

Agenda

First Lutheran Church Council Meeting

October 13, 2020

- A. Opening Prayer - Bill Watts
- B. Approve Agenda
- C. Approve Church Council Minutes, September 8, 2020
- D. New Business
 - i. Pastor Eller's Celebration - October, 18 2020
 - ii. Stewardship Update - Church Council response
 - iii. MSP - Comment Period, Reference Person
 - iv. Call Committee
 - v. Lutheran Family Services
- E. Old Business
 - i. Nominating Committee
 - ii. Other Committee Reports
- F. Budget Report
- G. Staff Reports
- H. Open Comments
- I. Motion Housing Allowance - Pastor Eller
- J. Pastor Steve Griffith - Motion
- K. Closing Prayer- Bill Watts

Information Items

	Baptized	Confirmed
1. MEMBERSHIP as of September 1, 2020	1181	971
Members received:		
A. by baptism (15 years and under)	1	
B. by baptism (adult)		
C. transfer from ELCA congregation		
D. other Lutheran		
E. affirmation of faith		
F. transfer from non-Lutheran congregation		
G. other and statistical adjustment		
 2. Members Removed		
Members removed:		
A. death	1	1
B. transfer to ELCA congregation		
C. transfer to non-Lutheran congregation		
D. other and statistical adjustment	4	4
 MEMBERSHIP as of September 30, 2020	 1177	 966

Average Attendance

Sept.	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
	439	408	407	413	426	372	452	382	345	281	COVID

Added:

Baptism: Harlow Hughes

Affirmation:

Transfer:

Other:

Removed:

Death: Ann Holm

Transfer: Bill and Loretta Hammelmann, Kurstin and Corwin Friesen

Dropped Due to Inactivity:

Other:

Notes: See the following Communications Report from Kathleen Simley for online Worship participation due to COVID-19.

COMMUNICATIONS REPORT

September 1-30, 2020

by Kathleen Simley, Communications Coordinator

I continue to monitor and track the effectiveness of our communication tools to ensure they are reaching a large number of our congregational members.

Our open rate and engagement click rate of our *First Things First* e-newsletter continues to be high as it always has been.

The biggest change, and the most positive change, has been in our Facebook engagement. We increased our “followers” of our Facebook page by 46 people (for a total of 638) from September 13 to the end of the month and our “page likes” by 18 people (for a total of 572). This large increase is primarily due to our livestream of worship on Sundays which began on September 13. The good news is that we now have an even larger audience of people to share the stories and news of First Lutheran with every day of the week on Facebook. It’s also worth noting that a good number of these new followers are NOT First Lutheran members.

In regards to our live worship services on Facebook, here are the analytics of the first three Sundays or from September 13-27:

September 13 livestream worship – Reached 411 people and had 363 engaged

September 20 livestream worship – Reached 737 people and had 456 engaged

September 27 livestream worship – Reached 401 people and 259 engaged

The number reached is the number of people who saw the livestream post on their Facebook News Feed and the number of engaged are those who actually stopped, clicked the post and watched.

When you compare these Facebook analytics to our Vimeo analytics with the recorded services we are currently reaching more people with our livestream services.

A new page was added to our website, *Worship Services*, which congregational members can visit to watch the worship services live and/or watch recordings of past live services. An archive of past worship services are posted on this page. We are no longer posting the audio of sermons on the *Resources* web page.

I sent out a Sunday email reminder the first three Sunday in September we were livestreaming worship. The email was sent 30 minutes before the livestream was scheduled to begin. The email was to serve as a reminder of worship, but to also help re-direct people to the Facebook page to watch live and/or to access the worship recording.

My intention was to not send this Sunday email after three weeks or beginning in October. However, I noticed a drop off of viewership in the October 4 worship service. I am not for sure if it was due to not

sending an email reminder or not. But, I believe I will resume sending the Sunday email as it does not add much more to my workload by doing so.

I am currently being trained by Brian Niebuhr to eventually take over the livestream of worship and other events as my primary responsibility, with Brian being my back-up support person at this time. We have had one training session with another scheduled in the coming week.

