



1515 N Cascade Ave
Colorado Springs, CO 80907

March 19, 2024 FIRST LUTHERAN CHURCH REGULAR COUNCIL MEETING MINUTES

Present (via Zoom)

Yoshiko Anspach, Larry Bagley, Mike Baue, Jason Fox, Julie Furstenau, Tad Goodenbour, Terry Hjelkrem, Kiersten Lehmkuhl, Pastor Travis Norton, Vincent Spaziani, Harry Mosco

Absent

None

Opening

The regular meeting of the First Lutheran Church council was called to order by Pastor Travis at 7:00 pm.

Devotions (Julie Furstenau)

Julie discussed that we should not be trying to follow the old laws referenced from Leviticus. Moreover, we should be recognizing that Jesus' death and resurrection freed us from those laws. Jesus was the perfect sacrifice to cover all of our sins. With his sacrifice, we can live without feeling guilty that we cannot follow all the laws from Leviticus.

Approval of Minutes

COUNCIL APPROVED THE FEBRUARY MINUTES WITH THE FOLLOWING CORRECTION

- In 'Finance Committee Report', under 'Expense report for current benevolence'
 - Previous Minutes stated: Expense benevolence was \$15,077 was an increase of \$114. Correction that the increase should be \$1,114.00

Finance Committee Report (Yoshiko Anspach)

- Income and report for current benevolence
 - Member offerings were \$158,755.66 which is a surplus of \$22,035.66. Year to date surplus of \$133,693.32. First Lutheran received \$197,579.05 more than February's pledged amount due to congressional members pre-paying their pledges.
 - Member un-pledged offerings were \$9,912.80 with is a deficiency of \$10,087.20
 - Undesignated member offerings were \$9,500.00 which is a surplus of \$9,500.00
 - Total Pledged/Undesignated Offerings were \$184,286.75, which is a surplus of \$19,016.75. Year to date surplus of \$130,499.53
 - Reimbursement & Expense Offsets is \$6,019.40 which is on budget.
 - Rental Income was deficient by \$1,500.00
 - 12- Step/Outside Group Donations was deficient \$700.00
 - A miscellaneous non-offering of \$1,132.00 was received.
 - Funeral and Fellowship Events
 - Funeral Service Expense Reimbursement had a surplus of \$500.00
 - Fellowship Events Reimbursement had a surplus of \$375.00
 - YTD over budget by \$2,632.75.
 - Total Income was \$190,306.15, which is a surplus of \$19,036.15.
 - Year to date surplus of \$133,132.28.

- Expense report for current benevolence
 - Benevolence Expense was \$13,214.00, which is under budget by \$2,977.00 due to the Local Benevolence.
 - Programs and Education expense was \$7,086.81, which is over budget of \$1,194.81 mostly due to Music Expense. Year to date is under budget by \$1,695.82.
 - Office/Admin Expense was \$7,547.55, which is under budget by \$2,833.45. This is under budget due to Office Supplies/Print Expense. Year to date it is under budget by \$4,037.71 due to Office Supplies.
 - Salaries/Payroll Expense was \$81,957.96, which is under budget by \$4,175.04. This is due to positions not being filled as budgeted. Year to date it is under budget by \$8,562.19.
 - Property Expense was \$19,386.16, which is under budget \$3,263.84. This is mostly due to Utilities being under budget by \$2,066.26.
 - Professional Fees and other expenses is \$805.73, which is over budget by \$205.73. This is due to Online Giving Fees being over budget by \$228.83.
 - Total Expense was \$156,493.85, which is under budget by \$11,422.15. Year to date it is under budget by \$20,203.70.

- Net Income is \$33,812.30. This is mostly due to Member Pledged Offerings.
- Year to date over budget by \$153,335.95
- Statement of financial position and designated funds
 - There was not much activity
 - Total was \$794,437.87

COUNCIL APPROVED THE FINANCE COMMITTEE REPORT

Financial Audit

- Currently in the process of finalizing the report
- The finance audit committee is planning on meeting on March 20th to finalize the Audit. Afterward they will send it to Harry Mosco and Pastor Travis for review and will meet with them after Holy Week to discuss with the finance committee.
- Current plan is for council to be informed of the audit in April and to be acted upon in May for approval of suggestions.

Senior Pastor Report

- Had a baptism on Sunday with four more upcoming baptisms scheduled.
- Staff Changes
 - Ryan Hanscom, the Saturday sexton who also worked evenings on Thursday and Fridays resigned on March 10th.
 - Scott Kleine, the head sexton is planning on starting disability due to health issues. As part of disability, the church will need to pay his salary for 2 months prior to disability starting.
 - Pastor Travis was going to reach out to Portico to discuss the logistics of the disability process to be able to advise Scott.
 - Harry asked for any candidates to be directed to him via email.
 - Harry also recognized the other sextons for stepping up in this time of being shorthanded.

- Kiersten recommended that the church reach out to 'Pikes Peak Workforce Center' for possible candidates also.
- We have received the ESM monies, the total was \$149,000.
 - Since the synod was not able to pass a balanced budget, First Lutheran will tithe for evangelism in the south eastern conference.
 - Pastor Travis has reached out to them on how we can help support their communities.
- Synod Assembly
 - Pastor Travis, Pastor Carrie, Vicar Michaela, Chom Zust and Chris Hansen have been approved by council to attend the synod assembly.
- Chancel Remodel
 - Selected Carpenter is TJ's Custom Cabinetry & Millwork
 - Remodel demolition is planned for April 1st.
 - Pastor Travis is planning on seeking a religious variance for accessibility.
 - Remodel is estimated for a 6-week duration
- Minister of Contemporary Worship and Music
 - Pastor Travis had a candidate visit him for about a week. They were able to lead a recent worship on Wednesday.
 - Council approved a budget of up to \$75,000 plus benefits for this position.
 - Proposal is to use \$30,000 of additional funds from the ESM funds.
 - Remove the intern position from being an open position
 - Council will reevaluate in 2025 whether the contemporary service is successful.
 - Freeze hiring of music associate until September timeframe to be able to evaluate the needs at that time. The funds for this position will remain as a budgeted item.
 - Pastor Travis will discuss his plans with the hand bell groups for transparency.
 - Kiersten asked if there was any current data to substantiate what the proposed candidate skills. We were not able to determine if this was a possibility
 - Pastor Travis said that his vision is for the contemporary worship to support itself. But also felt that some of the responsibility also fell onto himself for ensuring success.
 - Council discussed what metrics could be to measure success on for contemporary service. Metrics included: demographics, attendance, monetary gathering.
 - Pastor Travis is in conversation with two churches, Christ the King and Prince of Peace to explore off site possibilities for contemporary service.

Reminders

- Next Council Meeting is April 16th 7:00pm on Zoom

Adjournment with Prayer - Pastor Travis 8:22 pm

Respectfully submitted,

Vincent Spaziani

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Secretary