

Minutes
of the
Council
of the
Congregation
of the
St. Paul Evangelical Lutheran Church
Arlington, Massachusetts

Anno Domini 2008

Submitted by
Brian Sniffen, *Secretary*

14 January 2008

Council Members Present: Nicole Giese, Mark Olson, Don Mitchell, Sergia Hay, Pastor Susan Henry, Beverly Dougherty, Diane Davidson, Pastor Ross Goodman, Bob Waehler, Darcie Sunnerberg, Susanne Olson

Also Present: Vicar Rebecca Mentzer, Dan Ries

Absent: Todd Thorsen, Ann Mooney

Gathering

A quorum was gathered and we came together in God's name at 7:33 P.M. A candle was lit to remind us that Christ is present with us as we meet.

Agenda

The agenda was accepted.

Minutes

The minutes of December 10, 2007 were accepted as amended.

Check-In

This meeting we answered a question suggested by Pastor Goodman, "What is something that has moved you here in your connection with St. Paul?"

Word

Devotions

Mark Olson then lifted us in prayer and led a devotion. He used The Word from Everyday with the theme of you are chosen, based on 1 Peter 2:9. Next month, Susanne Olson will lead devotions.

We sang "Gracious Spirit, Heed Our Pleading."

Financial Reports

The Financial Secretary's report showed people responded to the year-end appeal and the report looks good. The capital campaign is coming along well. We have just completed the second year of our three-year campaign. It is just fantastic what people did at the end of the year.

The Treasurer's Report shows the situation at year-end with a few small exceptions. For one, we will be paying out the rest of benevolence. We will be paying based on our actual contributions. The World Hunger amount will also go to the Synod and will be zeroed out.

We reviewed the report for the year. The good news is that we finished the year with M1 in the black. In summary for 2007, we met our obligations and the year ended well.

Motion: Amend December's T1 motion to "Transfer \$4500 of unclaimed funds from T1 to M1."

MOVED, SECONDED, CARRIED.

Diane Davidson lifted up this in prayer.

Annual Meeting Preparation

The agenda was approved with the addition of the new cell phone contract.

The 2008 budget was reviewed. There are still some final details coming in and so a final budget is not yet available. The piano teacher option is still open and the plans are firm enough to add that income to the budget. There have also been a few adjustments to pledges and new pledges. So, now we have a gap of \$59,000. Some of the options we have to consider are take the money from our Thrivent mortgage loan and use it for mortgage payments and for major maintenance or talk with Social Ministry and see if they agree to use some of the tower cell phone rental funds for the intern. In both cases, these are solutions which are one-time options. This puts us in the black. In review of the budget expenses we note there are no salary increases for the pastors. We

do have 3% increases for the remaining regular staff, which does not include nursery attendants. This budget reflects the first time we will plan to fund capital projects/maintenance from budget, in part. The expectation is that some of the funds for that work would still come from fundraising.

We move to accept the 2008 budget as amended and to empower the Executive Committee to make any further changes necessary.

MOVED, SECONDED, CARRIED.

These issues were lifted in prayer by Pastor Henry.

Budget/fund transfer motions

We move to present to the congregation the motion that we transfer \$24,000 from U6 to M1. The purpose of this transfer is to partially fund 2008 mortgage principal payments.

MOVED, SECONDED, CARRIED.

We move to present to the congregation the motion that we transfer \$7,000 from U6 to M1 and \$5,856 from U6 to P8. This is to partially fund major property (capital) improvements.

MOVED, SECONDED, CARRIED.

Don Mitchell lifted these items in prayer.

Same-sex blessing discussion

There has been a suggestion that a resolution to end the blessing of same-sex unions be set forth at the annual meeting. However, this step is not open to the congregation, as the decision to make this blessing is one of pastoral authority. Still, we as a congregation want to continue addressing congregational concerns around this issue and so it was decided to be sure the committee scheduled a meeting.

Reports by the Pastors and Interns

Pastor Henry is planning for Lent which is coming soon. Ash Wednesday is February 6th. She took some time for continuing education and some reading days in Maine, studying the gospel of Matthew.

The vision work has turned to looking ahead to living that statement out. She took a short course called Spiritual Formation in Supervision as this year she is the co-supervisor for the intern.

Pastor Goodman had been called out of the meeting before this time for a pastoral visit at Children's Hospital.

Vicar Mentzer's project is around Adult Education and Faith Formation and next Monday her committee has its first meeting. She is starting work to get the Meditation Room into a shape for meditation and not storage.

MEAL

Pastor Henry gathered us in prayer and led communion at 9:45 p.m.

Respectfully submitted, Diane Davidson

Next regular council meeting: February 11, 2008 at 7:30 PM

11 February 2008

Council Members Present: Diane Davidson, Beverly Dougherty, Nicole Giese, Pastor Ross Goodman, Sergia Hay, Pastor Susan Henry, Vicar Rebecca Mentzer, Don Mitchell, Ann Mooney, Jen Nahn, Mark Olson, Susanne Olson, Cindy Reuter, Brian Sniffen, Darcie Sunnerberg, Todd Thorsen, Bob Waehler, Marilyn Waehler.

Absent: None.

GATHERING

A quorum was gathered and we came together in God's name at 7:38 P.M. A candle was lit to remind us that Christ is present with us as we meet.

Check-In

All present took turns sharing a point of joy and a point for which prayer would be appreciated. Don Mitchell gathered us in prayer.

Agenda

The agenda was reviewed and accepted.

Minutes

The minutes of January 14, 2008 are approved as amended.

WORD

Devotions

Susanne Olson led us in devotions, reading from Paul's first letter to the Corinthians on the variety of gifts in the spirit. Next month, Jen Nahn will lead devotions. We sang "Lead me, guide me."

New council year

We welcomed new council members Marilyn Waehler, Jen Nahn, Brian Sniffen, and Cindy Reuter. We are grateful for the service of those who are now leaving:

Ann Mooney, Todd Thorsen, Diane Davidson, and Bob Waehler. New and continuing members are provided with a copy of the Constitutional description of the Council.

Financial reports

January's Financial Secretary reports were reviewed, with an explanation from Bob and Cindy.

Treasurer's report and projections for the year were reviewed, with explanations of the new format used by the Shepherd's Staff software. Several new data are presented in this format, though at least one useful feature is missing: statements of what fraction of the entire year's budget has been spent so far.

Pastor Henry held up this issue in prayer.

Election of officers

The following slate of officers was presented and elected together:

- President: Don Mitchell
- Vice President: Mark Olson
- Secretary: Brian Sniffen
- Treasurer: Beverly Dougherty
- Financial Secretary: Cindy Reuter

The full slate was MOVED, SECONDED, CARRIED.

The new secretary began keeping minutes here.

Deacon instruction

Council members are provided with instructions on their role as deacons, including finding communion assistants. It is recommended that we put a note in the bulletin mentioning that we'll be recruiting communion assistants. A sheet for signing up is passed, and will remain in Don Mitchell's mailbox near the office.

