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

Call Meeting to Order	Doug Janeway
Opening Prayer/Devotion	Pastor Settle
Review/Approve Previous Meeting Minutes	Patti Hawkins

TAKE TEN **Group Discussion**

- 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**?

Standing Reports – Submitted in advance of CMC Meeting

Treasurer's Report	Christina Knox
Elder's Report	John Downey
Children's Ministry Report	Gabby Perez
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	Adam Hengeveld
Early Childhood Ministry	Cheryl Faulkner
Facilities Report	Rick Pfeil
Senior Pastor Report	Pastor Rance Settle

Discussion/Updates

Senior Pastor Report/ 2020 Ministry Plan	Pastor Rance
2020 Ministry Plan SWAT Discussion	All
Budget Discussion	Christina Knox

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

President's Report Doug Janeway

Closing Thoughts

Adjourn

Closing – Lord's Prayer *All*

Minutes of the Lamb of God Church Ministry Council Regular Meeting – December 16, 2019

Members Present:

Doug Janeway, President
Mike Van Strien, Vice President
Tom Hardt, Chairman of Music Ministry
Adam Hengeveld, Chairman of Servanthood
Anita Thiede, Chairman of Outreach
Cheryl Faulkner, Chairman of Early Childhood Ministry
Dave Meeks, Chairman of Fellowship
Corey Smith, Chairman of Adult Education
Sam Ewing, Chairman of Youth Ministry
Patti Hawkins, Secretary

Staff Members Present:

Pastor Rance Settle
Hannah Prindiville
Stephanie Poyner
Darcie Boughton

Guests Present:

Gabby Perez

The meeting was called to order by Doug Janeway, President, at 7:02 pm.

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

Review/Approve Previous Month's Minutes

The minutes for the October CMC meeting were presented.
Motion to approve minutes: Rick Pfeil
Second: Tom Hardt

THE MOTION CARRIED.

Doug introduced Sam Ewing and Gabby Perez, new (and soon-to-be new) CMC members.

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.

It was reported that the Live Nativity on Saturday had approx. 1400 visitors. It is LOG's single largest outreach activity of the year.

Hannah reported that the Youth held their first Friendsgiving, and it was attended by about 80 people. Sam also reported that the youth are now on Instagram.

Also, Gabby and Hannah reported that they will be sending a letter to the parents of children who have been baptized in the past 3 years letting them know about upcoming activities and encouraging them to get involved.

Dave reminded CMC members that this Wednesday is our night to bring soup for the Advent dinner.

Discussion/Updates

Pastor's Report – Pastor Rance reported that the prayer vigil was a success. Keep praying for the church and for God's Will to be done. We need to get more people connected to life in the church. December 24 will be a family service at 3:00, and then candlelight services at 5:00, 7:00, and 9:00. Christmas Day service will be at 9:00 a.m. The last Sunday of the month will be our last 9:00am single service of the year. In January Pastor and Vicar Payne will head to St. Louis for dissertation defense and classes. Then Mark will be spending 20 hours per week as a vicar and transitioning from his present job. January 2021 could see his installation as associate pastor of LOG.

The 50th anniversary celebration plans are moving along.

Financial Update/Budget process – In Christina's absence, Doug presented the financial report. We are still down for our giving, but we are currently ahead of the budget due to reduced spending.

Doug reminded everyone that the budget process begins next month with Pastor's ministry goals.

Doug is considering using next month's meeting to look at our strengths and weaknesses and try to be sure that we are covering everything that needs to be done. He requested members to bring ideas with them about what we are doing and what we should be doing. Also, bring ideas about new ministries that we would like to be able to accomplish.

Capital Campaign – Adam reported that the early gift commitments were $511K; we will have numbers from yesterday later this week. Adam will share the total commitment in the ministry moment next Sunday. We hoped to get $3M for the capital campaign, but we always knew that would be a stretch. The continuation efforts will commence in January to connect with households that have not yet made a pledge. Pastor Haven will also be working with us on our annual giving campaign. Adam thanked everyone for the support and the prayers and the efforts, especially those of Becky and Dave Meeks, to pull off the campaign. The CMC also thanked Adam for all of his work.

