

SAINT LUCAS UNITED CHURCH OF CHRIST
CHURCH COUNCIL MEETING MINUTES
July 22, 2024, 6:00 pm - Zoom Hybrid/Room 19

*Corrections made and resubmitted to 9/23/24 Consent Agenda

*(This meeting was called to order at *6:04 pm by President, Marty Schmidt.)*

MEMBERS PRESENT: Phil Denton, Marsha Fey, Katy Forand, Wanda Gillman, Kathy Herron, Donovan Larson, Marty Schmidt, and Barbara Smith. || Eight members. *(Absent - Violet Brooks)*

VISITORS PRESENT: Bill Brinkhorst & Joy Dressel/Zoom, Lori Dalba/Zoom, Joan Dalgaard/Zoom, Dan Herron/Room 19.

STAFF PRESENT: Rev. Janet Pillman, Bridge Minister

OPENING PRAYER: The meeting was opened with a prayer by Barbara Smith.

CONSENT AGENDA:

- A/V Committee - June 25, 2024, Minutes
- Council Meeting - June 24, 2024, Minutes
- Council Meeting | Executive Session - June 24, 2024, Minutes
- Finance Ministry - June 18, 2024, Minutes
- Open & Affirming Task Force - May 14, 2024, Minutes
- Open & Affirming Task Force - June 6, 2024, Minutes
- Preschool Board - June 11, 2024, Minutes
 - *(7) REPORTS*

Barbara moved to accept and Kathy seconded that the July 22, 2024 Consent Agenda be received as submitted. The motion was approved unanimously.

GUEST COMMENTS: Cynthia Rosfeld sent a short thank-you video to the Council for their purchase of hymnals in her honor.

STAFF REPORTS:

Pastor Janet - Pastor Janet gave a verbal report now that her 15 weeks at St. Lucas UCC are ending. She reminded us that she shared in her first meeting with the Council that she was a “story-teller”, and that she felt her main purpose for being with us was to allow her to “love” us, which she did. Marty has not heard one negative comment about her work with us. All comments have been very positive and offered only praise for her. Marsha added that she has consistently said that she has been “like a salve on a wound” for our congregation. Pastor Janet offered her thanks and goodbyes for the opportunity she was given at St. Lucas UCC. However, she did ask about returning to St. Lucas UCC. At her last long-term assignment, there were restrictions in place about how long she needed to stay away before returning. Because she has received inquiries from our members about when she can return, she asked the Council what our restrictions are for her once she leaves. The Council agreed that for a part-time, short-term Bridge minister there is nothing written that prohibits her from coming back to St. Lucas UCC. The Council agreed they would welcome her back for worship if and when she is ready to return. She also added that the priorities she chose while with us -based on our expectations for her- were the Sunday services and the sermons. She also shared that if Pastor George has any questions for her when he begins she is completely open to that assistance. *(Pastor Vicki was so helpful to her which she appreciated.)* She would reciprocate in kind. And finally, she stated that we didn’t hear any negative comments about her because they all knew she was only here for just a short time. Marty shared that the Council feels the Holy Spirit was at work to lead Pastor Janet to

us. He also feels the Council and the Congregation have felt a “heavy hand here” bringing us together. Marsha added that she truly appreciated Pastor Janet’s confirmation service. Especially the Saturday night service before the Sunday confirmation service when she shared the student’s Bible verses with the congregation. Marsha is thankful for the confirmands that you cared enough to be present during their dinner and to meet them. She felt that was very special for their benefit. Marty also added the testament of Pastor Janet’s former congregation members attending St. Lucas UCC service yesterday... What a special surprise!

