

## **Council Minutes**

**November 18, 2024**

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

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

Nick Clark presented the Discovery Team Report, recommending a part-time Youth Ministry Program Director.

David Weisser presented Mobile Market, with the suggestion that Capital Tithing be used to support this mission.

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

There were no revisions to the report, and Dolores made a motion to accept the Secretary's Report. Alex seconded the motion. The motion passed.

### **Treasurer's Report, Dolores Pemble**

#### **Council Action Required**

The Finance Ministry Team met on Monday, November 11, 2024, in person! We made a couple tweaks to the 2025 Revenues Spending Plan and are sending it to Council for review. It is attached to this report. We got the final figures from the completing the Dream committee. Total income was \$247,455.00 and expenses totaled \$212,711.53 leaving a balance of \$34,743.47. It is the recommendation of the Finance Ministry Team to use \$20,000 of that balance to pay down on the mortgage principal and hold the remainder to use for potential water remediation issues. These items were addressed under New Business. A motion was made by Maria and seconded by Dave to accept the Treasurer's Report as written. The motion passed.

The second Pleasant Street assessment has been paid, and the remaining reserve funds are held in a newly written 6-month CD. We got an update on the new MN Paid Leave law from Deborah after she attended a seminar on it. Our last discussion was on the vacant Business Manager position. Deborah and Dolores have been working on sorting out the duties and responsibilities. Some may be transferred to our current CPA firm. Invoices have been paid in a timely manner and records have been updated. As we proceed ahead, a new job description will be developed as we more clearly identify what the needs are.

### **Vice President Alex Zuzek**

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

Buildings & Grounds personnel, namely Steve Wolverton and Bill Pavlish, have done an enormous amount of work creating a new room for the utilitarian tools and supplies that keep the building going. What was in the former wing is now in the former library. This is still a work in progress, but the time spent by Steve and Bill has been significant.

Glenda prepared items for the recent Ministry display. Steve, Bill and Tricia Bremer staffed the display and recruited Kent Hoffman and Jamie Meyer to join the Buildings and Grounds Team. Ceiling lights in the sanctuary will be replaced in time for Christmas.

## **Serving Ministry Report—Dave Fry**

### **No Council Action Required**

#### Fellowship Ministry

#### **OLD BUSINESS:**

1. **EDUCATORS APPRECIATION:** Camille Johnson-Oster and Marge Peterson's subcommittee ETLC (Educators TLC) came up with 30 names of educators in various schools and capacities. They thought a good start of thanks is to send a St. Philip's note card with a \$10 Caribou gift card for each. We had \$650 in Wellness budget, so approved the proposal. We will ask Deborah Dreher to either purchase the gift cards or cut a check for Camille Johnson-Oster. They also would like specific petitions for educators as part of the worship service periodically throughout the year. Pastor suggested that we sometimes include appreciation for Emergency and medical personnel.
2. **MINISTRY FAIR NOV. 3:** The many ministries had creative displays for the congregation to view and see the many volunteer opportunities available throughout the year. Camille made the poster and brought props. Dave Fry, Cindy and Ron Toppin, and Camille manned the Fellowship ministry table. Glenda made laminated Time and Talent sheets to have available to explain areas that were part of the activities others could become involved in. It was suggested an assigned floor plan be made ahead, with set up the day before. Flow in the narthex could have been better. Some groups had folks show interest in their ministry.
3. **PHILADAZZLE DEC. 1 5:15-8:00:** Margaret has worked with Chris and David with publicity leading up to selling \$25 tickets for 3 Sundays in November. Natalie Carda agreed to be the emcee. Catered meal will include roast pork, parsley buttered potatoes, green beans, salad, dollar buns, dessert, sparkling juice. Maybe a trivia game to dismiss tables? Each place at dinner will have a schedule of the evening and thank you's. Natalie Carda agreed to emcee. Lista and Margaret have been developing tickets, poster, and bulletin and newsletter news releases for Philadazzle. Chris will have a press release for newspaper and Facebook. Margaret asked Mo to interview Chris on KDWA. She also sent a press release to be read on the radio. David Weisser may mention on KDWA when talking about the bake sale. Margaret sent emails to area churches. Separate flyers for the community are being made for the 7:00 concert by Chris Falteisek. Patty and Darla offered to help distribute the flyers. **IS THERE SOMEONE ELSE WHO COULD PLEASE HELP DISTRIBUTE FLYERS IN THE COMMUNITY NEXT WEEK?**
4. **2025 BUDGET:** We submitted a revised budget of \$3,900 budget, accommodating for the ETLC requests for the coming year.
5. **DOWNTOWN HALLOWEEN EVENT OCT. 27 2:00-5:00:** With the beautiful fall weather, there was a huge crowd for the event. We were stationed in front of Busted Nut, closer for refilling water for coolers. At 4:30 we ran out of cups (800), made 45 gallons of cocoa (not all of last batch used because of cups), had 1300+ pieces of candy, 9 bags of marshmallows, 11 containers of cocoa. (4 expired not used). Donations of supplies came from 18 families and 16 members helped that day. It was suggested for next year to just skip the candy, concentrate on more cups and cocoa. Three water coolers are needed, so two can distribute coca while one is being filled with hot water. Anyone take pictures? Katy Lindberg wrote a thank you to Busted Nut for their 7 coolers full of water.
6. **PASTOR APPRECIATION OCT. 13:** Dave Fry presented Pastor with a thank you card and gift certificate of \$100 to the Confluence. Pastor had a heartfelt thank you in the Nov. newsletter.

