



## Council Minutes January 25<sup>th</sup>, 2024

### IN ATTENDANCE:

Kirstin Albiero (Past President)	*Rebekah Bryan (Secretary)	*Brittany Lobner (Fellowship)
*Scott Donovan (President)	*Scott Nielsen (Treasurer)	*Avery Newell
*Chris Eippert (President-Elect)	*Sarah Dahl	*Pat Murack
*Pastor Chris Thomas	*Lori Mathias (Worship)	Kelly Arndt
		Jean Fugate

(\*) present at meeting

The meeting began at 7:33 P.M. with President Scott Donovan presiding.

- ✓ Approval of the December 2023 minutes: There was a motion to accept the minutes. Seconded. Minutes are approved.

### Pastor and DI Reports

**PASTOR REPORT: See Other Business.**

### Committee Reports

#### **CHRISTIAN CARE:**

No report provided

#### **FELLOWSHIP: (Brittany Lobner)**

Axe Throwing-The next date is this Saturday, January 27<sup>th</sup> for 12 people. As of Tuesday the 23<sup>rd</sup>, 11 of 12 slots were filled!!! A couple of us plan to bring munchies again for the evening. Everyone is excited for this event.

Lenten Meals 2024-Planning is beginning to get underway for Lenten Meals 2024 as Easter falls early this year. The meals are all early this year, and all have been claimed except one!! Lydia Circle is taking a blank date. It was requested that Council take one night again so all weeks will be filled. Can we do the date Lydia Circle doesn't claim please? See table below.

**Wednesday, February 14th 7th Grade Confirmation-Erica D. (Potato Soup and Sandwiches)**

**Wednesday, February 21st Adult Literacy Center-Linda B./Katie E. (Pasta Bar)**

**Wednesday, February 28th-OPEN**

**Wednesday, March 6th Retired Not Tired-Trudi B. (Sub Sandwiches)**

**Wednesday, March 13th Lydia Circle-Jodi D.**

**Wednesday, March 20th Handbells-Debbie D. (Chili & French Bread)**

The last question I have is should I be attempting to recruit a Fellowship Chair/Co-Chairs for the next term? What is the status of this?

### **OUTREACH:**

No report provided

### **PROPERTY: (Kelly Arndt)**

No report provided



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### FINANCE: (Scott Nielsen)

#### December 2023 Financial Results

##### P&L

- Revenue was \$73k (\$31k favorable to budget)
- Expenses were \$39k (\$4k favorable to budget)
- Surplus of \$34k (\$35k favorable to budget)

### Grace Lutheran Church Income Statement - Dec 2023

	December Actual	December Budget	Delta Budget
<b>Revenue</b>			
Total Revenue	72,591	41,667	30,924
<b>Expenses</b>			
World Mission Subtotal	2,125	2,125	-
Rostered Ministry - Subtotal	7,873	11,669	(3,796)
Non-Rostered Staff Subtotal	15,610	12,669	2,941
Our Church Home Subtotal	10,254	13,188	(2,933)
Worship & Service Subtotal	2,798	3,018	(220)
<b>Total Expenses</b>	<b>38,661</b>	<b>42,669</b>	<b>(4,008)</b>
<b>Surplus / (Deficit)</b>	<b>33,930</b>	<b>(1,002)</b>	<b>34,932</b>
Amount To / (From) Contingency	33,930	(1,002)	34,932
<b>Surplus / (Deficit) After Contingency</b>	<b>-</b>	<b>-</b>	<b>-</b>

##### Year-To-Date P&L

- Revenue was \$471k (\$12k favorable to budget)
- Expenses were \$455k (\$14k favorable to budget)
- Surplus of \$16k (\$27k favorable to budget)



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**Grace Lutheran Church Income Statement - Dec 2023**

