



Minutes from Christ Our Shepherd Lutheran Church Council Meeting Monday February 22, 2021

Members Present: Pastor Fritz, Pastor Miriam, Rick Burnett, Sue Byers, Molly Breckling, Eric Jakubowski, Robbi Martin, Mike Oliver, Lisa Manthey, Scott Bosecker, Carol Jensen-Linton, Mark Bunker

Members not present: Brad Harris

Guests Present: None

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

Devotional: Molly Breckling

Molly spoke about trying to learn and understand God's plan for us. She relayed a personal story of experiencing a death in the family and observing how people tried to find and give peace to her loved ones in times of need. She cited Romans 2:10—"But glory, honor, and peace, to every man that worketh good..." and Isaiah 54:10—"Though the mountains be shaken and the hills be removed, yet my unfailing love for you will not be shaken nor my covenant of peace be removed," says the LORD, who has compassion on you." She concluded that gestures of comfort will have positive effects for both the giver and the receiver, and that through our actions we can simultaneously both give and receive peace.

Pastor Reports:

Pastor Fritz:

- Pastor thanked everyone for their willingness to serve.
- He spoke about the ongoing Lenten series "Fruitful Living" that would focus on the 9 fruits of the Spirit from Galatians 5:22 (love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.)
- He challenged the council, as leaders within the church, to join a small group for weekly 30-minute discussions on fruitful living throughout Lent.
- Kevin Hawkins will take over Stewardship from Eric Jakubowski. Thank you Kevin!
- "Hoops for Haiti" will once again take place during the NCAA Basketball Championship in March. COS will be participating with 4 churches for bragging rights. All proceeds go to supporting the Haitian Timon Foundation.
- He has completed his staff reviews. He will meet with Don/Rick (outgoing/incoming Council Presidents) to have his own review completed.
- He promoted the COS website that has been updated with a special Lent banner and information.

Pastor Miriam:

Pastor discussed how it was a privilege to serve COS, and highlighted several recent church activities:

- Youth and Family. Melissa J. Has done a great job throughout the pandemic keeping our youth involved, from zoom meetings to now starting to meet back in person again.
- Children and Family. Ingrid H. continues focusing her passion and energy in conducting weekly zoom Sunday school, as well as planning future activities.
- She spoke of several pastoral care and worship life issues.



-On a personal note, she expressed her heartfelt gratitude for all the prayers and support that her family has received.

Finance: Mark

- Mark said that January was another tough month, with giving down 24% from budget. He stated that February was looking a bit better.
- We continued to underspend on our budgeted expenses, however, as the building is not being fully utilized yet.
- The \$109k from the PPP is still not included in the numbers yet (income) because we have not yet applied for forgiveness of the loan, although we meet all the criteria to do so. Once it is forgiven, it will appear as additional income.

FY '22 Budget: Mark

- The timeline for the annual budget has begun:
 - 5 Mar Staff inputs due
 - 15 Mar 1st Look draft complete
 - 19 Mar Final draft
 - 24 May Council final look
 - 13 June Congregational meeting to approve
- Based upon an analysis of giving/membership trends over the past 5 years, initial guidance given to Steve, Mark and Finance Committee, using FY'18- '19 as a baseline (last covid-free full year):
 - assume 85-95% monthly cost basis for giving
 - 1% inflation increase in expenses
 - 2% increase in staff salaries
 - Plan to use 50% of PPP amount (~\$50k) toward current FY, and 50% to FY'21- '22
 - Final budget will probably be just below FY'19-'20 budget.

Contemporary Service Annual Plan: Robbi

- Fellowship Hall Phase 1 (construction) complete. Phase 2 (new sound/electrical equipment) will require approximately \$15k beyond the remaining gift funds allocated to the project. More details will be forthcoming.
- The band will be returning in March and they are working on coming up with a date for in-person worship to resume.
- Looking at doing a Music Fest at Palmetto Road, possibly with bands from several other churches, to reenergize folks to the church.
- She would like a committee of folks to help develop ideas to encourage bringing people back into the church since their habits have changed over the past year.

COVID Updates to worship: Sue/Rick/Pastors

- There was a motion made by Carol and seconded by Sue: *"Council approves the indefinite continuation of livestreamed worship services, both traditional and contemporary, assuming that the appropriate personnel and volunteer requirements can be filled."*

The motion passed unanimously.
- The Council also supports restarting in-person worship services as long as CDC and previous COS guidance continued to be adhered to, and adequate staff/volunteer/logistics requirements could be met.
 - Traditional: 14 March, assuming all volunteer requirements can be met
 - Contemporary: Shooting for April, again assuming volunteer and staff requirements can be met.



-Easter: Looking at an 8:30am service at Palmetto Rd and an 11am in-person / livestreamed traditional service. Additional services may be planned if the covid-reporting numbers continue to decrease.

FMT Annual Plan: Lisa

- FMT goals for the year include:

-Palmetto Rd.

-Provide internet to the camp store,

-Come up with a better bathroom solution than the single Porta pot currently on the property

-Explore water solutions, including determining if the existing well could be fixed to make it useful again

-Clear the dam of growing trees whose roots could compromise the embankment

-Get volunteers to help mow/care for the property

-Stock the lake, and possibly hold a fishing derby

-Main campus:

-Make improvements to the sanctuary using the \$55 in gift donations earmarked for it. A committee will begin meeting to formulate a plan to best address the many ideas that have been raised.

Communications Annual Plan: Scott

-Scott began by noting the stark differences in COS's tech/online presence from 15 years ago till now.

-He will continue meeting with Shelley C. and Reach Right on a monthly basis to review our current website traffic numbers and discuss appropriate updates.

Social Services: Pastor Miriam

-Overall, we're waiting just a bit longer to bring more visibility and seek increased congregational support until we are able to really get people back in the door of the church or to gather together for volunteer opportunities.

-“Hoops for Haiti” represents 1 of 3 pillars of COS's social services engagement (local, synod/regional, and **global**)

-Easter baskets will be gathered to help on the **local** front.

-She discussed restarting some of the efforts that were planned for last year but were cancelled due to Covid.

-Joshua's Gift, our backpack ministry, continues.

-The “Ministry of the Month” will continue, although it won't necessarily be a different one each month. There will be an effort to try to spread out our engagement “asks” to the congregation better throughout the year rather than have several concentrated at the same time.

Administrative Items:

-A motion to approve the January council meeting minutes was made by Scott, seconded by Molly and unanimously approved by the council.

-Stewardship. Kevin Hawkins will take over the Stewardship effort this year. Rick will lead a small committee to determine and implement potential updates to how/who financial giving information might be shared beyond how it is now in order to facilitate both good financial planning for the church as well as potential pastoral care opportunities.

-Congregational Survey Follow-up. Rick will meet in person with Mike, Sue and Lisa to further dig into the survey results and determine appropriate next steps to take.



The meeting was adjourned at 8:49pm by Rick. We remotely closed with the Lord's Prayer together.

The next regular monthly council meeting will be Monday March 22, 2021.