



## Minutes from Christ Our Shepherd Lutheran Church Council Monday April 27, 2020

Members Present: Don Livingston, Rick Burnett, Pastor Fritz, Pastor Miriam, Kevin Hawkins, Bernice Huie, Mike Oliver, Robbie Martin, Molly Breckling, Lisa Manthey, Sue Byers, Eric Jakubowski, Mark Bunker

Members not present: None

The meeting was called to order at 6:30 by Council President Don Livingston. This meeting was conducted via Zoom video chat.

Devotional was given by Kevin Hawkins. He spoke of a newspaper article he recently read describing how different Easter services around the world were this year. He also relayed his family's moving experience retracing Jesus's last steps from his trial up the hill of Golgotha to His crucifixion, as well as their visit to the garden tomb that reportedly held Jesus.

Pastor Reports:

Pastor Fritz: **We Had Hoped!**

- Pastor compared the shattering of all of our "Plan A's" during this time of quarantine to that of the disciples seeing their "Plan A" die on the cross. Just like then however, God can have a much better "Plan B" in store for us as it can be a reawakening of faith in our time.
- He also described his virtual meetings with local pastors, synod leadership, small groups, the Men's Retreat and more.
- An update was given on COS trying to ensure our application was in for the second round of CARES Act loans. In addition to Wells Fargo locally, COS is submitting its application through a small business lender in Florida who is the brother of a COS member.
- He also highlighted many ministry moments from the past few weeks: family trivia night, Wednesday Night devotions, Holy Week in a Box, Friday afternoon contemporary music, and dozens of other worship and music experiences online.
- There's lots of effort being made to update COS's database for member contact information.
- Finally, Pastor Fritz challenged all of us to share the COS Facebook posts about worship opportunities on our own pages.

Pastor Miriam:

- There's lots of work being done behind the scenes to bring each service and video to life online. Please consider volunteering to help make these recordings possible.
- Help is needed to do our next level of contacting members.

Financial Report:

- Giving has actually been fairly stable, despite the church building being closed.
- There was an in-depth discussion about COS's assets versus liabilities. We have unrealized gains and losses because we haven't sold (and will not sell for the foreseeable future) any investments. Currently about \$58k behind for our annual budget which ends June 30<sup>th</sup>.

#### Budget Discussion:

- Mark Bunker gave a detailed PowerPoint report on COS's proposed budget for FY20-21. The current draft shows about a \$65k budget shortfall (*Note-Deficit budgets have not been unusual for COS, since we traditionally enjoy greater giving than has been forecast through member financial commitment statements*).
- After significant discussion, guidance was given to the finance committee to rework the numbers a bit assuming a 6% increase in giving (instead of 5%), a loss of \$30k in investment income, a 3% staff pay increase, and the elimination of several facility expenditures.
- A final budget will be presented to council on May 18<sup>th</sup> with a congregational meeting and vote to follow in early June.

#### Palmetto Road:

- A motion was made by Bernice and seconded by Don to accept the new "Christ Our Shepherd Lutheran Church Palmetto Road Property Utilization Protocol" contract. A minor language modification was made to expand who is able to approve usage requests to include the pastors. The modified motion was proposed by Mike and seconded by Rick.

- The motion passed unanimously.

#### Continuing Resolution:

- Pastor Fritz brought up the notion of investigating, authoring and voting on updating the COS by-laws to allow us to conduct church business that requires congregational consent (ie- budget approval, council nominations, etc) via a remote method (video chat, dial-in, etc.). He has been in contact with the Synod and its legal representatives that both concur that it is legally possible. It would require a modification to our by-laws, however. Pastor Fritz will approach either Bob Spruck or Bill Grable to see if they would be willing to do the leg work necessary to make it happen.

#### Personnel:

- A motion was made by Mike and seconded by Bernice to allow for the possibility to increase staff hours to enable the production of the virtual worship experience we've enjoyed since the stay-at-home orders went into effect.
- The specific motion wording was:

**"In light of the unique and ongoing demands of the Corona Virus upon COS ministry, with so much extra congregational communication and on-line ministry coordination required, we increase the hours for the position of Communication Coordinator from 'up to 20 hours' to 'up to 30 hours,' at the same hourly rate of pay, effective immediately. Approval of additional and overtime hours shall proceed according to protocol already established by Personnel Team. This arrangement will be available until further action by Personnel Team or Council."**

- Discussions included that the increase would be a temporary measure on a week-to-week basis to account for the increase in workload during this quarantine period. Additionally, payment would be at the current hourly rate.
- The motion passed unanimously.

The meeting was adjourned at 9:37pm by Don. We remotely closed with the Lord's Prayer together.

The next council meeting will be Monday May 18<sup>th</sup> (one week early due to Memorial Day).