

FAITH LUTHERAN CHURCH

Evangelical Lutheran Church in America



2022

Sunday Worship at 9:00 am in Person &
Via You Tube

Office Phone 262-377-0960

OFFICE HOURS

Tuesday-Thursday - 9-NOON

Website - www.faithlutherancedarburg.com

John C. Norquist - Pastor

FOCUS ON FAITH

Gathered as a community living in God's love we serve all people, care for the earth and embrace the work of the Holy Spirit.

*Faith Lutheran Church will be recognized as a community of spiritual growth,
a gateway for environmental stewardship,
a creator of partnerships and an advocate for social justice and peace.*

September 2022

FAITH LUTHERAN CHURCH

N35 W6621 Wilson Street, P.O. Box 246, Cedarburg, Wisconsin 53012

Office Phone 262-377-0960

Website - www.faithlutherancedarburg.com; Email - faithchurchkathy@gmail.com

STAFF

Pastor - John C. Norquist
Office Manager - Kathy Thiele
Bookkeeper - Cindy Ball
FCP Activities Coordinator - Open
Organist / Pianist- Stephen V. Hibbard
Celebration Director - Stephen V. Hibbard
Financial Sec. - Esther Rusch/Cindy Dellegrazio
Treasurer - Open
Custodians - Gary & Kathy Gilstrap

OFFICERS

President - Tom Sear
Vice-President - Al Gresch
Secretary - Joe Dorr

COUNCIL REPRESENTATIVES

Church in Society - Joyce Caldwell,
Esther Rusch
Executive Committee - Tom Sear, Al Gresch,
Joe Dorr
Education - Joyce Caldwell, Linda Petersen
Evangelism - Joe Dorr
Finance Advisory - Al Gresch, Tom Sear
Land Use - Tom Sear, Joyce Caldwell,
Esther Rusch
Music & Worship - Al Gresch
Personnel Committee - Al Gresch, Tom Sear
Property - Tom Sear
Stewardship - Esther Rusch
Technology - Al Gresch
Trust Funds - Joe Dorr, Tom Sear



READINGS FOR SEPTEMBER

September 4 - 13th Sunday after Pentecost
Deuteronomy 30:15-20

Psalm 1
Philemon 1-21
Luke 14:25-33

September 11 - 14th Sunday after Pentecost

Exodus 32:7-14
Psalm 51:1-10
1 Timothy 1:12-17
Luke 15:1-10

September 18 - 15th Sunday after Pentecost

Amos 8:4-7
Psalm 113
1 Timothy 2:1-7
Luke 16:1-13

September 25 - 16th Sunday after Pentecost

Amos 6:1a, 4-7
Psalm 146
1 Timothy 6:6-19
Luke 16:19-31



READERS IN SEPTEMBER

September 4 – Dottie Dorr
September 11 – Joint Service in the Park
September 18 – Council Leading Service
September 25 – Aaron Gresch



BULLETIN BLOOPERS

(Genuine typos and mistakes)

The Ladies Bible Study will be held Thursday morning at 10. all the ladies are invited to lunch in the Fellowship Hall after the B.S. is done.

WE ARE ANXIOUSLY AWAITING YOUR RUMMAGE

We work all thru the summer marking your donations so that we are caught up when **February 18th, 2023** (next year's sale date) rolls around. We accept all items except adult clothing and electronics. All donations must be in saleable, excellent used condition (no scratches, stains, dings, or parts missing). Bring your items to the lower level any time Tu/We/Th 9-12 (summer hours). Thank you for thinking about Faith's Rummage Sale when sorting or cleaning out. Jacquie and Laverne.

SALE

CALLING ALL BIBLIOPHILES

Your Mutual Ministry Partner, Trinity,
invites you to

COME USE OUR LIBRARY

The Trinity Library has over 600 books for your reading pleasure.

Our library shelves have anything that you might want to read; biographies, romance, historical fiction, mysteries, espionage, adventure, dystopian, non-fiction, and a book or two of jokes and comics.

A listing of the books by title and author is in the checkout area. Many of the books are best sellers or written by best-selling authors.

