

Tree of Life Lutheran Church

May 6, 2018

9:15

Meeting was called to order at 9:20 by Jack Zimmer, president.

Quorum was established.

Pastor Chris lead the members in an opening prayer.

Larry Klotz moved to approve the agenda. Dick Mong seconded. All were in favor and the motion passed.

Dick Mong moved to approve the minutes from the January 29, 2018 congregational meeting. Jim Lemaux seconded. All were in favor and the motion passed.

Garage Sale Report

Jeremie Brown reported that the garage sale goal was first to provide items for families in the community at reasonable prices and secondly to raise funds for the youth summer camps and the Youth Gathering in Houston. The amount needed was \$23,000. The first day of the garage sale was April 28 where \$16,710 was raised. April 29, the congregation bought \$611 in merchandise. An extra sale date was May 5 and \$5,303 was raised. Total was \$22,624. There are monies still coming in. Jeremie assured the congregation that the amount raised is over the \$23,000 needed.

Daphne Cox thanked all the volunteers for their time and devotion to the project for the community and the youth. Jack Zimmer called the effort "Tree of Life's finest hour".

Ministries Report

Jack shared that the ministry teams were a product of the Vision Team that worked in 2012 and 2013. The teams were put into place the winter of 2017 before Pastor Chris went on sabbatical. The council has empowered the members of the teams to continue their work.

Team	Team Leader(s)	Council Liason
Building	Chuck Will and John Baumgartner	Larry Klotz
Care	Stacy Kovar	Pastor Chris
Fellowship	Mary Ellen Moran	Annie Lindeman
Office	Bunny Stoutes	Jim Voltz
Social Ministry	Linda Baumgartner and Shirley Finke	Linda Baumgartner
Spiritual Growth (Adult and Youth)	Emily Work	Kevin Solberg and Annie Lindeman

Stephen Ministry	Mary Dinklage	Pastor Chris
Welcome Team –	Deb Zimmer and Judy Haight	George Timmins
Worship (Music)	John Burkwall and Jeremie Brown	Heidi Beckham
Worship Team	Susie Rust and Mary Nye	Susie Rust

Standing Committees Leaders

Financial Committee	Jim Voelz and Heidi Beckham
Stewardship	Kirk Helberg and Jim Lemaux
Nominating	Jack Zimmer and Larry Klotz

Liason

Richard Shaper
Kirk Helberg
Larry Klotz

Time and Talent Survey
 150 Family Units
 45 turned in survey
 20 are currently serving on council or on a team
 15 currently volunteer for at least one ministry
 12 indicated an interest and are currently not serving

Ministry team leaders have been encouraged to call the new members on their team and to keep them informed.

Financial Report

	Actual	Budget	Over/(Under)
Pledged	\$86,464	\$86,630	\$168.00
Unpledged	\$12,963	\$20,109	(\$12,370)
All Other	\$12,370	\$12,370	
Total	\$111,797	\$119,469	(\$7,672)

Jack Zimmer stated that we are on track, regarding the budget, with expenses.

Kathy Krauzer asked if the surpluses in the budget from the first quarter will be used up throughout the next three quarters. Zimmer’s response was yes.

Seeds Report

Balance - \$94,571
 Mortgage reduction – check sent during first quarter for \$10,420
 Loan to the Youth for camp and Youth Gathering early registrations – this will be repaid from the garage sale funds - \$15,130

Disaster Relief Fund - \$8,938

Building Projects

There are 9 building projects for a total of \$6,460 that members are encouraged to sponsor or co-sponsor.

Strategic Plan

Jack Zimmer reviewed the strategic plan. The document is attached.

Questions From the Congregation:

Diane Shaper – Can Realm be used for donating to a building project? Heidi Beckham responded that she will set it up and Realm will be available.

Dick Mong – Commented that the church is about promoting our future, our children. He was glad to see the support the congregation gave to the garage sale and the children. Dick also thanked Dennis McConnell for his five years of leadership.

Kim Thompson – Where is the Youth Gathering this summer? Pastor Chris shared that the Youth Gathering is in Houston this year. The last day, July 1, all church members are invited to attend the service at the Toyota Center.

With all business completed. Brian Chaffee motioned to adjourn. Larry Klotz seconded. All were in favor the motion passed.

Pastor Chris lead the congregation in the Lord's Prayer.

