

ST LUCAS UNITED CHURCH OF CHRIST

CHURCH COUNCIL MEETING - DECEMBER

12/21/2021

MEMBERS PRESENT: Paul Simons, Debbie Ball, Kathy Herron, Ken Hamilton, Dave Johnston, Jenny Bell, Jack Laudenslager, Marty Schmidt, Don Lang, Carol Stelmach, Joy Dressel, Gregg Heutel, Juanita Wagner, Donovan Larson, Violet Brooks, Jeff Wagener, Marsha Fey, Julia Burr

MEMBERS ABSENT: Justin Wenk

STAFF PRESENT: Rev. Vicki Hampton

STAFF ABSENT: Rev. Carole Barner

The December 2021 Council meeting was called to order at 6:04 p.m. by Council President, Paul Simons.

OPENING PRAYER – Marty Schmidt led us with an opening prayer.

CONSENT AGENDA – Paul said that there were 4 items in the Consent Agenda and asked if anyone wanted anything pulled out for discussion.

Don Lang made the following motion and Carol Stelmach seconded:

Accept the Consent Agenda

Motion passed.

- Council Minutes – November 23, 2021
- Senior Pastor's Report
- Intentional Interim MOCL Pastor Report
- Council Conversation Notes – December 5, 2021

STAFF REPORTS

Pastor Vicki – Pastor Vicki submitted the following list of her activities for November:

- **Back to work relatively part time** on November 30th (a week early!).
- **Helped lead the Congregational Conversation** on December 5th – a very productive conversation which will help the Transition Team do their work. With Pastor Carole, compiling notes to put on the website.
- **Working on the AV job description** with the AV team. Andrew quit with no notice on December 7th. We will begin looking for a new AV coordinator in January. Also beginning to think about searches for part time custodian and business manager.
- **The ministry review process** was sidelined during my absence – we are resuming planning for it with the understanding that the 2021 Executive Committee will be conducting it in early 2022. There are two layers to the conversation: first is outlining the interim process and its' timeline; second is a conversation concerning the everyday concerns of ministry. It is intended that the actual review happen after the program year concludes in early May. This will allow for not only a review but an opportunity to set mutual goals for the next program year.

- **Miscellaneous administrative details** are critical to making things happen and sometimes hard to track. Things like Epiphany boxes/bags, the details of worship during the Christmas season (e.g., scripture readers, candle lighters, musicians), website updates, making sure we find a candle slide, etc., can take a lot of time.
- **Participated in the Lombard Mennonite Center's "Healthy Congregations"** on December 2nd with several members of St. Lucas. It was a good review of the relationship between family systems and congregational behavior, highlighting the need for good communication, playfulness and structure around process. We also talked about signs of societal regression and how that phenomenon impacts congregational behavior for the worse.
- **Resumed work on the Committee on Ministry:** Oversight after my absence.
- **Pastoral care conversations**, including several hours in conversation with a participant in the Congregational Conversation and spouse, attempting to address concerns as to St. Lucas' direction.
- **Resumed meeting schedule.**

Pastor Carole – Pastor Carole gave the following list of things she has done in November:

- **Pastoral care:** Phone calls; prayer messages; conversations.
- **Worship:** Saturday 5 p.m. services; Sunday 9 & 10:30 a.m. services in Vicki's absence. Communion December 4th & 5th; engagement of members to read scripture and to light Advent candles/read liturgy. Pleased to accompany my husband Biff in singing for worship December 11th and 12th. Saturday, December 18th included special vocal music by Tom Raber. Lots of prep work for special services through Advent and Christmas. Dec. 19th walk-on pageant: Michele organized costumes and guided actors' staging; Amy & Lynn organized the Confirmands; of course, Seth lead the music: choir sang and John played. Vicki and I narrated. It is good to have a team!
- **Zoom** meetings have included Tuesday morning coffee; staff meetings weekly; Finance Committee with Mo and Zodie of our bookkeeping firm twice; Mission and Outreach Committee; LIFE New Testament course from Eden Seminary with the Adult Education group. Thanks to for Jack and the Finance Committee; to Paul L in leading the Adult Ed opportunities; for the team working to support the Afghan family.
- **In person gatherings:** Besides worship, Confirmation class weekly; High School Mission Trip planning; Membership and Evangelism Christmas dinner; Caring Ministry Christmas luncheon, Christmas story time with Preschool in the sanctuary.
- **Confirmation Class:** students continue to meet on Sundays and Wednesdays and will be completing the Epiphany Box/Bag project this next month, utilizing the St. Lucas green reusable bags. I enjoy working with Amy and Lynn in leadership – great class!
- **Interim Work:** Preparation for and co-leading the Congregational Conversation after worship on December 5th. This meeting began with stated intentions, a communication covenant, and Bible study, and the tenor of the meeting was healthy, respectful, energizing and faithful. Pastor Vicki and I transcribed the notes from the large post-its of the meeting for review and use in further meetings. We did not spend great time on the third question on our agenda but intend to have another meeting to continue this work in regard to "Where do you see St. Lucas in the future?" It was a healthy conversation with differing perspectives shared. I look forward to our next conversations.
- **Wednesday Word videos:** I recorded Wednesday Word videos to round out the Advent season providing a brief mid-week devotional. Megan and Sue Simmons (during Megan's vacation) posted them via YouTube and eBlasts.
- **Attended Zoom of "Healthy Congregations"** presented by Lombard Mennonite Peace Center on December 2nd. We had half dozen members of St. Lucas leadership there and were put into our own small group during break out times. Having our own small group was helpful for us in reflecting on St. Lucas in light of the presentation. Those of us who attended will be working on ways of sharing our experience with the wider congregation.
- **Wider Church:** Committee On Ministry Preparation co-chair: hybrid meeting Dec. 9th.