Pastor Merrimon - None/Absent

FINANCIAL REPORT:

Financial Secretary, Wanda Gillman advised the following information for June 2024 -

- The regular offering for June was \$55,303.75. This offering amount is over what was on the budget for the month by \$18,303.75. The overage is due to one IRA contribution that typically occurs in July. In addition, there were five Sundays in June, 2024.
- The total expenses for June were \$120,814.12. This amount is over the budget by \$35,949.29.
- The deficit for this month is (\$41,908.90). The total deficit for the year is (\$109,168.89).
- There was a miscellaneous income gifted from the Preschool for \$10,000.00.
- The larger amount contributing to the expense total was the flat roof repair to Glandt Roofing for the amount of \$25,577.55.
 - Donovan questioned the roofing total Wanda stated. That was not for the flat roof. Rather it was the original work done on the church and the sanctuary roofs. Wanda asked if we have received a bill for the Preschool flat roof yet. Donovan answered “No”, but that expense is expected to be in the area of \$21K.
 - Marsha asked if there would be any insurance compensation for the flat roof. Donovan replied there probably will be. However, no information has yet to be received. He is meeting the insurance adjuster on August 5th. Barbara added the Facilities minutes from last month reported a bid of \$21,600 for the Preschool flat roof which is pending the insurance decision. A decision was made that if insurance does not provide reimbursement for the Preschool flat roof, Council/congregational approval will need to be pursued for that invoice.
 - There was also a \$21,050.00 expense for parking lot sealing. Wanda asked about that sealing job. She can find no information to show that it was an expected/budgeted maintenance item in 2024.
 - Donovan agreed. It was work that was supposed to have been performed in 2023. However, the vendor delayed the work until 2024. Wanda advised you cannot use 2023 monies for work performed in 2024. 2023 is closed. Marty shared that once they realized the work was going to be completed in 2024, that bid should have been included in the 2024 budget or a resolution should have been amended to have the work approved in 2024.
 - Wanda shared that the 2024 budget for Physical Ministries is \$60K. To date, actual bills paid total \$57+K. That does not include the parking lot sealing nor the Preschool flat roof. Therefore, the available balance of that budget for the remainder of 2024 is only \$2,921.00.
 - Barbara asked if we need to approve the Preschool flat roof work bid. Marty advised we are allowed to spend 5% of the budget without a congregational vote and we are approaching \$50K.
 - Marty made the motion to approve the parking lot sealing project totaling \$21,050.00 which was erroneously not included in the 2024 budget. Kathy seconded the motion. The other Council members approved those motions.
 - Marty asked when the final 2025 Budget submissions are due. Wanda replied on July 31, 2024.

- Finally, \$1,400.03 was issued to Donovan Larson to cover dishwasher parts, bell tower repair, Fair Trade coffee, and parking lot signs.

There were no other questions for Wanda regarding the June 2024 figures.

Physical Facilities Ministries:

Donovan provided the following update to the Council regarding the Physical Facilities Ministries:

- The sealing of the parking lot has been completed, with the exception of striping and lettering within the Waiting Area.
- Regarding the athletic fields, Lindbergh Schools wants to meet with Jeff and Donovan about needed improvements they are to request. Donovan doesn't know what they have in mind. However, he's not in favor of paying anything additional to improve our fields. Yet if they want to discuss a way that improvements can be done within the rental fees parameters they're currently paying, he'll listen to what they have to say. We currently break even with those rental fees. We plan to raise our rates in the new season. However, it won't result in additional income for the church. We just need to get back into a competitive field rental policy. Donovan has spoken with Violet about bringing that proposal to the Council. However, he doesn't know what she has been able to accomplish to date.
- Donovan has not secured any bids for new flooring in the Welcome Area at the top of the steps. Since it will probably be a \$10K expense, he anticipates it will be subject to the 2025 budget. Marty added that if he can secure a bid, it will help to form the Physical Ministries budget for 2025. Donovan agreed.
- Some small tasks have been completed at the parsonage this month. He and Adam Rustige assisted the tenant with the installation of a newer refrigerator. The family was given one from a friend at no cost to them. This saved the church some money by not buying a new one. Donovan has spent \$190 on a new microwave there. And yesterday he replaced two plexiglass panels in their storm door/s.
 - Barbara asked about the condition of the replacement fridge. Donovan advised, "Almost new".
 - Then Barbara asked if the tenants would take that fridge if/when they moved out. Donovan suspects so. Unless it's a situation where that unit does not fit into their future space. Donovan suspects that may be why they were gifted it after seeing the basement location it came out of.
- The roofing work on the Preschool is now complete. The toilet leak in that building previously mentioned in past Council minutes has now been resolved with the completion of the roofing work. Donovan mentioned this as it's another indicator to support the storm damage theory to the Preschool roof, i.e. the leak was not present before the storm.
- The church bell sitting on a pallet in the garage has now been discovered (by Joy Dressel) to be the bell from the old "English church". It was purchased from St. Lucas around 1968 and went through a few owners before it came back to St. Lucas as a donation. Thanks to the Sunset Hills Historical Society, it may soon have a new home. Phil shared that he is the attorney for that organization and they will be thrilled to have that item added to their collection. Phil's thought is to have it placed in one of the city parks with a commemorative plaque detailing the history of the bell. Joy Dressel supplied a one page report on the history of that building. The Olde English church sat on the property where the Sexton's house now sits. That history will be a good start for a future plaque.
- Other than replacing a few miscellaneous items like faucets and such, that concluded Donovan's report.

