

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

Good Shepherd Lutheran Church
Council Meeting
February 16, 2020
Agenda

1) Call to Order Followed by Devotions by Anna-Marie Plyler

2) Adoption of Agenda

Note: Council minutes will reflect the submission of a committee written reports that have been submitted to the Parish Administrator by **Noon the day of Executive Committee**. If the committee meeting is held between the day of Executive Committee and the Sunday of Council Meeting, email the meeting minutes directly to the Council Secretary. If the submission deadline is not met, the committee report should be submitted for the next month's Council Meeting to the Parish Administrator.

As in the past, all motions should be emailed directly to the Council Secretary.

3) Minutes

a) Approval of the January 19, 2020 Council Meeting Minutes.

4) Attendance and Membership for January 2020:

<u>2020</u>	<u>8:30</u>	<u>SS</u>	<u>10:45</u>	<u>Total</u>		<u>2019</u>	<u>8:15</u>	<u>SS</u>	<u>9:30</u>	<u>Total</u>
1/5/2020	55	55	108	163		1/6/2019	50	57	99	149
1/12/2020	47	65	109	156		1/13/2019	50	51	107	157
1/19/2020	55	54	93	148		1/20/2019	42	35	97	139
1/26/2020	52	56	127	179		1/27/2019	56	58	108	164
Average	52	58	109	162		Average	50	50	103	152

NOTE: The average January attendance of 162 is 40% of January's current active membership of 410.

Total Membership 12/31/2019: 708

Total Active Members 12/31/2019: 402

Current active membership at the end of December 2019: 402

Members Added in January 2020: 9

Reverend Andrew Isenhower

Michelle Isenhower

James Isenhower

Amelia Isenhower

Brian Cohl

Stacey Cohl

Trey McLeod

Kimberly McLeod

Eve McLeod

Members Removed in January 2020: 1

Alice Riley (death)

Current active membership at end of January 2020: 410

- 5) Reports
 - a) Treasurer's Report: Written Report Submitted. Select Committee Financials Distributed Directly to Committee Chairs.
 - b) Pastor Andrew's Report: Written Report Submitted.

- 7) Standing Committees:
 - a) Communication – Karen Lucas Council Liaison with Wade Wingard, Contact: No Written Report Submitted.
 - b) Evangelism Committee: Written Report Submitted.
 - c) Finance Committee – Jamie Sanders Council Liaison with Rebecca Richardson Chair: No Written Report Submitted.
 - d) Gifts Committee – Marcia Woodward: No Written Report Submitted.
 - e) Learning Committee – Katie Bostic: Written Report Submitted.
 - f) Parish Life Committee – Karen Lucas: Written Report Submitted.
 - g) Property Committee –Ed Beaman Council Liaison with Lauren Chandler Chair: Written Report Submitted.
 - h) Social Ministry Committee – Steve Steck Council Liaison with Don Caughman Chair: No Written Report Submitted.
 - i) Worship Life Committee – Donna Foster: Written Report Submitted.
 - j) Youth & Children Committee – Mitch Uehling: No Written Report Submitted.
 - k) Other Committee Communication Time

- 8) Old Business
 - a) Status of Total Repair Bills vs. Insurance Coverage Sanctuary Basement Leak (Attached: See Page 4)
 - b) Status of Nomination for Vacated Council Seat
 - c) Status of Homecoming Preacher and September 13, 2020 date
 - d) Safety and Security Plan
 - i) Comments

- 9) New Business
 - a) Motion from Executive Committee (See Motions, Page 5)
 - b) Motion from Executive Committee (See Motions, Page 5)
 - c) Motion from Parish Life Committee (See Motions, Page 5)
 - d) Motion from Youth and Children Committee (See Motions, Page 5)
 - e) Motion from Staff Support Committee (See Motions, Page 5)
 - f) Motion from Staff Support Committee (See Motions, Page 6)
 - g) Nominations for Staff Support Committee (Two positions)
 - h) Nominations for Audit Committee (One Position)
 - i) Status of New Council Member Nominee
 - j) Constitution Revision Task Force
 - k) REALM (Church Specialized Database Software)

- 10) Petitions and Communications
 - Responsiveness to Parish Administrator's Requests

11) The Pulse

12) Executive Session (if needed)

13) Reminders

- a) Devotions for March 2020: Karen Lucas
- b) Council Person of the Month for March 2020: Karen Lucas
- c) Next Executive Committee Meeting: Tuesday, March 10, 2020 @ 4:30 PM
- d) Next Council Meeting: Sunday, March 15, 2020 @ 6:30 PM

14) Adjourn.

Repair Cost for Sanctuary Basement Leak

**Good Shepherd Lutheran Church
 Lower Sanctuary Flooding December 25,
 2019
 February 12, 2020**

Company	Task	Insurance Covered	Not Covered	Insurance Payment
Mike Stanley (Aquatec)	Plumber to clear restroom drains	0.00	1,675.00	0.00
Tripp's Cleaners	Launder men's choir robes (10)	267.53	0.00	0.00
Ace Hardware	Sandbags to reduce water spread (5)	35.59	0.00	0.00
American Leak Detection	Locate source of water leak	650.00	0.00	650.00
Mike Stanley (Aquatec)	Run new water line from meter to Classroom 4	0.00	8,460.00	0.00
SERVPRO	Water remediation (7 day charge limit)	10,000.00	0.00	0.00
Brewer Decorating	Pull & replace damaged carpet & baseboard	5,700.00	0.00	0.00
To be determined	Repair damaged sheetrock in 3 locations	1,000.00	0.00	0.00
To be determined	Repair suspended ceiling and replace tiles	300.00	0.00	0.00

Total damage replacement and repairs: 17,953.12 10,135.00 650.00

Actual reimbursement: 650.00

Less deductible: (2,500.00)

Insurance denial cost to Good Shepherd: 14,803.12

Total cost to Good Shepherd: 27,438.12

The \$650 paid was for leak detection, considered an expense not requiring any deductible. Only the damaged carpet will be replaced at a cost of ~ \$5,700, saving ~ \$2,300.

MOTIONS

Motion from Executive Committee

Executive Committee moves to approve Becky Shealy as the designated person to handle transactions with the Charles Schwab Account which is managed through Beers Knight Financial Advisors LLC.

