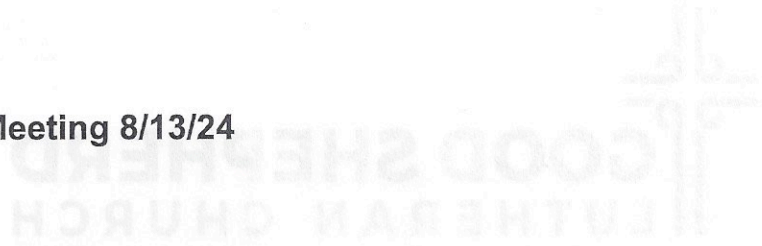


*Next Council Meeting 8/13/24



COUNCIL AGENDA

July 8, 2024 (am)

Topic	Time
Call Meeting to Order	7:00pm
Prayer	7:01-7:10pm
Recognitions (for Newsletter)	
Correspondence	
Old Business	7:10-8:30pm
Approve Council Minutes	
New Business	
Special Action Items	
Finance	
Checking Account Balance & Upcoming Expenses	
Review Tree Inspection & Gas Reimbursement Request	
Time for Religious Fundraising	
Planning a Pastor with St. John	
Church Campus - What Constitutes Unauthorized?	
Person or Guest on Site?	
Facilities on Church Campus	
Action Register - review & update	
Adjourn	8:30pm
Lord's Prayer	



Evangelical
Lutheran Church
in America

June 5, 2024

Received
6/19/24

Thank You

Good Shepherd Lutheran Church
4000 Clayton Rd
Concord, CA 94521-2617

Dear Good Shepherd Lutheran Church,

Thank you for your gift of \$141.00 to ELCA World Hunger.

"[Jesus said,] 'Which of these three, do you think, was a neighbor to the man who fell into the hands of the robbers?' [The lawyer] said, 'The one who showed him mercy.' Jesus said to him, 'Go and do likewise.'"
(Luke 10:36-37)

As a church, we are freed by the transformative life of Christ, and this freedom emboldens us to love and serve our neighbors just as Christ has shown us. Your gifts to the ministries of the ELCA help people around the world feel the power of God's love.

Your generosity is getting at the root causes of hunger and poverty in over 60 countries, including the United States. It provides access to clean water, health care, agriculture, livestock and education, and it advances peace and justice. Through your gifts you join the whole church in working toward a just world where all are fed.

Thank you for your gracious gifts. The glory of God shines through you.

In Christ,

Amanda White

Amanda White
Director, Congregational Generosity

P.S. Please see the reverse side of this letter for your receipt.



Evangelical
Lutheran Church
in America

Gift date: 5/28/2024

Gifts are designated for:

ELCA World Hunger

\$141.00

Total contribution:

