



**November 21st, 2017
Church Council Minutes**

Present: Pastor Frank Espegren, Gwynnae Byrd, Diane White, Karen Ross, Ted Norris, Bob Huckfeldt, Peter Brostrom, Vicki Ibarra, Karen Harris, Dean Petersen, Lisa Gardiner (Wonderers: Jo Hoffmeier, Dennis Jones, Betty Miller, Chris Dawson, Andrew Ford, Gerald Kilbert), Rebekah Turnbaugh

Absent: Pastor Jon Haug, Lisa Berg, Nick Zylstra

Topics:

1. **Call to Order @ 6:31 pm** - Gwynnae Byrd
2. **Opening Devotions** - Pastor Frank Espegren
3. **Approval of Minutes** -Gwynnae Byrd

- Motion to approve the September 19th, 2017 minutes.
M/ Dean Petersen S/ Peter Brostrom Motion Passed 100% Approval
- Motion to approve the October 17th, 2017 minutes.
M/Pastor Frank Espegren S/Dean Petersen Motion Passed 100% Approval

4. **Financial Report** -Ted Norris

Offerings for the month were \$97,563 or \$21,872 below budget. Year to date offerings are 93% of our budgeted amount which is on target for the year. Expenses for the month are \$22,409 over income but year to date we show a \$16,664 surplus.

Income	\$ 97,563
Expense	\$ 133,204

Cash Balances- September 30, 2017

Checking	\$ 47,753
Money Market	\$354,217
MIF – Bldg. Fund	\$ 15,380
Total Cash	\$417,350
MIF – Sanctuary Loan Balance	\$159,225

Because we have outstanding pledge commitments almost equal to our loan balance, we are arranging to pay off the loan on November 28th. We may be temporarily using operating reserves in our money market account to burn our mortgage. As the pledges continue we will repay the operating reserves.

5. **Executive Director of Administration** - Diane White

- **Personnel**
 - The Staff Assistant and Youth and Family Ministry Assistant positions have been filled.
 - Continuing work on benchmarking salaries.
 - Shirley Capp has assumed the duties of wedding coordinator.
- **Servant Keeper**
 - The Staff has been working on customizing the database.
 - Daniel Seif providing training and support opportunities for members.

- **Finance and Budget**

- Budget Building – Ministry Area Plans and Individual Professional Development Plans submitted, next we are working to complete the draft 2018 budget.
- Pledges – Looking good for 2018.
- Latest cost cutting efforts: Comcast Phone and Internet – potential savings of over 50% per month; cleaning for robes and altar – contracting with local cleaners; volume printing.

- **Facilities**

- Parking Lot – No contractors from whom we solicited bids submitted proposals. Too much work available in the region for contractors to consider our small project. This is for Phase One: fence and concrete portion.
- Church and Casualty were here on November 6th. Notable priorities include:
 - An appraisal of the property to verify square footage.
 - We added flood protection for \$700/year.
 - SANCTUARY ROOF – because we have not maintained it (due diligence) should the roof “fail” we will not be covered and any additional damage done inside the sanctuary will also not be covered;
 - We need to validate our property inventory to determine if it is excess of \$1.5 mil.;
 - Underwriter is requiring-
 - Update of our social media policies and employee handbook;
 - All employees, members of the Council and lay leaders in charge of programs must be trained on sexual misconduct/molestation prevention and reporting.

- **Communications:**

- We have devised a new plan for managing communications, which includes the following:
 - The Leadership Team will develop messaging themes in 90-day cycle.
 - Communications Committee, will oversee the implementation of the communications plan.
 - Members may submit requests for publications to communications@stjohnslc.org,
 - Social media will be handled by Daniel Seif, who is also our web designer and manager.
 - Event communications will be processed through the Event Coordinator
 - Kevin Lamb will manage publication deadlines and received documents.
 - New Website Coming

6. Pastors Reports

- **Pastor Frank Espegren**

- Motion to approve Fall 2017 Luminaria new members; Dick Appleby, Virginia Appleby, Mark Carlson, Christyl Escarda, Dan Garcia, Barbara Hammock, Jena Hendler, Devin Hill, Dominique Kagele, Paula Laiewski, Sam Lovell, Ama Marcelos, Jeanette McClahahan, Karen McDaniels, Scott McDaniels, Mary Miller, Kara Nelson, Ann Marie Park, Mary Parker, John Zanzi, Catherine Zanzi
M/ Pastor Frank Espegren S/Bob Huckfeldt Motion Passed 100% Approval
- “Chicken Dinner” Sesquicentennial Finale. The Living Stones campaign has accomplished great work. There is sufficient completion of pledged gifts (with Baily Estate to back up any shortfall) to pay off the mortgage.
- Our 2018 General Fund efforts have optimistic results. Only 3/4 of the pledges we count on (approximately 229 of the approximate 300 we anticipate) have come in. Our pledges have grown in commitment size and new pledges. 31 new pledgers; am optimistic we will be able to meet our stewardship goal of growing 2018 General Fund giving by 10
- Structural changes in our staffing functions continue to play a major role. The Executive Director position has improved business-functions, operations over site, staff satisfaction & morale, and strategic planning.
- We are developing the theme of “Connections” for the coming year. We will keep our eyes firmly set on the present as we discover and grow in knowing the people beside us

