Risen Savior Lutheran Church
Board of Directors Meeting Minutes
June 11, 2016

Attendance
Ray Purinton, Ed Doolos, Rob Gibson, Michael O'Dell, Gary Leopold, Mark Olson, Kevin Greins (Guest), Phil Cameron, Vince VanZago

Opening Prayer
Vince opened the meeting with prayer at 9:02.

Approval of the Agenda
Ed Doolos made the motion to approve the agenda, with a second by Marc Olson. [APPROVED]

Approval of the Minutes
Gary Leopold made the motion to approve May’s minutes, with a second by Ed Doolos. The minutes were approved as distributed. [APPROVED]

LCEF (www.lcef.org)
Kevin Greins is with Lutheran Church Extension Fund LCEF (called bank of the Missouri synod, funded by communicant members). RSLC retains 3 months of cash. Mike is proactive in righting RSLC accounting practices to be more in line with industry best practices. Kevin advises we use the new product that launches July 1, 2016.

Lutheran Church extension fund can restructure loans to lower payments. We have already done that, but there are still compelling reasons to work with LCEF. George Brelig is a recommended contact for the gymnasium addition. See attachment (Exhibit A) for the loan structure and proposed structural capacity.

LCEF offers mission building discounts.

Q (Vince): Max ratio on rebate on LCEF investors?
A: ¼ % rebate if 7.5% congregation participates, and increases in kind. Exhibit B

Q: (Mike) What is the difference between today and this loan?
A: Current loan is fixed payment, with line of credit, it can change (interest only payment). 3-year term on the loan. Unlimited access over a year, able to utilize for operations. No fees to withdraw. Can do an electronic account transfer for operations (steward accounts can swing to a bank of our choosing).

Q: (Mike) Any covenants?
A: Potentially. Kevin doesn’t think so, but can’t confirm. We are a ‘1’, usually triggered at a ‘3’.
Q: (Mike) What is a jumpstart loan?
A: For growing ministry: staff, programs. 3-year term, PNI or IO, is primarily for ministry expansion.

Q: (Mike) Investment products?
A: YI club, 3.5% interest on first $1,000. Very favorable products, teaches kids stewardship. $1 per ‘A’ they get in school. On the website. www.lcef.org for more information. Additionally, they do 403’s and IRAs.

LCEF is tied to Missouri Synod only, no secular ties. Federal rate adjustments are slow to hit LCEF. Not FDIC insured. However, covered higher than FDIC requirements for all funds. All money goes to church growth.

Treasurer’s Report
Up $600 for month. Revenues down $7,000 YTD. Our balance is positive due to expense management.

$259,000 operating cash. The church needs $79,000 per month.

Q (Vince): Why the gym?
A: Youth, outreach, social/community building, flexibility, classroom space, additional ministry opportunities, ability to do a more contemporary service (lighting, theatrics). Can also do Weddings and wedding receptions. Can be setup as a revenue generating asset.

Recommendation: Identify the structure as a ‘Multi-purpose facility’ instead of a gym. The reason is it can serve additional functions beyond a standard gym.

(Ray) In the future, we need a policy around how much we charge for usage of the facilities/assets. [ACTION ITEM]

(Mike) With building God’s house fund (was a 3-year campaign to build out the sanctuary, where $60,000 worth of residual funds exist today), we need to have conversations with the donators to explain the change and what we are trying to accomplish. Mike to present a plan at a future BOD meeting. [ACTION ITEM]

Youth Policy Update
Pastor Cameron distributed Exhibit E.

YAH (Young at Heart), looking to build ministries around the program. YAH more for the Slo-Gos. Can expand around to get to a ministry that includes the Go-Gos.

Diane owns the ‘nursery’ portion of youth (pre-5th grade).
Young adults, are Pastor Oaks.
Pastor has a ‘backup’ for every segment so that no one person is alone in covering the different age groups (90/10 split).

Policy

Pastor and Kevin will run the Policy execution. Goal for HS youth: when they graduate, they will thrive in whatever they do (with a strong faith). Seniors should have connections back to the kids.

Key: Pastor met with Kevin 3 times, told him minimal involvement with youth. However, he will have a role. MAT in place, but need restructure including parents. Issue: relationships take time (looking at 30/60/90), so Pastor will take a more active role to assist. Not seeing peer-to-peer (family-to-family) relationships in the church as we should.

Differentiator between RSLC and Flatirons: is our ability to foster peer-to-peer relationships.

Evening service: looked at surveys and will continue to push.

