

# ST LUCAS UNITED CHURCH OF CHRIST

## CHURCH COUNCIL MEETING - JANUARY

1/26/2021

**MEMBERS PRESENT:** Paul Simons, Joy Dressel, Debbie Ball, Justin Wenk, Jack Laudenslager, Don Lang, Marty Schmidt, Joanne Scheidt, Randy Jurgensen, Gregg Heutel, Dave Johnston, Al Lichtenstein, Carol Stelmach, Marsha Fey, Juanita Wagner

**MEMBERS ABSENT:** None

**STAFF PRESENT:** Bill Smutz, Kelly Johnson, Seth Carruthers

**VISITORS/SPEAKERS:** Karl Grattendick (B&G), Cullen Haggerty (Old World Roofing Co. Representative)

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The January 2021 Council meeting was called to order at 6:02 p.m. by Council President, Paul Simons.

**OPENING PRAYER** – Paul Simons will do the prayer tonight but he sent out a Sign-Up Genius to members. He is asking for Council members to take a turn each month with an opening prayer or meditation.

**BUILDING AND GROUNDS PRESENTATION** – Karl Grattendick said we have several repairs that need to be fixed on the St. Lucas roof. We currently have some slate roofing on sections and shingle roofing on other parts of the building. We also have leaks, water infiltration and flashing that need to be repaired, which is an ongoing challenge with our guttering system. There are five different types of copper gutters on the building that get clogged often and everything has to be custom designed. There is also flashing that needs repair. This project is unfunded but Old World Roofing will design a system that will take care of our needs. We also have 3 to 4 loose tiles on the steeple that will require a boom lift to fix those tiles and we need to get moss, mold and algae on the roof removed. Cullen Haggerty, a representative from Old World Roofing Co. gave the Council a brief background on his company and the specialty work that they do on building roofs, custom guttering and flashing. All of the repairs that they make have a warranty, typically a 5 year warranty. They have put together a comprehensive bid for each area. Karl noted that a piece of slate recently fell and they are heavy and could be quite dangerous.

Joanne asked if the recommendation is to do this project instead of the roof project we previously voted on in the Cool, Safe and Dry campaign? Karl said that The Cool, Safe and Dry roof project is to replace the east and west part of the sanctuary and is included in this project and doesn't need to be done immediately. The guttering system is more important at this time. Don asked about the sanctuary roof, if mold is cleaned off, how long can we extend the life of that roof? Cullen said that is an old asbestos shingle that isn't made anymore. It is a man made product and hasn't been made since the 1960s because it contains asbestos. Cullen thinks we have maybe 15 to 20 years left on the roofing and maybe 75 years left on the copper flashings. Don asked if we have a price yet and can we separate the items down into areas of the church so we can fund it? Karl said the total price came in at about \$146,000.

Karl then mentioned that Buildings and Grounds has 4 main unfunded projects: the roof, the carpet replacement for main lobby/offices and steps, the church bells and an electronic sign for the outside front of the building. The carpet would cost about \$27,000, the bell repair would cost about \$15,000 to

\$20,000 and the electronic digital sign would cost about \$40,000. Paul told Karl to please submit all of this information to the Finance Committee. Gregg said that the Finance Committee had this information and discussed it last year but decided to table most of these except for the roof and the gutter project. Gregg will forward this information to Jack.

After Karl's presentation to the Council, Karl and Cullen exited the meeting.

**CONSENT AGENDA** - Paul asked if anyone would like a document removed from the Consent Agenda for discussion (documents listed below). Jack asked Paul to explain the concept of a "Consent Agenda." Paul said it's an efficiency method to lump routine reports together so you don't have to discuss and vote on each one individually. Council Members can ask for something to be removed from the Consent Agenda for discussion. Otherwise, Council Members vote on them all as a group. Paul asked if there were any objections and there were none. Paul made a motion to approve the consent agenda and it was seconded and approved.

- December, 2020 Council Minutes
- October, 2020 Financial Statements
- January, 2021 Finance Committee Minutes
- January, 2021 Building & Grounds Committee Minutes
- November, 2020 Membership & Evangelism Committee Minutes
- December, 2020 Preschool Board Minutes

**STAFF REPORTS – Pastor Bill and Pastor Kelly** - Pastor Bill said thank you for the painting by Cynthia Rosfeld that Paul presented him with last Sunday. Bill said he's winding things down and did an exit interview with Lauren Hoggatt. He's taking care of pastoral needs but winding down. Paul thanked him and wished him well.

Pastor Kelly said this is her last Council Meeting and she is grateful for the opportunity to serve and learn. It's a time of reflection and she thanks us for taking her in as a student and giving her all of her "firsts" in ministry. She greatly treasures her time with us. Don told her thank you for everything she's done for his family and the church.

Paul gave a shout out to Amy Bush. He received a letter from a parent thanking Amy and Lynn Fey and the Youth Program. The letter is on the Council website.

### **OLD BUSINESS**

- **Covid-19 Status** – Dave Johnston gave a status report saying that the task force meets twice a month, on the first and third Mondays. Members can meet though if something changes or comes up in between. Marty gave an update on the vaccine rollout and the downward trend in Missouri. He compared statistics to last October and numbers are double compared to last October – hospitalizations, cases, etc. The Covid-19 Task Force always looks at our congregation as being vulnerable due to age so we are sitting tight at the moment and continuing to worship by video.
- **KGCS Policy** – Paul said that the Keeping God's Children Safe policy was adopted about 15 years ago. Dave said we reviewed the program last year and Bill Brinkhorst is chairing it now. Nothing further needs to be done for the time being until we receive a report from Bill Brinkhorst.
- **Younger Families Involvement** – Justin Wenk was asked to bring us up to date on what he learned by meeting and talking with young families at St. Lucas. Justin said that Michele is

communicating with young families by video on Wednesday nights, but families are eager to meet again in person. Justin asked that as we look toward the warmer spring weather, would the COVID task force allow church members to utilize the outdoor space again. Some of the younger families would also like to perhaps have some kind of service that includes children and parents instead of just a traditional service outside. Dave told Justin to contact him when young families are ready to meet again and Marty encouraged this and wants Justin to bring forth ideas. Much discussion followed regarding what types of events with Easter Egg Hunt mentioned and Special Events involvement.