Background Information: The Schwab account exists solely as the means by which Good Shepherd converts stock gifts and in return sells the stock and deposits the proceeds into the Good shepherd checking account.

Motion from Executive Committee

Executive Committee moves to amend Good Shepherd's Mission Statement to now read:

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

It will replace the current Mission Statement which reads:

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

Motion from Parish Life Committee

As the Retreat Task Force has made it the motto of the retreat, the Parish Life Committee moves that Council adapt the motto “We Are Good Shepherd” as the motto for Good Shepherd Lutheran Church. We would like to use it on t-shirts and other things to identify us as Good Shepherd and build our fellowship.

Motion from Youth & Children Committee

Youth & Children Committee moves that any remaining or unspent funds in the Youth and Children Budget at the end of 2020 be moved into the Youth Summer Mission Fund.

Background Information: This will assist in providing funds for the National Youth Gathering and hopefully reduce the number of fundraisers.

Motion from Staff Support Committee

Staff Support Committee moves that Cody Jones be hired as Part Time Music Director working 15 hours per week at an annual salary of \$26,000 plus employer taxes. His first date of employment will be March 2, 2020.

Background Information: Staff Support received a motion from Worship Life to hire Cody Jones as Part Time Music Director for GSLC. The Staff Support Committee discussed and presents the motion above.

MOTIONS

Motion from Staff Support Committee

Staff Support Committee moves to approve the job description for Part-Time Director of Music Ministry.

Good Shepherd Lutheran Church 3909 Forest Drive Columbia, South Carolina

Position: Part-Time Director of Music Ministry

Hours per week: 15 hours/week

Reporting to/Supervisor: Senior Pastor or Designee

**Evaluator of responsibilities: Senior Pastor in partnership with
the President of the Congregation**

General Description:

Performs all duties/functions relevant to the parish music program, coordinating with pastor(s), staff, Worship Life Chair, and appropriate congregation members in all aspects of music ministry.

Skills and Qualifications:

1. Bachelor's degree in music, church music, or other related degree a minimum
2. Demonstrated knowledge of the Church theology, liturgical practice, and use of music in worship; matching appropriate music with the Church year.
3. Demonstrated skill and competency at the keyboard and a working knowledge of other instruments such as Orff instruments and hand bells.
4. Experience and competency directing choirs and/or instrumental groups of all ages
5. Experience in choral organizations and administration
6. Ability to sing and play with accurate pitch and rhythm
7. Experience working as a team member with pastor(s), staff members, and congregational leaders
8. Have outgoing, congenial personality and relates well to others
9. Experience in planning and developing successful church music programs
10. Ability to maintain confidentiality in all matters
11. Meets the criteria outlined in the Good Shepherd Lutheran Church (GSLC) Handbook and agrees to sign acceptance page of the handbook
12. No prior conviction of felonies and will agree to a background check

Duties and Responsibilities:

1. Planning, scheduling, and coordinating:
 - a. As the Music Director, attends all planned and special worship services including Lent and Advent as part of the musical staff, providing Cantor and/or Choir Director Functions.
 - b. In consultation with the Senior Pastor and organist offers input for weekly hymn selection for all Sunday morning services and other seasonal services and events of the church.
 - c. Participates in the planning of worship and other musical activities in the congregation.
 - d. Schedules choirs, ensembles, instrumentalists, soloists, participating in worship or special events.
 - e. Organizes and leads all choir practices and directs choirs for Traditional, Children, Youth and Hand Bells as deemed appropriate. At this time Youth and Hand Bells are inactive. If at such time they are reactivated they would be included in this position.
 - f. Coordinates volunteers for Funeral Choirs in a timely manner and participates as available.
 - g. Provides as requested by the Sr. Pastor or his/her designee, the needed musical and educational components for Sunday School, Vacation Bible School, and any other services or programs of the Church where music is needed.
 - h. Utilizes the gifts of the music program to coordinate music based social ministry offerings as appropriate.
 - i. Participates with the pastor(s), staff, and other leaders in facilitating congregational goals, assuming leadership and responsibility for tasks as mutually agreed with supervising pastor(s).
 - j. At the request of the Worship Life Chair attends Worship Life Committee meetings.
2. Recruiting, organizing, educating, and training:
 - a. Develops a recruitment program for all choirs and instrumentalists with the exception of Contemporary, which is handled by its own director.
 - b. Develops music related activities for all age groups within the congregation.
 - c. Makes available new resources and ideas to music program participants and serves as a resource person in musical education program.
 - d. Works with the pastor(s) to provide education regarding liturgy, music, and church history to the congregation.
 - e. Attends meetings as requested by pastor(s), attends other congregational committees for short and long-term planning of liturgical celebrations and special occasions in the parish, assisting in the preparation and implementation as needed to ensure its success.
 - f. Works with the pastor(s), and other music staff to recruit guest instrumentalists and/or soloists for worship services, when appropriate.
 - g. Works with the organist/music associate, to maintain the music library by recording title of anthems and dates sung, filing, and ordering music, and supervises the maintenance of all instruments (organ, piano, keyboards, Orff instruments, hand bells, etc.).
 - h. Maintains professional competency by attending synod and continuing educational opportunities, teaching workshops or retreats, and reading professional journals.
 - i. Oversees the cleaning, replacement, storage, and inventory of all choir robes (adult and child) in the Good Shepherd inventory.
3. Budgeting and monitoring of expenses:
 - a. Determines, consulting with the music ministry staff, and submits to the Worship Life Chair the annual budget requirements for the music program.
 - b. Administers, in coordination with the Worship Life Chair and the organist/music associate the approved budget.

4. Annual Reporting:
 - a. Coordinates the accumulation of information on yearly activities of all musical groups and programs to give to the Chair of Worship Life for inclusion in the Annual Report of the congregation.
5. Abides by church policies and values.
6. Performs other tasks as requested by the Sr. Pastor or his/her designee

Submitted to GSLC Council: February 2020
Approved by GSLC Council:

**MINUTES - Good Shepherd Lutheran Church Council Meeting
Sunday, January 19, 2020**

Present: Anna-Marie Plyler, Donna Foster, Ed Beaman, Jamie Sanders, Jennifer Ross, Karen Lucas, Katie Bostic, Marcia Woodward, Noah Adams, Pastor Andrew Isenhower, and Steve Steck.

