

First Lutheran Church Congregational Council

Meeting Agenda

Tuesday, February 13, 2024

Meeting in Upper Room or by Zoom

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

- A. Opening devotion and prayer – Pastor Erin

- B. Approve Consent Agenda
 - 1. Meeting Agenda
 - 2. Congregational Council Minutes – January 9, 2024
 - 3. Parochial Report
 - 4. Staff Reports
 - 5. Committee Reports

- C. Action Agenda
 - 1. Audit Committee Appointment

- D. Discussion Agenda
 - 1. Financial Report – Scott Williamson
 - 2. Council Orientation Retreat – Date
 - 3. Safety Plan update – Rod Johnson
 - 4. Town Hall dates – April 14, July 14, November 17
 - 5. Sabbatical policy
 - 6. Congregational Council / Nominating Committee
 - 7. Vitality Initiative update

- E. Open Comments

- F. Closing prayer
- G. Adjournment

Executive Committee Meeting
First Lutheran Church
February 6, 2024

Present: Lee, Judy, Pastor Erin, Pastor Andrew, Scott, Emily

Opening Prayer: Pastor Andrew

Topics for Discussion:

1. Council Orientation Retreat

We discussed having Church Council orientation on March 3rd as a possible date.

2. 2024 Town Hall Dates

Discussed possible dates for Town Hall Meetings to be April 14th, July 14th, and November 17th.

3. Sabbatical Policy

We are continuing to work on specific language for a sabbatical policy when it comes to staff. We also discussed working on the language for continuing education.

4. Staff Evaluation Process (Mutual Ministry Committee and Council Responsibility)

Lee will discuss the mutual ministry focus with the Call Committee chairs for each pastor (Steve Eicher and Gene Cotter) and the possible need for additional members for each pastor's evaluation. Staff evaluations will be conducted by Pastor Erin this year.

5. Congregational Council Size & Role of Nominating Committee

We discussed the future size of the council and ideas of what role the nominating committee should play. We will continue to work on this.

6. Audit Committee Appointment

Discussed names to participate on this committee. Tera Beermann's term has ended and a replacement member needs to be identified. Lee will visit with potential individuals and bring a recommendation to Council

7. Safety Plan

We will discuss this and talk about updates at the Council Meeting.

8. Vitality Initiative Update

There is no update currently. We will discuss this at the Council Meeting.

9. Property Committee Needs

We discussed the need to bring up current building issues (and other things) that we are facing.

10. Council Meeting Devotions

We discussed using a new format/book for devotions. Pastor Erin will tell us all at Council.

Submitted by Emily Sears, Council Secretary

Information Items

	Baptized	Confirmed
1. MEMBERSHIP as of January 1, 2024	1096	913

Members received:

A. by baptism (15 years and under)	4
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	3	3
B. transfer to ELCA congregation		
C. transfer to other Lutheran congregation		
D. transfer to non-Lutheran congregation		
E. other and statistical adjustment		

MEMBERSHIP as of January 31, 2024	1097	910
-----------------------------------	------	-----

Average Attendance for January

<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>	<u>2024</u>
720	720	564	537	565	518	online	201	234	240	240

Added:

Baptism: Sunday Duer, Duer Duer, Daniel Duer, Goy Lam Duer

Affirmation:

Transfer:

Other:

Removed:

Death: Fred Monnich, Iris Winkelhake, Phyllis Frickel

Transfer:

Dropped Due to Inactivity:

Other:

Notes: [Live Stream average for January 2024 is: 72](#)

Congregational Council Meeting

First Lutheran Church

January 9, 2024

MEMBERS PRESENT: Pastor Erin Heidelberger, Lee Rockwell, Scott Williamson, Rod Johnson, Rebecca Pfabe, Zach Schafer, Lyle Petersen, Amy Harrison, Dave Pfister, Fred Ohles, Jenna Troutman, Judy Batterman, Emily Sears, Pastor Andrew Kitzing

MEMBERS ABSENT: Amy Tipton, Jennifer Wemhoff, Bruce Hull

OTHERS PRESENT: Wyatt Swanson

MEETING RECORDER: Ann Carlson

A. OPENING PRAYER AND BIBLE STUDY:

The meeting was called to order by Council President Lee Rockwell at 7:03. Lyle led the opening prayer and Bible Study.

