First Lutheran Church

Church Council Meeting Minutes
July 21, 2026 - Approved

Care - Grow - Serve - Proclaim

Present: Rob Baker, Andrew Baunsgard, David Berg, Noah Berg, Pastor Tor Berg, Ho Brown, Sandy Flying Cloud, Paul Flatness, Kristi Pyne, Dave Shogren, and Melinda Wax. Rob Baker left the meeting at approximately 8:02 p.m.; a quorum remained.

Absent: Kendahl Adjorlolo and Joyce Thode.

Guests: David Osborne, Chair, Building & Property Committee.

I. **Call To Order:** David Berg called the meeting to order at 7:04 p.m.

II. **Devotions:** Pastor Berg read lyrics of the hymn "Wind and Cold Roar" ("Corre el Viento") by Homero Perera. The hymn is a prayerful reflection of the inequalities and injustices in our world and asks God to help us follow Jesus' commandments and to forgive us.

III. **Approval of 7/21/26 Meeting Agenda:** Kristi moved to approve the meeting agenda. Paul seconded the motion and the motion passed.

IV. **Approval of 6/19/26 Minutes:** Ho moved to approve the meeting minutes from June 19th with the inclusion of the suggested changes she emailed to the Council on June 30th. Sandy seconded the motion and the motion passed.

V. **Committees:**

A. **<u>Finance Committee</u>**: Paul asked Council members to advise their respective committee chairs to submit their 2027 budget requests to the Finance Committee beginning August 1stt. This is earlier than normal; the Finance Committee plans to begin their work on the budget in September.

Action Item:

- Council liaisons to committees will notify their respective committee chairs to submit 2027 budget requests by August 31st.

B. **<u>Building & Property HVAC Proposal</u>:** David Osborne brought a motion to the Council to approve a project to install air conditioning in the sanctuary and the choir loft, at an estimated cost to FLC of $52,000. The project would replace the existing 3 furnaces that heat the sanctuary with new furnaces with cooling coils attached and add a ductless system with concealed cooling units in the choir loft.

David O. stated that Liz Colver's husband, James, who owns an HVAC company, would like to donate labor for the HVAC portion of the project as well as any HVAC-related permits that may be required. Costs for the equipment, a covered walkway on which the outdoor units will sit, and any other project requirements beyond what James will donate will be the responsibility of FLC. David O. advised that the Finance

Committee has confirmed funds are currently available. The motion passed unanimously.

Action Items:

- David O. will research warranties for parts and labor and will notify James that the project has been approved.
- Paul will notify the Finance Committee that the project has been approved.
- David O. will send a written request to FLC's Endowment Committee for a $5,000 grant to defray FLC's costs for the project.

VI. **Old Business:**

A. **Reconciling In Christ (RIC) Updates:** Pastor Berg suggested this discussion be postponed until Council's December 2026 meeting, when Council will begin to plan the agenda for FLC's annual meeting.

Action Item:

- David B. will defer the RIC discussion until Council's December meeting.

B. **Transition Team Update**: The 2026 Transition Team submitted a motion by way of their written recommendations for two new job scopes of work: 1) Director, Youth, Family & Community Programs (full time) and 2) Communications & Ministries Coordinator (part time [approximately 20 - 30 hours/week, Mon. thru Fri.]). A part-time bookkeeping role would be separate from the Communications & Ministries Coordinator. The team based their recommendations on congregational feedback and the team's assessment of our staffing needs. Pastor Berg forwarded the report to Council via email and led the discussion. The Council unanimously agreed to adopt the two job scopes of work, as written. The next step is to form a hiring committee to move the process forward. Pastor Berg suggested that Rob Baker be the chair of a new hiring committee. Rob accepted.

Action Items:

- Pastor Berg will schedule a meeting with Kristin to discuss the Council-approved job scopes of work. Pastor will invite a member of the Personnel Committee to participate or, if not available, he will include President David Berg.
- Pastor Berg and Rob Baker will meet to discuss developing a hiring committee and will bring a draft of their plan to the Council for Council's review and approval.

C. **Council Call List of Members:** Sandy reported that she sent out cards, received two back, and asked if she should report undeliverable addresses to Kristin. Pastor Berg confirmed that notifying Kristin is the correct course of action.

Action Item:

- Council members are to continue to work on contacting members on their contact lists and report any invalid contact information to Kristin.

D. **Council Committee Continuing Resolution (CR) Reviews**: Paul reported that the Finance Committee did not have any changes from last November's review of their Continuing Resolution. Representation from the IT Committee was not available to address that committee's CR. As the liaison to Preschool, Sandy asked and David B. clarified that a CR is not applicable for the FLC Preschool.

Action Item:

- ➢ Ho will forward Pastor Berg's email to David B. that detailed the monthly committee assignments for CR reviews.

E. **Membership Roll Review**: Pastor Berg led a review of the list of members who, based on our Constitution, are considered inactive members and provided recommendations.

Action Item:

- ➢ Ho will update the report to include statuses/recommendations from the meeting and identify any follow up needed in conjunction with Council members' respective "Call List" activities.

F. **Rebranding Update**: Pastor Berg stated there was nothing to report at this time.

G. **Roof/HVAC Fund:** Pastor Berg confirmed that an account has been set up for a roof fund. Fundraising will start after the HVAC project.

H. **Campus Ministry**: Pastor Berg reported that there is a plan for FLC to have a table at the "welcome back" fair on campus this fall.

VII. **New Business:**

A. **Thank You for Roger & Roger's Retirement Party:** Paul suggested that Council formally recognize and express their appreciation for the job Roger Steinke, FLC Director of REACH Ministries, has done over the years, to ensure Roger's contribution is recognized and documented as a part of FLC's history. Ho also suggested that David B. include a statement in the president's annual report. David agreed.

Action Item:

- ➢ David B. will include a statement of appreciation for Roger's contribution to our church in David's president's report for the 2026 Annual Report.

VIII. **Next Meeting:** The next meeting is on Tuesday, August 18th, at 7:00 p.m. on Zoom. The church calendar has been updated to reflect the new Zoom link Pastor Berg sent out on 7/21.

IX. **Adjournment:** David B. adjourned the meeting at 8:26 p.m.

Submitted by Ho Brown, secretary pro tem