

Lutheran Church of the Nativity

Congregation Council Minutes
September 10, 2018, 6:45pm EDT

GATHERING

Meeting called to order at 6:51pm

Present (15): Pastors Gregg & Rachel, Sarah Asbill, Michael Neal, Jason Cooper, Andra Nus, Laura McCall, Doug Phillips, Debbie McGinnis, Leigha Jordan, Kelly Landolfi, Tiffany Councill, Gary Lamson, Tom Dieterly, Brian Feid (arrived 7:45pm)

Absent (1): Kathleen Treiber

Non-voting Members Present: None

- Opening Prayer (Pr. Gregg)
- Welcome (Sarah Asbill)
- Open sharing of joys, concerns
- Declaring a Quorum (Jason Cooper)
- Approval of Agenda

STUDY TIME

1. Findings regarding the organ (including a brief tour!) (Pr. Gregg)
 - a. Allen MDS-45 "Digital Classical Instrument," purchased 1991. It was top of the line, purchased from an Asheville music store. Received discount contingent upon the store being able to show/demo it for potential buyers. Value currently \$7,500.
 - b. Scotch tape and glue holding some things together. Two non-functioning features would cost >\$1,000 each to replace. The instrument is a deterrent to potential Music Directors.
 - c. There are 12 speakers mounted above and behind the altar. These are also nearly 30 years old and showing early signs of failing. Speakers are included as part of a digital organ system.
 - d. Allen is the only organ brand available locally. New models are modular (small parts replaceable) and updateable. Organ sized for our space costs \$93,000 including post-installation tuning.
 - e. Piano needs "re-voicing" from a piano tuner. Proposal to apply organ trade-in value to piano.
2. Findings and Proposal from Stewardship for All Seasons team (Prs. Rachel & Gregg)
 - a. Discussed goals beneficial to our church and our community
 - i. Ministry Expansion: \$10k additional for 2019 budget (\$2,500 each to Worship, Learn, Care, and Give ministries). We are spending more than budget to make ministry happen. This has been OK because other (Personnel) expenses are lower than expected.
 - ii. Special Projects: Year One \$25k for Calvary Food Pantry's new building. We are a committed partner, and many members have participated in this ministry. Total building

- cost is \$600k. Special projects line will be part of the budget enabling the ability to select a special project every year.
- iii. Maintain staffing excellence & flexibility. Staffing in 2019 is uncertain. SAS team recommends budgeting for a full pastoral staff: senior pastor plus Prs. Rachel & Gregg. The only risk is over-budgeting. This number is not much different from 2018.
 - iv. Organ \$50k. This is a one-time purchase, so recommend it will be handled outside the budget. Also open to gift-giving from music lovers. Finally, we can move more quickly to make the purchase.
 - 1. The remaining cost of the organ can come from Trade-in value (\$7,500), organ fund (\$11k), Chapman Fund (\$16,500), Freedom Fund (\$15k) for \$50k.
 - a. The Chapman Fund allocation must be approved by the Endowment Committee (Fred Park, Lamar McGinnis, Randy Treiber, Meredith Neal, Jen Loizzo). These funds would be available 12/31/2019. We can borrow this amount from another designated fund at an earlier date, replacing the funds at the end of 2019 when the full term of the Chapman Fund has been satisfied.
 - 2. Spend \$7k on the piano and \$43k on the organ.
 - 3. Discussion points: on using Freedom Fund vs. raising the additional \$15k. \$85k total for all of the goals is a significant amount. On keeping the rolling base for the organ. Must look into compatibility with new organ.
 - v. We will have excess funds from 2018. SAS recommends directing the surplus towards Organ Fund (2/3) and Capital Campaign (1/3).

ACTIONS

- Vote on Stewardship for All Seasons Plan including allocating \$15k of Freedom Fund (\$27,473 current balance)
 - Anecdotal evidence indicates the congregation wants a new organ. Most of the congregation likely unaware of the problem. Irem is getting requests to play the organ. Polling may prove divisive. New organ can make many sounds, allowing for a wider range of music.
 - Should we give prospective new Music Director input? Last time around, we used that approach, but candidates didn't believe we would actually purchase the new organ. Best to have one in place.
 - MOTION to move \$15k from Freedom Fund to Organ Fund made by Gary. Seconded by Tom. Motion passed 14-1.
- Update on progress with Pr. Mel
 - For health reasons, Pastor Mel is not able to serve as our Interim

Senior Pastor at this time. One pastor may be available, can be determined in 10-14 days. Another is currently in interim position not available yet. Several candidates may be available who live at Lutheridge. Bishop Smith asking if we are OK having one of these candidates. Might there be candidates from sister synods, or ecumenical partners? Do we need to wait for an interim before forming a Call Committee? Bishop has recommended having an Interim Senior Pastor before forming the Call Committee.

