

Faith Lutheran Executive Committee

Meeting: December 21, 2025

Time: 11:25 to 11:40 AM

Attendance: Pastor Jean Hanson, Lori Ashenfelter, Darryl Anderson

Excused: Wendy Gajarsky

Purpose: Discussion regarding issues brought up by the Finance Committee regarding the engagement documents to retain Rebecca Shull, CPA as the Church's financial manager.

The Finance Committee communicated that the documents are overly broad and that a damages limitation clause is not in the previous agreement. It was also noted that the conflict waiver was unusual and the engagement letter was very complex in the opinion of a practicing CPA, Alan Tobin. Ms. Shull has requested an increase in her hourly rate from \$30 to \$40/hr. Although a relatively large increase, it was felt that she was still requesting a rate below her level of expertise. The Finance Committee advised that the documents should be signed by the appropriate Church officer(s) to retain her services for 2026.

It is noted that FLC's current agreement is nearing expiration (or has expired) with Ms. Shull necessitating a decision prior to the next scheduled Council meeting.

Pastor Hanson mentioned that Ms. Shull provides tax preparation work for her and has a lengthy engagement contract for those services.

There was general agreement that Ms. Shull has provided excellent service and that the proposed hourly rate increase, while large, still represents very reasonable compensation.

There was unanimous agreement to continue FLC's professional relationship with Ms. Shull. The engagement documents are to be signed by Darryl Anderson as Faith's representative in his role as Congregation President.

There was unanimous agreement to allow Alan Tobin to review the scope of work and to negotiate the terms of the next contract with Ms. Shull.

These issues and the Executive Committee's decisions will be brought to Congregation Council at the next scheduled meeting on January 17 to be ratified.

Submitted by Darryl Anderson, Congregation President