

St. Paul's Lutheran Church - Board of Directors Meeting Minutes May 25, 2020 (via Zoom)

2020 St. Paul's Board of Directors Present:

Zac Huffman, Tom Cook, Bernice Prescott, Cyndie Dixon, Jen Houck, Diane Segelhorst, Pastor Dave

Not Present: Rick Wood

The meeting was called to order at 5:30 p.m.

Opening prayer was offered by Pastor Dave, who thanked the Lord for our veterans, both with us and not, and asked that we be reminded of the sacrifices they and their families have made for our freedom, and gave thanks for our opportunity to meet and the prospect of a new pastor coming to us, and asked for faith as we face the challenges ahead and prepare for Pastor Dave to leave us.

The minutes of the May 18, 2020 BoD meeting were approved as presented.

Open Items from Last Meeting:

1. Sign panels are completed and operational. Rick Wood will need to train additional persons to post to the sign. The initial illumination level has been lowered, based on a complaint from a neighbor. Charlotte Angeli confirmed that the illumination is now at the appropriate level.
2. Rick Wood continues to work on the live streaming capability; he was unavailable to provide an update.
3. Zac reported that the amendment to the Bylaws to change the quorum and voting requirements for calling a pastor was passed unanimously by the voters. The updated Bylaws will be reposted to the website.
4. The Compassion Aid policy previously presented was briefly discussed. The suggestion was made to raise the normal maximum gift to \$250 and to accept donations specifically to fund this ministry. A revised draft will be provided to the BoD.
5. The Outreach Committee is planning a second community food drive, for recipient(s) to be determined. The schedule is:
 - Saturday, June 13: donations will be accepted at St. Paul's, 10:00 a.m. to 12:00 p.m. and will be sorted in the fellowship hall
 - Sunday, June 14: food will be delivered

It was reported that a Thrivent grant of \$250 has been received to support the food drive, and it was noted that we should use the Thrivent resource more often,

as a number of St. Paul's members are Thrivent subscribers. Subscribers may participate in the grant program. More information will be provided.

Current Agenda Items:

1. Congregation voted to call Teklu Ketema as pastor. Eighty-nine percent of voting members participated and the approval was substantial. There was discussion of now requesting a unanimous vote, for purposes of congregational unity, as is often done in the church. However, given the unlikelihood of getting 100 percent of voting members to provide a response, it was decided to not proceed with that action. Pastor Dave will send a note to the entire congregation about the need for full support for the call and the new pastor.
2. Discussion held on the SED requirements and approximate time line for Pastor Teklu to begin. Zac reported that the Teklus want to be here in three weeks, but that is probably quite aggressive considering everything they must do in advance. He will probably not be able to start here before July 1. The SED will provide St. Paul's the next steps that we must take. No documents have yet been signed concerning Pastor Teklu's service. He is able to begin his ministry prior to his ordination and installation, but those both will also need to be scheduled. St. Paul's does have a housing allowance in the budget. There is also an amount of \$50,000 that can be provided as an interest-free loan to the pastor, with \$5,000 forgiven for each full year of service. In discussion it was clarified that a pastoral seed money account of approximately \$16,000 that was established some time ago was subsequently rolled into the \$50,000 available loan. Zac will contact the SED about the next steps to move forward. The only information provided to Pastor Teklu was that which was in the congregational profile. He was also informed that we would meet the SED salary guidelines, which are based on location and experience.
3. Discussion held on salary and benefits requirements. We are awaiting a discussion with the SED. The congregation profile remained vague on this issue, providing flexibility in offering an acceptable package. Discussed that it was not necessary to offer this pastor the same benefit package that was provided to Pastor Krepps. The Concordia package offers a variety of options for health, disability and pension coverage, and this should be worked out between the congregation and the pastor. A few specifics were noted about the Concordia plan: (1) the full Concordia plan is very expensive; (2) it also requires that any staff member with a specified minimum number of hours must be included; (3) if the plan is not selected at initial hiring, the pastor and church must wait for the next open enrollment period to enter.
4. A "support team" will be established to assist Pastor Teklu and Tsion prior to their arrival. Zac will lead this team. They are open to any communication needed

with the congregation in advance of their arrival; it was recommended that a single email address and phone number be provided for contacting each of them as needed.

5. The Outreach Committee will prepare Welcome Baskets for Teklu and Tsion, including items they may need immediately upon arrival, and again when they move into a house.
6. Discussed planning requirements to reopen St. Paul's for regular activities. As of May 15, Anne Arundel County is requiring that religious facilities remain closed. It was noted that, based on our demographics, we would probably have very few people come to services if they were currently allowed. Zac will establish a committee to determine what steps need to be taken in order to be safe when we do reopen. Pastor Juan has indicated he is eager to resume services and was told we are not yet moving that way with the facilities. It was suggested we consider allowing LifeBridge to conduct outdoor services, if that could be accommodated. Zac will discuss with Pastor Juan.
7. Service Views:

- March 29: 118	April 9: Maundy Thursday - 40	April 19: 52
- April 1: 29	April 10: Good Friday - 37	April 26: 43, 44
- April 5: 104	April 12: Easter - 42	May 3: 38
- May 10: 28	May 17: 36	May 24: 34, Communion: 32
8. Pastor Dave has spoken with all the shut-ins this past week and provided communion remotely where it was desired.

The meeting was adjourned at 6:25 p.m.

Respectfully Submitted,
Bernice Prescott, Secretary