

ST LUCAS UNITED CHURCH OF CHRIST

CHURCH COUNCIL MEETING – MAY

5/25/2021

MEMBERS PRESENT: Paul Simons, Joy Dressel, Carol Stelmach, Marsha Fey, Ken Hamilton, Kathy Herron, Gregg Heutel, Don Lang, Jack Laudenslager, Marty Schmidt, Juanita Wagner

MEMBERS ABSENT: Debbie Ball, Dave Johnston, Joanne Scheidt, Justin Wenk

STAFF PRESENT: Vicki Hampton

The May 2021 Council meeting was called to order at 6:05 pm by Council President Paul Simons.

OPENING PRAYER - Joy Dressel led us with an opening prayer

PAUL’S APOLOGY TO KATHY AND TO KEN

Paul apologized to Kathy and to Ken for transposing their term ending dates on the slides at the Congregation Semi Annual Meeting. Because of the error, Kathy’s term will end at the end of 2021 and Ken’s term will end at the end of 2022. Apology was accepted by Kathy and Ken.

CONSENT AGENDA

There were six items in the Consent Agenda. Paul asked if any items should be removed from the Consent Agenda and have those items be discussed individually. Seeing none, Paul asked if there was a motion to accept the Consent Agenda as submitted. Don Lang moved, and Carol Stelmach seconded, and the Consent Agenda was adopted.

- Council April 2021 Minutes
- Preschool Board April 2021 Minutes
- Cemetery Board April 2021 Minutes
- Membership and Evangelism May 2021 Minutes
- Finance Committee May 2021 Minutes
- Social Justice Committee May 2021 Minutes

STAFF REPORTS – Pastor Vicki

- Pastor Vicki visited a group of St. Lucas members who are residents of Friendship Village and brought them Communion. She is looking forward to visiting members in other care facilities, such as the Aberdeen.
- She officiated funerals for Linda Hartmann, Gloria Gottschalk and Elsie Smallwood
- Baptized Ian Mueller, son of Michael and Elizabeth Mueller

- Vicki met with the leaders of the upcoming grief workshops.
- She participated in the semi-annual meeting and had preparatory conversations.
- Regarding the Interim Associate Minister position, Vicki said she had discussions concerning the position, filed the position description with the Conference office, discussed the position and appropriate candidates with the Associate Conference Minister, received two profiles, have chosen one candidate to interview. Having spoken with the candidate, the committee received and reviewed a sermon and a virtual Sunday School program that was used in the candidate's interview.
- Continuing to work on the AV Coordinator position and now, the Business Manager position with Personnel.
- With Personnel, finalized health insurance renewal.
- Attended meetings and social hours.
- Continuing to work out the logistics involved with emerging from COVID restrictions.
- Meeting with members re: pastoral care concerns, hospital stays, and concerns about St. Lucas' future.
- Working with members on future funerals, weddings and baptisms.
- Continuing to look at job descriptions, pay rates and staffing when time allows.
- Other "stuff" as it comes up.
- Planning and conducting worship.
- Staff has been amazing.
 - Seth continues filling in for John at the 10:30 AM service.
 - John is planning on coming back for the prelude and postlude Sunday and starts physical therapy Monday.
 - Amy is planning fellowship events for the summer, kind of taking a break from trying to do middle school because there has been a spotty interest from the parents. She is hoping for good fellowship events if she does not spread things too thin.
- Ariel is leaving and staff has organized something for her as a parting gift. Vicki said that she did not know what the Council does for short-term employees. Paul said that Pat Stephens is getting flowers, and Paul will present them to Ariel from the Congregation on her last day.

STAFF COMING BACK TO SITE

Vicki said that the only staff members that do not have other jobs are Michele, Megan and Debbie, and Megan is the only one of those who has not been on site.

- Debbie is vaccinated and has already been relatively full time back at church. Since she is working through health appointments, her hours were changed from 9:00 AM until 3:00 PM to 10:00 AM until 3:00 PM.

Megan: Vicki said that she wants to take up with the personnel committee the fact that Megan has been on call and has been working a lot more than 29 hours. See discussion at the end of the meeting.

OLD BUSINESS

June Schmitt Property - Joy reported that there was not much new. Joy and Dave met on May 17 and got details on the Schmitt house. He will talk to a person who is a licensed realtor and will get back to Joy when he returns from being out of town.

Joy received a notification from probate. She had signed up online to get notifications when there was some action taken. She did get a notification, which looked like the letters of testamentary were being approved. She will check with the lawyer to see if some decision was made, or some action was taken.

In-person June Council Meeting - After discussion, it was decided:

- Continue to meet on Zoom for convenience at 6:00 PM
- Work towards a solution to have hybrid meetings. Technology investment will be costly, especially for multiple rooms.