Other special projects I worked on this past month were recording, editing and producing the weekly *Celebrating God's Faithfulness* videos for the stewardship campaign and making plans with the *Gifts of Hope* committee in making this year's alternative market a virtual event.

Congregational Council Meeting

First Lutheran Church

September 8, 2020

MEMBERS PRESENT: Dave Pfister, Rebecca Pfabe, Pastor Justin Eller, Judy Bailey, Brian Niebuhr, Lisa Rauner, Mike McDannel, Kim Cordonier, Denise Mainquist, Natalie Peters, Dawn Brock, Bill Watts, Judy Batterman, Byron Fischer, Scott Seebom, Pastor Steve Griffith

MEMBERS ABSENT: Tony Anderson

STAFF PRESENT: Sharon Hardel

MEETING RECORDER: Ann Carlson

CALL TO ORDER: President Mike McDannel called the meeting to order at 7:02.

- A. **OPENING PRAYER:** Dawn led the opening discussion with the question "if you could ask Jesus one question, what would it be and why would you ask that question"? The group also discussed the question of what actions Council can take to keep God as their priority.
- B. **APPROVE CURRENT AGENDA:** It was moved and seconded to approve the agenda. Item C, to approve the minutes from the July 14, 2020 meeting was amended to approve the minutes from the August 11, 2020 meeting. The motion as amended was approved.
- C. **APPROVE MINUTES OF THE CONGREGATIONAL COUNCIL MEETING OF AUGUST 11, 2020:** It was moved and seconded to approve the minutes. They were approved.
- D. **NEW BUSINESS:**

- 1. **Faith Trek App/Privacy Statement Motion**

It was moved by Pastor Justin Eller and seconded to approve the new First Lutheran Church Christian Education App Privacy Statement. Discussion followed.

In order for the Google Play Store to make the app available for families and children, they require the organization backing the app to have a privacy statement about how personal data and identifying information might be collected, processed, stored, and shared through the app.

The users of the app will be able to access the privacy statement at any time as it will be stored on the Resources page of the FLC website. The new privacy statement states that no personal data or information will be collected through the app.

The motion passed.

- 2. **Reopening the Church**

It was moved by Pastor Justin Eller, Pastor Steve Griffith and Michael McDannel to approve a new methodology for how we decide the openness/closedness of FLC church facilities to include: 1) Lincoln/Lancaster Health Department COVID Risk Dial; 2)

recommendations from a new FLC Crisis Management Task Force; 3) in consideration of life events in our congregation. Discussion followed.

- The Executive Committee will decide, in consultation with FLC Staff and the FLC Crisis Management Task Force, how and when to open/close our facilities due to COVID. The Executive Committee will inform the entire Church Council of that decision before notifying the congregation.
- It is still smart and prudent to keep the COVID Risk Dial in mind when making decisions about our church reopening. That said, when there are sacramental and celebratory rites such as baptisms, weddings, blessings, commissionings and funerals in the life of the congregation, the church would like the ability to make decisions in consultation with the participants involved.
- Congregation members want to gather.
- We need consistency so we are not jumping back and forth if the Risk Dial fluctuates.
- The Pastors would consult with the new FLC Crisis Management Task Force that has been convened and is made up of congregational lay leaders as well as staff.
- Why can't twenty individuals gather for a funeral when LPS is open?
- The caution level is high.
- There have been no COVID positives with Dimensions in the building.
- There will likely be criticism if the church is open for one event and not another.
- A thorough cleaning will be done after any event in the building.

The motion passed. Pastor Justin will use some of the verbiage in the motion when writing the next Weekly Word.

E. OLD BUSINESS:

1. Online Service, September 3, 2020

The live streaming test worship service was a great effort. The Pastors are looking forward to live streaming on Sunday.

2. Dimensions Update

- Dimensions in the building is working well.
- The fencing work is in process.
- The Pastors are impressed with the staff arrival and departure protocols.
- For the most part, the parents of the students are only in the entry part of the building.

3. FLC Roof Update

The Property Committee scheduled an inspection by Haag Engineering, representing Lutheran Brotherhood, and Toby Duncan, representing First Lutheran, as previously authorized by Council. The inspection will occur on September 16.

