

**CONGREGATIONAL COUNCIL MINUTES  
FAITH EVANGELICAL LUTHERAN CHURCH**

November 10, 2020

**Present**

Beth Sekera (President), Chris Bettin (Secretary), Sandy Becker (Stewardship), Tammy Daugherty (Communications), Mark Pedersen (Property), Debbie Rohla (Service), Chris Sorce (Faith Formation), Deb Twaddle (Worship), Pr. Shelly Satran, Pr. Joe Yucha

**Excused**

Jim Hall (Treasurer), Phil Hartweg (Safety), Rachel Sorce (Faith Formation)

**Call to Order**

- The meeting, which was held via Zoom, was called to order by President Beth Sekera at 7:05 p.m.

**Opening Devotions and Prayer**

- Chris Bettin

**Council Check-in**

- All Council members reported that they and their families are doing well and staying safe during the ongoing COVID-19 pandemic.

**Approval of Minutes**

- **MOTION** (Tammy/Sandy): To approve the minutes of the October 13, 2020, Church Council meeting. (Carried)

**Consent Agenda**

- **MOTION** (Deb T./Chris S.): To accept the reports of the Faith Ministries and staff. (Carried)

**Financial Report**

- Reporting on Treasurer Jim Hall's behalf, President Sekera noted that the budget is in good shape for the time of year and given the ongoing pandemic.
- President Sekera reported the great news that Faith's Paycheck Protection Program loan in the amount of \$106,700 has been forgiven by the federal government. Of that amount, \$33,324 goes to Rainbow Place and the remainder will be recorded in Faith's 2020 budget under "other income." Since Faith has not encountered any issues with its employee payroll, at the end of the year a determination will be made regarding utilization of the funds based on how the budget winds up.

**Old Business**

### ***Constitution Updates***

- Pastor Shelly Satran tied up loose ends regarding revisions to the Faith Constitution which were reviewed during the previous two Council meetings. She reported that the “Designated Gift Account” in the Endowment section (C5) is now titled the “Specific Purpose Gift Account,” and that language from section C18 regarding how continuing resolutions are amended has been clarified in Endowment section C5.05.06.A00.
- **MOTION** (Tammy/Sandy): To accept the revisions to the Faith Church Constitution and bring them forward for approval by the congregation during the annual Congregational Meeting in January 2021. (Carried)

### ***Church Reopening, Resumption of Services***

- Plans to move worship services back indoors beginning November 1 had to be shelved due to a worsening of the pandemic and subsequent restrictions imposed by the state and Synod regarding group gatherings. The November 1 service was recorded and posted on the Faith website; however, unseasonably warm weather enabled Faith to hold services outdoors once again on 11/8. The outdoor services were well attended.
- For the time being, services will continue to be virtual.
- Pastor Joe Yucha reported he is hopeful that FLY and confirmation can continue meeting in person by adhering to mask wearing and social distancing guidelines, as well as gathering in small groups of 10 or fewer participants. However, he conceded that the situation could change at a moment’s notice.
- Pastor Shelly noted that staff continues to monitor pandemic safety guidelines as plans are made for Advent, Christmas Eve, and Christmas Day services. Everything is very much in a state of flux at the moment.
- Council thanked Mark Pedersen (Property) and Phil Hartweg (Safety) for making the patio on the north side of the church building a more desirable meeting spot by hanging lights and making other modifications. It was noted that the patio has never been used as much as it has been this year.

### ***Glen Ellyn Food Pantry***

- Pastor Joe reported that to date the GEFP has raised approximately \$750K toward its goal of \$900K for construction work on the 55 N. Park property. According to Pastor Joe, GEFP’s Paula Serfling Nugent has expressed optimism that the goal can be reached by the end of the year.
- Additionally, Pastor Joe said that he attended a meeting between GEFP and Village of Glen Ellyn representatives concerning the required GEFP sprinkler system. The village’s Planning Commission had been insisting that water lines to the building come from Exmoor Avenue rather than Park Boulevard so as not to disrupt traffic on Park during installation. However, the cost to run the lines from Park is considerably less than running them from Exmoor. Following the meeting, the village learned that the lines could come from Park without significant disruption and at a much lower cost.
- Paula plans to seek a spot on the commission’s January 2021 agenda to hopefully seal the deal concerning the water lines.

