

Council Meeting December 18, 2016

Faith Lutheran Church, Meadow Vista, CA

I. Meeting called to order by Mike Krall at 11:40am

In attendance: Mike Krall, Carolyn Peterson, Tony Freitas, Pastor Lines, Carlos Del Pozo, Michelle Hamil, Amy Dieter, Mark Duarte, Kathy Van Zuuk, Colleen Hogan

Absent: Ann Linkugal

Total members present: 10

Total members absent: 1

Quorum present: Yes

II. Devotions/ Mission, Vision and Values, Pastor – *Thinking About Our Groups Future.* M/V/V read by Michelle.

III. Approval of November 2016 minutes

Motion made by Carolyn to approve minutes. Seconded by Kathy.

Pass: Unanimous

IV. EXECUTIVE REPORTS

a. Pastor: as emailed. In addition to that reported in monthly Pastor's report, spent 2 weeks (3 days per week) in jury duty). Thank you for Christmas gift. Having anxiety surrounding average Sunday attendance which has been down. If there is anything not understood about congregational needs, please let Pastor know. Comments: Michelle: reach out to members who haven't been to services for awhile; Kathy: has sent cards to those that haven't been seen for awhile; invite new people.

b. Treasurer, Tony: Report as emailed. Need last quarter reports by Jan 8th from all committees for inclusion in Annual Treasurer's Report for Annual Meeting.

V. PROGRAM REPORTS

a. Education, Scott Stonestreet/Becky Stonestreet: None.

b. Hospitality/Witness, Cam Bennett: None.

c. Service, Colleen Hogan: None.

d. Worship, Leah Cole: None

e. Prayer/Healing, Ann Linkugel: None.

f. Site Improvement, Carlos Del Pozo: None.

g. Music, Janine Dexter: None.

h. Men's Group, Rob Oberbruner: None.

VI. OLD BUSINESS/ACTION ITEMS

a. Staff reviews, Mike: Kudos to Carolyn for assistance with performance reviews for Pastor, Carol and Janine. Felt positive about review experience. Liked multi-rater process. Review templates will be available for future use. Comment, Carolyn: Feedback from Janine, would like see more council members at concerts and have council member encourage congregation to attend; also would like council to encourage congregation to go directly to Janine with their requests/concerns about music or programs she is running -- at the time of concern -- and to not wait until the review process.

a. Youth/Family Director, Tony: Can we afford youth director even if we share expense with Bethlehem? See discussion in next agenda item. Mike reminds us of fiduciary responsibility, can't spend money before we have it (employee cost is greatest expense). Next meeting with Bethlehem to discuss possible sharing of youth director expense on Jan 4th. Council agrees that the budget for 2017 will not include youth director expenses. Youth program will be re-envisioned as led by team of volunteers who will fashion youth program using congregational participation. Suggestion, Kathy: speak to those who might be concerned about a postponement of youth director hiring efforts before Annual Meeting to explain financial concerns.

b. 2017 Budget, Tony: Can we afford youth director even if we share expense with Bethlehem? Last year congregation approved budget having youth director expenses and but actual income fell short of meeting those costs. Didn't even meet budget without youth director expense. Pastor's and Carol's salaries okayed at last meeting. For every \$1,200 above \$28,500 adds .5% to percentage of budget given to ELCA. Historically, \$200,000 has always been a very reachable, strong budget amount. Last year budget was \$227,000 because of 6 months of projected youth director expense but didn't meet that. Actual giving nearly \$200,000 now. Question, Kathy: how does inflation affect giving? Pastor: generally, when economy gets bad, giving increases. Mike proposed putting forth budget with salary increases and explain financial position to congregation. Council agrees to present one budget, not 2, to congregation. Reserve account is used when we don't have enough to meet expenses. Currently at \$39,000. Capital Campaign: took in just over \$100,000 in first year.

Motion made by Mike to move ahead with proposed staff salary increases as recommend by Tony's budget analysis. Seconded by Kathy.

Pass: Unanimous

c. Incoming council members and president: Jennifer Wood and Casey Mills coming onto Council. Terms expired: Mike Krall and Colleen Hogan. Position of President is being vacated by outgoing Mike Krall so need a president. Carolyn will stay on as VP. Tony and Michelle are exempt from filling president role in their positions as Executive Council members. Others, please consider taking on president role.

VII. NEW BUSINESS

a. Property --Trees, Water-Heater, Property Survey, Pastor: Survey of campus finished. Met with Bill Sinclair, have easement that needs to be removed to back part of property for use by original family for garden. Will print CAD files. Water heater in Admin building needs to be replaced as it is showing rust. Carol has called 6 tree cutters to have trees limbed/removed. PG&E removed the big tree in the front. Ross Lee to take care of 'priority trees' or those posing the greatest safety risk to people and buildings. Roof on Admin building has multiple layers that need to come off before roof is replaced.

b. Fire Marshall Report, Pastor: Fire Marshall wrote violations to fire code this week which we will have until Feb 28th to fix.

c. Housing Allowance, Pastor: Pastor needs letter to send to accountant outlining how much of salary is counted as housing expense.

d. Annual Meeting Agenda, Pastor: Review of Annual Meeting Agenda as handed out/emailed. Motion made by Carolyn to approve Annual Meeting Agenda as presented. Seconded by Mark.
Pass: Unanimous

e. January meeting, Pastor: Annual Meeting on Jan 22nd will take place of regular council meeting.
Annual Council Retreat 8:30a-2p Feb 11th.

Motion made by Mark to adjourn meeting. Seconded by Carolyn.

Pass: Unanimous

Meeting adjourned at 1:44pm