



Christ Our Shepherd Lutheran Church Council
Meeting of October 28, 2019

Devotion by Marty Hagberg: 'Hard times in our lives.' There is a different kind of giving in hard times. There are hard times in everyone's life because we live in a fallen world. God tells us in Deuteronomy 31:6 (NIV), "Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you." After Moses's death, God installed Joshua as the new leader. God tells Joshua in Joshua 1:9 (NIV), "Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go." We empathize with others in need. Reaching out is easy in big events but harder in smaller ways, to a neighbor, a friend. For a friend, who has lost everything in fire, give them photos of their most important life events that you may have. Copies of Christmas photos or their favorite recipes will help reestablish what they lost. Small gestures mean a lot; small acts of kindness are appreciated, Jesus says in Matthew 5:16 (NIV): "In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven." During a period of a hard time, a coworker reached out to Marty with chocolates and a note on her desk. It reminded Marty of her worth and that someone cared.

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

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

Absent: Molly Breckling

Questions from Council on Financial Documents. Kevin Hawkins: (see also, October finance report, Appendix A.) August offerings were \$5,500 under budget; total income was \$5,200 less than budget. Year to date, income is still \$36,000 or 15% ahead of budget. On the expense side, we were basically flat to budget again in September. Year to date, expenses are \$2,400 or 1% higher than budget, driven by timing. Net income for September was a loss of \$15,100, which was \$5,900 worse than budget. However, year to date we have positive net income of \$8,500, which is \$33,600 better than budget. At this point, we have closed about half of the \$64,000 annual deficit in the budget approved by the Congregation in May.

Discussion:

- Don said that expenses were on target.
- Kevin said the net for the year was a little bit of a loss.
- Marty said the Finance Committee asked about tax implications for charitable donations under the Federal IRS regulation, Required Minimum Distribution, that begins at the age of 70. People have asked about using it for giving. She asked if we should we have information about it because we have an older congregation. Thrivent does give presentations on it.
- Kevin said that every year after 70, RMD takes place.
- Bernice suggested a bulletin insert and Pastor Fritz said that it could be included in Constant Contact.
- Pastor Miriam said a member has donated stock to the church before.
- Mike suggested that Wells Fargo could give a presentation on RMD.
 - **Action:** Eric will mention it during the Stewardship Drive on the weekend of November 10th.
 - **Action:** Pastor Miriam said that RMD was mentioned in the 2018 'Aging Matters' series and will contact the tax consultant before the end of the year.,
 - **Action:** Pastor Fritz said a link would be placed in Constant Contact and information will be placed on a table in the Narthex.
 - **Action:** Kevin will contact Wells Fargo.

Pastor Reports

Pastor Fritz Update: See Pastor Fritz full report at Appendix B.

Pastor Fritz thanked the Council for their support of his upcoming Sabbatical. He plans to meet with the guest preacher, a Georgia Tech minister. The current Connect class has seven new families participating. Pastor Fritz asked them why they were at COS. He said their answers were touching and powerful.

Pastor Fritz addressed the recent ELCA controversy. Three families are leaving the church. One family mentioned the national statement on Sanctuary congregations. Pastor stated that COS will not break the law. He reiterated that refugees are vetted by the Federal government before Lutheran Immigration and Relief Services works with them. The recent election of the Synod bishop was raised. Another concern was that a young transgender woman spoke at the last national youth convention. The COS adult chaperones, who accompanied the youth, returned from the convention without negative comments. Pastor Fritz invites concerned members to

come to the pastors for information. He spoke of Wittenberg and St. Mary's, a community church, where Luther preached. There are bells in one room and an apartment where a watch is kept for fires. When the bell rang, everyone looked to the church to take care of the fire. This is a metaphor for COS. COS is here for people.

Discussion:

- Don mentioned that there had been mostly isolated comments.
- Eric said the ELCA website has information about providing housing for people facing deportation
- Miriam stated we can be helpful but not break the law. Robbi and Mike agreed.
- Don asked about the Director of Connecting Ministry vacancy. Pastor Fritz said there is not an update, but people are volunteering to help.
- Pastor Miriam said that she and Eric are working together to also help during the vacancy.

Pastor Miriam Update: In the Connect class, there is one couple with two children and another couple with a six-year-old. Two people are returning to COS after many years away. She said that this is a good group of people. Pastor Miriam has asked Mattie Hellsten to help with Contemporary service, when Sandra Bohlken goes on maternity leave. Mattie has already begun filling in. Pastor Miriam said Mattie is very positive. Becky Lee and Buddy Troy have also helped.

Old Business:

The Minutes were emailed October 2 and approved October 6.

