

Lebanon Lutheran Church Congregation Council
Minutes of August 20, 2024 Meeting
In Person - In Church Lounge

In Attendance: Pastor Doug Ogden, Treasurer Terry Beekman, Financial Secretary Curt Crouch, Cheri Crouch, Meg Eaton, Laura Hollister, Secretary Al Wheeler

Secretary Al Wheeler called the meeting to order at 6:07 PM.

Al called for the **Agenda Review**. The agenda was accepted as written.

Opening Devotion: Laura read from a book of daily meditations by Richard Rohr concluding that love is stronger than hope and that through daily meditation we can keep love and hope alive in our predicaments until a new way appears.

Future Devotions: September - Al

Participants shared **Recent Signs of God's Grace**.

Secretary's Minutes: Council reviewed the June minutes (There was no meeting in July). Cheri moved, Laura seconded, and the minutes were accepted as written.

Pastor's report: (See Pastor's Report to the Church Council August 20, 2024): In addition, Pastor Doug said that he has had discussion with Paul Potter regarding repair or replacement of the gazebo due to storm damage. We will need two written estimates for the insurance claim. Also noted was a mistake in the Pastor's Report: Battelle to replace \$20,000 in 2025 - should be 2026.

Financial Reports: Curt noted that there had been discussion in the past Finance Meeting concerning paid leave for employees. The exact details are not set, but it was agreed that all paid employees would receive some compensation for paid leave.

There is an issue with a debit card that is still being resolved.

There was an unexpected expense when the refrigerator in the kitchen failed. A thermostat was replaced, but some milk and hotdogs were lost.

Profit & Loss Statement looks good with 56.2% of budgeted expenses, but income is falling short of expectations. Terry would like the financial reports revised to show shortfall or excess on a monthly basis (or outflow and income on a monthly basis). It will be a struggle to meet budget expectations this year.

6:55 PM - Vice President Sarah Schmalz arrived and took charge of this Council Meeting.

New or Urgent Business:

1) Email vote: Use Endowment Fund for Paint Maintenance extra cost:

We were prepared to spend \$7500 and the cost was \$10,800. Laura moved and Meg seconded a motion to fund the excess from the Endowment Fund. Motion passed.

It was noted that the checking account was down to \$220 and that about \$10,000 is needed to begin the month. Terry suggested that we take \$15,000 from Investments

and then review monthly. After more discussion, Meg moved that we pull \$12,000 (year-to-date account earnings) from Investments. Cheri Seconded. Motion passed. Pastor Doug added that we will be behind Synod Guidelines for Pastors Compensation by about \$18,000. (Will be \$22,000 to begin next year) Pastor Doug said that on the positive side, there is a possibility of selling a small strip of land on the Johanna lot for approximately \$10,000 depending on the location of our proposed new building.

2) Event Planning - Sept 8 at The Water's Edge:

Some tables need to be taken to Water's Edge before the event.
Hay Ride at the end of October - discussed Thrivent card possibilities.

3) Event Planning - God's Work, Our Hands:

No project planned to date.

4) Margaret's Retirement:

The possibility of a four-day week was discussed. Pastor Doug would prefer a Monday thru Thursday, solid schedule. We will not necessarily need to fill the hours if there is help on the Newsletter. Meg said that she may be able to help. This program would start 2025. Curt favors Monday thru Thursday option, 16 hrs per week. Meg moved that the hourly requirement be cut from 23 to 16 hours per week to begin January, 2025 per Margaret's request. Cheri Seconded. Motion passed.

5) Thrivent Cards/Calendar: We already discussed Thrivent Cards during Financial Report with no action specified. A discussion and decision was made on the purchase of a new projector costing \$549 to be billed to Thrivent Account.

Emphasis of the Month:

August - Backpack Event: Congratulations to Jenna and all volunteers on a fantastic event!

September - Faith Formation: Possible speakers - Amy and Sarah? Tony and Amy have split duties due to participant age differences. Melanie and Laura are mailing materials.

October - Samaritas: Color Tour a possibility. Will decide in September.

Unfinished Business

Outdoor Sign for August/September: Happy 152d Anniversary!

Calendar and Adjournment: Scout Group Labor Day. De Colores Group 1st week of October

At 8:30 Cheri moved to adjourn and Meg seconded, The motion passed unanimously. The meeting closed with The Lord's Prayer.

Submitted by Al Wheeler