



COUNCIL Minutes

Nov. 17th, 2024 – 10:15 AM

1. Commenced Meeting at 10:22AM. Absent Nicki Quarne. Michelle Rhodes was assigned Time Keeper.
2. **Devotions:** *Pam Johnson*
3. **Acknowledgements/Review:** *Diane Herron & Jeff Tisdell, Co-Presidents*
 - a. Celebrations & Acknowledgments from past month
 - i. Reviewed cards from Patrons
 - ii. Reviewed Capital Campaign – Goal \$10,000, waiting on W&M - Culvers & No-Bake Sale
 - iii. Reviewed Goals for 2024 and are in line with what we discussed in March, 2024.
Keep up the good work.
4. **Secretary's Report:** *Renee Stafford*
 - a. **Action item:** Any changes to minutes from last meeting? NO.
 - i. **Action item: Approval of minutes October minutes:** Pam Johnson made a motion to approve the Oct. 20th Minutes. Michelle Rhodes seconds motion. All say "aye". Motion passes.
5. **Financial Reports:** *FLC Treasurer - Kent Mueller*
 - a. Review monthly report and go over At-A-Glance sheet
 - b. **Action item: Approve October 2024 report:** Bonnie Brix made a motion to approve the October 2024 Financial Reports. Renee Stafford seconds motion. All say "aye". Motion passes.
6. **Pastor Heather's Report:** *Pastor Heather Brown*
 - a. **Confirmed Members:** Treven Seevers to be confirmed Jan. 9th. He is studying with Marty Yohn.
 - b. There was a discussion on adult baptism per Rich Tarter.
 - c. Also discussed were online "new" member requirements i.e. 1) 2 regular online giving occurrences; 2) communion 1x per year. How do we connect for communion? Possibly mail then zoom with Pastor? To continue to think through and discuss at future meetings. W&M Team come up with a written policy on "New" Online/Virtual Members to discuss at their meeting.
 - d. Would like to do an Advent Wreath outside and an Advent reflection livestream or zoom.
 - e. **New Member:** Rich Tarter made motion to approve new online member **Dianne Benner**. Renee Stafford, seconds motion. All say "aye". Motion passes.
 - f. **Transfer Out:** Pam Johnson approves for Chris & Grace Devadas to transfer to Asbury Church, Madison Wisconsin. Bonnie Brix seconds All say "aye". Motion passes.
7. **Business:**
 - a. **Co-President Business Items** - *Jeff Tisdell & Diane Herron*
 - i. Council Recruiting Update – Nominating Committee (Nancy, Amber, Jamy & Marty):
After Time & Talent are finished being tallied, Nancy Young will be reaching out.
 - ii. Subsplash Scheduling In Progress, Testing
 - iii. Staff Review Updates will be done by Nov. 20th.
 - iv. Other Mission Team Visit Updates—Just a reminder to all council to try to visit if they can.

- v. Will have temple talks two times a year from each team.
- vi. Continuing Resolutions -- Update from Nancy Young-nothing yet. Put on hold until December.

b. FINANCE TEAM (Kent)

- 1. Discussed Benevolence at 8% in regards to budget. **MOTION:** Pam Johnson made a motion to keep the Benevolence at 8%. Renee Stafford seconded. All say "aye". Motion passes. It will be discussed in the middle of the year.
- 2. Discussed Lenten, LSS, Homme Home, Crossways Camp - Table this until next month.
- 3. Discussed Christmas monies to be split 50/50. 50% to Congregation and 50% to a charity. Pam Johnson made a motion to approve Christmas Money delineation. Michelle Rhodes to second. **MOTION:** All say "aye". Motion passes.
- 4. Discussed end of the year giving deadline is in service on Dec. 29th, In mail, Dec. 27th.
- 5. Discussed Personnel recommendation to give Alicia/Office Manager and Justin/Custodian/Family Co-Director holiday pay. They recommend and agree that Personnel follow the policies and do what they deem is right.
- 6. FYI – We would like to move all accounts to Forward Bank in 2025. Each account will be responsible for doing so and coordinating with their signers and notify Kent Mueller.

c. GLOW/EDUCATION & FAMILY MINISTRY (Michelle)

- 1. No updates

d. FAITH-IN-ACTION (Michelle)

- 1. Business items/Priorities/Upcoming Events/Recap Past Events
 - a. Holiday Parade upcoming-need help setting up and at parade. Sign-up sheet in the narthex..
- 2. No other updates.

e. FLY/FAITH LUTHERAN YOUTH (Nicki)

- 1. Business items/Priorities/Upcoming Events
 - a. Spaghetti Dinner Update
 - b. Sunday Gatherings
- 2. Update on Mission Trip for 2025
- 3. No other updates.

f. SOCIAL CONCERNS/GREEN TEAM (Renee)

