

**First Lutheran Church
Congregation Council Meeting Minutes
November 16, 2021 6:30 p.m.**

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

Members Present: Bill Kautt, Pastor Bill Nelsen, Garrett Paul, John Sylvester, Nancy Timm, Michelle Twait, Steve Erickson, Harry Hunt, Mary Spear, Rachel Szybnski, Michelle Doose, Mary Thompson, Rachel Szybnski

Members Absent: David Marlow, Cindy Nadeau, Raina Roemhildt

Guest: Jim Neubauer

1. **Call to Order:** Bill Kautt called the meeting to order at 6:30 pm.

2. **Devotions:** Composed by Raina Roemhildt, read by Pastor Bill.

3. **Approval of the Agenda:** M/S/C

4. **Approval of the October 19, 2021 minutes:** M/S/C

5. **Approval of the special meeting with Pastor Christ:** M/S/C

6. Pastor’s Report: Pastor Bill Nelsen

- Last Sunday, we welcomed nine new members to the church; there are three more on the way, plus a couple of baptisms.
- Pastor Bill expressed his appreciation to the Congregation & Community Ministry (CCM) committee for reaching out to these potential members.
- During confirmation, students have been learning about Luther’s Catechism; this coming week, students will see a slideshow from Pastor Bill’s trip to Germany.
- Confirmation and Faith Formation students will be leading the mid-week Advent services in December (Wednesday evenings at 6:30 pm).
- Pastor Bill led the funeral service for Bev Wetherill at a church in the Twin Cities.
- Pastor Bill has been spending a lot of time on budget matters and consulting with the Finance Committee, Stewardship Committee, and Staff Support Committee.
- Pastor Bill expressed how wonderful last Sunday’s service was, how much he enjoyed preaching to over 100 people in person, and the positive outcome of the congregational vote.

7. President’s Report: Bill Kautt

- Harry and Bill went to Faribault and discussed compensation with Pastor Chris Culuris.
- Bill called Pastor Chris on Sunday afternoon; Pastor Chris was very excited to hear from Bill and to receive the report on the congregational vote.
- Harry and Bill drafted a letter on behalf of the Stewardship Committee, encouraging people to consider ways that they can participate in the life of the church and to get their pledges in.
- Bill and Karen sat down together to crunch the numbers for the official letter of call and compensation package.

8. Treasurer’s Report: Harry Hunt

- The Council reviewed the financial analysis that was distributed prior to the meeting. Our total expenses are lower than our projected expenses, which is good. However, the church has had less income coming in, and we are not keeping pace with current expenses. Thus, we're currently carrying \$16,645 deficit.
- Building fund. We are current on all of our payments. We still owe over \$1 million.

9. Unfinished Business:

- Boy Scout Charter: Jim Neubauer serves as the charter organization representative for the Boy Scout charter at FLC. Jim provided some historical context about the church's relationship with Troop 58, which was chartered by FLC in 1944 and has yielded 104 Eagle Scouts over the years. The paperwork for rechartering requires someone from FLC to sign off as the executive officer on the charter. Pastor Chris has been involved in scouting, but the paperwork needs to be submitted by December 1st.
 - Motion to continue to charter Boy Scout Troop 58 & Pack 58 at FLC, with Bill Kautt serving as the executive officer for FLC on the charter. M/S/C
- New Pastor: The congregation voted on Sunday, November 14th to approve the recommendation of the call committee to extend a call to Pastor Chris Culuris. Harry and Bill used the Southwest Synod website and the compensation information on that webpage in order to determine the salary and benefits package for Pastor Chris. This information will be included in the proposed budget, and will be presented to the congregation at the December 5th meeting.
 - Motion to approve the letter of call and the negotiated compensation package, based on Synod guidelines. M/S/C

10. Informational Reports

- Tech Committee. Harry met with Brad Chambers and Shanon Nowell before Sunday's service; they are still testing the live-streaming capabilities, but they are confident that we will be able to do this.
- Update on Afghan Refugee Situation. Pastor Bill reported that Lutheran Social Services (LSS) will offer an informational meeting on December 6th at 6:30 pm via Zoom. The meeting will be hosted by LSS and FLC, but other congregations and area religious groups are invited to attend. Overall costs for hosting a family as a "Distant Partner" range from about \$6K-\$8K.
- Health Advisory Team. The team didn't meet in person, but discussed plans for Advent and Christmas over email. The Worship & Arts Committee is recommending three services on Christmas Eve (4 pm, 7 pm, and 10 pm) in order to hopefully encourage more social distancing and prevent overcrowding. The Health Advisory Team fully supports this recommendation. The Health Advisory Team also recommends removing the black tape and opening up all of the pews, as long as the masking guidelines stay in place and people are social distancing. The Health Advisory Team also suggests creating a sign-up form for the three Christmas Eve services and limiting the number of people at each service to 120 individuals.

11. New Business

- Continuing Resolution Charge. Motion from the Congregation & Community Ministry (CCM) committee to replace the existing description of the committee charge as laid out in the church constitution with the new description: *The Congregation and Community Ministry Committee is responsible for showing God's love for all people by reaching out to members of the congregation and the greater Saint Peter community and the world. The committee provides for the spiritual and social needs of FLC members with prayer, visitation, and other lay ministry activities.*

Evangelism and marketing are integral components of this committee's work as FLC strives to fulfill its mission as a congregation of service and hospitality for all of God's people. Carried.

- Ideas for Increasing Income. Pastor Bill spoke with the staff about increasing the church's income; ideas were also shared with the Stewardship Committee and the Finance Committee. The Council approved the formation of an ad-hoc committee to serve as a clearinghouse for fundraising ideas.
- Motion to approve Terry Hoehn for the Audit Committee. M/S/C
- Budget. The Council is responsible for bringing a preliminary budget to the congregation on December 5th that reflects the needs of the various committees, allows for 1.4% salary increase for staff, and incorporates the compensation package for Pastor Chris. Budget numbers will continue to be updated between now and December 5, and once again at the end of December. At its January meeting, the Council will need to approve a budget to be recommended to the congregation for its approval at the annual congregational meeting January 30, 2022.

12. Good of The Order: Good Question, Observation or Comment!

- Nominations to Church Council: If you know someone who would like to serve on the Council, please pass that information along to a member of the Nominations Committee.

13. Lord's Prayer

14. Adjourned at 9:03 pm.

Next meeting will be on December 21, 2021 in the Dining Room at 6:30 pm (Devotions: Rachel Szybnski)