Minutes of the annual meeting

Diane Davidson will publish these as her last act as Secretary. *We approve the minutes of the January 27 Annual Meeting.* MOVED, SECONDED, CARRIED.

GIFT fund

The GIFT Fund has sat idle for some time. Don Mitchell has checked that it contains only re-purposable money. Vicar Mentzer has a proposal for how to use this money in a way related to its original purpose of deepening the faith of the congregation. *We rename N12 ("GIFT" Program) to "Adult Faith Formation" and make it available for all such appropriate expenditures.* MOVED, SECONDED, CARRIED.

Metro PCS contract

The contract is still in negotiation. Don Mitchell, Pastor Goodman, and Bill Fick have discussed the details and proposed some changes. It is clarified that MPCS will pay for damage to our property or to others' property as a result of their system. *We authorize Don Mitchell to sign the contract.*

MOVED, SECONDED, CARRIED.

We are reminded of the congregation's desire to tithe from the Metro PCS income. *We designate that 10% of the Metro PCS revenue should go to N7 (Tower Rentals Outreach).* MOVED, SECONDED, Tabled until the contract is signed.

Equal Exchange underflow

Clerical errors led to a shortfall of \$52.70 in the Equal Exchange account. *We approve \$52.70 to be transferred from T1 to T7 to cover the Equal Exchange shortfall.* MOVED, SECONDED, CARRIED.

Social Ministry requests

The Social Ministry Committee has made two requests for funds. Sergia Hay reports on both:

Authorize social ministry to spend \$5000 to support a family in Brockton that was

affected by the floods of 2005. The basement was flooded and as a result, the chimney collapsed causing the top two floors to be uninhabitable. The Insurance company claimed a technicality and did not fund for any repairs to the damages. LDR worked to get this family temporary heating nearly 2 years ago, but the associated heating bills have been causing significant financial strain on this family due to the inefficiency of the heating system (space heaters). Now the bank is looking at foreclosing on the house next month. Tonight, LDR and Massachusetts Emergency Management Agency (MEMA) are holding a telecon to determine what can be done to prevent the bank from foreclosing. This \$5000 would be used to purchase a new heating system for the family. There are two contingencies with our wanting to spend this money:

1. bank will not foreclose on the home
2. another party can be found that will donate the other \$5000 required to install the new heating system (estimates are that it will cost \$10K for the heating system).

This effort would not only help a family that has their back up against the wall, but it would also show our support to LDR and the effort to rebuild LDR throughout the region.

After short discussion of the care to be taken that the money isn't spent on improving a house to be immediately foreclosed, and about the possibility of Thrivent matching funds, *We approve \$5000 from N7 to Lutheran Disaster Relief for half of a heating system for a family in Brockton, repairing a home after severe water damage.*

MOVED, SECONDED, CARRIED.

Sergia Hay on the second request:

Authorize social ministry to spend \$2000 on Honduras companion synod program. NE

Synod is building a relationship with the Lutheran Church in Honduras. This money would go towards funding pastors where there is an immediate need (\$1000) and to fund two microloans (\$500 each) that are used to help people start a business in the region. The microloan money would be repaid to the Lutheran Church in Honduras and then redistributed for other microloan projects.

After short discussion, *We approve \$2000 from N7 to the Synod's Honduras fund.*

MOVED, SECONDED, CARRIED.

Marilyn Waehler asks for more congregational involvement in Social Ministry activities, enhancing the congregation's sense that it is involved with these benevolences.

Beverly Dougherty asks Sergia Hay and the Social Ministry committee for letters to accompany these cheques and other cheques for Social Ministry purposes. Sergia will take this to the Social Ministry committee.

Natural Church Development

Pastor Henry reports on a methodology for guiding churches to grow in the depth and health of congregational life. Three motions are handled together:

We approve \$300 from the Memorial fund payable to ELCA for the Natural Church Development survey.

We approve \$700 from the Memorial fund payable to the New England Synod for the Natural Church Development coaching.

We approve up to \$600 from the Memorial Fund payable to Lisa Hazelwood for mileage and other pre-approved expenses associated with Natural Church Development coaching.

The three together are

MOVED, SECONDED, CARRIED.

Audit report

Darcie Sunnerberg describes the rush of the 2007 Audit process, which prevented the demonstration of care and diligence which should be applied. This year's process was apparently unusual in being last minute. We usually follow Synod guidelines. Cindy Reuter suggests something akin to a corporate approach, where the audit committee can review the first nine or eleven months early, and needs to closely scrutinize only the last bit as it's closed. Don Mitchell will talk to the Audit Committee about an early plan for this year's audit.

2009 Budget process

Don Mitchell accelerates his presentation greatly due to the late hour. We are shown the 2009 budget plan. We should extend an invitation to the congregation to participate in this process, surprising as few people as possible at next January's meeting of the congregation.

Reports by the Pastors and Intern

The Pastors report that it is quite late indeed. Vicar Mentzer agrees.

MEAL

Pastor Goodman gathered us in prayer and led communion at approximately 10:00.

Respectfully submitted, Brian Sniffen

Next regular council meeting: March 10 at 7:30 PM

10 March 2008

Council Members Present: Beverly Dougherty, Nicole Giese, Pastor Ross Goodman, Sergia Hay, Pastor Susan Henry, Vicar Rebecca Mentzer, Don Mitchell, Jen Nahn, Mark Olson, Susanne Olson, Cindy Reuter, Brian Sniffen, Darcie Sunnerberg, Marilyn Waehler.

Absent: None

GATHERING

A quorum was gathered and we came together in God's name at 7:35 P.M. A candle was lit to remind us that Christ is present with us as we meet.

Check-in

Pairs spoke of matters in their lives. Each then offered up a prayer of thanks, praise, and petition for the others on the council.

Agenda

The agenda was reviewed and accepted.

Minutes

The minutes of February 11 are approved without amendment.

WORD

Devotions

Jen Nahn led us in devotions on Joseph's stewardship and compassion. Next month, Nicole Giese will lead devotions. We sang the Evening Hymn from Holden Evening Prayer.

Financial reports

We had a one-time gift this month, bringing total donations to \$45k. Cindy Reuter is now working with Stewardship to figure out how the ending capital campaign will affect giving to the general budget.

We've already spent nearly all of the annual budget in Altar Supplies (\$34 over after spending \$800), Devotional Materials (\$68 left of \$500). Jen Nahn will talk to the Worship and Music committee about where it's going. Stewardship is also way over (\$190 over of \$200), apparently mostly on envelopes.

Mark raises the question of the inventory carrying cost for the Equal Exchange coffee; it'll stay on our minds until we can hear from Curtis Adams.

Mark Olsen raises these issues up in prayer.

Constitutional description of a Council member

Pastor Henry reminds us that the Council is to serve as spiritual leaders as well as a board of trustees. Short discussion of the document and the role. Part of that is to serve on the various committees of the congregation and keep those in touch with the Council. Marilyn Waehler reminds us that we once had leaflets describing each committee. Each member is asked to talk to the other committees on which they serve.

Vicar Mentzer raises these issues up in prayer.

