

ST. JOHN'S LUTHERAN CHURCH
KASSON, MN

COUNCIL PACKET

January 14, 2020

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Dear GOD
I'm placing
2020
in your hands

2019 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 David Efflandt
Pastor Nirmala Reinschmidt
Jen Smith
Marlo Bungum
Kim Allen
Kelly Utesch
Kyle Howell
Al Flickinger
John Klein
Dan Paulsen
Ann Trihey
Rayelle Haase
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, January 14th, 2020 7:00 p.m. - Fireside 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. Ministry Moment – Pastor Dave (10 minutes)
3. Devotions – Jen (5 minutes)
4. Reports – Jen (5 minutes)
 - a. Discuss/Approve previous meeting minutes, staff reports, and commission reports
5. Financials – (25 min)
 - a. Summary of the past month's financials (Kim)
 - b. 2020 Budget update (Kim)
 - c. Narrative budget update
6. Old Business – (10 min)
 - a. Membership Directory (Rayelle)
 - b. Annual Meeting
7. New Business – (20 min)
 - a. Roundtable discussion
 - b. Closed session – elected council
8. "God Sightings" – All (5 minutes)
9. Motion to Adjourn
10. Lord's Prayer
11. Upcoming events/ meetings:
 - a. Budget meetings with commissions
 - b. Next council meeting – Tuesday, February 11th, 2020
 - i. Devotions – TBD
12. Parking lot (Items for future discussion):
 - a. Foundation disbursements (Jen)
 - b. Facility usage update (Pastor Dave)
 - c. Stewardship (Jon/Pastor Dave)
 - d. Narrative Budget (Marlo)
 - e. Constitution and bylaws review update (Pastor Dave)
 - f. Personnel handbook update (Jen)
 - g. Procedural audit update
 - h. CKP (Marlo)

December 2019 Council Minutes

Tuesday, December 12th, 2019 7pm Fireside Room

Present: Jen, Marlo, Kim, Kyle, Ann, Rayelle, Al, and Kelly. Deacon Amanda, Lindsay, and Pastor Dave were also present. Dan and Jon were excused.

- 1) Call to Order - Jen called meeting to order at 7:10pm
 - a) Approval of Agenda – Ann made a motion to approve the agenda. Rayelle seconded the motion. Motion carried.
 - b) Welcome any guests No guests were present.
 - c) Review any thank you notes or correspondence sent to Council or St. John’s – Council was not aware of any correspondence to the church.
- 2) Devotions – Kyle led devotions.
- 3) Reports –
 - a) Discuss/Approve previous meeting minutes, staff and commission reports – Jen noted for Worship and Music that three families approached her to note that they were disappointed that there was no worship the Wednesday before Thanksgiving. Lindsay noted that youth may be utilized to assist with Stewardship activities in 2020. Lindsay noted that Shutterfly proceeds is missing under the council minutes regarding the directory comments. Jen noted that Media Commission should remove comments #17 due to irrelevance. Jen is following up on the fascia damage noted in the Properties report. Council discussed heating issues with one of the CKP classrooms, and that Dave Aakre is working with Decklever to address. Al made a motion to approve the reports as submitted. Marlo seconded the motion. Motion carried.
- 4) Financials
 - a) Summary of the past month’s financials – Kim noted that the financials that are shared are not updated correctly from McKerns. Pastor Dave, Marlo, and Justin have been working hard to address the CKP budget and have had some good conversations. Council wishes to extend a thank you to all involved, including Jessica, Rachel, and Amanda. Council noted that CKP is to provide to council monthly reports. It is important for these reports to be available in order to be more transparent to cash flow issues. Justin has done a very good job digging into those numbers, to show staff expenses are currently exceeding income. Kyle asked how long Council will allow CKP to continue to operate at a negative income. Kim noted that currently Council has \$25,000 in checks printed in the drawer waiting to be mailed, but only \$18,000 in the checking account.
 - b) 2020 Budget Presentation Meeting – One meeting to be held this year (Sunday, January 19th at 9:10 in the Fireside Room) for anyone who may have questions regarding the 2020 budget that will voted on during the annual meeting.
- 5) Old Business
 - a) Book Study – Rayelle led the discussion on Chapter 7 and Council completed the book study.
 - b) Membership Directory – Rayelle and the Directory team is looking for volunteers to staff check in tables for families coming in for directory photos. She noted that the Shutterly store front has received \$54 from members utilizing the church donation option while ordering personal Christmas cards and items.

