

First Lutheran Church

Congregational Council Meeting Minutes

February 21, 2023, 6:30 p.m. Zoom

“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 (new member) Bill Kautt, Dave Kennedy, Garrett Paul, Pat Pehrson, Mary Spear, Randy Stuckey, Grace Timm, Nancy Timm, Tobias Twait, Dawn Wenner, Aaron Banks. Sarah Chambers

Members absent: Ruth Johnson

1. Call to Order: Council President, Mary Spear at 6:30 p.m.
2. Devotions: Nancy Timm
3. Approval of the agenda: M/S
4. Approval of the January 17, 2023 Minutes: M/S/C
5. Pastor's Report for January: Pastor Chris Culuris
Hospital Visits: 1, Nursing Home Visits: 2, Assisted Living/Home/Office/Other Visits: 31, Social Justice via Zoom: Jan. 3, Youth Group at FLC: Jan. 4, Staff Support: Jan. 5, Funds Management: Jan. 6, “Making Sense of Luther” presentations: Jan. 8 & 22, Emily's Sabbatical Sharing at River Rock Café: Jan. 10, St. Peter Area Ministerial Association: Jan. 10, Executive Committee: Jan. 10, Worship & Arts: Jan. 11, Stewardship: Jan. 12, Funeral for Shirley Strand: Jan. 12
Finance: Jan. 13, CCM via Zoom: Jan. 13, “Conversation with Justice Alan Page” at Christ Chapel GAC: Jan. 16, Finance: Jan. 16, Minnesota Valley Conference meeting at FLC: Jan. 17
Angela's two calls in tears because of Emily's disparaging remarks: Jan. 23
Executive (reviewed work contracts, job descriptions, and behavioral expectations): Jan. 24
Presented work contracts, job descriptions & behavioral expectations to lay staff: Jan. 25
Annual Congregational Meeting: Jan. 29
Thought Leaders Meeting (Strategic Planning Task Force): Jan. 29
Executive (contracts & personnel issues): Jan. 31
From the end of January through now, I have worked extensively with our staff, Staff Support & the Executive Committee on resolving work contracts and personnel issues. I'm also working with the Strategic Planning Task Force (Thought Leaders & Core Planning Team).

Also, to clarify. Rostered leaders in the ELCA (called and ordained Pastors and Deacons) receive a “Letter of Call” from the congregation and the synod that congregation is in after going through the call process and having had a successful call vote in the congregation they are going to serve.

Those letters of call stipulate the duties, responsibilities, salaries, and benefits that the congregation will offer to the Pastor/Deacon according to Synod Compensation Guidelines and using Portico for their health and benefits. These letters of call serve as an ongoing relationship between the Pastor/Deacon and the congregation.

Interim Pastors, like Pastor Bill, usually serve for 1 – 1.5 years after a called Pastor leaves. Their main objective is to get a congregation ready to call their next Pastor. There are “term calls” as well where a congregation may issue a letter of call to a pastor to serve them for a set period, usually between 1 – 5 years. So, Letter of Calls are only for rostered leaders of the ELCA who have gone through the candidacy process (seminary, background checks, multiple interviews, field training, etc...)

Lay staff are hired by each congregation's Council. They receive contracts that stipulate their role within the congregation and what salaries and benefits the congregation is offering them.

These are to be reviewed and reissued annually. If you have any question, Pastor Heather Culuris mentioned that she would be willing to guide you through any questions regarding the call process for rostered leaders and the hiring process for lay staff members.

I apologize for sending you the wrong Pastor's report yesterday and for omitting this clarification! Please stay safe and warm today!