Respectfully submitted,

Linda Baumgartner

Recording Secretary

Agenda

- 1. Call to Order**
- 2. Establish a Quorum (Count from Tellers)**
- 3. Opening Prayer by Pastor Chris Lake**
- 4. Approval of Meeting Agenda**
- 5. Approve Annual Meeting Minutes from January 28, 2018**
- 6. Garage Sale Results**
- 7. Ministries Report**
- 8. Financial Report**
- 9. Strategic Plan Highlights**
- 10. Report of Tellers**
- 11. Closing Prayer**
- 12. Motion to Adjourn**

Garage Sale Results

2018 Goal: \$23,000

2018 Actual: 22,700

**This year, we are sending 70 youth and sponsors
to camp or the National Youth Gathering.**

Garage Sale Results

2017 Comparison

2017: \$19,248

2018: 22,700

Ministries Report

Time & Talent Survey

150 Family Member Units

45 Family Member Units Turned in Survey

20 Respondents are Currently in Council or Ministry Team

15 Currently Volunteer for at least 1 ministry

13 Indicated an interest and are not currently serving

Financial Report

Budget Through March

Offerings & Other Income

	ACTUALS	BUDGET	
REVENUES			
Pledged Offerings	\$86,464	\$86,630	(\$166)
Non Pledged	\$12,963	\$20,109	(\$7,146)
All Other	\$12,370	\$12,730	(\$360)
Total Income	\$111,797	\$119,469	(\$7,672)

Financial Report

Budget Through March

Expenses

	ACTUAL	BUDGET	
Staff	\$65,041	\$64,992	\$49
Mortgage	\$23,817	\$23,817	-
Admin/Benevolence	\$12,855	\$13,795	(\$940)
Bldg/Util./Grounds	\$9,473	\$12,669	(\$3,196)
Insur./Others	\$4,515	\$4,798	(\$283)
Youth Ministry	\$15,650	\$13,425	\$2,225
All other Ministries	\$3,473	\$10,043	(\$6,570)
Total Expenses	\$134,824	\$143,539	(\$8,717)
NET	(23,027)	(24,070)	1,045

Financial Report

Budget Through March

Dedicated Funds

SEEDS Current Balance		\$94,571
SEEDS 2018 Activity		
	Mortgage Reduction	\$10,420
	Loan to Youth Deposits**	\$15,130
Disater Relief Balance		\$8,938

Adopt a Project

Current Projects

Repair of faulty wiring in Fellowship Building	\$2500
Replace cracked tiles in Fellowship hall entry	\$600
Repair parking lot concrete in front of dumpster	\$1560
Replacing lights in Sanctuary and office with LEDs	\$250
Install driveway lighting for both entrances	\$100
Clean and repaint bell support pole	\$50
Install clothes dryer vent in Fellowship Building	\$200
Repair parking lot light pole	\$800
Exterior brick refurbishment	\$400
TOTAL	\$6460

Strategic Plan Highlights

Key Priorities in 2018

Vision

The entire world knows God's love.

Mission

To invite, inspire, and include all people in Christ's love.

Strategic Plan Highlights
Key Priorities in 2018
Major Strategies

Youth Director - Transition of Staff
Continue this high priority ministry

Monthly Children's Sermon

Expand Adult Education

Establish a Stephen Ministry

Strategic Plan Highlights

Key Priorities in 2018

Major Strategies

Plan for an Manage Growth of Congregation

- Price of Growth: Staff overload, volunteer burnout, deficit budgets**
- Reward of Growth: Expand/fulfill God's mission, saves lives, nourishes souls**

Strategic Plan Highlights

Key Priorities in 2018

Major Strategies

“Mature” and Empower Ministry Teams

- Strengthen communication between teams and council**
- Time & Talent - Seek to invite members, goal is 100% included.**
- Identify, nurture, & develop “next generation” of church leaders.**

Strategic Plan Highlights

Key Priorities in 2018

Major Strategies

“Mature” and Empower Ministry Teams

- Inventory members active good things in the community - connect to our world.**
- Maximize the opportunity of “hosting” thousands at garage sale.**
- Invest resources to public relations, marketing, and outreach.**

Strategic Plan Highlights

Key Priorities in 2018

Major Strategies

**Assertively address property needs
and funding expenses of aging facility**

Strategic Plan Highlights

Key Priorities in 2018

Major Strategies

Operational

- **Staff Annual Reviews**
- **Staff Salary & Benefits Reviews**
- **Complete the Policy Manual**
- **Online Giving: Encourage/Increase**

Strategic Plan Highlights

Long Range Overview

Strategies on the horizon for a church growing from 200 a Sunday to 350 in 2019 and beyond.

Challenge/Opportunity: Worshipping 350 in a sanctuary that holds 200+ with staffing for 150+

Strategic Plan Highlights

Long Range Overview

Staffing Issues MAY Include

- Number of pastors, other professionals needed, & seminary student program**
- Full developed and implemented employee manual**
- Support staff for youth ministry**
- Facilities & grounds manager**
- Multimedia/Tech Support**

Strategic Plan Highlights

Long Range Overview

Worship Service & Music Issues MAY Include

- When, where, and how?**
- Music styles & service styles**
- Worship leader volunteers and sanctuary needs**

Strategic Plan Highlights

Long Range Overview

Building/Facilities Issues MAY Include

- New construction/Expansion for youth, Sunday school, and staff**
- New uses and needs for multi-purpose community center**
- Innovative ways to use existing space**
- Full time staffing/manager/coordinator**

Strategic Plan Highlights

Long Range Overview

Funding/Financing Issues MAY Include

- **Future Capital Campaigns/Seeds Conclusion**
- **Establishing/Funding Facilities Capital
Improvement Budget**
- **Establishing Emergency Fund/Operational
Reserves**

Closing Prayer