



COUNCIL Meeting Minutes

Nov. 23, 2025 @ 10:15 AM

In Person/Zoom Option

1. Call to Order: Diane Herron – President
 - a. President calls the meeting to order: Time_10:30 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: Pastor Heather Colossians 1:11-20
3. Acknowledgements/Review: Diane
 - a. Celebrations & Acknowledgements from past month
 - i. Parsonage Project sub-team members
 - ii. Sue Vick – Cleaning/Scrubbing stains off of the sacristy floor.
 - iii. Puppeteers – Alpine Holiday Debut.
 - iv. FLC received a thank you note from Cross Ways Camp for letting them speak at our church during a service.
 - b. Share
4. Secretary's Report: Rich
 - a. Action item: Any changes to minutes from the last meeting?
 - i. Action item: Approval of Nov. 2, 2025, minutes
 - ii. I, _Rich_ motion to approve _Nov 2nd, 2025_ minutes.
Jeff, second the motion. Discussion.... All in Favor _All_Aye, _0_ Nay. Motion Passes
5. Financial Reports: FLC Treasurer: Kent
 - a. Review monthly report.
 - i. There was a bulletin note asking for consideration to give an extra \$50 contribution in support of Faith Lutheran Church programs on Giving Tuesday, Dec 2nd. And to label donations "Giving Tuesday". The discussion was about this request not being known before hand at the Council level. Pastor Heather to follow-up.
 - b. Action item: Approval of Nov. 2, 2025, report
 - i. I, _Jeff_ motion to approve the Financial Reports.
Sally, seconds motion. Discussion.... All in favor _All_Aye, _0_ Nay. Motion _Passes_
 - a. Budget Discussion
 - i. Discussion around a letter received from the Synod Benevolent fund asking FLC to reevaluate the percentages given.
 - ii. Discussion on the various accounts and funds available at FLC.
 - iii. Discussion on Camp Crossways project giving of about \$4800 from various FLC funds.
6. Pastor Heather's Report: Pastor Heather Brown

- a. Report forthcoming.
- b. Possibly more new members joining FLC soon. Pastor will send out more information as it becomes available.
- c. Review of the DRAFT Continuing Resolution for Faith Lutheran Church Women (FLCW)
 - i. Clarification that this is not referencing the Women of the ELCA group (W/ELCA). This is referencing the Faith Lutheran Church Women (FLCW) who are part of the Chequamegon Conference and the Northwest Synodical Women's Organization.
 - ii. Motion:
I, Bonnie, motion to approve the Draft Continuing Resolution for the Faith Lutheran Church Women (FLCW) in lieu of changing the yearly meeting requirements from 3 times per year to 2 times per year. Sally seconds the motion. Discussion. Vote: All in favor? All. All against? None. Motion Passes with changes stated.
- d. Pastor Heather requests to be on vacation Dec 28th and Jan 4th. Both dates will be covered by ordained ELCA pastors.
 - i. Motion:
I, Sally, motion to approve requested vacation for Pastor Heather for both Dec 28th and Jan 4th. Renee seconds the motion. Discussion. Vote: All in favor? All. All against? None. Motion Passes.

7. Old Business: President: Diane

- a. Continuing Resolutions Motion needed for the following teams: Mutual Ministry, FLC Women, Endowment Fund: Discussion?
 - i. Motion:
I, _Bonnie_ motion to approve the following CR, FLC Women to be added to the Constitution/By Law. I, _Sally_, second the motion. Further Discussion? All in favor? Aye _All_, Nay, _0_ Motion _Passes___. There were two other CR resolutions on the agenda, one for Mutual Ministry, and the other for the Endowment Fund. These two are still in progress and will be addressed at a later meeting.
- b. Nominating Committee Update: Diane sent an email out to the committee letting them know approximately how many candidates may be needed for the 2026 Congregational Council. A list of names of potential candidates was also given. Brenda Fellenz reviewed the Time and Talent sheets as well. According to the Bylaws C13.02 Outgoing Council members can be on this team for the next year. Diane Herron and Michelle Rhodes have agreed to be on the 2026 Nominating Committee. Anyone else?
- c. Revisit the 3–10-year plan vs FLC Team/Leader meeting from Aug. 28,2024.
 - i. Where do we, the Council, go from here?
 - 1. Updates being made to the New Member bags. Team will use up the current New Member bag items.
 - 2. Karen Pue volunteered to make bread for new members.

8. Parsonage Update: Jeff

- a. Facilities discussing tasks that need to be done in the new green space:
 - i. Watering of new grass.
 - ii. Patch grass as it grows in.
 - iii. Put brick parking lot boundary back in place.
 - iv. After the first of the year, facilities will query the congregation on how best to utilize the new green space created by the parsonage removal.

- v. Fencing needs?
- vi. FLC being attentive to the neighborhood and needs of adjacent neighbors as we all work through the changes in the boundary spaces.
- vii. A new Green Space subcommittee will be created under the Facilities Team and the Parsonage subcommittee will be retired.

9. New Business: Diane

- a. Many of the old records kept in the parsonage were due to the requirements and recommendations from the ELCA.
- b. Discussion on who is needed to participate at the Welcome Table each week.
 - i. Should council members operate the Welcome Table?
- c. Discussion on what is appropriate to put on public facing signs and handouts coming from the teams that does not have Council approval. Example that sparked the conversation was the images used on the posters promoting the Plastic Movie.
 - i. Motion:
 - I, Sally, motion that any public facing documents, billboards, leaflets, etc. need to have an executive level discussion and approval, at a minimum. The executive committee can bring items to Council when needed or a consensus cannot be made on the items. Pam seconds the motion. Further Discussion? All in favor? Aye, All. Nay, 0. Motion Passes.

