

*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, October 23, 2022**

Present: Pastor Andrew Isenhower, Vicar Laura Henrickson, Don Caughman, Anna-Marie Plyler, Amy Kemp, Debi Powell, Heather Gilbert, Jan Haigler, Janet Lockhart, Mike Weaver, Suzanne Sanders

Absent: Cathy Milejczak, Peter Zornow

Call to Order and Devotion: President Caughman called the meeting to order at 6:30 p.m. Heather Gilbert gave the devotion and offered prayer.

Adoption of Agenda:

Motion to approve the Agenda by Mike Weaver, second by Amy Kemp. A vote was taken. The agenda was **Unanimously Approved**.

Adoption of Minutes:

Motion to approve the September 18, 2022 Minutes by Janet Lockhart, second by Mike Weaver. A vote was taken. The minutes were **Unanimously Approved**.

Motion to approve the August 28, 2022 Email Vote for the record by Suzanne Sanders, second by Janet Lockhart. A vote was taken. The Email Vote Documentation was **Unanimously Approved**.

Attendance for September, 2022

<u>2022</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>	<u>Total</u>		<u>2021</u>	<u>9:30</u>	<u>SS</u>	<u>YouTube</u>	<u>Total</u>
9/4/2022	79	14	32	79		9/5/2021	63		58	63
9/11/2022	109	46	48	109		9/12/2021	77		48	77
9/18/2022	100	45	43	100		9/19/2021	83	36	47	83
9/25/2022	99	41	71	99		9/26/2021	76	23	36	76
Average	97	37		97		Average	75	30		75

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

Total Membership 12/31/2021: 614

Total Active Members 12/31/2021: 311

Current active membership at the time of the September Council Meeting: 303

Members Added since the September 2022 Council Meeting: 0

Members Removed since the September 2022 Council Meeting: 6

Joyce Upright: Death

Susan Burch: Death

Mark Aucoin: Transfer to Non-Lutheran Church

Margaret Aucoin: Transfer to Non-Lutheran Church

Tyler Aucoin: Transfer to Non-Lutheran Church

Presley Aucoin: Transfer to Non-Lutheran Church

Current active membership at the time of the September 2022 Council Meeting: 297

Reports:

1. Treasurer's Report: Written Report was submitted. Treasurer Haigler stated that she and the Parish Administrator were in the process of refining the reports. When asked if the accounting system had been fully converted, Treasurer Haigler replied that it would be fully converted after the last payroll for the year has been processed.
2. Pastor's Report: Written Report was submitted.

Standing Committees:

1. Communication – Unfilled with Wade Wingard, Contact: No Written Report Submitted.
2. Evangelism Committee: Peter Zornow: Written Report Submitted.
3. Finance Committee – Janet Lockhart: Written Reports Submitted.
4. Gifts Committee – Kappy Steck Chair, Don Caughman Liaison: No Written Report Submitted.
5. Learning Committee – Heather Gilbert: Written Reports Submitted.
6. Parish Life Committee – Debi Powell: 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 – Cathy Milejczak: Written Report Submitted.
10. Youth & Children Committee – Amy Kemp: Written Report Submitted.
11. Other Committee Communication Time:

Old Business:

1. Status of Council Nominees Willing to Serve:
Pastor informed Council that he had received two declines to date. He plans to complete the contacts with the nominees this coming week.

New Business:

1. Comments on the October 2, 2022 Spaghetti Supper Table Discussions Compilation.
Note: The Table Discussions Compilation is attached the minutes (Pages 5-7). President Caughman asked committee chairs to review the input from the table discussions with their respective committees to determine if any action is necessary by their committee.
2. Motion from Property Committee:
Property Committee moves to have resurfacing work done on our parking lot paved areas.
Background Information : It is taking more time to spray chemicals to kill weeds appearing in the parking lot cracks and an alternative was sought. A quote was obtained to have the following remedy: a) seal the cracks, b) asphalt repair and 3) sealcoating with re-painting the parking lines and arrows on our facility. The total cost is [REDACTED]. Capital Funds would be the funding source for this work. After discussion, a vote was taken. The motion was **Unanimously Approved.**
3. Motion from Property Committee:
Property Committee moves to change out the existing incandescent and florescent lighting in all three of our buildings to LED lighting. The net cost after incentives is [REDACTED].
Background Information
Mike Weaver, Property Chair had been in conversations with Jeff Inabinet of Dominion Energy about the expenses for electric bills for our GSLC property. Jeff mentioned the possibility of changing our campus to an LED environment. The possibility was explored, and surprising results have been discovered.

Dominion Energy sent a representative to Good Shepherd last month to tour our property with our Sexton Joey Allison. An assessment was made about the feasibility of transitioning from our current

incandescent and florescent lighting to LED lighting. Our campus has 3 buildings which means 3 commercial electric meters are billed for electricity consumption. Each meter is eligible for a [REDACTED] incentive toward changing to LED lighting. The Dominion representative was able to divide the sanctuary into 2 components, one to be approved in the 2022 Dominion fiscal year, and the other to be approved in Dominion's 2023 fiscal year. Each component will receive the [REDACTED] incentive,

The Dominion Incentive Program amounts to [REDACTED] if approved by November 1, 2022. The cost to change our 3 buildings is [REDACTED] minus the [REDACTED] for a net cost of [REDACTED]. The energy savings is projected at [REDACTED] per year ([REDACTED]) once the LED changeover has been completed. If we spend the [REDACTED] now, we will realize a [REDACTED] per year savings in energy costs for the foreseeable future. We will realize a two-year break-even point and continue to achieve a [REDACTED] yearly savings after that.

Dominion Energy will perform all of the work. The Day School will need to close for 1 day, our office staff will be interrupted for one-half day and the remaining work can be completed as schedules permit. We need to take action by November 1. After discussion, a vote was taken. The motion was **Unanimously Approved**.

4. Motion from Staff Support Committee:

Staff Support Committee moves that the portion of Section 1.D. (Hiring Process) of the GSLC Employee Handbook prohibiting paid staff members from becoming members of this congregation be rescinded.

Background Information:

Reference Policy

a. Referenced policy:

Beginning in September 2010, any new employee hired by GSLC may not be, and may not become, a member of GSLC. The reason and motivation for this practice is to allow and encourage any new Good Shepherd employee to clearly distinguish and embrace the differences between their work life and church life. Any new employee hired after the September 2010 non-member requirement, who elects to become a member, or should their immediate family elect to join GSLC, is subject to immediate dismissal.

2. Beginning in September 2010 GSLC will not allow family members of staff or congregants to work full or part time at GSLC. Family members include but are not limited to siblings, stepsiblings, married or domestic partners, cousins, in-laws, children, parents, grand-parents, uncles, and aunts. Exceptions may be made for contract work or short term or specific needs/tasks, etc. with the open acknowledgment of the nepotism relationship being clearly stated to the supervisor and with the acknowledgment and approval of church council.

Rationale.

Our longest serving paid staff, Susan Sturkie and Joey Allison, are both faithful members of the congregation. Many other prior paid staff have been members of the congregation. This prohibition was enacted due to a particular situation and to avoid possible complications with discipline or with termination of a church member. The Staff Support Committee feels that the benefits of allowing paid staff to be members of our congregation, if he or she so chooses, far outweigh the potential pitfalls.

After discussion, a vote was taken. The motion was **Unanimously Approved**.

Petitions and Communications

1. November 14 is the deadline for the December Newsletter

Upcoming Congregational Meeting Dates

November 6, 2022: Accept Council Nominees and Foundation Board Nominees from the Floor

November 20, 2022: Congregational Approval of Council's Recommendation for the GSLC

Foundation Board

Congregational Vote for Five Council Members

December 11, 2022: Congregational Vote to Approve the 2023 Budget

The Pulse

N/A

Executive Session

Council went into Executive Session at 8:04 p.m. and returned from Executive Session at 8:16 p.m. to discuss a motion from Staff Support Committee. No action was taken.

