**Advent Lutheran Church – Church Council Meeting – August 19, 2020 Minutes**

**Present – Voting (n=11)**: Pastor Danielle Miller, David Richards, Miriam Sitz Grebey, Deanne Walters, Jon Dohlin, Michael Hammett, Hans Kriefall, Damaris Maclean, Juan Minier, Blessing Tawengwa, Bree Vandenburg

**Present – Not Voting** **(n=1):** Kevin Bowen

1. **Call to Order**

The Council broke up into small groups via Zoom to pray for one another.

1. **Consent Agenda**

The Church Council accepted the consent agenda consisting of the Pastor’s Report. Financial Statements were pulled for discussion. July Minutes will be available next month.

* **Pastor’s Report** — Details pastoral concerns and provides updates about ministry, administrative, building, scheduling and other items.

**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**

**Discussion of Financial Reports.**

The regular, automatic Mission Fund draws have continued even though we are operating below budget at this time; that will regulate at year’s end.

Grants are higher than budgeted at 89K due to the PPP loan (accounting for 66K).

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept the Financial Reports, subject to audit.

**Safety Plan.**

David Richards expressed the Council’s immense gratitude to the Property Committee for all their hard, thorough work on Advent’s Safety Plan.

Pastor Danielle Miller reported that she and staff have talked about what requires staff presence on site, and what scheduling for that looks like. Someone approached the church about recording in our space in September, with 9 people; we are holding the date and are hopeful it will work out. The Synod has likewise asked if they can use our space for a small installation service. And Music Mondays plans to have their first concert on September 21.

The most urgent question is whether and how we might reopen the church building in some limited way for space sharing as a revenue stream.

For our own services and gatherings: How can we enforce the rules we have established without making us all feel like “enforcers”? Who will take temperatures—on Sundays, at other congregational events, at space-sharer events? Who is in charge of reporting? Pastor Danielle will serve in this role in the interim but eventually that will become someone else’s responsibility.

Council discussed Music Mondays resuming holding concerts in the church. Several members of Council expressed discomfort with this idea, stating that having large numbers (even if those numbers are lower than the State guidelines) seems irresponsible and dangerous, especially with the fall and winter coming. Some members of Council proposed alternatives, like live-streamed concerts?

**The Council further discussed reopening and settled on the idea that we are comfortable to open the church for private church or space-sharing events that do not exceed 25 people.** That excludes the possibility of resuming Music Mondays at this time, but opens the church to small, private space-sharer events.

Council agreed that we will accept and adhere to the state guidelines.

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept the State Guidelines.

Council approves the Property Committee’s plan, amended as follows: The church will be available for private events, not exceeding 25 people, in the basement or sanctuary, and those events are not open to the public or ticketed. The Council suggests that Music Mondays investigate online streaming events.

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept the Property Committee plan as amended.

**Summer OKR Updates**

Kevin Bowen explained that we completed 60% of OKRs established at the beginning of the summer. He asked: in the future, should we have fewer goals, less ambitious goals, or try again with more focus?

* 1. Support Food Ministry: 50% accomplished; succeeded in safety and crowd management, and produce pickups; did not succeed at an online fundraiser
	2. Increase Outreach: 60% accomplished; succeeded in food ministry invitations, welcoming visitors, and onboarding; worship attendance stayed flat, we did not have any new members
	3. Grow Faith & Relationships: 90% accomplished; we saw success in adding family resources, growing online groups, adding new alternatives, and engaging in Care Team phase 2
	4. Increase Giving: 20% accomplished; we did set up a page/create an account with a better online giving platform called Tithely, but it’s not been rolled out; we did not create or roll out a messaging strategy but we did engage Aaron on staff
	5. Create Reopening Safety Plan: 75% accomplished; we created guidelines/policy, checklists, and addressed budget/staffing; we did not make plans for all phases of reopening due to all the uncertainty ahead

The Council split into groups to discuss priorities and potential OKRs for the fall (September, October, November).

* **Specific focus on Spanish-language ministries**
* Worship Online 2.0
* Finding opportunities for increased interaction with others
* Integrate the bulletin so it is not a separate publication
* Clearer actions during and after
* More creativity and innovation
* Faith & Relationships (continuation)
* Expand resources and connections for families
* More intentional invitation to advocacy and justice work
* Long-term scripture study partners
* Create 2 additional offline opportunities
* **Healthy & robust understanding of faith and relationships using online tools**
* Including Small In-Person Meetups/Groups
* Option to incorporate into the Online Groups Formatting (park and/or building)
* Continue Online Groups (invest more resources/planning support?)
* Outreach & Growth (need new approaches)
* Signage & Visual Presence at the building
* Sustained Visitor Follow-up
* Developing 2 new approaches to outreach?
* Support/Sustain Food Ministry (carry over)
* Upcoming meeting w/ hunger leaders to discuss focus/sustainability and needs
* **Grant programs that would allow us to pay a main coordinator so as to not burn out volunteers?**
* Stewardship (carry over)
* Online giving easy/meaningful
* Message and Communication Strategy
* Campaigns
* Monthly Care Team contact: Everyone should get a call, text, card, or some contact from Advent once a month.
* Supporting Strategies for Mission
* Congregational Movement on Spatial/Financial Plans
* Budget Updates/Audit/Treasurer Transitions
* Constitutional update
* Safety and security

**Property Discussion.**

David Richards reported that the Property Committee will be meeting to discuss concerns, like the roof, and that the Council will discuss these same concerns at the September meeting. Pastor Danielle noted we will look at things through a holistic lens (spatial, financial, ministry), considering what we need to do to support and sustain our ministries.

1. **Next Meeting**

The next Council meeting will take place on **Wednesday, August 19, 2020 at 7:00 p.m. via Zoom.**

**Adjournment — Closing Prayer.**

David Richards closed the meeting in prayer.

***Respectfully submitted by M.S. Grebey, 9/15/20***