

MINUTES
EZEKIEL LUTHERAN CHURCH COUNCIL
ROOM 190
TUESDAY, OCTOBER 17th, 2023 6:30 – 8:30 PM
ALL MEETING ITEMS ARE OPEN TO ALL MEMBERS EXCEPT ITEMS DESIGNATED AS CLOSED

1. CALL TO ORDER (6:30) – Jim
Present - Jim, Teri, Ellie, Scot, P. Steve, Steve DJ, Vicki, Megan, Dick
Absent - Doug
2. DWELLING IN THE WORD/DEVOTIONS/PRAYER (6:30-6:40) -
3. APPROVE THE AGENDA (6:40-6:45) - Jim
M - Megan, 2nd -Ellie. Unanimous. Agenda approved.
4. SECRETARY'S REPORT - approve minutes (6:45 - 6:50) – Teri
M - Vicki, 2nd - Dick. Unanimous. Minutes approved.
5. TREASURER'S REPORT - (6:50-7:00) – Scot/Steve DJ
A motion was made by Ellie and 2nd by Scot to Transfer all insurance settlement funds from the General Fund to a Temporarily Restricted Fund with designations to be by the Property Team and approved by council. Unanimous. Motion passed
6. PASTOR'S REPORT - (7:00-7:15) - P. Steve
7. STAFF REPORT - (7:15-7:20) - Steve DJ
8. NEW BUSINESS
 - a. Closed session - Discuss wages and 2024 staffing recommendation - (7:20-7:35)
M - Scot, 2nd Ellie to go into closed session. Unanimous.
M - Scot, 2nd Dick to come out of closed session. Unanimous.
M - Ellie, 2nd - Teri. 5 yes. 1 Abstain. 2024 Wages approved at 3% increase for staff less P. Steve.
 - b. Discuss/approve Stewardship drive letter - (7:35-7:45) P. Steve/Jim
P. Steve and Dick to coordinate.
 - c. Discuss 2024 budget - (7:45-8:30) Scot/Steve DJ
 - d. Motion by Megan, 2nd by Vicki approving the Service and Mission team to spend an additional \$500 from their designated fund for the Holiday Helpers program. Unanimous. Motions Passed.
 - e. Motion by Scot, 2nd by Vicki to spend up to \$2000 total from Endowment fund for Ezekiel gear for each employee. Unanimous. Motion Passed
 - f. Motion by Vicki, 2nd by Scot for Youth Gathering group to host a Parent's Night Out on Dec 15th from 5:30pm to 8:30pm with a free will offering. All proceeds to be directed to the Youth Gathering fundraising. Unanimous. Motion Passed.
9. OLD BUSINESS
 - a. Update on implementation team - If there is time or items to discuss
10. TEAMS REPORTS (read and responded to via email)
 - a. Connect - Combine Connect and Invite.
 - b. Grow
 - c. Invite

- d. Jacob's Ladder
- e. Personnel
- f. Property
- g. Service & Mission
- h. Stewardship
- i. Worship

10. CLOSING PRAYER (8:30) - P Steve

11. MOTION TO ADJOURN

NEXT MONTHS COUNCIL MEETING: November 21th @ 6:30pm

- a. Devotions -

Following Jesus, while growing in Faith, Generosity, and Discipleship

EZEKIEL LUTHERAN CHURCH
PERSONNEL COMMITTEE AGENDA
10-16-23 AT 7:30 AM
MEET ON FIRST FLOOR

Committee

David Bell, Steven Anderson, and Ed Schramm (attended virtual)

Absent

Diane Bjornstal

Staff

Pastor Steve Dow, Steve Devine-Jelinski

1. Motion by Anderson, seconded by Bell to approve a 3% salary increase for Church and Jacob's Ladder Staff for 2024 (Approved unanimously).

- Pastor Steve Dow is excluded from this recommendation due to his initial start date.
- The committee recognizes the challenging financial situation the church is in.
- However in light of a salary freeze in 2023, the committee feels a 3% increase is a reasonable cost of living adjustment for employees.
- The Committee also discussed the staffing plan for 2024. No action was taken.

2. Staff evaluation responsibilities were clarified.

- Pastor Steve Dow will evaluate Allison Klein, Marci Norum, Matthew Mitchell, Sandy Tauferner
- Steve DJ will evaluate Leslie Benoy and Barb Kuss
- The Executive Committee will evaluate Pastor Steve Dow, Steve DJ, and Amy Nelson.
- The Personnel Committee is recommending that Pastor Steve Dow take over the evaluation of Steve DJ and Amy Nelson in 2024.
- The target is for all evaluations to be completed by 12/1/23.

Worship Committee Meeting Minutes
October 3rd, 2023 @ 6:30

Attendees: Dot Seebach, Joyce Breen, Ellie Richards, Rich Kuss, Pastor Steve, Matthew Mitchell

Absent: Vicki Olsen

Devotion: Dot Seebach

September meeting minutes approved by Rich and seconded by Ellie.

New Business:

a. Approval of revised communion distribution and notification has been sent to Joyce Walen (communion servers) Ken Lee (ushers) and Roger Hammond (prayer team).

Communion Distribution Procedure

Pastor holding the wafer dish and an Altar guild member holding the wine tray will distribute the Meal to the following: musicians, communion servers, and the prayer team. These individuals will line up horizontal to the altar at ground level. Pastor and guild member will serve left to right (begin at organ side of the sanctuary). The musicians and prayer team will go to their respective positions. The communion servers along with Pastor will form two Meal stations. The guild member passes the communion tray to a server and returns to the Credence table gathering the second wafer dish and communion tray. These will be handed to the servers at the second station. The guild member returns to the Credence table and will resupply wine to the communion servers. Ushers will direct the congregants to the front of the sanctuary forming two perpendicular lines for the Meal distribution.

This process allows servers unsteady on stairs to participate as the guild member will resupply the wine. It also allows for staggered flow of wine trays.

b. Worship recommends refresher training for ushers, communion servers and altar guild members between services dates to be determined.

c. No need for gloves during communion distribution at this time.

d Eventful worship dates:

October 15th - 3rd Sunday extra communion

October 29th- Confirmation at 10:30

November 5th All Saints Sunday name remembrance of deceased

November 19th-Blessing of Mission Quilts

November 22nd-Thanksgiving Eve Worship @ 6:30 followed by a Pie social-invite congregation to bring a pie to share

November 26th – Dec the halls, one service at 9:30, inter-generational event

December 17th -Christmas Program Youth Lead-one service at 9:30

December 24th – one morning service at 9:30, two evening services at 4PM and 6PM with communion and candles

December 25th - one service @ 9:30

December 31st - one service @ 9:30

e. Sacristy has been cleaned of DVD's and old organ music. Matthew, Rich, and Ruth Lee will meet to

clear unused electrical music equipment in preparation for bell storage.

f. Christmas decorations in storage area across from choir room will be purged of old items before November 26th.

Next meeting November 6th at 6:30 room 190.

Respectfully submitted, Dot Seebach