7. VETERANS CARDS: We have cards and some address updates for 9 military members for Veteran's Day. We have not heard of any new military personnel for prayer card. Camille obtained the addresses from families, and Patty, Glenda and Camille will address the cards.

#### NEW BUSINESS:

1. CONFIRMAND CONGRATULATIONS CARDS: Mary Charlson will send St. P's notecards to the four confirmands, with congratulations and encouragement to stay connected with St. Philip's throughout their high school years.

2. VISITORS PACKET: Pastor introduced a welcome packet that he obtained from an Apple Valley church as something to consider giving to our visitors. It had a variety of information about the church and its activities. We thought the tri-fold sheet with activities and ministries of the congregation could be useful for us. The annual report info about each ministry would be a good start to include in the brochure. We'll pursue more after the New Year. At this time, we offer visitors a recent newsletter.

3. CHRISTMAS CARD LIST FOR SHUT-INS AND THOSE WHO HAD LOSSES THIS YEAR: We have some names to include on the list. Camille will get addresses and we'll have the list available to write out cards in December. Bring religious cards if you have some. IF YOU CAN THINK OF SOMEONE WE MAY HAVE MISSED WHO WOULD APPRECIATE A CHRISTMAS GREETING, PLEASE LET CAMILLE KNOW.

4. PRAYER POSTCARDS HELP: An article will be put in the December newsletter and bulletin asking for one or more people to help Darla and Mary with postcards as Beth will be moving. Alice McDougall, Pat Schultz, Sue Karnick were names suggested to ask if no one steps forward.

#### Stewardship:

The Stewardship Team will be assembling the all-member annual stewardship pledge packet on Tuesday Nov. 12. It will contain the pledge card, a return envelope, a cover letter, an inspirational brochure and a Time and Talent form.

Pledge Sunday will be Dec. 8th followed by a pancake/sausage breakfast.

Alex Zuzek will do the third and final Temple Talk on Nov. 17th.

The Ministry Opportunity Fair was participated in by Stewardship, and it's expected that the team gained one member for its Team.

## **HR Report—Natalie Carda**

### **No Council Action Required**

The HR Ministry Team (HRT) provided Human Resource consultation to Pastor Geier regarding an employment matter. In addition, the HRT began conversations regarding the open position of Business Manager. Working with the Finance Ministry Team, we will coordinate the efforts for staffing the open position.

## **Worship Ministry Report— Maria Gathje**

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

Service Debrief: Attendance continues to be good, over 150 on average. There is a warm worshipping atmosphere, with plenty of seating still available to grow. Prayers of the church have been comforting during these trying times. Music has been much appreciated from all music groups. The flowers on the altar on Nov 3 were especially nice, as they blended well with the colors of the season. The All Saints

candle-lighting experience was moving and appreciated. More candles need to be purchased for this purpose, as they were all lit before finished. Becky will look into this. The ministry fair went well. The slides that John put together were very nice. It was recommended that they be shown each Sunday through Stewardship season, as time permits.

Worship Leaders: Lori will contact Lista next week to get a sign-up available for Christmas worship services.

Praise Worship, Nov 10: Three guest musicians from Apple Valley will be leading music with Kelsey, Sam Willis, and Dave Tank. Guest musicians would like to volunteer their services. SPLC will make a donation to their church's charity of choice and give the musicians gift cards.

