

Lunch – LeAnn Beebehiser

Opening Prayer –

1. Call to Order – Approval of meeting agenda with additions/deletions
2. Approval of Consent Agenda
 - a. Minutes from January 2015 Council meeting
 - b. Annual Meeting Minutes February 1, 2015
 - c. Minutes from March 2015 Executive meeting
 - d. February 2015 Financial Reports
 - e. Faith Formation Coordinator's Report
 - f. Ministry Operations Coordinator's Report
 - g. Adult Education Meeting Notes
 - h. Capital Campaign Meeting Notes
 - i. Capital Improvement Team Meeting Notes
3. Council Think Time
Revisiting the Priorities Council Retreat and Setting Up Our Initiatives
Do we have enough Council members?
4. Capital Campaign Update
5. Reports
 - a. Pastors' Report
6. Old Business
7. New Business :
 - a. coffee fellowship sign ups for 2015
 - b. Council Devotions for 2015
8. Closing comments/wrap up

Adjourn/Lord's Prayer

****Next Meetings****

Council Executive meeting	Tuesday, April 7 @ 6:00 PM
Council Meeting	Sunday, April 12 @ Noon
Coffee House for April	EASTER BREAKFAST

West Linn Lutheran Church
Council Meeting
January 15, 2015
Discipleship Center

ATTENDANCE:

Pastor Tim Herzfeldt-Kamprath, Donna Herzfeldt-Kamprath, Kathy Lairson, Maureen Davis, LeAnn Beebehiser, Lori Larson, Terry O'Donel, Neil Robins, Karl Wright, Kris Olson.

Staff and Guests: Jordan Beck, Faith Formation Coordinator, and Kerry Broadhurst from RIC and Mutual Ministry Team

Excused: Nick Gundersen, Sean Walter, Greg Lenihan and Greg Lord

GATHERING TIME: Pastor Donna had us open with a group exercise on 'being messy'. We broke into pairs and shared ways that we remember where we have been messy, and how it has impacted our lives. Most of us related to positive activities connected to nature, like being in the out-of-doors.

OPENING – Devotions led by Pastor Donna Herzfeldt-Kamprath.

CALL TO ORDER: Council President Kathy Lairson called the meeting to order at 7:17 p.m.

CONSENT AGENDA:

- a) Minutes from December 2014 meeting
- b) Minutes from January 2015 Executive meeting
- c) December 2014 Financial Reports
- d) Faith Formation Coordinator's Report
- e) Ministry Operations Coordinator's Report
- f) Adult Education Meeting Notes
- g) Capital Campaign Meeting Notes
- h) Capital Improvement Team Meeting Notes

Kathy Lairson entertained a motion to remove the minutes from the January Executive, meeting and they will be added later.

CC 2015.1.15-1 Pastor Donna made a motion that we remove from the consent agenda, items b, e, f and g – there are no reports or meeting notes in the packet. Neil Robins seconded the motion. The motion passed.

Kathy Lairson entertained a motion to accept the consent agenda as edited.

CC 2015.1.15-2 Pastor Donna made the motion to accept the consent agenda as edited. The motion was seconded. The motion carried.

Staff Bonuses: Kathy brought up the idea that the Executive Team has of giving a bonus to the staff members for the excellent work they have done for the church during the past year. We have a surplus that we could use for this. Kathy contacted the Council via e-mail but hadn't received much feedback. Some Council members at this evening's meeting said that they were unclear on how the bonus would be determined. It was clarified that one idea was to give 10 percent of their monthly wage as a bonus.

CC 2015.1.15-3 LeAnn Beebehiser made a motion that we include both of the pastors and the five staff members to get a year-end bonus of 10% of their monthly income. The motion was seconded by Lori Larson. Discussion ensued as follows: Kris Olson asked how much money we are looking at.

The answer was between \$1,500 to 2,000 (out of a total amount around 20,000 – which would be roughly 10 percent of the total figure).

The motion carried. 5 yes, no opposed, and 4 abstentions.

COUNCIL THINK TIME:

RIC Welcoming Statement Draft: Kerry Broadhurst brought copies of the draft Welcoming Statement that this committee has formulated. He said that the RIC statement is different than our church mission statement. To get comments and

answer questions the team has been holding table talks again this Sunday between the services

- Karl asked Kerry what the changes have been in the statement. The answer is that originally we were going to look only at encompassing gay, lesbian, bi-sexual and transgender individuals. However, we have broadened the statement to include more. We want to encompass our community.
- Pastor Tim asked Kerry how the feedback has been. Kerry said it has been positive.
- Kathy said that this statement is the statement of West Linn Lutheran. We are responsible for it.
- Kerry said let's create a place that is safe, to celebrate the Word of God.

CC 2015.1.15-5 Karl Wright made a motion recommend to accept of the draft Reconciling in Christ Welcoming Statement and place it on the agenda for the annual meeting. The motion was seconded by Neil Robins. The motion passed.

- It was agreed that it will be a paper vote at the Annual Meeting.
- There was discussion about whether there should be a percentage set as the minimum for passage of this statement at the Annual Meeting, but the consensus was that we leave this 'percentage to pass' issue at this point until we come to that bridge.

Mutual Ministry: Kerry asked us if we are familiar with the Mutual Ministry Team. He explained that they meet 3 or 4 times a year. They are sounding boards for the pastors. They give feedback to the congregation. It is an open and honest discussion, which is held in privacy, and doesn't go out anywhere.

In the last few months the Mutual Ministry has been discussing the idea of a sabbatical for the Pastors. Pastor Tim and Donna have never had a sabbatical in their careers. It is a way to have a refreshing renewal, and when they come back, to energize the congregation. Kerry said he has seen some very positive initiatives come forth in our congregation. They continue to build and give leadership.

Sabbatical: Kerry Broadhurst comes forth as a mutual Ministry member to ask the Church Council that they recommend a sabbatical for the pastors.

- The goal is to have a 3 month period early in 2016. (April, May, June). It is a time when other staff members are not taking vacations. The component we are looking at as a Mutual Ministry team is applying for a Clergy Renewal grant. This is a grant that the congregation applies for, and that there is a mutual renewing process with this. If we receive the grant, there is a monetary amount, as well as a renewing program.
- Pastor Donna said that one way suggested to bring this idea to the congregation would be to have a table discussion during the annual meeting, to get their ideas on renewal.
- Terry O'Donel said that he is very familiar with this in the corporate world, and he himself has had 3 sabbaticals. Pastor Tim read the definition of sabbatical to the group; it is basically a time of renewal.
- Kathy said that the rest of us will have to step up to assist the church during the time of the sabbatical.
- The congregation will have to secure another minister in the interim.

