



Christ Our Shepherd Lutheran Church Council Meeting of September 24, 2018

Attendees: Pastor Fritz, Pastor Miriam, Kenny Bartlett, Don Livingston, Martha Kahley, Tracee Daniel, Marty Hagberg, Holly Monahan, Andrea Mueller, Kevin Hawkins, Dewey Patrick and guest Gary Thompson.

Unable to attend: Betty Schmidt.

Devotion – Pastor Miriam’s devotional exercise showed us how each of us approaches experiences from a different perspective. Understanding people’s different perspectives is important in our faith work. She had us “rest” in God’s spirit by prayer and meditation.

August Minutes were circulated via email on September 9th, 2018. The approval quorum was met on September 10th, 2018.

Finance Report – See the full report at Attachment A.

Pastor Fritz Update – See the full report at Attachment B.

Pastor Miriam Update – See full report at Attachment C. Women’s Study, there are so many things going on at COSL, the staff is involved in so many positive actions. Look for a discussion of funds for instruments and worship. All of this speaks to the joy that goes on at COSL.

Worship Service Survey update – After many reviews and changes, the survey is complete and created in Survey Monkey. Kenny will create a Survey Monkey account to distribute the survey to the congregation. Use of Survey Monkey allows the survey input to remain anonymous. The completed survey was tested by various council and staff members to determine ease of use. The council agreed to move forward with survey distribution and is looking forward to the congregation input.

Facilities Update – Holly Monahan discussed recent security incidents at the church and her findings regarding the ability to fully access the church building during the day without being observed. Holly introduced the Facilities Committee Chair Gary Thompson. Gary and Holly read an email from our church insurance company regarding the responsibility of organizations to act on various known risks. The conclusion of the email identified that organizations that do not act on known risks have been found liable for failing to act. Gary discussed the best way to provide security for congregation members, staff and students. Gary and Holly provided a quote from Key Shoppe and provided their recommendation to move forward with security installation. The Council asked about other quotes. A comment was made that an earlier quote from a different vendor was much higher.

MOTION: Holly made the motion: Due to concerns with student and congregational safety, we accept the Key Shoppe 9/20/18 quote not to exceed \$8,700. The requirement will be funded by increasing the facility budget by \$4,350 and funds from the existing facility budget. The security system will provide camera monitoring, key cards, a buzzer to allow entrance, key pad and key card entry at the main door. Motion is seconded by Tracee Daniel.

MOTION PASSED: Unanimous via voice vote.

Personnel Committee update – Performance Objectives, Reviews, 360 evaluation. The update included a discussion of concerns regarding a need for staff feedback and transparency. The Personnel Committee is moving forward with putting together a leader and staff performance objective plan using a 360-degree evaluation (includes input from congregation members, church staff and leaders).

Communication Initiative update: Shelley Casey is now working and doing a great job. There are ongoing efforts to determine the information needed on the web site, how best to present and update the page, and an economical means to accomplish this important initiative.

Stewardship Update: Dewey Patrick discussed that the Stewardship team will meet again on September 25th. The next meeting will finalize the stewardship letter, the estimate of faith giving insert, and the time and talents insert. The book Ask, Thank, Tell by Charles Lane says the best response occurs when respondents “know” the person who asks. Five years of COSL Stewardship results confirm this finding. The annual COSL stewardship program will use our church groups as the primary means of contacting our congregation. To ensure that everyone has a response opportunity, we will also provide contact thru a narthex kiosk and a mail out. The Stewardship kiosk is a great way for members who forget their response cards and want to pick up a spare packet or return a response envelope. Faith response envelopes will be returned via the offering, kiosk or mail. Stewardship Sundays will be October 21, October 28, November 7, and November 14. Our faith continues to discover and grow in this experience.

Adjourn – The Lord’s Prayer (**Next Committee Meeting – October 22, 2018**)

Offering Count Schedule

DATE	COUNT SUPERVISOR	DATE	COUNT SUPERVISOR
September 30	Marty Hagberg	October 21	Andrea Williams
October 7	Holly Monahan	October 28	Dewey Patrick
October 14	Tracee Daniel	November 4	Betty Schmidt

Devotion

DATE	Council Member
October	Kenny Bartlett
November	Kevin Hawkins
December	Dewey Patrick