

St. Paul's Lutheran Church - Board of Directors Meeting Minutes December 9, 2020 (via conference call)

2020 St. Paul's Board of Directors present: Zac Huffman, Bernice Prescott, Rick Wood, Diane Segelhorst, Carol Cook, Pastor Teklu
Not present: Tom Cook, Cyndie Dixon, Jen Houck

The meeting was called to order at 5:31 p.m.

The opening prayer was offered by Pastor Teklu, thanking the Lord that we can come before Him as brothers and sisters, kingdom co-workers, and baptized children, and discuss the work of the kingdom. He asked for guidance, wisdom and peace and for blessings on our meeting and on Tom in the hospital.

The minutes of the November 25, 2020 BoD meeting were approved as presented.

Treasurer's Report - November, 2020

- November Budget Status: Offerings were at 66.18% of goal, down from October's level of 68.21%
- Offerings YTD: \$125,461.37; under goal: **(\$64,128.70)**
- Expenses YTD: \$216,539.18; under budget **\$3,938.62**
- Overall YTD: (all income minus expenses) **(\$70,299.98)**
- Revised 7/1/2020 Budget: \$242,262.36; increase of \$35,509.58 over 2019
- 2021 budget: \$183,485.16; requiring giving of \$3,528.56 per week; approved at the voters' meeting on December 6, 2020.

The overall giving for the year has been trending downward. It is anticipated that 2021 will be less problematic because the budget is \$50,000 to \$60,000 less, which will reduce the weekly need.

Pastor's Report

1. Member/family visitation meetings continue and are being conducted via Zoom. Pastor met with two families this past week and has additional ones to schedule. The process will be slow through the holidays. Home visits with shut-ins have been suspended due to the surge but Pastor Teklu is maintaining contact with them via telephone.
2. The prayer team has met twice; there are three members at present and more are welcome. The team meets for one hour each week to pray for church members, the ministry and our nation.
3. Pastor Teklu is eager to see the survey results in order to tailor the Bible classes to meet the members' needs and desires. The start of confirmation class has been postponed until April, with the goal and intent to conduct it in person. The curriculum will continue even after the class is confirmed.
4. Staff and committee meetings continue weekly. Participants are discussing the potential to move to 100 percent on-line meetings if needed.

5. Coaching meetings with Pastor Dave and Zac Huffman continue.
6. The worship team meets weekly. Advent services are being recorded one week in advance. The Advent services will be live-streamed on Wednesdays and then available on-line.
7. The next ministry planning meeting is scheduled for 10:00 a.m., Wednesday, December 16.
8. The strategic plan committee continues to meet weekly. While the committee has been working on a short-term plan, we must then move to a three-year plan and the whole congregation will need to be involved.

Open Items from Last Meeting

1. Web Committee: The BoD received the electronic sign posting guidelines and process on December 5. Rick Wood will continue to monitor the process and post to the sign; at some later date additional people will be trained.

Current Agenda Items

1. Diane Segelhorst reported for the reopening ad-hoc planning committee. The potential impact of spiking COVID19 cases in the County is not fully known. The County Executive's update today did not announce any changed restrictions for churches. Any changes may be announced on Thursday. If attendance limits are reduced, BoD may need to make a decision on in-person services. Current limit is 50 percent of capacity per the state and the county. St. Paul's capacity is 144 persons, so our attendance is within the limits.
2. The preliminary report from the strategic plan committee was presented at the December 6 voters' meeting. The draft document was also sent to the entire congregation for comments. The focus of the plan has shifted to short term goals, of 12 to 18 months. The committee has two more meetings scheduled before presentation of the final document.
3. The technical committee continues to work on improving the streaming video and audio of the Sunday services. The camera now in use seems to be providing better results. It was agreed to encourage the technical committee to continue to focus on improving the current livestreaming process, both audio and video, rather than looking to major changes for the future. It was discussed that the strategic plan committee is discussing options for extending St. Paul's on-line presence, and any decisions from that process need to be coordinated with technical activities, toward a unified goal. Rick Wood noted that replacing the current camera with a true video camera would enhance the streaming significantly and make it possible to overlay the words, as has been requested. It was suggested that this be done quickly.
4. The 2021 slate of BoD officers and at large members was approved at the December 6 voters' meeting as follows:

- President: Zac Huffman (term ends December, 2021)
- Vice President: Bernice Prescott (term ends December 2023)
- Secretary: Cyndie Dixon (term ends December 2023)
- Treasurer: Charlotte Angeli
- Financial Secretary: Michelle Crislip (term ends December 2022)
- BoD At Large Members:
 - Carol Cook (term ends December 2023)
 - Rick Wood (term ends December 2023)
 - Diane Segelhorst (term ends December 2021)
 - Jen Houck (term ends December 2022)

5. Voters' meeting was held December 6, 2020, 11:00 a.m., via Zoom. The required quorum was in attendance.
 - The 2021 budget was approved as presented
 - The 2021 slate of officers and at large BoD members was approved

1. Zac Huffman stated that the BoD needs to determine an inclement weather closing policy. Typically, we follow the decisions of the school district, but that cannot be relied upon at present. Additionally, the main concern is a snow event on Saturday night or Sunday morning, as this affects driving and parking. It was agreed that Del Jenstrom, Rick Wood and Zac Huffman would jointly determine by 7:00 a.m. on Sunday if services would not be held, and Patrice Jenstrom would be notified for the web. It was noted that services can be provided on the website, but we would need to ensure that all members can access the site or provide other options for those without computer access. However, use of these options requires prior recording of the services. Alternatively, the Pastor could provide a sermon via Zoom or web from his home.

2. A discussion was held concerning security camera placement for the parking lots. The LifeBridge van has been vandalized several times. Since the camera on the east side of the building only covers the fellowship hall entrance, the BoD was asked if we want to change the camera angle or add a camera. It was noted that we do not want to incur significant additional costs. Pastor Teklu suggested we make improvements, if not too expensive, to increase security. There is room on the current installation to add one more camera. It was noted that we do not want to lose the capacity to clearly see the faces of persons coming to the doorways. But want to add a broad view of the east side parking lot. It was agreed that Zac Huffman will meet with the contractor to determine what is possible and the cost, and he will make any decisions needed.

3. The next scheduled BoD meeting would be Wednesday, December 23, 2020; this meeting will not be held. The next meeting was tentatively scheduled for January 6, 2021.

4. Service Views:

- August Avg: 57 total (28 in person, 20 live stream/ 6 later, 3 audio)
September Avg: 58 total (27 in person, 17 live stream/ 11 later, 3 audio)
October Avg: 65 total (31 in person, 15 live stream / 16 later, 3 audio)
- November 1: 63 total (35 in person, 15 live stream/ 10 later, 3 audio)
- November 8: 55 total (28 in person, 15 live stream/ 9 later, 3 audio)
- November 15: 63 total (30 in person, 13 live stream/ 17 later, 3 audio)
- November 22: 46 total (23 in person, 12 live stream/ 8 later, 3 audio)
- November 29: 56 total (32 in person, 13 live stream/ 8 later, 3 audio)
- December 6: 46 total (21 in person, 18 live stream/ 4 later, 3 audio)

The meeting was adjourned at 6:20 p.m.

Respectfully Submitted,
Bernice Prescott, Secretary