Ecumenical service: Nov 24, 3 PM at SPLC. The local pastors take care of worship leadership. Becky is available as needed. Jay and John are at AV.

Lesson and Carols, December 29: Pastor Geier will be present that day, postponing his leave.

Music planning:

- 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: Lori Best, song leader
- Dec 24, 3 PM: Bells, Darlene Olson and Becky Raimann, song leaders
- Dec 24, 5 PM: Raul Jackson solo and song leader
- Dec 29: Lessons and Carols; Adult choir

Ellen's Memorial Quilt: Ticket sales went well on Nov 3. Ticket sales will continue on Nov 10 and 17, with drawing to take place during ending announcements on Nov 17.

Sending service Blessing: Pr. Geier would like to invite children to come forward and do the blessing with him at future services.

## **Learning Ministries Report –Jen Klos**

### **No Council Action Required**

#### Preschool:

- 1) Conferences will be in the evening of Nov 25th and 26th. (Becky only on Tuesday night due to having more students) No school Nov. 28th – Dec 2nd following districts thanksgiving break.
- 2) Christmas program will be Dec. 19th at 6:00 pm for all classes. Team members will help with program and will come at 5:30.
- 3) Preschool was required per the State of MN to do led testing which was done in Sept. Results came back with levels (some high) in parts of the church. We are working with Steve Wolverton on the remediation process. Which includes weekly flushing, cleaning all the aerators, and adding a filter to the sink in the kitchen wise. As far as preschool goes we have been filtering with a Brita elite which is certified to take out a lot of stuff including led all school year. Families have been notified and we will retest per state guidelines.
- 4) Culver's fundraiser made \$352.88. We have two more of these scheduled for the remainder of the school year.
- 5) Budget review
- 6) We typically do not meet in December so our next meeting will be January 13th at 5:30

#### ASG:

Current programing: Just finished series on death and funerals – well attended

Nov 3--Skip 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.

Future programming:

Nov 10 and 17

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: Pastor doing Psalm 88, something on lament to go with the Blue Christmas,

Dec 21: (Saturday): Blue Christmas

Dec 22: Holidays in other religious traditions near Christmas – Jennie to do

Discussed doing Christmas Around the World, done in 2015.

Dec 29: Holidays, no Adult Forum

Doug and Chuck discussed a few possible future topics for spring that ASG will discuss in November:

- Wills and estate planning for spring – workshop? Community ed person? A local lawyer? Laney Michel (does estate planning for Best and Flanagan)? Doug will talk to Laney.

- ISD 200 Supt. Dr. Tammy Champa wants to return to Adult Forum sometime this spring to talk about a recent survey the district conducted.

- PFAS in Hastings water? Should we be concerned? What do we need to know? Appropriate for Adult Forum? To discuss in November.

- Check on budget: Do we have enough for honoraria, donations, and occasional materials, and Wired Word for coming year? Which fund does WW come out of?

Jennie to do newsletter blurb for December

### **Council Action Required**

#### Faith Formation:

With wrapping up of construction and clean-up of spaces request formal name change of the old sanctuary to the Youth room. Have not met any opposition to this idea thus far and with the adult group taking over the current youth room space, it seems to make sense across the board.

Other notes-

Discussed Christmas program- Have script and sharing music with Kelsey to start practicing at Wednesday night choir. Inviting all the Sunday school kids to attend for added practice, and songs being sung at Sunday school as well.

Sign up will be posted for parts, and program will continue to be talked about in Sunday school with the kids.

Program will be on Sunday Dec 15th, with dress rehearsal on Saturday the 14th. Becky has schedule conflict for the 14th, Nick to coordinate with Kelsey to run the dress rehearsal and seek support of a few moms who have helped in the past for costuming organization.

Discussed Sunday school and format of opening with large group. Having nice interaction between the ages and time with them all together has been valuable before splitting into classes.

Touched on VBS and status of old programs/materials we have run. The group agreed that we did not see value in keeping them/trying to reuse in future. Kids attending up to 5th grade are likely to have it be a repeat. If held and rotated longer the support materials will likely not be available for purchase (crafts music, etc.) It would be a good idea to try and resell it to another church.

November 17th is the family of faith movie night. Want to host in the sanctuary to ensure space required accommodates the group, since we're not taking RSVPs. Low maintenance event.

Planning upcoming events for the new year. December has the family Sunday school day which will consist of crafts and family fellowship to coincide with stewardship Sunday.

