

Hawley Lutheran Church
Vision Council Minutes
November 21, 2023, 6:00pm

Call to order: Vice President Chelsea Anderson. 6:04pm

Present: Chelsea Anderson, Laurie Boeshans, Jane Eklund, Gerry Kluck, Dylan Olson, Pastor Andrea Paulson, Josh Prososki, Mark Redepenning, Josh Salber

Absent: Cindy Byklum, Katie Lowry

Opening Prayer: Pastor Andrea Paulson

Approval of Agenda: Mark made a motion to approve the agenda, seconded by Jane. Motion passed.

Approval of October minutes: Motion to approve made by Josh S, seconded by Mark. Motion passed.

Financial report: Josh Prososki

- October - Revenue: \$29,056.71; Expenses: \$33,875.04; Net: -\$4,818.33
- YTD – Revenue: \$281,052.56; Expenses: \$325,142.42; Net: -\$44,089.86
- Balances – Checking: \$41,806.90; Fulfilling the Vision: \$227,646.83; Memorials: \$152,736.41
- Roof insurance claim check was deposited into the Fulfilling the Vision/Now Is the Time account following recommendation from Property Team. Property also recommended using some of this money to pay for needed window replacements.
- Josh P is working on getting a quote from a company in Detroit Lakes on how much it would cost to outsource payroll tasks.
- Estimates it will cost about \$18,000 for insurance for 2024 (compared to \$14,000 last year). Getting another quote and will look at other rider options.
- Will be receiving an employee retention tax credit of about \$33,000.
- Audit meeting will be Nov 28. The November 2022-October 2023 audit information will go in the annual meeting minutes.

Open Forum/Guest: None

Old Business:

1. Internet provider update – Midco will be here Nov 27 for installation
2. Personnel/Call Team –
 - a. Three candidates so far; reviewing applications as they come in. Hasn't met recently as they haven't had any new applications recently.
 - b. In January – Vision Council needs to discuss interim staffing needs/plans
3. Nominating Committee/Policy
 - a. No response from them.

- b. Members are Maggie Walker, Nelaina Daggett, Lindsey Pederson, Tori Leister
- c. Discussion of nominating process. Goal is to have nominees by December meeting rather than leaving it until the annual meeting. Outgoing Council members need to decide by December meeting if they'll run again.
- d. Katie will reach out to the nominating team via phone or personal conversation to see if they are going to meet. Council would like them to meet by the first week of December. Katie or Chelsea will let the rest of Council know the status of the nominating committee.

New Business:

1. Budget Draft
 - a. Only change in the budget was a slight increase in Lead Pastor retirement from \$5,200 to \$6,440 (per the signed letter of call from March 2020). This was an oversight.
 - b. Motion by Mark to retroactively adjust Pastor Andrea's pay to cover the missed retirement increases that were part of the March 2020 letter of call; seconded by Gerry. Motion approved.
2. Personnel Team recommendations
 - a. Motion made by Laurie to accept Personnel Team's recommendations for Christmas gifts for staff; seconded by Dylan. Gerry abstained. Motion approved.
3. Budget items needing a vote – Pastor Andrea's housing allowance for 2024 and \$2,500 for discretionary benevolence
 - a. Motion made by Josh S to allow \$50,000 of Pastor Andrea's pay to be claimed as a housing allowance; seconded by Dylan. Motion approved.
 - b. Motion made by Mark to send 2023 budgeted discretionary benevolence amount of \$2,500 to REACH's backpack program (\$1,250) and Feed My Starving Children (\$1,250); seconded by Josh S. Motion approved.
4. Nomination team – covered in old business
5. Annual meeting agenda and communication – motion made by Mark to table until December meeting, seconded by Gerry. Motion approved.
6. Now is the Time – feedback on pledges, next steps
 - a. Property team recommends setting aside \$40,000 for window replacement in office area
 - b. Discussion on how to be good financial stewards of HLC funds, especially with the unexpected insurance check and the loan on the green house. In December, Council will make a decision about paying off the green house.
7. Team Reports
 - a. Now is the Time – 62 cards in as of last week (out of 160 cards sent out). Approximately \$901,000 pledged.
 - b. Property – covered earlier in the meeting
 - c. Personnel – covered earlier in the meeting
 - d. Christian Education – Christmas program and Live Nativity on Dec 10; recruiting some younger fathers to help with the Live Nativity setup
 - e. Outreach – Operation Christmas Child boxes have been packed and delivered; next is Feed My Starving Children mega-event in January

- f. Worship – planning Thanksgiving, Advent, and Christmas services; will be keeping an eye on attendance at Thanksgiving service – Pastor Andrea will be bringing the idea of bringing back the community Thanksgiving service to the ministerium

Staff Reports: Pastor Andrea Paulson

- Very busy with four funerals this fall.
- So much good stuff going on!
- 29 kids signed up for the Alaska mission trip

Dates to Remember:

- Pastor Darwin Appreciation – December 17 – cupcakes after worship (Pastor Andrea will develop a plan with Katie and communicate with the council; Executive Team will discuss a gift of gratitude for Pastor Darwin)
- December Vision Council meeting – December 19 – potluck with offsite location TBD
- Annual meeting – January 21 - potluck

Adjournment: Motion made by Chelsea to adjourn, seconded by Gerry. Motion passes.
8:23pm

Closing Prayer: Pastor Andrea Paulson

Respectfully submitted, Laurie Boeshans