

## 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, May 23, 2021 (Zoom format)*

Andy called the meeting to order at 12:30 pm

In attendance: Elaine Belay, Teresa Cassell, Jay Crone, John Hess, Andy Hansbrough, Carolyn Howard, Gail King, Mara Knott, Tim Larson, Karl Pederson, Carol Reynolds, Ed Vigen, Pastor Monica Weber, and Patty Marickovich representing the Committee on Personnel, Lois Voss – COVID 19 and Revision of the Bylaws Task Forces

- 1) Carolyn Howard shared the music of Amy Grant that she has found helpful in this year of isolation: a medley of tunes beginning with *Jesus Loves Me* followed by *They'll Know We Are Christians by Our Love*, *We All Get Trouble From Time To Time* and *Everybody Needs a Helping Hand*.
- 2) Agenda – Building use request included under property report.
- 3) Consent agenda – With no changes, Ed moved approval of the consent agenda; Mara seconded; motion passed.
- 4) Unfinished Business and General Orders
  - a) Finance – Mara reported
    - i) with income of \$11,000 over expenses for April, we are in a good position with income and expenses at 33% for the year.
    - ii) Gift received from the Byers bequest of \$4,000
    - iii) Expenditures from the PPP loan are on track assuring eligibility for forgiveness of the loan.
  - b) Campus Ministry – Carolyn Howard provided update
    - i) Call committee members: Carolyn Howard and Zelma Harris (LMLC), Clyde Kingsdale and Margaret Hodgkin (Christ Lutheran), Erin Wachter and Ryan McIlwee and (The Well), alternates - Karl Pedersen(LMLC) and Lea Brawer (Christ Lutheran)
    - ii) Initial interviews with candidates on May 24
    - iii) Regular meetings on Mondays
    - iv) Andy confirmed confidentiality of the call process.
  - c) Personnel Committee – Patty requests were addressed by the following motions.
    - i) John moved to provide Marcia Barrow 4 weeks (20 days) of vacation as of January 1, 2021, Pastor Monica seconded; motion passed.
    - ii) Mara moved that Congregation Council approve all letters of employment; John seconded; motion passed.
  - d) COVID Task Force – Consideration of recommendation included in the Council Packet
    - i) Pastor Monica moved that we proceed with in-person, outside worship through the month of June with evaluation in June to consider in-person worship in the sanctuary.
    - ii) A digital worship is available
    - iii) Andy asked that we table the recommendation
    - iv) In-person meetings in the church will continue to review guidelines for
  - e) Congregation Care – Carol presented options for returning to in-person experiences
    - i) Use of photographs taken during lawn-chair worship
    - ii) Karl will prepare a statement about fellowship

- f) Long-term visioning – Ed
  - i) indicated need to add two members and requested suggestions.
  - ii) A complete revision of our long-term plan
  - iii) Use an external leadership team with guidance from Pastor John Wertz
  - iv) The process will require numerous surveys and an extended period of time.
  - v) John moved to terminate the task group on the mission statement, Pastor Monica,
- 5) New Business
  - a) RIC Updates –
    - i) Carol Moved acceptance of the revised/updated statement provided in the Council Packet, Pastor Monica seconded; motion passed. The following statement will be used in our literature and website.
 

“In creating our beautiful world, God provided us with great natural diversity. Although many of us find it easy to appreciate diversity in such things as landforms and vegetation, we stumble when we try to appreciate differences in other people – differences such as sexual orientation, gender identity and expression, and skin color. We know that God wants us to appreciate and love our neighbor, but how shall we do that? We are a community committed to the work of bringing racial equity and justice for all of God’s beloveds. It has been said that we more easily come to love others when we listen to their stories and share ours with them. As we do this, we find commonalities – areas in which we have both experienced joys, sorrows, achievements, failures, and hurt. When we are open with each other in this way, we grow in our understanding of ourselves and in our understanding of others. Relationships can form that will bring us closer to each other and to God, as we come to share comfort, love and peace with each other. Is this something that you might like to do? If so, please join us as we travel this path.”
    - ii) A new logo, developed by Reconciling Works, is now displayed indicating the more inclusive mission of this relationship.
  - b) Property – John reviewed needs for painting, treating the cross and masonry repair.
    - i) John moved to approve a contract with NRV Renovators for \$16,100 to paint the gutters, downspouts and bell tower trim using a color that matches existing metal trim on the building and to repair mortar joints, particularly on the bell tower, that have eroded over time; Andy seconded; motion passed.
    - ii) Pastor Monica moved to accept the request to the fellowship hall by Kodokan Aikido, a group practicing the non-competitive Japanese martial art called Aikido. The group will meet Tue and Thurs. 5:30-8:00 pm and Sat 2:00-4:00. The group will make a donation for use of the building. Council will review this use of the property in August 2021; seconded; motion passed
- 6) Next meeting: June 20, 11:30 am - 1:00 pm; devotions - John Hess
- 7) Adjournment – Andy adjourned the meeting at 2:10 pm.
- 8) Pastor Monica closed the meeting with prayer

**Out of session actions via email:**

1. May 28, John Hess moves that the Congregation Council accept the estimate of \$3,260 for the installation of electric power to the picnic shelter with outlets and LED lighting. The majority of this work will be funded with a donation received in May 2021 of \$2,900, which is designated for a special project. Pastor Monica seconds the motion. Andy called the motion passed on June 3.

2. June 11 Andy communicated the motion to move the scheduled June Council meeting from Sunday, June 20 to Sunday June 27, 2021. Pastor Monica seconded the motion; Andy called the motion passed on June 21.

Submitted by John Hess, Secretary, June 23, 2021

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**Council Corner June 2021** (Submitted to Marcia Barrow on May 24 for June Newsletter)

Expresses gratitude for members keeping pledges up to date allowing us to meet commitments in the revised Spending Plan for 2021.

Funds from the Payroll Protection Program loan are distributed on schedule so that the Committee on Finance will be able to apply for forgiveness of this loan in June.

With all documents submitted to the Virginia Synod, the Call for the Campus Pastor proceeds with initial interviews of candidates, recommended by the Bishop, beginning the week of May 24.

Personnel – Approved a 4-week vacation for the Office Manager, Marcia Barrow, retroactive to January 1, 2021. This action is consistent with the updated personnel policy for full-time employees. Further, Congregation Council will review and approve the terms of employment negotiated between a candidate and the Committee on Personnel.

Fellowship - The committee will be sharing a statement of what fellowship means to us and will be taking photos of the congregation as we begin to gather for in-person worship. The letter of invitation to our worship on May 30 was distributed to our neighbors.

Long Term Visioning Task Force is seeking two additional members. We are looking at a long-term planning process, using surveys to identify needs and goals. The Mission Statement Task Force was terminated, since such statements will emerge from the planning process.

Congregation Care - Council adopted the updated, more inclusive profile as a Reconciling in Christ Congregation. This statement will be posted in the narthex and included in our RIC brochure. We display the new logo of the national organization for Reconciling in Christ ministry at entries to the church, which recognizes trans males, trans females, those who are transitioning, and indigenous people of color

Property - Approved a contract with NRV Renovators for \$16,100 to paint the gutters, downspouts and bell tower trim using a color that matches existing metal trim on the building and to repair mortar joints, particularly on the bell tower, that have eroded over time.

Approved the use of the fellowship hall by Kodokan Aikido, a group practicing the non-competitive Japanese martial art called Aikido. The group will meet Tue and Thurs. 5:30-8:00 pm and Sat 2:00-4:00. The group will make a donation for use of the building. Council will review this use of the property in August 2021.