



Congregational Annual Meeting Minutes 2025

February 15, 2026, at 10:00 AM

Revised 2.11.2026

Reference: ANNUAL MEETING AGENDA:
Pages 11 and 12 of the Annual Report 2025

I. **Call To Order:** Diane Herron, President.

- i. Call to Order: The Congregational Annual Meeting is called to order at 10:15 AM on February 15, 2026.
- ii. Gavel Strike.

B. **Opening Devotion and Prayers:** Eric Ratsch and the Confirmation Students.

- i. **Devotion:** Eric Ratsch

Matthew 5:13-16 (The Message)

Jesus said, "Let me tell you why you are here. You're here to be salt seasoning that brings out the God-flavors of this earth. If you lose your saltiness, how will people taste godliness? You've lost your usefulness and will end up in the garbage. Here's another way to put it: You're here to be light, bringing out the God-colors in the world. God is not a secret to be kept. We're going public with this, as public as a city on a hill. If I make you light bearers, you don't think I'm going to hide you under a bucket, do you? I'm putting you on a light stand. Now that I've put you there on a hilltop, on a light stand, shine! Keep open house; be generous with your lives. By opening up to others, you'll prompt people to open up with God, this generous Father in heaven."

- ii. **The Prayers:** Confirmation Students

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Founded on faith, give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

- iii. As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

C. Introductions/Acknowledgements: Diane Herron, President

- i. I would like to take a few minutes to say thank you to the Council members as well as all of you FLC Congregation. Over the past year, we have accomplished so much, moving this church into the future. With the Parsonage coming down, to so many more tasks that were finished up. So, thank you all for support and encouragement. I'd like to introduce the 2025-2026 Council members. As I call off your name, please stand and remain standing until I have introduced everyone

Michelle Rhodes:

Michelle was the Vice President this year. Thank you, Michelle, for being by my side through the year! You have been a great support system for me and all of us here! So, many of you know Michelle recently had a baby, and she will be stepping down from council this year to dedicate her time to her family. Even though she is stepping away, you will see Michelle as one of the Sunday school teachers, in several Mission teams, like Faith in Action, FLY, and Education, as well as part of Branching out. We look forward to baby Jasmine becoming our FUTURE VP.

Kent Mueller:

Kent is our Elected Treasurer. He is the best! I can't say enough on how much Kent is a huge asset to the council and to this church. Thank you, Kent, for all your hard work. You make our job a little easier.

Rich Tarter:

This is Rich's third year on the Council. Rich served as our secretary this year. He did an excellent job getting the minutes out to our team. His viewpoints and knowledge in many areas were greatly appreciated. I appreciate you, Rich, for all your hard work and efforts. Rich will also be going off council this year. Even though he is leaving the council he will be trying something new. His options are open! Thank you, Rich!

Including myself and Pastor Heather, this made up the Executive Committee. Some might ask, "What is the Executive Committee?" In section CI 301 in the Constitution, The Executive Committee is made up of the officers of this

congregation council and the Pastor. The team met on the second Sunday of the month. We set the agenda and took care of business that didn't require the whole council. It was a great addition to getting things done, and to help the Council Meeting not go longer than they had too.

Please remain standing. While I introduce the rest of the council.

Jeff Tisdell:

This has not been the first time Jeff was on council. He brought us knowledge and supported me through the last couple of years, through his determination and perseverance, the parsonage is now gone. Thank you, Jeff and your team, for everything! Jeff is also coming off council, but you will see him on the Facilities & Finance teams. Thank you, Jeff!

Pam Johnson:

Pam has been on Council a few different times now, also. She brings knowledge and experience to the team. I want to thank her for all the hard work she does around FLC. Pam will be going off council as well this year, but you can see her on the Facilities Team, Funeral coordinator, she will support the Finance team, and Coffee Hour group, as well as Ushering, and as a Communion Assistant. Thank you again, Pam, for all that you do!

Bonnie Brix:

Bonnie has been a great addition. Even though she was finishing up Justin Polzin's time on council, she brought fresh and honest opinions that were a great Insite with our team. Thank you, Bonnie, for your support. Bonnie, too, will be going off council. But you will see Bonnie as a communion assistant, door greeter, welcome table support person, usher, and on the Worship & Music Mission team. And you will hear Bonnie's beautiful voice in the senior choir, special music and Worship Cantorum. Thank you, Bonnie!

Renee Stafford:

Renee has been on the council for the past 2 years and will be seeking her second term. She has brought stability and honesty: And she likes to get things done in an orderly fashion. Renee is a hard worker in all that she does. I have a lot of respect for Renee.

