



Holy Spirit Lutheran Church
Congregational Meeting
January 28, 2024

Agenda

- Welcome David Papenhausen
- Opening Prayer Pastor Katy McCallum Sachse
- State of the Congregation Pastors
 - Accomplishments and Strategic Planning
- Property Team Update Doug Jacobsen
- Refugee Committee Debbie Cossey
- Budget Review Jeff Churchill
- Strategic Planning Update Paul De la Port
- Closing Prayer Pastor Gina Herman
- Adjournment David Papenhausen



Compassionate, Challenging, & Inclusive

State of the Congregation

Pastor Katy McCallum
Sachse

Pastor Gina Herman was out sick.

Note:



Compassionate, Challenging, & Inclusive

Update and Previews - Pastor Katy



It is great to have more in-person activities this year!

Music Director Post

- John Sparkman is doing well in his new Church home in South Carolina.
- Our search for a new Music Director is progressing. We are accepting applications through 1/31. Already have 8 solid candidates - one from Australia so this is now an international search!
- Next step: the search committee will meet to review applications and plan interviews.
- Big Thanks to musicians who have kept programs going! Wonderful to see community gifts rise to meet our needs!

Coming up in the next six months:

- Strategic Planning group are identifying big questions we are facing. What do we well? What are barriers to participation? How to make all welcome to our worship and activities?
- Planning for the next Vacation Bible School
- 21 High Schoolers will travel to New Orleans for the 2024 ELCA Youth Gathering.
- Middle School Students Service Week.
- Vintage Spirits is back! Meeting the 3rd Tuesday of each month.

**You are people committed to doing the work of God's People.
All of us are grateful for your generosity and joy!**

Property Team Update

Doug Jacobsen

There are Two Work Groups under
the Property Team Umbrella

Fix-it Folks --- Property Committee



Compassionate, Challenging, & Inclusive

Building and Grounds – State of the Building

- Building expansion was undertaken in 2004
- Building today is 28,500 square feet
- 8 bathrooms with 13 toilets & urinals
- 13 furnaces located in 4 different locations, *newest is 20 years old*
- kitchen equipment is all 20 years old
- 350 light bulbs and fluorescent tubes



Compassionate, Challenging, & Inclusive

Fix-it Folks



Wednesday Mornings
9:30-11:00

500 hours of work annually

Dollars per hour we don't
have to pay someone!

- Set the Fellowship Hall tables and chairs
- Restock the Sanctuary Cards
- Collect Recycle and Garbage
- Minor building repairs
- Minor Electrical Problems
- Resolve Minor Plumbing Issues
- Smaller Painting projects
- Reset parking lot timers
- Clear stairwells and catch basins
- Holiday Trees
- Installation and Removal of Patio Canopy
- Move items to & from storage

Please consider joining The Fix-it Group!

Currently we have 3-5 participants, but our optimal group would be 7-8.

Wednesday Mornings
9:30 – 11:00 am



Property Committee

- Work parties, 10-12 times a year, to tackle larger jobs.
- Every week an individual or small group of Property Committee members are undertaking tasks
- Estimated volunteer hours over **800 combined** hours annually
- Committee members regularly consult with Parish Administrator concerning contract services
 - Sprinkler System & Alarm
 - HVAC Equipment
 - Kitchen Fire Suppression System
 - Elevator Inspection & Servicing
 - **Because of the age of our equipment, we are having to not only perform maintenance, but also upgrade to meet new codes**

Typical Property Committee Projects

- Electrical – Light Fixture Ballast Replacement
- Plumbing- Toilets, Leaking Faucets
- Exterior and Interior Painting
- Ramp Construction
- Preschool area four-foot fences & gates
- Columbarium patio bench installation
- Pressure Washing
- Roof Cleaning
- Adding lighting in the Sanctuary and to the Exterior of the Building
- Fence installation on the south property line
- Upgrading the smaller podium in Sanctuary
- Formica Wall Covering in the Kitchen
- Acoustic enclosures around the air filtration units
- Tree Maintenance
- Exterior Signage-repairs and painting



Property Team Needs You...

- 3-4 additional volunteers for the Fix-it Group on Wednesday mornings
- Additional participation at our work parties
- Knowledgeable Individuals for Consultation
 - Electrical
 - Plumbing
 - Sprinkler Systems
 - HVAC
- Individuals interested in assisting with a project to install Solar Panels at HSLC
- Names of Contractors or Individuals available to be hired

Save the Dates:

Sunday, March 17th

Interior Building Spring (Easter) Cleaning

Saturday, March 16th

Mulch Installation and Property Landscaping Refresh

All are Welcome to Help!

Watch for more details in the church bulletin.



Compassionate, Challenging, & Inclusive

Refugee Resettlement Committee

Debbie Cossey

“welcoming the stranger in our midst”



Compassionate, Challenging, & Inclusive

A story...



Immigrant Families Arriving.

