

COUNCIL MEMBERS PRESENT:

Pastor and Executive Committee:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Pastor Paul Svingen (Interim) | <input checked="" type="checkbox"/> Doug Cudd (Property) |
| <input checked="" type="checkbox"/> Pastor Jeff Smith (Interim Associate) | <input checked="" type="checkbox"/> Tyler Linton (Stewardship) |
| <input checked="" type="checkbox"/> Teri Odegard (President) | <input type="checkbox"/> David Bell (Personnel) |
| <input checked="" type="checkbox"/> Jim Ashbach (President-Elect) | <input checked="" type="checkbox"/> Megan Franklin (Connect) |
| <input checked="" type="checkbox"/> Angel Egan (Secretary) | <input checked="" type="checkbox"/> Vicki Olson (Grow) |
| <input checked="" type="checkbox"/> Steve Miller (Treasurer) | <input checked="" type="checkbox"/> Nicky Thompson (Invite) |
| <input checked="" type="checkbox"/> Steve Devine-Jelinski (Business Administrator) | <input type="checkbox"/> Tom Bauer (Worship) |

Committee Chairs:

- Shirley DeMotts (Service and Mission)

1. CALL TO ORDER

- A. Teri called the meeting to order @ 6:31 p.m.

2. APPROVAL OF AGENDA

- A. **Moved and seconded (Tyler Linton/Megan Franklin) to approve March 15th, 2022 meeting agenda with additional motions for Service & Mission and Connect Teams; motion approved unanimously.**
 - i. Added Grow Motion under Action Items.
 - ii. Added Service and Mission Motion Action Items.

3. DEVOTIONS – Tyler Linton

- A. Spring is a time for renewal.
- B. Dr. Harold Sala
 - i. Pollution – morally, physically, and spiritually. Renewal is necessary in all facets of life.
 - ii. What you are is more important than what you do.
 - iii. Three guidelines for renewal:
 - a. Get into the word – pray every day.
 - b. Practice the presence of God in your life.
 - c. Renew spiritual life by confessing the sins in your life.

4. ACKNOWLEDGEMENTS AND THANK YOUS

- A. If you as a Council member will be gone, please appoint someone from your team to come in your place.
- B. Thank you to Leslie Benoy for putting together binders for all Council members!
- C. Thank you to Dot Seebach for cleaning pews!

5. ROUND TABLE

- A. Introductions.
- B. Green Team Presentation (Sustainability Pledge Card) – Gwen Conklin.
 - i. Ezekiel had committed previously to a year of sustainability, then COVID happened.

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

- ii. Green Team (part of Connect Committee) is asking Ezekiel to support individual members and families to commit to a life of sustainability (via service, children’s message, implement monthly themes, etc.).
 - a. For example, giving up single-use plastics for a week during Lent.
- iii. Green Team still looking for new members and a new chair.
- iv. Signing the pledge card as an Ezekiel Congregation is showing support to our Green Team in educating our congregation as to what it means to be “Green.” Remember that we are called to care for creation.
- v. **Motion and seconded (Vicki Olson/Tyler Linton) to sign Hope for Creation Sustainability Pledge Card on behalf of Ezekiel Lutheran Church; motion passed with one abstention.**

6. APPROVAL OF MINUTES – Angel Egan

- A. **Moved and seconded (Megan Franklin/Doug Cudd) to approve meeting minutes from the February 15th, 2022 Council meeting; motion approved unanimously.**
 - i. Date in header was updated to reflect 2022 vs. 2021.
 - ii. Notation included to advise that committee report information was summarized from committee reports received ahead of the council meeting.
 - iii. Added website information for scheduling church directory appointments.
 - iv. Moved amended motion for Relay for Life Chili Cookoff Fundraiser under Connect Committee notes with a reference to change in fund allocation change for March 23rd Lenten Soup Supper included under Grow Committee Summary.
 - v. Removed cost estimate refenced for cleaning pews.

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

- A. **Moved and seconded (Steve Miller/Angel Egan) to approve the February 2022 Treasurer’s Report; motion passed unanimously.**
- B. General Fund 2022 – Monthly Summary:
 - i. Reference *Appendix I* for February 2022 financial summary.
 - ii. Ezekiel uses an actual vs. accrual basis of accounting.
 - iii. Expect income to reflect below budget throughout the year; anticipate deficits will be offset by fund balance.