Absent: Mitch Uehling

Call to Order and Devotion: President Ed Beaman called the meeting to order at 6:30 P.M. Katie Bostic gave the devotion and offered prayer.

Adoption of Agenda:

Ed Beaman asked if there were any changes to the Agenda. Having none, he declared the **Agenda Approved**.

President's Time:

President Beaman said that since many currently serving on Council were not on Council when he was last the President, that he wanted to share his views and the operational procedures of Good Shepherd Church Council. He spoke to the following:

- When decisions are made in Council, personal agendas should not be brought into the discussion. All decisions are to be made for the interest of the congregation as a whole.
- Congregational communications are improving but here is still room for improvement. Keep working on making strides in this area.
- Problems will remain problems if we don't talk it over and find a way together to fix them.
- Committees are the heartbeat of the work of the church. Ed said that he would not micromanage your committee.
- Email etiquette should be observed. Example: There is no need to copy everyone if the subject matter only pertains to a select few or one person. Please refrain from using "reply all" unless the sender specifically requests it.
- During Council meetings, there is no need to verbally go over what is contained in your report.
- Council reports that are not sent to the Parish Administrator by the Thursday deadline, will be held until the next month's Council reporting.

Adoption of Minutes:

Motion to accept the December 15, 2019 Council Minutes as submitted by Donna Foster with a second by Steve Steck. A vote was taken and the December Council Minutes were **Unanimously Approved**.

1. Attendance and Membership for December 2019

SUNDAYS

<u>2019</u>	<u>8:30</u>	<u>SS</u>	<u>10:45</u>	<u>Total</u>		<u>2018</u>	<u>8:15</u>	<u>SS</u>	<u>9:30</u>	<u>Total</u>
12/1/2019	47	48	101	148		12/2/2018	39	42	107	146
12/8/2019	66	48	105	171		12/9/2018	36	65	97	133
12/15/2019	55	64	129	184		12/16/2018	54	55	101	155
12/22/2019	46	52	93	139		12/23/2018	35	48	96	131
12/29/2019	N/A	N/A	109	109		12/30/2018	N/A	N/A	108	108
Average	54	53	107	150		Average	41	53	102	135

NOTE: The average December attendance of 150 is 37% of December's current active membership of 402.

WEDNESDAY ADVENT SERVICES

2019		2018	
12/4/2019	24	12/5/2018	15
12/11/2019	42	12/12/2018	21
12/18/2019	20	12/19/2018	19
Average	29	Average	18

CHRISTMAS EVE SERVICES

2019		2018	
5:00 P.M.	219	6:00 P.M.	262
11:00 P.M.	76	11:00 P.M.	70
Total	295	Total	332
Average	148	Average	166

Total Membership 12/31/2019: 705

- **Note** Total Members at 12/31/18 is manually recorded as 774 using monthly spreadsheet and motions. Good Shepherd had 69 Members Removed during 2019. 774 Total Members – 69 Removals = 705). ACS has the Total Membership as 708.

Total Active Members 12/31/2019: 402

Current active membership at the end of November 2019: 416

Members Added in December 2019: 0

Members Removed in December 2019: 14

- Matthew Schaefer: Removed by Request
- Isaac Van Duys: Removed by Request
- Carole Lockhart: Removed by Request
- Robert (Robbie) Hodges: Removed by Request
- Walter Kohn, Removed by Request
- Melanie Kohn: Removed by Request
- Chandler Kohn: Removed by Request
- Lennox Kohn: Removed by Request
- Wilbur (Trey) Smith: Removed by Request
- Tobyn Fetner: Removed by Request
- Patrick Quattlebaum: Removed by Request
- Neil Bultman III: Removed by Request
- Stephanie Sox: Removed by Request
- Cecelia (Cissy) Lucas: Removed by Request

Current active membership at end of December 2019: 402

Standing Committees:

1. Communication Committee – Karen Lucas, Council Liaison with Wade Wingard, Contact: No Written Report Submitted
2. Evangelism Committee –No Written Report Submitted.
3. Finance Committee – Jamie Sanders, Council Liaison with Rebecca Richardson, Chair: No Written Report Submitted.
4. Gifts Committee – Marcia Woodward: No Written Report Submitted.
5. Learning Committee – Katie Bostic: Written Report Submitted.
6. Parish Life Committee –Karen Lucas: Written Report Submitted Via Email After Submission Deadline and copy handed out at the meeting.
7. Property Committee –Ed Beaman, Council Liaison with Lauren Chandler, Chair: No Written Report Submitted.
8. Social Ministry Committee –Steve Steck, Council Liaison with Don Caughman, Chair: No Written Report Submitted.
9. Worship Life Committee –Donna Foster: Written report submitted.
10. Youth & Children Committee – Mitch Uehling: Written Report Submitted Via Email After Submission Deadline.

Old Business:

1. Status of Sanctuary Basement Leak:
Ed Beaman reported that the plumbing leak in the basement has been stopped and the cause of the leak has been corrected. Carpet in the choir room and hallway will need to be replaced and some sheetrock will also need to be replaced. It is estimated that around \$10,000 of the expenses from the leak will not be covered by insurance. The exact amount is not yet known.
2. Update on GSLC Accounting System:
Jamie Sanders has scheduled a teleconference demonstration of REALM (the newest product of our current legacy accounting system). It will take place on Wednesday, January 22 at 3:30 in the FAB. All staff and volunteer members who have any part in the financial records keeping will attend.
3. Narthex Roof Update:
Waiting on warmer and dryer weather to begin work.
4. GSLC Emergency Action Plan:
President Beaman requested that Council Members review and annotate their copy of the draft plan and be prepared to make comments and suggestions at the February Council Meeting.
5. Council Retreat: February 7 @6:00 P.M. and February 8 from 8:00 A.M. until Noon.
Pastor Andrew will lead the Council Retreat and he gave an overview of what he planned for presentation and Council discussion. A sign-up sheet for Friday dinner and Saturday breakfast was passed around and completed.

