

First Lutheran Church Council Meeting Minutes for November 18th, 2025

Joyce Thode called the meeting to order on November 18th, 2025 at 7:03pm

Present: Rev. Tor Berg (p), Joyce Thode (p), Kendahl Adjorlolo (p), Paul Flatness (p), Sandy Flying Cloud (p), Kristi Pyne (p), Christy Freriks (p), David Berg (v), Rob Baker (v), Dave Shogren (v), Ho Brown (v), Emily Curcio (v), Noah Berg (v), Jacky Schnarre (v), Noah Berg (v)

Guests: Kathryn Luiz (v), Richard Keltner (p), David Osborne (p), Ann Aagaard (v)

Absent: Kae Peterson

Quorum was met.

Devotion

Pastor Tor opened, introducing the “What Do You Fear” devotional, focusing this Advent season, reminding all to not allow fear to “be the last word.” Pastor Tor opened, recalling Psalms 30, a song of thanksgiving in which David praises God for rescuing him from danger and restoring him after a time of deep distress, renewing hope and rejoicing. Also noting in the gospel of Luke that in the “time of Herod”, a time of great distress, God is still present and doing good works. He stated the job of the church and council is to acknowledge our abundance, not scarcity of resources. Pastor Tor also reflected 2026 is FLC’s 140th anniversary.

Pastor Tor lead the opening prayer.

The proposed agenda as adopted with amendments to the following:

1. Under New Business, Kristi Pyne requested time to discuss the Shelter Task Force.
2. Paul Flatness moved and David Berg seconded to approve. The updated meeting minutes were accepted.

Approve the minutes from the October 21st, 2025 council meeting.

1. Kendahl Adjorlolo moved, Christy Freriks seconded. The minutes from October 21st, 2025 were accepted with no amendments.

Pastor Berg’s Report

1. Member Support
 - 1.1 Melanie Veasey, long-time member, diagnosed with cancer. Pastor Tor presided over the marriage of Melanie’s daughter and longtime partner.
 - 1.2 Memorial for Waltz Stohls.
 - 1.3 12 funerals in 2025 to date.
2. Synod
 - 2.1 Pastor asked to serve on two committees, Bishop’s Convocation Team and Generosity Team. He has accepted both positions.
3. Giving
 - 3.1 FLC is the largest contributor to the Compass Housing project. (in 2024, 3K of 7K raised)
4. Weekend Vacation
 - 4.1 Orcas Island with his Susan.

Campus Ministry Continuing Resolution CR13.06.A23-12 Review (Kathy Luiz)

1. Improve Ministry Presence
 - 1.1 Pastor Chelsea Globe visits are once a month. Joyce Thode, noting the University of Washington Bothell population, due to on-campus housing, has increased, suggested pastoral visits be increased.
 - 1.2 Pastor Tor, Kathryn Luiz, Ho Brown proposed following document changes:
 - 1.2.1 Line 1, replace “a grant to” with “a grant of \$4,000 to”
 - 1.2.2 Line 2, replace “They are asking to develop a UW-Bothell Campus Ministry Committee made up of members of FLC” with “FLC will develop a campus ministry committee made up of up to six members of the congregation.”
 - 1.2.3 Line 5, “Develop, with Pastor Berg...” be changed to something similar to “Develop, with Pastor Berg and other campus ministers...” This would remove the dependencies on specific people.

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- 1.2.4 Dates will be updated.
- 1.2.5 With no additional changes required Kristi Pyne motioned, David Berg seconded. The document was accepted as passed.
- 1.3 Kathryn Luiz left the meeting.

Committee Reports

- 1 Building and Property Committee Update (Richard Keltner, David Osborne)
 - 1.1 Water-Heater Replacement
 - 1.1.1 The Upstairs water-heater failed, damaging the closet floor and men's restroom
 - 1.1.2 Initial repairs will require the removal of damaged material and a dehumidifier to dry installed materials. This work is anticipated to take ~ five days. The initial quote for this work is \$5762.58. Work may begin as early as November 19th, 2025.
 - 1.1.3 New materials, including flooring, are to be installed. New materials to be installed is estimated to be approximately \$2,500.
 - 1.1.4 Once the new flooring is installed, two replacement water-heater options are available, both a one-day installation.
 - 1.1.4.1 A replacement 50-gallon electric water-heater, \$4,215.15. This will also add expansion tank and earthquake restraints.
 - 1.1.4.2 A heatpump water-heater to replace the existing broken 50-gallon electric water-heater, \$8,881.57. This unit is more efficient, has a clean-performance rating, and ought to help cool the building. Cash rebates are available for this option.
 - 1.1.5 Filing an insurance claim is an option, but may not be covered as the damage is too small. The water-heater hardware would not be covered, but water damage would be covered. FLC's insurance has a \$2,500 deductible.
 - 1.1.6 Ho Brown, due to cost, suggested FLC not file a claim. Pastor Tor suggested we only file a claim for catastrophic events.
 - 1.1.7 The downstairs heater was also inspected. It is recommended additional vents be added for better ventilation.
 - 1.1.8 Kendahl Adjorlolo motioned, David Berg seconded. The council voted to move forward with a heat-pump replacement.
 - 1.2 Infrastructure Projections
 - 1.2.1 Creating awareness for anticipated building repair costs over the next five years, including the roof (exact replacement, ~\$270,000), heating and air conditioning, elevator (parts no longer available). Costs discussed are in 2026 dollars.
 - 1.2.2 Projections do not include improvements such as solar panels or more energy efficient roofing.
 - 1.3 David Osborne will become the chairman of the Building and Property Committee on January 1st, 2026.

