

Council Meeting Minutes

November 19, 2023

Call to Order

The meeting was called to order at 11:35 AM by President Steve. Present were Pastor Charlane Lines, Steve Bennett, Bob Linkugel, Lisa Achen, Amanda Hawkins, Karen Idler, Jack Harris, John Van Auker and Betty Noreen.

Feeding Ministries

Pastor gave an announcement in church this morning regarding the feeding ministries. Because of a need for new volunteers, our commitment to The Gathering Inn will be reduced from monthly to quarterly on Mondays. Pastor signed up for a Saturday during Winter Break and will encourage youth to participate. Perhaps a change in the day of the week would encourage more participation. Thanks to those who have been faithfully helping with these ministries.

Devotions

Jack led devotions with a discussion of the final chapter, Chapter 8, of *Growing Young*, "Growing Young in Your Context." Create a plan for change that embodies the six core elements: unlock keychain leadership, empathize with today's young people, take Jesus' message seriously, fuel a warm community, prioritize young people and be the best neighbors. Jack sent an email to council members with his research. How do we implement the concepts from this book? Perhaps we need to go out and talk with people and listen to their needs and concerns. Perhaps we actually have been intentional this past year about talking and listening. We hope to attract and encourage more families with children. We had two new families in worship this morning. The book has helped us understand that we have and are doing many of the recommended actions. As a council, we agreed to be intentional to keep youth focused in our monthly meetings and stay in touch with congregational members one-on-one, according to the list we used during the survey. We should set parameters about what to talk about and the timeline for contacts. Pastor will introduce this idea at the annual meeting and perhaps begin in February. We will support Janis Kern in her welcoming ministry to new families.

Mission, Vision and Values

John read the vision, mission and values statements.

Minutes

The minutes from September 17 and October 15 were distributed by email prior to the meeting. Upon motion by John and second by Bob, the minutes as written were approved unanimously.

Executive Reports

President: None.

Treasurer: Lisa's reports and proposed budget for 2024 were distributed by email prior to the meeting. We had a good month with giving exceeding expenses. We still have \$148,000 in the bank with \$38,000 accessible funds. There were no questions.

Pastor: Submitted her report by email prior to the meeting. She has been very busy, including having jury duty.

Old Business

Property updates:

Doors: From Janine, Pastor reported that the estimate to replace the doors is \$6,000. They will be commercial doors with windows and fire resistant. Ken Pense took off molding and did the assessment.

Kitchen Repair: Lisa is working with Bill from 1-800 Water Damage to address the kitchen repair caused by water damage. Bill has agreed to charge only what the insurance company will pay. Lisa is waiting to hear back from adjuster Jerry and insurance company Terry to coordinate payment. They all agreed to certain parameters, but adjustments needed to be made after Bill began working. Bill is doing an exemplary job. Thank you to Lisa and Pastor for their tremendous efforts and to Shelly for her extra time and assistance. Pastor and Lisa will gather a team to plan for the kitchen reconstruction, composed of people who use the kitchen regularly. We will have a lump sum from the insurance, and we received a \$13,000 donation from Tom Elmore.

Walkway Concrete: Steve recommended that we post caution signs to alert people to the irregularities in the walkways. Lisa moved and Bob seconded a motion to approve purchasing and posting caution signs now while Sam Hawkins investigates a short term solution of grinding the cement and possibly a long term solution of replacing the walkways with compacted decomposed granite.

New Council Members: We need to replace members Jack, Rick and Bob. Lisa agreed to stay for another year. Those who have agreed to serve on council are Janis Kern and Becky Stonestreet. Stacy Hogsett and Gail Parn are considering. To keep a balance, we really need men to serve as well as a youth member. Youth need to commit only to one year with a willingness to consider a second year.

New Business

Proposed Budget for 2024: Lisa presented the proposed budget with projected income slightly lower based on our current giving. Lisa highlighted proposed changes. We considered the youth coordinator salary in light of our priorities and the message it sends to the congregation when reviewing the budget. Pastor left the room for a discussion regarding her compensation. We agreed to give all employees (including Jana and Kat and the custodian) a 4% cost-of-living increase in compensation. We also agreed to give Pastor two more weeks of paid time off. We agreed to reduce the youth coordinator by 50% because of the reality of not hiring a coordinator for at least 6 months. We recommended not reducing the confirmation, youth and multi-generational

line items. Custodian position will be included in the formal payroll. We will have a final version of the proposed budget in January after 2023 final figures are incorporated.

Next Meetings: We agreed to skip our December meeting and meet on January 14 for a council meeting with the congregational meeting on January 28th.

Leadership Discipling Team Survey: The synod is requesting input from lay ministers regarding pastor compensation. Pastor will send the link by email to the council.

Prayer requests for the Prayer and Healing Ministry: Betty will pass the following prayer requests to the prayer team:

Prayers for wisdom and open ears in our efforts to reach out to young adults.

Prayers for our congregational meeting and for new council members.

Prayers of thanksgiving for the property projects and all efforts being made.

Prayer by Pastor Charlane

Adjourn

Upon motion by Bob and second by John and with unanimous agreement, the meeting was adjourned at 1:33 PM.

Respectfully submitted
Betty Noreen