



Council Meeting Monday, February 12, 2024

Minutes

Call to Order

Vice-president Scott Slocum called the meeting to order at 7:03 PM. Councilmembers in attendance were Treasurer Cheryl Miller, Bob Arper, Scott Grasmick, Jo Schaefer, Sue Shultz, Karen McNamara, Jacque Story, Teresa Walton, Katie Shaw, Pastor William Crabtree, and Jane Rasely who monitored recording and prepared minutes. President Bradley Posadas was absent and excused.

Opening Prayer

Pastor Bill Crabtree

Devotions

Led by Jane Rasely

Review and approval of Meeting Minutes

Bob Arper asked for "Gathering Place" to be inserted before the wheelchair ramp on his proposal.

Motion: I move to approve minutes as amended.

Walton/Arper: Passed Unanimously

Treasurer's Report

Cheryl Miller provided a breakdown of SLC's finances for the month of January. (See attached)

Unfinished Business (Action Items/Updates)

Video Footage Access Policy – Scott Slocum presented the drafted SLC Camera Policy. It was suggested that "need to know" be defined and the local schools and banks should be canvassed for their access policy. It was also suggested that "approved individuals" be defined.

Pastors' Reports

Pastor William Crabtree – see attached report.

Pastor Jonathan Sansgaard – see attached report.

Council Reports (Verbal)

Youth and Family (Jacque Story) – Big youth trip to Florida this summer, youth auction coming up in April, new Scout member bridged over. Sunday School is going well.

Education (Karen McNamara) – Two-week rotation of one story in Sunday School this year. Attendance is 7-10 weekly with a note going out to families with this age kids.

Worship and Music (Jo Schaefer) – Nothing to report at this time.

Property and Grounds (Bob Arper) – Estimates for carpet cleaning being requested to remove stain in hallway by bathrooms. There will be a work party at Lutherhaven to dig up water and power lines from lodge to craft shack.

Fellowship (Sue Shultz) – Youth are taking care of Fat Tuesday, Lenten soup suppers are being coordinated by Becky Peeler, Girl Scouts will be hosting Easter pancake breakfast. The committee members for the 75th Anniversary are really excited about their plan. The date of the big celebration will be September 28 at Kitsap Golf and Country Club from 4-9 PM. “Memories of the Past; Dreams for the Future” will be the theme.

Evangelism (Teresa Walton) – Linda Day and Marilyn Hawks will be supporting the Welcome Cart after services. Looking for fill in greeters.

Social Concerns (Katie Shaw) – Nothing at this time.

Stewardship (Scott Grasmick) – Nothing at this time.

New Business (Discussion/Action)

New member approval for Don Dungjen and Emily Avery

Motion: I move we accept Don Dungjen and Emily Avery as members of SLC.

Arper/Story: Passed Unanimously

Review of Action Items

Scott Slocum – Rework SLC Camera Policy after noting changes offered from Councilmembers.
Pastor Bill Crabtree – Contact a member of the Kitsap Golf and Country Club to have them co-sponsor the 75th anniversary event.

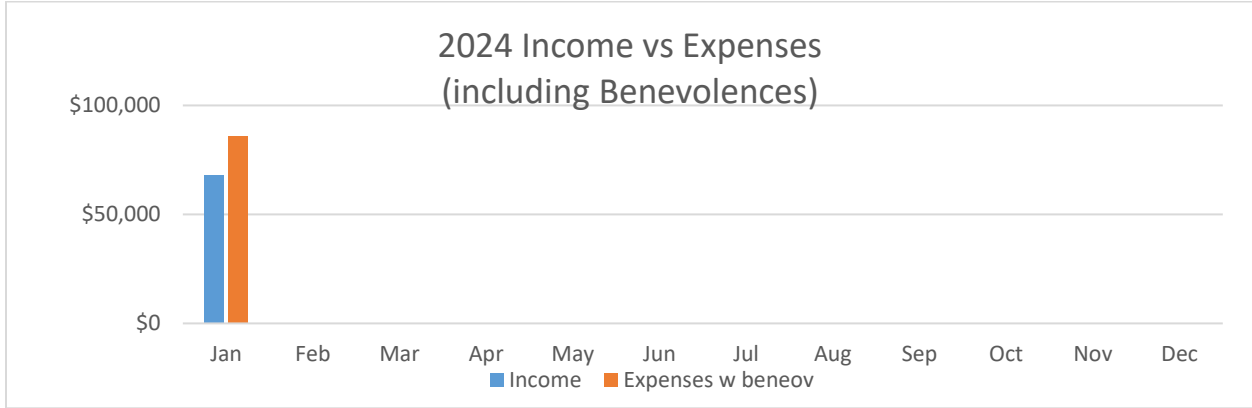
Lord’s Prayer

Adjourn

Meeting adjourned at 8:54 PM.