B. APPROVE CONSENT AGENDA:

1. Meeting agenda
2. Congregational Council Minutes – December 12 ,2023
3. Parochial report
4. Staff reports
5. Committee reports

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

C. ACTION AGENDA:

1. 2023 Final Fiscal Report

The YTD receipts through December 31 were \$30,422 over budget; YTD expenses through December 31 were \$10,661 under budget; YTD surplus through December 31 was \$41,083.

Wyatt discussed the final 2023 budget surplus. Items contributing to the budget surplus included revenue from Las Abejitas Childcare, envelope receipts that exceeded the budget and expenses that were kept in check.

It was moved by Scott and seconded by Rebecca to transfer the surplus funds in the amount of \$41,083 to the 2024 budget.

The motion carried.

2. 2024 Recommended Budget

It was moved by Scott and seconded by Lyle to approve a budget of \$981,083 for the fiscal year 2024.

- The 2024 budget recommended by the Finance Committee is based on total receipts and expenditures of \$981,083.
- Projected offering receipts of \$906,500 represents an increase of 0.4% over the 2023 offering receipts of \$902,575.
- Additional receipts include \$74,583, of which \$41,083 is surplus funds from 2023 and \$30,000 rental income from the Las Abejitas daycare center.
- Total Benevolence/Serving giving of \$90,650 represents 10% of projected offering receipts; with 7% to the ELCA & Nebraska Synod (\$63,455) and 3% to local benevolences (\$27,195).
- Program expenses (Worship, Learning, and Hospitality/Care) total \$35,220; an increase of 10.7% over 2023 program expenses of \$31,817.
- Support expenses total \$856,923; an increase of 12.7% over 2023 support expenses of \$760,275. The majority of the budgeted increase is for compensation & benefits for full staffing that is now on board. In addition, our strategy of transferring funds to the Mortgage Transition Fund will continue for the sixth and final year.
- \$6,000 will be added to the Maintenance Reserve Fund.
- The 2024 budget does not provide for a Director of Discipleship.

The motion carried.

3. Lead Pastor 2024 Salary

It was moved by Judy and seconded by Scott to increase Pastor Erin's 2024 salary by 6%, (3.5% of which is a cost-of-living increase and 2.5% is a one-time salary adjustment in recognition of her Lead Pastor designation).

The motion carried.

4. Staff and Family Health Insurance Coverage

It was moved by Jenna and seconded by Lyle to adjust the family health insurance support to 70% coverage for 2024.

The motion carried.

5. Justice in Action

It was moved by Rebecca and seconded by Amy to approve FLC participation in the Lincoln/Lancaster County Justice in Action coalition; approve 2024 membership fee of \$2,000 to be funded from the Fund II account dedicated to social issues, and identify Kari Hoeft, Barb Johnson-Frank, and Pastor Andrew as an initial steering committee to secure additional FLC member participation and represent FLC to the Justice in Action coalition.

Discussion followed. Council members asked about the membership fee for future years. Social issues are important to many members of the congregation who may choose to assist in funding future membership fees.

The motion carried.

6. 2023 Advent and 2024 Lenten Meal Offerings

It was moved by Judy and seconded by Jenna to designate the Morley and Pyrtle elementary schools backpack programs as the recipient entities for the Fall, 2023 Advent and Spring, 2024 Lenten mid-week congregational meal donations.

The motion carried.

7. 2024 Annual Congregational Meeting Agenda

It was moved by Rebecca and seconded by Scott to use the draft agenda provided in the Council packet as the agenda for the Annual Meeting.

Discussion followed. Council members asked about posting a recording of the Annual Meeting on our website. Last year, this was not done as we wanted to encourage members of the congregation to attend the Annual Meeting in person.

Council members also asked about making the pre-meetings available on Zoom. It is possible to set up the second pre-meeting on Zoom. It is important that the person answering the question repeats the question so it can be heard on Zoom.

The motion carried.

D. DISCUSSION AGENDA:

1. Staff sabbaticals

Sharon submitted a request for a sabbatical. She was given the go ahead.

