

Good Shepherd Lutheran Church
Council Meeting Minutes
March 13, 2023

Present: Jill Thompson, Sharon Misuraca, Troy Larson, Jan Thompson, Paul Davis, Bob Fingland, Larissa Hautekeete, Greg Mueller, Lanny Schnipper, Pr Josh Brecht, Pr Amy Stewart

Excused: Gene Unverfehrt, Pr Varinia Espinosa

GOALS for Meeting:

1. Council members monitor Strategic plan progress.
2. Council receives updates on task force groups.
3. Governance and Fiscal concerns are addressed.

7:02 Welcome, Prayer & Devotion: Devotional and Welcome presented by Pr. Amy

7:11 Approval of Council Meeting Agenda: Motion was made to approve the agenda by Sharon Misuraca, and seconded by Paul Davis. Motion passed unanimously.

7:13 Consent Agenda; (See Report Package. We asked committees to submit reports re: focus areas) A motion to accept the Consent Agenda (report package) was made by Troy Larson and seconded by Greg Mueller. Motion passed unanimously.

Highlights: Pr. Josh is happy with Lenten program, and is addressing all strategic areas. Pr. Amy is grateful for the staff that helped with meals for Lenten services, and for a great success with trivia night. The middle School room is looking great! Pr. Varinia reports progress on the Flower Ministry. Emily Horning highlighted SHINE, and Delaney Rhea is thrilled about Trivia Night. The Membership Team is excited about the new members that will be joining us soon. FMPC Team are happy with the new LED lights in the Sanctuary and Narthex. Kathy Rebholz is pleased about the work that is being done regarding safety. A new committee was formed and has met to outline plans for emergency situations. Part of the Executive Team met with Pr. Varinia to check in regarding her first 6 months at Good Shepherd, and any support she might need.

7:21 Strategic Focus Areas: led by Paul Davis. Review and prioritizing work has been completed, and finalizing fiduciary work will now be worked on, with the

following Council Members taking responsibility for each area. (Strategic Funding, as a prioritized category, has been taken off, as it is ongoing.) Members of the congregation that need to be included in the areas have been identified.

Financial Transparency: Troy Larson

Belonging: Lanny Schnipper

Children, Youth, & Family: Paul Davis

Service: Greg Mueller

Spiritual Growth: Larissa Hautekeete

7:32 Task Team Updates:

1. Building Blocks Rent: presented by Lanny Schnipper. A scan was used to make a floor plan for the entire church, which will be helpful when considering the amount of space that is being used by Building Blocks. Working on a process to determine rental fees.
2. Children/Youth Safety Concerns: presented by Jill Thompson, for Gene Unverfehrt & Greg Mueller. Have taken our current safety policies and updated/edited it to be more inclusive, and considering the differences between implementing in church policy and when involved in church activities away from church. Digital contact is also being reviewed.
3. Building/Intruder Safety Protocols: presented by Bob Finland. All ELCA information, including the 2020-21 information, has been reviewed. Working on specifics that should be included for drafting this Security Policy, with assistance from a subcommittee from FMPC. All current concerns will be addressed.
4. Feed the Need STL: presented by Jill Thompson. Board recruitment and Core Team recruitment are underway, but have been delayed, due to the very busy work on the upcoming Feel the Need. Registered 2700 volunteers so far for the Pack next month at Queeny Park. Still have open slots for Saturday night.
5. Leadership Development Committee Recruitment: presented by Jill Thompson, for Brett Spoerle. They have a good list of possibilities, and will hopefully have it set by May.
6. Saturday Evening Worship Team Recruitment: presented by Pr. Josh. There is a good team put together, including those who used to attend on Saturday nights, and will be meeting before the next Council Meeting.

7:55 Fiduciary Responsibilities:

1. Monthly Reports presented by Troy Larson. Revenue was up the last month, due to one particular donor. However, property expenses were also up, thus revenue to expenses was flat for the month.
2. Finance Committee: This committee will start out with an audit, and proceed from there. They will clarify the sources of funding and how those sources can be used, and alignment with our current focus areas.

8:07 Policy Responsibilities:

A

revised Sabbatical Proposal has been presented to the Council by Pr. Josh, with slight changes in dates.

HR Policy for Part-Time Staff, presented by Sharon Misuraca. (Clergy who were present for the Council Meeting were excused from this portion of the meeting. Before clergy left, the question came up about tracking time off as hours vs days.) Part-time staff will now track time-off by hours rather than days, although it will be reported to Julie Deay when it is the equivalent to a person's week. President's Day will now be considered as a day off. Some additional questions need to be worked out by the HR Committee in the areas of Family leave for part-time staff, Sick time, Maternity/Adoptive leave, and FMLA. A motion to accept these revisions to the paid holiday/leave/family leave and vacation schedules for part-time staff was made by Sharon Misuraca, and seconded by Troy Larson. Motion passed unanimously.

9:00 Assignments and Closing: Closing and prayer offered by Jill Thompson A Motion to adjourn was made by Paul Davis, and seconded by Troy Larson. Motion was passed unanimously

Respectfully Submitted,
Jan Thompson
Congregation Secretary