

Grace Lutheran Church & Grace Christian School

Administrative Council Meeting; December 9, 2019

Call to order:

6:30pm Jack Anderson

In attendance:

Council Members: Jack Anderson,, Toni Johnson, Bob Glaser, Jill Saliba, Brian Miliate (L),

Also Attending: Ben Elliott (L) Patty McDonald, Carla Santoro (G), Kathy LaGrua (G), Pastor Scott Gary, Pastor Aaron Smith

Devotion:

Pastor Scott led us in a devotional from Isaiah. With an Advent Theme. Preparing to celebrate the birth of Christ. We are on a mission together, with our new Senior Pastor, preparing for the future of Grace. Preparation is a statement of faith.

Thank you Notes:

Several Thank you notes will be sent by the Council Secretary. A group letter will be sent to the Operation Christmas Child volunteers. Will be ready to be signed by the first Council Meeting in January. (Toni)

Follow up Joint Meeting with Church Elders:

Church finances were disclosed to the Elders and the plan for a Sabbatical requested by Pastor Sam was discussed. Pastor Sam was in attendance. We have no policy at this time for Sabbaticals. One is being developed and this will be revisited.

2019-2020 Budget Stabilization:

Bob Glaser

Plate offering, various giving and plans for Year End Giving were discussed. Review of the Bulletin and Grace Connect. Requests for funding were also reviewed. These items will be reviewed going forward as there are too many in the weekly communications. Several plans are being discussed to encourage registration to the school. These plans were presented by Ben Elliott.

Cash Flow Projections:

Patty McDonald

Giving is trending up. Patty presented the monthly revenue and expenses. Trends are positive. Sustainment is key.

Jill Saliba will prepare graphing as to the progress for Pastor Aaron to review and will be presented to the Council next meeting.

Policy Based Governance:

Bob Glaser

Policy is written and now needs to be communicated to the Congregations via meetings.

There will be visits to Bible Study Groups: Bob Glaser and Jack Anderson Due 3/29/2020

FAQ's will be developed as concerns are raised (Bob Glaser will write) Due 3/29/2020

January 12, 2020 , Two meetings will be held at 8:00am and 9:30am to introduce the Policy. These will be separate from Worship Service and all will be invited to select a meeting to attend. There will be a Q&A time.

January 26,2020, There will be a Town Hall Meeting for the Congregation, there will be a Q&A with Pastor Aaron

March 29, 2020, Town Hall Meeting, Town Hall Meeting following the Single Worship Service. A consensus vote will be sought from the Congregation as to continuing the governance change process.

Sabbatical Policy:

Jack Anderson

Committee: Katie Sensmeier, Jack Anderson, Dell Morton, Dean Richmond

The committee is in process of reviewing policies from four different churches.

FAQ's are being developed by the committee.

These will be presented to Council and Elders and communicated to the Congregation. Ultimate approval of Sabbatical Policy will be undertaken by the Voters.

School Update:

Ben Elliott gave a comprehensive report on the school, budget, tuition. The Escondido Parade attendance and participation was discussed. Parade will be December 14, 2019.

Credit Card processing was discussed for the church and the school in an effort to reduce processing costs.

A Committee of : Ben Elliott, Patty McDonald, and Toni Johnson will work to find better pricing for credit card processing and the best online source for giving that is cost effective. A report will be given by first Council meeting in January.

The committee will have quotes and further information for the Council by the second Council meeting in 2020.

Ben Elliott proposed a change in fees for After Care Services. (Before and After School Care), such fee changes to become effective January 2020. Discussion with the Council considered comparability and timing of communication with the families.

A motion was made by Bob Glaser to approve, Seconded by Jill Saliba. There was discussion. The vote was called by Jack Anderson. The Motion was approved unanimously.

Facilities, 2 windows are broken and the estimates are being gathered for repairs.

Senior Pastor Report:

Aaron Smith, Senior Pastor

2020 Budget was discussed and preparation for it.

Our Mission as a Church needs to be refined, restated, and established. Pastor, Council and Elders will be praying and discussing at upcoming meetings.

Administrative actions:

Jack Anderson

Loan Status: Approved

Cash Handling Policy:

Committee: Brian Miliate, Patty McDonald, Toni Johnson . Will discuss and write policy. Present to Council first meeting January 2020.

Further Business : Discussion at next meeting will include the distinguishing of what tasks and projects are staff and which are Council members. For better communications, this needs to be established.

Adjourned: 9:05pm Jack Anderson