- Next year, there will be a conversation about sabbaticals.
- Any expenses that FLC will cover will come out of the Sabbatical Fund.
- Sharon will be responsible for finding coverage for her work when she is gone.
- It was determined that the Council does not need to vote on this matter.

2. Safety plan

Rod will work on the Safety Plan this month. Scott posted no firearms signage in the building.

3. Council stewardship calls

Lee thanked Council members for making stewardship calls. Lee and other council members received positive comments about these calls.

4. Nominating Committee recommendations

There are seven openings for the Council and nine individuals running for Council this year.

Lee asked for volunteers to tally the ballots at the Annual Meeting. Those tallying the ballots should not be running for an office.

5. Vitality Initiative Update

The team continues to work on Phase 1, which will wrap up this month. Phase 1 is discovering who we are. During December, the team began to conduct short interviews with about forty church members.

Amy H. interviewed four individuals who shared how important FLC is to them.

Phase 2 of the Vitality Initiative will cover "Who are our Neighbors".

E. OPEN COMMENTS:

This will be the last Council meeting of their term for Zach, Lyle, Amy T., Rebecca, Bruce, Jenna, and Fred. Those eligible for a second term may be on the ballot at the Annual Meeting.

Lee thanked the seven members who are at the end of their term for all they have done for the church.

Lyle thanked the Executive Committee for all their work.

Judy thanked Lee for his leadership this year.

F. CLOSING PRAYER: Lyle led the closing prayer.

G. ADJOURNMENT: The meeting adjourned at 8:12.

MEETING DATE: February 13, 2024

SUBJECT: First Lutheran Audit Committee

PROPOSED ACTION: Approve the appointment of Steve Doolittle as a member of the FLC Audit Committee for a three year term 2024-2026.

BACKGROUND: The FLC Audit Committee is composed of three members with staggered appointment years. The current members are Beth Strasheim (2024) and Lanny Carlson (2025). Tera Beermann's term ended in 2023.

SPONSOR: Lee Rockwell, president

Ministry Items of Note/Celebrating:

- The **Vitality Initiative team** is wrapping up its work on Phase 1 of the Vitality Initiative process: Discovering Who We Are. In December and January, the team conducted short interviews with 30-40 church members as the team continued to explore how God has uniquely called First Lutheran into ministry. They are compiling all of their findings into a short summary video. The VI cohort will soon begin Phase 2: Asking—Who are our neighbors?
- In my January report, I neglected to mention that Gifts of Hope raised over \$2900 for the scholarship fund for **Las Abejitas**! The daycare is now using a catering service for meals rather than having a staff member prepare meals. This will significantly decrease their need for kitchen usage. There are about 10 FLC members who regularly read to Las Abejitas kids—a great connection between the church and daycare. The daycare is now at full capacity for toddler-age and close to full for both pre-preschool and preschool-age. Currently 68 children receive care at Las Abejitas, either daycare or after school care, and seven more will be part of the summer care program.
- Pastor Andrew and I are leading **Bible studies** (Pr Andrew leads the Tues evening study and I lead the Wed morning) finishing up the book *By Heart* on Luther's Small Catechism. The studies will pause during Lent and pick up again after Easter, studying the book of Ephesians.
- I presided at the funeral service of Fred Monnich on Jan. 18. I was a worship assistant at Erick Hill's ordination service on Jan. 27 in Gretna.
- I attended the annual seminar of the Crossings Community for continuing education focused on preaching Jan. 28-30 near St. Louis.

Upcoming Items of Note/Working On:

- I'm working with Masako and Pastor Andrew on **Lent, Holy Week, and Easter** planning. For our midweek Lent services (noon and 6:30 on Wednesdays), we will use Holden Evening Prayer. Pastor Andrew and I will rotate giving the message/reflection using the Lenten theme "Sprout of Joy". I'm developing a **family Good Friday service** for noon on that day.
- **First Lutheran 101** – I will lead classes for newcomers/new members on Sundays during the learning hour on Feb. 11 and 18 with New Member Welcome on Sunday, March 3.
- **Communion Faith Milestone** – Pastor Andrew and I will lead Communion Faith Milestone classes over three Sunday mornings during the learning hour (Pr Andrew leading first session and I will lead last two): February 25, March 3, and March 10 with First Communion recognition on Sunday, March 17.
- **Pre-marriage sessions:** I continue meeting with one couple who will be married at First Lutheran in June 2024.
- **Staffing:** plan to bring custodian onto our staff as an employee rather than contracting the custodial work.
- Note about 2024 **Synod Assembly**: it will be held on Saturday and Sunday (June 1-2) instead of Friday and Saturday. Worship on Sunday morning will be live-streamed, and congregations are encouraged to tune in and watch together. A printed sermon will be sent to congregations for a lay member to read, in case live-streaming is not available.