There were no additional questions for Donovan.

OLD BUSINESS:

>Council Corners - After reading last month's minutes, Marty shared that he understands the Council's thoughts about him sharing information to the congregation that has not first been presented to the Council for review. Recently, while on vacation he took the stance not to look at email, hence the reason for his lack of communication. But in reading the June minutes he understands our concern. He vowed to run any future communications passed the Council before releasing it to the congregation. Marsha and Katy both shared that anything lengthy and detailed should be deserving of its own Council release. Barbara shared perhaps another day rather than the Thursday eBlast so it doesn't get lost in that content. Additionally, Katy feels this may allow the congregation "a better reading" of the content. Marty now understands our concerns. He "hears the feedback".

>Nominating Committee - Marsha and Kathy provided an update. They have people lined up. They just need to "nail down" the specifics. But they have spoken to many people with favorable responses. Marsha clarified final names need to get to Debbie by mid-October to be added to the booklet for the November annual meeting. They have three definites for empty ministry slots. Marty asked for the reminder of the slots needing to be filled. Marsha advised four on Council, possibly five, pending Donovan's decision. They have not been able to speak to the Cemetery Board as Carl's on vacation. Marsha feels their questions will be for Carl H., Jim K., and Ted B.; i.e. what time is left of their current terms? Kathy asked that they do not need approval from the Council about who their nominees will be, correct? Marty confirmed this.

>Stewardship - As he was on vacation during the June meeting, Marty asked about the results from the Stewardship Sunday in May. Katy advised they received 27 people signing up for various committees/groups. The best result was received by the Coffee Hour servers. Barbara added four have joined the choir, and Katy continued that Back Pack received a couple of new workers. Plus, Kathy also added that two have joined the Caring Ministry. Katy ended by saying since it was the first time they offered this event they didn't know what to expect. However, they were pleased with the final numbers. Plus, the fellowship afterward was enjoyable.

