

9/8/2020

Tera made the motion to approve, Pastor Kelly seconded it. Joe G vote yes, not sure of other votes.

Technology Proposal-Requests to council:

- 1) Approve internet purchase: \$250 upfront, up to \$250/mo in recurring expense
- 2) Approve sanctuary screens mockup and indicate desired option (a or b) in order to proceed
- 3) Approve CCLI license purchase (\$205/year) and decide if that is a tech fund purchase or from a different budget. It is recurring but it is an annual purchase.

### **Project #1: Increase Internet Speed**

**Cost: \$250 upfront, between \$150 and \$250/mo.**

Tech team is requesting council approval to purchase Unlimitedville wireless internet service for Living Hope. This will provide much faster internet service 24/7 for use by HWG and LH. The service is unlimited, as the same suggests. We have the option to purchase service from among several of the cell phone providers - "Pink plan" being T-mobile/Sprint, "Blue plan" being AT&T, and "Red plan" being Verizon. The monthly cost varies between the different providers from as little as \$150 per month up to \$250 per month. Our plan is to start with the cheapest service and test the service available at our location. If it is not good, we will then choose the next least expensive option until we get good enough service.

### **Project #2: Livestream Equipment**

We believe this is already approved. Cost is about \$800.

### **Project #3a/3b: Screens in the Sanctuary**

We believe the cost is already approved, but a mockup was requested for visual approval. That information, with prices, can be found here:

<https://docs.google.com/presentation/d/1fIgWgu3-xwvKWfbDmT6aE2ntZp1LHBQ5--ilgvCtKSA/edit?usp=sharing>

There are two different versions - single screen (\$1350) and double screen (\$2700). We currently have enough money to fund the single screen version from the tech fund even after Projects #1 and #2 are funded. The double screen version would require additional funding that is not in the Tech fund. Please decide which version you prefer and inform us so that we can proceed to meet the September 20th deadline. Our opinion is that it will be easy to add the second screen at a later time, and that there are not any cost penalties for doing the two screens separately vs. doing them together. It is more of a usability issue in that the left side screen may be hard to see from the right side of the sanctuary and vice versa. If we are concerned about trying to keep everyone spread out, it may be advantageous to have the second screen right away to keep people from congregating on the one side of the sanctuary.

#### **Project #4: Car FM Transmitter**

We believe that this cost is already approved.

The idea was to continue the FM transmission for indoor services in order to accommodate individuals that are not able or interested in live streaming, can not attend indoor worship, but still want a worship experience. We expect this number to be low, but we want the option available. Because the cost is so low (\$80), we are thinking of going ahead and purchasing this equipment.

#### **#5: Not a tech project perhaps, but a needed purchase: CCLI License + Streaming**

**Cost: \$205/year with Streaming added**

In order to perform and use newer songs that are not in the hymnal, we need to purchase a usage license. The most popular license is the CCLI license: <https://us.ccli.com/>. This license gives us the rights to perform live, display and copy lyrics and sheet music, and otherwise use a large library of modern Christian music catalog that covers the vast majority of Christian music. In order to livestream the services we would need to add on the "Streaming" license. There is one more addon available that I don't think we would need that allows us to share recordings for use in rehearsals - I think that we would not utilize that.

I look forward to a quick response so that we can proceed in order to meet the September 20th deadline.

Thanks,  
David Anderson

9/25/2020

Hello All,

I hope you all are well.

I am sad to share that Andy Krueger has resigned from his Presidency of Council. His letter is attached if you would like to read this.

Pastor Kelly and I have talked and came up with a plan. I think it is important for us, as a council, to meet and talk about our options moving forward. At the bottom of this e-mail, I have copied parts of the bylaws that were shared with me by Kelly that can help guide us through this process.

Since this is not, and will continue to not be, a normal year, having strong leadership in place is a key element to the success of Living Hope.

I have included a link to a Doodle for us to find a time when we are all able to meet. There will be a virtual option for joining, but I feel strongly that having us all together is important.

09/23/20-Letter from Andy K.