- 1. Business items/Priorities/Upcoming Events–Reminder of craft & bake sale on December 8th.
- 2. No other updates.

g. WORSHIP & MUSIC (Pastor)

- 1. Business items/Priorities/Upcoming Events-
Still waiting for Culvers to get back with the fundraiser totals.
- 2. Team is discussing changing the flow of communion, just having two sides no longer separate the back seating. Just have right and left sides.
 - a. Proposed Christmas Eve Service Times 3:00 & 5:30 PM
- 3. Motions/Recommendations, if any
 - a. Discussion on monies for Christmas Eve Service Offerings
 - i. *Pam Johnson makes a motion to approve the monies collected for our*

Christmas Eve Service to be 50/50 - Church and Care Fund.

Bonnie Brix seconds motion. All aye. Motion passes.

h. COMMUNICATIONS (Rich)

1. Business items/Priorities/Upcoming Events
 - a. Training more people to get on app, offering training after the services.
 - b. Social Media Statistics, reviewed and discussed FB Stats –Rich will bring up bullet points at the council meetings to let us know what is or is not working.
2. No other updates.

i. FACILITIES (Pam)

1. Business items/Priorities/Upcoming Events–Reminder to complete a pink event form and get it turned in 2 weeks prior to having an event. Turn into Custodian.
2. Parsonage Motion discussion from Facilities. A Letter to the Congregation to be put into the Dec. Newsletter and in the bulletin for three weeks. There will be a forum on Jan. 5th with a Q&A and slide each week at meeting. There will be no survey.
3. Possible additional council meeting for discussion-We discussed at length and it was agreed to have the congregation still have a say in what is happening. Therefore a Q & A meeting will take place. Council will start the meeting and then pass it over to facilities. Three announcements will need to be posted prior to the congregation meeting.
 - a. Flat roof discussion-There seems to be a few small cosmetic issues to get fixed. They will be take care of.
 - b. Repair list was discussed and pricing.
 - c. Discussed Boiler situation - waiting on House of Heating assessment?

j. PERSONNEL (Pastor, Diane)

1. Update on open positions: Choir Director. See Personnel meeting minutes notes on additional posting. Brenda will be updating on Indeed every 30 days.
2. Update on Staff reviews & Policies–Diane brought up holiday pay for full time employees, 2016 was the last update with conflicting information. Personnel will continue to work on and revise the policies to be more clear. There are scheduled meetings for 11/13 and 11/19 to continue to review and revise these policies.

8. Other Business:

a. Communion Assistants - Schedule for upcoming months

- i. Nov. 24th - Pam Johnson
- j. Nov. 26th- Bonnie Brix - (Thanksgiving Service)
- k. Dec. 1st - Pam Johnson
- l. Dec. 8th - Renee Stafford
- m. Dec. 15th - Michelle Rhodes
- n. Dec. 22nd - _____
- o. Dec. 24th - Michelle Rhodes, _____ 3:00 PM 3 stations?
- p. Dec. 24th - RichTarter, BonnieBrix, _____ 5:30 PM 2 stations?
- q. Dec.29th - _____

- b. **Newsletter Highlights** – To help communicate better with the congregation, we would like each mission team to submit highlights/bullet points of what happened this past month in the newsletter. Mission Team Highlights Due Nov. 21st to Office Manager.
- c. **Bulletin Information** must be in by the Monday before the following Sunday at Noon.

8. **Next Meeting: Dec. 15st**

- a. **Devotions** for the rest of the year. Dec: Nicki Quarne
- b. **Other Meeting:** Budget meeting January 5th after Q&A meeting for Parsonage

9. **Meeting evaluation**

What went well? What could use some work, anything missing or confusing?
very productive. too long.

10. **Adjournment Time MOTION:** At 12:50 PM Diane Herron made a motion to adjourn, Michelle Rhodes seconds, all say “aye”. motion passes.

2024 Faith Lutheran Church Council Members

Diane Herron (Co-President), Jeff Tisdell (Co-President), Michelle Rhodes (Vice President), Kent Mueller (Treasurer), Renee Stafford (Secretary), Nicki Quarne, Pam Johnson, Justin Polzin, Rich Tarter, Pastor Heather Brown

REP Updates to Council from Mission Team: *Share what your team has worked on this past month with council.*

- 10. **PRIORITIES:** Remind everyone what your top priorities are this month with updates.
- 11. **EVENTS:** Upcoming events or items that Council should be aware of.
- 12. **MOTIONS:** Share any motions or recommendations you team made.
- 13. **BUDGET:** Let everyone know where your budget is at. Incoming/outgoing
- 14. **OVERALL UPDATES:** Any updates on how this team is helping with overall church/council priorities. Any questions for council? Any questions? Comments? Discussion