COUNCIL MINUTES

ST. PHILIP'S LUTHERAN CHURCH – HASTINGS, MN
OCT 19, 2026, 6:00 PM
HELD IN PERSON

IN ATTENDANCE

DAN STREHLOW, MARIA GATHJE, DOLORES PEMBLE, TRICIA BREMER, SAMMI WARNECKE, JEN KLOS, NATALIE CARDA, JUDY HANSEN, PASTOR GREG GEIER

ABSENT

JOHN NYE

CALL TO ORDER

PRESIDENT DAN STREHLOW – **6:02PM**

NOT APPROVED

SECRETARY'S REPORT

SAMMI WARNECKE

The final September 2026 minutes were reviewed by the council.

Judy Hansen made a motion to approve the September minutes.
Dolores Pemble seconded the motion.
All in favor, the motion carries.

TREASURER'S REPORT

DOLORES PEMBLE

NO COUNCIL ACTION REQUIRED

FMT met on Monday, Oct. 12 and approved the September Financial report. Budget updates were discussed from reports that have been received from ministry teams so far. Update on Portico benefits, they will be increasing 15% in 2027. We received another mortgage principal donation of $7,100. FMT agreed to add a temporary line item to Designated Funds for sound board donations anticipating a replacement in the near future. A discussion was held on the current tithing policies and FMT unanimously agreed that the yearly tithe should include Capitol, Misc. and Special Events giving categories. Next meeting will be November 9, and we will be finalizing the 2027 budget.

Jen Klos made a motion to approve the September finance report.
Judy Hansen seconded the motion.
All in favor, the motion carries.

BUILDINGS & GROUNDS

VP JUDY HANSEN

NO COUNCIL ACTION REQUIRED

B&G met on Monday, October 12, with seven of nine members attending. The team is happy to welcome new member Jim Wagner. The newly purchased leaf blower and weed whip/hedge trimmer were unboxed; the decision was made to return one of the items for a better selection. The leaf guards and corner protectors were also on display and will need to be installed soon.

Seasonal tasks were discussed and plans were made to complete them: hoses put away, shovels and salt brought out, clocks changed, range hood cleaned, refrigerator vents cleaned, parking lot light timers changed, etc.

Other pending projects: both kitchen ovens are out of order (no success with many calls to schedule service), an outdoor outlet is not live, patching and painting interior walls, and the basketball hoop to be purchased with memorial funds. Pastor Geier has requested an estimate to add auto light (turn on, turn off) in more rooms.

Finished tasks: The bike rack has been assembled and attached to the existing cement pad, and new bulbs were installed behind the stained-glass panels in the narthex.

FALL CLEAN UP DAY IS SATURDAY, OCTOBER 24, from 9 to 11:30. In addition to cutting perennials and raking leaves, we'll need a team to install the gutter covers. Please come!

- Council Discussion: Pastor would like to look into adding motion sensor lights in the three main hallways. The inquiry will be made when the electrician returns regarding other matters listed above.

SERVING MINISTRY REPORT

TRICIA BREMER

FELLOWSHIP

NO COUNCIL ACTION REQUIRED

OLD BUSINESS:

1. CONFIRMATION, October 25: We'll have a sheet cake with red icing for reception. Glenda will set up with red paperware and flowers. Patty, Glenda and Pam will serve.
2. HALLOWEEN DOWNTOWN EVENT: Sunday, Oct. 25 We have a sign up for help and for donations. Hopefully others who have participated before will step forward again. Camille will announce on Oct. 11.
3. PHILADAZZLE NOV. 29: We had our first planning meeting, with 7 members. Theme of "Old Fashioned Christmas." Graphics have been given to Dawn to help develop tickets, advertising, etc. needed. Menu will be roast beef, fried chicken and fixings. Tickets at $25 will be sold first 4 Sundays of Nov. Margaret will have press releases throughout the next few weeks.
4. DAVE FRY FUNERAL: About 100 were served light refreshments.

NEW BUSINESS:

1. FINANCE REQUEST: Finance committee has requested we consider budget for our Connecting Events(GL 7084-01 550) instead of asking for donations. "From VBS to LWR, Youth Events, Shoe boxes, we are continuing to ask congregation for

NOT APPROVED

donations." So, our ministry is asked to consider these recurring events be included in our budget. We concurred to put in budget.
Fourth of July Parade: $300 for bottled water, other supplies
Downtown Halloween Event: 800 Cups, 15 Hot Chocolate mix and 18 bags of marshmallows ($400) We'll continue to ask for coffee donations when needed.

