

**First Lutheran Church
Congregation Council Meeting Minutes
September 21, 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, Mary Spear, Raina Roehmildt, David Marlow, Michelle Twait, Steve Erickson, Rachel Szybnski

Members Absent: Mary Thompson, Nancy Timm, Harry Hunt, Kim Bovee

1. Call to Order: Bill Kautt at 6:30

2. Devotions: Bill Kautt

3. Approval of the Agenda: Add Creation of Legacy Society M/S/C with added item

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

5. Pastor’s Report: Pastor Bill Nelsen

- Began half time schedule
- Important services coming up- 2 memorial services: Bob Eisenberg, Mary Lee Denley
Communion Sunday, Commissioning of lay people to serve Communion, Temple Talks to talk about Committees and Stewardship.
- Working on technology, making online services better
- Pastoral Care
- Potential of hosting an Afghan family- two committees working together to see what the process would be through Lutheran Social Service
- Equity Council through school district- close contact between Council and Community
- Working on new members- New Member Sunday, November 14th

6. President’s Report: Bill Kautt

- Little Free Library: Up near playground entrance, who manages this? Librarians, Michelle Twait and Brenda McHugh with Lifelong Learning Committee? Books donated by FLC stamped?
- Grounds- three evergreens disappeared along Traverse, cleaned up brush on Sunday’s “God’s Work, Our Hands”
- Wrote stewardship letter

7. Treasurer’s Report:

- Financials sent out to council
- Down to about 60,000 in building fund. One year to go on building drive- push for people to get pledges in.

8. Informational Reports

- A. Health Advisory Team: Concern about people congregating in gathering space.
Announcement at the end of church to keep traffic flow moving to outside. Suggestion to have Pastor stand outside. Fellowship/treats outside? We discussed and decided that FLC will continue to require masks inside our church.
- B. Call Committee Update: Garrett

Five candidates are now in the pool. Two candidates stood out a bit more than others. The call committee is working on deciding who to interview. Thursday and Monday will be doing brief interviews with candidates just to ask who they are and what questions they have. This will give the committee more time to think about priorities and who might be the best candidate moving forward for formal interviews.

9. Unfinished Business:

- A. Council Member Duties and Responsibilities: Mary S., Nancy
- Bring two documents into one to find something that we can agree on. Difference between responsibility of individuals on council and responsibilities of council as a whole.
 - Motion: to change "submit" in 2nd bullet point in whole church council section to "Be responsible for" and add "typically" to 2nd bullet point in document, to read "Attend all meetings of the council which are typically held the third Tuesday of each month." Carried
 - Motion: Strike the sentence "Together with the whole church council, you will to the best of your ability:" Change to "As a member of the church council you will join with other members to the best of your ability:..." Carried
 - Move to amend "Be responsible for the employment and supervision of staff" to "Be responsible for the employment of and provide for the supervision of staff of this congregation." Carried
 - Motion to adopt Church Council and Expectations Document -Carried
- B. Request for Sabbatical by the Director of Music:
- Emily has officially requested a sabbatical. Finance committee has said it cannot make a recommendation on this until we know finances for 2022 year. Staff support- no documentation for job description with sabbatical information. Staff support does support a sabbatical, but timing, compensation and employment after requirement are issues.
 - Take a look at the proposal and ask any questions we have before we are ready to vote.
We will then bring them to Emily and invite her to a council meeting to discuss.
Timing of sabbatical- gone during Christmas season, don't know how soon a new pastor will be hired.
 - Important that the Council hear from Emily on these questions.
 - Appendix E- Student leadership, cost savings, possibly unpaid but academic credit?
 - What is Emily's response to the document from the Staff Support Committee?
 - How much time does Emily feel is needed with new Pastor before leaving for sabbatical. Also keep in mind she is planning on taking a month of vacation before or after sabbatical.
 - Emily will be invited to attend one of the next two council meetings.

10. New Business:

- A. Creation of a Technology Standing Committee: Continuing resolution to make technology a standing committee of our congregation. Will include many of the members of the current ad hoc committee, but may include others. Motion to create a

standing technology committee. S/C

Fiber optics are now tied into the building. Metro Net will be here to finish up by the end of September- phones and hot spots.

- B. A Request for Budget Guidance From the Finance Committee: Talking about developing a budget. In the past, the process begins with guidance from Pastor, then committee needs and then looks at balancing information. Since we do not have a permanent Pastor, they are looking for guidance from the Council. Ex.- Budget that is balanced or budget that has a 5% deficit. Utilities going up, new pastor salary will be higher. People need to understand that some costs are beyond our control. Suggestion- we may consider making a move to go away from paying 100% health insurance. Gradual over 4-5 year period. Our guidance may need to be that we would like to see one budget that is balanced, one that allows for higher salary for a new pastor. Finance committee is not looking for details, but looking at major points.
Motion to ask finance committee to prepare a Balanced budget, a 10% deficit budget, and a 15% deficit budget -Carried

- 11. Creation of a Legacy Society:** Many non-profits look forward to planned giving. One way to encourage this is to recognize those who have done this. Gives people a real sense of belonging. People often need guidance in making plans for giving. We would put brochure language together to share with the congregation. Always changes and updates. Funds Management and Stewardship Committees ask us to approve establishment of this Society.
Motion to establish a Legacy Society at First Lutheran Church S/C

- 12. Good of The Order:** Good Question, Observation or Comment!

- 13. Lord's Prayer**

- 14. Adjourned at 8:40**

Next meeting will be on October 19, 2021 in the Dining Room at 6:30 pm