



St. Philip Lutheran Church
GATHER • SERVE • CELEBRATE

Annual Report 2020

Dear Members of St. Philip,

Last year, Council President Katie Amaya stated that 2019 was a year than none could have predicted and that it served to remind her that change is a constant in life. How much more unexpected were the events of 2020!

A suspension of in-person worship in March required us to quickly pivot to new ways of sharing God's word and maintaining community with virtual interactions. We established a special Worship Reopening Task Force to examine how to safely conduct worship and other church meetings and conform our practices to the guidelines being established by the federal, state, and county authorities on in-person meetings. In this environment, our Senior Pastor Call Committee met with Synod staff and conducted interviews of prospective candidates. We held a virtual Special Congregational Meeting to vote on their recommendation to call Pastor Brad Doty as our Senior Pastor and conducted an installation service with Bishop Jim presiding virtually.

After calling Pastor Brad as our Senior Pastor, the Strategic Planning Task Force reconvened to present a new staffing model that supported the Ministry Objectives of our Strategic Plan that was approved by Church Council and ratified by the Congregation at the Fall Annual Meeting. A Deacon Call Committee was formed and the Personnel Committee was reenergized and began creating job descriptions for a full-time Children, Youth, and Family Minister, a part-time Media Minister, and Business Administrator. The Congregation also approved a new calendar for electing Church Council members and approving an annual budget for programming and outreach in June of each year.

I want to personally thank our outgoing Council members Taylor White, Will Rogge, Denton West, and Mark Pixley who gamely continued to meet and conduct important church business virtually throughout this extraordinary year. I also want to welcome and thank our new Council Members for agreeing to serve in such challenging times: Mark Michel, Karen Donaho, Jon Leonard, and Addison Roswech. I want to especially thank our retiring Church Business Administrator, Linda Goodnough, who provided support to me and the Council in countless ways this year that went far beyond the normal duties that she ably carried out over her tenure at St. Philip. Our prayers and support go out to Linda and her daughters as they cope with the recent unexpected loss of Linda's husband Bob.

Lastly, I want to thank all of you who have continued to support the ministry of St. Philip in so many ways this year - worshipping virtually and in our limited in-person services, continuing to contribute financially, volunteering with Sharing With Sheridan, making safety changes for restrooms in our common areas, and for our Early Learning Center.

May God bless us all as we continue to work and worship together in 2021.

John Guran
Council President

“At St. Philip Lutheran Church we intentionally build relationships through Christ to grow and serve.”



St Philip Lutheran Church

GATHER

SERVE

CELEBRATE

Strategic *Plan*

Mission Statement

At St. Philip Lutheran Church, we intentionally build relationships through Christ to grow and serve.

Ministry Result Areas (MRAs)

- ♦ Prepare Ourselves to Serve
- ♦ Strengthen Relationships with People We Know
- ♦ Develop Relationships with People We Don't Know
- ♦ Manage our Processes

Core Values

Worship

Learn

Welcome

Serve

From the Pastor



What a year it has been! Remember when we thought COVID-19 would last for two weeks and we would be back before Easter 2020? Never would I have imagined closing our church and worshipping virtually for months at a time, twice in one year! The pandemic of COVID-19 has forced us to change and do things differently, which has also caused us to forge ahead with our parts of our new strategic plan at an accelerated rate!

For three months, in parts of March-June, we closed our church doors for the safety of our congregation, staff and community due to COVID-19. Worship, meetings, confirmation, youth group, Bible studies, the Early Learning Center and other ministries stopped meeting in person and offered virtual options. I did not realize, when I learned video editing and production in high school, that it would be such a blessing in a time like this! We began pre-recording our worship service and posting it onto YouTube for people to worship at home while we were required to stay at home and could not worship in person. A Zip Code Ministry was created to check in on all of our members through email and phone.