- **Pastor Jon Haug**

- Congregational Care (*Care Team, Parish Nurses, Stephen Ministry, Eucharistic Ministry, Bereavement Ministry, Prayer Ministry, Senior Concerns Taskforce, Visitation*):
 - The Care Team meets weekly and goes over prayer list and members in need and visitations.
 - The Stephen Leaders meet monthly and focus on a strategy to replace the board entirely by February of 2019. In February of 2018, two members and I will be going to Stephen Leader’s training.
 - The Senior Concerns Taskforce gathered enough leaders to drive some programming and initiatives. The first will be a speaker series next year during the adult education hour.
- Youth and Family Ministry (*Sunday school, Confirmation, High school, Retreats, Ministry with Parents, Acolytes, Nursery, Fundraising, VBS, Baptismal Consultations*):

- This Confirmation class will for the first time try a crossover event with Luminaria. The Confirmands will begin class with our Luminaria class sharing their opening practice of Lectio Divina.
- The Crab Feed has strong leadership. This is our most important January 20th fundraiser.
- Mark your calendar to invite children or be a volunteer at VBS 2018 July 30-August 3.
- On boarding Amy Paulsen as our part-time Youth and Family Ministry Assistant. She will help in children's Sunday school, the nursery, ministry with parents, and administrative help.
- Small Groups:
 - 2018 is the first year with money budgeted for this ministry. Considering having a twice a year "Connection Fair" where we invite current small group leaders to be represented and leave room for new leaders and new groups to form.
- Strategic Planning/ Goals:
 - Goal 1: To have localized small groups that invite community and intimacy in the neighborhoods of the members of St. John's in order to live in Christian love, care, support, and togetherness so that our big church seems like a place where people are known and where people know others.
Objective 1: To have a neighborhood dinner group in ¼ of all identified neighborhoods
 - Goal 2: Stabilize the leadership of the Youth and Family Ministry program in order to better serve the youth and families with their needs as we feel called to do in response to Christ's grace.
Objective 2: Create and sustain an active, engaged and comprehensive Youth and Family Ministry program
 - Goal 3: To have a more comprehensive system in place to care for the needs of our growing and aging population of seniors as we feel called to do in response to Christ's grace.
Objective 3: To recruit and establish a senior care team to help in the care of our aging seniors by becoming a resource to them and through caring individuals

Goal 2 is most complete, goal 3 is on track, and goal 1 is evolving. The new initiatives this year are re-establishing the Prayer Ministry, a quarterly "families" gathering, and a parent's night.

7. Old Business

● Bylaws and Constitution Review Committee

-Bob Huckfeldt

Committee is reviewing the documents and will be coming back to Church Council with proposal on edits and changes.

8. New Business

a. Strategic Planning for 2018

- Gwynnae Byrd

- **Wonderers:** Team shared learning's they have had while discerning what makes a successful church; what should be our role in current public policy issues; small groups can have powerful impacts; there is no cookie cutter model-each church is unique; what makes a church "healthy?" – caring, teaching, learning, evangelism; engagement of members and with community; need to be a 7-day-a-week church; connections/connectedness is key; can't accomplish our big goals without God; need to be willing to try new things; caring and serving are key; providing opportunities to participate; we do service and worship really well; need to discover what is our narrative.
- **Feedback from Retreat Facilitator**
Reviewed summary of feedback from retreat facilitator Eileen Jacobowitz

○ 2018 Basic Area Strategies and Resources

-Diane White

- Ministry Area: Missional Strategy
Goals
1. Increase opportunities for evangelism.
2. Increase the organizational core strength of St. John's.
3. Increase member's connections to each other and to the community.
- Ministry Area: Worship and Music
Goals
1. Increase congregational and community connections to build an inclusive, intergenerational Worship & Music.
- Ministry Area: Congregational Life
Goals
1. Increase parent engagement
2. Increase opportunities for member connections.
- Ministry Area: Community Organizing
Goals

Director/Lead Pastor Frank Espegren

Director/Lead Steven Johnson

Director/Lead Pastor Jon Haug

Director/Lead Rebekah Turnbaugh

1. Facilitate avenues for St. John's members to connect more deeply around issues of social justice as a faith practice within this faith community and within the larger Sacramento community.
2. Continue to develop partnerships with other churches and organizations in the community.

- Ministry Area: Administration
Goals

Director/Lead Diane White

1. Address critical facility needs.
2. Improve working conditions for St. John's staff.
3. Improve communications.

Action Item: Wonderers

Team is tasked with creating the storyline. There is a narrative missing on who we are at this particular time. Need something that captures the transition of looking backwards and moving forward.

b. Housing Allowance

- Gwynnae Byrd

Motion: Change dollar amount on housing allowance for Pastor Jon Haug from \$19,000 to \$24,400.

M/Pastor Frank Espregen S/Karen Ross Motion Passed 100% Approval

c. Pilgrimage

- Rebekah Turnbaugh

Pilgrimage will be wrapped up into another program called Winter Sanctuary. St. John's leaders of Pilgrimage are proposing that we attempt to host our own Pilgrimage-style events twice a month independently to serve those who would not be served by winter. The most significant factor in determining our capacity to do this is growing our volunteer base. Rebekah Turnbaugh will be helping to coordinate.

Adjourned at 9:05pm

Next Meeting December 19th at 7:00pm

Respectfully Submitted,
Karen Harris