	Dec YTD Actual	Dec YTD Budget	Budget Variance
<b>Revenue</b>			
Total Revenue	470,582	458,333	12,249
<b>Expenses</b>			
World Mission Subtotal	23,375	23,375	(0)
Rostered Ministry - Subtotal	123,284	128,364	(5,080)
Non-Rostered Staff Subtotal	129,294	139,359	(10,065)
Our Church Home Subtotal	142,202	145,064	(2,863)
Worship & Service Subtotal	36,730	33,197	3,532
<b>Total Expenses</b>	<b>454,883</b>	<b>469,359</b>	<b>(14,476)</b>
<b>Surplus / (Deficit)</b>	<b>15,699</b>	<b>(11,026)</b>	<b>26,725</b>
<b>Amount To / (From) Contingency</b>	<b>15,699</b>	<b>(11,026)</b>	<b>26,725</b>
<b>Surplus / (Deficit) After Contingency</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Balance Sheet**

- Cash increased \$100k in the month to \$209k
  - Contingency Fund increased \$34k to \$77k
  - Project Funds increased \$2k to \$67k
  - Building Debt Reduction increased \$64k to \$64k



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### Grace Lutheran Church Balance Sheet - December 2023

	December Starting Balance	December Ending Balance	December Changes
<b>Assets</b>			
Cornerstone Checking	20,005	119,726	99,720
Accounts Receivable	-	-	-
Cornerstone Money Market	89,131	89,203	72
<b>Total Cash</b>	<b>109,137</b>	<b>208,929</b>	<b>99,792</b>
<hr/>			
<i>Contingency Fund</i>	43,566	77,496	33,930
<i>Building Debt Reduction</i>	-	64,265	64,265
<i>Project Funds</i>	65,571	67,168	1,597
	<b>109,137</b>	<b>208,929</b>	<b>99,792</b>
<hr/>			
<b>Total Assets</b>	<b>109,137</b>	<b>208,929</b>	<b>99,792</b>
<hr/>			
<b>Liabilities</b>			
Mortgage	1,558,737	1,554,347	(4,390)
Extra Principal Payment			-
<b>Total Liabilities</b>	<b>1,558,737</b>	<b>1,554,347</b>	<b>(4,390)</b>
<hr/>			
		Principal Payment	4,390
		Interest Payment	4,306
			<b>8,696</b>

*December '23 Operating Deficit*

*December '23 Project Fund Change*

### STEWARDSHIP (Pat Murack)

#### WORSHIP: (Lori Mathias)

JANUARY 2, 2024

Present: Tori, Kathy, Pastor Chris, Deb, Eryn, Sharon, Dustin  
Pastor Chris led the group in Prayer.

Reports:

Pastor:

-Pastor Chris asked for a review of the Christmas events and services. Discussion was held on how to balance out the numbers of people over a few services on Christmas Eve. Eryn suggested we take a brief survey of the congregation to get their input on best times.

-Pastor Chris then introduced plans for the Lenten season. He asked for an update of what specifics have been done in the past – confirmation students and skits, when communion is served, etc.

-Lenten topic may be Lament.

-Holy Week – He is looking at possibly holding an Easter Vigil on Saturday, and this may include other congregations to be involved. Eryn asked to discuss if we wanted to add back the Sunrise service. Pastor Chris felt since there would be a Saturday Easter Vigil, he would not have a Sunrise service. Eryn confirmed that we will keep the 8 and 10:30 service times.

-Pastor is also planning an imposition of ashes early in the morning on Ash Wednesday.

-There will be a processional on Palm Sunday, and All Glory Laude and Honor will be the song. Students will process in with the palms.



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- Discussion was held on the readings for Good Friday. Pastor Chris will research options.
- Easter Sunday – Eryn asked if we would be singing the Lord's Prayer, and a discussion was held on other versions of this song that could be used.
- Pastor Chris is working on some updates to bulletins which will also help with PowerPoints.