During this time, the Senior Pastor Call Committee continued to meet and the congregation voted to call me as your Senior Pastor! (Yay!) We got to work right away to finalize our strategic plan and work on determining the staff needed to fulfill our strategic plan. As John wrote in his letter, a Reopening Task Force was formed as we began discussing the safety measures that needed to be taken in order for us to slowly start meeting back in person again. In the middle of July we resumed worship in-person, outside with masks on and physically distanced, as well as start live-streaming our service. We were able to safely provide worship this way and continued to do so until the number of COVID-19 increased and became a severe risk, in the middle of November.

While this has been a difficult year with not being able to gather in person, having to learn how to worship from home, worship at home for Easter and Christmas, and do ministry differently, God has blessed us and we have been able to be the church in the world rather than in a building. Sharing with Sheridan is a great example as this ministry has expanded tremendously during this time (make sure to check out their report). This time has also given us the opportunity to dream and plan for the future!

Our Strategic Plan was finalized in August 2020. We are excited for the future of St. Philip as we plan to expand our ministries, bring on new staff members to fill our vacant positions and work to fulfill our mission of intentionally building relationships through Christ to grow and serve. Over the past two years we have lost a number of staff due to retirement and staff moving on. We are grateful for Pastor Randy Mundt continuing with us, to the end of the year, as we work to fill our staff. We currently have four staff positions we are hiring for: a Deacon, Children, Youth and Family (CYF) Director, Business Administrator and Media Minister. These positions have been created to work towards fulfilling our strategic plan. The Deacon will be working with on mission to **SERVE**. The CYF Director will be working with Pastor Brad on our mission to **GATHER**. The Media Minister will be working with Janet, our Music Director, on our mission to **CELEBRATE**.

Our Strategic Plan leads us to Gather, Serve and Celebrate! We gather to build and grow our relationship with God, those we know and those we don't know. When we gather together, we care for one another, support one another, learn together, learn from one another and build community. When we Serve, we look at the needs of others: members of St. Philip, visitors, our neighbors around us, near and far, the world, and God's creation. We come together to Celebrate, worshipping God to give thanks and praise to God. Celebrations are often filled with much joy, music, food and fellowship.



St. Philip Lutheran Church
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May God continue to bless St. Philip and the mission God has called us to!

~ Pastor Brad Doty

By the Numbers

6 baptisms

6 confirmed

5 funerals

1 Wedding

Once COVID-19 hit, St. Philip had to change how we did things for worship and ministry events. As we went virtual, we began recording worship and posting it on YouTube. We then moved to livestreaming our services on Zoom. The St. Philip YouTube channel was created on March 28 so we could post our services for viewing anytime. In 2020, our virtual presence went from not existing to being massive!

158 videos posted

10,428 views of our videos

1,454 hours watched

75 Subscribers

COVID-19 also changed the way we do music at St. Philip. Choir and bell choir members had to rehearse socially distant while wearing masks. Most music was recorded and presented at worship that way.

13 post-Covid Choir Members

15 Soundtrap Recordings

6 Song Leaders for Recordings

10 Instrumentalists for Recordings

12 Children's Choir Members for Recordings

There were 3 Ken Caryl Concerts in 2020. All expenses were covered by monies from the Ken Caryl Concert fund. \$400 in donations were collected for the Action Center in Lakewood at the first concert on February 1, 2020. The concert on May 31, 2020 was a virtual playlist uploaded to YouTube. It garnered over 1,500 views. The concert on November 7, 2020 had 25 performers and crew in attendance and was livestreamed via Zoom. A recording was also shared on YouTube. Recordings from previous concerts were uploaded one per day to the KC Concerts Facebook page and shared on the St. Philip Facebook page during the months of March, April and May.

Sharing with Sheridan

In 2020 Covid-19 changed everything, including Sharing with Sheridan's mode of operations and their numbers. The comparison to 2019 is staggering.

In 2019 Sharing with Sheridan served:

- ♦ 1,792 families total
- ♦ 7,001 individuals
- ♦ An average of 34 families a week
- ♦ 3,348 total volunteer hours

In 2020 Sharing with Sheridan served:

- ♦ 5,561 families total
- ♦ 20,198 individuals
- ♦ An average of 136 families a week
- ♦ 5,394 total volunteer hours

Sharing with Sheridan received \$57,945 in grants. They spent \$39,664 on food, which is just under \$2 per person. Sharing with Sheridan spent \$17,224 on supplies and equipment, including two new trailers, a commercial refrigerator, a commercial freezer, pop-up tents, carts, and freezer blankets.