CC 2015.1.15-5 Terry O'Donel made the motion to have the Church Council support the Mutual Ministry team proceeding on a sabbatical plan for the pastors. The motion was seconded by Kris Olson. The motion passed. The pastors abstained.

BUDGET: LeAnn Beebeheiser brought copies of the proposed 2015 Budget and handed them out to the Council members. She already reported these figures to the Council at the meeting last month; however, there were additional pledges that we didn't have at our last meeting that she has added in. The figures for the expenses are the same. The budget is actually more accurate

She also did a little quick figuring during this meeting to address what we talked about earlier in the meeting, regarding the bonus for the staff. She came up with the figure of about \$1,800.00. It would all be within the \$2,000.00 figure. The checks given for the bonus would be taxable income to the recipients. Therefore, Terry said that we would gross the amount up so that their real dollar figure would be the actual amount of the bonus.

- LeAnn reminded us that we told the congregation that we would have a budget forum. It was agreed that this

- will be done and there will be a table set up for her to address any questions before the Annual Meeting.
- LeAnn said that the finance team recommended .25% instead of one full percent for the increase in benevolence to the synod, due to the fact that we have the capital campaign we are working on this year.
- Discussion ensued. If we don't rectify this, it will come up again at the Annual Meeting.
- Karl said that if we don't live up to what we voted on, this could diminish the congregation's confidence in the council.
- Based on the minutes from the annual meeting, we feel the amount of giving should be at 8% this year.
- LeAnn said that she will have to cut money out of the budget expenses to make this work. She will work on the budget so that it is still balanced, and that we are giving the 8% to the Synod.

Kathy entertained a motion to have a recommendation to forward the amended budget to the congregation.

CC 2015.1.15-6 **Lori Larson** made the motion to recommend the amended 2015 Budget to the congregation. Karl Wright seconded the motion. The motion carried.

Capital Campaign: Nancy Horton is the chair of this committee. She presented materials that her committee has been working on. They have a time-line that will begin the congregation-wide campaign from April 18 to May 3. Rather than having a celebration at the beginning, they will have the celebration/luncheon at the end. We have a whole bunch of groups that will be working on this campaign. For instance, Kathy Lairson is taking the 30 days of devotions. She will be looking for 30 people who will be interested in putting down a short story, Bible verse, and how it relates to generosity.

●Pastor Donna said that the capital committee has had a good start, and they will look forward to having people volunteer to work on one of the committees. Kathy said that there will be an up-date held at the annual meeting, so that the congregation knows that we are working on this.

Pastors' Report: The printed report was pointed out.

OLD BUSINESS:

Vitality Assessment has been pushed back as the synod has been re-writing the tool. This may also give us some input, and how renewal can be happening.

NEW BUSINESS:

CC 2015.1.15-7 Pastor Donna made a motion to accept these names into membership:

Erika Andersen and children: Aidan, Owen, Ainsley, Annika

Anne & John McDowell and children: Kevin and Connor.

Pastor Tim seconded the motion. The motion carried.

Coffeehouse: The 2015 coffeehouse signup sheet was handed around and members signed up for different dates.

Council Retreat: We will have a dinner on February 20th, most likely at the Monarch Hotel. The dinner will be for current and outgoing council members and their spouse or significant other. The retreat will continue on Saturday, February 21st at Alton Collins Conference Center beginning at 9:00 a.m. until 4:00 p.m. We could carpool to the event if this is desired.

Closing Comments:

- Terry O'Donel said that it has been a nice ride being on the Church Council and he will miss everyone.
- Pastor Tim said that the AED is operating and there will be training for its use.
- Kris Olson will miss Lori and Terry at council meetings in the future
- LeAnn Beebehiser thanks everyone for all the input numbers
- Pastor Donna said thank you to Terry and Lori for all their input and good conversations over the years.
- Maureen said she has enjoyed getting to know everyone on the Council and will miss Lori and Terry.
- Karl gave a salute to Terry and Lori and will miss them. He is grateful that we can talk together as we work to a common goal.
- Lori said it has been a good ride. She said she needs to focus on her Mom now, and her grandchildren.
- Kathy is glad that we haven't had to take the financial reports off the Consent Agenda all year.

Regarding upcoming meetings, these dates were decided upon:

Council Executive Meeting: Saturday, January 24, 2015 9:30 am (Retreat planning, other council members welcome)

Coffeehouse by Council: February 1st

Council Executive Meeting: Saturday, February 14 @ 9:30 am.

Council Retreat: February 20 and 21st

The Council joined in the Lord's Prayer

Closing: The meeting was adjourned at 9:45 **p.m.**

Respectfully submitted,

Maureen Davis
Council Secretary

West Linn Lutheran Church

2015 Annual Meeting

February 1, 2015

- **Call to Order:** Council President Kathy Lairson opened the meeting at 12:17 p.m.
- **Opening Prayer:** Pastor Donna and Pastor Tim
- **Approval of Agenda:**
 - **WLLCAM 2015.02.01.01** Kathy Lairson entertained a motion to approve the agenda. Pastor Tim made a motion to approve the agenda. The motion was seconded and **Passed**.
- **Approval of the 2014 Annual Meeting:**
 - **WLLCAM 2015.02.01.02** Karl Wright made a motion to approve the 2014 Annual Meeting minutes, July 2014 Congregation Meeting Minutes and October 2014 Congregation Minutes as written in the Annual Report. Neil Robins seconded the motion. The motion **Passed**.
- **Council President's Remarks: Kathy Lairson**

Kathy asked to have the staff stand up so the congregation could give thanks to them. They are a blessing and work 7 days a week for us. She wanted to give some extra thanks to Julie Mankin, our Ministry Operations Coordinator. Kathy complimented Julie for the format and presentation of the Annual Report. The congregation gave applause.

Kathy spoke of our ELCA Oregon Synod Bishop Pastor David B. Rieke. She read a quote from his letter to the congregation: *"behold, I am about to do a new thing; now it springs forth, do you not perceive it?"* Kathy said she thinks we have been doing this here, introducing our congregation as an 'Open Door'. Kathy would now like us to think about focusing energy on our ministry. How will you connect your personality in this respect? Kathy said that 'together, we will make a difference'.

Al Demers wanted to thank those who do 'behind the scenes' things for our church. It should be shared with the congregation. Thank you.

