

LUTHERAN CHURCH OF OUR REDEEMER --- CHURCH COUNCIL MEETING

Respectfully submitted by Peggy Juba, Council Secretary

Tuesday, January 11, 2022

6:30 PM Executive Committee Meeting

7:00 pm Council Meeting

Council Members: Tammy Davis, Jennifer Harms, Peggy Juba, Kevin Keup, Todd Nichols, Mark Reishus, Justin Reusch, Bev Splinter, Terry Ulrich. Advisory: Pastor Kent Stillson, Pastor Dave Nerdig

Those absent: Kevin Keup, Todd Nichols

Call to Order by Mark Reishus, Pres.

Approve Agenda- Additions made to new business. Motion made by Justin R. Second by Terry U. Motion carried.

What's On Top?

Opening Devotions: Mark R

Approve December Council Meeting Minutes- Motion made by Bev S. Second by Jen H. Motion carried.

Approve December – Year End Treasurer's Reports- \$78,704.61 surplus ending in 2021. \$6,306.00 in Debt reduction. Motion made by Justin R. 2nd by Bev S Motion carried.

Pastor's Report:

Pastor Kent- attached

Pastor Dave- attached

Old Business:

Review of Nominating Committee's Work for Council and Endowment committees

Draft #4 of 2022 Budget- Discussion of adding a Recruitment line item with amount of \$6,000 for lodging, meals and mileage for candidates being interviewed for Senior and Assoc Pastor positions. Once candidates are approved a Relocation expense of \$7500 per candidate will be allocated from Dedicated acct. labeled PPP & EIDL. Approval of staff 3% raises. Motion for all made by Jen H. 2nd by Terry U. Motion carried.

New Business:

Proposal to Annual Meeting for Dispersal of \$79,000 (78,704.61)2021 year-end surplus:

\$17,000 Carry over to 2022 Budget

40,000 Capital Improvement

4,000 SD Synod, ELCA- changed to 3,704.61 to equal full amount.

4,000 LCOOR Youth going to National Youth Gathering, summer 2022

- 3,000 ELCA World Hunger
- 3,000 Brothers and Sisters Behind Bars, Watertown
- 2,000 Lutheran Disaster Relief (CO wildfires, KY tornadoes, etc)
- 2,000 Watertown Sandwich Ministry
- 2,000 One Roof Project through Salvation Army
- 2,000 Church on the Street, Sioux Falls

Motion made to approve by Tammy D. Seconded by Terry U. Motion carried.

Strategic Planning Team Recruitment - Jen H. Mark R. Justin R. to make contacts.

Proposed Annual Meeting Agenda – January 30, 2022 (Hand out) Motion to approve made by Justin R. Seconded by Bev S. Motion carried.

Discussion on how to handle the process of moving forward with finding pastoral candidates:

1. President of the Council and Jodi Spilde to contact the Bishop to invite the possible interim Senior pastor candidate.
2. Nominating a Strategic Planning Committee
3. Forming a Call Committee

This will be presented at the Annual Meeting.

Pastor Kent’s letter of retirement presented with retirement date of Feb. 28. Request made for pay to March 31 for unused vacation and benefits in the amount of \$10,000.

Motion to accept letter of retirement by Jen H. Second by Bev Splinter. Motion to accept pay extension made by Tammy D. Second by Jen H. Motions carried.

Audit Committee will be established to review books and make report to annual meeting

Committee Reports -- see attachments

Education ___discussion to move 1st communion to a non-holiday date. Christmas programs went well. Participants-90on Wed. 50 on Sunday. Route 56 group wrote letters to troops thanking for their service. _____ (Peg J.)

Fellowship ___no_____ (Twila -- staff)

Finance _____no_____ (Todd N)

Preschool ___no_____ (Jennifer H)

Property _____Todd N. having ins. reviewed__ (Mark R. & Kevin K)

Stewardship ___no_____ (Justin R.)

Worship and Music ___no_____ (Bev S.)

Youth and Family Ministry _Phil has changed meeting time with the older kids from Wed. to Sun. Music group forming for Lent. _____ (Terry U.)

Policy _____no_____ (Tammy D.)