Stop by to borrow a book during office hours Monday thru Friday 8:00 AM to Noon. Check in with the administrative assistant to find where the library is housed.

Check the book out the old-fashioned way by signing a card. There are no time limits regarding borrowing the books and there are no fines.

Our website www.trinitycedarburg.org has a list of all the books.

Happy Reading

From the Wisconsin Council of Churches E-NEWS, August 8, 2022

“Celebration of [Sabbatical] is an act of Both Resistance and Alternative”

by Rev. Libby Howe

Welcome Back from Sabbatical, Pastor!

A LOT of my pastor friends are returning from sabbaticals right now. The pandemic delayed sabbaticals for over 2 years, not to mention made them feel super necessary, so everyone seemed to be catching up this summer. I’ve read a lot about preparing for sabbaticals, both as pastors and congregations, but very little about what to expect and plan for when returning.

One of the most asked questions to pastors about sabbatical is “how was it?” Depending on the context of the question, the answer will vary. But it’s unlikely that the quick, casual going-through-the-line-after-worship moment will be able to support this conversation. A lot can happen in 3 months. First there’s the normal life stuff like family transitions, health issues, and world events. Add to that the many “extras” that sabbatical allows—visits to far-away places, new experiences and cultures, time to read, pursue a physical challenge, meet new people, and reconnect with friends and family from other life chapters. “How was sabbatical?” is a pretty loaded question. If you’re someone asking it, be ready for either a very long answer or a very short one until a pastor has a while to put that answer together. If you’re returning from a sabbatical, it would be good to expect that question and consider both the short and long answer.

I took a sabbatical in 2016. Upon return my short answer was “Thanks for asking. It was important. I’m still learning from it...and I imagine I will keep learning from it for a while. I’m working on the longer answer to your question. And I’m really grateful.” About 6 months after my sabbatical in the summer of 2016, I made 7 quick Facebook posts about my learnings from sabbatical that became the long answer. Sabbatical is a good chunk of your life, and you don’t have to have it all figured out the moment you return. Give yourself a minute, or month, or six, to put it out there. But DO put it out there. It matters. It’s a ministry opportunity to share what you’ve learned about rest and work and God and relationships and life. I suggest within the first few months of your re-entry some kind of written or extended verbal report. People want to know, which is great. But it’s a lot, and it’s worth taking the time to craft the answer to “how was it?” in an intentional way.

Another reason it took me a while to process and respond was because of the thwarted and unmet expectations of my sabbatical. Most people and professions don’t “get” sabbaticals. Therefore, justifying a sabbatical is no easy task. And even though they’re pretty standard fare in most mainline faith communities that employ full-time trained/ordained professional religious leaders, they are still a tremendously privileged experience. So, with that in mind, I wasn’t too excited to come back and talk about the losses and disappointments that made sabbatical hard. But I’m also unwaveringly averse to lying or pretending things were great when they weren’t. The truth was my sabbatical started with a big, fat, life-threatening health scare (anaphylactic allergic response to wasp stings) that seriously bungled almost every plan I had made for the next 10 weeks. My sabbatical was consumed with recovery and adjustment to that new reality and being apart from the regular rhythm and people of my life forced me to do that in an uncharacteristically isolated way. I did eventually share all of this with people, but I didn’t want to communicate a lack of perspective or gratitude.

Most new pastors in mainlines can expect that a full-time call/assignment will include a 3-month sabbatical for them every 5-7 years. Many pastors and congregations apply for and receive grants to fund

special plans for sabbaticals. And there is often a lot of anticipation and hype about a sabbatical which gives way to the expectation that it will be 3 months of AMAZING. Why shouldn't it be? It's such a tremendous and rare gift...one that should be available to more people but still largely resides in the specialized worlds of academia and religious life. The most important thing I learned, and now share with pastors and congregations about that sabbatical time, is to measure your expectations. Sabbatical is 3 months of life. 3 months of you. 3 months of not working at your regular day job. Whatever might happen in the next 3 months with you or your relationships or your health if you weren't on sabbatical, it's going to happen even though you are on sabbatical. Your life doesn't know that these are supposed to be the best 3 months of your life so far. By all means, plan and hope for something extraordinary, but don't be surprised to find quite a bit of ordinary, too.

