

**The Lutheran Church of the Good Shepherd
Council Meeting Minutes**

Meeting Date: September 15, 2020

Meeting Location: Virtual Zoom Meeting

In Attendance: Pastor Teal Anderson, Deb Anthony, Connie Charitonuk, Janet DeVinney, Pastor Greg Fetzer, Missy Leppo, Gina Miller, Laura Runyeon, Evelyn Spratt, Lisa Steel, Ruthann Sutherland, John Verbillis, Dan Williams, and Owen Ashbrook.

Topic	Details	Action/Follow-up
Call to Order	The meeting was called to order at 7:02 by Laura Runyeon.	
Prayer	Ruthann Sutherland read from Proverbs and Ephesians and led the Council in prayer.	
Minutes	Deb Anthony moved to approve the August Council meeting minutes. Evelyn Spratt seconded the motion and the motion passed.	Motion approved
Financial Reports	Lindsay Guckert was unable to attend the meeting and is available to answer questions if needed. Laura Runyeon reported that giving is down but continues to be more than last year.	Informational
Reopening Discussion	Gina Miller updated Council that the positivity rate for Harford County is above 4% which was what the Reopening Committee chose as a threshold for LCGS reopening. Based on recommendations from the World Health Organization and Johns Hopkins, the Reopening Committee will adjust its threshold to 5% positivity rate. If the positivity rate continues to rise, LCGS may need to consider closing again. Gina added that the reopening has gone smoothly with 58 attending the first Sunday and 43 the next Sunday. Wednesday attendance was 15. Joel Raedeke and Greg Garbinski did a wonderful job setting up the live broadcast of the service and that has been working very well. Online views have been between 115 and 150.	Informational
Congregational Meeting Continuing Resolution	Laura introduced a Continuing Resolution to hold the Congregational Annual Meeting virtually. (see attached Continuing Resolution) The meeting will be held on Sunday, November 15, 2020. Notice of the meeting will be sent out to members by November 1, 2020. There will be a budget preview a week before the meeting. Members will need to drop physical ballots at church to elect Council	

	<p>members and synod assembly attendees because the LCGS Constitution requires a physical ballot for those positions.</p> <p>Connie Charitonuk moved to approve the Continuing Resolution. Evelyn Spratt seconded the motion and the motion passed.</p>	Motion passed
Ministry Teams	Gina reminded Council members that the Council needs to approve members of all Ministry Teams for the upcoming program year. Council members should identify who is on their Ministry Teams for approval at the October meeting.	Council members will have the names of their Ministry Team members for approval at the October meeting.
Facilities	<p>Gina reported that Constellation is not yet done with the HVAC installation, but will be done soon. There is a final payment that will go out once the work is complete.</p> <p>The breezeway ceiling needs repaired and could be replaced for \$4,500. There is some additional window and trim repair work that could be completed by the same company and they will provide an estimate for that work as well. Laura reported that there is a dedicated account that can cover the cost of those repairs.</p>	Informational
FLO	<p>Janet DeVinney reminded Council members to prepare their 2021 budgets for their Ministry Teams and highlighted the budget schedule that Stuart Goemmer has provided to be ready for the budget review and Congregational meeting.</p> <p>Laura added that the finance team understands that it is difficult to plan with the COVID situation and not knowing how long it will impact the Ministry Teams.</p> <p>Janet also reminded Council that the staff have not received raises in the last two budget years. Stuart and Janet recommend a percentage increase.</p> <p>Janet DeVinney moved to approve a 2.5% increase to the staff salaries for the 2021 budget. John Verbillis seconded the motion and the motion passed.</p> <p>Janet added that the parsonage is not ready to rent, but that income will be needed to reduce the projected budget deficit.</p>	<p>Council members will prepare 2021 budget numbers for their Ministry Teams.</p> <p>Motion passed</p>
Stewardship	Dan Williams reported to Council that he has met with the Stewardship Team and is preparing a letter to accompany the pledge cards. The letters and pledge cards should go out in the next week or two.	Informational
Youth	Connie Charitonuk reported to Council that the Youth will be having their annual scavenger hunt with families as separate teams. The Youth would like to have an Instagram account to post the pictures from the hunt and to use going forward.	Informational
Outreach	John Verbillis reported that he is coordinating members who would like to attend the Sleep in Heavenly build next week where volunteers will be making beds for local families in need.	Informational

