

# Council Minutes

**November 20, 2023, 6:00 pm**

Attending: Dan Strehlow, Deborah Dreher, Natalie Carda, Marjorie Peterson, Abby Mattimiro, Warren Thomas, Pastor Geier and Lois Twedt.

## **Call to Order at 6:03 p.m. by President Dan Strehlow**

### **Secretary's Report, Lois Twedt**

Natalie made a motion to accept the Secretary's Report. Warren seconded the motion. The Secretary's Report was approved.

### **Treasurer Deborah Dreher**

#### **No Council Action Required**

Review of October 2023 Financial Reports: Comparing Actual Giving to Budget, Giving is under Budget by 14.4% and Expenses are 21.2% under Budget. Our overall financial situation is still favorable. Net Income is \$73,823. A motion was made by Warren Thomas and seconded by Natalie Carda to accept the Treasurer's October 2023 Financial Report. The motion passed.

Attached is the Proposed 2024 Budget, approved by Finance, and open for discussion with Council. Adjustments may be made and final approval to be made no later than our last 2023 Council meeting on Monday, December 18. A Motion was made by Marjorie to accept the 2024 Revenue and Spending Plan. Warren seconded the motion. The motion passed.

### **Vice President Sadie Reiners**

#### **No Council Action Required**

No report received.

### **Serving Ministry Report--Pam Hoffman**

#### **No Council Action Required**

##### Fellowship Ministry

Halloween downtown event - about 35 gallons of hot cocoa were served and 1500 pieces of candy handed out. Pastor Geier and 12 church members helped out.

Philadazzle plans are coming together. Tickets are \$20 and will be sold during the month of November.

New member class was November 5th with new members being received on November 12th.

Cards were sent to 8 members of the military and 1 who recently retired.

25 kits with 5 personal products were donated to HFS. They will be given to the homeless and those recently released from prison.

## Stewardship

The Stewardship ministry finalized the contents of the 2024 packet in October and assembled it at its November meeting. The mailing includes a 2024 “intention of giving” card plus an envelope, a brochure lifting up the theme” Community Grows Here”, the Pastor’s letter with the team listed and a response card for the Pancake / Sausage breakfast.

Stewardship Sunday is Dec. 10 at which time pledge / response cards are brought forward followed by a complimentary pancake and sausage breakfast for all worshippers that day.

This has been the team’s focus for the past two months. 310 packets were sent out and should have been received this past Friday. The team heartily encourages all persons to remit their card with whatever response they are able to do. By doing this we know the recipient has opened the mailing and given it thought. 110 cards were received at the end of 2022.

## **HR Report—Natalie Carda**

### **No Council Action Required**

#### Statewide Earned Sick and Safe Time Law

Effective January 1, 2024, Minnesota’s Earned Sick and Safe Time (ESST) law requires employers to provide paid leave to employees who work in the state of Minnesota. An employee is anyone who works at least 80 hours in a year for an employer in Minnesota.

The HR Ministry Team will create the EEST policy for our Employee Handbook. In addition, working with our payroll processor, LA Anderson, CPA, they will update each employee’s record to be compliant. Communication will be sent to employees prior to December 31, 2023. Required employment law poster will be displayed.

Our existing leave policy, such as paid time off (PTO), may already fully or partially meet Minnesota's EEST requirements.

This new state law affects all churches in the Saint Paul Area Synod for all employees not covered by a sick/paid leave time policy already. At St. Philip’s, this will be an added benefit for our part time employees.

## **Worship Ministry Report– Marjorie Peterson**

### **No Council Action Required.**

Service debrief:

Confirmation/Reformation Sunday - all went well and attendance was over 200.

All Saints Sunday - candle lighting was well received, however, instructions needed to be made more clear, perhaps demonstrated.

Communion:

Two wine trays were purchased which means there will be enough to serve the congregation at the 3:00 Christmas Eve service.

We are asking the communion server who switches out the wine trays to wear gloves.

Christmas:

Four communion stations will serve communion at the 3:00 service and two will be used for the 5:00 service. There is a sign-up sheet on the kiosk for additional worship leaders needed.

Flower arranging and candle prep will be done on Saturday morning, the 23rd.

# Learning Ministries Report –Abby Mattimiro

## No Council Action Required

### Preschool:

1) We had one M/W/F student drop Oct 30th and a five day a week student adds Nov 1st.

