

**Good Shepherd Lutheran Church  
Council Meeting Minutes  
11/16/2020**

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

**Excused:**

**Guests:** John Fred, Cathy Rebholz

**7:00 Opening and Devotions**

1. Bob Fingland opened the meeting at 7:00 PM and verified a quorum was present. This meeting was held virtually via Zoom due to Covid restrictions.
2. Pr Brecht opened the meeting in prayer
3. Josh Mensie led discussion of part 2 “Your Leadership Edge.”

**7:13 Consent Agenda**-Gary Klopf moved to approve, Paul Davis seconded. Approved unanimously.

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

**7:17 Key Update/Recommendations Agenda**

1. Covid-19 Action Needed
  - a. Live Streaming Worship Service- Installation completed and live streaming of worship is continuing. As an ongoing task, there is a potential cost for staff to be assisting in this, currently off set due to only one service going on during each week.
  - b. Covid Task Force Update-G Unverfehrt-discussed most recent update for our metro area. Reviewed new St. Louis County restrictions. Building Blocks is considered an essential service and has set up solid safety protocols. New requirements do not change our previous worship plans. However, overall hospitalizations are up across the region. Discussed competing values around physical safety along with wanting in person connections as a congregation. Discussed options for people gathering from their cars to be physically together while being apart.
  - c. In person Worship-Congregation/Councils Perspectives-reviewed data from the survey, especially in light of recent county restrictions. Council is in agreement with keeping with our current policy.
  - d. Christmas Eve Service-Team discussed focusing attention on service from vehicles, zoom as well as recorded services via the web for individuals to participate.
2. Transition Team
  - a. Progress Update including joint TT/Council Coordination-John Fred-discussed goals of the transition team and balancing goal setting with the need to move things along. Team is meeting again on Wednesday to lay out their mission and purpose discussion to prepare it for conversation with the congregation.
  - b. Congregational Zoom Gathering-Purpose and Mission Discussion (Dec 6 at 1pm)-the team is hopeful that this will be well attended to get more feedback and share what this group has been doing. Team wants to ensure that they engage enough individuals in the congregation before completing the ministry site profile. Potential goal is to be well on the way to completing the MSP towards the end of January.

- c. Callista Isabell extension-she is currently on board through mid December. Discussed the feedback and leadership that she has been giving. She is much more familiar with this overall process and her guidance has been appreciated. Group discussed extending Callista's contract through mid-March
3. Membership Report-Pr Josh-no notable trends. Overall trend is fairly stable. Exciting to welcome some new members through confirmation and new membership.
4. Finance Reports for October and 2021 Budget Presentation-Rock Foster-October YTD report was reviewed. Overall contributions were down slightly in the last month. Expenses are relatively stable. PPP is still reflected in the budget, although that has not been formally forgiven as a loan. Reviewed proposed budget-current proposal for expenses and revenue is planned for 6 month virtual services. 3% cost of living increase for staff, as well as additional monies to go towards ongoing video recording needs. Also, forgiveness of the PPP loan is something that was considered in the creation of this budget. Variable expenses around benevolence, while staffing is fairly fixed. As the budget as proposed stands, the excess of expenditures over the estimated contributions and other revenues is \$104 thousand (loss). As a congregation we may want to consider our budgeted contributions for the Synod. Executive team is going to meet for additional conversation. Members are encouraged to review this information, ask questions and bring additional feedback to the December meeting.
5. Constitution and Bylaw Updates-R Fingland-November 30, special council meeting to discuss these changes. Group was instructed to read previously sent attachments and send comments prior to the meeting-for less than 1 hour. Council needs to approve it prior to the updates going to the congregation.
6. Endowment Committee-\$4,000 Home Sweet Home mattress for Council approval. Discussed the council wanting a running total of previous approvals for council information to be added into the Endowment report. Gary Klopf moved to approve, Rock seconded. Approved unanimously.

#### **8:49 Discussion/Decision Agenda**

1. Staff Alignment/structure, benchmarking (staff required for congregational size)-this is going to be further discussed at the executive council meeting, particularly in respect to the above conversations around budgeting.
2. Stewardship Drive Status-working on comparing number of givers and amounts from last year to this year's pledge. Overall goal to increase the number of congregants giving. Due date for pledge cards was last Sunday.
3. January Congregational Meeting Agenda (likely Zoom Format)-Discussed some Town Halls prior to discuss budget and also constitution/bylaws. Discussed the feeling that the constitution/bylaw updates are feeling oddly timed within our other priorities. Most of the changes are updates from the ELCA, it's a 2 meeting process to fully approve them. Council discussed balancing the odd timing with the idea that if we wait now, it will continue to be a back burner issue and we want to bring our constitution in line with the ELCA updates. Unknown if the ministry site profile will have a draft version to share at that meeting, although council and the transition team are committed to bringing some sort of an update to strengthen engagement in the transition process.

#### **9:03 Closing and Prayer**

Glenn Kraft moved to adjourn. Gary Klopf Seconded. Passed Unanimously.  
Meeting closed at 9:05 PM with a prayer from Pr Amy Stewart.

Respectfully Submitted,  
Kendra Hines  
Congregation Secretary