Action Items –

Confirmation of Appointment of Gabby Perez – Children's Ministry – Doug announced that he has appointed Gabby Perez as Director of Children's Ministry to fill the vacant position. Adam Hengeveld moved confirmation of her appointment. Dave Meeks seconded. **The motion carried.** Installation will be the second Sunday in January.

President's Report –

CLOSING THOUGHTS – Doug shared them previously. Hannah brought up that we have a Station student who needs a place to live for a short time – Dec 21 thru Jan 6. Please let the church office know if you know of someone who has available space.

Motion to adjourn – Tom Hardt
Second – Dave Meeks
THE MOTION CARRIED.

The meeting adjourned at 8:20.

Respectfully submitted,

Patti Hawkins, Secretary

Lamb of God Lutheran Church
Income and Expense Report FY2019-2020
December 2019

	Dec 19	Budget	Jul - Dec 19	YTD Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 · CHURCH INCOME					
4010 · Contributions Income					
4011 · Envelopes	128,242.91	150,000.00	565,601.44	640,000.00	1,237,913.00
4012 · Plate	12,509.34	7,000.00	38,007.66	36,500.00	75,000.00
4013 · Sunday School	0.00	291.67	0.00	1,749.98	3,500.00
Total 4010 · Contributions Income	140,752.25	157,291.67	603,609.10	678,249.98	1,316,413.00
Total 4020 · Designated Expense Reduction	0.00	5,500.00	19,603.46	33,000.00	52,800.00
Total 4030 · Miscellaneous Income	279.75	16.67	1,221.61	99.98	200.00
4040 · Contingency Allocation	0.00	0.00	0.00	0.00	40,000.00
Total 4000 · CHURCH INCOME	141,032.00	162,808.34	624,434.17	711,349.96	1,409,413.00
4500 · ECM INCOME					
4510 · Registration	0.00	500.00	27,920.00	33,000.00	35,000.00
4511 · Tuition	28,470.00	35,000.00	152,328.45	175,000.00	350,000.00
4512 · Supply Fees	0.00	0.00	0.00	0.00	0.00
4516 · Enrichment	1,220.00	312.50	1,940.00	1,250.00	2,500.00
Total 4500 · ECM INCOME	29,690.00	35,812.50	182,188.45	209,250.00	387,500.00
Total Income	170,722.00	198,620.84	806,622.62	920,599.96	1,796,913.00
Gross Profit	170,722.00	198,620.84	806,622.62	920,599.96	1,796,913.00
Expense					
5000 · CHURCH EXPENSES					
50 · SALARY/BENEFITS					
Total 50 · SALARY/BENEFITS	60,455.90	70,884.28	381,219.17	408,236.01	800,375.00
51 · BENEFITS/PAYROLL TAXES					
Total 510 · BENEFITS	12,457.77	19,604.17	89,320.25	117,624.98	235,250.00
Total 511 · PAYROLL TAXES	3,630.84	4,700.00	21,706.90	25,300.00	52,000.00
Total 51 · BENEFITS/PAYROLL TAXES	16,088.61	24,304.17	111,027.15	142,924.98	287,250.00
Total 52 · ALLOWANCES	155.03	341.67	633.35	2,049.98	4,100.00
Total 53 · CONFERENCES/CONT ED/INTERNSHIPS	2,615.00	2,541.67	2,754.95	4,749.98	8,000.00
Total 54 · CONTRACTORS	525.00	741.67	2,925.00	4,449.98	8,900.00
Total 55 · PASTORAL MINISTRY	38.74	358.33	1,806.39	3,150.02	5,800.00
Total 56 · MUSIC MINISTRY	890.69	658.34	4,032.59	3,899.96	6,100.00
Total 67 · MULTI-MEDIA MINISTRY	0.00	79.17	0.00	474.98	950.00
Total 57 · ELDER MINISTRY	0.00	0.00	199.92	200.00	2,200.00
Total 68 · CARE MINISTRY	0.00	0.00	91.30	500.00	700.00
58 · OUTREACH MINISTRY					
Total 580 · MISSIONS	12,203.67	12,631.50	72,366.35	75,789.00	151,578.00
Total 582 · Outreach & Assimilation	69.00	179.16	881.82	1,225.04	2,450.00
Total 58 · OUTREACH MINISTRY	12,272.67	12,810.66	73,248.17	77,014.04	154,028.00
Total 60 · EARLY CHILDHOOD MINISTRY	381.04	1,021.67	8,769.50	9,269.98	10,400.00
Total 61 · CHILDREN'S MINISTRY	0.00	250.00	495.92	1,900.00	14,100.00
Total 62 · YOUTH MINISTRY	363.65	191.67	442.85	2,049.98	4,100.00
Total 63 · FELLOWSHIP MINISTRY	167.23	333.33	635.60	2,000.02	4,000.00

