

Council Minutes

March 17, 2025

Attending: Dan Strehlow, Dolores Pemble, Maria Gathje, Alex Zuzek, Natalie Carda, Dave Fry, Jen Klos, John Nye, Pastor Geier, Lois Twedt

Call to Order by Dan Strehlow at 6:09 p.m.

Secretary's Report, Lois Twedt

No changes were needed. Jen made a motion to approve the minutes as written. Dolores seconded the motion. The motion passed.

Treasurer Dolores Pemble

Council Action Required

FMT met on Monday, March 10 and approved the February financial reports. Deborah reported she has been working with the CMT to get the QR code up and running. It will soon be published in all publications for payments of all types. We discussed the audit committee recommendation there should be a policy on bid procurement. FMT agreed that any projects \$5000+ requires a minimum of two bids. This policy will be included in the Financial Fact sheet so all ministry teams are aware. It will be sent to Council for approval. We were contacted by Hastings Family Service to allow them to hold our end of the year donation until March so it could be doubled during food share month. We agreed. FMT reinforced that funeral donation must be designated at the time of giving or it will go into the General Fund. This should be published in the funeral handbook. Ron suggested we would make more interest transferring designated funds into an AB Government Fund account with Edward Jones. We already have a relationship with Edward Jones as they hold the scholarship dollars. Funds in this account would be next day available. Motion was made and seconded to transfer \$100,000 into such an account. Final decision will be made at Council. Meeting was adjourned and we will meet again on Monday, April 14, 2025. A motion was made by Alex and seconded by Jen to approve the Treasurer's Report. The motion passed.

ADDITIONAL AGENDA ITEMS FROM FMT:

~ Approve policy suggested by FMT that expenses over \$5,000 be required to obtain a minimum of 2 bids.

~ Approve motion from FMT to move \$100,000 from Designated Funds to Edward Jones A Government funds account to earn more interest, yet still maintain next day availability.

Vice President Alex Zuzek

No Council Action Required

1. Steve Wolverton and Bill Pavlish were key in the heavy lifting that needed to happen sorting out all that got moved to the old sanctuary. Deborah Dreher and Pastor Geier made the selections of what to save and what to either try to discard or re-purpose.

2. The kitchen sanitizer has been a challenge for several months. Steve W. has ordered parts to try to make repairs.

3. A new two seater sofa was purchased for the nursery area in the narthex.
4. Bruce Arndtson purchased and assembled a large chest for the outdoor NW corner area where we conduct the plant sale. He has completely made the corner free of unsightly items.
5. Bruce also purchased an additional steel shelf unit for Heidi's custodian room for the purpose of storing all paper goods. She greatly appreciates the additional shelving.
6. Heidi has been asked to shampoo the new narthex carpet from east to west sometime in the weeks ahead. This area is notably dull with traffic soil. She will schedule the proper time.
7. The sanctuary window shade got reinstalled after church on March 9th when a crew of men carried the tall A frame ladder to the window. Dave Pemble and Chad Carda succeeded in getting the shade engaged with the hardware so it is operable again.
- 8 Tree pruning is needed to be done very soon. Our volunteers can do the pruning once good information has been gathered from the city arborist.

Serving Ministry Report—Dave Fry

No Council Action Required

Fellowship

Old Business:

NEW MEMBERS INFORMATION MEETING AND RECEPTION ON MARCH 2:

Kent Rischette and Sue Schwarting; Shawn and Holly Busby were received as new members. Another couple will be joining later this year. Glenda did set up. Bars were made and served by members. Darla provided loaves of bread for gifts.

BLOODMOBILE IS MARCH 18:

More help is needed:

Set up: 11:30 Katy Lindberg and _____

Greeters: 11:45-2:00 Gerri Lundby and _____ 2:00-4:00 Camille Nelson and _____
4:00-6:00 Glenda

Sign in: 11:45-2:00 Mary Rock and Judy Werner 2:00-4:00 Patty Todnem and _____
4:00-6:00 Katy and _____

Clean-up: 5:45-6:15 Darla and _____

Hang around till end _____

SAINTS GAME: No date has been set yet

LEADERSHIP RETREAT MARCH 2:

Glenda and Camile attended. Our focus was how we witness to others in our own lives and how does that church outreach to others within the church, community and world?

