

Council Meeting November 15, 2020

Faith Lutheran Church, Meadow Vista, CA

I. MEETING CALL TO ORDER by Franca Jones at 11:31am

In attendance: Pastor Lines, Tony Freitas, Franca Jones, Michelle Hamil, Bruce Broadwell, Mark Achen, Jack Harris, Melia Borruso, Cassie Call, Julie Hettig

Absent: Rick Brown

Total members present: 9

Total members absent: 1

Quorum present: Yes

II. DEVOTIONS/MISSION, VISION AND VALUES, Pastor – reading from Celtic Wheel of the Year. M/V/V read by Melia.

III. APPROVAL OF October, 2020 MINUTES

Motion made by Jack to approve October, 2020 minutes as emailed. Seconded by Tony.

Pass: Unanimous

IV. EXECUTIVE REPORTS

a. Pastor: Report as emailed. Highlight for October report is baptism of Ethan Van Ward. Taking couple days off in December. Because the Boy Scouts of America have filed for bankruptcy due to expenses incurred as a result of sexual assault litigation Pastor attended a seminar put on by our insurance company. The charter for Troop 6 which has met at FLC for years is held by Meadow Vista Lions Club. On behalf of FLC, Pastor will file a claim on Monday that distances FLC from liability for any sexual assault litigations.

Action: Pastor to provide copy of filing for minutes.

b. Treasurer, Tony: Report as emailed. Financial position remains strong. Net gain YTD a little over \$12,000. Council is very grateful for everyone who has been able to and has continued to support FLC programs. Thank you to Pastor for preparing first draft of appeal letter which will go out this week to congregants.

V. PROGRAM REPORTS

a. Service: none

b. Music, Janine Dexter: none

c. Adult Education, Scott Stonestreet: none

d. Labor of Love: Not active at this time

e. Men's Group, Tony Freitas: as emailed. Men's Group donating turkeys for Thanksgiving meals to Stand Up Placer. This year request for turkeys went up from 12 to 32. See weekly email for list of additional items needed for meal. A bin is on office porch for donated items.

Action: Office to send extra email this week announcing increased need in supplies.

f. Worship: none

g. Prayer/Healing, Ann Linkugel: as emailed

h. Youth Committee, Stacy Hogsett: none

i. Hospitality/Witness, Cam Bennett: none

VI. OLD BUSINESS

a. Property--Window Replacement/Locks/Doors, Tony: Progress is being made. Two quotes on their way. Several questions regarding project materials are outstanding and answers are expected this week.

b. Staff Evaluations, Franca: Staff evaluations are nearly ready, and are being put into final form. Will set up appointments with Janine and Stacy to do biennial review.

i. Employee Handbook, Pastor: Copies of the handbook were given to all non-exempt staff who were asked to review and sign a copy for the files. Contracts were also updated according to the standard template form set forth in handbook and given to staff for review and signature.

c. Pastors Retreat, Julie: \$50 a night. Total cost of 3 extra days off for Pastor with retreat expense will not significantly change the budget for 2021.

VII. NEW BUSINESS

a. 2021 Budget, Tony: No stewardship program this year. Met with Pastor and staff to review proposed 2021 budgets. Budget proposes best case scenario expenses allow staff all items on their wish lists. Salary increases includes 6% for Pastor as voted on by Council. Significant line item increases were discussed. Kudos to Tony for his work putting budget together. Next council meeting is December 13th at which Council will approve the budget that will be presented to congregation, and agenda for annual meeting.

Action: Council to review budget and send Tony questions before December 13th

b. 2021 Annual Meeting (Zoom or on-site, both?), Franca: Pros and cons of each option -- to hold meeting by Zoom or in-person or both -- discussed. Synod encourages large meetings to be held remotely. Quorum is 25% of voting membership equaling 29 people for FLC. Cassie offered to train staff on special Zoom options needed for this meeting (polling, etc.). Note that most congregants are using Zoom to attend small groups, bible study, and other meetings.

c. Council Vacancies (Tony, Michelle, Rick, Mark), Franca: Lisa Achen has agreed to join Council as treasurer. Three executive positions remain to be filled: secretary, president and vice president. Individual conversations between Council members and those they feel might be open to being on the council are requested. Note that people new to the council do not necessarily have to fill the open executive member positions.

Action: Request for council members nominations to be added to weekly.

d. Worship in Sanctuary, Pastor: 20 people came for in-person (plus 2 staff), inside service today (14 signed-up and 6 attended without signing-up). Max number in church when Placer County is in red COVID mapping tier is 25% of capacity which is 29 people. Can seat 116 people in pews. In-person Sunday service will not be held if Placer County is in the purple COVID tier. Congregants wanting to join the service in-person are again requested to sign up ahead of service so that attendance numbers can be monitored.

Motion made by Melia to restrict number of in-person congregants to comply with the California tiered indoor gathering size limits applicable to Placer County on any given Sunday. Ushers will ask persons attempting to join the service in-person to join service from home once the limit of in-person attendees has been reached. Seconded by Jack.

Pass: Unanimous

f. Placer County COVID status, Cassie: Update from County perspective given. We will probably be moving to purple tier especially with holidays and holiday gathering around the corner. However, the Board of Supervisors has canceled the emergency order and said they are not going to enforce any restrictions. COVID numbers are increasing. South Placer County is hotspot. Counties in California are evaluated to determine appropriate COVID tier every 2 weeks by governor's team.

VIII. CONGREGATIONAL REPORTER

Action: Cassie for November

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

Pass: Unanimous

Meeting adjourned at 12:44pm