



Annual Congregational Assembly Meeting

May 15, 2011



Agenda

- Opening Prayer
 - Approval of Minutes
 - Reports
 - Old Business
 - New Business
- 2011-2012 Budget
TCN Prescriptions

Financial Report

	Budget	Projected
• Church Offerings	\$808,154	\$653,000
• Rental Receipts	\$4,500	
• MTO \$20,002	\$27,500	
• Debt Reduction Fund (avg \$6539/mo)		\$102,436
• Carry over from previous yr		\$7,000
• Misc Income	\$7,500	
• School Income <u>\$752,795</u>	<u>\$672,822</u>	
• Total Income \$1,580,952	\$1,474,758	
• Church Expenses	\$786,681	\$674,617
• School Expenses <u>\$794,271</u>	<u>\$794,271</u>	
• Total Expenses \$1,580,952	\$1,468,888	
• Projected Available to Spend:		\$5,870

Special Funds

- Balance of Church Special Funds currently \$74,284.53
- Spent this fiscal year \$28,198.54

- Balance of School Special Funds currently \$65,780.41
- Spent this fiscal year \$107,416.29

- Over 100 special funds



Budget Motion

PASSED

The Council moves that the proposed budget for 2011-2012 be adopted as presented.

Budget Notes

- Total projected offering income this year is \$653,000
- Proposed budget requires offerings of \$731,203
 - Assumes \$70,000 continued giving in Debt Reduction fund
 - Does not take into account rental receipts
- Requires approximately 11%-12% increase in giving
- Contains no raise
- Maintains current giving level to Synod missions

The Council moves that the TCN prescriptions be adopted and that a minimum 2/3rd super majority be required to consider the motion passed

PASSED

Task Force Comparison

TCN Prescription

Shared Vision:

- Comprehensive Visioning process
- Align worship services & other ministries with Vision & Mission

Focused Outreach:

- Net-fishing events
- Numeric goals
- Equipping for sharing
- 10 interest groups
- Increase non-believer traffic

Task Force Recommendations

1. Mission statement visible
Mission statement applied
Develop vision statement
Update and review Grace Plan
 3. Staffing requirements
 6. Worship
 7. Intentional outreach to school families
 8. Shared mission & vision between church & school
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6. Discipleship - training
Ministry – small groups
Evangelism – training, outreach activities, outreach mindset
 7. Intentional outreach to school families

Task Force Comparison

TCN Prescription

Accountability:

- Ministry Goals
- Training
- Constitutional Changes

Financial Stewardship & Accountability:

- Develop policy on detailed monthly reporting to the Church Council, Principal and Senior Pastor
- Develop a summary report format for release to the congregation demonstrating monthly and year to date actual income and expenses as well as percent of budget;
- Require the Senior Pastor to have a working knowledge of the affairs of the business office;
- Explore other policies they deem necessary.

Task Force Recommendations

1. Planning
2. Constitution & By-laws made flexible
Church leaders set written goals
Policy based management
4. Job descriptions & accountability goals
Regular review

11. Finances

Task Force Comparison

TCN Prescription

Campus Appearance

- Short term, mid term, and long term fixes

Task Force Recommendations

9. Grace Facilities
10. Communications

Task Force Recommendations Not Addressed:

5. Salaries & Benefits

- Day School Board and Salary Review Committee re-evaluate salaries
- Evaluate division between salary and benefits
- Develop improvement plan

Note: Council, Day School Board, & Salary Review Committee already have some recommendations which will be discussed at Congregational Meeting

Town Hall Questions

- “TCN is a done deal”
 - *Acceptance of TCN prescriptions requires a minimum 2/3 super majority vote*
- All or nothing acceptance
 - *Congregation must accept all 5 prescriptions as the path forward.*
 - *Future votes by the Congregation would be required on changes to the Constitution, election of board members*
- Metrics – specifically non-infant baptisms
 - *Numbers are used frequently throughout Scripture*
 - *Metrics provide us a means for assessing effectiveness of a program or ministry*
 - *Great Commission - “baptizing them....”*
 - *Grace is at the heart of everything we do*