2. BUDGET: We'll send out budget similar to last year's with adjustments listed. It needs to be submitted by Oct. 20.
3. PASTOR APPRECIATION SUNDAY, OCT. 11: We signed a card, we'll include a $100 Visa gift card. Camille will present during announcements.
4. VETERANS DAY CARDS: We have cards to sign. Will get names and addresses for next month to send for Veterans Day. In upcoming bulletins and newsletter we will ask for additions or changes in the military prayer card list.
5. NEW MEMBERS FOR COMMITTEE: Mary Charlson submitted her resignation. We thank her for helping in so many ways for many years. Pam will ask Barb Fry and Glenda will ask Darlene Bender. All are to think of others to recruit for our committee.

NEXT MEETING: **MONDAY,** NOV. 2 5:00 DEVOTIONS: Glenda

STEWARDSHIP

NO COUNCIL ACTION REQUIRED

The Stewardship Ministry Team met Tuesday Oct. 13, with five members in attendance and unable toattend. Pastor Geier was away at his pastoral conference, making it necessary for him to not attend also.

1. The Stewardship campaign is primary for the team. Stewardship Sunday is Nov. 22, at which time pledge cards began to come in, along with 2027 Time and Talent Forms.
2. The campaign is prefaced with three Temple Talks.September 20 was Michelle Carlson SchmidtOctober 18, will be Natalie or Chad CardaNov. 8th will be Jen Klos
3. The assembly of the Stewardship bulk mailing will be done in the North Room on Thursday Nov 5th at 6p.m. The entire team joins in this effort plus Patty Todnem. About 375 packets are prepared for mailingwhich includes the 14 new Confirmands who are mailed their own packet. As voting members of the church,they are now invited to officially participate with their gifts as full
4. Contents of the mailing are: A cover letter from Pastor Geier and the team, Pledge Card and AddressedEnvelope, Inspirational Brochure of photos and statistics, Time and Talent Form, and a reponse card aboutattending the Pancake Sausage Breakfast.
5. The Complimentary Pancake / Sausage breakfast follows worship. Work teams are being recruited for

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6. We ardently hope the congregation will continue its support of the duo Fund system, i.e. the GeneralFund and Capital or Mortgage Fund through a pledging approach. 113 pledge cards were returned in 2025.It's our prayer that we maintain or exceed that level of return.

HR REPORT

NATALIE CARDA

NO COUNCIL ACTION REQUIRED

The HR Ministry Team received a request from the Worship and Music Ministry Team to seek the position of Director of Music. The Worship and Music Ministry Team provided information to consider when updating the existing job description.

The HR Team will meet to review and update the current Job Description for the Director of Music. The Job Description will be forwarded to Worship and Music for additions or corrections. When approved, internal and external postings will occur.

In addition, updated information will be forwarded to the Finance Ministry Team for 2027 budgeting purposes.

WORSHIP & MUSIC MINISTRY REPORT

MARIA GATHJE

NO COUNCIL ACTION REQUIRED

Service Debrief: Services have been going well. Average attendance for August was 146. Choir and Bells have been a welcome enhancement to worship. A concern was voiced by a congregate about the new liturgy started on October 11 being a bit sluggish. It was suggested that the piano be used for this liturgy and the "Feast of Victory" be sung at a faster pace. This liturgy will be used until Advent.

Music planning: Grand piano was tuned October12. If HCA does not have it tuned for a concert before January, it will be tuned then. It is necessary that it be tuned at least three times a year to keep it in good working order. LuAnn will investigate the possibility of providing printed melody of new music for Praise Worship. She will consult with Meg. The congregation will have the opportunity to choose their favorite hymns and submit to the Team at the Ministry Fair day, January 17. Chosen hymns will be sung during communion, if not during other parts of the service.

Music leaders:

- Oct 25: Bells/song leader: Jan Kochendorfer
- Nov 1: All Saints Sunday; Praise Band
- Nov 8: Adult Choir
- Nov 15: Unity

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- Nov 22: Pledge Sunday; Bells, Song Leader: Lori or Becky
- Nov 29: Advent 1; Adult Choir

All Saints Sunday, Nov 1: Kelsey will set up the candles. People will be invited to light a candle after receiving communion. LuAnn will get bell tollers when naming those baptized and those who have passed during the year.

Director of Music: HR provided a draft of a job description for this position. After discussion of qualifications most desired, Cynthia agreed to edit the draft for review at the Nov 3 meeting.

