



VISION COUNCIL
11.28.23
5:30 pm
Meeting Minutes

Present: Pastor Joe, Erin Erickson, Gail Colby, Carla Solem, Paul Haarstick, Catharine Weisenburger, Jon Freeman, Tom Neuenfeldt, Steve Fode, DeAnne Udby, Paula Schulz.

Absent: Tanner Duncan

Guests:

Opening prayer: Lord, support us in this meeting. Grant us the courage to be open to each other, and not fearful of the new and different. Strengthen us with a willingness to risk for the sake of Your Kingdom. It is our hope, Lord, that the true business of this meeting be our spiritual transformation, and not simply the accomplishment of tasks and projects. We ask this of You as we now begin, in the name of the Father, Son, and Holy Spirit. Amen

Call meeting to order – Gail C.

Devotions – Erin E.

Consent Agenda/Correspondence/Additions to Agenda:

(1) Approval of Agenda

(2) Approval of Minutes

- a. Regular VC – Oct 24, 2023
- b. Special VC – Nov 19, 2023
 - i. Motion to approve the Regular and Special VC meeting minutes was made by Carla, seconded by Tom, and all in favor.

(3) Staff Reports

- a. Pastor Joe provided Personnel report, Vice Pastor Update and HUD Grant, and Give to the Max Updates.
 - i. Housing Allowance / Annual Re-Categorization request submitted and reviewed.
- b. Business Manager Paul provided Office Operations report and Financial Operations report.
 - i. To better assist the Vision Council in understanding the financial position and activities of the church, Paul is soliciting opinions on what information VC would like to see in financial reports. Please message/email him with feedback.

Team Reports:

(1) Personnel

- a. Parish Nurse, Denise, has begun her increased hours (as of November 1st, 2023), from 20 to 24 hours a week
- b. Employee annual reviews have been scheduled for December and January
- c. Olivia continues to grow into her position

(2) Building & Grounds

- a. Heat Pump/Humidifier
- b. Parking Lot/Rain Garden
- c. Lighting Upgrades in Kitchen/Dining Room
- d. Parking Light update
- e. Brick & Patio Update
- f. Leftover funds update
- g. Chancel light replacement

(3) Stewardship

- a. Donor Pie-ramid of giving presented by Paul / Tom.
- b. Shows relative health of donor revenue and the sources do not appear to be fragile.

(4) Social Justice/Creation Care

- a. Meeting on Thursday for the homeless being offered for the entire county.

(5) Dream Big Committee

- a. Meeting to be scheduled possibly 12/10 in conference room.

(6) Safety

- a. Next walk-through will be with the police dept.

(7) Call Committee

- a. First meeting was November 12 and primarily involved an overview of the process by Pastor Chris Leach from the Synod.
- b. The team then reviewed the handout provided by Pastor Chris that outlines the process and who (i.e., Call Committee, Vision Council, or the entire congregation) is responsible for what.
- c. Pastor Chris offered tips for the call process

Old / New Business:

- (1) Auditor Recommendations – please notify Paul or Pastor Joe if any questions/concerns regarding the recommendations attached.

- (2) FLC Sign- tentative date for delivery is May

(3) Laker Prep Early Childhood Contract renewal

- a. Still charging below market rate but not losing money with the contract
- b. Motion to approve the terms of the FLC-LPEC SPATIAL USE AGREEMENT was made by DeAnn, seconded by Catharine, and all in favor.

(4) PTO Policy Approval

- a. PTO Policy adoption – PTO increasing for current staff starting Jan 1.

- b. Motion to approve PTO Policy adoption made by Tom, seconded by Erin, and all in favor.

(5) Appoint Dan Alverson to Personnel Committee

- a. Motion to appoint Dan Alverson to Personnel Committee made by Catharine, Seconded by Tom, and All in favor.

(6) Paster Joe - Housing Allowance Re-Designation Request 202

- a. Motion to approve the Housing allowance Re-Designation Request for 2024 was made by Erin, seconded by Catharine, and all in favor.

(7) Motion made to gift \$100 post tax for full-time employees and \$50 post tax for part-time employees was made by Carla, seconded by Deann, and all in favor.

Financial Treasurer's Report: Given by Tom N.

(1) October's income was \$61,085.71 which is \$2,638.71 over the income budget. October's expenses were \$60,813.50 which is \$2,953.50 over the expense budget. The YTD cash fund balance is \$92,096.53. We ended the month with a grand total cash balance of \$591,964.71.

- a. Motion to Accept the Treasurer's report made by Paula, seconded by Carla, and all in favor.

Recognition of blessings in our church family:

FLY TEAM for Turkey Bingo

Paul for his temple talk

Motion for Adjournment

Motion made by Tom and all in favor.

Upcoming Dates:

Vision Council: 12/19/23 at 5:30pm

Devotions/Dinner: Potluck - Gail