

Hoffmantown Church

Congregation Meeting I 9/27/20

Agenda

- Church Council Member Vote
 - Bylaw changes Vote
 - State of the Church
 - Finance committee update
 - Personnel committee update
 - Church Council update
 - Elder Update
 - Facilities and Land Sale Update
 - Ministerial Update (in no particular order)
 - Worship / Communications/Missions
 - Kids and Children
 - Students
 - Equipping Ministries
 - Adult Family Ministries
 - Q&A's
- Doug Lawson
Ralph Bonner
Kirby Jefferson
Ben Wyne
Sam Mouck
- David Hopkins
Darlene Dickson
Nathan Brannon
Gregory Elder
Various

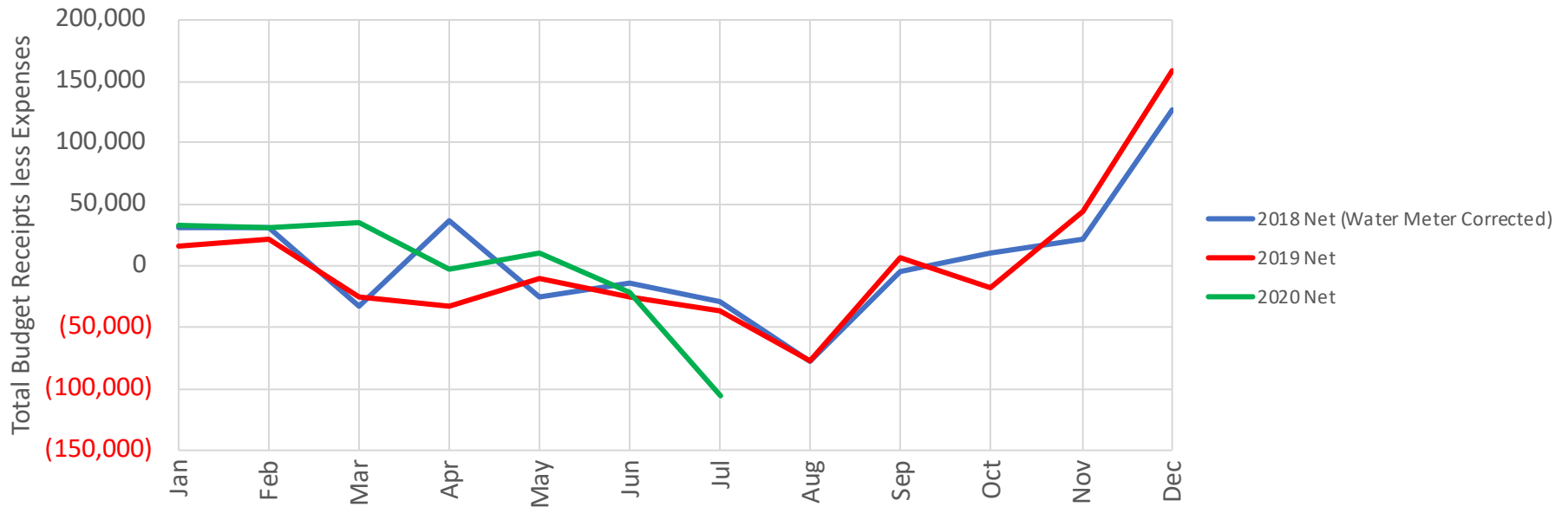
Finance Committee Annual Report 2020

Ken Abbott, Mac King, Fran Stribling, Bill Talbott,
Laurie Wallis, Doug Lawson (CHAIR)

Sam Mouck (Operations), Robert Ewing (Treasurer),
Erica Chavez (Accountant), John Clemons (CPA)

