



COUNCIL Meeting Minutes

Dec.21, 2025 @ 10:15 AM

In Person/Zoom Option

1. Call to Order: Diane Herron – President
 - a. President calls the meeting to order: Time_10.32 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 Romans 11
3. Acknowledgements/Review: Diane
 - a. Celebrations & Acknowledgements from past month
 1. Many Christmas and Thank You cards; to include Shirly's House of Hope, LLS, Children of Wi,
 - b. Share Two volunteer opportunities: information about each to be added to the church bulletin board.
 1. Marshfield Health Home Project
 2. Central WI Catch a Ride Program.
 - c. Last Sunday attendance 128 people, with 126 people in church for the Christmas Program.
 - d. Women's group lunch at Libby McNeal's – 16 people.
 - e. Shout out to all the mission teams and the hard work they have been doing.
4. Secretary's Report: Rich
 - a. Action item: Any changes to minutes from the last meeting?
 - I. Action item: Approval of November 23,2025, minutes
 - II. I, _Rich_ move to approve _the Nov 23rd_ minutes.
Sally, second the motion. Discussion.... All in Favor _All_Yay, _0_ Nay. Motion_Passes_
5. Financial Reports: FLC Treasurer: Kent
 - a. Review monthly report.
 1. Highlights – The Thanksgiving service offering brought in approximately \$775 with another \$200+ coming in later for approximately \$975 dollars going to the Soup or Socks program.
 2. End of year giving is rising and in line with FLC normal yearly giving patterns. There were 5 Sundays in November, coupled with the end of year appeal that went out in the bulletin, which was a boost to the general fund deficit.
 3. Question on Cyber Security and effect on the online giving. It was noted that we use a 3rd party application for the on-line giving which has its own security measures in place. There are no risks to the on-line giving in respect to the cyber security problems we have recently encountered at FLC.

- I. Questions have been asked to our insurance about claims/filing for people who may have been impacted by the fraudulent emails that scammers have sent.
 - II. It was of note that the FLC member directory has been compromised by fraudulent means.
 - III. Training for Cyber Fraud is being proposed for staff members at FLC.
 - IV. Other churches and clergy in the area as well as the Synod have experienced a wave of increase in cyber-attacks.
- b. Budget Planning: Additional meeting schedule Jan. 4 @ 10:15
 - 1. Be prepared to brainstorm, present and discuss different ideas in relation to the FLC yearly budget.
 - 2. Capital Campaign goals.
 - 3. Maintenance items that should be planned for in the near and far future.
 - 4. Discussion of FLC accounts.
 - c. Action item: Approval of November 2025, report
 - I. I, Bonnie move to approve the Financial Reports.
Renee, seconds motion. Discussion.... All in favor All Yay, 0 Nay. Motion Passes
6. Pastor Heather's Report: Pastor Heather Brown
- a. Pastoral Report – See Pastor's report.
7. Old Business: President: Diane
- a. 3-10 plan: Please Review before meeting
 - 1. Review and discussions on the July 8th retreat summary and the 3/5/10 year plan.
 - I. Discussion on possibly creating a Strategic Growth Committee to oversee and guide FLC in developing a long-range vision and actionable plans to support faithful, sustainable growth over the next 5-10 years.
 - a. A six-page layout and recommendation of the that committee was provided to the council members.
 - b. Questions on who could facilitate the creation of such a group.
 - c. Many of the 3 yr plan items have been completed.
 - d. How will the committee be structured?
 - e. Who should be on the committee, qualifications?
 - f. How long of a commitment would be appropriate for these members?
 - g. Would this be a new team under Council, or a subcommittee under the Executive committee.
 - b. Welcome Table Trial Update
 - 1. Asking for the welcome table to be manned by council members.
 - I. There will be a trial period for this in the month of January. A binder will be available at the table also.
 - a. Jan 4th – Pam
 - b. Jan 11th Jeff
 - c. Jan 25th Bonnie
 - c. Photos from Mission Teams – Reminder for various teams to complete this ASAP.
 - d. Reminder: Annual Reports Due Dec. 29th
 - e. Reminder: Financial Statements due Jan. 14
 - f. Continuing Resolution: Update on the FLC Women

Motion needed for the following teams: Mutual Ministry, FLC Women's Group, & Endowment Fund. Discussion?

