

Council Minutes

October 21, 2024

Attending: Dan Strehlow, Dolores Pemble, Dave Fry, Maria Gathje, Natalie Carda, Jen Klos, Alex Zuzek, Warren Thomas, Pastor Geier, Becky Kaphing, Lois Twedt

Call to Order by President Dan Strehlow at 6:00 p.m.

Becky Kaphing shared the results of water testing that was done throughout the building due to new requirements for pre-schools. Many of our water sources have high lead levels. We will have the aerators cleaned and test again. The issue is being forwarded to Building and Grounds to determine the next steps.

Secretary's Report, Lois Twedt

Dolores made a motion to approve the Secretary's Report as written, but with the removal of Deborah Dreher as a member of the Audit Team. Dave seconded the motion, and the motion passed.

Treasurer Dolores Pemble

No Council Action Required

The Finance Ministry Team met on Monday, October 14 via zoom. We are starting the budget process and spent some time reviewing the budget worksheet. All Ministry Teams have responded and there appears to be little change in budget requests. The HR team had submitted a request for a salary increase of 3.5-4%. The FMT is suggesting a 4% raise in salaries. We got an update on the Completing the Dream project. The committee is hoping to close out the finances for the project next month with the excess donations being directed to the Council for discussion. Pleasant Street assessment of \$10,000 has been paid. Renewal of Property/Casualty and Work Comp Insurance was discussed. Premiums have changed little. ELCA benefits will be renewed with a 4% increase but housing and retirement benefits for Pastor will remain unchanged. Deborah brought up the new MN law about Paid Medical and Family leave and how it will affect the church. She will have more information after attending a webinar on Wednesday, Oct. 16.

Warren made a motion that was seconded by Alex to accept the Treasurer's Report. The motion passed.

Vice President Alex Zuzek

No Council Action Required

All nine team members attended Buildings and Grounds fall meeting.

1. First item covered was carpet cleaning by an outside vendor. Eleven years of wear and built up soil prompted the proposal. It was meant to be a one-time effort. With the church owning a good carpet cleaner, Heidi Nelson does the cleaning as needed throughout the year. Heidi did the narthex before she

- had her recent surgery which is appreciated. The vendor proposal was declined by the committee.
2. Two Juniper shrubs which shield the exit driveway onto Pleasant will be removed to provide a wider visual opening for pedestrian safety.
 3. A proposal was brought forward for a compensated PT Grounds person to help keep up the 5.7 acres of plant life that creates constant care from April through September. This discussion will be continued. Alex will connect with Buildings and Grounds to: 1. Learn if this needs to be a line item in the budget, 2. Question why the need for 20 hours. Council felt like that was a lot. 3. Does this need to go to HR? 4. Could we connect with Precision to see if this could be added to our existing contract.
 4. A fall grounds clean-up day was scheduled for Oct. 12 from 9 to 11:30.
 5. A repair call was needed to Steve Wolverton dealing with the kitchen sanitizer. It is showing frequent breakdown throughout the year.
 6. Bruce Arndtson requested the right to purchase a storage bin for outside use in the NW corner where the annual plant sale is conducted for containers etc. Approved.
 7. Budget for 2025 was returned with modest increases where needed.

Following Council discussion--Alex will connect with Buildings and Grounds to: 1. Learn if this needs to be a line item in the budget. 2. Question why the need for 20 hours. Council felt like that was a lot. 3. Ask if this needs to go to HR? 4. Find out if we could we connect with Precision to see if this could be added to our existing contract.

Serving Ministry Report—Dave Fry

No Council Action Required

Fellowship Ministry

OLD BUSINESS:

1. MILITARY RECOGNITION: We'll ask in the Oct. bulletins if there are any updates in military prayer card. We'll send out Veterans Day cards in November.
2. MINISTRY FAIR on NOV. 3 INFORMAITON: We will need to have a slide for John Diischer to include in a presentation on the screen in sanctuary. We don't need a video. Camille has a trifold poster board that will be used in display that includes Fellowship activities
3. HALLOWEEN OCT 27 2-5 DOWNTOWN EVENT: There are sign ups on kiosk for volunteer help and donations. All donations needed were now advertised. Camille made an announcement in church on Sept. 29, will ask to have highlighted in next bulletins and on the announcement screens. Bill and Vicki Pavlish will help get things lined up at church in the morning. We'll ask Wendi, the Downtown Business Association rep if we can be closer to The Busted Nut for hauling water.
4. SOFIO AND DIRKS FUNERALS ON SEPT 12 AND 14: Seemed to have plenty of help.
5. PHILADAZZLE DEC 1: Chris Falteisek will work with John Diischer in setting up his multi-media concert, "Christmas Around the World." Philadazzle will begin at 5:15-45 with sparkling juice, 5:45-6:45 Dinner, transition, 7:00 Concert. The Committee decided to invite the public for a 7:00 concert, with free will offering. A minimum of \$400 is Chris' fee; all offering collected will be his, with Philadazzle/Fellowship funds covering if not enough in the collection. Margaret has written up publicity to be provided to other churches and with modifications for St. Philip's bulletins and newsletter, save the date in Oct. Details in November. Chris has a template he'll send for publicity. Article was written in Hastings Journal for concert Chris has in Prescott on October 11. David Weisser will talk to radio when he talks about the bake sale. Facebook? Scouts have agreed to help, will meet ahead to know specific duties. The Committee wanted a simplified menu. Tickets will be \$25, which includes concert. Free will collected during dinner will only be for scouts. Those attending Philadazzle will have concert costs covered. Next planning committee meeting, October 22 at 5:00.

