



First Lutheran Church
Vision Council Meeting

March 25, 2025
5:30PM

Attendees:

P	Carla Solem, <i>President</i>	A	DeAnne Udby	A	Catharine Weisenburger
P	Tom Neuenfeldt, <i>Pres. Elect</i>	P	Mike Pladson	P	Erin Erickson
A	Kevin Shipley, <i>Treasurer</i>	P	Jon Freeman	P	Pr. Joe Skogmo
P	Paula Schulz, <i>Secretary</i>	A	Matt Ask	A	Pr. Matthew Engum
P	Paul Haarstick				

P = Present, A = Absent, V = Virtual

Guests:

Opening Prayer: Lord, we thank you for the opportunity to come together in fellowship and service as members of this council. Grant us wisdom, humility, and compassion as we discuss and make decisions for your church. Guide our actions so they build up your kingdom and reflect your love for all people. In your name we pray, Amen.

Agenda

- 1) Call to order & Rollcall, *Carla /Paula*
- 2) Devotion, *Paula*
- 3) Review Proposed Agenda
- 4) Approval of Minutes from February 25, 2025, VC meeting and Proposed Agenda for March 25, 2025.

- a. Motion to approve made by Jon, seconded by Tom, and all in favor.

5) Reports:

- a. Pastoral, *Pastor Joe & Pastor Matthew*

- Reviewed attached Lead Pastor Executive Report
- Call out of reposted Parish Nurse position
- Discussed highlights of Synod Data Annual Submission
- Question: should we set the annual meeting date tonight

b. Director of Operations, *Paul*

- Reviewed attached report
- 3rd vendor who submitted quote for asphalt crack sealing
- Financial operations – called out additional QCD's reported
- Request to use an interfund loan to pay for start-up costs for Dream Big related expenses. The loan would come from the Kitchen remodeling fund.
 - i. Tom made a motion that we approve the plan to execute an interfund loan from the Kitchen fund to the Dream Big startup expenses as outlined in the report, seconded by Erin, and all in favor.

c. Treasurer, *Paul*

- Motion to accept the Treasurer report was made by Paula, seconded by Mike, and all in favor.

d. Personnel, *Pastor Joe*

- Highlight of recent meeting was the proposed budget outlined in the attached March 4, 2025, Personnel Committee Meeting notes.
- The Vision Council can make recommendations or changes to this budget when reviewing and presenting the overall budget.
- Tom commented that the meeting notes indicate the personal committee did not yet discuss the addition of a position for a capital campaign coordinator.
- Discussion includes needing job description, hours, pay rate etc. Desire to hire within the congregation.
- Carla will ask Jon for information/recommendation on what is needed for the position.

e. Building & Grounds, *Jon*

- Decorative stone above the front doors needs to be addressed, possibly caution tape.
- Pr. Joe and Paul will review the need for signage.
- Discussed the light bulbs used in the sanctuary, upgrade in color spectrum and amount of light.

f. Stewardship, *Tom*

- Will Meet Next Week

g. Creation care

- Will not have a tree give away this year.

g. Dream Big Committee, *Paul*

- Review of Feasibility Study Report.
- Discussion of potential \$5-6 million raised in a phased approach.

- Discuss the option of a paid position, pros and cons with support to having the commitment of a paid position for the duration of the need.

6) Business:

- a. Personnel Budget Recommendation –
 - Motion made to recommend 4% raise as suggested by the Personnel Committee was made by Paula, seconded by Jon, and all in favor.
- b. FY 26 Budget Preview – Draft included in packet.
 - \$5000 for VBS was removed from budget as confirmed it will be covered by the foundation.
- c. Nominating Committee – need to appoint
 - Tom and Carla are members by default
 - Suggest Gail C., Kari S., Steve S., and Shea T.
 - Motion to appoint the above members made by Erin and seconded by Jon and all in favor.
- d. Info Only: 4/18/25 Annual Meeting Agenda Deadline – See C10.01.B.24 and set date.
 - May 18 at the 9:30 service (final consolidated service).
 - Will plan to have meeting in the Sanctuary.
 - Ask hospitality to provide coffee/snacks.

7) Recognition of blessings in our church family

- Oasis Meal Crew: Cindy B, Alissa M, Kari, and Sheri H.
- Tom will write the Thank You.

8) Meeting Wrap-up

- a. Next meeting: April 22 – Will be setting Annual Meeting Agenda.
- b. Meal/Devotion Assignment - Tom
- c. Review of Action items, *Paula*
 - Carla to follow up with Jon regarding a potential Capital Campaign Coordinator position.
 - Pr. Joe and Paul will review the need for signage at front entrance.
 - Pr. Joe will communicate with Hospitality regarding the Annual Meeting.
- d. Closing Prayer, All

Lord, thank you for guiding our discussions and decisions at tonight's meeting. We are grateful for the unity and fellowship we have experienced as we seek to serve your church. May your wisdom and guidance continue to inspire and direct us and the church as we carry out the actions discussed today. In Jesus name we pray, Amen.

9) Adjournment Time: 6:55 pm