Giving VS Budget

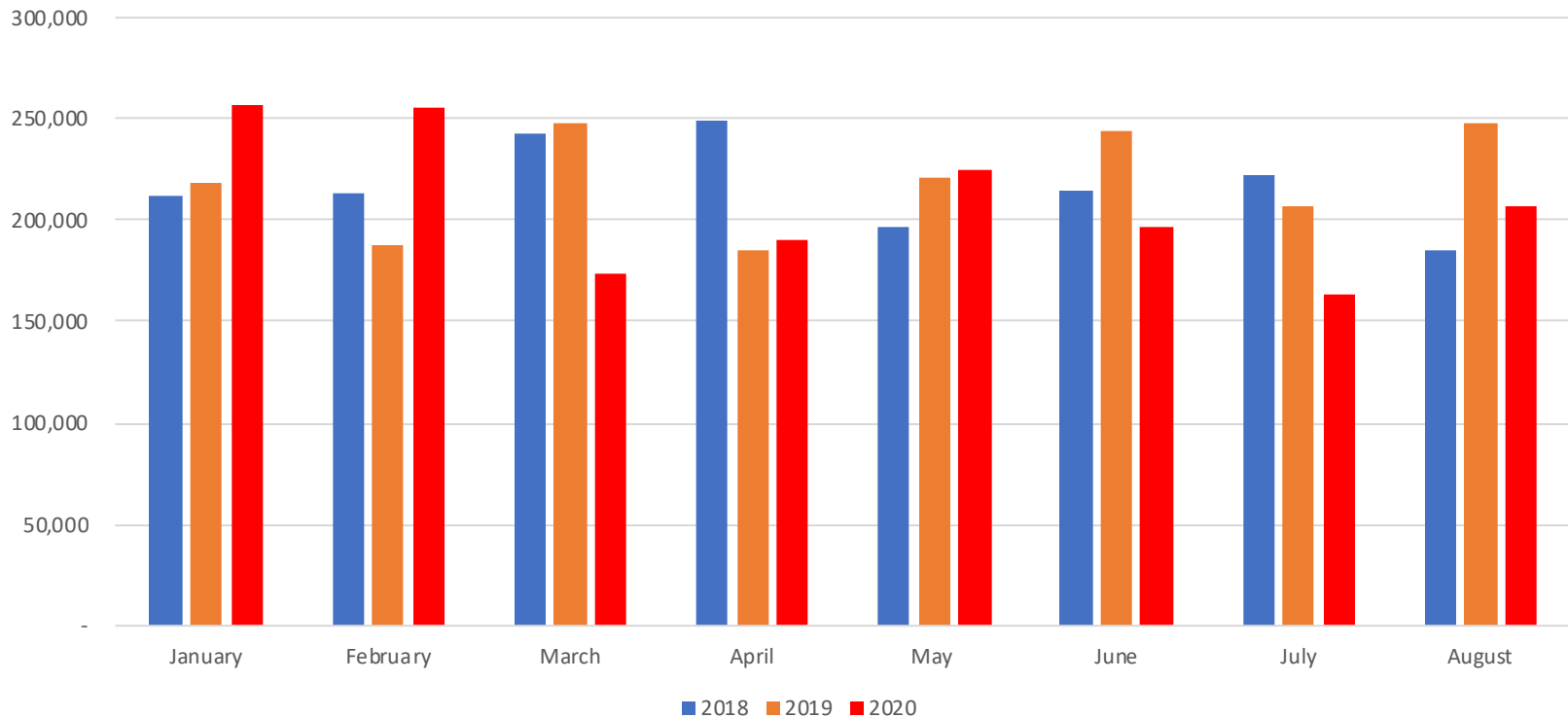
Budget Performance
Operating Budget Net Cash by Month



