

LIFEPOINTE CHURCH



Notice of

ANNUAL BUSINESS MEETING

November 3, 2024 | 11:00am in the Worship Center

Q&A Session: October 27, 2024 | 11:00am in the Fireside Room

Agenda: Annual Business Meeting – November 3, 2024 at 11:00am

- A. Re-Election of current elder Paul Jonez to the Elder Board for a second 3-year term through October 2027.
- B. Election of new elder candidate Chad Hall to the Elder Board for a first 3-year term through October 2027.
- C. Budget Proposal for Fiscal Year 2025 (FY25)

This document has been prepared for distribution prior to the Annual Business Meeting to be held on November 3, 2024 at 11:00am in the Worship Center, and prior to the special Q&A session on October 27, 2024 at 11:00am in the Fireside Room.

Greetings, LifePointe Church -

We have much to praise God for this year! This year we are allotting a special Sunday worship service for looking back at what God has done in our midst; please plan to join us for the Celebration Sunday worship service on October 27, 2024! This will be a time to look back and celebrate some of the things that God has been doing in our midst this past year, in order to glorify God and honor the work of the gospel in our midst.

The following week join us for a special Vision Sunday worship service on November 3, 2024 as we look ahead to where God is taking us in the coming year. Following this service will be LifePointe’s Annual Business Meeting at 11am on November 3, in the Worship Center.

As we take our *next steps* into a new fiscal year – which, for us, represents a new season of vision-driven planning to accomplish our mission of making disciples – it is the sincere desire of the elders that no voice or question be left behind. **In that spirit, we need your help to make sure every question is heard and addressed.** *If you have questions regarding Elder candidates and/or the upcoming budget plan, please plan to attend the special Q&A session on Sunday, October 27 at 11am in the Fireside Room.*

If you cannot attend the Q&A session provided October 27, please call or email an elder with any questions or input you have. Any of us are happy to talk with you, or meet with you or your LifeGroup or DTM. While there will be a focused time for discussion and questions during the Business Meeting on November 3, history has proven the business meeting itself simply does not provide the best opportunity to honor every question that may come up in a congregation of our size. With this in mind, **please make every effort to love your church by pursuing opportunities to provide feedback and ask questions prior to the Business Meeting.**

Please join us in prayer for this new year, as we take our next steps together. God is good!

With deep love in Christ,
LifePointe’s elders

LifePointe Elder Board		elders@sharethelife.org	
Paul Jonez	303-517-4251	jonez.paul@gmail.com	Lay Elder; Elder Board Chairman
Jim Ramirez	970-402-6170	jramirez47@comcast.net	Lay Elder
Brad Miller	970-214-2504	wbradmiller@msn.com	Lay Elder
Scott Van Alsborg	970-481-3433	js-va@hotmail.com	Lay Elder
Ross Ridgeway	970-232.8370	ross2work@gmail.com	Lay Elder
Craig Fortunato	970-425-3069	cfortunato@sharethelife.org	Pastor of Community Life & Preaching; staff Elder
Zack Yarbrough	970-236-1912	zyarbrough@sharethelife.org	Pastor of Vision & Preaching; staff Elder
Wes Moore	970-344-8344	wesmoore@sharethelife.org	Pastor of Administration & Preaching; staff Elder

Agenda Item A: Re-election of current elder Paul Jonez to the Elder Board

The Elders recommend Paul Jonez to the Elder Board for a 3-year term to end October 2027.



Paul Jonez

The Elders are excited to once again present Paul Jonez, now as returning candidate for Elder. We have evaluated Paul's qualifications – including his service during the last 3-year term – and find him to continue to be well-qualified according to the Scriptures and our by-laws, and gifted in such a way that will greatly benefit the church. We resonate with Paul's deep love for God's Church, both at LifePointe and throughout the world, and are excited about seeing the church continue to benefit from Paul's experience, wisdom and humility.