OLD BUSINESS

- **Transition Team** – Paul said that we currently have five people at this time on the Transition Team and maybe a sixth person soon. Those five are: Steve Sobo, Karen Litzsinger, Dan Herron, Chris Blanke, Janet Smith
- **Field Coordinator** – Paul asked if anyone knew whether or not the Building and Grounds Committee had come to a resolution on covering the field coordinator duties. Ken and Gregg both said it is more than they can handle right now. Keith Wendel is stepping down from this position and we don't have anyone to cover this. This means we have to shut down the fields if no one volunteers to do this. Joy asked Ken to explain the duties of this person. The grass is getting cut by our grass cutting service, so it's mostly the scheduling of who is using the fields and when. Marty suggested that maybe we should put this in the eblast, as well as other job openings or volunteer positions unfilled at St. Lucas. Jenny asked if this is a money maker or is it just community driven. Paul explained that we rent it out to teams and leagues, etc. and it does produce revenue each year, but Gregg said it's just self-sufficient and not a money maker. Violet Brooks said she will do the scheduling part of this.
- **Other Old Business** – None

NEW BUSINESS –

- **2022 Housing Allowance** – Each year we have to designate a portion of the pastor's annual salary be allotted for a housing allowance. This amount is \$24,000 for Pastor Vicki and \$35,100 for Pastor Carole.

Paul Simons made the following motion and Marty Schmidt seconded:

That the 2022 annual Housing Allowance for Rev. Vicki Hampton be established at \$24,000 and the 2022 annual Housing Allowance for Rev. Dr. Carole Barner be established at \$35,100.

Motion passed.

- **Parsonage Lease** – The parsonage lease expires the end of March. Paul asked if we want to still use DECA realty and/or do we need to raise the parsonage rental or keep it the same. Donovan said DECA's fee is either 10 or 20 percent of the rent and DECA's value is that they are available 24 hours a day. Donovan will look into our contract with DECA and report back to Council as to how much we pay them. Dave said DECA is reliable and is a good company to work with. Jack asked to make a decision tonight and just go with DECA but take the year to figure out if there is a better solution. Paul then asked what Council wants to do about the rent we charge the family? Do we want to keep the rent the same on the parsonage or increase it? DECA cost should stay the same.

Carol Stelmach made the following motion and Marty Schmidt seconded:

Keep the rent on the parsonage the same and retain DECA's lease to manage the property.

Motion passed.

- **AV Coordinator** – Paul said that the AV coordinator left without notice. The AV committee has stepped up until we can replace the coordinator.
- **December Council Conversation** – Paul said that it was very productive and there were a lot of suggestions from the people who attended. There were some membership issues that might be a little touchy so he would like to work with Membership and Evangelism about their processes. Other suggestions included the publishing of more church events and Paul will work with Vicki and the staff about publishing more events in the future.
- **Christmas Eve Offering Processing** – Paul said we have Christmas Day and the Sunday after Christmas covered but we still need someone from Council to do the offering for the two Christmas Eve services. Four Council members volunteered for the open slots.
- **Other New Business** – Juanita said she had a lengthy conversation with a long time member who is concerned about the money situation and the lack of membership. He suggested Council should look at other churches to see what they are doing to bring in more money and members. Ken said poinsettias will be

held until after the last Christmas service then they will go to shut-ins. Vicki said John Gross is on oxygen and will not be playing over the Christmas weekend. Don asked what Council members who are going off Council should do with their keys. Paul said turn them into Debbie Heagle. Paul thanked those members who are going off Council.

ADJOURNMENT WITH THE LORD'S PRAYER – Ken made a motion to adjourn the meeting and Marty seconded. The meeting adjourned at 7:05 p.m. with Marty leading us out with a closing prayer.

DATES TO REMEMBER

- December 24 – Christmas Eve Worship – 6:00 and 9:00 p.m.
 - December 25 – Christmas Day Worship – 10:00 a.m.
 - January 2 – Installation – 10:00 a.m.
 - January 25 – Council Meeting – 6:00 p.m.
-

2022 COUNCIL – After conclusion of the regularly-scheduled Council meeting, the 2022 Council members conducted a session in which they discussed the roles and responsibilities of each position and nominated the following officers for 2022:

President – Joy Dressel
Vice President – Marty Schmidt
Secretary – Jeff Wagener
Financial Secretary – Donovan Larson
Treasurer – Carol Stelmach

The nominated officers for 2022 were then elected unanimously.

The session was concluded at 7:35 with The Lord's Prayer.

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