4. Other Update - none

F. BUDGET:

The Finance Committee begins the budgeting process in October.

The Paycheck Protection Program ("PPP") loan was discussed.

- The PPP loan proceeds will be reflected on our financial statements.
- Did we need the loan?
- Will we consider returning the money?
- The loan was used to pay staff, but we had other funds that could have been used. We received the funds early in the pandemic as we were not sure if giving would be sustained.

YTD receipts through August 31 are \$9,182 under budget; YTD expenses through August 31 are \$58,019 under budget. YTD surplus through August 31 is \$48,837.

G. STAFF REPORTS:

Pastor Justin reported that the confirmation class went well.

Kudos were given to the Stewardship Committee, Kathleen Simley for her work on the videos and to Jeff Culbertson for the care of the memorial garden.

We are getting bids for sweeping the parking lot.

Sharon stated that the FaithTrek Kickoff will be on September 13. The kids will help package socks for Matt Talbot.

The Gifts of Hope will be online this year on December 5-6.

H. CALL COMMITTEE – STEVE GRIFFITH: Discussion was held in closed session with Council members only.

I. MSP STATUS: Discussion was held in closed session with Council members only.

J. CLOSING PRAYER: Dawn Brock

Meeting Date: October 13, 2020

Subject: Pastor Justin Eller Housing Fund Loan

Background: The FLC Church Council in July 2016 approved a loan to Pastor Eller from the First Lutheran Housing Fund. The loan was for \$15,000.00.

Monthly payments on the loan were to be made at a rate of \$125.00. Loan payments are current. The current balance of the loan is @\$8,750.00.

The loan was to be paid off in ten years or within thirty days of Pastor Eller's departure from FLC.

Proposed Action : Amend the July 2016 Church Council Motion to provide for repayment on the Eller loan to the earlier of March 1, 2021, or within thirty days of the closing of the sale of the Ellers' Lincoln, Nebraska, residence.

Cost: The FLC Housing Fund will be replenished at a later date.

Sponsors: Executive Committee

MEETING DATE:

July 12, 2016

SUBJECT:

Housing Allowance Package for Associate Pastor
Justin Eller

PROPOSED ACTION:

That a loan of \$15,000 from the First Lutheran Housing Fund be approved for the purpose of assisting Associate Pastor Justin Eller and wife Kari in the purchase of a home. The loan will be a non-interest bearing loan with a term of 10 years. Monthly payments will be in the amount of \$125.00 per month for 120 months (10 Years). Payments to be made via payroll deduction with the option to make additional payments periodically. The remaining balance of the loan will be due and payable within 30 days if Pastor Eller should leave the employment of FLC before the loan is retired.

BACKGROUND:

The Housing Fund was established for the purpose of providing eligible staff members short-term loans for housing purposes.

COST:

No incremental cost will be incurred above current budget levels. Funds will be extracted from the Housing Fund which carries a current balance of \$16,434.72

SPONSORS:

First Lutheran Executive Committee

**First Lutheran Church
September Report to Council
October 13, 2020
Rev. Stephen Griffith**

Call Process

The Call Committee was installed in the worship service September 20, 2020. When the Ministry Site Profile (MSP) is completed, Pastor Megan Morrow will conduct an orientation with the Committee. The Draft MSP was offered to the congregation for comment. The Council President and Secretary will compile comments and present a revised draft to the Council for approval.

On September 18, Pastor Justin Eller submitted a letter of resignation ending his call at First Lutheran. Council met with him on September 21, then met with him and Pastor Megan Morrow, Assistant to the Bishop, on September 28 for the exit interview. Council also conveyed to Pastor Morrow information regarding the search for a transition associate.

Staff

Building Superintendent Greg Fisher submitted his resignation on September 25, in order to devote full time to his appliance repair business, effective October 9. I'm very grateful to Greg for his dedication to First Lutheran and his hard work during construction and reopening. He has assured me that he will be available to consult, advise and help train his successor.

The Property Committee has agreed to consult with me to review and revise the job description for this position. I have contacted a cleaning company to obtain a bid for temporary cleaning services until the position is filled.