Music:

Eryn – Choir

- Eryn updated the group on what is normally placed in SharePoint will be placed in a planning spreadsheet in Google. Lori asked Eryn what were the specific issues of SharePoint. Permission rights need to be adjusted. Further discussion was held, and Pastor Chris felt the topic needs to be reevaluated with the Tech Team for the future.
- Eryn indicated Jean Fugate will be sharing the list of Worship Assistants that are assigned so that we can move to a few different liturgies that involve singing from the Worship Assistants. Pastor Chris asked that we try to do this seasonally and just for the 8 a.m. service. Setting 4 was decided to be used for Lent.
- Current donations for Scholarship singers indicate there is a need to still raise about \$1,000. The concert on February 4 details were then discussed. Eryn and Zach will plan for music to last about 1- 1 ½ hours. There will be different styles of music. Lori and Tori will help serve desserts during intermission. The concert will be recorded.

Sharon – Worship Team –No updates on Worship Team at this time.

- Sharon asked if the Worship Assistants could be trained on how to read the scripture to include more feeling, etc.
- Pastor Chris asked if there could be more participation of the Worship Team on Christmas Eve for next year.
- Eryn asked if Sharon used the extra keyboard. Eryn would like to move it to the music room to save space near the organ. Sharon indicated it could be moved.
- Deb – Handbells –Tentative dates are set for Handbells playing in the Spring. There are also three new members interested in playing in Handbells. Deb will connect with them.
- Pastor Chris asked if there are other options for setup of the Handbells during the service. Discussion was held, and further steps will be taken to see what changes can be made.

Tech – Dustin –

- Jean found a Thrivent card so Dustin can order some new technology items. Pastor Chris will have Dustin send the order to the office and they will get it placed.
- Dustin will complete some hardware work this week.

Miscellaneous – Lori –

- Lori indicated she will be submitting the Worship Planning report for the year tomorrow. Pastor Chris asked Eryn, Deb, Dustin and Sharon to also submit a short summary of their work for the Annual report. Lori will share with all what she has written so they have an idea of what they need to submit.

Next Worship Planning meeting will be on Tuesday, February 6, at 6:30 p.m.

### **YOUTH AND FAMILY MINISTRY COMMITTEE: (Pat Murack)**

YFMT Meeting Jan 22<sup>nd</sup>

Calander

February 9<sup>th</sup> – JYG Lock In



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- 11<sup>th</sup> – BFF Meeting
- 14<sup>th</sup> – Ash Wednesday meal
- 18<sup>th</sup> – Backwards Lunch
- 23<sup>rd</sup> – Bingo and Pizza JYG and HYPE
- 25<sup>th</sup> – Chili Lunch
- 25<sup>th</sup> - 5K Family Lords Prayer Event
- March 3<sup>rd</sup> – 5K Lords Prayer in church
- 10<sup>th</sup> – BFF Meeting
- 17<sup>th</sup> – KFC
- 24<sup>th</sup> - Palm Sunday Brunch and Easter Egg Hunt
- 24<sup>th</sup> – 3K to 1<sup>st</sup> Grade Singing and Bells in church
- April 14<sup>th</sup> – BFF meeting
- 21<sup>st</sup> – KFC
- 28<sup>th</sup> – 2<sup>nd</sup> to 5<sup>th</sup> Grade Bells and Singing
- May 5<sup>th</sup> – BFF
- 5<sup>th</sup> – Teacher Appreciation
- 12<sup>th</sup> – Last Day of Sunday School
- 19<sup>th</sup> – 9<sup>th</sup> Grade Confirmation 10:30 Service
- June TBD – Graduation Sunday
- 9<sup>th</sup> – Summer Games
- 16<sup>th</sup> to 21<sup>st</sup> – 7<sup>th</sup> Grade Confirmation Camp
- July 7<sup>th</sup> to 13<sup>th</sup> – Mission Trip
- TBD – Make a Splash for Jesus
- August 5<sup>th</sup> to 9<sup>th</sup> – VBS
- 11<sup>th</sup> – VBS Sunday
- 11<sup>th</sup> – Backpack Blessings