New Business:

1. Pastor's Housing Resolution:
President Beaman presented the yearly housing resolution that Pastor Andrew requested. After providing Council with the monthly amount, he asked if there was any objection to the requested housing allowance. Having none, President Beaman called for a vote and Pastor Isenhower's 2020 Housing Allowance was **Unanimously Approved.**
2. Motion from Emily Whitlow and Lauren Evans:
We move to seek approval from Council to host a luncheon in the Good Shepherd Fellowship Activities Building one afternoon (date to be announced soon) in which a love offering will be collected with funds going directly toward our trip to Tanzania with the South Carolina Synod (Global Missions). Our trip will be

from July 7 through July 25, 2020.

Second provided by Donna Foster. Motion was **Unanimously Approved**.

3. Motion from Executive Committee:

Executive Committee moves to fund \$1,000 to Emily Whitlow and \$1,000 to Lauren Evans to assist them in covering their expenses for their upcoming mission trip to Tanzania with the South Carolina Synod (Global Mission) for the dates of July 7 through July 25, 2020. Motion was **Unanimously Approved**.

4. Motion from Evangelism Committee

Evangelism moves to accept the following members into the congregation on January 26, 2020:

The Reverend Andrew Wells Isenhower and Barbara Michelle Isenhower

Brian and Stacey Cohl

Trey and Kimberly "Kim" McLeod

Motion was **Unanimously Approved**.

5. Council Resignation:

Penry Gustafson resigned from GSLC Council effective January 1, 2020. In her resignation letter Penry said that her decision to run again for the South Carolina House of Representatives required that she scale back in all outside areas immediately. As a result, Council is working to fill the unexpired one year term. The nominees were voted by secret ballot. President Beaman will get in touch with the nominees to obtain their willingness to serve.

6. Good Shepherd Annual Meeting:

February 23, 2020 was chosen for the Annual Meeting. The Annual Meeting will be held at the end of both services.

Petitions and Communications

1. A letter from the South Carolina Lutheran Men in Mission was received and brought forward in the November 2019 Council Meeting requesting a contribution from Good Shepherd to the Pee Dee Indian Project. The Tribe would like to construct a multi-use building on their property. The building would be used for a medical facility, occasional shelter a place for children to play and be tutored, etc. Due to an aging HVAC which was recently patched to make it through the winter, Council felt that they could not contribute. However, Council will pass the request on to Social Ministry Committee for their consideration to be included as one of their monthly projects. Don Caughman, Chair of Social Ministry will be given a copy of the letter for the committee's consideration.
2. Secretary Plyler read two Thank You notes from two of our YOGS. Brock Tollison thanked Good Shepherd for its monetary contribution towards his Lutheridge fare. Both Brock Tollison and Noah Adams thanked Good Shepherd for the monetary contribution towards their trip to WOW Urban Ministries.
3. Anna-Marie asked if there would be a concerted effort to raise funds to cover the expenses of the aging HVAC unit for the Education Building and the uninsured expenses of repair to the Sanctuary basement as a result of the flood since both of these would be very expensive. President Beaman and Council agreed that would be a favorable way to cover those expenses. Council decided that donations should be earmarked for "Capital Fund". It was also decided to hold off on publishing the request for offerings to the Capital Fund until the 2019 GSLC books were closed out and the amount of Excess Funds was determined.

The Pulse

No items.

Executive Session

No Executive Session

Adjourn

Meeting was adjourned at 8:04 P.M. with the Council members joining in the Lord's Prayer.

Respectfully submitted: Anna-Marie Plyler

Pastor's Report
Rev. Andrew Isenhower
January 18-February 12, 2020

Pastoral Acts

-Baptisms: Kim and Eve McLeod
-Funerals: Alice Riley
-Weddings: None

Worship and Music

-I preached, presided, and led worship for 3 Contemporary, 3 Traditional Sunday services, and 1 combined service
-I participated in worship planning

Education

-I have continued leading the mid-week bible study
-I attended and helped lead confirmation class

Pastoral Care

-I made 5 hospital/rehab visits
-I made 3 home/retirement facility visits
-I made 13 Pastoral Care phone calls

Social/Fellowship/Community Events

-I attended the Forest Acres Neighborhood Association meeting and made a presentation about our ramp ministry
-I attended the YOGS meeting and Youth Sunday rehearsals
-I attended the Souper Bowl of Caring luncheon

Church Business

-I attended the following committee meetings:

- Wedding Guild
- Social Ministry
- Gifts
- Mutual Ministry
- Learning
- Worship Life
- Youth and Children
- Executive Committee
- Property

-We welcomed 8 new members on January 26!
-I planned, attended, and led the sessions for the council retreat

Synodical Business

-I am working on my annual report to the Bishop's office
-Deborah and I have, with the help of many others, completing the congregation's annual report forms for the synod

Continuing Education

-None this month

Self-Care

-I took time each day for devotional reading and prayer
-I will be on vacation from February 19-22

Respectfully submitted,



Pastor Andrew Isenhower

EVANGELISM COMMITTEE MINUTES
Good Shepherd Lutheran Church

Evangelism Committee Meeting
January 16, 2020 at 6:00 pm in Conference Rm.
Scribe: Penry Gustafson

PRESENT: Penry Gustafson, Don Hyatt, Pastor Andrew Isenhower, Jim Johnson, Pat Quattlebaum, Ronnie Roche

ABSENT: Mary Stallings, Helen Hanayik, Steve Hanayik, Karen Lucas, Becky Shealy, Bruce Shealy

OPENING: The meeting was opened with a devotional by Penry. Don Hyatt made a motion to accept the 11/13/20 minutes, and the motion was seconded by Jim Johnson. Minutes were approved.

HANDOUTS: 1-16-20 AGENDA Evangelism Committee, 1-16-2020 Complete Member Update Project Overview and final tasks, 2019 Annual Report Evangelism 12-27-19, 2020 Evangelism Committee member list as of 1-16-20, contact names for Care Team

ABSENTEE MEMBER UPDATE: Penry distributed “2020 Complete Membership/Inactive Member Roll Update” that summarized all membership update actions from 2019 through today. Don Hyatt explained that after working for a year, the Evangelism Committee is in the final phase. Additional considerations will need to be considered in order to remove those members who have been absent from the roll more than 6 months and less than 3 years in order to completely clean up the roll.

