

*We are a community of all ages gathered by God's grace
for worship, learning, loving and service to all.*

**MINUTES - Good Shepherd Lutheran Church Council Meeting
Sunday, November 19, 2023**

Present: Pastor Andrew Isenhower, Ed Woodward, Anna-Marie Plyler, Amy Kemp, Becky Shealy, Carole Sox, David Lucas, Debi Powell, Heather Gilbert, Jan Haigler, Jason Fowler, Mike Weaver, Suzanne Sanders

Absent: N/A

Call to Order President Woodward called the meeting to order at 6:27 p.m.

Devotion: Heather Gilbert gave the devotion followed by offering a prayer.

Adoption of Agenda:

1. Motion to approve the November 19, 2023 Agenda by David Lucas, second by Amy Kemp. The motion was **Unanimously Approved**.

Adoption of Minutes:

1. Motion to approve the October 15, 2023 Council Minutes by Mike Weaver, second by Amy Kemp. motion **Unanimously Approved**.

Attendance

Attendance and Membership for October 2023

<u>2023</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>	<u>Total</u>		<u>2022</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>	<u>Total</u>
10/1/2023	106	35	46	106	<i>16 ladies at WELCA Retreat for 2023</i>	10/2/2022	101	39	35	101
10/8/2023	96	38	57	96	<i>24 ladies at WELCA Retreat for 2022</i>	10/9/2022	95	29	49	95
10/15/2023	107	38	88	107		10/16/2022	108	45	36	108
10/22/2023	95	51	N/A	95		10/23/2022	82	26	41	82
10/29/2023	104	37	58	104		10/30/2022	114	47	28	114
Average	102	40		102		Average	100			100

Note: YouTube numbers reflect number of views, not number of people viewing.

Total Membership 12/31/2022: 594

Total Active Members 12/31/2022: 293

Current active membership at the time of the October 2023 Council Meeting: 291

Members Added since the October 2023 Council Meeting: 0

Members Removed since the October 2023 Council Meeting: 1

Herman McQuage: Death

Current active membership at the time of the November 2023 Council Meeting: 290

Reports:

1. Treasurer's Report: Written Report submitted.
Treasurer suggested that since Good Shepherd no longer participates in the Transitions meal provision, that the [REDACTED] allocated to Transitions Ministry be transferred to the Food Pantry Line item. As a result, the Transitions Ministry will not be a line item in the 2024 savings account summary report. Additionally, the drilling of the Irrigation Well at the FAB is complete and the funds have been depleted. As a result, the Irrigation Well will not be a line item in the 2024 savings account summary report.
2. Realm Financial Report: Written Reports submitted
3. Pastor's Report: Written Report submitted.

Standing Committees:

1. Communication – Carole Sox: Written Report Submitted at the meeting.
2. Evangelism Committee: Jason Fowler: Written Report Submitted.
3. Finance Committee – David Lucas: Written Reports Submitted.
4. Gifts Committee – Ed Woodward: No Written Report Submitted.
5. Learning Committee – Heather Gilbert: September and October Written Reports Submitted.
6. Parish Life Committee – Debi Powell: No Written Report Submitted.
7. Property Committee – Mike Weaver: Written Report Submitted.
8. Social Ministry Committee – Suzanne Sanders: No Written Report Submitted.
9. Worship Life Committee – Becky Shealy: Written Report Submitted.
10. Youth & Children Committee – Amy Kemp: No Written Report Submitted.

Old Business:

1. Council Nominees
Pastor Andrew reported that only two of the thirty-five members whom Council nominated for potential Council Candidates for the 2024 term agreed to serve. This left Council in a quandary as to how to proceed with operating the business of Good Shepherd in 2024. There was a suggestion that changing the time of Council Meetings until after Sunday Service might help with the willingness to serve for members who do not drive after dark. After much discussion, President Woodward said that he would give a Temple Talk on Sunday, November 26 to encourage membership to consider/reconsider serving on Council.
2. Results from Time and Talent Solicitation:
David Lucas gave a verbal report on the number of pledge cards submitted to date.
3. Finalize Food Pantry Limited Use of Classroom II:
Around the Corner Class now meets in the Parlor, the Fellowship Class now meets in Classroom II, and the Food Pantry will use Classroom II for the Distribution Center food pick-up days. Suzanne Sanders reported that Anne Rush said that using Classroom II as a staging center on food distribution days is working out very well. Suzanne said that Anne mentioned that she could use more volunteers.
4. Close the Books on the GSLC Day School:
Written Report Attached
5. Director of Music Ministry Status:
Jim Johnson has been hired as the Director of Music Ministry.

