



**Council Meeting**  
**Monday, December 11, 2023**

**Minutes**

**Call to Order**

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

**Opening Prayer**

Pastor Bill Crabtree

**Devotions**

Led by Karen McNamara

**Review and approval of Meeting Minutes**

November 6, 2023

**President Bradley Posadas declared the minutes accepted as there were not any changes.**

**Treasurer's Report**

Karen McQuillan provided an update on the status of the church's finances.

**Unfinished Business (Action Items/Updates)**

Prioritize Funding Hearty Meals Program – Scott Grasmick asked the Council to formalize funding for Hearty Meals by stating how and when that funding would take place.

**Motion: I move that Council commits to funding Hearty Meals from Council Outreach funds as needed.**

**Grasmick/Story: Passed Unanimously**

**Pastors' Reports (see attached)**

## Council Reports (Verbal)

Each Councilmember gave a brief overview of what their position handles.

## New Business (Discussion/Action)

Approve Pastors' Housing Allowance Amount

### Resolutions

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income the rental value of a rectory furnished to *him/her* as part of *his* compensation, and a church-designated housing allowance paid to *him* as part of *his* compensation to the extent used for actual expenses and

Whereas, *Pastor Bill Crabtree* is compensated by *Silverdale Lutheran Church* exclusively for services as a minister of the gospel; and

Resolved, that of the annual compensation paid to *Rev. Bill Crabtree* for calendar year 2024 \$40,000 is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code.

**Motion: Be it resolved that on this 11<sup>th</sup> day of December, 2023, at the meeting of the Church Council, a motion was made by Jacque Story and seconded by Sue Shultz that the Church shall pay a housing allowance to Pastor William Crabtree as compensation for services he performs for the Church in the exercise of its ministry.**

### Passed Unanimously

Whereas, Section 107 of the Internal Revenue Code permits a minister of the gospel to exclude from gross income the rental value of a rectory furnished to *him* as part of *his/her* compensation, and a church-designated housing allowance paid to *him* as part of *his* compensation to the extent used for actual expenses and

Whereas, *Pastor Jonathan Sansgaard* is compensated by *Silverdale Lutheran Church* exclusively for services as a minister of the gospel; and

Resolved, that of the annual compensation paid to *Rev. Jonathan Sansgaard* for calendar year 2024 \$40,000 is hereby designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Code.

**Motion: Be it resolved that on this 11<sup>th</sup> day of December, 2023, at the meeting of the Church Council, a motion was made by Jacque Story and seconded by Sue Shultz that the Church shall pay a housing allowance to Pastor Jonathan Sansgaard as compensation for services he performs for the Church in the exercise of its ministry.**

### Passed Unanimously

Bradley Posadas let the Council know that Sue Starks would be taking over the position of Treasurer for the SLCW. Barb Pennington will remain as the back-up.

Bob Arper mentioned that Lutherhaven could use some volunteers for the financial review committee.

**Review of Action Items**

None

**Lord's Prayer**

**Adjourn**

Meeting adjourned at 8:59 PM.

## **Lead Pastor Council Report**

**December 11, 2023**

**Rev. Bill Crabtree**

### Admin

- Program staff meeting – always great energy – coordinated all our work together. This meeting is recorded so Council is more than welcome to listen.
- Did all the usual admin meetings: weekly staff, mutual ministry committee, and separate meetings with PJ/Justin, Kim, and Bruce. Also met with our new Community Connector Becky. Also met regularly with Altar care leader, Jane Rhodes.
- Lots of work pre-Annual meeting supporting the tech, doing slides for meeting, working with bookkeeper, President, etc.
- Lots of last-minute work on Nominating Committee but finished successfully our work.
- I'm working on getting my summer things set – Men's Retreat etc.

### Education

- Finished Foundation class and brought in a good group of New Members. Currently assessing when I start the next class, either the first of January or right after Easter.
- Finished Thursday Genesis study and now taking a break until after the first of the year – will start up again with the book of Exodus.
- Also prepping for men's retreat which will include 3 teaching sessions, sermon, and worship planning/playing.
- Israel Trip is in a real tough situation obviously with the war between Israel and Hamas. Met again with attendees and most are very hesitant to go even if the go ahead is given from Israel, FEB's Office in Israel, our State Department, etc. Never faced a situation like this and I'm praying for discernment on how a lead and what I do as well as what the group wants to do.

## Worship

- Very pleased that PJ and Katie got youth reading at all the services in Advent.
- Attendance has remained consistent with months before and seems to have leveled off at 300 in-person and 100 online.
- Organ volume issues have died down as we continue to fine tune but also as the congregation gets used to a pipe organ sound.
- Decided to forgo the 11pm Christmas Eve service and just do two choir/bells services at 7 & 9 pm. So we have 11am, 5pm, 7pm, & 9 pm. I will be doing a Christmas day service at 10 am.

