

Burlington Lutheran Council Meeting

Being God's Love in Our Communities



All are welcome in this church community. You are welcome here if you have ever felt excluded or judged because of your gender, ethnicity, race, religion, status, ability, sexual orientation, doubts or questions. We are a community committed to racial equity, and we believe in Jesus' commandment to love God and love neighbor.

Tuesday, August 22, 2023

2023 Council

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| <input checked="" type="checkbox"/> President: Rochelle Hill | <input checked="" type="checkbox"/> Vice President: John White |
| <input checked="" type="checkbox"/> Treasurer: Millie Fosberg | <input checked="" type="checkbox"/> Secretary: Janice Burwash |

At-Large Members:

- | | |
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| <input checked="" type="checkbox"/> Jeremy Dierst (1 yr remaining) | <input checked="" type="checkbox"/> Mary Nolte (fill remaining 2-yr term) |
| <input checked="" type="checkbox"/> Nancy Hill Hoffman (2 yr remaining) | <input checked="" type="checkbox"/> Eva Yeoman (1 to 3-yr term) |
| <input checked="" type="checkbox"/> David Svaren (2 yr remaining) | |

Pastor: Charis Weathers

in attendance

CALL TO ORDER (quorum 6 members) President Rochelle called the meeting to order at 6:04pm.

OPENING PRAYER Pastor Charis began the meeting with a prayer.

MEETING MINUTES APPROVAL The minutes of the June 27, 2023 meeting were approved as corrected. The minutes of the July 18 special meeting were approved as presented.

PASTOR'S REPORT August Highlights from the Pastor's report:

1. The collaborative Skagit VBS was a success and will most likely be offered again next summer.
2. The BLC camping at Tall Timbers was a success and provided a good opportunity for BLC members to fellowship with folks from Underground Ministries. Thought may be given to moving the date to earlier in the summer and possibly returning to Lutherwood—if previous issues can be addressed.
3. Charis, Millie, and Madeleine Anderson will be meeting with the Burlington Fire Marshal on 8/23 regarding our approval as a Extreme Weather Shelter.
4. All but one of the new security cameras have been installed. This is one step in addressing security/safety issues; de-escalation training is still being considered for BLC leadership and Sunday worship facilitators.

5. Charis is now covered by Deborah's health insurance, with a resulting decrease in Pastor benefits paid by BLC. This will be discussed later in the meeting in relation to the proposed 2024 budget.
6. BLC members will participate in God's Work, Our Hands Day on Sunday, September 10 through a joint project with the Skagit Fisheries Enhancement Group and Mount Vernon Parks and Rec.
7. Charis performed a baptism on August 8 for the wife of a couple who want to affirm their marriage in the husband's home country of Indonesia.
8. Plans are underway for the Annual Congregational meeting on Sunday, September 24, including the creation of the annual report.
9. Charis shared plans for another week working from home in Portland at the end of August, remaining vacation time off planned in 2023, and possible bereavement time off for a future memorial service for her brother.

TREASURER'S REPORT Millie shared a summary of the YTD profit and loss report, with the bottom line being that BLC is in good shape financially. Revenue and expenses and both slightly below budget, and we have not yet had to dip into the reserves as planned. It was MSC to approve the July Treasurer's report as represented.

OLD BUSINESS

1. UPDATE ON SECURITY CAMERAS Seven of eight cameras have been installed. The remaining camera will be installed ASAP. They will be adjusted and fine-tuned over time. When the cameras are triggered they send a notification to a phone. There needs to be a conversation about what phone the notification goes to. It was MSC to form a task force to consider the most effective plan for monitoring the security cameras at BLC. Charis, Nancy, Rochelle, Jacob, and possibly David will meet to discuss this. Related to building security, David and John will meet to come up with a simple protocol for ensuring that the building is locked when the last person leaves on Sunday morning or after mid-week use of the building. There was a discussion of some of the follow-up actions from our special July security issue meeting. David met with the City of Burlington Police Chief, and later with an BPD officer who came to the church to look at the building in terms of providing better security. He noted issues with over-grown plants around the building that should be trimmed up, he also suggested installing lights that come on at dusk and go off at dawn. He also said there is a product that can be applied to the glass doors to prevent breakage but would be expensive to install. It was MSC to approve up to \$1,000 to update outdoor lighting for better security. Finally, we revisited the idea of de-escalation training for church leaders and/or members involved in Sunday morning worship. John will speak to Ty Schroyer to see if the training he offers would be appropriate.
2. 2024 BUDGET FOR SEPTEMBER ANNUAL MEETING The Finance committee met and created a proposed 2024 budget which included the following notable changes:
 - Increase building rent paid by el Camino by \$25/month.
 - Approx. \$10,000 decrease in Pastor's benefits related to reduction in health care costs as noted in Pastor's report.
 - Reduction in worship leader's hours, bringing him back to his pre-pandemic/pre pastor vacancy level.
 - Adding salary for nursery attendant, which was eliminated in 2023 budget.