Opportunities to know Paul better, or to bring questions for the Elders with regards to his candidacy, are available at this year's special Q&A session:

October 27th | 11:00am | Fireside Room

My beautiful wife Becca and I first came to LifePointe shortly after we were married in 2008, when we were asked to help with a youth ministry event and had so much fun that we never left! We met in Fort Collins after graduating from CSU; having both been involved in campus ministry at Cru, we shared a passion and excitement for student ministry and relational discipleship.

We have always loved serving and being involved here at LifePointe in various ministries from youth to nursery to men's and women's ministry and everything in between. We are blessed with two beautiful daughters: Madeline age 11 in 7th grade, and Ainsley age 9 in 5th grade. We have been able to dedicate both of them here at LifePointe and watch them grow and make friends in youth and children's ministries.

It was at an early age through my family that I first received Jesus. Ultimately, my faith and love for Jesus really became my own as a student at Colorado State University as I was active in the ministry of Cru on campus. That's where I participated in and led student Bible studies as I began to live-out my faith in Jesus.

I work for a general contractor in commercial construction as a cost estimator and preconstruction manager, and Becca works as a Registered Nurse for our ministry partners at Alpha Center. I love spending time with my family, time in my shop woodworking, and playing in the snow in the winter.

I'm excited to for the opportunity to return and serve as an Elder. God has shaped me, refined me, and changed me through this role as I've had to depend on him, and offer him my meager gifts to be used by him in ways only he can do. I love the people at LifePointe and I'm excited about how God is working here in a world that needs Jesus more than ever. I know that the only way I can fulfill this role is to live a life more and more dependent on Jesus.

If you have questions or concerns for Paul regarding his fitness to serve as an Elder, it is the calling and privilege of Christians to first bring these questions directly to him. You can reach Paul at 303-517-4251 or via email at jonez.paul@gmail.com.

Agenda Item B:

Election of new elder candidate Chad Hall to the Elder Board

The Elders recommend Chad Hall to the Elder Board for a 3-year term to end October 2027.



Chad Hall

The Elders are excited to present Chad Hall as a new candidate for Elder. We have evaluated Chad's qualifications and find him to be well-qualified according to the Scriptures and our by-laws, and gifted in such a way that will greatly benefit the church. Seeing the faithfulness demonstrated in his life, we believe Chad to be a great blessing to LifePointe Church.

Opportunities to know Chad better, or to bring questions for the Elders with regards to his candidacy, are available at this year's special Q&A session:

October 27th | 11:00am | Fireside Room

I was born and raised in Fort Collins and liked the area so much that I never saw a need to leave. I attended Immanuel Christian Reformed Church with my family growing up, where I heard about Jesus but didn't understand the holiness of God and the subsequent weight of sin. Through the influence of friends and peers in college, God drew me to himself and I began to see the extraordinary grace that God extended to me. I have been pursuing him ever since.

My wife Katrina and I have been married for 15 years. Katrina is originally from Oklahoma; she spent some time in Colorado Springs before landing at CSU to pursue a music education degree. Katrina has been working with the LifePointe kids since we started attending, first with the Early Childhood Ministry when our girls were younger and now teaching 5th grade with me Sunday mornings during the I am hour. After being a full-time mom for 10 years, Katrina began working at Eyestone Elementary in Wellington as a substitute teacher in 2022 and is now a behavioral para. We have two daughters: Olivia, a 7th grader at Wellington Middle, and Addison, a 5th grader at Eyestone. Olivia is a voracious reader and Addison loves playing soccer. As a family we love camping and spending time on the beach. Katrina and I started attending LifePointe about 10 years ago. We are so grateful for the welcome we first received and the relationships we've since built with our church family.

I am humbled and excited at the prospect of helping lead a church that we are blessed to call home. I appreciate the gravity of the elder role, and I would be honored to join the great group of men who currently lead our church. I believe it is our responsibility to serve God as best we can during our time on earth (Romans 12:6, "Having gifts that differ according to grace given to us, let us use them..."). I feel that the gifts God has given me would be utilized well as an elder.

