

Faith Lutheran Church Congregational Council Meeting

May 14, 2024

Attendance (“P” = present)

Sally Avenson - P Kay Brossard – P Lisa Chile – P, joined at 7:30p Leslie Edgerton - P Jamie Estill – P, joined at 7:30p Greg John – P Diane Machatka - P	Linda Mihalov - P Ralph Minor - P Jim Musar - P Jill Richmond - Absent Theo Roe - P	Mark Strom – P <i>Ex officio:</i> Shannyn Fuerst - P Wally Powelson - P
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Topic	Discussion and Action Items
Call to Order	Kay Brossard @ 7:04 PM
Devotional	Diane Machatka led our conversation.
Approval of Minutes	Minutes of the April 2024 meeting were not prepared in the absence of the council secretary from that meeting. They will be submitted for approval at the May meeting.
Finance Committee and Financial Report	<p>Wally Powelson reported the following:</p> <p>The insurance claim for damage to the office wall was denied. The \$9,000 deposit for the repair was paid from the operating budget. This will be reimbursed from reserve funds restricted to use for building maintenance.</p> <p>We received a \$6,800 refund for overpaid property tax paid on the parsonage. This will be put toward the cost of recent parsonage renovations.</p> <p>A \$5,000 donation was received to support upgrades to the sanctuary sound system.</p>
Security Upgrade	Pastor had hoped to submit a federal grant application requesting funds - expected to be on the order of \$30,000 - to upgrade building security, but the demands of the application are larger than she anticipated. The application deadline is May 27 2024. Council advised that she ask two members if they would be able and willing to complete the application this month. If no one is able to help then we will wait until next year’s application window to submit a proposal.
Inter-generational Mission Trip	This weekend “mission trip” in Seattle is an adaptation to contemporary demands on households. Members are encouraged to participate.
Community Engagement Team	Members of the new Community Engagement Team have been identified. They will meet soon to kick off their work.
Sabbatical Policy	Amy Barone, chair of the Faith Personnel Committee, joined the meeting at 7:53 pm. As requested by council, the personnel committee drafted a sabbatical policy. They took the NW Synod policy and policies in place at several local congregations as models to inform their own draft. The core of the policy is that a pastor would qualify for sabbatical after five years of service. Sabbaticals would last a minimum of twelve weeks. Shannyn will

	<p>celebrate eight years at Faith in August 2024, so the committee recommends that she take a sabbatical this year, proposing the period of August 7 – November 25.</p> <p>A sabbatical is a period of rest, in order to reduce the risk of work burn-out, and may be used as the pastor sees fit. It may be used for professional development, but need not be used that way.</p> <p>Council reviewed the draft and asked for changes to clarify the policy:</p> <ol style="list-style-type: none"> 1) Specify a minimum period of service to be completed in the congregation after returning from the sabbatical. 2) Clarify the language about annuity in the second section. Does the annuity belong to the pastor, and leave with her if she moves to another congregation, or does it belong to the congregation? 3) Edit wording of the third section to clarify that the pastor only pays sabbatical costs that are hers alone, not the congregational expenses that result from her absence. <p>Council voted to approve a 2024 sabbatical for Pastor Shannyn, understanding that the draft policy will be revised as requested and resubmitted to council for approval.</p>
Adjourn	The 2023-24 council adjourned at 8:28 pm. Theo Roe and Sally Avenson left the meeting, as their terms on the council have ended.
Call to Order	The 2024-25 council was called to order at 8:29 pm by Kay Brossard, as the previous year's vice president.
Election of Officers	Nominations were taken for new officers. Council members elected Mark Strom as president, Kay Brossard as vice president, and Jill Richmond as secretary.
Prayer/Adjourn	Mark adjourned the meeting at 8:34 pm with prayer led by Pastor Shannyn.

Submitted by Diane Machatka, 2023-24 secretary