

FIRST LUTHERAN CHURCH CONGREGATIONAL COUNCIL

Meeting Agenda

Tuesday, December 12, 2023

Meeting in Upper Room or by Zoom

<https://us02web.zoom.us/j/84168009362?pwd=ZUpEQWFwaXF2bmZlVFlvVnl3Nko0dz09>

- A. Opening devotions and prayer
- B. Approve Consent Agenda
 - 1. Meeting agenda
 - 2. Congregational Council Minutes – November 14, 2023
 - 3. Parochial report
 - 4. Staff reports
 - 5. Committee reports
- C. Fiscal Report
 - 1. 2023 status report
 - 2. 2024 Budget planning
- D. Action agenda
 - 1. Pastors' housing allowance
- E. Discussion agenda
 - 1. Staff sabbaticals
 - 2. Staff health insurance
 - 3. Immanuel Foundation grant request
 - 4. Safety plan (including firearms)
 - 5. Council stewardship calls
 - 6. Las Abejitas – follow up to family adaption and fireworks sales issues
 - 7. Nominating committee status report – Emily Sears
- F. Closing prayer

Executive Committee Meeting
First Lutheran Church
December 5, 2023

Present: Judy, Pastor Erin, Amy H., Scott, Lee, Wyatt

Opening Prayer: Lee

Topics for discussion:

1. 2023 and 2024 Budget Update
Wyatt gave an update on the current budget situation – because of an exceptional November in terms of giving, projecting a surplus of \$25,000 for 2023
We've received 197 pledges which is up from last year but amount pledged is down
Wyatt will meet with Council on Tuesday with updates on current situation and projections for 2024
Executive Committee will recommend 3½% raises for staff and 6% for Pastor Erin
2. Housing allowance for Pastors
Pastor Erin will present a motion to designate 2024 housing allowances per Constitution
3. Immanuel Foundation grant
We did not receive the grant we applied for – guidelines do not allow for scholarships
4. Church Safety Plan
Scott will order “no firearms” signs to be posted at the doors to the building
5. Staff health insurance
Synod recommendation is that the church provide 100% for both Pastor and family coverage – we are currently at 100% for Pastor and 60% for family
Executive Committee recommends moving to 70% coverage for family
6. Stewardship calls
Pastor Erin will have lists for the Council to make “thank you” calls to those who pledged for 2024
7. Discussed Sabbatical Policy
8. Growing Young
Will start using “Growing Young” video during Council meetings in February when “new” Council is in place

Submitted by Judy Batterman, Council Secretary

Parochial Report

Baptized Confirmed

1. MEMBERSHIP as of November 1, 2023

1098

915

Members received:

- A. by baptism (15 years and under)
- B. by baptism (adult)
- C. transfer from ELCA congregation
- D. other Lutheran
- E. affirmation of faith
- F. transfer from non-Lutheran congregation
- G. other and statistical adjustment

Members removed:

- A. death
- B. transfer to ELCA congregation
- C. transfer to other Lutheran congregation
- D. transfer to non-Lutheran congregation
- E. other and statistical adjustment

2

2

MEMBERSHIP as of November 1, 2023

1098

915

Average Attendance

November	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
	430	413	419	466	415	306	368	online	323	272	284

Added:

- Baptism:
- Affirmation:
- Transfer:
- Other:

Removed:

- Death: Kathryn Bruggeman, Margaret (Myra) Meints
- Transfer:
- Dropped Due to Inactivity:
- Other:

Notes: Live Stream average for November 2023 is: 58

Congregational Council Meeting

First Lutheran Church

November 14, 2023

MEMBERS PRESENT: Pastor Erin Heidelberger, Lee Rockwell, Scott Williamson, Rod Johnson, Rebecca Pfabe, Zach Schafer, Lyle Petersen, Bruce Hull, Amy Harrison, Jennifer Wemhoff, Dave Pfister, Fred Ohles, Jenna Troutman

MEMBERS ABSENT: Judy Batterman, Amy Tipton, Emily Sears

OTHERS PRESENT: Bryan Hanson, Wyatt Swanson

MEETING RECORDER: Ann Carlson

A. OPENING PRAYER AND BIBLE STUDY:

The meeting was called to order by Council President Lee Rockwell at 7:00. Bruce led the opening prayer and Bible Study.

