

CONGREGATIONAL COUNCIL MEETING
FIRST LUTHERAN CHURCH
Agenda for February 12, 2019

- A. Call to Order
- B. Opening Prayer - Barb Johnson Frank
- C. Approve Current Agenda
- D. Approve minutes of the Congregational Council meeting of January 8, 2019
- E. Bible Study
- F. New Business
 - 1. Welcome of new Members and Introduction of all members
 - 2. Election of Officers
 - 2. Council Orientation
 - a. Constitution
 - b. Standing Rules
 - c. Financial Report
 - 3. Motion to Approve The Senior Pastor's Compensation
 - 4. Selection of the Council representative for the Nominating Committee
- H. Old Business
 - 1. Construction update - staff
 - 2. Open Comment Period
- G. Treasurer's Report - Brian Niebuhr
- J. Staff Reports
- K. Committee Reports
- L. Closing Prayer - Barb Johnson Frank
- M. Adjournment

Executive Committee: March 5, 2019
Next Council Meeting: March 12, 2019
Setup and Prayers for Next Meeting:

Information Items

	Baptized	Confirmed
1. MEMBERSHIP as of January 1, 2019	1208	996
Members received in January:		
A. by baptism (15 years and under)		
B. by baptism (adult)		
C. transfer from ELCA congregation	1	1
D. other Lutheran		
E. affirmation of faith		
F. transfer from non-Lutheran congregation		
G. other and statistical adjustment		
2. Members Removed		
Members removed in January:		
A. death		
B. transfer to ELCA congregation	7	7
C. transfer to non-Lutheran congregation		
D. other and statistical adjustment	3	2
MEMBERSHIP as of January 31, 2018	1197	988

Average Attendance

December	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
	476	425	424	410	449	387	378	352	341	391	366

Added:

Baptism:

Affirmation:

Transfer: Dylan Roberts

Other:

Removed:

Death:

Transfer: Carol & Russell Brettmann, Larry & Deanna Reifschneider, Dan & Pat Bartels, Alisha Bartels

Dropped Due to Inactivity:

Other: Linda Siedhoff, TJ and William Kaspar

Congregational Council Meeting

First Lutheran Church

January 8, 2019

MEMBERS PRESENT: Natalie Peters, Pastor Dan Warnes, Jennifer Nelson, Mike McDannel, Rebecca Pfabe, Barry Graham, Slate Mathes, Mary Rogge, Barb Johnson Frank, Kim Cordonier, Matt Peters, Kim Hall, Pastor Justin Eller, Brian Niebuhr, Priscilla Hayden-Roy, Judy Bailey,

MEMBERS ABSENT: Dawn Brock

STAFF PRESENT: Sunni Richardson, Sharon Hardel, Bryan Hanson,

MEETING RECORDER: Ann Carlson

- A. **CALL TO ORDER:** President, Barry Graham, called the meeting to order at 7:00.
- B. **OPENING PRAYER:** Barry led the opening prayer.
- C. **APPROVE CURRENT AGENDA:** It was moved and seconded to approve the current agenda. The motion passed.
- D. **APPROVE MINUTES OF THE CONGREGATIONAL COUNCIL MEETING OF DECEMBER 11, 2018:** It was moved and seconded to approve the minutes from the December meeting. The motion passed.
- E. **BIBLE STUDY:** The Bible study was on Isaiah 43:1-7.
- F. **NEW BUSINESS:**
 1. **Motion to Waiver the Performance and Payment Bond**

It was moved by Brian Niebuhr and seconded to authorize the application for a waiver of the requirement to obtain a performance and payment bond for the building project. Much discussion followed.

 - Not obtaining the performance and payment bond would save approximately \$25,000 on the cost of the building project.
 - Taking this action could increase our liability by an unknown amount should Hampton Enterprises become insolvent before the completion of our project.
 - The Building Committee did not reach a consensus as to whether to have a performance bond.
 - Has this topic been discussed with any donors? It is likely that the donors are split on this issue.
 - We need to protect our investment and the investment of our members.
 - Hampton is an established company that has been in business for over 70 years. In that entire history, they have never had to execute on a performance and payment bond. They have a lot of assets and a lot of personnel. The bond would be utilized

if Hampton were to go bankrupt. The bond would be used for someone else to finish the job if Hampton cannot do it.

- RDG recommends monthly lien waivers from the subcontractors.
- Contractors want to build strong relationships with surety companies.
- We have enough financial stability to absorb any additional costs incurred. If we waive the bond and there is an issue, the worst scenario is that we would need to add to our mortgage.
- If a waiver is requested, it is likely that the waiver would be granted.
- Bryan Hanson stated that the construction budget has a 3% contingency built into the price.
- A letter to Barry from Jerry Westhoff, President of J.J. Westhoff Construction Co., was included in the Council meeting packets for discussion. Jerry highly recommended that Council require the bonds to protect themselves and the members of First Lutheran Church.
- Pastor Dan reached out to others such as Sheridan Lutheran and Tabitha to see how they handle bond waivers.
- Mike stated that it is the responsibility of Council members to thoughtfully talk about the matters at hand, think about the matters at hand and be nice.
- Most Mission Investment Fund ("MIF") projects do not have a performance bond.
- Pastor Dan requested that Council members vote by use of a written ballot. Kim Hall counted the ballots.
- A vote yes is to waive the bond. A vote no is to purchase the bond.
- The vote tally was 11 yes and 5 no. We will apply to waive the bond.