Serving Sheridan for 6 years

The Sharing with Sheridan food pantry has been a blessing to Sheridan. Thank you for your support!





Family Promise



St. Philip donated \$12,456 to Family Promise total, during our scheduled rotation times in January, July, September, and December.

St. Philip was unable to do it's normal hosting duties during our Family Promise rotation times. The families were housed in a hotel and later in a group home purchased by Family Promise. St. Philip families donated money and gift cards to help buy food and supplies for these special guests.

Church Council - 2020 & 2021

2020

John Guran, Council President
Jim Smith, Vice President
Denton West, Treasurer
Amy Rahne, Secretary

Mark Pixley, Worship
Will Rogge, Evangelism
Taylor White, Discipleship
Alyssa Collins, Community Care
Beth Mielke, Family Life

2021

John Guran, Council President
Jim Smith, Vice President
Mark Michel, Treasurer
Amy Rahne, Secretary

Jon Leonard, Gather
Beth Mielke, Gather
Karen Donaho, Celebrate
Alyssa Collins, Serve
Addison Roswech, Youth Representative



St. Philip Early Learning Center

Spring 2020 & Fall 2020

**Enrollment
January-May
2020:
151 children
(131 families)**

**\$4,166 in
scholarships
given**

**Enrollment
Aug.-Dec.
2020:
107 children
(98 families)**

SPELC Staff:

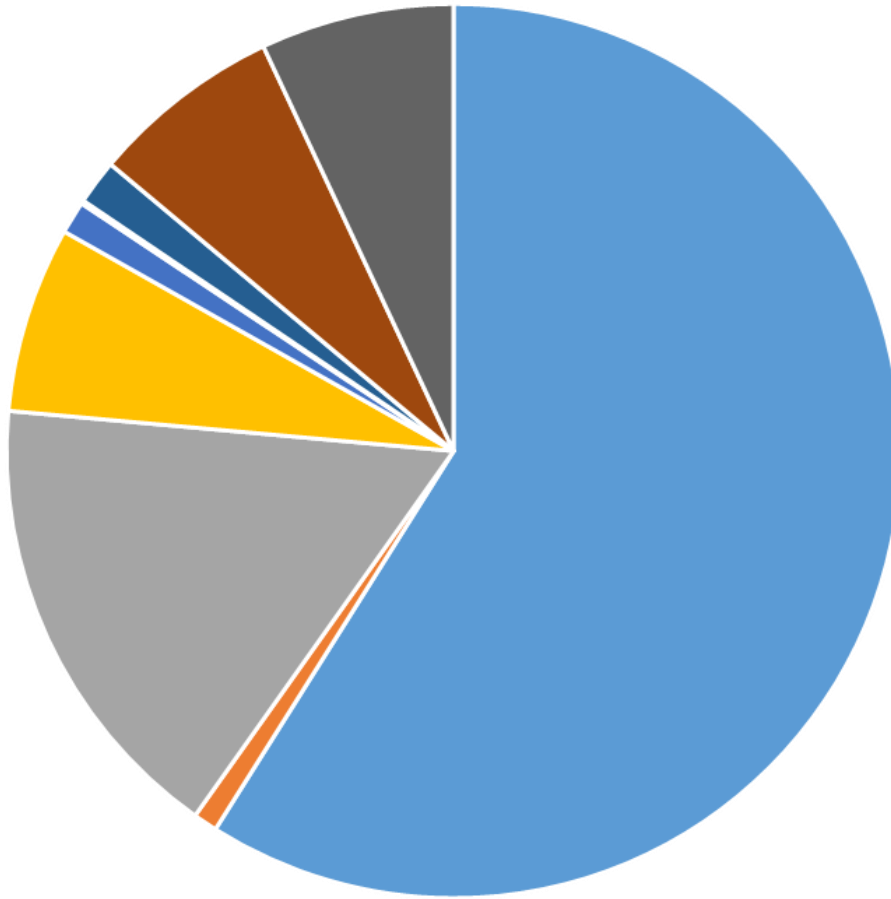
- 1 Director and 1 Administrator
- 17 Teachers
- 4 Substitutes

The consignment sale was postponed this year due to Covid restrictions. SPELC is currently getting ready for the Spring 2021 Consignment Sale April 23-24.