I offer thanks to all the staff for working together to make sure everything gets done during this transition time. In particular, Cyndi Crouse, Kathleen Simley, Masako Bacon, and Sharon Hardel have devoted extra time and taken on additional responsibilities to aid in transition, adapting to the pandemic, and developing new approaches to ministry such as livestreaming our worship services. Special kudos to them!

COVID/Crisis Management Task Force

Our building is open for meetings and activities of small groups and ministries within the First Lutheran congregation. These are limited to 12 or fewer when meeting inside and must follow the sanitizing and registration protocols we have established to reduce risk of spreading the virus.

The Task Force has met by Zoom and corresponded by email. On their recommendation, the Council modified our policy to consider factors in addition to the Lincoln-Lancaster County Health Department's risk dial. They will convene periodically to assess how the latest developments in the pandemic may affect First Lutheran Church and recommend whether and when it will be possible to open the facility for further activities, including worship services.

Reflection

I continue to be impressed with the strength, creativity, resilience, and dedication of this congregation and its leadership. Even though this transition period has become more complex with Pastor Justin's departure, I am encouraged by the energy of the members and their willingness to help in many ways. I am grateful for the patience, flexibility, and grace I witness every day.

Blessings,
Pastor Steve

First Lutheran Church Council Report
October 2020
Rev. Justin Eller

1. **COVID-19 Response & Worship, Learning, and Serving.** In September, the Council voted to adopt a "Risk Dial +" recommendation from the new Crisis Management Task Force regarding how we will keep moving forward in our reopening of our facilities while mitigating risk.
 - a. **Worship.** Live stream worship has been a blessing at First Lutheran Church and allowed many individuals and families to participate in worship together through our Facebook and YouTube channels. We continue to be in conversation with other large churches in town who have begun the reopening process about their procedures so that when our Council votes to reintroduce in-person worship, we are ready.
 - b. **Learning.** While many of our learning opportunities remain virtual (e.g. Adult Forum, Bible studies, A Few Good Men, Faith To Go, among others), children's and youth programs have pivoted to a hybrid model. FaithTrek has an app for at-home family learning and has met together with families who are comfortable under the Portico at a kick off event. Middle and High School students are also gathering hybridly with some virtual activities and some in-person activities.
 - c. **Serve.** Our Matt Talbot, Lutheran Food Pantry, Meals on Wheels, Kicks for Kids, and other serving ministries have continued with the great support of the congregation! Our youth have also continued with smaller service projects when they have gathered together.
2. **Dinner+Learning.** Our Dinner+Learning Confirmation Program began successfully in September with diving into the Small Catechism on Zoom. We employed new strategies to engage students and make the virtual learning more enjoyable. For our October gatherings, Sharon and I have the youth coming to the church facilities for small group learning in-person. In October the students will explore Worship & Liturgy and we will continue to ask the question, "how does our *worship and liturgy* help us be good, welcoming, caring neighbors?"
3. **D+L Exit Retreat.** Sharon, Tracy Knezevic, and I took the 9th graders to Platte River State Park for their exit retreat from the confirmation. We talked about the five promises of their affirmation of baptism, made Small Catechism prayer beads, did a service project related to the Kicks-4-Kids Shoe Initiative, hiked, made ribbon stoles, and did a lot of talking, listening, and reflecting. It was a gift to be able to spend the day with them out in nature.
4. **High School Youth Group.** Continuing with our conversations around race and racism, I met with the high schoolers to watch the documentary "13th" together and then processed it a week later. I'm grateful for the level of maturity of our youth and their willingness to wrestle with hard, complex topics as it relates to their faith and discipleship.
5. **Stewardship.** Our Stewardship Committee has done excellent work in sharing the impact stories of our ministries out in the community. Since we did not have the traditional Consecration luncheon on Consecration Sunday, we will continue to reach out to members and remind them to complete their 2021 Discipleship Plans and Commitment Cards. We joyfully celebrate God's faithfulness and give thanks to all members for your ongoing generosity and care. Members can still complete their 2021 Discipleship Plans and Commitment Cards by going to www.flclincoln.org/stewardship.