BROCHURE FOR NEW MEMBERS:

Camille and Lista developed a visitors' brochure that was available for the new members' information meeting. Preschool info will be added and the revised brochures will be available at the Welcome Center.

Old Business:

EDUCATOR APPRECIATION ON MAY 3:

Camille Johnson-Oster will talk with necessary people about acknowledging educators during and after service on May 3. It is also the last day of Sunday School. Camille and Marjorie Peterson are planning a reception. Pre-school staff will be invited.

Other appreciation acknowledgements in the future—first responders, health workers, trades.

SUNDAY TREATS:

Policy will be that refreshments are purchased or available for special receptions through Fellowship coordination.

KITCHEN ITEMS PURCHASED BY WELCA:

6 tablecloths for funerals, 10 plastic pitchers-total of 26, and a small carafe coffee pot have been purchased.

ELOISE ARNDTSON FUNERAL ON MARCH 15:

Expect 150 for luncheon. Starkson's pay fee of \$1.50/person towards the luncheon expenses. St. Philips provides paper products, coffee and cups.

EASTER DONUT HOLES: Donut holes will be available after both services. We will triple our normal order.

FELLOWSHIP MINISTRY MEMBERS:

Looking at recruiting new members as we have so many duties. Brenda Arndtson and Emily Preston were suggested. Looking at results from Time and Talent sheets. Possibly a newsletter article in the future to recruit members.

Stewardship:

The Stewardship ministry team will meet March 11, to discuss the success of the Time and Talent Form mailing and resulting returns. Seventy forms were returned representing 107 individual members. We will discuss how to best acknowledge their response to the form.

Stewardship will be kept alive throughout the year with a team member lifting up one or more programs that they see as Abiding in God's Abundance. They are asked to do a brief piece in the monthly newsletter with their person perspective.

Keeping Connected will be continued under the direction of Gerri Lundby.

HR Report—Natalie Carda

No Council Action Required

Provided an update to the Finance Ministry Team regarding new Minnesota legislation, effective 2026: Minnesota Paid Leave Law.

Reviewed Job Descriptions for Director of Children's Ministries and Director of Youth Ministries, updated by Pastor Geier and Nick Clark.

Met with Nick Clark, Interim CYF Director, to discuss outcomes of Discovery Team.

Assisted Pastor Geier with documentation to promote Becky Kaphing from Interim Children, Youth and Family Coordinator to Director of Children's Ministries.

Assisted Pastor Geier with the process to hire a Director of Contemporary Worship, including updating Job Description. Megan Rein has been hired.

Discussed with Pastor Geier, the process for hiring Director of Youth Ministries.

Worship Ministry Report– Maria Gathje

No Council Action Required.

Service Debrief: Services have gone well. Special music from the Bells, Children's choirs and Unity have been much appreciated. Thanks to LuAnn, Kelsey and Noreen for their leadership. There have been comments from some members who are not comfortable with new liturgy and hymns. However, our ministry team endorses introduction of new music from time to time, with the congregation being given an invitation to use hymnals when this happens. Another suggestion was to have verses sung by alternating only men or women in order to alleviate voice stress in longer hymns. There has been a request to use the Nicene Creed. It will be used during Lent.

Communion/Worship Leaders: The railing is up for Lent, so communion will allow for people to kneel if desired. We will have two pairs of communion servers for each of the Easter services. Lori will have a sign-up sheet posted for Holy Week worship leaders.

Easter Garden: There are 38 plants ordered. There will be a \$75 delivery fee that will come from our budget. There has been a request to allow people to donate tulip plants. This was approved with direction to deliver them to the church during Holy Week by 8:30 AM on April 19. Becky will see to an announcement for this.