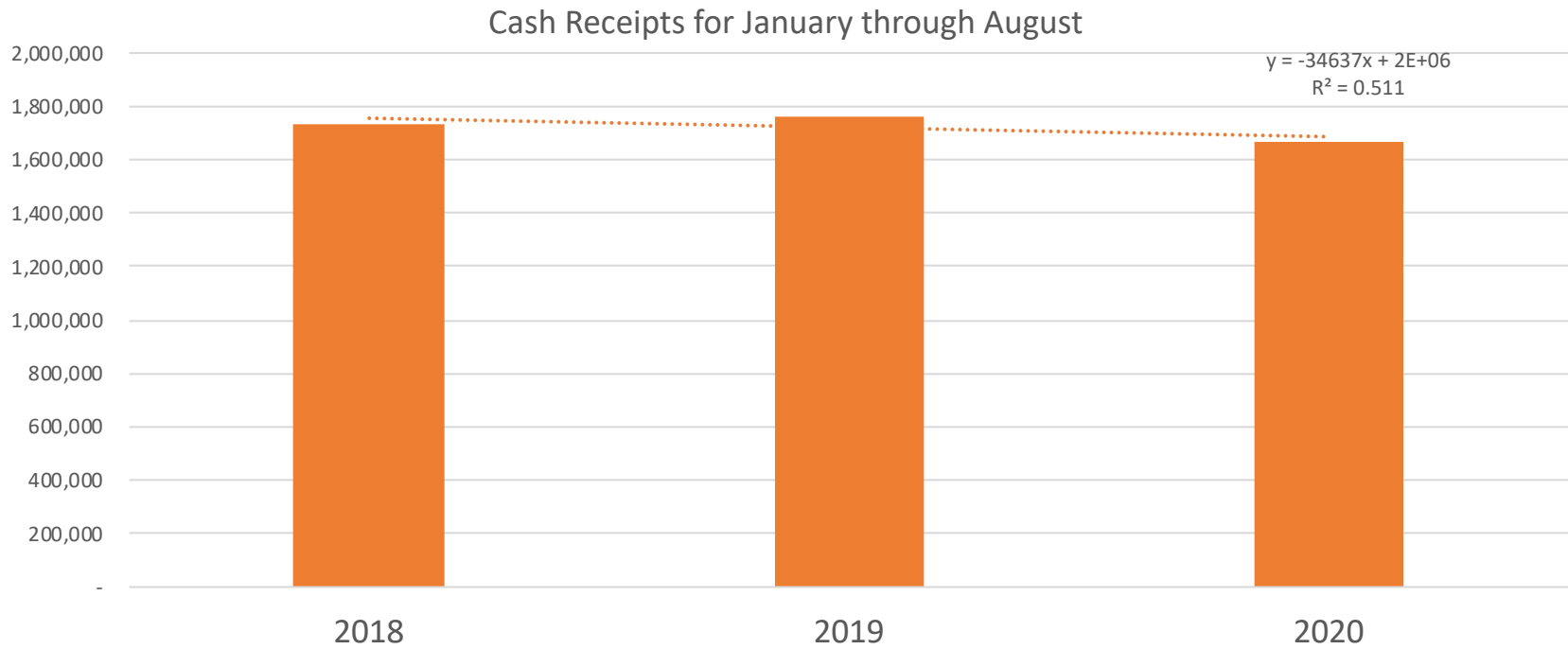
SPENDING WAS REDUCED TO STAY WITHIN INCOME

Giving: Jan-Aug (2018-2020)

Monthly Cash Receipts



Giving: Jan-Aug



Giving reduced 4% in two years (2018-2020)

Balances

- RESERVES \$558,000
- SPECIAL MISSIONS \$132,000
- BENEVOLENCE \$80,000
- PROPERTY IMPROVEMENT (\$90,000)

Special Offerings

- LOTTIE MOON \$36,940
- ANNIE ARMSTRONG \$1,860

Personnel Committee

- For the first time in many years Hoffmantown Church once again has a sitting Personnel Committee. The Personnel Committee is one of two committees stipulated in church bylaws (Article 7, Section 7).
- In April'20 members were approved by CC and Elders
- Members:
 - Ralph Bonner, chair
 - Virginia Grant
 - Bill Wallis (vacated)
 - Fred Jenkins
 - David Hopkins (as acting Sr. Assoc Pastor)
 - Sam Mouck (Operations Director – Human Resources)
- The team can be reached at perscomm@hoffmantown.org

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HC PC Guidelines and Approach

- The Personnel Committee act as advocates and encouragers for the Church staff and effective team building
- The PC will help ensure the Church personnel policy, guidelines, processes and procedures will comply with applicable legal and statutory requirements.
- The PC will approve all Church personnel policy, processes and procedures including but not limited to:
 - Employment
 - Compensation
 - Career Development

HC PC Guidelines and Approach

- The PC will collaborate with the pastoral staff in developing and implementing policies, processes and procedures including pastoral hiring decisions at the pastor/director level and development and maintenance of the strategic staffing plan.
- All changes in HR policies, practices and procedures that impact the Church budget will be coordinated with the Finance Committee (FC)

Personnel Committee Activity

- COVID-19 response: During the state-wide quarantine period the church took a multitude of steps to control and lower costs and decided not lay off staff during that period
 - These actions were agreed jointly by the Personnel Committee, Finance Committee, Church Council and Elders
- The Employee Handbook was updated. Next steps to review the operating procedures.
- Initiating a strategic staffing process and plan
 - What capabilities do we have and what do we need for the future?
 - Use for the basis for hiring and career development