- **RELATIONAL MEETING:**

Mutual Ministry Team: Pastor Tim introduced the members of the Mutual Ministry team: David Blakeslee, Kerry Broadhurst, Kelly Hoeckelberg-Young, Jan Sickert, Carole White, Pastor Donna Herzfeldt-Kamprath and Pastor Tim Herzfeldt-Kamprath.

Kathy Lairson spoke of the Mutual Ministry. She asked **Jan Sickert** as a member of the **Ministry Team** to share what our table ministries are going to be about. There was a screen projection with the following: **'OPEN THE DOORS WIDE'**.

Jan Sickert came before the congregation to represent the Mutual Ministry team. She said the team meets 4-5 times a year. They act as a sounding board to the pastors. The group is private and confidential. She said we were going to do a 'table conversation' at each table today. She had everyone read the handouts on the table regarding 'renewal'. She told about the idea of having a sabbatical for our Pastors. This is a period of renewal and reflection. The goal would be to have a three month period, (April, May, June) where the pastors would be away. It would be a time when other staff are here and not on vacation. There is a Lilly Endowment Renewal Program Grant. Our congregation can apply for this grant. It is a mutual process, that we as a congregation will receive the benefits of this renewal time. It would be like we are taking a sabbatical along with Pastor Tim and Pastor Donna. She asked us to think and share, opening our thoughts on a time of reflection and renewal for the ministry here at

WLLC. How can you and your congregation have an opportunity to make your hearts sing? We took time to break in to small table groups to work on the handout, 'What does renewal mean'?

At 12:40 p.m. we opened up the general meeting again. The congregation turned in the questionnaire that was completed at each table.

- **RECONCILING IN CHRIST RECOMMENDATION (RIC):**

Kathy Lairson introduced the RIC committee, which includes: Kerry Broadhurst, Kelly Hoeckelberg-Young, Kathy Lairson, Kathy Marambe, Melanie McNinch, Pastor Donna-Herzfeldt (pastoral advisor).

She asked **Kathy Marambe** to come up and speak to the meeting. Kathy Marambe had the congregation turn to page 14 of the annual report to review the RIC statement that has been prepared by this committee. The Church Council has approved this welcoming statement and the RIC committee is bringing it to the congregation for their approval.

Kathy went on to explain that the RIC Core team was created in October of 2013 by a group of individuals who were interested in exploring how our congregation could reach out to gay, lesbian, bi-sexual and transsexual community and become a RIC congregation. The committee researched other churches to get an idea what they were doing. There are currently 23 churches in Oregon that are RIC designated congregations. If we become an RIC church, we would have the symbol identified with our congregation. The group worked on creating a statement that could express the heart of West Linn Lutheran. There were further meetings in January where the statement was fine tuned.

If we do vote in favor, we would still have a group of people who would help us to identify how we embrace people of all orientations. 'Reconciling Works', is a group that helps us to better engage the gay, lesbian, transgender in our church community. If we vote in favor if it, it will be an adjunct to the mission statement. It does not replace the mission statement.

Kathy Marambe then read the proposed statement to the congregation. **(Page 14)**

West Linn Lutheran Church is a community of faith that welcomes all regardless of race, religion, color, sex, gender identity, sexual orientation, family status, national origin, age, disability, medical history, political affiliation, financial situation, mistakes made, successes achieved or any other category that you or the world have determined you belong. Our hope and prayer is that our congregation loves all as Jesus loves the world. No exceptions. This welcome extends throughout the life of our congregation.

Kathy Lairson made a point of reference. She said the statement had been presented by the committee to the Church Council. The church council had reviewed the statement and passed a motion to recommend the statement to the Annual Meeting. Therefore, the motion to accept the statement was now on the floor of the assembly.

- Kathy Marambe, representing the RIC Core Team spoke in favor of the motion.
- Janet Raes asked if perhaps the statement should read: Should be 'has' instead of 'had';
- Kerry Broadhurst, and then Kelly Hoeckelberg-Young, both on the committee said, ... perhaps we can move on to vote on this, and then if there is a housekeeping change in spelling that needs to be made, it can be amended.

There were red ballots on each table. Every member present was asked to cast a vote of ye or nay, and tellers came through the room and collected the ballots. The tellers removed the ballots cast and they went to tally the votes.

CAPITAL CAMPAIGN UPDATES:

Nancy Horton said she had been asked to chair the 'Capital Campaign Committee'. Nancy introduced member/architect **Daryl Sieker**, representing the Capital Improvement Project (CIP) Team. Daryl Sieker spoke about the committee. He identified and prioritized different projects that are either underway, or are soon to begin in the future:

- **Parking Lot:** We have repaired the upper and lower parking lot areas. Due to scheduling issues, the sealant could not be applied before the weather became inclement. This will be done in the spring, depending on the contractor's schedule.
- **Glass window replacements:** There are 22 windows which have been replaced. Librarian Gretchen Dumestre had requested ultra-violet light protection on the windows in the library in order to preserve our books. There has been a film applied to the windows in the library.
- **The Lift:** It is pretty well complete. It would have been dedicated today, but it will be 2 weeks before the final inspection takes place.
- **Wireless Thermostats:** There are nine furnaces in the building. Most of these furnaces are now automatic and can be remotely controlled. Also, they can be controlled by the staff's phones.
- **Automatic Door Operators:** Daryl has received 2 bids for automatic door controls for the lower level entry doors, and one more bid is coming. The first two bids are in the \$2,000 to \$3,000 price range. The Council has already approved this project.
- **Bathrooms:** Daryl has begun some work on drawing up bathroom layouts. He showed these architectural designs on an overhead screen. He noted that 'It will not be a yellow color scheme'. The designs showed plans for the bathrooms to be remodeled on both levels. It required that we lose some storage in both the upper and lower levels. Therefore, he has included a storage room on the upper level in the area near the lift, which has locking doors. On the lower level we will utilize the space which used to be an office. We have planned for a shower in the lower level. The City Codes require that in every plan submitted there must be a plan for wheelchair access, and this has been taken into consideration. In the nursery, there will also be a lavatory, and a changing station.
- **Kathy Ellerby** queried if the state laws requires us to have a gender neutral bathroom if we are an RIC church. Daryl said that he didn't believe that it was required, but it is convenient.
- **Pastor Donna** said that there are no requirements that we must meet in order to be an RIC church.
- **Jan Eppelsheimer** asked if this bathroom architectural design included lighting. Daryl said, **yes** it does.

