

Council Minutes: January 22, 2018

Attendance:

Present: Dorothy Datemasch, Mack Flood, Pastor Hybl, Bill Lavallee, Leanne Salava, Don Schultze, Howard Weigold

Guests: Tom Morton, John Salava

Absent: MaryAnn Sinwell

Devotions: Pastor Hybl – Mathew 9:9-13

Tom Morton showed up without notice with several agenda items to discuss. Tom came to address his concerns with the Bylaws since he wasn't able to attend the bylaw meeting (even though he was there for part of the previous meeting). Specifically, Tom has issues with:

- C16.01 the Ministry Teams being led by a Council Representative, and having a vote. He wants a liaison with no vote.
- Despite hiring decisions being the responsibility of council with salary information required to be protected, Tom insisted that he has not been provided a copy of the agreement with Homer and that Homer must have a contract. This issue was discussed at prior council meetings and council specifically chose not to implement a contract with Homer.
 - According to Tom, Worship and Music does the hiring, evaluation and writes the contract. Bob Jordan and Pastor named the Pastor as the boss and evaluator of the OCD. Tom also indicated that Homer was being badgered by the Pastor. Leanne has heard the opposite that Tom has been badgering the ODC. Pastor clarified the conversation he had with Homer.
 - Mack explained that a contract is no required. Tom disagreed and indicated that there is now a contract, signed by Sally as W&M agent. Mack indicated we need to work within the boundaries of our governing documents.

John brought up his time in council and continuing issues related to Tom's behavior that came up related to the organ, thermostat, being disrespectful and that Tom was talked to previously, which Tom denied.

Leanne brought up the emails Tom sent in secret during the OCD search process.

Pastor quoted Bylaws, C12.16.02.a, for Soul Life: " This ministry team's mission is to see that the services of God's house are conducted regularly (C4.03.a.) and in accordance with our confession of faith as delineated in Chapter 2 of the Constitution,

and assist the pastor(s) with his/her (their) call to preach the Word and administer the sacraments to this congregation.”

A motion was put forth by Don and seconded by Dorothy to have the Executive Committee meet and draft a letter for the next step. The motion carried unanimously.

Council reiterated that anyone can attend a meeting. However, if there are items to raised for discussion, advanced notice should be given to see if it can be accommodated within the agenda for the evening.

ADMINISTRATIVE

Minutes:

A motion was put forth by Dorothy, seconded by Leanne, to approve December's minutes as corrected and was passed unanimously.

Pastor's Report:

Pastor Hybl provided a report for the month. A letter was written for the last Eagle Ceremony that was held that was to be read while Pastor was on vacation. Pastor thanked council for approving his vacation last month.

Staff meeting with Amy and Dan (Homer was not able to come). Consideration was given to moving to the morning if that would work better for Homer.

The 2018 NALC Convocation is schedule for August 13-17, in Denver. Pastor wanted Council's thoughts regarding his attendance. It was noted that the expense is not budgeted. Don suggested skipping this year and budgeting and attending next year. Pastor also asked if he paid his own way (not that he had decided to do so) would it be acceptable to attend as the convocation is the biggest event of the year with ELC having both a vote and a say. Bill mentioned that things always come up that aren't in the budget. Pastor estimated the cost would be \$800-\$1000 for travel plus the conference fee which hasn't been announced yet. Mack asked the discussion be tabled and Pastor to bring realistic costs to the next council meeting.

Pastor prepared a Request for Vacation Form to schedule time and enter on calendar. The form was shared for review and comment, and then will be implemented.

Discussion was held regarding the home visits and calls to membership list. Membership list was categorized by pastoral contact, letter contact, etc. Another high priority list was identified as well. The first call was to a disgruntled member. Others were appreciative of having a contact. The list was developed by Pastor, Amy and Danette. A question was raised about why hasn't contact been made through Evangelism. Some suggested edits were proposed.

Leanne asked who would be doing Homer's review. Pastor will be doing Amy's. Homer should be informed via Howard that we have a review process. Discussion took place surrounding who should evaluate Homer, Pastor or Worship and Music. It was concluded that it should be Worship and Music, with the Pastor (or the council, if a pastor is not currently called) as part of that committee. Council should be kept up to date on the reviews.

Pastor asked Bob to prepare a contract in the event that Homer wanted one. Leanne wanted to know if the OCD could be changed to Music Director (because of the acronym).

Homer didn't appear to know if he has approval to order the music stands for the bells. Howard will make sure he knows. Microphones were also purchased by Tom for the choir. Purchases should be brought up through the council representative.

Additional discussion was held regarding Tom Morton's comments regarding a signed contract that was prepared by Tom for the OCD and the lack of boundaries related to Tom's ongoing actions.

Mutual Ministry reviews the Pastor. Leanne asked if a new Mutual Ministry Team been appointed. Mack and Pastor are putting their list together. Mack proposed opening the Mutual Ministry team to the congregation and put to a vote. Pastor Hybl and Leanne explained that the governing documents are very specific as to how the Mutual Ministry team is created, it is by appointment by Pastor and Council President and approved by council. It is not open to a congregational vote. A list will be identified by the next council meeting.

