



Christ Our Shepherd Lutheran Church Council
Meeting of March 25, 2019

Devotion by Holly Monahan: 1 Corinthians 7:17-24. Bloom where you are planted. God takes care of us and prepares the way for us where we are. Thank Him for where you are and ask his help for you to bloom in that place. -The Christian Working Woman

Attendees: Pastor Fritz Wiese, Pastor Miriam Beecher, Don Livingston, Bernice Huie, Holly Monahan, Kevin Hawkins, Dewey Patrick, Molly Breckling, Eric Jakubowski, Michael Oliver, Andrea Williams

Absent: Robbie Martin, Marty Hagberg

Guest: Sue Kunig, representing Robbie Martin

February Minutes were circulated via email on March 3. The approval quorum was met on March 7.

Questions from Council on Financial Documents by Kevin Hawkins: Operating Fund Analysis
General Comments: Feb Income \$75,123 is higher than budget by \$1,652. Offerings were flat to budget (within \$360) and Expenses were better by \$4,453. Feb Expenses \$79,259 is lower than budget by \$4,453 primarily due to one staff opening of \$3K. Feb Net Profit \$ (4,136) is better than budget by \$6,105.

Discussion: Don asked if we closed most of the gap. Kevin said we will close 45K over budget. We were just better than break even last year. He said that staff is good at finding pockets of money.

Pastor Fritz Update: See attachment.

Pastor Fritz said we are blessed to be a blessing and mentioned Dewey's video of their disaster relief trip to South Georgia. He also commented on the welcoming of and use of our building by music teachers. He said the goal for 2019 was to increase attendance by 5%. Pastor Fritz said that 48% of the congregation said they did invite a friend, so the increase in attendance can be the result of more friends or more member coming to worship service.

Discussion: Don asked Miriam can we can an update on attendance by week and by service for the first 3 months of 2019. Pastor Miriam asked about who is being considered for Bishop in the upcoming Synod election, which will be the first election in held in 12 years.

Pastor Miriam Update: Pastor Miriam gave a slide presentation with photos of people and activities that have occurred at the church recently. She asked whether next year's budget includes the cost of additional nametags. She commented on the great working relationship Molly and she have established. She mentioned the upcoming Sarah Circle evening concert with Mr. Earl Williams. After the recent Methodist church vote, a new family visited the church. Other families are visiting the church too. Pastor Miriam talked about the joy of putting crosses on children and on Becky Lee, who will be the new Director of Connecting Ministry. She talked about Jacqueline Bussie's visit, the installation of a new Stephen Minister, the First Communion class, the Confirmation class visit to B'nai Israel. The Youth group went to the Winter Jam concert. The Game night was successful, as well as, the Preschool's Pancake Supper. She reported that The Apple Tree has names on it.

Process Checkup. Don Livingston: Holly said that Facilities Management Team was on target. Eric recruited Scott Jacobson for Stewardship. Molly said they were making progress with +55 but needed email addresses; Don told her that these are located within the ACS site. Eric added that Sue Kunig is exploring providers other than ACS and will not update information until a decision has been made. Mike said that Traditional Worship was ok, that David has found a source to do live streaming but will need iPhones to use it. He said the Creative Arts Committee is exploring how to make special services more engaging. (The Creative Arts Committee is separate from the Worship Committee.) Andrea has connected with Becky Lee, the incoming Director of Connecting Ministry, re: Evangelism.

Old Business. Don Livingston:

- **Church Council Motion passed via email: That Ms. Rebecca Lee be hired for a 24 hour a week position as Director of Connecting Ministries at a yearly salary of \$23,712 using funds from our existing budget.” Motion was made by Dewey Patrick and seconded by Don Livingston.** circulated via email: March 13, 2019, approved March 14, 2019
- **Motion to support ABC’s petition. Sue Kunig for Robbi Martin: COS to become the Fiscal Agent for Atlanta Bar Church effective 6/30/2019. This commitment requires no financial support.**

The motion was made by Robbi Martin and seconded by Don Livingston. The motion was approved.

Discussion: Information included in the written update from Robbie and a letter from Pastor Karen: There will be NO PAYROLL EXPENSES until ABC can support itself. COS will not have to financially support ABC at all. ABC promotes that ALL MEANS ALL. There is a need for ministry to people who don't feel comfortable in a traditional church. The ELCA has asked us to partner with ABC. ABC has \$25,000 pledged from the ELCA national and the SE Synod. ABC is actively seeking donations from other sources to supplement pledged income.

This is NOT a financial commitment from COS. We will have to support ABC in the form of staff responsibilities etc... The Synod has the final decision.

Discussion: Dewey asked about additional expenses. They are moving to the Amsterdam Café. They are starting over. Don asked about staff time and if Sue and Bob will be able to manage the extra time this will take. ABC will reimburse COS for 5 hours a week. Sue said that it will take additional hours upfront to get the all of their employees set up in the payroll system, plus any vendors set up, and the bank account established. But those hours can be spread over the next 3 months. Sue said ABC has 3 months to set it up. Bob will be managing both books. Sue had concerns about the insurance (Portico) for Pastor Karen. ABC will be going to weekly sessions at the Amsterdam: one week for music, one week for talk and counseling. Eric asked about attendance and Sue said it could be anywhere from 15 to 100 but the average is 50. Eric asked whether we need to ask for money. Sue said that Pastor K said the New Director of Evangelical Missions will handle requests for money. Mike asked about future long-term funding if they were to become a new church. Are we voting a longer yes? Don said this is a renewable contract. Pastor Fritz asked if we have a ceiling. Once the setup has taken place at COS, there will be a maximum of up to 5 hours total per week. Pastor Miriam asked what if they don't have the funds to pay us-is this a gift to them? The answer is no, it is not a gift. It was not voted on to give it as a gift.

