**Lebanon Lutheran Church Council Minutes - Tuesday November 14 @ 6:30 PM** - In person in church lounge and via Zoom (Terry and Meg)

**In Attendance:** President Cheri Crouch, Financial Secretary Curt Crouch, Treasurer Terry Beekman, Brian Jaekel, Laura Hollister, Al Wheeler, Sarah Schmalz, Secretary Meg Eaton, Pastor Doug Ogden

Cheri called meeting to order @ 6:25 PM.

Cheri called for the **Agenda Review**. Cheri noted that the fire extinguisher trainer canceled tonight’s training (Urgent/New Business #1). Agenda accepted as amended.

**Opening Devotion**: Brian shared selections from one of his favorites, the *Sports Bible.* He has found several inspirational passages in the book. He chose to quote Frank Reich, the former quarterback of the Buffalo Bills, Frank said he is humbled by Christ’s sacrifice, and that being a strong Christian for him means knowing that everything he accomplishes is through Christ. Frank has come to know that football is not the most important thing, even if it is one of the vehicles for him to live out his faith. He sees grace as GRACE: God’s Riches At Christ’s Expense.

Future devotions: December, Terry. January, Meg

Participants shared **recent signs of God’s grace.**

**Secretary’s Minutes:** Council reviewed the October minutes. Al moved, Sarah seconded, and minutes were approved as written.

**Budget Planning** (moved up from New/Urgent Business #2 to accommodate Terry’s schedule): Terry presented two draft budgets to the Council, one low, keeping Pastor’s salary frozen, and one high, raising Pastor’s salary to Synod Guidelines. Due to budget issues Pastor has volunteered to keep his salary frozen for the second year in a row. Unless income improves Terry recommends that we are not in a position to follow Synod Guidelines as other areas of the budget have also been frozen or eliminated. Council will vote on the budget once final numbers are in.

Lengthy discussion on areas of the budget that should be tweaked: i.e. No more Living Lutheran charges. Monica’s health insurance numbers will increase and have not arrived. Bell choir director and choir pianist stipend totals need to be figured more accurately.

**Pastor’s Report**: New Member Classes start at 9AM in January. Meg will put notice in the Weekly. The sign on Division was too small to be seen so idea to move it was dropped. Musicians have been lined up and Advent Vespers will start Wednesday December 6th and continue December 13th and 20th. Potluck at 6:00 PM followed by Evening Prayer at 7:00 PM. See Pastor’s Report for more information.

**Financial Reports:** Curt reported on church finances. Budgeted expenses are still on target at 82.83% with goal of 83.33%. Income is still down but the end of the year tends to raise this number due to annual givers who give in December.

Our market funds continue to hold onto their gains.

**New or Urgent Business:**

1. **Fire Extinguishers:** canceled
2. **Budget Planning:** moved up on Agenda, see above
3. **Complete Nominations for Ballot:**
4. **Thrivent Action Cards**: Glenn applied for and received an action card for the Hayride to benefit youth programming, activities and faith formation. The next events to benefit from Thrivent seed money might be the Christmas Tree and Sleigh Ride.
5. **Calendar:** Review of calendar. AA has discontinued meeting at the church. Yoga has started on Friday night. Annual Meeting was set by Council consensus for January 28th 2024 after worship.
6. **Brainstorming Winter Events:** Council agreement on repeating Sleigh Ride event at Country Dairy. Pastor will again consult with Lisa Clark. Council agrees that Winter Sports Complex events are too difficult to schedule given warmer winters. Alternatives discussed include a Lumberjacks hockey outing or theater/movie outing.
7. **Nominating Committee**: Compliance Review, need one person. Usher Committee, Meg will ask current team if they will continue. Endowment Committee, Cheri will ask Terry about status. Council: three current members are eligible to run again. Wietse and Sarah agreed to another term. We will check with Laura. Altar Guild Chair: Al will ask Michele if she will continue. Samaritas Representatives not needed anymore for Samaritas banquet per Pastor. Synod Delegates, Synod Assembly will be virtual and all Council members will think about possible volunteers.
8. **November Council Meeting Date:** After checking with members present, Council agreed to move November and December meetings due to holidays. November Council: November 14th at 6:30 PM after Finance. December Council: December 12th at 6:30 PM after Finance. Pastor will inform Sue and Margaret in the office.

**Emphases of the Month -**   **October – Samaritas; November – Generosity; December – Worship and Music:** Samaritas speaker scheduled for worship November 19.Change for February from *Living Lutheran* (print version discontinued) to Kids’ Klub.

**Unfinished Business:**

1. **Church Cleaning Update:** Pastor emailed our cleaning service and received a positive response. Most recent cleaning crew included an extra person.
2. **Outdoor Sign:** Discussion of various messages for October/November.

**Adjournment**

At 7:51 PM Cheri asked for a motion to adjourn. Meg moved, Wietse seconded, motion passed unanimously. Meeting closed with the Lord’s Prayer.

*Submitted by Meg Eaton*