This year we were able to install our new playground. The money that SPELC has earned over the last two years from the consignment sales helped pay for our new equipment. We had new poured in place rubberized ground surface installed and 2 new awnings added to both the toddler and preschool playgrounds, along with a new climbing structure on the preschool side. The company also evened out our existing turf to remove any trip hazards and removed one of the large concrete tunnels on the upper level of the playground. The renovations to the playground cost \$47,047 - our fundraising dollars paid \$29,097 and the preschool paid \$17,950 to finish the project.



Total Expenses for 2020



- Operating Expenses
 ■ Capital Improvements
 ■ Mortgage Payments
- Mission Support
 ■ Benevolence to Synod
 ■ Camps
- Service Groups or Agencies
 ■ Benevolence to Recipient
 ■ Other (PPP for ELC)

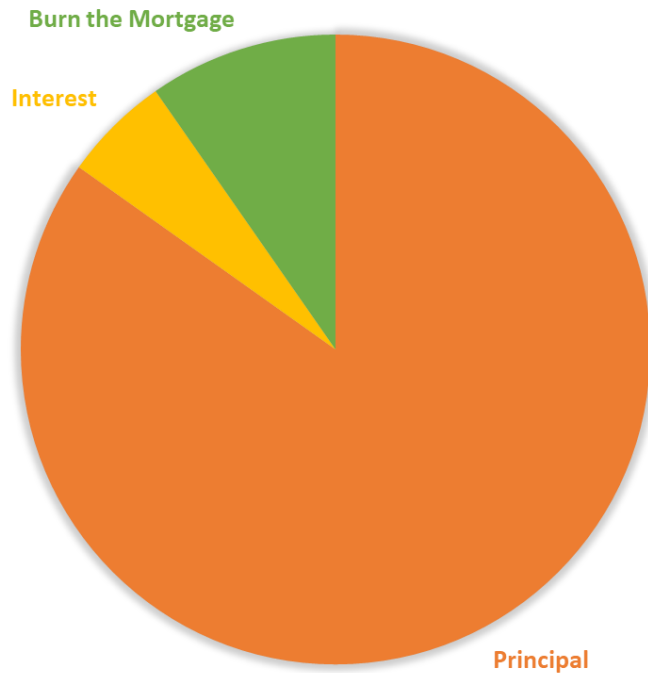
2020 EXPENSES

Operating Expenses: \$505,450
 Capital Improvements: \$7,500 (*parking lot*)
 Mortgage Payments: \$142,470
 Mission Support: \$57,732 (*Rocky Mtn. Synod*)
 Benevolence sent directly to synod: \$10,085
 (*World Hunger, Missionary sponsorship, etc.*)
 Camps: \$1,000
 Service Groups or Agencies: \$13,906 (*Rainbow Trail, Family Promise, Seeds of South Sudan*)
 Benevolence sent directly to recipient: \$59,353
 (*Sharing with Sheridan, CROP Walk*)
 Other: \$60,000 (*PPP monies spent for ELC*)
Total Expenses: \$857,496

2020 INCOME

Regular Giving: \$642,986
 Designated Giving: \$65,127 (\$43,371 for Sharing with Sheridan; other donated for World Hunger, Disaster Response, etc.)
 Earned Income: \$16,628 (Interest from Endowment, ELCA pooled trust fund)
 Grants: \$64,171 (Sharing with Sheridan)
 PPP Loan: \$130,000 (half for church and half for ELC)
Total Income: \$918,512

