

- Meeting called to order by President, Joe Stenvold, at 6:35pm
- In attendance at this meeting: Joe Stenvold, Nicole Martin, Rondi Deaver, Sherry Broderick, Harry Summers, & Pastor Elaine Sveet
- Check in and devotion: Pastor Elaine shared scripture and then discussion was held regarding questions she noted from the Synod Assembly ~ What would you invite someone to? & What do you hope will be the seed of your ministry? ~ Discussion ended with a prayer.
- The following visitors were recognized: Mike Uran (Treasurer), Chris Torgeson, and Amanda Babcock
- No introductions needed; no executive session needed.
- **Agenda:** Pastor Natasha's resignation was added to the Agenda under New Business Item B, and a request from Children's Garden Preschool for reimbursement was added as Item A under Old Business. With these additions, Nicole Martin made a motion to approve the Agenda. Seconded by Harry Summers. Agenda approved.
- The **Consent Agenda** was reviewed, including meeting minutes from May, pastors' reports, youth director reports, and staff/committee meeting notes. A motion was made by Harry Summers to approve the Consent Agenda without the Financial report. Nicole Martin seconded the motion. Consent Agenda approved.
- Discussion was held regarding the **Financial Report**: Mike Uran, Treasurer, went over the Financial report. Overall, we are almost \$10,000 over budget; however, that was expected. With the monthly transfers, we are at a \$19,773.72 surplus (which includes the large \$50,000 donation). If our giving would continue at this rate, we would be good through the year.
 - As a follow up ~ The change in insurance coverage previously discussed regarding lowering the building valuation for an \$863 savings per year, has now been completed.
 - Rondi Deaver made a motion to approve the Financial Report. Seconded by Nicole Martin. Financial Report approved.

- New Business:

- **Lutefisk:** Joe Stenvold shared that the team recently had a meeting to decide how much fish to order. They decided on doing the same amount as last year which was 900 pounds. There has been a 10% tariff added to the cost, so it will be \$6.45/pound. Joe is hoping we will be able to use the cooler at Marketplace Foods to store it again. They also discussed some fundraising/raffle ideas to include at the dinner. They will be looking at lefse and other items as well. This team will meet again in July. **The Lutefisk dinner is scheduled for September 20th, 2025.** It will be advertised in the Zion Visitor.
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- **Kortni Plorin's and Pastor Natasha Kolles' resignations:** Council has received letters of resignation from both Kortni and Pastor Natasha. A motion was made by Nicole Martin to accept both resignations **with appreciation for their service.** This was seconded by Harry Summers. Motion passed.
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- **Kortni and Pastor Natasha's going-away party:** This is scheduled for **July 20th from 4-6pm at Zion.** Amanda Winkels, Chris Torgeson, Kristi Asendorf, and Eric Burckhard are helping plan the celebration. There was discussion regarding going-away gifts from Council. It was agreed that Nicole Martin and Amanda Winkels (Nicole will talk to Amanda about this since she was not here tonight.) would talk with Kortni and Pastor Natasha regarding gift ideas. Having someone from Council in church or doing something special to recognize Kortni & Pastor Natasha in church that Sunday was also suggested. Joe Stenvold said he would follow-up on this.
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- **New Staffing Process:** We will need to gather a team/committee to look into our future staffing needs and come up with a plan. We are not entering into a call process at this time, but need to figure out what we need to do regarding upcoming staffing needs. We will need to name the committee. It should include the executive team/officers from Council as well as a couple reps from Personnel and Finance, Pastor Elaine, and staff. We will need to identify what we need and who we currently have to fill the interim while looking for permanent staff. A date was not set for a meeting at this time, but should happen soon (maybe after the July 4th holiday).
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- **Reorientation for Zion Committee Leaders:** Discussion was held regarding a retreat with Council, Finance and Personnel teams, Staff, and Pastor Elaine. Chris Torgeson suggested the name "Leadership Launch & Learn". A possible date of August 12th was discussed with a supper starting at 5pm. Chris Torgeson, Pastor Elaine, Amanda Babcock, and Harry Summers will head the planning of this event. **Since we are looking at August 12th for this event, the August Council meeting was moved to August 26th.** Amanda Babcock will send out invitations to those included. A sign-up for a potluck meal was suggested.
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- **FFF Leaders:** Chris has reached out to Diana McLean and prep team members. They will have lunch or meet and have discussion regarding the continuation of the prep team. They will also generate some names for a possible FFF coordinator. If anyone else has names for a possible coordinator, please get them to Chris by July. August 27th is the kickoff night with a BBQ and backpack blessing. Sept. 3rd is the first FFF night.