2. Motion to advance the Annual Budget to the Congregational Meeting

It was moved by Brian Niebuhr, Congregational Council Treasurer on behalf of the Finance Committee, supported by the Executive Committee members and Finance Committee members and seconded that the Church Council of First Evangelical Lutheran Church in Lincoln, Nebraska approve the proposed 2019 Ministry Budget. Discussion followed.

- The 2019 Ministry Budget recommended by the Finance Committee is based on total receipts and expenditures of \$990,000.
- Projected offering receipts of \$974,800 represents a .05% increase over 2018 actual results (\$974,314).
- Total Benevolence/Serving giving of \$175,464 represents 18% of projected offering receipts, with 12.6% to the ELCA and Nebraska Synod (\$122,825) and 5.4% to local benevolences (\$52,629).
- Program expenses (Worship, Learning and Hospitality/Care) total \$41,454; .08% increase over 2018 actual expenses (\$41,422).
- Support expenses total \$773,082; .64% increase over 2018 actual expenses (\$768,161).
- Even though pledged money is down, we have put together a flat budget.
- See are seeing the tip of the iceberg from the building campaign.
- Benevolences will go down from 20% to 18%.

- We have one more year on our three-year commitment to UNL Lutheran Center.
- Council members are sensitive to the ELCA reduction.
- Comments from the listening posts are that we need to think about local benevolences too.
- We get 12,000 covers for bulletins at a time. We paid for covers that will last for two years in 2018.
- We can look at the costs of The Lutheran magazine for future budgets.
- If members would use bank auto pay instead of Simply Giving, banking fees could be reduced.
- The Mortgage Transition Fund is 1% of our budget. If we needed to at year end, we could consider a reduction of the amount placed into this fund.
- Because unpledged receipts are incorporated into the budget, we should review where we stand with unpledged receipts several months into the year.
- We have had several years when pledges drop and funds that were not pledged increase.

The motion passed.

3. Motion to establish a Mortgage Transition Fund as a Fund II Account

It was moved by Brian Niebuhr, Treasurer, on behalf of the Finance Committee and seconded to establish a Mortgage Transition Fund as a Fund II account. This fund will initially be funded with \$13,000 from an undesignated member gift.

- This fund will be used to help supplement the budget during the years when we begin to add the mortgage to our annual budget. Over time, the mortgage transition fund will be drawn down to zero as we absorb the full cost of the mortgage in our annual budget.

The motion passed.

4. Motion to allocate money to cover the 2018 budget deficit of \$15,220.85

It was moved by Brian Niebuhr, Treasurer, on behalf of the Finance Committee to allocate money to cover the 2018 budget deficit of \$15,220.85. The proposed sources of these funds are:

1. Transfer some expenses from the Repairs/Maintenance expenses to the Maintenance Reserve Fund -Details: lawn sprinkler repair \$936.23; Replace damaged roof tiles \$763.00; Furnace repair \$4,351.23 for a total of \$6,050.46
2. Transfer money from undersigned member gifts – Details: Member gift 1 \$3,171.80; Member gift 2 \$2,083.08 for a total of \$5,254.88
3. Transfer the remaining balance of \$3,915.51 with additional transfers from Repairs/Maintenance expenses to the Maintenance Reserve Fund.

After slightly lower than expected receipts in 2018 and a few unexpected expenses in December, we ended the year with a deficit. To balance the books, we need to reallocate funds to end the year with a \$0 deficit.

Discussion followed. The Council packet listed a couple of alternative options to change the source of the \$3,915.51. After consideration, they Council did not want to take funds from benevolences or special offerings, so no amendment was made to the motion.

The motion as presented passed.

5. Nominating Committee – Slate Mathes

Slate mentioned that they need one additional candidate for the Nominating Committee and one additional candidate for Church Council. The nominees will be presented at the weekend meetings.

G. OLD BUSINESS:

1. Building Process Update – Brian, Pastor Dan, Barry

- We are still waiting for the appropriate building permits. We hope to have them along with the construction schedule soon.
- We will be able to use the sanctuary through Easter.
- The project will last approximately 14 months.
- Construction on the kitchen will begin in a few weeks.

2. Welcoming efforts/feedback – no report

3. Open Comment Period – the 150-year celebration is scheduled for April 25 and 26 of the year 2020. We want the construction to be done before the celebration.

H. TREASURER'S REPORT – Brian Niebuhr

YTD receipts through December 31 are under budget by \$21,925. YTD expenses through December 31 are under budget by \$6,704. The YTD deficit through December 31 is \$15,221.

