

## **Council Meeting Minutes** **April 25, 2022 at 6 pm Via Zoom**

**Attending:** Janice Koppenhaver, Beth Reavis, Wayne Powell, Mary Ballard, Martha Krenzock, Alan Hauser, Pastor Steve Troisi, Charlie Wallin, Emory Maiden, Morgan Wright, Carol Norris, Kristie Evans, Alan Hauser, Vicar Randy Rothchild and Jesse Lutabingwa

1. **Call to Order** - Charlie called the meeting to order at 6:07 p.m.
  
2. **Devotion** - Carol gave a devotion on Psalm 42 and how God shows up in our lives. God is always good for us when things are good, but how about if things are not going well. If God heard and helped you in the past, he can again. Help is just a call away.
  
3. **Review Updated Council Ground Rules** - Charlie reviewed the ground rules.
  - Please raise your hand to indicate that you would like to speak.
  - Please give your name and state your views on the matter under discussion, including any questions or concerns you may have.
  - In order to allow others ample opportunity to join in the conversation, please keep any subsequent comments by you on this issue/motion succinct and to the point.
  - Please remain quiet when others have the floor so everyone can hear.
  - Please be respectful of those voicing differing opinions.
  
4. **Congregational Input** - Charlie asked for congregational input. Mary watched the service on April 24th and the sound came and went. Pastor Steve said there can be a frame rate issue and he'll check it out with Steve Frank. Mary also said she enjoyed the Easter Egg hunt and that we need more outdoor activities.
  
5. **Approval of Council Meeting Minutes** - Charlie asked for changes. Alan noted an incomplete sentence. Pastor Steve recalled the conversation and recommended words for the end of the sentence. Alan made a motion to approve with changes and Emory seconded. Motion carried.
  
6. **Strategic Visioning** - Charlie
  - a. **Review Organizational Chart and Liaison Assignments** - No changes.
  - b. **2021-2022 Council Goals** - Conversation on Chapters 8-9 of ReShape - Pastor Steve led a discussion on Chapter 8 and asked, "How would we describe the spiritual posture of Grace?" Morgan noted we're more laid back than the author's description of a football player's stance. Carol said we're like the rest of the team and we're lined up to do some amazing things. Alan noted that he has been coming in person for about 3 weeks and senses a pent up frustration for more togetherness and fellowship. Kristie agreed with Alan's statement and feels like the congregation is excited to be gathering and can translate into a lot of action.

Pastor Steve introduced Chapter 9, and asked, "Does the organizational structure of our congregation empower ministry, is it neutral, does it slow us down, or you are not sure?" Martha said the personal care kit was very empowering. Kristie agreed that the organizational structure helps to spearhead activities. Beth doesn't think we've quite hit the spot with youth and family activities to get families to join us in activities. Pastor Steve said one element is to get the parents to forge stronger relationships. Kristie noted that the reason her children came and were connected was related to the person with a youth and family. Pastor Steve asked if our staffing reflects the missions. Vicar Randy noted that he had seen both when parents led the groups and one where staff were appointed. Pastor Steve added, sometimes, not tending committees may show what can run on its own and what's working only because we staff it. The author talks about launching into new things and how do you know that it's the right thing. If you align your actions with the church ministry, the right thing to do emerges. General consensus was that reading the book together was a good experience.

7. **Policy** - Charlie noted that one of our goals was to update the constitution (done), review the financial processes (in process) and the property task force (in process).

a. **Ratify the Constitution and Bylaws at August 2022 Congregational Meeting** - completed

## 8. Monitoring and Oversight

### a. Reports:

i. **Senior Pastor Report** - Pastor Steve added that we had a large crowd for Easter. May Sunday celebrations are LSA(May 1), Pillowcase Sunday (May 8), Confirmation (May 15th), and High School Graduation (May 22nd).

The initial idea is that the 100th anniversary celebration will stretch from Memorial Weekend to November 2023 with monthly celebrations.

1. Engagement Report - We're seeing a good number of people online for Easter and Lenten Service.

ii. **Campus Ministry Coordinator Report**

iii. **Vicar Report** - Vicar Randy was thankful to be able to lead a service on Good Friday at the facility where his father-in-law lives. He also has been meeting with a group of young people in Avery who aren't churchgoers, but it is very meaningful to him.

iv. **Music Ministry Report** - A big pat on the back goes to Libby for all the Easter music.

v. **Administrative Secretary Report** -

vi. **Facilities Manager Report** - Pastor Steve said they started to have a drain line backup problem at the Council House. The old pipes are deteriorating and the line currently crossed down across the Episcopal Church property. Options for repair include: 1) dig down 25 ft. across the Episcopal church parking lot or 2) connect at the road to the closest drain near the Council house on Council St. at a depth of 12 ft. Option 2 would require town approval. Jeff Voss thinks the

project could cost \$5-7K but this was not an official estimate. Pastor Steve noted that we have enough money in the Peeler funds to cover this project. And he noted that even if in the future the congregation decided to replace the Councill House with another building this would require new drain lines that preferably connect through property we own. While no action is needed tonight, Pastor Steve said that we may need to vote by email between Council meetings. Wildwood ALC has secured the rental of a port-a-john for the last month that they are in session.