February Income	\$ 35,647
February Expenses	(\$ 51,791)
February Cash Flow	(\$ 16,144)

- C. General Fund 2022 – YTD Summary:

2022 YTD Income	\$ 112,128
2022 YTD Expenses	(\$ 95,925)
2022 YTD Cash Flow	\$ 16,203

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

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

2022 YTD Fund Balance	\$ 150,983
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E. Checking Balance:

February Checking Balance	\$ 230,308
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F. Mortgage Summary:

Mortgage Loan Balance	\$ 558,782
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G. Total Endowments & Other Investments:

Total Endowments & Other Investments	\$ 910,156
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H. Shine the Light! Campaign

- i. Reference *Appendix J* for February 2022 Appeal summary.
- ii. The Shine the Light! appeal campaign began in 2019 with a goal of \$ 840,000.
- iii. Funds are divided among:
 - a. Mortgage: 75%
 - b. Ministry: 15%
 - Ministry funds are used to launch new staff and programs/initiatives.
 - c. Mission: 10%
- iv. Pledges committed as of 2/28/2022: \$ 530,178 with 48 families pledging.
- v. As of 2/28/2022, 72% of the appeal is complete; 83% of pledges (\$ 440,247) have been received.

8. MINISTRY TEAM REPORTS

***Ministry team reports received ahead of the March 15th council meeting are referenced in appendices of the March 2022 Meeting Minutes.**

A. Personnel: David Bell (not present)

- i. Personnel Committee met on Thursday, March 10th.
 - a. Reference *Appendix A* for Personnel Committee report.
- ii. **Motion and seconded (Jim Ashbach/Megan Franklin) to make the following edits to the Ezekiel Employee Handbook; motion approved unanimously:**
 - a. **200.60 Performance Evaluation (p.3):**
 - Ezekiel will endeavor to conduct wage and performance reviews annually for each employee. Salary adjustments, if approved by the congregation **as part of the annual budget**, are based on these reviews.
 - **INSERT A CURRENT ORGANIZATION CHART:** That clearly articulates who will complete the annual reviews.
 - b. **300.10 Work Hours (p.4):**

- Our work week begins Monday morning and ends Sunday evenings. Typical hours office staff are Monday through Friday from **9:00 am to 4:00 pm.** ~~(8:00 am-5:00 pm)~~ Your supervisor may establish alternative hours.
 - c. **300.20 Pay Schedule (p.4)**
 - **Employees will be paid biweekly, on Friday. Employees will be paid the 15th and last day of each month.** If the regular payday falls on a holiday, payday will be the last regular workday before the holiday. ~~If the regular payday falls on a Saturday or Sunday, payday will be the preceding Friday.~~
 - d. **300.60 Time Records (p.5)**
 - **Non-exempt, hourly employees** will be instructed by their supervisor about how to account for and record the time spent working.
 - e. Upon approval by the council, Steve DJ will make these updates and email them to all employees.
- B. Stewardship: Tyler Linton
- i. The Stewardship Committee met briefly in person on March 8th.
 - a. Reference *Appendix B* for Stewardship Committee report.
 - ii. Pastor Paul was able to attend March meeting.
 - iii. Focused appeal to share available Stewardship opportunities.
 - a. Get committees out in front of membership to help them understand all the great things Ezekiel is doing in the community and within the congregation.
 - b. Hoping to have a kickoff before Palm Sunday, perhaps with a breakfast.
 - May also be a way to help kick off PushPay system.
 - c. Suggested that we can plant the seed now, but schedule the actual outreach for the weeks leading up to Pentecost.
 - d. Pastor Paul shared idea of “10 Great Sundays.”
 - Like Easter, Pentecost, Christmas...and then ideas like Rally Sunday, Intergenerational events, etc., that can tie into each individual committee’s focus.
- C. Connect: Megan Franklin
- i. Connect Committee met March 14th.
 - a. Reference *Appendix C* for Connect Committee report.
- D. Invite: Nicky Thompson
- i. Invite Committee met March 14th.
 - a. Reference *Appendix D* for Invite Committee report.
 - ii. Will wait until May for outreach. Will be using TTF survey information to determine next steps and best program ideas; will coordinate with other committees.
 - iii. Invite and Stewardship looking for opportunities to coordinate on best opportunities.
- E. Worship: Tom Bauer (not present)
- i. Worship Committee met on March 8th.
 - a. Reference *Appendix E* for Worship Committee report.

F. Property: Doug Cudd

- i. Property Committee met on February 18th to tour Ezekiel's two rental properties.
 - a. Reference *Appendix F* for Property Committee report.
 - b. Starting to review contracts and rebidding where possible.
 - c. Will need a new washer and dryer soon in room behind kitchen (off room 200).
 - d. Paperwork initiated to remove vacant lot from tax liability.
 - e. Identify spring cleanup opportunities for congregational members involving youth.

G. Service and Mission: Shirley DeMotts

- i. Service and Mission Committee met on March 14th.
 - a. Service and Mission Committee report was not received ahead of the meeting.
- ii. Haiti concert that was usually in February was replaced with direct mailing fund drive. Information will be coming soon.

