

**Zion Lutheran Church Council Minutes**  
**Tuesday, January 19, 2021**

The January Council meeting was called to order by Jena.

Opening Devotions were led by Pastor Erin.

Roll Call: Monica, Sharon, Lisa, Pastor Erin, Jena, Ed, Nicole, Kelly, Shane, Rod, Mike, Kathy

Excused: Jennifer

Minutes: Kelly made the motion to approve minutes, Ed seconded. All in favor, motion carried.

Treasurer report: Kelly made motion to approve report, Shane seconded. All in favor, motion carried.  
See attached

Parochial Report: see attached

Announcements:

- Online annual meeting forum over Zoom Sunday, Jan. 24 at 10:00 AM
- Gloria Lauinger estate gift to trust fund, \$5,000 will go into the trust fund, there was a stipulation for it to not go into the general fund

Congregational Good News/Concerns: Remind everyone of the difference noted in the amount to be paid to Sandra, she will be employed for the full year instead of just part of the year, concerns have been raised about justifying the amount that everyone has been getting paid since the in-person worship has looked so different

Pastoral Update: Committee Reports:

1. Executive committee (Mike, Jena, Lisa, Ed) – did not meet
2. Education committee (Kelly) – working on painting areas and making them look better in addition to normal activities
3. Fellowship (Kathy) –
4. Finance (Rod) –
5. Properties (Shane) – bathroom fan in the rental was replaced and other minor things
6. Social Concerns (Nicole) – Began monetary/gift card drive yesterday to restock freezers
7. Stewardship (Chastity) – 91 pledges have been received for the upcoming year
8. Visitation (Sharon) – did not meet
9. Welcome & Outreach (Phyllis) –
10. Worship & Music (Monica) – Christmas services went very well, still looking for more volunteers to make future services easier, starting to look forward to Lenten services
11. Youth (Jennifer) –

Old business:

- Elect Vice President, Sharon has volunteered to accept this position. Nicole made a motion to approve Sharon as Vice President, Kathy seconded. All in favor, motion carried.
- Nominating committee report – still waiting for answers for secretary and youth chair, have filled VP and several other positions
- Worship schedule/livestreaming possibility (ongoing evaluation of current schedule/needs)
  - o Because of the extra work that needs to be done to pre-record services and make them available on various platforms, livestreaming is being looked into
  - o A camera would need to be purchased, about \$380, which would be able to record and stream online simultaneously
  - o This option would provide more consistency in having service at the same time each week
  - o During Lent, a mid-week service could be livestreamed with the Praise Band as well
  - o Ed made a motion to improve live streaming capabilities, Kelly seconded. All in favor, motion carries.
  - o Livestreaming events would still be able to have parishioners in attendance

#### New Business

- Set annual meeting agenda, help needed for holding the meeting both in-person and online
  - o See attached
  - o Move Q/A to right after staff and leadership recognition
- Determine Sandra's vacation days for 2021
  - o Current policy says first-year employee gets 2.5 days per quarter plus birthday off, current synod guidelines recommend 10 days (two work weeks)
  - o Kathy made a motion to set Sandra's vacation days to 11 days for the year, Monica seconded. All in favor, motion carries.
- Back pay Sandra's retirement contribution, Sandra has been shorted 4% for the last six months, Portico changed their default amount without informing Zion, was shorted \$120 per month, we can go back 60 days to compensate, but Portico won't allow a lump sum to be paid for before that, Ed suggested that we adjust her next few monthly contributions to make up for that, Erin will look into that option with Donna
- Policy for spouse/family of staff member serving on council
  - o May not be necessary, waiting to hear back on youth committee, possibility of asking Zach (Sandra's husband) to be on for youth committee
  - o Could be a conflict of interest on votes, etc., that person may need to recuse themselves from votes that would affect that paid staff member
  - o Sharon made a motion to approve a policy that the spouse/family member of Zion staff may serve on the church council as long as the council member recuses him/herself from voting on any matters affecting staff (e.g. budget, disciplinary action, job description changes, insurance plans). The pastor or council president will communicate this policy to all council members who may be affected by it. Monica seconded, all in favor, motion carries.
- Preschool update (Nicole Schutter, preschool co-chair)
  - o Concerns over financial stability for the future, the preschool has been self-sustained through the tuition that families pay

- Preschool classes have not been full this year, which makes spacing easier, but also means less money is coming in
- Have had to dip into contingency fund, at this rate there may not be enough money to pay Jami's salary in the coming year if enrollment stays the same
- More secure doors have not been able to be purchased and installed because of a lack of funds
- How much could the church/congregation help with funding the preschool?
- Anonymous donor – Contingency could pay Jami's salary until end of year, this donation would cover salary into end of her contract – end of July
- Part of Jami's salary this school year has been paid by the PPP funds acquired earlier, there is another program coming out that Zion should be able apply to receive funds
- This topic can be brought up during the annual meeting during the Q/A time
- Mike has accepted to fill a position on the visitation committee

Adjourn – Ed made a motion to adjourn the meeting, Kathy seconded, all in favor, motion carries.

Prayer

Next Meeting: Tuesday February 16, 2021 at 6:30 PM