

**First Lutheran Church
Congregation Council Meeting Minutes
October 19, 2021 6:30 p.m.**

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

Members Present: Bill Kautt, Pastor Bill Nelsen, Garrett Paul, John Sylvester, Cindy Nadeau, Michelle Doose, Raina Roehmildt, Michelle Twait, Steve Erickson, Harry Hunt
Rachel Szybnski

Members Absent: Mary Thompson, Nancy Timm, Mary Spear, Kim Bovee, David Marlow

1. Call to Order: Bill Kautt at 6:34

2. Devotions: Steve Erickson

3. Approval of the Agenda: M/S/C with added item- resignation of Kim Bovee from council

4. Approval of the September 21, 2021 minutes: M/S/C

5. Pastor’s Report: Pastor Bill Nelsen

- Word of thanks to supply pastors that have been helping out since I have gone half time.
- There have been three memorial services since we met last month
- Book that I have been working on with Darrell Jodock will be released for publishing on 11/9
- Continue to teach confirmation class
- Grateful for seven members that went through communion training and are now going out to serve communion
- Working on new members- November 14- reception of new members. Let’s work together to contact individuals checking out new church homes.
- Synod and conference meetings
- Upgrades in communication

6. President’s Report: Bill Kautt

- Received a letter from community outreach committee thanking us for the gift of \$500 to community outreach clinic. 100% of the gift will go to providing prescriptions for patients.
- Participated in cemetery clean up
- Building and Grounds- October 30, clean up weeds and debris around the church
- Establishing a jigsaw puzzle exchange in the gathering space was proposed by outreach committee.
- Working with stewardship and finance committees- 67 households or individuals have pledged at this point, average pledge just under 3,000 for the year. You are encouraged to get your pledge in.
- Technology- exciting around church with switchover from copper to fiber, also some difficulties. Our alarm system won’t interface with fiber. Angela is getting bids to fix this problem. Motion that Building and Grounds be enabled to investigate the fire alarm system and move forward. S/C
- I’ve been appointed by the school board to take a vacant seat that will begin in mid November.
- Contacted David Kennedy to start nominating committee process for Dec. council meeting.

7. Treasurer's Report:

-Reports sent out earlier. Budget- expenses are down with interim pastor, and church and programs being shut down. Income is not quite there. \$8,300 deficit
\$ 8300 deficit- still ok, but the problem is that there is a trend downward
Asking committees to get back to the Finance Committee about budget requirements.
Funds Management met- 26,000 from endowment funds that will be available to committees. Contact Karen to see what will be available for your committee.

8. Unfinished Business:

A. Request for sabbatical by the Director of Music- Emily present to answer some questions that council had regarding her sabbatical proposal.

- Why does the proposal include Christmas? "Summer is actually one of the busiest times for planning for the year ahead. Summer will help me prepare for my sabbatical, and the Lent and Easter season after my return. Holden Village is a key element to my proposal- their program requires me to be there in Nov. and Dec. David Cherwin is available to give me organ lessons during the fall of my sabbatical. A fall leave will allow me to experience the fall and Christmas season in other places, and bring back ideas for FLC."
- Length of sabbatical: "Three months is standard for sabbaticals. This amount of time allows for ample opportunities to accomplish my goals to the benefit of our congregation. Precedence of cantor previous."
- Timing of new pastor's start date and turnover of staff: " I don't believe my sabbatical should be determined by someone else's start date. There has been a lot of change during my tenure here, and we have always found ways to move forward. There are no guarantees to staff stability or change. From a worship perspective, I have been the stable staff member over the last few years, especially during the pandemic and have been asked to add many additional tasks to my job which has affected both physical and mental health. I do intend to do sub plans and coverage, but do trust that a new pastor will be able to navigate this transition just fine. Timing will also allow a new pastor to experience the vast talent available within our congregation."

What concerns, if any, do you have about being gone for 4 months? " Really no concerns- I have full trust in those that will be present in my absence. I would be more concerned if I didn't take the full leave."

Discussion:

Question- how does this proposed time frame impact the potential for organ repairs? No plans at this time for 2022 repairs. We do not have the funds raised for phase 2.

Dollar amount to be offered to subs for their services- very precise totals offered. This does not have to come out of our operating budget. Endowment money available (Holmberg Endowment) to cover this. This needs to be used next year or it will be lost. No impact on the operating budget with the proposal Emily has presented.

Expense, but also can be seen as an investment and all the potential gains Emily will return to us.

Concern, using vacation days. Emily has paid time off that could be used rather than vacation days. If council approves, handbook says the particulars will be decided by the council and need to be spelled out. Details will need to be provided in a council motion.

Also consider language that requires Emily to be here for a stated amount of time beyond her Sabbatical. Emily's response- that is pretty typical. One year is a reasonable amount of time. Beneficial to council and congregation for Emily to offer a report return. Emily is absolutely willing to provide that report to the council.

What is the last date that you absolutely need to know the council decision?

"As soon as possible is the response. Subs are in high demand, so if we want these people, they will need to know soon."

Sabbatical : October 1- January 1, vacation time before that.

Motion: To approve The Director of Music's proposal for sabbatical extending from Oct. 1, 2022-Jan. 1, 2023 with full 2022 salary and benefits, with a requirement that she submit a report on her return and will remain in employment of FLC for one full year after return. If she leaves before that one year requirement for any reason other than medical, disability, or death; a reimbursement will be assessed against the salary and benefits received during the sabbatical on a prorated basis. S/C

- B. Technology Committee Rep: Any council member that would like to be council liaison to the technology committee? We'll work on that.

9. Informational Reports

- A. Health Advisory Team: No new updates
- B. Call Committee Update: Members of the Call Committee have been outstanding- wonderful group to work with. We have unanimously made a selection. Quite enthusiastic about this candidate and the candidate is very enthusiastic about receiving a call to our congregation.

Would require a 16% increase over what was budgeted for pastor this year. Candidate is available to meet with staff and council on Sunday afternoon.

Willing to do a zoom introduction with link to email for congregation members prior to meeting.

10. New Business

- A. Move to accept council resignation of Kim Bovee S/C
- B. Boy Scout Charter: Table this until liability insurance can be looked into -Ken Westphal is checking with Synod on some questions.
- C. Motion from the Social Justice and CCM committees: Move that FLC host an informational meeting regarding sponsorship of an Afghan family through Lutheran Social Services. Carried

D. Legacy Plan: Council approved establishment of FLC Legacy Society. One more item-minimum requirement for a named fund was approved by both Funds Management and the Stewardship- minimum of \$10,000 in size. New section would read:

To establish a named endowed fund for a particular purpose or set of purposes, the gift should be at least \$10,000 in size. Gifts of any size can be made at any time for the church's general endowed fund (labeled General Church Fund) or for existing endowed funds, or a new named fund can be started at any level, and will be activated when the principal reaches \$10,000.

12. Good of The Order: Good Question, Observation or Comment! Secretary for the November council meeting is needed. Michelle Twait volunteered to do this.

13. Lord's Prayer

14. Adjourned at 8:58pm

Next meeting will be on November 16, 2021 in the Dining Room at 6:30 pm