NEW BUSINESS:

1. **BUDGET:** Deadline is Oct. 10. Camille will submit the same budget for 2025 that was used in 2024. As of Sept., we were very solid with available budget money till the end of the year.
2. **CHRISTMAS CARDS:** Can you be thinking of names to include in sending out cards from St. Philip's over the holidays? Save the "unsolicited" cards you may get in the mail, and we'll make a list beginning of December.
3. **PASTOR APPRECIATION DAY OCT 13:** We signed a card, thanking Pastor for all he does for us. Camille purchased a \$100 gift card to The Confluence. We need someone to present.

Stewardship:

The Stewardship Team met Oct. 8 at 6 p.m. with Al Todnem, Gerri Lundby, Jeannie Evans, Dan Strehlow, Pastor Geier and Glenda Schnirring present. Sam Willis was absent.

*Discussion was held on the Ministry Opportunity Displays with assignments given and the project somewhat better understood. Dan Strehlow had already created one poster.

*Stewardship Sunday plans for Dec. 8th were discussed along with the important mailing which goes to all households.

* A logo was chosen as presented by Al Todnem. Glenda will proceed to create a 2024 brochure with the theme "Abiding in God's Abundance".

*Temple Talks are in full swing with Marjorie Peterson giving the first on in Sept, Virginia Spence being due for Oct. 20, and Alex Zuzek in November.

*The large Stewardship mailing which will include the pledge cards and the Time and Talent form plus a brochure and cover letter will be assembled Nov.12.

*Post cards will go to all households for the complimentary stewardship breakfast which follows worship on Dec. 8th.

*Gerri Lundby reported on Keeping Connected stating her new names for the November newsletter.

*Budget was shared. It will remain as it was for 2024.

HR Report—Natalie Carda

No Council Action Required

The HR Ministry Team submitted information to Christine Rydell relating to the 2025 Budget, including salary and benefit information.

Worship Ministry Report— Maria Gathje

No Council Action Required.

Service Debrief: Attendance continues to be good; over 150 on average. Lots of kids have been in attendance. Annabelle and Emily did a nice job with vocal music on Oct 8. Pastor did a good job with difficult topic of divorce in his sermon. There has been concern voiced regarding the available hearing devices not working well. They need to be checked.

All Saints (Nov 3): Kelsey will set up the candle lighting stations on Saturday, Nov 2. All materials are available in storage. Kelsey will confer with LuAnn regarding coordinating children's choir and children's bells performing that day. There is funding available to compensate musicians. Kelsey will check with the Apple Valley group to see what their preference is.

Ecumenical service: Nov 24, 3 PM at SPLC.

Lesson and Carols, December 29: Pastor Geier will be on leave that day. It was suggested that there not be communion, so that there will be no necessity for a presiding minister.

Music planning:

- Nov 3: Traditional service (All Saints); Children's choir and children's bells
- Nov 10: Praise worship with Apple Valley musicians and SPLC musicians
- Nov 17: Unity
- Nov 24: Bells
- Dec 1: Adult choir
- Dec 8: Unity
- Dec 15: Children's Christmas program
- Dec 22, & Dec 24, 3PM: Bells
- Dec 24, 5 PM: Raul Jackson solo and song leader
- Dec 29: Lessons and Carols; Adult choir

Nov 3 Ministry Fair: Pictures will be sent to John for the slide presentation. Becky has most of them done. Still need one for Bell choir. Descriptions of worship leader duties will be provided at the Worship & Music display. Marge is looking into having other display items. Possibly have candy dish.