- 6) New Business
 - a) Annual Meeting – Scheduled for Wednesday, January 22nd at 7:30pm. Will follow the same format as done in previous years (open forum). The narrative budget, which is being worked on by Ariana, will be presented. The 2020 annual budget will be voted on. The nominating committee is working to seek individuals to fill empty council positions.
 - b) Lutefisk Dinner - \$23,800 was raised. The church committed \$20,000 to the ELCA.
 - c) Key Proposal – The Properties Commission had drafted a key management process for council to review. With so many internal and external groups utilizing the church, there is concern over who has keys, who needs keys, and what happens if keys are no longer needed by a group or individual. Council reviewed the proposal and requested a sign out form so the requestor receives the rules, and a revision/approval date in case future updates are made to the policy. Council appreciates Properties initiative to protect the church assets by addressing this matter. Kelly will follow up with Properties to relay Council's feedback.
 - d) Roundtable Discussion – Tracy Lee hopes to bring in a speaker in early spring. Pastor Dave noted that Rev Emily Carson, ELCA Director of Evangelical Mission, will be present on Sunday, March 1st, 2020. Pastor Dave reviewed the number of pledge cards received, and has reached out via email to 29 individuals. He compiled a list of volunteer hours noted by members and nonmembers – roughly 24,000 hours donated in 2019 – roughly equating to \$23,000 in labor costs through the use of volunteers. Pastor Dave reminded council of the Coffee house, golf tournament, and a letter writing campaign. He also noted that Family Camp will take place February 15th and 16th at Good Earth village.
 - e) Elected council members held a closed session.
- 7) Council shared God Sightings that they encountered.
- 8) Motion to Adjourn – Kyle made a motion to adjourn. Ann seconded the motion. Motion carried.
- 9) Council closed the meeting by reciting the Lord's Prayer.
- 10) Upcoming event/meetings
 - a) Next council meeting – Tuesday, January 14th 7pm in the Fireside room. Jen will lead devotions. Annual Meeting is Wednesday, January 22nd, 7:30pm.

Respectfully Submitted,
Kelly Utesch

Pastor Dave's Report, December 2019

CKP Administrative Changes

The expansion of CKP this year has brought about a need for a new administrator. With the departure of the current administrator, and with the present state of the finances of CKP, they are unable to hire a new administrator at this time. So, under the purview of my call here as "head of staff", and in conjunction with other ministry leaders such as deacon Amanda and Marlo, I will be stepping in to handle some of the administrative duties of CKP until such time as a new administrator can be hired. Amanda will be acting as a point of contact between CKP teachers and our program staff. This is within the purview of her call. Marlo has been working side-by-side with CKP board and teachers to pave the way for a successful year ahead. And, in conjunction with CKP board, I will be working as an administrator to oversee labor and finance concerns pertaining to their program. I am thankful for the dedication and hard work of all parties to keep things moving forward, and we are all hopeful that this will be a positive year ahead.

Stewardship Commission

We are will be looking for help with the Coffee House Fundraiser on Saturday, March 7, 2020, and the Golf Tournament Fundraiser on Saturday, May 16, 2020.

Marriage and Family Retreat

Planning is under way for this retreat at Good Earth Village. Date: February 15-16, 2020.

Continuing Education

I will be attending one more retreat in Alexandria, MN on the following date: **February 9-11, 2020**

Recovery from Cancer Treatment

I am still in the process of a slow recovery. It had been my hope that, at this point in time, I would be feeling back to normal. However, as I've come to find out, I don't have as much energy or enthusiasm as I had prior to my treatment. My rebound time from busy weeks is much greater than it was in the past, and, as I've had to say publicly in worship, my body is still not cooperating with me fully. While embarrassing to say the least, I am thankful for the support of our community of faith and for your continued prayers. Each day finds me feeling just a little bit stronger than the one before.

Premarital Counseling: I am providing counseling for two couples at present

Funerals / Baptisms: I did not preside at any baptisms or funerals in December.

Pastoral Care Visits: I had five pastoral care visits in December.

Days Off / Vacation Information

Number of Days Off Through 12/31/2019: 44 **Days Off that I worked in 2019:** 7

Number of Comp Days Remaining: 1 **Quarterly Sundays Available:** 3 **Quarterly Sundays Used:** 1

Vacation Days Taken in 2019: 21 **Vacation Days Remaining 2019:** 1 Vacation day and 1 Sunday

Upcoming Days Off: I used vacation and comp days from Thursday, December 26, 2019 – Friday, January 3, 2020; One week of vacation, including a Sunday, and two days off.

I would like to carry over my remaining Sunday off into 2020, to be utilized in February or March for a family vacation.

I will also be using all available Quarterly Sundays in 2020, learning from other communities of faith how they engage in worship and utilize their facilities. As a program staff, we will be discussing our findings and including them in the larger conversation about the changing landscape of ministry here at St. John's, and how we might continue to prepare ourselves for the future ahead.

Pastor Nirmala's Report: December 2019

I visited all the shut-ins for Christmas who were not able to attend.

We had a great Senior Christmas service and luncheon.

Prayer team met on Mondays.

I preached on Christmas Eve 2.30 and 6.30 P.M

I did the CKP chapel once in Dec.

Attended Staff Meetings.