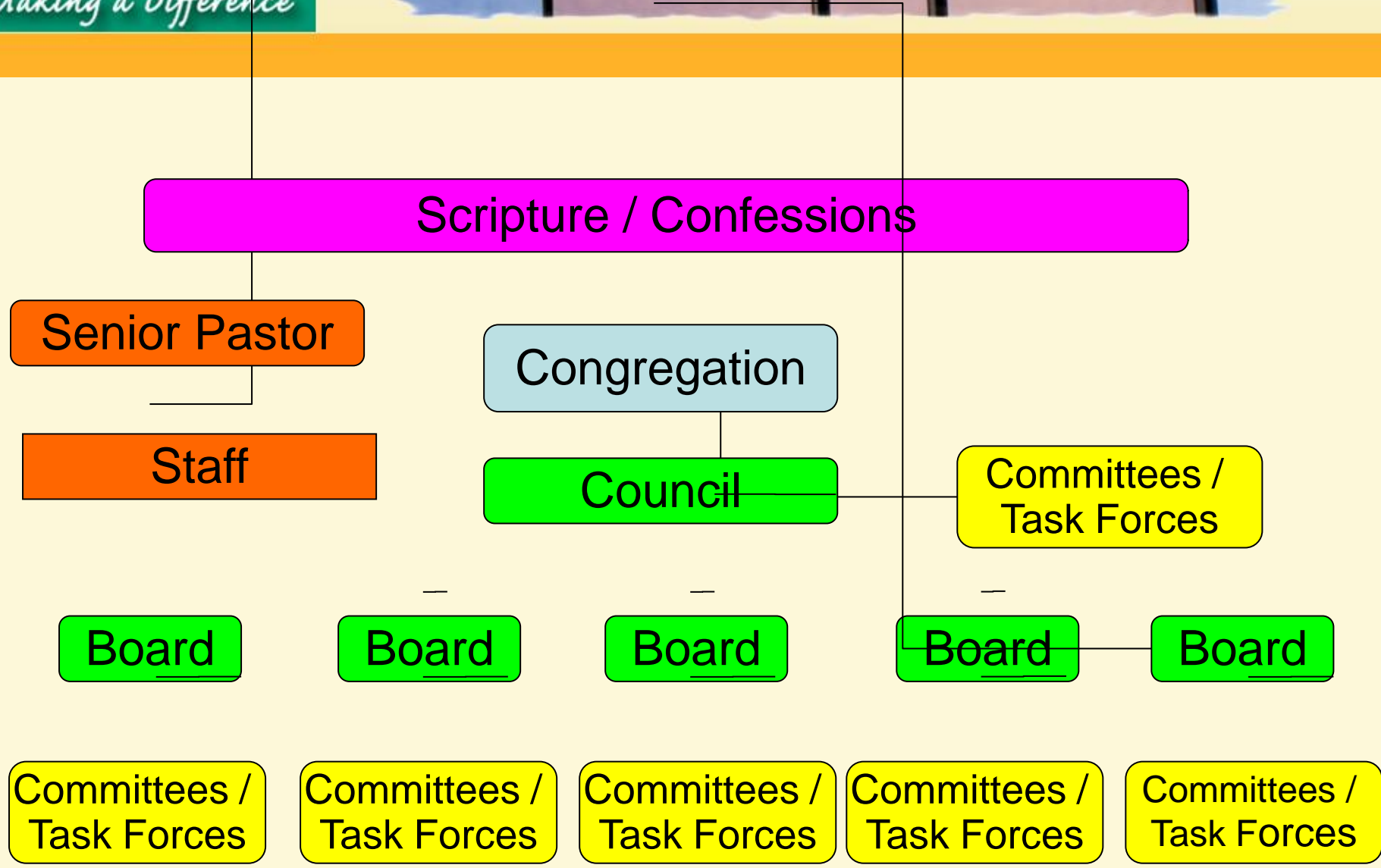
- Elders in Accountable Leader model
 - *Accountable leader model is silent on keeping or eliminating Elders. It is a congregational decision.*
 - *Function of Elders (spiritual care) must be covered*
 - *We have a number of example Constitutions which included Elder/Lay Minister team*
 - *Evident that Grace Lutheran intends to keep this function*
- Selection of Board of Directors/Mission Council
 - *Nominating Committee recruits candidates*
 - *All candidates undergo training prior to election to ensure they understand roles and responsibilities*
 - *Elections are held every two years just as we do now*
- Congregational Participation
 - *Critical to success of the ministry*
 - *Ministry teams freed from meetings and focused on action!*
 - *Greater participation from those who want to do ministry – not do meetings*

