

**Faith Lutheran Church - Council Minutes**  
**Tuesday, December 18, 2018**

Council Members							
President		Vice-President		Treasurer		Secretary	
Wade Eastman (18)	X	Amanda Schueler (19)	X	Barry Anderson (18)	X	Jan Kreie (18)	X
Dean Winter (18)	X	Cheryl Buboltz (19)	X	Monica Wehler (19)	X	Dan Moe (18)	X
John Olsen (19)	X	Megan Piehl (18)	X	Shelly Kirchoff (19)		Marlys Miller (18)	X
Gail Telecky (19)		Andrew Weckwerth (18)					
Staff							
Pastor Scott	X	Pastor Paul		Miriam Rahn	X	Laura Weikle	X
Pastor Dave	X	Marsha Schmit	X	Gladys Nissen	X		
Pastor Paulus	X	Wendy Magruder	X	Will Holt	X		

Call to Order by President Wade

Devotion by Wade Eastman – Quality

Secretary’s Report -- ACTION - M/S/P to approve the secretary’s report.

Treasurer’s Report – Welcome to Miriam Rahn as our bookkeeper. Our cash balance is looking better, and we anticipate another big year end. We are trying to pay our expenses and create a cash flow cushion as we start the New Year. The balances of the capital campaign do not look right – this will be checked. ACTION - M/S/P to accept the financial reports.

Pastor/Staff Reports -- There were no questions, just a word of thanks.

Ministry Team Reports:

- ❖ Congregational Life (Marlys and Gail) – Finishing our annual report, the progressive dinner is on hold, and upcoming community meal.
- ❖ Discipleship (Andrew and Cheryl) – Recap of the soup & chili supper – 18 soups, 105 people participated, monies above the cost for groceries will go to the fund for community meals; we are planning to help with the annual meeting meal; Men of Faith, January 16<sup>th</sup> planning; Bibleopoly is coming on line – Bible sales, reading plans, and other options are available.
- ❖ Management (Exec Committee) – Dishwasher heater was installed this morning; geo-thermal support has changed, now cheaper; we reviewed the preliminary 2019 budget – staff benefits were tweaked; and St. Morten’s cemetery rails were repurposed as a storage shed.
- ❖ Worship (Megan and Shelly) – Our last event, Christmas caroling involved 14 people; we discussed the recent special music; and a ‘Bells for Beginners’ class will start Jan. 10<sup>th</sup> at 6:30 pm.
- ❖ Children, Youth and Family (Dan and Monica) – Dan reported about upcoming events: they need a new event for winter if there is no snow; and, bowling is Jan. 6<sup>th</sup> 2 to 4 pm.
- ❖ Church in the World (Dean and John) – They prepared the 2019 mission budget and scheduled payments; they will be providing an article for each monthly newsletter that highlights the ministries we support; and, \$1000 from Special Fund will go to Steven & Jen Freund (who are missionaries in Peru).

## Old Business

1. Personnel Committee Report – Met several times; welcomed Miriam Rahn, after new year will look for facilities person, lay staff reviews are complete, and time spent in order to make recommendations about benefits.
2. Annual Report Submissions are due now, teams and council meet January 8<sup>th</sup> in order to have all items ready for publication of annual report; please encourage members to attend meeting (there will be a nursery available).
3. Nominating Committee Update – We have 6 to 8 positions that remain to be filled. Our constitution has not set a defined number of people to serve on the teams, the number should fluctuate as needed.

## New Business

1. End of Year Giving Goals (Joy to the World) – This has become as an annual event. We need about \$117,000 to fulfill our budget commitment and have cash to start the year.
2. 2019 Budget Preview – The preliminary budget was emailed to all council members. Pastor Scott explained how this is put together. Most lines are stable, the biggest changes are in wages and benefits. Final approval will be at our January meeting.
3. Corporate Resolution for Wells Fargo and Citizens Bank – Miriam shared documents that we need to have officially approved due to the changes in our staff. ACTION - M/S/P to remove Diane Pedersen's name and add Miriam Rahn. (At this time the staff was excused.)
4. Approval of Pastoral Housing Allowance – Pastoral staff's housing allowances must be established before the start of the New Year: ACTION – M/S/P to designate the following allowances for 2019 – Pastor Scott \$32,000, Pastor Dave \$50,000, and Pastor Paulus up to 50% of his salary.
5. Staff Personnel Committee Recommendations -- Staff Reviews and Approval of Staff Raises and Benefits: ACTION - M/S/P to accept the insurance plan with contributions to employees Health Savings Accounts and raises proposed by the Personnel Committee.

Correspondence – President Wade shared a thank you from the Tartu Theological Academy. A gift was given from the Saar Bequest to them for their new seminary and ministry center.

Closing Prayer by Pastor Dave.

Adjournment by President Wade.

**Next Month: Tuesday, January 8, 2018 Ministry Teams begin at 6:00 p.m., Church Council at 7:30 p.m.; Sunday, January 27 @ 12 noon will be the Annual Meeting**

Devotions for next month: Wade Eastman