

Minutes of the Woodlake Lutheran Church Leadership Board Meeting held Thursday evening, February 11th 2021 via Zoom Meeting.

The Meeting was called to order at 6:30pm by Presiden Scott Dahlquist.

Deb Heineke provided our opening devotion.

Open Forum

There was a discussion about it being mentioned that the music is too loud and it is hard to hear the singer(s) on the on-line Worship Services. This will be looked into further.

There was an appointment of Temporary Secretary to take Minutes at this meeting until we are able to see if there are any people interested in accepting this position permanently.

A Motion was made by Cheryl and seconded by Deb that we approve the Agenda as is. Motion Carried.

There was a review of the January Meeting and Special January Meeting Minutes. Pastor Micha noted changes to be made to the Leadership Minutes.

A Motion was made and seconded that the January Leadership Board Minutes be accepted with changes noted. Motion Carried.

Treasurer's Report

The Income is \$1500 up over the month and the Expenses are down over the month and YTD.

All is well at this time in the Finance area.

A Motion was made and seconded that the verbal explanation of the Treasurer's Report be accepted as read.

Motion Carried.

Pastor Staff/Commissioner Reports

Dave reported on the **Service and Justice Commission** and said that while doing some checking he has found at least 22 programs involved working on various service issues of this commission and he would like to have someone take over service groups and will continue the Justice portion.

Pastor Neal stated that if these programs are not running themselves, maybe it's time to let them go. It was noted that we will be looking for a co-chair for the future. Dave will be putting together a team for the Justice part of the commission. Looking for "Hope/Purpose" for the next steps. It was discussed that the "Service" will happen naturally - some will end, maybe some new groups. Dave will focus on Justice.

New Business

The Leadership Board members present were asked to give input on how they felt about **In Person Worship...**

Deb - is good to go with whatever

Leslie/Mara - Risky, maybe wait a bit longer

Augie - Looking at options for Easter Sunday, April 4th,
Maybe something inside with limited people

Karen - Expressed concern because of the new variant of
Covid - maybe an outside with an Easter Egg Hunt,

Music with Trumpets and Drums

Ed - Misses face to face, the sooner the better for in person
Worship

Annie - Thinking OK for outside worship for Easter but not
Inside due to the new strains of Covid discovered

Cheryl - To move forward with sense of caution, some version
Of Parking Lot Church - not wise for in person yet

Dave - Feels we've done well on line and to proceed carefully
And to stay cautious and continue to follow the
Governor's guidelines

Pastor Neal - Feels we are getting closer but not quite there
Yet. Possible outside Easter Service but
Weather is always a concern in Minnesota. He
Also noted that the quality of the online service
Goes down when we do outside church and that
We should proceed with caution

Pastor Micha - Move forward with caution, wait until a
Majority of people are vaccinated then more
Open to opening up again. Also agrees the
Quality of going livestream such as an outside
Easter Service, goes down

It was decided there is no overall desire to return to in person
worship - at least not until discussed at the March Board
Meeting. As of now, there are no funerals or weddings being
held at this time. Taking it on a month by month basis - no
coffee or treats...as of now, not moving forward with in person
worship.

Pastoral Review

Pastor Micha left the meeting as the review for **Pastor Neal** was discussed with him. The overall was very positive, meeting and exceeding and doing a great job in an unprecedented year! Thank you Pastor Neal! Pastor Neal was asked if he had any questions or clarifications...

He is hoping to get a program up and running with the Middle School, maybe more 1:1 connections with the Leadership Board outside of LB meetings. Pastor Neal stated that the LB is the eyes and ears of the congregation to help when 1:1 is not always available - He feels the love and support and his door is always open.

Pastor Micha was thanked for jumping into this new process. The overall review was a rating of Outstanding. There are no big concerns. Thank you for all you do!

There was a Thank you given to Cheryl for everything you did for the evaluation process. Work will be done to polish up the new review process. Thank you to all who filled out the reviews - any positive or negative suggestions are welcome. There is a want to revamp this process by next year. People are hoping for more 1:1 contact to help the review process become more meaningful.

There is hope that a real life retreat can be possible in the near future. Thank you Pastors for all the caring during this Pandemic, shown with warmth and enthusiasm. You share the ability to listen and are great at co-pastoring. The overall staff and congregation have a "happy" feel thanks to this

environment created. There is a very optimistic perspective. Thank you to both Pastors for jumping into this new process of evaluation.

A Motion was made and seconded that both Pastors will be given a 3% raise. Motion carried.

Cheryl talked about moving Greeters Group from Congregational Life Commission to Worship & Music Commission.

A Motion was made and seconded to approve the move of Greeters from Congregational Life Commission to Worship & Music Commission. Motion Carried.

It was discussed that if Greeters learn something that's concerning about something in the Narthex area, who should they channel this to? Best choice is Pastor Micha or Pastor Neal - this will be the most confidential route to take and would be less likely to have rumors spread.

Values & Vision

Pastor Neal stated that we need a vision statement that gives our church direction, where we want to go and who we want to be as a congregation.

A **Mission Statement** was discussed - it's what shapes your church - what do we do, who do we serve, how do we serve them. We can eventually dream about what we want to become as a church. Some Mission Statements we spoke about were from Mt.Olivet, St.Andrews in Mahtomedi, Hope Church in Des Moines, and Mt.Olive in Minneapolis.

If things were to inspire you at Woodlake what would it be? As far as Liturgy there is Traditional and Socially progressive - we

are not the other churches - what do we want to become or what are we becoming? Our progression process could be both Progression and Process - we could be both Traditional and Contemporary - Truly Welcoming and Accepting.

The **Vision** is who do we want to become.

The **Mission** is how do we want to do it.

What problems are we changing for the greater good? Who are we serving? Several years ago we had the 3 G's...Gather, Go, Grow.

New Business

There was a discussion about church documents. The Church keeps all minutes and has had them since 2012. After that the Commissioner keeps them then passes on to the next. We are looking for some clarity as to how long do we keep those records. The Secretary has 3 binders of church minutes that can be put on a drive.

Annie noted that we should save binders and save things accordingly. What to pass on as Commissioners change?

Julia keeps minutes records. Commissioners keeps their stuff to pass on. The Church record is intact at this time. Maybe keep 2 years worth to be able to check back on them at meetings - possibly we should use a flash drive or hard drive.

Ann will filter through to determine what is important or needed to pass on for Commissioners responsibilities.

We will table the issue to continue the discussion of Life Groups.

Old Business - none at this time.

A Motion was made and seconded to adjourn this meeting at 9:05 p.m.

The Lord's Prayer was led by Pastor Neal.

Respectfully Submitted,
Leslie Lien, Temporary Secretary