- Staff/Faculty redress process
 - *Under accountable leadership, staff is accountable to the senior pastor*
 - *Policy will be established to ensure staff have a mediation process*
- Congregational Meetings
 - *Assembly still meets 1 or 2 times a year*
 - *Assembly still retains “ultimate” authority*
 - *Additional meetings as called by President or by petition of members*
- Timing of prescriptions relative to Call process
 - *Call Meeting scheduled for June 5*
 - *Both pastors who visit are supportive of TCN*
 - *Both pastors support accountable leader model*
 - *If pastor arrival is imminent, finalizing vision can slide right*
 - *If calls from current list declined and we start over, reasonable decisions will have to be made*

Governance Board

- Congregation establishes vision, approves budget, and elects Board
- Senior Pastor establishes strategy
- Staff create plans, set annual goals and submits budget to senior pastor
- Senior Pastor assembles plans, goals, and budgets into a ministry plan
- Once adopted by the Congregation, the Board monitors progress and ensures policies are followed
- Members make up the ministry teams which execute the plan

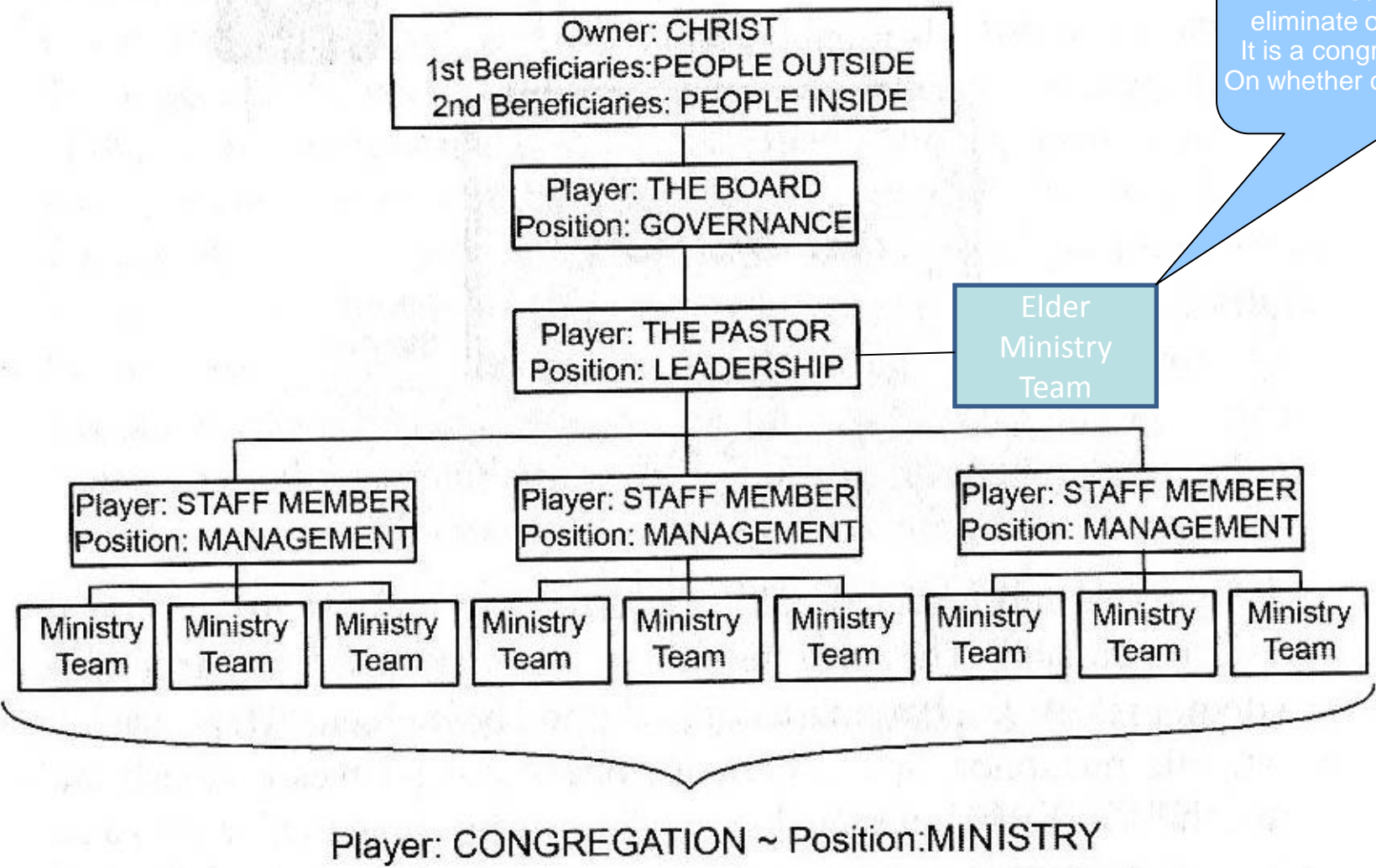
Grace Board / Council Structure (Abdon)