Ellen's Memorial Quilt: Becky has completed the quilt. There will be a drawing for it with ticket sales held on November 3 and 10 at a price of \$5 per ticket or 3 for \$10. Drawing will take place at the announcement time at end of the service on Nov 17. The quilt will be displayed on a long table on Nov 3 and 10. Kelsey will provide a large plastic jar for the tickets. Lista will help with making tickets. Proceeds will go to Children's Education programming. No need to be present to win. An announcement will be in the November newsletter with a picture. John will prepare a slide for presentation before worship. Marge, Becky, and Raul will help with ticket sales.

Learning Ministries Report –Jen Klos

No Council Action Required

Preschool:

No meeting this month.

ASG:

Current state: End of life series doing well. The student group is not active this year, so Mary, from St. Olaf, her own presentation. See later notes on content.

Planning ahead:

End of Life Options series continues

During October, the Adult Forum will be discussing End of Life Options dealing with ethics, morality, legal, medical, and personal/family wishes. We will view webinars, popular press articles, letters to editors, along with enough time for your thoughts, opinions, and discussion.

Oct. 6—When Law, Ethics & Medicine Collide: Medical Aid In Dying, UM webinar Part 3, Nancy Berlinger, PhD,

Senior Research Scholar & Director, Visiting Scholar Program, The Hastings Center, Bioethics Research Institute, Garrison, NY

This is the final segment. The full 90 minutes webinar can be found at

<https://www.youtube.com/watch?v=ei651av4xmY>

Chuck's notes for Adult Spiritual Growth meeting on Sep 23, 2024;

Oct 13-- Adult Forum

Mary Olsen will present, lead discussion; but change in topic

Mary's outline: End of Life Decision-making and Advance Care Planning [ACP]

St Olaf College student program and interest

Northfield ACP and Aid in Dying Group

Possible end-of-life scenarios

Advance care planning

We can plan on a student program in the spring if we wish No current students

We agreed on a \$100 honorarium for Mary's effort [so she can renew her license]

Mary S. Carlsen

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Oct 20: Planning the Final Life Celebration and Memorial Ceremony – Doug Schultz in charge of finalizing

What does a funeral director/funeral home do?

Service options

Anonymous questions about burial/cremation/funerals

Elise Schumacher, Pre-Planning Specialist

Starkson Family Life Celebration Chapel, Hastings

Oct 27

End of life options, the Theological point-of-view

What does the Bible say?

How does taking one's own life fit into the faith community?

Open discussion

Pastor Greg Geier

Skip Nov 3 due to Ministry fair: Chuck and/or Doug perhaps to do some recruitment at the Fair. Jennie will be busy with Do Day's table.

Nov 10 and 17-due to the Ministry Fair on Nov 3

Community Emergency Planning

Dr. Tammy Champs, ISD200 Superintendent

Chief David Wilske, Hastings Police Department,

City's Emergency Manager

Deputy Chief Brian Schowalter, Hastings Police Department

Planning for emergencies

Natural—weather related [snow, hail, wind], tornado, flooding, closers, etc.

Man-made—accidents/crashes, road closers, spills, fire, explosions, active shooter, etc.

Contacting the community

Communication / partnering with other agencies & communities

What can the faith community [St. Philip's] do to help?

Nov 24 Pastor planning to use one of his Campfire conversation things on Christmas "Happy Holidays, the War on Christmas". Pastor may be on vacation, if he is, Pastor sent the material, team members to do if Pastor isn't back yet.

Dec 1 Thanksgiving weekend, Philadazzle that evening, Possibly use the Wired Word?

Dec 8 Stewardship pancake breakfast, no Adult Forum.

Dec 15 Sunday School program during worship, Adult Forum: ?another Wired Word?

Dec 22 ???

Doug is making sure Lista gets the November schedule and blurbs by Oct 15th for the newsletter.

Faith Formation:

* Finalized high school laser tag details. 8 kids signed up

*Started planning a November family movie event

*Confirmation plans were discussed

*Started talking about Christmas program. We will be looking at Concordia publishing to possibly purchase a program.

*Started making plans for the ministry fair on November 3. Becky will be at the table while Nick /Lydia are in Sunday school.

*We will start working on cleaning the education stuff in the old sanctuary this week.

Interserve:

Sunday School and Confirmation classes are in full swing. I've really appreciated getting to know the kids more as we find our rhythm. Leading Sunday School opening each week and rotating through the different classrooms has been a great way to connect with the kiddos and see firsthand how awesome our volunteer teachers are. I'm also part a stellar team that rotates Confirmation teaching responsibilities and have been able to engage the confirmands in some good discussions. Overall, we're settling into the year together pretty well.

