

COUNCIL MEMBERS PRESENT:

Pastor and Executive Committee:

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| <input checked="" type="checkbox"/> Pastor Paul Svingen (Interim) | <input checked="" type="checkbox"/> Jeff Bjork (Property) |
| <input checked="" type="checkbox"/> Pastor Jeff Smith (Interim Associate) | <input checked="" type="checkbox"/> Tyler Linton (Stewardship) |
| <input checked="" type="checkbox"/> Max Neuhaus (President) | <input checked="" type="checkbox"/> David Bell (Personnel) |
| <input checked="" type="checkbox"/> Teri Odegard (President-Elect) | <input checked="" type="checkbox"/> Patti Graf-Palmer (Connect) |
| <input checked="" type="checkbox"/> Angel Egan (Secretary) | <input checked="" type="checkbox"/> Amanda Whipkey (Grow) |
| <input checked="" type="checkbox"/> Steve Miller (Treasurer) | <input type="checkbox"/> Holly Mitchell (Invite) |
| <input checked="" type="checkbox"/> Steve Devine-Jelinski (Business Administrator) | <input checked="" type="checkbox"/> Tom Bauer (Worship) |

Committee Chairs:

- Michael Hofland (Service and Mission)

1. CALL TO ORDER

- A. Max called the meeting to order @ 6:32 p.m.

2. DEVOTIONS – Michael Hofland

- A. Michael shared a reading from 2 Timothy:
7 I have fought the good fight, I have finished the race, I have kept the faith. 8 From now on there is reserved for me the crown of righteousness, which the Lord, the righteous judge, will give me on that day, and not only to me but also to all who have longed for his appearing.
- B. Sometimes we are presented with opportunities that we are not sure we are suited for, but we are called to say yes, and often rise to the challenge. We should view such opportunities not as a race, but a relay.

3. ROUND TABLE – Max Neuhaus

- A. Council members shared positive moments/experiences that they have enjoyed or are looking forward to.

4. ACKNOWLEDGEMENTS AND THANK YOUS

- A. Much appreciation for Steve D-J and Steve Miller for their work on 2021 year-end financials and compilation of the 2022 budget.
- B. Sympathy and prayers to Sandy Tauferner for her leg injury.
- C. 2021 Council service appreciation.

5. ANNUAL MEETING

- A. Action: Recommend approval of 2022 budget for Annual Meeting
 - i. 2022 Budget Notes
 - a. Reference Appendix A.
 - b. Administrative
 - Telephone/WiFi; improved bandwidth.
 - Business insurance; increase with two pastors.
 - c. Property
 - Higher gas costs.

ALL MEETING ITEMS ARE OPEN TO ALL MEMBERS EXCEPT ITEMS DESIGNATED AS CLOSED

- d. Personnel
 - TTF will make recommendations as they continue their work and research.
 - Best needs estimate at this time: 2 interim pastors for 9 months per contracts.
 - \$30K added to budget for three months to cover pastor after interim period.
 - Included a 3% increase for health insurance.
- ii. Agenda provided/outlined for 2022 financial review to be held on January 23rd.
- iii. Mortgage
 - a. Projected payoff is November 2026.
 - b. Mortgage funds come directly from the Capital Campaign (75% of total campaign) – are accumulated and paid from Money Market Account.
 - c. In late 2022 we need a strong capital campaign to raise funds to meet our mortgage payments.
- iv. Endowments & Bequests
 - a. Undesignated bequest of \$400,000 received in 2020 was split and moved from money market account: \$100,000 put into Legacy Fund and \$300,000 moved to a new ELCA Fund. Main use is for building fund. Returns are averaging 7-17%. Also moved cash of \$200,000 (bank return 0%-.25%) from restricted funds and bank.
 - b. \$453,188 in ELCA Fund. Earnings since April 2021 \$28,188.
 - \$75,000 of initial \$500,000 utilized to update AV equipment to digital.
 - c. \$441,110 held in Legacy fund – funds invested by St. Croix Valley Foundation, managed by Endowment Committee.
 - d. Additional 2021 building improvements from building fund:
 - Updated lights (expected payback is 2.5 years after which we will see annual energy savings).
 - Replaced illegal wireless mic system.
 - Sanctuary air conditioner stopped; replaced air handler for a cost of \$17,000.
 - Other items needing to be fixed come from this funding.
 - These items DO NOT come from the general budget.
- v. Rental Units
 - a. Mortgages on all 3 rental properties were satisfied in 2019.
 - b. 2021 ended with deficit of (\$5,573).
 - Rental units were not fully rented in 2021, partly due to Covid.
- vi. Jacobs Ladder
 - a. Program is managed under separate budget and is designed to be self-sustaining.
- vii. Shine the Light! Campaign
 - a. The Shine the Light! appeal campaign began in 2019 with a goal of \$ 840,000.
 - Funds are divided among:
 - Mortgage: 75%
 - Ministry: 15%
 - Ministry funds are used to launch new staff and programs/initiatives.
 - Mission: 10%
 - b. Pledges committed as of 12/31/2021: \$ 530,178 with 48 families pledging.
 - c.

