



**Christ Our Shepherd Lutheran Church Council  
Meeting of December 17, 2018**

Devotion by Dewey Patrick on Ephesians 3. We recognized the wonderful and faithful work of our departing council members (Kenny Bartlett, Tracee Daniel, Martha Kahley, Betty Schmidt).

Attendees: Pastor Fritz, Pastor Miriam, Kenny Bartlett, Marty Hagberg, Tracee Daniel, Holly Monahan, Martha Kahley, Betty Schmidt, Kevin Hawkins, and Dewey Patrick.

Unable to attend: Don Livingston and Andrea Williams.

November Minutes were circulated via email on December 6th, 2018. The approval quorum was met on December 9th.

**Updates:**

Finance Report by Kevin Hawkins: See Attachment A for the full report. Our November income is lower than budget by \$25,042. Most of December offerings come in the last 3 days of December. Kevin discussed an issue with Simply Giving. Simply Giving participants must renew their giving agreement with COSL and their bank. Without that agreement, the funds will not be transferred. A member discovered that funds were not being transferred and is currently updating their agreement. Their offerings are anticipated in December.

Pastor Fritz Update: Our last four weeks have been very exciting! COSL is sharing Christ's message in an impactful way. What an impact. We had 6.2 million views of Sarah Juhasz playing the bell tree during our Love Feast service. Our midweek Advent series has been rock solid and very creative. The kids are moving forward. We have possibilities for a new Connections disciple group at the end of January. We have the 55 + group starting up next week. Betty Schmidt added that non-COSL members discussed with her how much they enjoyed the the Love Feast.

Website Design / Communication Platform Team by Marty Hagberg: We are continuing to make progress with development of a new web site. The company (Reach Right) was provided a deposit. A meeting is scheduled on January 22nd with Pastor Fritz and Shelly to discuss content and content flow. There will be follow on meetings to discuss photography, branding and site layout (wire frame).

Finance Committee Discussion by Marty Hagberg: The Finance Committee requested that the council consider the COSL lifecycle for technology and building needs when budgeting. The replacement of key building systems (like furnaces, air conditioners and roof) and technology (for instance, computers) is not fully funded in our budget. Sue and the Technology team came up with a means of replacing 5 computers so that the staff can be upgraded to meet current software requirements. The Finance Committee asked for the Council viewpoint of Council member counting supervision activities. Most of the Council members said that they do not consider supervising counting to be a problem. The Counters are outstanding and are experts. The Council Member functions more as an "Observer" and less of a "Supervisor." Council members are comfortable with this arrangement. When services like Christmas are counted on a week day by our Church Accountant and a counting team, the council agreed that a Council member is not needed to supervise since other appropriate supervision is present.

Stewardship Update by Dewey Patrick: We receive a summary report including number of estimates received and total funds. As of December 17th, we received 113 faith estimates from the 385 response packets distributed. The total funds estimate is currently approximately \$50,000 less than last year but

we are continuing to receive a few estimates. Dewey asked for additional stewardship recommendations and any impacts on our 2019 budget months. Kevin reiterated that December giving will be important to consider. The Council discussed the need to communicate, communicate, communicate with our members about the wonderful COSL missions accomplished throughout the year. Pastor Fritz discussed the best practices in the book Ask, Thank, Tell by Charles R. Lane. One of these best practices is to send out thank you notes to members who returned stewardship packets. Dewey said that stewardship can send out thank you notes to members who returned time and talent sheets. Also, Dewey will ask Finance (Bob Blackburn) if there is a means to send thank you notes to members who returned faith estimates. The council will review our stewardship status in January.

2019 Council Candidates & Synod Assembly Candidates Status by Kenny Bartlett: Don Livingston provided our current status. Four of our five candidates accepted their nomination. We are contacting our 5<sup>th</sup> candidate. We have three candidates for synod assembly also. We believe Don contacted all of them and they have accepted. We will confirm with Don.

Worship Effectiveness note to the Congregation: Don Livingston consolidated the survey information and Kenny Bartlett will send this information out as an email to the council for review.

Over 55+ Objective Update by Tracee Daniel: There are many people interested in this new program. Tracee is planning on sending out information to the congregation in the February newsletter.

Palmetto Road Update by Holly Monahan: Many thanks to Kevin Hawkins for providing a letter to Palmetto neighbors. Sixteen families will be called on when COS letters are personally delivered. The Facility committee thinks that teams of two should go to each home and that it should happen during a two-day period. Volunteers from Council and Facilities are requested. The committee thinks that more information needs to be given to each family. This information should be said to them personally; each team will present the same information. Additional updates:

- Two new no trespassing signs were posted. Later, they were found turned around to face our property.
- Fence repairs cannot be made until the property line is marked correctly. We cannot repair another property owner's fence. A survey will likely be necessary.
- The lake is in better shape with the abundance of rain.

The Facility Management members want to know if Call To Action funds can be used to make the necessary repairs and implement security measures.

Security System Update by Holly Monahan: Security installation is on schedule. It will be activated February 1<sup>st</sup>. Congregational Informational meetings will be held Sunday, January 6 and Wednesday, January 9th.