Calendar: I plan to take vacation April 1-7 (1 Sunday; Apr 1 is already a holiday) and May 22-27 (1 Sunday; daughter graduating from Southeast HS on May 26).

Associate Pastor's Report
February 2024

Jan 28 – Lam Duer baptisms
29 – Iris funeral
Feb 3 – Jesus Christ Superstar
7 – Mohrenweiser Lecture “Health Crisis and Life’s Ending”
14 – Ash Wednesday
20 – Micah 6:8 meeting

Those are the new or infrequent activities that I’ve been a part of or have attended.

The regular schedule still is moving, until the 14th! Discipleship University has met several times. Our focus for the last two gatherings has been the sacraments. Our students received an abbreviated communion class and the next week, when parents attended, we looked at baptism and its connection with confirmation. With Lent beginning this coming Wednesday, we will not meet for confirmation until after Easter.

Speaking of communion class, I’ll be jumping in to help with the first class for our communion milestone folks. While Pr. Erin is leading First Lutheran 101, I get the chance to sit with a couple of our young people to talk about the importance and origin of the sacrament of communion.

I had the chance to zoom in to the Mohrenweiser Lecture this year. It is an annual lecture hosted by PLTS. The focus of this year was on death. Not so much on the end-of-life care as it is on becoming more comfortable with talking about death. If we can be more comfortable as people and a society about death, we will find it much easier to plan for it so that our loved ones have an easier time when sitting with the funeral director. The lecture was given by Margaret McLean, a medical ethicist who works for a hospital system in California and Herb Anderson, who was my pastoral care professor in seminary.

I have long been a member of the synod Justice Committee. That committee was transferred into the Micah 6:8 Task Force several years ago (which is when I first met Pr. Justin). We now oversee what three different synod committees used to oversee – justice, world hunger, immigration. This group has not met since 2020. We are finally getting together this month. I believe this is a good compliment to what First has historically done and what we will be a part of with Justice in Action.

Happy Lent! With Ash Wednesday approaching we get to see everyone twice as much! Plan on me being my usual cheery self.

Blessings

FaithTrek Council Report
January 2024

January was so cold, and the weather did affect our attendance in FaithTrek.

I went to New Orleans with Sharon Hardel to an ELCA conference for youth ministry. We traveled with another director from Lincoln's Our Savior. I really enjoyed all the workshops and worship sessions I attended and have talked to Pastors Erin and Andrew regarding some of the ideas I received from it. Hopefully, soon you will see a Lego room for the whole family here at First to encourage attendance and involvement. 😊

Sharon and I did the Children's sermon together the first of the month, and Palm Sunday is the next intergenerational event that is in the works for planning.

Lastly, I had lots of positive feedback regarding the Christmas Pageant, but it's still too soon to be looking forward to next Christmas.

Respectfully submitted,
Laura Gaulty

Sharon Hardel's Report to Council January 10, 2024 – February 13, 2024

Highlights of the month:

Discipleship University started up again on January 10. Pastor Andrew led discussion with youth, and I lead games and assisted with small groups. Jenna and Maya Troutman are also helping with the activities and Michalla Shartz and Linda Bogenrief continue to help with the meal shopping and serving. We met again on January 24 and February 7. There are 10 students in the class and the first meeting of each month a parent (or both) attends with their child.

Our January 15 day off school activity was cancelled due to the snowstorm.

