

Grace Lutheran Church and Christian Schools

Administrative Council Meeting January 14, 2020

Call to order: 1-14-2020 Jack Anderson

Time: 6:30pm

Council Members attending: Jack Anderson, Toni Johnson, Bob Glaser, Brian Miliate, Jill Saliba

Also Attending: Patti McDonald, Ben Elliot, Pastor Scott Gary, Pastor Aaron Smith.

Guests: None

Devotion: Jack Anderson

Mark 7:31 (Max Lucado)

Here's a God who commands, created the universe, raised the dead. And he SIGHS and does a miracle. What is causing the sigh, is He frustrated? Romans 8:22, the creation has been groaning. Paul's writing about the impact of the world on us humans, causing us to sigh and causing the Christ to sigh. If we are patient, the Spirit helps us in our weakness. As much as the world frustrates us, we have hope. We have support. As we sigh together, we seek His strength.

Thank you Cards: Toni Johnson

5 cards prepared. Toni will send to Steve Schroeder, Arielle Zabinsky, Richard Ernau, and Michelle Quesada.

Personal sharing: Pastor Scott Gary. (No notes on personal aspect)

New Mexico 2020 starts now.

15-20 kids are involved. 10 Adults. SNAPRaise is where much of the funds are raised by the kids. Students pay \$350 each. There are other costs associated. Funds are raised to pay for the trip. Youth holds fundraisers at the church.

Max Bowman will be approached to the lead and will need to be compensated for his time.

Projected dates April 4-10.

Motion to support the Mexico Youth trip, self supported,

Compensate a paid leader not to exceed \$2500.00 in entirety.

First: Toni Johnson

Second: Bob Glaser

Vote: Motion carried.

2019-2020 Budget Stabilization: Bob Glaser, Patti McDonald

Cash flow projections: Trending. Bills are being paid.

Documents are all submitted and final for the LCEF Loan.

2020-2021 Budget Planning: Brian Miliate, Pastor Aaron Smith, Ben Elliot

Next voter meeting in May 17. 1-2 Town halls to prepare.

To review and prepare preliminary numbers pertaining to revenue, staffing, operating expenses.

Major expenditures will be reviewed.

Policy Based Governance Update: Bob Glaser, Pastor Aaron Smith

Projected schedule and Town Hall Topics: Document is almost ready.

Town Halls on 19/26 of January at 10:45am : Subject and context and then FAQ's, Q & A. Pastor Aaron.

March 29th Sunday will be a PBG town Hall meeting. At that point, the document, the structure is known and we can then seek a consensus and then move forward in making changes to the Constitution and By Laws to be voted by the Congregation on April 26th.

Sabbatical Policy Committee: Jack Anderson

Committee is drafting the plan. It will be shared, then, presented to the voters for awareness and understanding, ultimately for approval.

School Update: Ben Elliott

Tuition changes being proposed. We will take action at our next meeting.

Open House in February and enrollment starts.

Parent survey sent out. K-8 families. 36 responses so far.

Review of tuition proposal. It can be a matter of building relationships. Strengthening them.

Pastor Update: Sr. Pastor Aaron Smith

Administrator position tabled for now.

Patty will be focused on HR as soon as we can. She needs the extra support.

Employee Job Descriptions have been written, but not reviewed. Not distributed. Review process discussed.

Suggested: What does performance management look like here? What is the framework?.

Hispanic Ministry Management due second meeting in January.

Vision and Mission due First meeting in February.

Administrative Actions Report: Jack Anderson

Cash Handling: Brian Miliate, Patti McDonald, Toni Johnson: Tabled until February after review of current actions. Toni will participate on Tuesday 1/21/20 to observe current procedures.

Electronic Giving options: Ben Elliott, Toni Johnson

First option was too expensive. Second choice very reasonable. We will revisit next meeting.

Other Business:

Council Executive Session: Discussion relative to personnel issue.

Adjourned: 1-14-2020 Jack Anderson

Time: 9:29pm

Next Council Meeting: January 27, 2020 6:30pm