Metro PCS

We're still waiting for the final draft. They agreed to nearly all of the clarifications.

Natural Church Development

The surveys were completed. All thirty handed out were returned; the pastors also filled out additional survey forms. The paperwork says we should have a response within a week. The coach says it'll take 2-3 weeks. We need to assemble a "Health Team" of 4-5 who will work with the coach to design an Action Plan based on the results. The whole church then implements that plan.

Pastor Goodman spent last weekend working with other pastors to be trained as a coach for this

NCD process, helping him to understand and work with it from the inside. Next year, he'll work as a coach with some other church. There are some comments about the franchise effect of competing programs such as Willow Creek Church and Purpose-Driven/Saddleback Church. Pastor Henry talks about helping the church find its identity and mission.

Don Mitchell raises these issues up in prayer.

Audit

Dave Hering has offered to serve on the Audit committee after Todd Hay's resignation. Don Mitchell has asked the audit committee to assemble a short report of what was and was not covered in detail last year, and to prepare for a partial audit in the fall.

Budget process

The executive committee has approached the other committees to ask them what they need to best fulfill their mission, without direct attention to the limits of the budget. We'll then meet with them to work out how to do that, and how to bring that plan to the congregation and meet that mission.

We'll revisit this at the next meeting.

We've also asked the Stewardship committee to address the transition from the Capital Campaign to giving for a sustainable operating budget.

Reports by the Pastors and Intern

Vicar Mentzer has just finished her six-month evaluations and the first part of the final evaluation. The Monday after Easter she'll be evaluated by her faculty, probably ordained in early Summer. She'll be fasting with the youth for thirty hours this coming weekend.

Pastor Henry took a course on Spiritual Formation with Supervision at Andover this past January, finding it "interesting and useful." She reports on the confirmation class, which just finished a marathon

session covering the entire Bible. Their previous session discussed the Last Supper and its existence as a Jewish Passover Seder. She reads for us: "No-one left Jesus less than they were when they came to him. He spoke plainly and but never destructively. Those who could hear Jesus message left him with a greater love for themselves, a clearer sense of direction for their lives, and with a renewed awareness of God's unfailing love. Those who could not hear the message left him angry and resentful, yet confronted with the truth of their lives." —Paula Ripple, *Called to be Friends*

Pastor Goodman discusses the value of multiple pastors in weeks like this, with two deaths of much-beloved members this week. From the same-sex blessing discussion: one member is leaving over the Pastors' decision to bless same-sex unions. Two others have reported concerns.

In other news, two will be baptised on the Easter Vigil: one infant and one adult. There's a full new-members class to be received on May 4. Tony and Amanda are to be married in August. Pastor Goodman went on the Intern Retreat with Vicar Mentzer. The topic was the serendipitous subject of Money Management. the "Money Autobiography" from that work might be useful to others. He also visited the Louisville Seminary for a primer and guide for his sabbatical.

He also got to see a special viewing of *Constantine's Sword*, a film based on James Carroll's book discussing the Catholic Church's history of anti-Semitism.

MEAL

Pastor Henry gathered us in prayer and led communion at 9:00 PM.

Respectfully submitted, Brian Sniffen

Next regular council meeting: April 14 at 7:30 PM

28 April 2008

Council Members Present: Nicole Giese, Pastor Ross Goodman, Sergia Hay, Pastor Susan Henry, Vicar Rebecca Mentzer, Don Mitchell, Jen Nahn, Mark Olson, Susanne Olson, Cindy Reuter, Brian Sniffen, Darcie Sunnerberg, Marilyn Waehler.

Absent: Beverly Dougherty.

GATHERING

A quorum was gathered and we came together in God's name at 7:35 P.M. A candle was lit to remind us that Christ is present with us as we meet.

Check-In

We shared reflections on features of the Church in the large that we value or are thankful for, and something that we need to be more mindful of.

The easy good bits: lack of drama, our local musicians, the new, the strength of our community here (repeated many times), our leadership, the continued questioning and reformation of the Lutheran Church, the living, evolving body of the congregation in a hostile environment, the health of this congregation.

The hard good bits, aka challenges: the new, transitions, budgets, the need for Big Things, maintaining motivation of the organization, this transition right here and right now, the holes in our Christian Education program, ministry to that hostile outside environment, the theology of Stewardship in an environment of scarcity, the building of Small Groups.

Don Mitchell gathered us in prayer.

Agenda

Accepted as written.

Minutes

An amendment is made to the 10 March minutes. Those are accepted. The minutes of the 31 March minutes are accepted.

Nicole leads us in prayer. Cindy Reuter will do next month.

WORD

Devotions

Nicole Giese led us in devotions. Next month, Cindy Reuter will lead devotions. We sang *Lord of All Hopefulness*.

Financial Reports

Jen Nahn checked with the Altar Guild about their higher-than-expected spending. Some of that was January bills for older expenses. Some was more expensive wine. Some was a big chunk of supplies that will last a while.

We're overspending on utilities, particularly electricity. George Monter is looking into the heavy circulating pumps on the heating system. It's possible that they can be turned off or set to run less often without hurting the system long-term.

Vicar Mentzer offered prayer to gather us and to support this work.

Social Ministry

We'll have Ivy Hest speaking on June 1 about a new initiative from Rosie's Place. They're acting based on data showing most children are safer and better off with their families while those families receive social services than taken away over minor problems. Social Ministry wants the congregation to get involved. Pastor Henry and Sergia Hay both speak in favor of the program. Don Mitchell describes some of the relevant interactions with the Greentree house and the rest of the DSS system.

The Council approves the gift of \$10200 from N7 to Wunlang School in Sudan for the purpose of furnishing four of their eight classrooms. their school.

MOVED, SECONDED, CARRIED.

We should let the Arlington Advocate and the Boston Globe know about this. Pastor Goodman points out that the Southern Sudanese Community Center tried to find press interest in their opening and received very very little attention. Some of the congregation's Sudanese members will be here this Sunday to talk about Wunlang.

Pastor Henry's last month

The Council approves selling the 2002 Honda Accord to Susan Henry for \$5000.

MOVED, SECONDED, CARRIED.

We will put the \$5000 into the N5 outreach fund.

MOVED, SECONDED, CARRIED.

The Treasurer should send the balance in Pastor Henry's Continuing Education fund (\$2) if any to the House of Prayer Lutheran Church in Hingham in June, to fund her continuing education.

MOVED, SECONDED, CARRIED.

We give Pastor Henry the computer and monitor she's been using. MOVED, SECONDED, CARRIED.

The Council accepts and agrees, on behalf of the Congregation, to the "Healthy Transitions Covenant for Departing Pastors."

MOVED, SECONDED, CARRIED.

The Council accepts the corresponding Healthy Transitions document from Pastor Henry.

MOVED, SECONDED, CARRIED.

Sabbatical Pastor

The Council approves hiring Pastor Arthur von Au at \$500 per week during Pastor Goodman's sabbatical.

MOVED, SECONDED, CARRIED.

