

Congregational Council
St. John's Lutheran Church
December 20, 2022 | 7:00 p.m.

Members: Pr. Pam Fickenscher, Pr. Jonathan Davis, Paul Beck, Marilyn Calcutt, Rod Christensen, Mark Gleason, Candace Godfrey, Trish Goodrich, Kristy Harms, Tamara Jackman, Dennis Rinehart, Jane Rizzo, Kathleen Shea, Jerry Ugland, Steve Taggart

Present: Pr. Pam Fickenscher, Pr. Jonathan Davis, Rod Christensen, Kristy Harms, Marilyn Calcutt, Jerry Ugland, Jane Rizzo, Trish Goodrich, Candace Godfrey, Dennis Rinehart, Paul Beck, Tamara Jackman, Kathleen Shea, Jeff McLaughlin (guest)

Not Present: Steve Taggart, Mark Gleason

Meeting was called to order at 7:03pm

1. Opening devotion and prayer led by Marilyn Calcutt.
2. Motion to approve the November 15, 2022 Minutes made by Jane Rizzo. Seconded by Kristy Harms. The motion passes unanimously.
3. Financial Report - Jane Rizzo
 - a. Currently we are at 83% of budget for offering
 - b. Expenses are on track to meet budget (at 91% now) - might end the year under budget
4. Kathy Shea moved to approve the November financial report. Paul Beck seconded the motion. The motion passes unanimously.
5. Solar Energy Proposal / St. John's Foundation (Jeff McLaughlin) - summary included in the material for this meeting
 - a. Jeff McLaughlin provided a brief yet thorough summary of how St. John's could benefit from the 2022 Inflation Reduction Act by investing in solar energy and partnering with the Foundation for funding.
 - i. Several issues still need further review, such as the replacement of rooftop unit heat exchanges; the roof itself might need to be replaced - age and viability need to be determined with an inspection
 - ii. Currently a year-long waiting period in Northfield for a project of this size
 - iii. Likely there will be a future congregational meeting to share proposal, answer questions, and vote for approval
 - iv. Proposal has the support of the Properties & Grounds Board
 - b. Council had a positive response to the proposal, but raised a few questions and concerns, such as:
 - i. Dennis Rhinehart - Ethical sourcing of panels
 - ii. Jerry Ugland - ideal angle is west-facing panels; possible incentives from Xcel for placement of panels

- iii. Possible increase in insurance costs - how much?
 - iv. Responsible recycling of panels once life cycle is finished
 - v. How does this compare to buying into a solar array offsite?
 - c. Council offered a consensus of support for the proposal and looks forward to learning more alongside the congregation for viability, budget, and timeframe
- 6. Council Updates & Action Items
 - a. 2023 Budget Process update
 - i. Kathy Shea - pledges are still coming in; still at a deficit
 - ii. Council will get the final 2023 Budget recommendation at the 1/17/23 Council meeting
 - b. Personnel Policy Draft (included in the materials for this meeting)
 - i. Pr. Pam provided a background summary of the necessity and process of updating the personnel policy
 - ii. The Personnel Committee recommends that the Council approve this policy. Jerry Ugland announces that he will abstain from the vote and will communicate concerns/issues to the necessary individuals in writing. Motion to approve made by Trish Goodrich, seconded by Kristy Harms. Motion passes with 12 “ayes” and one abstention.
 - iii. Personnel Committee also requests that Council address the policy matters that apply to others working within the church (contractors, volunteers, groups that use the building) so that a consistent message is conveyed
 - 1. Rod C. offers that this might not be a good use of our time to brainstorm this as Council tonight, but that the Executive Committee and various Boards consider how they might best share and communicate the overall policies going forward
 - c. Evangelism & Communications Board
 - i. Recommends that the Council move to allocate \$1100 (or the current balance) of the Media fund (Foundation income) for purchase of a TV. Motion made by Paul Beck, seconded by Dennis Rhinehart. Motion passes unanimously.
 - d. Stewardship Board:
 - i. Stewardship campaign in 2023 for 2024 financials
 - 1. Kristy asks: would it be possible for the 2024 Stewardship campaign to happen earlier, such as September with a commitment time frame of November?
 - a. Council supports pursuing the idea - will continue conversation
 - ii. Asks that Council authorize the annual Artists of St. John’s exhibit for Jan-Feb 2024. Council approves.
- 7. Pastor’s Report - sent to Council members in advance of this meeting. Additional notes:
 - a. Pastor’s Emergency Fund

- i. Jerry Ugland suggested that the Benevolence Board would like to be more aware of CAC's needs to be able to partner with them
 - b. Pr. Jonathan
 - i. Laura Baker Services struggling to maintain staffing
 - ii. The Key has a new executive director
 - iii. Advent Fair a big success
 - iv. Confirmation on Wednesday nights still seeing unpredictable numbers
 - v. Summer Youth Trips just announced - Nashville, TN
 - vi. PEEL Retreat Dates are posted; encourage sign ups
- 8. Board Reports: included in the materials for the Council meeting. Additional notes:
 - a. Business Management Board
 - i. Considering Venmo and requested assistance from anyone who has experience working with Venmo as a non-profit
 - b. Benevolence Board
 - i. They have used up their discretionary funds; their emphasis has been on Ukraine towards the end of this year
 - c. Faith & Health Board
 - i. Some members are still worshipping at home. Is there a way to lend them hymnals upon request? Merilyn Calcutt suggested that we add some hymnals into the church library for circulation, that way the church can keep track of who checks out hymnals for use at home.
 - d. Adult Ministry & Education Board
 - i. Library books have now been cataloged into a new database; a computerized card catalog is on the library desk, and the physical card catalog is no longer needed. Discussion of what might be done with it? Suggestion to consider looking into the antique market.
- 9. New Business
 - a. COVID and masking policy update
 - i. There is a strong consensus amongst Boards and Council to stay the course
 - ii. Consider an update to the congregation in the next issue of the Voice (February)

Future Dates:

1. January Board Night: **January 10th, 2023 7:00 p.m.**
2. Council Budget Approval Meeting: **Tuesday, January 17, 2023, 7:00 p.m.**
3. Budget Preview for Congregation: **Sunday, January 22, 2023**
4. Annual Meeting: **January 29, 2023; 12:30 p.m.**
5. 2023 Boards Orientation Night: **Tuesday February 14, 7 p.m.**
6. 2023 Council Retreat: **Saturday February 4, 2022, 9 a.m. - 12 p.m.**

The meeting was adjourned at 8:38pm

Other Notes: none.

Respectfully submitted by Trish Goodrich