

## First Lutheran Church of Aitkin, Minnesota Congregation Council Meeting Agenda

**DATE/TIME:** Thursday, Oct 13, 7:00 p.m. **LOCATION:** Fellowship Hall **MEETING:** X Regular \_\_\_ Special

**COUNCIL MEMBERS (present denoted by an X):** x-Pastor Reggie Denton; x-Tom Plagman, x-Todd Werner; x-Lynne Kellerman; x-Jayne Anderson, x-Sarah Grovogel, x-Chancy Nordick, x-Phil Martin,,x- Jill Sadlowsky, no-Alex Mateyka

**OTHERS PRESENT** 1) Staff:     2) Guests/Visitors:

**NOTICE:** Posted Electronically;

Agenda Item	Presentation/Discussion		Action and responsible party by:
<b>Call to Order</b>	By: Tom Plagman At: 6:59p	Quorum: <u>X</u> YES; ___ NO;	
Opening Prayer	Pastor Reggie		
Share highs and lows (or God Sightings, God at work)	<b>Time frame: 10 min</b> highs and lows		
<b>Business Meeting</b>			
Approve the Agenda for 10-13-22	<b>Time frame: 5 min</b>	Motion by Jayne Second by Todd motion carries	
Consent Agenda: Altar Guild 9-13-22 College Scholarship 10-10-22 Council meeting 9-8-22 Executive Council Meeting 10-6-22	<b>Time frame: 5 min</b>	Motion by Jayne Second by Todd motion carries	

<p>Property Committee both 9-12-22 and 10-10-22. OM Report 10-5-22 Security 10-4-22</p>			
<p>Pastor Reggie's Report</p>	<p><b>Time frame: 10 min</b> Reviewed Pastor Reggie's report.</p> <p>Request for council to review attendance from last year to this fall with one service. (and review Wed night attendance.)</p>	<p>Motion by Chancy Second by Phil motion carries</p>	<p>Jill S to ask Jill J who can compile this info for next council meeting (Nov meeting).</p>
<p>Personnel Committee</p>	<p><b>Time frame: 10 min</b> The Personnel Committee (David, Barb and Todd) have submitted their resignation. Please see document in drop box title "resignation letter PDF" 10-13-22.</p> <p>Todd reviewed 3 scenarios for future consideration: Motion: The office manager is to assume all duties, responsibilities, and authority of the personnel committee except grievances which will be administered by the vice president of the executive committee. This motion shall expire at the close of the 132nd annual meeting held in 2024.</p> <p>Motion: The council shall reach a decision regarding the future roles, responsibilities and/or fate of the personnel committee by the Sept 2023 council meeting.</p> <p>Motion: The Vice president of the executive committee shall act as the personnel/staff liaison and advocate of staff to the council, and shall meet with each member of staff at least once in 2023 to receive feedback and to assess the working environment of FLC. This motion shall expire at the close of the 132nd annual meeting held in 2024.</p> <p>After discussion of motion scenarios, council in agreement to consider options for next meeting (Nov meeting)</p>		

	Motion was made for executive committee to assume responsibility for the personnel committee tasks in the interim while the council reviews future options for personnel committee.	Motion by Todd Second by Lynee motion Carries	Todd to bring topic back to Nov meeting.
Health insurance premiums for full time employees	<b>Time frame: 10 min</b>  2.8% (2,000) increase if council decides to enact same increase as last year's plan. See attached documents.  Chancy motions that we approve the exact the same increase as last year, 2022.	Motion by Chancy Second by Jayne motion carries.	Chancy to communicate to Barb.
CYF Position          Ministry Support Coordinator position	<b>Time frame: 15 min</b> 2 interviews but both candidates have not been advanced for any further consideration. No Current active candidates. Other Synod discussion for us to consider:  1. Hired Colleen Krohn as Part-time Temporary SS coordinator and CYF communicator up to 20 hours a week. 2. Consider posting a second part-time CYF leader for 5th-12th focusing on Wed. night programming and Sunday night (middle school and high school). Pastor Reggie said he would work with Jill J to draft job description. Pastor Reggie will also talk to Colleen. Motion to move this topic to discussion next month with further details. 3. Salem Lutheran shared pastor update-on hold, Salem not ready to look at a position until the future with no tentative date. 4. Welcome Committee-prepare a congregation for LGBTQ hire. Possible topic for future quarterly meeting or future council meeting. Tom to discuss with his contact for future options. 5. Combined Media Specialist and ministry support coordinator job description written. Nicole has not resigned and currently expecting she will work thru November.	          2. Motion by Chancy motion seconded by Todd motion carries.	          2. Pastor Reggie/Jill J to draft job description for 5th-12th or middle school high school role. and talk with Colleen.  5. Job description needs to come to council in Nov for approval.
Property Committee	<b>Time frame: 5 min</b>		

	<p><u>Educational wing</u></p> <ol style="list-style-type: none"> <li>1. Tile begins End of Oct and hopes to be done in Nov.</li> <li>2. End of Nov the double doors will hopefully come in and be installed</li> <li>3. Siding repair this fall and well as the counter (free labor).</li> </ol> <p><u>Property Line situation:</u> discussion to agree to enter into an Encroachment Easement that states that we can use this space (\$300).</p> <p><u>Snowblower:</u> Property committee recommends a new electric snow blower-Toro model from Dotzler's for approximately \$850. (See additional information attached.)</p>	<p>Motion by Chancy seconded by Lynn motion carries</p> <p>Motion by Jayne seconded by Lynn motion carries</p>	<p>Pastor Reggie to alert property committee both these issues were approved.</p>
Financial Update	<p><b>Time frame: 10 min</b></p> <p>Chancy review financial documents. Building fund \$11,742.</p>	<p>motion by Todd seconded by Sarah motion carries</p>	
Visioning /Strategic planning Committee	<p><b>Time frame: 10 min</b></p> <p>Visioning committee unsure of future direction. Need direction from board. Recommendation to have the visioning committee research and NE synod or outside agency to facilitate future strategic planning focused on our future as FLC after COVID.</p>		<p>Tom to bring this info back to the visioning/Strategic planning committee.</p>
Additions: Piano gift	<p><b>Time frame: 10 min</b></p> <p>Discussion about fellowship fall vs choir room. Phil also recommended that we check with Rebecca May to make sure another small Lutheran church does not need it. Discussion to get the worship committee's opinion. Jill J sent email to worship committee already.</p>		<p>Jill S to call Rebecca May to get Rebecca's, Linda, Sandy and Sharon Eder's input.</p>

<b>Notices:</b>	<p>Next Meetings:  Executive council: 11-3-22 (330/4-5p)  Full council: 1110-22 (7-8/830p)</p> <p>Future agenda items:  Mailing of newsletter-need feedback from congregation and newsletter recipients.</p>		<p>Pastor Reggie to ensure in newsletter and bring data to Nov council meeting.</p>
Closing Prayer	Lord's prayer		
Meeting Adjourned	<b>Motion</b> by Tom Plagman at 9:10p		

Secretary: Jill Sadlowsky

Date: 10-13-22 and 10-17-22