



Church Council Meeting Minutes

Shepherd of the Mountains Lutheran Church, Park City, Utah

February 12, 2024

Dave opened in prayer.

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

Attendees via Zoom: Jennifer, Julie, Stephanie, Matt

Regrets: Lisa

Agenda Topics

- Personnel Policy:
 - Parental Leave – current policy offers 1 week leave. Suggestion to offer 6 weeks.
 - Paid Holidays – add MLK, President’s Day, and perhaps July 24th.
 - J.J. will review these policies and recommend changes/additions.
- Sabbatical Policy:
 - Discussion on Sabbatical Policy Pastor Rob drafted.
 - Any policy should be structured so it can be easily managed and financed.
 - Jennifer will review this policy and recommend changes/additions.
- Facility Use Policy:
 - Current policy needs to be reviewed as it is geared towards special events or one time use:
 - Include Safe Haven compliance
 - Update fee schedule
 - Long term, we need a committee to look at long term rentals, day use policy and growth.
 - Need a better handle on who is issued a key to the building (see short-term key issue form.)
 - Discussion on Funeral and Memorials agreement form.
- Constitution Update/Changes:
 - Need to make required changes to the Constitution for vote at the May Congregation meeting. These must be presented to the Congregation 30 days before the meeting.
 - J.J. and Julie will be reviewing C10.04 to change the quorum number required for voting. Suggestion is to take a percent of the average Sunday attendance, currently 43-44 people.
 - C10.08 from the Model Constitution should address voting by Zoom.
 - Julie to send the document outlining required changes.
- Nominating Committee:
 - Per our Constitution, Council will consist of no fewer than 9 and no more than 11 members.

- Following Council members will serve another term:
 - Jennifer – President
 - Dave – Treasurer
 - J.J. – Vice President
 - Steph – Worship
 - Ann – Fellowship
 - Lisa – Social Ministry
 - Matt – Youth/Ed
- Following Council members are not eligible to serve another term:
 - Julie– Secretary
 - Mary - Property
- Let J.J. know of any possible candidates for those positions.
- Synod Assembly Attendees:
 - Gathering held April 25 through 27 in Loveland, CO.
 - Announcements will be made on Sunday requesting volunteers.

Committee Reports/Updates

- Pastor Report:
 - See report previously emailed.
- Finance:
 - See report previously emailed.
- Worship:
 - See report previously emailed.
 - Will start tracking Zoom attendees on Sunday.
- Property:
 - Request from In the Pines to use facilities in the summer and perhaps the fall.
 - Request is being evaluated, but the request has raised the need to review our current facility use agreement.
- Fellowship:
 - See report previously emailed.
- Social Ministry:
 - See report previously emailed.
- Youth/Ed:
 - Confirmation is going well.
 - Sunday School attendance is up the past two Sundays.
 - Matt will be backup Sunday School teacher on days Erin is unavailable.

Other Business

- No other business to address.

Jennifer provided closing prayer. Meeting adjourned at 7:43pm.

Next meeting is Monday, March 11th, 2024 at 6:00pm.