Next Meeting: Tuesday, February 8, 2022 at 7:00 PM

Meeting Adjourned

Closing Prayer

Devotions: ___Tammy D_____

SENIOR PASTOR'S REPORT

January 11, 2022

Unfortunately, **navigating the Covid pandemic continues to impact every area of our ministry.**

1. The Christmas season went well for LCOOR. Among the 4 worship services, Christmas Eve was about 70% of pre-Covid numbers – 1100 in 2021 compared to 1600 in 2019. But 70% is better than the less than 400 in total attendance for Christmas Eve in 2020.
2. Preschool teacher Nikki is out of the classroom for the 2nd week in a row, as one after another of her family have had Covid, since the Christmas break. Now it is Nikki. The preschool has continued to operate, as Wendy has taken the lead and sub teachers have stepped in to assist.
3. The high school youth group will be delivering “Care Packages” organized by Phil and Twila, for the senior members. They had planned to enter into people’s homes to give the gift, but we are re-thinking this and most likely remain outside to talk with our senior members.

Continuing on with our focus on mental health, we will be having a special speaker, via technology, for confirmation on January 26. My niece Bethanie will talk about her depression and faith journey, a period of time where she was suicidal and what has helped her emerge stronger than ever. We will invite other people from the congregation to sit in on the session as well. We also have 12 – 15 parents leading confirmation groups each week.

Later on the agenda, we will **discuss developing a 5 – 7 person Strategic Planning Task Force.** We have been creating a list of potential Strategic Planning leaders to guide the congregation through this 6 – 8 months long process. This group should begin before a Call Committee is developed, as it will provide helpful information of “who we are as a congregation” for the paper work needed for the Call Committee and potential Senior Pastor candidates. Some of the names that would need to be invited:

Sandy Albertsen	Dustin Brinkman	Chris Carter	Karla Christensen
Lynn Langer	Eric Beutler	Connie Gertsen	Janet Even
Luann Strait	Greg or Ann Despiegler	Buck Crouse	Cathy Zubke
Todd Decker	Julie Hibbert	Tom or Lisa Franken	Monte or Michelle Hopper

Anyone who has been on Council this past years. The above list is only through the “L’s”!!!

There will be **questions and anxieties regarding my retirement.** Change is always hard. We address these with the fact we have good leaders and pastoral assistance. We together need to get the message out that God has a plan – that this ministry has thrived way before my arrival and it will thrive way beyond my retirement.

ASSOCIATE INTERIM PASTOR'S REPORT

JANUARY 2022

I began my full time ministry at LCOOR on January 3, 2022. Below are the specific items detailed in the Associate Interim Covenant agreed upon by LCOOR council, the SD Synod Bishop, and me.

Shared responsibilities with the Senior Pastor:

- *Preaching and worship Leadership — 4 weekly worship services, 3 in the summer*
- *Baptisms, weddings and funerals*
- *Hospital visits and pastoral care in times of crisis*
- *Confirmation teaching — each will lead h the year, in a 2-year cycle*
- *Attend monthly church council meetings*
- *Supervision of staff, attending to transition matters and other concerns, to support and encourage the lay staff in their ministry*
- *Worship and Music Committee*
- *Bring Holy Communion to area long term care facilities each month*

Specific areas of responsibility:

- *Provide pastoral support for the following committees: LCOOR Pre School, Christian Education, Youth and Family Ministry, Fellowship, Befrienders, Welcoming and Caring*
- *Along with other staff:*
 1. *Create Bible study opportunities and other small group experiences for the growth of faith and to form significant connections with others. Adult education is an area we as a congregation need to work on.*
 2. *Work on leadership development for both youth and adults*
- *Be a resource for LCOOR's Long Range Planning Committee, to begin Spring 2022*

Some of the specific tasks I will be doing this month relative to this covenant are:

- Setting up an office at LCOOR
- In the Office Monday, Tuesday, Wednesday, Thursday. Day off Friday.
- Preaching January 9, 12, 23, 26 / Presiding January 16, 19, 30
- Leading Men's group January 5, 19
- Leading the Sunday Parable's Class
- Making Hospital Call three times a week
- Attending Confirmation and beginning to write February Lessons on the Creed
- Attending Staff Meetings
- Meeting Individually with Staff members to become familiar with their ministries
- Establishing Self Care Habits