

Emmanuel Lutheran Church of Menominee, MI
Minutes of the Congregation Council Meeting on November 10, 2020

Present: Pastor Mark Laatsch, Ronda Pedersen, Kathy Bero, Terrie Porras, Matt Vanni, Jim Zobel, Bill Taccolini, Bill Kuhnlein, Jeremy Sallgren. Absent: Unexcused - Dave Anderson. Excused - Stacy Hansen, Boni Nerat-Heckel, Jeff Hines, Kylie Chevalier. Present to Report: Debbie Villas, Patti Treptow, Judy Raygo.

Meeting (via Zoom) called to order @ 6pm by President Ronda. She then called for agenda approval. Motion to approve by Jim, seconded by Matt, motion carried.

Secretary's Report: Terrie reported minutes emailed to council on 10/27/20. Asked if any corrections? None noted. Motion to approve minutes by Kathy, seconded by Jim, motion carried.

ACTION ITEMS – where we've been – No old business to discuss

REPORTS – where we are.

Youth Advisory Council: Patti - Have not met.

Youth & Family Ministry Director's Report: Patti reported she is filming the Christmas program with COVID-19 safety measures in place. Sunday school lessons continue. Confirmation classes via Zoom not going well, students not engaging. Will suspend classes until can meet in person. Synod also worked on a synod wide confirmation program via Zoom which has not gone well for same reason.

President's Report: Ronda reported 1. There will be 3 open council positions to fill at the end of this year, one being an executive position. Asked all to think about nominations. 2. There will be a Zoom meeting with other Council Presidents on Thursday. Ronda has parent-teacher conferences that night but will try to attend. If she can't, Vice President Kathy Bero will attend in her place.

Finance: See Treasurers Report

Youth: Patti - Have not met, no activity.

Learning: Patti, Bill T – Nothing to report.

Endowment: See new business.

Human Resources: Jim – Have not met, nothing on their agenda.

Fellowship: Ronda discussed "hanging of the greens" activity. Council agreed we should decorate the church. Pastor will talk with worship committee to take the lead. Fellowship committee will help.

Memorial: Pastor – Met, nothing new to report. Ronda shared that a member of the Prayer Chain commented they don't always know when they can stop praying for someone. Ronda asked if prayers should be said for a specific amount of time and then be discontinued unless renewed.

Outreach: Terrie reported 1. Instead of a Tree of Love and Food Collection for Christmas, they will be asking members to purchase gift cards (local businesses, any amount) and bring to church by Dec. 7. Patty put information article on this in Messenger. Outreach will purchase additional cards as needed and meet to package cards and distribute to Rainbow House, Haven of Hope, and the community. 2. Coats for Kids collection went well. Many coats collected and delivered to the Salvation Army. 3. Reach Out to Members ministry called 20 members. Three were infected with COVID19. One member was interested in volunteering. Gladys Day, an 84 y/o member, needs help with snow shoveling. Tim Leinonen will help. Need to recruit other volunteers to help Tim in his effort.

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Treasurer's Report: Debbie reviewed reports. Bank Reconciliation end balance is \$40,215 but \$8,000 in outstanding checks so actual balance is \$32,103. Income & Expense by Major Group; Income less expense is (-\$10,215). Paid \$7,500 in staff back pay (now caught up, used PPP) and expenses were over budget \$3,000 this month. PPP money has all been used. Paperwork for PPP Loan forgiveness submitted, waiting for approval. Income less expense for YTD is (-\$5696), 2019 was (-\$10,000). Christmas Memorials have carried us in the past. Will have Christmas Memorials this year. Reviewed Pledges for 2021: 75 members have pledged for a total of \$108,000. This is a very good response during a very difficult year. 2021 budget being worked on by finance committee. Will email draft budget, now at (-\$1,100), to council tomorrow. Need to look for further cuts to balance the budget. Email questions/comments to Deb by thanksgiving weekend. We all need to be cognizant of need to save money where we can. Look at all costs and best deals before spending.

P&P: Jim reported Stacy Hanson stepped down from the committee. Need a new member, who also is a council member, as Jim goes off council this year. Jeremy will consider joining. Jim asked if note to Mission Endowment was received because he didn't hear back, Kathy confirmed it was.

Property: Bill K reported 1. New outdoor sign cement poured. 2. Kitchen counter/sink completed. Cost donated by member Dan Saucier, Tri-City-Plumbing. Thank you note sent by the office. 3. Front door sill and threshold was repaired by Jeremy. 4. Paul Braumshriber will submit quote for roof work. Initial estimate was \$2,000. 5. 13th Street stained glass windows - high up is leaking, another needs caulking. Can't find an inspector to determine maintenance needed. Pastor Mark will call Pastor Scott Ehle and the GLNS regarding who they use. 6. Lot snow plowing will be done again this year by Dave. Talking with Tylor Blum regarding shoveling sidewalks. 7. Working on P&Ps with Jim and Budget with Debbie. 8. Taking inventory of church contents/personal property. 6-7 yrs. since last done. Will also video tape contents. This will give us an accurate record of what is in the church should there be a catastrophic incident requiring filing an insurance claim to replace contents.