B. APPROVE CONSENT AGENDA:

1. Meeting agenda
2. Congregational Council Minutes – October 10, 2023
3. Special Congregational Meeting – October 29, 2023
4. Parochial report
5. Staff reports
6. Committee reports

Lee added Caring.com to the discussion agenda. Scott asked to be sure that the Property Committee discussion includes questions related to preschool expenses and if they are charged back to the preschool or if they come out of the general budget.

It was moved by Scott and seconded by Fred to approve the consent agenda. The motion carried.

C. DISCUSSION – *Growing Young* chapter 4:

1. Discuss viewing author's video presentation.
 - The consensus was that Council members would prefer to view the author's video presentation rather than discussing a chapter of the book at each meeting.
 - The video could be shown at an Adult Forum or Town Hall.
 - There could be a special Council meeting to view the video, or it could be viewed as a part of the Council Orientation.

D. FISCAL REPORT:

1. 2023 status report
 - Scott stated that at this time, the Finance Committee is projecting a \$16,000 budget surplus.

- If our Associate Pastor had started earlier in the year, it is likely that we may not have a budget surplus – we may have been very close to budget.
- Up to \$18,000 is available for the purchase of a home. This is a no-interest loan to be paid back at the rate of \$200 per month. Pastor Kitzing wants to take advantage of this loan as he has purchased a home in Lincoln.

2024 Budget planning – Scott Williamson, Bryan Hanson, Wyatt Swanson

- The total budgeted receipts for 2024 are projected to be \$925,500, which is higher than the prior year.
- The next meeting of the Budget Committee is December 5.
- The Budget Committee is considering many possibilities, including the changes in dependent health insurance for rostered staff and adding a part-time director of discipleship part way through the year 2024.
- We are splitting some expenses with Las Abejitas.
- We saw a large increase in utilities before Las Abejitas moved into our facility due to the cost of natural gas.
- The 2023 budget surplus will be carried forward to the 2024 budget.
- The Maintenance Reserve Fund will be left with \$38,000 at the end of 2023. Council members stated that we should continue to fund the Maintenance Reserve Fund.
- We have a three-year lease with Las Abejitas.
- 5% of the projected receipts are budgeted for the Mortgage Fund.
- 10% of the projected receipts are budgeted for Benevolence (7% to the Synod and 3% to local agencies).
- It is important to communicate with the Congregation as to how our funds are being spent. These discussions should include what will happen in a future year when our mortgage is added to the operating budget.
- It is important to drive revenue for future years.

E. ACTION AGENDA:

1. Clarify Pastor Kitzing's Financial Package

It was discovered that the financial package that was approved by Council and the financial package that was approved at the Special Congregational Meeting were not identical. It was moved by Fred and seconded by Bruce to include the items in Pastor Kitzing's financial package that were approved by Council. The motion carried.

F. DISCUSSION AGENDA:

1. Church Safety Plan Team – Rod Johnson, chair

Rod has agreed to chair the Church Safety Plan Team. A committee will be formed. Once the plan is updated, it should be reviewed annually. In addition, the congregation needs to know what is in the plan.

2. Las Abejitas

a. Family adoption

Support is still needed for our former Assistant Director, Angel Viveros, who needs to finish out the permanent residency process in Mexico for the next three years. Angel and her family were a vital part of Las Abejitas' opening. A team should be formed to assist Angel and her family.

b. July 3-4 Fireworks sale

First Lutheran was asked to have a fireworks tent in the parking lot. The council determined that there was more downside than upside and fireworks will not be sold in our parking lot.

3. Stewardship calls

Council members are asked to call families who made a pledge for 2024. Each council member will receive a list of about ten names.

4. Nominating committee status report – Emily Sears

There is a real difficulty in getting enough names for the slates as required by the Bylaws. The council will learn of the progress made at next month's meeting.

5. New beginnings team for Pastor Andrew

A team will be formed to assist Pastor Andrew in stocking his new house as well as coming up with some welcome activities, so the congregation gets to know him. Ideas for stocking his house include gift certificates and a welcome basket. Jenn, Scott, and Jenna will be a part of the team. He closes on his house on December 7.

6. Caring.com

Lee was contacted about caring.com. After discussion, we are not interested in having them on our website.

