

Christ Our Shepherd Lutheran Church Council Minutes February 26, 2024

The meeting was called to order by Bill Grabill at 6:31 PM in the COSLC Conference Room. Those present were: Pastor Wiese, Pastor Beecher, Scott Bosecker, Bill Grabill, Shelly Jones, Patrick Bauer, Mike Earwood, Katie Snyder, Steve Gundersen, Ellen Pfundt, Ben McCumber and Mark Bunker.

Devotion

Bill Grabill gave a calming devotion based on Psalm 46:10.

Opening Comments (Grabill)

President has met with the celebration committee, call committee, personnel committee, finance committee, and transition team.

- There are 7 new recruits on the transition team. Dave Pfundt will chair the transition team.
- There are two new members on the personnel committee. A third is pending.
- Ben McCumber will be council liaison to the call committee and personnel committee.
- Bill Grabill will be council liaison to the finance committee.
- Fritz, Bill, and Ben met with the Synod on the transition plans with Pastor Beecher's retirement..
- Ellen and Bill met with Pastor Beecher to discuss the congregation's final financial obligations to her once she retires.

Pastors Report (Wiese)

7 Segues for good communication:

- 1) Pastor Miriam's transition to retirement
- 2) Interim staffing
- 3) Transition Team
- 4) Call Team
- 5) Sanctuary Renewal process
- 6) Rejoice and Renew fundraising
- 7) Interim worship plan

For more details, see Pastor Fritz's report.

What's the difference between a transition team and a call team? (Grabill)

Transition team represents who we are today.

- What do people perceive about us?
- Why are they attracted to our church?
- What are they concerned about?
- The team will be asking questions, listening, and will also interview staff members (including Miriam).

The Call Team is the team that will receive the information that the transition team puts together.

- Drafts a ministry site profile about our church and candidates will know who we are.
- The candidates also have a profile for us to understand who they are.

- The call committee then communicates with the Synod to receive candidates that fit us. The call committee will do interviews alongside Pastor Wiese and Ben McCumber (co-chairing call committee together).

Vicki Dauenhauer has helped the transition team to gather info (demographics and other facts for the ministry site profile) for the call committee. She has served on call committees in the past. She will be on both the transition and call committees.

Pastors Report (Beecher)

Evaluating the health of the different groups she works with including - working with Ethan (director of youth and family and field work). Bill, Ben, and Shelly J. will continue to work with Ben past Miriam's retirement. Miriam is putting together similar coverage and suggestions for each group she works with.

Suggestion to have a presence when the church building is used by groups. Miriam is in the building the most when other groups are here. It has built good connections with groups (e.g. Boy Scouts). It's a statement of hospitality for them to see a face from the church.

Treasurer's Report (Bunker)

- January Revenue is \$14,000 or 15% over budget. The church is now on budget for revenue for the year. It can change as the year goes along.
- Expenses \$11K under budget
- We received \$22K so far for sanctuary renewal.

See Treasurer's reports for more detail.

Bowman House Status Report (Boesecker)

- Scott has been investigating insurance on the house and premium estimates.
- The church is going to contract for title search and obtain title insurance.
- A group will do a walk through of the Bowman House prior to acquisition - including Mika Fulton, Buddy Troy, Scott Boesecker, and Wayne Martins. Scott plans to video the walk through.
- Anticipate that due diligence will be completed the first week or so of March.

"Guiding Doctrine" for the purchase and sale was discussed.

1. In the event of an offer that requires a repair or an upgrade, assuming the request seems appropriate, a monetary adjustment to the buyer would be preferable to COS taking on the repair or upgrade.
2. "Better" is the enemy of "Good Enough". Generally speaking, during the preparation phase, making the house presentable for sale trumps making it a showplace.
3. Emotion doesn't come into play. This isn't a competition to wring every last cent out of this property. While we should be good stewards of this asset, if we get a solid, reasonable offer we should take it and run like thieves in the night.

