

Christ Our Shepherd Lutheran Church Council Minutes March 25, 2024

The meeting was called to order by Bill Grabill at 6:33 PM in the COSLC Conference Room. Those present were: Pastor Wiese, Pastor Beecher, Bill Grabill, Shelly Jones, Patrick Bauer, Xavier Lee, Mike Earwood, Katie Snyder, Steve Gundersen, Ellen Pfundt, Ben McCumber and Mark Bunker.

Devotion

Ellen Pfundt gave a devotion honoring Pastor Miriam.

Opening Comments (Grabill/Lee)

Xavier discussed the D-NOW youth gathering in the last few weeks where youth from multiple area churches of different denominations gathered and spent 3 sessions learning about having a firm foundation in Christ.

Pastors Reports (Wiese/Beecher)

- See Pastor Wiese's report with updates on the 7 segues. Pastor Wiese expressed he is proud of the hard work of the staff and the special events during this season.
- Pastor Beecher provided a short discussion of transition and support of the 7 segues.

Treasurer's Report/2024-25 Budget (Bunker)

- Current budget update:
 - Ahead on giving; under on expenses - mostly due to savings in personnel (less hours than budgeted and less benefit expenses).
- Proposed budget - See presentation slides:
 - 7% increase in budget (5% increase in giving and additional increase from investment gains)
 - Staffing - increases for benefits, relocation, hiring, changes in hours. Discussion included:
 - Is relocation of \$25K appropriate for associate pastor? Suggestion to reduce this to \$15K.
 - Hiring funds - Mark will reconsider the \$10K number and if that's appropriate for our congregation making visits to new pastor or new pastor visiting COS with spouse/family.
 - We tend to be under budget on personnel every year - do we reduce that budget to be more representative of what is actually spent and help balance the budget?
 - Council is not excited about reducing this - there are unknowns of what happens with personnel - if we have to backfill a valuable position? Could we be having staff do more to use their hours? What tasks are undone? Could we have co-positions for some areas if staff are unable to give the budgeted hours in places.
 - Facilities
 - Some projects at Palmetto Rd. like floor repairs, construction of a small kitchen, painting, aerator for the pond. Increase in utilities, insurance are there for about \$10,700. If we run Palmetto Rd. off the gift of the Bowman

house - this could help balance this. We will revisit this topic later in the year after Bowman house is sold.

- Music and Worship
 - Increase in contractor costs, worship supplies, copyright licenses.
 - Worship leaders and musicians are becoming contractors rather than employees (i.e. contractor reclass).
 - “Special Services” is Love Feast and others. Love Feast needs to be funded.
 - There will be a follow-up discussion with Larry on the worship and music budget to understand the requested budget. Some has been paid for in the past using dedicated music funds.
- Discussion:
 - Large deficit again
 - 101 Peachtree deferred maintenance - AC units? Roof? Do we have a maintenance plan for funding the maintenance at 101 Peachtree? We need to have a building manager for this type of tracking and maintenance/repairs.

Personnel Report (McCumber)

3 Motions & Votes

1. The following motion is made to the COS Council:

At the recommendation of the Personnel Committee, COS council accepts the appointment of Kevin Kahley, Jennifer Archer, and Susan Earwood to serve on the COS Personnel Committee

Discussion: This is now a congregational committee. It used to be a council committee. Some matters can be sensitive with Personnel. Bill suggests we move this back to a council committee when we revise governing documents. Then, it would be clear that the church council would appoint members.

The motion carried.

At the March 11th Personnel Committee meeting, the following motion was made and passed:

The COS Personnel Team recommends that COS Council accept Bishop Kevin Strickland's forthcoming appointment of ELCA Pastor Hope Knobler as part-time Interim Associate Pastor to begin ministry on Monday, 22 April 2024.

2. The following motion is made to the COS Council:

At the recommendation of the Personnel Committee, COS Council accepts Bishop Kevin Strickland's appointment of ELCA Pastor Hope Knobler as Interim Associate Pastor to begin ministry on Monday, 22 April 2024. Pastor Hope Knobler will work an average of 20

~~hours/week and be paid an hourly rate. Pastor Knoblers hourly rate and compensation package will be negotiated by the Bishop and COS leadership.~~ **and be paid a monthly rate as negotiated in her compensation package.** ~~The possibility exists to increase Pastor Knobler's weekly hours by church council approval if warranted in the future.~~ Pastor Knobler shall serve COS until either party provides a 30-day notice that life circumstances warrants the wisdom of concluding the ministry service.

Discussion: The final contract states a monthly salary based on 20 hours/week. She is not an hourly employee. Modifications were made to reflect a monthly salary instead of an hourly pay structure.

Motion to accept modifications. Motion carried. Motion carried to accept modified motion.

At the March 11th Personnel Committee meeting, the following motion was made and passed:

The COS Personnel Team recommends to the COS Council that Joni's Siepert's current up-to 10 hours/week work-week be bumped up by 2 hours per week to up-to 12 hours/week, with these hours paid at the current rate.

3. The following motion is made to the COS Council:

At the recommendation of the Personnel Committee, Joni Siepert's work week maximum will be raised by 2 hours per week from 10 hours per week to 12 hours per week pending the signing of a revised letter of understanding between COS and Joni Siepert. Her current hourly rate will be maintained.

Discussion: This is at a \$16.07 hourly rate.

Motion carried.

Miriam exit interview will be conducted by Ben McCumber and Susan Earwood. This will be done off site after retirement to maximize Miriam's time at the church before exiting.

Facilities Mgt Team Report (Earwood)

- There are Eagle scout projects at Palmetto Road that are in various stages - completed, in progress, or finished and need maintenance. Steve Gunderson will serve as a liaison between the church and scouts to handle these projects. Next project will be a new flagpole that will go between the camp store and the drainfield. The flagpole will have a light on it and it is not near the road. This will be low maintenance. No flag will be permanently displayed, but rather used as needed.

The following motion is made to the COS Council:

COS Council appoints Steve Gunderson to serve as the COS Scouting liaison between the congregational council and all scouting organizations.

Motion carried.

Administration Items (Grabill)

- February minutes – **Motion & Vote to Approve** - Katie. Motion carried.
- Welcome Notes to new members this month - Shelly
- Transition Team Update/Questions - Bill
 - Reminder to fill out your transition questionnaire
- Bowman House Update/Questions - Bill
 - Read Scott Bosecker's update. Waiting on one signature from Bowman side to transfer property to COS.
- Sanctuary Refresh - Executive Session
- Next Council meeting: April 22, 2024
- Next Devotional – Katie

Closing Prayer & Adjournment

A motion was carried to adjourn the meeting at 9:02 PM. The meeting was closed by all with the Lord's Prayer spoken in unison.

Respectfully submitted,

Katie Snyder
Secretary