

November 14, 2022

Bob ill, Debbie out of town, all else present

Call to order 7:05

Devotion for December – Lisa D

Opening Prayer – Nick ... Focus on the gospel and grace.

Jim – Review YTD financials. Improvement in formatting making it easier to understand and have had more improvements in getting banking info into Quickbooks to simplify the tracking processes. YTD the PL is looking better than is typically does this time of year.

Some church members are having issues with online giving. Following up with Lynette

Looking to make additional accounting changes and make things easier to find

Paul moved to approve and Lisa 2nd.

Member Care report attached. Boost from Confirmation attendance Marie Klym

Christmas Services will be 5pm and 7pm

New member Sunday 11/20

WM Committee report – bringing in orchestra for Contata December 18th

Getting a new Organ from Romeo Music it is a older model and they are donating to us. What to do with the current organ? Looking for ideas. New organ will tie into the existing sound system.

Intern Support Committee needs to be formed beginning in Jan and runs 18 months looking for 5-7 people. No change in her function at AG but will have to do formal things for her seminary. Jane is going to talk to Toni Holte to see if she could chair.

Sunday School numbers are low in younger ages, but good for older kids.

Audit Committee – Dave Klym collecting reports from everyone and goal is to be completed by December 15th.

Stewardship Committee – Temple talks Dec 4th, 11th and 18th to fulfill pledges for the Capital committee

Property Committee – Need storage 4x8 donated building not ideal for our uses. Need to come up with a budget for what ever the plan will be.

AC repairs still pending. Sewer replacement to begin in January.

Building use application for Manara academy to use building for graduation on Friday May 19th for 4 hours. Looking for AV and building usage. Moving the altar? What do we need to move to prepare. Jonathan move to approve the usage and Pete 2nd

Old Business – Vanessa, (Lisa) what are we paying her to do? And how many hours are we paying her for? Jonathan – Nick handles personnel matters and decisions. She is wanting to organize the music and are able to get volunteers to assist.

New Business – Executive Session regarding Personnel

Jonathan – Personal Committee to formalize the annual review process and secondly, no formal process for goal setting and reaching established targets. Raises, COL adjustments – Nick is the only one that has been here longer than 14 months. Budgeting for 3-3.5%. When the Budget was set we had unknown staff costs as we only had 2 of the 5 staff members hired. Jerry – what has been done in the past? 3.5-4%. Jerry would like for us to look at what other churches of our size and experience pay. Jonathan – we are within the Synod guidelines. Discussion regarding raise. Adding Self assessment as part of review. Back date to July at 3.5%.

December 12th next meeting at the Billardello home.

Closing Prayer Jonathan 840pm