4. Selling the house expeditiously should be our goal. As owners of the property, we are paying money for utilities, taxes and insurance every month. While the economy is OK at the moment, we do not know what the future holds. The global situation is uncertain.

For more details, see Scott's report on the Bowman House.

Q&A for Scott -

- How soon can we get it on the market? End of March is the goal. Want to aim for the spring real estate market.
- Staging may be helpful - will be determined after walk-through.

Motions & Vote to Approve - Ben Mc Cumber motions the following 4 items. All carried. Amendments shown in each motion below.

Motion #1: The Council authorizes a team of Council Officers, the Senior Pastor, Council President, Council Vice President and Scott Bosecker (voice no vote) to act on behalf of the congregational council to accept or reject an offer to buy the Bowman house. If one voting member of the team is unavailable, the congregation secretary or another council member may act on behalf of the absent person.

Motion #2: The Council authorizes Minka Fulton to serve as our real estate agent for the sale of the Bowman house and be compensated for her services at ~~customary fees~~ **up to 6%** for real estate transactions in Coweta County.

Motion #3: The Council authorizes the expenditure of funds up to \$10,000 (from Vision & Mission account) ~~only as necessary~~ to ready the Bowman House for sale.

Motion #4: Once the sale of the Bowman House is final, funds expended on the due diligence and preparation for sale of the Bowman House will be refunded to those accounts the funds were taken from.

Personnel Report (McCumber)

- Suggest reworking governing documents as appropriate to make sure personnel comes under the council umbrella because of the issues that the Personnel committee handles.
- Evaluating the Employee Handbook and Orientation handbook practices.
- Looking into Pay and Salary study - what frequency should we be evaluating this?

Facilities Mgt Team Report (Earwood)

- Fellowship hall extension of the stage will be put on hold to wait for Sanctuary Renewal to be complete and to ensure we design it as desired and is most functional.
- Cart path extension permit has been acquired. We have an Art of Landscaping quote for that extension. The new extension will have a stop sign and private road sign, per the City requirement.
- Restrooms will be done this Spring. No later than Mother's Day.
- Painting of Sunday school hallway
- Replacement floor for fellowship

- Art of Landscaping looking at Rose Garden
- Purchase outdoor artificial Christmas tree
- Looking at property between church and fire department and what we do with that land
- More cleaning projects.
- A project proposal pre-COVID - Flag Pole at the top of the property at Palmetto Road with a Veteran's Memorial by it. An Eagle Scout is available to take this project over and do it. Scout will meet with FMT regarding the project.
 - There seems to be pushback on this project and how to handle proposed contributions to Palmetto Road. Do we have a master plan for Palmetto Road?
 - Should we have guidance for FMT, like we have for the Finance committee?
 - Do they always have to bring Eagle Scout projects to council to be approved?
 - Discussion regarding the scope of the project - structures, emotional triggers, or cost?
 - Implications for maintenance of the project - especially with a flag pole.
 - Give the opportunity for the church council to weigh in so they are not surprised by FMT activities.
 - Mike will follow-up with Bill and Pastor Wiese to work on FMT and respond to these issues.

Administration Items (Grabill)

- January minutes – **Motion & Vote to Approve** - Mike motioned to approve. Motion carried.
- Thank You Notes - Shelly - Several new thank you notes for church members complete.
- Governing Docs - Bill - removal of the CR and confusing messages from the Synod. Synod encourages the church to be transparent with the congregation.
- Transition – It's Here! - Bill - letter sent to Laura Hawkins to put on weekly update.
- Celebration - **Motion & Vote on Expenditures**
 - Motion by Ellen to approve \$1500 funding for the celebration team to spend on Miriam's reception. Motion carried.
- Next Council meeting: March 25, 2024
- Next Devotional – Ellen

Closing Prayer & Adjournment

A motion was carried to adjourn the meeting at 8:43 PM. The meeting was closed by all with the Lord's Prayer spoken in unison.

Respectfully submitted,

Katie Snyder
Secretary