1. The motion from last month for the FLC Women's group and the frequency of when they meet was passed stating that they would meet twice a year. It is asked to change the frequency of the meetings to align with the actual meeting frequency: from 2 times per year to 3 times per year.

I, _Rich_ motion to approve that the frequency of meetings for the FLC Women's Group, be amended from 2 times per year to 3 times per year. _Sally_ second the motion. Further Discussion? All in favor? Aye _All_, Nay _0_ Motion _Passes_

2. Mutual Ministry:

- a. It is asked that a Mutual Ministry Committee be created. The mutual ministry committee keeps the pastor advised about the conditions within the congregation and interprets to the congregation the ministry of the professional leaders, in so doing strengthening and supporting the pastor(s) and congregation. This is a standing committee required by the Constitution in C13.04.

I, Bonnie, motion to approve the creation of the Mutual Ministry Committee per C13.04. Sally 2nds the motion. Discussion? All in favor? Aye; all present: Nay; none. Motion Passes.

3. Endowment Fund – Updates to the Continuing Resolution. See reference from Nancy Young on the proposed changes. If approved, it will be included in the other Continuing Resolution updates going to the congregation at the next congregational meeting.

I Pam, motion to update the Endowment Fund Continuing Resolution as stated in the provided reference. Jeff seconds the motion. Further discussion? No discussion needed. All in Favor? Aye, All: Nay, none. Motion Passes.

g. Voting procedures update

1. Last month there was a tie in voting. Questions arose on what this does to the motion, and how to proceed.
 - a. For a tie, there are 3 options that can take place:
 - i. A new motion can be made which hinges off the motion that produced the tie.
 - ii. The motion can be sent back to the team/group for clarifications and modifications.
 - iii. The council can decide that since the motion didn't have a majority vote to pass, that it would be treated as a failed motion.

h. Social Concern/RIC Discussion

1. The Social Concerns/RIC Discussion motion ended in a tie last month. Per the recommendations in 7g1a, Two questions going back to the Social Concerns group about the motion.

i. Nominating Committee Update – Will be meeting after the holidays.

j. Green Space – Discussion:

1. Possibly setting up a subcommittee to evaluate the best use of the newly obtained green space where the parsonage used to be. Subcommittee should have people from different areas/teams in the church but should be limited in size.
2. The area needs to settle after the parsonage removal. Recommend creating the subcommittee in 2027, to let the area settle during 2026.
3. Facilities to manage that area and maintain upkeep as the ground settles during 2026.
4. Facilities team to create and represent the subcommittee in 2027.
5. To be discussed as part of the Parsonage Removal update that will be presented at the Congregational meeting in February.
 - l. Facilities to include the greenspace item in its annual report.
 - a. To include the creation and oversight of a suggestion box this year, for ideas on how FLC wants to best utilize the green space in 2027.
- k. Financial Secretary Update
 1. A church member has accepted this position.
 2. Pam will help with the transition, with goal of having new person in place by the end of the year.

8. New Business: Diane

- a. Office Hours during the Holiday's – Will be posted.
- b. Holiday Gathering:
 1. Council and staff members and spouses/significant others.
 2. Jan 10th Potluck.
 3. Michelle Rhodes to coordinate. Look for RSVP emails.
- c. Temple Talks 2026: Teams to sign up for temple talks throughout the year. Bring back team dates to next council meeting or contact Alicia.