Signage Reminder for Building Closure: A request was made to have a sign posted at the Welcome Center to remind Worship Coordinators and others that the doors are locked and lights turned off after all have left the building. Becky will talk to Dawn about making one.

Designated Fund Use: HCA has provided $500 for use by AV. These funds and other designated funds could be used toward equipment needed for the AV system.

Next Meeting: November 3, VIA ZOOM ONLY (Election Day), 6 PM. Becky will give devotions.

LEARNING MINISTRIES REPORT

JEN KLOS

PRESCHOOL

NO COUNCIL ACTION REQUIRED

1) M/W/F 25 T/TH 12 (six of these students come every day)
   - We had one student drop since last month's meeting due to transportation issues.
2) We have many special activities planned coming up including trunk or treat, Librarian visit, picture day, conferences, and feast day. Just finished up fire department visits/
3) We will be selling St. Philips t-shirts again. Currently in process of working on the design.
4) Christmas program will be one program December 18th at 6:00 pm
5) October Culvers night will be 10/26 from 5-7
6) Budget was reviewed. Currently looking good. Will be adjusted with staff wages and added hours for Kari.
7) Next meeting November 9th at 4:00. (then not till until January 11th)

NOT APPROVED

FAITH FORMATION

COUNCIL ACTION REQUIRED

Upcoming events include Trunk or Treat on October 24th. Numbers have been low for Confirmation Early Birds this year, so Lydia is planning to include packing the food donated at Trunk or Treat during Confirmation on the 28th.

We reviewed the budget for 2027 and made a few changes. Mainly increasing funds for VBS as we intend to up our numbers to 100 for this summer. It was suggested that we also increase our budget to cover food donations for Confirmation Early Birds and VBS. We decided to do so for Early Birds but to still offer the congregation the opportunity to donate for VBS. Feedback in the past is that people who are unable to physically volunteer at VBS like the option of donating food.

We discussed fundraising efforts for the year. We do not have any students interested in attending the ELCA Youth Gathering, but we have several interested in camp. As of October 12th, we have raised $2,626 from the Envelope Wall. This money will go towards kids going to camp and will also go towards purchasing t-shirts for VBS again this year. Philadazzle has offered students looking to raise money to volunteer serving tables. We have four students who have committed to helping.

The other large fundraiser we are planning is Forks for Faith, a spaghetti dinner and silent auction.

We are seeking council approval for this event. I have attached the flyer we plan to use. We would like to start highlighting this in November so we can begin to collect donations for the silent auction portion.

Dolores Pemble made a motion to approve the spaghetti dinner fundraiser.
Maria Gathje seconded the motion.
All in favor, the motion carries.
The spaghetti dinner fundraising event is approved.

ADULT SPIRITUAL GROWTH

NO COUNCIL ACTION REQUIRED

Budget

For 2026, assume $600 budget

$100 for Krishona Martinson, Krishona declined honorarium
$100 for Jim Dontje & Laura Lindell, [paid]
$100 for Caryn Josephson or Bega Kwa Bega [status?] Jennie still needs to check with Debra Dreher if sent and if not contact Caryn for exactly where it should go.

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Others? Have I missed a payment? Jennie will check with Debra D.

Newsletter: Who will submit for November by October 15th? Jennie will

Mics: Update on conversation between Doug and John Diischer on charging at the sound booth: Put just the microphones in the sound booth for charging. (initially misunderstood as "everything".)

There is a short in the connection between the cord and metal handheld microphone

Chuck taught Glenda how to use the remote clip on mics for the AAUW meeting

Jennie talked to Glenda S. after the AAUW meeting and the clip-ons worked very well for them. Glenda felt a hand held not absolutely needed for questions but Chuck looking into an adapter to use a wireless handheld with the current wireless system. It may be relatively inexpensive, only about $30, to have that option.

Follow-up from Pastor Geier

Update of Pastor Ayashim, going from student visa to green card. Doing "domestic missionary work" in a church here in the TC now. Costs ~$20,000 with his wife and several kids involved, too. Per Pastor Geier, not an easy way for us to directly support him. More to come.

Does Pastor know someone "impartial" to talk about the Israeli-Palestinian conflict. Any contact person for a discussion of the "Israel-Palestine conflict"? Pastor himself is going to try to do this in his time the week before the JCRC are coming.

