St. Paul’s Lutheran Church - Board of Directors Minutes

December 8, 2021

Time: Dec 8, 2021 5:30 PM

**2021 St. Paul’s Board of Directors:**

Zac Huffman, Bernice Prescott, Cyndie Dixon, Rick Wood, Jen Houck, Diane Segelhorst, Carol Cook, Pastor Teklu

**Present:** Pastor, Zac, Bernice, Cyndie, Diane

Zac called the meeting to order at 5:41 pm.

Pastor opened with prayer.

The minutes of the November 10, 2021 Board of Director’s meeting minutes were approved as submitted.

**Treasurer’s Report** – The November 2021 Treasure’s Report was approved as presented.

November Budget Status: **90.01%** of goal, up from October 87.89%

- Offerings YTD: $152,447.02; under goal: (**$16,923.90)**

- Expenses YTD: $167,284.06; under budget **$910.73**

- Overall YTD: all income minus expenses **$4,784.05**

- 2021 budget: $183,485.16; $3,528.56/wk needed to meet budget

- 2022 proposed budget: $195,154.63 approved at 12/52021 congregation mtg.

**Pastor’s Report**

* Member Care – Parishioners that are homebound, sick, and in need have been visited, counseled, encouraged, and comforted with God’s word and sacraments. Two members in the congregation are very ill and Pastor asked for prayers for their healing and strength.
* Adult Bible Study – He encouraged all members to join the Bible class either in person or via Zoom. Bible study is where we grow in our faith as disciples and identify our spiritual gifts to serve the Lord. For those who attend the Bible class, the Holy Spirit has been shaping us with His word from the book of Acts.
* Confirmation Class – Twelve confirmands are attending Confirmation Class. Education Team members and Pastor have been teaching the classes. The teachers include Bonnie, Sandi, Judy and Cyndie. We are blessed to observe our youth grow in their faith every week.
* Youth Ministry – We are preparing to start St. Paul’s Youth ministry in the new year, led by Chad and Andrea Muntz. We thank the Lord for giving us the Muntz family to restart the youth ministry. Pastor asks all parents of the youth to assist in prayer and in leading a class. After the confirmands complete confirmation class, Pastor plans to continue to begin a Spiritual Formation program through the Youth Ministry.
* The Ministry Staff Planning meeting scheduled for December 15, 2021 at 7:00, has been postponed due to its conflict with the Advent Service.
* Leigh Ann Hinton has begun her employment at St. Paul’s as Office Manager. Penny is aiding in her training.

**Open Items from Last Meeting**

* The insulation of the narthex was completed by the Cameron Group on November 22, 2021.
* Church Cleaning Service – Cover All - Zac is contacting the administration in charge of our account with Cover All to ask for more thorough cleaning. A thirty-day notice has been given. Their contract expires in May. Cover All costs less than LifeBridge or any others.
* Church Mgmt. software (Concordia / IconCMO) on hold until Jan/Feb 2022
* The well containment wall has been completed as an The Eagle Scout Project. The church contributed $450.00 for materials.

**Current Agenda Items**

* Reopening Ad-Hoc Planning Committee

The Reopen team has continued to address congregation requirements for the second half of 2021. We base our decisions on the recommendations of the CDC as well as the local Anne Arundel County metrics published by the County Department of Health, the CDC and Johns Hopkins Medical Center. We try to consider that much of our congregation is an at-risk group, since we have a large number of older congregants, as well as children who have not until recently been eligible to be vaccinated.

As you know, we revised our mask policy to require masks again back in late August when case rates and test positivity rates soared both Nationwide, and in our state and county. As those metrics locally declined, we revised the policy again as of October 31, 2021. Masks are now optional except for those members interacting with children, for whom they are still required.

We will continue to follow the metrics and adjust our policies as needed.

The next decisions we hope to address, in priority and date order, are as follows:

* Resuming some form of communion either at the rail or in continuous (socially distanced) line
* Wearing masks for youth and teens, and in the presence of youth and teens.
* Reopening the coffee machines and coffee bar.
* The Strategic Planning Team continues to focus on the Strategic Vision Refresh, regarding 2022 activities. They continue to meet with Tina Jasion, Faithful Innovation, who has been retained for 4 sessions, two of which have been held. An invoice has been submitted to the treasurer to pay for her services by the end of the year. The final two sessions are scheduled for Jan.10 and 31.

* Streaming Video & Audio - Both services are streaming as of November 21, 2021. The equipment previously purchased must be installed. Diane will be checking on the function of the mic. John and Diane will be installing the new mic this week. Pastor will use the pulpit mic this evening, Dec. 8, 2021, for the Advent service.
* A Congregational Meeting was held December 5, 2021. Thirty people attended either via Zoom or in person. At this meeting the 2022 budget and the 2022 slate of various board members were approved. The hiring of Leigh Ann Hinton as the Office Manager was announced. It was also announced that Michelle Crislip will be the new Treasurer. An Account Payable (check writer) is needed. We have had two people volunteer to fill this vacancy. Dana Brown will take over these duties.
* The name of the band, “Whatever”, will continued to be used during this transition period.
* Dan Mitchell requested that our live stream of the Children’s Pageant *not* be publicly live streamed. Diane is working to make this happen.

Next BoD meeting: Wednesday January 12, 2022, 5:30PM

Service Views 2021 - 4th Quarter:

Oct Avg:

8:15 am 32 total (27 in person, 4 live stream, 1 audio)

10:30 am 41 total (24 person, 17 live stream, 0 audio)

Nov Avg:

8:15 am 49 total (36 in person, 13 streaming, 0 audio) includes 11/21

10:30 am 45 total (21 in person, 24 streaming, 0 audio)

Nov 7 8:15 am 40 total (35 in person, 5 streaming, 0 audio)

10:30 am 45 total (20 in person, 25 streaming, 0 audio)

Nov 14 8:15 am 34 total (30 in person, 4 streaming, 0 audio)

10:30 am 42 total (23 in person, 19 streaming, 0 audio)

Nov 21 9:30 am 65 total (41 in person, 24 streaming, 0 audio)

Nov 28 8:15 am 55 total (39 in person, 16 streaming, 0 audio)

10:15 am 49 total (21 in person, 28 streaming, 0 audio)

Respectfully submitted,

Cynthia L. Dixon

Secretary