

Council Minutes

April 15, 2021

Present: Anne Baunach, Jonathan Baunach, Dan Fergusson, Dave Foss, Rev Chuck Harris, Mike McLaughlin, Janene Nelson, Savannah Phelan, Charlie Radabaugh

Absent: Rev Susan Kirlin-Hackett, Josh Luebke, and Sandi Wollum,

Gathering Time

- **Call to Order**
Charlie called the meeting to order at 6:31 p.m.
- **Devotions**
Pastor Chuck shared a devotion on Galatians 5:13-14 and Jonathan shared the prayer of good courage.
- **Welcome New Council Member**
The council welcomed Dan Fergusson to the group.
- **Adoption of Agenda**
Motion to approve the agenda as amended. (Harris / A Baunach) Motion passed.
- **Approval of Minutes: March 18, 2021**
Motion to approve the minutes as corrected. (Nelson / J Baunach) Motion passed.
- **Financial Report**
Janene gave an update on financials. We had a more difficult month in March. Although revenue was \$5,000 more than February, expenses were much more than February. We ended the month with expenses exceeding revenue of \$4,019. Year to date, we have a negative balance of over \$3,500.00. The annual fire/sprinkler expense hits all in March – although it is budgeted across the year. We are also over budget in postage. April usually is a very good month and the Easter offering has looked strong. (McLaughlin / Foss) Motion passed.

Reflection on Mission, Vision & Core Values

- **In Person Gatherings**
All is moving forward. Thanks to Pastor Chuck for working with the staff and putting together a strong schedule and plan. The regathering plan has been shared with the congregation.
- **COVID Training for Council Members**
Pastor Chuck asked that all council members take part in the Worship Hospitality Team training around COVID that is happening on Sunday, April 25 from 10:45 – 11:30 a.m. Kirsten Harris will be heading up this team. The training follows the church's COVID policy. Pastor Chuck invited the council to serve as a test group for Sunday, May 2. He will send us a link to sign up for that Sunday. This will allow us to test the reservation and check-in system.
- **MSP Information**
Pastor Chuck shared that the Transition Team needs additional information from the Council. Motion that the Transition Team place in the Ministry Site Profile (MSP) the compensation guidelines found on the attachment. (Harris / Foss) Motion carried. Motion that the Executive Team draft a compensation policy for all roster persons at Messiah based on 1) striving to meet synod guidelines for years of experience, 2)

providing health insurance for the rostered leader only, and 3) the inclusion of other benefits of other benefits, such as vacation, auto, and other professional expense reimbursement.” (Harris / Fergueson) Motion carried. Chuck shared that one significant change is that the congregation is just providing medical benefits for the rostered leader only. From here, the transition team will complete the MSP and that will be provided to the synod.

- **Music Ministry**

Chuck shared that we would like to start the music ministry 12 weeks earlier than anticipated since we are going back to worship earlier than anticipated. Motion that the Messiah Church Council approves overspending the budget salary lines for the Handbell Director, the Choir Director, and the FICA line by a total of \$2,744.14 in order to add 12 weeks of music ministry for worship more than the 2021 approved budget.” (Harris / Nelson) Motion carried.

- **Vacation Pay for Associate Director of Faith Formation**

Chuck shared that Savannah will have a balance of vacation when she completes her work at Messiah in May. Our policy is to pay out the balance at the completion of an employee’s time. Motion that the Church Council approves overspending the budget salary line for Savannah and the FICA line by a total of \$1,890.14 to pay her for unused vacation time. (Harris / J. Baunach) We will be celebrating Savannah the last Sunday of May.

- **Synod Assembly Delegates**

Chuck shared that we need to appoint delegates for the Synod Assembly on May 14 and 15. While we have invited the congregation to participate, there has been no interest expressed yet. Each delegate needs to have their own computer. It goes all day on Friday and part of Saturday. Motion to appoint Dave Foss, Charlie Radabaugh, Janene Nelson and Anne Baunach as synod delegates. (A Baunach / Nelson). Motion carried.

- **Covenant with Synod and GSB**

Pastor Chuck shared the covenant agreement with the Synod and GSB for Stewardship for All Season. Motion that the church council enter into an agreement with GSB and the SW Washington Synod contingent on the endowment committee approving the funds. (Harris / Nelson) Motion passed.

Accountability

- **For the Good of Messiah**

- Charlie thanked the staff for all they do and especially recognized Pam for her work. He also thanked Anne, Jonathan, and Dave for their council corners.
- Chuck shared that two groups have now met within the church facility.
- Charlie shared that the Bell Choir met for the first time on Monday night.
- Charlie thanked Dan for joining council and for Nova for participating in the transition team.
- Savannah shared that the youth are working on a service project for Mary’s Place. The goal is to help collect the furniture and household items to help a family transitioning from homelessness into permanent housing.

- **Pastors’ Reports**

- Pastors Chuck and Susan submitted written reports. Pastor Chuck also shared that she talked with Irene Gordon’s daughter. Her donation has been designated to the building fund and he is getting clarification from her children as to exactly what that means. The council talked about the importance of including planned giving language in our annual stewardship.

Sending

- **Review of Assignment & Tasks**
 - All council members should attend COVID training on April 25 or a subsequent training.
 - Council members have the opportunity to attend worship on May 2 to try new procedures.
 - Pastor Chuck will share the MSP information with the Transition Team.
 - Pastor Chuck will register the synod delegates for the upcoming synod assembly.

- **Adjournment**
 - Motion to adjourn the meeting. (Nelson / Harris). Motion carried.

- **Lord's Prayer**
 - Pastor Chuck led the group in the Lord's Prayer.

Respectfully submitted,



Anne Baunach
Council Secretary