Stories abound of amazing and transformative sabbaticals. I don't want to discount that at all. But the purpose of sabbatical is quite basic: rest. That's it. We can load a whole lot of other goals and hopes and expectations, but in a culture and church that is driven by an exploitative work ethic, learning to rest is a huge deal. If you're like me, you may have told yourself over the years that not resting was about not having the time to rest. My sabbatical blew up that theory right quick. My health scare forced me to rest, and I have never been so restless. There I was with all kinds of time to rest, and all I wanted to do was GO. I was angry and sad. This shouldn't have surprised me, because I've read the best book out there on this subject (and of course knowing about something always translates to doing it perfectly :). The book is "*Sabbath As Resistance: Saying No to the Culture of Now*" by the brilliant prophet, Walter Brueggeman, wherein he writes, "In our own contemporary context of the rat race of anxiety, the celebration of Sabbath [sabbatical] is an act of both resistance and alternative. It is resistance because it is a visible insistence that our lives are not defined by the production and consumption of commodity goods."

If sabbatical does anything for us, I hope it helps us wrestle with our messed-up relationship to work and rest. That wrestling is a lifelong endeavor. I'm a member of a church who is generous in granting sabbaticals to its pastors (one of them just returned), respects staff days off, and provides generous paid time for vacation, continuing ed, holidays, and personal leave. But I still worry that the culture of my congregation reflects more of a work/busy/earn everything ethic than a rest/sabbath/receive grace ethic. This is especially evident as people speak of THE FALL coming soon. It's the beginning of the program year, and it feels like we all have to brace ourselves for nine months of no breathing so that we can have a few months to breathe when we come up for air next June. Do you see and feel that in your setting? What can we do to resist that? How can we imagine embracing something more humane and human?

After reading Brueggemann's book, I admit some ambivalence about sabbaticals, because I don't want the church to treat rest like it is something extraordinary, rare, and privileged instead of what it really is: a basic human need. I hope that sabbaticals have not become another way for churches to justify unjust expectations of themselves and their leaders to be in constant motion and constant productivity mode. Some better questions to ask a pastor when they return from sabbatical are "Tell me about Rest. What was rest like for you?" and "What do we need to do as a community to perpetuate a healthy rest ethic here, for everyone?" It just might be that the most transformative sabbatical experiences happen upon your return. Welcome back from sabbatical, pastor! Rest well.



Saturday, September 24, 2022

The theme of our 15th annual Family Ride Run Walk is “Together in Hope.” Join us – and invite your friends and family, too – as we work *together* to raise \$165K for grants to ELCA Lutheran congregations and ministries in neighborhoods where many face income insecurity, so that our Synod continues to be a presence for the Gospel in these places.

Each in-person event site offers a **NEW 5K fun run**, **two mile walk**, and **road and trail bike ride** unless otherwise noted, as well as a **fellowship only** participant option:

OZAUKEE COUNTY SITE

Meets at Grace Lutheran Church, Grafton
7am – 12:30pm

Pay-what-you-can registration includes access to our online fundraising platform, and a free event t-shirt and picnic lunch for those who register by MONDAY, SEPTEMBER 19 at 11:59 pm.

The Outreach for Hope Family Ride Run Walk is our largest annual fundraiser. **Your support for this event funds grants to ELCA Lutheran congregations and ministries in neighborhoods where many face income insecurity.** These Ministry Partners across Southeast Wisconsin not only provide help with daily necessities like food and clothing pantries, youth programs, neighborhood stores, and medical clinics; they are centers of transformation and hope in the heart of their communities.

FOR MORE INFORMATION OR TO REGISTER GO TO: <https://outreachforhope.org/ride-run-walk/>



Our deepest sympathy and prayers go out to Renny Rappold and her family, grieving the passing of her son, Ron. His funeral will be on September 17th at 11:00 a.m. at Faith.

Our prayers and sympathy go out to the Steve Hibbard family, grieving the death of Sue's father, George Verhalen.

