

# King of Glory Leadership Meeting Minutes

September 13, 2022

As God's People, Graced By Differences, Nurtured By The Spirit, And Gifted To Serve, We Invite And Welcome All To Grow In Faith.

The meeting was called to order with prayer at 6:30 p.m.

Those in attendance: Bryan French, Ron Lamb, Jeanette Williams, Mike Dodge, Judy Richardson, Randy Pfeiff, Luci Roberts, Pastor Ruth Ann Loughry, Jan DesJardin, Pastor Deb Abbott

- I. Approval of August Minutes
  - A. Motion to approve made by Jan DesJardin.
  - B. Seconded by Judy Richardson.
  - C. Motion carries.
- II. Approval of August Treasurer's Report
  - A. Our income this month included a \$55,000 anonymous gift.
  - B. King of Glory's mortgage payment will go up \$212 in January.
  - C. We are ahead of last year for income.
  - D. Motion to approve made by Jeanette Williams.
  - E. Seconded by Mike Dodge.
  - F. Motion Carries.
- III. Feedback from Congregational Meeting:
  - A. People offered their thanks to the Leadership Team for hard work.
  - B. Members hadn't realized the severity of the situation.
  - C. Members praised Pastor Deb for her organization and dedication during VBS--she's an asset.
  - D. Members expressed concern with the possibility of a change in Pastor Deb's call. Those who commented did not want to share her time or reduce her time at King of Glory. Other comments supported this idea and extended (their opposition to reducing hours) to other staff as well.

- E. Members are willing to share our building (with other churches and organizations).
- F. Members expressed interest in having one service on Sunday.
- G. Members do not wish to extend the mortgage to reduce our monthly payments.
- H. A suggestion was made for ELCA churches to work together to share property services (janitorial services), office supplies, etc., in attempts to qualify for bulk buying discounts, etc.
- I. Members expressed support for continuing all current children's/youth programs.
- J. Attendance at the meeting was 70-75 people.
- K. The message of generosity and gratitude for those who give came through.

IV. Plans for an Audit:

- A. The team discussed, at length, the benefits and restrictions of both internal and external audits.
- B. Due to the current fiscal restrictions, and the cost of an external audit (estimated to be \$10,000 or more), the team decided that an internal audit is the best option.
- C. The pastors will gather fiscally-minded people for the audit team.
- D. The scope of the audit will include 2022 and possibly prior years, at the recommendation and discretion of the audit team.
- E. Timeline: Have a team in place and begin the audit on or before February 2023.
- F. Motion to conduct an internal audit of King of Glory financials to take place in February 2023 made by Bryan French.
- G. Seconded by Judy Richardson.
- H. Motion carries.

V. Property Maintenance: Tree Trimming and Treatment

- A. Newest estimates are in the range of \$950 and were revised scopes to include only most pressing needs.

- B. Cost would come from (MIF) \$78,000--account for capital improvement.
- C. Motion to approve quote for Schra Tree Service (dead limbs in blue spruce and treat emerald ash borer treatment) made by Bryan French.
- D. Seconded by Jeanette Williams.
- E. Motion carries.

VI. Mortgage Rate Adjustment:

- A. Pastor Ruth Ann contacted MIF about our mortgage. Every 5 years, the rate can adjust, which is due to adjust in January.
- B. We can lock in a rate of 4.75% now and pay a \$500 early adjustment fee. It is likely to rise in January. It does not make sense to extend the life of the loan, and it wouldn't be approved (by MIF) anyway.
- C. Motion to adjust the mortgage rate early (prior to January) and pay the \$500 fee as described in MIF (Daniel Lammers, Aug. 31, 2022) correspondence made by Mike Dodge.
- D. Seconded by Ron Lamb.
- E. Motion carries.

VII. Study session for help finding Mission:

- A. After lengthy discussion, a motion was made to **pay 5% of \$55000 gift to Synod Benevolence by Bryan French.**
- B. Seconded by Randy Pfeiff.**
- C. Motion carries.**
- D. An additional motion was made to tell the congregation we are able to pay and keep all staff at full time or current levels through 2022 by Pastor Ruth Ann**
- E. Seconded by Jeanette Williams.**
- F. Motion carries.**
- G. Pastor Ruth Ann asked all members of the Leadership team to think about the ministries of the congregation, pray about that and decide what the ministry priorities of this congregation are.
- H. Each team member **emailed a list of three ministries by Sunday at 6:00.**

- VIII. Pastor's report:
  - A. No discussion
- IX. Old business:
  - A. Judy Richardson mentioned that because of a recent experience at another church in Loveland, we may need to consider the need for security.
    1. Pastor Ruth Ann will form a security team (postponed from June).
    2. Pastor Deb has concerns about safety of exits.
    3. The team considered developing exit plans.
    4. Usher duties will be revisited to include checking doors.
- X. Meeting was adjourned at 8:46 p.m.