

December 19th, 2019 Grace Congregation Council Meeting

Attending: Pastor Scott, Pastor Paige, Gloria B., Karen Buum, Jon Johnson, Heidi White, Tom Krause, and Jeff Vetsch.

Prayer: Pastor Olson led us in prayer.

Motion to approval agenda. Motion seconded and approved.

Hope Slips Common Themes: Leadership, Hospitality, Youth, Outreach, Maintain/growth (numbers/attendance at worship), Survival (going back to the way it was), Worship, Discipleship, Financial Stability, , Community (outreach in community), healthy congregation, Worship styles (likes and don't likes).

Thoughts and feelings from council members in regard to Hope Slips Themes: the "good old days" how do they define it (what specifically), discouraged about the hanging on to the "good old days" instead of focusing on the future; barriers to change and moving forward; a positive that there were many who wrote a response (many positive themes: welcoming, outreach, discipleship, better hospitality); hopeful change, community and growth; be together; agree to sometimes disagree; youth and K-12 programs; LEADERSHIP IS HARD, but rewarding and necessary.

Grace November Financials

Total expenses through November were \$297,305, net income through November is \$-15,520.

Synopsis: Still behind on annual budget (\$333,482), however spending is \$37,177 less than budget.

Motion to approve financial reports. Motion seconded and approved:

Committee reports: Reports from all ministry teams are in Dropbox and have been reviewed by council members prior to December 19th meeting.

Motion to approve ministry team reports. Motion seconded and approved:

Staff reports: Pastor Paige has been working with Faith Formation leaders on planning Christmas program and other pastoral duties including funerals, baptisms, and pastoral care visits, etc. **Pastor Scott Olson:** Pastor Olson has been working with Robin on Ministry Spending Plan. He also has been meeting with members of Grace. Both pastoral reports are in dropbox.

New business:

Ministry Spending Plan (Budget) for 2020: Jon has some additions for property that could be added to budget (some are preventative maintenance others are budgeting for things that are will need attention in the-near-future). Specific items are in property ministry report. Many categories stayed similar. Majority of budget is for staff and facilities. Some line items that have changed include an increase in insurance. Proposed budget totaled \$343,724. This budget may change slightly prior to annual meeting in January.

Motion to approve preliminary 2020 Spending Plan. Motion seconded and approved.

Management proposal: Discussion about organist salary. Pastor Paige's additional two weeks of vacation in 2020. Salary increase of 5% for Pastor Paige to get to synod guidelines for her level of experience. Robin would get a \$1,000 bonus for 2019 for all the extra work she has done in absence of a treasurer. Robin would also get a 5% raise next year as reflected in 2020 budget. Custodians salary, which is now hourly, was also discussed and proposed to be raised to \$13 per hour. Treasurer expenses were removed from 2020 budget. Staff reviews will be conducted again in March by Grace management team.

Annual meeting Pre-meetings: Mixed views based on how these meetings went last year. Desire to show spending plan, so congregation has time to look it over prior to annual meeting. Consensus is we don't need pre-meetings.

Treasurer Position update: Heidi White has agreed to be treasurer, starting in February.

Motion to approve Heidi White as new Grace treasurer. Motion seconded and approved.

Management team proposed a \$1,000 bonus to Robin for her above and beyond work in 2019. To be paid in 2019.

Motion to approve bonus for Robin. Motion seconded and approved:

Annual meeting agenda and format. Management team will finalize and get to council for approval.

Robin's 20-year anniversary of working at Grace (April 2019). Management will plan a "party or recognition" on a weekday in early 2020.

Bishop visit at Grace: A get to know the bishop opportunity for Grace congregation and an opportunity for Bishop to "be here for our congregation". Scheduled for April 1st and 5th.

Update on Gideons visit: Council agreed to not have them come to Grace.

Motion to rescind invitation to Gideons visit to Grace, Motion seconded and approved.

Mission Support in 2020 budget plan: We agreed to \$6,000. Proposed giving a percentage of our offering each month to synod but base it on planned total annual budget of \$6,000.

Chapel roof: Estimate is about \$80,000 for new asphalt roofing materials and labor. Plus additional \$20,000 to install air gap which is needed / preferred as per recommendation from contractor. Options or alternatives to this repair have been discussed by property team, contractors and Grace council.

Mission moments update: Gloria gave a brief update. Discussed giving children's noisy (watering can) offering to Bethlehem Inn. Outreach team will determine how long or a total amount. Also, discussed outreach possibilities with them.

Motion to give a portion of noisy offering to Bethlehem Inn. Motion seconded and approved.

Motion to adjourn. Motion to adjourn seconded and approved.

Meeting adjourned.

Next Council meeting is annual meeting January 26th, 2020

Minutes submitted by Council Secretary Jeff Vetsch