Andrew Krueger  
1122 N Holden St  
Port Washington, WI 53074

Church Council  
Living Hope Lutheran Church  
851 W Dekora St  
Saukville, WI 53080

Dear Council Members:

It is with regret that I tender my resignation from the Church Council of Living Hope Lutheran Church, effective on 09/23/20.

I have found it to be privilege to serve this congregation and this council. Currently, I am finding it difficult to uphold the duties and responsibilities of the council president along with managing my present personal and medical issues. It is my hope that you continue to lead this congregation on its journey ahead.

I had previously talked with Jerry. He may be willing to fulfill the remainder of my term. Just a thought.

Sincerely,

Andrew Krueger

Council President

9/28/2020 (Since I wasn't at the meeting I have no notes.)

Hello All,

Looks like the majority of us are free Monday at 6. Let's plan to meet at Living Hope. Kelly, could you please send a zoom link for anyone that may need it?

Again, if anyone wants to chat with me before the meeting, let me know! I will be at the 9am service at CTK tomorrow if that helps at all.

Thanks!

Tera

Hi All,

Here is the zoom link for tonights meeting if you are unable to meet in person.

See you all at Living Hope at 6.

Tera

Kelly Anderson is inviting you to a scheduled Zoom meeting.

September 28, 2020

Hello All,

It was great seeing everyone tonight. I hope I am not overstepping. But I am hoping we could approve June Financials via email since that has not been done yet. Once those are approved I will send July's Financials for approval so we don't get confused. I have included some financial notes. If there are ANY questions, please ask. I will do my best to answer them. Please REPLY ALL for motions and voting.

Update on the PPP Loan Forgiveness application- our lending specialist reviewed our application and supporting documentation. We made a few adjustments and then he sent it onto Small Business Administration (SBA). He told us there is a 90 day turn around. Now with that being said, I read an article today that they still are looking for guidance from Congress and of the 96,000 forgiveness applications that have been already turned in, NONE have been approved or denied as of yet. Too much to be figured out yet on this. I will keep you posted if I hear anything.

Kind Regards,

Julie Irish

9/29/2020

I move that we approve the June financials as presented. TERA

Thanks, Julie. We're hearing the same at Citi, and that as you said, even if banks are accepting applications there is no official program approval from the government released yet. Good to have it in and ready.

I second the motion to approve. (Joe C)

Scott - Yes

Joe G - Yes

Pastor Kelly - Yes

Crissy-Yes

Susan - Yes

**Joint Council Meeting**  
**October 25, 2020**  
**1:30 PM**



LH council: From P. Kelly

The governor's recent orders suggest gatherings of 9 or fewer people indoors. Religious institutions are exempt. I haven't read a clearly defined guideline for outdoor events at churches. (If you have, it's ok to share - it might be out there.)

So, the question becomes: **do we cancel Trunk or Treat?** Is a gathering of people outdoors at a church, but for a non-religious event, a good idea? We often serve food, and were planning to do a small outdoor lunch this year. Do we host the event, but cancel lunch? Are we concerned about attendance at this event (as in, if we have too few cars or families, will it feel uncomfortable?)

I'm open to discussion and suggestions today. I'd welcome a motion - for either cancelling or continuing - by tomorrow morning if possible. We'd like to announce on Sunday Oct 11 whether the event is still planned, or cancelled.

Thank you!

Pastor,

My motion is to cancel, see below a few thoughts for my motion.

(1) Sunday school has low in person attendance so I would expect trunk or treat may have the same low attendance.

(2) If we cancel church services and not trunk or treat what type of message is this sending.

(3) Maybe have a drop box at the entrance of the churches for parishioners to donate candy. Then at a set time have kids come by, select candy and take a selfie to post on the church's website for all to see. Just an idea for a possible replacement.

Best Regards,  
Scott

I second motion to cancel for the same reasons Scott listed.

Scott-Yes  
Joe C - Yes

Julie - I will abstain from this vote, and I will also support the final decision.

Crissy - I agree to cancel. Last year attendance was really low so I feel very few families would come.

Tera - I will vote to cancel. This gives us 5 votes, which is a majority.

Hello Church Council Members,

Thank you for responding to the June Financials. It looks like the June financials are accepted as presented.