There are some items which have yet to be completed, and they are:

- **Sanctuary sound and lighting**
- **Kitchen upgrade**
- **Outdoor signage**

CAPITAL IMPROVEMENT PROJECTS(CIP) Committee Members: Gary Eppelsheimer, Dennis Koellermeier, Julie Mankin, Kris Olson, Daryl Sieker, Adam Tucker, Kent Wyatt and Jeff Archuetta (outdoor signage), Pastor Tim.

Steering Team for Capital Campaign: Members include Chuck Davis, Scott Hatley, Nancy Horton, Kathy Lairson, Pastor Donna, and Greg Lehto.

360* CAMPAIGN:

Nancy Horton presented the 360* campaign. She had an overhead transparency showing the figures that her steering team came up with as needed for our upcoming church projects.

This is a rolling campaign. She had us look at the overhead screen to see charts which were completed after the Annual Report went to press. The first item, 'Bathrooms' were decided upon at the October Congregation Meeting. The next six items were added to as they became evident as they needed to be done. She explained that we can get some energy rebates from the lighting upgrades.

The van has been resurrected as "Lazarus".

With this pool of money, we need to rebuild our monetary reserves. We hope to achieve this with outreach, giving, mortgage, etc.

She is inviting the congregation to form a Long Term Visioning Team. We will sit back and be creative to decide what is beyond this. How can we help the CIT team, and the CC team, and keep us on task?

Nancy showed everyone the Timeframe of the campaign:

- | | |
|--|----------------------------|
| • Preparing and Discerning Long Term Vision - | Dec. 1 – March 28 |
| • Inspiring | March 29 – April 18 |
| • Fulfilling | April 19 – May 3 |
| • Celebration!! | May 3 |

Nancy invited us to join a 360* Team:

- **Communication Team/Outreach**
- **Arrangements Team**
- **Long-Term Vision Team**
- **Learning Team – ties with Lent series (Spiritual Team)**

Nancy concluded her presentation at 1:18 p.m.

Kathy Lairson asked us to write a devotion that focuses on generosity or a personal moment when you have experienced God. For that 30 day period, Pastor Tim will not be doing his regular daily devotion, but rather we will receive this devotion from 30 different members of this congregation.

WLLCAM 2015.02.01.03 At 1:18 p.m. The tellers returned with the results and that we received **65 votes** in favor of the RIC statement and 1 vote opposed. The motion passed!

PASTORS' REPORT:

Vitality Assessment: **Pastor Donna** explained that this is a process that we will enter into this year. There will be a survey coming in mid-February. There will be follow up activities related to long-range planning.

Cycle of Currencies: The Pastors explained about the Cycle of Currencies, being sustainable and how our church thrives as we exchange currencies.

Health and Wellness

Pastor Donna reported that WLLC has been given a \$2000 Health and Wellness Grant from the Oregon Synod. This is money out of the ELCA health insurance awarded to the synod for high participation. WLLC's project is called "Congregational Wellness in Building Relationships with Building Partners, Neighbors, and Community Groups". The money will fund training in Holy Currencies and a community wellness and sustainability fair with our partner groups. A team will be formed to plan this project.

Pastor Tim invited congregation members to travel to Sacele, Romania and Germany with them in October of 2015. We are going because we are Lutheran, and because we want to take a Luther-land tour, and share what makes it special to be Lutheran. Deadlines are being set for people to commit to the trip, and anyone is welcome.

Pastor Tim reported that he and Pastor Donna have been here for 5 years. They truly appreciate the gift of being here, and wanted us to know that they are always praying for us.

ELECTIONS:

Church Council:

Terry O'Donel, distributed to the congregation a sheet with the 2015 Nominee's for Church Council. He noted that we are missing two spots - a 3 year term and a 2 year term that are vacant.

Kathy Lairson entertained a motion.

WLLCAM 2015.02.01.04 **Greg Eppelsheimer** made a motion that we vote to accept these nominees to the 2015 Council. **Kerry Broadhurst** seconded the motion. The motion **Passed**. These are the 2015 members voted into church council:

Terms Expire 2018:

Suzie Budeau

Greg Lenihan

Melanie McNinch

Synod Assembly Voting Members: We need 3 people to represent WLLC and serve as voting members at the 2015 Synod Assembly, April 24-26, 2015 in Sunriver, Oregon. These names were offered to the congregation:

1. **Carole White**
2. **Al Demers**
3. **Maureen Davis**

WLLCAM 2015.02.01.05 A motion made to accept the volunteers for Synod Assembly as our Synod Voting Members. The motion **Passed**.

Camp Lutherwood Representatives: We need 2 representatives to represent us for 2015. There were two volunteers:

1. **Jan Eppelsheimer**
2. **Gary Eppelsheimer**

WLLCAM 2015.02.01.06 A motion was made by **Neil Robins** to appoint Jan Eppelsheimer and Gary Eppelsheimer to be the representatives for Camp Lutherwood. **Kris Olson** seconded the motion. The motion **Passed**.

NEW BUSINESS:

- a. **FINANCIAL TEAM:** LeAnn Beebehiser, Chuck Davis, Nancy Horton, Lori Mueller; staff: Sandy Johnson, Administrative Bookkeeper.

LeAnn Beebehiser reported:

\$186,000 balance on the mortgage which matures in 2025.

Revenue for 2014 \$395,425.

Spending \$378,051

Closeout surplus: \$17,374.00

Balance Sheet – Kathy entertained a motion to approve the Balance Sheet:

WLLCAM 2015.02.01.07 Pastor Tim made a motion that we accept the balance sheet as presented by our Treasurer. The motion was seconded by **Neil Robins**. The motion **Passed**.

LeAnn went over the Budget with the congregation. These items were noted:

- Taking the Ministry Operations Coordinator position to a full-time position.
- Increase in benevolence giving. Went up to 8% which was approved at the 2014 Annual Meeting.
- The budget is balanced.

The budget was previously presented to the Church Council. The motion to accept the 2015 Proposed budget was moved and seconded by Council, and Kathy placed the motion onto the floor.

Kathy Lairson asked if there was any discussion. Kathy entertained a motion to accept the budget.

WLLCAM 2015.02.01.08 The 2015 Budget was passed as presented.

The 2015 WLLC Annual Church Meeting was adjourned at 1:40 p.m.

