



Council Meeting **Monday, April 8, 2024**

Minutes

Call to Order

President Bradley Posadas called the meeting to order at 7:05 PM. Councilmembers in attendance were Vice-president Scott Slocum, Treasurer Cheryl Miller, Bob Arper, Scott Grasmick, Jo Schaefer, Sue Shultz, Karen McNamara, Jacque Story, Teresa Walton, Pastor William Crabtree, and Katie Shaw who monitored recording and prepared minutes. Jane Rasely was absent and excused.

Opening Prayer

Pastor Bill Crabtree

Devotions

Led by Jacque Story

Treasurer's Report

Cheryl Miller

Unfinished Business (Action Items/Updates)

- Membership Expectations Letter – Pastor Bill (attached)
Motion: I move to approve the Membership Expectation Letter be sent out to the congregation via email.
Shaw/Shultz: Passed Unanimously

Pastors' Reports (see attached)

Council Reports (Verbal)

- Jacque (Youth): Summer schedule is set. Two youth are going to the National Youth Gathering.
- Karen (Education): Four weeks left of Sunday School until final close-out. We had about 8-10 younger kids and 6-8 older kids in Sunday School on average over the year. Good to have consistency, but we're hoping for growth.

- Jo (Worship/Music): Nothing to report. Pleased with everything. Rally Day weekend will include the organ dedication concert.
- Teresa (Evangelism): Welcome cart is going well. Getting volunteers. Had a good Easter weekend. Ordering new gift bags (some kind as we already use). PB reiterated that guests don't like to be singled out, so the ideal policy is to invite them to go to the welcome center to receive their gift.
- Scott Grasmick (Stewardship): Nothing to report.
- Katie (Social Concerns): Will evaluate council outreach needs and bring a proposal for next month (or continue to let funds accumulate). The account has about \$1,000.
- Sue (Fellowship): Currently working hard on 75th. Will have a formal gala and a more informal (and free) potluck. Has reserved a brunch. SLC used to do smorgasbord; this might be in the works as well to celebrate the history of SLC. Kathleen is heading up brunch scheduling.
- Bob (Property & Grounds):
 - Cushions at kneeling rail? Would be nice to make it more comfortable and accessible for people to kneel. Council agreed.
 - ADA ramp for Gathering Place: Trying to recruit helpers.
 - Trustees approved a picture frame TV in the Narthex.
 - Trustees approved the sign at the entrance of SLC to be moved to the other side of the entrance for visibility.
 - Cemetery: Purchased new mower.
 - Olympic Lutherhaven: Annual work party is coming up this month.
 - Lutherhaven is trying to get more donations through creative fundraisers. May 23rd will be a Red Robin fundraiser; mention the fundraiser, and 20% of food sales go toward Lutherhaven.
- Bradley: Wondering about whether he should apply for a third FEMA grant, and seeking input from council. A third grant could fund parking lot lighting, cameras, etc.
 - Sue has received warnings from FBI about increased risk toward church congregations. She believes anything we can do to make congregation feel safer is worth it.
 - PB emphasized the need for someone to oversee and organize the security team.

New Business (Discussion/Action)

- Council summer brunch – Bradley Posadas
 - July 14th – led by Teresa and Katie

Review of Action Items

- Katie will evaluate potential community need for Council Outreach money application.
- Katie/Bradley/Scott S. will move forward with Membership Expectation Letter.
- Bradley will circle back with Bruce about reviewing revised camera policy and bringing that forward to council.