	Janet DeVinney informed Council that the Synod Racial Justice Ministry Team will sponsor a five-part online education series for our congregation called Listen and Learn About Racism on Thursdays from 7 to 9pm. Interested members can virtually attend all or any of the sessions. The LCGS Social Justice Ministry Team will host discussions on the movies <i>Selma</i> and <i>The Immortal Life of Henrietta Lacks</i> .	
President's Topics	Laura reminded Council members that we will be discussing the first three chapters of <i>The Trouble I've Seen</i> at the October Council meeting. The Council will continue the discussion of <i>Power Surge</i> in January.	Council members will read the first three chapters of <i>The Trouble I've Seen</i> .
Adjournment	Connie Charitonuk led the Council in prayer and the meeting adjourned at 8:34pm.	Meeting adjourned
Next Meeting	Tuesday, October 20, 2020 at 7pm.	

**LUTHERAN CHURCH OF THE GOOD SHEPHERD BEL AIR, MARYLAND
CONTINUING RESOLUTIONS BEGINNING NOVEMBER 1, 2020 – DECEMBER 31, 2020**

The Constitution of the Lutheran Church of the Good Shepherd (LCGS) sets forth the necessity for convening an annual meeting of the congregation as follows:

B10.01.01 An annual meeting of the congregation shall be held in November for the purpose of transacting the business of the congregation, including the approval of the annual budget for the next fiscal year, election of Congregation Council members, and election of delegates to the next year's Synod Assembly.

Due to capacity limits and the necessity for social distancing during the COVID-19 pandemic, the annual meeting of the congregation of the Lutheran Church of the Good Shepherd will be held via a virtual video meeting platform. Voting members of the congregation may participate via virtual video meeting capability or telephone with all the same rights and restrictions as if the meeting was in person.

Voting members are defined in the LCGS Bylaws as follows:

8.02. Members shall be classified as follows:

Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation.

In accordance with the LCGS Constitution, absentee or mail in ballots are not allowed. Voting members of the congregation must be present on the video meeting platform or by telephone to vote.

Notice of the meeting shall be given as required by the Constitution and Bylaws.

Voting not requiring a ballot will be done by asking video participants to raise a hand and telephone participants to provide verbal approval.

Voting requiring a ballot will be done by (i) taking roll of all video and telephone participants at the meeting; (ii) providing a date and window of time for such participants to deliver a written anonymous ballot in person to the church; and (iii) confirming the identity of those delivering a ballot.

Results of balloting will be confirmed by the Board of Electors and reported to the Secretary, who shall inform the congregation in writing by Epistle and email, no later than the day following the balloting.

Approved by vote of Council at its regular meeting on September 15, 2020.

Committee Reports

Associate Pastor's Report for September 15, 2020, Council Meeting

Pastoral Care

- The team is sharing communion in socially distanced ways with those who are unable to participate in drive-up communion.
- 1 socially distanced home communion, 8/23
- Outdoor farewell & Godspeed for Rita, member of Peace by Piece Quilters (moving to Pittsburgh), 8/28

Meetings

- Executive Committee, 8/17, 9/8
- Staff meetings, 8/18, 8/25, 9/1, 9/8
- Preschool Board, 8/18
- Council, 8/18
- Zoom with Jennifer Neesaw and new Preschool Treasurer candidate, 8/20
- Worship webcast/recording sessions, 8/22, 8/29
- Christian Education, 8/24, 8/31
- Pastoral Care, 8/31
- Confirmation readiness meetings, 9/9

Events

- Live prayer time following worship “premiere” on Facebook, 7/19
- Evening Prayer, 8/19
- Morning Prayer, 8/20
- Text Study, 8/23
- Drive-up communion, 8/23, 8/30, 9/6, 9/13
- Amazing Grace movie discussion, 9/2
- Rally Day Drive-Through, 9/12

Wider Church Connections

- DE-MD Synod Zooms for rostered leaders, 8/20, 9/3
- CLAIM book discussion on Ijeoma Oluo’s So You Want to Talk About Race, 8/25
- Narrative Lectionary group Zoom, 9/2
- Harford/Baltimore North/East conference, 9/3

Sunday School

· Our enthusiastic Rally Day team put together a creative alternative way to kick off our new year of faith formation. We were disappointed by the low attendance at the Rally Day drive-through, but it was good to have the team face-to-face in the parking lot. We are blessed to have their gifts for teaching young people committed to the work of nurturing disciples!

