

FLC Church Council Minutes

Tuesday March 17, 2026

Present: Rob Baker, Pastor Berg, Joyce Thode, Kristi Pyne, Melinda Wax, Andrew Baungard, Ho Brown, Paul Flatness, Pastor Liz Colver, Sandy Flying Cloud, Dave Shogren and Dave Berg

Absent: Kendahl Adjorlolo, Noah Berg

Call to order: 7:03 pm

Devotions: Pastor Berg

A reading from Dan Erlander's Book ' Water Washed Spirit Born'

Approval of FLC March agenda: Ho mentioned that the footer stated 10/24/25. Ho motioned for the footer to be changed. Melinda seconded. Agenda passed with the above changes.

Approval of February 2025 FLC Council Minutes: Ho stated that the minutes need to reflect regarding RIC that there will be discussion on RIC and the PRIDE flag and then a congregational meeting regarding these items. Paul made the motion to accept the minutes with the addition of the RIC/ PRIDE flag and congregational meeting. Sandy seconded. Motion passed with amendment.

Committees

Dave stated that he did not see any action items for committees at this time.

Melinda stated that from the Social Ministries Committee they are looking for the top 5 Health and Beauty items needed for a May drive. The committee will not be meeting in April but again in May.

Old Business:

- a. Joyce stated that she was informed by Ann Aagard that Ann was not chosen to be a Bothell Ambassador.
- b. Letter from members of the Personnel Committee
 - i. The letter was discussed by Council

- ii. Question about whether the inquiry had determined if there was any type of discrimination.
 - iii. Dave and Rob reviewed the inquiry that was made, made a report, presented this report to the council, Personnel Committee and Kristin.
- c. Kristin Smith Compensation
 - i. Rob presented a Compensation Analysis
 - 1. From Rob's analysis Kris' salary should be the cost of living adjustment that she received in January and a \$3/hour raise. Then Kris will receive a cost of living adjustment and a \$3/hour raise for 2027 and 2028.
 - 2. Discussion was held regarding this information
 - 3. Joyce called the question
 - 4. Kristi made a motion: We approve a pay raise that will be \$3/hour plus the cost of living adjustment. Our intention is to do the same in 2027 and 2028 depending on the health of the church. Joyce seconded the motion.
 - 5. Discussion was held. Take out phrase 'depending on the health of the church.'
 - 6. Vote: 10 approved 1 abstained. Motion passed with amendment.
- d. Discussion regarding Personnel Committee questions about the inquiry raised is put in the Parking Lot for now.
- e. RIC - Education Committee will be holding 3 classes in May to answer questions about the PRIDE flag and other aspects of RIC. Process in motion and will have a special congregational meeting when council calls one.

New Business:

- a. Transition Team. Applications were turned in and the following people were nominated to the Transition Team Rene Baker, Rachel Jackman, Katie Pyne, Karey Coble and Kris Dersch. Joyce motioned to accept these applicants to the Transition Task Force. Ho seconded. Motion passed.

- b. This Sunday 3/22/26 the Task Force will be commissioned. The Chair of the Task Force will report to the Council on a monthly basis.
- c. Reminder to turn in your 3x5 picture to Sue Ebert if you haven't yet
- d. Access to Drive: Rob is working with Andrew Phelps on this

Next meeting Tuesday April 21, 2026 via zoom

Meeting adjourned at 8:36pm

Respectfully submitted,

Joyce Thode