

Minutes from Council meeting December 20, 2011

Council member present:

Paul Iverson, Nicholle Bieberdorf, Andrea Brodina, Doug Oman, Terry Nielsen, Pastor Netland

Excused: Cindy Lewer, Sandy Hennem

Absent: Sharon Hoverson

Meeting called to order by Paul Iverson at 6:35PM

Opening devotion and prayer led by Pastor Genelle.

Minutes from November Council meeting were reviewed. Changes made: Andrea Vagle to Andrea Brodina. Doug motioned, Terry seconded a motion to approve. Motion carried. Motion by Doug, second by Terry to approve minutes from Special Council meeting Wednesday, November 20, 2011. Motion carried.

First quarter ministry partners for the Second Offerings was presented by Pastor Andrew. January – Churches United; February – Lutheran Campus Ministry; March – Food Shelf. Nicholle motioned, Andrea seconded a motion to approve. Motion carried.

Paul updated the council on the church administrator position. We had one exceptional interview and have another one tomorrow night. We hope to make an offer by the end of the week so we can move forward.

Pastor Genelle proposed that at the Annual meeting we announce the process to study and eventually fill the vacant positions left by the move of Hans & Amy Vigesaa. The Council will appoint a Staffing Taskforce (6-8 people), develop a Survey Monkey and solicit feedback from staff, congregation members and specific individuals who worked closely with the positions. We will ask the taskforce to serve as a listening post and then make a recommendation to the church council by the April council meeting on what the identified needs are for these positions. Her hope is that we can then put job descriptions together and have them posted by May.

Nicholle reported that the nominations committee has found great success in candidates for the following groups: The financial review committee nominees all said yes; the foundation all said yes; and the council representatives are three yes and a maybe. We should have a full slate to vote on at the annual meeting. Nicholle thanked the team that worked on this: Doug Oman, Paul Iverson, Lori Phillip, Galen Knotts and Pastor Genelle.

Paul a report on the status of our member loan/debt retirement initiative. We will be able to pay off 1 \$10,000 loan + interest and \$40,000 + interest for the \$98,000 loan. We will still have 1 \$10,000 loan for one more year. And 1 \$10,000 is being contributed over a two year period. We have secured one \$60,000 loan over 10 years and one \$25,000 loan over 10 years. If we could secure one more \$25,000 loan over 10 years our plan would be to pay off the \$58,000 (original loan of \$98,000) and then have all long term member loan debt. The response to debt reduction has been positive and has greatly helped our cash flow for the end of the year.

Treasurers report was looked over by council. Overall we are holding our own – income is down from what we budgeted but expenses have been below budget too. As of the end of November, we were in a negative \$4,000. Terry motion, Doug seconded to approve the report as presented.

The 2012 budget was proposed. Overall income projected for 2012 is \$950,475 and expenses at \$950,000. Notes will be made to explain some changes. The biggest change is not having the Youth & Family Minister for a full year but that money was reallocated into a capital

improvement parking lot expense line item as we will try to meet the August 1, 2012 deadline given to us by the zoning board. Nicholle motioned, Terry seconded to approve this budget to present to the congregation. Motion passed. A budget forum was set for Sunday, January 15 at 10:00 in the lounge.

Staff reports were discussed. Our newest staff Mary Appleton will be included in next month's reporting. The staff was thanked for their work and goal completions for the year.

Next meeting Paul offered to host at his house. An invitation to the new council nominees and the current council was made. 6:00 supper and then a brief meeting will be held. A reminder about the new council retreat on January 28 & 29 at Concordia Language Villages.

-Pastor Netland led us in prayer and meeting adjourned at 8:00PM

Respectfully Submitted,

Pastor Genelle