

Zion Lutheran Church Council Meeting

8/28/22

Virtual Voting/Discussion

Present: Bethany Jensen, Erica Atkinson, John Butgereit, Roger Guttormson, Derek Buss, Melissa Helgeson, Charlsie Burud, Annlea Eskelson, John Thompson,
Absent: Pastor Steve Sathre, Rich Jensen, Pastor Natasha Woitzel-Kolles

Melissa and Jen posted the job listing on Job Services, Church website and Facebook. Indeed is no longer free and for non-profit organizations they will be charging \$20 for every application we agree to interview. If we receive an application that we don't like and decline, it doesn't cost anything.

Motion made by Derek to allow posting on Indeed. Seconded by Charlsie. No other questions brought forward. All present above voted yes. No persons declined.

9/20/22

Present: Bethany Jensen, Erica Atkinson, Roger Guttormson, Derek Buss, Melissa Helgeson, Charlsie Burud, Rich Jensen, Pr Steve Sathre and Pr Natasha Woitzel-Kolles.
Absent: John Butgereit, Annlea Eskelson, John Thompson

Meeting Called to order at 6:34pm by Charlsie Burud VP

Approval of Agenda: Motion made by Bethany to approve agenda. Derek seconded. Motion passed.

Recognition of visitors: Chris Torgeson, Jen Barta, and Nathan Anderson present

Secretary Minutes: Motion made by Erica to approve secretary's minutes from last meeting as written. Rich seconded. Motion carried.

Pastor Reports: Pastor Natasha reported having had three funerals, and two baptisms since last meeting. She is excited that 9th grade confirmation classes have begun and next week will bring back 6-8th grade confirmation meetings. She is looking forward to an opportunity to study ELCA systems theology to study family systems. The synod is helping her get to the first in person meeting at the beginning of October. It is a 4-year program and will meet quarterly (2 in person and 2 virtually).

Faith Formation Reports: Upcoming start of church school (registrations were due this past week). Late fee could be waived for late registration if parents were willing to help serve. Bible workshop is scheduled later this month for 3-5th graders and Upcoming plan for Fall Family Fun Night on Oct 28th. Nursery care begins Sept 25th. Food, Faith and Family is looking for a few more teams to serve for the year. Moms on a Mission and SOUL sisters will start later this fall. Outdoor Enhancement Team is moving forward to more building projects this month and hope to have the three-sided houses built yet this fall. Chris still needs help with church school 7pm to serve in Shepherd or Workshop Leader roles.

Treasurer Report: Motion made by Roger to approve. Melissa seconded. Motion carried.

Old Business:

- A. Safety and Security Taskforce - Additional cameras (6 additional cameras) and relocation of three existing cameras to maximize visibility on entrances/exits was brought to council for approval. Rich made motion to approve the additional cameras as recommended by Taskforce with Nodak Security at cost of \$3670. Seconded Roger. Motion carried. Taskforce will return with information about buzzer/intercom system.
- B. Outdoor Enhancement - Request made to enter into contract with Houston Engineering for additional hours (billed by hour) for support in project for total investment of \$4000 to include construction drawings and final site plan to scale allowing bidders and builders for project elements not done in house as well as brochure used to market the idea of gathering space. Funds available earmarked for Outdoor Enhancement project to be used for this cost. Bethany made motion to approve entering into the contract with Houston Engineering. Erica seconded. Motion carried.
- C. Call Committee - Nathan Anderson brought forward that Ministry site profile is nearing completion and is to be reviewed by council and approval will be voted on remotely before next meeting. All council members were given copy and opportunity to review and contribute any edits. Once approved, the site profile will be visible to potential candidates and committee will have opportunity to review potential pastors.
- D. Fall Stewardship Update - Rich and Bethany were council representatives on stewardship committee that met once so far. Topics discussed at the meeting were helping promote Zion's history, where we are now and where Zion is going in the future and how can we support that. A few more Zion members would be helpful as we move forward.
- E. Constitution update - No new information as Rich hasn't heard from the synod representative.
- F. Zion 125th anniversary - plan is still cake to celebrate 12/20/22 and some memorability that could be displayed.
- G. QuickBooks/Icon - At this time we agree to stick with QuickBooks for bookkeeping and if something changes in the future with Jen, she will let us know if she has different recommendations.

New Business:

- A. Portico - Motion by Erica made to continue allowing Pr Natasha to stay on Gold+ due to medical needs of her family. Roger seconded. Motion carried.
- B. Motion made by Rich Jensen to enter executive session to discuss hiring committee. Melissa seconded. Motion carried. Rich Jensen then made motion to exit executive session and Erica seconded. Motion carried. Bethany made motion made to extend Admin assist position to Crystal Larson as recommended by committee at salary of \$16.50 and benefit package as outlined by employee handbook with start date of Oct 3rd. Roger seconded. Motion carried. Crystal was phoned and she accepted the position.
- C. Mud-jacking heaving cement at SW/NW entrances. Bid brought forward for \$600 for 1 door or \$1000 for both doors. Charlsie recommended they look at another local person and compare bids and information given to Jen to check on.
- D. Church painting Bill - Curt Rostad painting. Initial bid was for \$4400; however, bill ended up higher due to increased labor costs per notes. Roger made motion to go ahead and pay the bill, Melissa seconded. Motion approved.
- E. SW Entrance Awning - tabled until we have bids available
- F. Payroll Structure - Currently some of our musicians are paid as independent contractors and some are as W2 employees. Suggestion from Jen was to put all musicians as independent contractors for 2023. Suggestion made to consider nursery workers in that item in future. Tabled for now.

Minutes approved by Church Council - 10/18/22

- G. PT maintenance person proposal - Previous budgeted (at \$12/hr) for Part time maintenance person to help with Thursday clean up after Wed food faith family. Estimate is 6 hr position for Thursdays. Motion made to approve pay range of \$13-15/hr for part time help by Erica. Melissa seconded. Motion carried
- H. Trust Requests - council agreed to pass along Trust requests for LYO help to offset half of cost for 6th-12th graders to attend Western ND synod LYO event in Oct in Minot as well as Request for money to repair existing Grill due to it being a fire hazard (alternative of new grill would have been substantially more cost)
- Rich made motion to end meeting. Roger seconded. Motion carried.
- Adjournment and Lord's Prayer 8:35pm

Submitted Respectfully,
Bethany Jensen, Secretary