Our High School Ministry laser tag event on October 13th was a big success! We had a total of 8 high schoolers, with myself and 3 other adults helping out (special thanks to Dave Tank, Kathy Luedtke, and Richard Beatty). Of the 8 students, 5 were either members or regular SPLC worshipers, and 3 were friends that were invited along—I think emphasizing the "bring a friend" idea really helped folks feel more socially comfortable right from the start, and by the end everyone seemed to gel as one big group. We had laser tag games outdoors, which was a nice lead-in to having hot chocolate/hot cider inside afterwards. I think everyone (including our adults) had a lot of fun.

Again, Faith Formation team have talked about our goals to have high schoolers feeling like St Philips is a place where they belong and can be a part of a church community in ways that are relevant to them. This event was a great start to that idea. I talked with some of the youth at Laser Tag about what we could do next, and the one specific suggestion that came up was Feed My Starving Children. I think we'll look at planning that event for early-mid December.

Faith Formation also plans to start hosting Family Fellowship events, which will alternate monthly-ish with High School events. Sunday, November 17th at 1:00pm will be our first of these Family Fellowship events—we're planning on having a screening of "Inside Out 2" for families and kids of all ages and talking about how our faith and emotions are connected (either in the form of breakout discussion questions, or as take-home questions for families). We'll provide fresh-popped popcorn, too. Should be fun!

Confirmation Sunday is coming up on October 27th, with the Confirmation retreat taking place on the Saturday before. I've worked with Becky and Pastor Geier to make sure we have everything prepared accordingly. I'm excited for this faith milestone for our 9th graders!

Our surveys for the Discovery Team had an excellent response rate: 78 adults and 26 youth. The Discovery Team spent the entirety of our October meeting going over the results, which seemed to a)

reinforce most/all of our general impressions about St Philip's and its CYF ministries, and b) start to clarify some of the staffing/program strategies we might like to focus on pursuing. I've been reporting DT meeting recaps to Pastor Geier as they happen. We are currently on track to finish our process work in December and submit a final report to council at your January meeting.

Communication/Marketing/Tech Report – Warren Thomas

Council Action Required

CMT would like approval to have an electrician wire in two or three outlets for potential camera placement. Two in the sanctuary on the back wall where we can have camera placement. One in the west entry way and one in the hallway somewhere in the ceiling over by the old sanctuary. Council directed CMT to connect with Building and Grounds as they have an electrician they use.

Updated camera software and fixed the issue with the "spotlight" on the cameras turning on when it senses motion.

CMT is going to work on a short slide show to display on a laptop for Nov. 3rd

Social media: With social media being under CMT, we would like to have clarification on what responsibilities CMT should have, and who will/should have the ability to post online. Currently, Becky and Pastor are the only two that add to social media. CMT is looking for a new member that would be interested in that responsibility.

The committee is looking at Vanco App for making donations.

Warren will move all data/phone line connections for new offices.

Pastor Geier – October 2024 Council Report

- Participated in ministry team meetings
- Visited nursing home and home bound members and celebrated Holy Communion.
- Led worship at Oak Ridge on September 25.
- Hastings Ministerial Association on September 25.
- Preschool chapel on September 25 & 26, and October.
- Attended funeral for Lista's mother on September 28. (Great flowers from the church!)
- Led worship at Regina on September 30.
- South Conference Meeting on October 1.
- Synod candidacy meeting on October 3.
- Participated in grounds clean-up on October 12.
- Attended the bishop's theological conference in Alexandria October 13-15.
- Several hospital and follow-up visits as well as other pastoral care opportunities.
- Campfire Conversation on October 20.
- I am planning on convening the nominating committee asap.

Thanks for your partnership in the Gospel.

Your Servant in Christ,
Gregory A. Geier, Pastor

Old Business:

Building the Dream will be closing their books next month. Council will be given an amount indicating what was left over for their discretion as to how to use it.

Bruce Arndtson has agreed to serve 3 years on the Audit Committee. We still need two more members.

Council discussed the Sharing of Service Opportunities on November 3. John has received many photos. He plans to show each slide, possibly 2 or 3 photos, for 3 seconds. Very minimal wording. We will set up 8-10 tables/stations in the narthex for committees to share their information and allow for members to ask questions.

New Business:

Dolores made a motion, and Alex seconded the motion to honor the request for the Christmas Child Shoebox program and provide that giving opportunity to our members. The motion passed.

The water quality was discussed, and Buildings and Grounds will be asked to move forward with this issue.

Council began a discussion on developing consistent guidelines for responding to death of an employee, death of a member of an employee's immediate family and employee illness. It was suggested that for illnesses, the council members will sign a card before sending it with our well-wishes. The other items will be discussed at the November meeting.

A motion was made by Dolores and seconded by Jen to adjourn the meeting. The motion passed and the meeting was adjourned at 7:30 p.m.