

Council Minutes

November 21, 2022, 6:00 pm

Attending: David Weisser, Deborah Dreher, Cindy Toppin, Bruce Arndtson, Pastor Geier, Lois Twedt

Call to Order at 6 p.m. by President David Weisser

Secretary Lois Twedt

Bruce made a motion to accept the October minutes and Deborah seconded the motion. Motion carried.

Treasurer Deborah Dreher

No Council Action Required

St. Philip's Lutheran Church continues to be in good financial position. Review of October 2022 Financial Reports indicate 2022 year-to-date Giving in three categories, General, Capital and Miscellaneous lagging Budget by 4.04%. Expenses are under Budget by 10.04%. Net Cash is \$33,124, primarily due to open staff positions.

Discussion continued regarding the 2023 Budget process. Adjustments were made and approved by FMT. The 2023 Budget Worksheet may not be available before Council Meeting on November 21, 2022. If not, I will email it to Council as soon as available. Request for approval will be submitted to Council at the December 2022 meeting.

Motion was made by Cindy and seconded by Bruce to accept the October Financial Statement. Motion passed.

Vice President Sadie Reiners

No Council Action Required

· Building and Grounds fixes have been happening primarily by individuals. The committee will meet again on November 16, to review what needs watching during the winter and pick up on things that have lagged.

· A big task is changing bulbs in the sanctuary which has lagged. The team waits for four to be out before getting a team of six together to put the large ladder in location and secure it when someone is on it. Sanctuary bulb replacements will happen before Advent/Christmas worship. (When the bulbs are out over the altar area, we rent a lift which is several \$100s, so that is delayed until it's a prudent expense.) Nothing is urgent in that area at this time. Cindy expressed concern about members of the congregation climbing ladders to change bulbs.

- Al Todnem recently cleaned the courtyard of its dried plantings and bagged them. Steve Wolverton picked them up for disposal.
- An HVAC repair is waiting to be done. The bid is \$2000 by vendor Binder. They will schedule that soon. The new AC in the Youth Room was inspected by the City Mechanical and Electrical engineers since a permit was pulled for its installation.
- The Fellowship Dividers did undergo another major repair for \$2056 with 10 new trollies being installed. Words of caution on all those who handle the dividers that they are fragile, and their movement should be done with additional care. Heidi and the Preschool lead people have been notified about the caution they need to practice. We requested a bid for what it would take to replace the dividers in the future.
- The sealing and striping of the parking lot got put in the 2023 budget but if it's necessary to delay it we will. Cracks were filled in 2022. A bid for doing a complete seal and striping is estimated at \$15,000.
- Most recent fixes were two door stops, i.e. the Learning Room and the WELCA closet.
- Special favor paid to recent election judges was to have the parking lot lights come on earlier and stay on later, on November 8th. Steve Wolverton accommodating that favor.

Serving Ministry Report--Pam Hoffman

No Council Action Required

Fellowship Ministry

Donations for Downtown Halloween Event were greatly appreciated.

Cards were sent to 11 military members for Veteran's Day.

Started selling tickets for Philadazzle on 11/6 and will continue to be sold on the 2nd and 3rd Sundays.

On Saturday 12/3 some on the committee will help with preparations for Stewardship Pancake Breakfast.

A list of shut ins was compiled and Holiday cards will be mailed to them.

Stewardship

Stewardship has been in full swing this month with the creation and assembly of 320 mailing envelopes. The team assembled them Tuesday November 8, and they are likely to be in every home by Sunday the 13th.

Temple talks begin November 13th with Al Carstensen, followed by Camille Johnson Oster on the 20th and Beth Fahlstrom on November 27.

This year's theme is "Embody our Mission" with a logo created by Al Todnem. Pastor Geier began the

month of Nov. with a new closing for the congregation centered on St. Philip's mission statement. That will continue through the month.

We're very excited to offer a free Pancake Sausage Breakfast on December 4, which is Commitment or Pledge Sunday. The Fellowship Team is helping with some of the breakfast preparation and Pam Hoffman has helped consult about aspects of the menu.

We are hoping for a large return of pledge cards. A returned pledge card with or without a stated commitment is evidence that the mailing was opened and thought was given to its response. By the end of 2021, 110 cards had been returned.

Let's all pray for a good Stewardship response for 2023.

HR Report-- Cindy Toppin

No Council Action Required

As directed by Council, the HR Ministry Team has been working on draft policies and recommendations for sabbatical leave.

We will be ready to present these drafts to Council at the December meeting. We have met twice with Pastor Geier about sabbaticals; he has obtained documents from other colleagues that have helped us. We have also been in touch with the St. Paul Area Synod for more information from them. According to the Synod, "sabbaticals are not "just an extra vacation" for the leader of the congregation. Sabbaticals are designed as a balance of structured learning time and time for rest and renewal." More information will be provided in December. Following a discussion with Pastor, HR has decided to recommend initiating a Sabbatical Leave for Pastor in 2024, but add 2 extra Sundays off for 2023.

Nina Meyer, an experienced HR professional has joined our team. She provided some new suggestions on how to recruit for the Children and Youth positions. We still have had no applicants for any of our open positions. We attempted to advertise in the SE Area synod but their rules preclude us from advertising on their site. Perhaps these positions can be broken down into further "chunks" to invite members to apply, similar to what was done with the Music Director position.

