



1515 N Cascade Ave
Colorado Springs, CO 80907

**NOVEMBER 16, 2020 FIRST LUTHERAN CHURCH
REGULAR COUNCIL MEETING MINUTES**

Present (via Zoom)

Pete Bredlau, Pat Friedell, Erik Hjelmstad, Dave Huston, Cathie John, Marcus Kochis, Jan Larson, Cheryl Mahon, Ed Weaver, and Pastor Travis Norton

Absent

None

Opening

The regular meeting of the First Lutheran Church council was called to order by Vice President, Cathie John, at 7:00 pm.

Devotions (Pat Friedell)

- Pat shared a devotion from Jesus Calling on Thankfulness

Approval of Minutes

- No discussion; no corrections

*****COUNCIL APPROVED THE OCTOBER 12TH MEETING MINUTES*****

Finance Committee Report (Pastor Travis and Harry)

- Currently working on getting the PPP loan forgiven.
- Down about \$30K expenses over income for October. We seemed to steepen the decline in giving during October.
- We budgeted for a pastor, so our Pastor salaries are below budget and Program Staff is over budget because we hired Michaela and she is not a pastor.
- We will probably not have to start our loan for the Peel House Renovation until next year. We need to apply for an extension due to construction starting late.
- Cheryl confirmed that our endowment fund was at \$106,652.04 30 days ago and is \$103,577.47 today.
- Erik suggested that Harry keep the Member Donations budget Year-to-Date value entered for the Peel House Campaign to let us know how we are doing. Yes, we know that we have over half of expected pledges thus far. As we move along, it would be nice to know that we are continuing to stay ahead or at least up to date.
- The Counting Team that Erik has put in place to help Harry on Wednesdays has been a great help.
- Harry confirmed that there are no pre-payment penalties on our construction loan.

*****COUNCIL APPROVED THE NOVEMBER 2020 FINANCIAL STATEMENTS AS
PRESENTED BY HARRY MOSCO*****

Senior Pastor Report

- Pastor Travis enjoyed a vacation in the Shenandoah Valley last week.
- There were ten people in the new member class on Sunday. Half had never been on campus. One couple from Maine stumbled upon us. They will be associate members (will not be able to vote).
- This Sunday we are delivering Advent bags to everyone.
- We will no longer have Wednesday outdoor worship services due to the cold and rising COVID-19 numbers.
- Sunday watch party will be moved to 3:15 pm for Communion and watch the Advent Special of the Week.
- Christmas Eve two services. One more traditional and one more focused for children.
- We'd like to do something outside as well with candlelight, but we need to wait and see what COVID numbers do.
- ELCA World hunger – will use our Thanksgiving envelopes for this special offering
- Pastor Hank has been our visitation pastor and is resigning at the end of the year. Jacque Bokelman has been our Sunday School accompanist. She has had a stroke and is in a hospital in Denver unconscious. She has been in a coma more than a month. Erik will be hiring a part-time person to help with video production.
- Finishing up our fall stewardship drive. We've received about 200 pledges and are expecting more. The first 200 pledges are up 8% from 2020.
- Pastor Travis proposes that we designate our Advent and Christmas offerings to go to Rainbow Trail with a goal of \$20K.
- We are already operating within the guidelines of COVID-19 Safer at Home Level 3. Groups must have 10 or fewer in attendance. The men's group has stopped meeting. Most groups are deciding not to meet. We will stop outdoor services if the state mandates the Stay-at-Home Order. Twelve Step groups would have to stop as well.
- A couple of staff members have not taken vacation days due to COVID. Our current system is use it or lose it. They have asked Pastor Travis as to whether their vacation days can be rolled over to 2021. Erik said that the state of CO lets you store up to twice the amount you accumulate each year. We should write up a vacation policy in our handbook. Harry thinks that there is something already written up. He will check.

Old Business

- Peel House Renovation Update
 - The Renovation Team meets weekly with the architect, Bruce.
 - There has only been one place where asbestos was found (in the boiler insulation)
- Marcus Kochis' Campus Use Committee has a draft that they will be reviewing this Friday.

New Business

- Sanctuary Windows
 - Estimator came in from a stained-glass company to replace the upper windows and the yellow windows in the back of the sanctuary too. The estimate was \$130,000.
 - The current windows don't let light in anymore (they are covered up).
 - Marcus had a suggestion on a more modern design. He suggested covering the windows with drywall and installing a small copper crown molding with indirect lighting behind it at the base. We could use LED strips with full spectrum lighting so we can change their color. A dark blue with star lighting would look cool during Christmas eve candlelight service. The ceiling would serve as a projector screen and could become the new stained-glass window.
- COVID-19 Safer at Home Level 3
 - A question came up as if we are worried that some members might leave due to the fact that we are still closed. Pastor Travis said that we have actually gained members during the pandemic. Maybe there is a bit of "sorting out" that is happening.
 - What will we do about in-person worship when we have some members of the congregation are vaccinated and some aren't?
- Staff Changes
- Future Worship Day/Times
 - The staff is thinking about what we might like to do next year after COVID is behind us. They are thinking about just having two Sunday morning services and replacing the Saturday evening service with the Wednesday Night Light.
- Election of Officers
 - Cathie John (vice-president), Erik Hjelmstad (Treasurer), and Cheryl Mahon (Secretary) agreed to stay in office for the 2021 church year. Pastor Travis proposed and all members were in favor.

Reminders

- Next month's meeting is scheduled for December 14 at 7:00 pm and Erik Hjelmstad is scheduled to give the devotion.

Adjournment with Prayer - Pastor Travis 8:21 pm

Respectfully submitted,
Cheryl L Mahon
Secretary