I. STAFF REPORTS: Pastor Dan will be meeting with Dimensions on Thursday. Sunni thanked everyone for moving furniture.

J. COMMITTEE REPORTS: None

K. CLOSING PRAYER: Barry led the closing prayer.

L. ADJOURNMENT: The meeting adjourned at 8:48.

MEETING DATE: February 12, 2019

SUBJECT: Salary increase for Lead Pastor Dan Warnes

PROPOSED ACTION: Approve a 2.5% salary increase for Lead Pastor Dan Warnes effective March 1, 2019.

BACKGROUND: According to the Bylaws of the Constitution of First Evangelical Lutheran Church:

The Compensation Review Committee consisting of the Lead Pastor, the Council President, the Treasurer and a council designee at large, recommended and the Council approved a 2.5% increase across the board for all staff for the ensuing year. As required by the constitution bylaws, the Council must take specific action to authorize any salary increase for the lead pastor. This motion authorizes the 2.5% raise for Lead Pastor Dan Warnes effective March 1, 2019.

SPONSOR: Barry Graham, Council President

Council Report
February 12, 2019
Rev. Dan Warnes

1. Building Project.

- a. **Final Permit.** We have a building permit!!
- b. **Construction.** Hampton Construction informs us that this project will take 14 months to complete. Phase 1 is underway.
 - i. Phase 1- New nursery/restrooms, kitchen, and preschool rooms.
 - ii. Phase 2- Sanctuary gathering area, and offices.
 - iii. The ramp/sidewalk near the chapel will be completed in the next few weeks.

2. Worship Plans.

- a. **Storage.** We've constructed a temporary wall in the Activity Center for the storage of musical instruments and supplies on one end. (It's lockable). We currently store kitchen supplies on the other end. This will remain unlocked so that people can access kitchen supplies when needed. Once the new kitchen is completed, this space will store the sacristy supplies; robes, paraments, and communion supplies.
 - b. **Activity Center upgrades.** (These are all long term capital upgrades)
 1. LED lights will be placed in the stage area spotlights.
 2. The stage will be re-carpeted.
 3. Because of a generous gift from First Friday Jazz, 74 sound panels will be placed around the upper wall perimeters to absorb sound.
 - c. **Activity Center as Worship space.** A committee is at work designing ways to make the Activity Center more "worshipful."
 - d. **Funerals.** During the period of time the sanctuary is unavailable, we have an agreement with Holy Trinity Episcopal church to use their worship space and fellowship hall for \$150 per funeral. This assumes our custodian sets up and takes down chairs and tables. This assumes our musician is used in the funeral service.
- 3. Staff flexibility.** Our staff deserves much appreciation for their flexibility and creativity during these times of construction.
- 4. Dimensions Preschool.** As of February 6, 2019 we have not established a process for the development of a contract with Dimensions.
- 5. Northwest gate.** The manager of Clocktower Mall has been requesting we revisit our policy of keeping the northwest gate closed except on Sundays, First Friday Jazz days, and large funerals. *We made major progress in our relationship with Clocktower management this month.* I provided the managers with their own key to the gate. Thus, they are able to open it on Friday and Saturday nights to accommodate additional parking needed for their wedding venue traffic. We'll be in conversation with Clocktower management, our Property Committee, and Executive Committee about future plans for use of the gate..
- 6. Monday Office Volunteers.** We are very grateful for the men and women who have volunteered to staff our office on Mondays. It's going very well!
- 7. Pastoral Acts.** I performed two funerals since our last meeting.
- 8. Personal.** I am on vacation February 12-16, 2019.