Net income vs expenses for month of January is **-\$17,813**

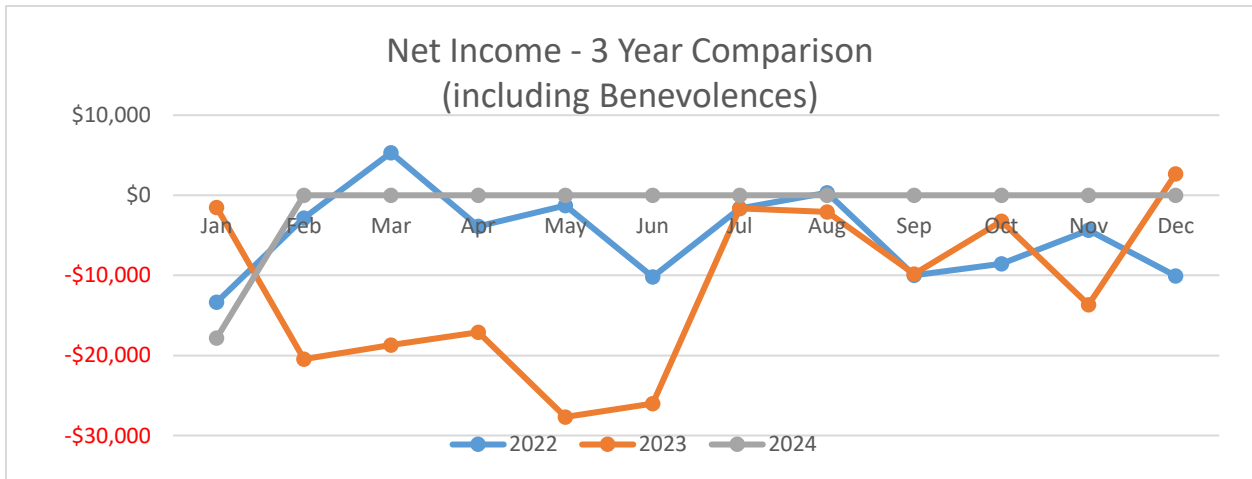
(Includes outreach due for January)