Pre-school staff has not been given raises this year. HR recommends to them that they implement a 3% raise as other staff have received.

Worship Ministry Report-- Marjorie Peterson

No Council action required.

There were 195 worshipers in attendance on Confirmation Sunday. Normally, attendance remains at 120-125. A request was made to recognize the occasion when flowers are donated for a service. Another request was made to have Pastor Geier read the Gospel.

November 6 - All Saints Sunday - recognize deaths and baptisms in the past year.

December 4 - Commitment Sunday - The Stewardship Committee requested that traditional hymns be sung. The contemporary service will be moved to Dec. 11.

December 18 - Sunday School program

Christmas Eve - Only the 3:00 PM service will be live-streamed

Christmas Day - "Static" production

December 23 - Flower garden assembled

A sign-up sheet will be posted for holiday service worship leaders.

Pastor Geier will be taking vacation on November 27 and January 1. Pastor Rebecca Thurman will be here in his place.

Communion - Servers will continue wearing masks. The wine trays will be completely filled for Christmas Eve services. More kits are being ordered. The announcement regarding holding one's hand out flat when receiving the host has been effective. It will be repeated for the Christmas services.

Bell Choir - will perform on November 27 and December 24 at 3:00 PM. The children may do free ringing during the Christmas program.

Children's Choirs - right now there are two singers in each of three choirs.

Adult vocal groups will perform on November 13 and December 11.

Council discussed and agreed that only announcements pertaining to St. Philip's activities be presented during services.

Learning Ministries Report –Abby Mattimiro

No Council Action Required

Preschool:

Lost one student last month due to them wanting to cut costs and have a preschool/daycare option.

Picture day 17/18

Conferences 22/23

Our first grant check of the year was \$684 dollars. (This was more than we expected:)

Christmas program December 22 at 6:00 pm

Card sales made \$559

Prayers for our students' and staff's health would be greatly appreciated! These little guys are getting hit really hard with illness. They are the pandemic kiddos and with the lock downs have very low immune systems.

ASG:

No report sent

Faith Formations:

No report sent

Communication/Marketing/Tech Report – Bruce Arndtson

No report.

Pastor Geier – November 2022 Council Report

- I am continuing my physical therapy and things seem to be progressing as expected, (which is to say much slower than I would like.)
- Our synod's Fall Theological conference was worthwhile, although Cragun's is not the most accommodating facility for mobility impaired folks.
- Our Trunk-or-Treat on the 29th and our participation in the downtown Halloween event on the 30th were well attended. I am grateful for everyone who stepped up.
- Our confirmands completed their faith statements and we celebrated their confirmation on October 30th.
- I participated in my first synod candidacy committee meeting and am looking forward to serving the larger church in this capacity.
- I am continuing to enjoy team teaching our combined Confirmation class with Carlos Villavicencio and Kristian Ronning.
- Participating in a Zoom cohort focusing on Resiliency for Ministry Leaders has been a good investment of time and energy.
- We have had an increased number of members hospitalized as well as in-person pastoral care requests.
- I will be grandparenting for Thanksgiving through November 27th, and Pastor Rebecca Thurman will be providing pulpit supply.

Thanks for your partnership in the Gospel.

Your Servant in Christ,

Gregory A. Geier, Pastor

Old Business

Abby has been asking around about Camp Wapo. As of now, not many people know much about it. At the October Council Meeting it was suggested that Camp Wapo be asked to share their information at a future service. Green Lake will be sharing info in January.

Community Service/Social Justice Meeting Follow-up

18 members of the congregation attended a Table Discussion on how we could expand Community Service/Social Justice efforts at St. Philip's. A follow-up meeting was held with a smaller subgroup.

Here is our plan.

There is a desire to do more community service projects NOW as **teams** from St. Philip's that serve the community AND promote fellowship AND presence in the community for our church.

While there are already projects occurring (Meals on Wheels, Blanket tying, School supply drives etc.), we want to do more to be the hands and feet of Christ.

An initial project of helping sort the 1200 pounds of food recovery (produce and meat) donated to Hastings Family Service from Cub one Monday morning a month has begun with a small team of people. We hope to establish a second team in the near future. We also want to expand the number of blood drives we do with the Red Cross and establish a park cleanup team in the spring. You may have additional ideas for team projects.

We want to establish a new method of signing up to help.

Once a month, an email blast will go out to the congregation stating the opportunities at hand. There will be a link in the email to Signup Genius, an online simple volunteer signup that many organizations use.

You can sign up the day you see the opportunity and you will know if the slots are already full.

Watch for this email in the near future.

If you have other ideas for team projects and would like this to go out to the congregation via this new method, contact Cindy Toppin at ctoppin409@gmail.com.

The social justice discussion led to many ideas: climate change, homelessness hunger, racial justice, but no one idea prevailed. We need a leader who passionately wants to lead this effort. If you feel like that is you, contact Pastor Geier to discuss further.

Thanks to everyone who participated. It was a great discussion!

To celebrate and lift up what the church is already doing, it was suggested to create a list of activities the church is currently involved in, as well as how our church facility is already used by outside groups.

New Business

There was no new business to discuss.

A motion was made by Deborah and seconded by Bruce to adjourn the meeting. The meeting was adjourned at 6:50 p.m.

Submitted by Lois Twedt, Secretary