Lord's Prayer

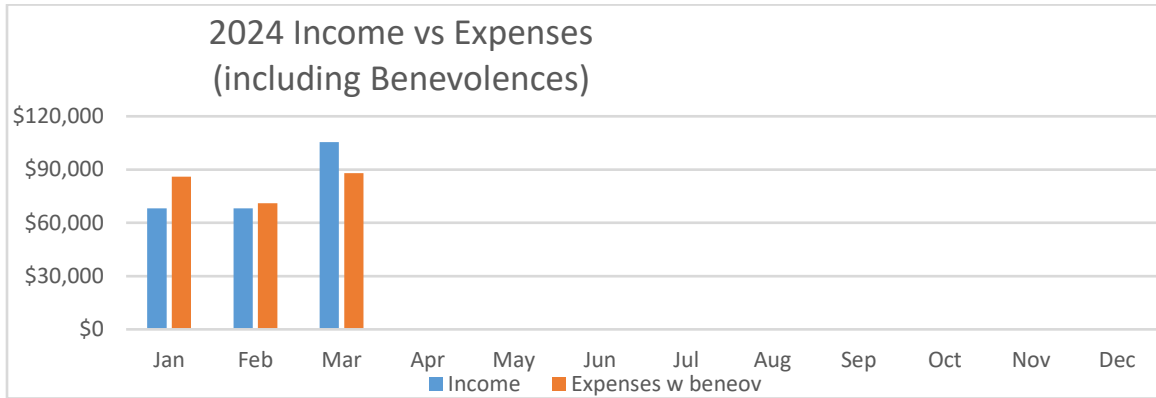
Adjourn

Meeting adjourned at 9:15 PM.

Net Income vs Expenses for March 2024

+17,333

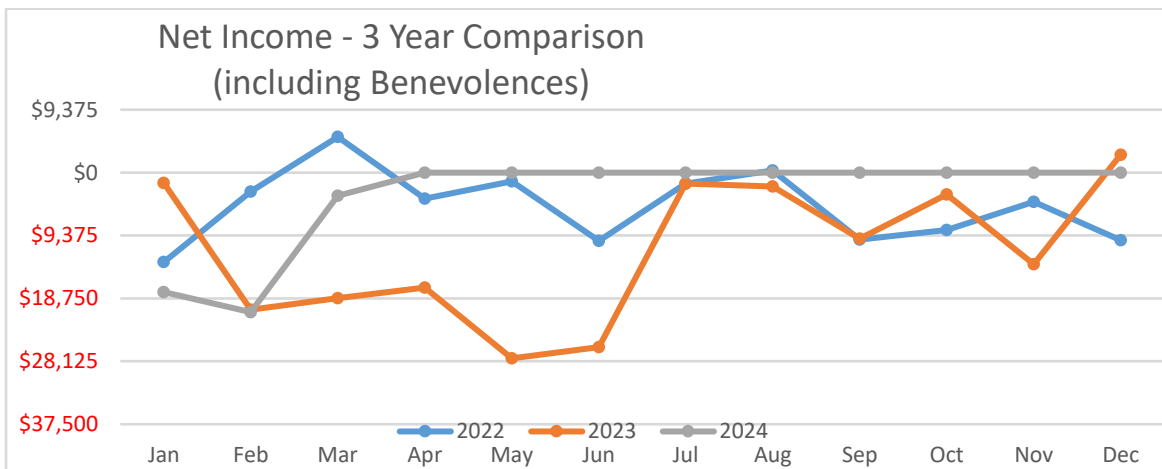
(Includes outreach paid for 1st Quarter 2024)



Year to Date Income vs Expenses as of March 31, 2024

-\$3,463

(Includes outreach paid for 1st Quarter 2024)