Respectfully Submitted,
Pastor Dan Warnes

First Lutheran Church Council Report
February 6, 2019
Rev. Justin Eller

1. **Lenten Planning.** As is our tradition at First Lutheran, program staff gathered together to plan our Lenten theme for this year. Pastor Dan suggested we continue exploring the breadth and depth of our Welcoming Statement that shapes who we are and how we relate with one another. During the mid-week Lenten services we will reflect on God's welcome of us from a variety of perspectives.
2. **Vacation Bible School.** I sat in on the VBS planning meeting where we explored the possibilities of returning to an all-day VBS, but also offer a shorter schedule for pre-school aged children.
3. **Elementary Youth Group.** Several parents of elementary students gathered to continue our group building while the kiddos played games and learned more about epiphany. We played the game comfy chair.
4. **Dinner+Learning #6B: "Confession & Forgiveness".** This month the confirmands, parents, and I gathered for pot roast and conversations around confession and absolution. We all agreed that while forgiveness is a gift we are given by God and what we are called to do with one another, it is a totally different thing to forget when we are hurt by someone else. We watched compilation videos of guilty dogs to help us recognize contrition as part of the repentance process. I'm grateful to Pastor Dan for accompanying the parents.
5. **Hopeful Grieving.** Judy Bailey and I partnered up again for another series of grief support classes in January. We are journeying with nine participants in the current group. Every time we gather together, I learn so much from their experiences. I continue to pray that God's peace and comfort surrounds each of them.
6. **Digital payment- Square.** We have been using the Square to accept debit/credit card payments since the beginning of January with very positive results. The app and plug-in is easy to use and makes accounting and reporting super easy.
7. **Lifelong Learning Plan Task Force.** The Lifelong Learning Team met for our first "monthly" meeting to review modifications made to the draft of the *Framework for Transformational Learning (FTL)* per recommendations and suggestion during our December gathering. We decided to continue tweaking it until May 2019, while moving forward with getting in front of the congregation as soon as possible. This has been an exciting process and I am extremely grateful to this team of dedicated educators and leaders.
8. **Forgiveness "F-Word" Project.** I met with Pr. Steve Mason, who is also a Faith Coalition of Lancaster County Board member, to continue discussing a *40-days of Forgiveness* interfaith devotional. We are inviting faith leaders from around the Lincoln area to reflect on the meeting of forgiveness.
9. **WACFSW.** The Nebraska Synod's *We Are Church for the Sake of the World Working* Group met at FLC to continue our plans for quarterly resource publications on the theme during 2019-2020
10. **AMMPARO- Guardian Angel Task Force.** The synod's task force meet to continue our conversations about how we might best accompany migrant children during their court hearings. We also heard an update from the conference call of Welcoming Congregations.

Respectfully submitted,
Pastor Justin

First Lutheran Church Council Report – February 2019

Sunni Richardson, Deacon – Director of Discipleship

January to February Happenings

- Creation Care – Earth Day 2019 planned with Creation Care Team
- Benevolence/Serve budget finalized and submitted
- Staff meetings – Lent planning, building plans and calendar updates
- Conversation with Churchwide staff about Gifts of Hope, Good Gifts, Word & Service ministry and candidacy
- Leadership Development Table meetings with Bishop Brian Maas and Timothy Siburg/synod staff
- Drinking from the Well – Spirituality direction program of the Nebraska Synod – webinars, small group sessions and individual work utilizing spiritual practices.
- FaithTrek – writing weekly lesson plans, gathering supplies, planning weekly Opening, FaithTrek monthly family resource and communication with FaithTrek families and Guides
- Serve – Distributed Discipleship Plan list to point people for various projects and provided support through emails and conversation – Casserole Caravan, Stitchers, Kicks for Kids, Backpack program, Fair Trade, Matt Talbot, Tanzania Health projects, Lutheran Food Pantry, Meals on Wheels and CROP Walk
- Supply Sorting and Organizing – Continued working with Judy Batterman on sorting, organizing and sharing supplies from First Learning Center Preschool. We worked together 4-5 days in December & January. Judy worked many additional days by herself. Once we can get back in the classrooms on the Upper Room level we will finish organizing. Thanks to Steve and Karen Lenzen for delivering donations.
- Proof weekly First Glance bulletin insert, Voice and reviewing the web site for updates
- Preached Epiphany
- Nominating Committee coordination and support
- Other – Book discussion group, Mosaic staff conversation, discernment conversations with several individuals, Lifelong Learning Planning Task Force meeting, emails to organize small group faithful conversations, kitchen meeting and ...

Deacon Discussion

January 21 a small group of deacons from Nebraska and Region IV met at Carol Joy Holling to discuss the role of deacons as leaders in the ELCA. The ELCA combined Associate in Ministry, Deaconess and Diaconal ministry in to one roster of Word & Service to be known as deacons. For the most part, this is a paperwork/constitutional change not a change in systems, responsibilities, benefits or systematic support. Across the country similar gatherings are happening and consistently the deacons are sharing the fact we bring valuable gifts to the church and the same frustrations as related to the call process, educational support, benefits and recognition as viable leaders in the ELCA. We are fortunate Bishop Brian Maas is supportive of deacons but the fact remains, calls for a deacon in the Nebraska Synod are extremely hard to find and you are on your own to find a call. And, the really sad fact is many calls do not include benefits and ELCA deacons, although rostered, do not receive a housing allowance like deacons in other denominations. The conversation continues with a focus on education within the ELCA institution and a larger gathering of Region IV deacons being planned for winter 2020.

Projects

- FaithTrek Ministry – ongoing including writing weekly lesson for the 5 groups and gathering supplies
- God's Work Our Hands – looking at new opportunities to serve
- Worship assistance and preaching assignments
- Orientation with 2019 nominating committee
- Deacon conversation and Synod Leadership Development conversation and related projects
- Spiritual direction – small group, webinar, meeting with spiritual director
- Cleaning my office (everyone will probably cheer at this idea- ha)

Director of Worship and Music

Masako Bacon

January, 2019

The year of our Lord, 2019, we started worship on Epiphany Sunday with wonderful music with Band and the following week, Baptism of the Lord, with guests from Wesleyan University Choir. They blessed us with their beautiful music which inspired us. Many generous people provided their breakfast (end up more like brunch) which all students and the director still rave about. I so appreciate those who extended a First Lutheran welcome.