6. **Advent Planning.** Staff began looking forward and brainstorming plans for Advent B this year, which begins the last Sunday of November. We discussed possible readings, devotion options, mid-week worship services and speaker themes, and an overall focus. I am excited to see where God's creative Spirit takes us this Advent!
7. **Immanuel Vision Foundation Grant.** I completed and submitted a grant application to the Immanuel Vision Foundation for funds to help us welcome our newest, littlest friends with the Dimensions Education Program. The requested grant would help cover some of the cost of the materials and installations for the Nature Explore outdoor classroom.
8. **Artwork Committee.** We gathered several folks to go through the church's wall art collection (prints, paintings, weavings, and wall hangings) to decide what would be best to go back up in the spaces throughout the church building. One of the main purposes of art in a church is that it tells the good news of Jesus Christ and also how that good news is expressed through our mission as a congregation...basically our art tells the story of who we are. The team worked through the art and are planning another date to assign each piece its new space.
9. **New Members.** First Lutheran is blessed to have several new individuals and families join the First Lutheran Family! In September we held our new member sessions for them to explore more in depth what makes FLC tick and ways they can plug into different ministries. We welcome: Carol Olson, Nicole Treadway and Garrett Kasperbauer, Rayden DeLawter and Jaxon Clouse, Gordon and Yun Saksena Family, Michalla Schartz, Scott Williamson, and Leah Schartz, and Sara and Miles Ruch Family. Join me in welcoming these new members!
10. **Pastoral.** Recently, I celebrated the baptism of Harlow Hughes, and presided at the funerals of Wayne Kaeding, Andrew Morrow, and Elva Mares. We give thanks for all these siblings in Christ!
11. **Staff Excellence.** I cannot commend enough, or give enough kudos, or say enough thank yous to our incredible staff at First Lutheran Church. In the midst of all the changes and transitions, they have been dedicated and diligent in their ministry areas and have taken on more assignments that most folks do not see. But I am beyond grateful for the ongoing excellence of Sharon Hardel, Cyndi Crouse, Masako Bacon, Boyd Bacon, Kathleen Simley, Pastor Marsha Anderson, and Bryan Hanson. Please take time to thank them too.
12. **THANK YOU!** As I write this final Council Report, I give thanks to God for you all, for the ministries we've shared together, for the journeys we've accompanied together, for the memories we've made together, for the love between us, for the opportunity to serve as one of your pastors. While my new call and our move take us away from this community of faith, Kari, Everette, and I leave a small part of ourselves with you. We are confident in God's sustaining presence with you. Pastor Steve will faithfully accompany you through this transition process and I trust that God is leading you into an incredibly vibrant future. I love you and may God bless you each and all.

With much love,
Pastor Justin Eller

Director of Worship and Music
Masako Bacon
September, 2020

Musicians: Thanks to these people who enriched our worship experiences.

September 6 Connie Kisling
September 13 Dawn Brock, Gina Seebohm
September 20 Erin Pfister, Christine Carman
September 27 Sharon Hardel, David Pitts

Overview

A. Live Streaming Worship Service

The live streaming worship service began on September 13. After the test run on September 3rd, there was valuable feedback from the Council, Worship & Music, Tim Kecheley (sound technician), and Staff members. Some more feedback was added as the weeks progressed. What became more evident is that the successful launching of live streaming is due to the great deal of preparation and consideration on technical and liturgical sides by Brian Niebuhr.

Due to the COVID-19 protocols, we have only a reader and a cantor for each worship service. Both positions are quickly filled by willing people, and we are so grateful. As Pastor Steve will be solo pastor starting on October 25, an Assisting Minister will be asked to serve.

B. Rehearsal for Music Groups

Adult Choir and Cherub Choir continue to meet via Zoom. Chorister Choir and Spirit Ringer began meeting in-person, observing the COVID-19 protocols with distancing and wearing masks. Those people really enjoy making music in-person.

We will try to bring back other groups as much as we can. However, some limitations are needed to avoid airborne transmission. Brass and Jazz groups will try recording service music and will share during the live streaming service.

C. Planning Advent and Christmas Season

Under current uncertainty, we seek best ways to celebrate special seasons both online only and hybrid (in-person and online) worship services.

