

**Good Shepherd Lutheran Church  
Council Meeting Minutes  
December 18, 2023**

**Present:** Jill Thompson, Sharon Misuraca, Jan Thompson, Lanny Schnipper, Ed Seuc (Zoom), Amy Fulbright, Larissa Hautekeete, Greg Mueller, Marcus Raymond, Pr Josh Brecht, Pr Amy Stewart, Pr Varinia Espinosa

**Excused:** Bill Ericson

**GOALS for Meeting:**

1. Council learns more about hedgehog concept.
2. Council members monitor Strategic Plan progress and task teams.
3. Council reviews and deliberates budget proposal.
4. Governance and Fiscal concerns are addressed.

**7:00 Welcome & Devotion:** Devotional and opening prayer were presented by Pr Josh regarding Hedgehog Concept. What can we be BEST in the World at? What are we passionate about? What drives our resource engine? Hedgehog Concept is where they all intersect.

**7:13 Approval of Agenda:** A motion to approve the agenda was made by Larissa Hautekeete and seconded by Greg Mueller. Approval passed unanimously.

**7:15 Consent Agenda:** A motion to accept the consent agenda was made by Sharon Misuraca and seconded by Lanny Schnipper. The motion passed unanimously.

**7:21 Fiduciary Responsibilities:**

**Fiduciary:**

Monthly Financial Reports, were presented by Lanny Schnipper, indicating that although we are doing better than in past years, an expected deficit for this time of the year occurred. Building Blocks is within their budget.

**Budget Approval:**

1. Review of proposed budget was given by Lanny Schnipper. Building Blocks now also has a budget for the 2024 Calendar Year.
2. Discussion led by Jill Thompson and Pr. Josh from the Hedgehog Concept:  
Does the budget help us fulfill what God is calling us to do?  
What does this budget say about our values and guiding principles?  
Does the budget help us to focus on what we are deeply passionate about?

It has been proposed that we accept this 2024 budget, use the ERC money to fill the gap from 2023, and present to the congregation the proposed budget for 2024 with the deficit while suggesting an amount that is needed per giving household. A motion to accept this proposal was made by Greg Mueller and seconded by Jan Thompson. Motion passed unanimously.

### **8:52 Policy-Fiduciary Responsibilities:**

#### **Policy:**

1. HR Policy: No changes, but the wording was made to fully define vacation time, sabbatical, and continuing education. A motion to accept the wording was made by Ed Seuc and was seconded by Lanny Schnipper. The motion passed unanimously.
2. Housing allowance motion was proposed by Sharon Misuraca and seconded by Greg Mueller. The motion passed unanimously.
3. Mutual Ministry Terms were discussed. A proposal for changes to the the Mutual Ministry Charge was made by Sharon Misuraca and seconded by Jan Thompson. The motion passed unanimously.

### **8:55 Task/Strategy Team Updates:**

1. Building/Intruder Safety Protocols Team, presented by Jill Thompson. A meeting will be held in the new year.
2. Policies-Legal and Insurance Review, presented by Jill Thompson. Continued work is being done on this, and they will be meeting in January.
3. LifeWise StL Update: Sonia Francis has been introduced to the team and will be meeting before the end of the year.
4. Feed the Need STL Board/Council Update: Eric Hilleman has now met with Bob to get oriented. The dates for the pact are April 10-14. The board will be meeting in late January.
5. The Asset Development Team has been appointed and in January will look at having some focus groups.

**9:08 Assignments and Closing:** Sharon Misuraca has offered to lead the first chapter of The Nones for the January Council meeting. Jill Thompson offered the closing prayer. A Motion to adjourn was made by Jan Thompson and seconded by Amy Fulbright . This motion passed unanimously.

Respectfully Submitted,  
Jan Thompson  
Congregation Secretary