

EZEKIEL LUTHERAN CHURCH COUNCIL MEETING MINUTES – FINAL APPROVED

THURSDAY JUNE 21, 2021

6:30 – 9:00 PM ROOM 200

Minutes:

1. Call to Order: 6:35
 - a. Roll: President Max Neuhaus, VP/President-Elect Teri Odegaard, Treasurer Steve, Michael Hofland, Amanda Whipkey, Patti Graf-Palmer, Tom Bauer, Jeff Bjork.
Via Zoom: Holly
 - b. Also Present: Deacon David Rask Behling and New Ezekiel Business Administrator Steve Devine-Jelinski
2. Introductions to guest Deacon David Rask Behling and Devotions
 - a. Devotions:
 - i. Deacon Behling conducted the opening prayer and offered some poetry readings on disconnecting from our tech-heavy lives, communing with nature, and reconnecting with simple things
 - b. Discussion of Journey House and the services it offers to students
 - c. The Journey House Board currently has vacancies that Ezekiel can fill, each congregational partner can fill 3 seats. Seats are 3-year terms. Ideally new Ezekiel members would be elected to 1 year, 2 year, and a 3 year term to get us into the 3 year rotation.
 - i. Journey House Board is a working board
 - ii. Board members would be involved in fundraising
 - iii. Board meets monthly, but now that there is a Campus Minister (Deacon Behling), the board may meet less often
 - iv. Deacon Behling requesting to use some office space over the summer due to lack of air-conditioning at
 - v. Deacon David Rask Behling's contact info:
 1. Phone: (715) 642-0109
 2. Email: journeyhousecampusministry@gmail.com
 - d. Devotions next month will be done by Amanda
3. Round Table
 - a. Board members shared personal highlights of the month and what they're looking forward to
4. Approval of Minutes:
 - a. **Motion to Approve Minutes: Jeff Bjork/Michael Hofland; Passes unanimously**
 - i. Clarification: Grievance process will be on July's agenda due to Holly not being able to be here in person
5. Treasurer's Report and Approval of Financials (SEE ATTACHED REPORT)
 - a. May Financials had heavier expenses due to contract close out process for Pastor Wrightsman. June should be back to normal.
 - b. Shine the Light Campaign giving was down in May, summer tends to be light
 - c. Anticipating expenses being down due to staff vacancies, including Senior Pastor position
 - d. **Motion to Approve Financials: Steve/Jeff. Motion Passes unanimously.**

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6. Ministry Committee Reports:
 - a. Personnel: David Bell:
 - i. Not able to attend tonight but submitted report. Report includes 3 action items (SEE APPENDIX A)
 1. **Patti/Steve: Motion to Approve Darla Wolfe Benson as Pianist, Passes Unanimously**
 2. **Jeff/Tom: Motion to Approve Aiden Olson to Livestream; Passes Unanimously**
 3. **Jeff/Patti: Motion to Authorize Additional Hours for Leslie Benoy and Steve DJ to be reviewed at August Council Meeting; Passes Unanimously**
 - b. Stewardship: Tyler: No formal report but committee plans to start with email and newsletter pieces about what stewardship is and means, followed by a layered setup approach where activities pick up in September.
 - c. Connect: Patti
 - i. Ezekiel has surpassed its \$2,000 goal for Relay for Life, raising over \$5,000
 - d. Invite: Holly: (SEE APPENDIX B)
 - i. Welcome Back event Connect/Invite joint effort, Welcome Back: Let's Gather in Love for Each Other
 - ii. Announcement will go into "Connections"
 - iii. Event will be held July 14th
 - iv. Sandy Tauferner put together a roster of members active/not-active for Spiritual Care Committee
 - e. Worship: Tom (SEE APPENDIX C)
 - i. Committee discussed masks, pulpit supply during period until Interim Pastor starts
 - f. Property: Jeff
 - i. Plumbing and electrical issues discussed
 - ii. Steve DJ called Steiner, some delay with solar installation company
 - g. Service and Mission: (SEE APPENDIX D)
 - i. Monthly Mission Projects:
 1. May designate \$500 to partner with ARC anticipating the need of family of 4 following home fire on 6/13/2021.
 2. June \$500 for support campers from Ezekiel to Luther Point Camp. Any balance to be donated to Luther Point to use as needed.
 3. July \$500 to the River Falls Food Pantry.
 - h. Grow: Amanda: Meets next Monday
 - i. Jacob's Ladder Report: Teri
 - i. Amy is doing an awesome job with writing grant reports; she has applied for another grant, this being the 4th or 5th grant
 - ii. Jacob's Ladder staff received their bonuses from the initial grant
 - iii. 4K and Preschool Teachers have all signed contracts for the Fall
7. Pastor Report
 - a. Senior Pastor position is currently vacant