New Business Top 8 Priorities + Facilities

Maximize Effectiveness of Church Leadership. Dewey Patrick:

Administrative Assistant for Worship & Music:

The Personnel Committee makes the following recommendation in response to the departure of Lynn Kalinke.

- **Motion on hiring Administrative Assistant for Worship & Music: "That COSL hire Jonilynn Siepert as Administrative Assistant for Worship and Music at an hourly rate of \$14.00."**

The motion was made by Dewey and seconded by Eric. Don called the vote. The motion was approved unanimously.

Discussion:

- Marty asked how many hours are included. Pastor Miriam said there are 15 hours per week.
- Eric and Mike asked about the process for staff hiring.
- Don explained that the Council approves hiring after the Personnel Committee makes a recommendation. Keenan Allen is the Personnel Committee president and both pastors are also on the committee.
- Eric asked how this position is different. Pastor Miriam said this person is also a second musician and over all the music ministry in Fellowship Hall. They do the detail work.
- Dewey said there are paperwork issues and that Sue Kunig is updating position responsibilities. He said David Beecher, the Administrative Assistant for Worship and Music, and Sandra Bohlken work together in the Music Ministry.

Staff Leave: Dewey said the Personnel Committee discussed ensuring that staff are encouraged to take leave so as not to lose leave at the end of the year.

Update on Performance evaluations & staff benefits. Dewey discussed and explained the process under which the '360 Performance Reviews' are given and then used. The questions that were first used last year are copied and used again. He discussed the different audiences that are involved. Upon receipt, percentages are then calculated. These percentages are used to judge performance. This scale includes: Exceeds Expectations, Mostly Exceeds...Does Not Know... There are 17 questions. Most of the reviews are in and most have responded back but this will continue for several more weeks. The responses are given anonymously except for the review given by staff supervisors. Only the Personnel Committee and Council President receive the results. The results can be used for self-reflection. It doesn't go any further than that.

Discussion:

- Pastor Fritz said that this was helpful last year.
- Pastor Miriam said that staff were more comfortable with it this year.
- Dewey said it takes an average of 7-9 minutes. He added that this has not taken away from the formal January reviews conducted by supervisors. That still occurs in a written format.
- Robbi asked if COS is up to date on paying the right amount to employees. Dewey said that Sue Kunig is checking into the numbers.

External Communications. Don Livingston & Marty Hagberg: Don and Marty gave a brief overview of what has occurred on the website.

Update on search term changes & refresh to COS site: Don asked Marty about using 'Christian' on the front page. Marty said Shelley asked for verbiage to use and where it would be appropriate to use. Pastor Fritz said Becky was asked to do add Christian and

Pastor Miriam responded that when you read through the website and add 'Christian' it doesn't work. Using 'Christian' in background designs does not work.

Discussion:

- Don said \$300 a month is being used to track data on Google. Each click is subtracted from that amount. During the meeting, he opened Google and conducted several searches using different terms: church, Christian church, Lutheran church, Lutheran church near me. An area church with a paid ad was listed first in all the searches. COS was not close to the top of the list.
- Eric asked how long it will take for this expense to become cost effective. How many clicks a month?
- Don replied that we need a lot of awareness; we pay by clicks a month and there are 800 to 1200 clicks a month.
- Pastor Fritz mentioned surveying the Connect class to learn how they found COS.
 - **Action:** Pastor Fritz will survey the Connect Class as to how they learned about COS.

Google has free advertising for nonprofits: Don said we could get up to \$10K a month in free advertising. Marty said Reachright will work with us for a price. Marty will find out from Reachright about this.

Google microsite (via from Mike Barbour): Don said we don't have a microsite and asked Marty to consult with Reachright about it.

Discussion:

- Mike asked what a microsite is. Don said that it's a site that displays on the right side of the page with reviews; it's another place for people to go for information.
 - **Action:** Marty will ask Reachright about Google advertising for non-profits and microsites.

Stewardship Update. Eric Jakubowski: November 10 will begin the discussion of Financial Stewardship in the church. Eric has already presented the campaign to the Finance committee. He will be speaking at the next three services. Eric is pleased with the campaign literature; there is no intertwining between budget and pledges. He asked, 'What role should Stewardship have in a church?' Next year they will have a better idea for the Finance team to use to make a budget. They have already begun working on a plan for next year and several people have already approached him. He asked Council members to help collect Stewardship packets after services.

- **Timeline & update:** The Pledge Collection box outside the church office will be available on weekdays. During Communion, it will be placed on the pedestal and then taken to the Narthex. It will also be used in the Contemporary Service. He hopes pledges will be returned by Nov. 17. He asked Council members to return their Pledge by Nov 10. Eric said that if the amount stays the same, we will have \$60K shortfall next year.

