



COUNCIL Meeting Minutes

Nov. 2, 2025 @ 10:15 AM

In Person/Zoom Option

1. Call to Order: Diane Herron – President
 - a. President calls the meeting to order: Time **10:21 AM**
 - 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: **Diane**
3. Acknowledgements/Review: Diane
 - a. Celebrations & Acknowledgements from past month **Pastor Heather's Birthday**
 - b. Share
 - c. Special Guest: Justin Polzin – **Update on FLY transition. Strengths, Communication, Leadership.**
4. Secretary's Report: Rich
 - a. Action item: Any changes to minutes from the last meeting?
 - I. Action item: Approval of Sept. 28, 2025, minutes
 - II. I, **Rich** move to approve the **September 28th council meeting** minutes.
Don, second the motion. Discussion.... All in Favor **All** Yay, **0** Nay. Motion **Pass**
 - b. Action item: Any changes to minutes from the **Supplemental RIC discussion**?
 - III. Action item: Approval of **October 14th**, 2025, minutes
 - IV. I, **Rich** move to approve the **October 14th RIC discussion meeting** minutes.
Michelle, second the motion. Discussion.... All in Favor **All** Yay, **0** Nay. Motion **Pass**
5. Financial Reports: FLC Treasurer: Kent
 - a. Review monthly report & Budget Reminder, Reports due Nov. 7th
 - b. Action item: Approval of Sept. 28, 2025, report
 - I. I, **Don** move to approve the Financial Reports.
Pam, seconds motion. Discussion.... All in favor **All** Yay, **0** Nay. Motion **Pass**
6. Pastor Heather's Report: Pastor Heather Brown
 - a. Pastoral Report **Review handout.**

7. Old Business: President: Diane

- a. RIC Discussion
- b. Audit Committee Update
- c. Council Member terms/Nominating Committee Update
- d. **Motion Tabled.**

Continuing Resolutions Motions needed for the following teams: Mutual Ministry, FLC Women, Endowment Fund. Discussion..... I _____, move the approve the Mutual Ministry, FLC Women and Endowment Fund CR to be added to the Constitution/By Laws. _____
2nd, the motion. Further Discussion? All in Favor? Yay _____, Nay _____, Motion Passes

8. Parsonage Update: Jeff

9. New Business: Diane

- a. FYI: Annual Reports Due December 29th
- b. FYI: Financial Statement Due Jan 14th
- c.??

10. Mission Team Updates

a. PERSONNEL TEAM: Diane

- i. Business items/Priorities
- ii. Updates: Custodian Job being Posted
- iii. **Recommendation/Motions needed on the following:**

1. Personnel recommendation to the Council, 2.5% increase compensation as recommended by Synod. Paul Kapla made the motion, Diane Herron 2nd, Motion passes Discussion? I, **Renee** move to approve the 2.5% increase & compensation recommended by the Synod, **Pam** 2nd the motion. Further discussion? all in favor? **All** Yay, **0** Nay. Motion **Pass.**

2. **Motion Tabled.**

Personnel recommends to Council to move forward with Formal recommendation, Request from our Current Office Manager to go from 32hrs per week to 24hrs per week and hire a PT Office Assistant 8hrs per week starting Jan. 2026. Paul Kapla motioned and Diane Herron 2nd. Discussion? I, _____ move to approve the request from our Office Manager Alicia Heinrich, to go from 32hr week position to 24hr week position and hire an office assistant for 8hrs per week. _____, 2nd the motion, Further discussion? All in favor, Yay _____, Nay _____, Motion passes _____

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
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any

- e. FAITH-IN-ACTION: Michelle
 - i. Business items/Priorities/Upcoming Events
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any

- f. FLY/FAITH LUTHERAN YOUTH: Michelle and/or Jeff
 - i. Business items/Priorities/Upcoming Events
 - ii. **Motion needed** for the following: To remove Kim Vrana from the Youth Checking Account and to add Justin Polzin as a co-signer with Kent Mueller. With the condition once the Youth Leader Team is formed, the Council will revisit this to see if another member of the team would like to be added later date. Discussion? I **Pam**, move to approve Justin Polzin being added as a co-signer on the Youth Checking Account. **Don**, second the motion. Further discussion? All in favor, **All Yay, 0 Nay. Motion Pass.**
 - 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
 - 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
 - ii. Motions/Recommendations, if any

11. Other Business:

a. Communion Assistant:

Nov 9th: Michelle

Nov 16th: Rich

Nov 23rd: Diane

Nov 30th: N/A. Pastor on Vacation

b. Devotions:

Oct (Nov 2) - 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 Nov. 14th, 2025, to the Office Manager.

e. Bulletin Information must be in by the Monday before the following Sunday at Noon.

12. Agenda for Nov. 23rd Meeting: Diane

a.

b. 10 yr plan.

c.

13. Next Meeting: Diane

a. Next Council Meeting: Nov. 23rd

b. Wrap up: Items for Mission Team Reps to take back to their meeting: i.

ii.

iii. Anything else?

14. Meeting evaluation:

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

15. Motion to Adjourn: Diane

Time: 12:41 PM

a. I, Pam move to adjourn the meeting 2nd by Michelle.

Discussion.... All in favor All Yay, 0 Nay. Motion Pass.

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