

12:00noon – 12:15 Gathering Time

▪ Once you Join the Meeting, Please Do the Following:

1. Ensure your name displays correctly. To change it:

- Click on “**Participants**”
- Click on your name or “**More**”
- Click “**Rename**”
- Enter your **First and Last Name**

- If 2 People, Enter **BOTH** Names

2. Ensure MUTE is on

3. Click on “**Start Video**” if it’s not on already

▪ During the Meeting:

1. To talk or ask a question:

- Depending on your platform:
 - Desktop/Laptop: Click on the “...” at bottom of the “Participants” tab
 - iPad/tablet/Android: Click on your name in the “Participants” tab
- Then click on “**Raise Hand**”
 - The moderator will call on you
 - Unmute yourself, talk, then MUTE again

2. To adjust the video picture you see:

- Speaker View = Whoever is speaking will appear on screen
- Gallery View = Matrix of all participants

3. To Vote:

- A Poll will pop up on your screen. Answer the question, then click “**Submit**” or “**Next**”
- If you can’t see the poll, we will conduct a visual vote right after. Listen for instructions.

The Meeting will
start at 12:15pm

Congregational Meeting

January 22, 2023

Pastor Wiese

Scott Bosecker

Rick Burnett

Minka Fulton

Mark Bunker

Pastor Beecher

Kevin Hawkins



Agenda – 12:15 pm to 1:30 pm

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- **Vote #2 to approve** CY 2022 Annual Report Rick Burnett 12:35pm
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Quorum Requirements

- Our Constitution requires a quorum of 10% of the Voting Members to conduct Church Business.
- The Voting Member count as of January 1, 2023 was 536
- A quorum will be reached when at least 54 Voting Members are present at this meeting.
- Present members will include both those attending in person and those logged into the meeting via Zoom

Voting Requirements

- Member must be Confirmed or a graduate of the New Member class.

AND

- Between January 1, 2022 and December 31, 2022:
 - Member must have communed with this Congregation
 - Be a member of a household that has contributed to any church fund.

Robert's Rules of Order

- A motion is made.
- A member then seconds the motion.
- This action opens the formal discussion.
- Individuals will need to be recognized before speaking.
 - “Raise Hand” function if you are attending via Zoom when you have a question
 - In person simply raise your hand to be recognized
 - The Zoom moderator will keep track of who has raised their hand and unmute you in order

Video Meeting Etiquette

- Keep your Microphone Muted
- Leave your video Camera on
- “Raise Hand” function when you have a question
 - Click on “Reactions” and then click on the “raise hand” function

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Motion

Move, the congregation approves the June 12, 2022 Congregational Meeting minutes as submitted

- Second the motion
- Open the floor for Discussion
- Call for a vote

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CY 2022 Staff and Council Recognition

Huge thank you to our flexible, Creative, resilient, dedicated, caring staff and Lay Ministry Leaders:

Senior Pastor Fritz Wiese

Pastor Miriam Beecher

Minister of Music- David Beecher

Worship and Music Admin Assistant - Joni Siefert

Director of Contemporary Music- Luanne Harms

Director of Technology for Worship & Presentations - Brad Milburn

Director of Connecting Ministry- Barbara Anderson

Interim Director of Youth & Family Ministry – Shelly Jakubowski

Director of Children & Family Ministry – Ingrid Hudson

Office Administrator & Facilities Management Team Lead- Linda Volckmann

Sexton – Wes Saunders

Accountant – Steve Profeta

Financial Secretary – Bill Volckmann

Interim Communications Coordinator – Laura Hawkins

Director of Preschool - Colleen Ferris

Personnel Committee – Karl Dietmeyer

Finance Team Lead – John Musil

Social Services & Outreach Ministry Leader – Jayne Troy

Also a special thanks to these exiting member of Council - THANK YOU FOR ALL YOU HAVE DONE FOR COS THE PAST 3 YEARS!

Rick Burnett

Sue Byers

Lisa Manthey

Sydney Watton – Youth Representative (1 year term)

Highlights From the Annual Report

1. We found ways to serve our congregation and the surrounding communities near and far through both community outreach to those in need and once again making our facilities available to Christian organizations
2. We executed an always improving communication plan that tried to keep everyone engaged, involved and informed
3. We worked hard to stay Connected via small groups and engaging Church activities
4. Children/Youth & Family Ministries are back in full swing and the Nursery has reopened
5. We are so fortunate to have a resilient, flexible and creative staff
6. We continued to focus on improving our facilities, both 101 Peachtree and Palmetto
7. We have put in place a vastly improved technology foundation
8. We had one of our most successful stewardship drives in recent years
9. We remained focus on an always expanding Body of Christ, God's work, our hands!!