January Sunday Musicians:

- 1/6 (8:15 & 10:45) Band (Becca & Chris Simley, Trevor & Lucas Culbertson)
1/13 (8:15 & 10:45) Nebraska Wesleyan University Choir (Dr. William A. Wyman, director)
Anna Kruse, viola
1/20 (8:15) Adult Choir
(10:45) Cherub Choir
1/27 (8:15) Adult Choir, Martha Tanner (cantor/solo)
(10:45) Chorister Choir (song and Orff), Tracy Knezevic (cantor)

Saturday Musician

1/5- Boyd Bacon, 1/12 & 26- Christine Carman, 1/19- Kristina Hanson

Faith Trek music:

Becca Simley has agreed to lead the opening music through May. Epiphany music was "*We Are Marching in the Light of God.*" I will continue to find ways to connect the children to the "familiar" parts of the worship service. I had an opportunity to be in each classroom in January. I appreciated the chance to meet the children and the teachers. Also I'm grateful for Sunni and the teachers for sharing their teaching time. These activities included the students making percussion instruments:

- 1/6 (Epiphany) Kindergarten- Grade 1 Choral Reading of *Three Wise Men's Visit* with a rainstick.
1/13 (Baptism of the Lord) Pre School-Pre K *Baptized in Water* (stz. 3) and Refrain of *Jesus Loves Even Me*
making dove shaped maracas
1/20(2nd Sunday After Epiphany) Grade 2-3 *We Are Marching* and *Wa wa wa Emimimo* (Come, O Holy Spirit)
in Nigerian language with a rainstick
1/27 (3rd Sunday After Ephphany) Grade 4-5 *We Are Marching* _with hand drums
(made with balloons and plastic film)

The children made all the instruments mainly from recycled materials. My thanks go to Steve Lenzen and others who kindly saved and brought cans and containers.

Worship Planning during Construction:

Worship and Music Committee met and primarily focused on following the building construction time lines and created task-force groups (1. Sound/Lighting, 2. Worship Decoration, and 3. Instrumentation) to work on the each area.

Respectfully submitted,

Soli Deo Gloria

Masako Bacon

Sharon Hardel's Report to Council Jan. 9, 2019 – Feb. 12, 2019

Activities This Month:

I participated in regular staff meetings, a staff Epiphany lunch, Love First Dance planning, VBS planning, and calendar planning for 2019. I also participated in the monthly youth workers meeting at Camp Carol Joy Holling.

Middle and High School Learning have been meeting each Sunday. The High schoolers helped prepare the Spaghetti Feed on Sunday Jan. 27, so they did not meet for their regular class. Pastor Justin and Dave Schmitter have been the primary High School facilitators over the month and Carin Sandman, Courtney Andreson, Megahn Schaffer and I have been rotating with the Middle School youth.

The Senior High Youth Group served at Matt Talbot on Jan. 6 and Food Net on Jan. 13. They really enjoyed their day at Food Net and we plan to do that quarterly. We held a lock in on Jan. 20 and made decorations for the Love First Dance, played games, and got a little bit of sleep. The Spaghetti Feed was held Jan. 27, thanks to all who donated toward the summer trips! A Super Bowl Party was scheduled for Feb. 3, however due to sickness of our hosts and low number of RSVPs that event was cancelled. The Love First Dance is Feb. 9 and the youth will be decorating on Feb. 8. It is sure to be great fun.

The Middle School Youth Group met Jan. 6 and enjoyed a pot luck dinner and experienced some prayer stations. The youth also helped at First Friday Jazz and with the Spaghetti Feed as some of the funding will also go to support their summer trip to South Dakota. The middle schoolers held a Super Bowl party at the Niebuhr's home on Feb. 3. We enjoyed great food and a fun Super Bowl Bingo game and some charades at the party. The middle schoolers will also help with the Love First Dance on Feb. 9.

The Souper Bowl of Caring Food Challenge went well this year. We collected over 600 food items (counting the \$250 Thrivent Action Team donations) and \$98.76 for the Lincoln Lutheran Food Pantry (and some items from the Action team card went to Matt Talbot as they sent us a request to help with their Souper Bowl of caring too.) The Food Pantry (and Matt Talbot) were contacted to find out what food items were most needed and that is how the food challenges were put together.

The Pre-School and Elementary children and parents met on Jan. 6 and we decorated star cookies and learned about Epiphany. We did not meet on Feb. 3 as many families had other plans with the Super Bowl. We will meet again March 3.

The Lincoln Stars held a Faith and Family event on Jan. 20 at 2:00 pm. Six families from First attended the game. We had tickets that gave us unlimited sandwiches and drinks as well as free skating after the game with the team. They also played the movie "Facing The Giants" while the skating was going on. \$5.00 of every ticket went to Food for the Hungry.

