**Advent Lutheran Church – Church Council Meeting – November 20, 2019 Minutes**

**Present – Voting (n=7)**: Pastor Danielle Miller, David Richards, Deanne Walters, Norma Martin, Bree Vandenburg, Michael Hammett, Blessing Tawengwa

**Present – Not Voting** **(n=3):** Kevin Bowen, Abby Ferjak, Bekah Anderson

**Not Present – Excused** **(n=4)**: Jon Dohlin, Juan Minier, Miriam Sitz Grebey, Bayardo Peralta

1. **Call to Order**

Bree Vandenburg led a devotion focused on Psalm 136. We sang the hymn “Gather Us In” together and practiced a meditation on gratitude, joy, abundance, and generosity in light of Thanksgiving.

1. **Consent Agenda**

The Church Council accepted the consent agenda consisting of meeting minutes, staff reports, and financial statements.

* **Pastor’s Report** — Details pastoral concerns and provides updates about ministry, administrative, building, scheduling and other items.
* **Meeting Minutes** — Notes from the October Council meetings.
* **Financial Reports** — Statement of activities.
* **Communications & Youth Report** — Provides updates about communications and outreach efforts and youth activities.

**Action** ***(Motioned, Seconded, Approved)*:** The Church Council voted to accept all items of the consent agenda as indicated above.

1. **Updates on Finance.**

We had a discussion about reduced giving and ways to encourage more giving. Suggestions included fundraisers and a kickoff event or challenge to encourage people to fulfill their pledges.

David discussed a lack of certainty about what is the best approach to present the deficit and encourage a culture of giving. Suggestions included transparency and soliciting suggestions from the congregation, a matching grant/donation, a stronger stewardship campaign, and emphasis on council as leaders in fulfilling pledges. Bekah encouraged a broader conversation about giving at Advent that discusses both what our giving achieves and why we give in the first place. David and Pastor Danielle will discuss further potential opportunities to encourage giving.

David told us that the accountant, Gerald, has begun working on the bookkeeping. He found most of the errors from January and is correcting them to make sure that everything is in order with our books. Norma sent recommendations to change our software, and if everything can come together, the goal is to start by the new year. Carla and PD are optimistic about getting to a better bottom line, but we still need to get to a better software system. The possibility of using St Peter’s Financial Services will be investigated again in the future.

During her conversation at the bishop’s office, Pastor Danielle had a discussion with Sue Brant extending the vote on the $200k grant to February.

1. **Strategic Plan- Status and Implementation**

Most of the energy has been on the ministry and outreach teams. Spatial planning has lagged in momentum and direction, but once there is more clarity on ministry and outreach, Kevin anticipates greater activity. Financial planning in the future is contingent in part on the different costs involved with different building plans- outreach and ministry team come first, then spatial, then financial. The research team has been very active and has been working to clarify its scope, validating the Rand Report numbers, and getting a sense of demographic trends in the UWS.

The Outreach and Ministry teams met both separately and together, and from those meetings, they produced a blueprint strategy for mission. This blueprint identifies three ministry areas as focuses for our mission and vision.

Pastor Danielle also distributed an implementation calendar for the visioning process. The implementation calendar is provisional, but needs to be considered by council going forward, particularly when it comes to spatial planning. The implementation calendar also included a council cycle for strategic implementation and questions for the council to consider in order to formulate steps for the council to complete during the implementation process. Before the next council meeting, all members should consider the questions and prepare notes to consider how the council will move this process forward. There was discussion about holding another meeting with all the strategic teams together to affirm the directions being pursued and present discernible action and momentum to the congregation.

1. **Safety/Security**

On Friday, there was a serious safety incident in the office. The incident has been reported to the police. The entire staff knows, as do the property committee, Fred Grum, and all relevant parties. We are taking efforts to make the safety and security of the staff a greater priority. There are plans to install cameras in the building immediately, and we are instituting a policy of two people closing the building at the end of the day, and there are discussions about moving Kevin’s office upstairs to consolidate staff, installing a doorbell on the side entrance, securing the doors, and working on a policy for monitoring the side door entrance. Suggestions are welcome to encourage safety and security at Advent, and to figure out ways to take care of each other at Advent. Discussion will continue about Advent’s dual commitments to being welcoming and safe. We emphasized the need to secure and replace our front doors and secure the stairway up to the loft.

Bree inquired whether we can approve a budget line for safety improvements, but we are over our budget line. Abby asked about giving the Property Committee a deadline for action. Bree and Norma suggested names. Deanne suggested a temporary barrier until we have a more permanent solution.

1. **Music Mondays**

Norma relayed the results from the first Music Monday House Concert. Attendance was 41, proceeds were just over $4k. More clarity for future house concerts would include whether it’s a “fundraiser” or a “friendraiser.” Norma encouraged all on council to attend at least one Music Monday concert in the future to meet people from the neighborhood and discuss Advent with attendees.

1. **Council Members**

Bayardo has announced that he will be rotating off council- suggestions are welcome for potential replacements for the open slots for next year.

1. **December Meeting**

We had discussion about scheduling the next council meeting in a way that does not conflict with the Traveler’s Service. David will send out a Doodle poll to settle on a date.

1. **Adjournment — Closing Prayer**

David Richards closed the meeting in prayer.

***Respectfully submitted by Michael Hammett, 11/20/19***