May your memories exceed your sorrow.



Mission of the Month

September Mission of the Month – Advocacy

OUR VISION

Faith Lutheran Church will be recognized as a community of spiritual growth, a gateway for environmental stewardship, a creator of partnerships and an advocate for social justice and peace.

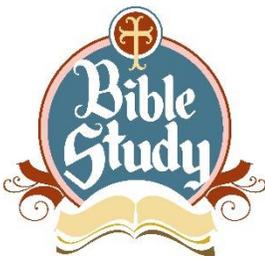
September’s Mission of the Month, advocacy, is part of Faith’s DNA, at least according to our Vision Statement. In September, your gifts to the Mission of the Month will be forwarded to Bread for the World, a pan Christian organization that advocates before Congress for programs to end hunger in the US and internationally. You can find out more about Bread at the website <https://www.bread.org/>, subscribe to their newsletter or use their format to send a letter to Congress.



breadfortheworld
HAVE FAITH. END HUNGER.

More locally some Faith members are advocating for the Cedar Bluffs Clay Gorge, and some are preparing to welcome an Afghan refugee family. Advocacy covers many issues and can take many forms; it might be writing a letter, it might be speaking up when someone is bullied, it might mean welcoming a stranger. Whatever form it takes, advocacy takes place when you speak up for someone who is vulnerable and can’t speak up for themselves. Your voice counts! ***In the words of Amos 5:24:” But let justice roll on like a river, righteousness like a never-failing stream!”***

Fall Bible Study



After receiving requests to resume our *Community Bible Study*, Pastor Dale will begin on September 13th through October 11th with a study of I Peter. Martin Luther considered it one of the best presentations of the Gospel. Here is a summary of our goal at Faith from 2-3 pm Tuesdays:

I Peter

Participants will discover how the Apostle Peter and colleagues helped friends to operate in a society somewhat hostile to their way of life. They will explore issues such as: loneliness, anxiety, suffering, and coping with social instability. What hope do we nourish, as familiar perspectives change and cultures clash? How can we live assertively — true to ourselves and in appreciation and love for others?



PLEASE PRAY FOR Jim Groehler (LaVerne Gresch’s nephew), Sara (neighbor of Marcia and Bob Guse), Rev. Erik Jelinek (Joe & Dottie’s son-in-law), Daniel Warnimont (LaVerne Gresch’s great grandson), Ellen Haynes, Retta Strehlow, Diane Uden (friend of Ellie Anderson), Ron Schmid (friend of Dennison’s), Rev. Dale Erickson,

Margaret Radke, Pat & Phil Dimmer, Stella (6 year old granddaughter of good friends of the Gresch’s), Carol Neuer, Julia Gergens, Michelle Burton, Tim Woods (cancer, David Tyre’s father-in-law), Carol Strehlow (cancer, Retta’s daughter-in-law), Bob Guse, Renny Rappold, Jodie (cancer, friend of Kelly and Tom Dennison), Dick Burton (Michelle’s father), Hal Sherman; for all those in mission work, especially Pam Wendtland, Karen Puhl; for local churches, especially Advent, Immanuel, St. John and Trinity; for all those effected by the Coronavirus, especially:

Nurses: Robyn Baken, Carol Christie, Jenny DeAngelo, Trisha Halberg, Jenny Wittenberg, Amy Norquist, Alexx Polum, Lynn Wagner, Brenda Brill, Jenny Findlay, Miranda Van do Loo, Linda & Nicole Stauss, Krystie Kettlewell

Doctors: Daniel Hagerman, Boyd Miller, Nathan Norquist, Will Bryant, Nate Baggett;

EMT/Ambulance: Eric Butler, Tom Schoofs, the Zarlings, Peter Pautz,

Nursing Home Chaplain: Julie Ische.