Youth policy is due on July 1, 2016. This will be a phased plan outlining the direction tied to the vision as presented today (Exhibit E):

Q (Ed): What help do you need?
A: Nothing for now, Pastor needs to continue to work.

Q (Gary): Kevin, what is family life?
A: Teens can be a part of the role; Pastor feels we need the ability to refer people if we don’t have that capability. There needs to be more than confirmation. We also need to work with the parents.

Metrics
Are we implementing the vision properly?

90% of Churches are in decline.

15% of Millennials are Christians.

Each of the groups need to meet with Pastor Phil to determine what we want to measure. [ACTION ITEM]

(Phil) How do we create members instead of attendees? Example given was the 411 members today delivering fruit from the tree of the ministry. (Book ‘I am a Church Member’ by Thom S. Rainer was distributed during the BOD meeting)

Why do we exist? For whom do we exist? (Ends Policy)
Evening Service Update
70-80% people in favor of evening service (contemporary on Saturday was the preference). Most of the people would come from 9:30a and 11a services.

West Parking Lot
See Exhibit C.

Broken into stages. If we go in 20% stages, avoids us needing to go to Broomfield for additional planning (city council, which would require additional funds for upgrades to existing buildings/assets).

Q (Mike): Can we sell the stage 1-2 west parking lot proposed area (dirt)?
A: All options are on the table.

Q (Ray): May BOD setup a new committee to look at formulating an expansion plan? What are the options?
A: **MOTION: Establish sub-committee to evaluate options for church expansion.** Gary noted that needs to have a younger person (with kids) to represent that demographic. Chris (last name unknown) was presented by Pastor Phil. Rob Gibson motions to approve, Ed Doolos seconds. **[APPROVED UNANIMOUSLY]**

2Q Information Meeting
Occurs on June 12, 2016. Those that need to speak have been notified.

Discussion points
- Financial Highlights
- BOD Assignments and Activities
- New youth policy
- Evening Service
  - Elders will own
- Q&A

New Business
Photo directory will go up this summer.

(Mike) Need volunteers to do some painting on eves. **[ACTION ITEM]**

Gary recommended Glenn Morrison. Pastor noted liability concerns with the height and we need to get a bonded contractor.

Closing Prayer
The meeting closed with prayer by Ed Doolos.
Exhibit A – LCEF loan proposal

Risen Savior

Current Loan:
Balance: $2,370,100
Payment: $12,372
Rate 3.875%
Term: 4/41

Addition:
500-600 seat capacity = ~7,920 sq. ft.
Includes space for sacristy, praise band, storage, mechanical, restrooms,
Current cost estimates are $250 per sq. ft.
Redeemer Ft Collins is roughly 5,200 sq. ft.

<table>
<thead>
<tr>
<th></th>
<th>7,920 sq.ft.</th>
<th>5,200 sq.ft.</th>
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<tr>
<td>$250 per</td>
<td>$1,980,000</td>
<td>$1,300,000</td>
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<tr>
<td>Current loan</td>
<td>$2,370,100</td>
<td>$2,370,100</td>
</tr>
<tr>
<td>Total</td>
<td>$4,350,100</td>
<td>$3,670,100</td>
</tr>
<tr>
<td>30 term 3.875% variable</td>
<td>Payment</td>
<td>$20,456</td>
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Loan options:
Mission Building Discounts: Using Capital Funding Services and Laborers for Christ equals a 5 year .50% rate reduction/adjustment on the loan. .25% per services used
Roughly: $346,000 in savings *5,200 sq'
Shared Blessing Rebate: Based on the ratio of members/LCEF investors, congregations can earn up to a .5% rebate annually
Rough earnings if max out program: $87,000 *5,200 sq'
CFS Scenario: Campaign raises $780,000 over three years.
Balance in three years: $2,241,900
Add: $520,000
New Balance: $2,761,900
Refi to 30 years, new payment: ~$12,987
LCEF

Mission Building Discount
> Capital Funding Services
> Laborers For Christ

Risen Savior Broomfield
June 9, 2016

LCEF is proud to join with congregations to be the preferred funding resource of The Lutheran Church—Missouri Synod. These loans, provided in partnership with investors and donors throughout the Church are making ministry happen.
LUTHERAN CHURCH EXTENSION FUND

DESCRIPTION: LCEF and Congregational Partnership – Mission Building Discount

ELIGIBLE LOANS: New funds and existing LCEF loans to Congregations, Lutheran Schools, and RSOs. Borrowers with more than one loan – the Building Discount rate reduction will be applied to one loan only.

TERMS: The congregation agrees to provide a lay individual as an LCEF Advocate to assist with the Shared Blessings offer.