Lamb of God Lutheran Church
Income and Expense Report FY2019-2020
December 2019

	Dec 19	Budget	Jul - Dec 19	YTD Budget	Annual Budget
Total 64 · SERVANTHOOD MINISTRY	0.00	137.49	490.61	825.06	1,650.00
65 · FACILITIES/FINANCE MINISTRIES					
Total 650 · ADMINISTRATIVE	2,298.27	2,466.66	13,909.71	14,800.04	29,600.00
Total 651 · IT SUPPORT & EQUIPMENT	2,222.50	3,291.67	16,332.82	19,749.98	39,500.00
Total 652 · INSURANCE & MAINTENANCE	7,032.81	3,416.66	12,433.32	20,500.04	81,000.00
Total 653 · ANNUAL BUILDING EXPENSES	4,635.12	4,666.67	4,932.62	9,599.98	11,100.00
Total 654 · UTILITIES	6,290.25	7,003.79	37,879.30	42,022.72	79,500.00
Total 655 · MAJOR/MINOR EXPENDITURES	0.00	416.67	0.00	2,499.98	5,000.00
Total 656 · LOANS & INTEREST	12,926.00	19,780.00	78,940.74	118,680.00	237,360.00
Total 65 · FACILITIES/FINANCE MINISTRIES	35,404.95	41,042.12	164,428.51	227,852.74	483,060.00
Total 66 · CMC MINISTRY	0.00	100.00	815.50	600.00	1,200.00
Total 5000 · CHURCH EXPENSES	129,358.51	155,796.24	754,016.48	892,147.71	1,796,913.00
Total Expense	129,358.51	155,796.24	754,016.48	892,147.71	1,796,913.00
Net Ordinary Income	41,363.49	42,824.60	52,606.14	28,452.25	0.00
Net Income	**41,363.49**	**42,824.60**	**52,606.14**	**28,452.25**	**0.00**

Elder's Report to CMC

Jan 20, 2019

Submitted by John Downey

The Elders discussed the following items during our monthly Elder Meeting

1. Member Care Updates
2. Elders Eucharistic Ministry
3. Abundance Sunday – Dec 15th
4. December 24th – 3pm Family Service, 5pm,7pm,9pm Candlelight Services
5. December 25th – 9am service
6. December 29th – LAST ONE Combined 9am Service
7. Feb 7-9 Local Missions Weekend – church wide participation after late service
8. January 5-10 – Mentor and Vicar SMP classes – Doctorate Dissertation Defense
9. Mark Payne SMP Update

January 2020 Children's Ministry Meeting

- Discussed past events:
    - Parent's Afternoon Out: went great! May do one in the spring.
    - Family Christmas Eve service: went great! May do a family Good Friday service! Will consult with Stephanie on possibilities with that.
- New Year's teacher appreciation gifts/update
- Family communication – letter to inactive families. Hannah is working with Pastor Rance on this!
- January Family social – on Jan 12 at Altitude Trampoline Park!
- Planning the Walk with Jesus event for Easter
- VBS Planning – 2nd week of June. Railroad theme!
- Childcare – have a few high schoolers getting trained so they can be subs or help on Wednesday nights during Lent (still discussing if we will have childcare during Lent)