He'll be here every Sunday except July 8, working at pastoral duties and conducting Sunday services with Vicar Mentzer. Please wear name tags every one of those twelve Sundays. He'll also be at the next Council meeting. Pastor Don Larsen of University Lutheran will conduct services on July 8 as a supply pastor.

Increased intern responsibility

The Council approves paying Vicar Rebecca Mentzer \$400 more per month for June, July, and August in recognition of her increased responsibility with the absence of both pastors.

MOVED, SECONDED, CARRIED.

Continuing Education funding

Transfer \$700 from (Professional Allowance, Pastor Goodman) F3 to (Continuing Education, Pastor Goodman) S1 for Pastor Goodman's continuing education, which he matches with his \$300.

MOVED, SECONDED, CARRIED.

We approve the use of \$3300 from S1 for the educational aspects of Pastor Goodman's sabbatical in Turkey.

MOVED, SECONDED, CARRIED.

Mark Olson lifts these issues in prayer.

NCD Health Team

The Council invites Dan Ries, Mark Olson, Bob Waehler, Susan Lee, and Sergia Hay to form the Natural Church Development Health Team for our congregation. We commend them, promise our partnership, and pray for their success.

MOVED, SECONDED, CARRIED.

Congregational Meeting

We call an informational congregational meeting for 15 June as per the floor motion at January's annual meeting.

MOVED, SECONDED, CARRIED.

Leadership Retreat

The Council and the leaders of the committees will be meeting on the tenth of May to talk about hopes, dreams, and plans for the future of the congregation and the church.

Committee descriptions

We need to let the congregation know that their efforts are welcome, and where to go for information or help.

Metro PCS Contract

It's signed. They'll start paying when they begin construction; there are still some environmental and zoning issues on their end.

2007 Audit update

The chair of the last committee's involved, agrees about the need for a more full audit, and will be in touch. No contact yet.

Pastor Henry lifts everything from NCD up in prayer.

Reports by the Pastors and Interns

Pastor Henry: Paul writes in his letter to Philippi "I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion by the day of Jesus Christ." She talks some about her experiences in her last month here. Many of the Council share their memories and appreciations of Susan. She also talks about a book, *When God Speaks Through Change*, by Craig Satterly. She reads a passage on the liminal strands of transitional events. She closes with prayer and blessing for the transitions to come, and mention of the growth and joy of her shared ministry with Ross.

Pastor Goodman: New members will be welcomed on May 4. He'll be away on an intern retreat next Tuesday and Wednesday, then on more NCD training the rest of the week. Confirmation Sunday is May 18. The new intern workshop is May 20 through 22, and then he'll be on sabbatical from May 23.

Vicar Mentzer: "I'm fine. We can wrap things up." She also mentions a pleasant experience with a faculty approval panel last month.

MEAL

Pastor Goodman gathered us in prayer and led communion at 9:45pm.

Respectfully submitted, Brian Sniffen

Next regular council meeting: 12 May at 7:30 PM

12 May 2008

Council Members Present: Beverly Dougherty, Pastor Ross Goodman, Sergia Hay, Vicar Rebecca Mentzer, Don Mitchell, Jen Nahn, Mark Olson, Susanne Olson, Cindy Reuter, Brian Sniffen, Darcie Sunnerberg, Marilyn Waehler.

Also present: Pastor Arthur von Au.

Absent: Nicole Giese.

GATHERING

A quorum was gathered and we came together in God's name at 7:35 P.M. A candle was lit to remind us that Christ is present with us as we meet.

Check-In

Jen Nahn gathered us in prayer.

Agenda

Accepted as written.

Minutes

Brian needs to revise last month's and update a few bits.

WORD

Devotions

Cindy Reuter led us in devotions on Jesus' commission in Matthew 28: "Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Next month, Sergia Hay will lead devotions. We sang *Lead Me, Guide Me*.

Financial Reports

We're still very slightly ahead of projected giving, but are sliding backwards as we approach the summer. Building use is making up some of that difference.

Outgoing funds look about like they did last month: high on Utilities, Worship and Music, and Stewardship. We've spent a bunch on a retreat for Ann that she'll take this summer: we don't project overspending for retreats for the year. Beverly asks us for POs to correspond to the spending and transfer motions. The gift to Susan is confusing. We think it's a bonus, but it may not need to be taxed. Beverly needs to know by the 21st whether we can proxy gifts to a departing employee.

The Council authorizes Ken Heyda to do a monthly reconciliation of St. Paul's bank accounts and to report the results to the Executive Committee.

MOVED, SECONDED, CARRIED.

Beverly Dougherty held up these financial issue in prayer.

New Members

The Council accepts the new members to the congregation.

MOVED, SECONDED, CARRIED.

Some short conversation follows about revising the constitution to remove the requirement for Council approval of membership.

Congregational health during Pastor Goodman's absence

We've all heard wondering about the timing of Pastor Goodman's long-planned sabbatical. We as a council need to present an accurate, calm explanation of what has happened, what will happen, and how the community of faith will be maintained. Pastor Goodman and Pastor von Au suggest explicit contact from council members to the rest of the congregation: 400 people in the congregation, 12 people on the council, so perhaps 10 families to call per council member. We'll reconsider this as the summer progresses,

but get the lists out now. Mark Olson and Marilyn Waehler will work with Mary-Ellen to get these lists out for shepherding and calls.

Cindy Reuter will work with Ann Mooney to coordinate a summer picnic or other social event.

Pastor Goodman will also talk to the web team about photos of the congregation, especially the newer members who aren't in the directory.

NCD and Saturday's meeting

Pastor Goodman says the Spirit was with us on Saturday's meeting. Dan Rees will type up all the sheets of notes and ideas. Nicole Giese will follow up with Sergia Hay, Social Ministry, and then take that to the press.

General agreement was that Christian Ed was the most important position to staff, probably with a strong youth-ministry component. Pastor Goodman speaks of the need for a small staff position for youth ministry and the confirmation class. The combined needs of spiritual, service, and social components are more than volunteers can reliably do. We'd need an implausible congregational meeting to hire for this fall, but should consider these several alternatives for 2009.

The congregational meeting will be 15 June. No proposals will be presented, as we don't expect to have a quorum. We'll show the reassuring data about our current financial situation and talk about NCD, our decision not to call another pastor, and the consensus of the Council and committee leaders that we can and should participate in the larger community: service organizations, charities, other churches, etc.

We should warn whoever's doing Coffee Hour that day that we'll be coming downstairs unusually thirsty and 30 minutes late.

Reports by the Pastors and Interns

Pastor Goodman's been working with Judy Converse already. She'll be coming very shortly after Rebecca's departure officially, but is happy to be involved before then. Her husband is also happy to be involved with

music and the web site. Last week was an intern retreat and then a NCD training session with the ELCA's NCD trainer. He's a pastor using NCD in his own church.

The NCD health team will be meeting several times in Pastor Goodman's absence. He's discovered that he'll be coaching First Lutheran in Portland, Maine.

John Case, a new congregant, is here fresh from film school. Pastor Goodman's working with him on ideas for a "How to come to St. Paul" video.

