

LUTHER MEMORIAL LUTHERAN CHURCH

A community committed to making Christ's disciples, dedicated to worship, study, and prayer while serving all in need. We are a Reconciling in Christ Congregation.

Minutes for Meeting of Congregation Council, February 21, 2021 (Zoom format)

Andy called the meeting to order at 11:35 a.m.

In attendance: Elaine Belay, Teresa Cassell, Jay Crone, John Hess, Andy Hansbrough, Carolyn Howard, Alyssa Kaplan, Mara Knott, Tim Larson, Karl Pedersen, Carol Reynolds, Pastor Monica Weber, and Ed Vigen

1. Carol Reynolds summarized several thoughts recognizing how forgiveness transforms guilt and bitterness into freedom that makes possible love and caring.
2. Revisions to the agenda – move consideration of the wedding policy to the March meeting. Add consideration of open council position. Mara moved approval of the revised agenda; Elaine seconded; motion passed.
3. Andy presented Terry Hagman as the nominee for Treasurer of the congregation; Council elected Terry unanimously.
4. Consideration of the consent agenda – John requested discussion of the report from Cassell be added to new business. Mara requested that the Committee on Social Ministry provide reminders regarding designated benevolence payments. Teresa moved adoption of the consent agenda; Mara seconded; motion passed.
5. Unfinished business
 - a. John moved formation of an ad hoc committee to identify a member to serve on council for the class of 2022 filling the open position resulting from the resignation of Seth Knight, members Andy Hansbrough, Jay Crone, Teresa, and Pastor Monica; Ed seconded; motion passed.
 - b. Finances –
 - i. Mara reviewed the summary of the financial status prepared for the annual report. For 2020 expenditures matched the proposed spending plan. Income was approximately \$80,000 less than proposed. A difference of \$72,000 projected for 2021.
 - ii. Expenditures for January 2021 exceeded income by \$5458. Two additional reports Assets and Liabilities month by month comparisons.
 - iii. Mara moved Council formed a Task Force to recommend adjustments to the 2021 Spending Plan in order to align expenditures with anticipated income; Members include persons representing stewardship, finance, campus ministry, Ed, Andy will convene, reporting to council in March John seconded; motion passed.
 - iv. Mara will provide a session to train members of Council to understand better the financial reports of the congregation. Interested persons may respond to the poll provided by Mara.
 - c. Fellowship hall occupancy is approved for use. The space supports 150-160 persons that can be the basis for establishing guidelines by the COVID task force. Current restrictions limit occupancy to 10 persons.
 - d. Campus ministry call process

- i. Carolyn reported on the meeting with 2 members from Christ Lutheran, 2 members from the Well, Pastor Monica, and Vicar Alyssa to consider parameters for the yoking agreement with a 50/50 split of effort between parish ministry in Radford, and campus ministry at VT. Depending on experience we would be committing to total annual compensation of \$70-\$85,000, which translates to \$35-42,500 from each congregation. Progress is going well with drafting a yoking agreement that frames the outline of responsibilities.
 - ii. Goal to report draft recommendations by March 1 with a congregation committee as soon as possible. LMLC congregation meeting scheduled for March 21 or March 28.
 - e. COVID-19 Task Force. Following guidelines, building, with the exception of the kitchen, is available for use by small groups. Full report available in council packet. Scout troop is meeting each Monday. As groups meet, perhaps “fogging” should be considered if groups are scheduled within short time intervals between different meetings.
 - f. Council Launch –
 - i. Share expectations/needs in preparing to reopen with the COVID-19 Task force as guidelines are established.
 - ii. John moved to form an ad hoc Congregational Task Group to plan reorientation events as we reopen our ministry for worship and fellowship with a goal to restore caring and create new relationships. Carol Reynolds (for Congregation Care) and Karl Pedersen (for Fellowship) will coordinate the work of this committee. Carolyn seconded; motion passed.
 - iii. John moved to form an ad hoc Committee to review existing mission statements for LMLC with the expectation of acknowledging our future and prepare a recommendation to be included in the bylaws of the congregation. John Hess will chair this committee. Carol seconded; motion passed.

6. New Business

- a. Committee on Personnel – Pastor announced that Patty Marickovich will be the new chairperson and that Elizabeth Grant will serve on the committee. Danny Knott continues with the committee. Pastor Monica expressed gratitude to Kevin Carlson for his faithful leadership of this committee for the past 14 years. Job descriptions are in good shape; a definition of policies will be a focus for the committee. Pastor Monica moved to approve the membership of the Committee on Personnel; Mara seconded; motion passed.
- b. Mission Endowment Committee –
 - i. Mara summarized the report provided in the council packet
 - ii. Investment in the endowed scholarship fund to increase corpus.
 - iii. Earnings from the Unrestricted Mission Endowment Fund will be used to provide an additional scholarship to support the education of black, indigenous and people of color (BIPOC) from the local community. The scholarship opportunity will be advertised with local churches first and potentially other means.
 - iv. Earnings from the Unrestricted Mission Endowment Fund will be set aside to be available to help with costs associated with calling a campus minister, should these be needed.

