

November 30, 2023 Council Meeting Minutes

Attending: Tim Pauley, Ronda Haley, Sara Haase, Jason Swanson, Linda Moore, Joe Kahl, Pastor Maggie Isaccson, Amber Chapman and Pastor Melissa Carmack

Unable to Attend: Dawn Peer

Opening Prayer: Pastor Maggie

Treasurer's Report-Balance Sheet looks good. Current balance is \$59K. Hopefully, December will be a good month of giving. October giving was not great. Tim shared that he has been approached by some members of the congregation to hold a Capital Campaign to help pay down and/or pay off the mortgage. One of Tim's goals is to have everything in the budget except furnace replacement and mortgage.

Property would like to limit crane costs to lift the furnaces to the roof. The goal is to replace the furnaces in two phases. Report reviewed and acknowledged.

Tim recommends we pay all remaining benevolences in December. They are as follows; Luther Point \$758, Lutheran Social Services \$642, Family Pathways \$894, Open Cupboard \$894, Youth Ministry \$63.42 and Education Ministry \$937.50. We have fulfilled our commitments to Salvation Army, CRA and Interfaith Caregivers. Linda motioned to approve, Sara second, unanimous approval. There was discussion around how we handle the remaining benevolence to the ELCA. The balance owed is \$11,777. If we subtract the \$8k we paid to help fund other churches, the balance is \$4637. Joe motioned that we follow that suggestion, Jason second, unanimous approval.

Congregational Meeting follow up and what are our next steps.

Some folks have expressed concern about Tammy's job. No one wants her to lose it. She has played a vital role in setting up our media communication. Tammy does not want a full time job, Pat wants to go part time sometime mid 2024. Could they share a job? There has been some concerns expressed if we can afford two full time Pastors. Volunteers are starting to burn out.

Temple Talks will be held December 17 and January 7th. Q and A sessions will be directly following church. Tim will lead. The Congregational meeting to approve the budget will be on January 28th.

We discussed "what do we do now for coverage until we have the staffing model we're hoping for"? Pastor Melissa said it usually takes at least 6 months to get a Pastor. Council intends to have flexibility for staffing until the transition can be made to the new work model. Tim also suggests that all congregational meetings should be livestreamed so everyone can hear and view them.

PM asked if we could look at a Children's Director for 20 hours a week to get some help with upcoming programming. Linda asked how are things going without a Parish Nurse? PM said the connectivity piece that Karen facilitated with PM is missing and some of our at home congregants are lacking in that link with Peace. Tim asked where we're at setting up volunteers to visit our shut ins? PM is working on that plan. Maggie reported that Stewardship will put together a proposal for a Capital Campaign in 2024. The goal will be \$200K. Motion to adjourn Sara second by Amber. Unanimous approval.

Next Council meeting December 21.

Respectfully submitted

Linda Moore, Secretary.