

**ST. JOHN'S LUTHERAN CHURCH
KASSON, MN**

COUNCIL PACKET

January 8, 2019

CONTENTS

2019 Council Covenant
Agenda
Council Minutes
Pastor's Report
Director's Report
Commission Reports
Financial Reports



"People often say that motivation doesn't last.
Well, neither does bathing -that's why we recommend it daily."
-Zig Zigler



**YOU HAVE BEEN ASSIGNED THIS
MOUNTAIN TO SHOW OTHERS IT
CAN BE MOVED.**

2018 Council Covenant

God
Open/Committed to Change
Open Minded
Honest
Timely
Respect
Support
Focus on a Common Goal!
Cohesiveness
Energized when we leave
Confidentiality
Conscious Seeking
Relevant
Leaders
Love our neighbors
Live our Faith so others want what we have.
Ask and they will come but thank them.

Council Members

Pastor John Allen
Pastor Nirmala Reinschmidt
Jen Smith
Marlo Bungum
Kim Allen
Kelly Utesch
Kyle Howell
Al Flickinger
Sharyn French
Joel Mindermann
John Klein
Dan Paulsen
Lindsay Colwell
Amanda Sabelko

St. John's Lutheran Church

"We are disciples of God, living in his grace as an inclusive community, worshiping together, growing in faith, serving others, and living as witnesses of Jesus Christ."

Council Meeting Agenda

Tuesday, Jan 8, 2019 7:00 p.m. - Conference Room

1. Call to order – Jen (10 minutes)
 - a. Approval of Agenda
 - b. Welcome any guests
 - c. Review any "Thank You" notes or correspondence sent to Council or St. John's
2. Devotions – Kim (5 minutes)
3. Reports – Jen (10 minutes)
 - a. Discuss/Approve staff and commission reports
 - b. Discuss/Approve previous meeting minutes
4. Financials – Kim (15 min)
 - a. Summary of the past month's financials
 - b. Budget meetings
 - c. New envelopes
 - d. Audit of financials
5. Old Business – (15 min)
 - a. Commercial property insurance approved Dec 23
 - b. 2019 budget approved Dec 27
 - c. Congregational meeting
 - d. 2019 and 2020 Council nominating committees/2019 council
 - e. Roundtable
6. New Business – (30 min)
 - a. Pastor John's exit
 - b. New pastor onboarding/support
 - c. Commissions volunteer recruitment
 - d. Children in the workplace policy
 - e. Personnel handbook
 - f. Closed Session – elected council
7. "God Sightings" – All (5 minutes)
8. Motion to Adjourn
9. Lord's Prayer
10. Upcoming events/ meetings:
 - a. Next council meeting – Tuesday, February 12 , 2019 at 7:00 pm (Conference Room)
 - i. Devotions – Kelly
 - b. Other Important Dates
 - i. Budget Meetings Sunday, January 13th at 9am and Wednesday 16th at 5:30pm
 - ii. Annual Meeting Sunday, January 20th at 11:30am (Fellowship Hall)

December 2018 Council Minutes

St. John's council met on Tuesday, December 11th at 7:00 pm in the Conference Room. Present members included Jen, Marlo Kim, Kyle, Joel, Al, John, and Kelly. Pastor John, Deacon Amanda, and Lindsay were also present. Sharyn and Dan were absent. Renae Solberg and Dennis Foster attended as special guests.

1. Call to Order

Jen called the meeting to order at 7:02.

- a) Jon made a motion to approve the agenda. Al seconded. Motion carried.
- b) Renae presented council with a check for \$23,500 from the lutefisk dinner to benefit the ELCA. It was noted that the dinner was well attended, with 2012 meals served. The Post Bulletin and ABC News 6 both ran stories to promote the event.
- c) Jen hadn't received any thank you notes or correspondence to share, but will be writing thank you notes to the musicians for their efforts in the well-received services of lessons and carols held on December 9th.

2. Devotions

Joel led devotions.

3. Reports

- a) *Discuss Staff and Commission Reports* – Lindsay shared a chapter from *Sticky Faith* by Powell, Griffin and Crawford in an effort to help build up faith in older youth/young adults, and how to help keep them with the Church.
- b) *Approve Previous Meeting Minutes* – Marlo made a motion to approve the submitted reports and previous meeting minutes. Kyle seconded the motion. Motion carried.

4. Financials

- a) *Summary of the past month's financials* – November giving was down \$4,000, which adds to \$20,000 for the year. There is also \$17,000 to date that has been borrowed and due to dedicated accounts.
- b) *2019 Budget* – Kim is continuing to work on the budget. Currently there is a \$56,000 deficit shown that is being evaluated.
- c) *Narrative Budget* – Jen, Marlo, Kim, and Kelly will work to create a 2019 narrative budget to be presented to the congregation at the annual meeting.
- c) *Envelopes* – In an effort to reduce costs and improve the counting process, the labeled giving envelopes/booklets will be eliminated for 2019. Blank envelopes will be available in pews. This will save roughly \$1500 on printing and \$600 on shipping. Jon made a motion to approve the new envelopes. Al seconded the motion. Motion carried.