Financials:

Bill reviewed December financials. December was a 5-Sunday month and we had contributions over \$29,000. Expenses were \$19,840, leaving us with a positive cash flow for the month of almost \$10,000. It was a better month than last year but not as good as previous years.

Year to date was reviewed – we are doing better than last year, but not as good as previous years. Total was contributions so far are \$50,000.

The straight line budget graph for the year shows expenses right on budget and contributions are slightly above budget.

Bank is at about \$82,000 versus about \$72,000 last month. \$39,000 is for designated funds. The mortgage is down to \$58,000.

Insurance has an expense that needs to go to Workers Comp.

Ministry Reports

Christian Life:

Dorothy asked if a thank you note was ever received from Matt – Mack indicated he did.

A thank you note was received from Murrysville, thanking us for our participating in the Night of Lights and look forward to our future participation. Dorothy would like the thank you note to be included in the Herald.

Murrysville banners haven't been put up yet.

No one showed up for the youth event scheduled for last night. The next event will be the can collection on Souper Bowl Sunday.

A Christian Life report was provided.

Soul Life:

Meeting was held on January 8th. Lenten services will be on Wednesdays. Pastor suggested the Lenten program.

Homer requested approval for the bell stands and 2 omni-directional microphones for the choir (and Tom already bought them). Tom also bought and installed a CD player.

Tom has concerns about leaving the TV on in the Narthex 24/7. Howard calculated less than \$7 for the year. [MAS: for the record, I calculate the cost to be about \$191/year = $(360W \times 24 \text{ hours/day} \times 365 \text{ days/year}) / 1000 \text{ W/KW} \times \$.06069/\text{KWH}$] Council has elected to keep the TV on.

No one has volunteered to manage the acolyte schedule.

Howard attended the Christian Ed meeting. Carol is doing a college mailing. This is combined effort with Life Stewardship.

For Shrove Tuesday, a King cake will be purchased to augment the desserts since there are only 3 confirmation students providing desserts this year. A motion to purchase the cake was put forth by Howard and approved by council.

Family Sunday School is scheduled for February 25th.

Question was posed regarding who can/should move partitions for events.

VBS is scheduled for July 9-13. A coordinator is needed.

Life Stewardship:

Starting to draft standard operating procedures. Bob drafted one for stewardship and comments will be provided. One will be developed for memorial funds as well.

The Acts of Random Kindness write up was highlighted.

Reviews will be conducted on who gets envelopes.

Stewardship will be putting up a stewardship calendar on the website and minutes will be posted on the website as well. A folder with ministry team minutes should be eliminated and be put on the web site. The web site has been updated to include Life Stewardship information.

The college ministry mailing is being supported.

A new pledge idea is being considered for next year.

The counters will be thanked with candy for their support.

A phone call to Karla from Tom Morton requesting the treasurer to change the budget and make a new budget line item for Music Equipment was discussed. There is a line called Festive Bells Music Equipment Maintenance that could be used for the \$2,000. Also, this request is not going through the correct channels. It should be brought up through Worship & Music, and then through Howard. The request will be sent to Worship & Music.

God's Property:

A report was submitted.

The thermostat continues to be an issue. Don asked to remove the instructions on the website. Don adjusted the temperature to have a lower temperature during the week and higher on the weekend. Homer needs to know how to adjust the temperature. Donna told Don that Altar Guild wears coats so it's not a problem for them.

On Christmas Eve, Leanne put a note to not use the Woman's restroom and notified Jim Lewis since Don wasn't available.

The elevator was out of service for about 4 days due to the low temperatures.

LCW submitted a report.

Communications: None

OLD BUSINESS

Discussion on the bulletin format has continued. There are pros and cons, some like it, some do not.

Pastor Hybl does not plan to attend Hill's Easter Sunrise service. Rather, he will concentrate his efforts at Emanuel.

Bylaws meeting will be held on Sunday. Pastor put forth the idea that we do the Bylaws meeting first to a captive audience and then do the service.

An announcement should be made letting everyone know that Karen Flood has replaced Leanne as Financial Secretary.

Dorothy questioned who was preparing all the position descriptions.

NEW BUSINESS

John sent a text to Leanne to apologize to the council for losing his temper after Leanne and Pastor Hybl were verbally attacked.

Upcoming events:

Shrove Tuesday	February 13th
Family Sunday School	February 25 th
Lenten Light Meals	February 21 st – March 21 st
Owl Dinner	March 18 th

In the past, we have cancelled outside events during Holy Week. No one on council was aware of this restriction. Parking conflicts could occur on Ash Wednesday and Maundy Thursday. Pastor Hybl and Amy can work it out with the groups on those days.

Sally asked whether Pastor Hybl has voice and vote.

Personal and professional trust needs to be upheld. We need to be respectful of each other, recognizing that everyone does things differently. We need to follow Matthew 18 if there are issues.

ADJOURNMENT

Motion made by Bill, seconded by Dorothy, and carried to adjourn.

Next meeting: February 20th. Bill Lavalley will have devotions.

The meeting was closed with the Lord's Prayer.

Submitted by MaryAnn Sinwell (Secretary)