

**Council Meeting April 19, 2020**  
**Faith Lutheran Church, Meadow Vista, CA**

**I. MEETING CALL TO ORDER by Franca Jones at 11:36am**

In attendance: Pastor Lines, Rick Brown, Tony Freitas, Franca Jones, Cassie Call, Jack Harris, Michelle Hamil, Julie Hettig

Absent: Melia Borruso, Mark Achen, Bruce Broadwell

Total members present: 8

Total members absent: 3

Quorum present: Yes

**II. DEVOTIONS/MISSION, VISION AND VALUES**, Pastor – prayer. M/V/V read by Rick.

**III. APPROVAL OF March, 2020 MINUTES**

Motion made by Tony to approve March, 2020 minutes as edited. Seconded by Rick.

Pass: Unanimous

**IV. EXECUTIVE REPORTS**

a. Pastor: Report as emailed. Clarification to emailed report, did best to contact all congregants during Holy Week utilizing phone, email and text messaging. Julie Hettig, Cam Bennett and Ann Linkugel are reaching out to everyone listed in the directory once a week. Pastor is personally visiting with 2 people in-person because they have no internet connection and doing so with COVID precautions. March's report of in-person visits includes those made prior to stay-in-place mandate. While the office staff and ministries heads are working hard not to spend above budget, the existing music copyrights that FLC has only covers sheet music photocopying. Separate licensing is required for production and video-graphing. Music Minister is making sure all licensing is correct and generally uses 2 different publishing companies for copyright licensing. One of these companies has given production and video rights to churches for free through May. The free licensing from the second company goes through 4/15, and then is charging at a reduced rate, less than \$100 for year. Recorded services met with great participation, more than 120 people watching. Being able to participate via the video recordings also caused someone who hasn't been to service in years to send a nice card with a generous donation. Will research video equipment and podcast licenses costs for use going forward. Kudos to Pastor for success.

b. Treasurer, Tony: Report as emailed. Notes on reports: year-to-date totals on reports include pledges made in lump sum at the beginning of the year; however, monthly income amounts reflect adjustments to appropriately spread lump sum giving appropriately across months. Designated fund balances are given to the Council at the end of each quarter and are held separate from available fund balance. The net gain in March was \$344 although income is 10% less than average. Net gain for the year through March is just over \$3,000. Reminder that the impact of stay-in-place mandate on April and May giving is not yet known.

Increase in Pastor's salary, Tony: In keeping with Council's pledge (made at the Annual Meeting) to review finances with regard to increasing Pastor's salary, the 2020 yearly income was projected to be just over \$235,000; with changes made to giving (7 have increased) it can now be estimated at just over \$240,000. Expenses have also increased with increases in fire insurance, mandated increases in hourly wages, and propane costs which adds \$5,420 to budgeted expenses. Compare increased expenses to

increased giving leaves a small shortfall. An application for the Payroll Protection Plan was submitted to the bank with request for \$36,500 or 2.5 times the amount of average monthly payroll expense for previous 12 months (PPP is currently out of money and will be until additional funding is approved by Congress). Suggest any decisions made with respect to income and expenses be made without regard for any funding that may be received from PPP if our application is approved. There will be a decrease in utility expenses since campus is closed, and the Youth Minister's payroll due to decrease in program hours. In 2020 we are 11% from meeting the Synod suggested salary for a Pastor with education and years of experience similar to Pastor Charlane's. Response to letter to congregation from Counsel regarding maintaining giving and electronic giving has been minimal

**Action:** Counsel will continue to monitor finances and will revisit the possibility of an increase in Pastor's salary in June, at the end of 2<sup>nd</sup> quarter.

#### **V. PROGRAM REPORTS**

- a. Service, Colleen Hogan: None
- b. Music, Janine Dexter: None
- c. Adult Education, Scott Stonestreet: None
- d. Labor of Love, Barbara Cowen: None
- e. Men's Group, Tony Freitas: None
- f. Worship, Leah Cole: None
- g. Prayer/Healing, Pastor: None
- h. Youth Committee, Pastor: None
- i. Hospitality/Witness, Pastor: None

#### **VI. OLD BUSINESS**

- a. Re-Wording of M/V/V, Franca: Changes and additions made to Values section only. Suggested change of word "space" to word "opportunity" in 3<sup>rd</sup> bulleted item under Vision.

Motion made by Rick to accept all changes to M/V/V statement. Seconded by Tony.

Pass: Unanimous

- b. Propane, Rick: Legacy Oil's propane averages \$2.12/gal with the highest per gallon cost \$2.18; other companies have been \$2.40 and higher. Legacy's annual tank rental is a little higher than existing cost. Decision was made not to buy tank outright because of liability and maintenance issues and costs. Delivery and other fees would be similar between companies.

Motion made by Rick to change propane companies from Campora to Legacy Oil. Seconded by Michelle.

Pass: Unanimous

**Action:** Rick to call Carol to verify numbers and make arrangements to cancel Campora and contract with Legacy

#### **VII. NEW BUSINESS**

- a. Restart date, Pastor/Cassie: County recommendations for relaxing social distancing policies are currently for May 1 but would like to consider end of May to reconvene activities and Sunday service on campus. Given the 6 different requirements made by Governor for end of social distancing, end of May is a better goal allowing for the infrastructure to meet requirements to be built. Expectation is that first Sunday back will be a larger gathering. Legal enforcement, liability, and media attention at reconvening

should also be considered when selecting a date. Cautioned to make no promises as to when FLC will restart in-person activities. Reminder that connections with congregants are still being made.

b. Julie: Pastor John Rutsindintwarane called from Rwanda to touch base with our church. They are holding us in their prayers and want to convey that to our congregation.

c. Leak in fireside room, Pastor: Carol monitoring situation and has found no additional water. The expectation is that water from the water heater in nursery bathroom leaked under flooring along concrete and that this was a one-time event. That water heater was removed and not replaced.

d. Prayer list, Pastor: Prayer list is sent in separate document to those on the prayer chain, and intentionally kept separate from the weekly newsletter which is posted on FLC's website to maintain privacy.

**Action:** Will include information about prayer chain and how to sign up in weekly newsletter

#### **VIII. CONGREGATIONAL REPORTER**

**Action:** Cassie

Motion made by Rick to adjourn meeting. Seconded by Jack.

Pass: Unanimous

Meeting adjourned at 12:55pm