

Our Saviour's Lutheran Church of East Bethel
19001 Jackson Street NE
East Bethel, MN 55011
Minutes of the Regular Congregation Council Meeting
Thursday January 5, 2017, 6:30 p.m. at OSLC

Members Present: Jan Berqual, Holle Despen, Chuck Dodd, Terry Kolodjski, Mark Kramm, Alex Mealio, Kathy Neuberger, Pastor Dan Nordin, Pastor Maria Pederson, Michelle Reichow, Karen Schrecongost, Connie Weigel.

Members Excused: Darvin Bethke, Glenndy Ose.

Guests Present: Cindy Delmonico, Kim Fread.

President Michelle Reichow called the meeting to order at 6:40 p.m.

Mark Kramm provided treats.

Holle Despen led devotions.

Secretary's Report: Mark Kramm moved that the minutes of the December 8, 2016 Regular Congregation Council Meeting be approved as amended. The motion was seconded, and approved.

Council Agenda Review: Michelle Reichow reported that there are no changes to the agenda.

Finance Report: Chuck Dodd distributed and explained the December 2016 Finance report. Chuck shared the good news that we ended budget year 2016 in the black! We have no outstanding bills for 2016, we have some money in the reserve fund, and have even paid the first quarter installment of insurance for 2017. Chuck expressed sincere thanks to Kim Fread, our bookkeeper, for her diligent work with our finances! The finance report was accepted as presented.

Team Reports:

1. **Human Resources:** Human Resources has recommended that we extend a contract to John Oachs as interim sound board operator at a rate of \$17.00 per hour. John would fill this position until Steve Nelson returns on April 8th. John has been fulfilling this interim role and has received great feedback. Mark Kramm moved that we accept recommendation of the Human Resources Team to extend this contract to John Oachs. The motion was seconded, and was approved.

2. **Family Promise:** Jan Berqual informed council that there will be another Family Promise training session at Glen Cary Church on January 7. Please contact Jan Berqual if you are interested in attending.
3. **Constitution:** Mark Kramm informed council that Ellen Kramm completed the changes to our constitution. The synod pre-approved these changes. People interested in viewing the changes should contact Cindy Delmonico. Council thanks Ellen for her skilled and dedicated work!
4. **Social Justice:** Michelle Reichow informed council of an upcoming social justice event. A conversation titled “Racism and Criminal Justice Reform” will be held at Redeemer Lutheran Church on January 18th from 7:00-8:30.

Old Business:

1. **Visioning Team:** Michelle Reichow reported that 3 additional people will be asked to be on the Visioning Team. Council hopes to have six team members to announce at the annual meeting. They will begin their work in February.
2. **Budget for 2017, including Challenge Goals:** The Finance Team presented the 2017 Preliminary Budget- Draft #3, with the Challenge Goals that had been announced to the congregation. Chuck Dodd explained that budget draft #3 reflects accurately how 2016 ended financially. The 2016 budget was then re-adjusted to include changes that had occurred during the 2016 year that had to be included before adding in announced challenge goals. These adjustments included the addition of the cost of our newly hired audio engineer, calculating in the salary difference of Brice Bloxham, who earned less than normal in 2016 because he took a leave of absence over the summer to complete his pastoral care work, and the addition of \$1,768 for Staff Insurance Increases. Then, using the adjusted 2016 budget as a baseline, the financial team moved on to creating the 2017 budget proposal to include the Challenge Goals described at the bottom of the draft #3 budget proposal. These increases include \$8,000 for Jesus Refills, \$12,000 for Property Maintenance, and \$46,109 for Personnel wage increases (including benefits and taxes) for a total 2017 budget increase of \$66,109. Council members examined the budget carefully, comparing it to last year’s budget and previous 2017 budget drafts. In order to ensure that all last minute changes had been seen and reviewed by affected staff members, the proposed budget draft #3 was reviewed line item by line item with the department heads and team leaders present.

Mark Kramm moved that, at the Annual Meeting on January 29, 2017, we “vote to accept the budget presented tonight, with the possible addition of up to \$2,000 based on upcoming discussions with Glenndy Ose and Christina Verbick”. The motion was seconded, and passed.

3. Loan for driveway, water & sewer hookup: The Taylor Street construction will begin in Spring of 2017. Council discussed how to clearly communicate the financial options with the congregation at the annual meeting. It was decided that, at the annual meeting, the agenda would first cover the 2017 budget with the challenge goals. Next, council will ask for congregational approval for a construction loan. The most fiscally responsible option that council sees is to take out a second mortgage from Mission Investment Fund, but such a decision needs to be a congregational decision. Additionally, the congregation needs to consider if we shall include the loan payment in the 2017 budget at this time.

- 4. Annual Meeting- Sunday, January 29, 2017:** Michelle Reichow informed council that the annual meeting will follow the 11:00 service.
- a. Lunch will be provided by the youth.
 - b. Parliamentarian: Judy Schaubach
 - c. Secretary: Holle Despen

Celebration Moments

New Business:

1. **Mail Bag:** There was no mail to report.
2. **Report on Sale of any Stock:** 202 shares of stock were received for a total of \$9,858.00. This money was applied to the general fund, which freed up \$3,000 to be moved into the Reserve Fund.
3. **Installation Date of Council- February 5, 2017:** New and returning council members will be installed at all 3 services.
4. **Thank you to out-going council members: Darv Bethke, Chuck Dodd, and Alex Mealio.** We thank them for their commitment to OSLC and their service on council!
5. **Nominating Team Report:** Council accepts the Annual Meeting Ballot that was received from the Nominating Team.

Chuck Dodd moved to adjourn the meeting at 8:57 p.m. The motion was seconded and approved.

Holle Despen, Secretary

Annual Meeting: January 29, 2017, noon.

Next regular council meeting: February 9, 2017 at 6:30 p.m.

February Devotions: Karen Schrecongost

February Treats: Staff