LAMB OF GOD LUTHERAN CHURCH

YOUTH Ministry Update

January

General Updates

- Follow us @log_youth
- Local Missions on Feb 7th – 9th
    - Several new sites this year
        - Victory Therapeutic Riding
        - City of Flower Mound
        - Core of Engineers
        - Metrocrest Services
        - Days for Girls
        - Hearts for Homes
- Due to bad weather 8th grade Sacred things retreat was canceled
    - Restructured to be done on Wednesday nights
- Student Leadership Team has begun leading common ground studies
    - So far two students have gone, Jamie and Catherine
    - If you want to come watch them teach it is Wednesdays at 6:30pm
- Major Events
    - HS and MS Summer Mission Trips
        - Registration will open this month
    - Canoe Trip
        - Still looking for a cabin to reserve
        - Registration will open soon

- Youth Leadership Brainstorming (I am including some details on our lists since it may be similar to the church as a whole and can assist with our brainstorming this month)
    - Check out our fun drawings of our ideal youth group….
    - Strengths: Mission Trips, Girls Events, Fun,
    - Weaknesses: getting involved, communication, smaller events, mentorship, planning, youth representation in church, inclusion (HS & MS), financial/funding, Sunday bible class, training, organization, youth Sundays, visibility, weekend activities, local mission, youth topics
    - Ideas for Improvement… communication varied, some wanted more forms some said to stick to one, all said to master the one we are using, also want in person announcements to MS. Youth participate in church services, sit together, usher, youth Sundays. Foster MS/HS connections, make discussion topics more relatable.

Past Events

- Axe Throwing on 1/5

Upcoming Events

- Girls REAL January 31st
- Superbowl Party Feb 2nd
- Local Missions Feb 7th – 8th

Needs

- Looking spark our Guys ministry, Looking for men to host monthly guys events (can do just one or be involved in all)
- If you know of any projects with community partners or within Lamb of God that the youth could do for local missions
- Guest speakers for our Body of Christ panel on Feb 8th

Music Ministry Report
January 2020

1) January 8 and 9: Chancel Choir, Handbells, and Floodgate Praise Band Rehearsals started for Spring 2020
2) January 11: Second Saturday Concert had an attendance of 75 people, most of which were not LOG members
3) January 12: Children's and Youth Music started rehearsals for Spring 2020
4) February 2: Celebration of The Presentation of Jesus at the Temple. The 8:00 service will be led by the Chancel Choir and Orchestra, 10:30 service will be led by Youth Band (Red Team), Children's Choir/Chimes, Youth Bells, and Orchestra
5) February 8: Second Saturday Concert-Love Songs with soprano and piano

Outreach Report

January 20, 2020

- Newsletters received and posted to LOG website and bulletin board
- Thank you received from Melissa Gomez and Young Lives and posted in bulletin
- Committee met to begin discussion on 2020-21 ministry goals
- Support thank you notes received from
    - Journey to Dream
    - Texas District
    - Mission of Christ Network
    - Iantha Scheiwe
    - Upbring
    - Grace Like Rain
    - University Lutheran Church, Austin
    - Lutheran Church Missouri Synod, Steven Braun
- Live Nativity Year End wrap up meeting held Jan 16. Garage Sale receipts exceeded Live Nativity budget needs. Committee voted to donate $1,000 to youth ministry. Looking to CMC to make recommendations for additional donations within the church. Would like to support small financial needs with big impact to Outreach. Example: $XX donation for fabric purchase for quilting ministry, resulting in X number of quilts to be sent to areas after disasters.

  If any committee has any of these type needs, please respond to Anita with proposal, cost and expected impact. Would like these proposals submitted by Jan 31, 2020.

