

ST LUCAS UNITED CHURCH OF CHRIST

CHURCH COUNCIL MEETING - JUNE

6/22/2021

MEMBERS PRESENT: Paul Simons, Debbie Ball, Ken Hamilton, Kathy Herron, Joy Dressel, Jack Laudenslager, Don Lang, Gregg Heutel, Marsha Fey, Marty Schmidt, Joanne Scheidt, Carol Stelmach, Justin Wenk

MEMBERS ABSENT: Dave Johnston, Juanita Wagner

STAFF PRESENT: Vicki Hampton

The June 2021 Council meeting was called to order at 6:03 p.m. by Council President, Paul Simons.

OPENING PRAYER – Paul Simons led us with an opening prayer.

CONSENT AGENDA – Paul said that there were 7 items in the Consent Agenda and asked if anyone wanted anything pulled out for discussion. Don had questions on the Building & Grounds report and the Membership & Evangelism report. Jack made a motion to adopt the Consent Agenda, minus these two reports, and Carol seconded. Paul asked if there were any objections and there were none. The Consent Agenda was adopted as modified.

- Council Minutes – May, 2021
- Cemetery Board Minutes – May, 2021
- Finance Committee Minutes – June, 2021
- Building & Grounds Amended-May 2021 Minutes
- AV Committee - June 2021 Minutes
- Membership & Evangelism Committee- June 2021 Minutes
- Council Conversation Notes – June, 2021

Don asked why Building & Grounds mentions the lower parking lot postponed until 2022? Didn't we just do a new parking lot? Ken explained that they are talking about the striping part of the parking lot, not the lot itself. Don then asked about the Membership & Evangelism report. Don asked what is this committee doing to update our membership list? Don also wants to know if they are being proactive in trying to retain the members that have gone silent and no longer attend? Paul said since Juanita is the liaison and she is absent, Paul asked Vicki if she knew. Vicki said that didn't come up at the last meeting. Can someone report back to Membership & Evangelism that council needs an accurate list of members because this could affect salaries, etc? They're doing a lot of good work, but shouldn't we try to retain people that have gone silent. We should be trying to retain existing members. Ken said we now have 47 people at Friendship Village from St. Lucas.

STAFF REPORTS – Pastor Vicki – Vicki said she has been working on the following items during the past month:

- Preparation for the special congregational meeting on 6/20
- Associate pastor search (along with AV search and getting Administrator position posted)
- Virus task force - questions regarding funeral luncheons, community meals, Sunday School, 9:00 service
- Baptized Chase Scowcroft
- Various pastoral care needs and following up
- Wedding counseling and prep for a July 19 wedding
- Conversations with Darlene Sowell/Unleashing Potential on ways we can work together. She and her team will be at St. Lucas on 7/11

- Conversations regarding personnel reviews
- Exit interview with Lynda Klosterman and Paul Simons
- Other meetings and follow up
- Vacation week of 7/19 - 7/25. (Council approved this). Rev. Merrimon Boyd to preach on 7/25 (a privilege of call candidate whom I've been mentoring through the process) Privilege of call means they are ordained in another denomination and want to give that up and become a UCC pastor.
- Additional week of vacation 9/20 - 9/24 (added on to current schedule) (Council approved this)

Staff:

- Seth: kudos for the special music he's scheduled so far which will continue throughout the summer
- Debbie: progress made on getting the cemetery records in electronic format
- Megan: working with her to understand analytics for YouTube and Facebook
- Michele: great ideas for faith building activities that don't take up a lot of parent's time (e.g., car games). VBS planning. Four/five Sunday School children participating.
- Amy: planned a middle school event and only had one participant

Joanne Scheidt then asked about who makes the decision on time and style of service. Paul said that should be council. Marty said that the Virus Task Force talked about it and recommends keeping things status quo until the end of the summer when school starts again. One big issue is how do we get kids back in Sunday school, etc? Marty said that the Task Force thinks we should keep things the same until fall. Joanne said that people she talks to want to get back to our normal schedule. Paul said that one of the concerns talked about at the Task Force meeting is that young children are not yet vaccinated. Michele has been offering Sunday School at 9:00 a.m. but she has only had about 5 kids. Vicki said let's move inside but adults will need to wear masks because kids are not vaccinated. Marsha said that no kids are attending the things that Amy and Lynn have planned. Marty said he hasn't had this conversation with anyone, but he encourages people to try the outside service.

Don asked if Vicki had a chance to talk to Megan about how many hours over 30 she's working. Vicki said that things have calmed down considerably. The main issue is the tension about asking her to be in the office and working outside of business hours.

OLD BUSINESS

- June Schmitt Property – 2021-06 update to Council - Joy reported that letters testamentary have been received from probate. Cash assets for St. Lucas will be a little over \$100,000 and the house should bring in \$200,000-\$210,000. The house needs some plumbing and electrical work. A pre-market inspection was suggested to Joy, but Marty said perhaps she might want to hold off on this due to the housing market. Joy asked if we should enter into an arrangement with Marshall Lukens to be the agent for the sale of the house?

Marty made the following motion and Ken seconded:

Council appoints Joy Dressel as the authority to sell the house (Schmitt property).

Motion passed.