## Pastoral Care

- Much time was spent on a number of helping congregant's through personal crises and struggles.
- Hospital calls were made as well.
- Striving to see all homebound folks before Christmas. Saw a number of folks recently and have more to go. Sharing the load with PJ and Kim.
- Did one Baptism including pre-Baptism counseling with parents.
- Conducted two Weddings Since November – pretty large and at SLC – i.e. in our sanctuary which hasn't happened in quite a while. They both went beautifully although more work as we don't have a wedding coordinator currently. (We need one!) Each wedding with rehearsal, wedding, and reception was easily an 8-10 hour commitment.

## Churchwide Actions

I think my presentation at the Annual Meeting went well. Addressed the situation again the next Sunday during the education hour. I think people understand the basic situation and are prepared as possible for what the ELCA will be doing, prior to and at, the churchwide Assembly in 2025.

## Personal Time off/Sick Leave

Took about four days off (Sick Leave) and then have flexed my time to support Sandy in her major surgery to correct her birth defect (Pectus Excavatum) which has likely been the cause of heart, breathing, acid reflux, and liver issues. We are overwhelmed with

thanksgiving for all the support we have received from SLC. What a blessing to be in this very supportive and caring congregation!

### **Pastor Jonathan's December 2023 Report**

- **Middle School**

*middle wednesdays* - We have had a lot of service sprinkled in with our word for the months of November and December, GIVE. There is also a Lock-Ish planned for the last day of school for CK, December 20<sup>th</sup>, from 5pm-midnight for our 6-8<sup>th</sup> graders and their friends. Yes, we invented that word, but it is basically a Late Night kind of event with a scavenger hunt, food, and lots of other "reindeer games."

*middle sundays* – Jacque Story and I and Jessica have been teaming together to teach the middle youth. There have been a few others filling in as well. This past Sunday, the middle youth dropped off God's Work, Our Hands treats for the Emergency Room personnel at St. Michael's.

*middle camp* – Kind of early to talk about this, but we do have our dates set for June 24-28<sup>th</sup>. Family Camp will follow for SLC from the 28<sup>th</sup>-30<sup>th</sup>.

- **Confirmation**

We are re-formatting our Confirmation class for this coming year to be a year and a half, starting as usual in January, but going until October of the following year, rather than that year's October. We are currently identifying potential students and will then need to decide how to start that process for future classes. Will they overlap or will we take a two year swath. Stay tuned...

- **High School**

*SLY Wednesdays* – Our group has been following roughly the same pattern as the middle this year. We are now using one of our young adults for the middle and the remaining two for SLY small groups. That seems to be working better. We will be packing Christmas baskets this Wednesday, and then have a skating night on the 20<sup>th</sup> while the middle schoolers have their Lock-Ish.

*SLY Sundays* – We've had a pretty consistent Sunday group, and I anticipate some growth in the New Year as our stable of cross country runners go into the off season. We normally follow the lectionary, so that they are focusing on the same readings as worship.

*Summer Servant Trip* – Our first gathering was Sunday, December 3<sup>rd</sup>, and we announced our plans to serve in Fort Myers, Florida, primarily with hurricane relief through Lutheran Disaster Relief. We are focused on this destination, but are offering the

option to add on the National Youth Gathering in New Orleans the following week. We have about 13 youth signed up for Ft. Myers, with 4 interested in the NOLA add on.

- **Young Adults**

We have had a lot of transition in this group, with three young adults relocating or being transferred by the military, and two couples who have relocated as well. We continue to have many young adults in leadership, and we have 4 returning college students helping with the Lock-Ish over break.

- **Sunday School**

Jessica continues to lead this group, often as a teacher, but continuing to rotate in all kinds of other teachers and leaders. Currently, they are also practicing for caroling at Crista Shores this Sunday after the late worship.

- **Other**

**Synod Leadership** – I am continuing to work on Synod Council and the Synod Youth Team. In 2025 there will be an election of a new bishop, so Synod Council is starting to talk about that, and the Youth Team is planning a leader retreat. I will be at that in February leading two workshops.

**Pastoral Care** – I will be taking care of some pastoral care visits this month before Christmas and also trying to check in with some of our folks who are working through the holidays for the first time without loved ones.

**Worship** – Lots of work on the Thanksgiving Eve service and now working on the 5pm Family Service with a drama team of kids to lead that one. Pastor Bill is choosing scripture, and Jessica is doing slides for that one, and then the usual work on Christmas Eve service preaching and slides and script.