Church Council Membership

- **6 “At Large” congregational members:**
Jeni Civerola, Gwen Hughes, Patricia Rogers, Robert Ewing, Steve Gnerich, Kirby Jefferson (Kirby and Gwen are rotating off this year)
- **Deacons:**
Allan Rider, Drayton Boozer
- **Elders:**
Tom Caudill, Ben Wyne (Tom will be rotating off this year)
- **Operations**
Sam Mouck
- **Pastors:**
David Hopkins, Gregory Elder (Pastor Lamar will be joining)

Church Council Update

A Look Back

- Completed 1st year of Church Council (this was a learning year)
- Church Council policies & procedures (P&P) finalized
- Implemented standard Ministry reviews and P&P cycle
- Conducted mid year All Church Update meeting
- Re-vitalized the Finance Committee
- Initiated the Personnel Committee
- Created voting process in Covid19 times for Budget, Pastor Call and Annual meeting.
- Completed lessons learned process in July (for improved effectiveness in 2021)
- Reviewed and recommended minor bylaw changes for Church Vote

Church Council Update

Ministries and Activities Reviewed

- Purpose:

- Follow an annual calendar to review all ministries and activities to ensure excellent coordination, keep policies and procedures current and relevant and to ensure proper communication. Additionally, the Council members can be effective in spreading information of the great work that otherwise may not be visible.

- Kids
- Adult and Family
- Student
- Music and Worship
- Missions
- Deacons
- Volunteers
- Media and Communications
- Operations
- Security
- Elders
- Finance Committee
- Personnel Committee

Elder Update

- Elders Added:
 - Tom Caudill
 - Jim Dearholt
 - Mike Paquette
 - Pastor Lamar Morin
- Recent Changes:
 - Kim Crissman rotated off Council
 - New Chairman – Ben Wyne
 - New Vice Chairman – Tom Caudill
 - 1-year rotations

Elder Update

- Pastors as Elders

- Review period for Pastors David Hopkins and Gregory Elder was extended.
- Elder announcement closely coincided with Pastor Lamar's announcement.
- Important to give Pastor Lamar time to become familiar with Hoffmantown's unique leadership model.
- Additionally, to give him the opportunity for input in the matter of Pastors becoming part of the Elder Council.

Elder Update

- Hosted Experiencing God Study
 - Over 40 members attended the 12-week study
 - Incredible experience:
 - *Experiencing God – Reality #1 & #3: God is always at work around you and invites you to become involved in His work with Him. Two weeks into this course a neighbor, who is yet to be saved, called us to let us know that her adult son, with whom she had a very close relationship, had died very suddenly and unexpectedly. She called us specifically to ask us for prayer as she knows we are Christians. We have been praying for our neighbors and immediately realized God was at work in this neighbor's life at this sorrowful time and was inviting us to join Him. He is orchestrating and guiding our conversations and interactions with her in sharing the gospel and assurance of God's unconditional love for her in the midst of this painful loss.*
 - *The class has been a benefit to me. It has encouraged me to remember and reflect upon the many times I have experienced God in my life since becoming a believer in my Lord and Savior Jesus Christ at the age of 9. I have also been able to recognize, relate, and communicate about many events that God has led me through.*

Elder Update

- *I was on a recently flight. When we landed a man seated near me told me God had been speaking to him about going through Experiencing God. That morning the Holy Spirit was encouraging him to start the study. When he saw me working in the study guide, he was convicted to start the study that night!*
- *I think Experiencing God taught me that I was not living my life solely submitted to God in search of truth. I believe it has taught me to look at each person as a soul – and I am to be on the path walking with Christ searching for souls to give the Good News to.*
- *Through the experiencing God class, God reminded me that He is my provider. And it is not in my time it is in His time and His will be done. He is there with me even when I don't see him.*
- *Experiencing God has been enriching for me. I have loved every minute. I realize more than ever that God is working through His people in very detailed ways that may seem insignificant like a person making a prayer request. I had never thought of a prayer request in that way. When a person is led to make a request, we can see God working through that person. We pray and wait on God's answer. When the person who made the request shares an answer, we can see how God worked. Our prayer ministry is an opportunity to experience God all the time. I know this study dealt with "big" things, like planting a church or trusting God for money, but I believe the "small" things are God-sized, too.*