Director's Reports

Deacon of Faith Formation

Report to Council - January 2020

Faith Formation Updates

Children's Ministries

Christmas Program

Our Christmas program went great! Thank you to all of our students, teachers, and parents who helped to make it all a success :) We will be looking at incorporating interactive activities alongside other worship services next Advent and Christmas season.

VBS

Look for more information coming soon about our "MN Northwoods Edition" of VBS this summer!

Congregational Ministries

Lenten Small Group Study

The Education Commission is planning to host small groups again this year for a Lenten Small Group study. We will be focusing on the Book of Ruth, more information coming soon!

Continuing Education

During the month of November, I was working with Vibrant Faith as I learned more about *Faith Formation for a New Generation*, which is their fancy way of saying Children's faith formation as we move into a more technologically advanced world. The class was specific to learning about new ways to engage with Generation Z or people who have been born after 1995. I will be sharing what I learned with our Education Commission and other pertinent volunteers/staff!

This January is full of continuing education opportunities for me.

1. Region 3 Deacon's Retreat
 - a. I will be spending time with other Deacons from Region 3 as we learn from one another and talk about different ways we serve the world and our contexts.
2. First Call Retreat
 - a. As a small group mentor, I will be learning along with other small group mentors and First Call rostered ministers in SW & SE Minnesota Synods. Gustavus will be hosting our conversations around what it means to be a Rostered Minister in today's world.
3. Extravaganza
 - a. This is a yearly conference hosted by the ELCA Youth Ministry Network. This is a great opportunity for both Lindsay and me - to network, find inspiration, and learn about the ministries of other communities all over the United States and Puerto Rico. We will be focusing on a particular track of workshop experiences which we will be able to bring back and share.
 - b. Additionally, I will be attending a training to become a Discipling Cohort small group leader for the SEMN Synod. This is a two-day training to equip leaders to coach others in faith formation ministries.

Continuing Education, Synod Events, and Time Away

- January 5-7: Region 3 Deacon's Retreat @ Luther Crest, Alexandria
- January 16-21: Vacation
- January 26-28: First Call Theological Retreat, SE & SW MN Synods @ Gustavus, St. Peter
 - Serving as a Small Group Mentor
- January 30-February 3: ELCA Youth Network Extravaganza @ Anaheim, CA

Submitted by Deacon Amanda Sabelko

Youth Ministry Coordinator 2019 Annual Staff Report

As we head into 2020, and my 5th year of ministry here at St. John's, there is much to be thankful for and excited for. 2019 went by in a flash. It was a year of unexpected numbers. Summer of 2019 saw around 100 students take part in our programming. And of course, our programming is not just about the summer. The fundraising and events that we do throughout the year are the glue that brings together students and adult leaders as a team. Whether our students are headed out to the ELCA National Youth Gathering, on a hiking trip or camp to test their physical skills and enjoy the wonder of God's creation, or on a week-long service trip to serve their neighbor the events that we do throughout the year do not just raise money, they offer opportunities to work together as the people of God and to lift up the different opportunities our community has for intergenerational engagement.

The details of all of our events can be found in the Youth and Family Commission Annual Report. In my staff report I want to review some of the most important things that are going on in the ministry that I am blessed to take part in. Beginning in the spring of 2019 Pastor Dave began a study with the leadership of St. John's on the book, *Giving to God: The Bible's Good News about Living a Generous Life* by Mark Allan Powell. We went over this material with our students at confirmation camp as well as beginning to frame the things that we do in youth ministry through this lens. This past fall, our entire congregation was exposed to this new language regarding stewarding not only our finances, but our time and talents as well. I have spent much of the last couple of years trying very hard to work to change some of my daily habits, in particular, working to incorporate more spiritual disciplines such as scripture reading, prayer, and service into my life and the life of my family. In light of this book study I have started to think about just how important it is to be intentional and thoughtful around how we steward all that God has given us.

Being a disciple of Jesus Christ is to follow the two greatest commandments: 1) You shall love the Lord your God with all your heart, and with all your soul, and with all your mind (Matthew 22:37) and 2) You shall love your neighbor as yourself (Matthew 22:39). In light of that, here are a few of the things that I am working toward in 2020:

- At the beginning of 2019, I made an attempt to have lunch at the high school each week, but of course busy times got in the way with the weather, Deacon Amanda's maternity leave, and helping Pastor Dave to get acclimated to St. John's. In 2020, I am hoping to get to the school a few times, at least once a month, before the end of the program year, as well as make it to the middle school as well. Some of this is based on my own schedule as Oliver is currently attending preschool in both Rochester and here at Creation Kids each day, so timing is a big part of that equation. As we head into the 2020-2021 school year I will be more available as Oliver starts kindergarten. I have also had a conversation with Mr. Langemo about ways that I could get involved at the school that would be beneficial to all of the students.
- I continue to connect with families as I work to help plug them into different activities that matches their passion with ministry needs here at St. John's. It has been wonderful to see our students and families take ownership of their faith journey and to immerse themselves in our community of faith.
- This past fall I presented at the SE MN Synod monthly Faith Formation Network meeting on Welcoming All to Worship, specifically those with different physical abilities and those with neurodiverse conditions (Faith in Dodge Center, Oct. 24, 2019). This particular ministry has become a passion of mine as we have several students on the autism spectrum, have physical disabilities, and/or ADHD, etc. This is close to my own heart as my husband has ADHD, my son Oliver has childhood apraxia, and others who are deeply important to me have need of what this ministry has to offer.
- At the end of January, Deacon Amanda and I will be attending the ELCA Youth Ministry Network Extravaganza to learn and connect with other children, youth, and family ministry folks from across the country. The topic this year is Practice Not Perfect.
- I am continuing my development of my writing and active listening skills in 2020 through reading, conversation with colleagues, and returning to regular writing on my blog.