A “Care Team” has been developed and recruited to make the last contact (phone/email only) with those inactive members who have not responded to the October letter. Care Team participants include: Lula Camp, Don Caughman, Helen Hanayik, Don Hyatt, David Lucas, Karen Lucas, Pat Quattlebaum, Susan Sturkie, and Susan Weaver. Karen picked up materials before the meeting but could not attend due to last minutes Dorcas Circle responsibilities. Penry gave out phone/email scripts to use as examples and the assigned names. She stated she would follow up with care team members who were not present. The Care Team findings are due to the Chair before February 5, 2020, and based on those reports, the committee will vote on final actions of removal at the February 6, 2020 evangelism meeting. The Evangelism Committee will then forward motions for Church Council to consider at their 2-16-20 meeting. This project should conclude in February, and then the committee can focus on recent worship attendance absences of 6-8 weeks. Moving forward, the committee with the pastor can assess who has visited and sustain systematic responses. Deb Embrey is creating membership attendance quarterly reports for our review regularly.

Pastor Andrew led the discussion about how long a period of inactivity is needed before a member might be removed from the roll. Chapter 8. “C8.05.e.” of our GSLC constitution states, “Removal from the roll due to inactivity-when, despite congregational effort, a member of the congregation has neglected to keep contact with the church or his/her whereabouts has been unknown for a period of three years, his/her name may be removed from the roll of the congregation by Council action.” According to Pastor Andrew, this statement is in conflict with ELCA which maintains a TWO YEAR period. This conflict does not affect the current project, but the constitution should be fully reconciled with ELCA standards.

SPONSOR SUBCOMMITTEE: In Becky Shealy’s absence, Pastor Andrew gave an update on new sponsorship programming. He and Becky Shealy have met and been actively working on updating sponsor

policies and letters. New letters have been written, and packages for new members are in the works. No materials have been shared with the committee yet. The pastor is working with new members on a one on one basis with an emphasis on worship and being an active member of GSLC, and he will be meeting with new members during Sunday School hour. Two families are going to be joining GSLC on January 26. Part of the package will include a thorough listing of church resources and information. The pastor is striving to match new members with sponsors in the church with whom the new member already has a relationship or strong connections. The chair reminded the pastor and committee that those who have volunteered through their time and talents sheets should be considered first if possible. The chair read out the current 2020 list of sponsors: Don Caughman, Penry Gustafson, Don and Nancy Hyatt, Mark Lovern, Becky and Bruce Shealy, Mitch Uehling, Susan Uehling, Mike Weaver, and Susan Weaver.

CHAIRMAN REPORT:

2019 in review. The Evangelism Committee has tackled a long list of topics needing urgent attention this year, but the team did not complete every item of discussion. This group has inspired the church community to become a more welcoming church, which leads to greater participation and visitation. People are wearing their nametags and talking with one another more before and after services. Both inclusion and outreach have been reinforced by key church members, and personal contact remains the #1 attractor for return visits to GSLC. Printed copies of the “2019 Annual Evangelism Committee Report” were given to meeting attendees. The chair noted that the previous year’s annual report was a half-page long, and the 2019 report was 4 pages—clearly showing our hard work!

Discussion of 2020 objectives/goals (the ones covered—did not discuss Chair’s entire list).

- 1) Complete membership roll update by March, 2020
- 2) Mailing a community invitation (29204/29206 residential addresses) for Lent/Easter worship services. Communications Committee led by Wade Wingard has already begun creating the postcard.
- 3) Printing small road signs to advertise our church info and worship times
- 4) Hosting a COMMUNITY “Blessing of the Animals” service at Mays Park
- 5) Participating in the Forest Acres Festival 4-25-2020
- 6) Continuing to follow up regularly with those who have missed worship
- 7) Recruiting additional committee members
- 8) Scheduling an evangelism Temple Talk after membership roll update is complete
- 9) FINISHING the complete update of all sponsorship materials including letters, classes, expectations, etc.

Correspondence. Northeast Trophies and Awards sent Penry Gustafson and Evangelism Committee a hand signed Christmas card 12-11-19.

OLD BUSINESS:

Community mailer for Lent/Easter 2020. A full Lent/Easter schedule was handed out and a sample of Wade Wingard’s postcard displayed. Wade had created a postcard mailer for Advent/Christmas, but we did not mail it in 2019; the committee plans to do this mailer in 2020. The group agreed there is too much Lent/Easter info to effectively print on a postcard mailer, so only the Easter Egg Hunt and Easter day worship/breakfast will be on it. Mailer recipients will see our website and a welcome message to check out other activities and times of worship. Penry has spoke both with UPS and USPS about bulk mailing, and individual pieces can be mailed as cheaply as \$.17/card. Printing can be done in house at GSLC, at UPS for a charge, or perhaps as an in-kind donation from a local printer. Updates to follow.

Community Blessings of Animals. GSLC already does an animal blessing service in the courtyard annually within our church calendar. Pastor Andrew supports the Evangelism petition to lead a similar service on a Sunday afternoon at Mays Park-open to the community, preferably in the fall. Living Springs Lutheran Church (29229) has an annual community wide annual blessing, and Penry will contact them to confirm GSLC scheduling does not conflict with their efforts and to gather helpful information for a successful event. She will also contact Mays Park concerning a date reservation and related rules. After the event is scheduled, it will be shared on community FB pages and local papers with invitations to local officials and the community at large.

Temple Talk. A pre-service temple talk about church evangelism activities and encourage involvement will be put on the calendar once the membership roll update is completed.

Forest Acres Festival on April 25, 2020. The committee had decided at a previous meeting to participate in this annual spring festival that is geared towards wholesome family fun. We have participated in the past with Jim Johnson leading, and this event promises great exposure for our church right in the middle of Forest Acres. GSLC will soon register for a spot and table. The new tabletop literature display will have information about our church, ministries, and ELCA. Pastor Andrew and others encouraged our involvement even though the event is the same weekend as the church congregational retreat. Penry will be unable to attend the Forest Acres Festival at all due to her leadership for the retreat. However, Jim Johnson (in the am), Ronnie Roche, and Pat Quattlebuam offered to man the table and set up. Others will be encouraged and invited to join and split the time into shifts. Bruce Shealy has strongly suggested in the past that a promotional video be presented at the festival at our reserved space. The committee talked about offering some takeaways for visitors such as cookbooks. More information to follow.