H. Grow: Vicki Olson

- i. Grow Committee met on Wednesday, March 9th.
 - a. Reference *Appendix G* for Grow Committee report.
- ii. Meeting as a subcommittee regarding youth fundraising – where does the money come from? Where/who is allocated funds? What are the expectations for those receiving youth dollars?
- iii. Three WI Synods came together and scheduled an event in replacement of the cancelled ELCA youth gathering. REBOUND Event will be held on campus at UWRF on July 25-27, 2022.

I. Jacob's Ladder Report: Jim Ashbach

- i. Reference *Appendix H* for Jacob's Ladder report.
- ii. \$5,000 raised via Butter Braid fundraiser.

9. SENIOR PASTOR REPORT

- A. Holy week – we are having one service at 10:00 a.m. with communion.
- B. The church is the people, not the pastor. Trying to involve as many members as possible in the services.
- C. The importance of vision and mission - Council are guardians of the vision, along with the fiduciary responsibility.
- D. Immunity: Leadership competence and a clear Vision and Mission.
- E. Team development is important because they are responsible for the programmatic elements of the church.
- F. Expect TTF report should be coming in May.

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. Affirmation of Baptism – 13 students confirmed on 3/6, one more will be confirmed on March 20th.
- C. Approximately 50 students attended Feed My Starving Children event in February.
- D. April 1st & 2nd – Confirmation retreat at Luther Point. Could use more chaperones!
- E. Parents and grandparents – model the faith for youth!

11. BUSINESS ITEMS

A. Action:

- i. **Update employee handbook (see motion listed under Personnel Committee notes above).**
- ii. **Moved and seconded (Vicki Olson/Doug Cudd) to allow confirmation students to hold fundraiser to sell buttons for Ukraine in between services; motion passed, one abstention.**
- iii. **Moved and seconded (Vicki Olson/Tyler Linton) to allow a frozen brat fundraiser to support Grow youth programming; motion passed.**
- iv. **Service and Mission committee moved and seconded (Shirley DeMotts/Steve Miller) to send an additional \$500 for ELCA Disaster Fund in support of Ukraine (total of \$1,000); motion passed unanimously.**

B. Discussion:

- i. Property Committee – Candles and Walk-thru – Doug Cudd
 - a. Property would like to do a walk-thru of rental properties ahead of May meeting to examine condition of larger property.
- ii. Debt Ratio and Rental Properties – Steve Miller
 - a. In 2017, a council motion was made and approved that when a .50 debt ratio was attained, the church would review what to do with the rental properties. Since the church is a not-for-profit business, a more conservative approach was used to calculate the ratio.
 - b. Currently, the mortgage is reduced by about \$128,000 per year. Current debt ratio is .69; we should reach a .50 ratio in approximately April/May 2023.
 - c. Since any action would require a congregational vote, we could put a committee together to review options: sell the properties, build a parking lot, build senior apartments, etc. Once reviewed and vetted, a proposal can be made ahead of the annual meeting.
- iii. Committee accounting:
 - a. An issue arose with the money counters not being able to identify where different monies came from.
 - b. Please make sure NOTATE the source of submitted funds: Lenten Soup Supper, Sunday coffee, butter braids, Relay for Life, or other specific fundraisers, etc.
 - c. A slip is filled out by the counters so Steve Devine-Jelinski can enter the funds into the correct ledger account. Your help is appreciated!

C. Information:

- i. Summer Planning – discuss with committees and bring to April meeting.
- ii. TTF Update – did all Council Members complete the survey?

12. EVENTS

- A. Council and Staff Retreat – Saturday, March 26th, 8:00 a.m. – 2:00 p.m. @ Kinnickinnick Town Hall.
 - i. 1271 County Road J
 - ii. Staff will attend from 8:00-10:00 a.m.
- B. Prayer vigil on Saturday before Easter. Sign up for a 15-minute time slot – come into sanctuary and pray.

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

- C. Laurie Hanson – needs to get pictures of new council members at April Council meeting or at a different time that may work. Will be scheduled ahead of next month’s meeting.
- D. New Directory Photo schedule – www.ucdir.com
- E. May meeting conflict – Megan Franklin will fill in for Angel Egan as Secretary.
- F. Full Council meetings are held every 3rd Tuesday of the month at 6:30 p.m.