Marty continued to discuss the stewardship concerns shared at recent Council Conversations. For example, is there currently a revenue issue concerning the budget or an expense issue? He feels we have both. But one common opinion is that St. Lucas needs to have a "robust pastoral presence". Last year we implored the congregation that giving needs to improve to maintain two pastors. Yet, that has not happened. Kathy remembered there being a discussion at the annual meeting about having a stewardship campaign to inspire and energize the congregation. Marty did not remember that, nor did the minutes reflect that. Phil added he believed that happened at the prior annual meeting. Regardless of when it happened, Marty continued to say that because of where we are now, we need to determine how to proceed forward. Donovan interjected that Marty showed a graph yesterday, of churches Marty had data from. Many of the churches had a budget ratio of \$3K annual expense per person. Whereas St. Lucas' ratio is \$6K annual expense per person. Marty continued that the graph does not take into account church revenue. It is only based on church expenses. The numbers in this graph are based on the ten top churches in the Missouri Mid-South Conference determined by member count, attendance, and other measures. St. Lucas is one of those ten. Again this is only based on expenses per average weekly attendance, not membership roles. Wanda shared that as a member of other UCC churches, she experienced that number does not include staff salaries. Marty also shared a national chart showing data from 2017-2021. That same figure nationally is \$2,800 of annual expenses per person. So in theory, each member of the church needs to cover that amount of money to keep the church functioning. Marty then displayed the graph Donovan referred to. Of the ten top churches on that list, he "threw out the top church and the bottom church" as outliers to reflect a truer number. In that calculation, the other churches' average expense per attendee was \$3,500/person per year. The St. Lucas amount was \$6,300/per person per year. Wanda asked if that includes salaries. Marty answered "Yes". However, the figures are taken from the annual UCC yearbook, whereby they should state what is considered an "expense". Wanda said there are so many factors that can fall into those criteria of the other churches' expenses. It's okay to use those figures as a comparison, but she feels we need to focus on St. Lucas.

Marty stated that we are one of the outliers and we **have proven** we have an expense problem. Wanda replied that our deficit and numbers prove we have a problem.

Marty then asked if St. Lucas had ever used pledge cards. Comments were yes, years ago. Marty **stated he would be reluctant to create a budget** with two ministers unless our members pledged their future contributions. Wanda stated that is not always a guarantee those pledges will be received. Phil then added that the numbers shown in this data are much more than the average indicated. It's safe to presume the data is supplied by persons who are concerned about this issue and want accurate information on file. Therefore we need to give it some credence. Thus, generally speaking our church spends more per person attending than other churches. Wanda interjected that the information is supplied by each church. She knows for a fact there is one church she attended where they "inflated their information to make their minister look more valuable to the congregation".

Marty then suggested we look only at our own church numbers. If we compare them to the national study numbers of the previous chart, we can see that we are still "way out of whack". There was a brief discussion about those who attend and what they contribute financially. Marty suggested that our current rate of spending (i.e. expenses) will result in "no money in the General Fund within two years from today", approximately \$100K per six months. Phil reiterated that we should "not take our church to the financial brink... I don't accept that." Marty then turned the conversation back to stewardship asking whether we can do a campaign via pledge cards. He followed with "we can do an ask" but a number will need to be put down on paper before a budget is put together.

Kathy asked if we know whether the people giving now will continue to give knowing we won't have two pastors. There's no way to know that due to all the variables. Marty then asked if it's ethical to continue with two pastors and then have to let one go if we don't have enough money. Barbara commented about our two pastors. We have two physical pastors, but their **combined hours are actually** 1.5/person or less. Merrimon is still defined as an interim/bridge pastor. There is no way to know if he or someone else would be the second settled minister for St. Lucas.

Donovan interjected that we have a "predictable expense down the road". Plus a history of what our income is. So one of those two has to change. There's a big attitude problem in this church. There's the perception that we are a "rich" church. It is something that we need to talk about with the congregation. Donovan admitted that if "we keep losing money, we are not doing what we need to do for the church".

Marty asked if we can realistically put a campaign like this together in the remaining weeks before the annual meeting. Donovan commented that we've not provided information to the congregation about what they can give beyond the offering plate. For example, sharing information with older retired folks that are required to take annual distributions from an IRA. Some of that income could be donated to the church. Thereby avoiding being taxed on a portion of that income. He thinks that's an avenue we need to take to educate our congregation.

Marty stated the next two, upcoming Sundays would not be appropriate to offer this plan to the congregation (i.e. HS Mission Trip and Pastor George's first Sunday). He then asked Katy, due to her work experience in this field, should the education come before the ask? Does the ask come before the education? Or do they happen at the same time?