Shepherd's Visitors List. Don Hyatt stated that the committee needs a list of those who are involved with the Shepherd's Visitors.

NEW BUSINESS:

Lenten/Easter Cross. Jim Johnson is again leading the effort to make sure the Lenten Cross goes up, is adorned with the proper cloths and flowers, and removed, with assistance from volunteers and Joey Allison. The cross is set up with purple cloth, then black, then white. Jim will submit an article for the newsletter regarding decorating the cross, and he'll order fresh flowers for decorating the day before Easter Sunday. Lenten Cross SCHEDULE:

Feb. 25-26, 2020:	Shrove Tuesday or Ash Wednesday morning, cross up with purple cloth.
April 10, 2020:	Good Friday, cloth changes to black.
April 11, 2020:	Saturday before Easter, decorate cross with flowers
April 13, 2020:	Monday after Easter, cross is adorned with white cloth.

A statement about millennials. To demonstrate the desire of younger people wanting to be engaged with church/God, Penry shared extensive personal notes transcribed by a 20 year-old regarding his thoughts about millennials not going to church.

CLOSING. The meeting was adjourned with a prayer led by Pastor Andrew.

NEXT SCHEDULED MEETING:

6:00 pm/Conference Room Thursday, February 6, 2020

02-04-20 Learning Committee Meeting Minutes

Members Present: Katie Bostic, Bruce Shealy, Don Caughman, Amanda Snodgrass, Anna-Marie Plyler, Lisa Sanchez, Mitch Uehling

Members Absent: Mark Lovern, Stacy Gross

Staff Present: Pastor Andrew

Called the meeting to order 6:05pm

Devotion: Katie Bostic

Grace Groups

Amanda has taken charge of getting grace groups together. Janet Lockhart and Deborah Whitlow are also on her planning committee. All curriculum has been ordered for the groups as well as calendars with daily devotions for the children/youth. The theme this year is "Eyes on Jesus". Amanda is working on getting the booklets printed out for the groups and group leaders. There is a meeting on Feb. 12th. During that time they will assign groups and group leaders. Groups will begin meeting the week of Ash Wednesday. An insert for sign-up will run in the bulletin Feb 2nd, & 9th. Wade Wingard has also put information about Grace Groups on the website.

Sunday School

Curriculum has been ordered for the Friendship class that is led by Lula and Chris Herrmann. They will continue to use the Bible study booklets from Augsburg. Katie has adjusted the par level to 20 due to higher attendance in the class recently.

Katie will be ordering Spark leaflets for the children's Sunday school classes for the next season, in the next week or so. The price has gone up \$1.00 per child.

Katie and Anna-Marie have been working on what to do for the Children during the Summer for Sunday School. They found an animated series called "Super Book" that they think will be appealing to the k-5th grade ages. The series focuses on stories from the bible. The series can be viewed from an app on an iPad. We will need internet access in the conference room, and an adapter to the TV in order to view the cartoon. We are not sure if the middle school age children would be interested in helping the younger kids with crafts during the summer or if they would like to have a separate curriculum. The High school students have the options of going to the combined adult class that Pastor Andrew will be teaching over the Summer.

Pastor Andrew will be teaching 1 combined adult class over the Summer months starting May 31st. We are going to encourage all 3 adult classes to attend but if the friendship class would rather continue with the Augsburg study, we will facilitate that.

Fellowship

Due to the flooding downstairs fellowship was not well attended the past month. Sunday School teachers are going to work on really promoting that time to their class and Pastor Andrew is also going to mention Fellowship time during the announcements before service. We also discussed making the fellowship start time directly after early service and not listing it at 9:30am. Location will be in the Parlor due to it being a more centralized location. We will do weekly announcements around 9:40am, and Adult Sunday School class will still start at 9:45am.

VBS

VBS will be July 6-9 this year. Lisa and Katie are working on getting a planning meeting on the books for late February. Deborah Whitlow has agreed to be in charge of the meals that week, and Melanie said her and Jim Lalumondier would help with the arts and crafts rotation. Katie is going to look into using Sign-up Genies for supplies/volunteers, as well as Google forms for registration so registration can possibly be done through the website.

Small Groups

Bruce Shealy sent Katie some Material on Small Groups. We discussed the importance of small groups and how we can possibly continue to offer more opportunities for them after Grace Groups is over. We all agreed that they build a greater sense of community within the church. It was suggested we look into putting together a small group committee. We also discussed a possible leadership training course to help recruit Small group leaders and Sunday school teachers.

Closed Meeting with the Lord's Prayer

Next scheduled meeting is Tuesday, March 3, 6:00 p.m. in Food Pantry classroom.

Parish Life Meeting Minutes

January 28, 2020

Attending: Peter and Elaine Zornow, Sabra Lindler, Lavina Chandler, Karen Lucas

Chili/Cornbread Cookoff –

54 people attended we had 6 Chilis and 9 Cornbread. Helen won for her Chili and we had a 4-way tie for the cornbread – Amy, Marcia, Laura Leigh and Gaye. It was suggested that we have a cookoff for dessert next year.

Easter Breakfast – Mike Weaver and team will cook. Lavina will work on decorations. We will need volunteers to help set-up and clean-up.

Congregational Retreat – April 24-26, looking for volunteers to help plan certain activities.

Motto for Retreat is “We are Good Shepherd”. Parish Life would like to submit this motto to be our Church motto to be used on things like t-shirts.

Draft Plan

SCHEDULE	WHEN
FRIDAY	
Registration and Welcome	April 24, 3:00 - 5:30 PM - see Karen Lucas after hours
Dinner on your own	April 24, 5:30 - 7:30
Friday evening activities	April 24, 8:00 - 9:30
Friday night free time	April 24, 9:30 - ?
SATURDAY	
Breakfast	April 25, 8:30 AM ?
Saturday morning activities	April 25, 9:00 - 12:00
Adult	
Children	
Lunch	April 25, 12:00 - 1:30
Saturday afternoon activities	April 25, 1:30 - 5:00
Hike	
Games	
Do your own thing	
Cookout	April 25, 5:30 - 9:00 PM
grill	
organize food	
Saturday night free time	April 25, 9:00 - ?
SUNDAY	
Breakfast	April 26, 8:00
Worship	April 26, 9:15 - 10:00
Checkout, evaluations, key collection, blessings	April 26, 10:00-11:00

Graduation Reception – will be in courtyard, around graduation time, Karen will bring tent cover, light snacks and cake

Homecoming – Sunday, September 13th, catered, looking for suggestions

Supper Club – Lavina working on small group now. They will meet in February or March. Lavina will assign a host family. Let Lavina know if you are unable to be the host. The joint supper club will be in May.