I believe Renee would be a great leader for this next council. Thank you so much, Renee.

Sally Rakovec:

Sally was new to council this year. It has been a learning curve for her, but I think she did an excellent job this year. Her honesty is genuine, and from the heart. I believe this next year she will thrive. The second year is always better; you know more what to expect. The first year, you are just getting your "feet wet". I can't wait to see where this next year takes you! Thank you, Sally!

Don Streiff:

This was also Don's first year on council. But the council isn't new to Don. He was active in his last church. So, Don brought experience, and a different perspective in many areas. He was a great addition to the team with his knowledge. Thank you, Don. I appreciated all your input!

Alivia Schiferl:

Alivia is our youth representative. Being so young and in a, what seems like an intimidating situation, she did a great job representing the youth! She has

decided to stay on council for another year. I can't wait to see what the future holds for you Alivia! Maybe President of the Council someday? You never know! Thank you, Alivia!

Lastly, I want to give a big shout out to Alicia, our office manager. Alicia was huge in helping me to be successful as council president. Each week, Pastor, Alicia and I met, sometimes three times a week, to keep each other informed on what was going on. FLC is moving fast! In many different directions, there's a lot going on here. This is one way, though, to keep each other in the loop. Communication. I firmly believe Communication is the key. Alicia also made sure I had everything printed and was prepared for the meetings. And of course, helped me with the computer, I'm still old school, but she is trying to help me to get into the 21st century. Thank you, Alicia, for all your love, support, understanding, but most of all your patience in helping me throughout the year. I appreciate you!

D. Process for this meeting: Diane Herron, President

- i. Sign in of those in attendance (Quorum is 5% of voting Members)
- ii. Parliamentary/Robert's Rules of Order. We thank Cheryl Zimmerman for being Parliamentarian for the this annual meeting.
- iii. If you wish to speak, we ask that you please raise your hand, and someone will bring you a microphone. At this time, please state your name clearly; prior to making a motion, a second, or any comments during a discussion, for the record.
- iv. This meeting will not be live streamed this AM.
- v. A summary of this meeting will be going out via email and on request. Rich Tarter is the recording secretary.
- vi. Voting Eligibility Clarification: Michelle Rhodes Vice President
 1. C8.02.c defines who voting members are: Confirmed members that have taken communion, and that have made an offering contribution of recording during the current or preceding calendar year. If you are unsure of your status, please check with Sally Rakovec, who has an updated List of members.

E. Approval of the agenda: Michelle Rhodes, Vice President.

- i. Change to the posted agenda:
 1. As the council chair, it has come to the council attention that the motion to increase the council's spending limit to \$15,000 needs to be withdrawn from our agenda. The reason is because of the way the "emergency" clause amendment was submitted. Cheryl Zimmerman reviewed it and said that the amendment included an exception that changed the original intent of the motion. She also consulted with other FFA colleagues with expertise in parliamentary procedure. They recommend that we send this motion back to the new church council to make sure wording is correct and that we are following all the rules required to make this constitutional change. For this reason I withdraw the motion listed in the agenda under New Business, item C.
- ii. Motion to approve meeting's order of business as outlined in this written agenda, with the exclusion of the withdrawn item VI.C. as referenced in the Annual Meeting Agenda, Feb 15th, 2026, | Revised 2.11.2026.
 1. Do I have a motion to approve today's agenda?

I, Paul Kapla, motion to approve the agenda as amended, for February 15, 2026. I Cheryl Ashbeck 2nd the motion to approve the amended agenda, Discussion? No discussion. All in Favor? Aye, majority: Nay, none. Motion carries.

II. **Reading/Approval of Minutes of Congregational Annual Meeting of February 16th,2025:**

A. Michelle Rhodes, Vice President

- i. Do I have a motion to approve said minutes?

I, Lois Krahn, motion to approve the Minutes from the Annual Meeting on February 16,2025. Alice Kapla 2nd the motion. Any discussion? No discussion. All in favor? Aye, majority: Nay, none. Motion carries.

III. **Reading/Approval of Minutes of Congregational Meeting of August 17th, 2025:**

A. Michelle Rhodes, Vice President

- i. Do I have a motion to approve said minutes?

I, Bonnie Brix, motion to approve the minutes from the Special Congregation Meeting, held on August 17, 2025? Jean Swenson seconds the motion. Any discussion? No discussion. All in favor? Aye, majority: Nay, none. Motion carries.