Following Jesus, Living a Giving Faith Overflowing With Love

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- As of 12/31/2021, 66% of the appeal is complete; 75% of pledges (\$ 397,562) have been received.
 - For pledges received, only 71.5% were for mortgage as of 12/31/21.
 - If this percent continues, we will be short about \$10,000 by end of 2022 for mortgage payments.
- viii. Moved and seconded (Steve Miller/Patti Graf-Palmer) to approve projected 2022 budget for presentation to the congregation at the January 30th annual meeting; motion passed unanimously.**
- B. Action: Recommend 2022 Nominating Committee for the Annual Meeting
- i. Brad Olson
 - ii. Diane Bjornstal
 - iii. Jenny Knospe
 - iv. John Warneke
 - v. Amanda Whipkey
 - vi. Michael Hofland
 - vii. Rich Cuss
- C. Information: Re-elect Audit Committee member (Council elected C13.03)
- i. Current members: Brad Olson, Luann Hecht, Shirley DeMotts.
 - ii. Council will be reviewing composition of the Audit Committee.
- D. Information: Elections (Max)
- i. Jim Ashbach – President Elect
 - ii. Vicki Olson – Grow Committee
 - iii. Doug Cudd – Property Committee
 - iv. Megan Franklin – Connect Committee
 - v. Service and Mission and Invite Committee Currently have vacancies going into annual meeting.
 - vi. Synod Assembly: Pamela Anderson; Roger and Sonia Hammond
 - vii. Endowment Committee: Brad Olson (re-election), Valerie Wood (mid-term), Craig Finsted (mid-term)
- E. Discussion and possible Action: Interim Ministry team consolidation
- i. Discussed potential combination of current team structure.
 - a. May choose not to fill current positions for Service and Mission and Invite Teams and potentially align those teams under Stewardship committee until the TTF finishes their recommendations.
 - ii. TTF may recommend changes to current team structure.

6. MINISTRY TEAM REPORTS

- A. Personnel: David Bell
- i. Personnel Team met on January 13th.
 - ii. The team discussed current work duties for Ezekiel staff. No specific adjustments are recommended at this time. Information was to be discussed with Pastor Paul; team will support any recommendations that come from him.
 - iii. Team identified a potential new member; David Bell to reach out to the individual to discuss their interest.

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- B. Stewardship: Tyler Linton
 - i. The Stewardship Team has not met.

- C. Connect: Patti Graff-Palmer
 - i. Connect Team met on January 10th.
 - ii. Deacon David from Journey House attended January meeting; meals at Journey House will resume beginning January 31st.
 - iii. Donut Sunday resumed on January 16th; team members met early to individually bag donuts. No coffee yet.

- D. Invite: Holly Mitchell
 - i. No Invite Team update received.
 - ii. Holly Mitchell has advised she is stepping down from the invite committee due to personal commitments.

- E. Worship: Tom Bauer
 - i. Worship Team met on January 4th.
 - ii. Lenten and Holy Week services will be held at 7 p.m. Services will be 30-45 minutes in length, allowing for brief confirmation classes to follow.
 - iii. Discussed Covid safety restrictions and feasibility of soup suppers prior to Lenten worship services. Decision will be made at a future date.
 - iv. Consideration given to using screen at 8:30 service.
 - v. Pastors wish to serve communion twice a month in January and February, following the previous schedule of communion at 8:30 on the first and third Sundays, and at 10:45 on the second and fourth Sundays using the “take home” communion cups to minimize Covid risk.
 - vi. Affirmation of Baptism service will be held apart from regular service, to avoid crowding. Pastor Jeff has polled families for input regarding the best date which will be held between late February and early May.
 - vii. Estimate received from the Obermeyer Organ Company for repairs to the pipe organ. The total cost would be \$33,100. Work is guaranteed for 5 years. There was a question regarding the cost of regular maintenance. There is \$4,000 in the “organ fund” but it is unclear if that money is earmarked for repairs.
 - viii. There was also a discussion for consideration for the purchase of a new electronic organ at a lesser cost. Team to investigate options and will discuss options at a future date.

- F. Property: Jeff Bjork (Presented by Steve D-J and Steve Miller)
 - i. No Property Team update received.

