FLC Church Council Minutes

Tuesday May 19, 2026

Present: Pastor Berg, Paul Flatness, Dave Berg, Kendahl Adjorlolo, Melinda Wax, Kristi Pyne, Sandy Flying Cloud, Andrew Baunsgard, Ho Brown, Rob Baker, Dave Shogren, Noah Berg and Joyce Thode.

I. **Meeting called to order: 7:01pm**

II. **Devotions:** Pastor Berg
Seeking wisdom together

III. **Approval of 5/19/2026 Meeting Agenda**
   A. Approval of agenda with additions. Andrew motioned and Paul seconded Motion passed.

IV. **Approval of 4/21/2026 Minutes**
   A. Corrections to be made - Lucy Kay's name needs to be corrected and corrections that Sandy sent to Joyce. Joyce to make those corrections. Kendahl made the motion to accept the minutes with the proposed corrections. Sandy seconded motion. Vote held and motion passed.
   B. **Emergency Meeting Minutes** - Change 'Meeting' to Action to vote to affirm hiring Liz Colver.Change Paul from being a non respondent to respondent.. Correct the spelling of Liz's name from 'Culver' to 'Colver'

V. **Committees**
   A. Contract for Liz Colver-Review of Contract -Pastor Berg
      1. Pastor Berg summarized the contract for Liz Colver that was presented to the Personnel Committee. Liz will be working on campus ministry. Discussion was held about her primary duties and responsibilities.Changes were made on the proposed job/description/contract.
      2. **Rob motioned: To Accept the contract for Liz Colver with modifications. Ho seconded.** Discussion continued. Question: why didn' the synod hire Liz. The Synod would have taken longer. Local congregations: Faith Lutheran and Holy Spirit have donated $5000 each as well $5000 from the Bishop's Emergency Fund to be set aside for Liz's salary and benefits. July/August -Liz will be at Faith Seattle and that congregation will be paying her salary and benefits.

3. **Rob moved the reworded motion: To hire Liz Colver for temporary employment and to pay salary and medical insurance only. We reserve the right to reconvene to vote again if we determine if what she signed up for is more than medical insurance or any change required. Andrew seconded.**

4. Ho brought up a concern about following the Personnel Policy especially the Retirement and Medical Coverage on day 1 of hire. Pastor Berg will ask the questions that were brought up during the discussion. Pastor Berg will take these concerns to the Finance Committee. **Motion passed. One abstain**
   Action Items regarding Liz's hiring are as follows:

- Pastor Berg and Kristin will meet with Pastor Shannyn at Faith and their bookkeeper to clarify the mechanics of how Faith will pay Liz's wages and benefits during the 2 months (July & August) that Liz will be at Faith. Liz will need to continue to be on FLC's payroll because Portico requires that the employee work continuously at the same place for a minimum of 6 months unless a call is given.
- Joyce will discuss any Personnel Policies changes that may be required with the Personnel Committee. For example, as an employer FLC has now set a standard that new employees will have medical insurance coverage on the 1st day of their employment. What changes in benefits are there for part-time employees? This will depend on the outcome of what was actually entered in Portico vs what was agreed to.
- Pastor Berg will follow up with our treasurer/Kristin/Finance Committee regarding the following questions:
    - How will funds be received from other sources, e.g., go into a special fund to pay Liz or into FLC's General Fund?
    - What is the hourly Loaded Labor Rate for Liz, including wages and all benefits (excluding overhead – just real costs)?
    - If Liz had been called by our congregation as a deacon, she would need to pay her own Social Security. However, we have hired her as a lay staff person. Does this mean we are to pay her Social Security?
- Pastor Berg will check with Kristin to clarify that we are paying for Liz's medical only and not for any other benefits. He stated the Portico input document he provided Council on 4/22 was a sample created by the Portico representative, not the actual Portico input for Liz.

5.