Adjourn:

The meeting adjourned at 8:17 p.m. with Pastor Andrew offering prayer.

Respectfully submitted: Anna-Marie Plyler

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**MINUTES - Good Shepherd Lutheran Church Congregational Meeting
Sunday, November 6, 2022**

Purpose of the Meeting: The purpose of the meeting was to accept nominations from the floor for two seats on the Good Shepherd Foundation Board and to accept nominations from the floor for five seats on Council.

Call to Order :

President Don Caughman called the meeting to order at 9:33 a.m., following the announcements and before the beginning of the Sunday, November 6, 2022, worship service.

Business: President Caughman stated that the purpose of the meeting was to accept nominations from the floor for two seats on the Good Shepherd Foundation Board and to accept nominations from the floor for five seats on Council and that any other business would be ruled out of order.

President Caughman explained that the Foundation Board had recommended Janet Lockhart and Mike Sanchez to fill the two upcoming vacancies and that Council had approved the nominees. Mr. Caughman then asked if there were any nominees from the floor. Having no nominations from the floor, Mr. Caughman called for a motion to nominate Janet Lockhart and Mike Sanchez for the Good Shepherd Board. Motion by David Lucas, second by Sandy Gundlach. President Caughman called for the voice vote. The motion was **Unanimously Approved**.

President Caughman then explained 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: Jason Fowler, David Lucas, Becky Shealy, Carole Sox, and Ed Woodward. Mr. Caughman then asked if there were any nominees from the floor. Having no nominations from the floor, Mr. Caughman called for a motion to nominate the Jason Fowler, David Lucas, Becky Shealy, Carole Sox, and Ed Woodward for Council. Motion by Jan Haigler, second by Lauren Chandler. President Caughman called for the voice vote. The motion was **Unanimously Approved**.

Adjourn:

Having no further business, at 9:38 a.m., Mr. Caughman announced that the meeting was adjourned.

Respectfully submitted: Anna-Marie Plyler

Pastor's Report
Rev. Andrew Isenhower
October 21-November 16, 2022

Pastoral Acts

- No funerals
- No baptisms
- No weddings

Worship and Music

- I preached for 2 Sunday worship services
- I 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
- I taught the Confirmation Sunday school class

Pastoral Care

- I made 5 in-home visits and 4 hospital/facility visits
- I have completed the Cottage Gatherings
- I have followed up with bereaved members and families
- I made 17 Pastoral Care phone calls

Social/Fellowship/Community Events

- I attended the Fall Fest
- I attended the Pathfinders Of Good Shepherd (POGS) meeting
- I attended the GYF meeting

Church Business

- I continued supervising our Seminary Intern
- I attended the following committee meetings:
 - Finance
 - 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.
- I attended an internship retreat in Hickory, NC.

Self-Care

- I took time each day for devotional reading and prayer.

Respectfully submitted,



Pastor Andrew Isenhower

Evangelism Committee Minutes
Wednesday, October 12, 2022
5:30-6:30 Classroom 2

Present: Peter Zornow, Chairman, Andrew Isenhower, Pastor, Vicar Laura Hendrickson, Don Hyatt, Verna Sawyer, and Elaine Zornow.

Meeting began with an introduction and a prayer. Under Old Business, the Evangelism Plan was discussed. New ideas to draw people include under special events: Craft Show/ChristkingleMarkt/Flea Market/Dinner Don Hyatt suggested having visitor identification and contact follow up, new sponsors coming from the Time/Talent form. Don Hyatt presented the Evangelism Subcommittee goals for 2022. Under Member retention activities include obtaining member attendance reports from the church office, identifying members who have not attended recently, contacting absentees to let them know they have been missed, determining reasons for members not attending, notifying Pastor Andrew about members not attending, and suggesting when members may benefit from a pastoral call or visit. Under greeting and following up with visitors include identifying and documenting effective ways to identify visitors, developing, and implementing plans to provide visitors with important information, and following up on visitor attendance by contacting them. Under new member sponsor and recruitment activities include reviewing time and talent forms to identify potential sponsors, having Pastor Andrew help identify sponsors based on knowledge of new members, notifying sponsors of activities expected of them during the next year, and sharing a meal with the sponsors and new members.