I graduated from CSU in 2008 with a degree in Civil Engineering. After eight years in consulting, I moved to CDOT in 2016 and now work primarily as a project manager.

If you have questions or concerns for Chad regarding his fitness to serve as an Elder, it is the calling and privilege of Christians to first bring these questions directly to him. You can reach Chad at (970) 402-1505 or via email at chad.douglas.hall@gmail.com.

Agenda Item C: Budget Proposal for Fiscal Year 2025 (FY25)

The Elders recommend a budget of \$1,194,477 for the Fiscal Year 2025 (November 1st, 2024 through October 31st, 2025).

Budget Overview - LifePointe Church Fiscal Year 2025				
Income:	FY25 Plan	<i>FY24 Plan (last year)</i>		
<i>Regular Tithes & Offerings</i> ¹	\$1,048,890	\$1,059,218		
<i>Legacy Giving</i> ²	\$2,382	\$7,044		
<i>Facility Use Income</i> ³	\$34,616	\$31,116		
Income Total:	\$1,085,888	\$1,097,378		
	Proposed FY25 Budget	<i>FY24 Budget (last year)</i>	<i>\$ change compared to last year</i>	<i>% change compared to last year</i>
Debt Service Allocation ⁴	\$84,996	\$84,996	\$0	0%
Global Missions Fund ⁵	\$154,801	\$156,460	-\$1,659	-1.06%
General Fund ⁶	\$846,091	\$855,922	-\$9,831	-1.15%
<i>Personnel & Benefits</i> ⁷	\$577,004	\$582,350	-\$5,346	-1%
<i>Shared Ministry Expenses</i> ⁸	\$224,974	\$236,040	-\$11,066	-4.7%
<i>Ministry Budgets</i> ⁹	\$44,113	\$37,532	\$6,581	18%
Total Operating Budget ¹⁰	\$1,085,888	\$1,097,378	-\$11,490	-1.05%
Total Budget Request, Plus 10% ¹¹	\$1,194,477			

¹**Regular Tithes & Offerings:** Includes general, non-designated giving to the church. The budgeted amount for this line is equal to regular giving through the previous year, and is the primary way that the ministry of the church is funded.

²**Legacy Giving:** Praise God with us! For the last four decades, the church has been administering a special fund setup by church member Don Bigelow upon his death in 1982. In his will, Don gave a broad purpose for the fund: to provide ministry to children and youth, in honor of his mother Edna May Anders Bigelow, and maintain the principal amount of the fund in perpetuity. Through the years, the principal amount in the Bigelow Fund has grown thanks to the careful stewardship of the Trustees. Since 2013, proceeds from the fund have increased, significantly outpacing applications for its use. In an effort to steward well the donor intent of the fund to enable ministry to kids and youth to continue, the Trustees this year are applying a portion of the proceeds to help fund the budget requests of our youth and childrens' ministries. Thanks to the forward-thinking generosity of Don Bigelow as he considered in his last will how to handle the proceeds of his estate, we continue to see a lasting impact in ministry to kids - even over 40 years later! Praise God!

³**Facility Use Income:** \$10,400 is planned from renting one side of the duplex for a period of at least 7 months; \$20,616 is from selected ministry partner organizations who use our building and provide some payment to offset the expense of their actual costs (utilities, HVAC, custodial supplies, etc.) The Trustees have established a set of building use policies aimed to faithfully steward the facility God has given us, by providing access for selected organizations and ministry partners that have disciple-making missions parallel to ours. While these funds have always been included in the budget as an offset to the *Shared Ministry Expenses* category, in recent years the Budget Overview lists *Facility Use Income* seperately for the sake of clarity. This is partly because the Trustees are looking for creative ways to offset operational costs of the facility without disrupting ministry, so our hope is to see this line continue to increase in the coming years.

⁴**Debt Service Allocation:** This is a fixed dollar amount (as opposed to a percentage) that includes all of our minimum annual debt payments. Until our debts are paid off, this will remain a fixed expense.