Evangelism Update. Robbi Martin and & Mike Oliver:

Pride Parade: Nine people from COS participated in the recent Pride Parade. She said COS posters were great. Robbi made a 'red door' for the COS booth. People were encouraged to post their comments on the door. By the end of the day, it was completely covered with comments from people about what they need from their church and their family. Most comments were happy. She said Bishop Kevin Strickland attended the Parade. There were also agitators following them and yelling at the crowd.

Hops and Hymns: Another area church has reached out to Line Creek Brewery to host the same sort of service COS hosts in December. Robbi said that COS is advertising for free in area papers in December.

Discussion:

- Eric suggested a joint venture with other churches for Hops and Hymns and for other musicians from these churches.
- Don mentioned that hot chocolate would be great to serve there.
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New residents: Mike said postcards are needed to mail out to new residents. Money is not in the budget, but it might be donated. Carol Jensen-Linton will have more information on new residents.

Discussion:

- A section on the Connect Card was again mentioned for absent member write-ins.
- Pastor Miriam suggested that Robbi should email Shelley about this.
- Eric added that Shelley likes to work two to three weeks in advance. He suggested that we reach out to who we haven't seen.
- Don said that getting people involved in community activities is attractive and that these activities should be added to the postcards.
- Pastor Fritz said people get excited about helping and that Ellen gets them involved in the community. Outreach to involve them in worship is also needed.
 - **Action:** Robbi will contact Shelley about a space for absent members on the Connect card.

Nominating Process. Don Livingston: Don said four people are rolling off Council. Bernice will oversee the nominating committee. They will prioritize candidates after meeting for the Vice President and President for the next year. Pastor Miriam and Bernice will work together. Don said it takes 4-5 weeks to do this. This group includes Committee chairs and members from the ministry areas. Ten people were on the Committee last year with two council members, John Musil, Gary Thompson, Keenan Anderson, Worship and Music...Social services.

Discussion:

- Dewey said to allow the meetings to go on without Pastor Fritz, who will be on Sabbatical. The earlier the meetings are in November the better.
- Eric asked if there are general nominations from the Congregation. Dewey replied that this is not usually done.
- Holly said this would be her final year. They plan to move to north Georgia.

Meeting Dates and Names & Emails of people for nominating group were not discussed.

TSV Update Don Livingston: There is no update currently. Chip Beard is the COS member now serving on the TSV board and will provide future updates. Don said Chip Beard, Tom Rehak, Lisa Manthey will work with TSV members.

Ministry Action Plan. Don Livingston: Don said results will be discussed in both small and large groups. Surveys are being completed slowly.

Process to collect input:

- **Survey Status Dates:** Nov 2, Nov 16: The results will be reviewed at the next meeting. There will be church meetings on Nov. 17 and Nov. 24 to discuss it.
- **TSV survey results:** Congregational meetings will be held on Nov 17 and Nov 24 led by Chip Beard and Tom Rehak.
- **Inviting TSV to COS to have a congregation informational session:** TSV will share their story on a tentative date of Dec 8.

Discussion:

- Don said of the 74 people who responded., 72% said that we should allow a partner to lease the Palmetto Road property.
 - **Action:** Place a reminder in Constant Contact to take the survey and return commitment cards.

Question on a Christmas gathering. Don Livingston: Don asked if Council would like to gather as a group to celebrate Christmas.

Discussion:

- Eric asked if spouses would be included and that he would be happy to host the party. The date is set for Tuesday, Dec 17. Eric asks everyone to bring food.

Homework assignment for next two Council Meetings. Don Livingston: Don asked for members to review the year and share what was learned at the next two meetings.

- accomplishments, what went well, what could be better, what is different
- November Meeting: Don, Mike Robbi, Andrea, Dewey
- December Meeting: Marty, Eric, Holly, Molly

Closing Prayer: The Lord's Prayer

Meeting Adjourned

Next meeting agenda items: Evaluations will be reviewed at the next two meetings with dialogs following. (Eric will collect the work and it will be added to the Council's Google Drive folder.) Survey results will be discussed.

Next Council Meetings - Nov 18, 2019, Dec. 16, 2019

Offering Count Schedule

DATE	COUNT SUPERVISOR	DATE	COUNT SUPERVISOR
November 3	Patrick	December 8	Williams
November 10	Monahan	December 15	Martin
November 17	Breckling	December 22	Patrick
November 24	Huie	January 5	Breckling
December 1	Hagberg	January 12	Huie