

Council Meeting Minutes
December 14, 2020

The zoom meeting was called to order by President Jim Snyder at 6:30 P.M.

ATTENDEES: Hilary Agnew, Larry Ashley, Pastor Cook, Paul Darlage, Chip Davidson, Jason Estel, Rick Hanon, Matt Hesse, Karen McKinney, Rachel Sallaberry, Jim Snyder, Dave Walls, Wes Wrucke.

DEVOTION: Pastor led the Council in a devotion from 1Peter chapter 1, where Peter lists virtues we should examine in ourselves to determine if we are effective and fruitful. Our attention should be to our faith life. Be diligent to remain spiritually healthy, fruitful and effective. We have heard reports that as many as 40-60% of church members who have held themselves absent from church services due to COVID will not return. Refuse to quench the spirit and to remain firm in our faith. Peter encourages us to hold one another to account, that our religious faith must not withdraw from life, Church and School, but remain involved in it.

A welcome was made by President Jim Snyder to Chip Davidson who will officially chair Music & Worship beginning in January and also Paul Darlage as head elder replacing Dwayne Harden. According to the by-laws, a motion was needed to approve the President's appointment of Paul Darlage as head elder until the next voter's assembly. Dave made the motion, Larry Ashley seconded it. The motion was carried unanimously for all those present and able to vote.

FINANCIAL REPORT: Hilary reported for the month of November a surplus of \$525. Total giving was \$72,104 which was \$23,405 more than budgeted.

School revenue was \$13,170 below budget. Expenses were also less than budgeted by \$3,465. The month was budgeted to be a negative month by \$23,170.

November giving, usually under budget, produced a positive turn. Stock contributions came in adding to the amount of giving. What was expected to be a \$23,000 deficit was instead a \$525 surplus. The fiscal year ended with a \$34,747 surplus.

FINANCIAL REVIEW ISSUES: Hilary reported to the Council her findings/recommendations regarding the report of the Financial Review Committee dated November 22. Four recommendations were submitted to the Council to improve recordkeeping of the church and assist the treasurer in her duties.

#1. We recommend that Council engage a competent analyst to review the Computer Network for security, particularly for security of our internet. Hilary's response was that she is not sure what we are doing and has no answer to that as yet. A motion was made to accept an offer by Jim to have a security person he knew make the review for us. A motion was made to accept this offer. Following much discussion, an agreement was not reached. The motion on the table

was withdrawn. Dave volunteered further research into this matter using an on-line cable security site for churches suggested by Matt.

#2. The School Secretary should be added to our Bonding. Hilary reported this item has been completed.

#3. The School should cease the practice of collecting social security numbers of parents and children. Hilary doesn't know if we had agreed to cease that practice or not. Rick added that it would be hard to track anyone with a large outstanding balance without their Social Security numbers however there is no one in that category so we can cease that practice. Wes said that he had already instructed Tracy to take the numbers off any paperwork.

#4. That the church have annual salary reviews in writing with employees and called workers to review specific payroll amounts to avoid future errors, and to discuss the value of benefits provided by Our Savior Lutheran Church to employees and called workers. Hilary plans to implement this and to work with Wes as soon as its time for that to take place again.

TRUST REQUIREMENTS: Hilary has received paperwork from Thrivent that Our Savior Lutheran Church was designated as a beneficiary of a trust and would receive \$6350.88. In order to receive this benefit Hilary needs corporate resolution of paperwork that authorizes her to proceed. She had drawn up an authorization and made a motion stating that Hilary Agnew, as treasurer of the Church, is authorized to sign any and all documentation relating to the receipt of the distribution from the trust. Larry Ashley seconded the motion that was unanimously passed.

NEIGHBOR COMPLAINTS: Jim reported that he, along with church secretary Michelle and Pastor have delt with a disgruntled neighbor over four major items: 1) frequency of chimes, 2) removal of a tree, 3) position of recycle trailer, and 4) security lights. The chimes will now play only at noon and six P.M. The ten A.M. chimes in support of COVID victims has been terminated. This resolved the issue. The removal of a purported tree was the most contentious issue. During an October work project, bushes and underbrush not designed as landscape, but rather as scrub, was cleared. Said tree was among the brush. Jim recommended that in the future, neighbors should be alerted in advance in order to promote good neighbor relations with future projects. The trailer, according to Jim, is without question an eye sore. It should be removed, taken off the site, or relocated on site. After measuring the trailer with the neighbor, Jim said it should fit by the dumpster. It should be moved by the end of the week. The security lights could be shaded according to the neighbor who has inquired with LGE. Matt will call and compare the LGE information about putting on shades. Jim will call the neighbor to report our planned changes.

CHRISTMAS EVE SERVICES: Pastor reported the plan for a five o'clock and a seven o'clock service on Christmas eve. There will be a sign-up genie on our web site, Facebook, and newsletter to gage if we need another service. The maximum allowed is 150 individuals per service. Arrangements will be made for walk-ins.

DEPARTMENT ANNUAL REPORTS: Dave complimented Hilary, Bev, and Rick for submitting their reports early. They are due on the 15th. Paul said that Dwayne will submit the one for elders.

JANUARY VOTERS MEETING: Dave said we are scheduled to have a voter's meeting in January to install new officers during the services, review our end-of-year financial report, and as a congregation approve the deputies for the various departments. Hilary said she could be ready for her reports by Pastor's suggested date of January 31.

USHERS: Jim expressed his concern about the usher program which is a vital part of the service. He plans to draft a policy outlining the duties and responsibilities of ushers. Paul agreed that the duty falls into the category of the worship service and should be the responsibilities of the elders. He agreed that it needs to be fixed and will fix the program and start it moving in January.

In response to a question from Jim on the status of school attendance, Wes stated that the program for ages three, four, and five is presently operating. January 6th is the target date for the resumption of the K-8.

Pastor closed the meeting with the Lord's prayer.

The next council meeting is scheduled for January 11.