Motion

Thanks to all who submitted Annual Reports

Move, the congregation approves the January 2023 Annual Report as submitted

- Second the motion
- Open the floor for Discussion
- Call for a vote

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FY22-23 Financial Snapshot The First 6 Months

July 2022 – December 2022

Finance Team

John Musil – Chair

Bill Volckmann – Finance Secretary

Bob Spruck – Recording Secretary

Steve Profeta – Accountant

Rick Burnett – Council Liaison

Pam Gould - Member

Buddy Troy - Member

Bob Blackburn- Member

Mark Bunker – Treasurer

Kevin Hawkins – Member

Finance Report - 6 month update

| Through Dec. 2022 | Actual | Budget | Variance |
|-----------------------|---------------|-----------------|---------------|
| Income | 479,491 | 478,202 | 1,289 |
| Expenses | 449,320 | 497,291 | -47,971fav |
| Net Income/ (Deficit) | 30,171 | (19,089) | 49,260 |

- We are 0.3% above income budget and up 11% vs prior year
- Expenses are 9.6% below budget due to savings in most categories with the largest being personnel (\$32K) and maintenance
- Net income is positive year-to-date!
- No capital gains on investment income year to date

Observations on Income and Expense

- Income has been quite variable with an 18.2% miss in October and a 13.1% overage in Dec.
- Expenses are well controlled, as usual, there is some increase in facility maintenance expected in the second half and open positions continue
- Designated giving has been very strong in the first half (~\$95K)
- Sanctuary conceptual design, lighting, and IT upgrade projects largely funded from restricted accounts

Balance Sheet

| | As of December 31, 2022 |
|------------------------------|----------------------------|
| Cash and Investments | 678,763 |
| 101 N. Peachtree Pkwy | 2,300,000 |
| Palmetto Road | 350,000 |
| Other Assets | 302,548 |
| Total Assets | 3,631,311 |
| Temporarily Restricted Funds | (556,620) |
| Net Equity | 3,074,691 |

Balance sheet remains strong

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Feed My Sheep Stewardship Update

- Where last year's Campaign was focused on increasing the number of Congregants that submitted a pledge, this year's campaign was focused not only on sustaining last year's growth in pledges but also a growth in the dollar amounts pledged
- With anticipated fluctuation in our Congregation population due to normal "life events", i.e. families move, new members are added, etc. the number of pledges received were basically the same as 2022
- We had an increase of 4% in the dollar amount pledged for 2023 over 2022

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Mike Earwood



- Raised in Atlanta area
- AB in Physical Education, Lenoir-Rhyne College; MS, Educational Administration and Supervision, West Georgia College; EDS, Educational Administration and Supervision, Lincoln Memorial University
- Played football at LR. Coached football at WG and several high schools in Georgia.
- Developed athletic program at Starr's Mill High School and served as its inaugural head football coach.
- Retired
- Joined Christ Our Shepherd Lutheran Church in 1998. Member of the Grabill GIFT Group.
- Married to Susan; father of Leah and Jason; grandfather of five grandchildren

Jason Hausner



- Grew up in Fairbanks, Alaska.
- Attended Immaculate Conception Grade School and Monroe Catholic High School
- Degree in General Studies from The University of Alaska - Fairbanks
- Married to Katie since 2001 – we have 2 children: Andrew (9th grade) and Vanessa (8th grade); we also have 2 cats
- Have worked in the airline industry for 30 years; 5 with Alaska Airlines and 25 with Delta Air Lines
- Currently work in Delta's Corporate Security Department
- Hobbies include: travel, tennis and pickleball
- Joined COS in 2016
- I look forward to serving on the Church Council

Bill Grabill



- Grew up, the oldest of 6 children, in a military family.
- Degree in Wildlife Management from Arkansas Tech.
- Married to Linda for 54 years. Our adult daughters, Rebecca and Susan, were confirmed and married at COS. We have 5 wonderful grandchildren.
- Retired after 36 years as a national wildlife refuge manager and regional supervisor with the U.S. Fish & Wildlife Service. Served 6 years in the U.S. Army Reserve & National Guard.
- COS for 39 years. I served in various leadership roles at COS, including 2 terms on Council. Served on several Synod committees, most notably, 9 years on the Candidacy Committee.
- I bring the perspective of a long time member of COS with hopes and dreams for the flourishing of our congregation and community. I look forward to serving on council as together we follow Jesus' pathway of joy and life.

