Approved

First Lutheran Church Council ZOOM Meeting Minutes February 17, 2026

David Berg called the meeting to order at 7:04 p.m.
Kendahl Adjorlolo was asked to take minutes in Joyce Thode's absence.
Present: Tor Berg (Pastor), Liz Colver (Intern), Kendahl Adjorlolo, Paul Flatness, Sandy Flying-Cloud, Kristi Pyne
David Berg, Noah Berg, Ho Brown, Melinda Wax, Rob Baker
Absent: Joyce Thode, Dave Shogren, Andrew Baunsgard
Quorum was met
Pastor Berg gave the devotion from Psalm 90 in The Psalter. "…A human lifetime is only a moment, not just for mercy, but for joy…Bless the work we do…the work of our hands". He followed it with prayer.
Kendahl requested that Time and Talent be added to Old Business. Pastor Berg asked to change the meeting times to Third Tuesdays, as they had been listed as second.
Kendahl moved to approve the agenda with amendments. Kristi seconded. The motion passed.
Ho moved to approve the January 20, 2026, minutes as written. Kristi seconded. The motion passed.
Kendahl noted that the minutes from the Council meeting held immediately after the Annual Meeting will need to be approved to document the election of the new officers. She also noted that the minutes from the Annual Meeting will not be approved until the next Congregational Meeting, whenever that should be.
ACTION ITEM: Rob Baker to send approved minutes to Kris in church office.

Old Business:
- Bothell City Council did not choose Ann Aagaard for Bothell Ambassador

- Liz gave an update on RIC: She will meet with Jacky Schnarre after church on February 22. Ho reminded the Council that the Council committed to bring the question about flying the Pride flag to the congregation at the same time as the congregation votes on the RIC renewal. So, once Council approves the revised RIC statement, then a special congregation meeting will need to be called. The purpose of the meeting will solely be to discuss and have the congregation vote on the RIC renewal and to discuss and have the congregation vote on flying the Pride flag.

- Time and Talent update: Kendahl has not received the data, Kendahl reported that Jacky Schnarre will be joining her on the Stewardship Committee.
ACTION ITEM: Pastor said he will resend it the data.

- Church Instagram account: Someone is still needed to take this over now that Emily Curcio will no longer be doing it. There was discussion how best to do this. Pastor said some congregations have "Digital Deacons". Perhaps it will become part of the things the Transition Team will look into.
ACTION ITEM: Kendahl will check the Time and Talent data to see if there are members who might possibly be a fit for this.
ACTION ITEM: Committees can check with their members to see if anyone is interested/able to do it.

- Kristin Smith's pay increase request: Kris has provided the Personnel Committee with a letter clarifying her meaning in parts of her original letter requesting a salary increase to $38/hour. Kris will meet with an assigned Personnel Committee member. Her request will also be made known to the Finance Committee for feasibility within FLC's budget.
Pastor Berg, as manager, will review compensation for all employees in order to do a Market Analysis.
ACTION ITEM: Pastor will get necessary compensation information from the Personnel Committee.
ACTION ITEM: David will notify the Finance Committee of this request, so they can check feasibility.
ACTION ITEM: Executive Committee will make a decision and report back to the Council at its March 17 meeting.

New Business:
- New Council Members are asked to send a 3"x 5" photo to Sue Ebert to post on the Council bulletin board AND to reach out to Andrew Phelps to provide access to the ONEdrive folder .
ACTION ITEM: Rob to send message to Andrew Phelps with names of new Council members.
- Executive Committee report for Personnel Committee and Council: All members having received a copy via email, Rob Baker went over the details and recommendations for Pastor, the Personnel Committee, and Kris Smith. Several of the recommendations have already been put into effect, and others are being worked on. Rob pointed out that the Personnel Committee is like the Human Resources Department for FLC.
Note: The current Personnel Committee is made up of Pastor Berg, David Berg as Council President, Joyce Thode as immediate past President of Council, and three appointed members - Rachel Jackman, Marilyn Iverson, and Susan Casperson.

- Transition Team: All members received email copies of information on the Transition process. The Application to Serve on the FLC Transition Team was discussed in detail, including the possible time it might take to accomplish their task.

Kendahl moved to accept the Transition Team application form with amendments as discussed. Ho Brown seconded. The motion passed.
ACTION ITEM: Pastor will email information to congregation members with the Transition Team application form as a google doc link, to be returned by March 10. Printed forms will be available in the Narthex.
ACTION ITEM: David will make an announcement about the Transition Team application on February 22.

The meeting was adjourned at 8:36 p.m.

The next Council meeting will be Tuesday, March 17, 2026, 7 p.m. via Zoom.
Respectfully submitted, Kendahl Adjorlolo