9. Mission Team Updates

- a. PERSONNEL TEAM: Diane
 - i. Business items/Priorities
 - a. Ryan Rhodes has applied for the custodial position. Michelle Rhodes (Ryan's wife) left the meeting for the discussion.
 - i. Projection of 10-12 hours per week at \$17.60/hr.
 - ii. Start date of January 5th.
 - iii. A 3-month review period.
 - iv. For snow removal, if there is a conflict between FLC custodial duties and a regular job, arrangements can be made with another custodian to take over the snow removal responsibilities. The hours spent on snow removal will be deducted from the 10-12 hours designated for the position for that month.
 - b. Alicia has submitted a formal letter to reduce hours once an office assistant has been hired, as asked for from last month's council meeting.
 - c. A question as to whether a staff member can work from home was discussed. It was concluded that working from home, although not a normal practice, would

be fine with inclement weather or certain time constraints. The church atmosphere, however, should maintain fellowship, inclusivity and a person-to-person interaction.

- ii. Updates:
 - iii. Motions/Recommendations if any
 - Custodian Update, Weather policy, Office Manager Assistant Update
 - I Sally, motion to offer the custodial position as written by the FLC personnel team to Ryan Rhodes. Renee seconds the motion. Discussion? All in favor? Aye; All present: Nay; none. Motion Passes.
- b. FINANCE TEAM: Jeff
- i. Business items/Priorities
 - 1. For the 2025 budget process, a deficit budget was recommended and approved. It is recommended this year (2026 budget process) that a balanced budget be proposed.
 - ii. Updates
 - iii. Motions/Recommendations, if any
 - Motion needed for the Audit Committee: I, _Bonnie_ Nominate Janeen Dietsche (3rd and final year), Max Heller and Zach Hanson (1st year of a 3-year term) to the Audit Committee. Starting in Jan. 2026. _Michelle_ 2nd the motion, Discussion? All in favor? Aye _All_ Nay_0_ Motion _Passes_
 - The Finance Team makes a motion to recommend to the council that the Youth Director be approved as the authorized officer for a Youth credit card account at Forward Bank with the proper policies in place.
Context: Justin Polzin presented a proposal to Finance team for debit card, the finance team went back with questions and clarifications of proper procedures and safeguards and were satisfied with the answers. The Finance Team believes that the credit card would provide the flexibility that is needed regarding the mission trip, and also provide additional security over a debit card, since transactions are not tied directly to the checking account.
 - I, _Jeff_ move to approve Justin Polzin to apply for a credit card to be used for the FLY Youth Account. _Michelle_, 2nd the motion. Discussion? All in favor? Aye _All_ Nay_0_, Motion _Passes_
- c. FACILITIES: Don
- i. Business items/Priorities/Upcoming Events
 - a. A new hot water heater was purchased to replace one of the 2 existing heaters. This new one replaced the heater in the furnace room. A request was made to and approved by the endowment fund to cover the cost of the \$116. Thank you to the endowment fund team.
 - b. FLC Sanitary pump discussion:
 - i. The current sanitary pump for FLC is outdated, from probably the 1950's when the church was built, so replacement parts will be hard to find and possibly expensive.

