

Council Meeting December 16, 2018

Faith Lutheran Church, Meadow Vista, CA

I. MEETING CALL TO ORDER by Amy Dieter at 11:38pm

In attendance: Pastor Lines, Kathy Van Zuuk, Jennifer Wood, Amy Dieter, Casey Mills, Michelle Hamil, Mark Achen, Tony Freitas, Ann Linkugel, Mark Duarte

Absent: Rick Brown

Total members present: 10

Total members absent: 1

Quorum present: Yes

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

III. APPROVAL OF November, 2018 MINUTES

Motion made by Mark A to approve November, 2018 minutes as edited. Seconded by Casey.

Pass: Unanimous

IV. EXECUTIVE REPORTS

a. Pastor: Report as emailed.

b. Treasurer, Tony: Report as emailed.

V. PROGRAM REPORTS

a. Education, Scott Stonestreet: as emailed

b. Hospitality/Witness, Cam Bennett: None

c. Service, Colleen Hogan: None

d. Worship, Leah Cole: None

e. Prayer/Healing, Ann Linkugel: None

f. Music, Janine Dexter: None

g. Men's Group, Tony: as emailed

h. Labor of Love, Barbara Cowen: None

i. Youth Committee, Stacy Hogsett: as emailed. Kudos to Stacy for well written report. Stacy will continue to take detailed notes as the program is fleshed out. Council is very pleased with the Youth Minister's progress.

VI. OLD BUSINESS/ACTION ITEMS

a. Property:

i. Oak Tree, Pastor: The bid to remove the oak tree in the 'Oak Grove' (next to the tool shed) is \$1,600 vs the cost every 5-10 years to maintain its balance and health is \$1,100. The Council had previously discussed taking the mature tree down because it has rotten areas and has been dropping branches as well as having already suffered a split in the trunk; high wind events could cause a safety issue; and since oaks have natural life, this tree might be limping to its end. The wood can be sold to recoup some of the cost of removal. FLC is on the arborist work schedule for January.

Motion by Tony to have oak tree removed. Second by Michelle.

Discussion ensued.

Amendment to the motion made by Kathy to ask Men's Group to pay to have the tree removed. If the Men's Group pays to have the tree removed they would then own the wood to dispose of at their will. Seconded by Tony.
Pass: Unanimous

i. Water Pressure in Kitchen, Pastor: Rick working with Hopper's Plumbing to test water pressure at its source which is a box in the grassy area in front of the Sanctuary. Cost is \$200. Rick will do all prep work for test.

Motion made by Casey to allow Rick to engage Hopper's Plumbing to test water pressure at the source. Seconded by Mark A.
Pass: Unanimous

ii. ADA outside project, Pastor: Project will be completed next week,

iii. ADA Bathroom, Pastor: Still waiting for bid.

iv. Fireside Room restoration, Pastor: On calendar to start 2nd week of Jan. Flooring being picked out this week. Will be vinyl.

v. Sanctuary building HVAC systems, Pastor: The heating unit used to heat the back of the church has been recently repaired 3 times and is still blowing cold air. Both Sanctuary heating units are 18 years old. It is becoming increasingly difficult to order parts. At some point, maybe sooner rather than later, we will need to replace both heating units. Thus far approximately \$1,200 has been spent on repairs. Potentially buy one unit this year and one following year. Capital Campaign dollars might be able to cover it, and a portion of the reserve fund might be used. Pastor will meet with Spoor to determine next steps.

Motion made by Tony that the purchase of one replacement HVAC unit be put on Capital Campaign priority one list. Seconded by Mark D.
Pass: Unanimous

b. Capital Campaign-final letter, Pastor: See handout. Capital Campaign will officially close on 12/31/18. Would like to leave fund open for continued giving as it is made. Final letter reviewed. Additions/changes suggested. Letter will be sent out by end of year.

c. Council positions, Pastor: Bruce Broadwell, Franca Jones, and Melia Borruso have agreed to be nominated to the Council. An additional spot is still open and have one possible candidate. Traditionally, there have been 10 council members on FLC's Council; however, according to our Constitution, the minimal number of council members required is 6.