13. NEXT MONTH:

- A. Devotions & Treats for Tuesday, April 19th @ 6:30 p.m.:
 - i. Devotions - Jim
 - ii. Treats - Tom

14. CLOSING PRAYER – Pastor Paul

15. MOTION TO ADJOURN: (Megan Franklin/Nicky Thompson); meeting adjourned at 8:59 p.m.

Respectfully Submitted,
Angel Egan, Council Secretary

Appendix A: March 2022 Personnel Committee Report

EZEKIEL LUTHERAN CHURCH

PERSONNEL COMMITTEE AGENDA

MARCH 10, 2022

ROOM 200

PRESENT: David Bell, Steven Anderson, Ed Schramm (virtual), Steve Devine-Jelinski

ABSENT: Diane Bjornstal

1. **The 2-15-22 Personnel Committee Report was reviewed and confirmed**

2. **Motion by Anderson, seconded by Schramm to recommend that Darla’s compensation be \$75.00 per mid-week service (i.e. Lent/Advent services) and \$150.00 per full-service (i.e. weekly Sunday services and full special services such as Ash Wednesday and Good Friday). (MOTION PASSED 3-0)**
 - **Background:** In June 2021, Darla was hired as the interim piano/organ player. The rate was \$150 per service. At the time, we did not anticipate that her placement would extend as far as it has. In February 2022, Darla asked about her rate of pay for the Wednesday Lent services.
 - This action clarifies her pay for special services that are normally shorter and require less music. Steve DJ will share this information with Darla.

3. **Motion by Schramm, seconded Anderson to recommend that the trumpet players at Easter be paid \$50.00 per service. (MOTION PASSED 3-0)**
 - On 2/25/22, Darla inquired about the pay for the trumpet players who will be performing at Easter.
 - Personnel recommends \$50.00 per service be offered to the trumpet players.
 - Steve DJ will share this information with Darla.

4. **TTF Leadership Questions**
 - The Personnel Committee discussed the following questions for clarifying our common understanding of these processes. No action was taken.
 - Who has the authority to make hiring and firing decisions about staff, and where is that process and authority articulated?
 - What is the process for approving annual salary increases?
 - What are the opportunities for professional development for lay staff?

5. **Motion by Anderson, seconded by Schramm to recommend the following edits to the Employee Handbook (MOTION PASSED 3-0)**
 - **200.60 Performance Evaluation (p.3):**
 - Ezekiel will endeavor to conduct wage and performance reviews annually for each employee. Salary adjustments, if approved by the congregation **as part of the annual budget**, are based on these reviews.
 - **INSERT A CURRENT ORGANIZATION CHART:** That clearly articulates who will complete the annual reviews.

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- **300.10 Work Hours (p.4):**
 - Our work week begins Monday morning and ends Sunday evenings. Typical hours office staff are Monday through Friday from **9:00 am to 4:00 pm. (8:00 am – 5:00 pm)** Your supervisor may establish alternative hours.
- **300.20 Pay Schedule (p.4)**
 - **Employees will be paid biweekly, on Friday. Employees will be paid the 15th and last day of each month.** If the regular payday falls on a holiday, payday will be the last regular workday before the holiday. **If the regular payday falls on a Saturday or Sunday, payday will be the preceding Friday.**
- **300.60 Time Records (p.5)**
 - **Non-exempt, hourly employees** will be instructed by their supervisor about how to account for and record the time spent working.
- Upon approval by the council, Steve DJ will make these updates and email them to all employees.

Appendix B: March 2022 Stewardship Committee Report

Stewardship Proposal: Ezekiel Thanks and Generosity Month (annual occurrence)

Minutes from Meeting with Pastor Paul Svingen and Jim Ashbach

In Attendance: Tyler Linton, Ryan Carns, and Dick Seebach

When: *To Be Determined* based on further discussion the Pastors, Administrator and Committee

Discussion during meeting mainly revolved about timing. It was recommended by Pastor Paul to start after Easter in Late April or early May. Implementation of plan does not have to be on consecutive weeks, but could continue through May (Easter Season) and even into Summer (Pentecost – time for teaching). This would give time for TTF recommendations to come into effect, such as collapse of one or more current committees into one.

The committee would prefer to at least host a kick-off with Stewardship Breakfast BEFORE Palm Sunday (similar to what is proposed under Week #1 below), to capitalize on the excitement of membership being back in church and business as usual. Our new PushPay system will also be up and running by then, at least the on-line pledging portion of it (QR codes). Next meeting could be post-Easter, perhaps May 1st?

Theme: Matthew 16:21 “For where your treasure is, there your heart will be also.”

