bill Sczepanski is leading.

Senior Pastor Report:

- Confirmation went well, great class and 14 kids this year. Deep into theology, emailing questions. Some are new families, one with 6 kids!
- Welcomed 17 new members in Voters meeting yesterday, several others coming soon. New member class this Fall.
- Not enough Sunday School teachers for the Summer and Fall.
- Received anonymous gift of \$18,000 yesterday.
- Possible Memorial service in Fall for those who couldn't have services during Covid, between services, in planning. Memory box for Dot Lueck was well received, notes dropped, forwarding to family for scrapbook.
- Continuing setting up Pastor Payne with how-tos of pre-marriage, weddings and funerals. How to get folks more connected, Bible study plans for Fall.

Treasurer/Financial Update:

- Reviewed report shared at Voters meeting yesterday.
- Currently about \$3,500 in the black (excluding the new \$18k)
- Actual contributions exceed Budgeted for first time in a long time. YTD Budget are still offsetting, short \$90,000 overall, mostly due to ECM staff costs vs income. Offset by savings across the board. We are pretty confident we will end year in the black.
- Restricted funds not used and not sure if they will be needed this budget cycle. Expenses lighter due to Covid restrictions, less activity.
- We have received 74% of pledges in Capital Campaign only halfway through, able to reduce mortgage principal by \$1.1million.

Discussion Items:

Personnel Manual

Staff were presented the updates and asked to sign acknowledgement of receipt. It was noted the form did not apply to Called Staff and other Contract (ECM teachers) employees, it spoke to At Will Employment only. A second page was added with alternate signature section for Called/Contract, without the At-Will paragraph. Asked CMC and staff to review for comment so we can vote on this next month.

Action Items:

None.

CLOSING THOUGHTS - Thank you for your efforts on Budget and a good Voters Meeting, positive results. WebEx in June. In person in August.

Motion to adjourn: Christina Knox

Second: Corey Smith

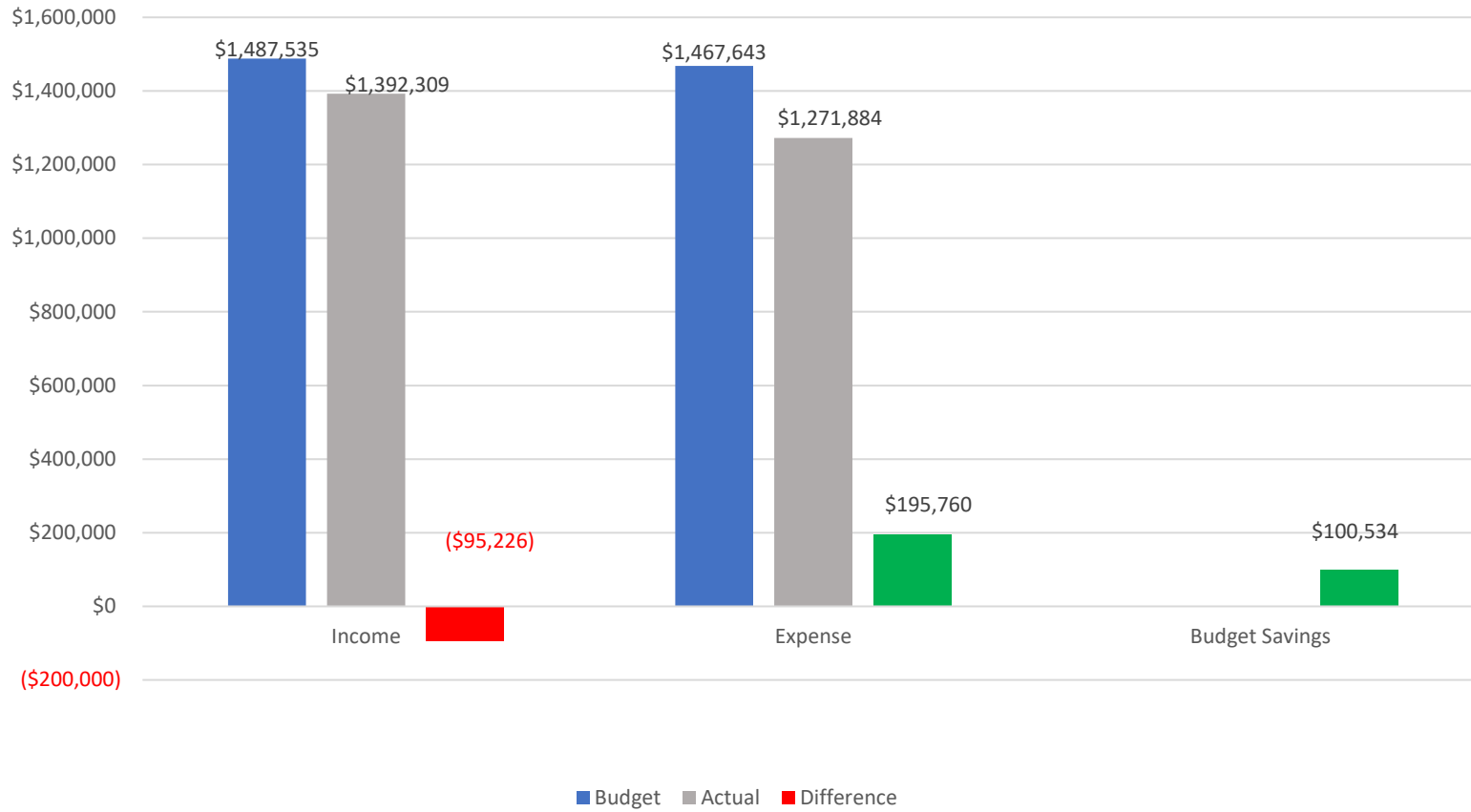
THE MOTION CARRIED.