- v. John moved to accept the report of the committee with gratitude; Pastor Monica seconded; motion passed.
 - c. Meeting extension: Ed moved to extend the meeting by 30 minutes; Pastor Monica seconded; motion passed.
 - d. Pipe organ maintenance.
 - i. Jay moved allocation of up to \$2000, a previously approved expense, from the Memorial Fund for maintenance and evaluation of future maintenance requirements for the pipe organ. Director of Music, Nita Smoot will coordinate this work. Tim seconded; motion passed.
 - ii. Jay suggested that we consider a line item in the spending plan for developing a fund set aside for ongoing maintenance of our music instruments.
 - e. John moved formation of an ad hoc committee to evaluate acquiring furnishings and art for the fellowship hall. Marcia Barrow will chair the committee and invites participation from members of the congregation. Carolyn seconded; motion passed.
 - f. Positive review for NRV Renovators provided in council packet. John moved submitting the review on behalf of Council by Kathy and John. Elaine seconded; motion passed.
 - g. By-laws revision – convenors need to nudge committees to get recommendations to Lois Voss using the guidelines she has provided.
 - h. Discussion of Cassell contract. Pastor Monica proposes that we should consider reduction in monthly expense to around \$200/month. Contacts using Vimeo information is now available. We need to value the investment in social media for maintaining visibility of our ministries.
 - i. Upcoming actions
 - i. Roof updates to be reported in May
 - ii. Seminary Debt reduction – report from Terry in March
 - iii. By-laws revision, initial report in May
7. Andy adjourned the meeting at 1:30 p.m.
 8. Pastor offered prayer
 9. Next Regular meeting of Council, March 21, Devotions – Teresa Cassell

Out of session actions communicated via email.

1. February 28, Jay Crone moved to nominate Gail King to serve the vacated council seat through 2022; Pastor Monica seconded; motion passed unanimously, March 2.
2. March 6, Mara moved that Luther Memorial Lutheran Church submit an application for a Payroll Protection Program Loan available through the CARES Act and to accept the loan if offered. Tim seconded; the motion passed on March 7 recording one nay vote.

March Newsletter 2021

Council Corner – (submitted February 26):

Finances – Expenditures for January 2021 exceeded income by \$5458.

- Council formed a Task Force to recommend adjustments to the 2021 Spending Plan in order to align expenditures with anticipated income.
- Terry Hagman was elected Treasurer for the current year.

- The Committee on Finance will provide a session to train members of Council to understand better the financial reports of the congregation.
- Approved up to \$2000 from the Memorial Fund for maintenance and evaluation of future maintenance requirements for the pipe organ. Director of Music, Nita Smoot will coordinate this work.

Ad hoc Committees – council established the following:

- Committee to evaluate acquiring furnishings and art for the fellowship hall. Marcia Barrow will chair the committee and invites participation from members of the congregation.
- Committee to review existing mission statements for LMLC with the expectation of making a recommendation to be included in the bylaws of the congregation. John Hess will chair this committee.
- Committee to identify a member to serve on council for the class of 2022 to fill the open position resulting from the resignation of Seth Knight. Andy Hansbrough will chair this committee.
- Committee to plan for reopening our ministry for worship and fellowship, Carol Reynolds (for Congregation Care) and Karl Pedersen (for Fellowship) will coordinate the work of this committee.

Campus Ministry – Carolyn Howard, chair of the Campus Ministry Discernment Committee, convened leaders of the Well, Luther Memorial, and Christ Lutheran, Radford to develop a yoking agreement for calling a Minister of Word and Sacrament, to a position of shared responsibility between parish ministry in Radford and campus ministry at VT, the Well. Caring guidance from the Virginia Synod and congregational leaders are working to present a proposal, based on a 50/50 sharing of time and compensation between Luther Memorial and Christ Lutheran, to the congregations for approval in March. The goal is to have a campus pastor in place for fall 2021.

Council received the report from the Committee on Mission Endowment Funds, which summarized available funds and the following actions.

- Earnings of the Endowed Scholarship Fund will be invested to increase the corpus of that fund.
- Earnings from the Unrestricted Mission Endowment Fund will be used to provide an additional scholarship to support the education of black, indigenous and people of color (BIPOC) from the local community. The scholarship opportunity will be advertised with local churches first and potentially other means.
- Additionally, earnings from the Unrestricted Mission Endowment Fund will be set aside to be available to help with costs associated with calling a campus minister, should these be needed.

Committee on Personnel - Patty Marickovich, who will serve as the chairperson of the committee, and Elizabeth Grant join the committee. Council expresses gratitude to Kevin Carlson who effectively chaired this committee for the past 14 years.

Submitted by J. Hess, secretary, March 8, 2021