**COUNCIL MINUTES for April: Sunday, May 2, 2021, 1:00 pm via Zoom**

Present: Vanessa Deutschmann, Normale Doyle, Dale Fixsen, Ken Katzen, Ellen King, Don Link, Bea Luzier, Kathy Marshall, and Claire Matheny

Absent: Rebecca Dietz and Chris Hurley

Guests: Don Benson, Mary Brandenburg, Allan Lohaus, Bonnie Orrison, and Sandy Queen

Taking Minutes: Kathy Marshall

**Agenda**

Kathy led us in prayer

Ellen greeted the guests

Don L provided the jest

Ellen reviewed the Agenda.

**Affirmations**

Ellen offered many affirmations: the Building & Grounds Leadership Team with thanks for working to upkeep the building while it was closed; Claire and the Worship Task Groups for their ongoing leadership in worship; the Tech Team for the hours they have put in to the tech projects; and the Sacred Garden committee for all the beauty they have provided to KC and the greater community.

Normale affirmed Bob Ames for his work with the technical side of things while Don Benson was away.

Claire affirmed all the people working so diligently to get the KC Policies & Procedures updated, but especially Don Link, Bonnie Orrison, Bonnie Personett, Bea Luzier, Normale Doyle, and Ellen King.

**Minutes**

Due to a correction needed in the Human Resources report, approval of the Council Minutes for March 21, 2021 was put on hold until next month.

**MOTION was made and approved to accept the amended Minutes for the Community Meeting on March 28, 2021.**

Minutes for the Council Executive Meeting on April 27 were accepted (no Motion required.)

**Old Business**

**Renaming Process Update**:

Don L, Annora Bailey, and Rebecca Dietz comprise the Naming Team. The prior explanatory email will be again sent to the community with two additional pieces of information added: (1) the two meeting dates; and (2) the confirming statement that these meetings are NOT to consider specific names, but simply will occur as a venue for the community to express and have addressed any concerns they many have about the process. Normale will see that this news is included in the announcements given in the Sunday Hospitality after worship.

**Member Emeritus**:

Normale announced that the new proposal to process Emeritus requests has been put on hold for now. In the meantime, Community Life LT asks that Council proceed to affirm the 4 Members who recently applied for Emeritus Status. Jack Dunlavey, Carol Dunlavey, Rick Miller, and Florence Miller were affirmed by Council.

**Goals Update**:

Ellen reviewed the many changes to the most recent version of the Council's eight Goals for 2021. The good news is that Goal #1 is likely to be accomplished by the end of this year. KC's By-Laws have been revised and are currently under review, and Policies and Procedures are currently being revised by all Leadership Teams. It is a major Goal to accomplish, taking a great amount of volunteer time, so that some of the other Goals have had to be sidelined. Work by the Tech Team and the Worship Leadership Team is focused on re-opening for worship some time this year. Building & Grounds has scheduled a full Barn Work Day for Sunday, May 31, with details pending. Much discussion continues regarding the various proposals for updating KC's methods of communicating, within the leadership, with the KC community, and with the greater community. **See Council's 2021 Goals attached.**

**New Business**

Allan Lohaus initiated a good discussion of the changing aesthetics in the worship space, being now very different from the pre-COVID rustic atmosphere, due to the addition of all the technical and digital equipment installed in order to cope with the pandemic lockdown of the building. As we approach re-opening, returning worshippers will be confronted with the changes and will have questions about the change of atmosphere. Is this permanent? Can we ever return to the old setup? Or will the future of KC always include Zoom and streaming as the new norm? KC is stepping into an unknown future. Council will listen respectfully and question this new normal experience along with the congregants, living into it and seeing how it goes.

**Leadership Team Reports**

**Building and Grounds Leadership Team:**

Allan requested the building be officially opened for the planned Barn Work Day on May 31. There was discussion on logistics, number of volunteers to be allowed to participate, is vaccination required, how will lunch be handled, etc. Permission was granted and B&G will work out the details and send a sign up email.

**Rental Team:**

Kathy provided a Rental Report for April 2021. She also requested that permission be granted to allow the old time band Tuesdays at Two, which includes 3 KC Members, be permitted to play once a week upstairs inside the building when temperatures are too hot for playing on the front patio, and/or when the anticipated cicada hatching begins. Permission was granted.