- G. Service and Mission: Michael Hofland
 - i. Service and Mission Team met on December 13th and January 10th.
 - ii. **Moved and seconded (Michael Hofland/Steve Miller) to approve \$500 per month (February 1, 2022—January 31, 2023) be provided to support mission projects requested by the Service and Mission Team; motion passed unanimously.**

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- iii. **Moved and seconded (Michael Hofland/Jeff Bjork) to approve \$500 for January mission project in support of “U.S. Tornados” relief to support the ELCA, as well as request an additional \$500 from Council for a total of \$1,000 for this relief; motion passed unanimously.**
- iv. **Moved and seconded (Michael Hofland/Angel Egan) to approve Project Starfish during Lent (March 2nd – April 17th) in support of the School, Orphanage, and Heath Centers in Haiti; motion passed; one abstention.**
- v. Christmas Tree Project raised \$3,500 total from Ezekiel and individual gifts secured, supporting 25 families. Thanks to Joyce Wolen for coordinating distributions.
- vi. Clothing drive in support of Sharing and Caring Hands was successful and accepted with appreciation.
- vii. John and Joni Henning have resigned from the Mission Team but were recognized with appreciation for the 15 years of faithful service.
- viii. Deacon David and the Journey House board were invited to meet jointly with the Service and Mission Team in February. Session will be used to discuss direction, opportunities, and possible avenues of collaboration. Tom Bauer will serve a one-year term as a board member with the key responsibility to encourage three members of Ezekiel to come forward and pursue longer term memberships on the board of Journey House Campus Ministry.
- ix. Ezekiel Volunteers of the Year for 2021 will be presented at both services in February 2022.
- x. The “It Takes a Village Concert” will not be possible again this year due to COVID pandemic social distancing, thus being unable to responsibly fill our sanctuary with an audience.
- xi. Haiti Update: sending \$2,000 per month from Haitian Relief Fund. Conditions in the country continue to be dire. A generous gift to Haitian Relief Services has shored up the financial condition of the Haitian Relief effort. There is hope that events on the ground will improve enough to allow the medical clinic to be equipped and begin to offer service.

H. Grow: Amanda Whipkey

- i. When will we be able to do fundraisers involving food?
 - a. Follow Pierce County guidelines and prohibitions.
 - b. Prepackaged items may be ok.

I. Jacob’s Ladder Report: Teri Odegard

- i. DHS is issuing monthly grants for which Amy Nelson has applied each month, starting in November 2021. These are like previous grants but are now requested monthly. Amy will continue to apply so long as they are offered. Funds are separated into two categories: Incentive Pay/Retention/Recruitment and High-Quality Care.
- ii. Pre-K Registration for 2022-2023 will be February 7th at 9 a.m.
- iii. **Moved and seconded (Jeff Bjork/Steve Miller) to approve Jacob’s Ladder to hold their annual Butter Braid fundraiser (late February-early March); motion approved unanimously.**

7. SECRETARY’S REPORT/APPROVAL OF MINUTES – Angel Egan

- A. **Moved and seconded (Jeff Bjork/David Bell) to approve meeting minutes from the November 16th, 2021 Council; motion approved unanimously.**

8. TREASURER’S REPORT/APPROVAL OF FINANCIALS – Steve Miller

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- A. **Moved and seconded to approve the December 2021 Treasurer’s Report (Steve Miller/Tom Bauer); motion passed unanimously.**

- B. General Fund 2021 – Monthly Summary:

December Income	\$ 61,352
December Expenses	\$ 57,692
December Cash Flow	\$ 3,660

- C. General Fund 2021 – YTD Summary:

2021 YTD Income	\$ 578,401
2021 YTD Expenses	(\$ 558,232)
2021 YTD Cash Flow	\$ 20,169

- D. General Fund Balance with Retained Income – YTD Summary:

2021 YTD Fund Balance	\$ 134,780
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- E. Checking Balance:

December Checking Balance	\$ 212,425
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- F. Mortgage Summary:

Mortgage Loan Balance	\$ 575,421
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- G. Total Endowments & Other Investments:

Total Endowments & Other Investments	\$ 894,298
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9. SENIOR PASTOR REPORT

- A. The Transition Task Force (TTF) met on January 13th. The Staffing Team has had a productive beginning and will be interviewing staff members this week and next. They are also learning from questionnaire responses received from all staff.
- i. Lenten Devotional planned.
- B. Our most needed TTF work is a proposed "Vision for Mission" to be offered to the full TTF by the Mission/Vision Team; an update is expected the first week of February.
- C. "Overheard: Conversations by the Cross" is the theme for our mid-week Lenten Series. These dramas offer solid Lutheran theological insights into the actions of twelve Passion characters. Members of the congregation will be sought to participate in these dramas as part of an evening service concluding with Holy Communion.

