

## Minutes from Christ Our Shepherd Lutheran Church Council Meeting

Monday, March 22, 2021

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

Members not present: None

Guests Present: None

The meeting was called to order at 6:30 by Council President Rick Burnett.

The meeting was conducted via Zoom video chat.

Devotional: Scott Bosecker

Scott recounted about a trip he did in 2011 to Brazil. A flight he was operating was cancelled due to a mechanical. All of the hotels were full so the crew had to go to a resort in another town. On the way to the resort, they encountered a thunderstorm. As the taxis tried to drive through the storm, a flash flood developed and began to consume the cabs. 900 people ended up being killed that night. 300 in the town they were in. In his career at Delta, he had encountered various abnormalities but all related to the flights he was operating. Never had he encountered anything like this. In time, the cab drivers found safe ground. As they waited for the waters to recede, people in the town opened their doors to give them drinks and tend to them. They eventually made it back to Rio. As a Captain he had never felt more helpless in a situation but was reminded of the parable of the good Samaritan and how strangers came to he and his crews aid in a time of life and death.

Pastor Reports:

Pastor Fritz –

- Opened with Maya, the Haitian Director. He sent a video thanking COS and other churches for their support. He reiterated the country is not stable but hopes that one day we can join the Haitian people together. Pastor Fritz said the video was sent out to everyone who is participating in Hoops for Haiti. Our Council President, along with Bill Gable are tied for fourth place in the brackets.

- Pastor Fritz thanked all council members for serving. He thanked everyone for participating in the fruits of the spirit.
- Maundy Thursday and Good Friday are pre-recorded services that everyone can connect on their own schedule.
- On Easter, all services will be able to be attended in person. Volunteers are needed especially at the 9:45 service. We did resume the 11:00 AM service and its at capacity.
- Bill Porter's goal at the end of 2021 wants 100 parishioners present at Church service. Talked about goals for church this year. By writing down goals, you are more apt to achieve them.
- Eric asked if we should share the Haitian video out to the congregation. Pastor Fritz responded that he tries to walk the fine line between giving to much information to the congregation.
- Pastor Fritz talked about making sure that the online giving options are valid and applicable to our causes.

Pastor Miriam – Thought about bring a friend service. She asked if that also included online parishioners to capture those who may not be attending in person yet.

- Discussed certain Easter songs some of them African American that reiterated the importance of numbers. Some numbers she wanted to share. A couple of Wednesdays ago the kids entered the church for the first time. The kids abided by social distancing protocols and mask wearing but how wonderful it was to have kids present in the church again.
- Ingrid continues to delight and amaze us.
- There is going to be an intergenerational service for the 5:00 pm Easter vigil service.
- Kids and Music and the Master – reference her report
- Pastor Miriam talked about the Congregational Report of 2020. In the section, there were some questions asking about if we are a positive force in the community or if there was excitement in the church for the future. We felt we ranked high on both of those.

Finance: Mark – 2021 February Monthly Financial Summary

- \$11,000 above budget for February. We are 13% down for the year. The bump could be due to someone contributing an annual gift.
- Made a net income of \$17,000 in Feb.

- June is always an expensive month due to insurance payments. Also maintenance expenses are not factored in. But seem to be getting back on track financially.
- Budget process is in full swing. Goal is that we meet the June deadline of presenting budget.
- Anticipating around a \$38,000 loss for the year. Several members are projecting losses. The average suggests around a \$40k loss. None of this accounts for the PPP loan being forgiven. If the PPP money is factored in, we would have a \$42k surplus at the end of the year.
- Next year, we are anticipating around a \$110k loss next year as expenses return and PPP money not available. We could potentially tap up to \$125k in restricted funds to offset these losses. Have unrecognized investment funds of \$63k that could also be realized if we sell investments.
- Anticipate a 2% increase in salaries.
- Question came up at Finance Committee meeting if we should tithe the PPP money to the synod. Mark is in favor of tithing. Eric also viewed this as income. The consensus is that the PPP money shouldn't matter. It should be treated as income and therefore should be tithed. Molly brought up the question – “could we use the PPP money to give to the synod”. The answer was yes we could, but not all agreed with this.

Yea – Scott, Mark,

Against – Rick, Brad, Lisa

Motion to tithe – Carol moves to table the motion to the next council meeting. Pastor Fritz seconded. All in favor.

Council President: Rick

- Incredibly impressed with the jobs that our staff have done.
- Rick wondered if we should set aside an amount either in the budget or an item for giving to staff as thanks for an excellent job done. Molly said the Personnel Committee is absolutely behind the idea that we recognize the staff for their excellent jobs throughout the Covid crisis.
- Staff are cognizant that they are not paid wages that are comparable to what the real world can pay. Small gestures such as thank you letters, gift cards, or money can be a way of letting them know how appreciated they are.
- In December, we gave love gifts to the staff that were a percentage of their salaries. We have 11 staff including Fritz and Miriam. Rick is going to get together with the Personnel Committee and brainstorm options.
- Bob Spruck - stay status quo regarding offering count supervision.
- Linda Volkman wanted to give a heads up to God's Work – Our Hands, September 12, 2021. More information to follow.

- All council have their plans in. Just because plans are in, don't hesitate to take credit for work that's been done in prior months.

#### Administrative items

- Motion to approve February minutes. Scott made a motion to approve. Eric seconded. Motion approved.
- Scott Bosecker - Communications Meeting on April 8, 2021. Scott will have more information to follow. Scott met with Shelly on March 4 to discuss digital outreach. They got to know each other better over the course of the meeting.
- Scott shared three bullets of accomplishments. He also shared his concerns. Lack of information on working hours or how to contact someone within the church.

Last thing on agenda. Sanctuary improvements. Take a look at documents sent to council.

Meeting was adjourned by Rick at 8:21. We closed with the Lord's Prayer.