I am grateful for my colleagues in ministry in the program staff and office support staff. While there is still much growing to be done here at St. John's it is clear that the work that this congregation took on during the transition and call process went a long way to work through many of the difficulties that we had been challenged by. Sometimes it seems like things are more difficult, but I would argue that we are creating a safe and respectful community to have open communication and tackle big problems together. I am looking forward to all that 2020 has to bring!

Submitted respectfully as your sister in Christ,
 Lindsay D. Colwell, M.A., M.Th.
 Youth Ministry Coordinator

Commission Reports

ALTAR GUILD MEETING MINUTES

Sunday, December 8, 2019

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

Serving the following months:

January: Jodie, Mona, Shelley

February: Barb, Jane, Tanya

March: Jane, Jodie

Items Discussed

- ❖ **Juice and sanitizing wipes** have been stocked.
- ❖ Mona will set-up the **travelling communion set on Wednesday, December 18 for use on the 19th.**
- ❖ With all of the activities during the month of December **the poinsettias will be moved and used throughout the building.**
- ❖ When **watering the poinsettias** please remember they like their feet damp not soaked. Also, with the heat on it helps to **move them around** and not expose one set to constant heat. Hoping to keep them looking nice!!
- ❖ **Sunday, December 22 after 10:15 service we will set-up for Christmas.**
- ❖ **Pastor Dave shared the following communion needs for December:**
 - Sunday, December 15 – NO communion as it is Lessons & Carols
 - Wednesday, December 18 – YES communion – intinction
 - Thursday, December 19 – YES communion – kneeling – Senior Christmas Service
 - Sunday, December 22 – NO communion – 4th Sunday
 - Christmas Eve (December 24) - YES communion at all 4 services (2:30, 4:30, 6:30, 10 pm) - Intinction with 4 stations – which may be trimmed down to 2 stations at the later services.
 - Christmas Day (December 25) – YES communion – intinction with 2 stations
 - Sunday, December 29 – NO communion – 5th Sunday

Looking at January communion needs.

- Wednesday, January 1 – NO communion – NO worship
- Sunday, January 5 – YES communion – kneeling
- Wednesday, January 8 – YES communion – kneeling
- Saturday, January 11 – Remove Christmas decorations (if okay with Tanya & Carol)
- Sunday, January 12 & Wednesday, January 15 Epiphany
- ❖ **Encourage people to take their poinsettia after services.** It will also be stated in the bulletin. Individuals are hesitant to remove plants from the chancel. We will put a table in the narthex Christmas Eve with a few of them that can be easily bagged and taken. We will slowly remove the plants to a table and place for easy access on Sundays following Christmas until plants are taken or disposed of when decorations taken down. Remember to set out the paper bags to easy carrying.

- ❖ Barb had noted that when shopping recently at Barlow HyVee there were **autumn colored poinsettias**. These plants seem to last better than the mums do. Shelley has offered to check with Houstons to see if they are available through them and cost involved.
- ❖ We briefly discussed the possibility of **changing our meeting date/time**. Looking 'outside the box'...more discussion on this as time moves forward.
- ❖ We are always **sharing ideas obtained from visiting other churches and visiting with variety of individuals** that kindly share their thoughts. – Continued -
 - An idea to consider: Would we ever consider decorating in **blue during advent**? The paraments are already blue, but the flowers (poinsettias) are red and white. Would we then switch colors for Christmas? To red? To white?
 - Another idea to consider: Would we ever consider a **simpler theme for Advent**, then a "big deal" at Christmas (similar to how Lent is "simple" and Easter is a "big deal").
 - We also discussed the possibility of '**gradually**' setting up Christmas. Examples: Set up the trees but lights don't go on for a week.
 - Or perhaps the **wreaths** go up one week, followed by the trees throughout the building.
 - Another thought was to hold the **poinsettias** back until right before Christmas ... this would ensure they would look nice for the 24th/25th and into the first few weeks of January.
 - Would this potential "decorating delay" affect other groups / events ...Children's Christmas Program ... Lessons and Carols ... Rhythm and Readings ... Senior Christmas Worship, etc?
 - How would this potential "decorating delay" be staffed? How many times would decorating events happen? Could that responsibility be shared somehow?

