

Leadership Council Minutes

Wednesday January 12th, 2022 / 7:00 PM /Zoom

Attending: Jon Alleckson, Cindy Harbeck-Weber, Warren Harmon, Todd Johnson, Phil Kuper, Todd McCumber, Eric Rogelstad, Pastor Nikki, Pastor Ben

Absent: Emily Block

As a welcoming and inclusive congregation, we:

- **Affirm and claim our families, however they are defined**
- **Embrace intergenerational faith formation and innovative ministries**
- **Nurture, equip and invite people to share their gifts and talents**
- **Profess our faith through serving those in need**

Highs/lows-

Opening prayer- Pastor Ben

New Business:

Leadership planning for 2022: Although 11 people have been asked, all have declined the opportunity to serve as Vice-President. No one has yet agreed to fill either of the open Director positions. Pastor Ben agreed to continue to contact people in an attempt to fill the vacant positions on the Leadership Council.

Annual meeting: The annual meeting will be in person on January 30th at 9:30. The first service will be 30 minutes earlier than usual at 8:30. As there is a chance that Covid will make an in-person meeting even more difficult than expected, a potential make-up date was set for February 27, 2022. The agenda for the annual meeting will include approval of the minutes, 2021 ministry review, ministry team reviews and reports. New business will include the financial ministry (approval of the budget), the stewardship appeal kick-off, election of leadership (Vice President, and Directors of Outreach and Youth/Education), and election of the voting members for the SE Synod Assembly and Zumbro Conference. Warren made a motion to approve the annual meeting agenda and Todd Johnson seconded the motion. The motion was unanimously approved.

Planning for Budget meeting: The budget meeting will be on January 23rd. The meeting will be live streamed. People attending online will be able to hear, but unable to interact by asking questions and making comments.

Covid concerns: Covid cases are increasing due to the Omicron variant. After discussion, leadership agreed that we would continue to have worship services in person, and require masks, with surgical masks required, rather than cloth masks. No food will be allowed, other than communion. In-person visits from the Pastors will be paused. GIFT will be moved to a zoom-call. Although choir will be paused, congregational singing will continue to be allowed. These Covid changes will be re-evaluated at the end of February. A motion to accept these recommendations was made by Jon Alleckson and seconded by Todd Johnson. All voted in favor of the motion. A notice to the congregation will go out tomorrow.

Old Business:

Review/approve December 2021 minutes: A motion to approve the December 2021 minutes was made by Todd McCumber and seconded by Eric Rogelstad. Approval was unanimous.

Treasurer's Report:

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Income YTD (as of 12/31/21): \$427,093.35

Expenses YTD (as of 12/31/21): \$459,335.63

Budgeted Expenses: \$468,152.64

Monthly Financial Comparison	2019	2020	2021	2022	2019 Monthly Breakdown	2020 Monthly Breakdown	2021 Monthly Breakdown	2022 Monthly Breakdown	Average of 2019-2021	2021 Compared to Average	2022 Compared to Average	2021 Monthly Giving	Average of 2019-2021
January Income Actual	37,554.07	36,828.18	34,957.87		37,554.07	36,828.18	34,957.87		36,446.707	-1,488.837		J	34,957.87
January Expenses	30,548.85	27,516.44	35,087.29		30,548.85	27,516.44	35,087.29		31,050.86	4,036.43		F	36,151.16
February Income Actual	70,979.56	69,570.03	71,109.03		33,425.49	32,741.85	36,151.16		34,106.167	-2,044.993		M	41,896.05
February Expenses	73,085.43	81,776.08	67,086.31		42,536.58	34,259.61	31,999.02		36,265.08	-4,266.06		A	38,817.65
March Income Actual	115,469.72	106,004.51	113,005.08		44,490.16	36,434.48	41,996.05		40,940.23	-955.82		M	28,903.5
March Expenses	113,641.62	102,237.48	94,908.27		40,556.19	40,461.4	27,821.96		36,279.85	-4,577.89		J	26,285.89
April Income Actual	158,327.8	142,955.16	151,822.73		42,858.08	36,950.65	38,817.65		39,542.127	-724.477		J	37,338.27
April Expenses	147,844.96	131,692.28	135,329.02		34,203.34	29,454.8	40,420.75		34,692.963	-5,727.787		A	29,555.36
May Income Actual	191,162.18	189,621.13	180,726.23		32,834.38	46,665.97	28,905.5		36,134.617	-7,231.117		S	33,488.96
May Expenses	176,389.95	163,487	166,278.97		28,544.99	31,794.72	30,949.95		30,429.887	-520.063		O	24,124.55
June Income Actual	224,008.75	238,534.59	207,012.12		32,846.57	48,913.46	26,285.89		36,015.307	-9,729.417		N	48,849.71
June Expenses	207,183.35	198,576.82	192,818.74		30,793.4	35,089.82	26,539.77		30,807.663	-4,267.893		D	46,724.38
July Income Actual	262,035.77	274,983.74	244,350.39		38,027.02	36,449.15	37,338.27		37,271.48	66.79			
July Expenses	236,058.97	229,564.36	232,571.98		28,875.62	30,987.54	39,753.24		33,205.467	6,547.773			
August Income Actual	291,863.27	305,985.02	273,905.75		29,927.5	31,001.28	29,555.36		30,161.38	-606.02			
August Expenses	269,244.63	254,709.59	273,031.51		33,185.56	23,185.23	40,839.43		32,970.107	7,529.423			
September Income Actual	328,216.93	346,412.72	307,394.71		36,253.66	40,427.7	33,888.96		36,723.44	-3,234.48			
September Expenses	300,364.77	300,030.24	304,202.92		31,120.24	45,320.65	31,171.41		35,870.767	-4,699.357			
October Income Actual	362,776.58	374,076.64	331,519.26		34,559.65	28,263.92	24,124.55		28,982.701	-4,858.137			
October Expenses	331,280.34	335,759.2	339,708.31		30,915.47	35,728.96	35,505.39		34,049.973	1,455.417			
November Income Actual	396,089.71	410,076.27	380,368.97		33,313.13	35,399.63	48,849.71		39,187.40	9,662.22			
November Expenses	366,963.05	360,984.63	404,509.7		35,682.71	25,225.43	64,801.39		41,903.177	22,898.213			
December Income Actual	470,974.14	455,192.36	427,093.35		74,884.43	45,116.09	46,724.38		55,574.967	-8,850.587			
December Expenses	410,904.84	416,841.75	459,335.63		43,941.79	55,857.12	54,825.93		51,541.613	3,284.317			



Property: Al Pickett has reported that the HVAC is functional. Further details will be needed in order to get accurate bids.

Leadership Reports

Business Admin Teams: Todd Johnson had nothing additional

Congregational Ministries: Phil Kuper - nothing additional

Outreach Ministries: Eric Rogelstad- nothing to add

Youth and Education: Todd McCumber-nothing to add

Vice president: Warren Harmon reported that he and Jon Alleckson completed the Pastors' performance reviews. He thanked Pasto rNikki for her extra work over the summer.

President: Jon Alleckson – nothing additional

Pastor Ben: thanked the leadership council for serving.

Pastor Nikki: Nothing to add

Next meeting: February 9th at 7:00 pm.

Closed with the Lord's prayer