**Advent Lutheran Church – Church Council Meeting – November 18, 2020 Minutes**

**Present – Voting (n=11)**: Pastor Danielle Miller, David Richards, Miriam Sitz Grebey, Deanne Walters, Damaris Maclean, Juan Minier, Bree Vandenburg

**Present – Excused** **(n=1):** Jon Dohlin, Michael Hammett, Hans Kriefall, Blessing Tawengwa

**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, including:

* **Pastor’s Report**
* **Statement of Activities**
* **Property Committee**
* **October Meeting Minutes**

**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**

**Ministry Goals for January-March 2021**

**Proposed Goal 1 for Jan-Mar:** Every new and returning Council member can use Advent’s ministry strategy to create short-term goals. How do we do this faithfully and efficiently? How do we hold ourselves accountable to being leaders, or on projects from one month to the next? Ideas:

* Develop a list of questions to help us evaluate goals and make sure they’re in line with our mission and vision, shaping a document that we can all work off of.
* Assigning “beats” to each Council member, connecting individuals to specific ministry or project areas

**Proposed Goal 2 for Jan-Mar:** Create a plan for how our ministry will transition from January 2021 to December 2021. Council will address this in collaboration with staff.

At the December meeting, we will review, then respond to/edit/and affirm goals for the first three months of 2021.

**Ministry Assumptions for Budget 2021**

The Council identified these priorities:

* Hunger ministry: it will, at minimum, stay at the current levels needs more support; allocate funding for a part-time person
* Building project: budget should accommodate “red category” building projects
* Staff safety priorities must be included
* Hybrid worship: assume that we will begin worshiping on a hybrid model in spring 2021
* Also need to consider: Latino ministry position vacancy

**Review of Informational Meeting and Next Steps**

* Synod Grant Agreement: Let’s develop a plan and send it to them, signed by Advent Council members? Miriam Damaris Bree with Danielle
* Capital Campaign: Is this reasonable? Do we need to do research? Meeting with people hwo want to have a capital campaign? Mini campaign?

**Stewardship Update and Next Steps**

Pastor Danielle Miller will divide the list of past pledgers who have not pledged yet this year and Council will follow up individually.

**Discussion of Safety Questions from Property**

We need to come up with a comprehensive plan to address the safety of people in our building: staff, congregants, volunteers, and visitors while balancing our desire to be “open” to the neighborhood. (This extends beyond the Covid re-opening plan and beyond Covid safety concerns.)

It can’t be addressed from just a property perspective but it needs to include property perspective. We probably need guidelines for engagement and parameters around allowable behaviors, e.g., sitting up in church on Sunday morning, not laying in the pew, food and coffee on Sunday morning, interactions with children, policies around giving out money, etc. What is our expected community code of conduct? Who will be trained to handle non-compliance or do we need paid security staff? Guidelines for engagement with the public, e.g., be in public spaces and not in closed offices, so exits can be easily reached. Appointed times for quiet prayer, etc. Revisiting checklists for closing the building at the end of the day. Do we need to revisit who has keys to the building? and so on.

Staff has made their opinions clear; their top priorities (doors and video system) will be conveyed to the Budget Committee and Property Committee via Damaris Maclean.

1. **Next Meeting**

The next Council meeting will take place on Wednesday, December 16 at 7:00 p.m. via Zoom.

**Adjournment — Closing Prayer.**

David Richards closed the meeting in prayer.

*Respectfully submitted by M.S. Grebey, 11/18/20*