

All Saints Lutheran Church Council Minutes

Jan. 15, 2019 at 6:30 pm

Council Members: Pastor Eric Aune, Andy Bronczyk, Mike Fasching, Rhonda Fenney, Kim Kurtz, Dan Fero, Tim Sauer, Jeff Schmidt, Al Steinhagen, Shelley Jagow, Mike McPadden, Darcy Gray (visitor)

- I. Call meeting to order
- II. Devotions: Eric
- III. Business not related to a ministry team
 - a. Offering Drop: Need coverage for most dates in going forward, 8am the next two Sundays
 - i. Online link: <http://signup.com/go/NmBimKg>
 - b. Pastors Report
 - i. Contemplating mid-week service – Maybe in the fall of 2019
 1. Would have a Sunday school program too during that Wednesday service
 - c. Charter review/Update
 - i. All charters are due for a review/update. Please schedule a meeting with your team and do so.
 1. Finance, B&G, Youth and Family, Witness, Learning, Worship and Tech. – complete
 2. Generosity –review in process. Feedback due Friday
 3. Mutual ministry ?
 - d. Brainstorming session on possible future mission and ministry ideas to reach those in our community who have no church home and/or what we can do to better serve our community in creative and unique ways.
 - i. Goals include
 1. Get more members to join All Saints
 2. Increase community exposure for All Saints
 3. Come up with unique ways to leverage our resources (both financial and personal skills)
 4. Something else...
 - ii. A volunteer lead/coordinator to help connect eager members with opportunities
 1. Possibly ask people in between services
 - iii. Thank you notes/cards? How is this going? Anything needed from council?
 - e. Review Action Items
 - f. New council member nominations status update?
 - i. Seven volunteers thus far
 - ii. Pictures sent to Tim for advertising
 - iii. Discussion regarding term lengths/start/stops to balance out transitions
 1. Concern was expressed that a new person who has never served before needs the three year term. One year isn't enough to figure out what is going on.
 - iv. Andy to draft proposed motion via email and team to agree this week. Will make it official in February.
 - g. January congregational meeting presentation review
 - i. Need someone to take notes. – Mike F.
 - ii. Mike M./Shelley to gather ballots for various votes
 - iii. Motion/Discussion/Vote to recommend all the content/resolutions of the presentation for the congregational meeting. Motion to approve by Dan, 2nd by Al. Discussion. Voted and approve
 - h. Ministry team budget requests
 - i. Team meeting scheduled?
 2. Action Item: Teams to get this on their calendar and/or start conversations via email ASAP.
 - ii. Due end of February
- IV. Motion/Discussion/Vote to approve minutes from last meeting: Completed electronically
- V. Treasurer's Report
 - a. Motion: To pay \$100,000 towards the new mortgage loan from our current building fund.
 - i. First Shelley, 2nd Al, Discussed. Voted and approved
 - ii. This was truly a requirements from the MIF bank, so there was little discussion.
 - b. Review of graphic annual summary provided by Jeff and ASL_Income_Definitions.xls for the year

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- c. December reports – motion to approve by Shelley, 2nd by Tim. Discussion. Voted and approved
- d. November reports to be reviewed at January meeting.
- e. Discussion regarding allocation of expenditures
 - i. Concern is for atypical expenditures (i.e., not normal bills).
 - ii. Current system/process does not seek agreement/consensus before expenses are made. This causes unnecessary disagreement/stress. What can we do to avoid such situations in the future?
 - 1. Recent example was mailer for open house. Given this was a G&G event, some on council believed it would be a G&G expense. Presently, expenses were applied to building fund.
 - f. New building team had discussed this activity/expenditure
 - g. Future mailers would come out of the MM budget if funding allows.

VIII. Ministry Team Updates –

a. Youth and Family –

- i. Ice Fishing event – March 10th, lake TBD
- ii. Rhonda contacted Waconia Ice arena. April 28th in the afternoon
- iii. Discussing budget with team

b. Learning Team –

- i. Everything going well
 - 1. Planning to meet with current Sunday school teachers on how to maintain good attendance and review the fall
- ii. New youth position update
 - 1. We received an application. Her desire is a full-time spot.
 - a. Synod recommends considering a full-time spot or an associate pastor (\$62k)
 - b. Original team will regroup and possibly include a few senior high parents

c. Building and Grounds

- i. Creating an annual checklist of mandatory maintenance
- ii. Working weekend update? – waiting for the storage strategy
- iii. Cross plans
 - 1. We have two donors who will cover the cost
 - 2. Working with a local construction firm to rework the old cross to modernize it
 - 3. Need make sure no shadow will show up on screen area.
- iv. Meeting this Thursday to come up with a church storage strategy
- v. Dry system had an alarm in December because the compressor had tripped. Added a second contact in the event Eric isn't around.

