

Council Minutes
December 12, 2022

Attendance: Paul Darlage, Mitch Burmeister, Chip Davidson, Wes Wrucke, Donna Granderson, Stephanie Estel, Matt Hesse, Beverly Silletto, Sarah Frederickson, Darren Doehrmann, Dave Walls, Jim Snyder, Shelby Schwartz

1. Welcome – Jim Snyder at 6:30pm
2. Devotions – Dave Walls
 - Jude 1:1-15, Portals of Prayer. Beware of false teachers. We should examine all teaching no matter how popular or familiar, making certain it is so according to Holy Scripture.
3. Financial Report – Darren Doehrmann
 - For November, we budgeted a \$4k loss and our actual surplus was \$24k driven by school revenue and lower than expected expenses, for a surplus of \$28k compared to budget. Church tithe check was not written this month, so there will be two checks written in December to make up for this. Year to date through November, Church giving is on target to the budgeted value. We are budgeted to be at a \$20k loss at this time, and our actual surplus is \$37k, for a surplus of \$57k compared to budget.
 - CLARIFICATION of prior minutes:
 - During budgeting, we expected a \$80k surplus; however, we did not realize this amount. The strategy to make up the shortfall was through the child-care grant and building designated funds. Clarification: when there are one-time building expenses, we will pull from the building designated fund; this is not for routine building expenses or expenses not related to the building.
4. Bylaws and Constitution Changes – Paul Darlage
 - A. Elder committee recommended 24 major changes to the By-Laws; see attached for changes. There are non-noted grammatical and formatting changes.
 - i. Goals of the committee:
 1. Simplify By-Laws
 2. Clarification within the By-Laws; what to do, not how to do it
 3. Improve communication within the church
 4. Increase accountability of the congregation, less on the council
 5. Communication of the Budget
 - ii. Paul motioned to accept these By-Laws, as written and as a new not revised set of By-laws. They are to be presented at the January voters assembly of Our Savior Lutheran Church. This will be the first reading of two at the Voters Assembly. At the second, approval will be sought from the congregation.
 - a) Seconded by Mitch Burmeister. Discussion points follow:
 - b) Buildings and Grounds has expanding responsibilities, 6 new jobs added in the recent months. Delegation to members of the board recommended. Succession concerns.
 - c) Transitional process of council/boards from now to then, given boards aren't operating with 5 members today. This by-law organization won't be approved until after 2 readings of the by-laws (June 2023), but we could put new changes in place immediately, working to

transition during this interim time. Elections in January of 2024, and final change (budget) effective July 1, 2024.

- d) Worship and Music committee as opposed to a Board, and now under the Elders – elders have always been responsible for worship under the constitution. Worship and Music committee to share quarterly the outputs to pass off to Elders. Elders informed of committee meetings as optional attendees. Worship and Music does not attend the council meetings in the future by-laws, nor the Elders meeting.
 - e) School Board – there are 5 positions currently. 2 of the 5 would be elected in the upcoming odd year election cycle, but the remaining would continue to serve until elected in the next cycle. Or, can decide how to handle election cycle the first year. Not limiting the amount of board members and chairs.
 - f) HR advisor has previously been an appointed position. Response is that it's not listed in the by-laws anymore because it's not needed. HR advisor has been around for a year and would fulfill requirements set before the role. Treasurer currently is the contact for benefits and makes the active enrollment selections after approval from the council. Paul did HR when he was president at a prior church.
 - i. As an example of the by-law flexibility, if council wants an HR person, the President can add this.
 - g) How many boards are typical for a church? Depends on the size. Paul's prior churches were set up similarly, but those churches had more members on boards. Intentionally limited the number of recommended members on a board to avoid burnout. Prior churches used elected boards; neither had an HR advisor.
 - h) Are there paid positions we should consider in terms of budgeting?
 - i. Jim called for the question. Motion passed; 7 approve and 3 against.
 - Items may be brought back to be discussed at a Council Meeting.
- B. Elder committee recommended 1 change to the Constitution; removed clause below.
- i. Line E Under Article 9 (Article IX) of prior version: "Annually reviews and confirms, by majority vote, the members of the Department of Elders."
 - ii. Paul motioned to accept this revised Constitution as written. It will be presented at the January voters assembly of Our Savior Lutheran Church. This will be the first reading of two at the Voters Assembly. At the second, approval will be sought from the congregation.
 - a) Dave Walls seconded; no discussion.
 - ii. Jim called for the question; approved verbally with none against.
 - After Constitution presented in Jan., it cannot change until voted on.
5. Annual Reports – Jim Snyder
 - Send to Jim by January 1st.
 6. Cooling Tower Update; No changes – Matt Hesse
 7. Voters' Assembly Meeting – January 15th - Dave Walls
 8. The Lord's Prayer – Dave Walls at 7:34pm