Respectfully submitted,
Soli Deo Gloria
Masako Bacon

Sharon Hardel's Report to Council Sept. 10, 2020 – Oct. 13, 2020

Activities This Month:

Sunday Morning Lessons are being sent out weekly to Middle School families and monthly to High School families. Weekly mealtime conversation starters are being sent to both age groups. The Middle School group met on September 27 in person in the commons due to rainy conditions. We summarized the weekly lessons and watched a video on the Good Samaritan story that challenged them to view the story in a different way than they may be used to. The September word for the month was Neighbor and October word is Gift. We are having the youth look at their gifts using the ELCA Gift Assessment Tool and then exploring where and how to use their gifts.

The High School Youth group has been meeting in person weekly for various activities and discussions, so far the weather has cooperated and we've been able to gather outside. We had Bob Falos with us in the Activity Center on October 4 for a paint night and were able to safely social distance for the evening. October 11 is the Blood Drive and we have filled all 24 donor spots. The youth are taking shifts to greet and check in donors and help the Red Cross in whatever ways needed.

Middle School Youth Group is meeting once a month and helped with the Matt Talbot Sock project in September and October enjoyed a pizza lunch and yard games at Tom and Kari Hoefft's home. They also helped sort socks for Kicks for Kids and made Happy Fall cards for Tabitha residents at their October gathering.

Several Middle and High School families volunteered as Shoppers for the Kicks for Kids program so members who preferred to stay away from stores wouldn't need to go out this year.

Pastor Justin and I held a Confirmation Exit Retreat for the 9th graders on September 26 at Platte River State Park. We had 5 youth attend. The 2 youth that were not able to attend made up the retreat on Sunday October 4. We will have 7 youth confirmed on October 25. Pastor Steve and I will coordinate to do the service.

The Dinner Plus Learning youth met in person October 7 to begin conversation about Liturgy and Worship. Pastor Justin has shared all the Confirmation materials with me and we are working together to update the website so I can manage it once he leaves. The plan is to continue meeting in person if we can do so safely, but September Zoom meetings went ok and we can go back to that if need be.

I have recorded 2 sessions for the Walking Wet Group – parents with infants and toddlers through age 3. The videos are e-mailed out to families and also posted on the First Lutheran Website on the Get Connected page under the Learning tab in the Walking Wet block. There will be 6 videos in total based on the book "Little Steps, Big Faith" by Dawn Rundman which show how early childhood development and faith formation fit together.

The Harbor Group, Faith to Go, and Gather and Gab continue to meet and have good discussions. The Harbor group has started meeting in person under the portico at First Lutheran. The road noise is a bit

loud at times, but we manage. The wifi signal is very weak outside and Brian Niebuhr has made some suggestions on how we may improve that, but so far no one has joined via zoom for our meetings. Once the weather turns colder, the Harbor group plans to meet inside. They have also been asked to consider a name change since they are not meeting at The Harbor at this point.

As staff we did an initial Advent planning meeting in addition to our weekly meetings.

I am taking an 8 week class starting October 12 called The Next Move: Tools For Interculturality and Anti-Racism. This is an online class led by David Scherer and Joe Davis and is a program that will provide resources to approach interculturality and anti-racism with a developmental framework.

Projects Working On:

1. A 24 hour virtual prayer opportunity to pray for our nation before election day. I am working with Denise Mainquist and Carol Olson to plan this Facebook event on from 8:00 pm on October 31 to 8:00 pm on November 1.
2. Youth Group activities and Sunday morning lessons plus Walking Wet Videos
3. Confirmation Programming and possible Tuesday / Wednesday Bible Study sharing with Pastor Steve once Pastor Justin leaves.

