



St. Paul Lutheran Church

November Congregational Council Meeting

Tuesday, December 3, 2019

COUNCIL MEMBERS IN ATTENDANCE

X	Sarah Friesen-Carper, Pastor	X	Chris Clark, Member at Large
X	Tom Miller, President	X	Dale Brainard, Member at Large
X	Tyler Kroschel, Vice President	X	Arlie Post, Member at Large
X	Julie Coozennoy, Secretary	X	Jon Quale, Member at Large
X	Katie Fetterly, Treasurer		Karen Rozeske, Member at Large
GUESTS			
X	Julie Hyrkas' Girl Scout Troop		

Meeting called to order at 6:30 pm by Tom Miller and Tom opened the meeting with devotions.

CONSENT AGENDA

- A motion was made by Tyler Kroschel seconded by Jon Quale, to approve the consent agenda (with one addition), Pastor's, Committee's & Financial Report. Unanimously approved.

FINANCIAL REPORT

As of November 30, 2019	ACTUAL
General Fund Offering	\$14,416.00
Total Revenue	\$22,188.98
Total Expenses (before mortgage)	\$15,955.22
Net Income (after mortgage payment)	(\$1,312.52)
Mortgage Balance	\$420,006.21

GIRL SCOUT TROOP #56793

Julie Hyrkas' Girl Scout Troop is working on their Bronze Award. They presented information on how they will rebuild the playground equipment for All God's Children. There is no financial request for St. Paul Lutheran for this project; their troop will take care of all expenses and work on this project.

- Jon Quale made a motion to allow Girl Scout Troop #56793 to rebuild All God's Children Preschool playground equipment – with no financial or assistance required from St. Paul Lutheran. Tyler Kroschel seconded. Unanimously approved.

FINANCE REPORT:

- This meeting was dedicated to going over the draft budget. The good news is that we have some pretty solid numbers in the budget in regard to expenses. Unfortunately, the estimated giving (where we get most of our revenue) is down significantly from 2019, which as we know was low as well. Even with taking \$2500 a month to help cover costs of the mortgage, we are about \$2700 short each month (Roughly \$33,000 for the year). This is a huge gap and cannot be made up by fundraising.
- We did discuss that there are a few members who historically pledge that we have not seen pledges from and what that could mean. As well as several ways to try to curb costs and/or boost revenues. These will be brought forward to council at the next meeting.

PASTOR'S REPORT: From Pastor Sarah, Interim Pastor, November 27, 2019

- I. Administration
 - a. Weekly staff meetings with Office Admin
 - b. Weekly meetings with Council President
 - c. 1 Executive Committee meeting
 - d. 1 Nominating Committee meeting
 - e. 1 meeting with Treasurer and Secretary

- f. 2 Finance Team Meeting
- g. Weekly devotions for adults and for families in Refresh and ReNEWS – changed in November to weekly note from the Pastor. This is a work in progress as we figure out a communications plan.
- h. Attended Safeguarding God’s Children training
- i. Stewardship preaching focus on God’s Abundant Promises October 20 – November 17th.
- j. One-week vacation November 11-16, and one Sunday vacation December 1
- k. Front Office redecorating: Thanks to the Property, Building and Grounds crew for assisting with the office redecorating so far. Yet to come: painted walls; a work station for calendar, forms, and other admin info; move copy machine; seating area.

II. Education

- a. Weekly Bible Study 1:30 pm studying the Lectionary
- b. Confirmation – Wednesdays 6:30-7:30; 2019-2020 theme: “What it means to be a Lutheran.”
15 students and 4 adult guides.
 - i. Confirmation students meet for 30 minutes of class and then Advent by Candlelight the three weeks of Advent in December. Regular confirmation will resume January 8th.
- c. Met with confirmation parents about tracking service hours and worship notes. 2 parents offered to track and post those items.
- d. Adult Book Study Sundays at 10am – *Congregational Fitness* – ended November 10th. I am working with Dale and Arlie on the Behavioral Covenant prep that will likely be the topic of January Adult Forums. I’m open to suggestions for February and onward.
- e. 2 meetings with Ed Team members