Ideas for someone to further discuss this if needed: JCRC people (doubt could be "impartial"), Common Ground, from Synod [LENID??] Chuck to f/u with Doug

Check if perhaps JCRC would talk about different meanings of the stories from the New Testament for this visit with them, relatively non-controversial.

Funerals, Celebration of Life, Workship Services

Possible program by Pastor Geier?

Synod update

Follow up from August 24, 2026 Synod on Missions dinner that Pastor Geier & Dan Strehlow attended? – not discussed tonight, to check with Pastor later. On Oct 10, Dan Strehlow agreed to talk on Nov 1 about what they learned about Synod mission funding.

Social justice

Is it possible to ask Tom and Cheryl Bullington to discuss their work on social injustice or would that be "too political"? Could they talk about it without talking political parties?

NOT APPROVED

Fall Tentative schedule:

October

10/4 Wire Word program lead by Jennie Orr Thomas

10/11 Brain storming session on future Adult Forum Programs lead by Doug Schultz

Oct 15-18 MEA weekend

10/18 [no Sunday School]

Pastor Geier Holy Land: Trying to Understand People and Place

10/25 [Confirmation] No Adult Forum

November

11/1 Dan Strehlow on what the Synod is doing with the mission money they are receiving from congregations

11/8 Pastor Geier: Christian Nationalism

11/15 Steve and Jon from Jewish Relations Council [Doug handling] could they talk about context of some NT Biblical stories from a Jewish culture prospective, especially the fact that probably the Gospels (except MAYBE Mark) were written after the destruction of the Second Temple by the Romans.

11/22 Stewardship Pledge Sunday, complimentary breakfast. No Adult Forum
Family Sunday School

11/26 Thanksgiving

11/29 No forum Thanksgiving weekend

December

12/6

12/13

12/20

12/25 Christmas

12/27

Jan 10 Ministry Fair – no separate Adult Forum

April

4/18/27 Bishop Grimm available for our Adult Forum

Next meeting October 26, 2026 at 6:00 pm via Zoom.

Possible Future Adult Forums

12 step program for treatment (??) by Lisa Bergert

NOT APPROVED

Spring programs
Funerals & Memorial Services: Starkson Family Life Celebration Chapel
Creamation Society presentation

Possible annual program conflicts on Sunday morning

Jan/Feb	Financial meeting
February	Annual meeting
XX	Officer installation, recognition reception
XX	New member orientation
XX	New member reception recognition
Late April / early May	Teacher appreciation reception
May	End of Sunday School celebration
	Last Forum [5/3/26] very small attendance
June	Graduation Recognition Sunday
August 4, 2026	New member program & reception
September	Rally Day; Sunday School Kick-Off
September	New member program & reception
November	Ministry Fair [is this an annual event?? Maybe every other year??]
	Not this Fall, 2025
November	Thanksgiving weekend
December	Stewardship Sunday, breakfast [11/9/25; 11/22/26]
December	Christmas and New Year weekends
	Week before Christmas a maybe; only 6 people for Dec. 21, 2025

COMMUNICATION, MARKETING, AND TECHNOLOGY REPORT

JOHN NYE
NO COUNCIL ACTION REQUIRED
No meeting this month.

PASTOR'S REPORT

PASTOR GREG GEIER
NO COUNCIL ACTION REQUIRED

- Attended or checked in with ministry teams. I have also visited nursing homes, assisted living or otherwise homebound members
- There have also been three hospital visits since our last council meeting and many pastoral care conversations and four pre-marriage meetings..
- Hastings Ministerial Association on September 23 at Calvary Church.
- I lead worship at Benedictine on September 28
- Preschool Chapel on September 29 and 30 and October 7 and 8.

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- I lead worship at Oak Ridge on September 30
- Synod Candidacy meeting on October 1 at Augustana Lutheran in St. Paul.
- Met with our synod's new Director of Evangelical Mission, Pastor Kirsten Fryer on October 2. (Technically, we had boat picnic on the St. Croix.)
- Officiated at committal service for Susan Delaska at Ft. Snelling on October 7.
- Checked in our Family Camping event on October 9.
- Attended our Synod's Fall Theological Conference at Cragun's October 11-13.
- Officiated at committal service for George Beatty at Ft. Snelling on October 15.
- Led worship at Benedictine on October 19.

I will be convening the Nominating Ministry Team this month in the next week or so.

OLD BUSINESS

NATIONAL YOUTH GATHERING VOLUNTEERS

- Not enough interest this year – no students attending, therefore no chaperones needed.

