

**Zion Lutheran Church Council Minutes
Tuesday, December 21, 2021**

Roll Call:	Kelly VanderWeyst	Norma Nielsen
Jena German	Kathy Johnson	Kathy Heffernan
Sharon Paranto	Shane Schauer - Excused	Pastor Mark Galbraith
Ed Suchomel	Nicole Shutter - Excused	
Nancy Schmidt	Mary Kost	

The meeting was called to order at 6:50 PM

Devotional: Shared by Jena German as we opened with prayer.

Minutes: Kelly made a motion to approve the minutes, Sharon seconded. Motion carried. See attachment.

Treasurer Report: Kathy J. made a motion to approve the report, Norma seconded. Motion carried. See attachment.

Pastors report: See attachment.

Parochial Report: See attachment.

Announcements:

- We are still in need of 2nd service soundboard operators, but only 1!
- 2021 Holiday Service Schedule:
 - Christmas Eve Services at 3:30 and 5 PM
 - No service Christmas Day
 - Sunday, December 26, 1 service at 9:30 AM
 - A prerecorded service will be aired at 8:30 AM
- Treats for Council – will continue into 2022

Congregational Good News/Concerns:

- Welcome to our newest Zion members: The Stanek Family
- The children's Christmas program was a great success.

Action Items:

- A motion was made by Mary to extend a \$500 bonus to full time staff, 2nd by Kathy H. Discussion ensued. Mary amended the motion to include 2 payments of \$250, the 1st in February, the 2nd in November 2022. The amended motion was accepted by Kelly, 2nd by Sharon and passed with unanimous consent.

- 2022 Budget: Kelly made a motion to accept the proposed budget. 2nd by Sharon, passed by unanimous consent.

Ongoing Discussion:

- Staff job descriptions and reviews: the goal is to have the new job descriptions completed by end of January.
- A policy manual will be created / updated prior to our next pastor being installed.

Committee Reports:

1. Executive Committee – met prior to meeting.
2. Education (Kelly) - the children's Christmas program went well, and they will be planning for 2022
3. Fellowship (Kathy J.) – meeting in January
4. Finance (Vacant) – no report
5. Properties (Shane) – Jena attended the meeting and an inclement weather team made up of the Executive Committee and Pastor Mark, was determined as well as a call tree put in place in the event the custodian is unable to come to work.
6. Social Concerns (Nicole) – no report
7. Stewardship (Mary) – It's been a busy Stewardship month.
8. Visitation (Vacant) – no report
9. Welcome & Outreach (Norma) – Nothing new to report but expressed her appreciation for our new member family and how nice it would be to do that every month.
10. Worship & Music: (Kathy H) – See attached. Kathy H made a motion to return to pre covid processes as we can staff the changes, such as having ushers pass the plates for offering, a more traditional sharing of the peace in a more traditional manner for those who are comfortable doing so and having 2 lines for communion at the 8:30 service. 2nd by Kelly and passed by unanimous consent.
11. Youth: (Vacant) – see attached

Adjourn – Ed made a motion to adjourn the meeting, Norma seconded. Motion carried. Meeting adjourned at 8:25 PM

The meeting closed in prayer.

Next Meeting: Tuesday, January 18th at 6:30 PM

Respectfully Submitted,

Nancy Schmidt, Secretary