The meeting adjourned at 7:46. Pastor Settle led the group in the Lord's Prayer.

Respectfully submitted,

Rick Pfeil, Vice President

Year to Date Budget Review July 2020 - May 2021



LOG CMC Elder Board Report

June 21, 2021

The following topics were covered during the June 19, 2021 Elder Board Meeting:

- Monthly Elder Board meetings continue to be held the 2nd Saturday of every month. On June 19, 2021, the Elder Board began meeting in-person again at 8:00 am. Moving forward, a virtual connection or call-in conferencing will also be made available for those Elders unable to attend in person due to travel or other scheduling conflicts.
- The Elder Board is working to increase the number of Elders from its low of nine (9) Elders starting in January 2021 to twenty-two (22), in order to provide proper coverage for all congregational members and assigned flocks.
 - Elder roster currently stands at twenty-one (21) Elders with the addition of three (3) new Elders, [Ray Main](#), [Kevin Sekishiro](#) and [Doug Lovell](#).
 - New Elders will be sending out form letters to their newly assigned flocks.
 - Starting on August 14, 2021, Pastor Mark Payne will lead Elder Training sessions from material published by CPH, entitled, *“Pastors & Elders Caring for the Church and One Another”*, for both our new & existing Elders.
- The Elder Devotionals are covering the Large Catechism.
- The Elder Board assigned flocks for the recently approved seventeen (17) new members, all transfers.
- The Elder Board members overseeing Church Security will investigate what changes will be incorporated in the new Constitutional Carry Law recently signed into law by Governor Greg Abbott, effective September 1, 2021.
 - Per the current LOG Church Policy, “Open Carry” is not permitted.
- The Elder Board will not meet in July.
- LOG church worship is now fully reopened as of June 13, 2021, returning to “at rail” communion, masks are no longer required, and Common Cup is available. Drive-thru Communion will no longer be provided.

Respectfully submitted by Brian Thane

Outreach Report

June 2021

- Mission newsletters received and submitted to be posted on LOG website
- Celebrate Recovery is meeting via zoom calls with existing members. They are anticipating to resume in person meeting starting in July.
- A new session of GriefShare meets on Thursday evenings in person at LOG.

Fellowship Report for June 2021



Our goal is to demonstrate Christ's love through fellowship and hospitality, providing a welcome environment for our members and the community to gather, supporting Lamb of God.

