

Minutes of the Board of Directors – 2007 December 18

In attendance: Alan Emslie, Carol Emslie, Michael Dahlin, Cathy Wolff, Tim Miller, Dan Barnett, Pastor Keith and Cindy Oliver.

Opening Devotion & Prayer

Pastor Keith reminded us that as Dr Seuss pointed out, Christmas doesn't come from a store, it is much, much more.

The minutes of the 13 November 2007 Board of Director's meeting was approved as corrected (The music director position was discussed at that meeting and sent to the personnel committee).

Reports of Pastor Jim, Jamie Finance, and Treasurer are attached.

Old Business

Motion moved, seconded and passed to approve the Music Director/Organist job description (attached).

Motion moved, seconded and passed to approve Music Director/Organist salary and contract (attached).

Motion moved, seconded and passed to change the minimum vacation and holiday accrual from those employees with 30 hours or greater to those employees with 20 hours or greater per week, effective 1 Jan 2008.

New Business

The employee manual remaining issues was reviewed. Cindy Oliver will make the final edits after getting several questions answered by Steve Schinnerer.

The following is a list of employees who have vacation that will be carried over to 2008:

| | |
|-------------------|-----------|
| Susan Huthsing | 16.76 hrs |
| Katie Krauss | 25.95 hrs |
| Sharon Krauss | 1.55 hrs |
| Laurie Richardson | 13.93 hrs |
| Cindy Thompson | 15.25 hrs |
| Jeanene Hernandez | 12.50 hrs |

Motion moved, seconded and passed that Good Shepherd Lutheran Church authorized and establishes the following individual's housing allowance for the year 2008:

Keith Jones 50% of salary (\$102,088), which is \$51,044.

Jim Johnson \$20,000

Jamie Just \$25,000

The housing allowance will be paid from January 1, 2008 to December 31, 2008.

Motion moved, seconded and passed that Good Shepherd Lutheran Church authorized and establishes Pastor Keith Jones' auto allowance to be \$3600 for the year 2008.

The auto allowance will be paid from January 1, 2008 to December 31, 2008.

Motion moved, seconded and passed that Good Shepherd Lutheran Church authorized and establishes Pastor Keith Jones' professional allowance to be \$2400 for the year 2008.

The professional allowance will be paid from January 1, 2008 to December 31, 2008.

Motion moved, seconded and passed that Good Shepherd Lutheran Church authorized and establishes Pastor Jim Johnson's professional allowance (car and other) to be \$5200 for the year 2008. The professional allowance will be paid from January 1, 2008 to December 31, 2008.

The remaining professional expenses that were not specifically requested will remain identical to 2007.

Motion moved, seconded and passed to hire a Janitor for 10 hr/week. (This is not to replace the work of Alex Wolff and Philip Jones. This is to supplement that work.) The personnel committee to create a job description that meshes with the current work being done by Alex and Philip and to then to start the search for a janitor.

Meeting closed in prayer

In His Service,

Cindy Oliver