CHECK REQUEST PROCESS

The congregation council is working on an improved and more accountable process for requesting payment or reimbursement from the church. If you need to request a check (reimbursement or payment or to a third party) from Faith, we will be asking you to complete a check request form, which then will need to be approved by an appropriate council member. **Check request forms are available in the office.**



- 9/4 Whit Lehnberg
- 9/7 Gerri Noack
- 9/9 Heather Contresceri
- 9/14 Rebecca Blau
Chuck Thiele
Kristi Walsh
- 9/15 Kyle Polum
Mya Zarling
- 9/17 Phil Dellegrazio
Nancy Lange
- 9/18 Joyce Christie
- 9/21 Bev Yurske
- 9/24 Diane Fischer
Phil Paige
- 9/26 Tim Gergens
Gentry Wittenberg

Lutheran World Relief School Kits

We are again taking part in an outreach project through Lutheran World Relief that provides school supplies to children who do not have any basic supplies for learning. With so many children displaced or immigrants here in the U.S. and all over the world, the need for these school kits is greater than ever. We have the bags, but we need the school supplies to fill the bags. Throughout July and August, a collection box will be in the narthex and another box will be in the office hallway. Lists of items needed will be on the boxes and in Sunday bulletins, the Focus, and on Faith's web site.

We need the following items to fill each bag:

*Four 70-sheet notebooks of wide or college-ruled paper approx. 8" X 10 ½"

No loose-leaf paper

One 30-centimeter ruler with centimeters on one side and inches on the other

One pencil sharpener

One blunt scissors (safety scissors with embedded steel blades work well.)

Five black or blue ballpoint pens (no gel ink) (secure together with a rubber band)

One box of 16 or 24 crayons

One eraser approximately 2 ½" long

All items should be new and in good condition.

Watch for "Back to School" sales on the items needed to fill the bags. Choose whatever items you would like to provide, as many or as few as you like. You do not need to try to purchase all the items needed for one bag.

Cash donations marked "School Kits" would also be greatly appreciated. We will purchase any items not donated that are needed to complete the bags. Any money remaining will go to LWR for overseas shipping costs. Surplus items will be donated to Family Sharing. We will pack the bags in early September. Thank you for supporting this project to help children all over the world who need materials for learning.

***We are in desperate need of notebooks. Meijer's has them for 39 cents and Pick n Save has them for 25 cents each. Bags will be packed after worship on October 10th**

We are excited to have Sunday School again this year! We are planning on having it every Sunday during the Church Service after the Children's Sermon starting on October 2nd. This is the first Sunday Pastor John is back from Sabbatical. The grades will be preschool to second grade and will be held in the basement.

We are also looking for teenage helpers who would be available to assist during this time. Please let me know if you know of anyone who is interested. This is a great way to get your community service hours!

Any questions, please email me at tomcoryschoofs@gmail.com.

Thank you,
Cory (Thiele) Schoofs



9-2-07	Patrick & Ryanne Lee	15 years
9-6-14	Matt & Dui White	8 years
9-7-78	Herb & Carol Neuer	44 years
9-11-66	Dale & Mary Erickson	56 years
9-13-03	Kristi Walsh & James Mannes	19 years
9-15-18	Kayla & Leo Buser	4 years
9-19-81	Phil & Cindy Dellegrazio	41 years
9-20-86	Bruce & Debra Rappold	36 years
9-27-97	Tom & Kelly Dennison	25 years
9-28-13	John & Jen Wittenberg	9 years
9-30-01	Bradley & Shannon Diamond	21 years



Faith Lutheran Church Council Meeting Minutes July 14, 2022 - 6:00 pm

Attending: Tom Sear, Al Gresch, Joyce Caldwell, Joe Dorr, Linda O’Leary, Esther Rusch
Excused: Pastor John,

Mission: ***Gathered as a community living in God’s love we serve all people, care for the earth and embrace the work of the Holy Spirit.***

Vision: ***Faith Lutheran Church will be recognized as a community of spiritual growth, a gateway for environmental stewardship, a creator of partnerships and an advocate for social justice and peace.***

