

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, September 19, 2021

Andy called the meeting to order at 11:30 am in the fellowship hall.

In attendance: Elaine Belay, Teresa Cassell, Jay Crone, John Hess, Andy Hansbrough, Carolyn Howard, Gail King, Mara Knott, Tim Larson, Carol Reynolds, Ed Vigen, Pastor Monica Weber

- 1) Gail shared thoughts from Ken Wilber on stages of spiritual development – cleaning up, growing up, working up, and showing up. Actions essential for connecting to the world.
- 2) Agenda – Andy clarified the following:
 - a) New business items:
 - i) 2022 Ministry Funding Plan draft – council sub committee
 - ii) Organ tuning request for funding – additional \$750
 - iii) Virginia Synod Assembly – reimagined
 - b) Action Items and Assignments
 - i) Andy reviewed/clarified listed items on the agenda.
 - ii) Action required - Strategic Planning retreat for leaders prior to developing the 2023 Spending Plan
- 3) Consent agenda – Mara moved approval of the consent agenda; John seconded; motion passed.
- 4) Unfinished Business and General Orders
 - i) Finance – Mara reported that income for the month contains \$20,000 one-time payments for the year. Pledged income less than expected but expenses are tracking as expected.
 - ii) Proposed constitution and bylaws – John indicated final revision, as approved by council will be distributed to the congregation by mid-October. Pastor Monica noted that members will receive electronic copies and those without connection will be mailed a hard copy. Andy thanked Lois Voss and the committee for completing the work.
 - iii) Campus Ministry – Carolyn noted that the ministry is under way
 - (1) The parking crew netted \$3,000 from the first parking event of the season, 150 cars at \$20 each, somewhat less for the second game. Increased projected income in the 2022 spending plan
 - (2) Shared partnership committee, seeking additional members from LMLC
 - (3) A rebuilding year for student leadership
 - (4) Pastor Libby will move to her home in October.
 - iv) The Nominating Committee – John Hess, Mara Knott, Tim Larson, and Carol Reynolds will be identifying nominees for the following positions: Four members of Council (3-year term), treasurer (one-year term), one trustee (3-year term), and two members for the Mission Endowment Fund Committee (3-year term).
 - v) Council Launch 2022 – Ed reviewed the committee report (an addendum to the Council Packet)
 - (1) Attention to von Bora House, water samples will be obtained after the current residents leave.
 - (2) Committee is meeting every other week and is open to recommendations.

- (3) Consider property use and possible options for mid-week rental of parking spaces.
- vi) COVID Task force – with rising numbers, current protocols remain in place. John suggested the council point person for worship be intentional to invite persons to sign in before worship. Andy indicated the need to record phone numbers for non-members.
- vii) Congregation Care – Carol indicated continued evaluation of options in response to changes in guidelines for in-person participation.
- 5) New Business
 - a) Review of Spending Plan for 2022
 - i) Established a planning retreat for Congregation Council by August 22 to develop goals for 2023 and, therefore, inform the budget/ministry funding plan.
 - ii) Mara moved to accept the recommendation from the Compensation Task Force that benefits to staff be provided at the Gold+ level through the ELCA's provider, Portico for 2022. John seconded; motion passed.
 - iii) Mara moved to accept the recommendation from the Compensation Task Force to include a 3% increase in compensation for Pastor Monica, Marcia Barrow, Nitra Smoot, and Michael Spencer in the proposed Spending Plan for 2022. The compensation for Pastor Pfaff is in place at the current level through 2022.
 - iv) Mara reported that the initial draft of the spending plan indicates a deficit of \$40,000 between projected income and expenses. Carolyn moved to formation of a subcommittee to reconcile income and expenses in the spending plan with Mara, Elaine, Jay, Andy, John, and Pastor Monica; Mara seconded; motion passed.
 - b) Pipe organ – Gail moved to accept the recommendation from the Committee on Worship and Music to provide additional funding (\$1500 total) for the full tuning of the pipe organ using up to \$800 from the Rainy-Day Fund to supplement the approved funding in the 2021 spending plan. John seconded: motion passed.
 - c) Synod Assembly – Pastor Monica reported that the Virginia Synod will not meet in assembly in 2022. Hence, congregations will not identify members as voting members. A gathering for all Lutherans across the synod is planned in 2022; details will be forth coming by the end of this year.
- 6) Pastor closed the meeting with prayer.
- 7) Next meeting: October 24, 2021, following worship, Karl Pedersen will provide devotions.

Prepared by John Hess, Secretary, October 4, 2021

Out of session action, LMLC Congregation Council September 2021

On September 23, John Hess noted that current revisions to our constitution do not include a statement about how we elect our treasurer. The current constitution indicates that the Congregation Council elects the treasurer; this statement is deleted in the revision. In consultation with Lois Voss, the Task Force for Revisions to the Constitution and Bylaws recommends the following action so that the addition can be included in the proposed revision to the Constitution and Bylaws to be presented to the congregation in October.

John Hess moved that the following revision be included in the constitution and bylaws for LMLC. Paragraph C.11.01.04: The treasurer shall be elected at the annual congregation meeting for a 1-year term and shall be eligible to serve consecutive terms. The Finance Committee shall

Andy seconded the motion; the motion passed, September 25, 2021

Submitted by J. Hess, Secretary
Council Corner for October Newsletter FINAL

Actions/information from the meeting of Congregation Council, September 19

The Nominating Committee – John Hess, Mara Knott, Tim Larson, and Carol Reynolds will be identifying nominees for the following positions: Four members of Council (3-year term), treasurer (one-year term), one trustee (3-year term), and 2 members for the Mission Endowment Fund Committee (3-year term).

The Virginia Synod will not meet in assembly in 2022. Hence, congregations will not elect voting members. A gathering for all Lutherans across the synod is planned in 2022; details will be forth coming by the end of this year.

Approved funding (\$1500) for the full tuning of the pipe organ using up to \$800 from the Rainy Day Fund.

Approved the recommendation from the Compensation Task Force that benefits to staff be provided at the Gold+ level through the ELCA's provider, Portico.

Approved the recommendation from the Compensation Task Force to include a 3% increase in compensation for Pastor Monica, Marcia Barrow, Nita Smoot, and Michael Spencer in the proposed Spending Plan for 2022. Compensation for Pastor Pfaff is in place at the current level through 2022.

Established a subcommittee (Elaine Belay, Jay Crone, Andy Hansbrough, John Hess, and Pastor Monica) to assist the Committee on Finance to reconcile projected income and expenses as presented in the initial draft of the Spending Plan for 2022.

Established a planning retreat for Congregation Council prior to September 2022.

Reviewed and approved the mission and vision statements proposed by the Future Planning Committee, chaired by Ed Vigen. The mission statement is included in revisions to the Constitution and Bylaws and the vision statement will be posted in online and other communications from LMLC.