5. Old Business

a) *Call Committee Update* – Tabled for closed session with call committee.

b) *Commercial Property Insurance* – The commercial property insurance task force received 3 estimates on commercial property insurance effective January 1, 2019. The task force plans to meet later in the week to begin to run comparisons and to ask questions to each respective company in order to clarify each request. The task force will make a recommendation to council, allowing council to hold a vote on Sunday, December 23rd.

6. New Business

a) *2019 Council Nominating Committee* – Per the church's constitution, a nominating committee should have been selected at the previous annual meeting. This did not occur, so a committee will be appointed. Per the constitution, the nominating committee should include council members who have finished their terms, which includes Sharyn and Joel, and the committee should consist of 6 people, none of whom have just participated on a nominating committee. A nominating committee should also be selected at the annual meeting in January 2019 for the 2020 council.

b) *Leave Policy* – Council reviewed the leave policy that is based on the ELCA guidelines and recommendations. The only recommendation was to remove the word "rostered staff" and replace it with "program ministry staff", and Al made a motion to approve the policy with that update. Kyle seconded the motion. Motion carried.

c) *Accountable Reimbursement Policy* – Kim presented an accountable reimbursement policy for staff expense reimbursement. Jon made a motion to approve the policy as presented. Al seconded the motion. Motion carried.

c) *Closed Session* – Elected council held a closed session to meet with the call committee. Following the session, Kyle made a motion to approve the call committee's recommendation by for lead pastor and move the recommendation to a congregational vote on Sunday, January 6th following second service. Marlo seconded the motion. Motion carried.

7. Motion to Adjourn

Kyle made a motion to adjourn. Jon seconded the motion. Motion carried.

8. Upcoming events/meetings

Information meeting/voting on lead pastor on Sunday, January 6th following second service. Next council meeting is Tuesday, January 8, 2018 7:00 pm in the Conference Room. January devotions will be led by Kim. Congregational meeting on Sunday, January 20th, following second service.

Respectfully Submitted,
Kelly Utesch

Pastor's Report

Pastor Nirmala Council Report

I visited all the people who were not able to attend Christmas services, shared Christmas message and communion.

Christmas senior service went well. About 56 people attended and Visitation team provided refreshments for them.

We had grief support gathering for the grieving families. We had a great speaker. About 20 people were blessed. I applied for grant from Thrivent and provided lunch, and the gift for the speaker.

I did the funeral for Richard Eggert

I preached on Dec. 9th and at 2.30 and 6.30 Christmas Eve services.

I visited Diane Wegner, Bonnie Eidem, John Jensen who were in the hospital during Christmas time.

Director's Report

Children, Youth, and Family Ministry Development Director Report to Council - January 2019

December Continuing Education

On Sunday, December 23rd I spent my continuing education time diving into a book called "Formational Children's Ministry - Shaping Children Using Story, Ritual and Relationship" by Ivy Beckwith.

What I've been through so far has been the importance of helping children (and adults) learn to articulate their faith story, that is to recognize that ways that God shows up in our everyday lives. One specific idea has been to have older members of our faith community share stories of their faith story (where they've seen God throughout their life) with younger generations. "...in order to have children who are able to tell their own stories of faith and understand their own identity in God, we need parents and the other important adults who surround them to be able to articulate their own stories of faith and find their own identities as adopted children of God." (p.62) This is obviously easier said than done - and would be something to work on congregation-wide in the coming year.

As I read through the book I will continue to share insights.

Ministry Updates

In January, I will be working with the Education Commission to explore small group studies that we can implement during Lent.

Time Away

January 10-11: Family Faith Formation Retreat, Good Earth Village

- Faith & Science with Dr. Andy Root (Luther Seminary)
 - Increasingly, the scientific story about a massively expanding, fourteen-billion-year-old universe with black holes and supernovas, has made belief in a personal God who answers prayers much more difficult. Science, it seems, engages with what we can see, touch, and measure, while Christian faith asks us to believe in what ancient texts tell us about an immeasurable spiritual experience. This presentation will explore why those in ministry must wrestle with scientific ideas and how we can do so.

January 17-19: Vacation (Wedding in ND)

January 20: First Quarterly Weekend

- I will be visiting a congregation in Western ND

Submitted by Deacon Amanda Sabelko

Commission Reports

ALTAR GUILD MEETING MINUTES

Sunday, December 9, 2018

Members in Attendance: Carol Cady, Julie Edgar, Mona Finley, Shelley Gustafson, Barb Nuehring, Jane Struthers, Jodie Tvedt, Tanya Young

Thank you to Barb, Carol, Jane, Mona and Tanya for serving during the month of December.