6. Nursery:
Written Report Attached
7. Constitution Revision:
Written Update Submitted.

New Business:

1. Council Approval of GSLC 2024 Budget
David Lucas gave an overview of the budget process and stated that the particulars of the GSLC 2024 proposed budget are contained in the Finance Committee Report. The Finance Committee's proposed 2024 budget follows the Finance Committee Report in this package. The Finance Committee's report (under the heading "Standing Committees") provides information regarding select differences from the 2023 budget. After the budget discussion, a motion by several Council Members was offered to approve the 2024 budget to be presented to the Congregation for approval. The Motion was **Unanimously Approved**.
2. List of Prospective Slate of Council Members must be presented at this meeting, or at a Call Meeting no later than November 25 to allow bios to be completed. Note: This date could change due to the need to complete the slate of prospective Council Members.
3. Good Shepherd Board Nominations:
The Foundation Board has nominated Donna Foster and Steve Fink to fill the two upcoming vacancies for terms beginning 2024.
4. Email on November 26 to Congregation listing the proposed Council candidates and announcing the opportunity for nominations from the floor during the Call Congregational meeting on Sunday, December 3.
5. Congregational mail out no later December 4, 2023 to include:
 - a. Biographies of the prospective Council members
 - b. Names of the two proposed Foundation Board Members, and
 - c. The GSLC 2024 Proposed Budget.
6. December 17 is proposed date for Congregational Meeting for Election of Council Members and Approval of two Foundation Board Members and the GSLC 2024 Budget.
7. Record of Email Vote One.
Status of President Woodward's request for an email vote on the following Motion by Staff Support Committee:
The Staff Support Committee unanimously recommends offering the position of Director of Music Ministry to James Herbert (Jim) Johnson at the budgeted salary of [REDACTED] per month for nine months per year with a leave of absence from June-August. Further Staff Support recommends that the job description for the Director of Music Ministry remain as previously approved.
An email vote was taken, and the Secretary recorded eight "yeas" with three members not casting a vote. The **Motion was Approved**.
8. Record of Email Vote Two.
Status of President Woodward's request for an email vote on the following Motion by Staff Support Committee:
An addendum was stated in a second email vote request from President Woodward to clarify the employee arrangement for Mr. Johnson. The addendum read as follows:

In addition to the basic terms, there were agreed upon days of paid time off. These time periods are the week after Christmas, the week after Easter, the last two weeks of May not including Pentecost and the Sunday of Labor Day weekend.

An email vote was taken, and the Secretary recorded eight “yeas” with three members not casting a vote. The **Motion was Approved.**

Petitions and Communications

N/A

The Pulse

N/A

Executive Session

Pastor was excused from Council Meeting in order to accept the following personnel matter. Council went into Executive Session at 7:35 p.m. to discuss the Staff Christmas Gifts. Becky Shealy made the following motion:

*I move that Council approve a Love Offerings for staff using the long-standing distribution formula of such. Second by Amy Kemp. A vote was taken. **Motion was Unanimously Approved.*** Executive Session ended at 7:40 p.m.

Adjourn:

Council closed with praying the Lord’s Prayer. Council President called the meeting adjourned at 7:45 p.m.

Respectfully submitted: Anna-Marie Plyler

*We are a community of all ages gathered by God's grace
for worship, learning, loving and service to all.*

**MINUTES - Good Shepherd Lutheran Church Congregational Meeting
Sunday, December 3, 2023**

Purpose of the Meeting: The purpose of the meeting was to announce the members who had been Nominated by the Good Shepherd Foundation to fill two vacant seats on the Foundation Board and the five members who had accepted a nomination to fill the vacant seats on Council and also to provide the opportunity for members to make nominations from the floor.

Call to Order :

President Ed Woodward called the meeting to order at 9:32 a.m., following the announcements and before the beginning of the Sunday, December 3, 2023, worship service.

Business:

President Woodward announced that the Foundation Board had recommended Steve Fink and Donna Foster to fill the two upcoming vacancies and that Council had approved the nominees. Mr. Woodward then asked if there were any nominees from the floor. There were no nominations from the floor.

President Woodward then stated that Council had approved a list of nominees to fill the five upcoming vacancies on Council and informed the congregation that the following persons agreed to serve and asked them to stand as their names were called: Barbara Nagy, Chris Herrmann, Jan Haigler, Lauren Chandler, and Richard Inman. Mr. Woodward then asked if there were any nominees from the floor. There were no nominations from the floor.

