

**Our Saviour's Lutheran Church of East Bethel
19001 Jackson Street NE
East Bethel, MN 55011**

**Draft Minutes of the Regular Congregation Council Meeting
December 14, 2017, 6:30 p.m. at OSLC**

Members Present: Ben Bjornson, Holle Despen, Terry Kolodjski, Mark Kramm, Kathy Neuberger, Pastor Dan Nordin, Pastor Maria Pederson, Michelle Reichow, Karen Schrecongost, Connie Weigel.

Members Excused: Jan Berqual, Jim Jerylo, Deacon Glenndy Ose.

Members Absent: none

Guests Present: Cindy Delmonico, Kim Fread.

President Michelle Reichow called the meeting to order at 6:37 p.m.

Treats were provided by Holle Despen.

Holle Despen led devotions.

Secretary's Report: Ben Bjornson moved to approve the minutes of the November 9, 2017 council meeting as presented. This motion was seconded, and passed.

Council Agenda Review: There were no changes or additions to the agenda.

Finance Report: Ben Bjornson elaborated on the November 2017 Council Finance Report. He noted that November was a little better than previous months, but that we are still \$43,000 under budget. We need a good December. This past Sunday had higher than average money coming in. Ben encourages people to give now, at the year's end, to benefit from a tax deduction. Mark Kramm moved to accept the treasurer's report. This was seconded, and approved.

Team Reports:

1. Children's Ministry: Karen Schrecongost reported that Kate and her great team are doing a great job and have many exciting ideas. She noted that the children's offering goes to purchasing animals through Heifer International. Karen reported that the children's music program went very well!

2. Garden Team: Connie Weigel reported that the garden team is working with Ann Marie, our landscape architect from Mickman Brothers' Nursery, on plans to landscape the new Taylor Street entrance. Considerations include power and a sign around the new entrance from Taylor Street, and making the meditation garden and water feature attractive from Taylor Street.

3. Human Resources: The HR team would like to change the job description regarding who records certain financial and membership data. These tasks had been assigned to the secretary of membership to accomplish during the hours she acts as the Friday night receptionist. In actuality, it makes more sense that the bookkeeper accomplish these tasks. HR would like to add 3 hours to the bookkeeper's job description for these tasks. The secretary of membership would not lose hours, as she is still the Friday night receptionist for the same amount of time. Mark Kramm moved that council approve this Human Resources recommendation. The motion was seconded, and approved.

Pastor Maria reported that HR is in the midst of interviews for the position of Director of Music and Worship Arts. There are some applicants with a high level of experience. The HR team would like to include in the 2018 budget the flexibility to offer a more experienced person a salary that is at synod guidelines for such a person. Mark Kramm moved that we accept HR's recommendation to budget for the flexibility to offer a higher salary to an experienced person. This motion was seconded, and passed.

4. Stewardship Team: Pastor Dan shared that, with 148 pledge cards returned, we have a good running start, but noted that we do need more families to return their cards. Pastor Dan reminded us that we need solid footing on our regular finances so we might have a building campaign. Kim Fread noted that people who give electronically should call her directly if they would like her to change the amount of their electronic giving.

Old Business:

1. Sewer/Water/Driveway Update: Pastor Dan updated council on the sewer/water/driveway process. The new pump will require firewalls around it. There is not space for these firewalls in the room where the current pump is. We may have to add on a tiny room to house the new pump with its required firewalls. We hope to have more cost estimates by the January council meeting or the January annual meeting.

2. Budget: Ben Bjornson and the finance team presented and explained the 2018 budget proposals. The council discussed preliminary budget numbers and decided to re-address this at the January 11, 2018 meeting after we know if 2017 budget numbers were met.

Celebration Moments

New Business:

1. Mail Bag: No mail was received.

2. Report any Sale of Stock: There were no sales of stock to report.

3. Declaration of Pastors' Housing Allowance: Pastor Maria declared \$10,000, and Pastor Dan declared \$35,000.

4. Bus: OSLC's bus was recently taken in for the yearly DOT inspection. Extensive work would be required to make the bus acceptable for DOT relicensing. However, use of a bus is important to several OSLC ministries. It was decided that these ministries would instead rent a bus as needed, and that the money that would have been paid toward insurance and other bus costs, \$2,500, would be used to subsidize the rental of busses. Council agreed this was a good plan.

Holle Despen moved to adjourn the meeting at 8:50 p.m. The motion was seconded and approved.

Minutes submitted by Holle Despen, Secretary

Upcoming meetings:

Next regular council meeting: January 11

January Devotions: Cindy Delmonico

January Treats: Cindy Delmonico

Annual Congregation Meeting: January 28, following the 10:00 service.