

## **First Lutheran Church Council Meeting Minutes for October 21<sup>st</sup>, 2025**

### **Joyce Thode called the meeting to order on October 21<sup>st</sup>, 2025 at 7:03pm**

**Present:** Rev. Tor Berg (p), David Berg (v), Kendahl Adjorlolo (p), Paul Flatness (p), Jacky Schnarre (p), Kristi Pyne (p), Christy Freriks (p), Joyce Thode (p), Rob Baker (v, joined at 7:35p), Dave Shogren (v), Ho Brown (v), Sandy Flying Cloud (p), Emily Curcio (v), Noah Berg (v)

**Absent:** Kae Peterson

**Quorum was met.**

### **Devotion**

Pastor Tor opened with Psalms 47, praising and celebrating God's universal kingship and sovereignty. It calls all nations to clap, shout, and rejoice because God reigns over the earth with power and righteousness. The psalm emphasizes that God rules not just Israel but all peoples, exalting Him as the supreme King over all creation and requiring us to seek justice.

Pastor Tor provided the opening prayer.

### **The proposed agenda as adopted with amendments to the following:**

1. Under Committee Reports, Kendahl Adjorlolo will present the Time and Talent Survey.
2. The next meeting time will be corrected to November 18<sup>th</sup>, 2025.

### **Approve the minutes from the September 16<sup>th</sup>, 2025 council meeting after the following amendments.**

- 1 Christy Freriks, moved and Paul Flatness seconded to approve the meeting minutes as written with no corrections or additions.

### **Pastor Berg's Report**

- 1 Parishioner Care
  - 1.1 Preparation for two funerals, Trudy Eichelsdoerfer and Waltz Stohls
  - 1.2 Hospital visits.
- 2 Synod
  - 2.1 Called to serve on new committees, not publicly announced yet.
- 3 Kitchen
  - 3.1 Meeting with the Fire Marshall.
- 4 Men's Breakfast
  - 4.1 Good fellowship.
- 5 Birthday Celebrations
  - 5.1 Pastor Tor, 61.
  - 5.2 Pastor Tor's daughter, 28.
- 6 Membership, "Keep doing what we are doing."
  - 6.1 Worship is full.
  - 6.2 Two baptisms.
  - 6.3 14 kids at children's sermon.
  - 6.4 New member class expected in the winter.

### **Committee Reports**

- 1 Time and Talent Survey (Kendahl Adjorlolo)
  - 1.1 Ho Brown suggested the survey ask about work performed before retirement, include a date, and when responses are due. Under question 8, the definition of "Creation Care" needs to be updated.
  - 1.2 Pastor Tor will add this into the survey.
  - 1.3 The goal is to send the survey out November 1<sup>st</sup>, 2025.
  - 1.4 More volunteers are requested.
- 2 Building and Property Update (Christy Freriks)

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- 2.1 The kitchen was redefined, no longer considered a commercial kitchen. This reduces on annual work and cost.
- 2.2 A five-year proposed plan was forwarded to Joyce Thode and the Finance Committee for review. Numbers included in the report should be considered estimates.
- 2.3 David Osborne, chairperson, will be presenting at a future Council Meeting.
- 3 Fellowship (Kristi Pyne)
  - 3.1 Due to timing constraints there are discussions about food to be served.
  - 3.2 The next meeting will be January 25<sup>th</sup>, 2026.
- 4 Preschool and Winter Shelter Concerns (Pastor Berg)
  - 4.1 FLC was asked in 2023 by the City of Bothell to become a cold weather shelter.
  - 4.2 At the time one concerned FLC member emailed Joyce Thode inquiring about the continued move for FLC to become a cold weather shelter when it was voted against in 2023. In response Joyce Thode stated there had been no vote in 2023 as the request from the King County Regional Homeless Authority had been withdrawn. FLC no longer had plans in 2023 for a cold weather shelter.
  - 4.3 Due to a misunderstanding within the FLC congregation a letter of concerns was created and disseminated, heightening anxiety within the FLC congregation, including concerns about the potential loss of Preschool Staff.
  - 4.4 The roles of Committee and Council members are not well understood, requiring additional clarification and training.

