

**First Lutheran Church
Council Meeting Minutes**
Adopted 12/19/2023

Date: November 21, 2023

Location: First Lutheran Church | Library and via Zoom

Council Members Present in Person:

Ho Brown (President) *(Personnel Committee Liaison)*

Tor Berg (Pastor)

Gary Curtis *(Stewardship Committee Liaison)*

Christy Freriks *(Fellowship Committee Liaison)*

Jean Peterson (Secretary) *(Worship and Music Committee Liaison)*

Kristi Pyne *(Preschool Committee Liaison)*

Jacky Schnarre *(IT/Communications Committee Liaison)*

Council Members Present via Zoom:

Stephanie Almeida (Vice President) *(Membership Committee Liaison)*

David Berg *(Christian Education Committee Liaison)*

Emily Curcio *(Finance Committee Liaison)*

Jess Faubion *(Building & Property Committee Liaison)*

Kathy Konieczka *(Social Ministries Liaison)*

Council Members Absent:

Call to Order: 7:09 p.m.

Devotion: Pastor Berg

Pastor Berg read from the first chapter of Acts and lead us in prayer, calling upon Jesus to teach us to wait as his disciples did.

Approval of 11/21/23 Meeting Agenda:

Motion to Approve: Christy Freriks

Second: Jacky Schnarre

Motion approved.

Approval of 10/17 Council Meeting Minutes:

Motion to approve: Jacky Schnarre

Second: Stephanie Almeida

Motion approved.

Approval of 11/5 Special Council Meeting Minutes:

Motion to approve: Kathy Konieczka

Second: Kristi Pyne

Motion approved.

Discussion (Chapter 3) on our shared reading assignment, **When Church Stops Working** by Andrew Root and Blair D. Bertrand. Pastor Berg noted that this chapter feels pertinent to where we are now as a congregation. Our impulse is to do more, but more only means you're never going to do enough. When you buy into doing more, more, more, you become the focus, rather than hearing what God wants. The authors suggest that we die humbly to some things and confess the ways we buy into doing more and more and more. Once we confess, we can show gratitude for what God has already given us. One of the symptoms of doing more and more is that pastors burn out trying to keep up. Our journey should be to reclaim the idea of Sabbath and learn the way of gratitude. The discussion continues next month with Chapter 4.

King County Cold Weather Shelter

A group of people, led by Mallory Van Abbema of the King County Regional Homelessness Authority, made a proposal to the Council via Zoom to engage First Lutheran Church as a severe weather shelter for persons experiencing homelessness. The KCRHA is in partnership with the cities of Shoreline, Lake Forest Park, Kenmore, Bothell and Woodinville to fund and establish a shelter in the North King County area. First Lutheran Church was identified as a prospective site to house up to 35 persons during extreme weather events. The KCRHA follows six steps in administering their severe weather shelter program:

- 1) Weather monitoring.
- 2) Identification of weather events as Tier 1, Tier 2 and Tier 3.
- 3) At Tier 1, the team moves into pre-activation mode and prepares for an event.
- 4) At Tier 2 and Tier 3 (based on high and low temperatures and levels of precipitation or snow), shelters activate and accept persons seeking shelter.
- 5) As the severity of weather moderates, the group deactivates the shelter.
- 6) The group conducts post-event analysis for lessons learned and improvement of process.

In 2022, the longest period where shelter was needed was 16 nights; the shortest activation was three nights, and the average for events was eight nights.

Due to the quickly approaching winter season, the group is urgently seeking a suitable location for the shelter. Pastor Berg and Ray Thomas have been in contact with the group. Pastor Berg will invite their representative to visit the church and further define their space and program requirements. Tentatively Pastor Berg has suggested the youth room and music room with access to adjoining restrooms be the limitation of the space used for the shelter.

Pastor Berg will schedule a congregational meeting during the education hour on December 3 to explain the program to the congregation. Council members discussed potential concerns regarding the safety of the pre-school population at FLC, the impact to other groups who use the Church facilities, the need for use of other facilities such as the kitchen, the availability of a sufficient ratio of staff to shelter inhabitants, the ability to prohibit access to off-limits areas of the church and the willingness of the congregation to approve this use. Pastor Berg believes our insurance coverage is adequate for this program, and KCRHA representatives confirmed that no special permitting, code amendments or changes to egress would be required to host the shelter.

Council members only had a chance to view the group's proposal during the meeting. Members will forward their questions and concerns to Pastor Berg so that he may obtain answers from the KCRHA when they visit the FLC site. Time is of the essence.

Pastor's Report – Pastor Berg

See attached Pastor's Report.