All interesting ideas to ponder.

- ❖ We **need to increase our numbers!** Again, lets look 'outside the box' and see if other groups would consider helping with certain projects. Groups to consider – youth, choir, circles etc. Share your experiences with others.
- ❖ A get-well card will be sent to Julie Edgar.

Our next meeting is Sunday, January 12, 2020 following the 8 am Service.

Creation Kids Preschool Meeting Minutes

January 6, 2019 6:00pm

Administrator's Report:

- 1) Rachel is working on the Operation Round-Up Grant. The original grant was due 12/20/19, but it was determined to hold off submitting the grant until 03/20/20. Rachel and Jessica want to setup a demo with Procure Software and go through all the options of the software before rushing into purchasing to ensure it is the right program for the billing needs. They will try to set up a demo by end of January or beginning of February so there is ample time to review and determine if it is a good fit and all components of cost of the software.
- 2) Fundraising for December:
 - a. **Spaghetti Dinner:** CKP raised a total of \$1,143 from the dinner alone. This did not include the t-shirts and cards sold. We had 36 different students' families RSVP with a total of 165 RSVP's and every table was filled twice. WE had many comments on how families loved having Spaghetti and the food was great and had a family comment that their child was picky but they had two helpings. It was great to see the CKP staff interacting with the students and their families. Jessica donated items to create 2 baskets (one boy and one girl) and the raffle winners were Walker Bungum and Maddy Novacek. Anne Holtan had the spaghetti sauce donated and a Thrivent Grant was used to purchase the remaining food. There was a few hiccups in the process but it was a learning curve and I think the start of a great annual fundraiser.
 - b. **Santa Letter Fundraiser:** we did 30 Santa letters for a total of \$130 earned.
 - c. **T-Shirts:** we sold and raised \$115 for the t-shirts. We have some t-shirts that were ordered that Tessa is working on (2 aprons, 4 adult t-shirts, 3 youth shirts). We have a lot of shirts already made that we will set out at a later time.
 - d. **Cards for a Cause:** we reopened the cards fundraiser and sold an additional 9 boxes for a total of \$153.00 raised.
- 3) Background checks ran before October 2018 will need to be re-done per new guidelines from DHS. Heather Wynia and Katie Freerksen will need to be re-ran. The state is paying for these to be done and Mindy Knutson is working on this.
- 4) We will need to get outlet covers for the hallway, need approximately 10. Marlo ordered some and will bring into CKP when she receives them.
- 5) Carol would like a grant for some SMART mats and a stop sign to use when walking at the library. We will determine the cost and either add to the wish list or apply for a Thrivent Grant for this.

Amanda's role: Staff can go to Amanda if they would like to chat about anything in particular, however, it is to be remembered that Amanda is not to involve staffing or personnel issues. If there is an issue involving staffing or personnel issues, it can be brought to Pastor Dave and determined how to proceed from there (involve Executive Board, go to Personnel, etc.)

Treasurer's Report:

2019 numbers are being tallied and so far numbers look good. Fundraising efforts helped contribute to that. 2020 budget is being compiled with current registrations through May. 2020-2021 budget will include about a 5% increase with additional tuition, students, etc. The 2020 budget does not include summer projections.

January Breakfast:

Generally CKP does a January breakfast (pancakes, eggs/kids projects/art work). The board decided at that we will move the January breakfast to the CKP Sunday (March). With MLK weekend there is no school/Sunday School. Also, just coming off the holiday break and the short time of planning and getting kids projects was a bit stressful. Instead, we will do donuts on January 19 (instead of CKP Sunday) and the full breakfast will be served at CKP Sunday. We will have more families coming that weekend and the fundraiser will be more beneficial.

Summer Care: Anne is putting together a survey to send to families (current and public) to determine the need for summer care. We will need 12 students to register to be able to make summer care work. Anne has had a lot of families ask about summer care, and Jessica has received several emails asking about summer care and preschool for 2020-2021 school year already. The survey will go out via Survey Monkey and will be closed on January 31st so the results can be compiled and brought to the February 4th board meeting. A subcommittee will be created (Teresa, Anne, Rachel, Lindy, Jessica) and will meet next week to start preparations for summer care.

Registration for 2020-2021 school year: Peggy asked that we discuss what we need to offer for classes. Will we stay with 2 Bridge classes, will we have 2 separate 3s classes versus one large as this year, could we offer 5 day class and this can bring in extra income with the 5 days (AM classes only). It was discussed we will determine classes for upcoming year with teachers prior to registration. CKP will have a booth at the Dodge County Expo again to kick off registration at end of March. The board will determine a birthday cut off and add to the parent handbook and will follow that with no exceptions. Kindergarten does not allow exceptions and it was discussed CKP should have a set rule to follow as well.

