



DOCUMENT: Agenda
 MEETING: Council Meeting
 DATE&TIME: March 10, 2020
 LOCATION: CLC

Attendance (Absent: Ab)

Officers

President: Audra McLain
Vice President: Susan Holmes
Secretary: Erin Carampot
Treasurer: Bruce Mathias

Committee Representatives

Evangelism: Victoria Wilhelmsen
Fellowship: Jerry (Moon) Mullan
Parish Ed.: Jennifer Mietenkorte
Preschool: Shay Andersen
Property Mgmt: Brody Willis

Social Concerns: Jan Schlack
Stewardship: Maria Balentine
Worship/Music: Liz Mathias
Youth: Kate Carampot

Pastor Jana Schofield

Others Present:

I. Called together as people of God

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
Call to Order	Audra	Procedure		
Opening Prayer				
Standing Items:				
Financial Report	Bruce	Approve	We spent more last year than we brought in. We are not as negative as reported in the Stewardship Committee Meeting minutes. We are focusing on Stewardship with more frequent communication to the congregation. January we were in the black by \$900-1000 but have yet to realize Pastor's increase which will show in February. We should be giving at the poverty level for tithes, at least. Those that pledged increased giving by 17% on average. We continue to consider the effect of differences at The Gathering that may affect giving.	
Pastor's Report	Pastor	Information		

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
Consent Agenda <ul style="list-style-type: none"> • Council Minutes • Treasurer’s Report • Pastor’s Report 		Approve and attach to minutes Approve	Cost for sewer line previously approved in Exec Committee goes to Property Management. To be covered later in agenda. Consent agenda was approved.	

II. Decisions made around our mission: *We live in Christ and share his love with all people.*

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
Council 2020	Pastor Jana	Information Discussion Discussion	<p>Council orientation: Safe Haven Policy and hiring policies and procedures reviewed. We have defined policies and procedures for hiring according to law. Executive Committee is in charge of the policy. Our hiring policies are shaped by prayer.</p> <p>Love without Limits (Intro and Ch 1) reflection. We hope to read this book the first half of the year. What does love look like? Some ideas include:</p> <p>Respecting others. Love is taking the best parts of someone and giving them back to them. Love is humble. Love doesn’t have contingencies. God’s love never tires or gets sick of us. Love is unconditional like that of a child for a mother. Love is trusting that forgiveness prevails. Jesus is love: for every soul. Love makes space.</p> <p>We set the goal of a chapter a week. Erin Carampot will forward the companion study guide. Jan Schlack offered to lead study.</p> <p>Cascading messages and inclusion with 2020 goals and emphasis: share emphasis with committees and consider retreat. Council members will visit committees to share. We will ask for feedback on the 2020 Emphasis Development.</p>	

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
			<p>This activity could be part of a more structured visioning plan. The Lilly Endowment Fund application has brought this into focus. What is our vision? This should be clarified in the future by Council and disseminated throughout the organization. We should go through a yearly visioning process.</p> <p>Next step: finish Lilly application to get visioning concept before taking to committees.</p> <p>Committees: Evangelism – Ida B Worship & Music – Linda A Fellowship – Sandy H Parish Ed – Mary K Preschool – Susan H Youth – Lisa C Social Concerns – Carol M Stewardship – Carolyn J stepped down (Peter Wilhelmsen volunteered to chair) Property Mgmt – Kurt A</p>	
CLC Staffing	Pastor Jana	Approve	<p>Job descriptions for approval:</p> <p>Substitute Bulletin Creator for Parish Administrator absences. It will cost us less than \$100 increase to annual budget in creating this new position.</p> <p>Gathering Music Director was separated from the Curator and Accompanist. The biggest time obligation is music selection followed by rehearsals (Wednesday and Sunday). We are excited by size and sound of the group. Music selection is already taken care of at the first service. The goal is to have one Accompanist for both services. The positions are paid for with the salary Liz Mathias volunteered to give up.</p> <p>Both descriptions were approved. Filling of the Sub Bulletin Creator position was approved unanimously.</p> <p>Needing more discussion:</p>	

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
			<p>Children (and Family) and Youth Minister</p> <p>We may need someone with a counseling background. Pastor is meeting with Youth Committee again over job descriptions. The interim minister thinks one person should cover both positions for consistency. Other members prefer to separate the positions to offer more ministry/staffing. However, we have budget constraints. The different age groups have different needs but we have few youths. The job descriptions are not yet consistent with our Emphasis defined in our Council Retreat. Different people are adept with different ages but it's possible for one person to be good with both.</p> <p>In light of our visioning goals, a vision for Youth Ministry should be defined. The job descriptions should flow from this. From our Emphasis discussion, we hear themes of support youth in today's word. We need to make space for youth and bringing people in through the side door.</p> <p>The Childrens minister should be Children and Family minster because parents of young children need the support. For Youth, it's important for them to have adults outside of the home that they can trust.</p> <p>The takeaway: the positions should be split (though the right person could possibly serve both). The job descriptions should be informed by our Emphasis. We need to be ready to constantly adapt.</p>	
Epidemic response plan	Pastor Jana	Information	<p>Exec will meet (via email, video conference, phone, in person) weekly to monitor and prepare weekly communication to congregation. We will follow recommendations from the CDC and Whatcom Co. Health Dept. Pastor Jana attended Whatcom County Health Dept information meeting for Faith Communities.</p> <p>Emergency Response Team will meet 3/15 to discuss how we may respond to various situations.</p> <p>Whatcom Co. Issued an emergency decree today. The recommendation is large groups 10-50 people that are non-essential be canceled. Pastor Jana and UCC Pastor Bobbi said because of the age of our congregations, worship services should be online. Pastor would ask a musician and a couple of lay</p>	

