

Board Name: Church Council	<b>Board Members Present:</b> Anne Thomas, Nate Anderson, Rebecca Anderson, Tom Dorscheid, Arwen Twitchett, Jer Carpenter, Barb Evert, Dennis Garvin, Tim Drinkwater, Pr. Michael, Elisa R, Steve Shulta, Kurt Saterbak
Meeting in Room 301	
Meeting date: 9-19-23 Monthly Meeting (special start time 6:00 pm)	

### Church Council Meeting

- Pr. Michael said opening prayer and President Dorscheid called the meeting to order.
- CC9.19MMS01 Addition to agenda to include review of FLC Campus Vision Communication. NA/JC All approve.

### Kevin McMullen First Foundation Update

- Kevin discussed the Foundation's purpose and shared information regarding discussions and work with Wagner CPA to address evolving laws. Recommendations and resolutions are forthcoming.

### Agenda Adoption

- CC9.19MMS02 Adopt Agenda NA/AT All approve.

### Approval of Minutes CC

- CC9.19MMS03 Approve Minutes BE /NA All approve noting these are August minutes, not April as stated in minutes.

### Consent Agenda/Board Reports

- CC9.19MMS04 Approve Minutes BE/NA All approve.

### Financial Report (Tim Drinkwater)

- Balance Sheet
  - Currently have about 2.4 months of expenses (\$67,224) in reserve
- Profit and Loss/Operating
  - We are above budget by \$16,382.62 for the year-to-date regular contributions (below budget by -\$42,842.33 for matching funds). Total contributions are below budget year to date by -\$26,459.71 Year-to-date total income was \$548,283.16, below budget by \$9,592.84 and up by \$26,873.27 from the previous year. We ended up over budget for fair income by \$14,332 compared to budget.
  - Rostered leaders are very close to budget.
  - Administration is over budget on accounting fees due to the final billing from our previous payroll company and increased credit card usage (from fees associated with credit card giving).
  - Buildings and Grounds is over budget. The council approved going over budget for the lift rental when Westfall investigated the lights in the sanctuary. They also approved going over budget for the tree removal of the maple.
  - Worship is below budget by \$2,145 due to reduced Christmas storage expenses and fewer payroll musicians.
  - Youth is above budget due to increased food booth and parking fair expenses.
- Memorial and Gifts
- The Memorial P&L expenses are as follows:
  - Rostered Leaders- Diaconal Internship stipend
  - Administration – Second half of the HR Contract and website updates and retractable tradeshow vision banners

- Building and grounds – Fire analysis of front entrance and lift rental for lighting repairs
- Stewardship – Horizons Stewardship contract
- Witness- FLC sweatshirts, Baby's First Book Club and Safe Family supplies, Expenses for Echo meal and Ash Wednesday meal. Open table training and community outreach expenses.
- Worship- Chalice, ciborium and communion trays. Instrument repair, A/V cables, stage floor and piano dolly. First Events concert musicians and extra musicians for Holy Week and Easter. Gym stage lighting and audio equipment.
- Youth and Family – Winter retreat expenses. Facebook ads for vacation bible school. College scholarships, young adult group meetings and Masterpiece events and supplies. Summer mission trip expenses
- Life Together- Baseball Tickets
- Misc. – FLCW expenses
- CC9.19MMS05 Approve April Financial Report TD/RZ All Approve.

### **New Business**

- First Fest Recap
  - Menu change used up lots of leftover food from the fair.
  - The contests went well and were well received.
  - Less people than expected.
  - The band was well received.
  - Donations for raffle baskets and participation in raffle was great.
  - Overabundance of desserts. Lots of desserts donated after the event.
- Holiday Fair October 21
  - Summary of event and invitation to participate shared
- Pastor Sabbatical Option
  - Begin thinking about how to implement.
  - Things to consider include timing, back up and financial planning.
  - Tom D. to look into further (use ELCA as a resource)

### **Unfinished Business**

- Staff Salaries/Compensation
  - Reviewed handout and general info
  - Purpose to align with recommendations in HR review recently completed
  - CC9.19MMS06 Accept motion and move forward with non-rostered staff wage adjustments as presented in handout document DG/RZ All Approve
  - CC9.19MMS07 Accept motion and move forward with changes to benefits package as presented with spouse's health care coverage at 75% contribution in 2024 and a change to 50% contribution going forward in years after that. RA/RZ All approve.
- FLC Constitution Edit Team Update
  - Plan to present and vote on changes in January
  - Elisa shared and referenced document Constitution Team is working on
  - Potential changes to fiscal year, board election process and representation and resolution/changes we need to make with ELCA discussed
  - Currently no constitution with synod
  - Continuing resolutions need to be added into the Constitution
  - CC9.19MMS08 Motion to ask FLC Constitution Edit Team via Elisa to change fiscal year to July 1- June 30 TD/NA All Approve
  - Arwen will update the handbook
- FLC Campus Vision Team
  - Brainstorming with Angus Young and Associates
  - Communication with congregation along the way via survey

- Goal to be effectively transparent with council and congregation on a regular basis

### **Ministry Report/Update Items- Pr. Michael**

- Upcoming Events
  - October 9 Topic-Planning and leading when the future is uncertain. Invitation going out to leadership to participate in discussion of book “Canoeing the Mountains”
- Jen Watson’s Internship has wrapped up.
- Open Table
  - Hand off and transition with current table. Four people identified to be on the next table.
- Education
  - Adult Education- Meetings with Peg H. to discuss topics and upcoming plans
  - Sunday School- 25 students. Fall kick off went well. We also have 20 confirmation students
- “New Friends” Welcome
  - “New Member Sunday” renamed
  - Lunch scheduled for Oct 15
  - Coordinating with Life Together Board to add sponsors for new members and welcoming new members.
- Worship
  - Season of creation theme next few weeks
  - Animal blessing
  - Fall Quarterly baptisms
  - Advent /Christmas schedule
    - Dec 19 – Christmas of all Ages, 9:30 am (one service)
    - Christmas Eve service times: 9:30 am, 4:00 pm, 7:00 pm (dropping 9:00 pm service)
- Outreach
  - Outreach is going well
  - Pr. Michael is on development board for Safe Families
  - Generosity Team postponed meeting with Dustin Cooper. Team is still in formation/have two people

### **Synod and Church wide Updates**

- Fall Summit/Rostered Leaders event coming up

### **For the Good of the Church**

- Thank you to the First Fest Committee, Rebecca A. and the entire group of volunteers for planning and executing First Fest
- Thank you to Tim and Arwen for all their time and work on the compensation and salary process

### **Time for Reflection and Closing Prayer**

- Closing prayer

### **Action Items**

- Separate document to be sent.

### **Adjourn Meeting**

Next meeting: October 17, 2023, 6:30pm

Respectfully Submitted, Barb Evert, Secretary

Please keep in mind:

- It is not necessary to fill in all three boxes every month.
- Council members will receive this report in packets prior to the monthly meeting.
- Council members should read the bragging points and future plans as a means of staying informed regarding the work of individual boards.
- Chairpersons need not review the bragging points and future plans at Council meetings but be prepared to answer any pertinent questions.
- Chairpersons should focus their report on those issues requiring guidance or action by the full Council or Executive Board.