IV. **Reports of Pastor, Council, Standing and Special Committees:**

- i. Diane Herron: First, I want to say thank you to Pastor Heather, For all your hard work and dedication to this church. You are always trying your best to move FLC into the future and make it an inviting place to be. I personally want to say thank you for all the support that you have given me and Dave Herron throughout the year. Whether it was visiting me while I was sick and, in the hospital; or proofreading my work, I appreciate all you have done these past couple of years to support my role on the council. Thank you!

B. **Pastor's Report:** Pastor Heather Brown: Phillipians Chapter 1 reference.

- i. Reference Annual Report 2025 p 6.

C. **Presidents' Reports:** Diane Herron

- i. Reference Annual Report 2025 pp 29-33.

D. **Staff Reports:** Diane Herron, President. Reference Annual Report 2025 pp 29-33.

- i. Praise Band Director: Linda Nelson-Schreiber

Thank you, Linda, for all the hard work that you put into preparing the band for the services. We love the new music you have been choosing. Seeing the body movements of several people and the toe tapping done during the church services, I think it is safe to say people are enjoying your hard work. Thank you for the job well done!

- ii. Youth Director: Justin Polzin

Justin accepted the position back in September 2025. Since then, he has been working with students of all ages. This summer the Youth will be heading to Indianapolis. So, watch for some of the fundraising to help support their trip. Thank you, Justin, for your leadership.

- iii. Education & Family Ministry Co-Directors: Brianne Thompson & Justin Polzin

Brianne brings excitement and energy to this program. She works closely with our children, very hands-on. Planning the Christmas program and working closely with all the teachers, I think everyone would agree that the program was a success. Working with the confirmation students, I have watched her interactions. She has a special bond with each of them. Thank you for all the work you have done to keep this program moving forward. Justin is the technology behind this program. He does a great job informing everyone of where they need to be and when. He has a great team of volunteers who help him and Brianne with the program. These two complement each other in this program. Thank you, Justin!

- iv. Communications: None

Note: No comments or questions were raised by the congregation in association with these reports.

E. **Financial Reports:** Diane Herron President. Reference Annual Report 2025 pp 16-27.

i. Treasurer's Report: Kent Mueller

1st: Kent does an excellent job in this position. He puts in a lot of time and effort to keep the congregation informed. His knowledge and detail to the bottom line is exceptional. He works very closely with the council and the finance team to keep them informed of any updates when needed. Thank you, Kent, for your time and dedication.

2nd: Thank you to the congregation for the generous giving in fiscal year 2025. Your support keeps this church going.

ii. Memorial Fund Report: Cindy Prust

Thank you, Cindy, for your time and dedication for keeping the Finance Team and congregation informed with the Memorial Fund. We appreciate you!

iii. Endowment Fund Report: John Campbell

Thank you, John, for your knowledge and dedication to this team. We all appreciate the work you have done. John cannot be here today, so if there are any questions, I will direct them to Kent. Are there any questions? Thank you again, John.

iv. Audit Committee Report: Zach Hansen

A special thank you to Janeen Dietsche, Max Heller and Zach Hanson for doing a great Job in January. We appreciate your knowledge and understanding on how the Audit works, and the experience FLC needs. Thank you all for all your hard work.

Note: No comments or questions were raised by the congregation in association with these reports.

V. **Old Business:** Diane Herron, President

A. Parsonage Committee Report: Jeff Tisdell Reference Annual Report 2025 pp 41.

VI. **New Business:** Michelle Rhodes, Vice President

A. **Consideration of recommended 2026 budget:** See Annual Report 2025 pp 19-20

i. The Council worked diligently to come up with this budget we have here, for you the Congregation. It has been a challenging road with having an older building, as many of you know. I will turn the mic over to Kent to walk you through how we came up with what we did. Thank you!

ii. Overview of 2026 Budget by Kent: Reference Annual Report 2025 pp 17-19, 37, 52.

1. The budget review and vote today are only for the General Fund. There are 6 other funds at FLC, which are not approved by the congregation.

2. 2026 will have a new office assistant position which will provide a net decrease in operating costs for FLC.

3. Hourly Staff received a 2.5% salary increase for 2026.

iii. Motion, discussion, voice vote.

I, Sheveney Verhulst, motion to approve the 2026 Budget for FLC, Nancy Young 2nd the motion. Discussion? No discussion. All in favor? Aye, majority: Nay, none. Motion Passes.

B. **Election Voting:**

i. Election of Church Council, Nominating Committee, Endowment Board, and 2026 Synod Assembly Delegates. Reference Annual Report 2025 p13.

ii. Nominations from Floor. The Synod Assembly has one open position, and the 2027 Nominating Committee has one opening.