Please see the attached July Financials and notes. If you have any questions, please do not hesitate to ask. Please reply to all for making motions and votes. Thank you!!!

Have a blessed week!!

Julie

Pastor - I move to approve the financial report.

Tera - I second

Joe C. - Yes

Joe G. - Yes

Julie - Yes

10/12/2020

Council Members,

With so much going on, I feel that it would be best for us to gather again.

I would like for us to meet virtually tomorrow, Tuesday, October 13th at 6:00PM.

Our two main topics:

In Person church moving forward

Council Leadership

Pastor Kelly, could you please send a Zoom link for everyone?

Thanks!

Tera

Dear Council,

So I would like to suggest (or make a motion) that Scott Gregg be our VP. I feel that Scott explains himself really well and is very insightful and has thought provoking ideas. I feel he would contribute fresh ideas or see things from a different angle which is asset to help LH to keep evolving. Part of the problem of being an "older" member (and I don't mean by age. J) is that we can get stuck with what has been done in the past because we are not experiencing other churches. I think Scott might have other church experiences that could be valuable. Scott seems like a natural leader.

Now with all that being said, I am not discounting that anybody else could be VP. We would be lucky to have Scott or any other council member as VP. And a side note -Tera, you have done a wonderful job in the VP and Presidential roles. We are very lucky to have you as well! Thank you!

As far as in person church service goes, I am a cautious person. I would really like to see our daily numbers go down before we do in person church. I agree with the Bishop that we all have a responsibility in this pandemic. I feel we should refrain from having indoor church for at least the rest of October or should I say November 1<sup>st</sup>. If we do start indoor service, I wonder if we should do a Sign Up Genius reservation system to reserve spots so we can control our numbers.

Those are my thoughts for tomorrow's meeting. Have a good night and day tomorrow!

Julie Irish

Zoom Council Meeting  
October 13, 2020  
Meeting began at 6:00 PM

Present: Pastor Kelly, Shannon, Tera, Chris, Joe G., Joe C., Scott

Chris began with a prayer.

You will need to vote on these three motions, electronically. First we need a second for each of them. To make it easier, I will do that for all three. Then you need to vote on all three. Just Yes or No is fine.

Motion 1: In attesting to fill the position on the council of Vice President, the motion was made to elect Scott as the interim VP, this decision to be finalized at the Budget meeting. (The reason for the temporary appointment is that there is a possibility that Scott would accept a job in South Carolina.)

Motion 2: It was moved that we will postpone in person church until November 21, making a decision at that point based on the evidence regarding the pandemic.

Motion 3: It was moved that the water heater in the closet of the fellowship hall be replaced spending not to exceed \$600. This is our share of the cost, the other half being paid by Here We Grow.

We talked but no motion was made regarding cleaning up and landscaping the area around the new sign.

The meeting ended with the Lord's Prayer.

Submitted

Joseph Georgeson  
Secretary to the Living Hope Council

Attempting to include everyone in the business of the council, we are requesting that you vote on all three motions included in these minutes. I second each of the motions. All you have to do is vote on each of them, yes or no.

Please reply to all when doing this.

And pretend it is November 3 and VOTE!

Thanks.

Joe

Joe - Yes to all three

Pastor - I vote yes.

Joe C - Vote yes to all 3

Julie - Yes to all 3

Tera - I vote yes to all 3 motions

Crissy - Yes to all 3

I'm going to say all three motions as presented by Joe G. have passed.

Additionally, based on previous emails, the motion to pay Chris Lear has passed as well.

Thank you all for the conversation last night. Lots going on!

I will email CTK today with necessary info as well as begin drafting the letter to the congregation about council leadership.

Tera

10/16/2020

Hello Fellow Council Members,

So there was a conversation a few months back that Lighthouse was reducing the requested amount by 50% from the 5 churches due to Covid 19 affecting Lighthouse activities and church budgets. Typically a church contributes \$5000.00 annually to Lighthouse. LHs is reduced by 50% (\$2500.00) due to Pastor Kelly was helping in the capacity of Program Director. So when I heard 50% mentioned I took that as we were going to be contributing \$1250.00 to Lighthouse. I was wrong. They were referring to the 50% being \$2500.00 which in our instance is Pastor Kelly contributed portion. So the \$2500.00 that was budgeted for Lighthouse will not be spent for the 2020 year.

