

Lord of the Mountains Council Meeting Minutes: February 16, 2022

In attendance: Craig Bolt, Catheryn Carlson, Ruth Hendricks, Julie Cope, Jay Meservy, Lydia Ziauddin, Sally Brown, Ben Little, Amy Branson, Christy Reinking, Doug Muschett

Excused absence: Kevin Clarke, Dave Drake

Meeting opened at 6:05 PM with church council members sharing things for which they are grateful. Responses included recent and upcoming snowfall, being able to meet in person, and time with family.

Sally nominated Lydia as secretary (thanks, Sally!) and the motion was seconded and approved.

Minutes from the last meeting were motioned, seconded, and approved.

Ruth Hendricks presented two different options for **Family Paid Leave** for LOTM church staff/pastor. Discussion ensued about whether the three months leave would be separate from other leave (sick, vacation, etc). Ruth explained that the family paid leave could be combined with regular leave but that the council needed to decide whether the leave would be capped out at 8 or 12 weeks. Council decided on 12 weeks. There was discussion about the possibility of extenuating circumstances which might require more time off than 12 weeks. The family paid leave for 12 additional weeks was motioned, seconded, and approved with the addendum that in the event of extenuating circumstances, more time could be taken.

Craig Bolt offered that he and Annette are willing to be voting members from LOTM for this year's **Synod Assembly** in Loveland, CO in May. Sending the Bolts to Synod Assembly was motioned, seconded and approved.

It was motioned, second and approved to **welcome Ferol Menzel** to the LOTM endowment board.

Catheryn reported that **Michael Kurth, bookkeeper, met with the budget and finance committee** last week and went over the history of budgeting at LOTM. The budget committee will follow Mike's recommendation for returning to the standard way of accounting with ear-marked money from surplus/carry-over which will help lead to a truer picture of accounting and improved partnership and goal-setting with the stewardship committee. Catheryn and Craig encouraged everyone to attend budget and finance meetings, and Catheryn pointed out fluctuations in budget over the years including that our current budget is \$237,000 while five years ago it was closer to \$300,000. There was discussion about people moving away in recent years and revisiting and encouraging an associate membership option.

Council discussed **changing the mask mandate** given decreased instances of COVID in the county per current data from the public health department. Council decided to recommend the wearing of masks (rather than having them be mandatory) effective on Sunday, Feb. 27.

Craig shared that the **installation for Pastor Kate is confirmed for March 19** at 3 pm with a wine and hors d'oeuvres reception to follow. Julie Cope and Karen Johns are taking the lead on setting up the reception. Bishop Gonia of the Rocky Mountain Synod will be present and local clergy will be invited. Christy asked about the planning of Ash Wednesday and Lent services since Pastor Kate has not yet begun serving as pastor. Julie confirmed that per an earlier conversation with Pastor, the worship

committee will plan upcoming Lenten services. Craig shared the orientation plan created by Ferol Menzel and which Greg Wright and Linda Wakefield will help implement.

Craig said council will likely choose an off-site time for church leaders to meet with Pastor Kate this Spring to prioritize an agenda and goals for our shared ministry. Ben offered that his brother has a nearby lodge that we may be able to use.

The date for the next council meeting was set for **Tuesday, March 8 at 6:00 pm**. Lydia suggested that council members take turns leading an opening/closing meditation for meetings. Ruth agreed to lead the opening and closing meditation/prayer/thought for the next meeting.

Craig mentioned that an upcoming item to be discussed and/or decided on is the nominating committee, building team report and parking lot use guidelines. Doug asked about submitting items for committee reports; Craig said if there is something that would involve extensive discussion or a vote, to include that item ahead of time on the agenda. Doug shared that exciting events are coming up for adult education (table talk on Sundays) at the end of March.

Meeting closed with prayer at 7:25 pm.

Submitted in grace,

Lydia Ziauddin