

First Lutheran Church
Council Meeting Minutes
Adopted September 19, 2023

Meeting Date: August 15, 2023

Location: Via Zoom

Council Members Present:

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

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

David Berg *(Christian Education Committee Liaison)*

Tor Berg (Pastor)

Emily Curcio *(Finance Committee Liaison)*

Gary Curtis *(Stewardship Committee Liaison)*

Jess Faubion *(Building & Property 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 Absent:

Kathy Konieczka *(Social Ministries Liaison)*

Johannes Skjonsby tendered his resignation from Council via email to the Council on August 15, 2023.

Guests:

Holly Batstone (Personnel Committee)

Dan Bormann (Personnel Committee)

Gordy Phelps (Personnel Committee)

Joyce and Carsten Thode

Call to Order: 7:03 p.m.

Devotion: Pastor Berg

A reading of Psalm 8: "...What is man that you are mindful of him..."

Approval of 8/15/23 Meeting Agenda:

Motion to Approve: Gary Curtis. Second: Stephanie Almeida

Motion approved.

Approval of 7/18/23 Minutes:

- Gary Curtis noted that the Stewardship Committee report he shared at the meeting was reported inaccurately. The Stewardship Committee and Endowment Committee will not be a combined committee as stated in the draft minutes, but rather will make a joint presentation at a future date. This language in the minutes will be corrected.

Motion to approve as corrected: Gary Curtis. Second: Emily Curcio.

Motion approved.

Pastor's Report:

- Pastor Berg noted that he has sent metrics for his activities in the month previous to the July Council meeting and the August Council meeting to Jean Peterson. *[Note by Jean Peterson; these will be attached with the Minutes for reference.]*
- Pastor Berg noted that though he didn't report hospital visits this period, he had made at least two visits; a highlight was four baptisms.
- Pastor Berg noted plans that are in process for fall worship, education and fellowship (further details in accompanying report).

Personnel Committee Update:

Holly Batstone shared that since the last Council meeting at which Pastor Berg brought forth concerns regarding the Personnel Committee interaction with staff, that there has been a meeting with the Personnel Committee, staff (excluding Lucy Kay Osborne who was out of town) and the executive committee of the Council (Ho Brown, Stephanie Almeida and Jean Peterson), as well as a follow up meeting of the Personnel Committee.

Pastor Berg briefly recapped his reasons for bringing concerns to the Council in July. Understanding that the Council wished to discuss these matters independently with the Personnel Committee present at this meeting, Pastor Berg excused himself from the meeting.

Dan Bormann provided background on the staff raises that had been given for the past four years, and noted that only in 2023, when lack of available funds prevented staff raises, were raises not given. Dan clarified and refuted statements that had been made at the previous Council meeting and Holly Batstone provided additional context.

As the discussion involved sensitive matters, Joyce and Carsten Thode were asked to step out of the meeting. Recording was stopped.

Council Members were provided an opportunity to speak freely and ask questions of the Personnel Committee. The discussion ended at approximately 8:30 p.m.

Pastor Berg rejoined the meeting.

Other Business:

- Question raised by Emily Curcio: Does Worship and Music have a plan for Ensemble music and its succession after Richard?

Jean Peterson noted that Lucy Kay has sent an email to potential Choir members regarding the 8:30 service and Pastor Berg has reached out to Ensemble musicians to invite them to a meeting regarding the 11:00 service and music. Pastor Berg noted that it will mean additional hours which would need to be compensated to Lucy Kay if she adds the Ensemble to her job duties. No resolution to the question at this time.

- Ho Brown spoke to the plan for reduced oral reports from committee liaisons once Committee minutes are available to the Council. Pastor Berg will be working with Committees to request that they provide minutes of their meetings to the Council (method to be determined).

Finance – Attendance & Loose Offerings for June and July:

Report was provided in the agenda and reprinted here for reference. No discussion due to time.

Date	Attendance In person / Zoom	Pledges & Loose Offerings	Capital Improvement Fund	Total
6/5/2022	97/37	\$12,607	\$1,120	\$13,727
6/12/2022	115/34	\$10,861	\$1,171	\$12,032
6/19/2022	85/38	\$6,800	\$572	\$7,372
6/26/2022	84/35	\$7,144	\$575	\$7,719
	95/36	\$37,412	\$3,438	\$40,850
6/4/2023	117/18	\$6,140	\$834	\$6,974
6/11/2023	108/18	\$12,622	\$1,016	\$13,638
6/18/2023	90/21	\$12,393	\$1,017	\$13,410
6/25/2023	90/27	\$8,432	\$1,209	\$9,641
	101/21	\$39,587	\$4,076	\$43,663

Date	Attendance In person / Zoom	Pledges & Loose Offerings	Capital Improvement Fund	Total
7/3/2022	73/29	\$7,266	\$806	\$8,072
7/10/2022	86/33	\$12,142	\$1,488	\$13,630
7/17/2022	63/8	\$7,141	\$465	\$7,606
7/23/2022	87/35	\$8,187	\$991	\$9,178
7/30/2022	78/26	\$9,666	\$1,320	\$10,986
	77/26	\$44,402	\$5,070	\$49,472
7/2/2023	118/NA	\$6,890	\$2,999	\$9,889

7/9/2023	119/18	\$8,893	\$1,009	\$9,902
7/16/2023	87/22	\$17,721	\$606	\$18,327
7/23/2023	139/18	\$5,505	\$671	\$6,176
7/30/2023	133/17	\$3,583	\$389	\$3,972
	119/19	\$42,592	\$5,674	\$48,266

Spotlight on Volunteers:

- Ho Brown reminded Dave Berg (Christian Education) and Christy Freriks (Fellowship) that their articles are due to Kris Smith by August 15 and September 15. Submit in Word format.