Respectfully submitted,

Maureen Davis,

Council Secretary

EXECUTIVE TEAM MEETING – MINUTES from MARCH 3, 2015

Present: Karl Wright, President; LeAnn Beebehiser, Treasurer, Pastor Tim, Pastor Donna, Maureen Davis, Secretary

Excused: Kris Olson, Vice President,

1. Opening Prayer from Pastor Tim
 2. Financial Reports from LeAnn
 - a. Strong giving for February
 - b. New report on Building Fund Transactions
 - c. Finance Team will be losing Chuck Davis and Nancy Horton to the Capital Campaign, but they may come back on. Mary Ann Schaffer coming on the team.
 - d. What to do with the extra cash that needs to be invested? And the motion from Council to invest the Scholarship money? Meet with Mission Investment Fund manager March 11 at 9 a.m.
- LeAnn mentioned that she wanted to have a meeting with the Finance Team in mid-March. Nancy Horton said that she did want to attend the meeting to see where we are, so when she moves on to the Capital Campaign Team, so she will be up to date.
 - The Capital Campaign actually has a job description. They help to obtain the money, and then let the Finance team takes over after that as to how to handle the money.
 - LeAnn said would like to figure out how to get some of the money in the bank invested somehow instead of just having it sit there. Coincidentally, Pastor Tim said that on Wednesday the 11th of March at 9:00 am, Joel Wudel from ELCA Mission Investment Fund will be here for a meeting with the Pastors. Pastor Tim invited LeAnn to attend that meeting.

Parking Lot Paving: Pastor Tim suggested that we keep up to date with the parking lot paving, and to make sure all that has been contracted for has been done.

L.O.T. (Lake Oswego/Tigard Water Pipe Project) We need to follow-up with this to see if we are renewing the contract with the L.O.T. It most likely is a responsibility of the Capital Improvement Project 'CIP' committee. Daryl Sieker is the chairman of the CIP committee and Kris Olson is the Council representative. We should ask the CIP to ascertain if we will be impacted by the extension of a contract.

3. **Annual Meeting:**

- a. Everyone was asked to review the minutes and notes from the Annual Meeting minutes to make sure they read correctly, as these are permanent record. We need to take a copy of the Annual Meeting minutes to the bank as proof of officers elected in order to add on new signers of Karl Wright and Kris Olson.

b. RIC Welcoming Statement: After the Annual Meeting vote, Kathy Marambe submitted our RIC Welcoming Statement to Reconciling Works for recognition. We will check back with her before the next Council meeting to see if she had heard back from the Reconciling Works organization yet.

c. Synod Assembly Voting Members: At the Annual Meeting held on February 1st, the following individuals volunteered to serve as voting members. The congregation made a motion to accept the volunteers to serve as voting members for the Synod Assembly April 24th through 26th in Sunriver, Oregon. The motion was seconded and passed. They are ready to be registered:

1. Carole White
2. Al Demers
3. Maureen Davis

4. Review of January Executive Meeting Minutes and Council Minutes:

- **Constitution**: Pastor Donna said that Kathy Lairson as last year's Council president wanted to update the constitution. The Synod also wants us to update it. This is something that we can work on this year.
- **Alcohol use in building**: The Executive Team also has to finalize a policy on the use of alcohol in the building. Julie Mankin needs this for communicating with regard to outside groups that want to use our building. It was suggested that Karl Wright could set aside a meeting specifically for 'policy issues.' We may look at each application separately and make a decision on a case by case issue. We could also have a clause stating 'no alcohol usage with outside groups'. (Those not being members of the church).
- **Safe Church**: We could ask Sean Walter to report to the Council on the training that he, Pastor Donna, Carole White and Julie Mankin attended, regarding the policies and procedures we should follow.
- **Additional Council Members**: We discussed whether we need to find 2 more Council members. We are within the Constitution to operate with 10. We need to look at how things are going and see if we feel we need more people once initiatives are determined. Karl would like for us to see full attendance at our council meetings.
- **Caretaker**: The Caretaker, Lynn McKown, who lives in the cottage, is recovering from hip surgery. The pastors would like to recommend to Council that we continue paying her and consider her on "medical leave". for now. She hopes to resume locking up and opening up duties around the building soon, but she has limited mobility now.

- **Financial Policy:** The Finance Team has worked on a policy document around WLLC finances. The Executive Team will review it before taking it to Council.
- **Policies:** We need to have a beginning process to establish policies for:
 1. Building Usage policy
 2. Alcohol use
 3. Church van use
 4. Financial policy.

5. Followup on Council Retreat:

We talked about how we should proceed on Sunday at the Council meeting with regard to integrating absent Council members into initiative work which was done at the Council retreat.

We decided that we will have the wall sheets up for everyone's review.

1. We will take time to review them again.
2. Someone who helped craft each priority can present and clarify what this area means and what will be accomplished this year.
3. Questions for clarification.

There are some initiatives that are already underway. Perhaps we can have some talk to give people an idea what is being done and where we should be heading.

1. Who is already working on this?
2. What is already being done?
3. Clarification
4. Is there anything missing?
5. Conversation on each area
6. What is staff doing in that area?
7. Any final questions for clarification?
8. Prayer
9. Council members get up and choose their priority area for this year.
10. Those at each sheet – discuss together what draws them to that area. What steps are we going to take? Then the assignment will be to report to others what they plan on doing in this area.
11. For future meetings: initiative teams work on goals and achievement of goals.

6. Thinking time for March Council:

Reviewing the Council Retreat and setting up the Council initiatives.

7. March Council Agenda:

- **Lunch** – LeAnn Beebehiser said she would be glad to organize lunch.
- **New Business:** Pastors will bring up several staff issues in their report.
- **Old Business:**

- Consent Agenda: The team reviewed what will likely be on the Consent Agenda. Pastors will follow up to see that reports are in place.

There being no further business, the meeting was adjourned by Karl Wright at 8:12 pm.

Respectfully submitted,

Maureen Davis,
Council Secretary

Council Retreat February 20-21, 2015 MINUTES

Council members present: Pastor Tim Herzfeldt-Kamprath, Pastor Donna Herzfeldt-Kamprath, Kathy Lairson, Kris Olson, Greg Lord, Karl Wright, Melanie McNinch, Suzie Budeau, Neil Robins

Staff: Julie Mankin.

Excused: Greg Lenihan, Maureen Davis (present Friday; excused on Saturday), LeAnn Beebehiser (Treasurer); Staff: Jordan Beck

February 20, 2015 - FRIDAY EVENING:

The Council convened at The Monarch Hotel at 6 p.m. for dinner and discussion. Spouses were invited for the evening, as well as representatives of the Capital Campaign Steering Team and the Mutual Ministry Team. Nancy Horton represented Capital Campaign, and Kerry Broadhurst represented Mutual Ministry.

As people arrived they put "post its" on two wall sheets:

- I have noticed these things about our congregation over the past five years.
- Here's where I think we are going in the years ahead as a congregation.