His sabbatical begins a week from Friday with David Akuai's graduation from Holy Cross.

Rebecca declares herself queen of the world, but happy to be collaborating with Pastor von Au. She's looking forward to some educational opportunities this summer, and moreover to the chance to experiment with the liturgy and Worship and Music program this summer. Her last day is 24 August.

Pastor von Au talks about his early experiences with the NCD materials. He does ask that we wear name tags and help him figure out who we are.

Social Ministry

Janice Goodman arrives to talk about Social Ministry's request for HarborCOV. This will be the largest single grant St. Paul's made. They have matching funds of \$20k to provide ten hours of on-site clinical care from North Suffolk, plus a backup psychiatrist permitted to dispense psychiatric medication. We talk some about the need for congregational involvement with the project.

The Council approves the disbursement of \$20000 from N7 to fund an on-site mental health / clinical support program for HarborCOV, a program providing an emergency shelter for battered adults and children.

MOVED, SECONDED, CARRIED.

MEAL

Pastor Goodman gathered us in prayer and led communion at 9:30.

Respectfully submitted, Brian Sniffen

9 June 2008

Council Members Present: Beverly Dougherty, Nicole Giese, Sergia Hay, Don Mitchell, Jen Nahn, Mark Olson

Also present: Pastor Arthur Von Au, Vicar Rebecca Mentzer, Cindy Reuter

Absent: Pastor Ross Goodman, Susanne Olson, Brian Sniffen, Darcie Sunnerberg, Marilyn Waehler

GATHERING

A quorum was gathered and we came together in God's name at 7:35pm. A candle was lit to remind us that Christ is present with us as we meet.

Check-In

Beverly Dougherty gathered us in prayer.

Agenda

Accepted with additional "Current Overage" motion in Financial section.

Minutes

28 April minutes are accepted. 12 May minutes have a few edits which Jen will send to Brian.

WORD

Devotions

Sergia Hay led us in a devotion. Next month's devotion will be led by Beverly Dougherty. We sang *Joyous Light of Heavenly Glory*

Financial Reports

May is ahead but some have already given for the entire year, so that will adjust back. Metro PCS has signed the contract. When they break ground we will begin receiving that rent. The report will change

to show Building Use (12), Giving (13) and Tower Income more accurately.

No real surprises appear in outgoing funds. New water bills are lower than anticipated (due end of July). Insurance was ahead, but will catch up. Pastor Henry's Continuing Ed fund has a balance, but she has not submitted expenses for a Women in Ministry conference which should exceed that balance. Cindy Reuter asked about Pastor Henry's R2, and this is planned to be given to her personally (or can this be put toward the other expense?). Vicar Mentzer will check with Pastor Henry about submitting the Purchase Orders.

HarborCOV

Pastor Von Au asked about HarborCOV. The check was sent in June. He suggested congregational participation such as inviting a representative to come accept, and talk about their work. Social Ministry confirmed that these are all indeed part of the discussions and that much is in the works toward involving and informing the congregation about this as well as the classroom donations.

Devotional materials

A motion is raised regarding the current overage in the budget for C4, Devotional Materials. There exists a balance in Pass-Thru Account T3 for Devotional Materials. Make this available to C4 and adjust C4 budget by that mount. Move: Treasurer be authorized to use the current T3 balance to cover C4 deficit and keep total expenses associated with C4 for next year's budgeting process.

MOVED, SECONDED, CARRIED.

These financial issues were lifted up in prayer by Mark Olson.

New budget process

Don then mentioned the budget procedure changes, where POs will need to be obtained in advance for

discretionary expenses, giving those accountable for line items actual control over spending. There was some informal discussion, and all agree this is the way it should work.

Interim Pastor Committee

Interim Pastor Committee (Don Mitchell, Gloria Grumney, Marilyn Waehler) will touch base briefly as needed with Pastor Von Au.

Korean Congregation

We will try to meet monthly. There have been some thefts, allegedly by Greentree people and this has been addressed. The old stairways are unsafe for small children; there is no plan yet, but future meetings will address it. There is an idea to hold social or worship events with the Korean congregation.

Greentree

How can we be more hospitable? Cindy Reuter offered to work on this with Social Ministry and Janelle Winkler. Will try to get them to come help with Midwife Kits. Will get a master list of birthdays and send cake/wishes from St Paul. Will involve others including Martha Zerbel.

AT&T Lease

AT&T wants to renegotiate. This has happened before and we declined; will see if the field has changed this time or not. Metro PCS is signed; Mary-Ellen has a copy; property committee has it.

Town Day Sept 19–20

Do we want to participate? Great outreach/exposure, need workers to “man the booth”. Sergia has the invitation to participate and will see about it.

Copier

Copier needs replacement, and the exact model is not available. All agree Ken Heyda best to evaluate.

Pastor Von Au lifted all these items up in prayer.

Summer congregational health initiatives -

Cindy Reuter and Ann Mooney are in early stages of organizing an event, possibly a picnic, possibly July 13 but they'll see where their creative process takes it. Pastor Von Au offered some suggestions: Do it on a Sunday right after church, sell tickets rather than doing a potluck. Vicar Mentzer mentioned we should coordinate with the Korean congregation to avoid disturbing or conflicting with their activities; also would a cookout make sense right after the 9:15 service? There was talk of brunch and grilled omelettes but no motions were raised.

Shut-in visits help needed. Mark and Marilyn did consider the “cold calling” idea but decided it's not really appealing. Social events are more so. Pastor Von Au pointed out that it's a long way to the fellowship hall for visitors, and if we had bridge people who could stand near the pastors and accompany visitors downstairs, it would help. Cindy will talk to Taryn and the Welcoming Committee could organize the bridge people.

Meeting June 15

We reviewed the agenda. A question came up about a Christian Education director, what might be the salary. Rebecca has made calls and a full-time salary of \$30,000 might be estimated (salary only). It was asked what really is a ChrisEd director, and this will be discussed at a leadership meeting in September. More budget questions were discussed to prepare for Sunday, and we are set.

Nicole lifted us in prayer on these items.

Pastor Reports

Pastor Von Au has been meeting with people, and mentioned how Rebecca has rallied great support in getting him oriented, and that Mary-Ellen's help is also appreciated. He reported his work supervising Rebecca on the final stages of the internship. His attention is on getting to know us and make connections. Vicar Mentzer reported that the outdoor worship is on track for July 6. She invites us council

members to help make shut-in visits. She reported on the synod assembly, especially that they had learned new hymns and proposing we have a hymn sing, maybe with a dessert potluck some Saturday, to learn them and sing beloved favorites. She has heard from Ross who is doing very well on his sabbatical.

MEAL

Pastor Von Au gathered us in prayer and led communion at 9:25.

Respectfully submitted, Jen Nahn

Next regular council meeting 14 July at 7:30pm

14 July 2008

The minutes for July 2008 were accidentally destroyed. The agenda of that meeting is here printed instead.