Kent and I attended the ELCA Youth Workers Network conference in Jacksonville Florida Jan. 25 – 28. The main stage speakers really challenged us on difficult social justice issues as well as our

relational ministry styles. The workshops contained some good information about culture and age developments. We also got to see a screening of the documentary "Social Animals" which follows 3 teens as they grow up on Instagram. It was quite eye opening. We had a Q&A session with the director following the screening. In addition to the event, Kent and I got to visit friends of ours in Sarasota on Jan. 23-24 and my cousin in St. Augustine on Jan. 28 after the conference ended. Travel was difficult getting to the conference and home, but it was nice to have a few days in the sunshine.

Several First Lutheran folks attended the "Seeking The Spirit Within" one day retreat in Grand Island on Feb. 2 so we carpooled with the church van. I was asked by Lisa Kramme to help lead a workshop at the event on the Peer Ministry information we learned at the High School LYON event.

Projects Working On:

1. Youth Group gatherings for pre-school – high school youth
2. Middle School Learning lessons with Megahn, Courtney, and Carin
3. Summer accompaniment trips (Sr. High and Middle School)
4. VBS – scheduled for June 17 – 21
5. Bible Class – a second level class for 2nd – 4th graders scheduled for March 24
6. Developing a "Walking Wet" curriculum for parents of newborns and children up to 3 year olds.

In Peace,

Sharon Hardel

Adult Forum Committee
January 8, 2019 – Meeting Notes

Gene Brass, Patrick Hayden-Roy, Jim Kisling, Brian Niebuhr, Sunni Richardson, Lyle Petersen and Connie Kisling met on January 8, 2018. Absent: Karen Statham.

Outstanding items and older topics:

- a. More Nadia Bolz-Weber videos for possible backup topics – talk more in 2019.
- b. *Nebraska Vocational Rehabilitation Organizations*, suggested by Clay Ehlers. To be continued.
- c. *A view of the challenges of Lutheran churches big and small in the Nebraska diocese* – Assistant to the Bishop, Juliette Hampton (suggested Megan Morrow) – Lyle talked with Megan. We will be scheduling once he hears back from her about a date.
- d. *World Food Prize* (out of Des Moines, in regard to hunger) Keegan Kaukzky – Sunni checked with him, discussed what would be the right audience; willing to do a Forum, but would also like to connect with youth; need to follow up about this.
- e. “*Gotta Be Me*,” Program in Omaha, Tiffany Clifton – Sunni will communicate more with Tiffany.
- f. *Study on End-Time Theologies*, suggested by Megan Morrow – Pastor Dan suggested postponing for a few months.
- g. *The Question of why the moving of the embassy is problematic or advantageous* – suggested by Megan Morrow. Keep on list, check in later.
- h. *A Bible study focused on the “promised land” and what that does or doesn’t mean for contemporary Israel* – suggested by Megan Morrow. Keep on list, check in later.
- i. A book, “*The Rapture Exposed*” by Dr. Barbara Rossing (professor at Lutheran School of Theology in Chicago) – suggested by Megan Morrow. Keep on list, check in later.
- j. *Ratio Christi* – UNL group presenting an argument for defending the Christian faith – Gene checked with them, theologically may not fit with our understanding of scripture. Gene will follow up to see how that might work.
- k. *TEDWomen 2018*, Michelle Michl (FLC member) – Sunni hasn't gotten anything back.

Remaining January-February 2019 Schedule:

January 13 – Annual Meeting Preview in the Activity Center – NO Adult Forum

January 20 – Annual Meeting Preview in the Activity Center – NO Adult Forum

January 27 – *My Year of Internship*, Vicar Jason Davis from the UNL Lutheran Center - Gene will follow up

February 3 – *The Church Has Your Back: Guardian Angel Program* – Pastor Justin.

February 10 – *What is Our Congregation's "Lifelong Learning Plan"?* – Pastor Justin.
February 17 – *Friendship Home* – Sarah Troyer, Development Coordinator (rescheduled from November 2018).
February 24 – *Spiritual Direction* – Gina Seebohm, our certified spiritual director through the Nebraska Synod program.

2019 Calendar and Scheduling –

- a. *What is Our Congregation's "Lifelong Learning Plan"?* Pastor Justin - scheduled for February 10.
- b. *Friendship Home* – Sarah Troyer, Development Coordinator – Rescheduled for February 17th.
- c. *Story Telling – Us Telling and Listening to Others* – Lisa Kramme (on Synod staff) Scheduled for March 10.

BACKUP Topics:

1. "*Cross: Where God Is,*" suggested by Pastor Justin. Utilizes the You Tube Video: Pathways video #5 *The Cross, Animate Faith, Nadia Bolz Weber* (8 minutes and 48 seconds).
2. PBS DVD, "*Martin Lutheran – The Idea that Changed the World.*" Patrick presenting.
3. Rob Bell DVD's

Ideas for Presentations/Other Topics/Comments

Kay Rockwell suggested the three following topics:

1. *Pop-up courses at UNL.* The Committee chose not to utilize this topic.
2. *Architecture Students Design New Santee Sioux* – Discussion emphasized that we would need to make sure the orientation involves looking at the spiritual traditions and history that went into the planning. Connie will make this contact.
3. Book "*An Orchestra of Minorities*"—Connie will see if Kay Rockwell might do some additional research.