Mortgage

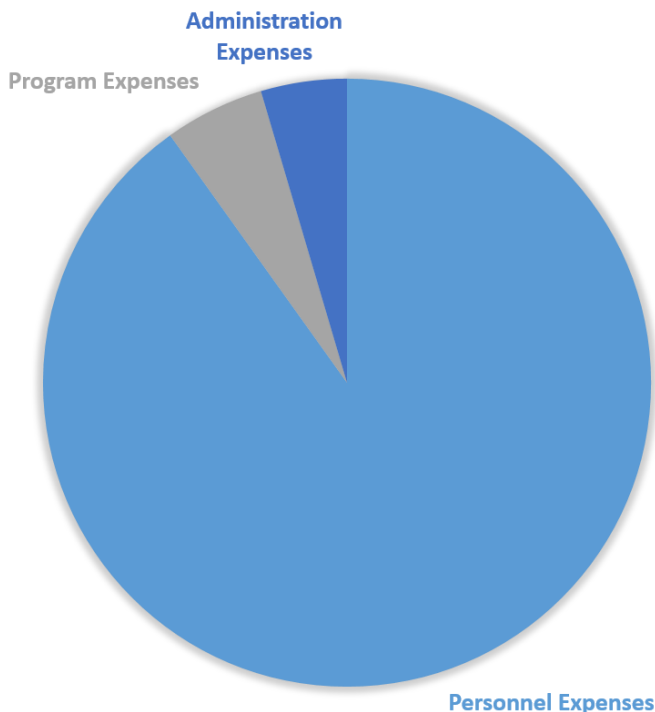


Principal Paid: \$121,703.64
Interest Paid: \$7,866.72
Burn the Mortgage + Matching funds:
\$13,900

Beginning Mortgage Principal Balance
2020: \$234,697.92

Beginning Mortgage Principal Balance
2021: \$99,094.28

St. Philip Early Learning Center Expenses



2020 EXPENSES

Personnel Expenses: \$286,194
Administration Expenses: \$14,516
Program Expenses: \$16,857
Total Expenses: \$317,568

2020 INCOME

Income: \$303,901
PPP Loan: \$66,705
Total: \$370,606

St. Philip Lutheran Church Mission Endowment Fund 2020 Report

For the year 2020 the St. Philip Mission Endowment Fund Committee was able to meet twice in person and twice virtually to grant support to six mission related projects. Our fund balance dipped significantly during the beginning of the pandemic but recovered nicely in line with the upturn in the market later in the year.

The fund changes in 2020 reflect both market gains as well as the distribution of new grants. The endowment fund maintains two accounts:

	<u>12/31/2019</u>	<u>12/31/2020</u>	<u>Increase</u>
Money Market Acct.(1st Bank)	\$ 722	\$ 1,437	\$ 715
ELCA Pooled Trust Fund	<u>\$161,400</u>	<u>\$175,847</u>	<u>\$14,447</u>
Total	\$162,122	\$177,284	\$15,162

Seven grant requests totaling \$7,800 were received during the spring and fall of 2020 and \$6,300 was awarded. At the May committee meeting, two grants totaling \$2,500 were awarded:

Seeds of South Sudan for curricular materials, masks, soap and cleaning supplies to facilitate school during the pandemic \$1,000

Sharing with Sheridan for food and supplies for the food bank \$1500

At the November meeting of the committee, four grants totaling \$3,800 were awarded:

Ken Caryl Concert Series \$1500

Mamer Bior Aleer, Seeds of South Sudan recipient, to continue his law studies in Kenya \$1,000

Bryan Chaun for Bach liturgical chorale prelude recordings \$300

TBI Visual for advertising and distribution of materials for community awareness \$1000

During 2020, the Endowment Committee hosted one Sunday at the coffee cart on the day of the February congregational meeting, prior to the pandemic confinement. Grant awards were communicated to the congregation via the SPIN, and grant application times were in Sunday announcements and the SPIN.

