

Zion Lutheran Church, Minot

Church Council Meeting, December 17, 2024

- The meeting called to order by President, Rich Jensen at 6:38 PM. In attendance at this meeting: Rich Jensen, Melissa Helgeson, Matt Sundahl, Matt Stephens, Joe Stenvold, Gary Leslie, Amanda Winkels, and Pastor Natasha Kolles.
- Prayer was led by Pastor Natasha
- Agenda: Moved by Matt Sundahl, seconded by Melissa Helgeson, to approve the agenda as presented. All voted yes, motion carried.
- The following consent agenda was reviewed: minutes from the November 19, 2024 council meeting, pastors' reports, faith formation reports, committee reports, financial reports and any email actions by the council. Moved by Joe Stenvold, seconded by Matt Stephens, to approve the consent agenda. All voted yes, motion carried.
- New Business, as Pastor Elaine and John Grunberg were in another meeting the agenda items were completed out of order.
  - B. Building and Music Transfers: Moved by Joe Stenvold, seconded by Matt Sundahl, to make a building and music fund transfer at the beginning of 2025 and reconcile the funding amount at the end of the year as recommended by the finance team. All voted yes, motion carried.
  - E. Reconciled in Christ: Pastor Natasha presented the Reconciled in Christ Faith Assessment survey and gave a brief review of what the Reconciled in Crist Ministry is and what they stand for. It was decided that the surveys would be sent with the council members to be completed at home and returned at the January 14, 2025 meeting.

Pastor Elaine Sveet and John Grunberg entered the meeting at 6:55 PM. They had both been in a finance meeting prior to the council meeting.

- A. Pastor Housing Allowance: There was discussion held regarding the pastor housing allowance being set at \$26,000. Moved by Melissa Helgeson, seconded by Joe Stenvold, to approve the housing allowance of \$26,000 for the 2025 budget. All voted yes, motion carried.

Pastor Elaine and Pastor Natasha were asked to step out of the meeting while the council discussed the staff budget.

- C. Personnel Committee Recommended Staff Budget: John Grunberg gave a brief overview of current financials, noting that Offering is currently \$30,000

less than the amount projected for the budget. There was discussion held on if the Personnel Committee recommendation on salary increases would be achievable. It was decided that there could be cuts in other areas of fund-raising opportunities to potentially make up the difference. Moved by John Grunberg, seconded by Matt Stephens, to approve the recommendation of the Personnel Committee of 3% staff merit increases with the exception of Pastor Natasha, who will receive a 1.5% merit increase if improvement is seen and maintained by July. All voted yes, motion carried.

Pastor Elaine and Pastor Natasha were invited back to discuss the budget.

- D. 2025 Budget Discussion: Pastor Elaine started the conversation stating that there are currently \$351,141.00 pledges made for the 2025 year, and that \$ 81,000 is needed in offerings for December. Multiple recommendations were made in areas where the budget could be decreased including a one year decrease in lines 807- Continuing Ed. for Pastors; 818- Continuing Ed. for staff; and 817- Convention Expenses.

There was also a recommendation from the Building and Grounds Committee to use \$4,474.32 from line 710 – Edward Jones Building Fund to pay the balance for the heating and air repayment. All members were in favor of the recommendation.

- F. Christian Ed (church school and confirmation): This item will be moved to the January Council Meeting
- G. Annual Meeting Prep: The annual meeting will take place on Sunday, Feb. 2<sup>nd</sup>; before then the number of members needed to make a quorum must be verified and all committees will need to get their annual reports finalized and sent in.
- Melissa Helgeson made a motion to adjourn, seconded by Matt Sundahl. Meeting adjourned at 8:37 PM.
  - The next council meeting will be held January 14<sup>th</sup>, 2025.

Submitted by Amanda Winkels  
Church Council Member  
Zion Lutheran Church