\$141.00

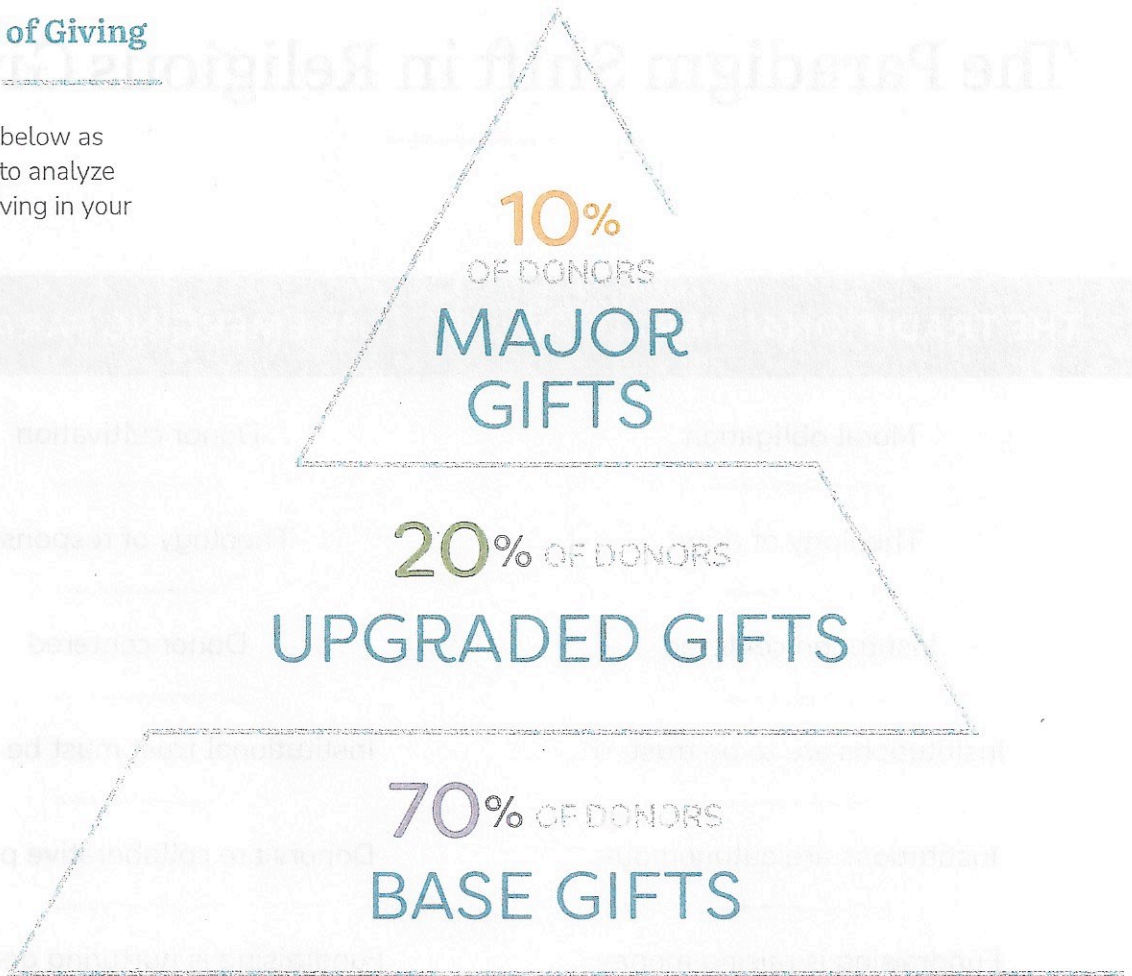
Donor ID: 05036

No goods or services were provided in consideration of this gift.

IMPORTANT: Federal law requires that you retain this receipt to substantiate your charitable deduction.

The Pyramid of Giving

Use the diagram below as a diagnostic tool to analyze the patterns of giving in your congregation.



DESCRIPTIVE

What percent of your organization's income comes from the top 10% of givers?

What percent of your organization's income comes from the next 20% of givers?

Create a demographic profile of a typical top 10% giver in your organization.

PRESCRIPTIVE

People's giving response will often tell you something about the quality of your organization's vision and the leader's ability to cast that vision. The people can know the organization's vision only through the vision caster and how that person articulates and frames it.

*See pages 128-130 in Appendix for a pyramid of giving example.

DIAGNOSTIC

The Paradigm Shift in Religious Giving

THE TRADITIONAL PARADIGM

Moral obligation

Theology of duty

Institution centered

Institutions are to be trusted

Institutions are autonomous

Fundraising is raising money

Giving is a contribution

The gift as an end to philanthropy

Budgets are need-driven

Financial focus is insular

Income sources are limited

Different from business

THE EMERGING PARADIGM

Donor cultivation

Theology of response

Donor centered

Institutional trust must be earned

Donors are collaborative partners

Fundraising is nurturing generosity

Giving is creating change

The gift as a means to philanthropy

Giving is value-driven

Financial focus is global

Income sources are diverse

Embraces business principles
and practices

Two Organizational/Congregational Typologies

1. Pay-the-Bills organizations frame religious giving in mostly unspiritual terms as necessary to keep the doors open and meet the budget.

"Money is scarce."

"We have bills to pay if we are to survive."

