



**Christ Our Shepherd Lutheran Church Council  
Meeting of July 29, 2019**

**Devotion by Molly Breckling:** How to bring people into church-Molly's story. Raised in a secular home, Molly's parents were young when they married. After Jennifer, their first baby died, Molly's mother asked the Wisconsin Synod for help with Jennifer's funeral. She was refused; she decided to never go to church again. As a result, Molly and her brother were not baptized. Her mother wanted to protect them from the church that had rejected her. After eight years, her parents divorced. When asked her religion, Molly would say Christian, but her friends were not satisfied. Growing up Molly believed that following the rules would gain Heaven, but she didn't know the rules. As a teenager she would go to church with friends; she felt inferior, an impostor, and hypocritical. She felt that she endangered others' salvation. Then she found 2 Cor 3:5-6 (NIV), *"<sup>5</sup> Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. <sup>6</sup> He has made us competent as ministers of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life."* She met Jason, they married and were baptized together. She still felt unworthy and that she was a lost cause. Molly finally felt that God spoke to her when they attended an ELCA church in North Carolina. Romans 3:22-24 (NIV), *"<sup>22</sup> This righteousness is given through faith in Jesus Christ to all who believe. There is no difference between Jew and Gentile, <sup>23</sup> for all have sinned and fall short of the glory of God, <sup>24</sup> and all are justified freely by his grace through the redemption that came by Christ Jesus."* Until then, she had never known a forgiving God. God is always accepting. Unconditional Grace and Love changed her life, (Romans 15:7).

**Attendees:** Pastor Fritz Wiese, Don Livingston, Holly Monahan, Kevin Hawkins, Marty Hagberg, Dewey Patrick, Molly Breckling, Eric Jakubowski, Robbi Martin, Michael Oliver

**Absent:** Pastor Miriam, Andrea Williams, Bernice Huie

**Guests:** Chip Beard, Minka Fulton

**Opening Comments by Don Livingston:** Don went over the night's agenda.

**Questions from Council on Financial Documents by Kevin Hawkins:** See attachment and remarks.

Kevin said that nine years ago when the interest rates were zero and the church had reserves, a decision was made to invest in a stock portfolio. There is income from that most of the time. There is \$340,000 in the account and most of the portfolio is interest. Money has been taken out, but interest is close to 5%. We are saving \$150.00 a month on other fees.

**Discussion:**

- Mike asked if the church is \$3700 overdrawn and Kevin said no. He explained that we have overdraft protection provided by the savings account and then, by the line of credit. The account does not fall below \$18,000.
- Mike also asked about the \$5000 increase in insurance and if other insurance companies were an option. Robbi volunteered to ask Sue about different insurance companies.
- Don asked about collections being down for three months. Kevin explained that 12 families have left the church recently but there is also the normal up and down giving. He said there was surplus giving in July.
- Eric asked about the use of excess funds as a possibility for next year; Kevin explained that we could pull from reserves and that we are a faith-based organization. He added that we have been fully staffed for the last three months.
- Robbi volunteered to speak with Sue about the expense deficit of \$8000.00.

**Update on Two Sparrows Village.** Chip Beard & Minka Fulton: Don introduced Chip and Minka; and shared the scope of work document that he and Pastor Fritz develop 6 months ago. That document is call a Ministry Action Plan Summary (MAPS). They used the MAPS document as a discussion guide during this council meeting. Chip said the committee concluded that TSV was a good fit and spoke of how committed the people are. Many board members have children with disabilities who will have no place to go after aging out of the school system. Minka explained that during the two-year option to lease, nothing would change on the property. Chip said that funding the project would be very difficult for TSV and that bringing the community together by reaching out to other faiths, would be beneficial. They said that the possibility of joint access to the proposed Community Center may be a problem/ may not be a problem. Chip explained that TSV would want to sell people homes instead of offering them leases. There may be a possibility of a split income from that. He mentioned that

there could be a risk if the project falls through and the church would be left to bulldoze buildings. He said TSV wanted a COS member to have a voting seat on their board. Chip said that good communication, an action plan, and real estate lawyers are necessary.

**Discussion:**

- Dewey asked what TSV could do with the property for the two years. Minka explained that the developers will only draw plans. COS would not encumber or sell the property during this time. Chip said we need to see the developer's plans as they are made so that we can ensure that meet our needs/ property use plan.
- Mike asked if there are there any negatives and if there is an exit clause. Chip and Minka said the committee did not find any negatives and that there was an exit clause.

**Next Steps:**

- A communication group will need to inform COS members of: 1 status of Palmetto Road, 2-why council is considering a lease with someone else, 3-what an option to lease means that council approved; and 4-TSV's vision. We will use two communication mediums
  - Use Constant Contact; Chip to draft a note and Don to send the email to Shelley Casey
  - at a meeting during the Sunday School hour. The meeting is set for August 18, 2019.
- The TSV committee work that was assigned to evaluate this concept has been completed and is disbanded.
  - We will need to form a new group to work with TSV during this Option to Lease period and pull together the terms and condition where COS would be willing to lease property to TSV.
- Moving forward to develop a lease and terms and condition, it will be important to find members who have real estate deal and legal experience. John and Marlene Young are COS members and real estate lawyers. Don said that he would call her. Eric Slepian was mentioned as a lawyer who does pro bono work. The Synod also has lawyers and Robbi will speak to Sue about them. Pastor Fritz is also reaching out to Brad Jubin.
- The COS member who serves on the TSV board will need to both keep the church informed of TSV plans and provide feedback from the church to TSV.