Lutheran Men in Mission (LMM) have several fellowship activities planned. Fish Fry is May 18th. Afternoon at Hunter Gatherer at Owens Field planned for February 23rd. Looking at a possible trip to a winery. The Fireflies baseball game gathering will be June 13th. It will be \$10 like last year. Maybe a Carowins trip. Need to know interest.

WELCA – Retreat Oct 2-4, \$170 due by August 31st

In-betweens – Lavina to check into bowling

Other – looking for ideas for different sports activities

Meeting dates for the year:

Tuesday March 24th at 6:00 PM

Tuesday May 19th at 6:00 PM

August 18th at 6:00 PM

November 17th at 6:00 PM

Closing Prayer



Report of the Property Committee February 12, 2020 Meeting

The meeting was brought to order with a welcome and opening prayer. Members present were Joey Allison, Lauren Chandler and Richard Inman. Absent were Jean Cockrell, Wilbur Smith, Wes Snodgrass and Kappy Steck. Also attending were Pastor Andrew Isenhower and Council President Ed Beaman.

The following old business was discussed:

1. Narthex roof repair
 - a. Scheduled date March 2, 2020
 - b. No work during the midday Lenten Services
2. Stained glass gable wall update
 - a. Glass delivery by next week and installation scheduling
 - b. Painting estimates complete
 - c. Siding for 22" brick/gap area under review
 - d. landscaping and lighting next steps
3. Education Building HVAC
 - a. Four units in zones
 - b. Estimated cost of \$45,000 - \$50,000
 - c. Gas pack option
4. Campus signage
 - a. Room numbering design complete
 - b. Emergency exit schematics need to be done
 - c. Directional signage review
5. Sexton's Position Description
 - a. Requested changes have been made
 - b. Evaluation form still needed
 - c. Evaluation date still needed
6. Office windows replacement

The following old business was discussed:

1. Lower Sacristy flooding
 - a. Denial of coverage, only \$650 reimbursed for leak detection service
 - b. \$10,000 Plumbing costs
 - c. \$10,000 SERVPRO bill
 - c. \$5,700 Carpet bill
 - d. \$1,300 Wall and ceiling repairs and laundering men's choir robes
2. Annual certification completed for the four water meter backflow valves
3. FAB issues
 - a. Pest intrusion flashing added to the 3 HVAC units
 - b. Annual floor strip and wax
 - c. Non-church use of the dumpster

Projects on hold:

1. Office window replacement (pending funding)
2. Classroom 4 leak (at Sexton's office door)
3. FAB to Education Building covering
4. Campus landscaping plan

Petitions:

Mr. Michael Simmons, Interim part-time Contemporary Music Director, has requested that the longer rail in front of his keyboard be moved to replace the adjacent shorter rail. He also requested a tower sound system with 2 wireless microphones be purchased. The second request would need to be addressed by the Worship Life Committee in consultation with the Technology Sub-Committee.

The issue before the Property Committee is replacement of the short front row rail with the longer rail, opening up more floor space for music use.

The following background was provided prior to discussion of the request:

When the current Sanctuary was being designed, several areas were identified for use by members confined to wheelchairs. These areas were at ends of certain pews and in an open area in the front row on the Madison Street side of the Sanctuary. This open area was created by using a long and short pew, with a long and short rail with kneelers. This open area has really never been used for wheelchairs and, no matter the original intent; this area has traditionally been used for music.

When our Contemporary service moved from the FAB to the Sanctuary, the short pew was removed and the long pew was moved to its location, freeing up more room for the music needs of this service. At that time, this appeared sufficient to meet everyone's needs. Both rails remained in place in order to preserve the architectural integrity of the space.

The Property Committee was asked by Michael Simmons, the Interim, part-time Contemporary Music Director to look at removing the short rail, replacing it with the longer rail, opening up more of the tiled floor for their music needs.

After a very positive discussion concerning our Contemporary Service's music needs and the limitations posed by the traditional design of our Sanctuary, it was determined that more information was needed. The Property Committee voted to have a small group meet to look at how this request would resolve the limited space problem and to see if there were other alternatives that could better meet the music needs of our Contemporary service. The following group was suggested: Donna Foster, Worship Life chair, Lauren Chandler, Property chair, Pastor Isenhower, Ed Beaman, Council President, Michael Simmons, Interim Contemporary Music Director, Jay Jenny, drummer, and Susan Uehling, a member of the Praise Choir. Hopefully this group can look at not just this issue, but how better to support both of our worship services.

Items or issues from the Committee

none

Motions for Council

none

The meeting was adjourned with the Lord's Prayer

Respectfully submitted,
Lauren Chandler, Chairman

Worship Life Agenda
Monday, February 10, 2020
Classroom 2, 6:00 PM
Meeting Minutes

Present: Donna Foster, Nancy Hyatt, Neal Inman, Jay Jenny, Karen Jenny, Donna Vaughn, Susan Sturkie, Pastor Andrew Isenhower, Michael Simmons, and Jim Johnson

Excused: Becky Shealy, Marcia Woodward, Kerry Stubbs, Charlene Fink, Steve Fink, and Susan Weaver

Not Present: Cheryl Christian

Welcome: Mrs. Foster called the meeting to order at 6:02 PM and thanked everyone for attending.

Devotion: Mr. Johnson gave a devotion from the text of a hymn. He said he often finds devotions and encouragement from the text of hymns and those who write them.

Approval of January 9 Meeting Minutes: Mrs. Hyatt made a motion to accept the January 9, 2020 meeting minutes. Mrs. Inman seconded the motion. All approved.

