



Church Council Meeting Minutes

Shepherd of the Mountains Lutheran Church, Park City, Utah

December 11, 2023

Dave opened in prayer at 6:05pm.

Attendees: Pastor Rob, J.J, Dave, Julie, Mary, Ann, Alison

Attendees via Zoom: Steph

Regrets: Matt, Jennifer, Lisa

Agenda Topics

- Call Committee:
 - Per our Constitution, the Call Committee needs 7 members.
 - Committee will start in January and serve until a new Pastor is called.
 - Council identified candidates, and council members will contact those individuals to discern their interest in serving on the committee.
 - After contacting those candidates, email Council members with his/her decision.
- Ministry Site Profile:
 - Good feedback on draft MSP at Adult Ed
 - Meeting on Wednesday to update the MSP based on feedback received.
 - Compensation section needs to be finalized.
 - Need to be clear on a sabbatical policy and family leave policy. Pastor Rob will forward a sabbatical policy he negotiated for a previous congregation.
- Bridge Pastor:
 - Discussion of what a Bridge Pastor is and if it is something to consider if Pastor Rob leaves before a new Pastor is called. A Bridge Pastor provides stability, is under contract so terms can be negotiated, and is typically $\frac{1}{4}$ time. There are no ELCA guidelines re: compensation.
- Interfaith Council:
 - Will continue our annual donation.

Committee Reports/Updates

- Pastor Report:
 - See report previously emailed.
- Finance:
 - See report previously emailed.
 - Annual Giving Statements will be sent in mind-January.
- Transition:
 - See Ministry Site Profile above.
- Worship:

- See report previously emailed.
- Property:
 - See report previously emailed.
- Fellowship:
 - Fellowship after the Baptism went well.
 - Set-up for Lee Smith Celebration of Life on Friday at 10:30. Service on Saturday at 11:00.
- Social Ministry:
 - Cancelled Saturday Red Kettle Campaign due to lack of sign-up.
 - Sub for Santa gifts have been picked up.
 - Christmas Party will be on the calendar next year for those in the Danville Home in Heber.
- Youth/Ed:
 - Safe Haven Policy has been met with Erin and Ledger in attendance during Sunday School.
 - Suggestion to provide lunch to the confirmands during their meeting.

Other Business

1. Committee reports due to Julie by the Saturday before Monday's Council meeting. Julie will send agenda and reports 48 hours ahead of the meeting.
2. The following motion was made by Dave, seconded by J.J. and approved via email after the regular Council meeting:

“I move that we continue to designate \$35,000 of Pastor Rob's compensation (prorated) as “Housing Allowance” for 2024.

Pastor Rob provided closing prayer. Meeting adjourned at 7:49pm.

Next meeting is Monday, January 8, 2024 at 6:00pm.