**Faith Lutheran Church**

Council Meeting Minutes

December 15, 2015

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| Council Members |
| **President**Brian Lauer (15) |  | **Vice-President**Wade Eastman (15) | X | **Treasurer**Niki Pokornowski (15) | X | **Secretary**Linda McGraw (15) | X |
| Ken Holler (16) | X | Jan Kreie (15) | X | Brad Burch | X | Michelle Malchow (16) |  |
| Steve Killian (15) |  | Dan Brinkman (16) | X | Jon Kamrath (16) | X | Christine Ruppert (16) |  |
| Jeff Amundson (15) | X | Jon Wehler (16) | X |  |  |  |  |
| Staff |
| Pastor Scott | X | Pastor Paul | X | Diane Pedersen | X | Josiah Frusti | X |
| Pastor Dave | X | Marsha Schmit | X | Gladys Bonnema | X |  |  |
| Pastor Paulus | X |  |  | Mike Lauer | X |  |  |

# Opening

## Vice President Wade Eastman called the meeting to order at 7:24 p.m.

* Dan Brinkman opened with devotions.

**Secretary’s Report:**

* **ACTION - Motion/Second/Passed** to approve the November meeting minutes.

**Treasurer’s Report:**

* **ACTION - Motion/Second/Passed** to approved the November Treasurer's report.

 Contributions up significantly in November. The building mortgage interest rate has been reduced from 4.875% to 3.25%

 - a savings equivalent to 24 monthly payments.

**Pastor / Staff Reports:**

* Written reports submitted with the agenda.

**Ministry Teams:**

* **Church in the World (Jan and Ken)**
* Discussed the 2016 budget
* Recommended adding a budget line item of $3,000 for internship projects
* Donations to be made -$500 for Guy and Leah Johnson, $500 to Katie Weikle and an additional $500 to Guy and Leah Johnson if funds are available
* **Congregational Life (Brad and Michelle)**
* Hosted the Lutran Supper in conjunction with “Celebrate The Child,” a theatrical Christmas presentation by Pastor Jonathan Swenson - well received 100 to 125 people
* Let's Fill the Boat collected 1,420 pounds of food (including donations collected by Tara Teply at The Paint Factory) was packed and delivered to the McLeod County Food Shelf
* Team will serve the January 10 Community Meal
* Plan to make contact with all 30+ new members in January
* Bless the Years planned for May
* Need volunteers to take down Christmas decorations
* Lenten Picnic to be planned in January
* **Discipleship (Jon and Steve)**
* Mugs and Muffins, November 21, 2015 - 60-80 gals attended
* Breakfast and Bibles - December 5, 2015 - expecting 20 to 25 men - possible future time change to one hour later
* Chili/Soup Cook Off - well attended - winner to be announced in *Faith Matters*
* Discussed report for the Annual Report
* **Management (Executive Committee)**
	+ Discussed financial reports, budget and other items to be discussed later in the meeting
* **Spiritual Formation (Jon and Christine)**
	+ Faith Family Fun Night - Moved to the second Sunday each month

 January 10, 2016 - Swimming 2-3:30 at the Middle School pool

 February 14, 2016 - Indoor luau

 March 13, 2016 - Make Your Own Pizza

* + Working on report for the Annual Report
	+ Discussed the possibility of two summer interns
* **Worship (Dan and Jeff)**
	+ Reviewed the information for the Annual Report
	+ Prepared notes for the new Worship Ministry Team
	+ Caroling - December 13 was a success
	+ December Reader's Theatre was a success

**Old Business**

1. Reminder:

 a. January Ministry Teams/Church Council meeting January 12, 2016

 b. Annual Report Submission due by January 12, 2016

 c. Annual Meeting January 31, 2016

2. Nominating Committee Update - All Council seats filled - five Ministry Team slots to be filled - good response

3. Personnel Committee Update -

 a. Personnel committee conducted year end reviews

 b. Personnel committee recommends a switch from individual health policies back to a group

 plan that will cost the church about the same dollars as budgeted in 2015 and is HSA

 eligible with an embedded deductible - church to pay 100% of staff coverage and 50% of

 dependent coverage

 c. Personnel committee recommends a 2% increase for pastors and staff - total of $10,700

4. Other - None

**New Business**

1. Approve Pastors Housing Allowance

* **ACTION - Motion/Second/Passed** to approved the following 2016 pastoral housing allowances:

 Pastor Scott - $28,000, Pastor Dave - $24,000, Pastor Paulus - up to 50% of salary

2. Preliminary 2016 budget review - program budget changes little year to year

 a. 2% wage increase - $10,700 increase

 b. Expenses almost always come in under budget

 c. Pastoral intern not built into the budget because of the uncertainty of an available candidate - if opportunity

 presents itself possibly ask the congregation for funding - to be mentioned at the annual meeting

 d. Discussed possibly of adding a building maintenance line item to the budget for future repairs - funding ahead of time

 instead of a special appeal when needed

3. Other - None

Communion Helper Schedule:

 December 24: *Christmas Eve* 11:oo p.m. Niki Pokornowski

 December 25: *Christmas Day* 10:00 a.m. Linda McGraw

January 3: 8:00 a.m. Brian Lauer and Wade Eastman

 10:10 a.m. Ken Holler - Volunteer needed

 January 10:  8:00 a.m. Jan Kreie and Jeff Amundson

 10:10 a.m. Wade Eastman and Niki Pokornowski

Correspondence: Letter from ILT stating they will be accredited in 30 months - asking for continued support to meet their

 $1 million budget

Closing Prayer: Gladys

Adjournment: Vice President Wade Eastman adjourned the meeting at 8:35 p.m.

Regular Council Meeting:  Tuesday, January 12, 2016 at 6 p.m.

Devotions for Next Month: Jeff Amundson

Respectfully submitted,

Linda McGraw, Secretary