

ST. PAUL UNITED CHURCH OF CHRIST
COUNCIL MINUTES FROM MEETING OF
Tuesday, December 10, 2024

Council Members Present: Pam Lange, Jane Dykowski, Tim Ruffner, Sue Mrowka, Teri Staffeld, Michael Isaacs, Toni Hill, Fred Miller, Mark Ennis, Jeannette Wackro, and Dan Case. Also present: Rev. Anderson.

Guests: Jim Poet requested to come as a guest regarding the St. Paul Panhandler Policy. He did not come to the meeting.

Meeting was called to order by President, Sue Mrowka, at 6:36 p.m. followed by opening prayer led by Mark Ennis.

Approval of the Minutes: Motion by Toni Hill, seconded by Fred Miller, to approve the minutes of the November 12, 2024 Council Meeting. Motion carried.

Agenda Additions/Deletions: To New Business add: 6. Security and 7. Director of Christian Education consideration after first of the year.

REPORTS AND UPDATES

Treasurer's Report: Written report. Dan Case expanded on the written report. Our income has been covering our expenses. Projection to the end of the year is that we should be approximately \$1015 in the positive. The pledges that were submitted totaled \$67,840. Recently a family has cancelled their automated on line giving. The general fund balance is down approximately \$1,500 from the start of the year. Motion by Toni Hill, seconded by Tim Ruffner, to approve the Treasurer's report. Motion carried.

Ministry Department: Interim minister, Rev. Linda Anderson again expressed need for a new member class. There are several people attending regularly who are not members. This item shall be on the agenda after the first of the year. She and Mark Ennis are working on the Christmas Eve Service. Shirley Lande will be providing the piano accompaniment for the service.

Trustees/Building and Grounds: Toni Hill reported that work is being done on the family room issue. The Christmas decorations are out front. A couple of the nativity characters need additional weights to keep them erect. The kitchen suppression system still needs more attention. The fire/smoke detection system will need replacement because the current one is out dated.

Deacons: Teri Staffeld reported that November attendance was 337 including Facebook. Passing the plate and attendance books are going well. The loose money giving has increased. Dan Case questioned the location of the electronic giving cards now that we are passing the plate regularly.

Elders: Fred Miller reported that serving pew communion went well. Rev. Anderson wants those serving to return to altar before the direction for eating and drinking are given.

Search Team Update: Mark Ennis shared progress in working with a prospective candidate. There was consensus that we need to move forward with this candidate. After discussing the compensation package and securing a Sr. Pastor as the top priority, there was a motion by Dan Case, seconded by Tim Ruffner, to authorize an additional \$10,000 be available for the package as needed. Motion carried.

OLD BUSINESS

1. Status of Council Candidates: Currently there is no one who has come forward to fill open positions on the council. There was a lengthy discussion of possibly changing the structure of the council. Some ideas were to change terms from three to two years and providing flexibility of signors (trustees) at the banks and for contracts. The consensus was to evaluate after the 2025 council members are determined and the new group assumes their positions.

2. Music Director Search Update: Tim Ruffner reported that Ava Janus has entered into a verbal agreement to assume the position of Choir Director and Organist in January. Tim Ruffner will be taking the necessary steps for hiring—paperwork, background check, etc. Motion by Dan Case, seconded by Jeannette Wackro, to proceed with this contract at \$19,000 per year. Motion carried.

3. Approve the 2025 Budget: Motion by Toni Hill, seconded by Mark Ennis, to approve the 2025 Budget after making the adjustments for Music Director/Organist and Pastoral Candidate Compensation. Motion carried.

4. Staff Annual Reviews: Reviews yet to be completed are: Eric Poet and Harold Fick. Harold Fick's review fall to the trustees (grounds) and ministry (sexton). Eric Poet's review falls to the technical team.

5. Annual Organizational/Ministry reports: Dan Case reported that these forms are out to the organizations and to be returned in time for the annual meeting.

6. Christmas Eve Service Training: This took place in the sanctuary after the meeting adjourned.

NEW BUSINESS

1. Approve 2025 Holiday Schedule: Copies of the paid holidays for staff were available to review. Basically, they are the same as in prior year. There was question if Martin Luther King Day should be included. Motion by Dan Case, seconded by Michael Isaacs, to approve the 2025 Holiday Schedule. Motion carried.

2. Approve 2025 Event Calendar: Motion by Dan Case, seconded by Jeannette Wackro, to approve the 2025 Event Calendar. Motion carried.

3. Approve 2025 Guest Calendar: Motion by Dan Case, seconded by Michael Isaacs, to approve the 2025 Events Calendar. Motion carried.

4. President's Letter/2025 Budget Mailing: These items have been completed and will be sent out as bulk mail.

5. Draft agenda for Annual Meeting: Motion by Tim Ruffner, seconded by Dan Case, to approve the draft agenda for the Annual Meeting. Motion carried.

6. Security in Parking Lot: Because there has been continued panhandling in the parking lot at church times and homeless issues, a need for more security was discussed. To have an unarmed security person in the parking lot each Sunday would cost \$100. At present, Safety and Security Team is taking extra notice. We are to ask intruders to leave, if they do not leave, we can contact the police. The intruders are to be referred to ChristNet. Anyone leaving late in the evening should be especially aware. A log is being kept of the instances at present. The suggestion was to post No Trespassing signs. Dan Case said he would take the issues to the Safety and Security meeting on Monday.

7. Director of Christian Education clarification: Dan Case related that after the first of the year, he, Debbie Case, and Candace Poet would meet to clarify the need and related duties.

ROUNDTABLE

Dan Case related that Lori Kuhn is working with the new person, Jennifer Wilson, replacing her as bookkeeper. After February 1, she will assume full position responsibility. Motion by Dan Case, seconded by Tim Ruffner, to hire the candidate for this position at \$9985 per year. Motion carried.

Motion by Michael Isaacs, seconded by Toni Hill, to adjourn. Motion carried.

The meeting adjourned at 8:25 p.m.

After adjournment, the council members went to the sanctuary to review Christmas Eve Procedures. Also, Dan Case reviewed the evacuation routes for any emergency.

Following these reviews, the Lord's Prayer was prayed in unison.

Respectfully submitted,

Jane L. Dykowski
Recording Secretary.