- I. **Opening:** President Tom Sear called the meeting to order at 6:01 p.m. Tom led a devotion from Desmond Tutu on being community. We are accountable to ***all*** of God’s family, especially the poor and powerless. Joyce then led us in prayer.
- II. **Approval of Minutes:** On a motion by Al G and a second by Linda O the June 16 Council Meeting Minutes were approved unanimously.
- III. **Treasurer’s Report/Activities**
 - a. Treasurer Position – Al G will follow up with the candidate that Pastor John had been talking with. Joe D has received input from several people about what we need from a treasurer. He will summarize those suggestions and distribute to council.
 - b. Bookkeeper Update: Council is recognizing that some of our financial processes are not optimal or are not well documented. These include:
 - i. Check Requests: Joe D will draft a check request form including: Requester’s name & address, Amount requested, Date requested, Line(s) for approvals, Line for the account used. Council will then determine whether a more explicit *check request process* is necessary.

- ii. Bookkeeper Email address: Cindy B will be asked to exclusively use the dedicated church email address for bookkeeper business.
- iii. Counting teams: People who had been serving as counters before the pandemic have agreed to resume the process. Some changes may be in order and Cindy D is updating the counting process.
- iv. Weekly bank deposits: Counting teams will be asked about their willingness to deposit weekly donations. If they are not comfortable doing this, council members may need to take turns doing this.
- v. Time sheet process: Council wants to know how this process works. Al G will ask Kathy for this information.
- vi. Joe D will start and distribute a list of financial process items that may need attention. Cindy Ball's input will also be requested.
- c. Office Manager Compensation – The Personnel Committee has researched pay ranges for positions similar to Kathy Thiele's (average was \$19/hr.) The committee recommended to council that we raise the office manager's wage to \$19/hr, retroactive to July 1. Note: this was not budgeted. This motion from the Personnel Committee was seconded by Joe D. Motion was approved unanimously.
- d. June Financial Statements
 - i. General Notes: The first item in our June's financial report package was ***last year's*** information. It was also noted that the monthly reports council received are not exactly what we need. Council will clarify for the bookkeeper the exact set of monthly reports needed.
 - ii. Significant financial data points as of June 30,2022
 - 1. General Fund:
 - a. Net Income YTD is \$12,200 behind budget.
 - b. Mid-year checking & MM accounts total \$75K.
 - 2. Capital Improvements Fund: Current Assets are \$40,981 (little change).
 - 3. Pathways Fund: Current Assets are \$18,027 (little change).
 - iii. Council needs to arrange for a financial report to the Congregation.

IV. Council Activities

- a. Communication improvement
 - i. Council, committees, and staff all need to commit to improving communication (two-way) among each other. For all decisions, groups need to ask, *"Who else needs to know about or participate in this decision?"*
 - ii. Member Deaths: ALL deaths of Faith members should be communicated to ALL Faith members by email and a Facebook notice should be posted (unless requested otherwise from the family). Joyce C will draft language for these communications and the Executive Committee will notify Kathy about this decision.
- b. Sabbatical Issues
 - i. The chart showing worship leadership responsibilities during the sabbatical needs to be expanded to include readers and live-stream leaders. It also needs to be made available (electronically shared) with everyone involved. Joe D will make these adjustments.
 - ii. Plans for remaining Council-Led Services
 - 1. For Aug 21: the sermon time will be structured using the *Dwelling in the Word* concept. Esther will choose the scripture passage to be discussed.

Joyce will provide council members with the standard process for *Dwelling in the Word*. Logistics (location, discussion groups, streaming) have not yet been determined.

2. For Sep 18: Planning for this service has not started.
- c. 2022 Goal Setting Follow Up: Al G led a review & update of the status of each council goal. Specific items needing attention were as follows:
 - i. An update to the Council Handbook is still needed. We clearly need policies, but perhaps not to the extent that is in our current handbook. Council will take another look at the current handbook and come to THE AUGUST MEETING with recommendations for additions, deletions, and modifications.
 - ii. New people for committees and council
 1. In the one-on-ones we have committed to, council members need to talk with newer people about their passions/interests. This could eventually lead to exploration of if/where/when they might like to participate in a committee, group, etc.
 2. Three (3) current council members will be “termed out” at the end of 2022, so we will need to find/recruit *several* new council members. All council members need to give serious thought as to who might be approached about serving on council next year.