1. 1st Call, "Do we have any nominations from the floor?"
2. 2nd Call, "Do we have any nominations from the floor?"
3. 3rd Call "Do we have any nominations from the floor?"
 - a. Chevon Rabbit asks to be and was added as a candidate to sit on the 2026 FLC Church Council.
- iii. The ballot Looks complete (Appendix A). Can I have a motion to cast a unanimous ballot for those that are nominated?
- iv. I, Cheryl Ashbeck, motion to approve a unanimous ballot for those that are nominated. Alice Kapla 2nd the motion. Discussion?
 1. Discussion question #1. Does the 2026 Council have a Youth group representative candidate? Alivia Schiferl will continue again this year as the Youth group representative. Pastor Heather Brown pointed out that we can have up to 13 members on the Council. We are looking at having 10 for 2026.
 2. Discussion question #2. Can family members be on the Council together, at the same time? The question addresses the potential voting power of one family vs the voting power of the individual. It was stated that each individual's vote has equal power as any other individual, there is no distinction or caveat for a minor who is on council. It was also stated that there is nothing in the constitution that would address this issue. Each individual has the same voting power. And each individual can vote as they see fit.
 3. All in favor? Aye, majority: Nay, none. Motion Passes.
- C. **This Item was withdrawn. See reference I. E, i and ii in these minutes.** Church Council has proposed amending the FLC Constitution regarding C12.05.3 from \$5000 to \$15000. It is as follows:
 - i. "The Congregation Council may enter into contracts up to a \$15000 limit for emergency issues as determined by the council for items not included in the budget."
 - ii. Motion(s), discussion. Paper vote. Gather. Reveal.
- D. **Any other New Business?**

VII. **Announcements:** Diane Herron President

- A. Date of the next Annual Meeting: February 21st, 2027
- B. Has everyone signed in for the meeting? If not, see Sally Rakovec.
- C. Could we have all newly elected candidates come up to the altar after the meeting for team photos, this includes all representatives.
- D. Once again, I would like to thank everyone who has walked alongside me through these past couple years, especially my husband Dave, for his Love, support, and patience through all the hours spent at church, at home checking emails, and answering phone calls. I appreciate all the support from each and every one of you! Thank you!
- E. Jeff Tisdale commented that he has been on the Council for 4 years, working with Diane Herron. And that Diane has done an outstanding job in her different positions on council in those 3 years. Jeff asked the congregation to give Diane a round of applause.
- F. A question came up as to the different sections that are shown on the 2026 ballot as shown in the Annual Report 2025. Did we need to vote on the Endowment Board Candidates, the Synod Assembly Representatives, and the Nominating Committee Candidates? The answer was that the motion was made in VI. B. iv. for " a unanimous ballot...". So, the vote taken at that time was for all 4 sections of the 2026 Ballot as stated on p13 of the Annual Report 2025.
- G. Another question came up about the fact that the ballot had only one Synod Assembly Representative candidate. Two positions are available. The question stated that if someone wanted to be a second Synod Assembly Representative, would another congregational meeting

need to be held for the nomination and approval? The answer was that if anyone was, or is interested in 2026, that they should let the 2026 Council know. Per Cheryl Zimmerman, since the position is open, the volunteer can be accepted and voted on by the Council or Executive Council.

VIII. **Closing Prayer:** Pastor Heather Brown

IX. **Adjourning Meeting:** Diane Herron

A. Motion to adjourn:

B. I, Marty Yohn, motion to adjourn this meeting. Paul Kapla 2nd the motion. Any Discussion? No discussion. ALL in Favor? Aye, majority: Nay, none. Motion Passes at 1055 AM

C. Gavel Strike.

Submitted By: Richard G Tarter, Council Secretary, February 2026.

2026 BALLOT *Revised 2.11.2026*

May be updated with nominations from the floor.

Congregation Council Candidates

(Five open positions, at least one youth and one young adult required by the FLC Constitution, Two-Year Terms)

- _ Tayllor Thompson - Young Adult
- _ Renee Stafford (2nd Term)
- _ Marty Yohn
- _ Nancy Young
- _ Jen Smith
- _ Amelia Zellner

----- Hold for nominations from the floor at Annual Meeting

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Endowment Board Candidate (one open position, 5 year term)

- _ Lori Bents

Synod Assembly Representatives (two open positions)

(Accompany Pastor Heather to Synod Assembly on April 25th, 2026)

- _ Diane Herron

----- Hold for nominations from the floor at Annual Meeting

Nominating Committee Candidates (four open positions)

(this committee will recruit candidates for the 2027 ballot)

- _ Diane Herron
- _ Michelle Rhodes
- _ Jeff Tisdell

----- Hold for nominations from the floor at Annual Meeting