Under new business, the Trunk or Treat Event was discussed. The price of 200 magnets was \$160. Vera Sawyer made a motion, and second by Don Hyatt to purchase the magnets. Discussion was on a visitors table with sign in and information Church tours were going to be given and discussions were about recruiting volunteers and even Martin Luther from Incarnation Lutheran Church to help.

Under Technology, new ideas included expanding the Social Media networks: Facebook, Instagram and collaborating with the Council Communications committee.

Next Meeting
November

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

**Good Shepherd Lutheran Church
Finance Committee Minutes
November 8, 2022, 6:00 PM**

Members present: Don Caughman, Deb Embrey, Janet Lockhart, David Lucas, Jamie Sanders, Becky Shealy, Pastor Andrew, Vicar Laura. Excused: Janice Haigler, Rod Kent, Jerry Vaughn.

Devotion: Becky Shealy read a devotion from Christ In Our Home based on Psalm 72.

Approval of Minutes: Minutes for October 4 meeting were distributed by e-mail. Deb Embrey moved to approve the minutes. The motion was seconded by Becky Shealy and approved.

Updates:

Treasurer: Janice Haigler e-mailed Treasurer's Report for October 31. Money Market Savings Balance was [REDACTED] and Checking Account Balance was [REDACTED]. Total balance of [REDACTED] shows we are in good financial position.

Financial Secretary: Deb Embrey reported offerings in October were [REDACTED] of budgeted need. She will place the 2023 offering envelope boxes in Narthex the first Sunday in December.

Tabulators: Becky Shealy continues to work with tabulators on reducing errors. Most errors occur in tabulation of special offerings rather than regular offerings.

Technology Subcommittee: Jamie Sanders had no problems to report. Janet asked Jamie to consider who might take over technology support in January. Pastor Andrew will also work on finding a replacement.

Old Business:

Finance Committee Expenses: Expenses through November 4 were [REDACTED], about [REDACTED] of the annual budget of [REDACTED].

Committee also reviewed Income and Expenditures Report through November 4. Total income was [REDACTED]; an additional [REDACTED] is anticipated by end of year. Total operating expenses were [REDACTED], about [REDACTED] of annual budget.

New Business

2023 Budget Proposal: Deb Embrey reported current status of pledges.

72 pledge cards received	[REDACTED]
18 Vanco/bank draft donors confirmed	[REDACTED]
Total Confirmed	[REDACTED]
Additional pledges anticipated	[REDACTED]
Unpledged gifts by active members	[REDACTED]
Loose offerings	[REDACTED]
Total Projected Income	[REDACTED]
Reserve Fund in Savings Account	[REDACTED]
Carry-over anticipated from 2022	[REDACTED]
Total Available	[REDACTED]

Committee reviewed the proposed Chart of Accounts – Expenses with revised budget requests from Social Ministry and Youth Committees. Total request was [REDACTED]. Committee proposed further changes to line items reducing the total to [REDACTED]. This amount is [REDACTED] above the projected Total Available.

Questions were raised about possible FICA rate increase in 2023. Janet will check on rate change and revise Mutual Ministry and Staff Support figures if needed. Janet will also discuss budget changes with Committee Chairs.

Becky Shealy moved to approve the budget as revised for submission to Congregational Council. The motion was seconded by Deb Embrey and approved with all in favor and none opposed.

Committee Schedule/Devotions Volunteer:

December 6 – Janice Haigler

Closing: The meeting closed at 7:20 PM with the Lord's Prayer.

DRAFT

November Learning Committee News

Due to unfavorable weather conditions, the Learning Committee did not meet in person for the regularly scheduled meeting on November 8th.

