

Zion Lutheran Church Council Minutes  
December 16, 2025

Present: Tracy Bockbrader, Karla Southworth, Naomi Palmquist, Pastor Christina Johnson, Kathy Blascyk, Jan Gellerstedt, Cari Terrio-Johnson and Paul Holm

Meeting called to order by President, Naomi at 6:10 pm  
Dwellings led by Cari- Psalm 46:10

Motion made by Karla and seconded by Pastor Christina to approve the agenda. Motion passed.

Motion made by Jan to approve the Council Minutes as corrected with 3 spelling errors seconded by Pastor Christina. The motion passed.

Pastor's report- Along with her written report Pastor Christina has printed up her to do list for our information with the many tasks she has completed since November 2<sup>nd</sup>. This is a tool she uses to keep track of her time and her hours.

Office Report. The executive committee and Pastor Christina have completed 4 interviews. We have had 8 applicants so far. The committee is down to two candidates that they are interested in. We will be looking at the references of those 2 candidates and will be praying about our decisions.

Finance report. - FYI Zion has been approved as a large corporation so Mike, the accountant, will be making an appeal to get that changed as we are not a large corporation. The finance committee is working on the budget for 2026. We only had to take out \$29,000.00 from our Thrivent account instead of the \$35,000.00 we had discussed that we might need at our last meeting. There was no extra charge for the roof so final bill was \$49,191.00. We had \$1,056.00 come in for the roof repairs from members on December 14, 2025.

Music and Worship

Property Committee. One item in their report we discussed is their vote to give Kevin, who cleans some areas of the church each week, a raise of 18.00 an hour. This will be effective January 1, 2026.

Motion was made by Paul and seconded by Tracy to approve all the reports. Motion passed.

Old Business Meatball Dinner – We discussed the reports by Deb Carter and Vicki Anderson, after having a chance to read them after receiving at the last council meeting. A challenge pointed out, from the reports, was the poor communication between Zion and the DAV in areas of tasks and volunteers needed. We will also be looking at how much we need to make to continue with the meatball dinner. We will be setting up in the future a meeting with DAV and Raffy Johnson and discussing our need for better bookkeeping and need for larger committee from Zion. The other question that needs to be addressed is the acceptance of donations at Zion for Thanksgiving and Christmas Dinners.

Office task list. This list each week will give the times Pastor Christina will be in the office and the duties for council members and the people who are covering the office Monday – Thursday mornings. Cari will be coming on Friday from 8:30-3:30. Tracy will be taking over the directory with the help of Mary Beth Peter. They will start a push in January to receive pictures of members. This will also help with updating current addresses, phone numbers and email addresses.

Financial Secretary Job Description – We Looked at Paul's tasks and what he is now working on to make the information more secure. When the time comes for Paul to step down, he will be willing to help the next person get the information and job duties. A suggestion was made that we should look for a person interested in the job now so they will have enough training to someday take over the job.

Motion was made by Karla to approve the job description as corrected, seconded by Cari. Motion passed.

Funeral Committee. We were looking for two people to make calls to get workers and food for funerals. Naomi had volunteered to be one of the callers. Jan Gellerstedt volunteered to be the other caller.

Interfaith board member vacancy – Interfaith was looking for two members from Zion. Robin Johnson had been appointed and we needed one more. Susan Cochran will be the second person on the Interfaith Board.

#### New Business

Approval of the COLA and synod guidelines effective January 1.

Motion made by Jan for a 3% cost of living increase for all hourly staff and a salary increase for Pastor Christina according to synod guidelines effective January 1, 2026. Seconded by Tracy. Motion passed.

Karla will contact the accountant about this motion.

Compliance with employment posters. Cari will update and post the employment poster.

Nominations for 2026. Tracy will be staying on for another term. Jan will be leaving the council. So, two candidates will be needed. All council members, if you know someone to ask to serve on the council, let Sandy Raisanen or Becky Bills know, as they are the Nomination Committee.

The Executive Committee of the Council will be looking at our constitution and how many council members we need in January.

Boundary Training for Council members and lay leaders. This will be a Zoom meeting on February 3<sup>rd</sup>. Council members all stated they would like to attend.

Paul brought up that the One Voice song books in the pews are taking quite a beating and if we are not using them now maybe we should remove them from the book racks. Council



agreed. Council members can do this whenever they have time. If it is not done by January 18<sup>th</sup> the council will meet as a group and move them.

Phone needs to be changed from the meatball supper message. That has been a problem, but it seems today it was changed. Information about the phone – our contract says we can't change the front message but can change the voicemail message ourselves. The info to change voice mail will be explained on the office email- VC3.

Questions were brought about our policy for closing the church due to below zero temperatures. This should be displayed on the website. Naomi will ask Ken Jorgenson about this policy.

Next meeting will be January 20<sup>th</sup> at 6:00 pm  
Dwelling will be by Kathy  
Annual Meeting will be February 1<sup>st</sup>.

Motion was made by Tracy, seconded by Karla to adjourn the meeting. Motion passed.  
Meeting adjourned at 7:45 pm

Respectfully submitted Kathy Blascyk