

**Congregation Council Meeting
November 19, 2019
7:00 PM**

Minutes

I. Call to Order 7:05p

- A. Attendance:** Mark Binkley, Mark Blower, Rick Doty, Susan Mathieu, Mark Stanziola, Bob Stevens, Pastor Ric Elliott and Pastor Spencer Steele, Kathy Everleth, Dianne Justesen, Chris McGrath, Nina McNally, Denise Rohrbach and Vicar Tami Reichley
- B. Excused Absences:** Jeff Hartman (resigned from Council), Molly Olszewski
- C. Devotions:** Pastor Steele

II. Approval of minutes from the October 22, 2019 Council meeting

Motion to approve by Pastor Ric Elliott with second by Rick Doty. Approved.

III. Staff Reports

The Staff is focused on preparations for Christmas.
Repair work is currently being done on the roof (except for sanctuary)

IV. Mission Team Reports/Items for Council – Liaisons

Finance – October expenditures are above by \$7000 with revenue as expected, resulting in a \$6000 net loss for the month. This is the result of “timing” of expenses and it was a three-payroll month. There is a \$418 surplus on the year.

Motion: Council adopt a motion from the Finance Mission team that Mark Casciano be added as a third Endowment trustee. Second by Mark Blower. **Approved.**

Also, Mark Wimmer will be added as an advisor to the Endowment Mission Team.

Pam Harshey requested that noon on December 30th be the last financial day of the year. Council agreed and recommended that this message be clearly communicated to the congregation.

Sunday School is working on service projects for those in need – including cards, pinecone birdfeeders and fleece tie blankets.

Health Ministry team is discussing ideas to have identification on their nametag in case someone wants to talk to them about health issues.

IV. Old Business

- A. Call for Vicar Tami and Financial Impact** – Vicar Tami Reichley passed her last step for being eligible for a call in the ELCA; she has approval from the Synod and Bishop to move forward.

With a call at the same salary as Pastor Spencer Steele and a 2% raise for staff; this will add \$46,300 to the budget. With adjustments due to donations towards Vicar Tami Reichley's salary, it will be an additional expense of \$24,300 for the congregation. Not all pledges are received yet and that will have an impact – assuming pledges are the same as last year then our deficit would be \$51,000 (deficit of \$27,000 + added expense of \$24,000).

We have adopted \$27,000 deficit the last two years. We are on track to have cash reserves of \$123,000 at the end of this year.

Motion: Council recommends that the congregation calls Vicar Tami Reichley as an Associate Pastor for Pastoral Care and Outreach at a salary of \$61,526 and benefits, effective January 1, 2020. Moved by Chris McGrath and second by Mark Blower

Approved.

On Sunday, November 24, 2019 the plan will be presented in the Council Forum and on December 8, 2019 there will be a Congregational Meeting after all services to vote to call Vicar Tami Reichley.

B. Capital Campaign Update

Based on what we have in pledges so far, the Capital Campaign team went back to Nathan Funk to have him provide revised plans. These were shared and reviewed with Council. With the current pledges, we can address most of the main level improvements but not finish the lower level. Bob Stevens will present the details, options and financials to the congregation at the Council Forum on Sunday November 24, 2019.

- C. Church Security** - Chris McGrath and Chris Carter are putting together a Security Task Force under the Property Mission Team. The Task Force will start by working on the findings in the report from the state police.

- D.** Lorie Stout will review the ELCA constitutional revisions and provide recommendations to be presented at the next Congregational meeting.

VI. New Business

Pastor Spencer Steele has purchased 300 Wawa coupons to sell as a fundraiser for the next ELCA youth gathering and he received Council's approval to proceed.

VII. Next Steps

- A. Next Meeting Date:** December 17, 2019 7p in Room 117/119

- B. To Do/Assignments:**

1. **Devotions:** Rick Doty

VIII. Adjournment at 8:22p