Music planning:

- Mar 12, Wed: Lori Best and Ryan Hummel (Holden)
- Mar 16: Unity
- Mar 19, Wed: Raul Jackson and Maria Gathje (Holden)
- Mar 23: Bells/ Becky Raimann-song leader
- Mar 26, Wed: Haven and Kelsey Wormely and Becky Raimann (Holden)
- March 30: Becky Raimann-song leader, possible youth musician
- April 2, Wed: David Weisser and Maria Gathje (Holden)
- April 6: Children's Choir, Kelsey Wormely-song leader
- April 9, Wed: TBD (Holden)
- April 13: Children's parade with palms and small bells to ring, song leader-TBD
- April 17, Maundy Thur.: Unity
- April 18, Goof Fri.: Bells/ Lori Best
- April 20, 8:30 AM: Bells/Unity
- April 20, 10:30 AM: Adult choir with Brass ensemble
- April 27- TBD

Future Planning:

- Request for singing during communion when no special music (two Sundays per month). Suggestion: "Let Us Break Bread Together on Our Knees". Noreen will be consulted.
- A Brass Ensemble for Easter 10:30 AM service is getting formed. The same opening and sending hymns that were played/sung last year will be used this year.
- Fellowship Ministry Team will provide servers for refreshments after the 10:30 AM Easter service.
- Pr. Geier will be on leave March 30.
- Raul, Marge, and Becky will consider attending conference on Worship at Stillwater on March 22.
- Outdoor service date: not finalized. Becky will contact the DDD Band.

Learning Ministries Report –Jen Klos

No Council Action Required

Pre-School:

1) Registration numbers for next year are as follows:

M-W-F 9:00 to 12:00– 17 spots are filled

T-TH 9:00-12:00- 11 spots filled

Last year at this time we had 18 MWF and 9 TTH spots filled.

Current classes 24 MWF and 20 TTH

2) Raise Right has been doing great and allowing for many actives. Dino eggs, Carpenters nature center, ice cream making, and an ad in the Summer Community Ed book to advertise for next year. Our next goal will be replacing the scholarship money used this year to help a family in need. The family was very appreciative for the help during some very tough times, and we are grateful to be able to help keep this student in class.

3) The idea of reaching out to the paper for a human interest story about parents who came here as a child and now are bringing their children here was discussed, and we will look into that.

4) Reviewed the budget.

Faith Formation

Becky is talking with Dolores to get more banners made for first communion. She is also be trying to figure out who's at that age and getting emails sent out.

ASG:

The deadlines for articles to be submitted are noon on Thursday for bulletin and 15th of the month for newsletter.

April newsletter article, Jennie will submit once more is set.

Mary Charlsen (St Olaf) Students, Death Over Dinner, still up in the air. If St. Thomas presentation is video taped, might see if we can view late April. Chuck will follow up.

Faith Formation would like to share volunteer and teaching opportunities. Possibly the Sunday AFTER Mother's day would be a good one and have some of the current SS teachers available to talk. Need to do some promotion in the announcements for a week or two beforehand to try to bring in more likely candidates. Pastor Geier will talk with Jen and Becky Kaphing about this further.

Pastor Greg unavailable from March 9 through April 13 due to his working with the 56'ers catechism. March

3/2 Cindy promoting the book study for 5 min, followed by the Wired Word. Doug to do Wired Word, Jennie let Cindy know

3/9 Rise Up Recovery, if available or Jennie do Wired Word.

3/16 Chuck will do Wired Word.

3/23 Hopefully Rise Up Recovery if they are not March 9

3/30 Caregiver care, advanced directives or Wired Word

Ideas for April:

April 6: Kevin Ekstrom, hospice chaplain,

Different faith communities – have speaker come in and talk about their community—Udai Singh, Hindu; Someone from the Buddhist temple south of town, a Muslim speaker, Jewish connection, possible field trip to local Buddhist temple, Wired Word, Lisa's trip to Turkey, possibly a brainstorming session—looking for new blood

4/13 Palm Sunday

4/20 Easter – No Forum

Interserve:

We had a successful Book Bingo family fellowship event in February, with about 11 kids and 7 adults joining us. Everyone seemed to have a great time playing, taking turns calling bingo numbers, eating popcorn, and picking from our huge selection of donated books. Each kiddo left an armful of books, and we still had several small boxes left over to donate to the preschool and the upcoming garage sale. So grateful for everyone's generosity with their donations.

We have a High School fellowship event coming up in April—Board Game Night on April 27 from 7-8pm. We'll meet at church to play board or card games, have snacks, and hang out.

Regular Confirmation classes are on break during Lent, as usual, to allow families to attend Wednesday evening worship and give confirmands a chance to meet with their adult mentors. We had a mentor orientation on Ash Wednesday, and confirmands are off to a great start with their mentor meetings.