Laura Gaulty and I attended the ELCA Youth Ministry Network Extravaganza in New Orleans January 16 – 21. I was able to go see the hotel where we will be housed this summer for the Gathering and explore the city to refamiliarize myself with the area. I took an intensive course with Deacon Ross Murray on How to have a welcoming and inclusive Youth Ministry (as well as congregation). This intensive focused mostly on the LGBTQ+ community. I also attended several workshops and the large group speakers were very good. We enjoyed a Jazz band during the week and they led a Jazz liturgy for worship. We got to network with other youth professionals in the Nebraska Synod as well as the ELCA. (there were over 800 attendees at the E)

Staff were trained on the new Realm system on January 23 and I have been playing with the system to become familiar with it. On January 25 some of us met with Erin Pfister to have a conversation on invisible disabilities and how to be more inclusive and accommodating. Erin will be presenting at Adult Forum in the near future.

On January 27 I attended Pastor Erick's ordination and went to the East High Show Choir Competition to see some of our youth.

January 28 was our annual Spaghetti Feed to raise funds for our summer trips. We had 11 of our youth and a few parents helping to cook and serve the meal. We received over \$800 in donations. The Waffleman is coming up on February 13 and currently we have 11 youth and several parents (and some other adults) signed up to help with this event. We have sold over 100 tickets so far and Kathleen reported to staff that there has been a lot of buzz on the social media sites about Waffleman.

On February 1 I met with Karrie Lickliter to begin planning for VBS. We will have VBS at Our Saviour's Lutheran June 17 – 21 and our theme is from the ELCA World Hunger Curriculum – "Who is my neighbor?"

On February 3 youth and parents attended Jesus Christ Superstar at the Lied. We had 7 youth and a total of 18 with parents attend the show. I wrote a family conversation devotion and sent it to families to use together after seeing the show.

February 4 we offered a Go and...Rest prayer and resting stations from noon – 6:00 pm at First Lutheran. I am thankful to Carol Olson for the resources she provided, helping to set up and for spending most of the day with me to welcome and answer questions of participants. We had about 6 people visit, and all were grateful for the stations and resources provided. Carol and I are thinking of having a monthly opportunity on a Sunday just in the upper room for 2 hours to share resources and provide a time of contemplation and rest.

Middle School and High School Learning met on February 4 and 11. We have anywhere from 3 – 8 youth gather and have caring conversation and discuss upcoming events. We will be using some of the Reachable Reconciliation Talk Sheets to generate faith conversations starting on February 11.

Our Lincoln Lutheran Youth Worker group met at Southwood Lutheran on February 8 to plan upcoming events. March 17th will be our next multi congregation activity...Frisbee Golf if weather cooperates and we will also offer Gaga ball and Nine Square.

February 11 is Souper Bowl Sunday so February 10 and 11 will give members opportunities to vote with their dollars on who they think will win the Super Bowl. The money collected will be given to the Lincoln Lutheran Food Pantry. Youth and parents are also invited to my place (the Clubhouse at Villas at Mahoney Park) for a Super Bowl Party. There will be lots of good food and games. As of February 9, we have 3 youth and 5 adults that have RSVP'd.

I continue to meet with the Monday Coffee Talk Group and Gather and Gab group weekly as well as attend the monthly Adult Forum meetings and weekly staff meetings. I also meet monthly with the Stitchers group, and we meet February 12.

Projects Working On:

1. Winter schedule for youth events and learning
2. Summer Youth Accompaniments Trips and fundraisers
3. VBS

Happy New Year,

Sharon Hardel

Director of Worship and Music

December 2024

Sunday Morning Musicians

January 7	both	Brian Niebuhr
	8:15	Erin Niebuhr 10:45 Judy Peterson
January 14	Church Closed due to weather (-22 F)	
January 21	both	Jazz Team (Megan Hulse, Spencer Janssen, RJ Metteer, Matt Reckmeyer, Martha Tanner, Bennett Bacon)
	8:15	Adult Choir
	10:45	Dawn Brock
January 28	8:15	Bonita Thomsen, Erin Pfister, Adult Choir
	10:45	Amanda Andersen, String Ensemble (Kaitlyn Brock, Konnor Garrett, Mai Jacobo, Aden Niebuhr, Brian Niebuhr, Will Niebuhr, Xander Niebuhr, Kayla Peters, Jenna Troutman, Bennett Bacon)

Saturday Musicians

January 6 – Kristina Hanson,	January 20 – Christine Carman	January 13 – No Church due to weather
------------------------------	-------------------------------	---------------------------------------

Overview

Severe Weather: Record breaking cold Sundays impacted worship attendance for a few weeks. Heavy snow impacted January 13, Saturday, worship service and Severe cold weather on January 14, Sunday (-22F/feel like -40F), made inevitable to cancel worship services.

