



Council Report

July 17, 2017

“Caring for God’s Children of all ages, by growing disciples who make disciples.”

Shepherd of the Prairie Lutheran Church

Tel. 847-669-9448
Fax. 847-669-9455

10805 Main St.
Huntley, IL 60142

www.sotp.org
pastormark@sotpmail.com

Shepherd of the Prairie June 19, 2017 Council Minutes

In Attendance: Adam Adams, Marlene Boehler, Pastor Mark Boster, Amy Brittain, Cliff Dungey, Matt Greene, Bud Hansen, Sheri Ott, Nancy Ottinger, Dan Wentzloff

Absent: None

1. **Devotions** – Sheri Ott (Unity/Working Together)
2. **Review and approve May Council Minutes**
 - a. *Motion to approve minutes by Dan Wentzloff. Seconded by Cliff Dungey. Motion approved.*
3. **Review and approve Meeting of the Congregation Minutes May 24th, 2017**
 - a. *Motion to approve minutes by Sheri Ott. Seconded by Bud Hansen. Motion approved.*
4. **Finance Review** – Dan Wentzloff
 - a. Treasurer's Report Review
 1. Income through May: \$25,777 over budget
 2. Expenses through May: \$7,961 under budget
 3. Net Income through May: \$35,214
 4. Building Fund Income YTD: \$ 231,384
 5. Building Fund Expenses YTD for new building: \$91,164
 6. Building Fund Balance YTD: \$807,166
 7. Loan balance of existing property: \$461,265
 - b. Discussion re: "Misc. Non-construction New Building Costs"
 - c. Discussion re: Building purchasing/bill payment process
 - d. Discussion re: expenditures over budget and process
 - e. Discussion re: Mission Trip expenditures
5. **Other Business**
 - a. May 6 Leadership Retreat Reflection:
 1. Communication
 - a. Email blast
 - b. Bulletins (i.e. similar information to Friday Flourish)
 - c. Stewardship communication options (i.e. mobile giving, church app)
 2. Discussion re: Leadership Internship summer program for interest in full time ministry in the church
 3. Statement of Purpose: Homework- discuss at July meeting
 - b. Staffing for Growth Discussion- Director of Children and Family Services: tabled until July 2017
 - c. SOTP Constitution discussion
 - d. Building Team Recognition Discussion
6. **Ministry Team Updates**
 - a. Children and Family Ministry update: Picnics and Movie night
 - b. Property Team: crossroads carpeting, mildew on siding treatment
7. **Devotions for July meeting** – Cliff Dungey
8. **Next Meeting-** July 17, 2017

SOTP Leadership Retreat 2017

May 6, 2017

Introduction: Pastor Dave Daubert

Hymns: You Servants of God
Come, All You People

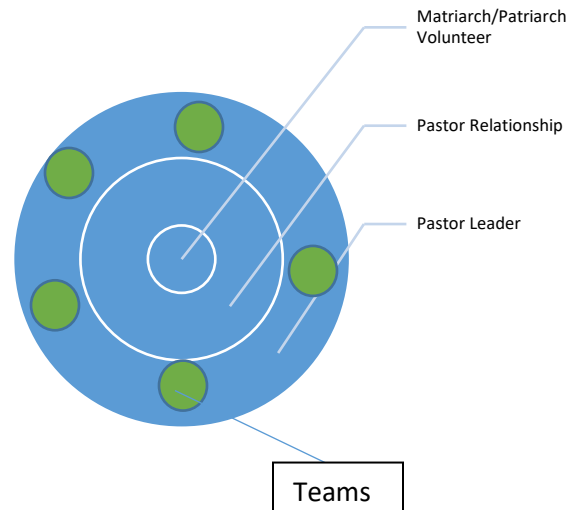
Devotion: 2 Peter 2:4: Church is People

Building process likened to a Triathlon _____
We did it! | Stop | _____

Caution against stopping to celebrate or stopping to breathe instead of looking toward what is next

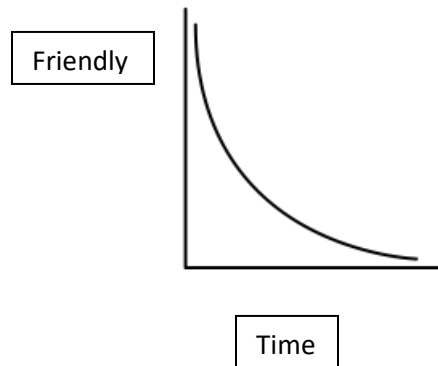
Type of Church Based on Size:

- Family: 75 or less
- Pastoral: 200 or less
- Program: greater than 200



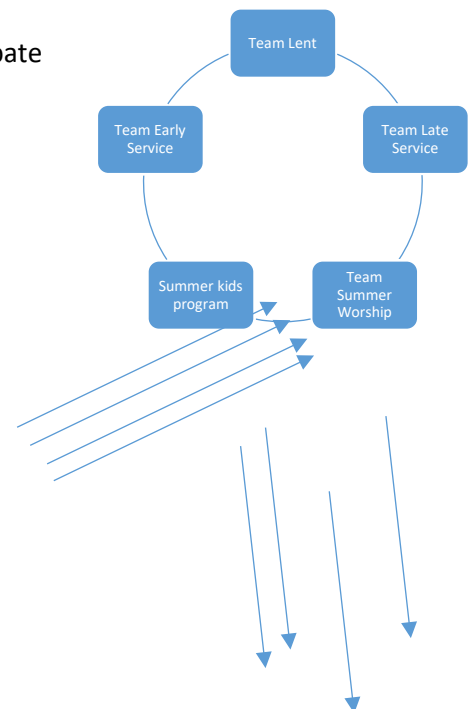
- Who Are We?
 - Review of Assets:
 - Pastor
 - Friendly/Fellowship
 - Music/Worship: Diverse Stylistically
 - Youth Ministry
 - Serving/Outreach (i.e. Food Bank)
 - Commitment of leaders and staff
 - Number of people “all in”
 - Age diversity
 - Adult education/Bible Study
 - Review of Needs
 - Direct invitation to volunteer
 - Small group ministry
 - Support for Pastor
 - Better communication re: scheduling and scheduling changes
 - Connect the people who feel the discounted
 - Invisible stuff- I didn't know that was happening (communication)
 - Pastor Meet and Greet (discussion re: size of church)

- Young adults and Family Involvement (Book: Growing Young)
- Groups vs. Cliques (friendly atmosphere vs. personal connections “friends”)



- Purpose Review
 - Goal: Is what we have still who we are and who we are called to be? Do we need to say things differently or add/subtract anything?
 - To spread God’s love to the community and to provide a living learning chapel
 - Share God’s Word, Worship, and Care for people
 - Worship, Proclaim the Gospel, Invite others and Send people out to be the hands and feet of Jesus
 - Provide a community where people are invited into a relationship with Christ and show others through words and actions
 - Commonalities
 - Gospel (Proclaim the Gospel message)
 - Worship (central part of gathering)
 - Community (being connect and care)
 - Care for people
 - Invited
 - Agents of Jesus (hands and feet, sent to be instrument/agent of Christ)
 - Current purpose: Question inclusion of “all ages” and “disciples”
- Need to address school title (VBS, Sunday School)
- Authenticity vs. Requirement: disconnect between what really feel and what is required)
- Areas of Attention:
 - Relationships
 - Pastor/Staff role and relationship
 - All in vs. Not all in (those on the fringe)- connecting a bigger circle
 - Ex. the choir is doing fine/don’t have a need for more
 - Self-referencing point- feel fine; complacent
 - Thought: If it is working don’t mess with it
 - Communication

- Survey: Need to provide all options and ability to opt in and opt out of each option
 - Some people need to make their world bigger and some need make their world smaller
- Intentional about communication and scheduling
- Tighten ship: how do?
- Thought: Scale equals competence (big church, need to know what doing)
- Youth, Children and Families
- Shift to Teaming
 - People don't want to sign up, commit and be depended upon due to multiple programming events and commitments
 - Everyone has multiple relationships: soccer mom, boy scout leader....
 - Need to find ways to get people back in- what makes church important?
 - Shorter terms- better way to get younger people back in
 - Need to tie program areas to middle- things force people out
 - Committee replaced by key people
 - Need to tie program to a job description- invest resources in it
 - Need to develop short term teams around a task, not a 1 year or 3 year commitment
 - Get people back in- invite them in to volunteer planning an outing- those families are core and will be there, moved them from the fringe back into the center
 - Staff: need to empower people, plan and participate
 - I will support the planning of something
But I will not plan it.



