

**First Lutheran Church
Congregation Council Meeting Minutes
August 18, 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, Bill Kautt, Pastor Gwen Hermanson, Harry Hunt, Cindy Nadeau, Ken Westphal, Michelle Doose, Garrett Paul, Mary Spear, Heidi Christenson, Shanon Nowell, John Sylvester

Members Absent: Mary Thompson, Carolyn Trnka, Ryenne Pettis

1. Call to Order: Bill Kautt at 6:04 p.m.

2. Devotions: Mary Spear

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

4. Approval of Minutes: M/S/C

5. Eagle Scout Project: Tyler Erickson gave a presentation on a proposed prayer labyrinth he would like to build as his Eagle Scout project. This project would be on the west side of the building beyond the patio and is supported by the Building and Grounds committee. Tyler and his family will secure all donations for materials. Labyrinth will take 2-3 days to complete. M/S/C

6. Pastor's Report:

- A. We continue to get more people signed up for weekly online newsletter- 130, bulletins are sent out to over 50 households. A fall newsletter will be mailed out to all members in September.
- B. Spiritual Engagement Survey- A wide ranging Wednesday meditation and a Sunday service will continue on-line.
- C. Small groups continue - added a bible study on Mondays led by Garrett Paul.
- D. There will be 2-3 baptisms in the next month. They will be held in backyards with masks and social distancing.
- E. Confirmation service will be held on August 23. Eleven youth will confirm their baptism. Outdoor service for confirmands and families, mentors. Will also be on Facebook.
- F. We received a thank you from Partners for Affordable Housing for our donation. We also received a thank you from someone who has participated in the produce distribution, appreciating the space we provide for this service.
- G. Committees should be starting up.
- H. Intern Miranda has finished her service. We are short staffed right now.
- I. Education programming not being supported by staff or volunteers right now. Confirmation will begin on Sept. 9 online. No Sunday School until 2021.
- J. Possible changes for Dave and Emily with 2021 budget.
- K. Big picture: Current staffing model is not adequate, our mission needs to be re-visited and worked on, congregation needs to address fundraising to support future ministry.

7. President's Report:

- A. Meeting next Tuesday, August 25 at 7:00 with Pastor Cook and Anne Bjorkland on reconciliation report. Report will be shared with council members when it comes.
- B. Council received a copy of a letter written to give all members some congregational updates. It is ready to mail out.
- C. Attended Intern Miranda's farewell. There was a steady stream of people who came by.
- D. Participated in the Zoom fellowship after Sunday's service. Maybe council should have a rep there each week. Mary will prepare a sign up.

8. Treasurer's Report:

- A. Income YTD is about \$306,000-\$290,000, plus \$15,000 donation for Emily's salary. This does not include PPP loan at this point. 42,900 will be added.
214,000 in expenses- bills have been paid.
- B. Weekly deposits do not support our expenses. Only reason we are ok is because of a 60,000 anonymous donation, 15,000 for Emily's salary and prepaid pledges for the year. If we didn't have these gifts, weekly pledges would not support our ministry.
- C. Funds Management Committee approved 250,000 in cash from portfolios- 10% in Aug/Sept will be invested. In Oct will look at what is left.
- D. In January, Funds Management issued a check for all endowments. Much has not been spent.
- E. Budget discussion on three staffing models.

9. Informational Reports

- A. Health Advisory Team: Setting guidelines for confirmation service. In person worship- wait and see what happens when schools, GAC begin. Sunday School will not be in person this fall- children's time online. Confirmation online- maybe in person once a month.
- B. Reconciliation Progress: Council will meet with Pastor Cook on August 25 to hear the report.
- C. Budget: Finance Meeting- 2021 proposed budget process, changed from a year ago. Advance the process by one month to get it out to the congregation earlier so they can review and ask questions before the Dec meeting.
- D. Insurance Update: Ken will be speaking with an agent on Friday and will update us at the next meeting.
- E. Trinity Cooperation: Pastor Gwen and Pastor Joy at Trinity talked. Trinity is looking for two ½ time education people. We are also looking for a full time person. It is not a great time to partner with staffing.

10. Unfinished Business:

- A. Temporary Ministry Associate: Interview this week- Calleigh Carlson. She had a great resume with unique experiences. Move to hire her beginning on Sept. 1 for a one year temporary position. M/S/C

- B. Retreat: Council would like to hold a retreat that was postponed due to COVID. How can we do this safely- in person vs zoom. If Pastor Cook facilitates, what would he prefer and when would he be available. It would be helpful for the Stewardship campaign if we had staffing scenarios and budget needs figured out. Come to the Aug. 25 meeting with availability dates.

11. New Business:

- A. Cemetery Committee recommendations:
 - 1. Increase cost of Resurrection Cemetery gravesite fee to 600.00 effective Jan. 1, 2021
M/S/C
 - 2. Motion to ask that Council recommends the FLC Congregation approve changing the wording of FLC Constitution p.17, ch.13, C 13.06 to remove term limits for Cemetery Committee membership. After discussion, a second motion was made to defer a decision until next month so council members had a chance to review. Motion to defer the discussion of term limit amendment proposal until the next regular council meeting. M/S/C

12. Committee Reports:

- A. Building and Grounds- Met with Neilsen regarding parking lot repairs. They will come back and fill some missed spots. Looking to restripe the parking lot- possibly doing it ourselves.
- B. Lifelong Learning- Difficulty getting volunteers fired up to plan when church is closed. No Sunday School this fall- maybe some online programming. Excited to begin planning with Calleigh.
- C. Social Justice-Met in Zoom meeting on August 4. Looking for 5-7 volunteers for tutoring Somali students.
- D. Staff Support- Met twice to discuss charter- looking at modifications.
- E. Worship and Arts: Discussing how we are going to pay for organ repairs. Hoping to move forward with fundraising and writing grants.

13. Good of the Order

- A. Good question, observation, or comment
- B. Devotions for September- Shanon

14. Lord's Prayer

15. Adjourn- 8:17 pm

Our next meeting is scheduled for Aug 25, 2020 with Pastor Cook

Our next regular council meeting is scheduled for September 15, 2020