· Beginning September 20:

- o Preschool videos & Zoom groups
- o Videos for Kindergarten-6th grade
- Communion instruction workshop, new date TBD.

Confirmation

- We plan to hold Confirmation on Reformation Sunday, October 25, 2020. Most families are opting to attend in person, but one student will be confirmed via Zoom. If it is not possible to hold the worship service in the sanctuary, we will hold confirmation via Zoom and share the recording with the congregation. Confirmands will participate in a virtual workshop to prepare the material we would otherwise have covered at the confirmation retreat. Family web conferences are being held as students complete their assignments.
- The new year of confirmation instruction begins with:
 - o Lessons and worship notes resuming 9/13.
 - o Zoom group starting 9/20

September 2020 OUTREACH REPORT

September 2020 SERVANTHOOD Report

Priorities and Objectives:

Current / Pending Activities:

Collecting gently used shoes etc for a breast cancer group. (Red Devils In Towson)

Upcoming Events:

September 26 - "No Kid Sleeps on the Floor in Our Town"

Our Outreach Mission Group has an opportunity for you to serve needy children right here in Harford County. Sleep In Heavenly Peace, Harford County chapter, will be joining other chapters across the nation for a National Build Day on Saturday, September 26 from 9 am to 1 pm to build simple but sturdy bunk beds for kids who would otherwise be sleeping on the floor! The build will take place at 4302 St Clair Bridge Rd. Jarrettsville MD 21084. Contact John Verbillis for more information.

Accomplishments:

Saturday 8/22 - Collected and delivered 2 car-loads of non-perishables for Sharing Table. Also collected \$531 for Sharing Table, and have applied for a \$500 matching grant from Synod.

Items for Council Attention/Action:

September 2020 Communications Report

Priorities and Objectives [observable and (ideally) measurable]

Supporting Pastors and Office Manager with online worship, website and re-opening needs

Upcoming Events

LCGS Live Streaming update

Accomplishments

Items for Council Attention/Action

Keeping Communications up-to-date on needs

September 2020 Social Justice Ministry Team Report

Priorities and Objectives:

Social Justice Ministry Team Mission Statement

Gifted with Faith – We believe that, as followers of Jesus Christ, our neighbor is anyone in need of mercy. (See Luke 10: 25-37)

Growing as Disciples – We seek to learn and encourage discussion about the political, legal, social, and economic issues which confront our neighbors but which we may not have experienced.

Grounded in Community – We are discerning how we as the church can effectively advocate for social justice within our community. Adopted August 1, 2017

Current/Pending Activities:

- A five-part education series for our congregation, “Listen and Learn About Racism,” will be offered on Zoom Thursdays, September 17 through October 15 from 7 to 8:30 p.m. Janet DeVinney will facilitate and present some local history as a member and trainer of the Delaware-Maryland Synod Racial Justice Ministry Team. The free series includes video presentations by clergy and lay leaders from around the synod. See flyer attached. Sponsored by the Delaware-Maryland Synod ELCA Racial Justice Ministry Team.
- Social Justice Movie and Faith Discussions on Zoom continue to draw new participants into conversation about social justice, racism, and our wider ELCA’s actions and response. The next are Wednesdays, September 16 (Selma) and October 14 (The Immortal Life of Henrietta Lacks).
- Congregation Council is reading and will discuss the book Trouble I’ve Seen: Changing the Way the Church Views Racism by Black theologian and Messiah College Assistant Professor of Theology Drew G.I. Hart. Dr. Hart holds a PhD in theology and ethics from our ELCA Lutheran Theological Seminary at Philadelphia, and has been a pastor in Harrisburg and Philadelphia.
- Monday evening women’s Faith Groups are reading and discussing with scripture the book Waking Up White, and Finding Myself in the Story of Race by Debby Irving, and The Little Book of Race and Restorative Justice: Black Lives, Healing, and U.S. Social Transformation (Justice and Peacebuilding) by Fania Davis. Members are reading other resources recommended by the team. Other studies are in planning, including a Monday evening women’s Faith Group with scripture on I’m Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown.
- Members will participate in Delaware-Maryland Synod CLAIM (Coalition of Lutherans Advancing in Mission) “Critical Conversations” Zoom book discussions on Tuesdays, Sept. 22 (How to Be An Antiracist by Ibram X. Kendi) and Oct. 27 (Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the U.S. by Lenny Duncan).