Katy responded that she feels there are two camps in the church. One is that some feel strongly that we need two pastors. The other side feels we need to resolve the budget/deficit issue. Her opinion is that we may still have some members "on the fence". There are people that came out for Pastor George's vote, yet they are not in the pews on Sunday. We need to draw them back into church. It's difficult to ask of people who are not in church. Her viewpoint on stewardship has been to look at the list of donors and then speak with the people who are no longer contributing. Ask them why that is? Speak with them to determine why they feel differently now than when they

were contributing more in the past. What has changed in their mind? Creating some stability first would be a reason for people to give. Katy's opinion is that's why buildings and capital campaigns are easier. People can see the physical components of why it's necessary to give, (i.e. the building is hot, we need new A/C). When it's just to "fill a gap in the budget", people will wonder "why is there a gap?"

According to Marty, since the last two Council Conversations, the reason that people give is because they want two pastors. However, that's where our budget deficit comes from. Katy shared with the group that she offered Marty her resignation from Stewardship last week. She doesn't feel comfortable getting in front of the congregation to ask people to increase their giving when she feels we don't have the ability to maintain two full-time pastors. She does feel that we need to have that conversation with Pastor George as head of staff. She's happy to "turn over the reins" to anyone who may be energized to run a stewardship campaign. Though her personal opinion lately is that there have been "too many reasons not to give".

Donovan asked, why can't we have a campaign to build the budget rather than maintain two pastors. We need to have an understanding of what the congregation and the Zoom people can give to the church. We need to have that understanding in order to know what our missional and educational future is for this church. It could be a reasonable first step to readjust our spending and our expectations.

Kathy Herron admitted that she was in the camp of having two ministers. Yet there has also been talk about having Pastor George do the same sermon on Saturdays and Sundays. Marsha feels that it is an unrealistic expectation to place on him to be available for every Saturday and every Sunday. Marty replied that he's not sure that's the current expectation of Pastor George. Pastor George has shared with Marty that he first wants to get to know the congregation. He can't get to know the Saturday people unless he's there. Until he can do that, there's no way for him to know if he's comfortable doing every Saturday and Sunday service.

Speaking directly to Kathy's desire to have a minister available for all the adult bible study sessions, Marty shared with the group a conversation he had recently with Pastor George. For example, Pastor George shared that perhaps we have a higher level Eden student oversee our Bible study sessions. As a volunteer, it's a good way for them to increase their teaching experience. Plus we know that Pastor Janet -although no conversation has been completed- has a passion for Pastoral Visits. But those could be other resources to help Pastor George with his pastoral duties here at church. Katy shared that she has asked Pastor Janet what her post-bridge assignment time looks like. And now that we've had the discussion this evening about no time limits away from St. Lucas, these are areas "outside the box" that we should be looking at. It's a way of having pastor interaction without paying for a second full-time pastor. Marty then shared that Pastor Janet is currently a 1099 employee. No benefits, no vacation, no social security... all those items that would save money in the St. Lucas budget.

Katy shared that when she states she wants to wait for Pastor George's arrival for decisions, what she means is she wants to hear his opinions as a third-party person without prior experience at St. Lucas. She wants to hear what he has to offer from his experience as a Senior Pastor in other locations. What can he tell us that we may not have already thought of? Has he experienced some of the same obstacles that we are involved with? What was their solution to those hardships? Marty suggested it may be difficult to hold a stewardship campaign when you feel the whole character of your church may change in the near future. The personality of the pastor plays a role in that. Wanda asked "In what way?". Marty replied that we are a totally different church than we were with Pastor Clark or Pastor Mehl. Kathy shared the duties that Pastors Vicki and Carole completed are what has brought us to where we are now. The congregation is the one that completed that work while they guided us as interim ministers. Donovan asked Kathy why couldn't the same thing occur with Pastor George. He will be a new personality and he does ministerial work just like Pastor Vicki did. Donovan's point being that the same kind of effort, and the same kind of interest, and the same kind of uniqueness may come with him just as it did with Carole and Vicki. Marty

interjected at the risk of “kicking it down the road”, we need to keep to the agenda as there is more to discuss. However, this conversation will be one of the first discussions that he has with Pastor George once he arrives.