Keeping you all in prayer,

Sharon Hardel

Council Report

Lindsey Boyle

September 2020

- We kicked off our learning year for FaithTrek on Sunday, September 13. We had ten families attend, and we gathered outside under the portico. Kids helped make thank you cards for Kicks for Kids, stuffed socks for Matt Talbot and learned about how God loves everyone. Our word of the month for September was *neighbor*.
- FaithTrek has welcomed three new families.
- We also launched the FLC learning app on September 13. Families have been able to watch videos, get activity ideas and conversation topics from the app. This has been a good way to quickly communicate with families using push notifications.
- I presented to the Adult Forum on September 20. I talked about the plans for FaithTrek and what we are currently doing in light of the pandemic. I also showed them the app and the different resources available on the app.
- I'm looking forward to another month of connecting with FaithTrek families and making plans for the remainder of the fall semester.

Meeting of the Congregation
Executive Committee
October 6, 2020

Present: Mike McDannel, Judy Bailey, Pastor Justin, Pastor Steve, Denise Mainquist, Kim Cordonier

Mike opened the Zoom meeting with prayer.

A farewell celebration will be held for Pastor Justin, Kari and Everette on October 18, 12:00 to 1:00 pm with a drive by under the portico.

There will be a virtual prayer vigil for the election held from 8:00 pm October 31 – 8:00 pm November 1.

October 17 a blessing of the pets will be held at 10:00 am in the church parking lot.

Transitional pastor update – no information yet on an additional transitional pastor.

There were a few comments received on the Ministry Site Profile. A reminder will be sent with weekly word to remind people to send any comments they may have. Committee discussed people outside the congregation who could be considered for a reference.

Staffing update – Greg Fisher, building superintendent, resigned effective October 9. We will advertise for a replacement. In the interim, we will find a temp service to clean the church.

Discussed ways we as a church can acknowledge appreciation for staff. Mike will have a formal proposal at the November executive and council meetings.

Stewardship/discipleship forms are slowly coming in. Reminders will be sent to get them completed.

Old Business –

Nominating committee is off to a great start. Kim asked a couple of questions on their behalf regarding status of the synod convention and a back up plan if they don't meet in person. Also briefly discussed electronic voting.

Property committee met with the engineering company last week. They will prepare report, send it to our insurance company, and we will receive a copy

Plans are underway for Advent.

Discussed the financial report. Kim reported that the internal audit has been completed and everything looks good.

Pastor Justin reported that the Immanuel Vision Foundation grant request for \$10,000 was completed and delivered. The vote will be mid-November.

Lutheran Family Services contacted FLC about being a teleservices site for them. This proposal is in early stages and details will need to be considered.

Pastor Justin was granted a loan for the down payment on his house when he moved to Lincoln. The terms of that loan were that he repay the loan within 30 days of leaving First Lutheran. He is asking that we extend that loan to 30 days after closing on his Lincoln home. Committee will recommend that the pay-off be by March 1, 2021 or within thirty days of the Ellers closing on their Lincoln, NE house.

Meeting adjourned at 8:45

Respectfully submitted,

Judy Bailey
Secretary Church Council

Minutes of the Fellowship Committee

September 15, 2020

Attending: LuAnn Snyder (chair), Pat Dewald, Judy Bailey, Cindy Schuster, Ann Allen, Carlene Falos, Gordon Wolfe, Phyllis Frickel, Carol Tesar, Linda Carlson

Devotions were led by Pat Dewald. Next month Carlene Falos will give devotions.

Upcoming Events:

1. **Virtual Scavenger Hunt** – We agreed that we should change the dates for this event so that we can put an article about it and invitation to join in the November issue of “The Voice.” (We had just missed the deadline for October.) LuAnn had checked with the FLC staff before proposing this change. The new dates are **October 25 – 29** (5 days).

We will create our own Facebook page called “**First Lutheran Scavenger Hunt.**” LuAnn will create the page. Once someone “Likes” the page, they will be able to participate. For members who are not on Facebook, they may be included by emailing their comments and pictures of items to Linda Carlson at llwcarlson@gmail.com. Linda will post their responses and comments on the Facebook page.