Purpose: Encourage members use time, talents and treasures for the benefit of our church and community

Objectives:

- 1) Dedicate a month to remind ourselves that all we have and can do is from God
- 2) Introduce/remind members of the many opportunities available to serve Ezekiel and River Falls
- 3) Encourage use of new PushPay system for giving, volunteering, and communicating

Plan*:

Week 1 – Featuring Stewardship and Invite Committees

Sunday Worship Theme - Introduce Generosity Month and the theme, purpose and objectives. Provide plan for the month to Congregation

Kick-off with Stewardship Breakfast with support from Invite

Wednesday evening: Thrivent Financial – Financial Planning

Week 2 – Featuring Mission and Property Committees

Sunday Worship Theme – Mission Possible

Mission Committee host “Mission Possible” Seminar between Services

Wednesday Evening: Estate Planning (Max Neuhaus)

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

Week 3 – Featuring Grow and Connect Committees

Sunday Worship Theme – Equipped from Above: Sharing our Treasurers, Time and Talents

Promote and provide Tutorial of new Push Pay System between Services (Youth to assist)

Week 4 – Featuring Worship Committee

Sunday Worship Theme – Thanks and Praise

Opportunities to Serve Fair between Services (hosted by Representatives from Ministry Areas – as depicted in Time and Talents: A Catalog of Opportunities to Serve (received from Sandy Tauferner Fall 2021).

* Each week features one of the core Ezekiel Committees with the chair on council providing a summary of the Committees Mission and Purpose

Appendix C: March 2022 Connect Committee Report

CONNECT COMMITTEE REPORT

Last Meeting: 3-14-2021, 5pm

In Attendance: Gwen, Sandy, Sue, David, Megan, Patti

1. **Coffee Hour** – Coffee hour is back! We have a schedule of helpers setting up and cleaning up through May. We also have a plan for rotating picking up treats and juice when needed. (We also discussed a couple ideas surrounding the possible Espresso machine if that is something the youth go forward with getting.)

2. **Journey House** – They are planning a block party on May 2nd. Will be an ecumenical effort- two other churches in town will be helping as well. Working on getting a tent, may borrow folding tables and chairs from us. Will need food such a soup (they have lots of cardboard bowls), finger food, etc. They will have a meeting closer to firm up plans. Connect committee has committed to helping with food, possibly tables etc. and one of us will attend their planning meeting.

3. **College Finals Snack Bags**- we did these last year to connect with the college students at UWRF and we will be doing these again this spring. David is looking into if he can use his Thrivent Grant to pay for snacks (Gwen used hers last year). We still have some supplies left. We will make bags (approximately 80-90) in a meeting, and Journey House will book a table to hand out in the student center April 28th and May 5th (2 weeks before finals and the week before). Last year we did lots of protein and “brain food” in our snack/care package bags and they were very popular. Next year we may try and bring back a finals Pizza night that has been popular in the past (possibly with the addition of puppies which are scientifically shown to help de-stress)- but we felt it was not enough time to plan for this year.

4. **Relay for Life:**

Relay for Life will be Friday, April 1st at the River Falls High School.

We will be selling **luminaries, flower & butterflies** (\$5 each) as well as running **Penny wars** (Cats vs Dogs) this Sunday and next (3/20 and 3/27). Relay team members will be helping as well. **We are looking for the wooden window boxes with sand in them that we put the flowers in, if anyone has seen them please let Gwen or Megan know.*

We also have the **Chili Cookoff** next Weds, 3/23. ***We need more chili signups if anyone is interested!*** We will have it put in the newsletter as well, further up and in separate section from the Relay. If possible we will also try and have it be included in announcements during services as well. We hope we can get some more chili sign-ups this Sunday when selling Butterflies, Flowers and Luminaries. Committee members are bringing desserts, chili toppings, milk and water. We plan to label some cups ahead of time, and then meet early (5pm or a bit before) to do any additional ones before the dinner on Weds.

We discussed that we may need to have extra tables and chairs put out for that Weds, though we are pretty sure in the past we have done the Chili Cookoff on Ash Weds (which we needed more tables at this year) which is part of the reason it may have been more popular.

EZEKIEL LUTHERAN CHURCH COUNCIL MEETING MINUTES – FINAL (APPROVED 4/19/2022)

TUESDAY, MARCH 15TH, 2022

6:30 – 9:00 PM ROOM 200

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

Meeting Adjourned: 6:30pm

Next Meeting: April 11th, 5pm

Appendix D: March 2022 Invite Committee Report

Invite Committee – March 2022

Met March 14th.

Attendance: Sandy T, Rich K, Amy L and Nicky T.

Discussed postponing 40 Days/40 Ways, until May. We have 6 groups of 2 (hosts) to lead the discussions.

Action: Invite Committee is asking other Ezekiel committees to brainstorm names of people we have not been seeing at Ezekiel to invite to the gatherings in May. Please submit to Nicky by April 18th.

Invite will request Congregation survey results from the TTF by April 18th and a list of those who participated in the survey. This information will be used to help develop questions and groups to invite.

Invite serves the Lenten Soup Supper on March 30th.