Concerning the Synod, Sue said our fiscal year is not June 1 as Synod wants. Dewey said he was impressed with how Sue, Robbi, and Bob have answered questions and that they had everything in writing. Sue said there is a contract. Pastor Fritz asked Kevin if he was confident that we aren't responsible for covering their expenses/cash flow. He asked for more specificity from Pastor Karen and ABC. Kevin said we will have the responsibility to pay ABC money their money and not ours. He said we could be responsible for Sue and Bob's salary expenses, but he does not have a great concern.

He said that Sue and Bob are comfortable with this arrangement. Pastor Miriam asked who signs the legal document and Sue said she does on behalf of the church. Also, all ABC band members are volunteers.

Update on Foundry. Don and Pastor Miriam are trying to find a COS person to be the contact with the Foundry so Pastor Miriam does not. Eileen Conrad may be the person, need to confirm. She would like a co-chair. Who -ever it is will meet with the Foundry monthly.

Discussion: Pastor Miriam said that they now understood that two adults must always be with students. They will use rooms 230 and 233 instead of the Fellowship Hall. The Foundry said they will not have numbers they were hoping for. She said they will need to pay an additional care facility use agreement and will need to sign an agreement. There will be a flat fee for them, a \$150 monthly wear and tear fee. They have also used the mini bus for short trips. Recently, they scraped the mini bus and will need to pay to have it repaired. Don said the Facility Use agreement for next year will not include the use of the bus. Mike asked about unintentional interactions between the Preschool and the Foundry or other groups. The Foundry is using the Cart Path only when they are outside and that all groups must schedule or let Linda Volckmann know where they will be. Sue and Bob will generate an updated fee document for next year.

New Business.

Worship Experience Traditional. Mike Oliver. Mike asked about cleaning up the church membership rolls. He asked how we follow up with non-attendees. Pastor Miriam said that Pastor Weber and she had discussed it and tossed it out to staff. *(Note: Staff and pastors would discuss people we had not seen for a long while, create a list, then pastors would take the list to council. Council president would then ask for volunteers to call people on the list. When it worked it was good, but never became a consistent practice.)* Pastor Fritz said that the Missouri Synod has Elders who are responsible for this.

Stewardship. Eric Jakubowski-E-giving: There are many opportunities and various means including text, e-giving...it texts back and works. It is not user friendly yet, but we can use it. (VANCO handles all the e-banking at the church and Eric wants to find out our current fee with them.) 45% of giving is through e-giving. Don and Eric discussed adding a lobby kiosk with a credit card scanner and tablets. They are ready for the fall campaign. Discussion followed on the Direct Operating fund, or money kept here and not sent to the Synod. 10% goes to local benevolence, such as Fayette Samaritans.

Budget 2020 upcoming. Don Livingston. Don talked about how to prioritize. Kevin said the budget is like the 2018 budget. The 2019 budget is 35K behind budget. Kevin thought we would grow in income.

Discussion: Don asked if we closed most of the gap. Kevin said we will close at 45K over budget. What does Finance team recommend? They had no suggestions except a strong Stewardship program. Don asked about specifics, Eric said Bob will state the number of pledges and totals but not the actuals. Don asked for an average. Don said the current situation needs to be shared, to lay out the facts. Eric said it should be presented as a joy to give instead of what we need to run the church. Dewey asked about discrepancy between pledges coming in and the Annual report. Bob talks to people about using annual giving. How much cushion do we have? Mike said that an aging congregation may affect giving. Kevin said the expense side of budget has been underspent. At the end of this physical year the mortgage will be paid off. Don suggested holding off on maintenance and facilities costs until they are needed. He said we keep telling our story, so more people feel connected and give in line with GDP. Don suggested using ways to use Google to move the church to a higher profile. We could spend \$10 a day or \$300 a month with Google to help us collect real data and then

determine what advertising avenues we need. It may take about 3 months to gather that information. He said investment in organic searches will be beneficial. A month to month contract with Google was discussed. Pastor Fritz said that three people have died recently, three are in hospice, and one generous member has moved. He discussed 'Ask Thank Tell'.

Closing Prayer: The Lord's Prayer

Next meeting agenda items: Palmetto Road security motions

(Next Council Meeting – April 22, 2019)

Offering Count Schedule

DATE	COUNT SUPERVISOR	DATE	COUNT SUPERVISOR
March 31	Hagberg	May 5	Oliver
April 7	Breckling	May 12	Williams
April 14	Huie	May 19	Patrick
April 21	**Easter**	May 26	Martin
April 28	Jakubowski	June 2	Breckling

***The Easter Offering, collected on Sunday, Apr 21, will be counted on the following day, Monday, Apr 22 by volunteer Counters and Count Supervisor*