

LUTHERAN CHURCH OF OUR REDEEMER --- CHURCH COUNCIL AGENDA

Tuesday, March 14, 2023
6:00pm Executive Committee Meeting
6:30pm Council Meeting

Respectfully submitted by Peg Juba, Council Secretary

Council Members: Bev Splinter, Laurie Tennis, Peg Juba, Monte Hopper, Codi Martin, Ryan Nuttall, Ann DeSpiegler, Gwen McGillivray, Tony Kneeland. Advisory: Pastor Dan Overbo and Pastor Laura Overbo.

Those Absent: all present

Call to Order: by Bev Splinter, Pres.

Opening Prayer: Pastor Overbo

Caring Conversation: Pastor Dan

Approve Agenda: Adding Sunday time usage policy for Non-Clergy staff to New Business. Motion to approve agenda by Codi M. Seconded by Gwen M. Motion carried.

Review / Approve February 14, 2023 Council Meeting Minutes: Motion to approve by Monte H. Seconded by Ann D. Motion carried.

- Review / Approve February 2023 Treasurer's Report: Total income: \$69,329.36. Total expense: \$81,619.88. Deficit of \$12,290.53. Jodi Spilde is confident the deficit will balance out over time. Some factors for this could be the weather and amount of snowbirds who are still gone for the winter. Motion to approve report by Monte H. Seconded by Ryan N. Motion carried. Discussion on informing congregation of budget and deficits on a quarterly basis.

Pastor's Reports: in google docs-

- Pastor Dan-Goals set 30 days.
- Pastor Laura- report given together as follows:
- Staff job descriptions and reviews, gather all current policies and begin review, consult Tammy D. and Pastor Jonathan Vehar from Synod about constitution and bylaws recommendations, Holy week and Easter plans. LCOOR is hosting the Spring Theological Pastor's Conference. LCOOR has been selected to be part of the LEAD project through the SD synod. Will continue with the VOCARE program through St. Olaf.

Old Business:

- Vice President Nomination-tabled again-
- Plant care for the plants at church - Sharon Bevers

New Business:

- Office Copier - attached proposals for lease and buy out from Office Peeps Colored or B&W- Recommended to keep leasing B&W. Leasing includes a service agreement. Two different copiers were proposed: Lease prices of \$207.26 and \$240.74/ mo. Will find out breakdown of leasing on church's budget from Jodi. Motion to table until April made by Ann D. Seconded by Laurie T. Motion carried.

- Committees
 - Members of committees - updated list presented and will put together duties of each committee. Also looking at term committee limits.
 - Staff members on committees - they are working on their committee plan(s) - member contacts, mission statement, responsibilities, and annual events and activities
 - Stewardship committee liaison?
 - Council Member responsibilities as a liaison
 - Meetings
 - Goals
- Approve letter of retirement/resignation from Robbyn Givens, Worship and Music Coordinator- Motion by Tony K. Seconded by Ryan N. Motion carried.
- Approve Worship and Music Coordinator Job Description- Motion to approve as amended by Codi M. Seconded by Laurie. Motion carried.-
- Approve to start advertising for Worship and Music Coordinator Position in various places- Salary would be based on \$44,000 or less depending on years of experience and qualifications according to Synod guidelines plus employee benefits. Motion to approve to start advertising at colleges in the area , the Synod and the church bulletin. Motion to approve by Monte H. Seconded by Gwen M. Motion carried.
- Sunday time usage for Non-Clergy Ministry Staff under Policy- discussion on rewording the policy and getting feedback from staff members on vacation days and Sunday time=offs. Need to clarify.
- Pastor Dan will talk to staff members and readdress this issue at next months meeting.
- Other?

Committee Reports

- Education - Peg
- Fellowship - Gwen
- Finance - Laurie
- Policy - Monte
- Preschool - Ryan
- Property - Tony
- Stewardship - working on goals and will remeet.
- Strategic Planning - Codi
- Worship and Music - Bev- working on music for Easter season.
- Youth and Family Ministry - Ann
- Endowment - Ann

Next Meeting:

- April 11, 2023
 - 6:00 p.m. executive committee
 - 6:30 p.m. church council

Treats for April meeting: Tony Kneeland

Closing Prayer: Pastor Overbo

Meeting Adjourned: Motion by Tony K. Seconded by Codi M.