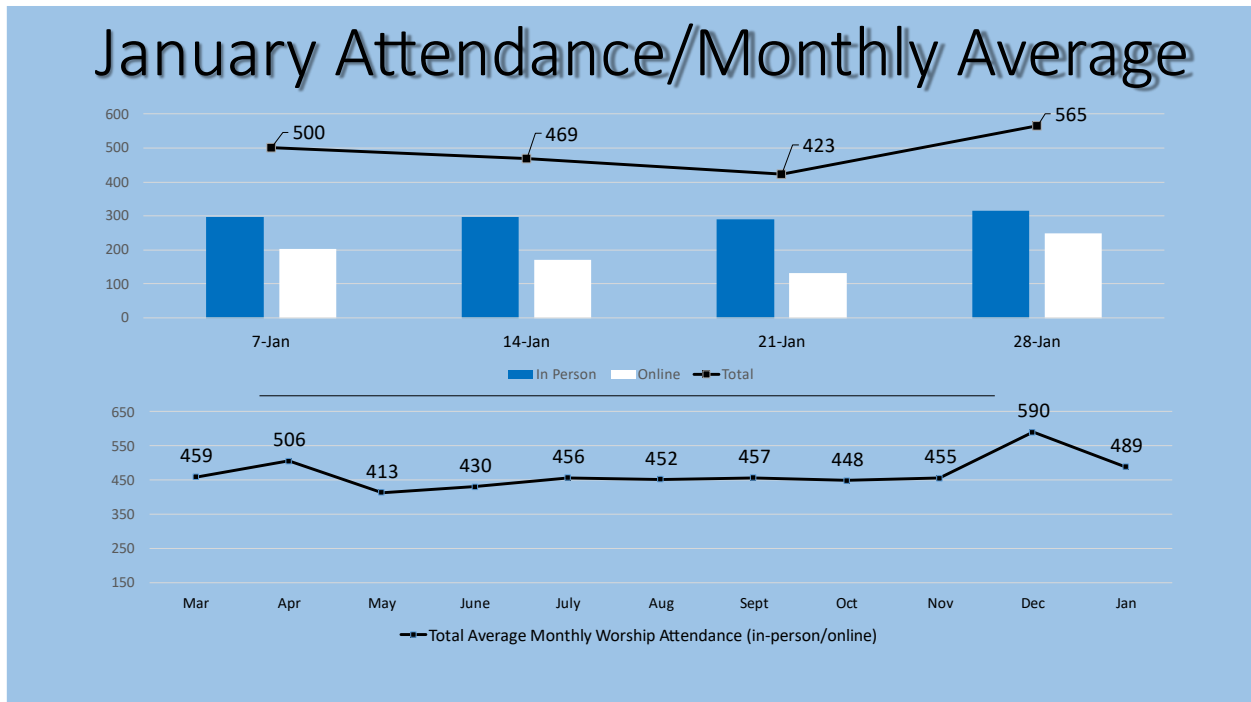
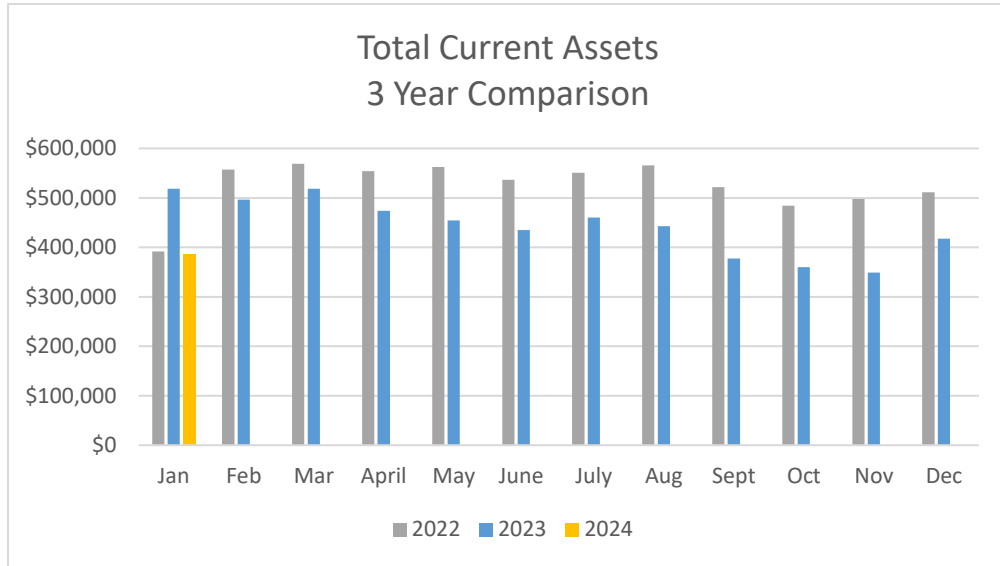
Year to date income vs expenses as of January 31st, 2024 is

-\$17,813

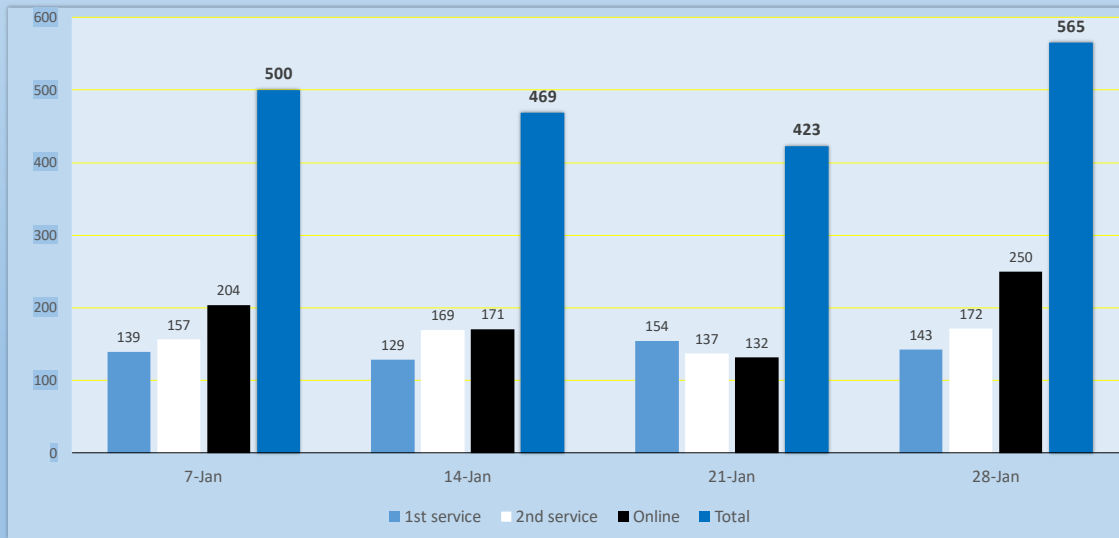
(includes outreach due for January)