- ii. This is the only sanitary pump in the building. This is a single point of failure which could be catastrophic in nature to FLC.
 - iii. A soft quote of approximately \$12600, plus electrical costs (approximately \$15K) has been established from a local vendor. This is not an itemized quote (hard quote or bid). This soft quote is for planning purposes and is expected to change slightly during the actual bid process.
 - iv. With the dollar amount needed, this item will need to be voted on by the congregation.
 - v. Subject to be added to the February congregational meeting.
 - ii. Motions/Recommendation, if any
 - iii. Budget update, if any
- d. GLOW/EDUCATION & FAMILY MINISTRY: Pam
 - i. Business items/Priorities/Upcoming Events
 - a. The Christmas play program went well.
 - b. New acolyte training for the 4th graders and new students above 4th grade.
 - c. Communion training set for the 4th grade students for January through February.
 - ii. Motions/Recommendations, if any
 - iii. Budget update, if any
- e. FAITH-IN-ACTION: Michelle
 - i. Business items/Priorities/Upcoming Events
 - a. The Dec 7th caroling went well. 6 places visited.
 - b. Winter Wonderland Light volunteers sought.
 - c. Jan 18th Game night and potluck planned.
 - 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. The cookie dough fund raiser went well.
 - b. The mission trip will be going to Indianapolis in July 2026.
 - i. Registration deposited for approximately 25 people
 - ii. Coordination with 1st Presbyterian for participation is ongoing.
 - iii. The chaperone to kid ration will be approximately 1 to 5; needing about 5 adults total.
 - 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. Coordination happening between team groups for each group's needs and responsibilities.
 - 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. There have been a couple of events from other organizations, outside of our church, that have included FLC as a sponsor/contributor on posters and advertisements. This has been done without the council or church leadership knowing about the events. Going forward, teams and organizations that are part of FLC are asked to fill out event forms indicating which outward facing events that they would like to associate FLC's affiliation and name with, and which out of church organizations are hosting the events.
 - b. Four A-frame billboard signs were purchased out of the Memorial Fund to be used as signage in and around the FLC.
 - c. Executive Committee approved \$50 MACCI gift cards for staff and Don Streiff.
 - i. Discussion on MACCI certificates cannot receive "change" when used. Possibly use 2 \$25 certificates instead of 1 \$50 certificate.
 - ii. Motions/Recommendations, if any

10. Other Business:

- a. Communion Assistant:
 - Jan 4th: _Diane_
 - Jan 11th: _Sally_
 - Jan 18th: _Rich_
 - Jan 25th: _Michelle_
- b. Devotions
 - Dec - Diane
 - Jan- Jeff
 - 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 Jan. 21st, 2026, to the Office Manager.
- e. Bulletin Information must be in by the Monday before the following Sunday at Noon.

12. Agenda for Jan. 25th Meeting: Diane

- a. Jan 4th agenda
- b. Photos from Teams a Priority

13. Next Meeting: Diane

- a. Next Council Meeting: Jan. 25th
- b. Wrap up: Items for Mission Team Reps to take back to their meeting:
 - i. Financial Statements due Jan. 14th
 - ii. Reminder to make updates to your Team Binders in any
 - iii. Team photo recap
 - iv. Event forms for both on site and off-site events.

14. Meeting evaluation:

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

15. Motion to Adjourn: Diane

Time: 1:24 PM

- c. I, Bonnie move to adjourn the meeting 2nd by Michelle. Discussion....
All in favor All_Yay; 0_Nay Motion Passes.

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

Zoom Meeting AI Assets: Zoom meeting recording and summary through Zoom AI.

Meeting summary

Quick recap

The meeting began with updates on financial status and discussions about cyber fraud prevention measures. The group addressed various administrative matters including council term lengths, welcome table staffing, and the formation of committees for strategic planning and facility

management. The conversation ended with personnel policy discussions, budget considerations for 2026, and plans for upcoming events including mission trips and worship coordination.

I. Next steps

- [Faith: Email questions to Renee regarding RIC discussion](#)
- [Jeff: Write statement about green space for annual report under parsonage section](#)
- [Michelle: Send out email invitation for holiday gathering on January 10th, 5-7pm, and collect list of what people are bringing](#)
- [Council members: Take temple talk calendar back to teams and return completed schedules at next council meeting](#)
- [Faith: Talk with Nancy Young about facilitating strategic growth subcommittee prior to March](#)
- [Pam: Stay on to help Chevany with end of year offerings and transition](#)
- [Personnel: Meet with Ryan Rhodes to finalize custodian position offer and start date of January 5th](#)
- [Jeff : Get at least one more bid for sanitary pump replacement](#)
- [Council members : Diane welcome table, : Jeff welcome table, : Sally communion assistance, : Michelle welcome table, Rich communion assistance](#)
- [Worship and Music, Facility, Social Concerns: Complete and submit team photos](#)
- [All mission teams: Submit annual reports by December 29th](#)
- [Finance: Submit financial statements by January 14th](#)
- [All teams: Update binders with any necessary changes](#)
- [Council members: Bring creative budget ideas to January 4th budget planning meeting at 10:15am](#)
- [Kent: Provide information on office manager hourly rate](#)
- [Faith: Order more sign-up cards and welcome slips for pews](#)
- [All teams: Fill out event forms for any events to inform Council](#)