Committee Action Items for Council Consideration:

- *Worship and Music* - Pastor Berg confirmed that he and Lucy Kay have agreed to support four services on Christmas Eve, the 4th Sunday of Advent. Original consideration was to hold two services at 10 a.m. and 5:00 p.m., but several people expressed concern and the decision was made to continue the Christmas Eve schedule as it has been in the past. Last year's attendance at the evening services was ~170, 150 and 74, respectively. This year, services will be at 10:00 a.m., 5:00 p.m., 7:00 p.m. and 10:30 p.m. Volunteers for all services are needed.
- *Worship and Music* – Pastor Berg advised that the Worship and Music committee has reviewed the results of the Worship Survey and concluded a move to a single service format is preferred by the majority of the congregation. The question was posed related to attendance, and it was noted that attendance has not rebounded this year. Jean Peterson read the Motion of the Worship and Music Committee:
“Based on the data received via the Worship survey, the Worship & Music Committee moves to go to one service beginning Sunday, January 8, 2024. The service will be held at 9:30 am with Sunday School immediately following until 11:30 am. Though we saw an increase in attendance numbers the first Sunday in November and hope this will continue, the committee believes there is still a benefit to making this move, to enhance the worship experience and build community with one another. This change will be made on a trial basis (January through May 2024), during which time we will be actively evaluating both attendance numbers and member feedback. We will use the summer months, during which we will also have worship at 9:30 am (no Sunday School) per our existing model, to review and decide how we move forward for the fall of 2024.

Until January 8, the Worship and Music Committee will be working with the Education Committee and other key stakeholders to determine how best to arrange both the order of worship and Sunday School in this new format. Many of these changes may be trial and error and we will be ready to make changes as we go, as necessary, to find what works best and is most favorable.

Second: Kristi Pyne.

The Council discussed possible ramifications and affirmed that Pastor Berg’s proposed Sabbatical would not begin until during the summer, allowing him to guide us through the trial period for one service.

Motion approved.

Old Business:

Due to time, further business was limited to these action points:

- The December 3 Coffee with Council will be replaced with a Congregational meeting to discuss the Severe Weather Shelter opportunity.
- The January 7 Coffee with Council will be staffed by Jacky and Christy.
- Pastor Berg will bring Membership Reconciliation data to the next meeting.

The information below was provided in the meeting Agenda but was not discussed; for reference only.

Nominees for Committee Vacancies Appointed/Elected by Council

Committee	Member	Term Expires	Eligible for 2 nd Term
Audit	David Osborne	12-31-2023 (1 yr)	Yes
Personnel	Dan Bormann	12-31-2023 (1 yr)	Yes

Council Nominations Update – Pastor Berg (5 mins)

Council Member	Term Expires	Eligible for 2 nd Term
Stephanie Almeida	1-28-2024 (6 yrs)	No
Ho Brown	1-28-2024 (3 yrs)	Yes
Emily Curcio	1-28-2024 (1 yr)	Yes ^{Note 1}
Kathy Konieczka	1-25-2026 (3 yrs) Resigned on 11-4-23; effective 1-28-2024	N/A – 2 years on term remaining
Johannes Skjonsby	1-28-2024 (5 yrs) Resigned on 8-15-23	N/A

Note 1: Emily Curcio’s current term is for 1 year, completing the last year of Craig Lichtenstein’s term, who resigned from council on 1/23/2023.

P E R M I T T E D

Nominating Committee Vacancies

Member	Term Expires	Eligible for 2 nd 1-Year Term
Holly Batstone	1-28-2024 (1 yr)	Yes
Lloyd Condra	1-28-2024 (2 yrs)	No
Karen Johnson	1-28-2024 (1 yr)	Yes
Tom Payne	1-28-2024 (2 yrs)	No
Carsten Thode	1-28-2024 (2 yrs)	No

Note: Members of this committee are elected during the annual meeting. The term is 1 year; and members may not serve more than 2 consecutive years. Per C13.02.01, two members of the Nominating Committee, if possible, shall be outgoing members of the Congregation Council.

Spotlight on Volunteers

REMINDERS:

December – due to Kris by 11/15 (IT/Communications)

January – due to Kris by 12/15 (Membership)

October Statistics

Date	Attendance In person / Zoom	Pledges & Loose Offerings	Capital Improvement Fund	Total
10/2/2022	99/27	\$7,279	\$871	\$8,150
10/9/2022	102/26	\$9,466	\$1,498	\$10,964
10/16/2022	113/32			
10/23/2022	109/31	\$17,156	\$1,498	\$18,654
10/30/2022	126/29	\$16,144	\$1,519	\$17,663
	110/29	\$42,766	\$4,515	\$47,281
10/1/2023	111/19	\$7,692	\$2,523	\$10,215
10/8/2023	105/31	\$16,199	\$2,019	\$18,218
10/15/2023	116/22	\$20,045	\$923	\$20,968
10/22/2023	115/21	\$10,592	\$713	\$11,305
10/29/2023	125/18	\$4,157	\$344	\$4,501
	115/22	\$58,685	\$6,522	\$65,207

Next Meetings:

A special meeting for Council members to meet with Pastor Vance is scheduled for December 9 at 1:00 p.m. in the Fellowship Hall. Pastor Vance will use the 1-2-4 format to encourage dialog. He will ask for a volunteer to be a “scribe.” Arrive early to help set up the chairs and technology needed. Kathy Konieczka will attend via Zoom.

The next regular Council meeting will be Tuesday, December 19 from 7:00 p.m. to 8:15 p.m. in person at First Lutheran Church.

Meeting adjourned: 9:04 p.m.

Respectfully submitted,
 Jean Peterson
 Secretary