"You must do your fair share."

2. Share-the-Vision organizations tend to connect and integrate money and spirituality, framing religious giving in terms of mission.

"We may not be rich, but we have more than enough."

"We can dare to dream and grow in faith."

"Partner and grow in faith with us.²⁷"



27 Munday, P., Davidson, H. and Snell, P. (2011). "Making Money Sacred: How Two Church Cultures Translate Mundane Money into Distinct Sacralized Frames of Giving." *Sociology of Religion* 72(3), p.303-326.





Date: July 9, 2024

Team: Word & Sacrament

Name: Rev. Serrano

SPECIAL RECOGNITIONS:

Mike Henry- Continued Perseverance in completing the kitchen
Kathy Reis, Nancy Judge- Watering our plants
Gary Bundt- Using recycled water to water out Trees.

PAST EVENTS/ ACCOMPLISHMENTS:

1. **VISITATION:** I have regularly visited parishioners in the hospital and care facilities this last month.
2. **FRIENDS FEEDING FRIENDS:** Calculate the administrative expenses of our Friends Feeding Friends Ministry
 1. Space: 80% Classroom Space (8 of 10 rooms)
 2. \$8,862.00- PG&E (Account # 5238348291-7) 75% of total bill
 3. \$3,259- Trash: 80% of total bill
 4. \$568- Water: 25% of total billYTD: \$12,689
3. **PULPIT SUPPLY PROCEDURE:** I wrote out our procedure on finding pulpit supply. It is in our shared folder on Google Drive-Council Document.
4. **PROPERTY:**
 1. Replaced the toilet handle in the Women's restroom (Right Stall).
 2. Adjusted toilet chain that was catching in Women's Restroom (Handicap Stall)

UPCOMING EVENTS/GOALS:

1. **PASTOR SHARING:** Strategize sharing Pastor with St. John Lutheran Church in Antioch.
 1. Collect
 1. questions from the Church Council (Questions on the Church Council Shared Drive in the St. John Folder)
 2. expectations from Church Council.
 3. information from congregation regarding preferred worship times
 2. Discuss with St. John's
 1. Hours
 2. Expectations
 3. Worship times
2. **YOUTH GATHERING:** Take Youth to Youth Gathering
 1. July 15-20th

LONG TERM GOALS: [Events or goals that extend beyond 2 months. Include dates
2024-2025 Goals

1. COUNCIL:

1. Educate council during meetings on Fundraising Development.

2. FRIENDS FEEDING FRIENDS:

1. Work with director to
 1. Create an open and welcoming culture to new volunteers
 2. Create a system for onboarding new volunteers that is transparent and easy to join
2. Develop strategic plan for space renovation

3. STEWARDHIP:

1. Create a Fundraising Program for Good Shepherd
 1. Annual Fund
 2. Major Gifts
 3. Capital Campaigns
 4. Planned Giving
2. Create a project for Religious Fundraising Certificate.
 1. Renovation of FFF Room 3

2024-2025 Goal Progress

Goal 1:

Goal 2:

Goal 3:

ACTION ITEMS:

OTHER COMMENTS: [Any other comments]

UPCOMING WORSHIP DATES:

- October 27 - Reformation Sunday
November 3 - All Saints
November 24 - Christ The King Sunday
December 1- Advent Begins

UPCOMING DATES:

- July 15-19 - Youth Gathering
November 3 - Rev 10 year Anniversary



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Name: Rev. Serrano

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UPCOMING DATES:

July 15-19 - Youth Gathering

November 3 - Rev 10 year Anniversary



Church Council Minutes

July 9, 2024

Meeting held in person in church office.

Attendees:

Rev Jeremy Serrano, Renee Reis, Sue Hertless, Anessa Hileman, Susan Metzger, Scott Etzel, Julie Kim

Excused:

Greg Buchholz, Tracey Rentner, Mike Henry

Call to Order:

Meeting called to order at 7:00pm by President, Renee Reis.

Recognitions:

See individual reports by various council members.

