



Council Meeting **Monday, March 11, 2024**

Minutes

Call to Order

President Bradley Posadas called the meeting to order at 7:06 PM. Councilmembers in attendance were Treasurer Cheryl Miller, Bob Arper, Scott Grasmick, Jo Schaefer, Sue Shultz, Jacque Story, Teresa Walton, Katie Shaw, Pastor William Crabtree, and Jane Rasely who monitored recording and prepared minutes. Vice-president Scott Slocum and Karen McNamara were absent and excused.

Opening Prayer

Pastor Bill Crabtree

Devotions

Led by Katie Shaw

Review and approval of Meeting Minutes

February 12, 2024

Motion: I move to approve the minutes as amended with the word proposal to finish the sentence, “Bob Arper asked for “Gathering Place” to be inserted before the wheelchair ramp on his”

Walton/Grasmick: Passed Unanimously

Treasurer’s Report

Cheryl Miller provided an update on SLC’s finances through February. She spoke about creating weekly informational items from Pastor Bill’s “Giving” Sunday School class for the Beacon or E-News.

Unfinished Business (Action Items/Updates)

SLC Camera Policy – Scott Slocum

Tabled until next meeting due to Scott’s absence.

Co-sponsor of 75th Anniversary Event – Pastor Bill Crabtree
Kitsap Golf and Country Club has been secured for the dinner event. Psalm 95 is verse for anniversary celebration. Possible cost of \$50 per plate for salmon/prime rib dinner. The Anniversary Committee is asking \$7,500 be made available to help cover cost of event. Also in the plans is an old-fashioned Lutheran family potluck event.

Motion: I move we provide \$7,500 from Unrestricted Net Assets be available to help cover the cost of the anniversary event.

Rasely/Shaw: Passed Unanimously

Pastors' Reports

Pastor Bill Crabtree – See Attached

Motion: I move we approve a sabbatical for Pastor William Crabtree for May through July 2024.

Rasely/Shultz: Passed Unanimously

Pastor Jonathan Sansgaard – See Attached

Council Reports (Verbal)

Education (Jacque Story) – Number of graduating seniors really contributed to cancelling the youth trip.

Fellowship (Sue Shultz) – Spoke about the 75th Anniversary event earlier in the meeting.

Evangelism (Teresa Walton) – Making progress with getting greeters to help on Sundays. Is still working on having a video about the Welcome Cart.

Worship and Music (Jo Shaefer) – Asked about doing meal trains for someone who is not a member of our church but is connected to SLC through another member.

Stewardship (Scott Grasmick) – Will meet with Pastor Bill about communicating with congregation.

Social Concerns (Katie Shaw) – Working on 75th Anniversary event right now.

Property and Grounds (Bob Arper) – New floor cleaning equipment approved by Trustees, appointments with carpet cleaning company made, and Gathering Place wheelchair ramp construction will begin after Easter. Repair electricity to craft shack and moving walls for new 1,000-gallon reservoir.

New Business (Discussion/Action)

CKSD Memorandum of Understanding –

Motion: I move we accept the Memorandum of Understanding with CKSD to provide a safe gathering place for students to be reunited with their parents in the event of an extreme emergency.

Rasely/Story – Passed Unanimously

Review of Action Items

Scott Slocum – Camera policy update

Scott Grasmick – Meet with Pastor Bill

Lord's Prayer**Adjourn**

Meeting adjourned at 9:01 PM.

Lead Pastor Council Report

March 11, 2024

Rev. Bill Crabtree

Administration

- Did all the usual administrative staff meetings along with other meetings regarding pastoral care with Kim & PJ and regarding worship with Justin and PJ.
- Worked with bookkeeper and treasure – conversing about our shortfall so far this year.
- Worked a lot on sabbatical plan – haven't changed the written proposal but I'm now trying to get pastoral back up for PJ and still working on that.
- Lots of support for staff both personally and about trouble shooting issues etc.

Education

- Finished Sunday series on "Giving to God" - good response and gave some significant challenges to folks on stewardship. Will do a few weeks on the Resurrection and then pick another mini-series for the rest of April.
- Thursday Bible study is doing well along with other Bible studies.
- Foundations class is still a little sparse – may wait until after sabbatical.

Worship

- Our average Sunday worship attendance continues around 300 (in-person) – not including- on the mini-snow day a few weeks back, in person attendance was only 240 but online went up significantly.
- Lent is going well along with soup suppers – usual amount of engagement.
- I continue to have hopes of making a training video for our worship assistants.

Pastoral Care

- Revised the "Membership Expectations" letter and will have it for you at this meeting.
- Met with 6 individual congregants regarding faith & life issues

- Behind now in homebound communions – Kim (pastoral care assistant) is doing as many as she can.
- Performed 2 funerals and have 2 more this month.
- A number of trips to hospital and Rehabs.

Germany Trip:

Israel trip was of course canceled. We have 13 people signed up for the Germany trip at the end of October. There is room for more!