People added notes through the evening.

Pastor Donna opened the program with a Scripture reading and a devotion called "Mercy-A Lenten Prayer" from JustFaith.

During dinner people were asked to discuss 2 questions. Someone from each table took notes.

- What do you think the impact of the decision about RIC will be for WLLC?
- Share a personal experience of "risking generosity". What did you lose? What did you gain? What do you notice about these stories?

After dinner Nancy Horton made a presentation about the 360 Campaign, which is 2-year pledge campaign that is being developed by the team. Nancy is working on recruiting people for task groups. The Steering Team is planning approaches and communication with early donors and with the general congregation in late March and April. The churchwide campaign will be April 19-May 3. Kathy Lairson extended invitations to those present to write devotions for the devotional booklet/messages that will be a part of that campaign.

Kerry Broadhurst presented the work of the Mutual Ministry Team with the pastors on planning for a 3-month sabbatical in 2016. They are drafting an application for a Clergy Renewal grant from the Lilly Foundation. The congregation was asked to have table discussions at the annual meeting about renewal and what that might look like for the congregation. The team will put this together with the pastors' needs and ideas.

At the end of the questions and answers, Kathy Lairson, president, asked people for their evaluation of this evening and what they think the Council, Mutual Ministry, Capital Campaign Team, and staff should carry forward. All these comments and the wall sheets will go into the work of Council on Saturday.

February 21, 2015 - SATURDAY MORNING:

The Council convened at Alton Collins Retreat Center, Eagle Creek

9:00 a.m. OPENING DEVOTION: Led by Pastor Tim (on Holy Currencies).

9:15 a.m. WORK SESSION: We began our work session by organizing the results from Friday's acquisition of information from dinner groups.

We were able to break our Council initiatives into the following areas, and then put them in a priority order through a voting process ("dots"):

1. Worship intersecting with hospitality
2. A ministry of outreach in the community (Opening the Door - Expecting a Challenge Outward to the Community)
3. Support youth and adult education and activities by developing long-term processes and procedures
4. Promote a greater understanding of stewardship (Holy Currencies)
5. Develop a "green" team
6. Continue to improve our processes, build needed support structure.

Council members were asked to think about these priorities and come prepared to discuss them further at the next Council meeting. Decisions will be made then as to how Council members will organize themselves and their passions for the work to be done this year.

Pastor Tim oriented the Council members to what it is to be on Council:

- Constitution and job description of responsibilities
- public presence and role in the congregation
- people who bring gifts and passions for the leadership of the church at this time.

11:00 a.m. __2015 EXECUTIVE TEAM VOTE

Council members elected the following Executive Team for 2015:

PRESIDENT:	Karl Wright
VICE PRESIDENT:	Kris Olson
SECRETARY:	Maureen Davis

LeAnn Beebeher was reappointed TREASURER.

The group broke for lunch.

After lunch the members did the Congregation Vitality Assessment survey online. Members were briefed on the timeline for the survey and the processing of the report we will get from the ELCA, and how that might work together with the Capital Campaign and what will follow that campaign.

1:00 p.m. Holy Currencies Introduction and Wellness Grant

Julie and Pastor Donna introduced the work the staff has been doing around moving our relationships with other groups in the building from building “users” to building “partners”. Julie identified some of the variety of groups that use the facility on a regular basis and how many different kinds of gifts have been shared among us.

Pastor Donna talked about the Health and Wellness Grant that was awarded to WLLC from the Oregon Synod to further our understanding of Holy Currencies, particularly in our relationship with building partners and outreach partners and neighbors. A team will be developed to work on that in the months ahead.

Council worked on a few “practical” pieces. It was agreed to try meeting on the second Sunday of the month for three months and then evaluate that as a regular meeting time. The Executive will communicate and find a time to meet.

We all shared in an evaluation of this weekend retreat.

3:30 p.m. Closing

Pastor Tim and Pastor Donna led a closing Holy Communion service. All helped clean up and departed at 3:45 p.m.

West Linn Lutheran Church
Balance Sheet
As of February 28, 2015

	<u>Feb 28, 15</u>
ASSETS	
Current Assets	
Checking/Savings	
1100 · General Fund Checking	106,275.59
1150 · Dedicated Checking/Savings	32,602.68
1179 · Other Checking/Savings	100.00
Total Checking/Savings	<u>138,978.27</u>
Total Current Assets	138,978.27
Other Assets	
1999 · Total Prepaids	<u>2,763.44</u>
Total Other Assets	<u>2,763.44</u>
TOTAL ASSETS	<u>141,741.71</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2050 · Deferred Revenue	<u>3,466.68</u>
Total Other Current Liabilities	<u>3,466.68</u>
Total Current Liabilities	<u>3,466.68</u>
Total Liabilities	3,466.68
Equity	
3300 · Memorial Funds	7,462.27
3400 · Dedicated Funds	62,927.98
3500 · Building Funds	39,957.82
3620 · Operating Fund Balance	38,336.46
Net Income	<u>-10,409.50</u>
Total Equity	<u>138,275.03</u>
TOTAL LIABILITIES & EQUITY	<u>141,741.71</u>

03/03/15

West Linn Lutheran Church
Current Month Actual VS Budget Comparison
February 2015

	<u>Feb 15</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
4001 · Congregational Support	28,378.66	28,748.00	-369.34	98.7%
4040 · Program Income	149.24	79.17	70.07	188.5%
4045 · Misc Income	1,859.00	2,627.92	-768.92	70.7%
Total Income	<u>30,386.90</u>	<u>31,455.09</u>	<u>-1,068.19</u>	<u>96.6%</u>
Expense				
6050 · BENEVOLENCES	2,371.87	2,569.66	-197.79	92.3%
6200 · COMMUNITY GROUPS	497.09	194.33	302.76	255.8%
6300 · BUILDING & PROPERTY	5,198.10	5,530.00	-331.90	94.0%
6400 · FAITH FORMATION	497.78	649.99	-152.21	76.6%
6401 · LAY MINISTRY COMP & BENEFITS	9,920.77	11,625.12	-1,704.35	85.3%
6402 · PASTORS' SALARY & BENEFITS	12,012.17	12,071.32	-59.15	99.5%
6500 · PROCLAMATION	327.19	496.67	-169.48	65.9%
6800 · ADMINISTRATION	1,198.26	1,818.76	-620.50	65.9%
Total Expense	<u>32,023.23</u>	<u>34,955.85</u>	<u>-2,932.62</u>	<u>91.6%</u>
Net Income	<u>-1,636.33</u>	<u>-3,500.76</u>	<u>1,864.43</u>	<u>46.7%</u>