The members were reminded that if a nominee from the floor should not be presented until the potential; nominee had given their prior approval to be nominated.

Adjourn:

Having no further business, President Woodward asked for a motion to adjourn. Lauren Chandler provided the motion to adjourn, Terri Fowler made the second. The meeting adjourned at 9:34 a.m.,

Respectfully submitted: Ana-Marie Plyler

*We are a community of all ages gathered by God's grace
for worship, learning, loving and service to all.*

**Minutes – Good Shepherd Congregational Meeting
Sunday, December 10, 2023**

Council Secretary Plyler called the meeting to order at 9:33 a.m.

Purpose of the Meeting: The purpose of the meeting was to announce the members who had been Nominated by the Good Shepherd Foundation to fill two vacant seats on the Foundation Board and to provide the opportunity to make nominations from the floor.

Business:

Secretary Plyler announced that the GSLC Foundation Board has recommended Steve Fink and Donna Foster to fill the two upcoming vacancies and that Council had approved the nominees. She then asked if there were any nominations from the floor. Richard Inman nominated Ed Beaman. Mrs. Plyler asked Mr. Inman if Ed Beaman had given his permission to be nominated. Mr. Inman stated that he had.

Having no other nominations from the floor, Mrs. Plyler asked for a motion to adjourn. Mr. Inman Provided the motion followed by a second from Jan Haigler.

The meeting adjourned at 9:34

Respectfully Submitted: Anna-Marie Plyler

*We are a community of all ages gathered by God's grace
for worship, learning, loving and service to all.*

**Minutes – Good Shepherd Congregational Meeting
Sunday, December 17, 2023**

President Woodward called the meeting to order prior to the announcements before worship at 9:32 a.m.

Purpose of the Meeting: The purpose of the meeting was to:

- announce the five members who had been nominated to fill 5 GSLC Council vacancies,
- vote to fill two vacancies on the Good Shepherd Foundation board, and to
- vote on the GSLC 2024 budget.

Business:

Council Vacancies

President Woodward announced that since there was no opposition for the five vacant Council seats, that Barbara Nagy, Chris Herrmann, Jan Haigler, Lauren Chandler and Richard Inman would be declared the incoming 2024 Council Members.

GSLC Foundation Board Vacancies

The Foundation Board nominated Donna Foster and Steve Fink to become the incoming 2024 Foundation Members and Ed Beaman had been nominated from the floor at the December 10, 2024 Congregational meeting. As a result, a ballot containing the three candidates was disseminated to the voting members of the congregation to determine who would fill the two vacancies. A vote was taken, and the ballots were collected. The votes were counted during the early part of the service after which the results would be given to Pastor Andrew for the announcement of the results.

2024 Good Shepherd Budget Approval

President Woodward asked if there were any questions regarding the budget. Mr. Woodward recognized Lauren Chandler.

Mr. Chandler then made the following motion:

I move that the [REDACTED] budgeted for IT Hardware be reallocated in the following manner: [REDACTED] to IT Hardware and the remaining [REDACTED] to the Capitol Fund.

Mr. Chandler explained that if in the future there was a need for IT Hardware expenses in excess of [REDACTED], that the excess could be funded from the Capitol Fund.

Barbara Nagy provided the second to Mr. Chandler's motion. President Woodward called for a voice vote the motion. The Motion was **Approved**.

President Woodward then called for a voice vote for approval of the Good Shepherd 2024 Budget as amended by the motion. A voice vote was taken. The Amended Good Shepherd 2024 Budget was **Approved**.

The meeting was adjourned at 9:42 a.m.

GSLC Foundation Board Vacancies Continued

During the service, at 10:43 a.m., after the Hymn of the Day and Before the Nicene Creed, Pastor Andrew announced that Donna Foster and Steve Fink were elected as the incoming Foundation Board Members.

Respectfully Submitted: Anna-Marie Plyler

Pastor's Report
Rev. Andrew Isenhower
November 18—December 14, 2023

Pastoral Acts

- No funerals
- No baptisms
- No weddings

Worship and Music

- I preached, presided, and led worship for 4 Sunday worship services.
- I participated in worship planning.

Education

- I have continued leading the mid-week bible study via Zoom.
- I have provided Faith 5 resources each week for members and families.
- I have continued teaching in-person Bible study.

Pastoral Care

- I made 3 in-home visits and 5 hospital/facility visits.
- I have followed up with bereaved members and families.
- I made 14 Pastoral Care phone calls.

