

Our Saviour's Lutheran Church Council Minutes January 16th, 2024

Call to Order: 6:35PM

People present: Pastor Lloyd Menke, Pastor Joel Rova-Hegener, Lori Mikel, Rod Risch, Steve Gomez, Heidi Lund, Amy Buechler, Joyce Nelson, Ellen McCullough, Tricia Agen, Ashley Dellwo
People absent: John Erickson

Devotions: Rod Risch

Congregational Update: Annual Meeting

Consent motion:

Dec. 19th, 2023, Council Minutes

Steve moves acceptance, Ellen seconds. Motion carries.

Treasurer's Report: Ashley Dellwo

December 2023 giving was down -24.2% as compared to December 2022, and relatively flat at +0.1% or a \$701 increase overall compared to 2022-year end.

Ellen moves acceptance. Heidi seconds. Motion carries.

Business:

Vision/Future direction of church continuing conversation- Pastor Lloyd

Pastor Lloyd reported on the difficulties with small groups with a community the size of Hastings. Pastor Lloyd defined small groups as more like "ministry groups". He asked the question as to how we invite people into these groups? Pastor Lloyd said a personal invitation from a current group member, or staff member is the most effective way to gain members in these groups.

2024 Budget/Staffing-Lori Mikel

Lori said there needs to be a "give and take" regarding staffing and budget issues. There was discussion about reducing the hours of current staff. Lori said there is still a focus on hiring a person for the youth program. Heidi reported she met with Pastor Lloyd, Pastor Joel, Lori, Ellen, and Joyce in the last President's Committee meeting, discussing the issues of budget and staffing. There was a discussion about "right sizing" to fit the budget. Pastor Lloyd stated three points of focus:

- 1) Right sizing staff
- 2) Re-align our ministries and priorities
- 3) Giving has been flat and with expenses exceeding giving the last several years, staff adjustments are necessary.

Motion: There was a motion by Steve to: Implement a right sized plan, by February 1st, 2024, to re-adjust positions to include: One day a week time reduction for the Administrative Assistant and Communications Specialist, reducing Community Outreach and Events Coordinator position to 1/2 time and the NexGen Ministry position to 1/2 time. Second by Tricia. Motion carried.

Facilities Loan-Pastor Lloyd

There was discussion about funding for the stained-glass window restoration and new sound system.

Motion: Steve made a motion to authorize the request for a loan for the facility renovations at the annual meeting. Second by Lori. Motion carried.

Annual Meeting /Ballot-Pastor Lloyd

Pastor Lloyd reported the Annual Meeting ballot has not yet been finalized.

Executive Session called

Motion to move to an Executive Session by Heidi. Second by Tricia. Motion carried.

Motion to end Executive Session by Lori. Second by Tricia. Motion carried.

Employment Legal Concerns

Motion: There was a motion by Steve to approach legal counsel to address an employment issue, up to \$500.00 cost. Second by Ashley. Motion carries

Informational updates:

Staff Reports

- Building Update- Jeff Conklin
- CYF- Amy Hanson
- Community Outreach Update- Theresa Chatellelle
- Parish Nurse Update- Sherri Lohmann
- Pastor's Reports- Pastor Lloyd/Pastor Joel

Prayers_and_Celebrations/Pastor Joel

Motion to Adjourn @ 9:17 PM by Ellen. Second by Ashley Motion carries.

Submitted electronically on 01/21//24 by Rod Risch, Acting Secretary