M/W/F has 29 spots filled

T/Th has 24 spots filled

2) Conferences will be in the evening of Nov 20th and 21st. No school Nov. 23-27 following districts thanksgiving break.

3) Christmas program will be Dec. 21st at 6:00 pm for all classes. Team members will help with program and will come at 5:30.

4) Raise Right Fundraiser. Dolores Pemble came and spoke to our group about how she ran this ongoing fundraiser at her last church. She gave suggestions on how to run it and has offered to help in any way she can. Moving forward to January we will start explaining how this program can be used on more of a daily basis than just gift cards for special occasions. If we can get it put into place, we would have very specific things we would raise money for. The first on being a goal to fully fund our field trip in the spring for all students.

5) With our team and pastor, we discussed what was the stabilization grant that we received last year and how it has now changed to a compensation grant with money that must go directly back to our staff. It no longer is allowed to cover payroll expenses but most go above regular pay.

6) Budget was reviewed and is looking ok at this point.

7) No December meeting so the next meeting will be January 8th at 5:30

### ASG:

No report received.

### Faith Formation:

1. Reviewed confirmation service made notes about items for next year. These included a spring parent meeting, ordering items, and making note to have someone make new stoles.

2. Review how Sunday school has been going over-all. Numbers range from 15-20 Prek-4th graders on any given Sunday.

3. Planning for Dec 10th family Sunday school. Projects were picked and prep work was divided up. This event does go along with the pancake breakfast this day.

4. We talked over the Christmas program planning. Some new costumes needed to be ordered. Program will be December 17th with a practice on the 16th .

5. Items were also reviewed and it was decided on glow stick candles as the hand-out item for the Christmas eve children's sermon.

## **Communication/Marketing/Tech Report – Warren Thomas**

### **No Council Action Required**

We are working on incorporating the QR Code link into our giving opportunities.

## **Pastor Geier – November 2023 Council Report**

### **COUNCIL ACTION REQUIRED**

- I attended our synod's south conference meeting on October 26.
- I have visited our members who are homebound or in nursing homes.
- I lead worship at Oak Ridge on October 25th and at Regina on November 1st.
- I met with our confirmands on Saturday, October 28th to make stoles and rehearse the service.
- I then brought my boat to church for Trunk-or-Treat on the afternoon of the 28th.
- On Sunday, the 29th, I helped set up, serve and take down our hot cocoa and candy stand at the Hastings Downtown Halloween event. I think this is great exposure for St. Philip's, but believe we need more people to help if we wish to continue.
- On November 4th, Tim Preston and I proved that we are an awesome lefse making team.
- On November 5th we had a new member orientation organized by Glenda Schnirring and we welcomed new families on the 12th.
- On November 11th we had a memorial service and luncheon for Lynn Lucas. This was a large service and I am grateful for the many St. Philip's members who came and served.
- Likewise, on Sunday the 12th, there was a brief service at the Sportsmen's Club in Pepin, WI, for Al and Patty Todnem's son, Eric.
- We have also had six members hospitalized at three different hospitals for a wide variety of things. Currently, we still have two in the hospital with one at transitional care in Farmington.
- Staff Update: John Diischer is in transitional care at Augustana and can work remotely as his rehab/therapy schedule allows. He has been putting in extra hours talking to the folks at LiveControl to address an issue where our broadcast is not performing as it should. Ellen was hospitalized to have a bile duct cleared and is now back home.
- **COUNCIL ACTION REQUIRED:** I am proposing that instead of getting a one-time sabbatical of six weeks, that I receive one extra week of vacation each year. This would save the church several thousand dollars and allow me additional flexibility to visit grandchildren, parents and still have some "Greg & Amy" time. I have run this proposal by our HR Ministry Team and there were no objections.

Thanks for your partnership in the Gospel.

Your Servant in Christ,

Gregory A. Geier, Pastor

## **Old Business**

Deborah Dreher and Doug Schultz have been added as members of the Nominating Committee.

Marjorie has composed a letter to be given to standing committees of the church, asking them to submit items from their wish list. These items will be turned into Marjorie and Lista. Undesignated Memorial Funds will be used to grant these wishes.

## **New Business**

Pastor has made a request to exchange the sabbatical leave for one extra week of vacation for the next years. Warren made a motion to grant this exchange. Marjorie seconded the motion. The motion passed.

A motion was made by Natalie and seconded by Abby to adjourn the meeting. The meeting was adjourned at 6:40 p.m.

Submitted by Lois Twedt, Secretary