

St John's Lutheran Church, Kasson MN

Present: Rayelle Haase, Heather Hilgart, Dave Bornfleth, Lindsay Colwell, Pastor Cheryl Inderhar, Ann Trihey, Pastor Mary Kaye Ashley, Michelle Coy, Jim Evenson, Deacon Amanda Sabelko, Sam Marsland, Grace Marsland

Absent: Darcie Moehnke, Emily Carling

Council Meeting Minutes: December 14th, 2021

1. Call to order – Sam 7:07p
 - a. Approval of agenda – Pastor Mary Kaye/Michelle/carried
 - b. Bring forward any correspondence
2. Devotions – Grace

Dec	Grace
Jan 2022	Darcie

3. Report(s) – Sam
 - a. Approve previous meeting minutes, staff reports, commission reports including recommendations below – Pastor Mary Kaye/Ann/carried
 - Recommend separate virtual attendance on Wednesday from in-person attendance
 - Report on services and attendance needs updating (ie. Virtual vs in-person and 1st service vs 2nd service)
4. Finances – Dave
 - a. Discuss previous month's financials (November)
 - Approve finances: Michelle/Heather/carried
 - Dave will send insurance proposals to Properties Commission for review
 - SJK still owes \$10,200 to Synod
5. Get Down to Business –
 - a. Covid19 – Sam
 - No new updates, changes, or recommendations from Covid task force. Next meeting is beginning of January
 - b. CKP – Amanda
 - CKP is officially full going into next semester
 - c. Personnel – Rayelle
 - Annual reviews are completed with exception of CKP which are completed in the summer
 - Special meeting is scheduled in January to complete Personnel Handbook revisions
 - d. Succession planning – Sam
 - Please let nomination commission know of any interest in serving on the council
 - Still need 1 nomination committee, several Synod Assembly members
 - 6 to 12 at large members can be on council. Does not include executive council
 - e. Stewardship commission – Jim or Lindsay
 - Please contact Lindsay or Jim Evenson with interest to serve on the Stewardship commission

- f. Call process – Pastor Cheryl
 - Started looking at site profile (required for process) for lead and associate pastors
 - Majority of discussion surrounded if call committee should do site profiles for both positions or only lead pastor? Empower the call committee to complete the site profile for the lead pastor as that is their main focus. If they feel tackling the 2nd site profile for associate pastor is attainable and beneficial, this will also be supported by the council.
 - g. Annual Meeting Agenda and ballot – Sam
 - Heather to create agenda for annual meeting and post in shared google folder for additions and edits from council and staff. Must be ready for next council meeting
 - Make available virtually? Must discuss capabilities with our A/V specialists to incorporate Zoom. Voting ability? Discussion surrounding mail in voting if attending via Zoom. Lots can go wrong but will meet to discuss plan further
 - h. Budget-as of 12/14/2021
 - \$10k more in income budgeted for 2022 vs 2021
 - \$27k more in expenses budgeted for 2022 vs 2021
 - \$16k expense over income currently budgeted for 2022
 - More changes expected that will bring us closer to a balanced budget
 - Council can expect to have another meeting regarding budget before the end of year
 - i. Roundtable – n/a
6. Closed Session if needed. Elected Council Only – not held
 7. God Sightings to share
 8. 8:40 Motion to Adjourn – Rayelle/Ann/carried Lord’s Prayer

Upcoming Events:

- Annual meeting: Wednesday January 26th, 2022 after worship
- Next council meeting January 11, 2022 @7pm

Parking Lot (items for future consideration):

- Council book study; ‘Growing Young’
- Properties usage and review
- Audit Report
 - ✓ Documentation of revision history to policies/procedures/forms
 - ✓ Include ‘Inventory of Fire Safe’ to secretary job description
 - ✓ Include ‘Oversees insurance photos taken of property every five years or with big projects or purchases’ to administrative assistant job description
 - ✓ IT security project