### Old Business

- 1 Winter Shelter (Kendahl Adjorlolo)
  - 1.1 The Task Force is comprised of Kendahl Adjorlolo, Kristi Pyne, David Osborne, Carsten Thode, and Kae Peterson.
  - 1.2 Discussed with other churches who have enacted shelters.
  - 1.3 Faith Lutheran Church in North Seattle, a similar profile as First Lutheran Church with an embedded preschool, has enacted a new winter shelter, allowing people to arrive no earlier than 7pm, then transferring people to a day shelter at 7am.
  - 1.4 Discussions with the Food Bank on ongoing.
  - 1.5 Dave Shogren stated the survey would also benefit the larger population in context to other potential catastrophic events.
  - 1.6 The site was recently certified by Red Cross.
  - 1.7 Dave Shogren recommended the process be captured to provide other churches with information.
  - 1.8 Kendahl Adjorlolo made a motion to have the Bothell Fire Department survey First Lutheran Church to determine the feasibility of an on-site winter shelter. The motion was seconded by Dave Shogren. All voted in favor and the motion passed.
- 2 Church Mission Survey Follow-Up (Pastor Berg)
  - 2.1 57 responses, lower than previous surveys of 90 responses.
  - 2.2 Rob (?) has agreed to review the data and transform it into a readable format.
  - 2.3 The 2025 Task Force will present at the next council meeting.
- 3 Constitution Amendment, Review and Vote (Christy Freriks, Ho Brown)
  - 3.1 Content remains the same, nothing changed.
  - 3.2 Section 12.01 was split and moved to a new 12.01.01, moving content into a bylaw, defining what makes an active member of council. This would define the required presence of a council member to remain active.
  - 3.3 Pastor Berg suggests this be moved to the web site for easier viewing.
  - 3.4 No vote is required.
  - 3.5 An announcement will be sent out by Joyce Thode.

### New Business

- 1 Bus Driving (Joyce Thode)
  - 1.1 Carsten Thode has been driving for the last month, now requiring others to take over.

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- 1.2 Suggestions were offered, but Pastor Berg will make an announcement to the congregation on Sunday.
- 1.3 It was also recommended a coordinated plan be created.
- 2 Creation Care Survey (Christy Freriks)
  - 2.1 Hosted a table on September 20<sup>th</sup>, 2025 for Bothell Sustainamania.
  - 2.2 Created a Google Form survey to gather recommendations for next actions.
  - 2.3 Next display event is November 9<sup>th</sup>, 2025.
  - 2.4 Presence in the community, clear signage, and interactive experiences helped make previous events a success.
- 3 Responsibility and Expectations of Committees to Council (David Berg)
  - 3.1 Reminded the Council of their responsibilities, expectations, hierarchy, and scope of authority.
  - 3.2 The Council is a representation of the congregation, entrusted to elect leadership and oversee all of the committees, including Pastor Berg.
  - 3.3 Pastor Berg supported David Berg's statement, reminding all that the Council is the authority while committees are to perform their designated work.
  - 3.4 David Berg requested the Council be supportive with each other and transparent with the larger church body.
  - 3.5 Pastor Berg noted transparency is difficult when there is uncertainty, requesting the Council and committees follow their processes.
  - 3.6 In context to Roger Steinke's retirement, Emily Curcio asked about date, plan, procedure, protocol to hire someone new, noting more information is required for the Council to be the authority.
- 4 Roger Steinke's Retirement (Pastor Berg)
  - 4.1 Joyce Thode stated Roger Steinke with the Personnel Committee and the Executive Committee, agreeing July 8<sup>th</sup>, 2026 would be Roger Steinke's final official day.
  - 4.2 A celebration of Roger Steinke's work at First Lutheran Church will be June 14<sup>th</sup>, 2026. This will be his last Sunday at First Lutheran Church.
  - 4.3 Pastor Berg and Roger Steinke will make an official announcement at the Annual Meeting (January). Following the official announcement work on formal change management plans will begin.
  - 4.4 Citing grief responses and noting Roger Steinke has deep relationships in the church, Pastor Berg suggested formal hiring activities not begin until after Roger Steinke has officially left the church.
  - 4.5 The Executive Committee has asked Roger Steinke to document operational work, including the youth auction and youth gatherings. He will begin delegating this work to supportive committees and groups.
  - 4.6 David Berg noted a process to define the role needs to be developed.
  - 4.7 Emily Curcio and David Berg agreed an interim would need to be in place for continuity.
  - 4.8 Acknowledgment of Roger's work must continue to be celebrated.

### Walk-On Topics

- 1 Paul Flatness asked about church building security. Pastor Berg, David Berg, and Dave Shogren noted ushers make rounds around the building and alert others if anything suspicious is identified.

### Action Items

- 1 Kendahl Adjorlolo will ask the Bothell Fire Department to survey the First Lutheran Church building to determine if the facility is appropriate, if ever decided to provide shelter.

### In Closing

- 1 With no additional action items the meeting was adjourned at 8:30PM.
- 2 The next Council meeting is scheduled for November 18<sup>th</sup>, 2025 at 7:00PM.