**Worship Leadership Team/Tech Team**:

Don Benson requested approval of purchase of a camera, wireless mic, and auxiliary set up equipment for use in boosting the ability to stream outside in the Sacred Garden. This camera would work both outdoors and indoors, and would become the third camera once worship moves indoors.

**MOTION was made and approved for the Tech Team to purchase an additional camera, a wireless microphone, and auxiliary set up equipment for use in the outside worship services for now, and for inside worship whenever it begins.**

Vanessa noted the outdoor worship experiences need to have better sound projection. Sandy Queen volunteered her 2 personal speakers to be tried to improve the sound quality.

The new position of Tech Assistant has been filled, and the contract is being finalized. Approval by Council may happen via email

The teams discussed a possible timeline for re-opening, aiming for June. There are many details that need to be worked out, and time in May must be scheduled for the Tech Team to practice with the new technology before going live. Theresa will be asked to have WLT provide a step-by-step plan for re-opening, without firm dates, for further discussion by Council. At some point, this information will need to be shared with KC worshippers, along with a list of volunteer opportunities that WLT will need filled in order to support WLT's efforts to re-open smoothly.

**Community Life Leadership Team:**

Normale submitted her report. She noted additionally that the CLLT is reviewing their section of the Policies & Procedures, and is considering having CLLT be joined by others from KC to update the section on KC email policy, since such policies affect many different aspects of KC life.

She also noted that, although we have a good system for tracking new people, we do not have a way to track people who drift away, or to welcome back people who have not been around for a while. This important shepherding mission is on our “Parking Lot” awaiting a volunteer. Normale will have a few minutes at the June Community meeting to try to recruit a volunteer for CLLT to do this shepherding mission.

**Financial Leadership Team:**

Don L presented and reviewed with Council the March 2021 Summary, and noted that the First Quarter Financial Reports show that there has been considerably more income than expenses, a good thing as KC goes forward.

FLT is meeting with Building & Grounds LT to discuss moving ahead with the fire safety plan that has been proposed.

**Human Resources Leadership Team:**

Bea submitted her report. HRLT is meeting to finalize as soon as possible (1) the Time of Renewal for Claire; (2) the contract revision for Amy Sens; and (3) the contract for Austin Sapp, who has accepted the offer to serve on the KC Tech Team. Bea will ensure that the Finance Leadership Team receives all new payroll information.

**Spiritual Enrichment Leadership Team:**

Mary's report was submitted. The Poetry and Prose class is ending, but Mary and Martha Lohaus are currently co-leading a book study on When the Heart Waits, by Sue Monk Kidd. Vanessa noted that SELT activities will pause over the summer, and will pick up again in the fall with many full and rich offerings planned.

**June 27 Community Meeting**

Ellen reviewed her suggestions for the Agenda for our quarterly Community Meeting. She will email the announcement to the community, and ensure it is announced at Hospitality times.

**Discussion on how to be more of a presence in the community surrounding KC**

It was suggested that this might be accomplished by creating a new Leadership Team, and there followed a discussion on what the process would be, what the authority and responsibilities would be, and ensuring a new LT stays aligned with KC corporate. Normale will look in CLLT Policies & Procedures to see if there are guidelines for deciding the right structure for an issue, and to determine what the process would be to form a new LT. Is forming a Focus Group a better way to achieve this? Would a sub-group of an existing LT be a better solution? The item was referred to Council's Parking Lot for further discussion at next Council meeting when more information has been procured.

**Enabling Minister**

Claire submitted her report, and additionally noted that she has been able to visit in person with Pat Engelbach and Al German. She and Ken are co-leading the Ten Essentials for a Multiracial Congregation study group.

**Parking Lot**

Request for new Leadership Team: (1) discuss the proposal, and (2) decide the best way to respond to the request

Kathy gave the closing prayer.

**Assignments for May 30, 2021 Council Meeting**

Facilitator – Ellen Chaplain – Claire

Jest – Kathy Process Observer – Ken

Timekeeper – Chris Parking Lot - Vanessa

Dates to Remember:

5-27-21 Executive Meeting, Thursday, via Zoom at 7:00 pm

5-30-21 May Council Meeting, Sunday via Zoom at 1:00 pm

6-13-21 Eventide Service, via Zoom at 4:00 pm

6-20-21 June Council Meeting, Sunday via Zoom at 1:00 pm

6-27-21 Quarterly Community Meeting, Sunday via Zoom at 1:00 pm

Respectfully submitted,

Kathy Marshall, Council Secretary