2. **Advent Activities** – Advent begins November 29. The committee discussed two proposals for activities, and decided upon the second one.

a. We considered giving FLC members all the “makings” for an **Advent wreath**. We would use committee funds that have not been used due to cancelled activities such as the congregational picnic and some Lenten lunches and suppers. We talked of providing tea lights to place with the wreath items so that each family unit could commemorate each week in Advent by lighting a candle in the wreath. Judy Bailey offered to write a prayer for each week. Our plan was to create 50 wreath kits to distribute to those who wish to have one. We would hand them out in the church drive-up entryway on Sunday, November 22.

b. Phyllis then suggested that **Advent calendars** would be appropriate to distribute to family units. Judy Bailey looked online and found an excellent source of calendars, Oriental Trading Company. They have the traditional windows to open each day, with a scripture passage inside each window. Also included is the story of Christmas, activities that would show love to others, and the words to “Silent Night.” They are lovely, and inexpensive. We would order 50 of them to distribute on November 22.

The committee liked both ideas, but decided upon getting the calendars. Cost per calendar is \$9.79 per dozen + shipping & handling. LuAnn will check with Lindsey Boyle to be sure that we are not planning to do something similar to Faith Trek’s activities. Carlene Falos agreed to check on our budget.

Our next meeting will be on the second Tuesday of October. That will be **October 13, at 5:30.**

Carlene will give the devotions.

Submitted by Linda Carlson, Secretary

**First Lutheran Church
Property Committee
Meeting Minutes September 22, 2020**

In attendance: In attendance: Chair Norman Kempf, Steve Dickey, Bob Batterman, Steve Lenzen, Greg Fisher, Rod Johnson, Les Carlson

Opening prayer: Rod

Minute taker: Les

Minutes of the February meeting approved as printed.

Items added to agenda: Jeff Culbertson mentioned possibility of a Fall Clean-Up Day. After discussion about this and other issues, a workday at the church has been scheduled for Saturday, September 26th, 2020, beginning at 8:00 am.

Norman noted two Committee membership changes (resignations).

Norman reported that tiles damaged on SE corner of roof have been repaired and the skylight replacement has been completed (see attached Agenda items 2 & 3 for details).

Bob noted that metal corners on the West side of the church have been installed with some minor repair issues yet to be completed. Steve Dickey and Norman informed that doors in sacristy still need additional work after their intervention. Door length may need to be reduced to solve this (see Agenda item 4). May be an issue for Hampton to resolve or fixed by Property Committee members.

Drainage Issues:

Considerable discussion regarding drainage issues/concerns around church (see Agenda items 6, 7, & 8). This discussion resulted in two motions:

- a. Extend eave trough to West end on South side of church.
- b. Install gutter guards to prevent clogging of downspouts

Both motions were passed, Steve Dickey is investigating costs affiliated with accomplishing these motions.

Norman reported on the scheduled meeting with Precision Construction and Roofing (see Agenda item 9). No action for the committee to consider at this time. Norman noted we are in a "holding pattern" at present until a report has been generated about the condition of the roof and solutions for problems identified.

Prayer for October: Bob

Note taker for October: Les

September 30, 2020

Stewardship Zoom Meeting---attending were, Mark Wemhoff, Teresa Brohimer, Tyler Mainquist, Linda Bogenreif Eunice Fischer & Pastor Justin. Jeff Bielenberg and Byron Fischer were absent.

This is usually the Stewardship Committee's last meeting of the year. Because of the low commitment pledge response First Lutheran Church has received so far, we have agreed to meet again October 28th at 7:00 PM to discuss if further actions are needed by the Stewardship Committee to increase pledge responses.

Because of the unique circumstances we find ourselves in and the uncertainty of things going into next year the lower response rate is understandable. Several ways were discussed on how to keep the thought of filling out the pledge cards when/if people are more comfortable with their situations later in the year.

- When in person worship have pledge cards available.
- Have someone with a laptop available before and after service to help people fill out the form online.
- Discussed if we o another round of Covid calls would it be appropriate to add a question of: "Have you filled out a commitment card?" Eunice will reach out to see if this is appropriate.
- Have the Stewardship letter featured again in the November Voice.
- Have the leaders of other groups speak out to their members about filling out commitment cards next time they meet. Pastor Justin will mention this to other groups.

Linda will reach out to Kathleen to thank her for the wonderful job she did on the Stewardship videos, and she will also reach out to the speakers to offer thanks.

Mark Wemhoff
Stewardship Committee Chair