PASTOR BILL'S 2024 SABBATICAL PLAN

DATES: MAY – JULY 2024

General Purpose: To give Pastor Bill time away for rest and study to enhance and increase his ability to lead SLC in the coming years as lead pastor. SLC's Bylaws state that a pastor should have a sabbatical every six years. PB has served SLC for 17 years and has had one prior sabbatical in 2016.

Specific Goals:

1. Study trends in the NW and US regarding ministry in this post-COVID era that will help SLC with outreach to members, inactive members and the unchurched. The books The Great De-Churching by Jim Davis and Michael Graham and The Nones by Ryan Burge will be the basis of his study along with work on this subject by the Barna Group.
2. Expand his understanding and use of LOGOS BIBLE SOFTWARE for both his study and also his teaching ministry. Many different classes are available which he can take online.
3. Study the possible uses of Artificial Intelligence "AI" in the church. How can it help? What are the threats? Does SLC need a policy on its use or non-use?
4. Have time to reflect on how to lead SLC in the coming years regarding its denominational affiliation and continued disagreements of some SLC's members with the policies and actions the ELCA.
5. Study other topics and prepare classes/Bible Studies for our Sunday morning adult education hour for the rest of the year.
6. Have opportunity for some extended quality time with his wife Sandy and daughters.
7. Make physical fitness a priority and establish a pattern of exercise that can be continued on his return.
8. Have rest and time away from the weight of pastoral care needs and parish administration.

Cost & Coverage: Pastor Jonathan will cover PB's administrative tasks and supervision of Pastoral Care Assistant and Small Group Connector. PJ will also cover pastoral care needs along with Kim Grasmick our Pastoral Care Assistant. The only additional funding needed for this sabbatical will be for Ron Hoyum to fill these areas: (1) Teach PB's Sunday morning class for a few weeks and teach the Thursday Bible Study, (2) Preach 3-4 and preside while PJ is away on Youth trips and retreats (Kim Grasmick will preach once leaving the remaining 8 Sundays for PJ), and (3) Provide emergency Pastoral Care when PJ is unavailable. Approximate additional cost: \$3000.

Pastor Jonathan's March 2024 Report

- **Middle School**

middle wednesdays - Lent seems to be going pretty well as the middle continues to be the lion's share of our youth nights, with around 10 youth participating weekly. We have them at soup suppers and worship and then to the Gathering Place for a short game, dessert, and small groups.

middle sundays – I haven't taught in here for a while, but attendance seems to be around 4-6 on average.

middle camp – Registration is up and ready for our Flashing Lights theme for camp. We are preparing and hoping for 50 youth or more. After last year, parents all over are asking about registration and making room in their calendars

- **Confirmation**

Our first official class met last Sunday with a good turnout, only missing one student. We started on the Apostle's Creed, interacting around our God as almighty, Father, and creator. The second article, focused on Jesus, will be at the end of the month, and then the Holy Spirit in April.

- **High School**

SLY Wednesdays – Same theme here for Lent. Our group is consistent, but often smaller than the middle.

The Winter Retreat over Presidents' Day Weekend went very well, and I think we all agreed it was a retreat that should continue to go forward in the future.

SLY Sundays – Sermon on the Mount wrapped up this weekend and I will need to find something new for the Easter season to take us to May and the close of our year together. We have had 2-10 students, so lots of variation depending on the Sunday.

Summer Servant Trip – My heart is heavy here as we have never canceled a Summer Servant Trip in 16 years, minus 2020 with COVID. Due to a dwindling commitment from current high school youth and being the only group committed to our Florida site for the week, we are canceling our trip and focusing more on other opportunities to lead and connect this summer. See more details below. We will, however, keep our commitment to the National Youth Gathering in New Orleans. We have a couple of students who added this on to the Florida trip, and we may have a few others that will pivot to attend. This will most likely involve Jessica as the lone chaperone.

- **Spring/Summer Events** – We have a number of high school youth planning to be leaders for *middle camp*, *VBS*, and *All Church Camp*. Several will be leading at more than one, or possibly all three. In addition, we are continuing the High School Backpack trip, and may extend it to two trips instead of one due to high interest. At this point, we are planning to do an outing in August to the Ozette Triangle, an ocean hike, but we may move that to July and plan an outing either into the Alpine Lakes Wilderness outside of Holden Village, or another mountain destination. Holden is also hosting a May Youth Weekend on spiritual responses to climate change, and there are a few youth interested in attending. We are exploring that as another offering.
- **Young Adults** – I've had a couple of great visits with young adults in our congregation and more to come.

- **Other**

First Communion – We have four students attending and excited to work with them and have them take their first communion on Maundy Thursday after baking the bread.

Lent – I think the Experiential Prayer theme has gone well so far, so I'm now trying to finalize the pieces for Palm Sunday and Good Friday. I will also be leading the Sunrise Service at the cemetery.

Family Camp – We now have a coordinator for Family Camp, although I think they are re-branding the name.