Looking ahead: Soup supper (March), CKP Sunday Breakfast (March), Dodge County Expo (March 21st), Registration kickoff (March) all to be discussed in more detail at the February 4 board meeting.

Growth & Hospitality Commission 2019 Annual Report

Our Mission is to provide a Welcoming presence at the Worship services of St. John's, and to Welcome New Members into the life of our congregation.

Our commission members are Genny Hendrickson, Kathy Hamlin, Katie Freerksen, Katie Pierce, Betty Edgar, Marlene Edgar, and Lindsay Colwell.

New Members were received in May with 6 family groups joining including Pastor Dave and his family.

In October, we had 5 families join our church on either Wed. evening or Sunday morning. Initially, we had an orientation meeting after Sunday worship, served lunch, and had a getting acquainted time. We provided sponsors for the families that needed one, and we need to work on keeping this relationship going for at least 3 months.

In June, we participated in the 7th annual Family Fun Night which took place during Vacation Bible School in the evening. Our group provided the food and workers for this event, and obtained a Thrivent card to pay for the expenses.

Our commission continues to be responsible for the purchase of "Christ in our Home" and "The Lutheran", both in regular ad large print. We also provide "Care Notes" which can be found in the Narthex. The Parish Nurse Program or Faith Community nurse program, and Prayer Shawl ministry also fall under the umbrella of Growth and Hospitality.

Our Commission worked with Pastor Dave to assist with Stewardship meals in November, and will assist him as needed in the coming year. Our main job continues to provide greeters for both services on Sundays, and all of the holidays.

I also would love to say a Million Thanks to Sheryl and Shelly for helping me this past year, as well as Lindsay. H Annual Report You Ladies Rock!

Respectfully submitted by Genny Hendrickson

Media Commission Annual Report 2019

As a commission we continue in our mission to support the Purpose and Guiding Principles of St. John's: *Living in God's grace, St. John's Lutheran Church is an inclusive community worshiping together, growing in faith, serving others, and living as witnesses of Jesus Christ.* As a commission we coordinate with the church staff, commissions, and people of the congregation to ensure that all media needs of the church are met.

We continue to update the computer needs of the congregation. This year we replaced two computers, and replaced other parts (such as monitors and keyboards) as needed. We are budgeting next year to continue this practice.

We continue to be available to assist with the multimedia needs of the church for a variety of events that occur here including (but not limited to) worship services, funerals, weddings, WELCA events, and community uses of the building. We have a unique opportunity to be welcoming, inspiring, and serving to the greater community that utilizes our media equipment. We are still looking for more volunteers willing to assist with these needs in the future. A big thanks to Dennis Foster, Steven Schroeder, Merrill Trapp, Randy Johnson, and Joe Vincent for all the help with staffing the media booth throughout the year.

We have worked during the year to improve other equipment used throughout the church as well. We updated the routers for the church wifi and developed a process for updating the password for the secured office access and removed passwords from the guest access. The mixing board in the fellowship hall was replaced, and we purchase a new drum set for the sanctuary for the worship band.

I am excited for the changes that may be coming in the next few years and ask each of you to continue to pray for God's guidance for the Media commission and Church Council as we make decisions.

Thank you for helping us continue God's work in our midst,
Samuel Marsland
Media Commission President and Secretary

2019 Annual Report Memorial/Interior Design Commission

It is the responsibility of the Memorial/Interior Design Commission to maintain and preserve the decorating plan of the church building and interior. This is done with careful thought toward enhancing the worship life of the congregation and its' outreach and evangelism. The Commission is also responsible for the administration of memorials and special gift money.

Commission Members:

Barb Alberts, Cindy Franke, Barb Hackenmiller, Gail Jensen, Deb Smith

Our commission works with three memorial accounts:

- 1) Designated (92610): These are memorials specifically designated to a specific group or item at the time the memorial is given.
- 2) To Be Designated (92699): These memorials are given with the understanding that the family will determine how to designate the money.
- 3) Undesignated (92611): These memorials do not have a specific designation and it will be up to the Memorial/Interior Design Commission to determine the best way to use these memorials.

We continue to update the Wish Book as we receive requests. There are three copies of the Wish Book available in the church office for family members to take home. The newly created Memorial Request form has been used by various commissions with Wish Book requests.

Our commission meets monthly. The meetings were changed from Tuesdays to Wednesdays to meet the needs of the commission members.

We continue to work on making enhancements to St. John's as well as help many of our St. John's programs through the many generous memorial donations received.

A few highlights from 2019:

- Two chairs were purchased for the courtyard.
- Lettering and lighting was added to the brink wall at the church entrance.
- \$700 was given for the CKP fencing project.

A complete list of memorial money designated during 2019 is available upon request.

Effective September 9, 2019, Cindy Franke and Barb Hackenmiller stepped off the Commission. Cindy has continued to assist with the paperwork until a replacement has been named. Joann Roth will be joining the commission and is willing to organize and run future meetings.