- - **Staff Evaluation Forms:** Pastor Elaine brought evaluation forms for Council to look over. The process has been that all staff have done a self-evaluation (using the same form) in addition to their formal evaluation. Mid-year, just the narrative side is completed. End-of-year, both sides of the evaluation form are completed. Chris Torgeson shared that it could be very helpful to have peer to peer evaluations as well. It would be beneficial to have a process for evaluations written down, so everyone knows how it works. The more people who have a part in the process, the better. Staff, Council, and the Personnel committee will need to think about this process, and then work on getting a documented process in place.

- Discussion came up regarding confirmation and the length of confirmation at Zion (in trying to think of ways to help out with the current staffing issues). Chris Torgeson shared the reasons why Zion's confirmation students continue through 11th grade and how that decision was made to keep kids involved in the church. Pastor Elaine recommended leaving things the same during this transition with staff and then looking at any changes down the road.

- - **Book Study for Council & Staff:** Chris Torgeson shared two options for a book study. Following discussion, Council chose the Peter Steinke book 'Healthy Congregations' which looks at the church as a system with everyone having a part. This book is shorter and is set up with discussion questions at the end of each chapter. The book study would start in August with discussion being held during devotion time. Council would read the chapter or expected reading ahead of time in order to be able to have discussion during the Council meeting. Chris and staff will look for copies of books to be used.

- - **Visitor Sponsorship:** Amanda Babcock shared that staff felt they have been asking for several other sponsorships ~ the photo directory, gas vouchers, FFF ~ so they felt it wasn't the right time to ask for additional sponsorship. Harry Summers made a motion to table the discussion of sponsorship at this time and continue to print the newsletter in color. Mike Uran spoke up about the previous cost saving discussion on this topic (noted in the May Council minutes) and the need to make changes to cut down on costs. Following this discussion, Harry Summers restated her motion to table this discussion and continue to print the newsletter in color at this time. This was seconded by Rondi Deaver. Motion passed.

- Old Business:

- **Request from Children's Garden Preschool for Reimbursement:** Zion has received a request for reimbursement from Shaun & Sara Brentrup with Children's Garden Preschool. Several years ago, Children's Garden gave money to the church to pay for the handicap accessible door for which they were told Zion would install an awning on the southwest door used by their families. The cost of the handicap accessible door was approximately \$5,400. Shaun and Sara have now said they no longer need the awning, but would like reimbursement for the money given. Discussion was held regarding offering them free rent for a specified amount of time as reimbursement. It was agreed that Joe Stenvold will talk with Shaun and ask him what he thinks is fair regarding an amount of time for free rent. Joe will then bring it back to Council for final approval.

- Harry Summers brought up a question about the meeting we had on 6/10/25 discussing the Synod Consultation Panel Report. Harry was wondering if a meeting had been set up with the Bishop. Nothing has been set up at this time. The possibility of a Zoom meeting with the Bishop at our July Council meeting was discussed. Joe Stenvold said he would reach out to the Bishop to see if he could hold a Zoom meeting with us starting at 6:00pm on July 15th. Sherry Broderick typed up a summary with some questions and things to follow-up on from that June 10th meeting. Sherry will email that information to Amanda Babcock who can forward it on to those involved in the June 10th meeting.

- The Lord's Prayer was prayed together.

- Pastor Elaine and visitors left the meeting. Council stayed to complete Pastor Elaine's mid-year evaluation.

- Meeting adjourned @ 9:03pm.

- The next council meeting is scheduled for July 15th, 2025 @ 6:30pm. If the Bishop is able to meet via Zoom, the meeting may start at 6:00pm.

Submitted by Sherry Broderick

Church Council Secretary

Zion Lutheran Church