Council Conversation on June 13 – Conversation included:

- Council Conversation will be in person at 9:45 am.
- Discussion about times of services included:
 - Having the service at 10:30 works better. Later time is helpful and is not too late to make lunch.
 - A poll of those members who attend the 9:00 pavilion service showed that only one person would not attend if service moved inside. All others said they would attend if it was necessary to move the service indoors.

Interim Associate Minister Search – Members of the Search Committee are Vicki, Paul and Kathy. Refer to Vicki's pastoral report above.

The Job Description for the Interim Minister of Congregational Life has been revised, was posted in the council packet for members to review and needs to be approved. Vicki went over the changes to the policy: 1) Added: "Develop programs to promote family relationships with the Church and intergenerational activities." 2) This person would supervise the coordinators of Youth and Children's Ministries because this person is responsible for supervising and participating in the educational activities of all generations. 3) More involvement with the Senior Minister in pastoral care and overall congregational care. Pastoral care in conjunction with the Senior minister and not just reporting to the senior minister.

Number three was added because 1) Feedback received across the board was that senior pastors have not been involved enough in pastoral care. 2) Vicki does not want to give up the aspects of pastoral care as she feels the pastor's job description whether senior or associate is Preach, Teach and Heal. If pastors are not doing all three to some degree, then their calling is not in balance. There were two typographical errors to be amended.

Marty moved that the Job Description for the Interim Minister of Congregational Life be accepted as amended. Ken second the motion. There were no objections. Job Description was adopted as amended.

GOVERNANCE CHANGES/PROCESS DOCUMENTATION

Paul said that he was hoping that Dave would be present since he is head of the Governance Committee. There is a need to beef up the governance because there are only three members on the committee: Dave, Joy and Steve Sobo. Vicki will be involved with this committee as it is part of her call agreement. The committee lost Bill Lowry and Miles Meyer.

Council members were asked to send an email to Paul that listed members who would be good candidates for the Governance Committee.

Carol stated that there was a strong need for a Stewardship Committee. Paul said that the Council adopted a policy that there would be a stewardship committee.

Difference between Stewardship Committee and Finance Committee: Stewardship raises money encouraging people to give. Finance oversees all the financial aspects.

Vicki said there was a spiritual element to stewardship and that it is not about the budget. Stewardship includes time, talent, and treasure

Council was asked to send to Paul names of people who would be good candidates for the Stewardship Committee. It was suggested to look for people with marketing experience.

POST PANDEMIC STRUCTURE OF THE CHURCH

Bill Smutz' idea of addressing who we want to be as a church post pandemic is broader than he was suggesting.

- Saint Lucas needs to revisit its vision, revisit its mission, this is the time to decide who we are as a church. Social Justice Committee very often feel that they are a stepchild. Is Social Justice a part of who St. Lucas is? Are we a community church, who simply serve the Sunset Hills area?
- What Bill was talking about was more of a technical problem than an adaptive problem, technical being how do we meet when do we meet, do we still print out bulletins. We have an opportunity to change as we emerge from this time, but our overall goal is along the adaptive line and that takes a lot of work.
- Some of these issues came up at the Friendship Village meeting and not at the Semi-Annual meeting, which led one member to think that the semi-annual meeting was not helpful. Members need to remember that they can bring up any issue at the semi-annual meetings. Paul asked if members were reading the Council Corner where topics about where we are headed are covered every week.
- Our younger members need to help us address the overall decline of the younger generation going to church in mainstream Protestant and Catholic churches.
With the lack of need and interest in established religions, how are we going to navigate that and survive? One of the jobs of the Interim Associate Pastor is to get the younger generations back in church. Vicki saw Justin and Amy and Interim Associate Pastor as a team working on getting answers to those questions.
- If we could be brilliant enough to come up with something appealing to people who say they have a religion but are not going to join a church, maybe we could be one step ahead and have some program that would interest them.
- Taking the journey of conflict resolution may help us find out who we want to be as a church. One of the ways to get there may be the Lombard Mennonite Peace Center, but there will be a process. Paul said that we will look at whether or not to enter an arrangement with the Lombard Mennonite group in July.

Carol asked if Vicki felt we should do conflict resolution work on our own or if we need some outside help to go through steps. Vick said that we needed to get back in fellowship hall to see who is coming back, where the cliques are landing, if we still have a group that isolates themselves at a corner table and will not let anyone come over to say hi. She said it is important to see that and to see what kind of influence the people outside our circle are still having.

- There could be some conflict that does not pertain to both sides but to only one of the sides. We need to learn how to deal with conflict. Now, we just get very defensive. It is likely that we will need some professional mediation. Juanita said a Kirkwood group was used at another UCC church, and she will get the name of the group.