G. CLOSING PRAYER: Bruce led the closing prayer.

H. ADJOURNMENT: The meeting adjourned at 8:56.

MEETING DATE: December 12, 2023

SUBJECT: Pastors' Designated Housing Allowance

PROPOSED ACTION: The designated housing allowance for Pastor Erin Heidelberger will be set for the 2024 calendar year at \$27,000 and for Pastor Andrew Kitzing for the 2024 calendar year at \$26,500. These amounts are to remain in place until or unless there is Council action to change them.

BACKGROUND: According to the Internal Revenue Service regulations, clergy are permitted to exclude from their taxable income the costs of maintaining a residence. This housing allowance is not included as taxable income on pastors' W-2 forms (while not subject to federal income tax, the housing allowance is subject to self-employment tax).

A pastor's housing allowance must be established or designated by the church or denominational authority. The preferred way to do this is for the church council/board to adopt a housing allowance resolution prior to each calendar year (or prior to the arrival of a new pastor) and record the resolution in the minutes of the meeting.

SPONSORS: Pastor Erin Heidelberger, Pastor Andrew Kitzing

Ministry Items of Note/Celebrating:

- **Town Halls:** We held the last of our quarterly Town Halls for the year on Nov. 5. We have consistently had 50-70 people attend, a great turn-out for this new gathering we started in 2023. Thanks to the fellowship committee for their help in coordinating and serving the potluck meals at each Town Hall and thanks to congregation president Lee Rockwell and the council for their help in coordinating and leading these opportunities for fellowship, updating, and visioning.
- Met with **Las Abejitas Advisory Team** in Nov. as we continue to work on any items that need addressing to support Las Abejitas.
- The **Vitality Initiative team** continues its work on Phase 1 of the Vitality Initiative process: Discovering who we are. We hosted table discussions at the Nov. 5 Town Hall to explore what God has been doing in and through FLC's ministry over the course of its 150+-year history. In November, we also invited FLC members to share stories with us that we can use to flesh out our church timeline of ministry, asking: "What memory or story do you have about a particular event/time in the life of this church or how the ministry of First Lutheran has impacted you? Why does this event/time/ministry stand out to you?" The VI team will also conduct short interviews with about 40 church members over the next several weeks as they continue to explore how God has uniquely called First Lutheran into ministry.
- We said **goodbye** to Vicar Erick with gratitude for his extended time with us and are excited about an Omaha church's congregational vote to call him coming up in a couple of weeks.
- We're celebrating the **arrival** of Pastor Andrew! The New Beginnings team (Karen Statham, Jen Wemhoff, Kari Hoeft, Lisa Culbertson, and Gene Cotter) are working over the next several weeks on ways to welcome Pastor Andrew to First and to Lincoln.

Upcoming Items of Note/Working On:

- **Advent/Christmas:**
 - Wed, Dec. 20: **Longest Night: A Service for Those Hurting During the Holidays** will be in the sanctuary (6:30 only—no noon service that day and no soup meals).
 - Adding an earlier Christmas Eve service at 1:30 called **Christmas Eve for Kids** that will be less traditional and more child/family-focused with an aim of reaching out to families who are not yet a part of First Lutheran. As I wrote in *First Things First* last week, this service will focus on the Christmas Eve worship experience for kids and families through a shorter service, an engaging way to tell the Christmas story with kids' participation, a children's message only (no regular sermon), singing Christmas carols, plus a few other things we're working on.
 - No morning services on Dec. 24 with Christmas Eve services at 1:30, 3:30, 5:30, and 7:30.
- **Realm Church Management:** Kathleen, Mandy, and I are working on a timeline for introducing Realm Connect (app and web access) to the staff and congregation starting with orienting staff to the new software in mid-January and beginning to roll out to the congregation at the end of January with launch activities continuing through Lent. This will include having FLC members submit photos or have them taken at the church for an online church directory through the Realm Connect app (we will also make a few printed directories available for those who are not online).
- **Annual Meeting** – A reminder that our annual congregational meeting will be January 28 after the second service with two preview sessions during the learning hour on Sundays, January 14 and 21.
- **Communion Faith Milestone** – I will lead Communion Faith Milestone classes over three Wednesday evenings – tentatively on Jan. 24 and 31 and Feb. 7 with the Communion Milestone recognition in worship on Sunday, Feb. 11.
- **Pre-marriage sessions:** I continue meeting with one couple who will be married at First Lutheran in June 2024.