>P.E.T. - Marty shared the charge they were given after the annual meeting was (1.) to change the language between 20% to 100% of the distribution of the income, and (2.) to form a task force to investigate decanting the trust into a new vehicle. Bill Biedenstein came to our meeting last month and because of that discussion Marty feels those trustees are still working toward their charge.

>Land Use Task Force - Marty went to Cape Albion and was given the business card for the person he needs to speak with concerning senior daycare. When he dialed that number later he received a recording to advise the number was “disconnected and no longer in use”. He will now contact their main number for clarification.

>Worship Area Changes - Still tabled until Pastor George can give his input.

>Other Old Business - Marty shared some info since Pastor Janet had left the meeting. A Cynthia (artistic) gift will be given to Pastor Janet on Sunday to thank her for the time and energy she has given to St. Lucas UCC. He also plans to buy some flowers, both to be presented to her at the end of the church service on Sunday. Katy added she has arranged a special recognition for Pastor Janet as well. In honor of Pastor Janet’s 39th ordination anniversary -also on Sunday- the flag flying over the U.S. capital will be in her honor. Pastor Janet will receive an official certificate to reflect that recognition. The Council agreed there may be a lot of tears that morning.

Kathy Herron shared that after many years of service, she will be leaving the Caring Ministry. Barb O'Brien has agreed to take over the leadership of that ministry. Kathy stated that Barb will bring a lot of “young energy” to that position. Plus, she knows so many of the St. Lucas people at Friendship Village due to her father’s long tenure there. Kathy also shared the Caring Ministry will now need a Council liaison to sit in on their quarterly meetings. Marty shared his thanks and appreciation to Kathy for her time and vitality spent on the Caring Ministry.

Regarding a different subject. Marty was approached and asked if there was money available in the budget to pay for the Rainbow Comma pins which show support for ONA. The ONA Task Force at St. Lucas does not have a budget for their work, hence the question. After some thought, Marty has no problem with people wearing the comma pins. However, he feels if the Council approves money for the purchase of them, it may give the impression the Council supports this cause. Since no vote has been taken for the approval of ONA certification, he feels we need to decline the purchase. As someone on the ONA Task Force, Barbara used the opportunity to give an update on the work the group has completed to date. Marty then shared his opinion about the pins possibly being divisive. Phil asked if we are including the pluses and minus of ONA during their discussions. Barbara replied these sessions are intended to be educational for everyone in the congregation. It is the hope of the task force to take this discernment process slowly so that everyone in the congregation can have enough time to have their questions answered about this topic. The goal is to eventually have a “listening session” with each St. Lucas member that agrees to be included. Phil shared his personal thoughts on the matter. Barbara shared some of the history of why the UCC took up this cause in the early 1970’s. Marty also shared his experience as a pediatrician with patients when the American Pediatric Association mandated certain practices for their physicians. A lengthy discussion continued regarding the pro’s and con’s of becoming ONA for St. Lucas UCC. This discussion lasted 30+ minutes. Thus proving more education on the topic is necessary before any formal vote is taken. Rather than continuing the discussion this evening, Barbara made note of the concerns shared so she could report them to the task force for further review.

Moving on to a new topic, Barbara shared the Usher Manual with the Council via email prior to tonight’s meeting. A specific question was raised at a meeting two months ago about usher duties. This current version of the manual was updated in 2022-2023. Even still, Barbara feels there is still room for more revisions based on the tasks now

completed within our smaller congregation. Barbara will speak with Terry Marcille when he is back from vacation for his opinion. Wanda asked if there would be room to change how the altar candles are lit and extinguished. At other churches she's been a part of, the ushers bring the light into the sanctuary during the early part of the service. It is then taken from the altar at the end of the service and "sent out to the world" rather than just extinguishing it. Something to be considered. Again, another point for Pastor George's review.

Barbara also took the opportunity to update the Council on the Welcome Wagon goodies collected from the Search Committee and Council. A decision was made on how those bags will be delivered to Pastor George's new home before his arrival in St. Louis later this week.

