

## **KOG Council Meeting**

**Mission: As God's people, graced by differences, nurtured by the Spirit and gifted to serve, we invite and welcome all to grow in faith.**

**July 12, 2018** The meeting was in session at 6:35 PM, beginning with prayer led by Pastor Ruth Ann.

Attending: Pastor Ruth Ann, Joe Asmus, Eric Backsen, Leo Salazar, Ted Schmidt, Pat Johnson, Nancy Judson and Lee Holmquist. Absent: Carol McDivitt

**Secretary Report-** (Nancy) Minutes in Dropbox. Leo-**Motion**, Ted-**Second**: accept the June 12, 2018 minutes as posted. **Motion approved.**

**Treasurers and Finance Reports:** via printed reports from Carol and saved in the Dropbox.

**Team Reports—those not listed did not have a report for June.**

**Infrastructure/Property:** (Ted)

It was noted that lights in the parking lot were not coming on and this was turned over to the Gregory Company who found broken lines. These lines may have been broken during landscaping. Discussion continues as to who will pay for the repair. It is possible that the Lindgren Landscaping Company may pay for repairs.

**Personnel :** (Leo and Pastor Ruth Ann)

Leo presented a summary of the requests from the Personnel team. Drafts of proposed position descriptions for a Part Time Salaried Exempt Worship and Music Minister and a Full-time professional staff Faith Formation/Cross-Generational Minister were presented, reviewed and discussed. In addition, the document, Dreams and Visions for KOG, was presented by Pastor Ruth Ann and discussed. Among items discussed:

- Attendance at worship
- Previous staffing models at KOG
- Definition of Deacon/Deaconess
- Rocky Mountain Synod involvement and support
- Budget for funding new positions
- Benefits to be determined

Leo-**Motion**, Ted-**Second** that the Council endorse the Personnel Team's proposal in concept and authorize it to proceed ahead to completion, with a final motion to be submitted to Council as soon as possible. Proposal as follows:

1. The position of Faith Formation/Cross Generational Minister be made a full-time salaried position and the Personnel Team will proceed to seek applications from qualified Deacons or Deaconesses to fill the position. The salary will be approximately \$45,000, which represents an increase of \$19,000 annually from the current position being vacated by Joe J.

If a qualified candidate is found by September 1, the excess over budget for the cost of this position in 2018 would be approximately \$6400.

2. The position of Worship and Music Minister be created as a part-time salaried position of 30 hours per week and the Personnel Team will proceed to seek application from qualified candidates who have at least a bachelor's degree in music to fill the position. The salary will be approximately \$26,000, which represents an increase of \$13,940 annually from the current position being vacated by Stephanie B. and the elimination of the budget line item of the band director. Furthermore, there is a possibility that the salary will be funded in part next year by a \$10,000 anonymous donor. If a qualified candidate is found by September 1, the excess over budget for the cost of this position in 2018 would be approximately \$4,647.

**Motion Approved.**

**Outreach/World Hunger /Christmas Bazaar: (Leo )**

Lee –**Motion, Pat- Second** to approve that the receipts of the 2018 Bazaar go to:

- Lutheran Campus Ministry
- Sky Ranch
- KidsPack
- King of Glory Faith Formation Ministry

**Motion Approved.**

A discussion followed regarding the HNS letter that was sent to the paper. Pastor met with Gloria and will continue to make herself available for conversations with Gloria. Pastor reported that Pastor Joel indicates that the HNS board continues to have valuable discussions.

**Security: (Ted)**

The security project is underway as they are beginning to plot out wiring and materials have been ordered. Keys are being cut and cylinders will be installed in doors as soon as key are cut.

Recommend: Policies for key distribution should be developed prior to distribution. A separate group will meet to determine the policy.

The meeting ended with a closing prayer and was adjourned at 8:02 pm.

The next meeting will be August 7, 2018.