An interest rate reduction of 1% for five years will be offered to borrowers for each service contracted and initiated: once with Capital Funding Services (CFS) and/or once with Laborers For Christ... maximum ½% if both are utilized.

EXAMPLE: If a CFS discount of ½% is in effect for an initial 5 year period and LFC discount of ½% starts 3 years later; the borrower will get ¾% for CFS for 3 years, then ½% discount for both services for 2 years. The remaining ¼% for LFC will continue for the next 3 years.

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Mission Building Discount*  Mission Impact: $346,131


<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Existing Loan Balance (6/9/2016)</td>
<td>$3,670,100</td>
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<tr>
<td>Balance at end of Mission Discounts</td>
<td>$3,217,467</td>
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<tr>
<td>Reduction during Mission Discount</td>
<td>$452,633</td>
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<td>(Regular payments + Mission Discount effect)</td>
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<tr>
<td>Cumulative interest thru payoff</td>
<td>$2,297,483</td>
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<tr>
<td>(Beginning with first applied Mission Discount)</td>
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<tr>
<td>Loan Payment (Existing loan payment not affected by discount)</td>
<td>$17,758</td>
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<table>
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<tr>
<th>Applicable Mission Discounts</th>
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<tbody>
<tr>
<td>Capital Funding Services</td>
<td>1/4 %</td>
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<tr>
<td>Laborers For Christ</td>
<td>1/4 %</td>
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<tr>
<td>Total Mission Discounts</td>
<td>1/2 %</td>
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<tr>
<td>Mission Discount Principal Contribution</td>
<td>$100,718</td>
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<tr>
<td>Mission Discount Interest Savings</td>
<td>$245,413</td>
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<tr>
<td>Mission Discount Cash Flow Benefit</td>
<td>$0</td>
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*Subject to changes in interest rate according to terms of the loan. Outcome will be affected by borrower’s payment performance. Illustration does not consider any prepayment of principal by borrower.

RATE REDUCTIONS:

New Loans: Will receive the Mission Building discounted rate at the time of closing which will be depicted in the closing documents. Upon the period end, interest rate and monthly payments will be adjusted accordingly to the current rate/payment structure.

Existing Loans: A Note Modification will be sent to the DVP for execution by the Borrower and returned to the National Office. Monthly payments will not be adjusted; however additional funds will be applied to the principal during the time frame.
LUTHERAN CHURCH EXTENSION FUND

DESCRIPTION: LCEF & Congregational Partnership – Shared Blessings

ELIGIBLE LOANS: Permanent loans closed on or after January 1, 2015, including new loans, refinances and refinances with new money; some restrictions apply. A loan is eligible for a period of five (5) years from the date of loan closing, regardless of rebate earning status. Eligibility is limited to one (1) 5-year rebate period per loan.

TERMS: The congregation agrees to provide a lay individual as an LCEF Advocate to assist with the Shared Blessings offer. Eligible congregations will be offered the opportunity to increase the number of LCEF investors to qualify for an annual rebate, up to 25% of confirmed membership for the maximum rebate.

EXAMPLE:

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>&gt; Communicant Members</td>
<td>833</td>
<td>&gt; Loan Balance</td>
</tr>
<tr>
<td>&gt; Number of Investors Today</td>
<td>32</td>
<td>&gt; Monthly Payment</td>
</tr>
<tr>
<td>&gt; Investors % of Members</td>
<td>3.84%</td>
<td>&gt; Interest Rate</td>
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</table>

<table>
<thead>
<tr>
<th>Shared Blessings</th>
<th>Eligibility Threshold</th>
<th>Total Investors Required</th>
<th>Investors Needed</th>
<th>Shared Blessings Rebate % (Estimate)</th>
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</thead>
<tbody>
<tr>
<td>Rebate %</td>
<td></td>
<td></td>
<td></td>
<td>First 12 Months</td>
</tr>
<tr>
<td>0.250%</td>
<td>7.5%</td>
<td>63</td>
<td>31</td>
<td>$9,086.34</td>
</tr>
<tr>
<td>0.375%</td>
<td>15%</td>
<td>125</td>
<td>93</td>
<td>$13,629.52</td>
</tr>
<tr>
<td>0.500%</td>
<td>25%</td>
<td>209</td>
<td>177</td>
<td>$18,172.69</td>
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</table>

Loan values for illustration only. Rebate varies with loan performance. **

INVESTMENT SUGGESTIONS:

| Y.J. Club - Young Investors | $25 minimum | Premium Rate 3.500% |
| ConnectPLUS - New Investors | $500 minimum | Premium Rate 3.000% |
| Family Emergency Account | $25 minimum | Rate 1.000% w/ monthly EFT |
| Fixed Term Note - 5 year | $500 minimum | Rate 6% |

Rates effective September 2015

PROGRAM SUPPORT:
To assist congregations in meeting their Shared Blessing objective, LCEF will spend two Sundays with your congregational Advocate to meet with potential member/investors after church or between services assisting your members with any questions they may have. Our efforts are to assist your Advocate and your congregation in receiving the maximum rebate possible.