Calendar:

- **Continuing education:** I'll attend the Crossings Community preaching conference outside of St. Louis, MO, January 28-30 (leaving after the annual meeting).

We've not quite been together for a full month, though I'm sure it feels much longer for some. I have always been one to give my report in bullet points, then expand upon the items that feel as though they need expanding. The bullet points don't usually include the regular, normal, activities of the month, i.e. worship, but will instead include the atypical or infrequent events.

- Nov. 21 – first day!
- Nov. 29 – beginning of Advent midweek services
- Dec. 3 – installed!
- Dec. 4 – Meints funeral
- Dec. 10 – best adult forum presentation of the year!
- Dec. 11 – Sage open house
- Dec. 18 – moving day (because when else could we possibly move?)
- Dec. 20 – Longest night service
- Dec. 24 – Xmas eve
- Dec. 25 – Xmas day
- Dec. 26-27 – with family for Xmas
- Jan. 2-4 – mini-VBS
- Jan 14 – Duer baptisms (Nuer members)

Now, admittedly, I don't know what half this stuff means or whether it all pertains to me or not, but it's on my calendar, so there you go.

I want to take the chance to say thank you. Your hospitality has been amazing. Your generosity is moving. Your excitement is contagious. Thank you. Thank you. Thank you. I've so appreciated all you and Pr. Erin have done to make this transition a little easier.

I promise next month's report will be far more informative.

Blessings,

Pr. Andrew

Sharon Hardel's Report to Council November 15, 2023 – December 12, 2023

Highlights of the month:

Discipleship University finished out the 2023 year on November 15 and we will start again in January. Families are encouraged to participate in the Advent mid-week services and youth are still able to participate in youth group and service opportunities to receive elective credits.

The Synod High School Youth event (LYON) took place at Carol Joy Holling on November 17-19. We learned about Advocacy and how important it is to get involved where our passions lead us. Deacon Ross Murray was our keynote speaker. It was a great experience for youth and adults.

Youth participated in Gratitude Sunday on November 19 as well as helping to decorate the worship and gathering spaces for Advent and Christmas. Several youth are also very busy rehearsing for the Christmas Pageant on December 17. Learning did not meet on November 26. Youth helped and participated in Gifts of Hope on December 3 during the learning hour and then we met at 6:00 pm for youth group where we delivered the 1300+ food items to St. Andrews Lutheran Church. We checked the dates on the food items and sorted them for the food pantry then enjoyed some hot chocolate and treats while learning a little bit about the food pantry. December 10 has us gathering for learning in the youth room and then for youth group we will join the "Shine The Light" walk at Antelope Park hosted by Matt Talbot to experience what it is like for those who do not have indoor shelter.

I attended a choral concert at Southeast on December 11 and am trying to fit other concerts and show choir events into my schedule.

The Lincoln Youth Workers met at First Lutheran on November 16, and we participated in a webinar about fundraising for the ELCA Youth Gathering. Our youth's first fundraiser will occur on January 5 – the Baked Potato Bar Lunch at First Friday Jazz.

Coffee Talk and Gather and Gab continue to meet weekly.

Karrie Lickliter and I continue to work together over e-mail and in person on the "Traveling With the Wisemen" mini VBS / God's Work Our Hands event. The sign-up link is now available on the website. This is an intergenerational event, so all ages are welcome. Please sign up for whatever events fit your schedule, we need lots of helpers and participants.

The Thrivent 500 Can Challenge was a huge success passing last year's total by well over 100 items. Thanks to all who donated. The event has been reported on and the \$500 check from NE Thrivent Chapter is on the way.

Projects Working On:

1. Winter schedule for youth events and learning
2. Winter Break local service opportunities / Interger VBS Jan. 2 - 4
3. Summer Youth Accompaniments Trips
4. January Prayer / Meditation opportunity to go with Synod theme Go and....Rest

Keeping you all in prayer,

Sharon Hardel

December Council Report

The inter generational Christmas Pageant has been monopolizing my time this month (and my thoughts!) We had a stellar turn out of the cherubs for the filming of their “sheep scene”, and the music they produced for a church prelude was amazing. I’m looking forward to Dec 17th and the viewing/acting of the final scene of the show. The support of the congregation’s actors has been wonderful. A huge shout out to Judy Bailey for helping me, and for bringing in Mark Mesarch as well. Thanks go to Kathleen also, for having the tech savvy to put it all together. My children’s sermon was about the food drive, and is one of my favorites this year.