Correspondence:

Thank you letter from ELCA World Hunger for our gift of \$141.00.

Minutes:

May minutes were distributed.

- Were approved with corrections at June meeting.

June minutes:

- Two names were misspelled in attendees.
- Add discussion re \$600 for rock landscaping at parsonage. No vote was taken as it was deemed not necessary.
- Motion to approve as amended, seconded, and approved.
- Susan Metzger to send corrections to Tracey Rentner.

Finance:

See attached reports

- FFF Grant was submitted.
- Upcoming bills may require a transfer of funds from Vanguard to checking account.
- Discussion on volunteer ministry expenses for volunteers. Decision was that all such expenses going forward would be on a case-by-case for approval and must be brought to council for approval prior to expense occurring.
- Discussion on "unplanned expenses". Going forward, council will evaluate all unplanned expenses against budget before spending.

- Health of Redwood Trees: Discussion on health of 2 redwood trees at north end of Sanctuary. They are currently being watered by hand. Concern as to whether spending water on watering is actually benefiting the life of the trees. Susan Metzger volunteered to contact 2 local arborists to see if we can get a report on these two trees.

Pastors Report on Religious Fundraising:

- See handouts – giving report and storytelling
- It is important to share how our offerings are doing the work/mission of the church
- Part 2 next month

Status of St John’s Collaboration Information Gathering:

- Most of the St John’s staff and council have been on vacation so no one has been available to meet with. They are going to contact us when they are back and ready to talk.
- A sample contract from another congregation has been received and can be used for us to refer to, if we get to the contract stage.
- Questions raised by council members re:
 - What is St John’s current budget?
 - Can we see current P&L and balance sheet?
 - What is their weekly worship attendance?
- Scott proposed that when church council has a proposal, that it brought to the congregation to vote on. No second at this time, motion not voted on.
- Second motion was proposed: When a proposal for collaboration with St John’s is created then council to vote to bring to the church membership. Pastor seconded. Discussion included will need to give 30-day notice before congregational meeting. Also, will need a “financial picture”. Motion passed 5 yes, 1 no.
- Scott said he feels and has heard from anonymous sources that St John’s is:
 - Failing
 - Unknown finances
 - Have no property insurance due to fire and physical damage to buildings
- Scott also expressed the following concerns:
 - We need to concentrate on our own finances
 - We need our pastor 100%
 - Splitting pastor would lead to 2 congregations
- Discussion on St John’s collaboration will continue at next council meeting

Unauthorized persons on campus

- Tabled until next meeting for Mike’s input

Criminal activity on campus

- Question raised as to how many/often are crimes committed on campus
 - Need a catalog of criminal events
 - Deterrence can be signs placed on property stating that there are cameras etc.

- Unfortunately, property crimes are a sign of the times, they are happening all over our community and not just at churches.

Narcotics Anonymous Rental Fees

- In September 2023 the council approved new rental rates for facility use including fees for non-profit groups. The NA groups may not have received notice of the rate increase.
- Discussion of whether these new amounts would be too much for the NA groups to pay.
- NA groups are an outreach of our mission to the community at large.
- There are 3 NA groups and they currently pay either \$30.00 or \$60.00 a month. If they paid the “new” rate it would increase their charge to \$180 a month for each group. (300% to 600% rate increase)
- Motion made to increase the NA group rate effective September 1, 2024 \$5.00 per month. And evaluate annually every January 1st, with potentially raising the rate \$5.00 each year.
- Motion seconded and passed, 5 yes votes, 1 no vote
- Scott will notify the 3 NA groups of new rate effective September 1, 2024

Action Register

- Each council person to review and send updates to Scott. Need more than “closed” as response.

Adjournment

Meeting adjourned 9:22 pm

Next meeting is August 13, 2024 at 7pm

Respectfully submitted by Susan Metzger

Attachments:

- Letter from ELCA
- June Council Minutes
- Finance Reports from Anessa Hileman
- Social Ministry Report from Scott Etzel
- Pastor’s Report from Pastor Jeremy
- Pastor’s handouts on Religious Fundraising



Date: 7/7/2024

Team: Social Ministry

Name: Scott Etzel

SOCIAL MINISTRY REPORT (July 2024)

SPECIAL RECOGNITIONS:

Susan Metzger for driving church members to/from services and events.