Committee members communicated via email regarding the following:

- Sunday School—no Sunday School classes Christmas Day and New Year's Day. It was suggested that we encourage a fellowship time in classroom 1 for anyone who would like to participate.
- Advent Program Update—preparations are underway for the Children's Advent Program that will be held on December 4th at 11:00am in the FAB.
- Advent Materials—Advent calendars and Advent wreath crafts have been ordered for our youth.
- Next Meeting—Thursday, December 8 at 5:30.

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Worship Life Committee Meeting

Meeting Minutes

October 18, 2022

Welcome: Cathy Milejczak

Devotion: Pastor Andrew said an opening prayer.

Approval of minutes: for September 20, 2022, Rod made the motion to approve as amended, Marcia seconded, approved.

Attending: Marcia Woodward, Susan Sturkie, Rod Kent, Vicar Laura, Pastor Andrew, Steve Fink and Cathy Milejczak

Worship Service- comments- we are holding steady.

New Business:

- none

Old Business:

- Music Director Search- Job description and announcements have been approved. job announcements have been posted.
- second service/ contemporary service- tabled until we are fully staffed.
- budget- 2023 budget has been submitted. NO feedback yet.
- training- in the works

Staff Report:

- Susan Sturkie- has posted three announcements.

Worship Service Reports:

- Altar Guild
- Crucifer
- Acolytes
- Ushers
- Lectors
- Communion Assistants

All groups are doing well. No report of problems at this time.

Upcoming Events:

Reformation- a trumpeter has been secured.

All Souls Day- Becky Shealy is working with the office staff to get this organized.

Thanksgiving service- we are not hosting a service.

Advent- Wednesday Advent Suppers and Worship services are scheduled. The service will be held in the Fab. There will be no clean-up during the worship service.

Christmas- Christmas eve services at 5:00 and 11:00; Christmas Day- Lessons and Carols.

Next Meeting: November 8th @5 pm in CL 2

Prayer: Vicar Laura closed the meeting with prayer

Adjourn: meeting was adjourned at 5:26

Youth and Children Committee Meeting Minutes

November 1, 2022

Opening Prayer and Devotion: Amy Kemp

Attendance: Amy Kemp, Vicar Laura Hendrickson, Terri Tokaz and Leigh Ann Tollison

Old Business:

- Summer Camp scholarship – Leigh Ann is going to meet with her committee and send out communications in December. Based on proposed committee budget going to award 25% scholarships.

New Business:

- Asked to see if we can slim our budget – Amy is going to review and send to Janet. Cut just over [REDACTED] of our budget. Requesting [REDACTED] instead of [REDACTED].
- Volunteers for Salvation Army Bell Ringing – received from Janet and going to send to YOGS parents.

Standing Programming

1) Nursery:

- a) Scheduled through December 2022
- b) Need to find volunteers from congregation to serve in nursery for a few open dates.
 - i) November 27, 2022 -1 -
 - ii) December 11, 2022 -1 – Michelle Isenhower
 - iii) December 25, 2022 – 2 and January 1, 2022 – 2- Going to put in Newsletter and Bulletin that Nursery is open with no attendant. Check to see if Ushers can turn on the radio.

2) YFM Update: Kindergarten to Second Grade

- a) Trunk or Treat – was a success even though we had rain for most of the event.

