

## **Council Meeting September 20, 2020**

### **Faith Lutheran Church, Meadow Vista, CA**

#### **I. MEETING CALL TO ORDER by Franca Jones at 11:37am**

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

Absent: Jack Harris, Julie Hettig, Rick Brown

Total members present: 7

Total members absent: 3

Quorum present: Yes

**II. DEVOTIONS/MISSION, VISION AND VALUES**, Pastor – reflection, when did God help you through a challenging time? M/V/V read by Melia.

#### **III. APPROVAL OF August, 2020 MINUTES**

Motion made by Mark to approve August, 2020 minutes as emailed. Seconded by Melia.

Pass: Unanimous

#### **IV. EXECUTIVE REPORTS**

a. Pastor: Report as emailed. Pastor would like us to consider allowing her to take a Sabbatical in 2021 between July 15-September 15<sup>th</sup>. The Sabbatical requires permission from Bishop. Malice Towards None is a citizen's movement focused on presidential elections organized by Braver Angels, a group concerned about the partisanship and divisiveness occurring today in society. The movement provides space for people to talk and listen to one another in conversations, to unite. During service on the Sunday before election Pastor would invite congregants to seek God's wisdom and invite us to be serious about creating community and living in God's love. This invitation would be followed by 2 meetings outside of worship, one for those delighted and one for those dismayed by election results. A 3<sup>rd</sup> meeting for the combined groups providing a safe, well facilitated program to talk together, provide a chance to create an avenue to get to know each other better, to find some commonality and build a greater community within our own congregation. One of the goals of the 3<sup>rd</sup> meeting is to allow for equal representation. These meeting will not be open to general public.

**Action:** Pastor to send link re Malice Towards None to Council for review. Table conversation per sabbatical until next month.

Motion by Melia that FLC offer a Malice Towards None program around the 2020 election. Seconded by Mark.

Pass: Unanimous

b. Treasurer, Tony: Report as emailed. FLC is currently in a strong financial position. Donations continue to come in. Expenses exceeded budget by \$500 in August, with expenses scattered throughout the entire budget. Project expenses will be charged to Capital Campaign if appropriate, or to General Operating account Maintenance and Repair. We currently have \$34,800, in addition to reserve funds, that can also be spent toward projects, etc.

## 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, \_\_\_\_\_: None
- g. Prayer/Healing, Pastor: None
- h. Youth Committee, Stacy Hogsett: None. Pastor explains that Stacy provides activity report to parents multiple times a month. Reminder for Council to participate in youth activities, as able.
- i. Hospitality/Witness, Pastor: None

## VI. OLD BUSINESS

- a. Employee Handbook, Pastor: Thanks to Rick, Julie and Tony for their review, comments and edits to the draft.

Motion made by Jack to accept handbook as emailed. Seconded by Melia.

Pass: Unanimous

- b. Property Priorities, Jack/Mark: List of priorities emailed. Reviewed results of inspection and task recommendations. Tasks divided by safety, structural and cosmetic. Admin building tasks not included in this inspection and report. Painting of Sanctuary was not included in the original Capital Campaign priority list and was not included in list provided as it will be a capital expense. Total of materials involved in these repair tasks are estimated to be \$860.

Motion by Tony that we move forward with worship hall structure tasks put together by Jack and Mark, expected to cost \$1,500. Melia seconded by.

Pass: Unanimous

Motion made by Franca to move ahead to get bids for keyless entry locks. Seconded by Jack.

Discussion: Researched prices last year approximated about \$100 per lock. Adding locksmith expenses to lock costs could bring the project to total several thousand dollars.

Pass: Unanimous

**Action:** Michelle to research locksmiths to work with office in bid preparation. NOTE: Coordinate locks on sliding glass doors, if necessary, with Window Replacement Project Manager.

- c. Capital Funds-Review of congregational agreement, Pastor: List from Capital projects was reviewed last month. It includes fireside patio remodel and landscape; windows in buildings; redo of the labyrinth; sidewalk around front wall; remodel of fireside room. Not on the list is the need for a new irrigation system in front lawn since current system keeps breaking. Reminder that Council agreed that any project undertaken would be overseen by a project manager from church who works with a general contractor; project management will not be taken on by the office staff. Suggestion that, in addition to changing the locks, replacing windows through the campus would give us the greatest cost benefit at this time.

**Action:** Tony to contact men's group requesting a Window Replacement Project Manager.

## VII. NEW BUSINESS

a. Money Management, Pastor: Removed from agenda as previously discussed.

b. Benevolence for ARC, Franca: Reminder that ARC works with adults having developmental disabilities. Before moving out of Meadow Vista, ARC provided cleaning services for \$164 per month. Please refer to August's Council minutes for additional discussion. Council decided not to continue donation to ARC.

c. Excess Funds, What Should We Do?, Tony: \$34,800 can be spent on projects as we move forward, doing one project at a time. Bruce suggested Council fulfill its promise to raise pastor's salary once we had a clearer picture of our financial position. Pastor departs meeting for this part of the discussion. Michelle reminds Council that a raise in salary also increases cost of benefits that are a fixed percentage of Pastor's salary. Tony reminds Council that he starts putting the 2021 budget together next month, in October. In this preparation he will be looking for changes, if any, to costs of Pastor's health coverage. A general discussion commenced.

Motion made by Michelle to ensure an increase to Pastor's salary in 2021 which will include an additional increase to cover the increase not given in 2020 (3%). Seconded by Franca.

Pass: Unanimous

Pastor returns to meeting.

d. Child Care Workers, Franca: Discussion whether to continue to pay child care workers in order to maintain relationship so they will be available when services return to the Sanctuary. Pastor intends to continue to hold services outside until it is no longer feasible.

Motion made by Mark to discontinue paying child care workers with their last pay check being October 4th. Seconded by Tony

Discussion: Bruce feels we have a moral obligation to give 30 days; Michelle say 2 weeks is customary.

Vote:

Aye: 6

Oppose: 1

Abstain: 0

Motion passes.

NOTE provided by Tony - We will give Jana and Amber two weeks notice, as recommended. The payroll period for which they will be paid runs from Sep 23 through Oct 5th which includes two Sundays (Sep27 and Oct 4). They will receive their final check on Oct 15th.

e. Civic Action, Voting Support, Franca: FLC will not be putting a team together to man polling places. There will be 2 polling places in County and County is hiring people to work them. Notice was sent saying they were requiring working 4-days at a polling site and 1 week of training.

f. Evaluations for Stacy and Janine: Franca to work with Jennifer Wood and Amy Dieter to send online form to Council.

g. Paycheck Protection Project, Tony: Not official yet but looks like we might be part of a loan forgiveness program. Process is moving along. SBA has not provided additional information to finalize it. More to come.

h. Moving Services inside, Pastor: Services can move with 25% capacity which we can handle now. Cassie reports that Placer County COVID numbers are increasing. Council must also consider smoke from fires affecting outside air quality and that we are also entering traditional flu season. Council agrees that we should continue to hold service outside, weather permitting.

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

**Action:** Rick for September

Motion made by Bruce to adjourn meeting. Seconded by Tony.

Pass: Unanimous

Meeting adjourned at 1:30pm