⁵**Global Missions Fund:** After the Debt Service Allocation is made, the *Global Missions Fund* receives 16.06% of regular, undesignated tithes & offerings. The dollar amount listed above is an estimate for the year based on last year's giving; amount allocated for the Global Missions Fund is 16.06% of actual giving. The Global Partnership Team, under the leadership of **Brian Hoag** and **Matt Beall**, are appointed by the Elders to prayerfully plan how these funds will be distributed.

⁶**General Fund:** After the Debt Service Allocation is made and the *Global Missions Fund* portion is transferred, the remainder of regular giving (along with additional income listed above) is allocated to the *General Fund*. The General Fund covers the church's ministry expenses in three primary categories: *Personnel & Benefits*, *Shared Ministry Expenses*, and *Ministry Budgets*.

⁷**Personnel & Benefits:** This portion of the General Fund provides budget money for payroll needs including staff salaries and benefits. This year's Personnel Budget includes a reorganizing and "right-sizing" our Children's Ministry staff and Worship Arts ministry staff, resulting in the reduction of one Full-Time-Equivalent ("FTE") position. It also accounts for increased costs for medical benefits for our full-time staff, as well as the staff's first Cost of Living Adjustment ("COLA") since 2020. Individual employee compensation packages are confidential, and are set by the Board of Trustees and the Elder Board. Salaries are determined by many factors including funds available, giving trends, and nationally-comprehensive, data-driven salary ranges for people like ours, at churches like ours, in cities like ours.

(notes continued on next page)

⁸**Shared Ministry Expenses:** This portion of the General Fund provides budget money for shared items such as maintenance and repair of the facility and grounds, utilities, information technology, accounting, fire system monitoring, insurance, security, and volunteer background checks.

⁹**Ministry Budgets:** This portion of the General Fund provides budget money for discipleship and program materials. It includes church-wide ministries such as *Community Life* and *Worship Arts*, as well as demographic-specific ministries such as *Children's* and *Youth Ministries*. **We use a vision-driven, zero-based budgeting process** that involves input from both volunteer and staff ministry leaders in determining ministry budget allocations.

¹⁰**Total Operating Budget:** The amount budgeted for the coming fiscal year is equal to the Income Total listed above.

¹¹**Total Budget Request Plus 10%:** It is our custom for the actual total budget amount to be voted upon by the congregation to equal the *Total Operating Budget* plus 10%. Adding 10% to the *Total Operating Budget* provides congregational authorization to spend up to 10% above budget (if giving and income are up) without calling a special business meeting during the middle of the year for approval.

Frequently Asked Questions – Budget Proposal FY25

Can you provide a run-down of the General fund budget for this fiscal year?

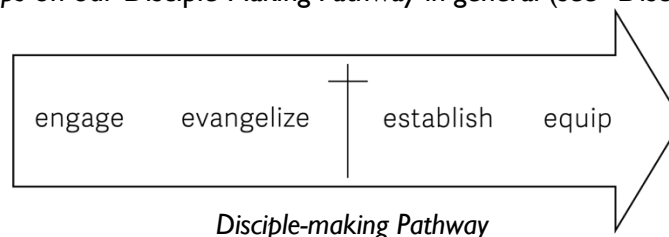
First of all, because the largest chunk of our budget is established by the general, un-designated giving from the previous year, please take a moment to praise God with us for the remarkably faithful, generous giving we are blessed with! We can see God's generosity and faithfulness so clearly evident in the character and actions of His people at LifePointe. Thank you!

Personnel – This year our staff picture has changed significantly; as transitions have happened in full-time positions (Worship Arts Director, Children's Ministry Director) we have "right-sized" these staff positions to align with the size of our church, netting an overall reduction of one full-time-equivalent employee. This was accomplished through the re-organization of our Children's Ministry department into two part-time Coordinator positions, and determining to fill the vacant staff position in Worship Arts Ministry with a half-time position that is yet to be hired. New this year: a part-time admin position who will assist our staff and ministry leaders with engaging the church in operational tasks, in order to free them be more effective in leadership; also, we are working to utilize the Duplex for several internship positions to help the church and invest in the next generation of leadership.