Pastor Steve and Jennifer have talked with a landscape architect to expand the patio area in front of the sanctuary and adding a bench height wall. This project would include updating flower beds and plantings around the parking lot side of the building as well. They will meet with the landscape architect later this week and work on getting a more formal estimate. One idea is to try and put this project out to the congregation in preparation of the 100th Anniversary.

Charlie added that he doesn't think that the members of the congregation realize how much effort it takes to go through Lent and Easter and offered his thanks to the staff! Jesse asked if Charlie could write up a thank you to the staff.

vii. **Treasurer Report** - Morgan summarized revenue was short and expenses were good. Kathy was still processing the offering from Sunday. Charlie noted that we should remember that when we start coffee hour and other activities that more sustainable practices need to be resumed (i.e., using the ceramic cups and plates). Pastor Steve added that we'll probably plan to spend down some of the holding funds we've accumulated – e.g. the Peeler fund. We'll hope to be able to fix the plumbing and the furnaces in the Fellowship Hall from the Peeler Funds. As a reminder, in the permanently restricted funds, there is about \$80,000 which can be used for capital projects, including a new roof on the main church building and/or a new boiler for the sanctuary. Pastor Steve reviewed the project model which now projects annual giving to be about \$300,000.

**b. Old Business:**

- i. **Security Protocol Group** (Carol) - No update
- ii. **Fire Alarm System** (Pastor Steve) - No Update
- iii. **Property Task Force Update** (Pastor Steve)

iv. **Updates on adjustments to schedule related to COVID-19**

(Charlie) Mary said there are upticks in cases and the B2.12 virus is the most common. A current challenge is that few people are reporting positive tests. Kristie said she had read that the community transmission rates are still high. Cases are up, but hospitalizations are not. Charlie said that Parkway School had an outbreak. Beth asked if it was okay to invite the altar guild to come back to help set up and Council agreed with the caveat that masks be worn whenever Altar

Guild members are handling food items.

v. **Update on Intern Application for 2022-2023** Pastor Steve announced that our next intern will be Spence Roberson. He currently is on staff at Zion Lutheran in Hickory. Pastor Stever will meet with him in May and ask for a bio to share with the congregation. He'll begin his internship year on August 1. Spence has lots of church work experience particularly in the area of worship and music

vi. **Update on AMPARO Network Support for Refugees** - Mary Ballard said Pres. Biden was going to ease border restrictions, but it was blocked.

vii. **Update on LWR support of Ukrainian Refugees** - Pastor Steve said we donated just under \$3000 to LWR. Mary said Bishop Tim noted that he thought refugees from Ukraine would be coming sooner than expected.

viii. **LSC's "Be The Light" Campaign** - Pastor Steve said if we wanted to run a six week campaign in September and October and remove the goal and hope that we would get about \$10,000. Morgan made a motion to go through with the program. Kristie seconded. Motion carried.

### c. **New Business**

i. **Review Special Offering Designations** (Pastor Steve) - Pastor Steve reviewed the Football Parking Schedule and made a motion to approve as presented. Morgan seconded. Motion carried.

ii. **Sabbatical Request and Applications** - Pastor Steve reviewed the concurrent sabbatical request for both he and Deacon Stacey for the summer of 2023. He noted that this would be a couple of months early in his tenure (August 1st) and Deacon Stacey would have only been officially called by the congregation for 3 years. They have prepared an outline of the activities, timeline and expenses. The plan is to apply for grants (NC Synod Grant in June and Lily grant in August). Charlie said he hoped that everyone had read the materials sent to the Council. He also noted that a sabbatical committee has been formed and we have a year to finalize the details of the plan. Alan said with a year's time frame, this should be adequate to plan. Wayne also noted that Sabbaticals are beneficial for both the pastors and the congregation. Wayne made a motion to approve the sabbatical request along with all three grant applications (Pastor Steve – Lilly Grant and NC Synod Peeler/Casey Grant; Deacon Stacey – NC Synod Peeler/Casey Grant). Alan seconded. Motion carried with one abstention by Pastor Steve.

iii. **Grace Builders Grant Request to the NC Synod** - Harold is requesting congregational approval to apply for an NC Synod Peeler/Casey grant to purchase equipment for the woodlot. Kristie made a motion. Janice seconded. Motion carried.

iv. **100th Anniversary of Grace** - (discussed previously)

v. **Facility Use Request:** *Isaac Mostellar's Eagle Scout* - Alan made a motion to approve the facility use request. Jesse seconded. Motion carried.

*Hearts of Hospitality* - Pre-Covid this group used to meet at Grace. Pastor Steve will get more information and send it to the Exec. Committee to review and approve between meetings. Jesse asked how groups find out about the church and Pastor Steve said that it's mostly word of mouth. Hearts of Hospitality is the fundraising arm of Hospitality House. Charlie said almost every request has been from church members. Horn in the West has given us good publicity and that request was made by R'kie Clark.

**10. Next Meeting: May 16, 2022 at 6 p.m.**

i. Devotion: Emory

**11. Adjourn Meeting with the Lord's Prayer** - Carol

Devotion List:

June - Janice

July - Morgan

Aug - Martha