### ***Building Projects Update***

- Mark reported that renovations to the main floor bathroom and plumbing might be completed by the end of November. Currently, ESSE Center is meeting in Luther Hall so its clients have easy access to a washroom; however, once work is completed on the main floor ESSE will be able to move back upstairs into its usual space.
- To take advantage of ESSE being temporarily located on the lower level, plans are under way for the contractor to get a head start on installing the frames for the fire doors before ESSE returns to the main floor.
- Mark confirmed that the doors were ordered the week of October 18; the frames have already been received.
- Due to various architectural and construction changes required by the village, Faith's portion of the total cost of renovations is now approximately \$95K.

### **New Business**

#### ***Annual Reports***

- President Sekera gave Council a heads-up that Annual Reports for the Congregational Meeting in January will be due to her and Office Administrator Eric Enskat sometime in December. She and Chris B. will get back to the Council members with the following:
  - copy of the 2020 Annual Report as an example of the format individual reports should take and information to be included,
  - due date from Eric
  - outline of the process that will be followed in preparation for the Congregational Meeting

#### ***Employee Handbook***

- President Sekera reported that Faith's Employee Handbook, updated as recently as 2018, needs to be looked at again to bring it up to date with recent changes to sexual harassment laws.
- Pastor Shelly asked if anyone on Council new of a church member who works in human resources who might be willing to volunteer time to review the manual.
- Chris Sorce asked if the Synod offers any guidance in these matters; Pastor Shelly said she would inquire. She also plans to meet with former Council member Ted Flores in the next couple of weeks and will ask him about updating the handbook. Ted spearheaded the most recent updates.

#### ***Worship Team Housekeeping Items***

- Worship Team leader Deb Twaddle brought up several matters for Council consideration, chief among them the January Congregational Meeting and online ballot voting. She noted that the Congregational Meeting held last summer involved voting on a "yes/no" question; voting for a slate of candidates presented in an online ballot might present a different set of challenges.

- Pastor Joe said that the Synod has developed guidelines on how to run virtual congregational meetings and vote online; he said he would research this.
- Deb also discussed the need to obtain binders from departing Council members so they can be updated and transitioned to incoming members. Debbie Rohla volunteered to help with copying pages and putting together the binders in the church office.
- Deb also noted that due to the pandemic Council will not be able to have its annual in-person welcome dinner and orientation for new Council members; instead, the new Council members for 2021 will be oriented virtually at 6:30 p.m. on a date to be determined in January, with the seated Council members joining online at 7 p.m. for the regular Council meeting.

### ***Technology***

- Pastor Shelly reported that Faith's ministries are relying on technology more than ever and that outdated technology has created challenges for staff members Kayla Feil, director of the Children, Youth and Family Ministry, and Todd Carrico, director of the Music Ministry. A new laptop is needed for Kayla, and some technology fixes have been made to Todd's computer, but more may be needed. Jim has indicated that money exists in the budget for needed upgrades.
- Pastor Shelly also reported that research is under way on the possibility of purchasing a system for live streaming church services in the sanctuary. The motivation for this initiative has been expressions of concern from Faith members about the audiovisual quality of the virtual services which currently are recorded on a smart phone and posted to YouTube rather than live streamed. Live streaming would improve quality, enable services to be streamed as they occur, and enable Faith to continue providing members who are out of town, live in different states, cannot attend services in person, etc., the opportunity to participate in the service after the pandemic ends.
- Total cost is estimated between \$15K-\$20K.

### ***Staff Recognition***

- **MOTION** (Tammy/Sandy): With deep gratitude, the Council wishes to thank Pastors Shelly and Joe, Eric, Todd, Kayla, Sally and Rich for their remarkable energy, creativity, and dedication to making church life for our Faith members as "normal" as possible during these turbulent times. Outdoor in-person services as well as virtual services have been joyful and inspiring; appropriate small-group activities have been conducted thoughtfully and safely within the church building; and spiritual and emotional guidance remain ever-available to the congregation and community in times of celebration, ordeal, and everything in between. We are blessed to have each and every one of you at Faith!  
(Carried)

### **Announcements and Reminders**

- The next meeting of the Executive Council will be Tuesday, December 1, 2020, via Zoom.
- The next meeting of the Church Council will be Tuesday, December 8, 2020, via Zoom.

**Closing Prayer**

- Chris B.

**Adjournment**

- The meeting was adjourned at 8:10 p.m.

**Respectfully Submitted by:**

Chris Bettin, Secretary