NEW BUSINESS:

Due to the time spent in discussions so far in this meeting, Marty rearranged the agenda items under New Business:

>Relocation Expenses for Pastor George - Barbara asked if the discussion that took place last month about the moving company and the content of their bid was resolved. The answer was "Yes". Marsha advised that everytime he submits receipts, she immediately forwards it to Jeff for processing. Marty continued to advise what his recent discussion with Pastor George was about. Pastor George asked that in light of not all of the \$20K Search Team budget being used up, could a small portion of that be given to him to pay for some new furniture. Marty has been advised by a couple of Search Team members that they were told by the Associate Conference minister that is not uncommon. However, the church Finance Committee was not in favor of it, feeling that it may set a bad precedence. (Phil stated it's basically a compensation.) Donovan asked if our only two choices were to buy (or not buy) him new furniture. Marty replied that we would either give him part of that stipend or not give him part of that stipend in which case he would need to spend his own money for new furniture. Marty feels the push back from the Finance Committee is that Pastor George made the decision to not bring along some of his furnishings from Florida in order to purchase new here in town. In addition to his moving expenses, there have been airfare tickets and hotel bills plus incidentals paid from that budget. Phil feels that's a "big ask" for us to consider. Looking at the numbers, Wanda feels we are probably close to \$12K spent of that \$20K budget without knowing what receipts he's collected on his drive up. The consensus of the Council was to agree with the Finance Committee and not allow any additional monies toward new furniture.

>Field Incident - Donovan reported there was a report on a Sunset Hills Social Media page that a pickup was seen doing "donuts" in our athletic fields. Whether being called or by coincidence, Sunset Hills police came upon the incident and gave chase to the truck which in turn skidded into a nearby mailbox. An 18 year old took off on foot. A 16 year old minor stayed in the truck. Due to another report received by the police, they eventually caught up with the 18 year old. He will go to court in August for the charges pressed against him. As there was no damage to our property, Jeff nor Donovan feel that we should push the issue against the 18 year old. Unless of course we can manage for him to do some work around the church to offset his actions. Donovan will report more after the court date which he plans to attend. Phil added that resisting arrest and/or leaving the scene of an accident is no small matter. His license may be suspended/revoked depending upon what's disclosed in court.

>Music Director - Marty shared that before Vicki left she recommended we wait until a few weeks before George's arrival to post an ad for the position of a new Music Director. Pastor George has asked Linda Taylor to stay on in the capacity she has been filling. Linda Radick has no interest in being a director. Yet she is perfectly happy to continue as our pianist. Therefore, this matter is currently being tabled for additional discussion until Pastor George arrives. He will then speak directly with both Lindas. Kathy Herron shared that Linda Radick has played organ for catholic schools during her musical career.

>Communion Elements - Marty advised that he'd like us to get back to the old days of passing the plates of bread & juice. He shared there is something special about passing the plate that you don't experience with the disposal elements used since Covid. Mel Amen has volunteered to help with the preparation. Barbara shared her preparation involvement over the past few months. Marsha shared that the old way can be wasteful. Anything left over in the trays afterward cannot be reused. Plus the preparation itself is a time consuming commitment. Donovan asked what we are deciding on tonight? Barbara replied that when this topic came up some months ago, it was tabled until the Worship Committee could take it over. Marty replied that currently we don't have a Worship Committee. (Will we have one under Pastor George?) Donovan summarized what tasks he suspects are involved. Wanda questioned the expense of the disposable elements we've already purchased? Barbara suggested that we place those disposable elements in the tray for passing down the pews until they are all used up. Marty thought that was a good compromise. During that time, Barbara shared she will still prepare the altar elements used by the minister.

Marty asked if there was any other New Business to discuss. (There was none.)

Without any further discussion, the Zoom guests were released from the meeting and the Council moved into an Executive Session.

*This now ended the Public Session of the July 22, 2024 Council meeting.

(Minute marker: 2 hours/26 minutes)

Respectfully submitted,
Barbara Smith,
Recording Secretary

NOTE - the next regular Council meeting is scheduled for Monday, September 23 at 6:00 p.m.