This brings me to that I think we would all like to continue to pay Chris Lear his \$350.00/monthly salary for the next 3 months which comes to \$1130.33 for salary and Social Security/Medicare. If I can do so via email, I would like to make a motion that we move \$1130.33 from the Youth Group (Lighthouse) budget to Payroll budget to cover Chris Lear's salary for the last 3 months of the year. Tera-if this is something you rather talk about tomorrow instead please let us all know.

Thanks,

Julie Irish - made the motion above

Pastor - I second the motion

Joe G - I vote yes.

Joe C - Yes as well.

Tera - I 100% vote yes.

Crissy - Yes

Just as an FYI to everyone, a conversation has begun with CTK about them paying for Chris' services as well. He serves as Decan at both LH and CTK and Fred and Paul both felt that they would be able to contribute.

Chris and Pastor Kelly were going to work on a "job description" for Chris that was going to be brought to the next joint Council meeting. As we all know, Chris works harder than he lets on!!

Tera



Hi All,

We are still in need of a few votes for the July budget. I seconded the motion...can we get some votes? We need these in order to move forward to August...and its October!!!

Tera

Based on replies just to me, the motion has passed. 😊

Tera

Hello Church Council!

Please review the attached August Financials and notes at your earliest convenience. These are the last of the financials that we need to "catch up" on. It is my hopes to have September financials by our next meeting so we do not have to do the email voting thing.

Please reply to all when making motions and voting. I greatly appreciate it! Thanks!

Julie

Tera - Move to approve August financials

Pastor Kelly - I second the approval

Scott - Yes

Susan - Yes

Joe G. - Yes

Joe C - Yes

Yes - Sue

I'm thinking this is a go!

Thanks, everyone for the replies.

Also, please check/watch your email for a Google invite from Fred at CTK for Sundays meeting.

I will work on the agenda. If you have any items, let me know!

Tera

Hello Council~

Please review the attached September Financials and notes at your earliest convenience. Please reply to all when making motions and voting. Thanks everyone!!

Thanks Shannon for all you do!

Blessings, Julie

Scott - I motion to approve.

Tera seconded the motion

Susan - yes

Joe G - Yes

Hi All~

Shannon noticed on our October bank statement that the PPP Loan was at a zero balance. I reached out to Garnet our loan officer and he said we have been forgiven of the loan. This is great news!

So I think the only piece of the puzzle yet is what that might mean tax wise. It is my understanding that we would not be taxed on the \$90,000 that was forgiven, but the government world has not said if we would be able to take the \$90,000 in expenses that the money was applied to. Generally we would not be able to take those expenses. This might be the year we need to hire a tax accountant especially since Here We Grow has received additional grants. If anyone knows of someone who specializes in Non-Profits tax returns, please let us know. I had talked to someone from another church and they use Mighty Fortress Accounting LLC.

Thanks - Julie

Julie,

It has been forgiven. You will get a letter at some point. My apologies for not letting you know sooner, I'm working on all the PPP loans right now.

Kind regards,  
Garnet McLeod



Hi Garnet,

I hope you are well! It looks like our PPP Loan might have been forgiven as our balance of the loan is now zero on the October bank statement. Could you confirm this? Do we get some sort of documentation saying it has been forgiven? Please advise when you can.

Thank you,

Julie Irish

Hi All,

I know this is short notice but wanted to let you know that an exit Interview has been scheduled for Pastor Kelly with Pastor Kristin. This will be done just as a Living Hope Council. I know that all may not be able to attend, but the more the better. Kelly has a commitment at 7 pm, so our meeting will last no more than 1.5 hours.

I have attached four documents that were shared by Pastor Kristin. Please look over those documents prior to the meeting.

The meeting will be Tuesday at 5:30PM via Zoom (links below).

Again, I know the time isn't perfect, but I am really hoping that many of you can attend.