Respectfully,

Memorial/Interior Design Commission

Properties Commission Meeting Minutes 1/7/2020

Attendees: Daryl Melquist, Dan Jensen, Fred Asche, Wayne Hendrickson, Dallas Martin, and Dave Aakre

Key Discussion Items:

- Custodian position: Property's will help with the process as required. Dallas has offered to help with the periodic boiler checks until someone is hired.
 1. There have been some applications
 2. Gary Kautz has offered to be responsible for the grounds, which includes mowing, maintaining shrubs and also wants to make some improvements to the slope of the grounds behind the SS wing.
- Another Sidewalk discontinuity: Daryl will check and mark as required
- Hail Damage: Roger Carlsen Handling. Note: Deductible has been covered by the Church Foundation. We now have a commitment to replace protective coverings over the Sanctuary Skylights, to be done in the spring.
- Church door lock key's: I have received word from Council that they basically have approved our suggested Key Management process with some fairly minor changes. Property Commission members approve the updates and Dave will forward that document to Council Secretary, Kelly Utesch. Wayne Hendrickson is looking into the cost of re-keying the entry door locks so we can get and maintain better control of who can get into the church.
- Loss prevention Report recommendations: Wayne and Daryl are preparing the required documentation. They will produce 3 to 4 books to be located in strategic areas.
- It's time to apply to the Church Foundation for a "beyond the budget" grant. Dave has sent a request.
- LED panels upgrades to the Narthax area. Dave has received a Thrivent Action grant (\$250) to be put toward the purchase of 4 more LED panels (\$354 total). These are on order and will be installed in the seating area next to the fireside room when available. Dave and Daryl will set up the work plan.
- Boiler Preventive Maintenance: Our boilers are to be checked and adjusted yearly and it is now time to do it. Dave will get it rolling. (Last years cost was \$485.62 for the checks and it turns out we had some issues that needed to be dealt with.)

Updates Items:

- Damage to the facia/gutter over the front entry: Gutter repair is completed. Klaus Alberts of HIP in Byron has offered to fix this for us at no charge and we have happily told him to go ahead with it.
- Heating System Issues: During the week of 12/9 and 12/16 there have been issues with overheating in much of the church and no heat in the Sanctuary. This has now been corrected by Decklever Mechanical.

- Hot water chemistry has been checked on 1/3/2020. Dallas worked with the Rep from Kriss Chemical to check and correct the chemical balance.
- The bake sale committee has given the Property Commission \$2000.
- Narthax area LED Project: The 4 LED panels (2 x 4 foot) have been installed by a Property's work crew on 12/5 (Daryl, Dallas, Dale, Fred, Wayne and Dave)
- The main office entry door has been "blocked open" and we are not sure why. It turns out the door locks itself up after being opened and closed (when unlocked) several times. Wayne will switch this lock for the one on the east office area entry door.
- Property Commission Annual Report: Dave has written and submitted the report.

Work Projects committed but on "Hold" till time/weather allows:

- CKP Little Lambs fenced play area: Property's decided it is necessary to put a 10 foot gate in on the south end fence line and will fund it. It will be a two piece gate and will cost \$525. Quality Fence has promised to do it, but it is not done yet. Dave is following up with Steve Behnken. This will likely not be completed until spring (Quality has been very busy and held up by weather).
- Possible leak in the Narthax roof: Roger will do another check of the Narthax roof when practical.
- Sanctuary light (upper, requires a lift) needs to be replaced. Al Flickinger has offered to obtain an lift and deal with the repair.
- Fire alarm pull switch near the entry of the Fellowship Hall (behind the open entry door to the hall) must be moved to a more conspicuous location near the west Narthax Exit. Dan Jensen has offered to move the switch. Other members will assist as needed.

Dave Aakre, recorder for Property's

Youth and Family Commission Annual Report 2019

Middle School Ministry:

- This summer we had 10 students attend confirmation camp at June at Sugar Creek Bible Camp in Ferryville, WI. Congregational time was spent working through the book *Giving to God* by Mark Allan Powell. We spent time talking about what stewardship is, how to steward our time, talents, and finances. The entire congregation did this same study in the fall as well. We also had 6 students who attended high school programs available at Sugar Creek. Five of them took part in the riverboat program where they do all the things they would do at camp, but out on a houseboat on the Mississippi River. We also had one of our students who took part in the Jr. Wranglers program where she served other campers by helping to care for the horses at camp.