Golf Cart

Golf cart is back, and in service.

New Business

Preschool's Usage of Rooms

There was a discussion about the Preschool and the expected large attendance for next year, and their usage of rooms, which included:

- Two different stories: Building and Grounds say that preschool is moving from room to room without asking permission and toys are left. Preschool says they were given permission to use Room 18/20 when Church was not using it. There needs to be a conversation with parties involved and maybe a few members of church council and get issue out on the table.
- Church council decides the use and direction of building and grounds. B&G takes care of the buildings and grounds. The council is responsible for overall use of rooms and assigning them. The Council liaison will communicate this to B&G. Outside groups using rooms is approved by church council. Inside group schedules rooms through Debbie.
- Clearly delineate what is Council's responsibility and what is B&G responsibility. and communicate between the two. Document this as council starts over so that it does not get dropped. Then you can just consult the document.

Fund Raiser for Debbie Heagle

Debbie was very touched by the people who showed up at her fundraiser and was very grateful for our gift.

Angel Participation Solicitation

AV wants to add some lighting and have met with Skip Salomon. An approximate cost for the lighting is \$10,000 with additional cost for the electrical work. Bill Brinkhorst asked for permission to ask for help to finance project. Discussion included:

- Only concern is splitting the attention from getting the roof fixed and the floor fixed by distracting them with lights. Put lights on a back burner?
- If someone wants to get some dollars, why should we stop them from getting dollars for something they believe in and want to do?
- Cost is not certain because Skip has not given the installation figures.
- What about the memorial fund? Perhaps get money from there, and then solicit?

Further Discussion:

There was a conversation about a process for bidding out contracts.

- Do we have a policy about using companies owned by members of the church?
 - Using companies owned by members of the church is fraught with problems because it would be difficult to hold their feet to the fire if there were a problem.
 - Not using companies owned by members of the church could be cutting off your nose to spite your face. An example is that one church-owned company bid on a project, and then donated it.

Ken will check that B&G has a written policy for bidding out contracts.

Conclusion:

AV committee will be told to ask the Memorial Fund for money, and then solicit for additional funds.

Company for installation will be obtained through bidding process through B&G.

Tuition Support Request

There was a request from a member of Saint Lucas for tuition to an eight-month program of intense Bible study and leadership training at the Kanakuk Institute.

- Online research showed that there was an article from Christianity Today, and links to other articles which showed that there was sexual abuse by staff members of campers at the Kanakuk Camp.
- Allowing soliciting for funds for individuals is a bad precedent. Also, it is not deductible.

Carol moved that we do not allow solicitation for funds for individuals. Ken seconded the motion. Motion was adopted.

Klosterman Certificate

In recognition of Lynda Klosterman's service to the St. Lucas Preschool, the following resolution was proposed:

WHEREAS the members of the Council of St. Lucas United Church of Christ believe it is altogether right and proper to pause from time to time to honor one who has served its goals and ideals in a most honorable and professional way and

WHEREAS the members now pause to recognize Lynda S. Klosterman of ST. LOUIS Missouri who has served St. Lucas Pre-School as Music Teacher from September 2016 to May 2017 and as Director from August 2017 to June 30, 2021 and

WHEREAS Lynda S. Klosterman will forever be remembered in the annals of St. Lucas UCC and the St. Lucas Pre-School for her leadership and management in all areas of the program and

WHEREAS Lynda S. Klosterman by her professional abilities kept the Pre-School operating safely during the Pandemic of 2020 – 2021 and

NOW, THEREFORE, BE IT RESOLVED that we the members of the Council of St. Lucas UCC, applaud the personal and professional accomplishments garnered thus far in the life and work of Lynda S. Klosterman and convey to her this body's most heartfelt thanks and

BE IT FURTHER RESOLVED that the Secretary of the Council be instructed to prepare a proper resolution to be signed and presented by the President of the Council.

The resolution will be placed in a nice frame and given to her. All members were in favor, shown by raised hands.

Preschool board will give a gift. A former board paid to have a picture taken and framed it like a minister. That tradition could be suggested to the preschool board.

Deca Management

There is a separate contract for each of the church owned properties.

Megan's Hours – Continued

Don said that we are liable from federal or state law to pay for health insurance for employees who work for than 30 hours.

- Megan is being contacted over the weekend and is also having online requests.
- Vicki will have a conversation with Megan about her hours.
- Council will be careful in using Megan's time.

Carol moved that the meeting be adjourned. Marty seconded the motion.

Vicki ended the meeting with The Lord's Prayer at 7:27 pm.

Respectfully submitted,

Kathy Herron