

Faith Lutheran Church - Council Minutes
Tuesday, December 21, 2021

President		Vice President		Treasurer		Secretary	
Carl Horton	x	John Olsen	x	Julie Wendland	x	Penny Stuber	x
Connie Stromseth	x	Daryl Bateman	x	Wade Eastman		Monica Wehler	x
Jon Gelschus	x	Niki Pokornowski	x	Maria Weikle	x	Gail Telecky	
		Patricia Block	x	Owen Weikle	x		
Pastor Scott	x	Pastor Dave	x	Pastor Paulus		Pastor Paul	
Wendy Magruder	x	Marsha Schmit	x	Sara Wegner		Jeff Amundson	x
Austin Willhite	x	Laura Stowman	x	Kristen Durst	x		

Call to order by President Carl Horton @ 7:32 p.m.
 Opening Devotions by Marsha Schmit

Secretary's Report:

Action: M/S/P to approve the November meeting minutes as presented

Treasurer's Report:

Checking Acct balance at \$106,991.83

We have used \$22,600 of our reserves this year

We need to collect \$75,800 to have a balanced budget for 2021.

Special Funds:

Increase in the balance due to Faith Forward donations

\$44,000 has been collected to date

Mission gifts for Operation Christmas Child and Hunger Appeal were collected in November and disbursements will be made from this account in December

Preliminary Budget

Contributions budgeted to increase 2.2% for 2022 budget

Contributions were budgeted to increase 3.5% for 2021

Building and Maintenance fund and Capital Campaign funds are designated funds and can only be used for their designated purpose

Looking to add a line to the budget for other larger building and repair expenses; these funds could also be used for other expenses if needed.

Not designated.

Action: M/S/P to approve November's treasurer's report.

Ministry Team Reports:

Discipleship (Daryl and Gail)

- _____ Discussed the soup and chili supper
- _____ Discussed the past year and what the team has accomplished this year
- _____ Discussed the upcoming year and some ideas for the team for 2022

Management (Exec Comm)

- _____ Awaken Project
- _____ Faith Forward Update
 - Hoping for some last minute donations to this campaign before the end of the year.
- Roof Repairs
 - Having issues contacting contractors.
 - Looking to get bids for some roof repairs
- Building Expenses
 - Discussed budget for 2022 and adding a line item to the budget for building and repair expenses.

Music and Worship

- Discussed concert series for 2021
- Discussed some ideas for 2022
- Technology Update
 - Subcommittee will be created after the first of the year to continue work on the sound system and set up of equipment in the sanctuary.

Children, Youth and Family (Monica and Patricia)

- Recapped Faith Family Fun Happy Birthday Jesus party
 - What worked
 - What to do differently in 2022
- Discussed and signed up to host the community meal in 2022
- Next Faith Family Fun Event will be held January 9 230-430
 - Sledding at Rocket Hill
 - Cookies and hot cocoa will be served
 - If weather issues there will be a movie and popcorn at church

Church in the World (Connie and Jon)

- _____ Are looking for a group to do the community meal for January 9
 - Finalized the budget for Missions
 - 50% global and 50% local
 - Committee discussed ways to enhance, educate, and encourage others in the congregation to participate in missions
 - Fresh Start - UCAP has distributed about half of the baskets/backpacks that have been put together and donated by Faith. Those who have received a basket/backpack have been very thankful.
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Congregational Life (Niki and Wade)

_____ Took mittens, hats and scarves over to Common Cup
Will continue to collect items into January
Cookie and Hot cocoa fellowship after Advent Service
Game afternoon in February
Progressive dinner in the fall of 2022

Old Business:

Ministry Team Reports are due to Wendy tomorrow (12/22)
End of Year giving update
\$75,000 is needed to balance the budget
Faith Forward: 150 for the next 150 Campaign Update
Update: Funds raised to date: \$45,000
Nominating Committee Update
Committee has been working very diligently and have filled all but one position.

New Business:

2022 Budget

Pastors' Housing Allowances
Pastor Scott - \$40,000 for housing
Pastor Dave - \$33,000 for housing
Pastor Paulus - 50% of income for housing

Christmas Preview

_____ Christmas Eve Services
Services will be at 2 pm, 4 pm, 6 pm, 11pm
2 pm - Family service
4 pm - Two services one foundation style and one sanctuary style
6 pm
11pm - Service with Holy Communion
Christmas Day Service
10:00 am with Holy Communion
Church services on Sunday, December 26
8 am and 10:10 am combined service in the sanctuary
Lots of great opportunities to worship through the end of the year.

Social Media Page

_____ Changes Coming in 2022
Recording of Sunday service will be posted on Monday
Faith Encouragements on Tuesday and Thursday at 9 am
Wednesday Morning Prayer at 7 am
Friday post link to weekly updates
Announcements and upcoming events

Personnel Committee Report

Employee Handbook

Proposed Amendment to the Employee Handbook

Performance Evaluations

Evaluations will be completed by the staff's direct supervisor

A time of employee feedback will be held with the personnel committee once a year

Proposed Addition to the Employee Handbook

Maternity/Paternity leave policy

6 weeks of paid maternity following a normal delivery and 8 weeks of paid maternity leave following a cesarean section birth of an employee's child.

2 weeks of paid leave will be provided for paternity or placement of a child with an employee in connection with adoption.

Up until this point this specific policy has not been in place

Action: M/S/P to approve and add Maternity/Paternity leave policy to Employee Handbook

Staff was excused for further discussion of staff compensation

Staff Compensation:

Health Plan: Only one health plan is offered through LCMC.

Plan offers:

Low deductible plan health insurance - There is no HSA plan

Lower deductible and copays than current plan

Salaries:

Recommendation of the personnel committee to increase staff salaries by 5% for 2022.

Action: M/S/P to increase the staff's salary 5% for 2022

Meeting adjourned

The next Regular Council Meeting will be Tuesday, January 11 at 7:30 pm

Devotions next month by Daryl Bateman