SUPPORT MINISTRY FAIR

- Table guidelines will be discussed and voted on at the next council meeting – Jen will send a proposed list of guidelines ahead of the next meeting.

NEW BUSINESS

ADDING COUNCIL LIAISONS

- Do Days Quilting – Serving Ministry (Tricia Bremer)
- Garage Sale – Serving Ministry (Tricia Bremer)
- Community Ambassador – Serving Ministry (Tricia Bremer)
  - The Community Ambassador serves as the main contact when groups outside the church request the use of SPLC space to host community events, also serving to provide onsite oversight and assistance during the events.
- Columbarium – Buildings and Grounds (Judy Hansen)
- Wedding & Funerals – Pastor Geier

Jen Klos made a motion to approve the council liaison assignments as listed above.
Judy Hansen seconded the motion.
All in favor, the motion carries.

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MEMORANDUM OF UNDERSTANDING (MOU) – SPLC AS REUNIFICATION SITE

- The Hastings Public School District asked to renew the Memorandum of Understanding with SPLC to use the SPLC grounds and facilities as a reunification site in the even of an emergency.
- Council was sent a copy of the MOU to review prior to the meeting.

Natalie Carda made a motion to approve the MOU renewal.
Jen Klos seconded the motion.
All in favor, the motion carries.

HASTINGS CONCERT ASSOCIATION REQUESTS USE OF SPLC FACILITIES FOR 2027-2028 CONCERT SEASON

- The Hastings Concert Association has utilized SPLC as a concert site in the past and has requested permission to do so again for the upcoming concert season.

Dolores Pemble made a motion to allow the Hastings Concert Association to use SPLC facilities for the 2027-2028 season.
Judy Hansen seconded the motion.
All in favor, the motion carries.

MOVING COMMUNITY AMBASSADORS UNDER FELLOWSHIP MINISTRY UMBRELLA

- Adding the Community Ambassadors under the umbrella of the Fellowship Ministry was a previously-proposed agenda discussion item.
- Previously were under Buildings and Grounds along with the Worship Coordinators.
- Now moved under Serving Ministries (see additional discussion point above) with Tricia Bremer as the direct contact for groups looking to host community events at SPLC.
    - Tricia will reach out to Camille from the Hastings Concert Association to make her aware of the change in reference to their request above.

BUILDING SECURITY UPDATES

- Door codes – Dan requested an updated list be maintained to track currently active codes and users.
    - Proposed removing access for those who no longer need it and enacting an annual review of individuals with access.
    - Requested that 1-2 council members have a key or code for building access to conduct meetings.

Natalie Carda made a motion to review the building access annually and adjust accordingly.
Tricia Bremer seconded the motion.
All in favor, the motion carries.

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CHURCH TITHING PRACTICES

- Current church tithing practices were discussed.
  - Tithing: 10% of incoming funds is distributed to charities outside SPLC
  - Designated funds versus undesignated funds – how tithing is or isn't applied
  - Suggestion of tithing designated funds as well as undesignated was discussed
    - Proposal: When individuals donate they sign a statement indicating they understand that 10% will be given to charities outside SPLC for tithing.
    - Proposal: Using a general envelope instead of one with specific designations for the funds.
    - Proposal: Allowing designated funds to remain separate from general church funds considered for tithing purposes so that 100% goes to the purpose designated by the donor.
- Further discussion postponed until the next meeting.

TIMELY PUBLIC POSTING OF CHURCH COUNCIL MINUTES

- Request to have the council minutes released for congregation/public review sooner.
  - Current practice is to send the minutes on for publishing once approved at the following council meeting (Example: September minutes are voted on at the October council meeting for approval, then sent on for publishing on the church website.)
- Unapproved council meeting minutes will now be sent on by the Council Secretary for congregation/public review prior to the next council meeting.
  - The minutes shall be designated as "Not Approved" prior to ratification at the next council meeting.
  - Unapproved minutes will be sent by Sammi Warnecke (Council Secretary) to Dawn Owen and Deb Dreher for publishing following each council meeting once the minutes have been assembled.

ADJOURNMENT

Judy Hansen made a motion to adjourn the meeting.
Jen Klos seconded the motion.
All in favor, the motion carries and the ***meeting is adjourned at 7:15 PM.***

CLOSING PRAYER

PASTOR GEIER LED THE GROUP IN CLOSING PRAYER

SUBMITTED BY SAMMI WARNECKE, CHURCH COUNCIL SECRETARY

NOT APPROVED