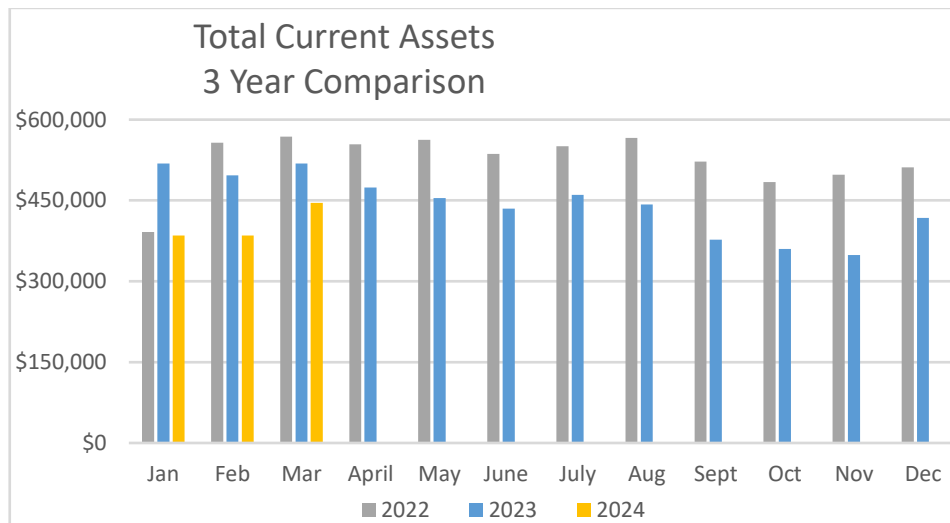


3-Year Comparison through March of Each Year

	2022	2023	2024
Income	\$224,360	\$213,158	\$241,587
Expense	\$219,038	\$231,862	\$245,050
Difference	+5,322	-\$18,704	-\$3,463

Silverdale Lutheran assets as of March 31, 2024

\$445,526



Lead Pastor Council Report

April 8, 2024 / Rev. Bill Crabtree

Administration

- Large focus on sabbatical preparations. PJ will cover the preaching schedule and utilize help from our retired pastors and Pastoral Care Assistant/Sem Student Kim. PJ and Kim will cover all pastoral care needs. PJ and/or Kim will cover my Thursday Bible Study and Manna as well.
- Monthly Program staff meeting happened today as usual – looking ahead to summer events and Rally Day in September.
- Getting Nominating Committee going before May so we can be well on our way in finding a nominee for president as this is Bradley's third and final term. There will also be a number of Council members who will be coming to the end of their 2nd term.
- Stayed in close contact with bookkeeper regarding shortfall so far this year. We made up a lot of the deficit, but it is still an issue.

Education

- Sunday class continues to go well with 60-70 in attendance.
- Thursday Bible study is doing well along with other Bible studies.
- Waiting on September for next Foundations class

Worship

- Holy week and Easter went very well – In person worship was probably adversely affected by Spring Break being the week after Easter and many folks leaving Saturday for vacations. We had 617 in-person over all 4 services and 258 for online. This is 44 more than last year for in-person and 68 more for online. Lots of work of course on Maundy Thursday and Easter Sunday worship. PJ did a great job on Good Friday. I also spend at least a couple of hours supporting folks who decorate the Sanctuary on Saturday morning and get it ready for Easter.
- In-person average worship continues steady at 300ish a Sunday with online also steady at 241.

Pastoral Care

- Revised the “Membership Expectations” letter is before you tonight.
- Working hard to get to key homebound folks before sabbatical and other people who I am concerned about be seen.
- Have two more memorial services this month.
- Did two trips over to Seattle to support Bergsagel family and many here at St. Michael’s.

Germany Trip:

The trip now has about 16 people going. Hoping to make it to 20 people.

PJ Pastor's report

SPRING

- **Confirmation** - Really great gathering in March around the Creed: Article 2. Still need to make the video for this one, but it was great to have an added student to make a total of 6. PB will lead Article 3 on April 21 before he departs, and our last gathering on May 19th may be a field trip.
- **Holy Week Reflect** - Small, but great group for 1st Communion. Hoping to engage one of the families and their two kids a bit more moving forward. I felt a bit lazy on Good Friday without a drama or other major undertaking, but it seemed to go over really well with a lot of people responding to the simplicity and focus of the readings with prayers.
- **Youth Nights** - We had pretty good and consistent participation through the soup supper/worship Wednesdays, but back to getting our theme words, dinners, and program organized for our spring stretch.
- **Grads** - I have been meeting individually with grads, but want to connect with all of them and their families. For this year, I'm looking to plan something in early to mid May to connect with families. Will need to work around AP testing, but then in the fall, I want to get the 3 gatherings - Fall, Winter, and Spring - started up again for 2025 grads and families.

