

ALL SAINTS CHURCH COUNCIL MEETING JULY 16, 2019 6:30 P.M.

Council Members: Pastor Eric Aune, Andy Bronczyk (absent), Mike Fasching, Tim Sauer (absent), Jeff Schmidt, Al Steinhagen (absent), Shelley Jagow, Mike McPadden, Tom Simmons (absent), Cathy Bahls, Melissa Barthel, Stacy Neubarth, Lois Panning

1. Call meeting to order
2. Devotions, led by an open roundtable of how Jesus has worked in our own personal lives.
3. Eric Secretary's Report:
 - a. Motion to Approve the May/June Meeting Minutes: Eric amended the Meeting Minutes from June to further clarify that Darcy's \$3,000 bonus in December would be contingent on a positive balance in the budget and that no money would be borrowed from savings to do so. Melissa approved the amended Minutes.
 - b. A discussion of the allocation of the Ministry fund was discussed. Melissa had questions regarding the priorities of the Ministry funds. If we are requesting members to pledge more giving to the Ministry fund to support a new Associate Pastor, then how do we know what is pledged-money for that vs. regular giving if it all goes into the same bucket. Jeff proposed that \$2,000 each month is considered as an expense item, and pulled from the Ministry fund and placed in the already-existent "spare a share" bucket to specifically be designated to the New Associate Pastor as that is a priority item for the members. Melissa suggested that the Spare-a-Share bucket be provided as an option on the website for online giving and that would give members the opportunity to support that. Mike F. proposed that a thermometer poster could then be placed in the fellowship area so the members could see the progress on that goal. It was agreed upon that we would discuss it further and make decisions about the handling of it at the next meeting in September when we were closer to starting a new pledge. Stacy had questions regarding the goal amount of \$25,000. It was agreed upon that the amount will only get us through the end of this year if a new Associate Pastor is found, and that next year we would need to consider at least \$60-\$65k plus benefits in our budget.
 - c. Eric discussed an article that has come out from the ELCA recommending that Meeting Minutes are no longer placed online to prevent any possible trolling or legal issues regarding discrimination. The recommendation to move toward members receiving the Minutes upon verbal request for them. It was agreed to discuss this further down the road. In the meantime, the approval of the Minutes is going to remain the same for now. Jeff proposed that going forward, the Secretary is allowed to post the Minutes online and alleviate Darcy of that responsibility. It was agreed that this would be further discussed in September.

Motion to approve Secretary's report. Voted and approved unanimously.

4. Treasurer's Report: Review of Report provided by Mike M. As of 6-30-19 M&M was \$6,598.76 and the Building Fund was \$56,114.83.

- a. Discussed the handling of the Building Fund. Motion to pay MIF every quarter going forward if at least 6 months-worth of payments are in the Building fund to do so. Motion was made and passed unanimously.

Motion to approve Treasurer's report. Voted and approved unanimously.

5. New Organization of Ministry Teams

- a. Faith Formation and Fellowship Ministry Team (Learning, Youth and Family)
- b. Worship, Prayer and Technology Ministry Team (Worship and Technology)
- c. Gratitude, Generosity and Outreach (Gratitude and Generosity, and Witness)
- d. Building and Grounds

-There isn't a set number of how many people can be on each team, except HR and Finance. Those two teams have a set number and you need to be nominated to be on those teams.

As you look at your gifts and passion where would you best fit?

Cathy = Worship/Tech, Faith/Fellowship and Gratitude/Outreach

Stacy = Gratitude/Outreach

Lois = Gratitude/Outreach and Faith/Fellowship

Melissa = Faith/Fellowship

Jeff = Building/Grounds

Mike = Building/Grounds and Gratitude/Outreach

Tim = It was assumed he would want to be on Worship/Tech for sure.

Al = ?

Andy = ?

Tom = ?

6. Upcoming Ministries in Action:

- a. Glass Doors were Installed for Sound Room – Completed
- b. Sunday School and Confirmation Schedule and WOW Brochures- Completed
- c. Registration For Sunday School/WOW/confirmation opens Monday, July 22
- d. Rally Sunday Picnic, September 8th – Will be sending out for volunteer spots soon.

e. Garage sale this week, begins Thurs. the 18th.

7. Old Business

- a. Melissa previously inquired by email why the salary compensation packages are not more thoroughly broke down for congregation's review. Eric supplied 2011 resolution document where it was passed that all employee compensations would be lumped together in one line item.
- b. Discussion of Eric's housing allowance: Eric sent a letter to the congregation a week ago stating his housing allowance is \$35,000. Jeff inquired about the amount provided, as prior Meeting Minutes from a few months ago approved his housing allowance request of \$60,000 per year. The payments made out of Quickbooks will confirm that is the correct amount that should have been provided to the congregation. Eric did not want confusion within the congregation as to why his housing allowance was greater than his take home salary so he went with the amount that was previously approved in 2002 when they built their house. Eric confirmed that he did not have a housing allowance when the church owned the parsonage. Melissa inquired about the amount of the housing allowance that still remains, when the house should be paid off by now. Melissa inquired if it should be reduced to a maintenance allowance as the church has fulfilled the obligation of providing the Pastor with a house and the church will receive no funds in return when the Pastor retires and sells the house, we will be starting all over with a new Pastor. Eric responded that his approved salary package is \$110,000, salary and housing together, and therefore he is eligible to that full amount.
 - It was agreed upon that Mike M. would clarify with the congregation at Sunday's budget meeting what the correct amount allocated to the housing allowance is.
 - It was discussed that the housing situation or housing allowance provided to any new Pastor is up for negotiations and the church does not have to follow any guidelines that were given to the previous Pastor.

8. New Business

- a. Mike F. is going to set up the sealcoating of the cracks in the parking lot. The money raised at the garage sale will help pay for that.

9. Meeting adjourned with Lord's prayer. Motioned and approved.

Next Church Council Meeting - September 17, 2019