V. Committees/New/Old Business

- a. Property Management: A problem has occurred with our sump pump and related drain system. An initial analysis suggests that it will cost about \$3,000 to repair. This would come from the Capital Improvement fund. Also, there is a recurring problem with parking lot seeping. A solution for that is being considered that would be an additional \$3-5K cost.
- b. Stewardship: No Report
- c. Land Use: No Report
- d. Trust Funds: No Report
- e. Education/Church in Society: Joyce C gave short verbal comments on the success of the Forging Community event and that the Prairie Palooza event is coming up. She also noted that Bishop Paul & Rev Marilyn Miller were recently at Faith in the prairie to rerecord a video for Equipping the Saints program.
- f. Music and Worship: Written Report Submitted
- g. Evangelism: No report
- h. Personnel Committee: Discussed in closed session
- i. Tech Committee: No Report

VI. Next Council Meetings & Adjournment

- a. Next Council Meeting: August 18, 6:00 PM in person.
- b. Al G agreed to lead the devotion.
- c. A Motion to adjourn was made by Al G and seconded by Joe D. Motion was approved and the meeting adjourned at 8:12 p.m.

Respectively Submitted: Joe Dorr, Council Secretary

Faith Lutheran Church Council Meeting Minutes

August 18, 2022 6:00 pm

Attending: Tom Sear, Al Gresch, Joyce Caldwell, Joe Dorr, Linda O'Leary, Esther Rusch
Excused: Pastor John,

Mission: ***Gathered as a community living in God's love we serve all people, care for the earth and embrace the work of the Holy Spirit.***

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VII. **Opening:** President Tom Sear called the meeting to order at 6:01 p.m. Al G led a devotion related to Jesus Healing on the Sabbath. God rules by love and life, not by rules. We should consider breaking rules if those rules interfere with loving God and loving our neighbor. Joyce then led us in prayer.

VIII. **Approval of Minutes:** On a motion by Esther and a second by Linda O the July 14 Council Meeting Minutes were approved unanimously.

IX. Treasurer's Report/Activities

- a. Treasurer Position – Al G will be in contact with the candidate that Pastor John had been talking to.
- b. Treasurer Position: Joe D provided the council with a summary of suggested duties/tasks of Faith's treasurer. Council made a few additions and corrections and then agreed that this document will be our new job description for the treasurer position. It will be subject to adjustments/improvements as we go forward with a new treasurer. Joe will distribute it to all council members. Joe also brought up the idea of resurrecting a Finance Advisory Committee to do some of the heavier lifting and take pressure off a treasurer. This should be considered over the next few months.
- c. Bookkeeping Updates
 - i. Joe D drafted a new Check Request Form & *check request process*. After making some adjustments, council decided to ask staff to begin using this process and acknowledged that it may need tweaking. Joe will communicate with Kathy T and Cindy B about this.
 - ii. Esther R and Cindy Dellegrazio have begun re-assembling counting teams for church giving. They have also made improvements to the counting document ("Balance Sheet"). They have also begun discussions with the bookkeeper about improved processes. These discussions will continue and council will be kept apprised.
 - iii. Time sheet process: Council would like to know how Faith time sheet process works. Al G will ask Kathy for this information.
 - iv. Joe D is still working on a list of financial process items that may need attention. Cindy Ball's input will also be requested.
- d. July Financial Statements
 - i. General Note: The monthly financial reports sent to council have not been consistent from month to month, making it difficult to track financial

progress. Council (Joe) needs to inform bookkeeper of exactly what reports are needed each month. Until further notice, the following reports are requested for Operating Fund, Capital Improvements, and Faith Community Pathways.

