

First Lutheran Church
Congregational Council Meeting Minutes
September 19, 2023, 6:30 p.m.

“Renewed by Christ in Word, water, bread, and wine, we go in peace to serve our community and the world”

Members present: Pastor Chris Culuris, Michelle Doose, Steve Erickson, Randy Frey-Hawkins, Dave Kennedy, Garrett Paul, Pat Pehrson, Mary Spear, Randy Stuckey, Nancy Timm, Tobias Twait, Dawn Wenner, Aaron Banks, Julie Johnson, Sarah Chambers, Bonnie Pettis, Michelle Doose

Members absent: Grace Timm

1. Call to Order: Council President, Mary Spear at 6:30 p.m.
2. Devotions: Pat Pehrson
3. Approval of the agenda: M/S/C
4. Approval of the August 15,, 2023 Minutes: M/S/C
5. Pastor’s Report for August: Pastor Chris Culuris
Hospital Visits: 0, Nursing Home Visits: 0, Home/Office/Assisted Living/Others: 20, Greens: Aug. 1, CCM: Aug. 3, Staff Support: Aug. 3, Vacation Bible School at Trinity: Aug. 6 – 10
Executive Committee: Aug. 8, Building and Grounds: Aug. 8
Finance: Aug. 10, Stewardship: Aug. 10, “The Generosity Project” Planning meeting: Aug. 10
Funeral for Theodora Batzer: Aug. 12, National Youth Gathering Zoom meeting with our Synod: Aug. 13, Monday Funday- Smores and Camp Songs: Aug. 14, Funds Management Committee: Aug. 22, Parkview Manor- Bingo and Sundaes: Aug. 25, New Member Sunday: Aug. 27 – 10 new members received into FLC, “Having a Solid Financial Position” meeting: Aug. 29
6. President’s Report: Mary Spear
7. Treasurer’s Report: Bonnie Pettis
 - a. Reported that the finance committee met and started to plan for the next five years. The overall budget will be a shortfall of \$23,000 at the end of the year.
 - b. Bills are being paid and in a favorable of the budget
 - c. The revenue is ahead of budget of \$20,000
 - d. The end goal is to balance the budget
 - e. She suggested looking at sharing things with Trinity to keep costs down.
 - f. The treasures report was M/S/C
8. Committee liaisons
 - Mary Spear asked all the committees of our church to give their budgets for 2024 to Karen Smithers. Budget wishes for the following 4 years should be sent to Randy Frey
 - a. Finance
 - b. Stewardship
 - c. Fellowship/Altar Guild
 - d. Social Justice
 - e. Lifelong Learning
 - f. Cemetery
 - g. Staff Support
 - h. Building & Grounds
 - i. Lifelong Learning
 - j. Congregation & Community Ministry
 - k. Worship and Arts
 - l. Greens

- m. Tech
 - n. Strategic Planning Task Force
9. Unfinished Business
- The Staff Support committee will be restructured into two separate committees. One would be more of a sounding board for staff regarding joys, frustrations, concerns, etc. and the other would be a personnel committee handling employee contracts, employee handbook, work performance, and other personnel issues as needed. M/C
 - Emily has decided not to have a Mutual Ministry committee. We will have draft committee charters for you to review at the October council meeting.
10. New Business
- a. 2024 Budget Planning: Bonnie Pettis
 - i. Deficit budget or balanced budget for future budget planning?
 - ii. Revenue generation
 - 1. Targeted giving for a project or cause over and above annual giving?
 - iii. Cost cutting measures
 - 1. Sharing staffing resources with Trinity Lutheran, Scandia Grove and/or others?
 - b. Proposed - to 13 Federal Holidays Staff Handbook: Michelle Doose from Staff support (see attached document)M/C
11. Strategic Plan Framework 2023-2028
- a. Strategic Plan Framework Review for the Action Teams in January 2024. We may schedule this in conjunction with the Council Retreat.
 - b. Congregational update April/May 2024 to celebrate achievements.
 - c. "Engaging and Collaborating with the Community".
 - d. "Having a Solid Financial Position" (see new business)
 - e. Providing Programs & Services to ALL demographics
12. Motion to adjourn at 7:50 p.m. Seconded and carried
13. Lord's Prayer

Next Church Council meeting will be held on October 17th, 2023 at 6:30 p.m.
Devotions for September: Nancy Timm

Respectfully Submitted
Pat Pehrson
FLC Church Council Secretary