## **NEW BUSINESS**

- **Sign Up Genius Coordinator** - Paul said we need someone to coordinate the offering signup with Sign-Up Genius when we return to in-person worship. Joanne agreed to do this.
- **Council Contact List Update** – Please let Debbie Ball know if you have any updates or changes to the Council Contact List. Several were mentioned and Debbie will make the changes.
- **Recording of Council Meetings** – Paul asked members if we should record our meetings on zoom? It was decided that Council members aren't comfortable with recording that could end up anywhere on the internet. We will continue to rely on our minutes
- **June Schmitt Property** – Joy told the Council that June Schmitt passed away earlier this month. June left instructions that her Estate and home at 9831 Las Vegas Dr. be left to St. Lucas United Church of Christ. After the Estate is settled, more information will be forthcoming.
- **Electronic Meeting Procedures** - Paul said that we allowed electronic meetings in principal, but we need to deal with the details of how to do this by documenting procedures in the by-laws. He would like a task force made up of Dave, Debbie, Joy and Randy to come up with a set of procedures that implement what we are allowed to do in the by-laws. Randy said he would focus on the technical side of the procedures.
- **Staffing Assessment** – Paul wanted Pastor Bill's opinion of what we need in staffing going forward. Pastor Bill thinks a church is staffed best when it starts with a vision of its ministry. At the very least, if the church has a two pastor model, decide what each professional clergy should do. What might we let go of or re-delegate? He feels we should also try to balance the budget. Perhaps save some money in staffing going forward. Carol asked Pastor Bill about office staffing. Do we need an office manager or does the senior pastor serve as that? Bill said that a pastor can do that, but how much can one person do in regards to the office and the other ministerial items that need to be done? Pastor Bill said to continue to think about both virtual and in-person types of worship. Al Lichtenstein asked what about the day to day needs of a church if we don't have a business manager? Pastor Bill said some churches contract out payroll, custodial, bill paying, etc., but St. Lucas is a big complex place, so maybe that wouldn't work at St. Lucas. Juanita Wagner asked about pastoral duties. Pastor Bill said the pastoral staff duties need to be relooked at again. Pastor Bill said the Cemetery records could benefit from some technology. He wanted Debbie Heagle to get the Cemetery records computerized but it has not been done so far. He said cemeteries on church property take a lot of time with phone calls, genealogy, etc. A Council member mentioned that perhaps Robyn Sobo might be a good resource in approaching such a project. Joy asked if he sees the AV coordinator and communications person as part of the office staff or program staff. Pastor Bill said he feels those people should report to the senior pastor not a business manager.
- **Member Dissent** – Paul told Council members that he has gotten two emails about attacks against members. We still have dissent in our congregation, but if we discuss it, we can set a

better tone going forward. Dave is sad to see it still going on, but he experienced the same thing.

- **Rental of Sexton House** – Paul said that Building & Grounds said the sewer line problem at the sexton house is clear now and the house is habitable. Paul asked if we want to use DECA realty again? Dave said they are the best in the area and they do take care of things. Pam used to take care of this and Paul will look for the DECA contract.
- **Senior Minister Search Committee** – Paul wants to know what Council wants to do about starting a Senior Minister Search Committee. Marty thinks the search committee should vision first. Debbie wants to put it on the agenda at least in March, not wait too long. Dave suggested that Paul should put together a search committee. Joanne said we need a strategic task force and they lead with search committee following with some overlap. Marsha was part of a search committee and said it's a tough process. She feels we need to work towards it though. Marty asked about the progress with Intentional Interim Senior Minister Candidate. Paul said the candidate is interested in coming on board. Paul contacted Damien Lake and Damien said our next step is to draft a Call Agreement for the position. Justin asked if financially St. Lucas is a senior pastor and associate pastor church and have we identified what the staffing is going to look like? He asked if we should be looking for a permanent associate pastor while we have an interim senior minister? Joanne said the Personnel Committee will be giving the Council a staffing recommendation. This topic will be tabled until after the Intentional Interim is on board and has settled in.
- **Other New Business** –
  - PET - The Trustees suggested Scott Benack fill the vacancy in their Trustees. Council approved the appointment of Scott.
  - INTENTIONAL INTERIM - Paul will draft a Call Agreement for the Intentional Interim Senior Minister Candidate and Council agreed. Joanne asked that Paul forward the draft to the Personnel Committee. (Dave later emailed the draft Interim job description to Council.) Don wants to make sure the candidate understands what St. Lucas wants from a Senior Minister with a better accounting of their duties going forward.
- **Pastoral Exit Interviews** - Lauren Hoggatt joined Joanne and gave the Council a broad overview from the Personnel Committee regarding the exit interviews for Pastor Bill and Pastor Kelly. Discussion followed among Council saying maybe we can use some bullet points from these exit interviews going forward.
- Joanne made a motion to adjourn. Dave seconded.

**ADJOURNMENT WITH THE LORD'S PRAYER** – The meeting adjourned at 8:50 p.m. with Paul leading us out with the Lord's Prayer.

#### **DATES TO REMEMBER**

- January 31 – Final Services for Pastor Bill & Pastor Kelly
- February 17 – Ash Wednesday
- February 23 – Council Meeting – 6:00 p.m.

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