1. Balance Sheet
 2. Profit & Loss Budget vs Actual YTD
 3. Profit & Loss Actual YTD vs Previous Year
- ii. Significant financial data points as of July 31, 2022
1. General Fund:
 - a. Net Income YTD is -\$24K vs -\$29K last month. Comparison to budget was not available.
 - b. July 31 checking & MM accounts total \$63K.
 - c. Council needs to have a detailed understanding of what the two Oarsman account contain. Joe will try to get this information from Cindy B and/or Judy Gronbach.
 2. Capital Improvements Fund: Current Assets are \$40,981 (no change from June).
 3. Pathways Fund: Current Assets are \$20,723 (Up by \$1K from June).
- iii. The cloud version of Quickbooks that was approved at the May council meeting has not been installed yet. Cindy B will need help with installation, set-up and initial data conversion. Council needs to arrange for a financial report to the Congregation We will determine whether Ellie Anderson (Joyce) and/or Leo Buser (Tom) can help Cindy with these tasks. If not, we may need to pay for this support.

X. Council Activities

- a. In-Person Service Committee Report: The committee recommends that we begin going back to pre-Covid worship practices. We will move into this slowly, with walk-up communion starting on Aug 28. An Assisting Minister, an Acolyte and Ushers will be needed. We will keep an option for people to receive individual cups while there are still concerns about Covid. We will delay opening up the Sharing of the Peace and passing offering bags for now. On a motion by Al G and a second by Linda O, these recommendations were approved unanimously.
- b. Church Management During Pastor's Sabbatical
 - i. Communication improvement
 1. Kathy T request that council and other leaders be more diligent to provide her with consistent direction & instructions. We will all focus on doing that. And if there is a discrepancy, Kathy should feel free to ask the people providing conflicting direction to talk with each other.
 - ii. Notification of Member Deaths: Joyce C will compose a process and language for notifying the congregation about all deaths of members. Joe D will follow up with Kathy T to get this process started.
 - iii. There will be a September Focus. Council members and other leaders are encouraged to submit articles ASAP.
 - iv. Upcoming Council Led Church Services
 1. Aug 21
 - a. Detailed Plans for "Dwelling in the Word" were discussed.

- b. Members agreed to help set up on Saturday (8/20) at 9:00.
 - 2. Sep 18: Council has not yet determined the primary focus of this service. A decision was made to delay a decision until we see how well received "Dwelling in the Word" is on Aug 21. A special council meeting may be needed in advance of Sep 18 to plan that service.
 - 3. Oct 2 – Welcome Home Service for Pastor John:
 - a. The Sabbatical Team will plan a Welcome Home ceremony at the beginning of the Oct 2 Service. Pastor John will then be asked to resume his role leading worship that day.
 - b. A welcome home reception (early lunch?) is being considered. This might change the start time for worship that day.
 - c. Timely decisions and communication will be important.
- c. 2022 Goal Setting Follow Up:
 - i. New life for committees and council: Joe D strongly suggested that council take regular and specific action to improve the outlook for new council members.
 - 1. ALL council members should commit to monthly one-on-one discussions with possible candidates and to provide specific feedback each month.
 - 2. Joe D will draft a letter to the congregation regarding this situation. Council will review and determine subsequent action.
 - ii. Time did not allow for detailed discussion, however, an update to the Council Handbook is still needed. Council will begin looking at the current handbook and come to THE SEPTEMBER MEETING with recommendations additions, deletions and modifications.

XI. Committees/New/Old Business

- a. Property Management: No Report
- b. Stewardship: No Report
- c. Land Use: No Report
- d. Trust Funds: No Report
- e. Education/Church in Society - Verbal report: Joyce C reported that a member has shown interest in leading Sunday School for Pre-school through 2nd grade. There also is discussion about possibly combining 3rd-5th grade Sunday School with Advent LC. Logistical issues to be resolved. Details TBD.
- f. Music and Worship: Written Report Submitted
- g. Evangelism: No report
- h. Personnel Committee: Discussed in closed session
- i. Tech Committee: No Report. Earlier, the tech committee proposed a strategy for monitors in the church. Al G will look into a meeting to help educate council on options.

XII. Next Council Meetings & Adjournment

- d. Next Council Meeting: Wednesday, September 7th, 6:00, In-person.
- e. Joe D agreed to lead the devotion.
- f. A Motion to adjourn was made by Al G and seconded by Joe D. Motion was approved and the meeting adjourned at 8:25 p.m.

Respectively Submitted: Joe Dorr, Council Secretary