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- b. Pastor Kent has been filling in and has been well-received
- 8. Old/New Business:
 - a. Interim Process:
 - i. This Board has been stepping up and it is both appreciated and encouraged
 - ii. Interim Pastor Paul will be meeting with staff next week
 - iii. Pastor Paul's first working day will be Sunday, August 15th
 - iv. Most of the contract is governed by the Synod, Ezekiel Board has purview over areas where we want the Interim Pastor to focus on, will discuss in further detail in closed session in July, and will finalize and approve during closed session.
 - b. Mask Policy for Worship:
 - i. **Motion to approve the following policies: made by Tom/Steve: Motion Passes**
 - ii. Sign posted: "Unvaccinated Individuals need to continue to wear a mask and practice social distancing."
 - iii. Cantor will continue singing unmasked while congregation refrains from singing
 - c. Day Breakers Team Volunteers for shut-ins and confined/immobile congregational members
 - d. E3 Script Program- Sue Hodgson, Valerie Wood, and other volunteers have been supporting this program
 - e. New Council Member Handbook
 - i. Jim Aschbach told Teri there used to be one, she will try to get that, Max will work on updating it with Amanda, who volunteered to edit
 - f. Discussion of formalizing process by which committee members are "appointed" to ensure both experience and new voices
 - g. Information: Board take notes of three things they want to work on to help Ezekiel
- 9. Acknowledgements:
 - a. Staff appreciative of involvement and communication with board, especially in the absence of a Senior Pastor
- 10. Next Month:
 - a. Business Items: Nothing else to add at this time
 - b. Devotions: Amanda
- 11. Closing Prayer: The Lord's Prayer
- 12. Motion to Adjourn: Patti/Michael: Passes unanimously**

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APPENDIX A: EZEKIEL LUTHERAN CHURCH PERSONNEL COMMITTEE REPORT TO COUNCIL (JUNE 18, 2021)

The Personnel Committee met on Tuesday, May 25. In attendance were David B, Ed S, Steve A, Judie C, and Pastor David Wrightsman. A summary of the topics covered at the meeting, as well as, Personnel work that was completed after the meeting are below.

1. **Director of the Youth Ministry.** The search process was discussed. Committee members inquired about consolidating this position with the Associate Pastor position, but there is support for moving forward with the hiring process. Angel Egan will chair the search committee, and Judie C. will represent the Personnel Committee meeting.
2. **Facilitator Meetings.** The final meeting was 5/21/21. Staff professional development will be revisited after an interim pastor is located.
3. **Part-Time Custodian.** Barb K. has done a great job transitioning into this position.
4. **Summarize Jacob's Ladder 2021-22 Preschool and RF4C Contract recommendations.** Motion by Ed, second by Steve to approve Jacob's Ladder 2021-22 Preschool and RF4C Contracts. Motion approved unanimously.

New Business

5. **Music Ministry for Traditional Music.** John Albright submitted his resignation as Interim Director of Traditional Music.
 - o Dick Siebach volunteered to perform interim piano/organ duties for June, 2021.
 - o Pastor Dave recommended hiring Darla Benson to perform interim piano/organ duties for July-August, 2021 (or until a permanent replacement can be found).
 - i. **COUNCIL ACTION REQUIRED** Motion by Judie, second by Steve to approve Darla Wolfe as the interim Piano/Organist at a rate of \$150 per service. Motion approved unanimously.
 - o The search process was discussed. Mary Ashbach and Ruth Lee will co-chair the search committee. Judie C will represent the Personnel Committee.
6. **COUNCIL ACTION REQUIRED Service Livestream Video.** Pastor Dave recommended hiring Aiden Olson to livestream one service per week.
 - o Motion by Ed, second by Steve to hire Aiden Olson to livestream one service per week at a rate of \$50 per service. Motion approved unanimously.
7. **COUNCIL ACTION REQUIRED Authorize Steve Devine-Jelinski and Leslie Benoy to exceed regular hours.** In recognition of the increased administrative responsibilities due to the departure of Pastor Dave, the Personnel Committee recommends that [Steve Devine-Jelinski](#) and Leslie Benoy track and be compensated for any additional hours worked during June and July. Steve Devine-Jelinski will approve Leslie's hours. Max Neuhaus will approve Steve's hours.
 - o Motion by Ed, second by Steve to authorize Steve Devine-Jelinski and Leslie Benoy to potentially exceed regular hours during June and July. Motion approved unanimously

Next Regular Meeting: Friday, June 18, 2021 at 7:30 am.