Invite Committee's next meeting is scheduled for Thursday, April 21st. We will invite the "co-hosts" for training and will create the groups and dates for 40 Days/40 Ways in May.

Appendix E: March 2022 Worship Committee Report

Ezekiel Worship Committee Minutes

March 8, 2022 @ 5 p.m.

Present: Pastor Jeff, Tom Bauer, Joyce Breen, Dot Seebach, Matthew Mitchell, Ellie Richards

Meeting was called to order by chair, Tom Bauer.

Discussion was held regarding the summer worship schedule. Joyce Breen moved that there be one blended service (contemporary/traditional) each **Sunday, May 29, 2022 through September 4, 2022, at 9:30 a.m.** Motion carried four to one. Further discussion led to the decision to take a brief survey of the congregation before forwarding the idea to Council for approval.

Discussion was held regarding Covid concerns. It was decided to remove the floor markers, take down the pew tape, resume use of the red pads in pews, use offering plates during service, and have ushers hand out bulletins.

Dot reported she has ordered flowers from Gertens for the Easter Garden at a cost of \$180. An appeal for gifts in honor or in memory of loved ones will appear in the March 27 and April 3 bulletins. In the past, this appeal has resulted in funds for both Easter and Christmas flowers. Palms are already ordered for Palm Sunday, and the plan is to insert the palms in the chicken wire wrapped around the cross that is currently in place on the altar. Pastor Paul has requested that the cross be covered in carnations Easter Sunday morning, so Dot will order those as well.

Joyce reported that an Easter prayer vigil will be held in the sanctuary Saturday, April 16 from 1-5 p.m., so flowers will be placed on the cross and altar after 5 p.m. Ellie offered to help Dot. Dot will talk to Jeannie Solum re altar guild's schedule for tending the sanctuary, as well.

"Normal" communion is scheduled to resume on Palm Sunday. The committee felt it wise to continue having gloved wine servers hand wine from the tray. That recommendation will be passed to Joyce Walen, who schedules servers. Joyce said that prayer team members will then again be available in the sanctuary during communion.

It was suggested that the Praise Band be involved in one of the Lenten services and Matthew agreed to pursue that idea. It was also suggested that leaders of the Lenten service give directions to the congregations re participation, since there appeared to be some confusion last week.

Hymn selection for the traditional service was discussed. Pastors have no way of knowing what is familiar to this congregation, so Joyce, Dot and Ellie agreed to meet and draw up a list of hymns that might be "user-friendly" at Ezekiel.

The pew card information is very out of date; Tom agreed to pursue having it updated.

The committee was given copies of our current committee description to review and be prepared to discuss how to update it at our next meeting.

Next meeting is scheduled for April 5, 2022, at 5 p.m.

Submitted by Ellie Richards

Appendix F: March 2022 Property Committee Report

2022 Property Committee:

Douglas Cudd
Jack Cudd
Jim Ashbach
Dale Bjerstedt
Jerry Barriault
David Vold
Scott Simpson
Jeff Bjork
Steve Devine-Jelinski (Business Office)

PROPERTY COMMITTEE REPORT FOR MARCH 2022

We viewed the two rental properties on Friday February 18th.

Notice was given that the renter in the large home would have to vacate on May 1st, as the home needs several repairs and remodeling to be done. These are the things that need to be done.

- No working smoke or carbon CO2 detectors
- Cat urine in upstairs carpeted bedroom.
- Paint and drywall repairs.
- Upstairs bath needs a partial remodel.
- Front deck repairs.

These repairs need to be made as the house is rented to 9 students on August 1st of this year.

The smaller home is in pretty good shape. Although the furnace filter was dated 2/1/2019. A large amount of accumulated trash items was being stored in the furnace room. That has all been removed.

We gave notice to the tenants that they have to give us 60 day's notice if they were going to stay through the fall. They also were told they need 5 renters, not just the 3 that are presently there.

I have been checking in with Steve and doing the necessary repairs as needed. I repaired the vacuum and replaced the toilet in the women's bathroom by the elevator.

Our first group meeting will be in the middle of March.

Appendix G: March 2022 Grow Committee Report

**Grow Committee Meeting Minutes 3/9/22
6pm - Room 190**

Present: Pastor Jeff, Marci Norum, Jeannie Solum, Rebecca Bell, Vicki Olson

Sunday School:

- A First Communion class will take place on March 27, from noon to 2:30pm. Pastor Jeff and Marci will discuss the idea of possibly making handmade bread with the First Communion class for their communion.
- Marci booked a swimming party at the pool in Ellsworth on April 3rd from 5-7pm. This is an all ages event (bring friends). There are some sign-up sheets out and it is in the eblast and the newsletter. It is important to get the word out to the older youth in our church family as well, in hopes that they will participate.
- The Sunday School children will be singing at the 10am Palm Sunday service.
- Vacation Bible School is tentatively scheduled for August 1st through 4th or 5th @ Ezekiel. Marci has reached out to her teacher guides from last year and they are on board for teaching again this year.