Reducing overall staffing has allowed us to take some significant and much-needed steps for the rest of our staff, including a significant (10%) Cost-of-Living Adjustment (COLA) – the first COLA for our staff since 2020. While this probably only accounts for about half of the inflation rate over the last four years, we are excited to take this step with our staff. We are also able to absorb continually rising costs associated with providing health benefits for full-time staff.

Shared Ministry Expenses - Inflation has continued to impact our expenses, including costs associated with running and maintaining the facility. The Trustees have worked hard to counter-act these increases by finding more ways to operate more efficiently. This is reflected in our reduced "Shared Ministry Expenses" area with an overall reduction in spending, despite a number of individual areas seeing an increase in cost. We are working hard to adjust to the inflationary spikes from the last several years.

Ministry Budgets – The Elders provided priorities for evaluating ministry budget requests that include: requests that focus on providing *Next Steps* for the next generation on our Disciple-Making Pathway; training & development for our staff team that has changed quite a bit and this year will include more newcomers than we have seen in a long time; and ministries that provide *Next Steps* on our Disciple-Making Pathway in general (see "Disciple-Making Pathway" below).



FAQ's – continued

What is missing from this year's Personnel budget?

Employer-funded retirement benefits are still not available for our staff. This is especially a concern, as a number of our ministerial staff have opted-out of social security which means that they are depending on God and the Body of Christ for provision in retirement years. To finish “catching up” on cost-of-living adjustments and begin to provide retirement benefits for full-time employees, we would need to allocate about an additional \$76,000 for personnel.

How is the total budget amount determined?

We work with the plan “this year's giving is next year's budget” as a starting place for the total budget amount. The total general giving amount for the previous 12-month period, plus other listed income, is equal to the **Total Operating Budget** listed in the graphic above. Designated giving (i.e., Benevolence giving, Building Fund giving, special gifts for short-term missions, etc.) is not counted towards *this year's giving* as we plan the following year's budget.

What numbers are members voting on during the Annual Business Meeting?

LifePointe Church's by-laws give members the privilege to vote on the annual budget amount for each fiscal year. While the Trustees and Elders work diligently to consider known variables and create a detailed budget plan to share with the whole congregation, the number we vote on is the Total Operating Budget plus 10%.

Who creates the budget?

Ultimately the Elders are responsible for the budget proposal that is presented to the congregation. The Trustee Board is tasked by the Elders to steward the physical resources of the church, including the work of putting together the annual budget plan, which they present to the Elders. After working together and collaborating with ministry leaders, a final budget proposal is presented to the congregation for approval. The point-person on staff for this process is Wes Moore, Pastor of Administration & Preaching. The Trustees currently include: Marc Snow (Chairman), Jeff Hill, Donn Leber, Chad Hall, Corey Neuroth, Al Larson, and Wes Moore.

What if I have questions about the budget, or want more detail?

Please join us at the special Q&A session on October 27, 2024 at 11:00am in the Fireside Room. If you cannot attend the special Q&A Session, please contact an Elder or Trustee with questions or reach out to Wes Moore, Pastor of Administration & Preaching at 970-484-4053 or wesmoore@sharethelife.org.

Personnel and Benefits is the largest budget section. How is it determined?

While staff compensation packages at LifePointe are confidential, we can share the process used to determine this section of the budget. The Elders and Trustees are responsible for setting salaries and compensation, and they examine a variety of factors. These include both cost of living and nationally-comprehensive data on salary ranges for people & positions like ours, employed by churches like ours, in cities like ours. For several years we have taken steps toward establishing more appropriate compensation packages for our staff.

When does the Fiscal Year begin and end?

LifePointe Church's Fiscal Year runs from November 1 through October 31. Our by-laws require the church's budget to be voted on by the congregation at an annual business meeting that falls within 30 days of the start of the Fiscal Year.