III. Worship

- a. 1 WAM Team meeting
- b. 1 Hymn Pickers meeting
- c. 3 Altar Guild leadership meetings
- d. 1 Christmas Eve planning mtg – Pat Clearance is leading a pick-up choir for Christmas Eve 4pm service. WAM approved and are excited about it.
- e. Blended worship style continues to be fluid. Kim Clark and Jeanne Richards work well together as does the WAM Ministry Team to think about how to craft worship for the congregation. Advent will be a little bit different again with a special Advent Litany to open worship and Advent hymns as part of the liturgy.
- f. The WAM Ministry Team supported adding birthdays and anniversaries to be recognized as part of the announcements on Sundays. That seems to be received well.
- g. The written Thanksgivings gathered at the Thanksgiving and Healing service (and beyond) will be read as part of the announcement time on Sunday mornings as a way to celebrate the little and big things that God is doing among the congregation.
- h. Thanksgiving and Healing Service November 27th
- i. See below for outline of worship through Epiphany
- j. Weekly Preschool Chapel– W/Th 10am
- k. 3 Funerals – I am so grateful to Jan Taylor with Martha’s Servers, Karen Rozeske as the Funeral Coordinator, and all those who help to make the funerals we have hosted at SPLC welcoming, meaningful, and beautiful events.
- l. 10 sermons (including 3 funerals), 7 Children’s sermons, and 10 worship services (including 3 funerals)
- m. Weekly Prayer Wednesdays at 1pm
- n. 2 Acolyte Training sessions. Acolytes will begin serving in December

IV. Pastoral Care

- a. 9 pastoral care visits
- b. 1 Prayer Team meeting

- V. Consultant's recommendations
- a. 2 phone conversations with Susan
 - b. Breakthrough Prayer Initiative – initiated October 13. Ministry Teams seem to be remembering to pray it at the beginning of meetings. An Advent calendar was distributed to build on that momentum and invite the congregation to pray for all the ministries of the congregation.
 - c. Book Study *Congregational Fitness* – completed Adult Forum discussion group November 10. I invited those who attended that study group to complete a survey base on their experience. I have received 3.
 - d. I was Invited to mediate 1 conversation
 - e. Stewardship – ongoing; fall stewardship preaching and messaging began to address the culture of scarcity verses a culture of abundance
 - f. 1 general healing service so far
 - g. Up next for us to consider:
 - i. Behavioral Covenant
 - ii. Facilitated conversations
 - iii. Communications plan
 - iv. Fellowship opportunities
 - v. Further training for congregation and leadership on conflict transformation
 - h. A lot of listening with more to do!
- VI. Miscellaneous
- a. Monthly meetings with Saint Paul Area Synod Interims
 - b. Monthly report to synod office

Worship Plans Advent - Epiphany

- December 1, 2019 Advent 1 (Pastor Sarah gone)
- December 4, 2019 Advent by Candlelight 7pm
- December 8, 2019 Advent 2
- Food Truck/ Yule Log fellowship event
- December 12, 2019 Advent by Candlelight 7pm
- December 15, 2019 Advent 3/ Superhero Christmas! Children's program
- December 18, 2019 Advent by Candlelight 7pm
- December 22, 2019 Advent 4 with puppets
- Lefse Making fellowship event
- December 24, 2019 Christmas Eve – 4pm and 10pm
- December 29, 2019 Christmas 1/Lessons and Carols with Communion
- January 5, 2019 Epiphany (observed)

COMMITTEE REPORTS (as submitted by Team Leads)

All God's Children Preschool

- The Preschool is going well. We had a wonderful Halloween party for both classes, MWF and T.TH.
- For Thanksgiving, we had a fun filled pajama day with games, popcorn, and a movie. The kids had a blast being able to wear their pajamas and slippers at school.
- We are working on our letters and started working on our numbers with the kids.
- We have a wonderful Christmas program on December 18th & 19th for the preschool. We will be working on more fun decorations to fill our classroom and put some up on the windows in the Sanctuary for the congregation to see what projects we have been working on.
- We will have a Christmas break from December 23rd to January 2nd.
- Julie has had a couple of calls already for some kids to possible start after the Christmas break and for next year.