Hi All,

November 9

Just a reminder that we have a joint council meeting Monday at 7PM. I spoke with Fred today and the agenda will primarily be focused on the November 15th "Farewell Service" for Pastor Kelly and talking about a decision for an Interim pastor. Essentially what we need to decide is whether or not we want to have our "own" interim pastor or if we want to join with CTK. I hope you all come ready to share!!!

Call in number and link below.

Tera

Monday, November 23, 2020  
LH & CTK joint council meeting

Here are the minutes: Submitted by Becki Hill

Christ the King Lutheran Church & Living Hope  
Minutes - Joint Council Meeting

Monday, November 23, 2020 7:00 p.m.

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Attendees: Fred Walls, Paul Hoffmann, Becki Hill, Julie Irish, Shannon Stoker,  
Christine Curran, Chris Lear, Joe Georgeson, Susan Schiller, Joe Carrao

Old Business

1. Joint MET/Discernment Team Report
2. Next meeting on 11/24 at 4:30 p.m. (4:30 every other Tuesday)
3. We are taking the approach of reviewing the existing LH and CTK MSP uploaded into a Power Point to compare each section. We have consensus on sections that need to be kept separate & places where it rolls together.
4. Working to get 1 draft completed showing both congregations & working to be very transparent. Hoping to have it ready the first week of December.
5. 5 points of what we expect of a minister and what we will do to support the minister to very close for the 2 s congregations
6. Anyone is welcome to join. Contact Paul for more information

Or a copy of the current Power Point

2. Advent/Christmas Schedule

1. Fred & Tera still in contact w/ Pastor Kristin regarding an interim pastor & believe she has someone in mind. Interim pastor will be shared.
2. Pastor Kelly put together a schedule for Advent based on plan that was set up this past summer
3. CTK: Fred made a motion that services at CTK remain virtual through December. 2nd by Paul. All in favor.
4. Advent schedule as follows: 11/29 - Live stream from LH, 12/6 - Live stream from CTK, 12/13 - Live stream from LH, 12/20 - Live stream from LH with childrens' pageant, Christmas Eve - not yet decided, (see "f" below), 12/27 - Live stream from CTK, Epiphany (1/3) - Live stream from LH
5. Cannot offer communion without a rostered minister (interim pastor). Suggested to look into whether or not Pastor Alice can give communion.
6. Fred proposes in-person outdoor service at CTK for Christmas Eve service based on feedback he has received. Live stream at LH. Recommends in person services at 3 & 5, and live streaming at 7.

Next Meeting: Thursday, December 10, 2020 7:00 pm



## 2020 Advent, Christmas, Epiphany Plan for CTK & LH

Advent 1/ Nov 29: 9am from LH. Pre-recorded "live premiere" of "hanging of the greens"

- PK, Shannon, Chris prepare and record worship
- Shannon or PK takes a photo of decorated church and sends to Jeff for thumbnail
- Jeff assists with uploading "live premiere"

Advent 2/ Dec 6: 9am live streaming from CTK.

- Sermon pre-recorded from CTK on Fri Dec 4 at 1:30pm by Pastor Elisabeth Jaeger.
- CTK pays Pastor Elisabeth \$200 supply fee, check available when she comes to pre-record
- Slides prepared by Rachel, from resources purchased by Shannon, with edits as needed
- Technology managed by Fred
- Chris leads live streaming worship
- Rachel sends Chris bulletin by Thurs Dec 3
- Music by Athirst and/or Mary; chosen by CTK members

Advent 3/ Dec 13 9am live streaming from LH

- Chris preaches
- LH volunteer - Chris finds
- Jeff runs tech
- Shannon prepares slides, with music included, and sends bulletin to Chris & Volunteer

Advent 4/ Dec 20: 9am live streaming from LH

- Trinny leads the planning of this day
- An MP4 of the virtual Christmas Program is provided to Jeff/ Shannon by Dec 18 for inclusion in the live streaming event.
- Shannon creates slides
- Shannon, Jeff, Chris, and Trinny manage all parts of this service, including technology
- Chris lead worship (prayers, candle lighting, welcome, etc)
- Trinny invites youth from LH & CTK to participate as possible

Christmas Eve: Not decided as of Nov 20. Each congregation may host its own option

LH: Live streaming at time to be determined by Jeff & Chris.