Respectfully submitted,
Laura Gaulty

COMMUNICATIONS REPORT /NOVEMBER 2023

Outreach

*Compared to previous month report

FACEBOOK REACH

Page Followers	946 (+2*)
Page Likes	766 (0*)
Page Visits	1,174 (-377*)
Total Posts	48 (+8*)
Total Reach	3,783 (-1,410*)

Post With Highest Reach 597 people
Post on November 15, 2023 - Middle and high school youth visiting UNL Lutheran Center for worship, lunch and Bible study

WEBSITE

Total Web Page Views	3,192 (+260*)
Top 3 Page Views	
• Home Page	1,100
• Calendar	264
• About Us	227

INSTAGRAM REACH

Followers	209 (+3)
Total Profile Visits	10 (-10*)
Total Posts	29 (+12*)
Total Reach	106 (-9*)

EMAIL CAMPAIGNS

Total Emails Sent	14
(Weekly <i>FaithTrek Blast</i> News, Monthly <i>First Look</i> , <i>First Things First</i>)	
Average Open Rate of All Emails	69% (-2%*)
<i>First Things First</i> Email	70% (-1%*)
Average Open Rate	16% (-10*)
Average Click Rate	
Advent Devotion (November 26)	63%
Open Rate	
Active Subscribers	546 (-2*)

LIVESTREAM WORSHIP

Facebook Viewing

Average # Weekly Live Viewers	13 (+3*)
Average Minutes LiveWatch Time	00:08:40
Average # Weekly Published Viewers	32 (+12*)
Average Minutes Published Watch Time	00:03:20

Web Page Viewing

Total Page Views	160 (+7*)
Total People Engaged with Page	50 (+7*)

Vimeo Recorded Advent Reflections (Nov 28)

Total Viewers	9
Ave % of Recording Watched	47%

Vimeo Recorded Sermons

Total Viewers	19 (-12*)
Total Viewers Who Watched	
100% of Recording	5 (-4*)
Number of Downloads	1 (-4*)
Ave. % of Recording Watched	49% (+12%*)

Vimeo Full Recorded Worship Service

Total Viewers	11 (-3*)
Total Viewers Who Watched	
100% of Recording	0 (-2*)
Number of Downloads	0 (-3*)
Ave. % of Recording Watched	33% (+5%)

OTHER

News Posts (Website)

Total Posts	26
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First Glance

Total Published	4
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Vimeo Published Videos

Total Published	17
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COMMUNICATIONS REPORT / NOVEMBER 2023

by Kathleen Simley, Communications Director

COLLABORATION PROJECTS

Worship & Music	Recruited readers for Sunday worship services, as needed, and followed up with "thank you" messages.
	Ensured the livestream worship service was set up each week by either Jim Overcash, Brian Niebuhr or myself.
	Scheduled and ensured 4 Sunday worship services were streamed by Jim Overcash, Brian Niebuhr or myself.
	Uploaded the sermons from the weekly worship services to Vimeo for viewing and shared as Tuesday Facebook posts with the help of member, Barb Johnson-Frank.
	Uploaded the full worship livestream services to Vimeo and shared in the <i>First Things First</i> e-newsletter each week.
	Ensured the Advent mid-week worship service was recorded on November 28.
	Uploaded the full Advent mid-week worship recording from November 28 to Vimeo and shared in the December 3 Advent devotional email.
FaithTrek	Uploaded the Advent mid-week reflection recording from November 28 to Vimeo and shared on Facebook on November 29.
	Published and sent 4 Weekly Blast emails to 56 parents of kids, ages 4-5th grade, in collaboration with FaithTrek Coordinator, Laura Gaulty.
Middle & High School Youth	Filmed two scenes for the upcoming <i>Out of Time: Christmas Pageant</i> on December 17.
	Published and sent two monthly emails to 62 parents of middle and high school youth, in collaboration with Sharon Hardel, Youth & Family Ministry Director.
Hospitality & Care	Set up online registration for " <i>Traveling with the Wisemen</i> " Mini Vacation Bible School January 2-4.
	Recruited greeters, as needed, for Sunday worship services, sent the Greeter Guide to members who were new to greeting beforehand and sent them a "thank you" message after.
Adult Forum	Downloaded the recording of the Adult Forum session on November 12 and uploaded it to Vimeo for viewing; links to each recording are posted on our website under Adult Forum ministry (https://flclincoln.org/learn).
Stewardship	Continued to sort and compile data from the Discipleship plans submitted by members and shared it with staff and appropriate leaders. (If you haven't completed your Discipleship Plan yet, please do so at https://forms.gle/r2ERWDzp3mkgYUyM7 .)