Music Ministry: Regardless of the weather, dedicated musicians came out for rehearsals for some of the extremely cold days and nights and led music on some frigid Sunday mornings.

Taking Down of Christmas Decoration: Thanks to Confirmation Class and Parents for lending their hands to help cleaning the decorations. With many hands, it went very quickly!

Review of Christmas: Many positive 'new' – 1:30pm Family Focused Worship, 3:30pm Faith Trek Children singing. One thing that require some improvements is to execute a Communion plan with 4 stations for large attendance. It was suggested to have a rehearsal for Worship Assistants for those services that requires special procedure.

Respectfully submitted,

Soli Deo Gloria

Masako Bacon

COMMUNICATIONS MINISTRY

January 2024

by Kathleen Simley, Communications Director

SPECIAL AND COLLABORATIVE PROJECTS

- Worked with Mandy West on final edits and formatting of the 2023 Annual Report.
- Created the power point presentation for the Annual Meeting Preview Sessions.
- Collaborated with Mandy West on setting up the Skills & Interests section within Realm (our new management software), as well as recruited members to participate in our soft launch of the program. We are planning a soft launch training with the members on February 15.
- Submitted a 2023 annual report on our livestream metrics to the Worship & Music Committee, along with recommendations for the future.
- Cleaned, sorted and organized thousands of folders and files (e.g. documents, newsletters, photos, video, etc) generated during 2021-2023. Please read my attached Continuing Education report for more details.
- Read “Between the Listening and the Telling: How Stories Can Save Us” book by Mark Yaconelli (see my attached Continuing Education report).

MY WEEKLY TASKS

- First Glance Insert
- First Things First E-Newsletter
- FaithTrek E-Newsletter
- Sunday Worship Livestream
- TV Slides
- Facebook, Instagram and News posts
- Publish Sermon Online
- Publish Adult Forum Session Online
- Greeters for Sunday Worship

MY MONTHLY TASKS

- Digital Sign
- Website Updates
- First Friday Jazz Concert
- First Look E-Newsletter

INSIGHTS AND THOUGHTS

I appreciated having a quieter month of work following the extremely busy Advent and Christmas season and in preparation of the Lenten season starting next month.

I will be sharing quarterly metrics on our social media, website, e-newsletter and livestream, rather than monthly as I have in the past. Looking at the data over a 3-month timeframe will allow us to see any trends more clearly.

A CONTINUING EDUCATION “RETREAT”

January 18-21, 2024

by Kathleen Simley, Communications Director

Imagine being on a rollercoaster ride for the past three years, filled with personal losses and tragedies, which left you disoriented, cluttered and less efficient at your job. Welcome to my world! The past three years threw me off balance causing a colossal pile-up of unsorted digital files across various devices and platforms.

Can you imagine the sheer magnitude? We're talking about hundreds and hundreds of files!

As someone who thrives on organization and efficiency, this chaos was my nemesis. It was like trying to find a needle in the haystack. Each task took twice as long due to the simple fact that I couldn't locate the files I needed.

Something had to change and fast.

Enter Pastor Erin, who suggested an out-of-the-box solution - to use my continuing education hours to retreat and reclaim my lost organization. A retreat with a purpose - to sort, clean and organize my digital space.

Off I went, armed with my computers, hard drives, flash-drives and memory cards. Four days in January, tucked away in a beautiful Omaha AirBnB, I battled the digital chaos. Eventually, the misplaced files found their homes (many in the trash!) and the chaotic mess was replaced with a new system to stay organized. And at the end, I walked away with a sense of rejuvenation.

But, the retreat was not just about clearing the digital clutter. It also offered a chance for personal growth. I started a new daily devotional and prayer journal routine, read an inspiring book on storytelling and laid out the communications ministry's goals for 2024.