d. Finance –

- i. Loan is active and being paid on.
- ii. Are we done paying Miller? yes

f. Generosity and Gratitude

- i. New electronic giving cards update? – Becca making them now. Hope to have them soon.
 - 1. Working on other cards for visitors to put in the offering plate
- ii. Campaign plans
 - 1. Schedule – starting next month
 - 2. Messaging/strategy?
 - a. E.g., Building
 - i. \$7k/month for mortgage and expenses
 - ii. Split any extra between extra between principal payments and future building improvements (parking lot, signage...)
 - b. Strategy isn't figured out yet. Will share with council before it is sent out to the congregation.
- iii. Plans for electronic giving? Darcy helping sign people up. Mike to talk before services advertising
 - 1. Will do when we put the cards out

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- iv. Dec. 9th open house review
 - 1. Went well. Had a handful of people. Mailer helped bring people in for the Christmas program
- v. Chamber of Commerce update? Mike M. to be meeting with Karen about this
- vi. Charter status – Sent to Andy. Feedback from council due Friday.

g. Witness Ministry Team –

- i. How did all the fund raising go for community outreach?
 - 1. Hope for the holidays tree – Got all of the gifts covered. May look for a local group next year to do something similar
 - 2. Adopt a senior program – was received well. Will continue
 - 3. Single dad outreach – went really awesome. Much more things donated than were requested

h. Worship and Tech Ministry Team –

- 1. Decision on the screen? Sounds like we're sticking with the wall for now. More research to do.
- 2. \$100 per month for Tech. Support position to support electronic presence each Sunday. Expectations listed below.
 - a. All Saints Tech Job description:
 - i. Be available each Sunday (when possible) services 8:00, 9:00 & 10:15 for tech support. (In person or remote)
 - ii. Maintain equipment and troubleshoot problems.
 - iii. Train other tech participants in starting, running and shutting down equipment.
 - iv. Provide ideas and work with worship committee members on providing meaningful & a worshipful tech presence at All Saints Lutheran.
 - v. Take time to worship each Sunday when present.
 - vi. Be prayerful and respectful of opinions of staff and congregation. We are all in this together.
 - vii. Be aware of the awesome results of work and take time to be appreciated by others and reflective of God's presence.
 - viii. Discussion
 - 1. Should we do a scholarship instead of hiring as an employee? Position will report to technology team.
 - ix. Motion: to compensate Tech Support position (currently filled by Toby) for \$100/month for six months to serve as the above describe technology position with an educational stipend.
 - 1. 1st by Andy, 2nd by Al. Discussed. Voted and approved.
- 3. We also need \$50 for one Power Point site licenses. Second computer can use the free ppt. viewer
 - a. We are in need of 1-\$50 Power Point software packages to create: announcements and presentations
 - i. 1st by Shelley and 2nd by Jeff. Discussed. Voted and approved

i. Mutual/Personnel Ministry Team –

- i. Employee handbook – creating at January 28th team meeting. Will give an update at February council meeting

IX. Adjourn Meeting with Lord's Prayer

- a. Motion by Mike, 2nd by Eric

X. Next Meeting: Feb. 19, 6:30 pm– All Saints Lutheran

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Carry Over Action Items Needing Closure

Responsible	Action Item	Due Date
All	Continue to think about new ways to engage new members to increase their stewardship	On-going
Worship team/Eric	Work together to organize strategic planning in March. Analysis of survey results to be included in this effort.	March Council Meeting
Worship/Witness	Brainstorm on new ideas for incorporating new church members	On-going
Mutual Ministry	Review charters with respective teams and bring updated document to council meeting for review/approval.	August Council Meeting
B&G and Darcy	Create a key policy. Includes what to do for people without a key. Present to council.	Feb. Meeting
Gratitude and Generosity	Create a schedule for the mini-ministry fair and present at January meeting.	March 2019
Technology Team	Figure how where we could put video recordings if we start doing them	?
Jeff/ Andy	look into a survey that can be sent to our congregation asking for input prior to growth planning meeting.	February
Building and Grounds	Create an annual checklist of things that should be done each year.	February
Eric / Darcy	Make two copies of the videos for insurance purposes and put on the jump drives.	December

New Action Items From This Meeting

Responsible	Action Item	Due Date	Completed?
Ministry Team Leads	Teams to get budget planning meetings on their calendar and/or start conversations via email ASAP. Due February	Feb. 28	
Gratitude and Generosity	Team to send messaging strategy for both MM and Building fund campaigns prior to sending out to the congregation.	Before cong. message	

Action Items Closed Last Month

Responsible	Action Item	Due Date	Completed?
Darcy	Send Andy new council member candidate list	December	Done
Andy	Update C&B with all proposed changes.	December	Done
Building and Grounds	Move risers after Dec. 2 service.	Dec. 2	Done
Andy/ Eric	Andy/Eric to review new campaign schedule and decide if it will work out or possibly tweak.	Dec.	Done
Eric / Worship and Tech	Look into options other than screen. Adjusting lights will help. Maybe a different paint? Maybe trim it?	Feb.	Done
Darcy/Betty	Create a policy for use of the new roasters	January	Done
Andy	Prepare annual meeting slides	January	Done
Building and Grounds	Come up with a working date in January to build shelves and hang white boards.	January	Done

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