Confirmation:

- About 50 people attended the Feed My Starving Children (FMSC) trip in Eagan on February 23, 2022.
- Faith Projects were shared on Sunday, February 27th.
- The Affirmation of Baptism Service took place at 12:30 p.m. on March 6.
- Grades 6-9 are invited to go to the Confirmation retreat to Luther Point Bible Camp April 1-2, 2022.
- Chaperones and drivers are needed.
- Current participants are: Elliot and McKinley Bell, Andrew O'Connor, Jenna Juetten, William Pacheco, Lukas Smith, Zachary Smith, Alex, Brooklyn, Emma, Lauren, Madeline, and Meredith Tille, Addison Timm, and Pastor Jeff.
- The Wednesday night (and Sunday morning) youth church participants/helpers are doing well. It's good to see them back in action. It is essential to continue to request that youth sign up for these opportunities to serve. It was discussed that perhaps we should continue to have them help with services throughout the summer (usually youth participation is halted during the summer months) to keep them engaged in church.
- Pastor Jeff met with the Fireside group when Jeannie was gone on Ash Wednesday. They are interested in doing a bowling outing. He plans to meet with them again. Pastor Jeff shared the results of a survey he gave to the high school youth. Mostly, they wanted to meet for conversation and friend time, about once a month, for those who were interested. There was talk of how to get participation up amongst the senior high youth in our church.
- Marci will look at getting a list of current highschool students.
- Amanda is open to making phone calls to invite students to our church events.
- Text streams work best for this age.
- There was some talk about changing the meeting day to Sunday evenings in the future, to possibly reach more students (they are less busy on Sunday nights generally).
- Marci brought up the idea that we need to get going on making the Senior blankets for this year's high school seniors. She will get that project started by getting a list of this year's high school seniors and purchasing the felt.

Summer Youth Trips:

- It was discussed that it would be a good idea to get the participants of these events to gather so we can take photos and lay out volunteering commitments for them, since they are the recipients of soup supper funds, envelope giving funds, etc. Now that there is a solid plan for the National Youth Gathering replacement event (Rebound), this will be easier to do.
- Christikon Update (the trip is July 8th-16th, 2022)
 - There are currently 3 adults and 10 kids going on the trip.
 - More are welcome to come.
 - Currently those who are going are: Jenna Juetten, Calvin, Claire, and Michael Ireland, Jonas Longsdorf, Ben Ashbach, Katie Olson, Jackson Cooper, Zachary Smith, Maggie Johnson, Pastor Jeff, Nathan Ireland, and Beth Ireland.
- Rebound Update: Vicki Olson and Becca Bell will be leading this group.
 - This tri-synod event will take place this summer, July 25-27, at The University of Wisconsin River Falls campus! <http://nwswi.org/rebound>
 - It's goal is to strengthen faith formation in young people.
 - Cost: \$275 per participant which includes food/housing in the dorms/activities/t-shirts/gathering materials.
 - Registration is open now and will go through mid-June. About 300 participants are expected to attend.
 - Current 8th-12th graders are encouraged to attend.
 - Because this event is a local event for us, our youth will have very limited costs. The location of this event may also allow our church to shine in some ways. For example, the planning committee of this event is looking for local youth ensembles to perform at the event. Other things may come into play as well. For example, during the informational Zoom call, the bishop mentioned that Ezekiel has a very beautiful worship space and perhaps they would ask us to utilize that space at times for the gathering. Additionally, some participants from further away were seeking a place to stay either the night before or the night after the gathering to help with their travel details. Perhaps Ezekiel could house some youth for a night. These will be discussions for a future date when the event planners get those details finalized.
 - Becca and Vicki will be meeting soon to determine how to gather more participants for this event, as well as breaking down the details of fundraising for this event.

Fundraising:

- It was decided that a separate subcommittee will meet to discuss fundraising ASAP.
- The envelope fundraiser has raised approximately \$1,950. \$5,000 was expected so it will be extended through Sunday, March 13th in hopes that we raise more money.

Council Items:

- The Grow Committee is responsible for serving the Lenten Soup Supper on March 16th.
 - We need to be there to set up, serve, and clean up. The meal will be provided by those who sign up to bring food (open to the parishioners). It would be amazing to get some youth volunteers to help serve since they are receiving the funds from the supper.

Are there other items we need to discuss?

