

Good Shepherd Lutheran Church
Council Meeting Minutes
May 15, 2023

Present: Jill Thompson, Sharon Misuraca, Jan Thompson, Lanny Schnipper, Bob Fingland, Larissa Hautekeete, Greg Mueller, Gene Unverfehrt, Pr Josh Brecht, Pr Amy Stewart

Excused: Paul Davis, Pr Varinia Espinosa

GOALS for Meeting:

1. Council members determine any additional funding needed to support strategic focus areas.
2. Council receives updates on task force groups.
3. Governance and Fiscal concerns are addressed.

7:03 Welcome, Prayer & Devotion: Devotional and Prayer in honor of Pr. Amy's 10 years of service at GSLC presented by Jill Thompson

7:05 Approval of Council Meeting Agenda: Motion was made by Sharon Misuraca to approve the agenda, and seconded by Lanny Schnipper. Motion passed unanimously.

7:06 Consent Agenda; Highlights of staff and committee reports

*Pr. Josh-The work of the Nominating Committee has been a challenge. More 'no' responses than expected. Conversations has made staff aware of personal situations. Very pleased with the people who have stepped up.

*Pr. Amy-I have secured 3 guest preachers for the summer to help Pr. Varinia and I with the preaching. None of the three will be traditional pulpit supply, but we'll need to talk about how to compensate at least one of them. What is your sense of the podcast "Grow Spiritually" podcast? Would like feedback

*Pr. Varinia-My heart is full of gratitude and joy for the trust I received for my colleagues, Pr Josh and Pr Amy who allow me to do something new on Good Friday. The blessing of that day came from God to us through 14 people who open their hearts and say yes to the share with us uplifted messages. Requesting dates to be excused for continuing education.

*Emily-With still almost 3 months until VBS, I am astonished that we have already beaten last year's number of registrants! If you are looking for something to do the mornings of July 31 - August 4, we would love to have your help here!

*Delaney-Thank you for your support, and trust, as I navigated through my first year as the Director of Youth and Family Ministry. It was a great year of growth for me. I feel very fortunate that God led me to this position and for the support I've had along the way. I am looking forward to how I can be more effective and efficient in the coming year

*Kathy-I can't believe Building Blocks will close another great year of preschool! The years are flying by, and this ministry is still very much alive and making an impact on families from all over the community. I know many of our BB families will be here over the summer for VBS

*Membership – 2 moving from Active to Previous member and 1 moving from Previous Inactive to Active

A motion to accept the consent documents was made by Larissa Hautekeete, and second by Greg Mueller. Motion passed unanimously.

7:11 Strategic Focus Areas:

Strategic Plan: Budget reporting and considerations:

Feed the Need: Challenges: Need help with finding talent and support with Nominating committee, attract more local volunteers to pack, supplement off-season volunteers. Looking for other sources to help with funding. Not asking for additional funding in 2024

Belonging: Challenges: Lack of time from leadership to establish new small groups, due to the limitations in staffing, need for update in choir room. No additional expenses are expected outside of budget for 2023. The possible overall request for Belonging items in 2024, without

Staffing (Salaries, Housing Allowances, Pensions, Benefits, Payroll Taxes) would be under \$1,000.

Children, Youth, and Family: Challenges: We replaced a full time FLY/Rise leader last summer with a ½ time leader; Pastor Amy is filling the hole. Result: Lower investment in Spiritual Growth focus area. Volunteers are stretched very thin; there is potential burn-out of Wednesday dinner kitchen staff. Staff time is being treated as “free”; this is a huge opportunity cost. For example: youth fund raising is a low value activity (e.g. a ½ time resource can yield \$10K annual fund raising...but that ½ time resource costs more than \$10K!) Need more budget for people: Part time FLY/RISE leader (to get to original “full-time” staff), Part time person without benefits (10-15 hours per week; build up to ½ time to augment Delaney Rhea). Enable Wed night ministry to continue scaling; current leaders are each filling two roles/ Value: free up Pastor Amy to do the role we defined for her: focusing more broadly on Discipleship & Spiritual Growth. 1-2 part time paid Wed night kitchen staff (60-100 hours per year). Coordinate: set up, meal prep, clean up, and tear

down. Commercial kitchen trained; Hep A vaccinated. Value: augment current volunteer staff; free up CYF staff to focus on ministry; increase safety, consistency, accountability; potential to leverage for fellowship events, funerals, etc. 2024 continuing education funding for Delaney and Emily. ELCA Extravaganza (Jan 2024): prepare for ELCA National Youth Gathering in Jul 2024

Staffing Proposal: In June, 2022, a full-time Director of Youth and Family Ministry was hired, although this Director needed to resign for health reasons in July 2022. This position was then replaced by hiring a half-time staff member, with the remaining responsibilities taken up by clergy. Pr Josh has recommended hiring a part-time hourly employee (10-15 hours per week), to assist with the Youth and Family Ministry. A member of the congregation has generously offered an additional gift to support this unique need during June-December 2023. An hourly paid kitchen coordinator, possibly from a few options of people who are skilled with food service and kitchen equipment, was also recommended. This position would be utilized as needed. Both of these positions were affirmed by the Church Council.

Local Partnership: The GSLC Local Service Partnership Team is recommending LifeWise StL for our Local Partnership. Council affirmed this choice for our Local Partnership.

8:11 Task Team Updates:

1. Building/Intruder Safety Protocols presented by Bob Fingland and Gene Unverfehrt. Individuals from the Manchester Police Department will be meeting with us to help determine the best practice for GSLC.
2. Saturday Evening Worship Team presented by Pr. Josh: Recommendation to launch a Saturday Evening Worship at 5:00 pm to begin September 9. We have set a benchmark of participation (40-50 people, with 50% not re-engaged from other services), to be evaluated at 6-12 months. A motion to support this recommendation was made by Jan Thompson, and seconded by Sharon Misuraca. Motion passed unanimously.
3. Building Blocks Rent: presented by Lanny Schnipper, and Gene Unverfehrt: Gene, Lanny, Pr. Amy, and Kathy will meet to discuss needs in terms of space needed, and available finances of Building Blocks. We will be keeping in mind the finances required to ensure that tuition stays competitive, and to maintain competitive teacher's salaries. A formal recommendation will be forthcoming.

8:25 Fiduciary Responsibilities:

1. Monthly Financial Reports were presented by Lanny Schnipper:

2. Finance Committee: presented by Lanny Schnipper: The Finance Committee has had its first meeting and has begun its work. They will be informing Council as things progress.

4. Audit Update; presented by Lanny Schnipper and Jill Thompson: The Audit Team has met, and will be updating next meeting

8:51 Policy Responsibilities:

1. HR Policy Leave Policies – Follow-up presented by Sharon Misuraca regarding Holidays/Leave/Family and Medical Leave. A few changes to the policy have been made recommended. Council voted to approve these changes, with 1 abstention. 2.

Finalize Children/Youth Safety Policy presented by Sharon Misuraca: A motion to approve was made by Greg Mueller, and seconded by Gene Unverferht. Motion passed unanimously

9:10 Assignments and Closing: Closing and devotional was offered by Jill Thompson, which featured a prayer and blessing Pr. Josh for his upcoming sabbatical. A Motion to adjourn was made by Lanny Schnipper, and seconded by Sharon Misuraca. The motion was passed unanimously

Respectfully Submitted,
Jan Thompson
Congregation Secretary