Upcoming Events:

- Thursdays, Sept. 17-Oct. 15 from 7 to 8:30 p.m. – Five-part “Listen and Learn About Racism” congregation education series, facilitated by Janet DeVinney and sponsored by the Delaware-Maryland Synod Racial Justice Ministry Team. Register for all or any session in this free Zoom series via the E-pistle or by calling the office. See flyer attached.
- Wednesday, Sept. 16, 7:30 p.m. – Selma Movie and Faith Zoom Discussion (2014 American historical drama; PG-13)
- Mondays, Sept. 14 through Dec. 14 at 7 p.m. – Women’s Faith Group on Zoom with scripture on Waking Up White, and Finding Myself in the Story of Race by Debby Irving
- Tuesday, Oct. 13, 7 p.m. – Social Justice Ministry Team October Zoom meeting.
- Wednesday, Oct. 14, 7:30 p.m. – The Immortal Life of Henrietta Lacks Movie and Faith Zoom Discussion (2017 HBO American biography history drama; TV-MA)

Accomplishments:

- Hosted and facilitated the Sept. 2 Amazing Grace Movie and Faith Zoom Discussion about William Wilberforce’s efforts in British Parliament to abolish the African slave trade in the late 18th Century.
- Facilitated council discussion on Aug. 18 on the United Methodist Church video Deconstructing White Privilege with Robin DiAngelo, February 21, 2017.
- Met Sept. 2 via Zoom, and discussed “The Implications of Racial Microaggressions in Everyday Life,” including what micro and macroaggressions and microinvalidations are, and how they affect people. Each team meeting includes a learning and reflection time.

Items for Council Attention/Action:

1. Read the book Trouble I’ve Seen: Changing the Way the Church Views Racism by Black Lutheran theologian and Messiah College Assistant Professor of Theology Drew G.I. Hart, to discuss this fall.
2. Participate in the September 17-October 15 five-part Zoom learning series for our congregation on Thursdays from 7 to 8:30 p.m., sponsored by the Delaware-Maryland Synod ELCA Racial Justice Ministry Team. Register via the E-pistle or by contacting the office. Flyer attached.

3. Participate in the Movie and Faith Discussions at 7:30 p.m. on Zoom on Wednesdays, Sept. 16 (Selma), and Oct. 14 (The Immortal Life of Henrietta Lacks) at 7:30 p.m.

- Submitted by Janet DeVinney and Gail Fricke

Finance, Legal and Operations (FLO) Mission Group

September, 2020 Report

FLO includes Finance (Stuart Goemmer, committee chair), Insurance/Legal (Don Spratt), Child Protection (Bill Adams), Network Administration (Glenn Garbinski), Investments, Human Resources, Tellers (Ruthann Hardy, head teller), and Janet DeVinney, mission group leader.

Budget and Financial Health

It's budget planning time. HR and staff should be working on reviews. Each mission lead will be asked to review/refine their respective budgets to further refine the total proposed budget.

Key budget planning dates (revised to reflect November meetings):

- 3 August – HR and staff start work on reviews
- 8 September – FLO and Facilities Operation start work with Finance Committee on operations and administration budgets
- 8 September – Stewardship campaign kickoff (mailings with pledge cards?)
- 15 September – Council discusses notional salary actions
- 5 October – Pledges due
- 20 October – Council approves budget
- 8 November – Preview budget with congregation
- 15 November – Congregational meeting/approve 2021 budget

Some Budget Questions to Address:

- No raises have been given the past two years. Stuart believes we should do something because giving is good and we are running a roughly \$2,000 surplus. A percentage increase is the goal.
- A rough estimate of 2021 envelope income will be projected after pledge cards are received in early October.
- Stuart has identified how much we can afford for an organist/choir director, based on a “stretch” budget similar to what has been approved in prior years with a projected deficit of \$20,000 to \$25,000. The rough proposed 2021 budget would continue the current arrangement the first half of the year, assuming limited building usage due to the pandemic.
- The parsonage is not ready to rent, so rental income is not factored into the rough proposed budget. We need help from a church/commercial rental professional to prepare it. Mike Krause had been working on it before he and Sharlene moved. The approximately \$19,000 originally anticipated in 2021 income from rental is high. If rented, the income projected would keep the projected deficit in a “stretch” budget manageable. We could not go higher, and need to rent the parsonage.
- No change in work hours is estimated for Cyril, Dawn, and Gina.
- The rough proposed budget would continue the assumption of limited building use in the first half of the year, with utilities savings from the loss of NCCS and limited building use in the pandemic.
- Funding is included for leadership seminar.