Next Council Meetings:

- Council Retreat with lunch – Sunday, August 27, 11:00 a.m., The Landing
- Council Meeting – Tuesday, September 19, 7:00 p.m., Zoom

Pastor Berg asked who would provide him with a summary of the closed session of the Council meeting. Ho Brown offered to provide this information at a meeting time to be mutually determined.

The meeting was adjourned at 8:36 p.m.

Respectfully submitted,
Jean Peterson
Secretary

Pastor's Report

July 18, 2023

Hospital Visits: 5

Home Visits: 4

Office Visits: 4

Phone calls: 7

Synod Meetings: 2

Meetings: 10

Funerals: 1

Weddings: 0

Baptisms: 0

Pastor's Report
August 15, 2023

Hospital Visits: 0

Home Visits: 2

Office Visits: 7

Phone calls: 5

Synod Meetings: 6

Meetings: 16

Funerals: 0

Weddings: 0

Baptisms: 4

Helped with VBS including introducing the theme for each day to the kids.

Hosted Richard Edmonds goodbye celebration.

Setting the preaching texts for 2023-24.

Developing Adult Education subjects for the Fall. Introduction to Worship, Team World Vision, and History of the Reformation.

Set up 7 dates for "Breaking Bread with the Bergs." September 14, 24 - October 5, 15, 28 - November 8, 11.

With Lucy Kay, beginning to have conversations with the Sunday Ensemble group about life after Richard.

Pastor Salary

	<u>Salary</u>	<u>Housing</u>	<u>Total</u>	<u>Increase</u>	<u>% Change</u>	<u>% Change</u>
2017	\$ 46,716.00	\$ 43,000.00	\$ 89,716.00			
2018	\$ 48,636.00	\$ 43,000.00	\$ 91,636.00	\$ 1,920.00	2%	2.1%
2019	\$ 50,486.00	\$ 43,000.00	\$ 93,486.00	\$ 1,850.00	2%	2.0%
2020	\$ 54,611.00	\$ 48,860.00	\$ 103,471.00	\$ 9,985.00	11%	10.7%
2021	\$ 56,796.00	\$ 50,814.00	\$ 107,610.00	\$ 4,139.00	4%	4.0%
2022	\$ 61,101.00	\$ 50,814.00	\$ 111,915.00	\$ 4,305.00	4%	4.0%
2023	\$ 61,101.00	\$ 50,814.00	\$ 111,915.00	\$ -	0%	0.0%

Director, REACH Ministries

2017	\$ 54,122.00					
2018	\$ 55,322.00			\$ 1,200.00	2%	2.2%
2019	\$ 56,428.00			\$ 1,106.00	2%	2.0%
2020	\$ 58,121.00			\$ 1,693.00	3%	3.0%
2021	\$ 60,447.00			\$ 2,326.00	4%	4.0%
2022	\$ 62,864.00			\$ 2,417.00	4%	4.0%
2023	\$ 62,864.00			\$ -	0%	0.0%

Bookkeeper/Admin

2017	\$ 44,784.00					
2018	\$ 45,784.00			\$ 1,000.00	2%	2.2%
2019	\$ 46,708.00			\$ 924.00	2%	2.0%
2020	\$ 48,101.00			\$ 1,393.00	3%	3.0%
2021	\$ 50,026.00			\$ 1,925.00	4%	4.0%
2022	\$ 52,027.00			\$ 2,001.00	4%	4.0%
2023	\$ 52,027.00			\$ -	0%	0.0%

Music Director

2017	\$ 18,973.00	created mid-year				
2018	\$ 23,300.00			\$ 4,327.00	23%	22.8%
2019	\$ 23,766.00			\$ 466.00	2%	2.0%
2020	\$ 24,479.00			\$ 713.00	3%	3.0%
2021	\$ 25,458.00			\$ 979.00	4%	4.0%
2022	\$ 26,476.00			\$ 1,018.00	4%	4.0%
2023	\$ 26,476.00			\$ -	0%	0.0%

Ensemble Director

2017	\$ 12,485.00					
2018	\$ 12,589.00			\$ 104.00	1%	0.8%
2019	\$ 12,841.00			\$ 252.00	2%	2.0%
2020	\$ 13,226.00			\$ 385.00	3%	3.0%
2021	\$ 13,755.00			\$ 529.00	4%	4.0%
2022	\$ 14,305.00			\$ 550.00	4%	4.0%
2023	\$ 14,305.00			\$ -	0%	0.0%