**Advent Lutheran Church – Church Council Meeting – December 16, 2020 Minutes**

**Present – Voting (n=9)**: Pastor Danielle Miller, David Richards, Michael Hammett, Miriam Sitz Grebey, Deanne Walters, Hans Kriefall, Damaris Maclean, Juan Minier, Bree Vandenburg

**Present – Excused** **(n=2):** Jon Dohlin, Blessing Tawengwa

**Present – Not Voting** **(n=2):** Kevin Bowen, Rebekah Anderson

1. **Call to Order**

The Council shared and prayed for one another.

1. **Consent Agenda**

The Church Council accepted the **Pastor’s Report.**

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept the Pastor’s Report.

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

**Year-End Appeal**

Deanne Walters gave an overview of the financials and status with year-end appeal. We have a surplus of $37K currently though there are a few final expenses (parsonage draw, PPP loan repayment); we expect to be balanced by year end.

David Richards invited discussion on whether we should launch a year-end appeal for contributions.

The Council agreed that it would be appropriate to ask the congregation to “remember Advent in your year-end giving.”

**Financials**

The Council voted to accept the financials, subject to audit.

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

**OKRs**

Kevin Bowen gave an overview of the goal and 0riorities established for the first quarter of 2021, January through March.

Overall, we will focus on establishing a long-term direction to guide our transition into Advent’s future. Specifically we will achieve that by:

1. Clarify the roles and responsibilities of Council and Staff
2. Equip Council to provide yearly and quarterly direction to implement Advent’s ministry strategy from 2020-2030, drawing on the mission, vision, and guidance drawn from the congregation in 2019.
3. Provide strategic direction on 3 key questions for 2021-22:
	1. Will Advent do a “phased development” or “simultaneous development” of our ministry strategy?
	2. Are we committing to becoming “one congregation with two languages” or are we letting it go (for now)?
	3. When we transition back to in-person/hybrid Sunday Worship, are we doing one English service or two?
4. Organize a successful online Annual Meeting
5. Continue to support ongoing ministry

**Budget 2021**

Deanne Walters gave an overview of the 2021 budget, which at present shows a deficit of $46K.

* An assumption from the budget team is that we will be revisiting this budget in 6 months, given the uncertainty that comes with the pandemic.
* Weekly envelopes are budgeted with a 20% increase in pledges/consistent giving.
	+ Aspirational budgeting is a longstanding Advent strategy.
	+ The Council discussed whether 20% was an appropriate increase. The Council will ask the Budget Committee to do research on what a realistic increase will be, given historic trends.
* The budget does not include any additional staff positions.
* If the Congregation votes to grant ourselves for the roof repairs, the total amount of the grant minus the cost of the roof will leave approximately $13K left over, which we could apply to property needs.
* Pastor Danielle Miller has been in talks with an organization that is interested in renting the parsonage that LMHE had been renting, as well as several offices in the church. The total rental income from this would be around $40K — it is not a done deal but is in the works

**Annual Meeting**

The Council decided on a Sunday afternoon meeting on February 7. After worship on Sunday, January 31, we will hold a budget conversation during coffee hour that we will record and make available to those who did not attend.

**Nominating Committee**

David Richards, Blessing Tawengwa, and John Dohlin are not returning to Council in 2021 due to term limits and work/location changes. The Council thanks them heartily for their service!

The Nominating Committee has put forward Dorothy Trigg, Kika Wright, and Laura O’Keefe as new members of the Council.

The Council affirms the slate of nominees and expresses sincere gratitude to the Nominating Committee for their work.

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept the slate of nominees to Council.

1. **Next Meeting**

The next Council meeting will take place on Wednesday, January 20 at 7:00 p.m. via Zoom.

**Adjournment — Closing Prayer.**

David Richards closed the meeting in prayer.

*Respectfully submitted by M.S. Grebey, 01/04/21*