COMMUNICATIONS REPORT / NOVEMBER 2023

by Kathleen Simley, Communications Director

COLLABORATION PROJECTS

Fellowship Committee	Created online sign ups for Thanksgiving Day Dinner and Advent Soup Lunches and Dinners.
Advent	Designed and sent one Advent weekly devotional on Sunday, November 26.
Gifts of Hope Alternative Giving Market	<p>Much of my time this month was spent promoting the Gifts of Hope market on December 2 and 3. Social media posts, a Facebook paid ad, articles in the weekly <i>First Things First</i> e-newsletter, a published article in the Journal Star <i>Neighborhood Extra</i> on November 25, website News articles and weekly bulletin inserts were some of the many ways the market was promoted. Creating and publishing the digital catalog (https://online.flipbuilder.com/zbfu/xibr), along with setting up the online store required a significant amount of time. I am thankful for the work of Barb Johnson Frank, Karen Lenzen and their team of volunteers and for providing me with all the information I needed to promote it and the 16 partners. Without their vision, promoting the market in any meaningful way would have been impossible.</p>
First Friday Jazz	<p>Promoted the December 1 concert on the First Friday Jazz Facebook page with posts and a paid ad. I also promoted it on the First Lutheran Facebook page.</p> <p>Attended the November 3 concert and captured video and photos. I compiled and edited the video and posted a finished video on the First Friday Jazz Facebook page.</p>

Director of Worship and Music

November 2023

Sunday Musicians

November 5 All SAINT'S SUNDAY NOISY OFFERING (Good Life Halfsey Marathon)
10:45 Ann Nitzel, String Ensemble (Kaitlyn Brock, Konnor Garrett, Anna Kruse, Brian, Aden, Will, & Xander Niebuhr, Kayla Peters, Jenna Troutman, Bennett Bacon)

November 12 both Jenna Troutman 8:15 Gordon Youngquist, Adult Choir 10:45 Dawn Brock

November 19 Sunday of Thanksgiving
both Spirit Ringers
8:15 Erin Pfister, Adult Choir, RingersJazz Team (Matt Reckmeyer, Bob Schoettger, Jay Sears, Martha Tanner, Bennett Bacon)
10:45 Jazz Team (Caitlin Buckwalter, Alex Hinton, Sophia Johnson, Christian Paulsen, Matt Reckmeyer, Bob Schoettger, Martha Tanner, Anna Wemhoff)

November 26 FIRST SUNDAY OF ADVENT
8:15 Will Niebuhr, Erin Niebuhr, Adult 10:45 Bennett Bacon

Saturday Musicians

November 4,18, 25 – Christine Carman November 11 - Kristina Hanson

Mid-Week Service Cantors

November 30 – Betsy Bjerke (Noon), Martha Tanner (6:30pm)

Overview

Liturgy- With Pastor Erin's recommendation, the committee agreed to start Advent Sunday a week earlier in order to observe four Advent Sundays. There will be no morning worship services on Sunday, December 24 following the precedent at First Lutheran (last time in 2017).

Hanging of Greens- Worship & Music Committee had a wonderful help from Youth and a few Adults. It went relatively quickly. New decorations were added at the north sanctuary glass doors. Big thanks to the Hoefts, not only helping with decoration, but donating the two Christmas trees for the space.

Jazz Team – We had new young people involved with the 10:45 Jazz Team. The leadership of our 'regular' experienced players welcome and encourage the young people – such a wonderful intergenerational group.

Adult Choir – People from the congregation have graciously given complements to the choir members and to us that they can understand the texts of the anthems and making the worship more meaningful.

String Ensemble- They led the whole worship service on All Saints Day. Such a joy to have such talented people! It required 'heavy duty' preparations, but everyone, especially young players, worked very hard.