- In-Person July Council Meeting – Council voted to continue meeting by zoom.
- Interim Associate Minister Search – The salary modifications passed at the Special Congregation Meeting held on 6-20-2021. Paul will now draft a call agreement and present it to the candidate. Vicki asked that since Council has to vote on the call agreement, what would the timeline be? Paul said he hopes to work on it soon.

- Governance Changes/Process Documentation – Paul said that Dave is in charge of governance, so since he’s in the hospital we wait until he recovers and then re-assess.
- Pulpit Lighting – Paul said he got some pushback from Building and Grounds and he was told by a member of the AV committee that Building & Grounds wasn’t going to get other bids, because they were waiting for Skip. Paul said we agreed at the last council meeting, that a competitive bidding process should happen. If council says a policy, individual committees shouldn’t ignore that. Ken said there is a meeting Thursday night with Building & Grounds and he will tell them. Carol asked if there is a way to get Building & Grounds to act on things in a timely manner. Ken will bring this up at the meeting. Council members asked about Building & Grounds recruiting more members because they need more people on the committee to energize it.
- Other Old Business - None

NEW BUSINESS

- Staff Gift Cards – Paul said that we should reward them for the work they’ve done during the past year. We need to recognize the entire staff. Paul’s suggestion would be gift cards. Discussion followed with the following points:
 1. Are we still paying everyone the \$500 monthly bonus? Just Debbie Heagele right now due to her increased work load.
 2. Why are we doing this mid-year instead of the usual Christmas bonus? Paul said it’s just extra recognition for the staff’s work during Covid.
 3. What amount are we talking about? It was agreed that every staff member should be included and given a \$50 gift card.

Marty made the following motion and Marsha seconded:

Council should give \$50 gift cards to all staff.

Motion passed.

- Mail Delivery – Paul said that we have an issue with the postal service delivering to us on a timely manner. Debbie Heagele said we are the last stop on the route. There was a suggestion that we put a mail slot on the door with a locked box. After much discussion, it was determined that Vicki will work with Debbie to come up with another solution and get back to Council.
- Key Access to Building – Ken said on Friday there is a meeting to figure out the key system. Someone stole a wooden cabinet in the fireside room and it was a \$500 bookcase that Dan Wenk donated to the church. Dan Wenk brought it to Council’s attention that it is missing. Ken is working on access to the building using a key instead of an access code with a limited number of keys. Don said we had this discussion before about keys that were given out and they multiplied like crazy. It was decided that we should give Amy, the new Pre-School Director and Debbie Heagele a key immediately.
- Stewardship Committee Formation – Paul said we all got a list of the suggested members for this new committee and he asked if any council members want to call members on the list. Carol, Joy, Kathy and Paul will call the people on the list. Members of this new committee will meet once a month to talk about how to promote stewardship. Paul said that the Council adopted last year a mission for this committee. Don said that there were three main objectives - time, talent and treasures. The committee members will have to be approved by council. Justin expressed concern that if we put a lot of people on the stewardship committee, will we have enough people to be on a council search committee?

- AV Liaison – Paul said we haven't had a council liaison to the AV committee and asked if anyone would anyone want to be the AV liaison? They meet on the first Wednesday at 6:00. Marsha Fey said she would do it.
- Church Administrator Job Description Approval – Paul said all council members should have gotten a copy of the job description and that this position will report to the pastor.

Joy made the following motion and Marty seconded:

Council approves the church administrator job description.

Motion passed.

- Taylor Letter – letter from Jack and Christa Taylor. Jack Taylor is requesting a specific response from Council. Marty asked about the conversation the Taylor's had with Vicki. What was asked and answered in that conversation? Vicki said Jack Taylor asked if she would marry a gay couple and she said yes. He asked if she would marry them in the church. Vicki said yes. Jack said his son has provided him with biblical references about it being against scripture. If Vicki married a gay couple, he would leave the church and not give any more money to the church. Marty asked if anyone knows if this has been brought up before with other ministers? Ken said we had a meeting a couple years ago about this. Don said when Pastor Keith was here, there were a lot of questions about this? Could he marry a gay couple or would he? The law was changed but he didn't feel comfortable doing it in the church? Debbie asked what exactly are they asking from council? Wouldn't our answer just be that we support our minister's decision? Paul suggested that he and Vicki craft a letter back to the Taylors that says we support our minister's decision.
- Use of Hymnals and Bulletins – At the Virus Task Force, the question was asked why we can't have hymnals and bulletins again. Marty said there are no restrictions. Let's get the hymnals back out and use bulletins again. Pastor Vicki agreed to make that happen.
- Other New Business – Justin Wenk asked if dartball can start back up and can they meet in September? Marty said yes that can happen.

ADJOURNMENT WITH THE LORD'S PRAYER – Carol made a motion to adjourn the meeting and Marty seconded. The meeting adjourned at 7:58 p.m. with Pastor Vicki leading us out with the Lord's Prayer.

DATES TO REMEMBER

- June 27 – 10:15 Council Photos
- June 27 – 10:30 Klosterman Resolution Presentation
- July 27 – 6:00 Council Meeting

*Respectfully submitted,
Debbie Ball
St. Lucas Council Secretary*