SABBATICAL

- **Worship** - I will be working on this area more consistently through PB's sabbatical. Currently working on some retired pastor and Kim preaching fill ins, special Sundays, and a heads up on possible changes with script and bulletin.
- **Teaching** - I will be taking on PB's Thursday class starting in May along with Kim as a willing back up. I may also be doing some fill in for a couple Sundays in May, so thinking about possible combination with high school or having someone else step in.

SUMMER

- **middle camp** - Early bird registration is ending soon on April 21, so need to get the final word out on that and then continue to advertise at the higher rate. I think we have 10-12 signed up already and have capacity for about 40-50. We hope to need a couple more staff. Jessica has publicity ready to go for schools and other outreach.

- **The Great SLC Campout** - Rubensteins will be coordinating, and I think this event is ready to take another step forward.
- **VBS** - I know Jessica is recruiting volunteers and has a theme ready to go. I will be helping to lead and doing a song again, and possibly some drama.
- **Connect 4...** - Working on an enhancement of our summer offerings for youth based on connection (our mission). I think there is a real need to form deeper bonds, so looking to have four areas of connection, listed below. Some will be specific to high school or middle school and some will be open to all.
 - **Adventure** - 4 day hikes throughout the summer, starting in June and mostly on Sundays after worship. Open to all, but adults will be “unsupervised” on those outings. Mountain biking, because we have some mainstream and periphery youth and adults who are into this sport - open to all ages. High School Backpack Trip, August 16-18th, open to 12 people total per the National Park regulations. Priority to current 9-12th, but open to current 8th graders.
 - **Service** - Using the \$1000 grant as seed money, looking for a full day or ongoing service project for our youth. This could be intergenerational, but priority is to connect middle and high school youth around service.
 - **Lake Nights** - Jessica is working to pull together churches once again for the WOW nights at Lutherhaven, but we will be working on focusing these a bit more on connection and faith formation. The intent is to start after July 4th and continue through the middle of August.
 - **Leadership** - This is already in the works with youth leading at VBS, middle camp, and All Church Camp, but I want to use those and other opportunities above to begin to be intentional about helping youth engage in leadership in our church and wider community. Not that they aren’t, but this needs more attention - worship, service, volunteering, mentoring, etc.

Draft Email Letter/Council consideration and Feedback

Dear Members and Friends of SLC,

I am pleased to share that Silverdale Lutheran is doing well even in very challenging times. The Word is preached and the Sacraments given to God's people. SLC members are actively loving and serving our community in meaningful ways. We give thanks to God for the work of the Holy Spirit.

We continue to rebuild post pandemic and we know that many members have become inactive or moved out of the area. Our goal is to reestablish a connection, and maintain a full, accurate and vibrant membership. Our membership numbers affect our quorum at Congregational Meetings, Olympic Lutherhaven dues, and are reported to our national church organization (ELCA). Membership at SLC has three primary purposes: to demonstrate one's partnership in SLC's mission, to confess that one has a shared belief with our Confession of Faith, and to allow one a vote and voice in the governance of our congregation. SLC is a member owned non-profit and by law, has to have expectations of its members and keep track of its membership. It is important that all members know the minimum requirements for membership at SLC. Our bylaws state, *One needs to worship at least three times a year and support the church with a financial contribution or service of some kind. Exceptions may be made for those deployed, away at school, or those with other limitations in consultation with a pastor and the Council.* If you worship online and let us know of your attendance via the connect card, email, or calling our office, you are counted as attending.

It is vital that everyone know the Word and Lord's Supper are given freely to all Baptized Christians regardless of whether they are an official member at SLC or not. Your pastors and leadership focus on nurturing your faith in Christ Jesus and supporting your discipleship. We often encounter members unfamiliar with congregation bylaws. This email is to provide clarity and ensure all are aware of membership expectations.

If you have any questions or concerns about this, please contact me or one of our pastors.

Sincerely,

Bradley Posadas

President

Scott Slocum

Vice President