The members of St. Philip Lutheran Church that served on the Endowment Committee are:

Monica Auch
Beth Faerber
Liz Watts

Penny Christensen
Anne Husted
Pastor Brad

Jim Cimino
Kris Mauler
Pastor Randy

Respectfully submitted,
Penny Christensen, Chair

Congregational Meeting Minutes – February 23, 2020

Call to Order – John Guran, President: called the meeting to order at 10:36am.
A quorum was exceeded with 88 members present

Opening Prayer and litany – Pastor Randy Mundt

Approval of minutes from November 2019 Congregational Meeting

Monica Auch motioned that Anne Hustad was picked as a nominating committee member
Penny Christensen 2nd the motion, all approve, motion carries
Heather Varnell moved to approve the minutes after correction
Penny Christensen 2^{nds} the motion, all approve, motion carries

Introduction of Council Members

Election of Nominating Committee members: Sue Miller, Karen Morin, Heather Varnell, Samantha Kime, Melissa Keller
all approve, motion carries

Election of representatives to attend the Rocky Mountain Synod Assembly, May 1-2, 2020 in Monument, CO: Dori Hammer and Quinn Silco
all approve, motion carries

Endowment Committee Report – Gary Philpy and Penny Christensen

Starting- \$140,074
Ending Balance- \$163,021
Four grants in 2019 for \$4,600 (Ken Caryl concerts, Seeds of Sudan,- 2 grants and kitchen renovation)
Bruce Anderson created a beautiful display board
Future grants: \$7,000 for endowments possible in 2020
Grant requests open today, February 23, 2020 and will be reviewed May 5, 2020
Requests can be made online from St Philip website (new form being created and need two days to create) or using paper forms found in office or narthex
Ideal for use as seed money for new ministries after we get a new pastor

Strategic Planning update – Amy Rahne

Please consider joining us when the committee starts again

2019 Financial Report - Denton West

Burn the Mortgage dropped down to \$275,000, continue with this campaign, interest payments are down too
Expenses down more than income, plenty in cash to pay our bills, financial ratios look good
Giving was down last year, see chart in Annual Report- we pay our employees out of the general fund
Roy asked a question: wanted to see figures (goal and if it was met or not)- the complete budget was approved in November, available in the office if you would like to see the details

Update on Stewardship drive- George Rasmussen

Thanked everyone who has given so far this year. We believe that it will be okay because we trust in the Lord.
Behind on budget for giving after two months- encourage those of you that made an estimate of giving to get current, and those that haven't made an estimate of giving please prayerfully consider giving

Call Committee Update- Denton West

Met a couple of times and determining questions to ask
Have not been given names of candidates yet
Will begin in March with the interview process

Closing prayer – Pastor Brad Doty

Adjournment

No objection to meeting being adjourned at 11:03 by John Guran

Minutes respectfully submitted by Amy Rahne, secretary on February 2020.

Congregational Meeting Minutes - November 22, 2020

Pastor Brad asked everyone to type their names in the chat bar to determine quorum
Quorum reached

Call to Order- Jim Smith, Vice President (John Guran is out of town so Jim is covering for him)

Opening Prayer and Devotion- Pastor Brad Doty

Pastor Brad explained voting process and why you can vote up to 5 times
Asked members to approve agenda
Approved

Election Voting - Council Members

Voting on approving John Leonard, Karen Donaho, Addison Roswech (youth member), Mark Michel (taking over treasurer position for Denton West who moved)
Since we have the exact number of people filling these positions, we vote them in as a group and not as individuals.
Thank you to Mark Pixley, Taylor White and Will Rogge for serving their three-year terms.
Approved- 83 yes, 1 no

Deacon Call Committee Members

Alyssa Collins, Jim Keller, Jan Philpy, Becky Near, John Selden, Jay Briedenbach and Pr Brad Doty
Approved- 99 yes, 1 no

2021 Stewardship Drive Update - Denton West, Treasurer

2019- pledges \$514,883, about 130 families (about $\frac{2}{3}$ of our families)
2020- \$390,513, 98 families (about $\frac{1}{2}$ of our families)
New and exciting things coming up for 2021
Could use more commitments
Go to church website and can make your commitment there or contact the church office and they will send you a new one.

