



First Lutheran Church  
Vision Council Meeting

June 24, 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>p</b>	Sue Quam		
<b>P</b>	Paul Haarstick	<b>A</b>	Jeff Sliper		

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

**Guests: Paula Schultz, Erin Erickson**

**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 & Introductions, *Tom/All*

2) Devotion, *Kevin*

3) Review Proposed Agenda

- Motion to approve agenda was made by Kevin, seconded by Deanne, and all in favor.

4) Approval of Minutes from April 22, 2025, VC meeting & April 24, 2025, Email Meeting.

- Motion to approve minutes from the April 22 meeting was made by Jon, seconded by Catharine, and all in favor.
- Motion to approve minutes from the April 24 email meeting was made by Mike, seconded by Kevin, and all in favor.

5) Reports:

a. Pastoral, *Pastor Joe*

- Reviewed attached Lead Pastor Executive Report
- Hospitality Team Charter - Kevin made a motion to approve the Fundamental Charter with the addition of a 2 yr term limit with no consecutive term limitations to be staggered with one year term limits with no consecutive term limitations, seconded by Jon, and all in favor.

- Pastor Roy Hemmerling & Pastor Wade Dutton have agreed to be Interim Pastors for the duration of the call for the new Associate Pastor.
- Call Committee Update: Synod forwarded 4 candidates with interviews scheduled from June 29 - July 6, 2025

b. Director of Operations, *Paul*

- Reviewed attached report
- Held 2 Dream Big listening sessions - QR survey deadline is July 14, 2025.

c. Treasurer, *Paul & Kevin*

- Review of attached General Fund Treasurer's Reports for April & May.
- Motion to accept the Treasurer reports was made by Kari, seconded by Mike, and all in favor.

d. Personnel, *Pastor Joe*

- Reviewed attached Personnel emergency meeting minutes from May 14, 2025 to discuss current & pending staff vacancies
- Sara Peterson's job description changed from Communications Director to Community Engagement Coordinator with an increase from 32 hours to 40 hours.
- Creation of new position - Office & Volunteer Coordinator (32 Hours) - which we have received 11 resumes, 5 applicants and 2 interviews are scheduled.
- Catharine made motion to approve the Retention Incentives for the interim Associate Pastor and office vacancies, seconded by Deanne and all in favor.

e. Building & Grounds, *Jon*

- Reviewed attached B & G Meeting from June 2, 2025.
- Discussed removal of 2 Evergreen/Spruce trees on South Lawn.
- Discussion of basketball hoop on the playground.

f. Stewardship, *Tom*

- Reviewed Stewardship Meeting Minutes from Tuesday, April 29, 2025
- Kevin made motion to approve the FY25/26 Noisy Offering Assignments, Jon seconded and all in favor

g. Creation Care, *Tom*

- No meeting scheduled.

h. Dream Big Committee, *Carla/Paul*

- Capital Campaign Update – Pre-campaign 90% complete

- 7 volunteer roles to fill and Capital Campaign Assistance Role.
- Have a list of 30 volunteers for the Capital Campaign
- Discussed whose job is it to appoint the above roles - Pastor Joe reaching out to Tom
- Master Planning Update - We had a good turnout at our two listening sessions last week. Master Planning Committee will review all the session and survey feedback at our July meeting and provide updated plans to the council
- Initial feedback from June 18 listening session - Quilters requested additional space; Hospitality Team believes new Kitchen & Elevator should be in place with the new fellowship hall; possible single stall bathroom added by the new kitchen in fellowship hall.
- Discussed commercial vs non-commercial kitchen costs & benefits.
- QR survey open until July 14, 2025.

## 6) Business:

### a. Annual Meeting Feedback

- Review attached agenda minutes
- Discussed creating a resolution for setting the date for the Annual Meeting with a deadline for the agenda.
- Discussed possible virtual access or livestreaming the Annual Meeting.

### b. Sunday Service Pilot

- Reviewed the attached Worship Pilot Poll Results - 87% of meeting attendees in favor of Pilot of 1 Sunday Service for fall service. Summer service split 56% -2 service/31% - 1 service.
- Pilot program will be assessed by the vision counsel to determine approval or path forward. The new counsel may have a unique perspective or desire to survey the community.
- Discussed Lutheran Hymnity - traditional vs contemporary music - possible TEDtalk?
- Tabled for July meeting pending further feedback from community

### c. Pastoral Pilot

- Expectation is to implement the Pastoral Pilot with the hiring of Associate Pastor.
- Discussed reimbursement of expenses for prospective Associate Pastor candidates.

## 7) Recognition of blessings in our church family

- Outgoing Vision Council
- Carla Solem
- FLC Foundation Board for Sponsorship of VBS registrations
- Shan & Linda for the Cozy Spaces

## 8) Meeting Wrap-up

a. Next meeting: July 22

b. Meal/Devotion Assignment - Kari

c. Review of Action items, *Beth*

- Paul will follow-up on a resolution to set a date for the annual meetings.
- Pastor Joe will reach out to Tom regarding the Chair/Co-chair volunteers for the Capital Campaign.
- Pastor Joe will reach out to Cindy regarding the requested update to the Hospitality Team Charter to include staggered terms.

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: 7:20 pm