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APPENDIX B: INVITE COMMITTEE REPORT

The Invite Committee met on Monday, June 14th at 6pm. The following is a brief report:

Wednesday, July 14th from 6:30 to 8:30pm, we (the Invite Committee) will be hosting a 'Welcome Back' / social type event at church. We want to just do something simple and low key, just to give people the opportunity to get together and see other congregation members in person again and to be able to welcome people back into the physical space of the church. Rich Kuss and friends will be providing music and we may offer popsicles or something similar that is pre-packaged and COVID friendly.

We also discussed the upcoming pastor call processes for pastor and eventually associate pastor. And the Council has an offer out to an Intentional Interim Pastor who would likely be ready to start with our congregation in mid-August or so. The Council will eventually need people to volunteer for the Call Committees, so if everyone can keep their minds on the 'scout' for possible ideas, that is always helpful.

We continued to discuss finding people for the Spiritual Care Committee and Sandy provided us with an updated list of current members and broke out the info to active/not so active and non-member participants. Sandy also has access to the lists of people who are currently attending church services, so we do have some 'data' coming in in regards to member participation.

We also discussed using 'Rally Sunday', which we believe will likely be Sunday, Sept 12, to be our target date for utilizing greeters again.

New member class is tentative for this fall, but we decided to wait until the new interim is on board to set a date for that as it will be heavily dependent on that person's availability.

Please feel free to let me know if you have further questions/comments/thoughts!!

Thanks and blessings on your week,

Holly Mitchell

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APPENDIX C: Worship Committee Minutes – June 14, 2021

Present: Tom Bauer, Mary Ashbach, Joyce Breen, Matthew Mitchell, Dot Seebach, Ellie Richards and Max Neuhaus.

Tom opened the meeting at 5 p.m.

Tom and Max provided an update on the intentional interim pastor. Council has approved the individual Synod recommended. That individual will begin at Ezekiel August 15, and will work with a transitional task force which will be appointed, not with council. This gives an opportunity for evaluation, self-reflection, and improvement. For example, should the church be lay led or staff led?

Meanwhile Pastor Kent will provide “pulpit supply” and “pastoral care.” Pastoral care will also be supported by Stacey Johnson.

Committee discussed who might provide relief for Pastor Kent, if necessary. The names suggested were Matthew Mitchell (who would/could handle the whole service), Sandy Schramm, Sandy Tauferner and Rich Kuss.

Sandy Tauferner had provided Council and Worship committee with the latest recommendations re Covid safety. After considerable discussion committee agreed to recommend to Council that the following guideline be posted:

Unvaccinated individuals need to continue to wear a mask and practice social distancing.

It was decided to recommend we no longer restrict seating, but to continue with only the cantor singing. Matthew said that he will request that the words to songs be included in the printed bulletin for the 10:45 service. We will continue to monitor the situation and reinstate singing of hymns when possible.

Dick Seebach will continue to provide piano music for the service through the rest of the month until the interim organist, Darla Wolfe, is with us. Mary said that Greg Carter had offered to play organ preludes in July, and committee agreed this would be welcome.

Matthew questioned the appropriateness of a Q & A from Pastor Dave on the church website, and it was agreed it needs to be removed.

The next meeting is scheduled for July 12 at 5 p.m.

Meeting closed with The Lord’s Prayer.

Submitted by Ellie Richards

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APPENDIX D: SERVICE AND MISSION COMMITTEE

Service and Mission meeting minutes June 14, 2021 (by Tom Anderson)

