



COUNCIL Meeting Minutes

August 24 ,2025 @10:15 AM

In Person/Zoom Option

1. Call to Order: Diane Herron – President
 - a. President calls the meeting to order: Time_10:15_
 - b. Take Attendance.
Diane Herron (President), Michelle Rhodes (Vice President) Kent Mueller (Treasurer), Rich Tarter (Secretary), Jeff Tisdell, Renee Stafford, Pam Johnson, Bonnie Brix, Don Streiff, Sally Rakovec, Alivia Schiferl, Pastor Heather Brown
 - c. Handout Agenda and other items from team reps.
2. Devotion: Don -- Christ at home. Team Convenance_
3. Acknowledgements/Review: Diane
 - a. Celebrations & Acknowledgements from past month
 - i. Music group today was great.
 - ii. Job well done in support of the 4 Funerals in the past 2 weeks.
 1. Clear communication with everyone.
 2. Special mentions for Karen Bohm, Judith Rhodes, Pam Johnson, and all the kitchen volunteers. As well as Alicia and Pastor Heather.
 - iii. Garage sale update
 1. Total of \$1800 with 37 volunteers helping.
 - iv. Parsonage work and congregational meeting. Great job Jeff and team.
 - v. Congratulations to the Youth Advisor Team who won the Pizza party for the Communication's Challenge.
 - vi. Kent and Justin for cleaning out the pews in the choir room
 - vii. Kent for shampooing carpets.
 - b. Share
 - I. All mission binders have been turned in
 - c. Introduction of Social Concern Team: RIC Program discussion (15 minutes)
 - I. Visitors: Nancy Young, Kathy Campbell, Dave and Jennifer Smith, Joyce Ceacero, Sue Tremmal, and Judith Rhodes.
 1. Council thoughts:
 - a. More information needed
 - b. Possible additional meeting down the road to explore this option
 - i. Bring someone from Good Shepherd
 - ii. Looking at doing a meeting in October
 - c. Few years ago, we lost members due this topic as we voted yes to the first round of accepting all people
 - d. Concerns about financial commitment
 - e. Struggle with thoughts of having a program when we do a lot of this stuff already

4. Secretary's Report: Rich

- a. Action item: Any changes to minutes from the last meeting?
 - I. Action item: Approval of July 2025 minutes.
 - II. I, Bonnie move to approve July 2025 minutes.
Don, second the motion. Discussion.... All in Favor All Yay, ___ Nay. Motion Pass

5. Financial Reports: FLC Treasurer: Kent

- a. Review monthly report.
 - i. At a glance through subsplash for July donors 72 who gave
 - ii. This is the lowest July number within the last two years (usually we hit close to 100)
 - iii. Concern with number of members and the amount who give
 - iv. Some are unaccounted for as they don't use envelopes
- b. Action item: Approval of the July 2025 report.
 - I. I, Sally move to approve the Financial Reports.
Bonnie, seconds motion. Discussion.... All in favor All Yay, ___ Nay. Motion Pass

6. Pastor Heather's Report: Pastor Heather Brown

- a. Pastoral Report
 - I. Reflection on past recent funerals
 - II. Continue to be in touch with the churches at Edgar
 - 1. Last day Feb 1st, 2026
 - III. Continue with Youth Director search
 - IV. Deadline is tomorrow
 - V. Struggled with finding places external for posting due to changes with different site procedures
 - VI. Many are grieving this transaction but need to continue to move forward
 - VII. Celebration on Sept 21 for Kym
 - VIII. Pastor meeting with parents and youths on Sept 7 on the process
 - IX. Kym's last day is Sept 30th
- b. Synod Conference Event
 - I. October 26th event
 - II. More information will come
- c. Council & Team Covenant
 - I. Working on redoing and putting together our final sheet for Council Covenant
 - 1. We will do this more in October
- d. Vacation: 8/24-9/2
 - I. Dan Zimmerman will oversee things while Pastor is gone
 - II. Updated Vacation/Continuing Education
 - III. 5 weeks of vacation
 - 1. Discussion on if hours or days per week should be used
 - 2. weeks of continuing education

7. Old Business: President: Diane

- a. Personnel Policy Update: Rich & Kent
 - I. Meeting on Sept 2nd at 4 pm
 - II. Question on what defines someone as full time, especially if they work within two or more different roles
 - 1. Concern with benefits and how that would work
 - III. Define full time as 30 works but policy states 14 days so would this cover 40 hours for the week or the original 30 hours