II. Summary

III. Financial Updates and Cyber Safety

The meeting began with a devotion focusing on trust in God's guidance, followed by updates on recent events and thank-you messages from various organizations. The financial report showed a slight surplus for November, reducing the year-to-date deficit to \$11,369, with early December giving being strong. The group discussed ongoing cyber fraud issues, including phishing emails impersonating pastors, and plans to address these through training and informational meetings. The conversation ended with the approval of financial reports and the announcement of a January 4th budget planning session.

IV. Financial Planning and Budget Concerns

The meeting focused on financial planning and budget concerns, with Faith reporting that general giving needs to reach \$334,000 for a balanced budget, approximately \$50,000 more than the current \$285,000. The group discussed various ideas to increase revenue, including bulletin sponsorships, Thrive in Action cards, online giving encouragement, and potential congregation savings programs. Faith also shared her November report, including upcoming vacation dates, a planned capital campaign for 2025, and her participation in continuing education classes at Concordia University.

V. Staff Gifts and Growth Strategy

The meeting discussed two main topics: staff Christmas gifts and a strategic growth initiative. The executive committee approved giving staff \$50 MAC gift certificates, though there was discussion about using smaller denominations due to practical limitations at retail locations. The group also reviewed a strategic growth timeline from August 2024 and agreed to form a subcommittee to move the initiative forward, with Nancy Young suggested as a potential facilitator. The committee noted

that while some phases of the plan were already completed, there were still several items to address over the next year.

VI. Council Terms and Welcome Table

The group discussed two main topics: council term lengths and welcome table staffing. Faith expressed concerns about the 2-year council term being insufficient for meaningful impact, suggesting a need for longer-term planning. The group agreed to wait until March when the new council is formed to discuss implementing a subcommittee for 5-10 year planning. Regarding the welcome table, Faith reported positive results from recent staffing trials and requested volunteers to help staff the table for January, with several members agreeing to specific dates.

VII. Lutheran Women's Administrative Updates

The meeting focused on various administrative and organizational matters. Faith discussed the status of annual reports and financial statements due dates. The group voted to amend the meeting frequency of the Faith Lutheran Women from two to three times a year. They reviewed and approved the endowment continuing resolution. Faith explained the purpose and history of the Mutual Ministry Committee, which is intended to support the pastor and congregation. The committee plans to restart meetings and establish term limits for members. Faith encouraged attendees to reach out to community members for potential committee participation and suggested announcing meetings in the church bulletin.

VIII. Neutral Ministry Committee Approval Discussion

The meeting focused on the approval of the Neutral Ministry Committee, with a discussion on its composition and the need for a plan to ensure smooth transitions. Faith explained that the committee members would serve for two years, with some staying on longer, and addressed concerns about the process. The group also discussed the failed RIC motion from the previous meeting, considering options for moving forward, including revising the proposal or sending it back for further study. Faith suggested taking a step back from negotiations to focus on conflict management, drawing insights from a recent continuing education class.

IX. Promoting Congregational Unity Through Inclusion

Faith proposed that the Social Concerns committee should focus on preventing division within the congregation by educating members about inclusion and core values. She suggested starting with a question about what steps can be taken to avoid division, rather than jumping directly into controversial topics. The group discussed the need for education on what inclusion means and how it can be implemented in the church. Faith emphasized the importance of taking small, incremental steps to address these issues and suggested that the committee could start by defining what inclusion means to the congregation.