- I. Members present John and Joni Henning, Curt Larson, Judy Pierson, Lois Michaelson, Leah Gavin and Tom Anderson
- II. Many remarks about how wonderful it was to meet in person rather than virtually.
- III. Pastor John opened the meeting with a devotion centered on the writing of a colleague. It reminded us that each one can be a vessel to carry the Good News to others.
- IV. **Motion to approve the April 12, 2021 minutes made by Leah 2nd Judy. Passed**
- V. Sharing and Caring Hands clothing program was discussed. Plans are to re-start the program with a target of delivery of the donations the 2nd Saturday in September.
- VI. Mission Fund balance is at \$8,610 about 50% of what it was last year. That said, we are current with our disbursements. Additionally we do have a stream of income that seems to be keeping pace with expenditures. Situation will be monitored closely.
- VII. Mission projects.
 - a. **May designate \$500 to partner with ARC anticipating the need of family of 4 following home fire on 6/13/2021. John/Leah. Passed**
 - b. **June \$500 for support campers from Ezekiel to Luther Point Camp. Any balance to be donated to Luther Point to use as needed. Leah/Lois. Passed**
 - c. **July \$500 to the River Falls Food Pantry. John/Judy. Passed**
- VIII. Other project updates.
 - a. Haitian Relief Ganthier projects funding is stable at this time. Pray for the staff children and neighbors who are living in great danger at this time.
 - b. Backpack program is in the hands of the River Falls Lions for the summer. We will be notified when and if there are needs for financial help.
 - c. Free Clinic is stable at this point. In part, due to the contribution of an individual in the community. Leah will keep us updated.
 - d. Grace's Place. Unknown due to Covid lock down.
- IX. **Motion to adjourn Judy/Tom. Passed**

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APPENDIX E: May 2021 Treasurer's Report

Ezekiel Lutheran Church Financial Dashboard:				
	Actual May, 2019	Actual May, 2020	Actual May, 2021	Budget May, 2021
Income	\$ 38,837.80	\$ 44,651.83	\$ 29,635.55	\$ 49,157.46
Expenses	\$ 50,563.12	\$ 42,655.41	\$ 63,281.96	\$ 49,157.46
Difference:	\$ (11,725.32)	\$ 1,996.42	\$ (33,646.41)	\$ -

YTD Income:	\$ 190,788.80	Beg of Yr Fund Balanc	\$ 114,610.55
YTD Expense:	\$ 249,050.21	Excess/Deficit (YTD)	\$ (58,261.41)
Difference:	\$ (58,261.41)	YTD Fund Balance	\$ 56,349.14

	February	March	April	May
Checking Balance:	\$ 434,907.07	\$ 246,210.24	\$ 228,602.34	\$ 341,147.76
Temp. Restricted:	\$ 226,683.23	\$ 16,187.59	\$ 39,330.33	\$ 38,788.72

Pre-school/RF4C				
	Rental Units YTD	Child Care YTD	Mission/Serve	May
Income:	\$ (229.31)	\$ 217,384.99	Beginning balance:	\$ 11,719.59
Expenses:	\$ 539.50	\$ 205,164.38	additions:	\$ 2,925.26
Difference:	\$ (768.81)	\$ 12,220.61	subtractions:	\$ (4,464.00)
Loan Balance:	\$ -		Ending balance:	\$ 10,180.85

Shine the Light! Appeal Offerings to Date				
	Campaign Total	Mortgage	Ministry	Missions
Shine the Light! Offerings	\$ 313,521.60	\$ 222,018.44	\$ 58,443.24	\$ 33,059.92

	February	March	April	May
Money Market:	\$ 82,372.74	\$ 76,625.51	\$ 80,131.45	\$ 70,680.53
Loan Balance:	\$ 665,333.12	\$ 655,250.86	\$ 647,600.74	\$ 634,963.14
Days debt service	257	239	250	193

Endowments & Other Investments				
ELCA Pooled Trust Fund:	\$ 425,000.00	WI Cares Loan	\$	25,544.56
Legacy Fund:	\$ 322,900.29			
Total:	\$ 747,900.29			
SCRIP				
Checking FNB	\$ 14,168.37			
Inventory	\$ 12,450.00			
Total:	\$ 26,618.37			

dashboard 5-31-20

Ezekiel Lutheran Church

Shine the Light! Appeal 2020-2022 Progress Report

Date: 05/31/21

Total of Shine the Light! commitments:	<u>\$530,178</u>
Received to date:	<u>\$313,522</u>
Percentage of Appeal Completed	17/36 <u>47%</u>
Percentage of Commitments Received:	<u>59%</u>

Shine the Light! Appeal Giving thru March, 2021

	Mortgage	Ministry	Mission	Total
Thru Apr. 2021	\$ 216,670.94	\$ 56,942.55	\$ 32,226.67	\$ 305,840.16
May 2021	\$ 5,347.50	\$ 1,500.69	\$ 833.25	\$ 7,681.44
Total	\$ 222,018.44	\$ 58,443.24	\$ 33,059.92	\$ 313,521.60

of families participating 48