

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

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

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

Absent: David Shogren, Kae Peterson

Quorum was met.

Guests: Nora Strothman (v), Fellowship Committee Chair

Pastor Tor gave devotions from Gospel of Luke (14), on one occasion as Jesus was going to eat a meal for the Sabbath, he was being watched. A man nearby suffered dropsy. Jesus asked nearby lawyers and the pharisees if it was legal to heal someone during the Sabbath. No one answered so Jesus healed the man, further asking if a child or an ox fell into a well on the Sabbath, would it be rescued. The question still remains; what is allowed on the Sabbath? Jesus is challenging the use of the law, if strictly followed, would result in the child drowning. The question back the pharisees is “does loving your neighbor trump all other laws?” Much of the work of the council is balancing the rules/constitution and loving ourselves, noting there is a difference between the letter and the intent of the constitution.

Pastor Tor provided the opening prayer.

The agenda was released approved with the following corrections.

- 1 Incorrect date was revised to March 18th, 2025.
- 2 Missing under section “VIII. Committee Reports, D. Personnel Committee” council website updates are to be referred to IT.
- 3 The next meeting date should be April 15th, 2025.

The minutes from the February 18th, 2025 council meeting were approved as corrected.

- 1 It was noted the February meeting notes did not have the correct date. Rob Baker made the correction and released an updated copy.
- 2 The minutes were approved with the noted changes.

Nora Strothman, Continuing Resolution (CR) Review on Fellowship.

- 1 Adopted November 13th, 2024.
- 2 Ensuring all would...
 - 2.1 Be consistent.
 - 2.2 Have a chair and a secretary.
 - 2.3 Keep minutes and report to the council.
 - 2.4 Meet as needed.
 - 2.5 Develop a budget to cover yearly expenses, save for capital improvements, submitting to the finance and budget committee.
 - 2.6 Every CR will include FLC's mission and social statements.
- 3 Committee will oversee Sunday morning hospitality, memorial services, Christmas concert.
- 4 Work with property committee to have oversight of the kitchen.
- 5 Nora stated FLC does not have a dedicated memorial reception committee.
 - 5.1 This is not part of the Fellowship Committee as it is not designated for this role.
 - 5.2 Historically starts with Pastor, driven by the family.
 - 5.3 This subject remains open, without a decision, to be discussed at a later time.
- 6 Nora left the meeting.

Pastor Berg's Report

- 1 Membership
 - 1.1 People are receiving visits from Pastor Tor or by Eucharistic ministry team.
 - 1.2 The target number is getting smaller as not many people in homebound care.

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- 2 Attendance is slowly rising.
 - 2.1 >150 last Sunday.
 - 2.2 Online varies between 20 (recent) to 38 (last winter).
 - 2.2.1 IT will be perform an evaluation to improve upon our broadcasting experience.
- 3 Bishop elections pending.
 - 3.1 Two people running, Bishop Shelly Wee (incumbent) and Reverend Priscilla Paris-Austin (candidate).
- 4 Work with civic constitution committee is ongoing.
 - 4.1 Others are actively updating, but FLC is not.
 - 4.2 Updating FLC's constitution is on our agenda.
- 5 Pastor reminded the council of their role to elevate items to Pastor's attention.