X. Newsletter Approval and Green Space Planning

The council discussed concerns about information being included in the newsletter without proper approval, emphasizing the need for clarity and alignment on communication. They agreed to form a subcommittee to plan the use of green space in 2026, inviting input from various congregation members through a suggestion box to ensure diverse participation and ownership. The group also considered the potential for community engagement, such as involving children in designing play areas, while acknowledging liability concerns.

XI. Subcommittee and Temple Talks Planning

The meeting covered several topics, including the formation of a subcommittee for facility management, the decision to postpone decisions on landscaping until the annual meeting, and the announcement of Chevany Volhorst as the new financial secretary, with Pam agreeing to assist during the transition. The office hours during the holidays were outlined, and a holiday gathering was planned for January 10th with Michelle coordinating. Additionally, a 2026 schedule for Temple Talks

was introduced, and council members were asked to review it with their teams for potential conflicts. Finally, a recommendation for Ryan Rose for the custodian position was discussed.

XII. Ryan Rhodes Custodian Hiring Proposal

The meeting discussed the proposal to hire Ryan Rhodes as the new custodian at Faith Lutheran Church, with a position offering 10-12 hours per week at \$17.60 per hour, starting January 5th, 2026. The role would report to the facility mission team and pastor, with no benefits included. It was noted that Ryan works for the county and could be called away for emergencies, necessitating a call list for backup staff. The group also discussed the transition of Justin's current 5 hours of custodial work to Ryan, and the potential need for volunteers to assist with additional tasks like moving tables and chairs for events. The motion to offer the position to Ryan was passed, with a plan for a 3-month review to address any issues that may arise.

XIII. Personnel Policies and Budget Planning

The meeting focused on personnel policies and budget considerations for 2026. Faith discussed recommendations for pastor compensation and staff hours, noting that the office manager position would maintain 32 hours. The team also reviewed Alicia's formal statement about adjusting her hours to 24 per week once an assistant office manager is hired. Questions were raised about how Justin's hours would be managed across his multiple roles, particularly regarding the absorbed communication position. The group clarified that Justin's total hours would remain at 33 per week for both family and education, as well as youth director roles.

XIV. Facility Equipment Replacement Discussion

The facility team discussed replacing a 1995 hot water heater, which was paid for by endowment funds at a cost of \$1,116. They also considered replacing a sanitary pump system, which would cost approximately \$15,000 including electrical work. Pam inquired about the process for getting congregational approval for the pump replacement, and it was determined that if the congregation raises the budget limit to \$15,000 at the annual meeting in February, they won't need to hold a separate congregational meeting for the pump replacement.

XV. Financial Planning and Youth Expenses

The meeting focused on financial matters, including a motion to balance the budget for 2026, which was held until the next council meeting. The group approved the appointment of members to the Audit Committee. A significant discussion centered on obtaining a credit card for the youth director, Justin, to streamline expenses for mission trips and other youth activities, with the credit card to be linked to the youth group account and under Justin's sole authorization. The meeting also addressed the consolidation of bank accounts and the improved efficiency of accessing banking information online.

XVI. Church Event Planning and Coordination

The council discussed various updates and plans for upcoming events and tasks. They reviewed the mission trip to Indianapolis in July, emphasizing the need to balance budget constraints with the desire for parental involvement. The group addressed issues with worship and music coordination, including the need to redefine roles and responsibilities. They also discussed the importance of using the correct form for events involving the church's logo and approved the purchase of A-frames for advertising. The council set deadlines for financial statements, mission highlights, and time and talent forms. They concluded by emphasizing the need for event forms to be filled out for any type of church-related activity.

AI can make mistakes. Review for accuracy.