

Minutes – New Journey Lutheran Church Council – December 12, 2023

Present: Pastor Beth Gallen, President Cindi Brady, Vice-President Lou Hutchinson, Secretary Mike Bartanen, Treasurer Helga Essert, Pete Galindez, Karl Flormoe

Meeting was convened at 5:35 pm.

Pastor Beth led us in prayer.

Minutes from November meeting were approved.

Warm-up was discussion of “Wish List” for New Journey. Various other items were added without necessarily determining their workability: new chairs, folding doors between sanctuary and fellowship area; a storage unit to free up space; a membership portal for the website. Wish list will be revisited as necessary.

Treasurer’s Report: No unusual expenses in November. Issue of Power Church software printing or not printing W-2s was discussed. Helga and Pastor will work the issue. 2 gifts were noted: new printer and \$200 gift for Christmas flowers or other appropriate seasonal use.

Ministry Reports:

- 1. Not a lot of reporting for November.**
- 2. Lou reported orally that floors were cleaned, fire extinguishers checked, heating and cooling checked, filters checked. Everything good.**
- 3. Pastor met with manager (Jan) of neighboring driving ed business to discuss parking situation when they have Sunday morning classes. Lou also met with another employee. It was suggested that the driving students be instructed and encouraged to park farther west in the lot away from the church. Perhaps signs or traffic cones could be used to maintain parking spaces close to the entrance for NJ members. Next class is January 28th. Pastor has contact information for Jan.**
- 4. Pastor’s report.**
 - a. Vacation December 25-29, January 1-5. Unable to locate person to handle pastoral care responsibilities. After discussion, Lou volunteered to be the contact person should any needs arise and will contact Pastor if needed. It was noted that there typically have not been care requests in these circumstances in the past.**
 - b. Hosea Harkness has requested transfer to First Lutheran Church in Manhattan, KS, effective November 15th, 2023.**

- c. Karl and Pete are contacting members who have not turned in financial pledges for 2024.
- d. Social Ministry Committee requested a second lay-person from congregation be appointed to NEVC steering committee. After discussion, Pastor will consider possible nominees.
- e. Pastor also noted the need for a liaison between Council and Stewardship Committee. Tabled until new council is seated.

Old Business:

1. Financial Procedures Document. Moved-second-passed to approve the document as revised. Document will be posted on-line; included in new council members council binder and a copy kept in the archives.
2. Mission plan was discussed, at length.
 - a. It was reported that pledges totaled approximately \$123,000 as of this week.
 - b. Compensation for pianist was discussed. Contract language regarding mileage was analyzed and determined to not guarantee a set amount. New contract is for the equivalent of 74 worship services to include work as Choir Director. Estimates for travel were calculated using formula of miles traveled x 65.5 cents per mile x number of actual trips to Fountain Hills.
 - c. Was position to be compensated as a merit raise or COLA? Consideration of an end-of-year bonus for good performance was discussed, but no action taken. COLA was set at 3.3%.
 - d. Council went into Executive Session to discuss Pastor compensation for 2024.
 - e. Position of Communication Coordinator was discussed. Discussion centered around appropriateness of Susan continuing after moving to Louisiana; whether proposed vacation time between December 23 and January 8 would affect completion of necessary tasks for the annual report and the annual meeting. Discussion of how substitute tech support for streaming would be handled. Discussion of whether it would be appropriate to change compensation to a per hour basis so as to facilitate Stephen Gallen to provide backup support. Discussion of whether it would be appropriate to have a trial period to ascertain whether the arrangement was still working occurred. No decisions were formally adopted. No discussion of compensation occurred.
 - f. A memo regarding Pastor's Housing Allowance for 2024 was received and is appended to the minutes.

g. A special meeting was called for Monday, December 18th, 5:30 pm to continue discussion of 2024 Mission Plan.

After Lord's Prayer, the meeting adjourned about 7:45 pm.

Respectfully submitted,

Michael Bartanen, Secretary