Social/Fellowship/Community Events

- I attended the Chrismon Tree decorating event
- I attended the Children's Nativity Program
- I attended Supper Club
- I attended POGS

Church Business

- I followed up with visitors to our congregation and prospective new members.
- I attended the following committee meetings:

- Mutual Ministry
- Congregational Retreat Planning
- Executive

Synodical Business

- None this month.

Continuing Education

- I met with my clergy colleague group. We meet once a month with a counselor to support one another and strengthen our ministries.

Self-Care

- I took time each day for devotional reading and prayer.
- I spent time with family over the Thanksgiving holiday.

Respectfully submitted,



Pastor Andrew Isenhower

*We are a community of all ages gathered by God's grace for worship,
learning, loving, and service to all.*

GSLC Parish Life

December 2023

- 1) A group of 20 POGS participated in an overnight trip to Myrtle Beach December 4-5. Kappy Steck arranged hotel rooms, dinner reservations and a Christmas show at the Alabama Theater.
- 2) Lavina Chandler planned a delicious meal to "restart" the Supper Club. There were 59 in attendance in the FAB on Sunday, December 10.
- 3) About fifty people attended the POGS December luncheon on Wednesday, December 13. Kappy Steck arranged the catered meal and the speaker. Lynn Derrick shared slides and stories about his trip to Israel.

Social Ministry Committee

December 6, 2023

Attendees: Don Caughman; Suzanne Sanders; Kerry Stubbs; Susan Sturkie; Guest- Jim Johnson

Chair Suzanne Sanders welcomed everyone to the meeting and offered a devotion and prayer to open.

Committee members provided updates on the various committee projects:

Committee Projects:

- Food Pantry: Anne Rush submitted a report in her absence. In November, they averaged each week close to the maximum capacity of 15 requests for food. In addition to the regular bags of food, they distributed a Thanksgiving box for 4 Wednesdays in November and started the December boxes for the Christmas season. The approximate cost of each Thanksgiving box was \$13.50 and the \$8.50 for the Christmas box.
- Fun Fridays: The next event is scheduled for December 8th. Three new individuals have expressed an interest in attending.
- Meals on Wheels: Things are continuing to go well with our Meals on Wheels route. Don Caughman reported that we have 8-11 recipients on the route each week and a dedicated group of volunteers.
- Ramp Ministry – No report provided.
- Angel Tree- Gift cards are due by December 10th. Susan Uehling will collect and deliver to The Women's Shelter and Providence Men's Home before Christmas.
- Salvation Army- We are not doing the stockings this year. However, volunteers are still needed for the bell ringing on December 14th at the Forest Drive Wal-Mart. Pat Quattlebaum is coordinating the volunteers for the day. Jim Johnson suggested that we consider trying to play carols if we ring the bell next year, and he would be willing to assist with that component of the activity.

Old Business:

Monthly Emphasis and Noisy Offerings Updates- Congregation donated \$1,050 for the AC Flora Food Pantry in October and the children raised \$456 for Happy Wheels on Noisy Offering Sunday. Reminded everyone that November's emphasis was the VA Food Pantry, and Cathy Milejczak has agreed to do the shopping for the pantry items. In December, we did not select a special emphasis and are encouraging congregation members to support the Angel Tree, Salvation Army and ELCA Good Gifts Program.

Committee Budget 2024 Request- Suzanne reported that the Finance Committee asked us to reduce our budget request for next year to \$500, instead of \$900. Our special projects such as Food Pantry & Ramp Ministry have expenses covered by specified funds in the Money Market account.

New Business:

Monthly Emphasis 2024:

January 2024- The Woodyard Fund

Reminder that we will need to decide about Lenten Self-Denial in January since Easter is early in 2024.

A motion was made and seconded to donate \$300 of the committee's discretionary funds to The Women's Shelter in honor of Kathy Riley upon her retirement. The motion passed unanimously.

Family Promise of the Midlands- Jim Johnson joined the meeting to share information about Family Promise of the Midlands. This non-profit organization assists families in crisis and helps them find stable housing. GSLC has been a support congregation over the years, but our participation waned during COVID. The GSLC Foundation awarded \$3,000 to support GSLC, Eastminster Presbyterian Church and Ebenezer Lutheran to provide meals and social activities for the families the week of April 15th. Jim will keep the committee updated on how we can be more engaged that week. For more information, you can visit their website at <https://familypromisemidlands.org/> and watch a success story featured on The Today Show at <https://www.today.com/video/how-nonprofit-family-promise-is-transforming-the-lives-of-the-homeless-1462277699576>

The meeting adjourned with the Lord's Prayer.