Mike Henry for leading efforts with contractors to finish the kitchen remodel project.

Reyanne Freeman for her efforts to coordinate FFF programs while Dana was on a much deserved vacation.

PAST EVENTS/ ACCOMPLISHMENTS:

Friends Feeding Friends (FFF) summaries for June 2024 (provided by Dana Deniston)

In June, despite vacations among our volunteers, FFF still managed to help 4,049 people with food. We have fantastic volunteers who are great at covering each other.

We are pleased to announce that we have been awarded a \$4,000 FEMA grant. This grant is not a cash grant. It can only be redeemed for food purchased from the food bank which is definitely a great help to FFF. The more food we receive, the more we can give away to clients in need.

Thank you to the many church volunteers who donated and trimmed fabric, and sewed 375 bandanas for the homeless. FFF packed these bandanas in our food blessing bags for distribution throughout the county.

We also provided food, new backpacks, new clothes and hats for the shelter clients, and arranged for caseworkers to pick up furniture for clients directly from donors. Additional clothing, linens and household items were distributed to food pantry clients.

If you find you have an abundance of fresh fruit or vegetables in your garden, FFF would appreciate any donations.

- Current church financial liabilities designated for FFF in Balance Sheet are:
 - \$25,927.34 – FFF Building Fund (as of April 30, 2024)
 - \$32,616.08 – FFF Fund (as of April 30, 2024)
 - \$4,105.07 - FFF Debit Card (8614) balance (as of April 30, 2024)

Senior Food Program

GSLC partnered with the Food Bank of Contra Costa and Solano Counties to provide free groceries to seniors age 55 or older on the first and third Thursdays in June (June 6th and 20th).

Holding Hands Montessori Preschool Project

- Preschool received approval to use Fellowship Hall as a gathering space in an emergency.
- Sanctuary building water heater installed. Plumber not able to connect gas line. Work pending on gas line connection.
- Preschool team continuing work on basement area Repainting, lighting, flooring. Space is looking refreshed. Also working on outdoor play space (asphalt base and perimeter fencing).

Date: 7/7/2024

Team: Social Ministry

Name: Scott Etzel

- New issues identified; Concrete steps from parking lot have cracked or missing concrete pieces. Utility vault cover by sidewalk dilapidated and no longer securely protecting fall hazard potential. Mike Henry is working on utility vault. Scott Etzel is working on getting concrete steps repaired.

American Red Cross Blood Drives

Dates for American Red Cross Blood Drives at Good Shepherd in 2024 are planned as follows;

- Thursday, June 13th (23 donors)
- Thursday, August 22nd
- Thursday, October 10th
- Thursday, December 12th

Diablo Valley Literacy Council (DVLC)

- DVLC working on planned for family and friends game night planned for Friday, August 2nd.

UPCOMING EVENTS/GOALS:

- Continuing to work on improvements to Sanctuary basement necessary for preschool. Target date for completion of all work is July 31st.

LONG TERM GOALS: [Events or goals that extend beyond 2 months. Include dates.]

- Preschool moved in and classes start August 2024.

CONCERNS: [Any concerns for the upcoming months]

- Address remaining fire department fire and life safety code issues in Sanctuary basement.
- FFF: Temporary loss of kitchen use by FFF while it is remodeled in 2024. This includes daily food distribution during week (if not moved by then) as well as cooking for shelter meals once per month on Saturdays.
- FFF: Storage of household goods and furnishings in Luther Hall, and in some rooms on second floor of office building over capacity preventing access in the event of an emergency such as a fire or electrical issue. Note: Significant progress was made in clearing access lanes in the main room on second floor of office building in Spring of 2022.

OTHER COMMENTS: [Any other comments]

- None.

COUNCIL ACTION ITEMS:

- None.