Strategic Direction Planning

1. Relationships
2. Pastor/Staff: Role and Relationship
3. "All in" vs. "not all in" : connecting a bigger circle
4. Communication (consistency)
5. Youth, children and young families
6. Worship life
7. Outreach/Service

1. Community/World Involvement and Service
2. Outreach to youth/young adults and in-reach to support/grow youth/young adults
3. People and participation
 - a. Staff and volunteers

- b. What do we expect leaders to accomplish?
 - c. Staff meeting: What are you planning for three months out and who is on your team?
Next week you need a team! Culture change- create a participatory leaderships; not provided leadership – don't provide, convene. Church is stronger with convene. Provide then move to provide less- experience grief
 - d. Call another pastor- under provider method; service providing- increased workload under a paradigm; under other paradigm- equipping and facilitating
 - i. Pastor reflection- consider job description- identify where need to grow, where doing well
 - ii. Council reflection, staff, volunteer leaders
 - iii. Gather to communicate- not communicating properly- face to face remediation for poor communication
 - iv. Staff retreat and key team leaders- rethink how we do church for 17-18 move to convene and away from provide
 - 1. Teams create friendships, short term small groups, increases relational value
 - e. MOST IMPORTANT: Convene Teams- cannot do rest without this!
 - i. Satisfy more people at one time
4. Spiritual Growth
5. Communication
- a. Nuanced for general information
 - b. Direct- one to one for recruitment
 - c. Continue to assess

Area of Focus Tactics:

*Orientation for staff

*Reflection and discussion: How is staff doing ministry now? Providers or Conveners?

Do we want to make a change?

If we make a change... how do we make change?

What is the impact of the change on staff and congregation?

How to communicate change? How to get people on board to change?

Where is the push back going to come from?

What does success look like?

What support do we provide?

Start with paid staff and then staff work with leaders

*Does staff have skills to operate and willingness to operate this way? Staff: skills, willingness, training

*Create a specific project/task force to address communication needs and tailored database

*Convening a communication task force

*New model for ministry (task force, teaming)

*Training and accountability

*Ways to support new method- referral for talents- referral system- personalized

Decide- Communicate- then Do

Never let one person do what three people can do

Efficiency kills the church: painter example and adventure serve for youth

First fruit of any project is community; not the outcome

Church is people – need multiple people working

Shepherd of the Prairie - Huntley IL
Balance Sheet as of June 30, 2017

Wednesday, July 5, 2017

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Account #	Account Name	YTD Balance	Period Activity	Previous Year Balance
3.420.000	Youth - KCK Balance	0.00	0.00	0.00
3.990.000	Faith Item Fund	0.00	0.00	0.00
	<i>Total Inactive Accounts Fund Balance</i>	<i>\$0.00</i>	<i>\$0.00</i>	<i>0.00</i>
	Total	\$39,055.13	(\$17,318.87)	\$50,485.58
	Total Temporary Restricted Fund Balances	\$39,055.13	(\$17,318.87)	\$50,485.58
Reserves				
3.950.000	Inreach Reserves Fund Balance	2,281.76	(102.37)	2,597.73
3.960.000	Outreach Reserves Fund Balance	8,055.42	83.00	8,313.67
3.970.000	Bldg & Grounds Reserves Balance	0.00	0.00	29,508.14
3.971.000	Roof Repairs/Replacement Balance	31,500.00	250.00	0.00
3.972.000	Playground Maintenance Reserves Balance	5,000.00	0.00	5,000.00
3.973.000	Parking Lot Seal/Repair Reserves Balance	9,528.00	213.00	0.00
3.974.000	Lawn & Landscaping Reserves Balance	4,374.00	229.00	0.00
3.975.000	Maintenance Reserves Balance	10,498.00	83.00	24,933.80
3.976.000	Carpeting Crossroads/Hallways Reserves Balance	12,600.00	100.00	0.00
3.977.000	Carpeting MP Room/Classrooms Balance	11,500.00	250.00	0.00
3.978.000	Security Lock System Reserves Balance	10,000.00	0.00	0.00
3.980.000	Equipment Reserves Balance	7,002.00	167.00	9,615.14
3.981.000	Bells Maintenance Reserves Balance	1,493.11	21.00	0.00
3.985.000	Sabbatical Reserves Balance	6,975.89	100.00	5,175.89
3.988.000	Payroll Tax Reserves Balance	5,857.32	0.00	0.00
	Total Reserves	\$126,665.50	\$1,393.63	\$85,144.37
Permanently Restricted Funds				
Building Fund				
3.125.000	Building Fund Balance	892,017.04	84,850.81	501,432.55
	Total Building Fund	\$892,017.04	\$84,850.81	\$501,432.55
3.940.000	Endowment Fund Balance	10,922.00	0.00	10,742.00
	Total Permanently Restricted Funds	\$902,939.04	\$84,850.81	\$512,174.55
3.130.000	Building & Grounds Equity	1,522,645.42	3,911.29	1,474,248.65
	Total Equity	\$1,522,645.42	\$3,911.29	\$1,474,248.65
	Total Fund Balances & Equity	\$2,714,406.14	\$74,290.31	\$2,214,561.80
	Total Liabilities and Fund Balances & Equity	<u>\$3,173,123.51</u>	<u>\$71,741.81</u>	<u>\$2,720,313.15</u>