

# 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, December 19, 2023**

## 2023 Council

President: Rochelle Hill  
Treasurer: Millie Fosberg

Vice President: John White  
 Secretary: Janice Burwash

At-Large Members:

Jeremy Dierst (1 yr remaining)       Mary Nolte (2 yr remaining)  
 Nancy Hill Hoffman (2 yr remaining)       Eva Yeoman (2 yr remaining)  
 David Svaren (2 yr remaining)      Open (1-yr term)

Pastor: Charis Weathers

in attendance

---

**CALL TO ORDER** (quorum 6 members) Rochelle called the meeting to order at 6:02 pm. Pam Dix (2024 council secretary) was in attendance as a guest.

**OPENING PRAYER** Pastor Charis began the meeting with prayer, with special prayers of thanks for the two out-going council members.

**MEETING MINUTES APPROVAL** It was MSC (moved, seconded, carried) to accept the minutes of the November 28, 2023 meeting as presented.

**PASTOR'S REPORT** Highlights from Pastor's report:

- Advent has been busy with two evening soup suppers, weekly Advent theme discussions, the children's pageant and choir during worship on the 17<sup>th</sup>, and the upcoming longest night service and morning and evening services on December 24.
- There have been lots of opportunities for giving to the community; including the annual Christmas basket project, Josephine Caring Community gifts, gifts bags for the Tri-Parish Food Bank, and sandbagging with the Skagit Land Trust.
- Charis and John organized and analyzed the information from the Annual Meeting visioning process, and this information will be used at the council retreat in January.

- The personnel committee met to complete the Pastor's compensation form for 2024, which also included areas of focus which are in part determined by the visioning process.
- Pastor Josh will be leaving el Camino at the end of the year, and Charis has asked Josh and his wife to attend BLC's worship on December 31 so that we may offer them our blessing as they leave and begin their next call.
- The funds from the Grace grant that we received to support Underground Ministries and further our relationship with them needed to be spent by the end of 2023. Charis met with Chris Hoke and she reported to the council their decisions on how to best spend the remaining portion of these funds.
- Charis' Leadership Skagit team has determined their project and she gave a short description of their plans.

TREASURER'S REPORT Treasurer Millie was not in attendance but had submitted her report prior to the meeting. Year-to-date our expenses are still running less than budgeted. There was a short discussion of the monies received earlier from Shepherd of the Hills Lutheran Church in Concrete. John noted that this gift was returning money to BLC that was given from our operating fund as support when they were a start-up congregation. The balance of the funds we received from them (minus the earlier \$500 gift to Martha's Place in Mount Vernon) is currently being held in the BLC In and Out account. As per a previous discussion, it was suggested that we use the balance of the funds (\$4,500) for building improvements. To facilitate this, it was MSC to move the \$4,500 from the In and Out account to the Building Fund. It was MSC to accept the Treasurer's report as presented.

#### OLD BUSINESS

1. WEST DOOR SECURITY KEYPAD UPDATE Current council members' preferred PINs have been entered into the system. We will need to get preferred PINs from the new 2024 council members. It was suggested that we move towards encouraging use of the west entrance with the new keycode.
2. BLC AS EXTREME WEATHER SHELTER AND FAMILY PROMISE SITE Madeleine from Skagit County is still working on trying to resolve this issue. At this time, we still need to give the alarm company full plans for all the church buildings before we can get an estimate on the cost of the reporting and connected system that is required. Rochelle and John will continue to work on getting questions answered and issues resolved.
3. SECURITY CAMERA UPDATE There is still no resolution to the issue of the cameras that are not operating. David will take on connecting with the camera company (Arlo) and Best Buy to try and get this resolved.
4. DE-ESCALATION TRAINING UPDATE John and Charis will continue to work on this. David noted that the class doors on the north side of the building were left unlocked during the entire service on Sunday, December 17. They were first unlocked to allow parents who were bringing kids to the Christmas pageant easier access to the building. This illustrates that determining and implementing the best practices to keep the building and BLC members safe is an ongoing issue.
5. TRACI DRAKE AND LUTHERAN COUNSELING NETWORK SERVICES UPDATE The room has been emptied out and is ready for Traci to prepare for her use. It was suggested that we have Traci fill out and submit a building use request, as per the BLC Building Use Policy. It was also suggested

that we invite Traci to come to the January Council meeting to share her plans for use of this space with the council.

#### ON-GOING TEAM REPORTS

1. **BUILDING AND GROUNDS** David had someone from The Drain Doctor come and clean out the plugged drain at the northwest corner of the education building. No other drains were cleaned at this time.
2. **VISIONING PROCESS** Charis and John met and grouped the comments from the annual meeting visioning time into to four or five categories. The next step will be to bring this information to the council at their retreat in January.
3. **TECH TASK FORCE** David met with Brad to get the information he gathered on this project, and this project will be addressed further in 2024.
4. **PERSONNEL COMMITTEE**
  - a. **PERSONNEL POLICY** David has completed a review of the draft document that was presented to the council at their November meeting.
  - b. **2024 PASTOR COMPENSATION, BENEFITS, AND RESPONSIBILITIES** It was MSC to approve the submitted Compensation, Benefit and Responsibility agreement between Burlington Lutheran Church and Pastor Charis Weathers for 2024. This agreement includes a housing allowance of \$16,800 which is based on the monthly payments for Charis' condominium plus the associated Homeowners Association fees.
  - c. **PASTOR'S AREAS OF FOCUS FOR 2024** The responsibilities portion of the agreement includes projects that are in line with the results for the visioning process and align with BLC's established values as an Engaging, Inclusive, Reforming, and Relational congregation. In addition, there are general goals of working with the council and BLC members to establish congregational goals for the 2024 and the next several years; and building time for personal rest, restoration, and energization.
5. **STEWARDSHIP REPORT** No report; Stewardship will continue to be an ongoing process with a month of emphasis next Fall.

#### NEW BUSINESS

1. **2024 COUNCIL RETREAT** (9am – 4:30pm on SATURDAY, JANUARY 20) Topics for the retreat will be:
  - a. **VISIONING**
  - b. **COUNCIL TEAM BUILDING**
  - c. **PRIORITIZING COUNCIL/BLC FOCUS FOR 2024**
2. **MISSION GIFTS FOR 2023** It was MSC to give \$150 each to the following charities: Tri-Parish Food Bank, Friendship House, New Earth Recovery, and Reconciling Works which is the group that oversees the Reconciling in Christ process for congregations.
3. **EXPENDITURE OF GRANT FUNDS** It was MSC to approve the expenditures related to the Grace Grant as noted in the Pastor's report: \$3000 for a special need at Underground Ministries (UM) to benefit a queer staff person, \$1000 for a mutual dinner between UM staff and the BLC OPOP

team in 2024, and \$2500 for support of the BLC's speaker fund to facilitate a 2024 speaker series on our justice system, mass incarceration, and the experience of re-entry. Related to the year-end expenditure of funds—such as must-use Grant funds and end-of-year mission gifts—it was suggested that after the annual meeting in September the Treasurer could determine if there are funds that needs to be spent before the end of the year and bring these to the council at their October or November meeting for decision making.

NEXT MEETING To be determined. Wednesday, January 24 (possibly the 17<sup>th</sup>) John will reach out to the new council members and the BLC bookkeeper and Treasurer to see if the earlier date would work.

CLOSING PRAYER Charis closed the meeting with prayer.

The meeting was adjourned at 7:26 pm.

Congregational Council Secretary,  
Janice Burwash