

Council Meeting Minutes and Retreat

March 19, 2023

Call to Order

Following an opening prayer by Pastor Charlane, the meeting was called to order at 11:50 AM by President Steve. Those present were Pastor Charlane Lines, Steve Bennett, Lisa Achen, Rick Brown, John Van Auker, Amanda Hawkins, Karen Idler, Jack Harris and Betty Noreen.

Mission, Vision and Values

Steve read the vision, mission and values statements.

Documents Presented

Brotherhood Mutual Insurance Policy

General Income Chart

Things that a prospective council member should know

Property Status Table

Team Building

Each of us drew a card with a unique question about ministry. Sharing responses was fun, informative and insightful.

Devotions

Lisa led the review of Chapter One of *Growing Young*. Rick will lead the discussion of Chapter Two next month.

Ministry Review

We identified ministries that were floundering and/or flourishing as follows. Floundering: Bible Study, Adult Education, Outreach, Small Groups, Young Family Involvement, Youth Group, and Sunday School. Flourishing: Music, Worship, Property Management, Outreach (Men's Group only), Welcoming, Bible Study, Prayer and Healing Ministry, Community Support. We felt it would be helpful to get feedback from the congregation to determine where we need to focus our energy and resources. With Amanda's assistance, Pastor will create a survey, which will include both action and frequency. At our next meeting we will divide the membership for contacting individuals directly to obtain oral responses, either in person or over the phone.

Youth Mission: Loaves and Fishes in Sacramento works with volunteers to provide meals for homeless and families. It would be a good one-day introduction to this ministry for our youth. Next step might be an overnight at a youth hostel in either San Francisco or Sacramento. Adult chaperones would be needed. Sierra Grace is planning a mission to Mexico to build houses.

The 2024 ELCA Youth Gathering will be in New Orleans in July. Lauren Achen will spearhead this event.

Financial Review

The Men's Group voted to move \$1000 to the general church fund to replenish the recent Gathering Inn donation. No one had any questions about the financial reports previously provided. A big thank you to Lisa for her meticulous work and diligence in reporting!

Stewardship Program Review

We did not have a program last year but still maintained pledges, which is exemplary. The board supports going forward with a new program in the fall focused on "the need of the giver to give." The goal is to make financial giving safe for church members and also follow Synod the guidelines. We will encourage Sunday school and/or youth giving in church. The Men's Group could be asked to finance youth giving.

Human Resources Workshop Review

California law is changing constantly and is more employee focused than employer focused at this point. It does not allow for stipends. We can have volunteers or they must be paid at minimum wage as employees. A gift of up to \$25 may be given to an individual per year.

Insurance Review Our insurance this year is \$7400, which includes insurance for fire incorporated into the policy.

Employee Handbook Review

The handbook was previously provided by email to the board. Hardcopies are available for anyone who would like one. Updated this year are page 6 absences and page 11 CFRA leave. Mandated reporter guidelines were new last year, and staff members are in compliance. Volunteers exceeding the maximum number of hours need mandated reporter training. Pastor expressed the value of having Lisa on the council as a human resource expert.

Property Review

Property committee chairman Sam Hawkins submitted an excellent and detailed written report regarding the status of projects. Pastor complimented what we have done in 10 years to maintain the property.

We expect a bid for the nursery window on Monday.

The uneven concrete repair is expected to be \$8000 with steel reinforced concrete. We will consider grinding it down rather than replacing it. Lisa will reach out to Sam and Barbara Cowan.

Number 28: The water pipe has been replaced.

Number 29: Paving is the best solution.

Lisa will have a quote this week for the doors, which will have both keyed and code locks. The capital fund for \$13,000 receives donations. This could be used for the water pipe and for replacing the doors, which is a priority.

We discussed property long-term needs and goals. The education building has ongoing maintenance needs. Sunday school and music program use this facility. It is a separate property and could be sold. A parsonage could be needed in the future. Pastor encouraged us to consider the perspective of newcomers when evaluating the property.

The play structure has rotten boards on top and is dangerous. The daycare would like to have it replaced. Lisa moved to replace the existing structure with a second by Jack which passed unanimously. Lisa will look at age-appropriate replacement options and will inform the preschool. Until it can be replaced, it will be roped off and inaccessible for play.

Minutes

The minutes from February 19 were distributed by email prior to the meeting. Upon motion by Rick and second by Karen, the minutes as written were approved unanimously.

Executive Reports

President: Nothing new.

Treasurer: Nothing new.

Pastor: Nothing new.

New Business

Assembly: The Synod Assembly will be held September 15-17 in Burlingame. The Conference Assembly will be held June 24 by a 4-hour Zoom Meeting. Voting members from the congregation will attend both assemblies.

Extended Meetings and Retreats:

Amanda moved with a second by Lisa to have an extended meeting with team building on April 16 at an offsite location. "The Local" was suggested. Lisa offered her home for the meeting.

Ministry Highlight: We discuss the best way to get feedback from ministry leaders. Rather than reports, we will ask each ministry leader to come to a council meeting as the initial agenda item for that meeting.

Youth as Lay Ministers: We discussed having youth volunteer for lay ministry working with an adult. Pastor emphasized that this needs structure and training. Amanda cautioned that youth involvement is complicated.

Adjourn

Upon motion by Lisa and second by Karen and with unanimous agreement, the meeting was adjourned at 3:35 PM.

Respectfully submitted
Betty Noreen