

**The Lutheran Church of the Good Shepherd
Council Meeting Minutes**

Meeting Date: October 29, 2019

Meeting Location: Room 206

In Attendance: Pastor Teal Anderson, Connie Charitonuk, Glenn Garbinski, Sharlene Krause, Ken Lorentzen, Lauren Rein, Lisa Steel, Ruthann Sutherland, John Verbillis, Stuart Goemmer, and Bishop William Gohl

Excused: Pastor Greg Fetzer, Lindsay Guckert, Dave Stark, Dan Williams

Topic	Details	Action/Follow-up
Call to Order	Meeting was called to order at 7:07pm by Ken Lorentzen.	
Prayer	Bishop William Gohl led the Council in prayer.	
Budget	<p>Ken discussed that the purpose of the meeting was to develop a budget strategy to get an executable budget recommendation out to members in the next week. Pastor Teal Anderson introduced a draft Narrative Budget that splits the budget numbers and line items among the seven faith practices. This way the numbers are able to represent that we are engaged in our mission. Ken added that it takes the coldness out of the budget and tells a better story of what we are doing here. Pastor Teal will work with Gina Miller and Heather Raedeke to add pictures and graphics to the Narrative Budget.</p> <p>Glenn Garbinski suggested that we make clear in Giving as to what we do for our local community.</p> <p>Ken asked all Council members to review the sections and be sure that their ministries are represented properly.</p> <p>Glenn noted that the draft budget is for roughly \$529,000 and Rocky Barrow is projecting giving to be approximately \$420,000.</p> <p>Ken told Council that the difference is what is the subject of tonight’s meeting and conversations that he has had with Bishop Gohl, Pastor Greg Fetzer, and Stuart Goemmer and others. Ken noted that there is the \$60,000 deficit from losing the NCCS rental income plus \$40,000 in other deficits, offset by the potential parsonage rental income.</p> <p>Ken went through the process of zeroing out all ministry spending other than salaries and utilities and that still did not make an impact on reducing the deficit. The process made clear that staffing is where we need to look to reduce expenses in a significant way. He and Pastor Greg started looking a few weeks ago at ways</p>	<p>The budget will be sent out to the congregation by November 7th. The November 17th Congregation Annual Meeting will be announced November 3rd and 10th. The Council will have meetings to discuss the budget on November 10th for a half hour after the 8am service and a half hour before the 11am service. The Congregation Annual Meeting will be November 17th from 9:30am to 10:30am and there will be an activity for the children in the Celebration Hall at that time.</p>

	<p>to reduce staff with a minimal impact on mission. The proposed eliminations are based on positions, not people or performance issues.</p> <p>Ken informed Council that the first position potentially eliminated is the Cribbery, saving \$5,500. Pastor Greg would prefer the children to be in church and it is not overly utilized now. The next position is the Youth Contemporary Band leader, saving \$3,500. They are hopeful that Our Father’s Band and older youth members can mentor the Youth Contemporary Band. The last position is the Associate Pastor saving in total with the other cut positions just under \$60,000. This would still leave a stretch goal of \$25,000 to balance the budget for 2020. The plan is to use \$20,000 of the current savings to carry the positions through April. At that point Pastor Greg will be back and we can assess whether the Congregation has made any changes that will alleviate the need to eliminate positions.</p> <p>Stuart added that in addition to the budget deficit, there is a projected to be \$1,000,000 in capital repairs and improvements necessary over the next 10 years. Pastor Teal noted that, from conversations she has had with her mutual ministry team and other members, the congregation will be surprised to hear that LCGS is in a position to need to cut staff. The message needs to be communicated many times through a variety of methods.</p> <p>Pastor Teal recommended that Council offer the Congregation a choice between cutting positions and increasing giving to meet the fully staffed budget. Bishop Gohl added that he believes the need is achievable if we can clearly communicate it to the Congregation.</p> <p>Council discussed that the budget will be sent out to the congregation by November 7th. The November 17th Congregation Annual Meeting will be announced November 3rd and 10th. The Council will have open meetings to discuss the budget on November 10th for a half hour after the 8am service and a half hour before the 11am service. The Congregation Annual Meeting will be November 17th from 9:30am to 10:30am and there will be an activity for the children at that time.</p>	
Adjournment	Ken thanked Bishop Gohl, Pastor Teal, Stuart and Council for their efforts and support and for the work on the budget. Bishop Gohl led the Council in prayer and the meeting adjourned at 8:45pm.	Meeting adjourned
Next Meeting	Tuesday, November 19, 2019, 7 p.m. in Room 206	