Xavier Lee



- Spent his first 10 years growing up in Yorkville, Illinois. The family moved to Peachtree City in 2017.
- Currently a sophomore at Starr's Mill High School with a future goal of attending the US Naval Academy.
- Active in Marching Band, Track, Beta Club, Aviation Club, and History Club.
- Active member at COS participating in Loft and playing tuba in the Brass Ensemble.
- Enjoys saltwater fishing and baseball - Go SF Giants!
- Happy for the opportunity to serve on COS Council.

Motion

Move, the congregation to elect Jason Hausner, Mike Earwood and Bill Grabill to serve 3-year terms as members of the Christ Our Shepherd Congregational Council and Xavier Lee to a 1-year term as the Christ Our Shepherd Young Adult Council member.

- Second the motion
- Open the floor for Discussion
- Call for a vote

2023 Christ Our Shepherd Church Council

1. Scott Bosecker – Council President sbosecker@mindspring.com 770-631-4855
2. Bill Grabill – Council Vice-President
3. Mark Bunker – Council Treasurer (Non-voting member)
4. Shelly Jones
5. Stephen Gundersen
6. Patrick Bauer
7. Carol Jensen-Linton
8. Brad Harris
9. Mike Earwood
10. Jason Hausner
11. Xavier Lee – Young Adult member (1-year term)
12. Pastor Beecher
13. Pastor Wiese

Motion - Update

Move, the congregation to elect **Name 1** and **Name 2** to serve as Synod Assembly reps for Christ Our Shepherd

- Second the motion
- Open the floor for Discussion
- Call for a vote

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Staffing – Optimizing for Changing Ministry Needs

1. The search for David Beecher's replacement for the Minister of Worship and Music is proceeding with promising results
 - Seven (7) applicants have been considered with one (1) applicant standing out
 - References have been checked for the applicant that stands out
 - Zoom interviews were conducted with this individual by the Search Committee
 - Pastor Wiese has had conversations with this individual on a weekly basis
 - This individual will be visiting COS in the very near future
2. Shelly Jakubowski continues in the role of Interim Director for Youth & Family Ministries
 - Shelly has agreed to stay in this role through the first 6 months of 2023 (Through June)
 - Where we have had challenges finding a replacement for David as just discussed, it has been even harder to find qualified candidates to fill this role permanently. We have posted a job description on the COS website and have had discussions with the SYNOD and the ELCA, but to date we have had no applicants
 - There will be a renewed, focused effort by the search committee in 2023
 - Continue to refine the job description and level of effort for this role while working as a team with the Pastors and the Youth & Family Ministries volunteers
3. The nursery is open and the Supervisor of the Nursery role has been filled, with support from volunteers as well
4. The staff/paid musicians for the Contemporary Music Worship have continued to evolve in a very positive manner

Council Focused on the Following in 2022 – Please Read Council President’s Report in the Annual Report for the Detail behind these 11 Points

Top of the list for your Council going into 2022 (As it was presented at last years January 23, 2022 Meeting)

1. Continue to work closely with our COS Staff and ministry leaders to make certain they have everything they need to be successful
2. Continue to monitor/proactively react to virus in an effort to create a safe environment for our congregation, our guests and reopen our facilities to Christian community groups
3. Return to a fully staffed Church office
4. Stay on top of our financial position
5. Follow-up on weaknesses identified in the audit
6. Document Management & Record Retention process and procedures must be put into place
7. Continue to find ways to always be improving our communication activities
8. Sanctuary improvement project continued momentum
9. COS Emergency Plans need to be updated to include chapters on how to deal with a pandemic
10. Keep the stewardship theme of “Abundant Waters” alive throughout the year
11. Continue to make improvements at the Palmetto property

Council Focus for 2023

1. Keep the stewardship theme of “Feed My Sheep” alive throughout the year and stay on top of our financial position
2. Support church staff as we transition to new personnel to support the church’s Worship & Music programs.
3. Support church staff in the search for a Permanent Youth & Family Leader
4. Maintain momentum in the Sanctuary improvement project
5. Continue to find ways to improve our communication activities
6. Continue to maintain & improve the Palmetto property
7. Continue to work closely with our COS Staff and ministry leaders to make certain they have everything they need to be successful

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