

## KOG Leadership Meeting

December 10, 2019

**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.**

Present: Eric, Nancy, Bryan, Ted, Mark, Lee, Lynn, Roxanne and Pastor Ruth Ann and guest Leo Salazar.

Absent: Pastor Deb

Eric asked that we begin with the updates from Leo S. regarding the endowment and gift policy.

Leo presented a summary of the revisions to the endowment bylaw and the new gift policy. A email copy of the endowment bylaw and gift policy had been sent to the Leadership team for review prior to this meeting. Leo explained the plan to have teams that oversee the endowment and the gift policy. This will create an environment of management, communication and oversight of these policies.

Leo discussed the typical "start to finish" of a gift being received and applied to the endowment. The endowment team would be notified of the money available for distribution. Funds are distributed from the interest on the endowment as determined via an application and review process. Next steps were discussed as to how to move forward if these changes are approved at the annual meeting. The leadership team will appoint members to the endowment team

Motion: **Ted moved** that we accept the amendment to the endowment and the gift policies as presented. **Mark seconded** the motion. The motion was approved unanimously.

We began with devotions based upon Chapter 7 of Living Lutheran: We can get lost in our policies and mission statements if we don't actually embrace it and "act" upon those policies. You can't just make a mission statement if you don't "love into the concept" of the statement. Congregations function like a living human being. Congregations can get in the way of themselves. Page 64 and 65 questions were discussed.

Meeting called to order at 6:54 pm by Eric.

**Minutes** from November Leadership meeting were reviewed. **Motion:** Mark moved and Pastor Ruth Ann **seconded** to approve minutes as corrected. **Motion carried.**

**Treasurer's Report:** Mark reviewed the report. Expenses grew in November in part due to the payment made toward the sound system. Christmas Bazaar income increased more than \$2000 compared to last year. Mark speaks highly of the mission investment fund and interest received. The full report will be found in the dropbox. December has five Sundays, so it is expected that income will be greater for December.

**Finance Team/Budget:** Mark distributed the draft for the 2020 budget. Discussion centered around updates to the budget regarding Worship, Serve, Grow initiatives and Associate Pastor budget lines. Mark and Pastor clarified various line items for the team. Discussion continued with a **Sound System update** by Eric, specifically as this item applies to the budget. Eric provided copies of the Clearwing bids for the sound system. (the bid is approximately \$45,00). It is estimated that the project will require a one-week install. Eric summarized the planned installation in the sanctuary.

**Property Infrastructure Planning:** Ted and Darwin will be looking at bids for the HVAC projects after the beginning of the year. The parking lot lights are also being watched and will be replaced when there are two bulbs to be replaced.

Ted also researched the history of the canopy at the top of the sanctuary and learned that the motors are burned out. Ten years ago, when researched, the cost to replace those motors was very high. The canopy was locked in place at that time. The Leadership team indicated that we could wait on any further action to research or repair the canopy for now. The first goal will be to get the HVAC and other currently planned projects completed.

**Pastor Deb's report** was reviewed. Exciting things are happening in youth and young adult ministry. Youth will begin participating in additional worship roles soon.

**Pastor Ruth Ann's report** was reviewed. Highlights include the number of members involved in Stephen's ministry and the Caring Eucharistic Ministers which cover almost 32 hours of work every month. She expressed her appreciation to the outgoing Leadership Team members, Lee and Nancy and to the entire team for all they have accomplished in 2019.

**Personnel: Eric moved** and **Nancy seconded** that we approve the designation of \$35,000 of salary for housing/furnishing allowance for 2020 for Pastor Deb. **Motion approved.**

**Bryan moved** and **Lee seconded** that we approve the designation of \$25,000 of salary for housing/furnishing allowance for 2020 for Pastor Ruth Ann. **Motion approved.**

Bryan presented The Safe Haven policy for review. Eric thanked Bryan, the personnel committee and pastors for work on this. **Eric moved** that the Safe Haven policy be approved as presented, **Ted seconded. Motion approved.**

**Nominating Committee:** The full candidate slate and ballot for the annual meeting were presented. The changes to the endowment and the gift policy will be presented by voice vote at the annual meeting.

**Outreach/Christmas Bazaar/Glory Garden:** 1329 customers attended the Bazaar. Vendors are already asking for spots for next year. Two members have asked for Garden plots.

The Christmas Bazaar 2020 is set for the second Saturday in November. The county has asked for use of the church from October 27 through November 5<sup>th</sup>. The election is on the 3<sup>rd</sup> of November and they would come in on the 5<sup>th</sup> of November to remove the election materials. This should work with the schedule for the Bazaar.

The leadership team agreed to host the election and charge a \$150 fee for building use.

**Technology:** Sound system will be installed the first week of January.

January holiday New Year gathering for council to be tentatively set for January 17<sup>th</sup>.

Meeting adjourned at 8:50 PM

Submitted by Nancy Judson, Leadership Secretary