Altar Guild

- Began our meeting with the congregation's breakthrough prayer
- Scheduled Jan. 1, 2020 through May 31, 2020 housekeeping duties
- Scheduled Altar Guild communion assistants for each Sunday from January through May
- Briefly discussed Advent, Christmas and Lenten services. We will wait for direction for these services from Pastor Sarah and WAM.

Building & Grounds

- Fall furnaces maintenance, CO2 emissions testing (all passed) on furnaces, replaced batteries in all thermostat & smoke detectors,
- Determined water leak in October is from windows and not roof (front of sanctuary)
- Snake through drains in kitchen, added enzymes
- Helping with remodeling of church office.
- General maintenance – light bulbs, etc.

Education Report

- The Sunday School kids read the story of Noah's Arc to the congregation.
- The SPLASH and Sunday School kids are working hard to memorize a lot of lines and new Christmas songs for the Christmas program, which will be held Dec. 15 during the service. All of the parents have been involved in the rehearsals.
- The Confirmation and SPLASH families, along with a few others from the congregation, packed meals at Feed My Starving Children on Nov. 16th.
- There are only a few kids interested in the Mission Trip this summer.
 - They just wrapped up their first fundraiser, selling Christmas plants, sponsored by FL Floral.
 - They will be setting up a table to sell donated embroidered dish towels before and after the Dec. 15th service.
- I ordered the starter kit for VBS this summer. The theme is Rocky Mountain Railway.
- Arlie conducted two Safeguarding Children classes.
- Pastor Sarah would like to create a Facebook group for discussing youth programming. It may be easier to connect with parents that way, rather than scheduling meetings.

Communications

- No Report

Counters

- No Report

Global Missions (from October 27th Mtg)

- Opened the meeting with prayer; reviewed the latest Bega Kwa Bega Newsletter.
- Learned the 2020 scholarship commitment deadline is November 5. Determined we need to wait for our student information from our Cluster Leader to proceed.
- Talked about TZ Sunday - Pr. Peter Harrits and Swahili Choir were well-received.
- Reviewed preliminary financials from Creation Vacation. Talked briefly about scheduling the next one.
- The Bega Kwa Bega Fall Festival is November 9 at Shepherd of the Hills in Shoreview.
- Learned that Fran, Dave, Kathie and Marc attended the St. Paul Partners dinner on Saturday, October 12.

Global Missions (from November 21st Mtg)

- Opened the meeting with the St. Paul Lutheran Breakthrough Prayer.
- Noted that letters that Kathie wrote were sent to both Migoli and Mtera Pastors/Parishes via Peter Harrits in October.
- Fran shared letters we received from students. She will work with Melissa to get something into Refresh and ReNEWS.

- Reviewed the current Budget Report.
- Learned the 2020 student fees (plus the admin fee) were sent.
- Fran shared correspondence she received from Mtera Headmaster Kelvin regards to the multi-purpose building roof.
- Reviewed the Bega Kwa Bega Fall Festival held Nov. 9. Fran, Dave, Ruth and Kathie attended.
- Plan to take a picture on Dec. 1 for Christmas greetings to be sent to Iringa.
- Briefly discussed a spring Creation Vacation, possibly in March?