Discussed doing another high school event with fmsc to be held in January.

February planning a book bingo. Will need to start collecting book donations from the congregation for this event. Nick to have blurb added to bulletin/newsletter.

### **Council Action Required**

#### Interserve:

Youth Ministry Program Director – Part Time

#### Qualifications:

- Relates well with youth and families
- Organization and communication skills
- Creativity and vision

#### Key Responsibilities:

- Plan and implement fellowship opportunities for Middle and High School students, including regular evening/weekend events and weekly Sunday morning fellowship during education hour.
- Support and empower the volunteer ministries of Sunday School, VBS, and Confirmation leaders. This includes curriculum planning, leadership of the Faith Formation team, and volunteer recruitment.
- Support the overall ministry vision of St. Philip's through regular collaboration with the Senior Pastor and program staff.

Also, see attached report.

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

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

Nothing new to report.

### **Pastor Geier – November 2024 Council Report**

- Participated in ministry team meetings
- Visited nursing home and home bound members and celebrated Holy Communion
- Preschool chapel on October 22 & 23
- Attended HHS band concert on October 23

- Hastings Ministerial Association on October 23
- Confirmation workshop and rehearsal on October 26
- Participated in SPLC Preschool Trunk-Or-Treat on October 26
- Participated in Hastings downtown Halloween celebration on October 27
- Led worship at Oak Ridge on October 30
- Participated in our confirmation service project on October 30 at Feed My Starving Children in Eagan.
- Led worship at Regina on November 4
- Attended Middle School musical on November 7
- Participated in Leaf Raking service project on November 9
- Convened Nominating Team on November 10
- South Conference Meeting at St. John's in Lakeville on November 12
- Attended 7th grade band concert and 8th grade band concert on November 12
- Officiated at Elaine Wilbur's memorial service on November 15
- Participated in Family Fellowship Event on November 17
- Hosting Hastings Ministerial Association on Wednesday, November 20.
- Pastor will be on vacation January 5.

Other Stuff:

It is my impression that the Ministry Opportunity Fair was a worthwhile endeavor. The constructive criticism received was that we could have communicated better about what was expected from the ministry teams and we should have set up and assigned tables ahead of time.

I am hoping that our Community Ecumenical Thanksgiving Worship next Sunday is well attended.

Thanks for your partnership in the Gospel.

Your Servant in Christ,  
Gregory A. Geier, Pastor

### **Old Business:**

Bruce Arndtson, Sally Anderson, and Beth Fahlstrom will serve on the Auditing Committee that will perform their duties in January, 2025.

There were many good comments regarding the Ministry Fair on November 3. Several new members were recruited for various committees. Council determined that Stewardship should lead future Ministry Fairs, possibly every 2 years. The tables should be closer to the sanctuary and more spread out.

The lead in our water situation will continue to be monitored with the several filters that have been placed at some faucets in the church.

Discussion of Sympathy/Sunshine guidelines was tabled to a future meeting.

### **New Business:**

Mobile Market introduced by David Weisser will be included as one of the 4 out-of-Hastings charities to be voted on for Tithing monies at our annual meeting. We will also have 4 from within Hastings for the annual meeting vote on Tithing. Council will decide these 8 possible charities at the December meeting.

Discovery Team - HR will create a job description for the Youth Ministry Program Director to present at the January meeting.

Gift a Senior--Dolores made a motion, and Dave seconded the motion to continue to support this cause provided the gifting is to the homebound members of St. Philip's. A list is available from Pastor Geier. He would be willing to assist with delivery.

Finance Ministry Team requested using \$20,000 of Building the Dream remaining funds to pay down the mortgage. Dolores made a motion, and Dave seconded the motion that we approve their request and that the remainder of the funds be used for future needs. The motion passed.

The Revenue and Spending Plan for 2025 was presented. A motion was made by Jen and seconded by Warren to accept the proposed plan for 2025. The motion passed. Regarding Building and Grounds earlier request for paid assistance for monthly help with the landscaping on the church grounds, Council directed the committee to contact Precision to see about increasing their weekly hours to address needed grounds maintenance.

Alex made a motion to give the former Sanctuary the name of Youth Room, as requested by Faith Formation. Natalie seconded the motion, and the motion passed.

A motion was made by Dave and seconded by Warren to adjourn the meeting. The meeting was adjourned at 8:03 p.m.

Submitted by Lois Twedt, Secretary