6. President's Report: Mary Spear

- a. Mary expressed the hard work by the executive committee on their hard work the past month with staff contracts and negotiating with Emily.
 - b. Mary thanked all on council for their talents and hard work within the church.
 - c. Mary expresses the part and the commitment of the strategic planning committee is a lot fun and interesting.
 - d. She expresses to committee liaisons to look at their charter within their committee and if there are changes to submit to council for approval. If there are no changes committees will not have to submit.
7. Treasurer's Report: Bonnie Pettis
- a. Met with Karen two understand what to preset to council each month
 - b. She expressed that there will be an update each month to keep council informed
 - c. She talked about building fund and looked back to 2009 and to see where we are at.
 - d. The financial analysis for January
 - e. She expressed that we are at \$64,660 overall and we are at 45% of the \$86,070 predicted.
 - f. The treasures report was M/S/C
8. Committee liaisons
- There were no important business to vote on from committees this month.
 - a. Randy Frey-Hawkins: Finance
 - b. Randy Stuckey: Stewardship
 - c. Nancy Timm: Fellowship/Altar Guild
 - Expressed for the Soup suppers on creating a list of things to buy each week. She said she will talk with Karen to find out amounts etc...
 - d. Mary Spear: Social Justice
 - e. Grace Timm: Lifelong Learning
 - f. Dawn Wenner: Cemetery
 - g. Michelle Doose: Staff Support
 - h. Steve Erickson: Building & Grounds
 - i. Dave Kennedy: Lifelong Learning
 - j. Randy Frey-Hawkins: Congregation & Community Ministry
 - k. Sarah Chambers: Worship and Arts
 - l. Ruth Johnson: Greens
 - m. Aaron Banks: Tech
 - n. Strategic Planning Task Force
 - Core Planning team members are needed
 - o. The following have been identified for the Core Planning team
 - i. Carrie Stelter, Gabriella Roemhildt, Ceceli Polzin, Amy Ronkvist, Bruce Gray
 - p. We need an additional 7-10 members on the Core Planning team.
9. Unfinished Business
- a. Council liaison for Funds Management/ Randy Frey-Hawkins
 - b. Meeting and devotion schedule for
 - July council will not meet this month
 - August will meet 3rd Tuesday Steve Erickson devotions
 - c. Council Retreat in March 25th 8:30-11:00 am
 - strategic plan, committee review, council expectations, constitution
10. New Business
- a. Stewardship program: Cultivating Generous Congregations
 - Carl Bruihler from the stewardship committee presented a coalition of congregations forming to work with this resource and perhaps this is something we can strive to join this year. "Cultivating Generous Congregations" cohort (3-5 people) will be \$550/congregation -

- Carl recommended this to Council to identify a group who could participate. Commitment of 3-5 people, Pastor Chris, Mary Spear, and Carl Bruihler volunteered, \$550 consulting fee for the program. Comes from the Lily grant.
- Michel Doose brings up a question. How do we know if it is working, we should ask other congregations if it is working?
- b. Stewardship Story Sharing on Sundays: March 26- Betsy Paul, April 30- Calleigh Carlson, May 21- Bruce Gray.
- c. Missionary Budget
 - \$1,000 proposal to the Knutson family M/S/C
- d. Bank Authorizations
 - First Lutheran Church Congregational Council of St. Peter, MN moved to authorize Bonnie Pettis (Treasurer), William Kautt, Karen Smithers, Harry Hunt and Ken Westphal to conduct all necessary transactions as outlined on the "Corporate Authorization Resolution" form relative to the First Lutheran Church Memorial Fund (account #3008281) at First National Bank of St. Peter, MN effective immediately. M/S/C
 - First Lutheran Church Congregational Council of St. Peter, MN moved to authorize Christopher Culuris (Pastor), William Kautt, Karen Smithers, Ken Westphal, Harry Hunt and Bonnie Pettis (Treasurer) to conduct all necessary transactions as outlined on the "Corporate Authorization Resolution" form relative to the First Lutheran Church Checking and Savings accounts (account #8503657 and account #762208) at Pioneer Bank, St. Peter, MN effectively immediately. M/S/C
 - First Lutheran Church Congregational Council of St. Peter, MN moved to authorize Ken Westphal, Karen Smithers and Bonnie Pettis (Treasurer) to conduct all necessary transactions as outlined on the "Corporate Authorization Resolution" form relative to the First Lutheran Church Safe Deposit Box #1213 at Pioneer Bank, St. Peter, MN effective immediately. M/S/C
- e. Revised lay staff employee work agreements All contracts were revised for the staff at First Lutheran Church
 - Emily's original contract presented by Pastor Chris
 - Emily's revised contract presented by Pastor Chris M/S/C
 - Calies revised contract presented by Pastor Chris M/S/C
 - Karen's revised contract Presented by Pastor Chris M/S/C
 - Angilas revised contract presented by Pastor Chris M/S/C
 - Dave's revised contract presented by Pastor Chris M/S/C
- Questions were brought up about hourly rate and expected hours per week to work.
- Pastor Chris presented the hourly grid to show the council what each staff member is expected to do.
- 11. Motion to adjourn at 7:50 p.m. Seconded and carried
- 12. Lord's Prayer

Next Church Council meeting will be held on March 21, 2023 at 6:30 p.m.

Devotions for March: Randy Frey- Hawkins

Respectfully Submitted

Pat Pehrson

FLC Church Council Secretary