No one leaves home unless....

no one leaves home unless
home is the mouth of a shark
you only run for the border
when you see the whole city running as well
your neighbors running faster than you

Poet Warsan Shire, refugee from Kenya

Today:

There are 36.4 Mill. Refugees world-wide.

41% of them are children.

History of Holy Spirit Lutheran RRC

- Founded in early 2016
- Backgrounds in education, medicine, volunteering, business, non-profit, more
- Worked with Lutheran Community Services NW (in Tacoma)
- Listened, learned, trained until, in September of 2016



Families We Have Welcomed

Mother & Son (8yr) – helped them for 1 year with food, literacy

2016 : Iraq



Family in dire situation – both parents have masters degrees but promises to them were broken. Helped for 2.5 months to get on their feet. Now have home and daughter in college.

2017: Uganda



2019: Afghanistan



family with 4 boys & pregnant mother – now have their own apt. and are learning English!

2022-24: Ukraine (3)



Helped three families – The last family had to move in a week into empty apt, but the committee got it together for them!

Other Activities

- KIT Drives
- Fresh Change Project
- Movies
- Presentations
- World Refugee Day
- Speakers
- Led session at VBS
- Wrote articles about refugees
- Read books, study websites, talk with other refugee resettlement groups
- Fresh Change Project – pack with non-gov issued clothes
- So much more!



In 2023-24 we have regrouped and refreshed our plans!

We have :

- **Written a New Mission** which guides our work
- **Created a New Webpage** under Social Justice
- **Made a New Strategic Plan:** 4 active working groups
- **Grown to 20 involved members** and all are invited!
- **Scheduled Monthly meetings** via Zoom (3rd Tues, 7pm Zoom)
- **Planned a Yearly Calendar** with monthly activities listed
- **Added new advocacy efforts** for refugees!

Our Strategic Plan includes 4 Working groups

Serving

Educating



Engaging

Advocating

February Project: Share the Love KIT drive



- February 1-25
- Kitchen kits (list in enews and on tables today)
- Bring items to the Fellowship Hall during the week or on Sunday
- **All items must be new.**
- You will be helping hundreds of newly arrived refugees to furnish their apartments!
- Kits sent to Everett and Tacoma areas where the need is greatest.

These kits will help Lutheran Community Services help a wave of refugees expected in the near future.

How you can be involved?



- **Join** the committee!
- **Donate** to the KIT drives
- **Participate** in the upcoming educational opportunities (speakers, movies etc)
- **Read**...March is Refugee month in the HSLC library
- **Learn**.... Lutheran Immigration and Refugee Service has a new name -- Global Refuge! (<https://www.globalrefuge.org/>)
- **Keep informed**. Advocacy Group will help!
- **Support** the committee, LCSNW and Global Refuge

Thank you for...

- Your support
- Your open hearts and minds
- Your compassion
- Your donations
- Your interest
- Your realization that we learn and benefit as much from the people we work with as they learn and benefit from us.
- Until they are no longer “the stranger in our midst” but a neighbor, co-worker, friend!

Mid-Year Financial Update FY23-24

Jeff Churchill

Note: Actual dollar amounts redacted - members may contact the church office for more details.



Compassionate, Challenging, & Inclusive

Adopted Budget Recap

- Total budget is essentially the same as last year.
- Income is almost entirely giving – your gift matters!
- A Balanced Budget Assumes a giving increase of 7%
- A Balanced Budget Assumes using 31% of General Fund balance to fund any shortfall.



Compassionate, Challenging, & Inclusive

Budget Status through Dec 2023

- Income above expenses by 3%
- Expenses below budget by 8%
- Giving below budget by 5%

Good News:

- Giving up 12% vs. last year, helped by historically strong December
- Number of donors up 6% (25 households) vs. last year



Compassionate, Challenging, & Inclusive

Outlook for Remainder of Fiscal Year 23-24

- **Thank you for your gifts!**
- Historically strong December puts us in strong position entering second half of fiscal year
- Budget development starts in February – predictable, sustained giving helps instill confidence in the budget



Compassionate, Challenging, & Inclusive

Strategic Planning Update

2019 - We began a new Strategic Planning Initiative in 2019, collecting a large amount of information on what the congregation and staff felt were our strengths, challenges and hopes for the future.

2020 –COVID lockdowns put all activities on the shelf!

2023 – A new Strategic Planning Committee has restarted the process. They are looking at what has changed, beginning to flesh this out how our strengths and challenges have changed.

**Watch for a major update coming
at the June Congregational Meeting!**



Compassionate, Challenging, & Inclusive



Closing Remarks

Dave Papenhausen

- Thank you all who set up today, especially Judy Meyer for organizing the food.
- Thank you to all who came and your support to our committees and council.
- Thank you to our pastors & staff – one of the best!

Anyone interested in joining Council? Contact Pastor Katy!



Compassionate, Challenging, & Inclusive