Expected absences: Ross Goodman, Cindy Reuter

Gathering

- Call to worship
- Check in
- Minutes of June 9 and email Council Meetings

Word

- Devotions—Bev Dougherty
- Hymn
- Financial Reports
- Collations (and other hospitality needs)
- Property committee
 - Will purchase blinds for the new addition from P-8 (\$3300).
 - Want authorization and funds to clean carpets (\$440) and tile floors (\$2250) (over budget)
 - Will budget for semi-annual in 2009
 - Will propose significant re-engineering of boiler pumps for efficiency (electricity and gas)
- Motion: The Council gratefully accepts 5 laptops from Mitre Corporation. [Brian, please send a thank you note.]
- Congregational health summer initiatives updates
- Congregational meeting review, 2009 budget process
- Reports from pastor, intern, NCD team
- Offering prayer

Meal

- Sending
- Closing Prayer
- Blessing

11 August 2008

The minutes of August 2008 were accidentally destroyed. The agenda of that meeting is here printed instead.

Expected absences: none

Gathering

- Call to worship
- Check in
- Minutes of July 14 Council Meetings

Word

- Devotions–Brian Sniffen
- Hymn
- Financial Reports
- 403b plan motion (Bev)
- Property committee boiler pumps for efficiency (electricity and gas)
- Personnel committee: computer class for Mary-Ellen (\$250)
- Goodbye to Rebecca
- Reports from pastor, intern, NCD team
- Offering prayer

Meal

- Sending
- Closing Prayer
- Blessing

15 September 2008

Council Members Present: Don Mitchell, Nicole Giese, Pastor Ross Goodman, Jen Nahn, Beverly Dougherty, Sergia Hay, Cindy Reuter, Brian Sniffen, Marilyn Waehler, Darcie Sunnerberg, Susan Olson, Vicar Judy Converse, Mark Olson

Absent: none

Gathering

Prayers of thanks for season, time, and the knowledge that Jesus is with us and loves us

Word

Devotions

Marilyn presents “The Perfect Prayer” from a recent issue of The Lutheran. Darcie volunteers for next month.

Financial Secretary’s Reports

We’re on target to a little behind coming out of the summer. We’re already making that up and coming back up in September. Don’t get too cheerful: the Greentree House changes will eat up any advance.

Treasurer’s report

Big periodic expenses all hit on property and maintenance this month.

Greentree house

The program is closing at the end of October. It’s not yet clear what that’ll do the rental income. LSS can’t afford to run it in the circumstances established by the Commonwealth. LSS is investigating alternate uses of the property, including a home for unaccompanied refugee minors or a shorter-term version of the current Greentree program. If those don’t work out, they’ll end their lease after October. We’ll also need to insure the structure of the building and insure

our liability if LSS is taking people into the building. Vacant-house liability insurance is quite expensive. Mark lifts these issues in prayer.

Boiler pumps

We last month approved up to \$10k. We have a quote from the installer for \$9700 that doesn’t even include the electrical work. We should get some more quotes. Darcie’ll call Monahan Technologies and put them in touch with George Montor, who’s been dealing with the boilers. Pastor Goodman will also ask Connie Fagone whether he can get involved.

Intern health insurance

We thought her health insurance would continue and cover her. She’s purchased a policy for herself through the ELCA Seminary at a cost of \$2640 for the year. Can we cover that cost? Motion: the church shall reimburse the intern \$2640 for health insurance.

MOVED, SECONDED, CARRIED.

We’ll pay this out of “the savings from Susan’s departure,” which in this case means A3.3. Bev will also report back next month with the information about how we paid for this in the past, to try to explain the jump from \$1500 to \$2600.

Sexton resignation

Paul Connor, our sexton for many years, has resigned. Mark is interviewing several candidates. He’s spoken with Lincoln Bentell, custodian of the Greentree house, and will speak with Alex Mitchell. We should see more information in e-mail from Mark this week.

Metro PCS

The town passed the variance for the new contract, and they’ve been taking surveys. We expect them to receive permits, break ground, and begin paying next month.

Liability insurance

Beverly wonders whether the Korean church holds its own liability insurance, since ours doesn't cover them. We expect that AA has its own from the national organization. This bears on the question of Diane's proposed Third Thursday group. Darcie will put Beverly in contact with an insurance agent friend, and Beverly will call the synod about finding a less onerous policy to make this the community resource that we meant this building to be.

It also may or may not cover the piano teacher.

Beverly lifts these issues in prayer.

Committee-based budget process

We're moving budgeting responsibility to the committees so as to responsibly move the responsibility for living within the budget to committee chairs. Cindy's given them some helpful spreadsheets, and they're working to learn what they need to know to do this.

Staff planning

We've kept compensation flat or nearly flat for some years, but we do need to take care of the people we have. Christian Ed is making a proposal. Music and Youth staff roles have also been discussed.

Reports from pastor, intern, NCD team

Pastor Goodman would like us to look at hospitality and fellowship this year. The fellowship hall is clean and bright but sterile. Some work to make that a more welcoming place could benefit quite a bit: Chairs, tables, color and warmth for the walls. Some artists in the congregation are invited to help.

We're hosting "Leading Change" for the Synod this Saturday 10-3. We're going through some changes ourselves, so Pastor Goodman and Judy will be there—perhaps others as well?—to listen and learn about how these changes can happen in a healthy way.

He also continues to be pastorally concerned about reaching out to new people and visitors. We'll all be trying to talk to new (or at least unrecognized) people, but perhaps need designated greeters.

Vicar Converse feels welcomed, has now been here three Sundays and has seen the full Sunday program this last Sunday. She's glad to be here.

The NCD Team are meeting on the 25th, and they'll report in October.

Offering prayer

Meal

At 9:08

20 October 2008

Council Members Present: Don Mitchell, Nicole Giese, Pastor Ross Goodman, Jen Nahn, Bev Dougherty, Sergia Hay, Cindy Reuter, Brian Sniffen, Marilyn Waehler, Susanne Olson, Mark Olson

Also present: Dan Ries.

Absent: Vicar Judy Converse, Darcie Sunnerberg

The Secretary showed up late at 7:45.

Word

Don Mitchell leads us in devotions based on Borg and Wright's *Meaning of Jesus*:

Many will object, of course, that it is morbid to focus on someone's sufferings; that such meditation encourages passivity in the face of evil; or that the cross has become yet another weapon in the armory of those who use the religion of others as a means of gaining or maintaining political control over them. All these can be true. Yet the death of Jesus still draws children, women, and men to the love of the one true God and, holding them in that love, sustains them not only in their personal living but also in their own wrestling with the powers of evil, giving them courage, like Janani Luwum, to stand up to the Caiaphases and Pilates of this world and to take the consequences. The cross of Jesus is thus the Christian symbol par excellence, forming the focal point of Christian spirituality, Christian praying, Christian believing, and Christian action. And the manifold ways in which it is and does all this can trace their roots legitimately to the mind and intention, to the action and passion, of Jesus himself.

Financial reports

Financial secretary's report

We're behind to the point of mild concern. We see many contributions, but smaller than they were—and we're missing the Greentree rent. The Metro PCS rent still hasn't started.

