



Minutes from Christ Our Shepherd Lutheran Church Council Meeting Monday February 22, 2020

Members Present: Pastor Fritz, Pastor Miriam, Don Livingston, Rick Burnett, Bernice Huie, Molly Breckling, Sue Byers, Eric Jakubowski, Mike Oliver, Mark Bunker

Members not present: Lisa Manthey, Robbi Martin

Guests 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: Lisa Manthey

The devotional was written by Lisa, but read by Pastor Miriam due to Lisa's absence. She talked about how Covid has thrown off our expectations for nearly everything, including Christmas, family gatherings, etc. How should we react when things don't go as planned? God gives us a pathway to dealing with unexpected circumstances:

Luke Ch1 discusses how the Angel Gabriel visited Mary to tell her that she would bear Jesus. Upon learning this, Mary went to visit Elizabeth, who had been deemed too old to have a child but had still become pregnant with John the Baptist. Lisa stated that when carrying large burdens, it can be helpful for us to confide in or be around people that have experienced similar circumstances in order to help us navigate through those serious issues.

Lisa also relayed how John had spent his life preparing the way for Jesus. Similarly, we as parents spend our life trying to prepare our children for the world and set them up for a better life than our own. Often times, our lives don't turn out how we expected them to, but that doesn't mean that wonderful things aren't happening to and around us just because it's not happening as we pictured.

We all have expectations. It's ok to question things in our lives, as long as we try to understand and believe that Jesus can lead us to where we should be.

Pastor Reports:

Pastor Fritz:

Pastor mentioned several points to council:

- The staff is ready to begin a 8:30am in-person Sunday traditional service after the New Year in order to both address desires from some traditional worship members, as well as create an opportunity to further social distance as Covid numbers continue to increase. *Update—after further consideration of the worsening local Covid numbers, staff has decided to postpone all in-person worship services for the month of January. A new hybrid drive-in traditional service program will be created.*
- Keenan Anderson is stepping down from the Personnel Committee in light of his wife, Barb, accepting a paid staff position at COS.
- Pastor reiterated again that he was very proud of the staff and their tireless efforts to carry on with the mission of the church this past year.



- Christmas Eve worship services are flexing due to rising Covid numbers. There will still be virtual family, contemporary and traditional services, as well as hybrid drive-in services.
- The Fellowship Hall renovations are off and running. A new stage has been constructed and a new soundboard booth has been built at the back center of the room. They both look great and will be a great addition to our contemporary services.
- A new-member "Connect" class has been held with 4 families participating. Two have already been active within the church and 2 are new-comers. Welcome all!

Pastor Miriam:

Pastor highlighted several recent church activities:

- Thanksgiving Eve service / chili supper, Wednesday night vespers, Blue Christmas, the Moravian Love Feast, as well as the Childrens' Christmas pageant and Santa visit. All of these show how COS has found creative ways to continue its mission of serving God's people and spreading His love for us.
- Care Calls, round 3. 316 households were attempted to be contacted. The care team discovered several dozen incorrect or disconnected lines, as well as several dozen more where follow-up pastoral care was needed. One of the big takeaways from the calls was that a significant number of COS members are still not being reached. When taken in concert with the results from the recent Stewardship Drive, we may need to further consider additional methods of reaching out to our membership to ensure they can stay connected and informed with the church. Of those that were contacted, most were very positive and impressed with the church's efforts to stay connected and continue its ministry efforts.

Personnel: Molly

- Keenan Anderson has done a great job as the Personnel Committee Chair the past several years. With his departure due to his wife becoming a paid staff member, the committee is down to just Karl Dietmeyer, Molly (as the council rep) and Pastors Fritz and Miriam. Molly requested names of additional congregation members that might be willing to serve on the Personnel Committee going forward.
- The committee discussed staff vacation rollover to 2021 since many of them were not able to take their vacation days in 2020.

Governance: Don/Rick

- An adhoc group of council members met to discuss the proposed Constitution, By-Laws, and Continuing Resolution updates and give recommendations to the church and council for approval. As a point of clarification, it was mentioned that By-Laws require congregational approval at the next congregational meeting in January, while Continuing Resolutions could be approved by the council or could be presented to the congregation as well.
- The group ultimately recommended 5 changes each to both the By-Laws and Continuing Resolutions.
 - A motion was made by Don and seconded by Molly to accept the proposed updates and present them to the congregation for final approval. The motion passed unanimously.

Stewardship: Eric

- An update was giving on the progress of the stewardship drive. Overall, 104 different online survey responses were received.
- Due to a 30% dropoff in response rate from last year, the decision was made to draft a "2nd chance" stewardship letter, and physically mail it to all members that had not responded to the initial drive. 187 packets were mailed out. We are still awaiting responses from that effort.

Congregational Survey: Rick / Don

- Don walked the Council through the results of the survey focusing on 3 areas a) Comments on the Traditional Service, b) Comments on the Contemporary Service and c) the priorities the congregation would like the Church to concentrate on in 2021.
- He further explained and showed how these three areas were rated based on 3 demographics a) age group, b) service attended and c) length of membership.
- A brief discussion on next steps, focused around the categories of a) loyalists, b) neutrals and c) detractors, took place with an agreement that more detailed discussions on what to do with these survey results would take place between now and the January meeting.

Administrative Items:

1. A motion to approve the November council meeting minutes was made by Don, seconded by Molly and unanimously approved.
2. New members for the Mission Endowment Fund Board were put forward to the Council. They were Jan Christopher, Minka Fulton, Keenan Anderson and Dewey Patrick. Don made a motion to approve these new members of the Board, seconded by Molly with a unanimous vote to approve.
3. Rick reported that Carol Jensen-Linton has agreed to join the 2021 Church Council bring our new member total to 3 (Brad Harris and Scott Bosecker had previously agreed to serve). Rick is still trying for a 4th new member and hope it to be Katie Hausner.

FMT: Lisa

- Update from FMT was brief as we had spoken about the Fellowship Hall Project and its Phase 1 completion during Pastor Fritz's report, complete with pictures. Dave Byers had gotten back to Rick regarding the Sanctuary Lighting Project and promised a more detailed status report after the first of the year.

Communications: Don

Don then provided a brief update on "communications" as it relates to the ongoing work that he, Shelly and Megan Hyatt from Reach-Right Technology are performing related to improving the amount of traffic that goes through the COS website and increasing the length of time that visitors to our website actually stay and explore its content. Mike asked the question related to the monthly \$10K Google grant that we get as a qualified 501c3 organization and whether this had a finite run time and Don clarified that the Grant just keeps on coming as long as we remain a qualified 501c3.

The meeting was adjourned at 8:45pm by Don. We remotely closed with the Lord's Prayer together.

The next regular monthly council meeting will be Monday January 25, 2021. The annual Congregational meeting will be on Sunday January 24th, and the new Council will hold a retreat on Saturday January 30th.