Item for Council Attention/Action:

- Can we identify any church/commercial rental professionals to advise us on the parsonage?

Respectfully submitted,

Janet DeVinney

CLAS report 9/15/20 Submitted by : Debbie Anthony

Since the August report, activities have been limited due COVID. Ministry team leaders reported that there were no new updates to share with Council with the exception of Griefshare.

Sallie Garthside report that due to lack of interest of virtual participation, Griefshare sessions will not begin until after the new year.

Youth Report-September 15, 2020 – Connie Charitonuk

Youth continue to meet bi-weekly virtually. One youth will be responsible for leading some type of fun opening activity to promote leadership skills. Focus for the next 4 virtual sessions will be, “Who is God?”

Family Car Scavenger Hunt will be taking place on September 27th at 2:00. Youth also inquired about attending outings such as corn maze at the end of the month.

Youth did brainstorm some possible upcoming events that they would like to participate in which were service and socially based as we are focusing on spiritual growth within our virtual meetings.

It was suggested that our annual weekend retreat to Mar-Lu-Ridge be postponed until the spring.

Young Adults also continue to meet bi-weekly. They are studying the Biblical references found in the Chronicles of Narnia and how they apply to

Sponsored by the Evangelical Lutheran Church in America, Delaware-Maryland Synod Racial Justice Ministry Team**Listen and Learn About Racism****Thursdays, September 17 - October 15, 7 to 8:30 p.m. on Zoom**

Five free sessions; register for all or any, and receive the Zoom link(s).

Did the recent reports of racially-motivated violence catch you by surprise? Do you find it unsettling and confusing? If so, you are not alone. As members of the Evangelical Lutheran Church in America – in which about 95 percent of members identify themselves as white – we have been insulated from the truth about the racially-dividing legacy embedded in our country. In an effort to better understand racial justice, our church invites you to engage in a series of educational discussions. These discussions will provide historical context, facilitate your personal journey, and help you find your voice in this national conversation.

Overview

Facilitated by Janet DeVinney of the Delaware-Maryland Synod ELCA Racial Justice Ministry Team,

Co-Leader of The Lutheran Church of the Good Shepherd Social Justice Ministry Team

These five sessions will include presentations by clergy and lay leaders from around our Delaware-Maryland Synod. There will be time for questions and discussion after the presentations. People are invited to participate as they feel comfortable. If you have questions, please contact Janet DeVinney at thewordyl@gmail.com or Cathy Rice at cprpenpal@gmail.com.

Thursday, September 17

Session 1: Defining and Unpacking the Work of Anti-Racism and Identifying White Privilege

Pastor Patrick Gahagen from Journey of Faith Church, Baltimore

An essential early step in becoming an anti-racist is understanding the definition of racism and how it operates in our daily lives in mostly covert ways within our society. Being an anti-racist heightens your awareness to the way language, images, stories and policies perpetuate the inequalities and injustices we see around the construct of race.

Thursday, September 24

Session 2: The National History of Racial Inequity

James Yamakawa, lay leader from Faith Lutheran Church of Salisbury

This session will provide a brief primer on America's history of white supremacy through the lens of racial terror lynchings in Harford County and Maryland's Eastern Shore. Janet DeVinney, lay leader from The Lutheran Church of the Good Shepherd, Bel Air, presents Harford County history.

Thursday, October 1

Session 3: The Church, Racism and the Whitest Denomination in the U.S.

Pastor Gregg Knepp from Jerusalem Evangelical Lutheran Church, Baltimore

Did you know racism started as a theological concept among European Christians? This session will also address factors contributing to Lutherans becoming the whitest denomination in the country.

Thursday, October 8

Session 4: Exploring Your Personal Biases and Calling

Cathy Rice, lay leader from First Evangelical Lutheran Church, Ellicott City

Everyone has biases based on their personal experiences. We are also each blessed with personal gifts. Learn how to discover your biases and gifts regarding race, and use this knowledge to move toward becoming "anti-racist."

Thursday, October 15

Session 5: The Church, Racism and the Whitest Denomination in the U.S., Part 2

Pastor Gregg Knepp from Jerusalem Evangelical Lutheran Church, Baltimore

The Lutheran Church was active in Alabama, post-slavery. Learn about Black Lutheranism, education and missions in Reconstruction and Civil Rights eras. Asks "Where do we go from here?"