

Council Meeting Minutes
September 26, 2022

Patrick Bauer began the meeting with a devotional that focused on this month of September being suicide prevention month. He centered his devotion around a children's book titled "You are Here for A Reason". Where this is advertised to be a children's book it could so easily apply to any age group, anyone who has thoughts about potentially hurting themselves. He also highlighted the new emergency number 988, similar to 911 but intended to be dialed by individuals that are in a bad place and need to talk to someone, need help.

Rick only opening comments were that the Emergency Release Tax Credit (ERTC) that we have applied for as a result of the impact that the pandemic had on COS is still being worked on by the CPA firm that is representing us and our case to the Federal Government and that no update of significance was provided.

We invited Kevin Hawkins to this month's Council Meeting to begin providing Council with the substance behind this year's Stewardship Campaign. The theme of this year's campaign is **FEED MY SHEEP**. Our goals to feed Jesus' flock in 2023 include the following five key ministry Initiatives.

- 1. MUSIC FOR THE FUTURE**
- 2. LOVE FOR THE LAMBS**
- 3. MAXIMIZING THE MEADOW**
- 4. LIVE-FEED FOR THE FLOCK**
- 5. PAYING IT FORWARD**

These 5 themes will continue to evolve over the next few months as the Stewardship Committee continues to work on this year's campaign. The underlying goal here is to encourage our congregation to not only continue to contribute to the operations of the Church but to also have some focused initiatives that they might want to contribute to in an effort to increase their annual pledge to Christ Our Shepherd. Kevin will continue to be invited to the next few month's Council Meetings to keep the Council informed as to the progress.

Pastor Fritz then provided his monthly report that focused on the Sanctuary Improvement project status and staffing challenges associated with the Contemporary Service Music Program. Related to the Sanctuary Improvement Project, an initial plan has been received from Alberto and Portello Associated that is being reviewed by a small group, readying it for a presentation to the larger group that has been involved with this project from the beginning. This presentation should take place sometime in October. Diana Frick has resigned from the position of Assistant Contemporary Music Coordinator so we are now looking for a replacement and making plans to make certain that the quality of our Sunday Contemporary music does not lose any of its quality while we look to fill this position.

Pastor Miriam's report focused on two things as well, the success of the Sunday worship that was recently held out at Palmetto where 170 people give or take attended. This number to Miriam's great joy included close to 30 kids as well. Pastor Miriam also gave a quick update on the staffing challenges

that we are working on (Director of Youth & Family Ministries, Minister of Music and Director of the Nursery). The Nursery is open and doing well. Shelly Jakubowski continues to do a great job helping to lead the Youth & Family Ministry in her interim position.

Mark Bunker then gave his monthly financial report. We continue to do well both in higher than budgeted income and lower than budgeted expenses over the course of the first three (3) months of the year. Please see the accompanying financial report summary for the details.

Mark then reported on two topics discussed during this month's Finance Committee meeting that needed to be brought to the attention of the Council. First, the Finance Committee voted in favor of changing our Wealth Management Advisor from Wells Fargo to Capital Stewards and Brian Seay, Founding Partner. The due diligence was performed by our investment team and presented and approved by the Finance Committee. Following Mark's presentation and recommendations on behalf of the Finance & Investment Teams, the Council voted unanimously to approve this move. In a nutshell we have been unimpressed with the attention that Wells Fargo has shown to us and our accounts. Brian and Capital Stewards are a smaller Wealth Management organization and we believe our account with them will receive more focus and stewardship that what we had been receiving from Wells Fargo.

Mark then updated to Council on a request from the Personnel Committee to the Finance Committee asking for an additional \$10K in salary compensation for the new Minister of Worship & Music. The work being performed by the Personnel Committee related to searching for David's replacement indicated that we were not competitive with what had been proposed in this year's budget and that another \$10K was required to make us attractive to potential applicants. Finance was OK with this request and after discussion Council was OK moving forward with this request as well. Rick/Miriam took responsibility to get back to Karl Dietmeyer and the search committee with this decision.

Personnel issues had for the most part already been discussed during earlier portions of this meeting so when we got to the agenda item involving personnel updates there was no further discussions.

A motion was put forth to approve last month's Council Meeting Minutes by Rick, seconded by Scott and unanimously approved.

It was reported that Scott and Sue have begun the process of selecting this year's Nomination Committee to select next year's new Council members.

Upcoming dates of importance are 1) all December meetings have been moved up a week so as not to conflict with Christmas so the Council December Meeting (December 19) and 2) the next Church Congregational Meeting will be scheduled for January 22, 2023.

The Council Members were reminded by Rick to please read all the monthly reports that had been submitted and the meeting was adjourned at 8:30am with as is always the case the saying of the Lord's Prayer.