

COMMUNITY OF GRACE LUTHERAN CHURCH

Council Minutes

March 18, 2021

Call to Order & Roll Call

Present: Sandy Anderson, Ken Colberg, Dennis Engman, Wendy Fitzsimmons, Maia Hendrickson, Jeff Hovis, Mike Mathisen, Dan McMahon, Jeff Montgomery, Tim Orf, Mark Schuneman, Michelle Sherman, Darrin Vick, Angie Way

Excused: all present

Meeting called to order at 7:06 p.m.

Council shared highs/lows. Wendy opened in prayer.

The minutes for the February 2021 meeting were approved.

Pastor Darrin's Report:

It is time for us to invest in the future. We have a shortage of young adults, and we want to invest in them for kingdom purposes.

Below, you will see the internship cohort concept: 5-6 students from local colleges to serve in a variety of capacities such as worship, technology, and student ministries. Darrin shared the following proposal:

Intern Cohort Proposal

Objectives

- Invest in the Kingdom of God by supporting 6 paid internships for college-aged students (from mainly Bethel, Northwestern, North Central, and U of M) pursuing ministry callings
- Support specific departments with interns: Communications, Children's and Student's ministries, Pastoral, and Worship (approximately 150 hours/person/semester)
- Fill an obvious age gap in our congregation as well as add youthful energy and thought

Cost and Resources

- Dan Lugo would oversee the cohort as a whole
- Up to \$30,000 for intern stipends and additional resources/materials as needed
 - 10 months at up to \$400/mo. for 6 interns
- Time from staff to recruit, interview, develop, and oversee their department's intern(s)
- Time from individual pastors and staff for continued development once or twice a month on a specific ministry theme

Available Positions

- Lead Intern - Would help to shepherd the cohort
- Worship Leading Intern - Sunday worship
- Worship Production (Online) Intern - Livestream and social media
- Worship Production (Campus) Intern - On-site worship technologies
- Studio Production Intern - Podcasts, recording, video production, photography
- Children's Ministry Intern
- Student Ministry Intern
- Communications Intern

We may not fill every position. This is not a budgeted expense, but we have reserve funds. It would cost about \$15,000 this year and again next year for a total of \$30,000. The council engaged in a positive discussion about having young adult interns in our church. Dan Lugo will lead this program.

Motion made to approve up to \$30,000 for the intern program for 2 years beginning August of 2021-May 2022. Motion approved.

Strat Ops, with Tim Young, is a strategic planning process. This process is scheduled for October. The cost is \$6000 plus travel expenses up to \$7500. Tim Young will send a proposal, and the council will evaluate.

Later this week, Pastor Darrin will meet with a visitation candidate.

At the end of April, the student ministry and missions associate job description will be posted.

Darrin introduced a technology proposal for DANTE: Digital Audio Network thru Ethernet. This system would enhance our livestreaming. It includes two new audio boards: one for NORAD and another board for outdoors. This technology provides flexibility, and the network is secure. It costs only \$11,000 and this expense is included in the budget.

Pastor Angie's Report:

Lenten conversations on Wednesday nights continue. Holy Week packets just went out. Staff continue to assess the safety of adding more programs.

Holy Week schedule:

- Palm Sunday as usual
- Maundy Thursday: 4 p.m. service, 6:30 p.m. blended service with RSVP prioritizing the first communion families.
- Good Friday: 7 p.m. service livestreamed and in-person service. A pre-recorded Refuge service will be released in the AM of that day.
- Easter: services at 7:30 a.m., 9 a.m. and 10:30 a.m. Part of the service will be on the screen and part will be live with elements of both traditional and contemporary styles. At 12:30 p.m., we will provide a drive-up service option in the parking lot.

Pastor Angie will take the week after Easter off for a well-deserved vacation.

Core Team Reports

Children's Ministries: Wendy Fitzsimmons

Pray for good weather for the Easter Egg Hunt. Britta is still looking for volunteers. Vacation Bible School (VBS) and Fellowship of Christian Athletes (FCA) camp information is posted online. The week after Easter, Britta will send an email to parents about the upcoming VBS and FCA camp opportunities. Please pray for Britta's family to find a home closer to church.

Student Ministries: Dan McMahon

Refuge has used a hybrid model, so some students are online, and others are in person. Large group social distancing has gone well. Confirmation retreat planning is underway for early May. Summer plans are also underway with an activity every other week. These include service projects and outdoor worship services.

Adult Ministries: Jeff Hovis

Per state mandates, no significant changes are happening with groups meeting at homes, but they can meet at coffee houses and restaurants. Some are meeting at church.

Seniors: Ken Colberg

Some seniors are enjoying the Wednesday Facebook Live services. Thanks to the Pastors and Dan.

Worship: Tim Orf

Last year around this time, the church closed its physical doors. Many are looking forward to an in-house Easter service this year. We can truly be thankful that we have been able to do things in new ways. The audio upgrades will be great for our worship experiences. Dan contacted Teen Challenge. They will send video content and some speakers, so we will plan to have them come the last Sunday in May. Last year, we delivered bagels to Teen Challenge, so we will consider doing this again.

Welcome/Hospitality: Dennis Engman

More people are coming and asking to be involved. Hannah is printing a card to let people know what opportunities exist.

Missions: Michelle Sherman

Hannah is working on Mission of Hope Sunday for May 2. Mike is managing the Garage Sale as the chair of the team. A message was included in the eNote for this week.

Infrastructure Reports

Treasurer and Stewardship Report: Mike Mathisen & Jeff Montgomery

Compared to last year, we look worse financially, but last year we had a strong first quarter. This year, our giving is behind by \$60,780 and similar to where we were in 2019. Expenses are not far from last year. Missions funding is a concern and behind by \$4102. We have an opportunity to share this reality, highlight our mission partners through the next sermon series and promote giving to missions.

Facilities: Jeff Montgomery and Mike Mathisen

Magnuson School enrollment looks strong for next fall. They will likely need more classrooms, so the team will discuss this. Parents are very concerned about what kids are being taught in the early grade levels at the public schools, so Magnuson School has high enrollment in kindergarten, first and second grade.

DANTE, as described in Pastor Darrin's report, will be completed before June.

Secretary's Report: Maia Hendrickson

No report.

Vice President's Report: Mark Schuneman

The current sermon series has been very well received. Thank you, Pastors!

President's Report: Sandy Anderson

The Annual Meeting is scheduled for April 18 at 12 noon. We will provide a way for people to participate remotely. After the meeting, the council will gather briefly to welcome new members and elect officers.

Sandy will send out a sign-up for helping with offerings over Holy Week.

Other new business:

None

Pastor Darrin closed in prayer.

Meeting adjourned at 9:03 p.m.

Next meeting is scheduled for April 15, 2021.

Respectfully submitted by Maia Hendrickson