

**OUR SAVIOR'S LUTHERAN CHURCH
COUNCIL MINUTES
NOVEMBER 27, 2018 – 7:00 PM**

Council Meeting: Present: Joey Warta. Kathy Lund, Sheri Dittrich-Reinhart, Kitty Hietala, Patty Young, Ted Sauers, Scott Blumhoefer, Brad Haynes, Pastor Gene Alms, Maxine Remme

Call to Order: Brad Haynes

Devotions: Kathy Lund

December Devotions: Patty Young

Additions to Agenda: Church times for 2019

No Communion at 3:00 Christmas Eve Service

Online Giving

Pastor Gene has additional items which he will present during his report!
Motion by Joey and seconded by Ted to accept the Consent Agenda.

Pastor Gene's Report:

Good report on new Secretary. Is enthusiastic and keeps everyone on task
Council should be a focus group,. December 9th after church for our focus group,
Motion that we meet on December 9th Patty/Joey

Calendar Executive committee meeting will be on e maild due to Children's Christmas program
being held on regular meeting day.

Personnel committee will deal with volunteer coordinator. Five applicants

AED key will now be found on top of AED box.

Time and Talent sheets will be done at the end of the year. Be sure new members get one.

Last week in December vacation for Pastor Gene.

See Pastor Dave's report as well

He is so committed and because he was here during transition and people expect him to know
the answer. He tries to answer all questions. Sometimes he is not sure what his job is.....he
needs to learn how to say NO.

Treasurer's report. Scott Blumhoefer. See handouts.

November report is good as of now.

Also had a tentative budget report. Will have a more complete one in December

Motion by Patty Young to accept the Treasurer report. Seconded by Kathy

Motion to approve a contract extension for Pastor Alms until January 1st, 2019. Motion by
Scott and seconded by Kathy

Bereavement Policy Change – Recommendation from Personnel Committee

1. Absence of three (3) days (up to five (5) days, depending on distance) due to the death in the immediate family. This will be pro-rated for those who are less than full-time employees. Immediate family is defined to include spouse, parents, siblings, children, in-laws, grandparents and grandchildren. Additional paid leave may be granted in the death of a spouse or child by having a conversation with the Senior Pastor.

Motion to accept the policy . Ted/Joey

Additional recommendation by Patty to pay retroactive to Lindsey Medina. Prorated for parttime. Patty made a motion seconded by Joey.

Personnel Committee recommended a \$800.00 raise for all staff with the exception of Mary Lu. Mary Lu to get \$17.00 an hour. Patty made the motion Kitty seconded.

Concern had come to attention of council member regarding No Communion at 3:00

Christmas Eve Service. Focus is to be on children and no communion. Will be candle lighting etc. Communion will be offered at 5:30 and 11:00. A straw vote was taken
And there will be communion at the 3:00 Christmas Eve service,

PTO: Approval of PTO policy. Have to take some time off. Some employees so passionate they don't take time off.

Brad brought forward the idea of a PTO policy. Need a policy that employees take 5 consecutive days off...

Send back to Personnel to write a policy.

Patty moved that PTO be accrued monthly at the beginning of the month. Kathy seconded 2019 continue having 9:00 service. Patty made motion to approve church continue the current church service at 9:00 am on Sunday . Seconded by Scott

Info received from Kathy regarding online giving. Check with Mary Lu to see how much time she feels she would be spending with online giving and debit and credit cards being swiped. Do a couple of demos online for Mary Lu to see how it will work and get the glitches out before we go to all congregation,

Keys: Patty suggested that follow up with Grounds and facility team to decide about keys,

Volunteer coordinator Role: There are currently 5 applicants,. Some suggestions were given as to how this role could/should be handled. At this point it is in the hands of personnel.

Grab and Go

Prayerfully consider saying yes when nominating committee asks you to take a leadership role in the congregation

Council has voted to continue current worship service schedule

MAP is continuing.

Bulletin board

Thank you to all the congregation members that have contributed to the well-being of our congregation

The teams are all very busy planning activities and events for the congregation. Be sure to watch the bulletin for dates,

Ad Hoc committee to look at Teams and determine if things could be done differently.
Maxine Remme will head up this committee

Motion to adjourn.....Maxine

Respectfully submitted by Maxine Remme, Council Secretary

Pre – Council Meeting 11-27-2018

Present: Annika Anderson, Patty Young, Betty Sauers, Ted Sauers, Sheri Dittrich-Reinhart, Deb Kaehler, Judy Gramentz, Ann, Joe Warta, Kathy Green, Brad Haynes , Pastor Gene Alms, Maxine Remme.

Endowment Report: by Maxine. Remme. Read a statement from Harold Remme, Chairperson of Endowment Report

WELCA Board: Betty Sauers. Continue doing Mission work. Bazaar drecently held. \$2000,.00 profit from Bazaar. (Report given where the money is going. Looking for what to do with money next year. Suggested money could go to Numas House. Phone number listed in phone book.

Kathy Green: Mission Team: The world fair market went very well. More bags went to Washington School. Giving out cards to people that haven't been attending church. All the activities that take people away from church on Sundays,

Discussion about setting up Wednesday late afternoon or evening worship service. Council will visit congregations already using the Wednesday night plan.

Deb Kaehler: Adult Ministry: Prayer walk on the 19th ;6:30. Pastor Dave will line up snacks and songs, etc. Bible study for Advent will be On Facebook If you are doing the Bible Study you can share discussion with others who are also doing the bible study and then have a discussion regarding the reading. Advent Bible story.

Children's and family committee sometime in January will have Adult Bible study. (no rep)

Annika Anderson for Youth. Halloween was a success. There will be a Lock in this weekend, Mission - Confirmation

Annette Haynes: Nominating Team talked about Nominating committee. Question came up about filling in council people and looking for those that would be interested in serving. Can only serve 3 years. Can they re up.....? Also discussed the Time and Talent brochures. About 70 some have been turned in. Annette is putting the information from the T & T brochures on a spread sheet. How are they going to be used? Need more special music.

Judy Gramentz: Deacons: Nothing new to report. Question was asked: Who bakes the bread for communion. Judy wasn't sure who it was.

General Questions

How can we make our teams a little more efficient? Do we have teams that overlap?