

Good Shepherd Lutheran Church Board of Trustees Meeting July 20, 2021

In attendance: Barbara Ashton, TeriLee Fitz, Chris Hopkins, Mark Miller, Pr. Jeff Tally, Dave Weiss, Jennifer Wollesen

Absent: Larry Miller, Mike Platz Guests: Pr. Susan Westland, Kathy Edwards

The meeting was opened by Barbara at 6 PM. Pastor Jeff offered the opening prayer and the Devotion on "God's Purpose or Mine".

The minutes of the June meeting were approved as printed.

Old Business – None

New Business – Kathy Edwards presented several options for Maintenance/Grounds/Cleaning part time positions. Kathy also presented job descriptions for Maintenance and Grounds positions. A discussion followed about the pay rate for each. We need Mike to give us some guidelines on if we can afford the increase in the pay rate. The board also discussed combining Maintenance and Grounds for a fulltime person. Kathy will combine the two job descriptions and present them to the board via email. The board will then vote electronically on approving the job description. Kathy will immediately find cleaning people for the interior and start the hunt for Maintenance/Grounds positions. It was noted that we may need to increase our pay rate to find qualified people. Pr. Jeff motioned and Dave seconded to begin looking for applicants for full time Maintenance/Grounds position if the job description is approved. Motion carried.

A new renter's agreement will be offered to Wayne with the expectation of Wayne locking up church and also being first in case of alarm going off. An increase in the rent will take place for the dog Wayne now has. It was stated in the beginning that no pets were allowed. TeriLee will help with this project.

Dave motioned and Jennifer seconded to increase Rick Johnson's pay by \$2/hour as his job description has changed to more technical. Motion carried.

Jennifer noted that the BOT is out of compliance with the By-Laws with our change of meeting day. The change in the By-Laws will be presented to the congregation at the next annual meeting for approval.

LCMC District By-Law changes – These were presented to the board for approval. A motion by Chris seconded by Jennifer was made to not accept the current changes but to present 2 changes we think need to be made. Motion carried. The two changes refer to the proposed amendment B3 regarding additional delegates. (For those of us who are mathematically challenged, this article is a good description: <http://mathcentral.uregina.ca/qq/database/qq.09.00/julie1.html>). The second change would be to the addition of a by-law to state that Pastors should not be delegates. The position of delegate should be a lay member of the congregation. This will be presented before the next Convention being held in October, 2021 to be voted on at that time. These changes will be given to Pr. Susan before August 13. The Convention is scheduled for October 22 & 23 at Our Savior's in Roy. Jennifer volunteered to be a delegate and Dave the second delegate.

Pastor Report - The congregation has been asked to complete the Spiritual Gifts assessments. This should only take about 5-10 minutes.

On August 13 & 14, a conflict resolution workshop will be held for staff and BOT and spouses. BOT members are encouraged to attend. Leadership training for the staff begins August 10 with Dave leading the training.

The paper recycling dumpster has been collecting a lot of not paper junk. We have asked the company to remove it. The area north of the parking lot that is weeds is collecting junk, homeless people and other things. Pr. Jeff would like to scrape that service and put gravel down. We also need more lighting and cameras in that area.

Our sign out front needs to be changed to show our new service times. Lighting in the sign needs to be replaced.

Pr. Jeff's vision is to replace the pews with chairs in the Sanctuary. We have been given a gift for this from the Munters. It was decided to look into the cost of replacing the pews with chairs and also replacing the carpeting so we have a beginning cost. Special fundraiser?

Financial – Below is the detailed summary of the church's finances.

- Overall, another \$15,800 short for the month (53.7k\$ income, \$69.5k\$ of expenses)
- Over 6 months, now \$41,200 short (~\$6900 per month)
- Our overall cash balance fell another \$15,800 to \$73,900

Good

- Pastors and staff continue to keep controllable expenses low (only \$1300 this year vs budget of \$8600)
- Bank fees only \$458 this month, less than previous months

Concerns

- Another \$3780 expense for Push Pay software incurred (?)
- \$1651 spent this month under worship support (vs budget of \$83 / month. There is a note that \$1091 was for Sanctuary projector bulbs. Would agree these are needed, can we move any money from a dedicated fund to reimburse that expense?)
- \$640 to Altar Guild for the month
- Still \$0 to Tanzania vs expected \$2100 to that fund YTD
- Still \$0 to unbudgeted Mission Funds vs expected \$2600 to that fund YTD

Other

- Wages higher than plan with addition of Volunteer coordinator

Human Relations – Barb is working with Kathy on the new job descriptions for Maintenance/Grounds positions.

Legal – Nothing to report

Marketing – Nothing to report

Facilities – There are some expenses that need to be paid out of dedicated funds. Mark and Pr. Jeff will check this out.

Mission – Nothing to report

At Large – Dave will be teaching a leadership development course for the staff.

Next meeting is August 17, 2021

The meeting closed at 7:57 with prayer from Barb.

Respectively Submitted,
Jennifer Wollesen
Secretary