

Minutes from the February 28, 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, Scott Bosecker, Kevin Hawkins, Karl Dietmeyer

Absent: Brad Harris, Sydney Whatton

The meeting was called to order at 6:30pm by Council President Rick Burnett. Scott Bosecker delivered his devotion regarding God's protection referencing his family's botched flight to London.

Thank you to Carol Jensen-Linton for setting up Abundant Waters Celebration Breakfast.

Patrick Bauer has agreed to assist Sue Byers and Ingrid Hudson on Children's Ministry.

Although Robbi Martin has rolled of council she has agreed to assist with the Contemporary Service.

Pastor Miriam shared copies of Luther's Small Catechism for the group to read page 15 together. She remembered the Starr's Mill HS student recently killed by a drunk driver and the need for children/young adults to connect to faith. Her report included photos of an owl at the COSLP playground, Red Hat Ladies celebrating together, Wittenburg kids, bowling, LOGOS, LOGOS moms eating out and contemporary service band and singers.

Karl Dietmeyer shared concerns from the Personnel Committee for guidelines/job descriptions to fill Minister of Music and Director of Youth and Family Ministry vacancies. One of the main concerns was documenting the scope of duties performed by David Beecher and Melissa Jacobson and can we afford to pay new employees for the jobs they did under the current job description. Concerns were that we might not be able to afford to pay now for what they were doing. Topics for discussion included whether or not to redefine job descriptions, hours for each job, dividing job duties to hire multiple people, pay and benefits packages. Karl shared his musical history adding a great tribute to David Beecher and all he has done during his time at COS. He was given the permission by council to form a team to investigate

how to proceed. It was agreed that the budget may increase to cover hours to be worked and more positions as opposed a single position for each vacancy. A conversation between Karl and Brad Milburn brought to light the fact that Brad is working more hours than for what he is being paid. Mark Bunker and Steve Profeta agreed that should not happen and will work with Karl and Brad to solve that issue.

Mark Bunker discussed the following documents as shared with Council- COS Budget Sheet, Analysis of Revenues and Expenditures, the Summary of Restricted Accounts , Monthly Financial Statement for January 2022, Restricted Accounts Annual Spending Policy and Dedicated/Restricted Funds-Time of Gift

Mark Bunker shared an update from The Finance Committee. He, Dave Pfundt and Chip Beard discussed spending 10% of restricted accounts. Questions from the Council were why we aren't spending, the need to be responsible, not spending unless there was a true need, what projects are ok to spend money on. It was agreed takes time to get answers. Budget will come to council in April.

A job description is needed for ACS Financial Analyst (currently Assistant Financial Secretary); Considering adding an assistant to Bill Volckmann. More discussion needed to decide who gets to see who donates and how much.

January's Council Meeting Minutes were approved by Steve Gunderson and seconded by Rick Burnett.

Masks. Most everyone seemed joyful without masks and dividing pew row ropes. There is concern that some member felt "mask-shamed" and have left the church although it was never mandated that anyone wear a mask, only suggested or recommended. New questions came up about when to restart "Pre-Covid" traditional communion (possibly Hybrid) and plate passing.

Linda Volckmann's request for a fire pit and adult only beer and wine use at Palmetto Rd was approved for Sunday evening May 29th. Lisa will talk to her about liability form for her event. She will find out whether the Boy Scouts need a liability form when they use the Palmetto Road property.

It was suggested at the previous Staff/Council meeting that the congregation is tired of surveys. This year showed a 43% increase in members taking the survey. The next scheduled survey is already scheduled for the summer. It will be discussed later.

Linda Volckmann emailed Rick that the church van had been vandalized resulting in the loss of its catalytic converter. The police have been notified. Eric Jakubowski will research a garage or building and how to best protect the van from here on out. Council will discuss a budget after his findings.

Richard King from the Tech team would like to implement SP for document management. Rick will contact Richard to set something up. They need to review the Synod Document Management and Record Retention Guidelines to determine whether the SP software can help with document management.

The meeting was adjourned with the reciting of the Lord's Prayer.

Respectfully Submitted by Lisa Manthey