June 2021

- Fellowship members assisted LOG Vacation Bible School leaders by preparing the daily snacks and drinks.
- Fellowship also set up the church's bounce house at VBS's Family Fun day
- Based on popularity, a second bounce house was purchased by LOG for future church events for children five and under
- Fellowship continues to raise awareness for '*LOG Fest*' with other ministries to promote the planned Sept 26th event (to share LOG's ministries and members in celebration). Church ministries are excited to participate-

Servanthood Report June 2021

1. **Grace Point Software:** After meetings with Pastor Mark and Dawn, Grace Point software was purchased. This is a proven software package that has been very successful at other congregations. We feel this should make serving at LOG a much easier and pleasant process. Dawn is in the process of loading ministry volunteer needs and opportunities. Please forward updates and needs to Dawn. Our goal is to be fully functional by September 1.
2. **Ministry Moments:** Future meetings scheduled with Pastor Mark to coordinate and standardize “Ministry Moments” before start of formal worship services. Hope to start presentations @ September also.

Respectfully,
Joel Jeppson

Early Childhood Ministry Report

June 2021

- Staff not returning next year:
 - Marley Gardner, Cassie Williford, Amy Kraus
- Enrollment 2021-2022 school year: 78 students
- Need to hire additional staff:
 - Lead Teacher: MWF Two's
 - Lead Teacher: MWF Pre-K
 - Assistant Teacher: M-F Pre-K
- Plan for Contracts:
 - ✓ Letters of Intent were given Monday, May 24
 - ✓ Contracts Mailed: Monday, June 8
 - Signed Contracts Due: Wednesday, June 15
- Please join us in praying for our school ministry, staff, students, and families.

CONGREGATIONAL PERSONNEL MANUAL

SECTION 9.000 EMPLOYEE STATEMENT OF ACKNOWLEDGEMENT

9.000: EMPLOYEE STATEMENT OF ACKNOWLEDGEMENT (Non-rostered)

I have received a copy of the Personnel Manual and have read or had it read to me carefully. I further understand all matters set forth in the Personnel Manual and agree to abide by and adhere to LAMB OF GOD LUTHERAN CHURCH policies during my employment with LAMB OF GOD LUTHERAN CHURCH, as they may be modified from time to time. I further understand and agree that any provision of the Personnel Manual may be amended, revised, or eliminated at any time by the Church.

I understand that my employment with LAMB OF GOD LUTHERAN CHURCH is *not* for a specified length of time. Rather, I understand and agree that my employment is terminable at will so that both LAMB OF GOD LUTHERAN CHURCH and I remain free to choose to end our work relationship at any time, with or without cause. Likewise, I understand and acknowledge that nothing in LAMB OF GOD LUTHERAN CHURCH Personnel Manual in any way creates an express or implied contract of employment between LAMB OF GOD LUTHERAN CHURCH on the one part, and me, on the other part.

I understand that it is my responsibility to maintain and keep my handbook updated as new policies are created and distributed and/or policies are deleted or changed.

I hereby acknowledge receipt of the Personnel Manual.

Employee's Name (Please Print) _____

Employee's Signature _____

Supervisors Name _____

Date _____

9.100: EMPLOYEE STATEMENT OF ACKNOWLEDGEMENT (Rostered)

I have received a copy of the Personnel Manual and have read or had it read to me carefully. I further understand all matters set forth in the Personnel Manual and agree to abide by and adhere to LAMB OF GOD LUTHERAN CHURCH policies during my employment with LAMB OF GOD LUTHERAN CHURCH, as they may be modified from time to time. I further understand and agree that any provision of the Personnel Manual may be amended, revised, or eliminated at any time by the Church.

I understand that it is my responsibility to maintain and keep my handbook updated as new policies are created and distributed and/or policies are deleted or changed.

NOTE: All rostered church workers will adhere to the policies of the personnel manual so as long as they do not contradict the vows made to uphold the teachings of The Lutheran Church-Missouri Synod.

I hereby acknowledge receipt of the Personnel Manual.

Employee's Name (Please Print) _____

Employee's Signature _____

Supervisors Name _____