

Zion Lutheran Church Council Minutes
November 18, 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 Palmquist at 6:05 pm
Dwellings of Luke 15:8-10 led by Cari

Motion made by Paul to approve the meeting agenda, seconded by Jan. Motion passed.
Motion made by Paul, seconded by Cari to approve the October minutes, Motion passed.

Pastor's Report – an additional page was submitted as Pastor Christina as she listed her tasks everyday for the past 10 days. This gave us good knowledge of the task completed and the time each task takes. She outlined the tasks that she will continue to do and what tasks may be delegated to others. Council members will try to do some of those tasks. Karla will follow up with the finances of the meatball supper. Tracy will tabulate the time and talent sheets and let Hunger and Justice Committee know if they have anyone interested in joining their committee. Karla will make and print up the soup supper signups. Naomi will check with call Nelson's Funeral with legal questions asked by the Columbarium committee, The Executive Committee of the Council will work on the minor changes to our constitution in January. Looking at the new language changes recommended by Synod and the number of council members stated on our Constitution. This will be discussed by the Executive Committee at the beginning of January and brought to the council at our January Meeting. Naomi will check with DAV about the play area. If they feel they need to move it for the dinners, they will have to agree to set it back up before the next Sunday after the meals. Council feels this is an important ministry of our church. Pastor Christina is required to attend the First Call Leaders Retreat January 25-26, 2026. Money has been sent in (125.00) to cover that retreat.

Office Report- A letter was received from Elise, our Office Administrator, saying that she will be leaving sooner than was stated last month. Her last day in the office was November 18th today. This is her two-week notice. She will continue to check the mail, send bills to the bookkeeper and check the office phone voicemail. Beginning December 2, she will no longer be available for any of those tasks. Naomi with Pastor Christina's help will be posting the job. Karla volunteered to work Thursday and Cari can come in on Fridays to help.

Paul made the motion to contact a temp agency and inquire about cost and availability. Tracy seconded, Motion passed. Naomi will be looking into this.

Financial Committee report- f the roof repair starting this week and the first half of the payment was due at the start of the project. We paid \$49,009.00. They did find that instead of removing 2 layers of old roof there are 3 layers. We were going to take 29,000.00 out of Thrivent account to help cover the final payment but Karla feels we should maybe take out more for additional expenses that may come up.

Motion was made by Paul and seconded by Cari to take \$35,000.00 out of our Thrivent account. Motion passed. We will need to fundraise that \$35,000.00 to replenish the Thrivent account.

Other Committee reports. - Property Report, Music and Worship, Meatball Recap Council should read the Meatball recap report before December meeting. Council will be meeting about the Meatball Supper and the Thanksgiving and Christmas meals in the near future. Motion was made by Pastor Christina and seconded by Car to accept all the committee reports.

Old Business

1. Administrative Assistant job description- Council needs to continue to look at work with the job description.
2. Property Committee- roof repairs. Discussed during the Financial report
3. Counters- still seeking a few more people to count on Sundays. We will see if we have more people interested as we go through the Time and Talent sheets.
4. Funeral Committee. Naomi suggested we have two people who will take turns finding workers and bars etc. They would keep track of who has just worked and try to get others off the list for the next funeral, so no one is overtaxed. We will see if we have more names from the time and talent sheets. Karla made a motion that we gather a list of names and have 2 people as callers to find the people for serving and bars. Seconded by Tracy. Motion passed. Naomi will be one caller so will be looking for one more.
5. Community Meals. First one went well. We had plenty of volunteers and they served about 50 people. The next one will be January 4th and then March 1st. We will send the list around again some Sunday to add more names. We did have a great result the first time and did fill out one sheet with people interested.
6. Financial Secretary job description. Paul made a motion to table this till our December meeting. Seconded by Jan, Motion passed.
7. Native artwork commission. A Native American blanked and print was obtained. Pastor Christina and Kathy will decide where to display these. Tracy will make up a plaque to hang with the art with artist name, etc. We also have a new picture of children and Jesus that will be put on the children's bulletin board in the social hall
8. New Janitorial Staff. A new staff member has been hired to start. He will be cleaning the narthex and sanctuary. His name is Paul.
9. Laugh and Learn employee injured on the job- insurance update. We are liable because the injury took place because of a problem in our facility as we had to have maintenance repair it. The bill of \$119.00 has been paid.

New Business

1. Due to Carol Rule's death, there was a vacancy on the Interfaith Board as she was Zion's representative. Robin Johnson has now filled that vacancy. Zion can also have another board member, and we will ask if a member is interested in doing this.
2. Community day camp – Received a memo that Zion needs to pay half of some of the incidental expenses occurring during day camp, such as snacks provided etc. Tracy will clarify this and make sure the bill is paid.
- 3.- Becoming an EcoFaith Partner Congregation. Board was favorable to becoming an Eco Faith Partner. Motion made by Karla to discuss this with the finance committee and to include a membership fee in the budget for becoming an EcoFaith Partner Congregation. Seconded by Tracy. Motion passed.

The yearly fee is decided by Zion as to the amount we feel we can contribute.

4. Pastor's Housing Allowance Motion was made by Karla, seconded by Tracy- That the 2026 housing allowance for Pastor Christina Johnson is \$22,200.00. Motion passed.

5. Pastor's compensation – health insurance Looking at Pastor Christina health insurance and changes that may occur. Executive Committee will meet and discuss this issue and bring it back to the council.

6. Injury of Nelson's funeral stall member at Zion. We will need to file an incident report to have on file. A Staff member fell of the platform where recording is done. Also need to look at our liability insurance. Karla has purchased ice packs to have in our freezer and packs that do not need to be refrigerated. Motion made by Jan and seconded by Tracy to reimburse Karla for \$90.17 Motion passed. The long term goal will be to no longer use the platform and mount the cameras and control with a control panel.

Next meeting will be December 16th. Christmas treats can be brought by members of the council.

Dwellings will be led by Cari

Motion was made by Pastor Christina and seconded by Jan to adjourn the meeting. Motion passed. Meeting adjourned at 8:10 pm

Respectively submitted
Kathy Blascyk, Secretary