Fellowship Report for January 2020

Our goal is demonstrating Christ's love through fellowship and hospitality, to provide a welcome environment for our members and the community to gather, supporting the ministry of Lamb of God Lutheran Church.

2019 Fourth Quarter Update

- Advent meals well attended

2020 Planning

- January 2020 HCS - Chili Cook Off
- Midweek Lenten meals, Feb 26th (Ash Wednesday – Apr 1)
    - Need help March 25th (not available to host, Gary Garrett will need help)
- April 5 – LOG Family Picnic and Children's Egg Hunt
- September 26th, Big Band Music Event

Upcoming Events

- Supporting role in May 30 '2020 Fifty Year' Anniversary banquet/program

Next Fellowship Committee meeting – February 5, 6:30pm

SERVANTHOOD REPORT

Freedom to ACT:

- Now in continuation phase
- Commitments totaling nearly $1.5million
- Stewardship of pledges-each will receive an acknowledgement letter. I will be handwriting notes to each.

- Servanthood board met Jan.19.
  - Ministry Fair/Rally Day will be 9/13/2020
  - Tentatively planning Nov. 22, 2020 as Commitment/Stewardship Sunday for the three-pronged ask: Campaign, Offerings, Service
  - Spiritual Gifts – funded the Spiritual Gifts Discovery as recommended by Hannah P. We will be working together on rolling that out.
  - Thrivent Choice Dollars PR push now through deadline – March 31.

Early Childhood Ministry Report

January 2020

- **30 Years of Preschool Ministry**
  - ***March 1st, 2020***
    - 10:30am Worship (Recognize teachers & Students sing)
    - 12:00pm PRESCHOOL BIRTHDAY PARTY
      - Food, Games, Fun, Fellowship
      - ALL are welcome and invited (current and former students, and staff)
- Working on registration for 2020-2021 school year
- Please join us in praying for our school ministry, staff, students and families.

2019-2020 Enrollment: 126

UPCOMING DATES: *We would love to have you join us!*

January 10-Fire Drill
January 14-Severe Weather Drill
January 16- Teacher Luncheon & MOPS
January 20- No Classes *(LISD Holiday)*
January 23, 24 & 25-NO CLASSES: Teacher In-service Training/ECE Conference in Houston, TX
January 29- LOG Church Member Registration
January 30- Returning Family Registration: 9-11AM
February 4- Public Preview/Public Registration
February 5 & 6- Dentist Visit & MOPS
February 7-Severe Weather Drill
February 12 & 13- Valentine Parties
February 13- Training & Team Time, 2:15-3:30pm
February 17- No Classes (*LISD Holiday)*
February 18-Fire Drill
February 19 & 20- Popcorn with Pastor Settle!
February 20- MOPS
February 20 & 21- Pajama Days

Facilities Report to CMC
January 19, 2020

1. City contractors continuing work for new sewer line in easement along hike & bike trail/sidewalk. Boring under Cross Timbers.

2. A new stacked washer/dryer was installed in the ECM staff restroom, replacing the original and never-used fiberglass shower. This was purchased with Fellowship funds and installed by David Meeks and Jason Barnhart.

3. Jason presented a Ministry Moment on January 12, asking for assistance with the sound board operation. Several volunteers are now being scheduled for training.

4. Security – several members of the CHL-LTC Men's Ministry Team attend a presentation on January 13 by the City of Carrollton's Executive Director of Public Safety. CRASE is "Civilian Response to Active Shooter Events", designed on Avoid-Deny Defend strategy. Developed by the Advanced Law Enforcement Rapid Response Training (ALERRT) Program at Texas State University, this has been used to train law enforcement officers across the nation for almost 20 years. The team is working to offer this presentation to the Congregation at large.

