

OUR SAVIOR'S LUTHERAN CHURCH COUNCIL MINUTES

October 24, 2023 – 7:00 PM

Church Meeting room

Members Present: Becky O'Neill, Chip Rasche, Nancy Wichmann, Shaun Luker, Jessica Olson, Kathy Lund, Bob Gruenhagen, Ken Varland, Pastor Kathleen Ulland-Klinkner, and Pastor Dave Nissen.

Absent: None

Guests: None

1. **Call to Order**
2. **Devotions:** Nancy Wichmann did a reading about the fork and the best is yet to come, Pastor Kathy has devotions next month
3. **Additions to Agenda**
 - a. Re: Constitution and possible continuing resolution to address the issue of not have a council member age 30 or less
4. **Approval of 09/26/2023 Minutes.** Motion by Ken V. and seconded by Shaun L. to approve the minutes. Passed.
5. **Consent Agenda**
 - a. **Pastor Report:** Pastor Kathy busy preparing for Stewardship Sunday. Between 17 to 20 kids will be going to the Youth Gathering in New Orleans. Christ-the-King youth will join us on the bus. There is a need for 4 chaperones. There are fourteen 10th graders being confirmed this next Sunday. Written essays by the confirmands were wonderful and touching. Pastor Dave said 5th quarter went well. Pastor Dave has started a Bible study.
 - b. **Staff/committee reports**
 - c. **Updates to the Council**
6. **Financial Report – Jessica Olson:** September was a better month but still behind in giving by about \$5000. Some expenses have been less. Our budget is at 72 percent but revenue is at 63 percent.
7. **New Business**
 - a. **Staff Benefits starting in 2024:** Finance Team would like to meet with Personnel to discuss cost of living increases and other benefits (e.g., Holidays). New Sick Leave mandate (Sick and Safe) was discussed - *An employee earns one hour of sick and safe time for every 30 hours worked and can earn a maximum of 48 hours each year unless the employer agrees to a higher amount.* This policy begins January 1, 2024 but no one was sure how it affects church employees especially as it relates to Paid Time Off (PTO).
 - b. **Resignation of Caryn Nelson – Business Administrator** Caryn took a full-time job and will help church until end of 2023. Currently works 15 to 20 hours per week. Church will advertise for a replacement.
 - c. **Church Business Hours:** Council needs to establish consistent business hours where the public can expect the church building to be open (unlocked) at a minimum. Currently church "office" hours as posted is M-Th (8-2) and F (8-12).

Some staff are present at other hours. It can be upsetting to members and others that the church building is not unlocked during what is considered normal business hours. Friday afternoon is of particular concern. Volunteers may be desired to answer the phone for specific situations. The Council discussed hours that should be posted on the door and noted in church publications and website when the building will be unlocked: M-Th (8 – 4), F (8-12). There will be several occasions that someone will be present at the church up until 4 to 5 p.m. and that is OK but it will be outside the posted hours. More specific times will need to be reviewed by the church council and discussed further.

8. **Unfinished Business:** Possible change to Constitution to address the age issue on the Council (Pastor Kathy brought the following wording to the meeting) ... *Due to busyness and inactivity, we are currently unable to fulfill the full expectation of provision C.12.01. "of at least one of whom (church council voting membership) shall be 30 years of age or younger at the time of their election." Therefore, we will broaden our search to anyone under age 45 at time of election.*

A continuing resolution can be adopted by the Church Council and then acted on and approved at the next annual meeting by a simple majority vote to change the Constitution. The Council will ponder this idea and bring it up next month. The pertinent pages in the Constitution needs to be sent to the Council.

Note: Another issue was raised at the end of the meeting ... Jessica will look into the federal Employee Retention Credit (ERC) grant program to see if the church qualifies.

9. **Next Meeting – Tuesday 11/28/2023 at 7:00PM**
10. **Adjournment/Closing Prayer:** Motion by Bob G. to adjourn, Shaun L seconded. Passed. Lord's Prayer

Respectfully submitted by Ken Varland, Church Councilor At Large.