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- D. With 2022 Council positions still lacking appropriate nominees, Pastor Paul will be working with the self-study team as it evaluates council responses to a survey they plan to distribute soon. One of the outcomes may well be a recommendation that church council size be reduced and current teams be modified to better accommodate the diminishing number of folks volunteering to serve.
- E. Covid remains a persistent factor affecting much of what could otherwise be happening in the congregation. Yet, we must each be vigilant in doing what we must to stay healthy.
- F. Pastor Paul has disassembled the outdoor nativity.
- G. Trusting that the annual meeting will be both informative and helpful to all who attend.

10. ASSOCIATE PASTOR REPORT

- A. Pastor Jeff shared information on how he has been directing his time getting to know Ezekiel, its teams, and developing confirmation and youth programming with Ezekiel staff.
- B. 2022 Confirmation/High School Summer trip preparations continue; exploring backup plans if Youth Gathering is cancelled.
- C. Final preparations underway for the 9th graders to affirm their baptism.
- D. Planning to coordinate with Jeannie Solum to partner with senior high youth or create additional weekly or monthly options for that age group.
- E. Reviewing possibility of adding a senior high retreat to spring calendar.
- F. Will work with Grow Committee to create a Child & Youth Protection Policy.
- G. Shared information regarding the Northwest Synod offering EPIC (Effective Practices for Innovative Church Councils), usually in March. This training has been offered for several years but is virtual only this year with numerous videos that will be about 8-15 minutes long each. Council could choose to watch one video a month at a regular meeting OR between meetings on own OR include several videos as part of a special council retreat.

11. OTHER BUSINESS ITEMS

- A. Discussion: COVID
 - i. Mindful of WI Council of Churches suggestions.
- B. Information: TTF Update (Teri)
 - i. See information provided in Senior Pastor's Report.

12. EVENTS

- A. Full Council meetings are held every 3rd Tuesday of the month at 6:30 p.m.

13. NEXT MONTH:

- A. Devotions & Treats: February – Teri Odegard

14. CLOSING PRAYER – Max

15. MOTION TO ADJOURN: (Patti Graf-Palmer/Michael Hofland); meeting adjourned at 9:02 p.m.

Respectfully Submitted,
Angel Egan, Council Secretary

EZEKIEL LUTHERAN CHURCH COUNCIL MEETING MINUTES – FINAL (APPROVED 2/15/2022)

TUESDAY, JANUARY 18, 2022

6:30 – 9:00 PM ROOM 200

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APPENDIX A

Financial Report 2021 / Proposed Budget 2022			
	Budget 2021	Actual 2021	Budget 2022
RECEIPTS			
Weekly Offering	\$605,028.00	\$573,043.00	\$644,685.00
Education	\$0.00	\$64.00	\$0.00
Other Income	\$480.00	\$5,294.00	\$480.00
TOTAL RECEIPTS	\$605,508.00	\$578,401.00	\$645,165.00
EXPENSES			
SUPPORT			
Administrative	\$66,840.00	\$90,950.00	\$79,250.00
Property	\$87,700.00	\$75,298.00	\$85,030.00
Personnel	\$381,098.00	\$348,331.00	\$420,740.00
Stewardship	\$3,650.00	\$1,523.00	\$3,650.00
Church Council	\$770.00	\$1,926.00	\$770.00
TOTAL SUPPORT	\$540,058.00	\$518,028.00	\$589,440.00
INVITE			
New Member Outreach	\$550.00	\$766.00	\$550.00
TOTAL INVITE	\$550.00	\$766.00	\$550.00
WORSHIP			
Music	\$2,000.00	\$359.00	\$1,700.00
Outreach	\$1,150.00	\$1,386.00	\$1,150.00
Resources	\$9,250.00	\$4,341.00	\$9,250.00
Altar Ministries	\$2,350.00	\$548.00	\$2,000.00
TOTAL WORSHIP	\$14,750.00	\$6,634.00	\$14,100.00
CONNECT			
Congregational Life	\$5,150.00	\$201.00	\$2,900.00
TOTAL CONNECT	\$5,150.00	\$201.00	\$2,900.00
GROW			
Children's Ministry	\$9,450.00	\$2,771.00	\$7,675.00
Youth Ministry	\$2,550.00	-\$222.00	\$1,500.00
TOTAL GROW	\$12,000.00	\$2,549.00	\$9,175.00
SERVE			
Projects	\$1,000.00	\$348.00	\$0.00
Benevolence	\$32,000.00	\$29,707.00	\$29,000.00
TOTAL SERVE	\$33,000.00	\$30,055.00	\$29,000.00
TOTAL EXPENSES	\$605,508.00	\$558,233.00	\$645,165.00
SURPLUS / (DEFICIT)	\$0.00	\$20,168.00	\$0.00