

**Faith Lutheran Church
Church Council Executive Committee Meeting
November 22, 2023
Minutes**

The meeting was called to order at 12:30 p.m. and was presided over by Lorelee Daily, president.

Attendance: Lorelee Daily, Pastor Jean, Dana Singer, Paul Skerlong, Nancy Tobar

New Combined Staff Position - Preschool Custodian/Setup Coordinator

Pastor Jean and Staff Support Team Leader Mark Watkins interviewed and recommend hiring Annette Nosel for the position. The position is for 12 hours/week for 36 weeks while preschool is in session, and during the summer it will be for 2 hours/week. There will be a 6-month probation period. Her husband Keith will be with her in the building to help, but she will be the employee. All agreed to approve the recommendation of hiring her.

Faith Endowment Grant Request

Em Antal submitted a \$400 grant request from the Reconciling in Christ (RIC) Team for the Gingerbread House Making Event on December 16. The Executive Committee approved the request pending the Faith Endowment's approval.

Keeping Kids Safe Policy

It was discovered that the final version of "Policies and Procedures for Keeping Children and Youth Safe" document, approved by Council on August 17, 2015, was not the document sent to Church Mutual in 2023, as a condition for the church obtaining increased policy limits for sexual abuse claims. The first draft of the policy, titled "Child and Youth Abuse Prevention Program for Faith Lutheran Church" was the one that was sent. At the November 6 Council meeting, the Council approved the document that is currently on file with Church Mutual.

This Executive Committee discussed the differences between the two documents:

1. Legal language/ details from the ELCA's similar policy is not included in the document that Church Mutual has on file.
2. The section titled "Sexual Offender..." on pgs. 5-6 is in the document sent to/approved by the insurance company. It was not in the document approved by Council in 2015 because it was considered too harsh. At that time, the SART was to come up with a replacement, but that did not occur.
3. Proposed changes in SART Team qualifications is not in either version.

Following the Council meeting Dana spoke with Church Mutual and the document they have on file has been approved by their underwriters. This committee agreed to leave the policy as is for now and when Council convenes in January, they will review for possible changes.

The meeting was adjourned at 12:59 p.m.

Submitted by Nancy Tobar, Council Secretary