VI. **Old Business**

A. **RIC Update from meeting on Sunday 5/17/26**
   1. Change is gender expression. Gender identity is how I feel about myself and Gender Expression is how I present myself to the world.
   2. We also believe in and engage in anti-racism as a primary way to recognize each person. This is about loving everyone who wants to be in our midst. Discussion was held.
   3. **Ho made a motion: The Council affirms the First Lutheran Church statement of welcome with the addition of inserting the word 'in' after the word 'engage'. Disclaimer at the bottom of the bulletin that the Council has affirmed this and the congregation will vote on it at the annual meeting. Melinda seconded the motion.** Vote held and motion passed.
   4. A question was brought up about the flag outside of the church. Did the congregation originally approve of it being flown outside of the church? We committed to give the congregation a voice at the January 2027 annual meeting

B. **Website/Instagram**
   1. Delegated to the Transition Team for the new person to do.
   2. Ho suggest that maybe a few people could go through the website and offer feedback
   3. Send concerns to the IT Committee a nd the Chair is Andrew Phelps.

C. **Update on Time and Talent Kendahl**
   1. Kendahl needs the names of the 2026 liaisons. This can be found on the website. Kendahl has information to share with the liaisons.

D. **Transition team -Pastor Berg**
   1. Transition team has met and are putting plans together to interview the congregation on June 7th. There will be five groups that will be interviewed. Middle/High school students, parents with children 5th grade and under. The Empty Nesters and the over 70 group.

E. **Council Call List- Dave Berg**
   1. Kris has given Dave the list and he will distribute it to the council members.

F. **Definition of Compensation - Joyce**
   1. Joyce presented the Definition form for Pastor Berg. Reviewed Pastor's goals for this year and then reviewed the congregation's goals of support for Pastor this year. The Personnel Committee originated the goals and the Council reviewed and made recommendations. Changes were made to document.

2. **Ho motioned to accept the commitments by the pastor on the behalf of the congregation for the reader of 2026 as written on the Definition of Compensation Form. Paul seconded.** Vote held and motion passed.

G. Council Review of Continuing Resolutions

1. We need to bunch up January to April to get caught up
2. **June- Nominating Committee**
   Membership has requested September
   Liaisons inform the committee chair of the upcoming review and when it takes place
   June- Stewardship and Christian Ed (Tom Payne is the chair)
   July- Finance and Budget and IT
   August- Personnel Committee

VII. New Business

A. Foss Home has been sold and a group wants to take money from the sale and move to build a new Foss Home. The Executive stopped by to see what our plans were for our property. Pastor Berg gave the name of a congregation they could possibly work with.

B. Pastor Lisa Kip from Lutheran World Relief stopped by and is amazed at all the work we do for LWR. She asked for funds to help children in Lebanon. These kids have been displaced and LWR is trying to start a program for them

C. Roger's Party Budget

1. $2000 or more is helpful
2. Purchase of gift delegated to Dave Berg with a $200 budget
3. Party food will consist of sandwiches, cake, pie and decorations. Members are being asked to contribute with potluck food.
4. **Kendahl made a motion to set aside $2000 from the Reserve Fund to be used for Roger's Retirement Party. Ho seconded.** Vote held and motion passed.

D. IT Committee - Rebranding FLC

1. Contract with Kelsey Bebe to assist with rebranding FLC. This would include updating colors. Pastor Berg showed a palette of samples of rebranding colors/schemes. Should have something by the end of summer.

E. Paper and Electronic Records Status

1. EOY update of records need to be printed on acid free paper. Kris is working on this. Using the Cloud is not as reliable as we are led

to be. More and more articles state that the cloud should not be used and files should be on paper.

F. Financial Reports

1. Ho stated that the council has not been receiving the Financial Reports monthly(Consolidated Fund Activity Report, General Fund Summary and Loose Change offerings). Will ask Kris to forward then as one of her EOM duties.

Meeting adjourned at 8:57pm

Respectfully submitted

Joyce Thode