

Christ Our Shepherd Lutheran Church Council Minutes April 22, 2024

The meeting was called to order by Bill Grabill at 6:35 PM in the COSLC Conference Room. Those present were: Pastor Wiese, Pastor Knobler, Bill Grabill, Shelly Jones, Patrick Bauer, Xavier Lee, Mike Earwood, Katie Snyder, Steve Gundersen, Ellen Pfundt. Mark Bunker joined later by zoom.

Devotion

Katie Snyder gave a devotion about gardening (Hebrews 11:1).

Opening Comments (Grabill/Lee)

Xavier Lee: Honoring senior graduates at May service.

Bill Grabill:

This has been a very busy time with all the transition balls we have in the air right now, you might even call them our 7 segues!

7 Segues:

1. Pr Miriam's Retirement **DONE**
2. Interim Staffing - Pastor Carla on board
3. Transition Team- work nearing completion
4. Call Committee - being formed
5. Sanctuary Renewal Project - proceeding on time within budget
6. Rejoice and Renew Fundraising Campaign **DONE**
7. Interim Worship Plan - we are learning

Everyone was encouraged to "Share the Positivity and Progress" message when being faced with anxiety from some members.

Confirmation Sunday was a chance to pause and breathe and say a big **YES**, this is what it is all about as we heard from our confirmands and welcomed these 6 young people as full partners in our ministry.

Pastors Reports (Wiese/Knobler)

- Pastor Miriam's email will stay open for the time being, in case of people who may not know she has retired.
- Interim staffing. Pastor Knobler has started her position. She will be 20 hours/week.
- Sanctuary renewal will lead to requests to see the inside of the sanctuary during the work. Paper is up on the glass and it is locked (for safety). The sanctuary renewal leaders have asked for limited viewing of the renewal to prevent interim questions and detail requests during the process, which is a time consuming task for our volunteer leaders. We are trying to protect the time of our volunteer leaders on the sanctuary renewal.
 - If anyone has a concern, we will discuss it. We will not disregard input.

- Congregational questions should be funneled through Pastor Wiese or Council President Bill Grabill.
- Council discussion about staged progress viewings. We should be accountable to those who have given money. Can we show snapshot updates outside the sanctuary with what is completed so far? Or a graph that can show what progress has been made?
- The Rejoice and Renew campaign is at 143% of the goal. Donations after May 1 will still be accepted.
- COS is #2 in dollars passed on for support of the church's mission. COS is now #1 on statements of intent for the synod.
- See Pastor Wiese's report with updates.

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

- This year's budget is doing very well. The trends indicate the year will continue to go well. The budget still has a large expense for Pastor Beecher's vacation payout.
- Budget proposal: Some tweaks due to updated projections. Projecting 4.6% growth in revenue: 3.2% increase from giving. Additional from investment gains. Other revenue growth reflects a reduction in dedicated fund admin fees.
- Proposed 2025 budget is \$80K deficit based on discussions in March council meeting. See proposed budget slides.

Motion - (by Bill, seconded by Mike) To approve 2025 proposed budget as presented with the following modifications: increase social services to \$1500 and remove aerator at Palmetto Rd.

Motion carried.

Facilities Management Team (Earwood)

- Site development plan proposed by Eric Jakubowski for Palmetto Road with short-term, medium-term and long-term goals was shared. We're looking to engage the congregation and the community to still develop a broader master plan that identifies our ministry focus to guide site development. We will have funds from Bowman House to really shape the ministry at Palmetto Road.
- Palmetto Rd. bathrooms are near complete. Beehives are out at Palmetto Rd.
- Cart path connection to parking lot improvements are ongoing.
- Retired Mechanical Engineer, David Pfundt, has volunteered to work with FMT and develop a long-term maintenance plan for the main church facility.
- Examination of the costs that we charge outside groups to use our facility. The funds groups pay to use the facility are extremely low and may need to be adjusted to be relevant to the current times and cost of utilities and staff being present in the building. We may need to develop a framework on how to charge for the use of the facility. Is there anyone in the congregation that would be informed about pricing per square foot for real estate? Mike Earwood is going to work on this issue before the next council meeting. We need policies and a coordinator for this work.

Personnel / Call Committee Report (Grabill)

Motion: to appoint a Call Committee (by Ben seconded by Mike)

COS Council appoints the following members to the Associate Pastor Call Committee including positions as denoted. This committee will follow the call process as outlined

and supported by the ELCA Southeastern Synod documents, and will regularly report progress to the council as well as congregation. The Call Committee will serve until a new Associate Pastor is called or the committee is dissolved by vote of the COS council.

Call Committee Members:

Pastor Fritz Wiese (Co-Chair)

Ben McCumber (Co-Chair)

Vickie Dauenhauer

Karen Shelnett

Clara Zimmerman

Chris Riecke

Ethan Miller (Seminary Observer) Voice, No Vote

TBD (Youth Representative) Voice, No Vote

Motion Carried.

Xavier will discuss at Youth Group to find an interested Youth Representative. Post meeting note: Hope Catlett volunteered to serve as youth representative in response to Xavier's discussion with the Youth Group.

Administration Items

- March minutes – **Motion & Vote to Approve** - Katie
 - Motion carried.
- Thank You Notes to several members that volunteer significant hours for the church - Shelly
- Transition Team Update/Questions - Bill
 - Some of the survey results have been shared with the council. Narrative responses are still being summarized.
 - When we have listening/informational sessions with the congregation the call process will likely be a main topic. Be prepared to discuss the call process and council removal of the old CR9.02.B10
- Bowman House Update/Questions - Bill
 - Estate sale on 4/19 and 4/20. Listing price will be \$424,900 in late May.
- Sanctuary Refresh - Bill
 - Construction is progressing very well.
 - We continue to receive questions from a member about sanctuary renewal construction.
- Celebration Team Wrap up - Ellen
 - Celebration for Pastor Beecher went fantastic. Appreciated council's funding support for the celebration.
- Next Council meeting: May 27, 2024
- Next Devotional – Xavier

Open discussion, Other Committee Updates, Congregational Feedback

Closing Prayer & Adjournment

A motion was carried to adjourn the meeting at 8:37 PM. The meeting was closed by all with the Lord's Prayer spoken in unison.

Respectfully submitted,

Katie Snyder
Secretary