There was also discussion about the custodian's salary, but it was noted that he is not a BLC employee but rather provides contracted services. Rochelle will reach out to Randy to see if he anticipates an increase in costs that might cause him to increase the rate he charges the church.

3. PERSONNEL POLICY RELATED TO HEALTH CARE John shared a handout outlining our commitment to provide health care insurance for BLC employees working 30+ hours. The policy also deals with the event that an employee opts to not have BLC cover their health insurance under Portico. MSC to accept policy as presented with one amendment to the Medicare portion. As noted previously, Charis is now covered through Deborah's health insurance which has resulted in a \$10,500 reduction in the 2024 budget. There was a discussion that a portion of this reduction be used to cover a stipend for a Youth Program coordinator.

It was MSC to accept the proposed 2024 budget with the addition of funds for a youth program (\$500/month to pay a youth program facilitator and to cover program expenses). The council also approved asking Grant Burwash to fill this position, beginning immediately.

4. 2023 ANNUAL REPORT FOR SEPTEMBER ANNUAL MEETING Jacob has begun collecting information for the annual report.
5. UPDATE ON NWWA SYNOD GRACE GRANT John is working on getting estimates for installing a keyless entry system. The estimate for the glass door entry was higher than anticipated; the door on the west side of the education building is being considered as an alternative.

ONGOING TEAM REPORTS

6. TECH TASK FORCE No report at this time.
7. CLEANING UP MEMBERSHIP ROLL Janice has one further list up updates to submit to Jacob.
8. PERSONNEL COMMITTEE The committee is planning a meeting by the end of August. The issue of bereavement leave was discussed, and this will be added to the agenda for their meeting.
9. BLC COUNCIL MANUAL Janice will forward the link to the Google doc and by the next meeting the council members are encouraged to look at the document and note any comments or edits they may have.
10. BLC GROUPS AND CONTACT INFORMATION This information is just missing contact information for the audit and nominating committees. It was noted that the Finance Committee is the contact for the Audit Committee, and the council president will be added as the contact for the nominating committee.
11. VISIONING PROCESS John shared that this process will be continued in some form at the September Annual Meeting.
12. STEWARDSHIP AND SEMI-ANNUAL GIVING REPORTS Mid-year giving reports were sent out in early August and monthly "Because we Love..." messages will resume in September. Janice and Charis will meet to discuss the idea of a month-long Stewardship emphasis for Fall 2023.

NEW BUSINESS

1. CREATING SPACE FOR TRACI DRAKE AND LUTHERAN COUNSELING NETWORK There is a room on the south side of the education wing that can be renovated as a space for this use. There was a discussion about whether rent should be charged for this use of the building. Charis shared that in other situations where Lutheran churches provide this space, rent is not charged. Millie will contact Lutheran Counseling Network to answer the question of charging rent.
2. FALL SPEAKER SERIES. (Topics around being transgender, understanding science and terminology, being allies. Linden Jordan: "The Science of Gender) It was suggested that this could tie in with our hosting of Transgender Day of Remembrance (Monday, November 20).
3. EMERGENCY SHELTER STATUS (Burlington Fire Marshal Approval) Members are meeting with the Fire Marshal on Wednesday, August 22. (NOTE: This meeting was cancelled and needs to be rescheduled.)
4. FUTURE COUNCIL PRESENTATION BY LUTHERWOOD INTERIM DIRECTOR. It was suggested that it would be good to wait for Lutherwood to hire their new Executive Director before having someone come and make a presentation.
5. JOSEPHINE CARING COMMUNITY REPRESENTATIVE MEETING IN SEPTEMBER. David and Lisa Svaren and Heidi Yeoman will be attending this meeting.

CLOSING PRAYER/ADJOURNMENT Pastor led the group in a closing prayer and the meeting was adjourned at 8:21pm.

Congregational Council Secretary,
Janice Burwash

ANNOUNCEMENTS – Annual Meeting: September 24, 2023

NEXT MEETING – Tuesday, September 19, 2023 (NOTE: This is one week earlier than usual)