Faith Trek Music – Having holiday gathering, LPS involved marathon, and Halfsey marathon, attendance was small on Sundays. However, it is fun to see that children come back with excitement to play Orff and sing.

Worship Assistants: 10:45 Usher Coordinator /Head Usher Search – still continues.

Respectfully submitted,

Masako Bacon

Fellowship Committee Meeting Minutes

Tuesday, November 14, 2023

Attending: Ann Allen, Judy Bailey, Judy Batterman (chair), Linda Bogenreif, Pat DeWald, Carlene Falos, Karen Moser, Cindy Schuster, Carol Tesar, Gordon Wolfe, Verla Youngquist, and Linda Carlson

Devotions: Carlene gave devotions. Devotions for December: Judy Bailey

The meeting opened with a contest to see who could guess the number of candy corns in a jar. Carlene won the jar of candy corn.

Review of Events:

1. **Potluck & Town Hall (Nov. 5)** – The committee served about 70 people. All seemed to go well.
2. **Halloween Party (Oct. 29) – Canceled** due to small number signed up.

Upcoming Events:

1. **Gratitude Sunday – Nov. 19** – An intergenerational event. We have been asked to help, and agreed to add hot chocolate in addition to the drinks served. Carlene will ask Sharon to provide boxes of hot chocolate mix (sugar-free and regular).
2. **Thanksgiving Dinner – Nov. 23** at noon. Eight people have signed up so far, but we plan for 30. The deadline for signing up is Sunday, Nov. 19. Carlene has bought two turkeys and will roast them. She will also prepare the potatoes and gravy. Karen Lenzen has offered to make the dressing.
3. **Advent Wednesday Lunches & Suppers – Nov. 29, Dec. 6 & 13.** There will be noon services followed by lunch, and 5:30 suppers following by worship. There is a “Longest Day” service on Dec. 20, but it is our understanding that no meal will be served that day. We will plan to serve 70 people each Wednesday (noon and evening combined), and adapt as needed. Committee members that have offered to make soup are as follows: for lunch – Verla, Carlene, Ann, and Linda; for supper – Pat and Gordon. We will see how many from the congregation offer to make soup, and our committee will fill in where needed. For dessert we will serve ice cream sandwiches.
4. **Fifth Sunday Potluck** – Our next 5th Sunday will be in March.

New Business – On Christmas Eve (a Sunday), services will be held at 1:30 (we are uncertain about this), 3:30, 5:30, and 7:30. Verla offered a suggestion to serve nourishment for the staff between services. We will discuss and plan at our next meeting.

Our next meeting will be **Tuesday, December 12, at 5:30 p.m.** Devotions will be given by Judy Bailey.

Submitted by Linda Carlson, Secretary

**First Lutheran Church
Property Committee Minutes November 28, 2023**

Attending: Chair Norman Kempf, Pastor Erin Heidelberger, Bob Batterman, Cole Troutman, Steve Doolittle, Rod Johnson, Richard Draper, Les Carlson

Meeting time: 7:00 PM

Opening prayer: Les

Minute taker: Les

October PC meeting minutes were approved.

Agenda:

1. Norman moved to not have a December PC meeting, motion passed.
2. Snow removal discussion included Pastor Erin noting FLC has a contractor for parking lot snow removal. However, sidewalk snow removal depends on Richard and/or FLC volunteers.
3. Rod and others talked about FLC energy usage. Utility use/costs have increased but occurred before the pre-school occupied FLC space, e.g., gas costs have grown. Rod mentioned the new FLC budget will include money for the maintenance reserve fund which has been drawn down in 2023.
4. Rod and others discussed the Emergency Evacuation plan which Lee Rockwell has asked the PC to update. This deliberation included which aspects of the plan are the PC's responsibility. Pastor Erin suggested updating FLC site maps included in the current plan which do not reflect changes that occurred during FLC's renovation. Other discussion focused on the need to reactivate the Security Team Committee. Several PC members volunteered to be members of this renewed committee. Further discussion about this plan will occur during the January PC meeting.
5. Norman distributed and discussed the PC Annual report which he had prepared. Motion was passed to remove the tree east of FLC. Bob volunteered to follow-up on the status of the roof repair lawsuit.

Prayer January: Norman

Note taker: Les