**Advent Lutheran Church – Church Council Meeting – December 11, 2019 Minutes**

**Present – Voting (n=8)**: Pastor Danielle Miller, David Richards, Michael Hammett, Miriam Sitz Grebey, Deanne Walters, Jon Dohlin, Norma Martin, Juan Minier

**Present – Not Voting** **(n=1):** Abby Ferjak

**Not Present – Excused** **(n=3)**: Bayardo Peralta, Blessing Tawengwa, Bree Vandenburg

1. **Call to Order**
2. **Consent Agenda**

The Church Council accepted the consent agenda consisting of meeting minutes, staff reports, and financial statements.

* **Pastor’s Report** — Details pastoral concerns and provides updates about ministry, administrative, building, scheduling and other items.
* **Meeting Minutes** — Notes from the November Council meeting.
* **Communications & Youth Report** — Provides updates about communications and outreach efforts and youth activities.

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept all items of the consent agenda as indicated above.

1. **Strategic Discussions: Presentations, Feedback, and Actions**

**Security Update.**

Pastor Danielle Miller reported that following the security breech, the process is underway to have cameras installed (front, side, stairwell, and basement), although there has been a delay with shipping. For now, if Carla Soraide is alone in the building, the front doors will remain closed, which presents its own challenges (mail delivery, etc.) but is presently the safest move. The pastor and staff have talked to community partners about raising awareness. The Property Team is aware and looking into securing the loft doors. The police may have footage of the suspects leaving the building from the CVS cameras.

**Nominating Committee.**

Norma Martin reported that Miriam Sitz and Michael Hammett have agreed to be nominated for a second term, as their first terms end at the end of 2019. Hans Kriefall has agreed to be nominated for one of the two open positions (left my Norma’s term ending and Bayardo Peralta departing Council); the Committee is actively working on finding a second candidate.

**Annual Report.**

Norma Martin and the Council expressed their thanks to Kevin Bowen for setting up a new, user-friendly way for leaders to submit Annual Reports. Norma suggested that each ministry area additionally provide some short but specific data related to 2019 accomplishments and achievements.

**Stewardship.**

Pastor Danielle Miller provided a script and list of people to call to remind about making their pledges for 2020, with notes about each individual. Council members signed up for a group to call or email within the next week.

Groups and Assignments:

* + - 1. Norma
			2. Abby
			3. David
			4. Juan
			5. Bree
			6. Bekah
			7. Jon
			8. Miriam
			9. Michael

**Budget.**

Deanne Walters presented the draft 2020 budget, which is not currently balanced. In this proposal, the Budget Committee:

* Reduced weekly envelopes to a more realistic estimate
* Budgeted the Latino pastor expenses at half salary (assuming that we will not have a pastor for at least the first half of the year). (This raises a broader question: What are some creative ways we could approach being one congregation in two languages? Does it necessitate having a full-time, Spanish-speaking pastor? Would it be more ideal for Pastor Danielle to be the pastor in both languages, with the support of a new staff member who focuses on community organizing, fellowship, etc.?)
* Reduced Mission Support to Synod to 10% of undesignated funds (rather than following past precedent of keeping it the same or greater than the previous year. (This, too, raises a question: Do we support our own Latino ministry by giving a grant to ourselves, in essence, to support the Latino ministry?)
1. **Next Meeting**

The next Council meeting will take place on **Wednesday, January 15, 2019 at 7:00 p.m.**

1. **Adjournment — Closing Prayer.**

David Richards closed the meeting in prayer.

***Respectfully submitted by M.S. Grebey, 1/7/19***