Treasurer's report

Confirmation class is way over (~\$600). Cindy asks how much of the remains of Pastor Henry's salary we've spent: certainly we spent on Pastor von Au, on Vicar Mentzer's salary increase, and budgeted for the furnace—though the furnace money has not been spent and likely shall not be.

Susanne raises these issues in prayer.

Social Ministry

The Council approves Social Ministry's request for \$2000 from N7 (Tower funds) for the Arlington Food Pantry. MOVED, SECONDED, CARRIED.

The Council approves Social Ministry's request for \$5000 from N7 (Tower funds) to be sent to Lutheran Social Services of the South to aid in rebuilding the Krause Children's Center in Katy, Texas, which suffered damage in Hurricane Ike.

MOVED, SECONDED, CARRIED.

The shelter houses 48 boys and girls and has a staff of 25, all of whom were from evacuated. The Center has insurance to cover rebuilding, but the deductible is \$100000.00.

The Personnel Committee and the Council thank Paul Connor for his years of service to the church and recognize that with a \$100 gift.

MOVED, SECONDED, CARRIED.

We don't have a good fund for this sort of expense. We should have one in future budgets.

We shall allocate 20% of the Metro PCS tower fund for outreach. MOVED, SECONDED, CARRIED.

We are particularly concerned about major property expenses—repairs long put off that will be much more expensive if not paid for now. But this establishes a default if we don't have to change it later.

We sang *Beautiful Savior*.

Natural Church Development

Last January the congregation was ranked on 8 dimensions based on a 90-question survey of 30 members. We ranked least strong in "Passionate Spirituality." The idea of NCD is that by strengthening this weakest area of the congregations faith, we will enable new growth in the congregation.

The NCD group has been considering how to engage the congregation in the process of increasing Passionate Spirituality. They suggest focus on Bible study and prayer as a practice of living. The Council discusses briefly why we go to the Bible, what we seek and what we find. Pastor Goodman mentions similar experiences reported by a Catholic peer. Quite a number talk about devotional reading as contrasted with scholarly or historical reading, and about the communitarian benefits of reading with a group of peers.

They'll be preparing an Advent devotional booklet. Congregants will be invited to read and write on one of the twenty-five elements. The NCD team will coordinate a blog, web forum, e-mail lists, etc. to share these around and use them to build community. The goal is to promote small-group conversations and community.

Stewardship drive

We've been asked to make calls by this coming Saturday. Some phone numbers seem mistaken or missing, but they're the best the church has to contact these members.

Reports

Property

Steve Dougherty's started talking to George Montor, and has begun work to find a new and less expensive

way to operate the pumps.

Web design team

Susanne reports that they've been meeting and nailing down organization and content, then will approach the design as such. They hope to have something up in Spring.

Leading Change workshop

Mark reports on the Synod workshop held at the church. It ran well and smoothly, thanks to Mary-Ellen and some well-prepared folks from Synod. Churches need to change to keep up with the world around them.

Metro PCS status

The building permit is signed. They'll start paying in 45 days from start of construction, which we believe means the building permit.

Capital campaign status and wrap-up

We'll make our last scheduled pay-down of the mortgage this fall.

Property insurance

We have insurance on the parsonage after all: LSS has insured it through April 2009. We're working on assurance that the piano teacher, Korean congregation, home school group, Finnish group, etc. are properly insured. The best answer now looks like a more expensive policy for us that insures us against any consequences from or to groups we host.

Sexton

Our just-hired new sexton is visiting family overseas in November and December. We're now looking for a new sexton. We may find a long-term sexton in that time.

Pastor Goodman's report

Pastor Goodman is inviting a number of members to his home Saturday from 7–8. “I’m swamped. Let’s hire some staff for next year: Christian Education, maybe youth staff, but there’s a real need here.” Sooner rather than later he’d prefer a new nursery attendant: one young person is all we have. We’ve also been meeting to find ways to help and support the children of the church with greater needs.

Peg Seifel’s funeral is this Wednesday at 11.

A discussion begins on the nursery: there are zero to six kids on any given Sunday. It’s not good practice to do that with one adult. Some parents are reluctant to leave their children there.

Meal

Pastor Goodman gathered us in prayer and led communion at 9:29PM.

E-mail business

After the meeting, the following was moved, seconded, and carried in e-mail:

St. Paul hire Malang Malual as Sexton at
\$9 per hour for 20–25 hours per week.

Respectfully submitted, Brian Sniffen

Next regular council meeting 15 December 2008, 7:30 PM

10 November 2008

Council Members Present: Vicar Judy Converse, Pastor Ross Goodman, Sergia Hay, Don Mitchell, Jen Nahn, Susanne Olson, Mark Olson, Cindy Reuter, Brian Sniffen, Darcie Sunnerberg

Also present: George Wilson, Alison Roberts.

Absent: Beverly Dougherty, Nicole Giese, Marilyn Waehler.

Greeting

All share what is new in their lives: transit, time off, fund raising, the installation of Todd Stange, travel, tortoises, work, layoffs, family, Minsk.

Word

Minutes from September and October approved.

Agenda accepted, with the addition of a discussion of the former parsonage and the office space in the New Wing.

Devotions

Sergia Hay leads us in devotions from Kierkegaard essay on the changelessness of God, opening with James 1:17:

Every good gift and every perfect gift is from above, and cometh down from the Father of lights, with whom is no variableness, neither shadow of turning.

We sing *Lord of all Hopefulness*. Jen Nahn will lead devotions next month, and bring a hymn to match.

Financial Reports

Financial Secretary's report

We're behind. We no longer get the income from across the street, now that LSS has moved out. October was also quite low on normal giving. We're \$11k

behind on pledges, \$35k behind on budget given the parsonage.

Treasurer's report

Absent, but reports were e-mailed in.

Motions

Move to use \$2000 from N7 to support the New England Seafarer's Mission. Our congregation has long supported this physically.

MOVED, SECONDED, CARRIED.

Move to use \$1800 from N7 to support the Massachusetts Alliance of Visually Impaired Students (MAVIS).

MOVED, SECONDED, CARRIED.

This organization, of which Alison Roberts was a co-founder, provides the technical capability to connect visualized impaired people with each other, allowing them to establish and maintain friendships.

Alison will write something for the Messenger about the group and effect.

Move to rename the N3 to support Braille Ministry.

MOVED, SECONDED, CARRIED.

In particular, Alison Roberts is working with the Lutheran Braille Evangelism Service and expects to receive a \$10,000 grant to help fund the translation of the NRSV bible into Braille. However she currently does not have a financial mechanism for supporting such a transfer. We also have concerns about the copyright on the NRSV. A note will go in the Messenger about this.

Move to fund up to \$3000 from Q4 (Lilly Grant) to pay for the Intern and at least 3 youth to go to the ELCA National Youth Gathering in New Orleans in July.

MOVED, SECONDED, CARRIED.

Each youth will pay for their own registration. They will perform fund-raising to pay for as much of the travel, housing, and food expenses as possible. The church or fund-raising will pay for the Intern's registration and expenses.

