

## **Minute from the January 24, 2022 Christ Our Shepherd Council Meeting**

In attendance: Pastor Miriam, Pastor Fritz, Rick Burnett, Steve Gundersen, Shelly Jones, Patrick Bauer, Lisa Manthey, Sue Byers, Carol Jensen-Linton, Mark Bunker, Brad Harris, Scott Bosecker, Sydney Watton, Kevin Hawkins

Absent: None

The meeting was called to order at 6:30pm by Council President Rick Burnett. Rick opened with a prayer that asked for the Lord's blessing on this year's Council and its new members as we begin the work of Christ Our Shepherd in 2022.

Assignments we then handed out for Monthly Devotional responsibilities for the remainder of the year and responsibilities for who would take the minutes of each of our Council Meetings going forward. Rick made a request for someone to step forward and act as the Council's 2022 Secretary in lieu of this shared responsibility for minute recording but as of yet no member has stepped forward to fill this position.

As an ice-breaker and get to know our new members and them get to meet existing Council members the question was posed to each member of Council, "Describe your Church Life when you were in the 8<sup>th</sup> grade". Responses to this question ran from I was not being raised as a Lutheran at that time, to I was a member of Luther League, to I did not have a Church life at that stage of my life, to I was in confirmation at Christ Our Shepherd. Lots of laughs from the group.

Normally at this point in a Council meeting the Pastors would give their monthly report. However, since the COS Annual Report had just been published in time for the Congregational Meeting on Sunday and within that report were Pastor Fritz and Pastor Miriam's annual report, they were not asked to provide a monthly report at this meeting. Both took a few minutes to simply summarize some of their highlights from 2021.

Council had invited Kevin Hawkins to this meeting to give his final report on the 2022 Stewardship Drive, Abundant Waters. He reported that our goal of 140 "Giving Intent Cards" had been met and exceeded and as a result the "Challenge Gift" of \$4,000 put forward by an anonymous Council member would be received. He also stated that both he and Andrea Fisher would remain as leaders of the Stewardship Committee for another year and take the lesson learned and the successes of this year's campaign into the 2023 campaign. The Council stated their appreciation for all that he, Andrea and Pastor Fritz had accomplished with a rousing round of applause.

Mark Bunker then provided his monthly Treasurer's report which in a nutshell was another positive month on the heels of a very positive November. This report (Excel Spreadsheet) is attached to the minutes.

As a result of this year's Congregational Survey a group of folks were assigned by Council to delve into the results of the survey and to decide what we should do with the data collected. This group initially composed of Carol, Sue, Barb Anderson, Mary Brunso took the information regarding how our

congregation believed we had handled COVID and the safety protocols associated with the pandemic and came to a recommended path forward. Carol and Sue took this timeslot on the agenda to report to all of Council their findings and recommendations for Council approval. Their recommendation was to use the “number of positive cases per 100,000 people” or the COVID-19 Transmission Rate to determine using CDC terminology whether our two Counties (Coweta and Fayette) were in a “high” or “substantial” category that recommended masks be worn by everyone regardless of vaccine status. It was further recommended that new signs indicating current Transmission Rate status be posted at all entrances to the building and that this information be contained and updated weekly within the Thursday Constant Contact newsletter to the Congregation. The recommendations received full support from Council and a thank you was put forward for the hard work of this team.

The meeting then moved on with the discussion of COS personnel challenges that we are currently facing. Good news was reported by Pastor Fritz that Laura Hawkins has agreed to stay on a bit longer as our interim Director of Communication. We are even going so far as to refer to her as our LONG-TERM Interim Director of Communications and she will be moving from a volunteer/no-pay status to a paid part-time employee of COS. This was the recommendation of the Personnel Committee and approved by Council. The conversation then moved to the formal hiring of Luanne Harms and Dana Frick as Director and Assistant Director of Contemporary Worship respectively. Council had voted to approve this hiring at the December Council Meeting and to bring them on as 1099 Contractors. Over the course of the past month via the Personnel Committee and in discussions with staff who have an HR background, it was recommended to Council that we reconsider hiring these two individuals as 1099 Contractors and instead bring them on as W-2 Part-Time Employees. As a result of these conversations, this was brought before Council for discussion. It was decided that we should listen to our HR experts. So, a motion was put forward by Rick and seconded by Scott to rescind the previous vote to make these two positions 1099 Contractors. This was approved by Council. As second motion was then put forward by Rick and seconded by Scott to hire these two individuals as W-2 Part-Time employees at a fixed hourly rate and a fixed number of hours/week. This motion was unanimously approved by Council. Finally, Pastor Miriam gave a thorough overview of where we stand with relacing Melissa Jacobson and filing the position of Director of Youth & Family Ministries. This was on the heels of the very detailed discussion she provided to the Congregation at the Congregational Meeting last Sunday. Pastor Miriam drove home three points. First, a temporary, short-term solution to replace Melissa is in place under Miriam’s leadership. Second, a search for a new Director has begun with our alerting both the ELCA and the Synod that we are looking to fill this position and asking for their help and guidance. Third, a new job description is being created to make certain we are up-to-date with what Youth & Family Ministries are focused on in 2022 and beyond. Also, no decisions have been made yet regarding the number of hours and the associated compensation package that will be required to fill this position with a very qualified individual.

Rick and Miriam (both members of the Finance Committee) gave the Council a brief heads up on a couple of items that are currently being discussed in the Finance Committee that could/might require Council intervention and approval at some point in time in the future. These two topics are a) a Governance document that describes the Christ Our Shepherd Annual Stewardship Campaign, who is involved and what are their responsibilities and b) a job description for a new position to be called Assistant Financial Secretary. More to follow on these two topics as we proceed into 2022.

A number of administrative items we discussed as the Council a) approved last month's (December) Council Meeting minutes, b) the Pastors brought us up to date on how the annual review process was proceeding with staff members, c) a quick overview of this Saturday's Staff & Council Annual Planning Meeting and what Council should come prepared to discuss and d) a call out to the new Golden Hammer Ministry that was highlighted in this past week's Constant Contact.

Finally, since no Council member submitted a monthly report where they requested time on the agenda to discuss topics that needed Council's attention or required a motion to be brought to the floor for discussion and vote, it was simply pointed out that FMT, Personnel Committee, Nomination Committee, and Sanctuary Improvement Team had all submitted monthly reports and if members of Council had not yet read these reports they should.

The meeting was adjourned at 8:20pm with the reciting of the Lord's Prayer.

Respectfully submitted by Rick Burnett