Staff Reports

Susan Sturkie: Mrs. Sturkie said she was happy to report that the new carpet is being installed in the lower level of the church and she will supervise the moving of furniture tomorrow back to the proper positions.

Jim Johnson: Mr. Johnson followed up on his comments at the last meeting and provided a report listing ways to include youth and children in worship throughout the year. He also offered to be the volunteer coordinator. Mrs. Jenny suggested having the children perform at the nursing home(s) where we have the most members. Mrs. Foster suggested including Mitch Uehling in the planning since he works directly with the youth and children. Mr. Johnson said he would make an effort to speak at the youth and children committee meeting. Mrs. Inman said anytime the children sing during the service it is appreciated and enjoyed by the congregation. Mr. Johnson's written report is added as an attachment to these minutes.

Contemporary Music - Mr. Simmons: reported that he had met with Lauren Chandler and the request to remove one of the front railings to allow for more space for the choir will be reviewed by the Property Committee. There was a discussion on the best way to print hymns in the bulletin. Printing only the lyrics may make it easier for the congregation sing along with the choir. There are many contemporary songs to choose from but Mr. Simmons tries to match the hymns with the sermon and /or readings. Large print bulletins are now available for the contemporary service. If more copies are need please let Donna Foster know and she will request additional copies.

Altar Guild - Mrs. Inman had no report.

Music Director Position: Mrs. Foster reported that Cody Jones is interested in returning as the part-time permanent Director of Music and Mr. Johnson would be able to finally retire (but he is willing to continue helping with the children). Mr. Jones met with the Staff Support Committee Chair, Worship Life Committee Chair, Council President and Pastor Andrew last week. Mrs. Sturkie said it was a great opportunity to get someone of his skill and talent level. Mrs. Hyatt made motion that the Worship Life Committee recommend to the Staff Support Committee that they determine the final details of the job description, hours per week, start date, and salary and make their recommendation to Council. Mrs. Jenny seconded the motion. All approved.

Lent: Mrs. Foster reported that only two of the meals for the Wednesday dinners during Lent have been confirmed.

Recommendations for others possible dinner sponsors:

Dorcas Circle, Tamar Circle, Lutheran Men - Peter Zornow, Mr. Johnson offered to be a "back up" if needed.

Mrs. Hyatt reported that she has applied for a Thrivent card to help pay for the meals, and that Susan Uehling may also be applying for a Thrivent card.

It was decided that meals should begin at 5:30.

Feb 26 Ash Wednesday

Wed. March 4

Wed. March 11 Janet Lockhart tacos/tostados

Wed. March 18 Susan Uehling and Alice Buckner Baked Potato Bar

Wed. March 25

Wed. April 1

Maundy Thursday April 9

Good Friday April 10

Easter April 12 8:30 AM Breakfast, 9:25 Sunday School

Old Business

Contemporary Service inclusion in special events: Now that Mr. Simmons is available to attend the Worship Life Committee meetings he can serve as the liaison.

Comments from Mr. Simmons:

Right now because of the location of the speakers in the rafters, when he speaks or sings he cannot hear himself, so a monitor or hotspot would help.

It would also be nice if the vocals, piano, and drums all went through the same system instead of 3 separate speakers. then they could be set and mixed.

And last two cordless mics one for Mr. Simmons and a boom mic for the music team would be helpful. He prefers cordless because of people crossing during communion and wires running on the floor.

The space beside the acoustic piano could be cleared and the drums set so there could be less set up every week.

Determine Standard Committee meeting date: It was determined that the committee should not set a standard meeting time until we know if the Music Director position will be filled. The next meeting date will be **Thursday, March 12, 5:30, Room CI 2.**

Wedding Guidelines Review: Mrs. Foster reported that the Good Shepherd Wedding Guidelines were being reviewed and the once they are updated the Wedding Guidelines will be presented to the Worship Life Committee for approval.

New Business: There was no other new business.

There was no further business to discuss. Mrs. Inman made a motion to adjourn. Mrs. Jenny seconded the motion. All approved.

The meeting adjourned at 7:05 PM.

Attachment provided by Jim Johnson

Good Shepherd Lutheran Church

Possibilities for Children and Youth in Worship Leadership

Goal: To increase the leadership in worship from children and youth in an ongoing week to week way rather than only at an annual Youth Sunday. We already have numbers of youth involved. Younger children can participate in a number of these leadership roles.

Worship Leadership

Hospitality: Greeters, Ushers

Worship Assistant: Acolyte, Crucifer, Assisting Minister parts, intone Kyrie, lector, assist with prayers of the church, communion assistants, children's sermon.

Music: Cantor for Kyrie and Psalms (need to expand our Psalm resources)
Anthems for Children and Youth Singers
Solos within anthems and solos during communion (first stanza of a communion hymn or other stand-alone solos), choir anthems for Children's Choir or Youth Singers

Organization and Communication

Determine the frequency we desire for children and youth to serve in any of the above worship leadership roles. Determine if this will take place at both services or just 10:45 a.m.

Determine age requirements for certain worship roles.

Survey parents to determine which areas of worship their children / youth would like to participate in. Get dates from parents that they know their children can be present.

Volunteer coordinator assigns worship roles, communicates with parents and staff, arranges for any special training, coaching or rehearsing for the participants. Scheduling should be done seasonally rather than week to week. Volunteer Coordinator works with pastor and music staff to be sure all are on the same page as we approach each Sunday worship service.

Sample:

Lutheran Theological Southern Seminary

Children/Youth Visitation Ministry

Advent 2008

Outline for the Advent/Christmas Visit

Get Acquainted Time – 2-3 minutes

Brief explanation of the text of the first hymn

Read Isaiah 40: 1 - 5

Sing Hymn 256 – Comfort, Comfort Now My People

Read two of the following scriptures and offer a brief explanation of why it is meaningful to you

Isaiah 2: 1 – 5; Matthew 3: 1 – 11; Matthew 11: 1 – 6; Luke 2: 8 – 14

Sing Hymn 269 – Once in Royal David's City

Prayer – Each visitor prepare several petitions related to the Advent/Christmas season

Lord's Prayer – prayed together

Sharing time – visitor can share a faith story and listen to a faith story of the person being visited.

Visits will be limited to 30 minutes and no refreshments will be served