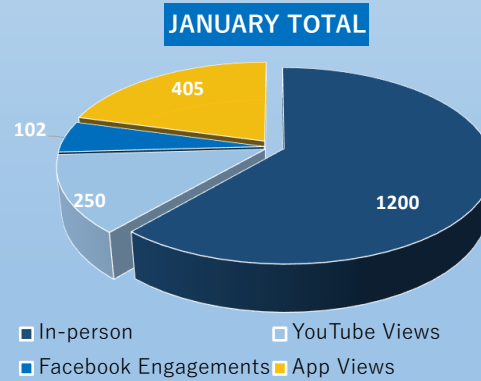
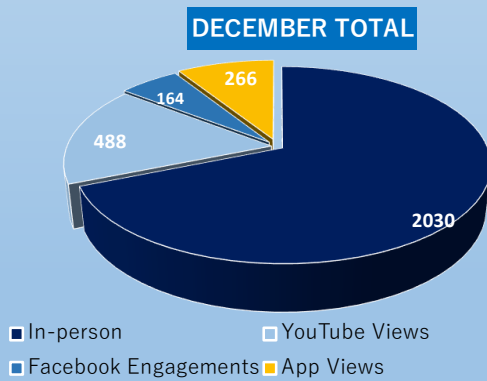
Silverdale Lutheran assets as of January 31st, 2024 are \$385,095



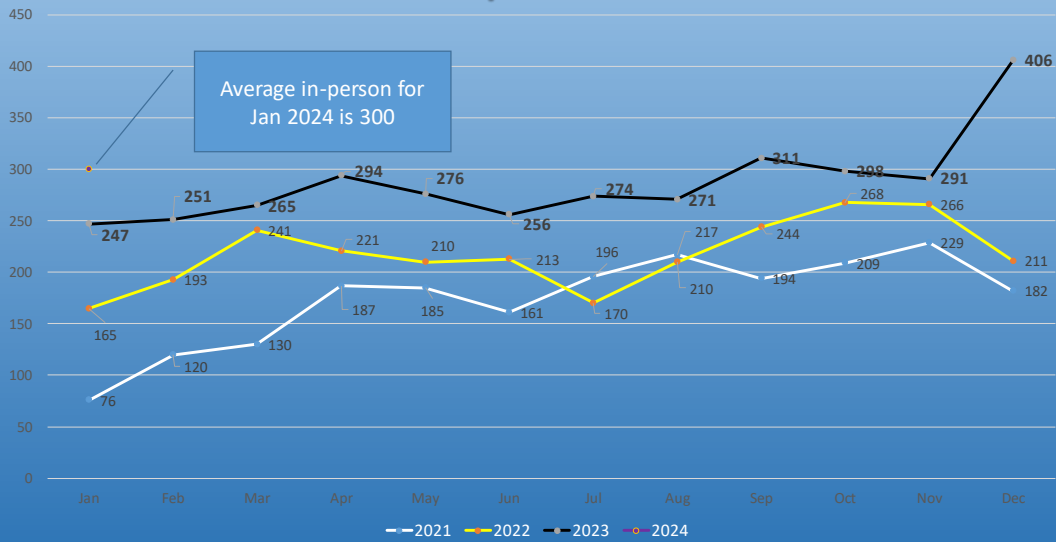
January Attendance Breakout



IN-PERSON & ONLINE LIVESTREAM/RECORDING VIEWS



In-Person Comparison 2021-2024



Reflects in-person average weekly attendance (not including on-line).

SLC CAMERA POLICY

1. **Purpose:** Establishes Silverdale Lutheran Church guidelines for use of security cameras and remote monitoring systems in SLC buildings in a way that enhances security while respecting the privacy expectations of employees, members, volunteers and visitors.
2. **Scope:** This policy covers all employees and staff, including volunteers.
3. **Definitions:**
 - a. **Video Camera recordings:** SLC has 24 cameras installed (internal/external). These types of cameras have the ability to record images in a given area. Images may be digital or recorded footage. These cameras are not equipped with audio [or listening capabilities] and are passive cameras only.
4. **Policy:** Silverdale Lutheran Church is committed to protecting the church's property and its buildings and maintaining work spaces that are safe and secure for both staff and visitors. Cameras are not actively monitored 24/7 but are recording continuously. Camera footages can be played back when needed or supplied to law enforcement as part of an investigation.

