

GRACE EVANGELICAL LUTHERAN CHURCH
CONGREGATION COUNCIL MEETING MINUTES
September 13, 2021

Council Members

Susan Ryder, President	Karen Galle, Secretary	Susan Dickinson, treasurer
Pastor Cover	Tom Blackburn, Vice President	Wilson Castillo
*Ann Hoffman	Randy Hamme	Karen Hubbard
Rick Keen	Marti Bert	Barb Schell
Nevin Shenck	* Jen Graf	Jesse Woodrow, youth dir.

*Denotes absent

Call to Order – Susan Ryder called the meeting to order at 7:00 PM

Opening prayer – Susan Ryder offered an opening prayer

Agenda was approved as amended

Action Items:

A. Camp Kirchenwald Stipend for Youth Staff – Out of recognition for the staff service, council has traditionally approved an additional \$1000 to supplement Grace members' service as camp counselors. Pastor made a motion to approve \$1000 from the Council Endowment Fund to Jon and Will Youse who completed their service this summer. The motion was seconded and carried.

B. COVID Opening Taskforce Report – Susan Ryder read highlights from the attached task force recommendations

C. Strategic Planning Status

a. Feedback from second meeting – Barb Schell offered that Jill Schumann and Patty Rhode have been in discussions

b. Next meeting - Mon., Oct. 4 at 7PM

D. Adopt resolution to enable Terry Snyder to close Members First account – Resolution: Tom Blackburn moved that Terry Snyder be given authorization to close the Grace ELC Members First account. The motion was seconded and carried.

E. Personnel Policy concerning COVID and sick leave – we have reverted back to regular sick leave policies and staff has been informed. OSHA has adopted new COVID guidelines in August. We need to consider a policy for present and future staff members. Synod has no guidance to offer regarding mandates. Tom Blackburn asserted that it is imperative that we have a policy in place regarding staff. Marti Bert felt that volunteers for Giving Pantry should

also be held to the policy. Rick Keen suggested that we simply adopt OSHA policy that if staff/volunteers choose to not be vaccinated that they have to be tested regularly. There was discussion of the specifics of the policy we should adopt. Marti Bert moved that Grace staff must be vaccinated for COVID-19 as a condition for employment unless they have an exemption from their medical professional by October 1, 2021, in which case they will obtain weekly testing, wear a mask, and observe social distancing. Motion was seconded and approved. There was further discussion about what mandates we should adopt for volunteers, especially Giving Pantry. One related recommendation was to enter into a contractual agreement with the Giving Pantry. Rick Keen suggested that we ask a representative to attend next council meeting to discuss further. Susan Ryder suggested waiting an additional month to make a decision about volunteers and Giving Pantry leaders will be approached to provide input.

F. Kentland Task Force – See attached report. Nevin Schenck moved that Mike Ryder be installed as chair of the Kentland Taskforce. The motion was seconded and carried.

G. Evote discussion & August Minutes – August minutes will be redistributed by Karen Galle with a motion to approve – see Evote b. below. In the future, minutes will be presented and approved at the next meeting.

H. Christmas Eve and Music Coverage – Pastor made a motion to pay member Emily Hartman, a qualified music professional, \$300 from the Council Endowment Fund for leading a rehearsal and the late service, due to Carolyn Houck being on vacation. The motion was seconded and carried.

I. Microphones and Receivers – Vendor had been consulted and the current equipment is obsolete. We need an entirely new system. Pastor priced out fully new system for ~\$7000 and replacement of broken equipment for ~\$3594. There was a discussion of the need for this equipment and Susan Dickinson asserted that there was plenty of money in Memorials to cover the expense. Karen Galle moved to use memorial funds to purchase the new system from Sweetwater for \$6950. Motion was seconded and carried.

J. Approval of Jesse's Participation in Youth "Extravaganza" – Jesse Woodrow explained the purpose and logistics of this trip to prepare for this large national youth event. Cost for the trip is \$1390. Pastor moved to approve an amount not to exceed \$1500 from regular budget continuing education funds for Jesse to attend this event. Motion was seconded and carried.

K. Ministry appointment for new Council members – Karen Galle will report for Worship and Music Committee and Wilson Castillo will report for Children, Youth and Families Committee.

L. Property Board issues – Randy Hamm explained the water runoff/drainage issues in the parking lot area. He obtained three bids to resolve the problem. Randy's recommendation was that of Handyside because of prior positive experience and also

because it was the low bid. Nevin Schenck moved to approve the expenditure of \$2456 to Handyside, from regular budget property funds. The motion was seconded and carried.

Reports

A. President's Report – see Action Items

B. Secretary's Report

- a. Evote: Motion by Pastor Cover and second by Marti Bert to pay the invoice from Handyside for diagnostic and drain repair in the amount of \$2300 from Property and Maintenance Fund 3. Motion carried.
- b. Evote: Motion by Karen Galle and second by Pastor Cover to approve August council meeting minutes as presented via email on 9/14/2021. Motion carried.

C. Vice-president's Report – no report

D. Treasurer's Report – see attached. The payroll was not yet applied to the monthly report. Financial Audit – Linda Lippert and Deb Hoover have agreed to participate. Tracey Douty was asked but has not yet responded. Marti Bert made a motion to approve the Treasurer's report. It was seconded and approved.

E. Pastor's Report – no report

F. Intern Report – see attached. Marti Bert reported that things are proceeding very satisfactorily.

G. Director of Children, Youth & Family Ministry Report – see attached

H. Director of Music Report – no report

I. Committee/Task Force Reports – discuss which from the list below can be eliminated/updated

- a. Kitchen (Audrey Egley/Marti Bert)
- b. Children, Youth & Family Ministry (Melinda Bechtel)
- c. Endowment (Linda Lippert/Barb Schell) – see attached
- d. Faith Connection (Julie Flook)
- e. Fellowship and Arts (Hope Pankake)
- f. Personnel (Nevin Shenck)
- g. Property (Randy Hamme) – see attached
- h. Social Ministry (Karen Hubbard)
- i. Stewardship (Brigitte Storey/Rick Keen)
- j. Worship & Music (Beth Jury) – see attached
- k. COVID Task Force (Hope Pankake) – see attached
- l. 1604 Task Force (Terry Snyder)
- m. Advice on financial matters (Tracey Alfano-Douty)

Other Business - none

Adjournment – Rick Keen made a motion to adjourn at 8:55 and it was seconded and carried.