3) GYF Update: Third through Fifth Grade

- a) Sunday, November 13, we will meet in the FAB after music time. Please bring a change of clothes and a bagged lunch and drink. We will decorate some cupcakes and be making some fall crafts and cards for our shut-ins. – Amy is going to make the cupcakes, find a craft and cards and email parents. Terri is going to stay and help.
- b) December – Christmas Caroling

4) YOGS – Middle and High School

- a) Survey Results

Response	Activities [First Choice]	Fellowship Activities [Second Choice]	Fellowship Activities [Third Choice]	Fellowship Activities [Fourth Choice]	Fellowship Activities [Fifth Choice]	Fellowship Activities [Sixth Choice]	Fellowship Choice]
A	Escape Room	Fishing	Mountain Trip	Water Park	Ice Skating	Scavenger Hunt	River Tubin
B	Bowling	Escape Room	Frankie's Fun Park	Snow Tubing	Corn Maze	Roller Skating	Camping
C	Escape Room	Scavenger Hunt	Roller Skating	Mountain Trip	Winter Jam Concert	Bowling	Camping

Response	Learning Activities [First Choice]	Learning Activities [Second Choice]	Learning Activities [Third Choice]	Learning Activities [Fourth Choice]	Learning Activities [Fifth Choice]	Learning Activities [Sixth Choice]
A	Cooking Contest	Christmas Crafts	Museum Visit	Bible Study over Breakfast	Documentaries	Quiet Reading
B	Visit other Faiths	Car Maintenance	Basic Sewing	Basic Woodworking	Christmas Crafts	Quiet Reading
C	Christmas Crafts	Basic Woodworking	Breakfast	Quiet Reading	Museum Visit	Basic Sewing

Response	Outreach Activities [First Choice]	Outreach Activities [Second Choice]	Outreach Activities [Third Choice]	Outreach Activities [Fourth Choice]	Outreach Activities [Fifth Choice]	Outreach Activities [Sixth Choice]
A	Animal Shelter	Cards for Members in Nursing homes, Hospitals and Hospice	Food Pantry Help	Care Packages for GSLC grads in college	Help with Transitions meal prep	Chrismon Tree Help
B	Visit Shut-ins	Food Pantry Help	Animal Shelter	Care Packages for GSLC grads in college	Cards for Members in Nursing homes, Hospitals and Hospice	Help with Transitions meal prep
C	Blessing Bags	Fall Festival	Food Pantry Help	Animal Shelter	Chrismon Tree Help	Visit Shut-ins

Response	Worship Activities [First Choice]	Worship Activities [Second Choice]	Worship Activities [Third Choice]
A	Youth Sunday	Play Instruments	Dramatic Sermon
B	Play Instruments	Dramatic Sermon	Youth Sunday
C	Dramatic Sermon	Youth Sunday	Play Instruments

b) Programming

i) November Event – November 20

YOGS will meet in the Youth room on Sunday, November 20 following Sunday School for a program. Spaghetti lunch will be provided. More details to come.

Amy to use Spaghetti sauce leftover from Spaghetti dinner. Will buy pasta, bread and salad. Reached out to Mike Weaver to do woodworking but he's swamped this month so will find a date in spring to do it. Amy to find a Christmas craft for them to make. Since it's after Sunday School may not need to do a bible study but can add in something to tie back to Christmas.

December – Christmas caroling – will probably do as an all Youth and Children Event.

January- Escape room

February or March Winter Jam or Woodworking

Winter Jam Shows Near 29204 – need to find something else to do so we don't have to travel.

FEB 26, 2023 Charlotte, NC Spectrum Center 28205

MAR 11, 2023 Greenville, SC Bon Secours Wellness Arena 29601

April – help with Easter Egg hunts

May – Camping or Retreat – Amy is checking with the Coastal Retreat Center and Camp Kinard for an all family retreat for late April or early May.

Vicar Laura is going to reach out to her contacts at Beth Shalom to see if the YOGS can visit there to learn more. We discussed attending the International Festival as well for their Learning area.

May look into programming with Christus Victor and Living Springs as well.

11.7.2020 Amy sent email to YOGS parents about upcoming programing and events.

5) National Youth Gathering Update

National Youth Gathering has been rescheduled for July 2024 in New Orleans, Louisiana.

6) SC Synod Events:



Leigh Ann is going to submit for the newsletter.

7) Newsletter items For November

Youth Programming and GYF – Christmas caroling.

8) Committee Meetings – First Tuesday at 6:30pm –
i. December 6

10) Closing – Lord’s Prayer