10. Mission Team Updates

- a. PERSONNEL TEAM: Diane
 - i. Business items/Priorities
 - ii. Updates:
 - iii. Motions/Recommendations if any: Yes
 - Recommendation/Motion on the following: Personnels Recommendation to Council regarding Alicia's unused vacation and sick days.
 - a. Vacation that she has left, will need to be used up by the end of 2026.
 - b. Unused sick time can be used up during the duration of her employment.
 - c. This will take effect in January 2026 when she goes down to PT position. Discussion?
 - I, Renee, motion to approve the recommendations from Personnel regarding Alicia's Vacation and unused sick time to take effect when she goes to a PT status in January 2026. Sally, second the motion, Further discussion? During discussion it was noted that the stipulation of Jan 2026 should be removed from the motion. Sally made an amended motion and Pam Second it. With this change, the motion would read "...when she goes to PT status. Sally second the motion..." All in favor? Aye All, Nay, 0 Motion Passes in lieu of stated change.
 - iv. Job Position Discussions:
 - a. Custodian Position: Review of position criteria from Personnel. Supplemental handout.
 - 1. Motion:
 - I, Sally, motion to approve the Custodian Position as presented. Bonnie seconds the motion. Further Discussion? Discussion was extensive and lively, reviewing each bullet point. All in favor? Aye, All. Nay, 0. Motion Passes as is.

b. Assistant Office Manager Position: Review of position criteria from Personnel.
Supplemental Handout.

1. Motion:

I, Sally, motion to approve the Assistant Office Manager Position, with the wording "Essential" removed from the proposal. Renee seconds the motion. Further discussion? During discussion, it was stated that Alicia desires to go from 32 hours to 24 hours in her current office manager position after the assistant office manager position is filled. There is no real paper record of this, just a conversation between people. It was asked that Alicia would submit a letter to personnel stating the desired changes; to move forward with creating the assistant office manager position. This was asked to keep total hours worked between the two positions consistent with the current approved maximum number of hours allotted for office managerial work. Heather would follow up on this. All in favor? Aye, All. Nay, 0. Motion Passes in lieu of Alicia formally creating the letter, and the wording changes from Personnel, as stated.

b. FINANCE TEAM: Jeff

- i. Business items/Priorities
- ii. Updates
- iii. Motions/Recommendations, if any

c. FACILITIES: Don

- i. Business items/Priorities/Upcoming Events
 - a. Fire Inspection coming next month.
- 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
 - a. Many adults welcomed and attending the fly meetings – Strong group of support as the position is transitioning.
 - b. Indianapolis may be the next FLY mission trip. Fund raising on-going.
- ii. Motions/Recommendations, if any
- iii. Budget update, if any

- g. SOCIAL CONCERNS/GREEN TEAM: Renee
 - i. Business items/Priorities/Upcoming Events
 - 1. The members of Social Concerns/Green Team have submitted another RIC proposal for council review. Reference handout with a 3-step exploration process.
 - ii. Motions/Recommendations, if any

I Renee, motion to approve the exploration process of the RIC program starting 2026, which will include some members from council, social concerns team and any other interested persons. [The outline was distributed via email on 11-20-25, and as a handout in the meeting.]. Pam seconds the motion. Further discussion? The discussion was very lively. All in favor? Aye, Some. Nay, Some. With the split in verbal voting, a count vote was asked for by Pam, by using a show of hands. Aye, 4. Nay, 4. The motion did not pass with a majority. There were questions on how to handle a tie vote. Some say the chair could vote, and some say without a majority, the motion does not pass. In retrospect, for this council year, the Chair for any motion has always voted. In this 4 to 4 vote, the Chair for the group that produced the motion had indeed already voted. The motion was chaired until clarification of the voting procedures could be investigated.
 - iii. Budget update, if any
- h. WORSHIP & MUSIC: Bonnie and Sally
 - i. Business items/Priorities/Upcoming Events
 - a. Did not meet this month yet.
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any
- i. COMMUNICATIONS: Rich
 - i. Business items/Priorities/Upcoming Events
 - a. If any team member would like to use an application called Canva for team projects or work, contact Alicia. FLC has open license available for use of the application.
 - 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:
 - Dec. 7th: _Sally_
 - Dec 14th: _Bonnie_
 - Dec 21st: _Pam_
 - Dec 24th @ 3:00 pm: _Rich_
 - Dec 24th @ 5:30 pm: _Renee_
 - Dec 28th: _Diane_

- b. Devotions:
 - Dec - Diane
 - Jan- _Jeff_ (Council 2025 Last Meeting)
 - Feb. Annual Meeting
- 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 Dec. 18th, 2025, to the Office Manager.
- e. Bulletin Information must be in by the Monday before the following Sunday at Noon.

12. Agenda for the Dec 21st 10:15 AM Meeting: Diane

- a. Budget
- b. 3-10 yr Plan
- c. Social Concerns Team

13. Next Meeting: Diane

- a. Next Council Meeting- Dec. 21st
- b. Wrap up: Items for Mission Team Reps to take back to their meeting:
 - i. Annual Reports due 12/29/25
 - ii. Financial Statement due Jan. 14, 2026
 - iii. Team Photo's due next Council Meeting
 - iv. Dec 18th Mission Team Highlights.
 - v.

14. Meeting evaluation:

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

Another fast-paced meeting. Many motions with great discussions. Thanks to everyone for the participation.

15. Motion to Adjourn: Diane

Time: _1:12 PM_

- a. I, _Sally_ move to adjourn the meeting 2nd by _Bonnie__. Discussion.... All in favor _All_Aye, _O_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