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
			<p>people to broadcast our worship service. Pastor is attending a daily conference call with synod leaders for direction.</p> <p>Lenten service for Wednesday and Pastor invited musicians to live-stream. The new microphones arrived today, so we should have good sound. Facebook Live is accessible but Zoom has licensing and technology issues. Someone will be recruited to film. It offers us an extra evangelism opportunity. A letter to the congregation will be approved by Exec Council tomorrow by email to cancel Lenten service.</p> <p>We will follow whatever the Ferndale School District is doing to handle Pre-school. Church employees are still coming in as long as they're comfortable. Sunday, we will have one service streamed. We do not have rights to the Liturgy. CCLI covers most of the music.</p> <p>The message to the congregants needs to convey that one online service is an efficiency issue and we need to be flexible. The service will be available online forever. We will incur the additional cost of licensing. The layout of the service will be determined. It will look like a blended service. The band will be invited and some traditional music offered.</p> <p>If we don't have licensing for Holden Evening Prayer, readings and prayers will be offered.</p> <p>Council will follow the direction of Whatcom Co. Health Department in making these adjustments. The email will highlight vulnerable population and risks.</p> <p>We'll leave it up to small groups for now to operate with discretion.</p> <p>Hourly people will not be paid but Pastor and Parish Administration can work from home and will be paid.</p> <p>The Emergency Response team is set to meet this month. We hope they will inform us how to support each other through this.</p>	

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
Grants, Gifts, Fundraisers	Pastor Jana	Discussion	<p>Lilly Grant (up to \$1M) – Potential theme of Centering. Look at the physical space of our sanctuary and ministry that centers youth. Possibly community garden, etc. Working with Shay and Nancy. Will need a team. We will be visited by David Hahn, assistant to the Bishop.</p> <ul style="list-style-type: none"> • 4/17 Letter of Intent • 6/1 Proposal due <p>Grace Grant – Proposed for Godly Play. Working with Jennifer. Will visit the Montessori school for a possible collaboration. Will report back in April.</p>	
Worship & Music	Pastor Jana/ Liz	Discussion	Review of our holy experiment The Gathering @ 11:15. (in the Sanctuary through Easter.)	
Flag Placement	Pastor Jana / Liz	Discussion	Review raw feedback of round table discussion is shared but not consolidated. We will revisit the issue in April.	
Property Mgmt & Building Project	Audra	Information	<p>Ariston update. No update at this time. They have not responded.</p> <p>Sliding door should be installed by Easter.</p> <p>Sewer line was previously approved by Executive Comm. Council recognizes Exec. Comm. Prior approval of funds and bids.</p>	

III. Fed with the presence of Christ Jesus

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
2020 Council Emphasis	Pastor Jana	Discussion	No discussion	
Temple Talk	Audra	Discussion	Plan for 2020. Shay will form an agenda for topics to range the weeks. She will coordinate with Stewardship with additional focuses of media and Youth.	

IV. God blesses us and sends us into mission

AGENDA ITEM	PERSON	INTENT	REPORT, DISCUSSION, ACTION	FOLLOW-UP
Next Meeting			Executive Comm meets: April 7 @ 6:30 (Tuesday) Council agenda items due: April 7 (Tuesday) Council meets: April 14 @ 6:30 (Tuesday) Opening Prayer:	
Prayer Requests and Closing Prayer	Pastor			
Adjourn				

Minutes recorded by:

2020 Council Emphasis and Goals

Trusting in God’s call to serve and God’s promise to equip and provide, we will strive to imagine, plan and grow according to God’s purpose.

- Church leadership will explore opportunities to inform and promote diversity and inclusion. We will encourage receptivity and action.
- We will explore ways to build bridges within our church and the community by reaching in and reaching out, especially to underserved individuals and groups.
- We will focus on our youth programs, finding ways and means to minister and serve that are relevant, meaningful and useful to youth in our church and in the community.
- To achieve our mission of Living in Christ and Sharing His Love with All People, additional financial resources will be required to support and expand the ministries and programs at Christ Lutheran Church. We will be transparent, and educate regarding the concepts of stewardship, support giving and sacrificial giving.