5. Access to cameras and recordings:

- a. Recorded video will be secured, and viewing access granted based on the following:
 - i. Viewing of personnel in recorded video shall be limited to approved individuals with a need to know and those people who receive calls from the alarm monitoring center when an alarm is activated (Office Mgr, Maintenance Mgr, Property & Grounds Chair), with prior approval of the Office/Business Manager or Maintenance Manager.
 - ii. Access needed for things such as vandalism, stolen/missing items or other security related issues will be authorized by the Office Manager/Business Manager and/or Maintenance Manager.

6. Acceptable Camera Usage

- a. Placement of cameras shall only be considered for the security and safety of employees, staff and visitors. Cameras are installed in both outdoor and indoor locations, that are deemed public spaces, such as indoor hallways, entryways and large gathering spaces and outdoor parking spaces, walkways and playground areas. Cameras are not installed in spaces where individuals have a reasonable expectation of privacy such as restrooms and office spaces.
- b. Signs may be posted at the entrance to the church parking lot and other areas in and around the campus to inform others that security cameras are in use.

Lead Pastor Council Report

February 12, 2024

Rev. Bill Crabtree

Decided to do a little be different format to change things up a bit:

Things Excited about

- Worship attendance in person continues to slowly increase each year since COVID has lost its “fear factor.” We’ve been hitting 330 in-person the last couple of Sundays.
- My Sunday class continues also to grow and fill up the Fellowship Hall to “pre-COVID” levels
- Thursday Bible Study now has 30+ people attending and is growing.

- 75th Anniversary teams work – great to see a nice group engaged and working on this celebration.
- Program staff meetings are always a delight to hear all the great ministry our staff is doing.

Concerns and Worries

- I continue to hear frustration from our leaders about the level of involvement – willingness to “volunteer” – step up to help, etc. Still no acolytes for example, low Sunday School attendance,
- Inactive Members – I struggle to reach out to people and risk upsetting people but have to also adhere to our bylaws and expectations regarding membership. (see draft letter)
- ELCA tensions continue – you can see the ELCA’s update on the Commission for a Renewed Lutheran Church: <https://www.elca.org/crlc>

Sabbatical

- May, June, & July? Will have proposal next month – no additional \$ commitment needed.
- Mutual Ministry and Staff really strongly encouraging me to do it this year

Pastor Jonathan’s February 2024 Report

- **Middle School**

middle wednesdays - Lent is upon us and I am excited that some of the youth will be singing on Ash Wednesday with the choir. They will be using the theme of DREAM for this season.

middle sundays – No gathering this holiday weekend, but the class continues to be mostly under Jacque Story’s care.

middle camp – Time to get PR out for this exciting camp, hopefully breaking another record this year as it grows. Many of our counselors have already signed up for this year, so that will be a big draw for past kids.

- **Confirmation**

We had our first gathering a couple of weeks ago and set our schedule for the spring. Looks like 5-7 students for this (now 18 month) class. Confirmation for them will be 2025.

- **High School**

SLY Wednesdays – Same theme here for Lent.

Our Winter Retreat is this holiday weekend, so I will be there with 12 other people. Excited for that to hit the go button again!

SLY Sundays – Sermon on the Mount is wrapping up and has had good results. Pretty engaged classes and about 10 students this past Sunday.

Summer Servant Trip – First fundraiser is tomorrow and will also launch our car wash ticket sales fundraiser. Auction is set for April 27th.

- **Young Adults** – Doing individual check ins with some of our young adults, active for now, but moving to others as well
- **Sunday School** – Waiting to be done with high school series before working with younger kids on a drama for worship. May involve middle to be mentors.
- **Other**

Synod Leadership – Continuing on this team. We got a chance to give feedback to our rep on the national constitution team. My hunch is they will have some work done, but won't be ready for much movement in 2025.

Lent – Experiential Prayer and Holden Evening Prayer on Wednesdays after soup. Should be a meaningful experience!

Things to get done – Grad and family recognition, Family Camp needs a team to coordinate, Good Friday plans in the works, Backpacking trip planning.