Loaves & Fishes

- No Report

Martha's Servers

- As a Ministry team to say Martha's Servers have been busy is never a good thing as it means many have lost loved ones.
- In a mere 5 weeks (9/24-10/21) we have prepared food for 3 and served 4 families in their time of need. (full details coming in annual report)
- In this time of healing for our congregation, as team leader I can say that these sad events showed myself and the families that we served that we can come together as a congregational family and "Share Christ's Love with Joy". Actions often speak louder than words and it really does take a team of caring people to do the job we do.
- With the funds we have earned this year we are able to support some of our current outreach ministries and purchase much needed supplies and equipment for the kitchen.

Outreach

- No Report

Prayer (from October 16th Mtg – submitted after Council Meeting)

- We opened the meeting by sharing Highs and Lows in our lives and praying.
- Prayer Team assignments were made for November services.
- The team prayed and talked about the Breakthrough Prayer.
- We thanked Shirley for her service; this is her last meeting.
- Ended the meeting with prayers of intercession, followed by the Lord's Prayer.

Prayer (from November 19th Mtg)

- We opened the meeting with the Breakthrough Prayer.
- Prayer Team assignments were made for December services.
- We welcomed Harper to the team.
- The team talked about Thanksgiving Prayers and shared some Thanksgiving table prayer family traditions.
- Ended the meeting with prayers of intercession, followed by the Lord's Prayer

SPPRT

- No Report

Visitation

- Reviewed the names of the people being visited.
- Discussed care of the communion kits and the frequency of meetings. Will meet only when there is business to discuss.
- We will meet in December to address Christmas cards.

WAM (Worship and Music)

- Opened the meeting with the Breakthrough Prayer.
- Reviewed the current Order of Service and the new Bulletin format.
- Learned we were able to purchase a new microphone for Pastor.
- Reviewed and confirmed plans for the Thanksgiving Healing Service. There will be fellowship time and pie following the service.

- Reviewed and confirmed the Order of Service for Advent Sunday Services. Wednesday evening services will use the Holden Evening Prayer
- Briefly talked about Christmas Eve - two services, one at 4pm (more family focused) and one at 10pm.

OLD BUSINESS

- Upcoming Events: Yule Log is scheduled for December 8 and Lefse Making for December 22. Still looking for supplies for the Lefse Making event.
- Nominating Committee: Currently have the following who have agreed to run for council positions:
 - Member-at-Large: Jaime Fraley, Andy Stoke
 - Treasurer: Chris Timmons
 - Vice-President: Looking for interested candidates
- 2020 Budget:
 - Very little adjustments can be made to the 2020 budget. There are no places left to decrease expenses. Proposing to take any differences between revenue and expenses from our emergency savings account.
 - Discussed having All God's Children tithe to the church.
- Bake Sale: The bake sale made \$739.50 at the November event. A special thank you to Dee Wilkinson and Kathy Mills for coordinating the event.
- Consultant Recommendations: Pastor is continuing to work on the Consultant's recommendations on healing for the church. Next steps:
 - Create an Ad Hoc Committee, Long Range Planning Committee.
 - Congregational Covenant: In process, hoping to have covenant able to be approved and celebrated at the annual meeting.
 - Facilitated Listening: Individuals coming together to listen and hear each other's concerns. Consultant Susan and Pastor Sarah would work with individuals. Pastor Sarah will approach individuals who may be interested in listening sessions
 - Communications Plan: Internal and external communications, using resources for healing

NEW BUSINESS:

- Advent Services: Where to donate our offering from the weekly Advent Services.
 - **Julie Cozenoy made a motion to donate our advent service money to put toward the New Pathways Homeless Program the Methodist Church in Wyoming supports. Jon Quale seconded. Unanimously approved.**
- 2020 Annual Meeting: Begin working on the Annual meeting agenda, annual report, etc.
- Unapproved expenses: It has come to the council's attention that some groups/teams are spending money not related to their ministry. All purchases not relating to a team's ministry, must be approved by church council.
- Bank Night Drop Key: Reminder that money counters need to return the key and not take it home. A second key will not be requested.
- All God's Children Office Door Lock: AGC requested a combination door lock be put on their office door.
 - **A motion was made by Katie Fetterly to add an combination lock to the All God's Children Office door, the funds will come from the AGC money. Arlie Post seconded. Unanimously approved.**
- Bread Breakers: The Quale's are going to coordinate the winter session of Bread Breakers. Watch for details.
- Celebrating and Thanking Volunteers: Looking for ways to thank our volunteers.
- Altar Guild & Worship Assistants: Adult forum will focus on these ministries
- Boy Scouts: Pastor Sarah met with the Boy Scouts leaders to discuss their charter membership and ways to work together. They would like to have a Pancake Breakfast on February 2, 2020. They are looking for additional storage.
- Children's area in church: Is this area being utilized? Is it a distraction? Parents need to supervise their children in the kid's area. Should we eliminate this area? Recommend we try to eliminate some of the toys/distractions that are in the area and ask parents to supervise their children in the area. Reevaluate this in eight weeks.

A motion was made by Tyler Kroschel to adjourn the December Church Council Meeting. Seconded by Tom Miller and unanimously approved.

Date & Time: Tuesday, December 17 at 6:30 pm (Holiday Party, bring a treat to share)
Devotions: Karen Rozeske

Submitted by:

Julie Coozenoy

Julie Coozenoy

St. Paul Lutheran Council Secretary

Summary of Motions made at November Church Council Meeting (held December 3, 2019)

- A motion was made by Tyler Kroschel seconded by Jon Quale, to approve the consent agenda (with one addition), Pastor's, Committee's & Financial Report. Unanimously approved.
- Jon Quale made a motion to allow Girl Scout Troop #56793 to rebuild All God's Children Preschool playground equipment – with no financial or assistance required from St. Paul Lutheran. Tyler Kroschel seconded. Unanimously approved.
- Julie Coozenoy made a motion to donate our advent service money to put toward the New Pathways Homeless Program the Methodist Church in Wyoming supports. Jon Quale seconded. Unanimously approved.
- A motion was made by Katie Fetterly to add an combination lock to the All God's Children Office door, the funds will come from the AGC money. Arlie Post seconded. Unanimously approved.
- A motion was made by Tyler Kroschel to adjourn the December Church Council Meeting. Seconded by Tom Miller and unanimously approved.

The following motion was made via email between the October and November Council Meeting (held December 3):

- Katie Fetterly made a motion on Wednesday, October 16th to approve the October Council Minutes. Seconded by Karen Rozeske and unanimously approved.
- Julie Coozenoy made a motion on Wednesday, October 16th to approve Tom Miller, Brandy Timmons, Sean Fraley and Advisor Pastor Sarah to serve on the 2020 Nominating Committee to find candidates for the upcoming council vacancies: 3 Members at Large, Treasurer, President (Vice-President is willing to vacate his current term as Vice-President and run for President), Potential Vice-President position. Seconded by Chris Clark and unanimously approved.
- Pastor Sarah made a motion on Tuesday, October 22 to adjust the initial motion made at the October meeting to purchase a new wireless mic system. The initial motion was made for the money not to exceed \$500. After researching the needs, we need to approve \$755.10. Katie Fetterly seconded the motion with the caveat that there are funds in the designated savings that can cover this (should there not be funds from the designated technology gift to cover the entire amount. Unanimously approved.
- On Thursday, October 31 Pastor Sarah made a motion for the confirmation class to participate in the Chisago County Christmas with Dignity program by doing an Anonymous Santa collection in the congregation again this year. They would set up a tree in the Narthex beginning December 1 and collect donations through December 15th. Jodi and McKenzie Nenn along with Jan Taylor will take the lead. Seconded by Dale Brainard and unanimously approved.
- Tom Miller made a motion on Wednesday, November 20 to allow the Boy Scouts/Cub Scouts to hold a pancake breakfast at the Church in January or February 2020 with the proceeds to go to the Church. The date and time have yet to be finalized but at this time. Seconded by Tyler Kroschel and unanimously approved.