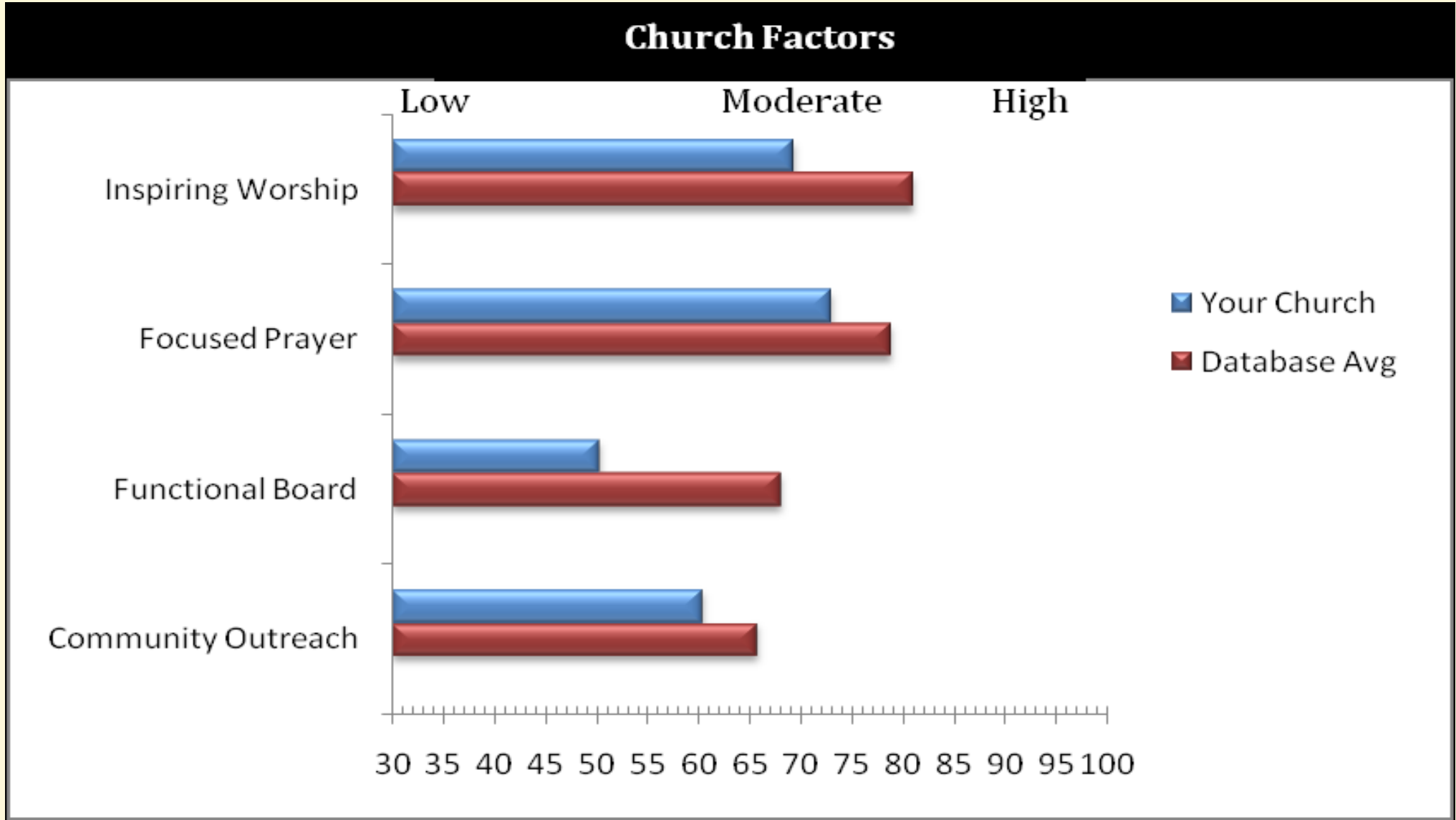
Accountable Leader Model

FIGURE 3.3 Accountable Leadership Organizational Chart



Model does not eliminate or prohibit Elders. It is a congregational decision on whether or not they are used.

Core Competencies



Core Competencies

Our Score	What our score possibly indicates	Some possible next steps
Inspiring Worship Moderate (69)	Metaphor: (Log fire) The atmosphere, music, preaching, and relational interactions have some measure of warmth and attraction.	<ol style="list-style-type: none"> 1. Form a Worship team with the express purpose of making the Worship service more culturally friendly to the community. 2. Ask unchurched people in the community to visit and give you feedback on their worship experience.
Focused Prayer Moderate (73)	Metaphor: (Jack Hammer) People in the congregation are growing in their conviction and practice of prayer. Prayer in small group gatherings takes on increasing importance.	<ol style="list-style-type: none"> 1. Preach a sermon series on the importance of personal and corporate prayer. 2. Mobilize a Prayer Team 3. Organize prayer around each time of worship. 4. Focus prayer on those who need to know Christ.
Functional Board Low (60)	Metaphor: (Putting out fires) The immediate needs of the congregation dominate the agenda and different boards compete for limited resources. Survival is the focus.	<ol style="list-style-type: none"> 1. Ask your coach to come to a board meeting to facilitate discussion about specific ways the board could be strengthened. 2. Study a book like Winning on Purpose together

Core Competencies

Our Score	What our score possibly indicates	Some possible next steps
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Community Outreach Low (60)	Metaphor: (Family) The needs of the church family are what's most important. One or more initiatives are needed to begin mobilizing outreach into the community..	<ol style="list-style-type: none">1. Enlist the help of your coach in developing 6 Net Fishing Events for the year.2. Capitalize on Christmas and Easter to mobilize the church body to invite friends to church.
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