After some discussion with the Faith Formation team, I have offered to lead a few Adult Forum sessions aimed at helping adult members feel comfortable taking on support roles in youth ministry--whether that's through volunteering and mentoring, or simply connecting with our youth on a personal level. These sessions are tentatively set for April 27 and May 18.

I'm very excited that Becky Kaphing has been formally installed as our Children's Ministry Director! She has been fulfilling many aspects of that role since before I joined St Philip's and has always done exceptional work--I'm glad she'll be able to officially continue this ministry in the long-term.

I have heard that the HR team continues to make progress with filling the Director of Youth Ministry role, and I continue to offer my support with their process as-needed.

Communication/Marketing/Tech Report – John Nye

No Council Action Required

CMT looked into the vents in the sanctuary to see access for power for installing outlets for cameras. Electricians should be able to come off lighting to install outlets. Bruce is going to contact a couple more electricians for estimates to compare with the first estimate.

QR codes are ready for use, we can have a single QR code for any giving options available and the process is simple.

1. open camera on phone and put image of QR code on screen
2. click on link that should appear on screen
3. download Vanco app
4. search for St. Philip's Lutheran church or by zip code
5. click on Login or Sign up
6. if you have an account setup already use email and password, if not create a login and password
7. click on a giving option and you will be prompted to link a bank account or credit/debit card.
8. then start donating

Pastor Geier — March 2025 Council Report

- Participated in ministry team meetings, staff ministry team meetings and weekly contemplative prayer group meetings.
 - Visited nursing home and home bound members and celebrated Holy Communion.
 - 4 hospital visits and pastoral care, funeral planning and premarital meetings
 - Preschool chapel on February 19 and 20 and March 6.
 - Synod Conference caucuses on February 22nd at Shepherd of the Valley, Apple Valley
 - SPLC Book Bingo on Sunday, February 23rd
 - Led worship at Oak Ridge on February 26th
 - Hastings Ministerial Association on February 26th
 - Synod Candidacy meeting on February 27th
 - Led Council/Leadership Retreat on March 2nd
 - Hastings Show Choir finale on March 3rd
 - Hastings 5th Grade and 6th Grade Vocal Concerts on March 4th
 - Hastings 7th grade and 8th grade choir concerts on March 6th
 - Officiated at funeral for Eloise Arndtson on March 15th.
 - I invited Rolf Lowenberg DeBoer, assistant to the bishop to preach on March 16 to strengthen our connection with the synodical expression of the ELCA.
 - We are welcoming Megan Rein to our staff ministry team as our new director of contemporary worship on March 19th!
- Other things to consider:
- Council/Leadership Debrief
 - I will be absent on Sunday, March 30th and Rev. Melinda Quivik, PhD will be providing pulpit supply.

Your Servant in Christ, Gregory A. Geier, Pastor

Old Business:

Megan Rein has been hired as Director of Contemporary Worship. Pastor Geier provided a summary of her background and skills.

Kelsey Wormley is taking a leave from directing children's choirs.

Becky Kaphing has been promoted to Children's Ministry Director.

Director of Youth Ministries position will be included in Sunday's bulletin.

New Business:

A motion was made by Natalie and seconded by Alex to approve the policy for a minimum of two bids when expenses exceed \$5,000.

A motion was made by Alex and seconded by Jon to approve moving \$100,000 from Designated Funds to Edward Jones A Government Funds (money market) account.

Council/Leadership debrief:

- reviewed evaluation sheet comments
- added comments to consider sending agenda and possibly Bible verses ahead of time
- multiple representatives from each ministry team should be encouraged
- suggestion to separate business/strategic planning piece for ministry teams to handle at a separate meeting, to keep retreat focus on renewal time

A suggestion was made to add professional audit of finances as a budget item for next year. Dolores will bring this to the Finance Ministry Team for input. Timing of audit to be determined. Jen has recommendations for audit firms.

Each council member is to compile a bullet point job description of their duties. Send this list to Lois to include for next month's meeting.

A motion was made by Alex and seconded by Jen to adjourn the meeting. The meeting was adjourned at 7:10 p.m.

Submitted by Maria Gathje and Lois Twedt