



1515 N Cascade Ave
Colorado Springs, CO 80907

September 16, 2025 FIRST LUTHERAN CHURCH REGULAR COUNCIL MEETING MINUTES

Present

Pastor Travis Norton, Yoshiko Anspach, Brenda Bocek, Bill Busovsky, Terry Hjelkrem, Chris White, Deacon Joan Kuehn, Larry Bagley

Absent

Kiersten Lehmkuhl, Julie Furstenau, and Jason Fox

Opening

The regular meeting of the First Lutheran Church council was called to order by Terry Hjelkrem at 7:09 pm.

Devotions (Deacon Joan Kuehn)

Deacon Joan referenced the Hymn "A Mighty Fortress is our Lord" and read Psalm 46 verses 1-3, 10 and 11. The Lord is our fortress, our refuge and our strength. Christ is our hope and is with us. We only need to take time to be still and listen to feel his presence and calm our fears.

Approval of Minutes

*****COUNCIL APPROVED THE AUGUST MINUTES*****

Finance Committee Report (Brenda Bocek)

- Brenda reviewed the August financial statements. She discussed the August financial statement. Year-to-date income remains positive, and she noted that prepaid income means the true financial position will be clearer by October. It was noted that new members haven't pledged and are not included in the numbers. The Financial Review Committee provided their report on September 15th. The budget was discussed, and the Council will meet to review it on the 23rd of September.

*****COUNCIL APPROVED THE FINANCE COMMITTEE REPORT*****

Senior Pastor Report

- Pastor Travis reported a draft budget has been submitted for the Finance Committee to review and submit to the Council for review in a special meeting on 23 September. Even with some increases in pay and health benefits, staff costs will stay about the same due to staff reductions. We are approaching the 10% benevolence goal after some cuts in the past. Savings of \$22,000 will mitigate increases in insurance rate, utilities, and worship and music ministry.
- Pastor Travis noted Gary Bradley has agreed to chair the Renovation Committee and asked Andrejs Bocek to co-chair, Margie Sisson to be secretary, and Dan Friedell to join the committee. A draft charter describing the scope and goals of the renovation is being reviewed. CRP architects are to provide an updated estimate (expected to be about \$6M) for the revised scope to be presented to the congregation.
- Pastor Travis updated the status of working with King of Kings, Christ the King, and Prince of Peace Lutheran Churches, and lay pastor ministry. He is working with Pastor Bill Dohle of

King of Kings Lutheran in Pueblo regarding a preaching conference at First Lutheran on 15 November. Pastor Ashley has been called as Christ the King permanent pastor. Pastor Travis is serving, per synod request, on the lay ministry task force to design a process for organizing and deploying lay personnel to serve as Synodically Authorized (SAMs) in congregations unable to afford or find an ordained pastor.

- First Lutheran has several volunteers in the City's Clean and Safe Program serving as ambassadors downtown. They have been trained for interacting with unhoused persons, greeting tourists, and being part of a welcoming presence for Colorado Springs. Volunteers are still being accepted and trained. The Church liability was questioned and the answer will be provided.

Old Business

- "Key Person Insurance" for the pastor, with potential costs around a couple hundred dollars monthly for a million-dollar policy was discussed. Questions still to be answered.

New Business

- The new members included in August were approved unanimously!
- About \$18,000 Endowment funds are available for distribution this year. The Staff presented a proposal to use these funds for cameras and equipment to enhance our contemporary worship online outreach and our new podcast ministry. These cameras and equipment can be used throughout the campus and off campus for other opportunities for ministry.

Reminders

- Next meeting is October 21, 2025, at 7:00pm. Larry Bagley will have the devotion.

"Last Chance" Updates

- Does First Lutheran have a policy regarding pets/animals in the Church building? No, it doesn't and it is recommended to consider developing one to exclude pets/animals, except for official service animals, in the Church buildings. Another approach would be not to have a policy and let whoever is leading the event handle it if there are issues.
- The photos and bios for the upcoming election ballot and Ekklesia are to be submitted as soon as possible.

Adjournment with Prayer - Pastor Travis closed the meeting with a prayer at 8:20 pm

Respectfully submitted,

Larry Bagley

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Sub/sub/sub-Secretary