Serving the following months:

January: Jane, Jodie, Mona

February: Shelley, Carol

March: Barb, Carol, Julie, Tanya

The majority of our meeting was discussing and beginning a plan for the set-up of the nativity with the use of colored candles. Each candle will symbolize a character in the narrative (see below). We looked throughout our homes and sacristy for candles/candleholders/muslin and fabric. Ideas were mulled over and Jodie will share some photos and ideas with Pastor John and we will move forward from there. **Remember, this set-up, change of paraments, and communion set-up will occur/begin (approximately at 11:40 am) after the 10:30 service on Sunday, December 23. Members indicating they will be able to help are: Barb, Carol, Jane, Julie and Mona.**

- Mary, Joseph and Baby Jesus candles are placed on a muslin or burlap fabric in the center of the table.
- Mary will be a light blue candle in a simple ceramic candleholder.
- Joseph a royal blue candle in simple ceramic candleholder – can be similar or identical to Mary's.
- Baby Jesus – a simple clear round candleholder with white votive candle.
- The angel candles are yellow placed in crystal candleholders on a glittery gold fabric directly behind Mary and Joseph candles. One is taller than the others – that is the Gabriel candle.

- The shepherd candles are a variety of shades of green placed in wooden candleholders on a green shade of fabric. These are placed to the left of the angel candles.
- The king candles are a variety of shades of purple placed in silver candlestick holders on a fabric of red velvet. These are placed to the right of the angel candles.

CHRISTMAS EVE & CHRISTMAS DAY SIGN-UP

- ❖ Monday, December 24 – after 2:30 pm service (refresh communion & candles)
Barb, Jane
- ❖ Monday, December 24 – after 4:30 pm service (refresh communion & candles)
Shelley
- ❖ Monday, December 24 – after 6:30 pm service (refresh communion & candles)
Mona
- ❖ Monday, December 24 – after 10 pm service (refresh communion & candles)
?????
- ❖ Tuesday, December 25 (Christmas Day) – after 10 am service (clean-up and put away)
Mona

Other items mentioned:

- ✓ Please **rotate the poinsettias when watering**. With the heat on it helps to move them around and not expose one set to constant heat. Remember the rule of watering poinsettias they like their feet damp but not soaked.
- ✓ Tanya has offered to pick-up more **juice boxes for communion** use.
- ✓ December 20 at 2 pm is the **Senior Christmas Service**.
- ✓ The **clock in the sacristy needed to be replaced**. *Thank you Tanya* for donating a clock you had at home and providing a new battery!!
- ✓ We have a **new “Christ Candle” that is in the center of the Advent Wreath**. This new candle is in addition to the existing “Paschal Candle”, which is special type of Christ Candle that is adored with symbols. The new Christ Candle was purchased with Memorial money.
- ✓ If **sanitizing wipes are needed** you can find a supply in the janitor’s closet located between the bathrooms by the fellowship room.
- ✓ Tanya and Carol oversee **seasonal decorating**. They reported that the 7’ trees have been slowly replaced (recently in the Fireside room). The trees placed in the narthex need replacing and is the next step. If a good sale is found the purchase of more storage bags for the trees will be done.

- ✓ Jodie provided an **explanation of the church budget** with the concept of for the ‘greater good’ rather than a separate account for each special area involved in the church showing income and expenses these special areas will provide a request for a need and it will be paid for from the general fund. An example from our area (Altar Guild) would be that we deposited our flower sale profit into the general fund – but have indicated that we would like to eventually replace the counter top in the sacristy as well as updating the storage of the paraments.
- ✓ Jodie is formatting the **annual report** due January 3, 2019.
- ✓ Very briefly looked the **dates for Lent and Easter**.

NEXT REGULAR SCHEDULED MEETING IS
SUNDAY, JANUARY 13, 2019 AT 9:15

Members IN / OUT			
Date	Name	IN	OUT
12/2/2018	Tenley James Franke	Baptism	
12/14/2018	Richard Eggert (Active but not listed as a member)		Death
12/23/2018	Thomas Lincoln Scripture	Baptism	
12/30/2018	Declan Calmer Clausen	Baptism	

I am happy to report that the cost of the printed envelopes for St John’s has gone from over \$2000 with distribution costs to \$120.43!! Initial cost and quote from The Printers was \$240.87 and we were given a 50% discount from owner Dave Evans to bring our actual cost to \$120.43!! A Huge thank you to Dave for the nice discount!

If anyone has questions about the new Envelopes – this is what is being published as explanation:

Our new General Offering envelopes are here! The new style will save St. John's over \$2000 in printing and distributing envelope booklets. Please PRINT your first and last name clearly on the front of the envelope to ensure your contributions are accurately recorded. Your generous giving is greatly appreciated to support our programming and ministry commitments locally and globally.

The General Giving Envelopes will be available in the pews and at the Welcome Center.

If you have a Special Gift to be designated outside of the General Offering, Special Offering envelopes are also available at the Welcome Center.

Thanks for your guidance & input!

Shelly

Financial Reports