

## First Lutheran Church

### Congregational Council Meeting Minutes

**April 18, 2023, 6:30pm**

*"God's Work. Our Hands. To Serve ALL People."*

**Members present:** Pastor Chris Culuris, Michelle Doose, Steve Erickson, Randy Frey-Hawkins, Dave Kennedy, Mary Spear, Randy Stuckey, Grace Timm, Nancy Timm, Tobias Twait, Dawn Wenner, Aaron Banks

**Members absent:** Sarah Chambers, Ruth Johnson, Garrett Paul, Pat Pehrson

1. Call to Order: Council President, Mary Spear at 6:30 pm
2. Devotions: Grace Timm
3. Approval of agenda: M/S/C
4. Approval of the March 21, 2023 Minutes: M/S/C
5. Pastor's report for March 2023

Hospital Visits: 2

Nursing Home Visits: 10

Assisted Living/Home/Office/Other Visits: 16

ELCA Forms A and C submitted: March 1

Ash Wednesday service: March 1

Youth Group at FLC: March 1

Staff Support: March 2

All work agreements signed and turned in: March 2

New Member Sunday: March 5 – 14 new members received into FLC.

First Holy Communion Classes: March 5 (me) and March 19 (Pr. Heather)

Green Committee: March 7

Social Justice via Zoom: March 7

Worship and Arts: March 8

Finance: March 9

Stewardship: March 9

CCM via Zoom: March 10

*"Making Sense of Luther"* presentations: March 12 and 26

Bob Ross painting event at FLC: March 12

Core Planning meeting: March 12

Executive Committee: March 14

Building and Grounds: March 14

Hernia surgery: March 15 – out on sick leave March 15 - 20

Minnesota Valley Conference meeting at GAC: March 21

Council Retreat: March 25

Emailed LC's Constitution to SW MN Synod: March 25 (Note: current is the 2016 version)

Stewardship Sharing during worship is going well. Last presentation was March 26.

Wednesday evening Lenten Soup Suppers were enjoyable. Thanks to our staff and volunteers!

6. President's Report: Mary Spear

Mary thanked council members for their continued support of FLC and the work that they do for the council. Mary reported that she has been working a lot with the Strategic Plan that will be discussed as a later agenda item.

7. Treasurer's Report: Bonnie Pettis

Bonnie was unable to attend the meeting. She had not forwarded any messages to the Executive Committee with any concerns. Reports from Karen are still looking good.

8. Committee Reports: None

9. Unfinished Business: None

10. New Business:

a. Exterior Security Cameras for the building

Because of recent vandalism, process has begun to install security camera and lights. Jon Smithers has a line on an affordable company: 3 cameras for \$200 plus an annual \$100 subscription. Questions brought up by council: Is 3 cameras enough for our building? What about even just additional motion detecting lighting in addition to recording cameras? Are the cameras connected to any sort of alarm system? The implementation and installation of cameras and lights has been turned over to the Building and Grounds Committee.

Also raised during the discussion was what was the status of church/congregation safety during an active shooter (or even just weather events). Dawn Wenner agreed to get this going again. Bethlehem's plan that Pastor Chris received will be forwarded to her as a potential model for our plan. Also brought up was having a bucket of golf balls at the front of the church available for being thrown at active shooters as a distraction while people are being evacuated.

b. Financial Support for ELCA South African companion synod, the Southeastern Diocese, Vryheid Circuit

Moneys go toward Health and Wellness, school uniforms, buildings, pastoral salaries. A donation of \$500 is suggested by ELCA. Money available from the Ruth Larson Endowment under "World Mission Work". M/S/C

c. Pastor Chris' Sabbath Time

This has been discussed with both the Staff Support Committee and the Executive Committee, that Pastor's vacation is not comparable to the lay staff's PTO time (is less) nor does it completely in line with the Synod's guidelines. He proposed to add one week of vacation to his existing four weeks. Additional discussion also added 12 paid sick days annually. Motion: Increase paid vacation time from four (4) weeks to five (5) weeks, add 12 paid sick days annually. M/S/C

11. Strategic Plan Framework 2023-2028: Mary Spear, reporting

a. Google folder with documents provided to council, please review. Things will be starting slow but steadily building momentum.

b. Mission statement modified to be: "God's Work. Our Hands. To Service ALL People."

c. Promoting mission statement:

Banner to go in Gathering Space and to be used in parades etc. expected to cost about \$200-\$300. T-shirts to be given to new members and others as needed. Can be worn during various church public activities, i.e., 4<sup>th</sup> of July parade, Pride Parade. Estimated cost \$400 for 50 shirts. Our last group of new members, received in March 2023, did not receive shirts. Motion: "To order banner and t-shirts using money from undesignated memorials" M/S/C

12. Good of the Order

We had 247 people for Easter Sunday Service, including children and families using the nursery. Music sound quality over the FaceBook viewing was poor. Boy Scouts will be serving a Pancake Breakfast on 4/30/23 in the dining room as well as the First Forum. Hopefully, that will promote mingling.

13. Motion to adjourn at 7:10 pm. Seconded and carried.

14. Lord's Prayer

Next Church Council Meeting will be held on May 16, 2023 at 6:30 pm.

Devotions for May: Dave Kennedy

Respectfully Submitted

Nancy Timm

FLC Church Council Vice President.