I am thankful to First Lutheran for granting me this much-needed opportunity. The retreat not only empowered me to regain control over my work but also allowed me to refresh, renew and reflect.

So here's to new beginnings and better organized days ahead! The good news is I've found a system that works. And believe me when I say, this A-personality girl is one happy camper!

**First Lutheran Church
Property Committee Minutes January 23, 2024**

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

Meeting time: 7:00 PM

Opening prayer: Norman

Note taker: Les

November PC minutes were approved with corrections from Steve L, i.e., sidewalk snow removal is also provided by a contractor.

Agenda:

1. Problems with HVAC system. Bret Hixon and Steve L
2. Boiler status. Steve
3. Cold air problem in sub-basement. Steve L
4. Control system for gates in air ducts. Steve L

Items 1-4 were discussed together. Steve L asked Brett Hixon to attend the PC meeting to provide additional insights on the FLC HVAC and boiler systems as Brett is currently working on these systems to identify problems and issues. Steve L recently checked systems during the latest extreme cold and found several system features that had been affected by the cold. According to Steve L and Brett these include but are not restricted to cracked boiler valves, frozen (open) louvers, draining/replacing boiler water, and the boiler control system not operating properly. Steve L moved that Brett be retained to work on these and other HVAC and boiler concerns and to update the PC regarding what needs to be fixed and when. Motion passed. Steve L suggested that Johnson Control could be contacted for an estimate regarding assessing/fixing the boiler control system and that Blaze Knezevic walk through the HVAC and boiler systems with Brett.

Question was raised about the need to replace the existing boilers with a demand system. Bret indicated that demand systems work well for private homes and low need systems, but do not work well for large buildings. He recommended updating the burners, controls, and any valves that may have been compromised by the low temperatures in the sub-basement.

5. Heater in sub-basement. Steve L noted this heater is ok for now.
6. Status of cold and hot water shut offs in bathrooms. Steve L indicated these will be needed as, for example, there are currently no water valves under the sinks.
7. School supplies are stored in basement and hallways. Steve L said there are some boxes of items such as Christmas decorations being stored in these areas. Boxes and materials should be sorted/removed as needed.

8. Kitchen issues. Pastor Erin asked that since Las Abejitas has access to FLC kitchen facilities that Las Abejitas personnel be trained on how to operate FLC kitchen equipment. Pastor Erin suggested that Mandy provide this training, Steve L will assist.
9. Rod has met with Al Williams about the Emergency Plan and Lyle Peterson has looked over the plan. Most of the PC discussion centered on updating individuals listed in the plan (e.g., who are no longer FLC members) and adding others (such as Pastor Andrew). Steve D suggested inserting phone numbers for individuals listed in the plan. The most pertinent issue is updating the layout diagrams to reflect FLC's renovations. Norman has asked Mandy to look over and update these charts/diagrams.

Prayer February: Steve L

Note taker: Les

Social Ministry Team
02-06-2024 Meeting
(Action items in red)

Present: Karen Lenzen, Cindy Lilleoien, Donice Kaspar, Linda Bogenreif, Sandy Latshaw, Rebecca Pfabe

Rebecca has been our liaison to Church Council but is no longer on Council. She is going to continue as a member of the Social Ministry team.

The main focus of this meeting was to set plans into place for 2024. We will of course continue with Kicks for Kids, CROP Walk, Backpack program and other ongoing efforts.

Summer of Serving - In June, July and August we will promote local agencies through three “in-gathering” events. In June we will promote **Bridges to Hope** (incarceration after care). In July and August we will promote two of the following: **Tabitha** with a “Christmas in July” type of format, or **Cedars** (Foster Care agency) or **Lutheran Family Services**. **Karen will organize the June event and explore Cedars and Tabitha. Linda will explore Lutheran Family Services.** The team will finalize which agencies to promote in July and August once we’ve gathered more information.

Backpack Program – Cindy coordinates the volunteers distributing backpacks each Friday at Pyrtle Elementary. This goes very smoothly. We discussed various options for fund raising to continue the backpack program. Currently we have enough to cover the next two semesters and partly cover a third semester. It will be part of Gifts of Hope in December 2024. The team also agreed there is nothing wrong with just asking the congregation for support through a temple talk or articles in the various communications methods at FLC.