Old Business

- 1 Time and Talent, Stewardship Follow-up (Kendahl Adjorlolo)
 - 1.1 50 responses received to date on the Stewardship survey, but a few may have voted more than once.
 - 1.2 57 responses received to date on the Time and Talent survey.
- 2 Constitution Amendment, Review and Vote (Christy Freriks, Ho Brown)
 - 2.1 Pastor Tor completed his review.
 - 2.2 A link-able table-of-contents was added.
 - 2.3 The synod has provided tentative approval.
 - 2.4 Joyce Thode will distribute a link to the congregation.
 - 2.5 Printouts will be available at church.
 - 2.6 Questions about the amendment will be discussed at the upcoming Finance Committee Meeting, prior to the Annual Meeting.
- 3 Church Mission Survey Follow-Up (Pastor Berg)
 - 3.1 No movement.

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4 Safe Community Booklets Created (Pastor Berg)

- 4.1 Policies against harassment, protection of vulnerable people.
- 4.2 Currently under review by the Personal Committee.
- 4.3 Once approved, content will be produced in printed form and provided to those who work with vulnerable populations.
 - 4.3.1 Employees will sign a document to be kept on file, then receive a booklet.
 - 4.3.2 The insurance company may provide a discount.

New Business

- 1 Staff Job Descriptions (Joyce Thode)
 - 1.1 Revised job descriptions were created by the Personal Committee based on input from current staff.
 - 1.2 One minor grammatical error was found during a read-through.
 - 1.3 The youth minister job description may change following Roger's official retirement.
 - 1.4 The Personal Committee brought the motion to Council. Pending correction of the grammatical error the Council voted and approved.
- 2 RIC – Vote to Continue Being an RIC Congregation (Jacky Schnarre)
 - 2.1 Requesting Council reaffirm FLC's RIC mission statement as it appears on the front of the weekly bulletin.
 - 2.2 Paul Flatness moved, Kendahl Adjorlolo seconded, and the Council voted and approved to provide to the congregation, then send onto Reconciling Works.
- 3 Challenge to the Congregation (Joyce Thode)
 - 3.1 Noting families in Compass housing are in need, Joyce Thode is challenging the congregation to raise \$7,000.
 - 3.2 Joyce Thode and Dave Shogren will partner to make an announcement in upcoming services.

Walk-On Topics

- 1 Winter Shelter Update (Kristi Pyne)
 - 1.1 Kristi Pyne suggested and will further investigate classes on boundaries and relationships when working with homeless individuals.
- 2 Inquiry about Plans 140th to Celebrate FLC Anniversary (Ann Aagaard)
 - 2.1 FLC was incorporated on March 14th, 1886.
 - 2.2 Joyce Thode noted the importance of the date, but formal plans will start in earnest in January 2026.
- 3 Oral History (Ann Aagaard)
 - 3.1 Within the Library Committee, conducting recording interviews, also providing copies of the recordings to those interviewed.
- 4 Cold Weather Shelter Update (Paul Flatness, Kendahl Adjorlolo)
 - 4.1 Not moving forward in 2025 for the following reasons...
 - 4.1.1 Alleyway is not available during construction.
 - 4.1.2 Review and recommendations from the Bothell City Fire Department is pending.
 - 4.1.3 Final coordination with Hope Link to distribute food is pending.
 - 4.1.4 Saint Dunstan's Episcopal in Shoreline will be hosting a cold weather winter shelter.

Action Items

- 1 Pastor Tor will make the proposed changes to CR13.06.A23-12.
- 2 Bus drivers need to sign the Safe Communities polices to be considered staff.
- 3 The Constitutional Amendment will be placed on the website and Joyce Thode will send out a link to the congregation by the end of November.
- 4 Christy Freriks will coordinate with Gordie Phelps to utilize an existing link for online giving. Joyce Thode and Dave Shogren will coordinate on a congregation announcement.
- 5 Kristi Pyne will be investigating classes regarding boundaries and relationships.

In Closing

- 1 With no additional action items the meeting was adjourned at 8:30PM.

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- 2 The next Council meeting is scheduled for December 16th, 2025 at 7:00PM.