



First Lutheran Church  
Vision Council Meeting

July 22, 2025  
5:30PM

**Attendees:**

<b>P</b>	Tom Neuenfeldt, <i>President</i>	<b>P</b>	DeAnne Udby	<b>P</b>	Catharine Weisenburger
<b>P</b>	Kari Stattelmann, <i>Pres. Elect</i>	<b>P</b>	Mike Pladson	<b>P</b>	Pr. Joe Skogmo
<b>P</b>	Kevin Shipley, <i>Treasurer</i>	<b>P</b>	Jon Freeman		
<b>P</b>	Beth Tinjum, <i>Secretary</i>	<b>A</b>	Sue Quam		
<b>P</b>	Paul Haarstick	<b>P</b>	Jeff Sliper		

**P = Present, A = Absent, V = Virtual**

**Guests: Barry Fewson, Steve Schantzen**

**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) New Staff Member Introduction

2) Call to order, *Tom*

3) Devotion, *Kari*

4) Review Proposed Agenda

- Motion to approve agenda was made & seconded , and all in favor.

5) Approval of Minutes from June 24, 2025, VC meeting

- Motion to approve minutes from the June 24, 2025 VC meeting with correction tree by basketball hoop was made by Deanne, seconded by Jon, all in favor.

6) Reports:

a. Pastoral, *Pastor Joe*

- Reviewed attached Lead Pastor Executive Report
- Strategic framing of the Capital Campaign Committee - Tom Kleve (Chair), Olivia (YFM), Hospitality Committee Member - Tom Kleve will send out direct asks for volunteers.

- 8 deaths since mid June - Update for Brent Blake funeral - 4pm on August 1, 2025, with reception off site - Kari will be on call for the funeral as Pastor Joe is not officiating.
- Call Committee - Possible electronic vote in August with a congressional vote by end of August for Associate Pastor to begin October 1, 2025 (30 day goodbye)
- Beautification Team Charters - Consists of 3 teams - Beautification Team; Outdoor Garden Team & Altar Flowers Committee. Catharine made a motion to approve the Fundamental Charters with the typo corrections, seconded by Mike, and all in favor

b. Director of Operations, *Paul*

- Reviewed attached report
- Rack Mixer and IEM wireless mics working well for outdoor worship.

c. Treasurer, *Paul & Kevin*

- Review of attached General Fund Treasurer's Report for June.
- Highest June Revenue on record in 5 years.
- Motion to accept the Treasurer reports was made by Mike, seconded by Jeff, and all in favor.
- Discussion of Electronic on Demand vs Electronic Recurring Offerings.
- Brady Martz consulting on FY25 report which is close to being ready for approval.

d. Personnel, *Pastor Joe*

- Office & Volunteer Coordinator (32 Hours) - Sonny Thomas started July, 9 2025 - Sonny will temporarily help with the Capital Campaign - additional hours will be tracked by Paul/Pastor Joe. Funds previously approved for assistance with Capital Campaign.

e. Building & Grounds, *Jon*

- Brick disrepair - estimated total \$17,975.00, with breakdown \$4480.00 -top of door, \$4875.00 - steps walkout main entrance, \$8620.00 - Brick capstones.
- Motion to approve additional funds for B&G brick repair as total is above B&G limitations made by Kevin, seconded by Catharine, all in favor.
- Lighting in Sanctuary - \$5000.00 through ACE.
- Tree Removal estimate - \$3000 - \$6000 - September timeline for removal.
- Consulting Chris on needed roof inspection.

f. Stewardship, *Tom*

- No updates.

g. Creation Care, *Tom*

- No meeting scheduled.

#### h. Dream Big Committee, *Carla/Paul*

- Sunday, August 3, 2025 - Dream Big Forum to come to resolution of design & financials - funding vs securing mortgage.
- Capital Campaign Update –
  - Training meeting for volunteers for kickoff, ADT Forums, Commitment & Follow-up.
  - Discussed 5 vs 4 vs 3 yr commitments - 4yr commitment would it be 4 - 1yr commitments or a 4 yr commitment?
  - Discussion of slogan for capital campaign - Dream Big, Expanding Walls, Expanding Ministries - Tom H, Carla, Tom Kleve

### 7) Business:

#### a. Continuing Resolutions.

- Reviewed attached Continuing Resolutions.
- Motion to approve Continuing Resolutions made by Kari, seconded by Kevin, all in favor.

#### b. Sunday Service Pilot Decision.

- Discussion of further feedback received regarding Sunday Service Pilot, Attendance data from 12 Sundays in 2025 with 1 service - 184 average vs 2024 with 2 services - 215 average.
- Motion to approve the single service at 9:30am between Labor Day & Memorial Day made by Kari, seconded by Jeff, all in favor.

#### c. Pastoral Pilot Decision

- Expectation is to implement the Pastoral Pilot with the hiring of Associate Pastor.
- Tabled until next meeting.

#### d. Call Committee - Barry Fewson(Chair) & Steve Schantzen

- Discussion of Compensation Package for Pastor Joe and comparison study for personnel.
- Motion to approve an increase of the Retention Incentive for Pastor Joe from \$1000.00 to \$2000.00 a month effective on the July 31, 2025, paycheck until the end of the fiscal year made by Jon, seconded by Kari, and all in favor.
- Discussion of future compensation performance study/review by end of January

### 8) Recognition of blessings in our church family

- Welcome Alan "Sonny" Thomas
- Sara Peterson for stepping up in new role
- Christmas in July Committee - Belinda & Shan

## 8) Meeting Wrap-up

a. Next meeting: August 26

b. Meal/Devotion Assignment - Deanne

c. Review of Action items, *Beth*

- Pastor Joe will reach out to team chairs regarding the requested typo corrections to the Beautification Team, Outdoor Garden Team and Altar Flower Team Charters.
- Tom will reach out to the Personnel Committee regarding the additional compensation for Pastor Joe.

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: 7:45 pm