Land Sale Update

- Senior Resource Group, the contracted prospective buyer, has exercised the last extension available to them per the purchase contract
- The buyer continues to complete continuing administrative requirements from the City and other authorities
- Sale is projected to close per contract by February 2021

Facility Update

- During the pandemic time we have completed many painting and maintenance projects inside and outside the facility
- A project has been initiated to convert the current house lights in the auditorium to LED
- The new chiller has operated this first full summer and performed very well. Its efficiency, combined with pandemic driven lighter schedule, has enabled all-time low summer electric bills
- Motion detector installations in restrooms and the business center and LED swaps in the parking lot and general spaces also contributing to lower operating expenses

Music and Worship

- Adjustments/modifications made during pandemic
- When COVID hit, we immediately suspended choir/orchestra activities and used a limited number of instrumentalists and singers to lead worship on Sunday
- Matthew West, Dove Award winner, led worship for us virtually
- Collaborated with Audio/Visual Team to produce first ever Virtual Choir Video
- 2 Phase Restart Plan
 - Worship Orchestra and Full PT Rotation started back leading worship on September 13
 - Wednesday night rehearsals resume on October 7th and Worship Choir resumes leading worship on October 11th (Pastor Lamar's first official Sunday)
- Christmas Eve Service(s)

Communications

- Online streaming Platforms/Virtual Congregation
- Church Comm/Tech Teams – the unsung heroes
- Comm/Tech Team in action during the pandemic
 - Collaborated extensively with leadership to communicate messaging and critical updates
 - Weekly Pastor/Director updates on Facebook
 - Supported the Music/Worship arena on transfer of all equipment needed to facilitate corporate worship to the Fellowship Mall and then back to the WC; pre-recording services; real time support; and audio/visual production
 - Drew shifting to regular weekly video announcements

Missions

- Rebalancing of Mission priorities and shift in emphasis to need for local outreach
- Reach 2020 was launched on March 1st, 2020
 - Approximately 3,000 “We Appreciate You” and “Come Sit With Me” Cards were taken by Hoffmantown members
- Pandemic hit the following week and essentially grounded all organized outreach efforts
- Partnered with Disaster Relief to take meals to needy people who were shut in their homes
- Legacy Ministry and the Deacon Ministry partnered to take meals to the homes of some of our senior saints
- Began a series of strategic meetings in June with local church leaders to prayerfully discern how best to engage our unique context of Albuquerque with the gospel
- Waiting for Lamar to on board before delineating next phase of Reach 2020
- Samaria and Uttermost Update – Dezbah Jesus

Kids and Children

Presenters –Darlene Dickson – Supervisor of Children's Ministry

- Children's
- Philosophy of Children's Ministry
- Curriculum
- During Covid...
- Plans to return to the building for Sunday School -- Oct 11th
- Awana Update

Students

Presenter – Nathan Brannon – Chairman of Student Ministry

- Philosophy of Children's Ministry
- Curriculum
- During Covid...
 - Weekly communications to the Parents in sending the Sunday School Lesson
 - Mailed Daily Devotion Magazine to Students.
 - Home Groups for Students 1st and 3rd Sunday from 5:00 pm to 6:30 pm
 - College Group on Thursday's night via zoom now Starbucks
- Plans to return to the building for Sunday School -
 - Oct 11th

Equipping Ministries

- **During Covid...**
 - Worked with Sunday School to get their classes online via Zoom, Google Meet.
 - Currently working on Sunday School on their return dates
 - Status of Sunday School – in building and Zoom on August 30th
 - Fresh Encounters – Young Married -
 - Fuentes Class
 - Upcoming Classes
 - Merv Jersak – Oct 4th
 - Rob Mahon - Oct 11th

Adult Family Ministries

- Men's – Johnny Brannon
 - Philosophy of Ministry
 - God's Leading
- Women's – Julianie Lee
 - Philosophy of Ministry
 - God's Leading
- Legacy – Kristie Stafford
 - Philosophy of Ministry
 - God's Leading
- Biblical Care – Kathy Tesch
 - Philosophy of Ministry
 - God's Leading
- Prayer – Elizabeth Domzalski
 - Philosophy of Ministry
 - God's Leading