



1515 N Cascade Ave  
Colorado Springs, CO 80907

## November 18, 2025 FIRST LUTHERAN CHURCH REGULAR COUNCIL MEETING MINUTES

### **Present**

Yoshiko Anspach, Larry Bagley, Brenda Bocek, Bill Busovsky, Jason Fox, Julie Furstenau, Terry Hjelkrem, Deacon Joan Kuehn, Kiersten Lehmkuhl, Pastor Travis Norton, Chris White

### **Absent**

None

### **Opening**

The regular meeting of the First Lutheran Church council was called to order by Terry Hjelkrem at 7:05 pm.

### **Devotions (Terry Hjelkrem)**

Terry's devotion was based on what he considers "The Big 3" scriptures – Ephesians 2:8, Romans 3:22-24 and John 3:16. He shared how he feels that these three scriptures encompass the heart of the Gospel message.

### **New Business: Pastor Carrie Sabbatical**

Pastor Carrie joined the meeting to discuss her sabbatical proposal and answer any questions. Several questions were asked about reimbursable expenses and who would be covering her duties while she is out. Pastor Carrie then departed, and council continued to discuss these issues. Since the church's sabbatical policy is new, there were several questions about how it should be implemented and comments on places where it seemed unclear. Pastor Travis will revise the policy and present it to council at the December meeting. Pastor Carrie will also submit additional details about her sabbatical request at that time.

### **Approval of Minutes**

**\*\*\*COUNCIL APPROVED OCTOBER MINUTES AS PRESENTED\*\*\***

### **Finance Committee Report (Brenda Bocek)**

Brenda presented the financial statement for October. It was noted that the church currently has a net loss of \$37,850.23. This is less than we normally have at this time of year, and Yoshiko noted that November offerings have been strong so far. It was reported that roof repairs to the Peel House are estimated to cost \$11,000 but that a memorial donation designated to support the Peel House of \$10,000 had been received the same day as the estimate.

### **Senior Pastor Report/Old Business**

- The list of new members in the past month was presented to council and **approved**.
- The "Sow Generous" campaign received 226 pledges in the first week, bringing the church to 62% of the goal. This is roughly in-pace with last year's commitments.
- The "Inspire Faith" campaign will be launched on February 1, 2026, while we wait for a detailed budget and scope of the project to be finalized. There will be a lead giver event at the Peel House on December 11. The renovation team is meeting regularly with CRP to finalize the

assessment of the project and phase one schematic work. Council authorized the renovation team to engage with CRP for up to a maximum of \$200,000.

- Pastor Travis reported that Becca and James continue to do a great job as interim contemporary worship leaders. They are designing a Christmas Eve contemporary service in addition to their usual tasks.
- In other staff news, Pastor Travis shared that both Anna Banks and Cynder Ros are expecting (in May and July respectively), so we will have to look at how to cover their sexton duties while they are out on maternity leave.
- The HVAC proposal was received from Olson Plumbing and Heating for a total of \$293,847. Pastor Travis authorized them to move forward with the work, since we have the \$300,000 commitment from a member to cover this project. Parts are ordered, and the heat exchangers should be replaced in the beginning of January.

#### **Reminders**

- The next meeting will be on December 16, 2025, at 7:00 pm in the Peel House. Terry Hjelkrem will give the devotion.

#### **"Last Chance" Updates**

- Brenda commented on the difficulty of finding parking on Tuesday evenings. Much of the congestion is due to the Soli de Gloria choir rehearsal. Pastor Travis shared that he and Eric feel that perhaps Soli has outgrown our space and they will be discussing options with them.
- Bill asked a question about how we are promoting the contemporary service and wondered if more advertising needs to be done.

#### **Pastor Travis departed the meeting at 8:00pm**

#### **New Business**

- Council discussed the bonus for Pastor Travis and the bonus pool of money to be shared with staff. Council set both of these values and Yoshiko will transmit this information to Pastor Travis.

**Adjournment with Prayer** – Deacon Joan at 8:20 pm

Respectfully submitted,

*Julie Furstenau*

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Secretary