

Lutheran Church of the Reformation
November 2021 Council Meeting
Meeting Agenda and Notes

Present: Molly Higgins, Pastor Mike Wilker, Emily Andre, Andy Weaver, Karen Carlson, Laura Swanson, Suzanne Hazard, Craig Haas, Chari Voss, Lyndon Smith, Jarrod Jabre, Ivy Finkenstadt, Lei Lei Middlebrook, Judith Mangubat

Agenda:

November 16, 2021

6:45 PM Social time – Laura

7:00 PM Call to Order – Molly

- Devotions, Prayer – Laura

7:06 PM Secretary's Report – Approval of October minutes (regular October meeting and special budget meeting)

- Craig moved to approve the minutes and Chari seconded. The motion was passed by all.

7:08 PM Financial report - Suzanne

- See attached report, no additional comments from Suzanne.

7:25 PM Leadership & Administration

- Annual Meeting Planning
 - o Consultant will run the zoom meeting for us.
 - o It will be held in the sanctuary and on zoom.
 - o Council Nominees will be voted on.
 - o 2022 Budget will need to be approved.
 - o Logistics: Andy will be the zoom chat host; in sanctuary aide to Molly.
- December Council Meeting
 - o December 14th on zoom same time as usual.
 - o January orientation will also be done online. First few hours just new council members, second half will be everyone. Pastor Erin may attend this meeting or a different upcoming meeting.
 - o We will have an optional social get together in January.
- The council accepts Pastor Mike's resignation effective December 31.
- Transition Team Report
 - o Executive committee/transition team began meeting with Pr. Erin 1.5 months ago.
 - o They plan to get an interim for the lead pastor position. Then hire a lead pastor, followed by hiring an associate.
 - o The congregation will be in discernment during this time.

- o The transition team is meeting an interim candidate tomorrow, 11/17, and will decide if we should move forward or not. If we move forward the candidate will be brought to Council for introductions and approval.
- o Things we want the interim to know about us include:
 - We are in person and streaming. New members are visiting in person. Some existing members have not returned to in person service. We want every member and attendee to feel like a cherished part of the community.
 - LGBTQ+ inclusion and equity are very important to us. We want a pastor who is committed to acting out those values.
 - Our partnerships with social justice organizations are very important to us. We want a pastor who will work with us to maintain and build those relationships.
 - We have a heart for racial justice, but are a PWI. We want a pastor who will walk with us in making our congregation and our city/community a more racially equitable place.
 - Beyond the pastoral transition, we also have two new office staff and a new finance committee.
 - We are currently executing a \$150k grant from FEMA to make physical security upgrades to our building, in partnership with a Jewish congregation who shares our physical space.
 - There would be an expectation that the interim would serve in the SEM board.
 - We have strong Sunday School and youth programs which are a priority for us.
- o Part time staff support is also being considered. We are considering hiring a bookkeeper and will bring this up again in January. One thing that may be helpful is to move to a payroll service.
- o We hope to introduce the interim to the current council in December.

7:40 PM Executive Session to discuss Pastor Mike's departure and the staff transition

8:15 PM Ministry Area Reports

- Stewardship, Property, & Finance
 - o "A Future with Hope" Annual Giving Campaign – commitment forms will go out this week (online or paper).
 - o Property: Office Repairs, FEMA, Parish Hall and Kitchen, Building Walkthroughs – see Jarrod's staff report.
 - o Finance: No updates.
- Worship, Music, and Art
 - o Christmas Schedule (no service on 12/25). Plans for Jan and Feb are complete.
 - o Please see further updates in Pastor Mike's staff report.
 - o Preachers lined up for Jan 2, Jan 9, Jan 16, Jan 23, Jan 30.
 - o We still have several streaming issues we need to work out.
- Spiritual Growth – Pr. Mike

- o DC Youth Group and ELCA Youth Gathering planning are in the works and being led by Matt Aviles and Emily Andre
- Fellowship and Caring - Chari
 - o College care packages have been sent out.
 - o Holiday cookie bags are being organized.
 - o SEM Holiday Gift cards are being prepared in lieu of the gift tree and grocery store bags to food pantry recipients.
- Engagement and Communication - Pr. Mike
 - o New Website; New Email Template begins in December
- Service and Justice – Pr. Mike
 - o Celebrate SEM Thanksgiving Week
 - o Each week in Advent will celebrate other ministries during the mid-week service (WIN, Refugees, Global, Everyone Home & Food Pantry)
- Personnel Committee - Craig
 - o No updates
- Archives and History - Emily
 - o No updates

8:35 PM Staff Reports - Pr. Mike, Jarrod – Please see attached reports for more details.

- Pastor Mike – after the announcement, several people have reached out to express gratitude and hope for the congregation.
- Jarrod – FEMA security project cameras, we need to discuss our policies for rights to access the cameras, how we handle police requests etc.

8:41 PM Closing Prayer – Laura

8:42 PM Adjourn