- In 2018-2019 the confirmation curriculum has been refined even more. We now have a two year rotation of the Old Testament/New Testament, catechetical elements in their biblical placement, mentor sessions, group service projects, and exploration of students' statement of faith. Layout of this curriculum is available upon request from Youth Ministry Coordinator, Lindsay Colwell. We continue to move forward using a combination of video, lecture, and small group conversation for learning times. Relationship building remains at the core of what we do.
- As we continue into 2020, this program year of 2019-2020 our students are doing the Old Testament rotation year. They have been learning about the different elements of the Old Testament, the 10 commandments, and God's covenants. During this year's life topic sessions our local Thrivent representative will be coming to talk about finances and serving community and we are also looking into bringing in a speaker from the Jacob Wetterling Resource Center.
- Action Packed Day Camp was moved to the second week of June this past summer. This is a camp that brings together students who just finished 4th grade through finished 8th grade. Summer 2019 we had 40 students who attended our day camp! Our camp went to Air Insanity Trampoline Park, did service projects around the building, Big Thrill Factory indoor amusement park, ROCA climbing wall, Oxbow zoo, fossil hunting at Quarry Hill, and finished out our week with a movie.
- In October of 2019, 17 students were confirmed in their faith. We currently have 52 students in confirmation.
- Our students continue to be involved in leading younger students through volunteering to help with VBS, music ministry, and weekly educational programming (co-leading Oasis or Sunday School). One of our seniors, Morgan Coy, is also helping to lead a 7th grade confirmation small groups.
- Our confirmation students also serve as weekly worship assistants on Wednesday evenings and twice a month on Sunday mornings.
- Confirmation small groups and their families serve the Wednesday night Oasis meals.
- We are anticipating a similar number of students for confirmation camp this year. Our current 9th graders are also very excited to attend the riverboat program again this year, and it looks like we will have around 10 for that program as well.

High School Ministry:

- 42 students and 14 adults attended our service trip to San Diego.
 - Students and adult leaders served in a soup kitchen, picked fruit, sorted clothes at a distribution center where homeless people can shop, at a ranch that does equine therapy, adult day center, nursing home, the Ronald McDonald House, and served dinner at a safe lot where families who live in their vehicles are able to stay overnight in a secure location.

- Participants also did education by walking to the US/Mexico border with an advocate group called Border Angels that gives aid to those crossing the border. Students were able to ask questions and have conversation to learn more about the current immigration crisis.
- They had lots of time to build relationships together and with those they met. The group finished off the week with a day at the beach.
- 2 seniors took part in the quilting milestone. This milestone is graciously run by Jen Smith and a very memorable experience for our students.
- Our high school students continue to be actively involved in music ministry, worship assisting, serving as teachers for both Oasis and Sunday School, leading in VBS, serving Sunday morning coffee, and through the wide variety of fundraisers that they do for summer trips provide many fellowship and entertainment opportunities to the people of St. John's and our community.
- Summer 2020:
 - 10th-12th grade students (29 students and 5 adults) will be attending a YouthWorks trip to New Orleans the last week of July. Students will be working in similar areas as they did in San Diego such as homeless shelters, boys and girls club, and serving in elder care facilities. Travel details are ongoing and we are working to do everything within a reasonable budget.
 - 7th-9th grade students (10 students and 3 adults) will be attending a YouthWorks trip to Duluth the last week of June. Participants will be working in a variety of service projects during this trip, as well as getting a chance to see what daily life and struggles look like in other parts of MN. This will also prepare these students to attend the 2021 ELCA Youth Gathering in Minneapolis.
 - We have changed the way that we disperse our fundraising money raised. Instead of keeping individual tallies of amounts we are asking students to serve during 10 different events in order to help them working together as a team, rather than as individuals. The goal is to help them work for the community rather than as individuals.
- Our weekly youth group continues to have around 15 students each week. Time is spent together in fellowship and decompressing from the stresses of regular life.

Family Ministry:

- The commission, along with Pastor Dave, Deacon Amanda, and Lindsay are working on a retreat to Good Earth Village mid-February. The retreat will consist of a marriage retreat led by Pastor Dave and a children, youth, and family retreat led by Deacon Amanda and Lindsay. This will take place February 15-16, 2020.

- Our high school students have decided to add monthly date nights to their fundraising efforts. This was a very popular event last winter, so we are hoping this will be something that the wider community is interested in again.

Plans for 2020:

- Social media engagement continues. A more solid plan for this is in the works for this in 2020 as program staff works with the Communications Commission and Communications Specialist, Katie, to put together a content calendar.
- Continued connections with families and requesting feedback to best serve them.
- Searching out more training opportunities for adults and students.
- Continued support for youth music ministry, confirmation camp, and summer youth trip.
- Action Packed Day Camp is planned for June 8-11, 2020.
- Sugar Creek Lutheran Bible Camp offerings for current 3rd-12th graders=June 14-19, 2020

We would like to thank Jim Evenson, commission chair, and Marlo Bungum as they step down from Youth and Family Commission this year. Both have served diligently for the past several years and are greatly loved and respected by our students.

Submitted by the Youth and Family Commission:

Al Flickinger
 Patty Foster
 Luckinger Hilaire
 Jim Evenson
 Erin Quam
 Marlo Bungum
 Ashley Johnson
 Morgan Coy
 Katie Freerksen, chair
 Lindsay Colwell

Members IN / OUT			
Date	Name	IN	OUT
	No Members In or Out in December 2019		

Financial Reports