11:15 AM
 03/03/15
 Accrual Basis

West Linn Lutheran Church Year-to-Date Actual vs. Budget Comparison January through February 2015

	<u>Jan - Feb 15</u>	<u>Budget</u>	<u>\$ Over Bud...</u>	<u>% of Budget</u>
Income				
4001 · Congregational Support	52,607.32	57,474.00	-4,866.68	91.5%
4040 · Program Income	316.80	158.30	158.50	200.1%
4045 · Misc Income	3,802.00	5,255.80	-1,453.80	72.3%
Total Income	<u>56,726.12</u>	<u>62,888.10</u>	<u>-6,161.98</u>	<u>90.2%</u>
Expense				
6050 · BENEVOLENCES	6,129.77	5,139.40	990.37	119.3%
6200 · COMMUNITY GROUPS	497.09	388.70	108.39	127.9%
6300 · BUILDING & PROPERTY	10,437.22	11,110.00	-672.78	93.9%
6400 · FAITH FORMATION	735.93	1,100.10	-364.17	66.9%
6401 · LAY MINISTRY COMP & BENEFITS	21,399.22	23,250.40	-1,851.18	92.0%
6402 · PASTORS' SALARY & BENEFITS	23,826.97	24,142.80	-315.83	98.7%
6500 · PROCLAMATION	452.72	993.30	-540.58	45.6%
6800 · ADMINISTRATION	3,656.70	3,137.40	519.30	116.6%
Total Expense	<u>67,135.62</u>	<u>69,262.10</u>	<u>-2,126.48</u>	<u>96.9%</u>
Net Income	<u>-10,409.50</u>	<u>-6,374.00</u>	<u>-4,035.50</u>	<u>163.3%</u>

WEST LINN LUTHERAN CHURCH
MONTHLY INCOME COMPARISON

(Estimates of Giving, Estimates of Giving Prior Year, Envelope Giving, and Loose Offerings)

	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
January	24,980	32,031	29,220	20,136	25,032	24,229
February	28,153	32,947	22,080	22,950	25,358	28,379
March	21,036	20,205	25,367	44,668	30,780	
April	30,830	34,744	30,700	22,971	30,130	
May	26,172	25,602	26,827	22,274	26,915	
June	29,598	35,949	30,295	29,944	31,571	
July	41,035	25,052	22,776	22,006	26,360	
August	23,868	21,099	20,822	21,371	27,303	
September	25,248	18,994	35,186	28,951	27,166	
October	24,300	26,695	25,596	26,619	24,375	
November	20,737	27,080	35,162	32,454	34,234	
December	37,068	34,322	38,379	63,842	51,144	
TOTALS	<u>\$ 333,024</u>	<u>\$ 334,719</u>	<u>\$ 342,409</u>	<u>\$ 358,186</u>	<u>\$ 360,368</u>	<u>\$ 52,607</u>
YTD February	\$ 53,133	\$ 64,978	\$ 51,300	\$ 43,086	\$ 50,390	\$ 52,607
Year-to-Year Change		22%	-21%	-16%	17%	4%

Treasury Report 2/28/2015

Resources	<u>February, 2015</u>			
	<u>Actual</u>	<u>Goal</u>	<u>Difference</u>	<u>%</u>
Estimates of Giving	\$ 23,431	\$ 22,289	\$ 1,142	5%
Est of Giving Prior Year	\$ 1,540	\$ 2,706	\$ (1,166)	-43%
Envelope Giving	3,157	3,411	(254)	-7%
Loose Offerings	251	342	(91)	-27%
Misc, including Thrivent Choice YTD \$582	2,008	2,707	(699)	-26%
Total Resources	\$ 30,387	\$ 31,455	\$ (1,068)	-3%
Spending	<u>Budget</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Difference</u>	<u>%</u>
ELCA Mission Support	\$ 2,322	\$ 2,520	\$ (198)	-8%
Pastors' Discretionary	\$ 50	\$ 50	\$ -	0%
Pastors' Care (comp & all benefits)	12,012	12,071	(59)	0%
Lay Ministry Team Care	9,921	11,625	(1,705)	-15%
Building Care (Mortgage, Utilities, Insurance, Maintenance)	5,198	5,530	(332)	-6%
Worship, Educational & Community Materials	1,322	1,341	(19)	-1%
Other Operations Costs	1,198	1,819	(621)	-34%
Total Spending	32,023	34,956	(2,933)	-8%
Net Income (Expense)	\$ (1,636)	\$ (3,501)	\$ 1,865	-

	<u>YTD February, 2015</u>			
	<u>Actual</u>	<u>Goal</u>	<u>Difference</u>	<u>%</u>
	\$ 43,541	\$ 44,563	\$ (1,022)	-2%
	\$ 2,655	\$ 5,410	\$ (2,755)	-51%
	5,847	6,818	(971)	-14%
	564	683	(119)	-17%
	4,119	5,414	(1,295)	-24%
	\$ 56,726	\$ 62,888	\$ (6,162)	-10%
	<u>Budget</u>			
	<u>Actual</u>	<u>Budget</u>	<u>Difference</u>	<u>%</u>
	\$ 6,030	\$ 5,039	\$ 990	20%
	\$ 100	\$ 100	\$ -	0%
	23,827	24,143	(316)	-1%
	21,399	23,250	(1,851)	-8%
	10,437	11,110	(673)	-6%
	1,686	2,482	(796)	-32%
	3,657	3,137	519	17%
	67,136	69,262	(2,126)	-3%
	\$ (10,410)	\$ (6,374)	\$ (4,036)	-

Fund Balances - as of 2/28/15	
Scholarships	\$ 25,564
Facility & Maintenance Reserves	\$ 39,958
Undesignated Memorials & Gifts	\$ 7,462
WLLC Special Purpose	\$ 23,113
Outreach Funds to Disburse	\$ 6,693
Pastors' Discretionary	\$ 2,428
Pastors' Continuing Education	\$ 5,027
Other Assets/Other Liabilities	\$ 806
Operating Fund Balance from prior years	\$ 38,336
Net income/expense 2015	\$ (10,410)
Total Funds, Total Checking & Savings - as of 2/28/15	\$ 138,978

MARCH 2015

MINISTRY OPERATIONS COORDINATOR REPORT TO COUNCIL

JULIE MANKIN

CREATIVE SPIRITS COMMUNITY ENGAGEMENT

Currently Jack Heiter, Emmy award winning producer and animator is showing with a planned open house to share his story and animation processes. I have connected this open house with the WLHS students who are also exhibiting this month.

