

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

APPROVED Council Meeting Minutes
Thursday, November 14th, 2019

Members Present: Pastor Bruce Arnevik, Jan Berqual, Jim Jerylo, Terry Kolodjski, Karen Mickelson, Jason Moehring, Kathy Neuberger, Deacon Glenndy Ose, Peder Sannerud, Tony Roettger, Ryan Sanborn, Karen Schrecongost

Member Excused: Pastor Maria Pederson

Members Absent:

Guests present: Ellen & Mark Kramm, Al Beck

The meeting was called to order by President Ryan Sanborn.

Dinner was provided by Karen Schrecongost. Thank you Karen.

Devotions provided by Karen Schrecongost. Theme: Psalms 121 – From where does my help come from. Thank you Karen.

Standing Rules Reminder: Ryan reviewed the Standing Rules as they are printed on the Agenda

Council Agenda Review: Ryan made one change to ADD # 4 to New Business.

Executive Committee Report: Ryan Sanborn shared the Executive Team met with nothing to report other than the change to the meeting agenda.

Secretary's Report: Karen Mickelson shared the October 2019 Council Meeting Minutes, they were reviewed. Motion was made to "APPROVE". Motion carried.

Treasurer's Report: Jason Moehring shared updates on our finances.

Income for October is down, borrowed from dedicated funds to pay bills. Would need \$84,000 to finish in the black for 2019. Motion made "Accept Treasurer's Report as presented."
Motion carried.

→ Terry Kolodjski will check into getting a spreadsheet of church attendance for the council to review.

Team Reports

- **Children's Ministry:** December 7th – North Pole Event, December 8th – Christmas Program during church services. Silent Auction happening during these services. Thanksgiving Eve – First Communion.
- **Church Property:** No updates.
- **Confirmation:** Hayride rescheduled.
- **Constitution:** Ellen Kramm sharing updates at November Council Meeting
- **Finance:** Capital Improvements need to be turned into the Finance Committee i.e. Parking Lot, etc.
- **Human Resources:** Will be covered in the agenda.
- **Old Church/Cemetery/Columbarium:** Received \$2500 from the Endowment Committee towards the restoration of the foundation project at the Chapel.
- **Outreach (Global, Social, Local):** Family Promise will have two (2) families this week at Glen Cary.
- **Preschool:** Next meeting is November 15th.
- **Worship & Music:** Next meeting is November 17th.
- **Youth Ministry:** No updates
- **Visioning Team:** Decision has made to place this team ON HOLD until the new pastor is in place..
- **Building Team:** Working on quotes for security system.
- **IT Steering Team:** No updates
- **Fellowship:** No updates

Old Business

1) Employee Health Insurance

- a. HR is working on obtaining options for insurance plans for OSLC Staff
- b. Pastor Bruce Arnevik shared updates on this process.

Motion: Be it resolved that Our Saviour's Lutheran Church (OSLC) covers 50% of 2020 individual health and dental insurance premiums for all fulltime (FT) staff who need it, including covering up to \$1,000 of the \$2,500 deductible of the 2020 proposed group plan, after the first \$1,500 of the deductible is paid by the staff member. Furthermore, be it resolved that OSLC accept an anonymous outside gift in 2020 to cover an additional 20% of these health and dental insurance premiums so that a total of 70% of premiums for these FT staff will be paid. Furthermore, be it resolved that OSLC intend and plan to grow health and dental insurance coverage to 85-90% of premiums in 2021 and migrate all FT staff to Portico by 2022 for pension and, as needed, for health and dental insurance.

Motion: Be it resolved that OSLC FT staff who opt out of OSLC's 2020 group health insurance plan receive up to \$1,000 from OSLC toward their plan's deductible after they have paid the first \$1,500 of their plan's deductible.

These motions were approved and carried by the council.

2) ShelbyNext Update:

- a. Working on System Migration
- b. → Pastor Maria Pederson will research to find out if the training in TX that Kim is considering is different from the training included in the ShelbyNext package that was purchased.
 1. ***Pastor Maria Pederson found out the trainings are the same. Training will take place in Minneapolis in January.***

3) Transition Team Update:

- a. *Pastor Bruce Arnevik has the Transition Team in place. They've met once so far. The December newsletter will describe the purpose and work of this team. The team's goal will be to complete their final report and OSLC's Ministry Site Profile and present these to the Council and Call Committee by the end of March or early April Goal 2020.*

4) External Audit Update:

- a. The Audit Team provided some recommendations. ***This team is meeting tonight, November 14th.***

5) 2020 Budget:

- a. Jason shared the Finance Team is working on 2020 budget.
 - 1. ***Gathering information to have the Budget for the December meeting.***

6) Library Book Update:

- a. Sun coming through the East windows is damaging the book bindings.
- b. Need some brainstorming ideas of how this can be corrected.
- c. → **Karen Mickelson will work with the Library Team to come up with some ideas.**
 - 1. ***Karen Mickelson researched the issue with two of the team members of the Library. They knew of no issues.***

7) Operations Administration Team report to HR:

- a. The shift of responsibilities from Cindy's position is working well. The pastoral staff is working with the support staff to adjust some office hours, i.e. church closed on Saturday and closes at 12:30 on Friday.

8) Maintenance Position:

- a. Change in the job description to remove HVAC from responsibilities. This would allow the possibility of hiring someone with less technical skills.
- b. ***MOTION: Accept the new job description as revised. Motion Carried.***

Celebration Moments

New Business

- 1) **Constitution Updates:** *Ellen Kramm reviewed the upcoming changes to the constitution with council. The council agreed with her recommendations. The congregation will vote on these changes at the Annual Meeting.*
 - a. → **Karen Mickelson will send IT changes to Ellen to update the constitution.**
 - b. → **Council needs to take a look at teams, plus or minus, on the agenda.**
- 2) **Report any sale of stock:** none
- 3) **Mail Bag:** none
- 4) **Open Discussion**
 - a. Need a TO DO LIST for follow up items from Council Meeting
 - b. → **Karen M will create this list and get it out earlier in the month prior to council meetings.**
 - 1. ***TO DO LIST was a great help for this meeting.***
- 5) **Announcement:** *Ryan Sanborn announced he would be stepping down from the Council President position following the ANNUAL MEETING.*
- 6) **Adjourn:** **MOTION:** made to adjourn the meeting. Motion was APPROVED and followed by the Lord's Prayer.

NEXT MEETING: December 12th, 2019 at 6:30 PM

Devotions: Glenndy Ose

Dinner: Jan Berqual

Respectfully Submitted,
Karen Mickelson, Council Secretary