Stewardship: Kathy reported pledge drive last Sunday attended by Deb, Cookie Cramer, and 10 other people. Most pledges are being mailed in. Asked Pastor to continue reminding congregation, during Sunday service, they can still submit their pledges. Next Sunday is celebration Sunday. Kathy reiterated that the course by Grace Pomeroy she attended was very valuable to this years drive.

Worship: Pastor Mark – nothing new to report.

Pastor's Report: No baptisms, weddings, or funerals to report (a sign of the COVID19 Pandemic). Confirmation classes suspended as discussed in Youth & Family Ministry report. Continue to live stream Sunday worship service on Facebook. Approximately 45-50 members watch live, some additional members watch later. Working on Thanksgiving service. Wednesday Advent services will be shared with Pastors Ehle and Schoen, recorded at Emmanuel. A musical talent has approached Pastor Mark and volunteered to perform for Christmas. Christmas preparations are starting to roll.

NEW BUSINESS –

Mission Endowment Fund Authorization: Pastor and Debbie reported the bank account for this fund has not been active for a long time and needs to be reactivated. The "Change In Authorization" form, emailed to council members yesterday for review, needs to have council approval in order for the signer's and administrator's names to be changed/implemented. After review, there were no comments or questions. **Motion** to approve

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the Mission Endowment Fund, "Change in Authorization" form, naming Pastor Mark A. Laatsch and Treasurer Debbie L. Villas as authorized signers and administrators, made by Jim, seconded by Bill K, motion carried.

Heat Tape Purchase and Installation: Matt reported the initial verbal estimate from the contractor was \$2,000, \$500 of this for labor. He has a call into contractor to get final, written estimate. **Motion** made by Jim to approve cost of project, not to exceed \$2,500, seconded by Kathy, motion carried.

Annual Meeting Proposal: Ronda and Pastor reported. Executive council met and discussed options for meeting. Using the attached "Helpful Hints for Planning Annual Meetings during a Pandemic" for reference, they recommend the meeting be a blend of virtual and in person. Members will be asked to attend via Zoom. Members who can't access Zoom will be asked to call church to make accommodations. Work needs to be done setting up areas of the church for in person attendance so members can see and hear the meeting while COVID19 Safety measures are followed. Other churches are doing similar meetings. We need 82 members in attendance for a quorum. Pastor will send out meeting invites and reply to RSVPs with a Zoom invite. **Motion** by Jim to move forward with this plan for our Annual Meeting, seconded by Matt, motion carried.

Human Resources Appointments/Renewals: Jim reported 4 members plus Pastor serve on this committee. 2 member terms (Jim Zobel, Tim Leinonen) end this year, the other 2 member terms (Randy Demeuse, Gary Gustafson) end next year. Jim requests Council vote to approve members be able to serve another 3 year term. **Motion** by Kathy to extend the appointment of Jim and Tim for another 3 year term, seconded by Bill K, motion carried. Will discuss and vote on Randy and Gary's term next year.

P&P Property Committee Duties : Jim emailed council members the draft of this P&P prior to tonight's meeting for their review. He asked if all had received the draft and if there were any comments or questions. There being none, Kathy **motioned** to approve the P&P, seconded by Jim, motion carried.

LONG TERM PROJECT/GOALS – Pastor Mark lead discussion on *Agile Church* book study of Chapter 5, 6 and the Conclusion. Pastor shared his goal was that we as a council set and accomplish a long term goal together. He felt the last paragraph of page 147 embodied what this book had to say and read this out loud. We should not change our identity but should put on new lenses to view our work. We need to listen to people and actively engage as Jim has been commenting. Kathy said the worst thing to do is not try. Times are changing, and we need to change with them. We have to learn to adapt. Ronda remarked we have to reach out, not wait for them to come to us. We need to take risks to grow. Jeremy asked how do we engage new people? We need to go where they are, social media platforms. Offer things such as short devotions. Terrie commented while she agrees we need to reach out via social media, humans are also social beings. She likes Patti's idea to start a coffee bar at church where people can hang out and engage in faith based table talks.

Meeting adjourned at 8:09pm on a **motion** by Kathy, seconded by Terrie, motion carried. We closed with prayer.

Respectfully Submitted,

Terrie Porras, Council Secretary