

**First Lutheran Church
Congregation Council Meeting Minutes
June 16, 2020 6:00 p.m. via Zoom**

“Renewed by Christ in Word, water, bread and wine, we serve our community and the world”

Members Present: Gordon Long, Intern Miranda, Laura Lindell, Bill Kautt, Pastor Gwen Hermanson, Harry Hunt, Cindy Nadeau, Ken Westphal, Michelle Doose, Garrett Paul, Mary Spear, Mary Thompson, Carolyn Trnka, Heidi Christenson, Shannon Nowell

Members Absent: John Sylvester, Reyenne Pettis

1. Call to Order: Bill Kautt at 6:03 p.m.

2. Devotions: Intern Miranda

3. Approval of the Agenda: M/S/C

4. Approval of Minutes: M/S/C

5. Pastor's Report:

- A. Recent Events: Senior Blessing Service- June 4, Health Directive Workshop- 5 participants, Beer and Hymns, Pentecost Sunday- first virtual communion, Black Lives Matter protests for clergy.
- B. Season of Creation- reading list has been created, asking for people of all ages to submit artwork.
- C. Community deaths this week: Helen Baumgarten, Steven Wenner- brother-in-law of Dawn Wenner, Bob Gamm- father of Cindy Nadeau
- D. There are now 118 subscriptions to the e-newsletter, bulletins went to assisted living for the first time this week, there will be a mid- summer newsletter.
- E. Summer schedule has started. July 5 and August 2 will be online services with communion.
- F. Small Groups are slowly starting. There is a fellowship group and a bible study group.
- G Working on church directory. An on-line directory plus app will be available with the capacity to make printed copies. Can be updated continuously.
- H. There is financial aid available in the Pastor's Discretionary Fund to assist people during COVID-19. There have been no requests.
- I Intern Miranda's last day is August 13, her last Sunday will be Aug. 9. Vacation for Pastor Gwen will be next week and July 6-10.

6. President's Report:

- A. We received another thank you from the synod for our partnership during the pandemic and for mission support. We are up to date with all our obligations with the synod.
- B. Working on reconciliation project
- C. Parking lot is completed!

7. Treasurer's Report:

- A. There hasn't been much change. We are ahead of projection due to pre-paid offering and PPP loan. Bills have been paid.
- B. A line of credit has been approved for \$50,000.
- C. Funds management will be meeting on July 2. Will be reallocating funds back into market.

8. Informational Reports

- A. Parking Lot Update- work is completed. Checked with Neilson on walkway but it would not be worth the money spent for now. Wait until we actually do chip seal down the line.
- B. Line of Credit - \$50,000 line of credit established. Costs us nothing until we use it.
- C. Health Advisory Team- Met twice, and will meet again on Monday. Many people miss worshipping in person. We will start outdoors on July 26th with a service in the parking

lot. This allows us to do chalk distancing circles. Figuring out technology. We will make plans, adjust- outdoor in August, maybe inside in September. In person every other week. On-line service would include music and communion. In person would require masks and distancing. Small groups and committees may start meeting with masks, but some may still want to join remotely. Education is a ways off.

- D. Reconciliation Restart- came about in Jan. resolution to have synod help us reconcile some of the differences that became obvious at the Dec congregational meeting. Work started before shutdown. Now we are back to it using Zoom. Executive committee met with Pastor Stephen Cook and Anne Bjorkland. June 30 is the target date to resume. Twelve individuals will participate by addressing 5 questions. Pastor Cook recommended that all members be given an opportunity to answer the questions in writing. Responders will be asked to identify themselves- no anonymous responses will be addressed. Motion: Follow Pastor Cook's recommendation to solicit responses from entire congregation. **M/S/C**

9. Unfinished Business:

- A. Benevolence Funds-local community designation: Where are we giving our benevolence? We have \$2,000 to give locally, separate from synod benevolence. Think about support for organizations that line up with RIC values. Think about ideas for our next meeting. Shannon will send out an idea sheet, so we can have a list ready to look at.
- B. Mortgage Recommendations- We will not be refinancing. There are options to reamortize, but we don't have to. We will stay the course.

10. New Business:

- A. Near-term Staffing Needs and Long-Term Staffing Needs- Short term: someone to help temporarily. Long term- size of congregation warrants two pastors. In the short term someone to help temporarily, similar to lifelong learning, but with the idea that it is temporary. Recent college grad? GAC has a program for preaching interns- may offer someone that would be able to offer preaching support. Current budget of \$40,000 for Director of Lifelong Learning plus 10,000 for visitation pastor in current budget. We need job descriptions for short term staff as well as job descriptions for 2 pastors down the line. Ad hoc committee to write job descriptions - Mary Spear and Heidi Christensen will be on committee. Bill will contact John Sylvester and Stefanie Menning from Staff Support and possibly be on the committee. Also get Intern Miranda's input as well as Lifelong Learning job description. Committee will get a new job description to council to authorize as quickly as possible. Long term- See where our budget lies at end of year. Ministry Site Profile would include two pastor job descriptions.

11. Committee Reports:

- A. Cemetery- Gordon: Construction work is finished. Cemetery is a pretty nice place. Jim Stenson is no longer manager. Tom Thorkelson is interested in taking over some management. Long term- Maybe custodian of the church and office manager take some role.
- B. Finance- Harry and Ken: Letter from insurance company. They are making some changes in September.
- C. Social Justice- Mary S.: Mary will make some calls to get committee going
- D. Worship and Arts- Laura and Michelle: Decision to go with Fischer Bid for about \$80,000. Will seek funding for these organ repairs through grant writing. Discussed worship options for return to in person worship.

12. Good of the Order

A. Good question, observation, or comment:

B. Devotions for July- Pastor Gwen

13. Lord's Prayer

15. Adjourn- 8:25 pm

Our next meeting is scheduled for July 21, 2020