DISCLAIMER: Terms or structure of Shared Blessings 5-year Rebate Program is subject to change or termination upon 30 days’ notice. LCEF reserves the right to institute changes in this program as deemed necessary to enable the organization to meet its primary mission. The provisions of this program do not constitute a contract, express or implied, between any third party and LCEF. Eligibility is effective only with a signed Shared Blessings agreement.
Exhibit C – Parking Lot

ESTIMATE FOR WEST PARKING LOT SURFACING

COST ESTIMATE:
- Survey - $6,500
- Land Prep - $25,000
- Paving and Curbing - $187,000
- Lighting - $10,000
- Landscaping and Irrigation - $44,000
- General Contractor - $14,000

TOTAL: $286,000 + 20% contingency ($57,000) = $344,000

30% contribution by BPC = $103,000 (RSLC portion - $241,000)
40% contribution by BPC = $138,000 (RSLC portion - $206,000)

Three-stage approach (20% per stage) avoids hearings at the Broomfield City Council.

RSLC cannot touch the existing paved area unless we want to bring it up to current code (we do not have lighting)
IMMEASURABLY MORE: Congregational Campaigns

God desires your members to align their resources with a response of generosity. Guiding you through the Immeasurably More process, your CFS Consultant will invite your members to put their faith in motion. The result will not only be dollars raised, but more importantly, will be people experiencing the joy of generous living and giving because we believe in a God who can do “immeasurably more than all we can ask or imagine” in the lives of His people.

“Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.” Ephesians 3:20-21

Our unique approach to a capital campaign with your church is inspired and structured by this passage of Scripture, and experienced in four phases:

**Imagine:** Because your ministry is unique, each campaign we help you design is unique. Therefore, we begin with your leaders, imagining what God is calling you to do in your church, with your unique setting for extending His mission. The goal here is to move one another from “dreaming” to seeing a clear reality of where God is leading. In other words, you move from saying, “I wish” to “I see!” because collectively you now realize what God is revealing as your project unfolds.

**Inform:** Once the “case” for the campaign has been clarified, we begin to communicate this in dynamic, creative ways using print, electronic, and social media forums. Here we want to bring greater awareness to all the potential constituents and contributors to this project. Our extensive online resources will inspire the creativity of those who will design and produce your unique material. Your Consultant will assist you in planning events and gatherings which result in people moving from “I see” to “I agree!” as each person begins to contemplate their own involvement and support.

**Inspire:** While we want to commit this entire process to prayer for God’s leading, here we specifically begin to let God’s Word work in our hearts and lives. Through worship, the study of God’s Word and prayer, we grow toward learning to live lives of joyful response, offering gifts that reflect who we are. The inspiration and motivation for giving is Christ-centered, Gospel-focused, and God-honoring. We are pleased to be able to serve Lutheran congregations and organizations that understand and respect our Lutheran grace-centered theology. Therefore motivated by the Gospel, we look for the Spirit of God to move us from “I agree” to “I’m in!” as each person considers their own gift that God leads them to make.

**Immeasurably More:** What we especially appreciate about the guiding Scripture of Eph. 3:20-21 is that God is truly able to do more than we could ask or imagine. And because of that, we believe this campaign process is more than just raising dollars. It is about changing lives and transforming churches with an expanded mission focus that communicates the Gospel of Christ. Therefore, we believe that your
participation in this campaign will move you from simply saying "I’m in" to "I’m experiencing immeasurably more than what I expected." Additionally, we will remain partnered with you during the three-year Immeasurably More Phase by providing periodic contact throughout this vital period of giving. We will provide additional stewardship resources and worship materials that will provide ongoing inspiration to keep the focus of your campaign alive before your people, as they experience "immeasurably more than we could ever ask or imagine."
LABORERS FOR CHRIST

Laborers For Christ (LFC) help put Ministry in Motion by serving as the hands and hearts to accomplish God’s plan for your ministry and the goal of reaching more people. They assist with a remodeling project, building a brand-new facility, or updating an organization’s physical structure for optimal efficiency.

