

Mountain View Lutheran Church • Church Council Meeting  
Tuesday, October 19, 2021 • 6:30 p.m.  
MVLC Library

Minutes

Attendance

Present: Karen Hansen, Skip Harrison, Gretchen Johnsrud, Bob Linden, Gerry Philipsen, Carol Powers, Ken Swanson, Emily Thompson, Bob Yost, Treasurer Jason Cornell.

Guests: Fred Albert, Peace and Justice Ministry Group; Beth Ann Johnson, Peace and Justice Ministry Group; Jesie Holden, Mountain View Community Center; Caitlyn Remington, Mountain View Community Center.

Staff: Troy Kehm-Goins, Pastor Kim Latterell, Pastor Bri Merkle.

Call to order

President Bob Linden called the meeting to order.

Devotion

Gerry Philipsen led devotions based upon 1 Thessalonians 5:11-12 and being called to be a leader (or not). “Build each other up.” The council prayed together.

Approval of minutes

**It was M/S/P to approve the minutes of the Tuesday, September 21, 2021 meeting of the MVLC Church Council.**

Submitted written reports

**It was M/S/P to accept written reports for Tuesday, October 21, 2021 that were submitted from the following individuals and ministry groups:**

- PRESIDENT’S REPORT, submitted by Bob Linden.
- PROPERTY REPORT, submitted by Dan Neptun.
- STEWARDSHIP REPORT, submitted by Gerry Philipsen.
- SCOUTS.
- PROPERTY, submitted by Dan Neptun.

- CALL COMMITTEE, submitted by Ken Swanson.
- BOOKKEEPING/FINANCE COMMITTEE, submitted by Carol Powers.
- PASTOR'S REPORT, submitted by Pastor Briana Merkle.
- PASTOR'S REPORT, submitted by Pastor Kim Latterell.

#### Presentations

- Jesie Holden, MVCC Executive Director, and Caitlyn Remington, MVCC Board Chair, talked about the mission and ministry of the Mountain View Community Center (MVCC). Items presented included the hiring of new Programs Director, Rachael Gibbons; fifty seniors served in the past month; "Family Connections" events; "Santa's Workshop" event; MVCC willing to jointly serve with MVLC as Red Cross Disaster Relief site. Upcoming events include Donor Recognition event; annual Auction; and Virtual Bound by Hope event.
- Fred Albert and Beth Ann Johnson of the Peace and Justice Ministry Group presented proposed benevolences and benevolence recipients/ministry partners for 2022. They discussed the methodology used by the Peace and Justice Ministry Group to determine scores for benevolences.

#### Discussion items

- \$750 was allocated for an initial campus/cloud technology review (six hours' worth of work) by Hard @ Work Computers.
- Gretchen Johnsrud is researching potential landscaping companies to maintain the MVLC campus lawns.
- Marlene Wright will be working additional hours, up to 40 hours per week, until a Church Administrator is hired.
- Three important Sundays coming up in life together: 11/7 Spending Guideline presentation, 11/14 Consecration Breakfast, and 11/21 Congregational Meeting.
- Pastor Bri discussed the "Why Fill Out a Commitment Card?" sheet included in Consecration Sunday mailing.

#### Action items

**It was M/S/P to accept with thanks and gratitude the methodology used by the Peace and Justice Ministry Group to determine their recommended benevolences for 2022, and to subsequently recommend those benevolences/partners to the congregation.**

**It was M/S/P that Mountain View Lutheran Church (MVLC), in its role of sponsoring the following Scouting units, allow these entities to use MVLC's employer identification number (EIN) for the sole purpose of opening banking accounts:**

- **Mountain View Lutheran Church (MVLC) Boy Scout Troop 525 (525BT).**
- **Mountain View Lutheran Church (MVLC) Boy Scout Girl's Troop 525 (525GT).**
- **Mountain View Lutheran Church (MVLC) Cub Scout Pack 526.**
- **Mountain View Lutheran Church (MVLC) Venture Crew 524.**

**It was M/S/P to amend vacation accrual policies as per Mountain View Lutheran Church Personnel Policies, Amendment A. (Attached at the end of these minutes.)**

Closing prayer

Gretchen Johnsrud closed the meeting with prayer.

Respectfully submitted,

Troy Kehm-Goins  
Recording Secretary

**Mountain View Lutheran Church  
Personnel Policies**

**Amendment A  
October 19, 2021**

This amendment replaces the part-time time-off accrual policy of proration<sup>1</sup>.

The new policy is a factor times the full-time accrual based on the part-time employee's scheduled hours per week.

**2.4 Employed Staff**

**B.1.**

Part-time regular employed staff who are regularly scheduled to work at least 25 hours per work week will accrue vacation hours on the basis of a factor times the full-time employment rate. (See table below.)

<b>Scheduled Hours</b>			<b>Factor to be applied to full time accrual</b>
25	to	29.99	0.70
30	to	34.99	0.80
35	to	40	1

**10.2 Vacations and Personal Days**

Delete references to part-time, prorated time off accruals.

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<sup>1</sup> Due to the transition of payroll services to an outside vendor, a fixed time-off accrual schedule is preferred over a calculated, prorated accrual.