CROP Walk – Sandy continues being on the city-wide planning group. Our Saviour’s Lutheran will be the host for the next three years.

Gifts of Hope – The team discussed our involvement with Gifts of Hope and agreed it really should not be added to this team. Most of us helped with GOH 2023 in some way or another and will continue to do so. There are some plans underway to regroup on GOH and find a “home” for it within the administrative structure at FLC. Barb Johnson Frank will keep us apprised about that. The team talked about GOH 2023 and provided feedback on how they thought it went. **Karen will summarize this and provide to Barb Johnson Frank.**

Meeting Date Change – We’ve been meeting on 1st Tuesday mostly every other month. Beginning with the next meeting we are changing to the 2nd Tuesday at 6:30 pm. **Karen will ask Mandy to update the church calendar.**

Respectfully submitted,
Karen Lenzen

Next Meeting: April 9, 2024 - 6:30 pm

Fellowship Committee Meeting Minutes

Tuesday, January 9, 2024

Attending: Judy Batterman, Carlene Falos, Pat DeWald, Karen Moser, Pastor Erin

Devotions: Given by Karen Moser

February devotions: Pat DeWald

Review of Events:

1. **Advent Meals:** Served an average of 30-35 at noon and 40-45 in the evening. We had lots of soup even though we weren't always sure we would. People enjoyed the ice cream sandwiches and the bread (thanks to Steve Doolittle) and the cornbread (thanks to Karen Clementsen). It was suggested that we include some sort of bread at noon as well.
2. **Christmas Pageant:** Served hot chocolate along with the regular Sunday morning offerings.
3. **Christmas Day Dinner:** Had around 45 attendees. Because of the weather, some who signed up didn't come but others who did not sign up, came. It all worked out. Carlene cooked the turkey and ham, Steve Lenzen made the mashed potatoes, Karen Lenzen made the dressing and Jan Christensen made the gravy. People were very helpful when it came time to clean up.
4. **Christmas Eve Snacks for Staff:** Had plenty of food. Not sure how many of staff were able to partake and none of the musicians ate. Pastor Erin said she and Pastor Andrew appreciated the food. Leftovers were used the next day at the dinner. We provided sandwiches, cheese & crackers, meat & cheese plate, deviled eggs (thanks to Karen Moser) and cookies.

Coming Up:

1. Pastor Erin went through the calendar to update us on events for the year. There will probably be 3 Town Hall meetings tentatively set for April, June and September. Potlucks have been well received. May 5 is the last day for FaithTrek and we may be asked to serve/provide refreshments. May 12 is a youth fundraiser. Not sure if we will have any involvement. Sept 8 will be the kickoff for Fall learning. The all church Retreat will be September 21 at Carol Joy Holling Camp. The Fall Festival will be held in early October. Advent starts again in November. We will look at the Saltdogs tailgate/game possibly in July. We also discussed doing an event(s) during the 9:30 coffee hour when Adult Forum isn't meeting or has a break.
2. Easter Egg Hunt – agreed that having in on the day before Palm Sunday was a good idea. Pastor Erin encouraged us to think outside the box and plan something we could invite the neighborhood children to since we have already had 2 successful community invited events – Fall Festival and the 1:30 Christmas Eve service. Suggestions included: a program followed by games for different age groups, BINGO, crafts, giving candy bags instead of hunting for eggs (we are limited in space for hiding eggs). We could ask for folks to sign up or let us know they are coming so we know how many to plan for. We weren't sure how that would work so this may just be a "leap of faith" trial. We need to firm up the plans at the February meeting – the event would be on March 23. Please give this some thought and bring your ideas to the next meeting.
3. Lent – Services will be on Feb 21 & 28 and Mar 6, 13 and 20. We decided to do soup for the first four and a taco bar for the 5th. Judy will check with Kathleen for online signup. Donations from the Advent and Lenten meals will go to the Backpack Program at Morley and Pyrtle (suggestion from Social Ministry and approved by Council).
4. Next 3rd Sunday coffee will be January 21. The Preview to the Annual Meeting will be held in the Activity Center that day.

Submitted by Judy Batterman