Review and Approval of 2021 Proposed Budget- Denton West, Treasurer

Started work on budget in July
Changed the way we do budgeting this year to match the strategic plan
Hoping to receive \$700,000 in donations this coming year
About \$50,000 less than last year
Loose plate donations are down since we are not in person
Facilities is less because we cannot be in person
Burn the Mortgage- hoping to get more ; \$133,000. The mortgage should be paid in full by November 2021
If people choose to contribute directly to the Burn the Mortgage fund, it could be paid off quicker since the church is committed to match any funds donated specifically to the fund
SPELC- close to what they were last year; needed to hire new staff to keep ratios in tact

Property numbers roughly the same

Support Team Costs

\$943,951 expected costs
Anticipating more need for technology
New positions- Deacon, Child, Youth and Family person, part time IT person
Used the new framework to update budget

Benevolence to Rocky Mountain ELCA is going down because our expected income is less. Still giving 8%
Approved- 92 yes, 4 no

Endowment Update- Penny Christensen

Met in early November to review endowment requests

\$1500 to Ken Caryl concert series
\$1000 to Seeds of South Sudan for 2nd year of law school
\$300 to Bryan Chwan to fund recordings
\$1000 to TBI Visual works with adults who have brain injuries to provide internet tools for adults with brain injuries. Put in by Linda Heesh

Governing Document Updates - Gary Philpy

Committee members-Liz Watts, Becky Near, Pastor Randy, Gary Philpy
Update calendar of congregational meetings
2nd and 4th quarters of the year
Fiscal year will remain the same (January- December)
Update council positions and terms
Update on youth voting members
Update to have electronic meetings
Can review the constitutional changes online.
Look at the 11 members on council - Pastor, Deacon, 4 council board members (President, Vice President, Secretary, Treasurer), 3 liaisons (Gather, Serve, and Celebrate)
Update terms to start in July
Big thank you to the committee for helping to update the constitution and by-laws.
Constitution updated: Approved- 92 yes, 3 no
By-laws updated: Approved- 94 yes, 0 no

Strategic Plan Update- Pastor Brad Doty

Updated mission statement
Updated ministry result areas
Prepare ourselves to serve
Strengthen relationships with people we know and people we don't know
Manage our processes
Core Values: Worship, Learn, Welcome, Serve
Updated staffing: **Pastor-** Ordained in Word and Sacrament vs. **Deacon-** Ordained in Word and Service
Will preach and help with some of the service events
Congregation will probably not notice a difference- just can't preside over a baptism or communion
Deacon used to get paid about 5% less but now according to compensation guidelines it has been updated
Child Family Youth Coordinator: Full Time - want them to stay and build relationships
Have a committee to hire
Technology/Media Person: PT position
Live streaming, video editing, outreach
New personnel committee to help with hiring
Heather Varnell (chair), Michael Clough (vice chair), Jay Breidenbach, Anne Husted, Josh Keltner, John

Wall

Updated governance (by-laws and constitution)
New structure: Gather, Serve and Celebrate
 Budget
 Everything we do will revolve around this new structure
Small groups (build community)
Encourage everyone to join in at least one small group to help connect us and gather for a purpose
Original Committee: Pastor Nathan, Katie Amaya, Denton West, Pastor Brad, Amy Rahne, Dave Husted
Halted when Pastor Nathan announced his retirement so that the new pastor could have a say in the new strategic plan
Brought on Dori Hammer, Dave Kime and Lerae Schnickel to help finalize the Strategic Plan

Election Results- Jim Smith, Vice President
 Shared throughout the meeting

Closing Prayer- Pastor Brad Doty

Adjourned at 11:10 AM

Congregational Meeting Agenda

February 28, 2021 - 9:50am

- Call to Order, John Guran, President
- Opening prayer and devotions, Pastor Brad Doty, Senior Pastor
- Approve minutes from November, 2020 Congregational Meeting
- Vote on Church Constitution (second vote)
- Introduction of Council Members
- Elect Nominating Committee Members
- Elect representatives to attend the Rocky Mountain Synod Assembly
- Endowment Committee Report

Penny Christensen

- Staffing Update and Deacon Call Committee Update
- 2020 Financial Report
- Closing Prayer, Pastor Brad Doty, Senior Pastor
- Adjourn



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