5. Security – CHL-LTC Men's Ministry Team met on Tuesday, January 14. Most of the staff attended or was represented; a total of 27 attendees. A guest spoke on topic "Identifying Potential Threats & How to React" and reviewed response scenarios in the Sanctuary; seating locations, etc. Much more work is required to ensure our team and staff are properly trained and prepared. We will all do our best to provide a safe & secure workplace and house of worship.
   Goals include
   a. Organize a formal Security Committee.
   b. Register the security team with the state.
   c. Investigate available grants for training, materials, church updates.
   d. Establish a Liaison with the Flower Mound Police.
   e. Team staffing and procedures during worship and other events.
   f. Training.
   g. Prepare Safety and Action Plans for Sunday school, Wednesday nights etc.
   h. Cameras.
   i. Door Locks and Lockdown.
   j. Lighting.
   k. Policies and Procedures.

Pastoral Ministry Plan – 2020

Congregation Goals

- *Glorifying God through Loving, Outreaching and Growing in Christ as a church, in our homes and in our community*
- Spiritual Growth/ Discipleship:
  1. Deepening of Personal Prayer Life
  2. Involved in Kingdom work in the Community
  3. Involved in two or more LOG Servant Events
  4. Inviting people to participate church/events
  5. Connect to Small Groups/Bible Studies/Fellowship Events
  6. Generous with time, talent, treasure
  7. Encouraging another person in their walk of faith

CMC Ministry Goals

- Encourage People to be 'Involved' and 'Invested':

Our Goal:	Words to Communicate the Goal:
1. Deepened Prayer Life	"Let's Pray About It" (prayer)
2. Kingdom work in the Community	"Join the Mission" (serve)
3. LOG Servant Events	"Join the Mission" (service)
4. Inviting people to Participate	"Bring a Friend" (invite)
5. Foster Relationships	"Choose Community" (connect)
6. Give Generously	"Be Generous" (tithe/give)
7. Equip each other as the Body of Christ	"I'll Show You How" (discipleship)

- Each Board brainstorm to evaluate their events:
  - What needs to be let go? What best serves our mission?
- CMC, Elders and Ministry Team meet and compare ministry needs/procedures
  - Ministry Planning Meeting 5th Sundays, at lunch following late service
- 50th Anniversary of Congregation May 31st, 2020 – Advancing Christ Together

Pastoral Ministry Goals

- Mentor Vicar Payne through 2020 vicarage; Jan 2021 Ordination/Installation
- Integration of Duties between Vicar Payne and Hannah P – Family Life
- Revisit Faith 101/102 to get back to basics of Word of God and Discipleship - 'Connection Coaching' – teach people HOW to connect with other people
- Integrate Visitation and Bible Study as Regular Part of Elders Ministry
- Share a clear 'ministry process' for our church family (how we do things)
- Finish Doctorate Degree in Missional Leadership (Relational Hospitality)

Strengths

- Worship services (variety)
- pastoral team
- Live Nativity
- Preschool
- Socialbility with vistors
- facilities/community use
- Holy cow smokers
- music
- Location
- Staff
- youth missions

Weaknesses

- Sunday Sch. Attendance
- Communication
- Participation
  - Volunteers
- Small groups
  - Creation
- Attendance @ Voters Mtg
- Young Adult Connection
- Assimilation
- ECM - Families
- Missing in Action
- Financial

Staffing level

Care Ministry Management

Opps

- (Increased) Community use of facilities
- Mission/Service (Local)
  - ↳ Community orgs.
  - = Community Events (Chamber)
  - → Parker Square
  - → Gamification

Threats

- Increased Secularism
- Security
  - = Complacency/ Apathy
  - = Entertainment culture
  - -

Losing our rights on Jesus

2020 Budget Process

January CMC Meeting (01/20)	Pastor presents overall ministry goals
February CMC Meeting (02/17)	Each ministry presents their goals These should tie to the overall ministry goals
End of February (02/28)	Each ministry turns in budgets to Darcie
Week of March 2nd	Christina and Darcie scrub budget
Week of March 9th	Budget committee meets to review
March CMC Meeting (03/16)	Budget is presented to CMC
April CMC Meeting (04/20)	Final budget review, if needed
May Voter's Meeting (05/17)	Voter's meeting to approve budget