- If anyone takes photos of our youth in action at church events (ex: serving dinner at the soup suppers), share those photos with Marci Norum. She is in charge of updating the Facebook page.

Appendix H: March 2022 Jacob's Ladder Report

From Amy Nelson:

We are just finishing up our Butter Braid fundraiser- should have profit by the end of the week, that I will try to remember to share with you!

Preschool registration is underway and we still have space in our AM and PM 3 day classes- so if anyone knows anyone looking- SEND THEM my way! Or any awesome recruitment ideas. Historically the afternoon class has been the hardest to fill, and this year is trending the same.

4K registration began on Monday and is run through the School District 4K coordinator- class lists start coming out later April/early May. We did sign a contract already for the next year with the school district to house 4K.

We're delighted with the upcoming playground work that the Property Committee has taken charge of. The playground system will be restrained (fully) and mulch conversations are happening - THANK YOU to Doug Cudd for your diligence with this!

Grant funding is said to continue through July related to COVID impact: Staff retention and recruitment and quality child care are the two categories in which I continue to apply for as long as they allow.

EZEKIEL LUTHERAN CHURCH COUNCIL MEETING MINUTES – FINAL (APPROVED 4/19/2022)

TUESDAY, MARCH 15TH, 2022

6:30 – 9:00 PM ROOM 200

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

Appendix I: February 2022 Financial Summary

February 2022				
Ezekiel Lutheran Church Financial Dashboard: FEBRUARY 2022				
	Actual February, 2020	Actual February, 2021	Actual February, 2022	Budget February, 2022
Income	\$ 35,393.30	\$ 34,870.05	\$ 35,647.08	\$ 53,763.73
Expenses	\$ 46,795.60	\$ 57,764.19	\$ 51,790.64	\$ 53,763.73
Difference:	\$ (11,402.30)	\$ (22,894.14)	\$ (16,143.56)	\$ -

YTD Income:	\$ 112,128.14	Beg of Yr Fund Balance:	\$ 134,779.90
YTD Expense:	\$ (95,924.65)	Excess/Deficit (YTD):	\$ 16,203.49
Difference:	\$ 16,203.49	YTD Fund Balance:	\$ 150,983.39

	Nov	Dec	January	February
Checking Balance:	\$ 270,726.24	\$ 212,425.13	\$ 253,600.64	\$ 230,307.93

	Pre-school/RF4C		February
	Rental Units YTD	Child Care YTD	
Income:	\$ 5,200.00	\$ 63,207.15	Beginning balance: \$ 17,130.20
Expenses:	\$ (11,895.73)	\$ 61,778.85	additions: \$ 1,907.00
Difference:	\$ (6,695.73)	\$ 1,428.30	subtractions: \$ (3,428.00)
Loan Balance:	\$ -		Ending balance: \$ 15,609.20

Shine the Light! Appeal Offerings to Date				
	Campaign Total	Mortgage	Ministry	Missions
Shine the Light!	\$ 440,247.02	\$ 321,807.91	\$ 74,023.89	\$ 44,415.22

	Nov	Dec	January	February
Money Market:	\$ 31,921.19	\$ 31,387.39	\$ 36,668.41	47,480.26
Loan Balance:	\$ 583,706.52	\$ 575,421.02	\$ 567,112.95	558,782.24
Days debt service	140	140	144	153

Endowments & Other Investments			
ELCA Mission Fund:	\$ 469,046.86	Wis Cares Loan	\$ 41,094.56
Legacy Fund:	\$ 441,109.54		
Total:	\$ 910,156.40		

SCRIP	
Checking FNB	\$ 12,502.61
Inventory	\$ 9,450.00
Total:	\$ 21,952.61

dashboard 2-28-21

Appendix J: February 2022 Appeal Summary

Ezekiel Lutheran Church

Shine the Light! Appeal 2020-2022 Progress Report

Date: 02/28/22

Total of Shine the Light! commitments:		<u>\$530,178</u>
Received to date:		<u>\$ 440,247.02</u>
Percentage of Appeal Completed	26/36	<u>72%</u>
Percentage of Commitments Received:		<u>83%</u>

Shine the Light! Appeal Giving thru ~~Oct, 2021~~ Feb 2022

	<u>Mortgage</u>	<u>Ministry</u>	<u>Mission</u>	<u>Total</u>
Thru Jan 2022	\$ 290,061.80	\$ 72,224.64	\$ 43,068.22	\$ 405,354.66
Feb 2022	\$ 31,746.11	\$ 1,799.25	\$ 1,347.00	\$ 34,892.36
Total	<u>\$ 321,807.91</u>	<u>\$ 74,023.89</u>	<u>\$ 44,415.22</u>	<u>\$ 440,247.02</u>

of families participating 48