Building for Eternity

Organized in 1980, Laborers For Christ is a ministry service of the Lutheran Church Extension Fund (LCEF) that provides resources to The Lutheran Church—Missouri Synod (LCMS) congregations and organizations like yours wanting to construct, expand, or improve their facilities.

The name “Laborers For Christ” means exactly what it says. People—both men and women—working for LCMS congregations and organizations, helping them manage and complete construction projects for the purpose of building God’s Kingdom.

Laborers working for LCMS congregations and organizations are dedicated Christians who provide:

- Quality workmanship
- Christian witness to the community
- Opportunity for spiritual renewal
- Potential for a 10%-30% cost savings on your construction project

How Laborers For Christ Helps You Build Your Facilities

An LFC Regional Consultant helps your organization understand the building process and guides you through the LFC agreement process.

An LFC Project Manager, employed by your organization, will work with your architect to identify potential cost savings; will assist with materials procurement, subcontractor bids, budget reconciliation and costs, subcontracts, and final lender documents; manage the building project on your behalf, scheduling materials, deliveries, subcontractors, laborers, and volunteers; and direct daily activity.

Laborers typically work five eight-hour days each week for your organization and involve themselves in your organization’s ministry.

“Whatever you do, work at it with all your heart, as working for the Lord, not for men.” Colossians 3:23
How Laborers For Christ Can Help You Save 10%-30%

Working with the Project Manager employed by your organization eliminates the fee of a general contractor. Typical savings: 5%-15%

The Laborers For Christ employed by your organization bring quality workmanship at minimum wage. Typical savings: 5%-15% (varies by location)

Assistance from your own volunteers can help reduce labor costs further while building unity and project ownership.

But That's Not All!

Congregations and organizations state that the most surprising—and important—result of participating in the LFC Program is the revitalization of their ministries. Laborers provide a strong Christian witness by their involvement in your ministries. The money saved using LFC proves to be a secondary benefit.

Regardless of the size and scope of the project your organization can benefit from participation in the Laborers For Christ Program:

- Churches
- Schools
- Parish Halls
- Gymnasiums
- Childcare Centers
- Preschools
- Retirement Homes
- Camp Facilities
- And more!

Who Are These Laborers?

Laborers For Christ members are dedicated Christians from all walks of life. Those with experience help those with less experience, including volunteers from your organization.

Laborers working for your organization apply Christian principles at every step. The atmosphere of teamwork in the name of building God's Kingdom and the dedication to quality workmanship means your organization benefits both spiritually and financially.

Most Laborers have recreational vehicles they live in for the duration of a building project. Laborers become involved in the life and ministry of your organization, providing a strong Christian witness—they not only help build a building, they help build the community of faith!

"...delighted to share with you not only the Gospel of God but our lives as well..." 1 Thessalonians 2:8
How the Laborers For Christ Program Works

1. Your organization contacts the Ministry Support—Laborers For Christ office in St. Louis, Missouri.

2. An LFC Regional Consultant presents your organization the emphasis and objective of the LFC Program for savings, quality of workmanship, and ministry. The Regional Consultant follows up regularly to answer any questions and to help you understand how you can build with LFC’s help.

3. Your organization submits the LFC Program Agreement along with a deposit.

4. Once approved, your organization employs (at minimum wage) an LFC Project Manager to help finalize plans and pull together all the pieces needed to start construction, as well as prepare for the arrival of Laborers.

5. Important to the success of the project are your own organization volunteers, who offer additional savings.

6. Laborers (both men and women) from the LFC roster who have signed up for your project are employed by you (at minimum wage) and arrive to begin construction.

Laborers For Christ

Assisting LCMS congregations and organizations with the process of constructing their own facilities while providing an opportunity for spiritual renewal and a witness to the community.

For more information on how the Laborers For Christ Program can help your ministry, please call our Ministry Support Team at 314-885-6444.
Exhibit E – Youth Policy Update

Board of Directors Meeting

June 11, 2016

Rev. Philip J. Cameron

**Faith Family (Draft)**

0 – 5 yr. old  Kids and Parents
6 yr. old – 5th grade  Kids and Parents
6th grade – 8th grade  Kids and Parents
9th grade – 12th grade  Kids and Parents
18 – 29 yr. olds  Single/Married/(with children)
30 yr. old up to retired  Single/Married/(with children)  Family Life Director
   Men’s
   Women’s
   Couples
Retired  Go-Go’s
       Slo’Go’s
       No-Go’s

Care Ministry

Worship/Music

--- Main Process To Achieve "Faith Family" ---

Inviting / Connecting / Equipping

Ministry Action Teams

Connect Groups  (Relationship Development Sequence)

Complete “ministry” in each family grouping vs single activity