

All Saints Lutheran Church
Church Council
Meeting Minutes – January 28, 2021

Attending: Pastor Kristin Schultz, Kris Ericson, Diana Lewis, Jim Kruger, Dennis Milks, Megan Barnes, Lucy Archambault, Martha Debelak, and Brian Hughes.

1. Meeting Called to Order with a Prayer – Kris
 - a. Called to Order at 6:35 pm.
2. Approval of Consent Agenda – Brian
 - a. Meeting Consent Agenda (Agenda, December 10, 2020 minutes, January 7, 2021 minutes, and Committee reports). The motion to accept was made by Lucy and seconded by Jim. The motion was approved unanimously.
3. Congregation Meeting Discussion (Including Budget) – Kris, Diana
 - a. Discussion of the agenda for the congregation meeting which will include the 2021 Budget, Church Becoming Task Force, Elections (including Drive-by election for Assembly Delegates, Council Members, Endowment Committee Members), and the minutes from the last congregation meeting in 2020. The Congregation Meeting will be on Sunday, February 21st on Zoom.
 - b. The budget realities are that the current plan shows a \$19,000 shortfall. The Council elections will be for 5 positions with 7 nominees and there are two openings for the Endowment Committee with two nominees. Elections will be performed by either drive by voting or by mail if they can't drive by but are at the meeting.
 - c. Church Becoming Team – After a year of being shut down for the pandemic, we can open the church with how things were in March last year or work on the things that are most important to us. Are there new opportunities we can look into for our Mission? Can this be done by a team to work on, which will also tie in to the Excellence in Leadership training that two people are already involved in.
 - d. Budget – If we do not give raises to our staff this year that would save us \$4,000.
 - e. The Endowment Committee responded to the Outreach Committee's \$6,600 request. The Endowment Committee responded that the Outreach items should be part of the annual budget but the Endowment Committee is willing to serve as a backup and would meet those items if the church itself was unable to do so.
 - f. It is very important that the budget meetings are well attended before the congregation meeting so the discussion regarding the budget issues can occur. The congregation will need to make decisions on who we are and what we want to do regarding our Mission, which leads us to looking deeply into Becoming Church. After some discussion it was decided to hold the first budget meeting on February 7th right after the service instead of at 3:00 which was the original plan. The meeting scheduled on February 10th will be at 6:00 pm.
 - g. Council Members will contact members of the congregation to express the importance of their attendance at one of the budget meetings as well as the congregation meeting where we will need to have a quorum. The budget will be sent out via email before the meetings can occur. Jim, Diana and Lucy will help Kris with the wording of the script for the council members to use when calling the congregation members.
 - h. After a considerable amount of discussion, in order to move forward with the budget, Kris made a motion to approve the 2021 budget that does not include a COLA increase for staff. The motion was seconded by Dennis. The motion failed. Lucy moved to approve the 2021 budget including the COLA increase for staff. Jim seconded the motion and the motion was passed unanimously.

4. In Person Worship Discussion – Kris
 - a. The Rocky Mountain Synod held a workshop earlier today that covered the concerns within the synod on when and how congregations could return to in-person worship. The take-away from that meeting was the Synod is looking for suggestions on what criteria would be helpful to congregations in making their decision. They will be working to provide feedback from this meeting through the Synod Council in early February.
 - b. The results of the recent survey show about half of the responses are people wanting to come back to in person services and half who are not ready to come back.
 - c. Regarding the air circulation in the church: the air will be completely recirculated every 1 to 1.5 hours. Merv9 filters (the best available) are currently installed in our air units and there are no dead spots in the sanctuary.
 - d. Even if we would go to in-person services we would still continue with the on-line services. The in person services would be at 10:45 am and the Zoom services would be at 9:30 am. We would need a team to establish the details of how in-person services would be configured.
 - e. The motion submitted by the Executive Committee is to move forward with starting in-person services beginning February 28th. The motion failed. A second motion to begin outdoor worship on March 1st was made by Diana and seconded by Brian. This motion was approved unanimously. A third motion was made by Megan to hold an Ash Wednesday service on February 17th outside during the day. The motion was seconded by Lucy and was approved unanimously.
 - f. Jim moved to form a Task Force to begin planning in-person services with criteria for when they could start. The task force would be formed quickly and report back to the council by March 1st. This motion was seconded by Lucy and was approved unanimously. Brian will lead this effort with assistance from Jim, Lucy and Kris.
5. For the Good of the Order – All
 - a. Prayer Requests
 - b. Celebrations
6. Adjournment/Closing Prayer
 - a. Adjourned at 8:25 pm with prayer by Pastor Kristin.

Respectfully Submitted by Brian Hughes