- Tera & Fred will determine times for each congregation's service
- Trinny will invite people to send videos of music to Jeff - recording themselves on the phone
- Shannon will create slides for service & bulletin and get to Jeff & Chris in advance
- Chris will lead spoken parts of service - can invite other volunteers, too\

CTK: In person outdoor or indoor or live streaming to be determined by Fred and Worship team?

- Rachel prepares slides and bulletins by Dec 18
- Athirst and/or Mary will provide music
- Volunteers will lead spoken parts of service who will coordinate this?

Christmas 1/ Dec 27: 9am live streaming from CTK.

- Rachel prepares slides by Dec 18 (all items to her by Dec 14)
- Use last year's Lessons and Carols outline - but update music as requested
- CTK volunteers do the readings Who coordinates this?
- Music chosen/ performed by Mary and Athirst
- Fred manages tech on Dec 27

Epiphany/ Jan 3: 9am live streaming from LH

- Pastor Elizabeth Jaeger preaches; pre-recorded at LH week of Dec 28.
- Chris leads worship
- LH pays Pastor Elizabeth \$200 supply fee, check available when she comes to pre-record
- Slides & Bulletin prepared by Shannon & sent to Elizabeth & Chris by Dec 28
- Some music prepared by Trinny?
- Technology managed by Jeff

Goal: Interim pastor in place by Jan 4 to manage worship planning, leading, preaching, etc.

Hello Council Members~

Please see the attached financials for October. The big thing you will notice is the higher income on LH and HWG's Profit and Losses due to the forgiveness of the PPP Loan. Please let me know if you have any questions. I would ask that you reply ALL for approval and voting of the financials. Thank you!!

Julie

Scott - Approved

Crissy - Yes

Joe C - Yes

Joe G - Yes

Tera - Moved the approval

Approved, yea. Happy Thanksgiving.

Living Hope Council Meeting  
December 14, 2021  
7:00 PM

Opening Prayer

Review Pastor Kelly CTK exit interview

MSP Finalize decision-One pastor, two churches?

Must Have/Like to Have

Additional Items:

    Coputer Equipment for Shannon

    2012 Budget

    Annual Meeting Date

Additional Items:

    Joint MTG January 11

    Next LH meeting

    Gifts for Shannon and Chris

Closing Prayer

LH & CTK council meeting  
January 11, 2021

Hi Everyone

Thanks for the great conversation last night. Below is some of the information I said I would provide:

Monday, January 4th 7PM - Link: <https://meet.google.com/xuv-fgpc-yzx>

LH Only Council Meeting to Review Doc

Document: <https://docs.google.com/document/d/1bkWZpP7OXeYyNC8xfxA1ehkoi-3ajSrtFiUEw9ecEA4/edit?usp=sharing>  
Document is a place for us to list priorities when it comes to working with CTK. What are OUR Guiding Principles? Please add yours prior to the January 4th Meeting.

Monday, January 11th 7 PM - Joint CTK and LH Meeting Link: <https://meet.google.com/dva-dorm-nid>

\*\*I will send the agenda when I have it.\*\*

Monday January 18th 7 PM - LH Only Council Meeting Link <https://meet.google.com/urv-vhmo-xcq>

Discuss & Prepare Budget  
Debrief after Meeting with CTK

Sunday, February 7th Noon - Annual Meeting -- Shannon, could you create the Zoom Link for this when the time is appropriate? (Please and Thank You!!)

I will email Fred and let him know about our plans with the document and suggest that he do the same. I will also make sure it gets on the agenda for that night.

Here are my rough notes from the Exit Interview. You all have editing rights. Feel free to tweak as you feel appropriate. I will send this to Becki at CTK sometime tomorrow.

[https://docs.google.com/document/d/1HrU9BZydBx-nFO\\_nFVMJePvpX6vcXOdsOvUfsdb6Jv8/edit?usp=sharing](https://docs.google.com/document/d/1HrU9BZydBx-nFO_nFVMJePvpX6vcXOdsOvUfsdb6Jv8/edit?usp=sharing)

If you need anything from me, please don't hesitate to let me know.

