**Advent Lutheran Church – Church Council Meeting – May 20, 2020 Minutes**

**Present – Voting (n=10)**: Pastor Danielle Miller, David Richards, Michael Hammett, Miriam Sitz Grebey, Deanne Walters, Jon Dohlin, Hans Kriefall, Damaris Maclean, Juan Minier, Bree Vandenburg

**Present – Not Voting** **(n=2):** Kevin Bowen, Abby Ferjak

**Not Present – Excused (n=1):** Blessing Tawengwa

1. **Call to Order**

The meeting opened with prayer.

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.
* **Communications Report** — Provides updates about communications and outreach efforts
* and youth activities.
* **Meeting Minutes** — Notes from the March and April Council meetings.
* **Financial Reports**

1. **Strategic Discussions: Presentations, Feedback, and Actions**

**Update on Reopening and Discussion Goals.**

Pastor Danielle Miller and David Richards reported that church reopening will likely no take place until the last phase of reopening in NYC.

The Council discussed goals and objectives for next 3 months. Kevin Bowen explained the concept of an OKR: Objective and Key Results — a tool to make goals concrete. Objective: the aim or initiative you’re hoping to achieve. Key Results: the benchmarks that indicate an objective has been met.

In this Council meeting, for instance…

* Objective: Identify 2-4 mission-led priorities for Advent during the next 3 months of the coronavirus pandemic.
* Key Results:
  + Staff provides relevant info and a broad list of possible next steps
  + In breakout groups or together, Council members wrestle with prioritizing top 1-5 ideas based on discernment of Advent’s mission (and add new ideas that come up)
  + Every Council member contributes 1 opinion or idea
  + Council agrees on 2-4 strategic priorities that further Advent’s mission (Love, Community, Transformation; Sundays, Small Groups, Community Center)

This Mission and Strategy helped the staff quickly adapt to the pandemic, by prioritizing getting Sunday worship online, creating initiatives that create community from afar (virtual coffee hour, small groups, Care Team), and doubling down on our Food Ministries.

Pastor Danielle Miller explained that gathering in worship in the traditional sense in New York will likely be a part of a phase 4 reopening, which means a timeline of potentially 2021. Singing, communal speaking, touching people and common things, communion—these are not recommended for some time. So, the Council considered which of these options (and what others), are top priorities for the immediate future.

Council members each ranked their top 5 priorities for future steps from among these options.

* Invest in preparations, equipment, supplies, procedures, and staff to resume small gatherings in Advent’s building (i.e. hand sanitizing stations, masks, cleaning between services)
* Develop “Watch Parties” program where people can safely watch online worship in small groups at a local member’s apartment
* Develop church programing at various park locations
* Develop more resources for faith-building at home
  + Particularly non-screen options for parents, kids, and Brooklyn residents
* Reach out to NYC Spanish-speakers through Facebook ads for online worship to grow Spanish-language membership
* Develop an onboarding process to deepened engagement of new online worshippers
* Move the needle on any one of these areas in Online Worship:
  + Welcome
  + Diversity
  + Building Relationships
  + Music
  + Advocacy
  + Invitation
  + Connecting faith to action
* Update and simplify online giving
* Focus on meaningful stewardship strategy giving a changing economic climate
* Focus on creating additional community building online opportunities
* Continue to strengthen and expand our hunger ministries
  + Need additional leadership / coordination help
* Grow Advent’s membership by net 4% (15 members) through online worship by Sept 1

**Financial Update.**

Deanne Walters reported that our current income exceeds expenses by approximately $89,000; expenses are lower since activities are not taking place at church (27% of budget at 33% through year), but giving is also lower than this time last year by approximately $15,000 (30% of budget at 33% through year).

1. **Next Meeting**

The next Council meeting will take place on **Wednesday, June 17, 2020 at 7:00 p.m.**

**Adjournment — Closing Prayer.**

The meeting closed in prayer.

***Respectfully submitted by M.S. Grebey, 6/17/20***