COSL Main Campus Roof leaks update by Holly Monahan: Chastain Roofing called Sue Kunig Saturday and asked if there had been any new leaks. They have been proactive by following and sealing seams and nail heads. (Holly explained: The history of building maintenance and repairs need to be compiled and made accessible. Sue and Holly volunteered to do. For example, years ago the church's foundation was sinking. Pilings were drilled deep into the bedrock. This was done at the PTC library during the same time but no one remembers the date.)

January Meetings and Council Retreat by Kenny Bartlett. The Congregational meeting will be January 20th. The Council retreat will be the following Saturday January 26th. The January Council meeting is Monday January 28<sup>th</sup>.

Decisions:

Atlanta Bar Church (ABC) Update and ABC Motion by Tracee Daniel: Tracee provided email information (See Attachment B for her full report) prior to the meeting for Council consideration. A few items from the report are listed below:

1. I have sought the insight and feedback from the Finance Committee and have communicated directly with Pam Gould. I requested the input from John Musil. Pam commented that this arrangement with ABC *"should not be difficult. It's a matter of setting up the accounts. Not a big deal"*.
2. ABC's budget for fiscal year 2018 project a deficit of (\$14,790). This is after the contributions by the ELCA, The Synod, and Redeemer. For 2019, without Redeemer and with some increases to salaries, the budget will reflect a deficit of (\$66,465.00). What this means for COS is nothing. What this means for Pastor Karen is that Karen and her DEM (Director of Evangelical Missions) need to find \$66,465 or make cuts in her expenses. As head of this mission outreach, it is Karen's responsibility to secure financial backing. Payroll tax is based on actual payroll. Or as Pam says it better: *"If there is no money, people do not get paid, no payroll taxes due. I don't see an issue. The council would have to determine how to handle Karen's benefits"*.
3. The question was also asked "If things go "south" for whatever reason, is Christ Our Shepherd locked in for an entire year, or can we remove ourselves sooner?" If things go south, *No, we are not locked in, and we would work with the DEM to end the agreement.*

The following Council Member discussion occurred during the Council Meeting:

1. Why is Redeemer dropping the Bar Church? Tracee said that Reverend Karen Stephenson has been with Redeemer for many years. Karen feels a calling to do the Bar Church as a mission commitment church. In this arrangement, Karen will supervised by the Southeast Synod Director of Evangelical Missions (DEM), John Mocko.
2. Finances: Tracee reiterated that there is no financial commitment of our church. Karen asked that we fund 2 liturgies at \$500 each. A member is willing to provide these funds if the church is unwilling.
3. Pastor Miriam discussed a need to communicate with our church to ensure our church members understand the limited nature of our commitment. Dewey asked if this could be included in January information meetings prior to a council vote. Kenny Bartlett said that we do not want to string along the Bar Church and that we should consider Motion 1 during this meeting with the understanding that approval would be contingent on the agreement of Sue Kunig and Bob confirmation of additional fiscal agent duties. Tracee asked that Motion 2 (provided with her report) be withdrawn from consideration.

Tracee Daniel made the following motion. Seconded by Marty Hagberg:

***MOTION: Christ Our Shepherd (COS) to act as Fiscal Agent for Atlanta Bar Church (ABC) with an agreement to begin no later than June 19, 2019 and end no earlier than May 20, 2020. This agreement will be reviewed for renewal on an annual basis. In this agreement, COS would become a co-employer with the ELCA and the Southeastern Synod, for Reverend Karen Stephenson (PK) and those employed by ABC (currently six part-time musicians). COS nor Pastor Fritz Weise nor Pastor Miriam Beecher would play any supervisory role over Karen or the employees of ABC. The Director of Evangelical Missions for the Southeastern Synod (Mr. John Mocko) is the only person***

*in a supervisory capacity. COS would receive all available funds from ABC to pay Pastor Karen's salary and benefits, and to cover her under Workmen's Compensation. Funds include the \$20,000 contributed by the ELCA, the \$4,000 contributed by the Synod, all donations and fundraising monies, and all revenue from ABC merchandise. In addition, COS would pay the payroll taxes for Pastor Karen and the employees of ABC, run all pertinent financial reports, process reimbursements and handle all general banking needs. The time demands for these functions are approximately 12 hours per month. Motion to be confirmed by Bob Davis and Sue Kunig.*

**MOTION PASSED:** *The motion passed unanimously. Kenny Bartlett to confirm with Bob Davis and Sue Kunig.*

Adjourn – The Lord’s Prayer (**Next Committee Meeting – December 17, 2018**)

**Offering Count Schedule**

DATE	COUNT SUPERVISOR	DATE	COUNT SUPERVISOR
December 23	Betty Schmidt	Dec 24 <sup>th</sup> – 8:30 pm and 10:30 pm	Martha Kahley
Dec 24 – 4:30 pm	Betty Schmidt	Dec 25 <sup>th</sup> – 10 am	Tracee Daniel
Dec 24 - 6:30 pm	Don Livingston		