Tera

Happy New Year everyone!

Please see the attached financials for November. As always let me know if you have any questions. "See" you Monday!

Regards,

Julie

## Exit Interview of Pastor Kelly Nieman Anderson

Monday, 11/16/20 6:30 pm

Attendees: Fred Walls, Paul Hoffmannl, Jim Cox, Becki Hill, Pastor Kelly, Pastor Kristin

### 1. Compelling reasons to accept:

- Pastor Kelly - Opportunity to do Latino ministry. Help 2 congregations work together looked forward making significant steps toward partnership. CTK volunteer w/ Prime Horizon.
- Paul - Started with Pastor Jon's vision. Her exuberance (& Pr Jon's)
- Becki - Experience w/ children
- Fred - Wasn't involved in the process but felt presence of God

### 2. How did expectations compare to reality:

- Pastor Kelly - CTK did not have an opportunity to complete a written call process or goals and did not have an opportunity to pursue. There was extreme push back & Prime Horizon was treated as a renter & not a partner.
- Paul - Pastor Kelly was everything Pastor Jon wanted. Not sure about Latino potential, but this was not pursued. Epiphany w/ Tello family still works. There were unfortunate incidents but amazed with her ability to stay positive through these obstacles. Difference in realities. Later started joining hands w/ Living Hope. Feel strongly with the bonds that have been made with LH.
- Jim - reality meeting expectations weren't 100% clear. Struggle w/ that question.



- Fred - expectations were different because he came to the church because of Pastor Kelly. Felt that over time the behavior of the congregation got her down and this interfered w/ ministry.
- Becki - Exceeded all expectations

### 3. What things greatest fulfilment?

- Pastor Kelly - Spent time working w/ foundational building blocks by moving the congregation into the 21st century. No digital documents. Prior pastor did things in a non-digital format. Past 3yrs hired & trained an office administrator, changed council, 21st century practices. A working office & participating w/ Synod shouldn't have been so exciting but CTK is still 10 years behind where we need to be.
- Fred - Congregation was perfectly happy with running the church the same as they did in the 1950s. There wasn't much support to move into current updates with the praise band & Sunday School, were very impressive
- Paul - echo what Fred said; very possibly biggest things that she did. Compliment - don't recall ever having a bad sermon. They are great and bring a lot of life experience. Contemporary service.
- Jim - services & events. Pastor Kelly was always smiling and always projected being upbeat. Quickly responded to emails. Never had to chase after her for answers.

### 4. Ministry - greatest frustration:

- Pastor Kelly - The things we listed in #3 are not what she thought she was coming to CTK for. Not how she wants to spend her time. Tried very hard. Feels strongly that the responsibility was very difficult to write sermons -

office tasks took until Friday night. Most weeks CTK took 30 hours of time, not 20 like it should have been. Thrown Into situations unprepared. Negative comments, nasty emails, post-it notes every single week. Embarrassed in front of the Bishop. Embarrassed in front of other ministers. Couldn't run on week to week basis on their own.

- Paul - Negative group, is that a minority? Minority vocalizing and used to that level of bullying. CTK just stands there and lets it happen. Negativity is so common, nobody stands up to it.
- Jim - Negative feedback what pattern/about to help us going forward? Handful of individuals more difficult. Council members have experienced. Mutual ministry committee for new pastor. Everyone serves on a committee; don't know who to trust information without just complaining.
- Fred - felt at times like Pastor Kelly let people get to her. Romans 12:21 - do not be overcome evil, but overcome evil with good. Don't carry negativity with you.

## 5. Strengths of Congregation

- Pastor Kelly - Long time members care for one another. Folks come by & keep Pastor Kelly up to date on other members. Congregation supports when people are hurting. Fellowship on Sunday is important to them. Projects that have good success are managed & run very well. Praise band can do it. Planning for lent services; have done it for so long & don't need to help get it done.
- Fred & Jim agree w/ PK.
- Paul - Have some nice, loving Christians that follow the spirit. Strong technical system, talent, choir, bell choir. Praise band is a joy. Building

doesn't fit all needs, but is beautiful and works. Great location with young families.