**MOTION:** Consistent with our COS Vision 2020, 'to continue to create an open community, welcoming, encouraging, and equipping all to grow and make a positive impact', Christ Our Shepherd will offer Two Sparrow's Village an Option to Lease the church property located at 411 Palmetto Rd, Tyrone GA for \$10.00 for no more than two years. Mike called the motion.

**Decision:** The motion was made by Don and seconded by Eric. The motion passed unanimously.

**Pastor Fritz Update:** See attachment.

Pastor Fritz thanked the Council for their love and encouragement in celebrating his 25 years in the ministry. He appreciated the work completed on Two Sparrows Village. Pastor Fritz spoke of the upcoming Hops and Hymns service at Line Creek Brewery in PTC. Several people signed up for Hops and Hymns and more signed up as hospitality helpers. He thanked Robbi for participating in the recent Community Outreach at Shamrock Park. Nine visitors were with us for the Beatles service. They learned about the service through Facebook and from personal invitations. There was good attendance at the Country Gospel service. (Excess food was delivered to the Fire Dept.) Pastor Fritz said that staff and work are going well but that Melissa Jacobson needs support and people to help with the Youth.

**Discussion:**

- Don mentioned the upcoming sermon series "Meaningful" and asked if it will appear on the website. Pastor Fritz said that is the plan and that Shelley and Becky are being trained by REACHRIGHT, the church web developer. The website will go live Aug. 5 before the fall schedule begins.
- Robbi said that Sandra Bohlken will reach out to Line Creek Brewery. The service is on Aug. 18. Eric is on their email list; Robbi will talk to Sandra about LCB's email and the possibility of announcing the service.
- Discussion included passing out handouts and using coasters at LCB. Robbi suggested that handouts would be helpful for songs; Eric said that LCB has a projector. Dewey suggested the phrase, 'All in COSL' for the message on a coaster. Robbi and Mike will check on coasters.
- Robbi volunteered to help with the Youth in Sunday School.

**Improving Decision Making Check-Up** by Don Livingston

**Old Business.**

**June Minutes** were circulated via email on July 2. The approval quorum was met on July 5.

**New Business: Top 8 Priorities + Facilities:**

**Maximize Effectiveness of Church Leadership.** Dewey Patrick:

**Personnel Guidelines:** Dewey spoke of the need to revise the church's Personnel Guidelines. Sue Kunig, the Director of Operations, found that by doing so, less cost would be involved. Staff would work their regular week; it will not cost any more.

**MOTION:** To better reflect ELCA guidance and current COSL practices, the Personnel Committee's COSL Employee Guideline change (attached) regarding holiday pay is approved. The change will be effective September 1, 2019. The motion was made by Don and seconded by Robbi. Don called the vote.

**Decision:** The motion was approved unanimously

**Council Term Limits:** Dewey introduced changing Church Council term limits. Current practice is to elect three members each year for three-year terms; every third year four members are elected. In the past, three-year terms were the norm, but potential candidates are hesitant to commit, and positions are difficult to fill. Two-year terms could be offered and still maintain adding three to four members each year. Each year the church would be able to offer a two-year term for a candidate who is unable to make the three-year commitment. This would require a by-law change. It could be left as is and members could leave after two years, with the position being filled at the next election.

**Discussion:**

- Pastor Fritz said that a two-year term renewable for a third year was discussed in the past.
- Don said it may be worth considering

**Evangelism Plan:** Molly, Becky, Robbi, Mike, and Andrea have set their first meeting.

**Discussion:**

- Don mentioned ways on how to invite more people to COS.
- Eric mentioned using the church van for transporting visitors to the church.
- Mike discussed reaching out to Cresswinds and Pinewood residents.

**Stewardship:** Eric Jakubowski. The Stewardship goal is to help God's people grow in their relationship with Jesus using their time, talent, and finances. The fund drive will be held October-November; there will be other stewardship themes timed to various events throughout the year. At present 40% of the members use on-line giving. Stewardship hopes to increase that to 60%. They hope to receive 250 pledge card responses this year. They may use a poster goal sheet with the theme, 'God's Cup Runneth Over'.

**Discussion:**

- Pastor Fritz talked about leadership and outreach. He hopes to double the participation in the Apple Tree Society.
- The use of various techniques and demographics to increase giving and participation were discussed.

**Expand Groups & Ministries to 55+:** Molly Breckling: Molly said she will be teaching on Monday nights for the next three months and will be unable to attend Council meetings during this time.

**Improve Communication Platform & Processes:** Marty Hagberg. Marty said they plan for the website to go live Aug. 5.

**Discussion:**

- Don asked about a plan to refresh the Key Landing pages on the website monthly. Pastor Fritz said that staff is being trained in uploading content; REACHRIGHT will keep the website up and running. Pastor Fritz said he would share that plan at the next council meeting

**Closing Prayer:** The Lord's Prayer

**Next meeting agenda items:** Plan to Refresh the key Landing pages on the new Website(PF), Evangelism, Stewardship

**Next Council Meeting** – Monday, August 26, 2019

**Offering Count Schedule**

DATE	COUNT SUPERVISOR	DATE	COUNT SUPERVISOR
8/4	Hagberg	9/1	Breckling
8/11	Huie	9/8	Oliver
8/18	Jakubowski	9/15	Monahan
8/25	Martin	9/22	Hagberg