VII. NEW BUSINESS

a. February Retreat Date-Feb 9, 8:30a-1p, Pastor: Please put on calendar.

b. AIFC Buy-a-Brick, Pastor: The Auburn Interfaith Food Closet is building a new building. Bricks are being sold, 8x8 \$230 + an additional amount to include our logo and 6 lines of text; 4x8 brick is \$125. Payment of the brick would come from outreach or advertising budgets.

Motion made by Mark D to buy 8x8 brick including FLC's logo. Seconded by Ann.
Pass: Unanimous

c. Youth Coordinator position update, Pastor: Stacy working very hard to fulfill expectations. She loves the job. It would be helpful to increase the Youth Ministers hours from 15 to 20 a week as Stacy is currently working more than what she is being paid for while building program. Options to resolve the issue include decreasing events or add to the weekly hours. An activities report is given to Pastor every month. Stacy is working to get events on family personal calendars and get information about program disseminated to build participation. The proposed 2019 budget increased the hours for this position from 15 to 18 hours per week. Bringing hours up to 20 per week will impact the proposed budget by \$2,000.

Motion by Kathy to increase the paid number of hours per week from 15 to 20 hrs for the Youth Minister position. Seconded by Casey.
Pass: Unanimous

d. 2019 Budget, Tony (Pastor exited room): There are 2 elements that affect the overall budget: general giving (pledge cards, estimate from last year) and other income. Expense comments are solicited by Treasurer from office and ministry heads, and have been incorporated with adjustments into draft budget, provided. Currently, the projected income isn't quite enough to cover 2019 expenses but the difference isn't great. 2018 Expenses currently reflect a \$6,000 insurance reimbursement that we have not received yet. In the other income section, a portion is rent income. The budget would be impacted if the rental unit sat empty for any amount of time. Expenses can be managed, otherwise we look to generosity of the congregants for income. As is common, personnel expenses for staff are the biggest expense. Every year we receive a form from the ELCA that provides a formula for calculating a suggested salary for Pastor by taking into account church location, education, and years of service. According to that formula, Pastor should be receiving \$74,000 which includes salary, housing allowance, and continuing education. She is currently at \$61,800; a 5% increase would bring her up to \$64,890 still less than what is suggested. The people who are working for us are overall, very underpaid. This budget tries to bring them up to what they should be paid. All staff had exceptional reviews. As we know, Pastor has started a doctoral program. Conversation took place surrounding paying some additional towards Pastor's doctorate education but would want to do so in way doesn't impact her tax liability. Can look at end of year and give part of our surplus towards education. A doctorate will also mean a corresponding suggested salary increase. The minimum salary required by the ELCA is \$58,000. All staff is budgeted to receive a 10% increase with the exception of Pastor with the 5% increase. Pastor and Janine are salaried; Carol is hourly. Small group expenses comes out of learning and advertising.
Action: Tony will talk to accountant about tax implications on extra funds directed towards education.

Motion made by Kathy to approve preliminary budget with an increase to the Youth Minister hours from 18 to 20 hours per week and the changes to the tax line that reflect this increase. Seconded by Michelle.
Yea: 8
Nay: 0
Abstain: 1

e. Apartment Rental Agreement, (Michelle departs) this portion of the minutes submitted by Kathy:

Motion made by Ann to change the lease, after the current lease expires, to rental on a month-by-month basis. Seconded by Mark D seconded.

Yea: 8

Nay: 0

Abstain: 1

VIII. CONGREGATIONAL REPORTER

Action: 12/30 by Mark A

Motion made by Kathy to adjourn meeting. Seconded by 2nd by Mark D.

Pass: Unanimous

Meeting adjourned at 12:42pm