### Confirmation

- Plan for Curriculum to be the same for both 7<sup>th</sup> and 8<sup>th</sup> grade students
  - le 2024 to 2025 School Year will be New Testament for both 7<sup>th</sup> and 8<sup>th</sup> Grade classes
  - 2025 to 2026 School Year will be Old Testament for both 7<sup>th</sup> and 8<sup>th</sup> Grade classes
  - 9<sup>th</sup> Grade Confirmation switch to Reformation Sunday
  - Switch for current 8<sup>th</sup> graders
- This will allow more of a starting a new phase of your faith journey in high school than you are done with confirmation

### Agenda/Other Business

- Call to order
- Lighting of candle (1 min)
- Opening prayer



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- Devotion (10 min) – Chris E.
- Vote to accept minutes from December meeting
- Pastor’s report (10 min)
  - Memorial funds for Airport brewer
  - Church management software migration in April/May timeframe
  - Adjustments to Confirmation – Pastor will roll the following out to parents:
    - to have the same lesson taught to both classes – 7<sup>th</sup> and 8<sup>th</sup> grade
    - changing the 3<sup>rd</sup> year curriculum to a shortened, more focused period summer after 8<sup>th</sup> grade, 4-month instead of 9-month meeting once a month
    - mission trip as “capstone”
  - Staff will research switching from debit cards to credit cards
  - Staff would like to see an updated congregational flow chart
  - Goal setting for committee March meetings
- Treasurer report: Scott Nielsen (20min)
  - Surplus of \$26,725
    - Do we do anything additional for the synod this year? **There was a motion to make a payment of \$4200 to the ELCA. Seconded. Unanimously in favor. Motion passes.**
    - For next year, 9.2% benevolence for a \$4k surplus or 10% for a balanced budget? Commitment of \$22,500 for 2025. Pastor Chris will communicate to synod.
- President’s report
  - Annual Meeting
    - Election of members/delegates
      - Representative to Synod Assembly (3)
      - Nominating Committee: need to elect 3 members, ex officio are Pastor and Jean and Pres elect



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- Endowment Fund Committee (3 members elected at annual meeting) C5.05.02
- Church Council
- Personnel committee: Composition of committee: 3 from council, two others (Dave P and Jen J)
- Committees:
  - **Worship:** Lori (3 min) see meeting minutes
    - Will look at changing up the Christmas services to try to even out the attendance numbers
    - Educating worship assistants and communion assistants
    - Sun, Feb 4 – concert to raise funds for scholarship singers
  - **Grounds and facilities** (5 min)
    - Roof leak: Kelly/Pastor Chris/Chris E – roof needs more work
    - Firestone warranty
    - ? hire facilities manager? (Just a thought) – establish flow chart of who to call when issues arise
  - **Fellowship** (3 min) Brittany
    - **Axe throwing Saturday**
    - Council Feb 28 Lenten meal - \$ for council retreat, will seek Thrivent grant for funding
  - **Children, Youth and Family Ministries** (3 min) Pat
  - **LGBTQIA+ workgroup:** Sarah Dahl (Darlene Holle)
    - Logo/mission statement work in progress
    - Welcoming signage
    - Discussed future activities
    - Faith community assessment survey
    - Getting a speaker in to discuss RIC





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- **Stewardship:** Pat and Pastor Chris
  - Year end update on giving
- **Nominating committee** (Scott D)
  - Slow progress
  - Need Worship and Buildings & Grounds
- Office management issues: new laptop(s) needed
- Sign up: Feb meeting: Rebekah for both
  - for coffee/treat
  - Devotions
- Closing prayer (1 min)
- Note upcoming meeting dates: Feb 22, 2024, March 28
- Listening session at noon on 2/11/24 : primarily to go over financials
- Annual Meeting: Sunday, Feb 25, 2024

Meeting adjourned at 9:10.