1. Kent able to attend to take council's questions to them
 2. Will get with Rich to get all questions together.
- b. Time & Talent Update
- I. Update draft was handed out.
 - II. Follow up plan was handed out.
 1. Council will read on their own.
 - III. Council team reps should give names to their teams.
- c. Other?
- I. Flu plan.
 - II. Staff reviews are complete except for one, and for Kim's exit interview, which will be in Sept, before his end date of Sept 30th.
8. Parsonage Update: Jeff
- a. Bach is aware that congregation approved bid.
 - b. Timeline was discussed.
 - I. Preliminary work, water, sewer and electrical concerns/disconnections to start on Sept 15th.
 - c. Jeff will get out communication on updates for the newsletter and bulletin.
 - d. Better Way Club moving final things out around Sept 5th.
 - e. Basement asbestos is being discussed within group as this should be looked at
 - I. This could cause the overall price to go up
9. New Business: Diane
- a. Mission Sunday: Sept. 14th (Expectations) one person from each team should be there, this will take place after church located in the upper room
 - b. Coffee Hour: looking at coming back to the Upper Room.
 - c. Kim's celebration: Set for Sept 21st service. Sally will take care of the thank you card from council.
 - d. New fridge was purchased for the upper room.
10. Mission Team Updates
- a. PERSONNEL TEAM: Diane
 - i. Business items/Priorities
 - ii. Updates:
 - a. Meeting on Sept 2nd at 4 pm.
 - i. Review Youth director hiring process.
 - ii. Kim's exit review.
 - iii. Final review for policy changes, to go to council for vote in Sept.
 - iii. Motions/Recommendations if any (none)
 - b. FINANCE TEAM: Jeff
 - i. Business items/Priorities
 - ii. Updates
 - iii. Motions/Recommendations, if any

- c. FACILITIES: Don
 - i. Business items/Priorities/Upcoming Events
 - ii. Motions/Recommendation, if any
 - iii. Budget update, if any

- d. GLOW/EDUCATION & FAMILY MINISTRY: Pam
 - i. Business items/Priorities/Upcoming Events
 - a. Parsonage
 - b. Rental agreements
 - c. Calendars have been posted in all rooms
 - d. All rooms have been scrubbed throughout church
 - e. Electric people have been through with their repairs
 - f. Quality roof was here to patch the tile
 - g. New security cameras have been purchased and looking at where the best place would be to put them (battery operated)
 - ii.
 - iii. Motions/Recommendations, if any (None)
 - iv. Budget update, if any

- e. FAITH-IN-ACTION: Michelle
 - i. Business items/Priorities/Upcoming Events
 - b. Bonfire Sept 13th, 6-7 pm.
 - i. Motions/Recommendations, if any
 - ii. Budget update, if any

- f. FLY/FAITH LUTHERAN YOUTH: Michelle and/or Jeff
 - i. Business items/Priorities/Upcoming Events
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any

- g. SOCIAL CONCERNS/GREEN TEAM: Renee
 - i. Business items/Priorities/Upcoming Events
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any

- h. WORSHIP & MUSIC: Bonnie and Sally
 - i. Business items/Priorities/Upcoming Events
 - a. The bishop meeting Oct 4th from 5-7:30 pm.
 - b. Feed Starving Children's event upcoming.
 - c. Christmas program tentatively scheduled for Dec 20th.
 - d. Culver's capital campaign event coming in Oct.
 - e. Discussion on where best for congregation to perform readings during Sunday services.
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any

- i. COMMUNICATIONS: Rich
 - i. Business items/Priorities/Upcoming Events
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any.

- j. EXECUTIVE COMMITTEE: Diane
 - i. Business items/Priorities/Upcoming events
 - a. New fridge approval at cost of \$130.28.
 - ii. Motions/Recommendations, if any

11. Other Business:

- a. Communion Assistant:
 - Sept 7th: _Bonnie_
 - Sept 14th: _Rich_
 - Sept 21st: _FLY_
 - Sept 28th: _Sally_
 - Oct 5th : _Open_
- b. Devotions:
 - Sept - Bonnie
 - Oct - Jeff
 - Nov - Pastor Heather
 - Dec - Diane
- c. Council Agenda: will go out to council members each month on the Tuesday before the council meeting.
- d. Newsletter Highlights – To help communicate better with the congregation, we would like each mission team to submit highlights/bullet points of what happened this past month in the newsletter. Mission Team Highlights are Due by Sept 23rd to the Office Manager.
- e. Bulletin Information must be in by the Monday before the following Sunday at Noon.

12. Agenda for Sept Meeting: Diane

- a. Personnel Policies vote.
- b. A possible finance motion.
- c.

13. Next Meeting: Diane

- a. Next Council Meeting: Sept 28th
- b. Wrap up: Items for Mission Team Reps to take back to their meeting:

14. Meeting evaluation:

What went well? What could use some work, anything missing or confusing?

15. Motion to Adjourn: Diane

Time: _11:59_

- c. I, _Jeff_ move to adjourn the meeting 2nd by _Bonnie_. Discussion.... All in favor _All_Yay _____ Nay Motion _Pass_.

2025 Faith Lutheran Church Council Members

Diane Herron (Co-President), Michelle Rhodes (Vice President),
Kent Mueller (Treasurer), Rich Tarter (Secretary), Jeff Tisdell, Renee Stafford, Pam Johnson, Bonnie Brix, Don Streiff, Sally Rakovec, Alivia Schiferl, Pastor Heather Brown

REP Updates to Council from Mission Team: *Share what your team has worked on this past month with council.*

- PRIORITIES: Remind everyone what your top priorities are this month with updates.
- EVENTS: Upcoming events or items that Council should be aware of.
- MOTIONS: Share any motions or recommendations you team made.
- BUDGET: Let everyone know where your budget is at. Incoming/outgoing
- OVERALL UPDATES: Any updates on how this team is helping with overall church/council priorities. Any questions for the council? Any questions? Comments? Discussion