Committee Reports

- 1 Joyce proposed the following:
 - 1.1 Committee chairperson shares meeting minutes to the assigned council liaison via email.
 - 1.2 The assigned council liaison will forward the meeting minutes to the entire Council, noting any action items that require Council's attention within the text of the email.
 - 1.3 Items not immediately discussed will be tabled for future discussions.
- 2 Building and Property (Christy Freriks)
 - 2.1 Joyce met with Richard Kelter, David Osborn, and Tyler from Harbour Homes on March 14th, 2025 to discuss the system to be used to monitor earth movement throughout construction.
 - 2.1.1 Laser readings twice a week to track movements.
 - 2.1.2 Seismic monitoring will be ongoing.
 - 2.1.3 Any movement greater than 1/16 of an inch will halt work to investigate.
 - 2.1.4 A survey will be conducted by Harbour Homes to ensure there are no preexisting evidence of settling or shifting.
 - 2.1.5 If any settling or shifting occurs during construction, the...
 - 2.1.5.1 Builder will be notified.
 - 2.1.5.2 Builder will engage with professionals to evaluate the situation.
 - 2.1.6 The alleyway will be closed for vehicular traffic during construction.
 - 2.1.7 A safe pedestrian walkway will be available.
 - 2.1.8 City street (101st) and electrical pole construction is ongoing.
 - 2.1.9 One tree on the alley side needs to be limbed. This work will be performed by Harbour Homes.
- 3 Social Ministries: RIC Task Force (Paul Flatness)
 - 3.1 Move to establish a Reconciling in Christ task force to review our commitment to Reconciling Works and our public statement of welcome to the queer community. This task force should be made up of six people with at least two members who are a part of the LGBTQ++ Community.
 - 3.2 Pastor Tor requested the Social Ministries create a CR to establish the task force and report back to the council.
 - 3.3 The motion passed.
- 4 Audit Committee (Ho Brown)
 - 4.1 Made up of three people, each serving a 3-year term. Two positions are vacant.
 - 4.2 The Council is responsible to appoint people, requiring the backfill of the two vacated positions.
 - 4.3 Pastor recommendations, Paul Desilet and Doug or Jean Peterson.
 - 4.4 Kendahl will ask Paul and Doug/Jean to join the Audit Committee.
- 5 Personnel Committee, Cell Phone Allowances (Ho Brown)
 - 5.1 Ho reviewed the change to Zply Fiber in July 2024, which planned that physical telephone sets be removed for Pastor, Kris, and the Preschool staff. Roger's phone was also removed, although not in the approved plan.
 - 5.2 Leveraging savings from the change in the telephone system, monthly cell phone allowances were allocated for Kris (\$60) and the preschool staff (\$30 each). However, the Finance committee was not made aware of these allowances and did not itemize the allowances in the 2025 budget. Ho referred this to Finance and cell phone allocates will be reconciled in the 2026 budget. Personnel's goal is to ensure

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that, if cell phone allowances are a job benefit, then all employees are treated equitably in terms of the benefit itself and the amount.

- 5.3 Current allowances are \$30 for preschool, \$60 for Kristi, and \$100 each for Roger and Pastor.
- 5.4 Pastor recommended the IT committee perform a review to determine cell phone usage and if the amounts allocated are appropriate. Noah and/or Rob will raise this topic at the next IT committee meeting.
- 6 Personnel Committee, Website (Ho Brown)
 - 6.1 Website "About us" is out-of-date. It also needs to reflect the correct telephone numbers for staff, based on the new telephone system.
 - 6.2 Noah and/or Rob will raise this topic at the next IT committee meeting.
- 7 IT Committee, Request for Website Feedback (Rob Baker)
 - 7.1 Feedback from the IT Committee is required. Rob created an Excel online sheet for everyone to openly share their specific thoughts about proposed changes, currently found at [IT Tracking Sheet \(2025\).xlsx](#)

Old Business

- 1 Council Call List
 - 1.1 Joyce has the call list and will provide it to Council members at the April meeting.
 - 1.2 Engagement and ongoing support to those on the list will be uniquely defined by the responsible council member.
 - 1.3 Council members are to reach out and introduce themselves.
- 2 City of Bothell Immigration Training
 - 2.1 As noted in the previous Council meeting, the City requested the use of the FLC building space for immigration training.
 - 2.2 A walk-through to inspect the FLC building is expected on March 19th, 2025. If found to be adequate, the City will complete a Building Use Form.
- 3 Spotlight on Volunteers
 - 3.1 This topic was tabled for a future discussion.

New Business

- 1 Mutual Ministry Committee
 - 1.1 Through a mediation process it was determined Pastor would benefit from a safe relationship space with trusted people to share personal thoughts and receive feedback.
 - 1.2 The Pastor has suggested the following, Carsten Thode, Jose Alcaraz, Andrea Peoples, and Tamera McIntyre, to be the Mutual Ministry Committee.
 - 1.3 The Mutual Ministry Committee plan has been in motion for nearly two years. Previous language states the Committee members will be established by the President and the Pastor. This topic was presented to notify and update Council.

Additional New Business

- 1 Kendahl to meet with Doug and Jean Peterson and Paul Desilet about joining the Audit Committee.
- 2 Joyce will create the call list, releasing before the next Council meeting.
- 3 Noah and Rob will coordinate with the IT meeting to discuss the telephone and website updates.
- 4 Council to add suggestions to the website to the shared spreadsheet.

In Closing

- 1 The next council meeting is scheduled for April 15th, 2025 at 7:00PM.
- 2 No additional action items, adjourned at 8:21PM.