

**Good Shepherd Lutheran Church
Council Meeting Minutes
4/20/2020**

Present: Glenn Kraft, Emily Horning, Daryl Molskness, Gary Klopf, Rock Foster, Kendra Hines, Gene Unverfehrt, Susan Fox-Fickert, Bob Fingland, Pr Josh Brecht, Pr Rich Wolf, Pr Amy Stewart, Josh Mensie

Excused:

Guests: None

7:05 Opening and Devotions

1. Glenn Kraft opened the meeting in prayer at 7:05 PM and verified a quorum was present. This meeting was held virtually via Zoom due to Covid restrictions.

7:07 Consent Agenda-approved unanimously.

1. Approval of Agenda for April 2020 Council Meeting
2. Approval of Minutes for May 2020 Council Meeting
3. Approval of Committee and Staff reports as submitted (See Report Package)

7:10 Key Update/Recommendations Agenda

1. COVID-19 Action Needed-trash removal and utilities have been addressed. Doughnuts, flower deliver has been canceled. Working to save money while non-relevant services have been halted
 - a. PPP Application and process-working with the bank to get our loan application in. We have applied for 2 ½ months for GSLC and Building Blocks (salary and benefits). R. Foster moved to allow Glenn to be the signor on the PPP loan-D. Molskness seconded. Motion approved unanimously.
 - b. Hedgewood Renters request-We received a request from our renters (via the management company) requesting some flexibility with their rent. They have been long term renters (3 ½ years) and they have both lost their employment due to COVID. It was requested that the renters propose to this group what that flexibility would look like,.
 - c. Weekly service production and Brandon Wade-this has been very successful. Typically takes about 10-12 hours of work to get the weekly service online. Reviewed proposal from Brandon about options for continuing to get a service online. Discussed thoughts on the timeline of COVID, our congregational needs and budgetary needs. \$750/wk is the current tier 2 discounted rate offered by Brandon. Discussed completing a bidding process if this is to be ongoing. G. Unverfehrt moved to move forward with the tier 2 service through the end of May. D. Molskness seconded. Motion approved unanimously.
 - d. Funding for congregants who may be financially struggling-Pr. Brecht-discussion on some interest from members in contributing to funds specifically to be given to other congregants who may be experiencing financial difficulties due to COVID economic changes. Limitation-money can not be given with intention for a

- specific individual-instead a general fund for fellow members dispersed at pastor's discretion. Need to get more information on the taxable limit.
2. Congregational Healing Process-Glenn Kraft-draft letter reviewed and group discussed the efforts of the healing team to write this letter. G. Klopff moved to approve, S. Fox Fickert seconded. Group felt as though the length was appropriate given the topic, and agreed this was an important letter to send out despite COVID (intent to send this letter in the last week). Council did recommend to add the Healing Committee team members on the signature of the letter, to proactively answer any questions as to who was on the committee. Motion approved. Pr Josh and Glenn discussed possible partnership with Dale Kuhn to facilitated ongoing healing-speaking with staff, council, healing team, and you belong team-as well as eventually a larger scale dialogue. Quoted rate is \$2,500 (for 16-23 hours of time) and can be started soon virtually. R. Foster moved, G. Klopff seconded to approved the use of Dale Kuhn. Motion approved.
 3. Stewardship-letter to be sent out electronically to congregation thanking everyone for their support. Broader base of electronic giving.
 4. Finance-Rock Foster-Review of income and expense statements. Some slight changes of expenses due to COVID needs.

8:04 Discussion/Decision Agenda

1. Organizational Change 2020
 - a. Interim Staffing Plan-Sent to council via email earlier in the day. Discussed that we will not get an interim Pastor (who would also act as head of staff) and so Pr Amy, Suzie and Pr. Josh sat down and discussed staffing needs as balanced with Sabbatical (for Pr Amy and Suzie). Pr Amy discussed moving her sabbatical to next year and then having a shorter gap (6 instead of 7 years) between the possible "next" sabbatical, which council supported and was appreciative of her flexibility. S. Fox Fickert moved to approve Josh's staffing transition plan and G. Unverfehrt seconded. Motion approved unanimously.
 - b. Transition Team-discussed role of this group to do some additional research on what other churches have and what we need. Also a vision team to work parallel to this and complete the MSP. Begin the work of identifying people to participate on these teams. Then the Bishop will approve our MSP. The current estimate is that this part of the process will take 3-6 month. We do have past MSPs from our church to review and consider as we think about this process. Pr. Josh will send this out. Need to identify individuals to serve on this-both council and non council.
2. On the President's Mind
 - a. How to honor Pastor Rich virtually and then later with a reception-Pr. Amy has been working on brainstorming options-will share with Glenn at a later time when Pr. Wolf is not present.
 - b. Reschedule mid-year meeting until we can meet in person? Was set to be in June. Unsure of what COVID restrictions along with congregational comfort will be. We will likely move to at least July-if not later. We will make further decisions around this at our next council meeting.
 - c. Need to continue online services due to the reluctance of many to return-we wanted long term to move to virtual services-so will continue to use Brandon Wade for time period approved above.
3. Security Task Force-Rock Foster setting up a Friday p.m. review with Purina's Team

8:50 Closing and Prayer

Rock Foster moved to adjourn. Suzan Fox-Fickert Seconded. Passed Unanimously.
Meeting closed at 8:50 PM with Lord's Prayer.

Respectfully Submitted,
YOUR NAME HERE