

Church Council Meeting
September 18, 2023
Minutes
Faith Lutheran Church

Call to order: The meeting was called to order at 7:06 p.m. by Lorelee Daily, president.

Attendance: Pastor Jean, Dana Singer, Lorelee Daily, John Reyes, Tom Peyton, Lori Ashenfelter, Karen Skerlong, Darryl Anderson, Nancy Tobar

Excused: Em Antal, Kim Kennedy, Wendy Gajarsky

Guest: John Weisend

Devotions: Pastor Jean

Review of the Minutes

John motioned to accept the August 21 minutes; Dana seconded the motion. All were in favor. Motion passed. Dana motioned to accept the August 31, Executive Committee minutes; Karen seconded the motion. All were in favor. Motion passed.

Staff Reports

- Treasurer
August had a significant deficit (\$23,447) due to this being a traditionally lighter giving month. Also, there were higher than normal expenses, including an unexpected expense of the office door repairs, due to the church break-ins. With the sizable expenses in a low revenue month, our annualized deficit grew to \$26,319. We don't foresee the large expenses to continue and based on past years, we expect our giving to increase through the end of the year. John motioned to accept the treasurer's report for review; Dana seconded the motion. All were in favor. Motion passed.
- Pastor Jean Hansen – submitted.
- Eric Jezewski- submitted.
- David Simpson-submitted.

President's Report – submitted.

Old Business

- Proposal for increased security – hire security consultant?
Due to Council not reaching a decision concerning increasing security at last month's meeting, John Reyes reached out to Tim Dimoff, principal in the company SACS Consulting & Investigative Services, Inc. to inquire about providing a security needs assessment, with the knowledge up front that we may not hire him. He agreed and requested a fee of \$1,500 (discounted from \$2,500). John will donate \$750 towards that cost.

Pastor Jean contacted four area churches to inquire about their security measures and reported on those that had responded.

Tom motioned to hire Tim Dimoff to provide a security assessment, John seconded motion. Seven were in favor; one person was not in favor. Motion passed.

- Potential Sanctuary, Fellowship Hall roof projects – Lorelee Daily, John Reyes
Beth Iacano, who is knowledgeable about building/construction matters, agreed to be the point person for the roof project; Brian Vincent, who is not a Faith member, but is a contractor, and is the husband of Faith member Nicole Vincent, agreed to work with Beth and share ideas and provide guidance as needed. They are contacting three roofing companies that work with tile; Beth will meet and talk with them.
- Preschool LLC Status Update – John Reyes
John submitted a report which details the reviews and supports the proposal for Faith Preschool to operate as an LLC. These details were presented to the Preschool “Board” who supported the move to create an LLC. Karen motioned that we accept the proposal, dated March 24, 2022, to operate Faith Lutheran Preschool as an Ohio LLC and move forward with the engagement of attorneys Rich Fry and Nate Fulmer; Tom seconded the motion, John Reyes abstained, all others voted in favor.
- Sexual Abuse Response Team
The team needs established and, according to Faith’s “Keeping Kids Safe” document should consist of the pastor, council president and two congregation members. The two people to be asked are Wendy Gajarsky and David Nevergall. Dana will call them. If they are not interested, then she will contact Lori Ashenfelter and Linda Weigand. A decision can be made at the next council meeting. Following the creation of the team, they will meet once a year to review policies and procedures.

New Business

- Budget process for 2024 – John Weisend
John presented the preliminary 2024 budget with highlights of changes from 2023 budget. There will be COL increase of 4% of all salaries.

Additional Changes: The Lenten Program is currently a line item under Shared Worship Expenses and should be moved to Outreach and titled Interfaith Justice Series. The Mission Trip has never been in the budget due to always being funded with a Faith Endowment grant and donations. John would like to see it in the budget, as well as other similarly funded outreach projects, and will consider how to add them, possibly with revenue source noted. The Communications line item increased to \$2,150.

John is looking at CDs to take advantage of the higher interest rates on cash that is sitting in savings.

One area of potential savings worth investigation is whether the Preschool becoming an LLC would mean that Preschool employees are not counted as FLC employees, so that there would be less than 20 FLC employees, thus making it possible for Pastor Jean to make Medicare her primary health insurance, saving the church approximately \$10,000.

- Nancy Tobar will be taking time off Nov. 10 – 19 for surgery/recovery; possibly returning on Nov. 20 Someone is needed to take notes at the Annual Meeting on Nov. 19. Dana will ask Em Antal to take the minutes.

Ministry Area Reports

- Care and Nurture: *Wendy Gajarsky*
 - ✓ Progressive Dinner on Sept. 23
- Communications: *Lori Ashenfelter*
 - ✓ Digital team will meet individually with the ministry areas to ask how they can help.
 - ✓ Lori spoke to Nancy about budget numbers for Communications and relayed that to John Weisend.
- Celebration and Memorial Courtyard: *John Reyes*
 - ✓ Report submitted. Registration was paid and sent to the state. Next meeting is Sept. 27.
- Faith Endowment: *John Reyes*
 - ✓ Report submitted. Loads of Faith requested a grant of \$1,200 and was approved. Lorelee motioned to approve the \$1,200 Faith Endowment grant request from Loads of Faith Laundry Ministry; Lori seconded the motion. All approved. Motion passed. There is \$5,206.50 available in 2023 for qualified grant requests.
- Growth and Learning: *Em Antal*
- Ministry/Staff Development: *Kim Kennedy*
 - ✓ Staff reviews are in progress – each staff member has received a survey to complete and a copy of his/her job description. Team Leader Mark Watkins and a Team member will meet with and/or contact each person.
- Operations: *Darryl Anderson and John Reyes (Finance)*
 - ✓ Stewardship Team: **Ministry Fair, 9:45-11:45 a.m., October 8, 2023, in the Welcome Center, Youth and Meeting Rooms**; each Team/Committee will be invited to create a display and offer give aways. Please contact Team Leaders and encourage participation.
 - Commitment Sunday, October 15
 - Reminder: a completely new Team will be needed in 2024.
 - ✓ Property Team: Darryl received budget numbers from Beth Unk. Pastor Jean reported that after fifteen years, Judy Vernon is retiring from her role as chair of the Property Team at the end of the year. Pastor Jean and Darryl will discuss finding a replacement.
 - ✓ John submitted an Operations/Finance report to Council.
- Outreach: *Lorelee Daily, Tom Peyton*
- Preschool: *Karen Skerlong*
 - ✓ Updates concerning new playground, anniversary celebration
Preschool Board minutes attached. The 40th Anniversary Celebration is October 14. The playground will not be completed by then. It is hoped that it will be started. Cindy Boswell will represent the preschool at the Ministry Fair.
- Worship: Dana Singer, Worship Team meets on Oct. 1

- ✓ Christmas Eve is a Sunday, so the fourth Sunday of Advent is in the morning and Christmas Eve services will be that evening. Music Sunday may move to the third Sunday of Advent this year rather than the usual fourth Sunday.

Adjournment/The Lord's Prayer/Next Meetings: **October 16 and November 6, 2023**

Meeting adjourned at 8:47 p.m. without a motion.

Submitted by Nancy Tobar, Council Secretary