Budget

69 families have pledged so far. If the missing pledges match this year's, we would be up \$22k. But given this economy, we can't really plan for our income to go up. This budget document has the committee budgets as requested—it's only a plan to start work.

Brian raised this issue up in prayer with thanks that we could support Alison's Braille Ministry, our youth's investment in the future of the Church, and our old friends at the Seafarer's mission while struggling with all of these financial difficulties.

Reports

Parsonage

There's a program for 100 undocumented youth each year—50 to a Catholic program, 50 to a Lutheran program. These are children who were involved in trafficking, then picked up by the Government. There's a significant support program from the Office of Refugee Resettlement.

Also, the LSS offices in Wellesley had some sort of surprise rent increase. They would like to move in here with 6–10 staff. They are offering \$3000/month for the Parsonage for the youth, and \$2000/month for the office space.

Metro PCS status

The building permit has now been issued. They will not start paying until the ground is broken, which could be "immanent." We should expect one month's payment for December rent.

Property insurance and building use

We hear reports about the new insurance policy and its application to groups using the church building in different ways, including the AA, Parsonage, piano teacher, Korean congregation, home school group, Finnish group, etc.

Reports from pastor, intern, NCD team

Pastor Goodman

The Bishop's retreat was interrupted by Peg Siefel's funeral. Thank you for the meal afterwards: the collation committee is much appreciated. Walter Presey was baptized. Pastor Goodman held six showings of the slides from the Turkey trip. He also mentions the generosity of the congregation: even as some families are having great troubles, they're still pledging.

Vicar Converse

Vicar Converse stepped in to the youth committee to take a leadership role. There's so much effort ready to work there, and now she's directing it to some youth events. She's also taking notes to inform a decision about a youth coordinator. She's preaching twice more in November, visiting the sick and shut-ins, and "thrilled to be here."

NCD Team

No new progress since the last update. The Advent booklet project is started and will be out by the next meeting.

Meal

Pastor Goodman led us in communion at 9:30.

Respectfully submitted, Brian Sniffen

Next regular meeting will be 15 December 2008 at 7:30pm.

15 December 2008

Council Members Present: Vicar Judy Converse, Pastor Ross Goodman, Don Mitchell, Jen Nahn, Susanne Olson, Mark Olson, Cindy Reuter, Brian Sniffen, Beverly Dougherty, Nicole Giese, Marilyn Waehler.

Absent: Sergia Hay, Darcie Sunnerberg.

Gathering

All share what is new in their lives, and we ask for the Lord's presence with those who are cold, without power, or suffering from illness in the winter of their lives.

Word

Minutes from November are accepted.

Devotions

Jen Nahn leads us in devotions on the plenty of God's grace. We sing *On Jordan's Bank the Baptist's Cry*. Vicar Judy will lead devotions next month. No discussion of the apostrophe's placement occurs whatsoever.

Financial Reports

Financial Secretary's report

We're slightly ahead for November, but not enough to make up for losing the LSS rental income. We now project a difference of \$9000 between actual and budgeted income.

Treasurer's report

We've finished the mortgage for the year. The U2 capital campaign has finished the year with \$82k to pay down the mortgage. We had surprising maintenance expenses for landscaping and property, and for the elevator.

There are a number of dedicated accounts with funds that we could use to pay for some of these overages.

Motions

We welcome new members Joe Case, Chris Connor, Peter Hedlund, Maile Hedlund, Alice Kern, Shem Krey, Kathryn Schnaible, Wendy Stack, and Dana Ramish.

MOVED, SECONDED, CARRIED.

In November and December, we shall run a coffee hour fund-raiser to buy church furnishings and seek Thrivent matching funds.

MOVED, SECONDED, CARRIED.

Mary-Ellen will handle sending them the paperwork.

Social Ministry

We allocate \$1000 for the Mt. Olive Bishop's Fund from N7.

MOVED, SECONDED, CARRIED.

This is a project to build housing for Palestinians on the Mount of Olives.

We allocate \$1500 Sudanese Education Fund Literacy Program for Women from N7.

MOVED, SECONDED, CARRIED.

This is to educate the wives joining the Sudanese "Lost Boys" in America. They have funding for the other \$3000 of this project.

Alison Roberts is preparing a commemoration and service for Louis Braille's birthday on January 4. She wants to sell some Braille-related items here, proceeds to go to our Braille-ministry fund. We approve a fund-raiser for the Braille Ministry Fund on January 4.

MOVED, SECONDED, CARRIED.

Personnel

Ann Flentje has requested a leave of absence to care for her mother. We'd like to help her. We do need to plan for Palm Sunday, Holy Week, and Easter during the time she's away.

We approve Ann Flentje's unpaid leave of absence beginning 14 December and running through 14 March 2009.

MOVED, SECONDED, CARRIED.

We are open to shorter or longer leaves, pending discussion with Ann and Colleen.

We approve hiring Colleen Henry on 14 December as interim director of music during Ann Flentje's leave of absence under the similar terms to Ann Flentje.

MOVED, SECONDED, CARRIED.

Beverly will need the forms from Colleen very soon to start paying Colleen. Colleen will need one substitute in December, but that one substitute will be paid for from the 2009 substitute budget.

We approve allocating \$60000 of Pastor Goodman's 2009 salary to housing allowance, subject to him filing the proper Synod forms substantiating the allowance.

MOVED, SECONDED, CARRIED.

Mark raises these issues in prayer.

Braille Ministry

How should we organize our support and relationship? To do the translation under the Chaffee amendment, there must be a directed 501(c)3 organization. Vicar Judy Converse will talk with Alison Roberts, Susanne Olson, Lois Mitchell, and Bev Hjorth about establishing a corporation for this purpose.

Budget

Don presents his draft budget. It assumes we'll rent the parsonage and some office space—if LSS can't commit by the time of our annual meeting, we'll need to prepare a budget without that amount. Perhaps we should meet twice in January, so as to have a meeting for general business and a separate meeting for the council.

Beverly raises these issues in prayer.

Other Work

The elevator's hovering on the third floor. That beats sulking in the basement as last week.

We review some of the new web page content describing St. Paul's Core beliefs and values.

Reports

Pastor Goodman "is totally jazzed to be a pastor." It certainly beats Wall Street. He's spent a lot of time with worship, pastoral care, and the various initiatives that are now bubbling up. The prayer list will be back in the bulletin by popular demand *forever*. What a great conversation and a way to find out what's important to people.

Vicar Converse is jumping in with the youth, the seniors, Christian education, etc. Norm the piano teacher came to play carols at the recent Seniors meeting and the whole group joined in.

Metro PCS status

We've received the first check from Metro PCS, for November through January.

Meal

Pastor Goodman gathered us in prayer and led communion at 9:30pm.

The next regularly scheduled council meeting will be on 12 January 2009 at 7:30pm. Merry Christmas and Happy New Year.

Future Council Meetings: January 12, February 9, March 9, April 13, May 11, June 15, July 13