

**Faith Lutheran Church - Council Minutes  
Tuesday, November 21, 2017**

Council Members							
<b>President</b> Niki Pokornowski (17)	X	<b>Vice-President</b> Wade Eastman (18)		<b>Treasurer</b> Ron Anderson (18)	X	<b>Secretary</b> Jan Kreie (18)	X
Dean Winter (18)	X	Cheryl Buboltz (17)	X	Jon Kamrath (17)	X	Dan Moe (18)	
Bill Peterson (17)	X	Megan Piehl (18)		Amanda Schueler (17)	X	Marlys Miller (18)	X
Joy May (17)		Andrew Weckwerth (18)	X				
Staff							
Pastor Scott	X	Pastor Paul	X	Diane Pedersen	X	Laura Weikle	X
Pastor Dave	X	Marsha Schmit	X	Gladys Nissen	X		
Pastor Paulus	X	Wendy Magruder	X	Paul Cravens	X		

Opening: President Niki called the meeting to order.

Devotion: Niki gave a devotion based on Matthew 1:20-21, Joseph's heartbreak - when God speaks into sorrow.

Secretary's Report:

ACTION -- M/S/P to approve the minutes as presented.

Treasurer's Report: Ron presented the financial reports. This year's offerings are up \$19,000; our expenses are up \$19,000; and the amount needed to return to the start of the year cash is doable. A mailing is going out for the "Joy to the World" offering. Pastor Scott reported that 158 pledges were made to "Upon This Rock" capital campaign and \$75,000 first fruits gifts were given. The goal of commitments to pay off the mortgage in 2020 is not fulfilled now, but we have three years until 2020.

ACTION - M/S/P to accept the financial reports as presented.

Pastor/Staff Reports – Written reports were included with our agenda information. No questions for staff.

Ministry Team Reports:

- ❖ Congregational Life (Marlys and Joy) – they did not meet tonight.
- ❖ Discipleship (Cheryl and Andrew) – goal setting and planning for next year.
- ❖ Management (Exec Committee) – reviewed financials and capital campaign amounts; an updated 2018 budget was distributed with our agenda; and our annual meeting report is being prepared.
- ❖ Worship (Megan and Amanda) – caroling review: at least 20 people joined in the event – those they sing for were thankful – it is worth doing; and, they are planning a music ministry fund raiser (not be a line item in the budget).
- ❖ Children, Youth, and Family (Jon and Dan) – reviewed parents night out, the Sunday School Christmas program, and January's bowling event.
- ❖ Church in the World (Bill and Dean) – a report showing how the November Hunger Appeal funds were distributed was presented and thanks to all who gave; an update about Guy and Lei Johnson's work in the Milwaukee area with CRU was shared, they have a new child and the maternity expenses are not covered in their medical insurance; we recommend that we help them with a gift from our "Benevolence Special Projects" line item:
  - ACTION - M/S/P to give the Johnson's \$300 to help cover medical expenses in 2017.
 Pastor Paul shared the details of the 2018 benevolence line items. Some of the changes were explained. The total Local & Regional Benevolence will be set at \$35,250, Global Benevolence is \$39,300 making the Total Ministry – Missions / Benevolence \$74,550.
  - ACTION - M/S/P to accept the 2018 proposed benevolence mission giving budget as presented.

Old Business

1. Annual reports are due by the end of December.
2. Nominating Process Update – Pastor Scott reported about the progress of the small team.
3. End of Year Giving – At the start of December we needed about \$144,000 to return to the \$73,000 cushion we had at the beginning of 2017. A mailing is going out for the "Joy to the World" offering.

New Business

1. 2018 Budget Preview – A fresh printing of the current proposed budget was handed out. Several items were clarified on page 7 of 7. The biggest changes are on the personnel side. A final budget will be approved at our January meeting.
2. Pastoral Housing Allowance Approval – our pastoral staff’s housing allowances must be established before the start of the New Year:  
ACTION - M/S/P to designate the following housing allowances for 2018:  
Pastor Scott - \$28,000; Pastor Dave - \$24,000; Pastor Paulus – 50% of his salary.  
(Note- Pastor Paul works for Faith Lutheran as a contractor.)
3. Capital Campaign Update was covered with the treasurer’s report.
4. Personnel Committee Report: Staff Reviews and Approval of Staff Raises and Benefits – The staff was dismissed. The Personnel Committee has completed the reviews of non-pastoral staff. Benefits were wrestled again, the current provider will continue for next year with a 15% increase for premiums. The committee and council value and appreciate our staff. An average 2% salary increase was given.  
ACTION - M/S/P to accept the proposed salary and benefits recommendations of the Personnel Committee.

Communion Helper Schedule:

<i>Christmas Eve</i>	11 p.m.	Niki Pokornowski
<i>Christmas Day</i>	<b>10 a.m.</b>	<b>Need One Volunteer</b>
January 7	8 a.m.	Jan and Wade
	10:10 a.m.	Bill and Cheryl
January 14	8 a.m.	Amanda and Joy
	10:10 a.m.	Niki and Marlys

Closing Prayer was offered by Pastor Scott.

President Niki adjourned the meeting.

Next Month: Tuesday, January 9, 2018 at 6:00 p.m. (note this is one week earlier than normal)  
Sunday, January 28 at 12 noon -- Annual Meeting.  
Devotions: Jon Kamarth