We have also confirmed the Grunewald traveling art show for this April. The exhibit is titled What Sustains Us (*Lo Que Nos Sostiene*) and features 15 artworks that address the question, "Where do we find nourishment for our bodies, our spirits, our communities, and our land?"

An open house is planned for April 12th and also this exhibit will be incorporated with the Saturday Easter Eve Meditation Service.

In May Michelle Kuepker and possibly MAC Preschool students will be exhibiting.

COMMUNICATION

Future projects include capital campaign materials, Easter prep, several press releases have been submitted for the art gallery.

ADMINISTRATIVE WORK

This area of my work continues to take most of my time and efforts. I am constantly trying to find ways to improve work flow and efficiency. Kathy Marshall has been able to come in on Mondays to assist with data input of vitality surveys. I am pleased to have an office person with computer capabilities assisting us. Pamela Wilkinson is currently in process of our record keeping with an up to date membership roll.

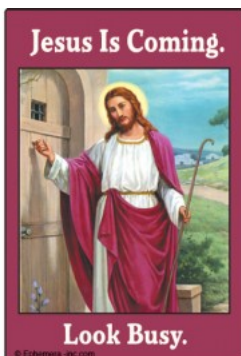
BUILDING PARTNERS

You will see a request of White Oak Savanna for a change of dates for the art fair held here at WLLC. Please note the use of the building on Sunday to engage our congregational members to attend after services. The youth are invited to serve barista drinks to help fundraise for youth activities and events.

PASTORS' REPORT TO CHURCH COUNCIL

March 8, 2015

It is good to be back together as a staff and church leadership. Thank you for your support and participation at the council retreat. We feel this is a good year, and we are off to a great start!



ISSUES FOR ACTION:

1. Our mileage for January - 1745; February - 825.
2. Recommendation for Lynn and her position while she is recovering.
3. Recommendation for Adam at the birth of his son in April.

I. Proclamation

- Since our last Council meeting in January, we each preached and presided four times on Sunday mornings. There were two Ash Wednesday worship services, which Pastor Donna led. We began the Lenten small group process, with over 60 present and identified in a small group. We give thanks for the hosts and leaders who are making this possible. The evenings end with Holden Evening Prayer.
- Pastor Wally Gustav led worship in our absence on Feb. 8th – and we appreciate the volunteers/assisting ministers who stepped up to help that happen.
- We have put together the Lent themes, and we are working on the services during Holy Week, as well as putting together the liturgies for the Easter season.
- We met with the music staff on Jan. 13th and Feb. 18th. Pastor Donna also met with the Worship Team when they did their song selections, Jan. 27th.

II. Social Ministry & Stewardship

- Pastor Donna participated in the RIC table conversations Jan. 11 & 18. They were very helpful to forming the final version of the Welcoming Statement. The team finalized it on Jan. 19th. We were happy the congregation so strongly supported the statement and WLLC being identified as RIC!
- We have participated in another (we hosted!) Generosity Dinner, Jan. 23rd – and are excited about the direction these gatherings are taking. There are three more hosts identified and will be setting up dinners after Lent.
- The trip to Germany and Sacele is set, and we are working with a company, Globus for Oct 1st – 15th. We met with many of the strongly interested people, Jan. 25th. We are in direct contact with Pastor Lazlo and putting together the pieces of that component of our trip – due to scheduling issues in Romania, we have had to move that piece to the beginning of our 2 week trip. Folks are getting excited and deposits are coming in. Our goal is at least 26 people.

III. Faith Formation

- The 3rd series for Sunday morning adult education has begun for the season of Lent – and there are two classes offered. Tom and Kevin Lenihan are teaching folks about the “Last Week” of Jesus’ life and the details of the Passover and how it was and is still celebrated. The staff is leading an introduction to Holy Currencies with participants reading the book.

- The confirmation process continues as Pastor Tim works with 12-15 6th-8th graders! We are learning much from using the book entitled, *Manna and Mercy!*
- Pastor Donna continues to lead adults through the Animate Bible Study on the Bible. These sessions are spread through January-March on Sundays at 4:30 p.m. at church. This seems to be a very attractive time for people to participate – we've had about 12 people come regularly.

IV. Community

- We are working with Daryl to put together the costs and ideas around the bathroom remodel that is part of the Capital Campaign.
- Pastor Donna continues to meet with the pastors of Unity and Emmanuel Presbyterian on a monthly basis.
- The lift was dedicated on Feb. 15th – and we are schooling the various groups in how to use the lift. We feel it is becoming an important part of the work of the downstairs greeters.
- We participated in both the Valentines' Dinner put on by the NYG youth, Feb. 15th and the Shrove Tuesday Pancake Supper by the Men's Group, Feb. 17th.

V. Administration

- We both met with the Executive Teams – the retiring one on Jan. 31st to plan the Council Retreat, and the new team on Mar. 3rd to begin their work as a new Executive.
- We meet with cluster pastors most Tuesdays at noon.
- The Mutual Ministry Team is working and has scheduled meetings about the Sabbatical grant application.
- Pastor Donna has been meeting with the Capital Campaign Team, Jan. 28th and Feb. 18th. Many of the pieces are being put into place to begin visits with early donors in early April and the congregation appeal April 19th – May 3rd.
- Pastor Donna attended the Camp Lutherwood Oregon Association meeting on behalf of WLLC, Jan. 31st in Albany.
- We were both on a vacation trip, Feb. 2nd – 12th to El Sargento, Baja California Sur, Mexico. We appreciate Julie's extra work in our and Jordan's absence during that time. We also appreciate the pastoral care extended by Pastor Wally Gustav and Pastor Glenn Chase to the McKown family at Lynn's hip surgery and Richard's death.
- The staff is meeting for lunch on Mar. 6th as a way to do some group building.

VI. General Pastoral Responsibilities

- The Care Giving Team met Feb. 18th with representatives from the county transportation services for elderly and disabled. We are still working on policies and liability issues. In the midst of all that we are directly helping several households.
- We have been doing hospital visits or offering ways to pray with those having surgeries or hospitalizations, as well as supporting families going through grief.
- We keep in touch with those going through cancer and other treatments.
- Contacts are made with those who come to worship as visitors, both by the Hospitality Ambassadors and by us and/or other staff.

PASTORAL ACTS:

Memorial – Dorothy Koch inurnment, Jan 17th.

Memorial – Corinne Couture, Jan. 31st.