

**Good Shepherd Lutheran Church
Council Meeting Minutes
8/17/2020**

Present: Bob Fingland, Glenn Kraft, Gary Klopf, Rock Foster, Kendra Hines, Gene Unverfert, Josh Mensie, Paul Davis, Sharon Misuraca, Jenn Bader, Pr Josh Brecht, Pr Amy Stewart

Excused:

Guests: None

7:02 Opening and Devotions

1. Bob Fingland opened the meeting in prayer at 7:02 PM and verified a quorum was present. This meeting was held virtually via Zoom due to Covid restrictions.
2. Pr. Amy Stewart presented on chapter 10 in the Shift book study. Discussed beginning to read “Your Leadership Edge”-contact Brenda if you still need a copy of this book.

7:18 Consent Agenda-Glenn moved to accept, Gary Klopf seconded, approved unanimously.

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

7:24 Key Update/Recommendations Agenda

1. COVID-19-Action Needed
 - a. Live Streaming Worship Service-Needs around equipment, training, cost and responsibility. Andrew Leach gave an updated on needs-the pan/tilt/zoom cameras previously identified are no longer available. Andrew is working to get additional information on what might be available. We had previously discussed a Sony camera as our second choice.
 - b. Task Force Update-J Brecht, B Fingland, G Unverfehrt-Group has been monitoring numbers from the St. Louis area task force. Numbers have not been decreasing steadily. Some conversations are going on around memorial services and what can be done to meet this need safely. Discussed the need to get additional task force feedback prior to making a decision.
 - c. PPP Funding Rules Update-G Kraft-No additional update at this time.
2. Transition Team Members-Progress Update-Transition Team Members have been identified. John Fred was identified as the Transition Team Leader. This group has met twice. Focusing on who we are as a church, where we have been, and using this to identify where we will go. Three sub groups-1. Timeline for church history 2. Memories from the congregation 3. Facility conversations with members about GSLCs missions and God’s call to action. Hope to take action in September-current challenges of Covid in how to best connect with people, but this group is optimistic.
3. Transition Team Support-Covenant signed with Callista Isabelle from August 14-December 15
4. Membership Report-Pr Josh-no current trends or changes
5. Finance Reports for July-typically a lower month for contributions. This month was particularly low, as compared to both last year as well as compared to previous months this year. Need to continuing messaging with Stewardship. Expenses are stable.

8:10 Discussion/Decision Agenda

1. HR-Job Descriptions, HR Team Members-Sharon Misuraca-in April there was a transitional staffing plan related largely to Pr. Rich's retirement. Pr Josh, along with Sharon, have been updating job descriptions and bringing consistency to formatting. Emily Harrow and Building Blocks supervision was moved to Pr Amy, other staff members report to Pr. Josh. Job Descriptions were reviewed also to ensure that tasks during Covid 19 were updated. Getting ready for staff performance reviews. Typically these are done annually in September. Working on updating the form used for this.
2. Stewardship-Glenn Kraft-looking for 2-3 additional people to serve. Group is functional with current members-and could always benefit from additional members.
3. Worship and Music Committee-Roll and Purpose-Ongoing conversation on how to balance the committee tasks with items the staff members are currently coordinating. Committee made the move to week quarterly, staff mostly identifies weekly aspects. Still a need for a team to pull things together. Discussed also how virtual worship has changed what might need to be done.
4. Constitution Task Force met and finalized updates-G Kraft-this is largely ready to be presented to the congregation. Went through to look at recommendations from the ELCA. We will need to vote on these updates at the next meeting, as well as at the subsequent meeting to pass all changes. We are currently 2 seasons back on changes. Plan is to have some conversations with the congregation as well as Town Hall meetings prior to the vote to allow individuals to review the changes and ask questions.
5. Security Task Force Update-No current update. Overall report and recommendations are going to facilities management group. Rock re-shared previous recommendations. 1. Addressing Locks 2. Cameras at major points of egress and entry 3. Announcement capabilities via walky talkies or other options 4. Contract with private security or off duty police
6. Volunteer Recruiting-B Fingland-How can we engage the broader congregation? Discussed how we currently use volunteer lists and what resources we have for identifying potential individuals. Group brainstormed the importance of in person asks-however that might also be limiting if people are not looking outside their circles to ask. Discussed Touchpoint as a resource which is underutilized.
7. Hybrid Model of Ministry-Meeting with Committee Chairs, staff to further develop and support. Discussed current successes as well as obstacles. Discussed doing a Leadership Zoom meeting to get committee chairs brainstorming and considering how to be creative and continue ministry while we are doing things entirely virtually. Letting leaders share with each other to learn more about what has worked well and then some ideas to help equip and empower people.

8:56 Closing and Prayer

Gene U moved to adjourn. Josh Mensie Seconded. Passed Unanimously.
Meeting closed at 8:57 PM with a prayer from Pr Josh.

Respectfully Submitted,
Kendra Hines
Congregation Secretary