## 6. Weaknesses of CTK

- Pastor Kelly - No extra weakness that weren't already discussed.
- Paul - aging congregation. Glacier is melting & losing members. Largest portion over 65. Makes it very difficult to bring new families in. Lot of strong opinions (deeply conservative) that are hard to change and this isolates new families, causes divisions. Need to be more open. Easy to get caught up in the building; Our reason here has nothing to do with the building.
- Fred - biggest issue is the congregation has lost focus on Christ & the work of Christ. CTK is basically a social club. Issues with complaints that bible study interferes with fellowship. People get too hung up on the small stuff.
- Jim - have not been able to find middle ground (vision) will continue to struggle if we can't find middle ground & a consensus on things.

## 7. What should be retained & continue:

- Pastor Kelly - Bible study, Sunday School (haven't figured out how to do it great, but keep trying), Partnership w/ LIighthouse Youth Ministry Becki & Carrie on board
- Fred - clarification: frustration w/ leadership. See it as continuing to be viable? Hope it's not a problem. COVID showcased issues. Hopeful - dream for the community. Focus on kids ministry. One concern 85% of Lighthouse kids were from CTK or LH. If there wasn't a pastor as director; other 3

pastors never came.

- Jim - add revisiting Faithful Innovations & continue experimenting.
- Paul - Just waiting to get the group going; how does it look in COVID. Contemporary services & standard to try to give the best of both worlds. Sharing w/ LH haven't even scratched the surface. Live streaming is getting better. Should continue. We've lost families. Need to continue with online Sunday School.
- Fred - Add need to be open when people feel the spirit tell them they want to do something. Easy to say "we don't do that", but we're not in a position "poopoo" God's inspiration.

#### 8. New areas of ministry emphasis in the future:

- Pastor Kelly - all from #7 - congregation needs a compelling vision behind which they can rally. Even if not 100% agreeable, need a vision for next 3-5 years. Something that is enough focus, regardless of good weeks or bad weeks. CTK needs to focus on 1 vision, a compelling vision.
- Fred - Any idea on what that can be? Pastor Kelly - Lots of ideas that work for her, don't know if they'll work for congregation. If vision is we want family w/ kids, hard push for families without kids and feeling pushed to the sides.
- Paul - 53% members live more than 3 miles away.
- Fred - focus has to be getting new people in to make church viable long term. Large number of funerals for the size of the congregation. Focusing on getting more people and people who will be around for a while.

- Becki - Agree with Pastor Kelly. We need a vision to go forward & congregation isn't there.
- Paul - foundation is good. Looking at other churches to see what is working for them. Communications are trapping us in many ways. Need 1 solid communication methodology that hits everyone. Plans to poll people & work with that, but needs to be figured out

9. What can congregation do to support incoming pastor:

- Pastor Kelly - Personal options
  - a. Complete ministry site profile & MET process
  - b. Make sure all members understand the complete call document
  - c. Mutual MInistry Committee - support the pastor when dealing with conflict.
- Paul - One of the areas joint MSP is in line with. Clear expectations are needed, mutual respect and decorum. MInister did not have to earn my respect. Open transparent discussion. Less drama.
- Jim - Congregation needs to be open to finding a general consensus for the vision of the church. If 50% are not on board with the vision it will be difficult. Open minded
- Fred - whoever the pastor is coming in, make it clear that they are captain & what they say goes. Pastor does not need to apologize for hurting someone's feelings for doing God's work.

10. What would you like the congregation to do for transition:

- Pastor Kelly - Transition is coming up quick. Already taken care of.

- Fred - Pastor Kelly wrote a list of all she does. Very helpful for planning & making sure duties are covered.
- Jim - Suggestions? Idea or suggestions that would be invaluable. We are open ears.

11. Any critical issues/concerns to be addressed.

- Pastor Kelly - Nothing not already mentioned. Members on this call are aware and doing best with everything coming at them.
- Paul - working on the MSP and looking at a joint MSP to make it easier for next incoming. Concerned & surprised with the whole advent plan. Schedule sent out working with LH on either/or basis something came up that it isn't the case. (Leadership team still meeting tomorrow)
- Jim - need to determine our relationship with LH going forward.