



LUTHER MEMORIAL LUTHERAN CHURCH

Highlights of the October 26, 2025 Council Minutes

Ministry Plan and Budget Discussion for the Congregational Meeting

- Council reviewed final Ministry Plan.
- Two options presented by Isis:
 - With a 3% salary increase
 - Without a salary increase
- Discussion included:
 - Addressing potential budget shortfall.
 - Recommendation to make better use of restricted funds when appropriate.
- Council voted to:
 - Present both options to the congregation.
 - Recommend adoption of the plan including the 3% salary increase.
- Presentation to mention the general amount of restricted funds.

Bathroom Renovation Terms

- Bruce Pritchard requested updated motion wording from September meeting.
 - Council approved two revised motions:
 1. First Motion – Authorize Property/Renaissance to:
 - Obtain up to three non-binding bids from design/build contractors for Phase 2 restroom renovations.
 - Select a winning bid and pay the design fee retainer.
 - Use design/build approach to handle all finishes and fixtures to save volunteer time.
 2. Second Motion – Approve an internal loan up to \$10,000 from the Tom Wilson estate for Phase 2 renovations, to be repaid.
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New Business

Finance Committee Requested Constitution Changes

- Proposed by Aaron Conklin, Finance Committee Chair.
- Adds cross-representation between committees:
 - Add to C13.03.C22: Chair (or designee) of Compensation Committee to serve on Finance Committee.
 - Add to C13.03.F22: Chair (or designee) of Stewardship Committee to serve on Finance Committee.
- Change to be voted on by the congregation at the spring meeting; committee change in practice to begin in January 2026.
- Council approved motion.



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Congregational Care-for-Creation Covenant

- Presented by Nancy Prichard.
- Developed by Lutherans Restoring Creation (ELCA group) for sustainability guidance.
- To be presented at spring congregational meeting.
- Future discussion planned alongside a Behavior Covenant from Mutual Ministry.

Mutual Ministry and Personnel – Pastor Monica’s Compensation During Medical Leave

- The Mutual Ministry and the Personnel Committees made a recommendation to council for the congregation to provide sufficient funds from either the Mary Powe Trust or the Korslund Fund to be allocated to cover the costs associated with Pastor Monica’s leave of absence. Council made a motion and voted to approve the request.