Sunni suggested a report from Synod Assembly attendees on June 9th or 16th. She will follow up to see what would work best.

Connie mentioned she needed to have someone set up for the January 27th presentation with Vicar Jason Davis. Gene volunteered to do this.

Connie is going to check with Kathleen to see if she is able to record Patrick's presentations on April 28 and May 5, *The Formation and Reception History of the Text of the Bible*. The goal is for possible posting on the Church website.

Adjourn

Submitted by Patrick Hayden-Roy

Creation Care – January 29, 2019

Attending:

Rebecca Pfabe, Jennifer Wemhoff, Cindy Lilleoien, Steve Lenzen and Sunni Richardson, staff

Earth Day 2019 Plans

- Goal: Help kids understand they can help care for the earth and God's creation.
- Focus – wind
- Participate in the City's Earth Day event on April 27, 2018 at Union Plaza from 10:00 - 3:00.
- Use a canopy/tent to protect from the elements.
- Fly wind socks to draw attention to our booth.
- Potentially have bubbles to play with at the display – not a take home item
- Activity will be making pinwheels (using pencils, paper, and thumb tacks). Paper will be printed with First Lutheran information.
- Provide a handout with ways that kids can help care for creation. Tips like: make own bubble Mix to avoid buying bubbles in plastic containers, shut off water when brushing teeth, shut off lights when leaving a room, plant trees, etc.
recycle, use reusable water bottles, what kind of plants to use, etc.

Cindy will check on getting the table at the city event.

Jennifer will create a handout

Next meeting February 26.

Meeting of the Congregational Council Executive Committee
February 5, 2019 7:00 p.m.

Attending: Barry Graham, Pastor Dan Warnes, Pastor Justin Eller, Barb Johnson Frank

Pastor Justin opened the meeting with prayer.

FEBRUARY AGENDA PLANNING:

- A. Welcoming New Council Members, Group Conversation
- B. Election of Council Officers for 2019
- C. Council 101: Overview
- D. Sign-up for Prayer and Hosting
- E. Construction Update: Progress, Gratitude to staff and congregation for flexibility.
Arrangements with Holy Trinity Episcopal Church for weddings and funerals.
- F. Treasurer's Report
- G. Staff Reports

Information for March Meeting:

- March meeting topics: Systems, Vision Statement, Goals
- Lenten theme involves digging deep into Welcome Statement
- Possible fund-raising for 150th Anniversary celebrations and activities

Pastor Dan offered the closing prayer.

Barb Johnson Frank
Secretary

Minutes of the Fellowship Committee

January 8, 2019

Attending: LuAnn Snyder, Cindy Schuster, Carlene Falos, Pat Dewald, Judy Batterman, Judy Bailey, Phyllis Frickel, Carol Tesar, Linda Carlson

Devotions: Judy Bailey

Review of Events:

Christmas Dinner – 55 attended. All went well.

Upcoming Events

1. Planning for serving Lenten meals and Easter breakfast during construction:
 - a. Judy Batterman gave us an update, saying that construction of the kitchen area would be between mid-February to mid-May. In preparation, she placed all of our committee's supplies, e.g. colored napkins, seasonal table decorations, in a cupboard downstairs.
 - b. Supply of water will be our main concern during construction, and we'll likely get water from the chapel kitchenette.
 - c. We brainstormed ways to prepare and serve Lenten lunches and suppers. (There will be five Wednesdays during Lent.) We talked about using crockpots for soup, easy menus, and using roasters. We suggested BBQ pork sandwiches, one or two types of soup, use of all paper and plastic. ***We will be fine.***
 - d. **Decision:** For Lenten meals, our committee will be in charge of preparing the main entrees, and we will ask congregational members to contribute supplemental foods, such as chips, desserts (bars and cookies), cut up vegetables, etc.
2. Easter Egg Hunt: We deferred any decisions until next month, when we will know more about construction time-table and available locations.
3. Salt Dogs Game: Judy Batterman will look into possible dates that are earlier (and not so hot) in the summer.

Our next meeting: Tuesday, February 12, 2019, 5:30 p.m.

Pat Dewald will give the devotions in February.

Submitted by Linda Carlson, Secretary

Hunger & Clothing Team
Minutes of 02-05-19 Meeting
(Action items in red)

Present: Karen Lenzen, Kathy Dickey, Cindy Lilleoien, Linda Bogenreif, Sandy Latshaw, Sunni Richardson, Sharon Hardel

Food Bank Presentation

The main focus of this meeting was a presentation/discussion with Alynn Sampson about their Bridges Out of Poverty Program (2 parts) to learn how FLC might support it. We learned the following:

- The program addresses the larger problem of poverty , not just immediate hunger needs
- The first (BOP) portion does community workshops with churches, businesses, etc. to look at issues of class and cultural effect on poverty. Participants learn to better understand their environment versus someone with a very different resource base available to them. Businesses explore providing assistance and stability to low income employees to help them break their cycle of poverty. (For example, transportation to work.)
- The second portion is a 12 week “hands on” class called “Getting Ahead in a Just Gettin’ By World”, for individuals in poverty. Most of the participants are single Moms. Things they focus on include:
 - What they want their future to look like
 - Self-empowerment – “How do I get there”?
 - Assessing their current situation so they can begin looking forward
 - Learning about community resources and developing problem solving skills to find and use these resources
 - Starting to look at not just their current needs (crisis mode) but future planning

The ways FLC could assist this important effort include:

- Financial assistance for the program for costs incurred such as textbooks
- Provide a meal(s) for the “Getting Ahead” program as a meal and child care is provided to make it possible for attendees to be there. Classes are held at various locations in Lincoln. **(Kathy will pursue opportunities for this.)**
- Becoming mentors for people graduating from “Getting Ahead” as it’s known follow-up and continued support is so important. (Southwood Lutheran is developing a mentoring program and Alynn will keep us informed.)
- Look at hosting a Bridges Out of Poverty Program at FLC this Fall.

Kathy is looking into the Food Bank’s summer feeding program (5/28 – 8/9) for volunteer opportunities for FLC members. The Food Bank has taken over primary sponsorship of this program.

BackPack Ministry - Waffleman

With no kitchen, we cannot do our annual Waffleman fundraiser on Fat Tuesday. Instead we will have a special financial appeal called WaffleWomen on March 3 and 10 with a goal of raising \$1,000 to add to our backpack Fund II.

Next Meeting: 04-02-19

5:30 pm

Respectfully submitted - Karen Lenzen

**Property Committee Meeting Minutes
November 27, 2018**

Meeting time: 7:00 PM

In attendance: Steve Lenzen, Greg Fisher, Norm Kempf, Pastor Dan, Jan Christensen

Opening prayer: Pastor Dan

Minute taker: Jan

Approve minutes of the September Meeting.

Check for items that need to be added to agenda:

Agenda:

1. Stone Brook Status of bids regarding high windows in activity center. Norman reports that we obtained three bids & have chosen Stonebrook & work will begin when weather permits
2. Discussion about pre-heater for Sanctuary: the circulation pump broke a coupler; Greg will attempt to repair & if irreparable we will have to replace the pump in approximately four months
3. Status of sweeper and lawn mower. Greg reported that the lawn mower is currently in the (outside vendor) shop awaiting repairs, seals are on order & yet to arrive, tires can be plugged; a new side grass bag will cost \$850; re: the walk-behind-rotary-snow-brush will be repaired by Greg
4. Report on the removal of the crab tree in the columbarium. Steve reports that Jeff Culbertson will be taking care of this
5. Review need for help in moving furniture and other material in the educational wing. Pastor Dan reports that the asbestos has been taken care of & a meeting will take place on December 4th with construction manager & onsite manager to make a determination of what will need to be done regarding furniture in lower level & when/where
6. Greg to line up the 3 or 4 bumpers in the parking lot that need attention. Waiting for snow to go by.

Next meeting January 22, 2019

Note: No meeting in December

January prayer: Jan

Worship and Music Minutes
October 30, 2018

Attending: Dick Morris, Jan Christensen, Molly Goninan, Priscilla Hayden Roy, Martha Tanner, Bonita Johnsen, Pastor Dan, Masako and Boyd Bacon

Opening prayer – Priscilla

**Altar Guild report – Molly – online scheduling not filling well for altar guild
Other worship assistant sign ups good (report to Masako by Judy)**

Candle holders for Christmas Eve and Easter Vigil – most are broken and exact replacements not available - Decision made to replace with a newer style and size

**Protecting the organ during construction (report to Masako by Ryan)
Also possibly remove action from balcony piano – work to be done by Morgan Cowell**

Schedule

Thanksgiving Eve November 21 – 7:00 joint here with Holy Trinity – preacher Deacon John Long

Hanging of the greens - November 25 after 10:45 worship

Midweek Advent worship – December 5, 12, 19 at noon & 6:30 with congregational speakers

Advent theme and devotional materials will be from ELCA hunger appeal – *Until All Are Fed*

Meals after noon service and before 6:30 with structured conversations to make all welcome

Sundays preaching on Old Testament prophets

Christmas Eve 3:30, 5:30, 7:30 in sanctuary and 10:30 contemplative style in chapel

Nebraska Wesleyan Choir singing both services January 13 – hospitality needed for 9:30 hour

Other topics –

Jan suggested buying new pre-lit Christmas trees - Decision to wait until remodeling is done.

Dick suggested including noisy offering on Saturday evening

Remodeling update from Pastor Dan

currently a few weeks behind, drawings done (70 pages), waiting for city permits and bids

budget by mid November under \$3,998, 000

first work area – bathrooms and nursery

second work area – kitchen

Easter will probably be in current sanctuary

Worship in Activity Center during construction needs improved lighting on stage, improved sound baffles, set up/clean up help from everyone, more thought on how to do communion and more