- Determining communication: Send official communication from Council via email re: Interim Senior Pastor status
- Determining next steps: Wait 10-14 days for decision from first option. While we wait, we are asking the synod to explore other interim options who are serving in other synods, as well as ecumenical partners in the local area who are qualified to serve in an interim capacity. If these options are exhausted, then Council will consider accepting name from amongst Lutheridge candidates.
- Motion to move into executive session for purpose of Vote on extra NPK Contracts made by Pr. Gregg, second Pr. Rachel, unanimous consent. Motion to exit executive session made by Jason, seconded by Michael, unanimous consent
 - Result: Contracts unanimously approved and extended to NPK Spanish and PE teachers

REPORTS

1. Task Groups
 - a. Site Plan - No Report
 - b. Safety - No Report
2. Committees of Council
 - a. Vision/Mission - Reorganized at council retreat
 - b. Fiduciary
 - i. Finance Committee (Pr. Rachel) - report from meeting on Sun. Sept. 9. No chair yet identified after Jason Cooper resignation, but this committee is seeking a chair. Insurance review conducted. Getting quotes on cost to expand coverage. August was in the black.
 - ii. Property Committee (Pr. Gregg) - updates re: parking lot, staffing, floors
 1. Parking lot project complete, all were impressed with the job.
 2. Yard Guard group aging, recommendation made for property to look into contracting out heavier work. Attempts have been made to pass the work to younger members, but little interest has been shown.
 3. Question about Max Hall being able to continue as Sexton given significant health issues, has caused Property to begin to explore options for Nativity's

needs while Max recovers. Eventually, we will need a permanent replacement, but there is no immediate need or plan to do so.

4. Looking into replacing carpet in office areas, original to the building. Preschool area floors re-waxed.

c. Governance - Newly reformed at council retreat

d. Leadership

- i. Personnel Committee (Michael Neal) - report from meeting on Sun. Sept. 9. Reviewed preschool contracts and staff pay adjustments - passed these to Finance Committee. Asked for input from NPK director re: staffing needs. Job description for nursery staff under review. Pastor who is responsible for Preschool program supervision (or designee) is appointed as nursery staff supervisor.
- ii. Mutual Ministry Committee (Pr. Gregg) - Reformed after majority of the committee resigned due to constitutional provisions. Now will be comprised of Pr. Mary Canniff-Kuhn (chair), Sandy Madison, Fred Park. Pr. Mary is continuing in the second year of her first two-year term. Sandy and Fred are beginning two-year terms.

3. Pastors Reports

- a. Pr. Gregg has taken over visitation, but not enough time to do it to the level it deserves. Brainstorming ideas to cover the gaps, including empowering members to go and do this ministry.
- b. Pr. Rachel is looking at the fall to implement "All Are Welcome!" in many aspects of church life, including Youth and Faith Formation. Still looking for two elementary age (PreK/K and 1st/2nd grade) Faith Formation leaders.

4. Communiques

- a. NC Synod Mission Support letter – Prs. Rachel and Gregg received a personal visit from NC Synod staff to express the synod's thanks for the mission support provided by Nativity. Also discussed in the visit was Nativity's success with Stewardship for All Seasons, since the synod recently began using this program, too.

SENDING

Summary of actions, assignments, and next steps (Jason Cooper)

Closing Prayer (Pr. Rachel)

Adjournment

Future Meeting Dates

October 8 @ 6:45pm

November 12 @ 6:45pm

December 10 possible Council meeting; probable Christmas-themed gathering

January 14 @ 6:45pm

February 11 @ 6:45pm

March 11 @ 6:45pm

April 8 @ 6:45pm

May 13 @ 6:45pm

June 10 @ 6:45pm

July - some kind of summer gathering with fellowship

August 12 @ 6:45pm