

NELC Church Council Regularly Scheduled Meeting | Minutes

January 14th, 2025 | 6:30 p.m. - 9:31 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by:	President Wayne Jacobson	Attendees: Kristina McBurney, Ron Martin, Nate Greiner, Kristie Lehman, Cindy Wilson, Julie Creeden, Wayne Jacobson, Mike Brost, Kristin Swenson
Secretary:	Julie Creeden	Via conference call: Beth Harris, Tim Boettger

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Wayne Jacobson

Prayer & Devotion

Wayne welcomed everyone and thanked us for attending. Pastor Brost shared Psalm 119:43 and the Council reflected on our great hope for the future and goals for 2025. Kristina opened the meeting with prayer.

Secretary's Report | Julie Creeden

Action item	Moved	Seconded	Vote
Approve Council minutes as amended from 12/17/24.	Kristina	Nate	Pass

President's Report | Wayne Jacobson

Wayne began his report by asking the treasurer, Cindy Wilson, to please begin with her December finance report and then lead into the 2025 budget report; both for Council approval.

Treasurer's Report: Cindy reported that the offering during the month of December was very generous, with members giving \$255,571, which ended our fiscal year \$88,486 ahead of our actual 2024 budget. The Council is very grateful to God for his generosity and faithfulness, and also to the congregation for their faithful practice of Biblical stewardship. We ended with a YTD Net Operating Surplus of \$278,143.

Action item	Moved	Seconded	Vote
Approve December Financials.	Cindy	Ron	Pass

Cindy and Kristen continued by going over the proposed budget for 2025 after having received pledges from the congregation and expenditure requests from the various departments and committees at Nazareth. This draft includes two gifts to the NALC Churchwide Ministries: Disaster Response Fund and Great Commission

Fund. This final draft of the 2025 budget will be presented to the congregation in the Annual Report for their approval during the Annual Meeting on January 26th, 2025 at 12:30 in the Worship Center. The Council will recommend passage of the budget as proposed.

Action item	Moved	Seconded	Vote
Approve 2025 Budget Final Draft and recommend passing by the congregation during the Annual Meeting.	Nate	Julie	Pass

Wayne then asked Kristina and Nate for their report from the 2025 Nominating Committee. This committee consisted of Kristina and Nate as the two Council representatives, as well as congregation members Jan Reisetter, Jon Peterson, and Laurie Larsen. The Council thanks the Nominating Committee for their faithful and diligent work. Both of the Council reps were so impressed with the gifts, discernment, and work ethic of these members, they will be recommending to the congregation that these same three serve on next year's nominating committee as well.

Nominating Committee Report: The Nominating Committee unanimously brings forth three highly qualified candidates for congregational approval for the three open Church Council seats: Erik Blanchard, Russ Curtis, and Doug Witham. After meeting with all three candidates, the committee is confident that Erik, Russ, and Doug are theologically aligned with the beliefs of Nazareth, spiritually mature, and committed followers of Christ. They all feel called to serve and have the gifts of leadership, wisdom, and humility. Some of the things that were mentioned when talking about their hopes and dreams for Nazareth were:

- continuing to build a foundation of powerful, Bible-centered preaching;
- promoting dynamic Christian education and discipleship;
- facilitating vibrant and growing worship services;
- praying and working for Nazareth to be a beacon of truth and light in the community;
- striving to build up our college and student programs;
- providing spiritual leadership to a pastoral call process and strategic planning; and
- resting on the foundation of who Nazareth is and how we do ministry.

Bylaws Report: Wayne reported that the Bylaws Committee has made it completely through the Bylaws with a first draft, and they are now going through it again with eyes for small details to ensure clarity and completeness. They are confident that by the end of this month or early February, they will be done with a final draft. Once this final draft is complete, the bylaws committee will report to the council at the Council retreat. Once the final draft is approved by the Council, it will be presented to the congregation for their ultimate approval at a specially called meeting during the month of April, 2025.

Christian Crusaders Request: Wayne asked Julie to explain the two-fold request from Christian Crusaders (CC). 1) She reminded everyone that since the Council had requested that CC move their office from their first floor location to a second floor location which is much less visible, the Church Council had intended to help them with some first-floor signage indicating their continued presence and support here at Nazareth. CC presented a proposal for sign size and location preferences. 2) CC is requesting the use of the audio recording of Tim Boettger's sermons to be edited for use on the CC radio program with the understanding that CC will give credit to Nazareth Lutheran Church during this live broadcast. By using the live recording rather than a pre-recorded one in Pastor Boettger's office, the dynamics are more authentic and the sermon flows with more ease, making the radio program as good as it can possibly be for CC listeners. The Council saw this as a win/win for both CC and Nazareth. Julie abstained from both votes because she also sits on the CC Board of Directors.

Action items	Moved	Seconded	Vote	Abstain
Approve CC request to place 2 display signs on the first floor at Nazareth: the North-end signage will be located somewhere near the wall to the right of the stairwell going up to the 2nd floor, and the South-end signage will be located somewhere near the brick wall just past the Family Life Center. CC will work with the Nazareth Facilities Director for the final placement of both signs, and Nazareth will contribute up to \$1,000 toward the total cost of both signs.	Nate	Ron	Pass	Julie
Approve CC request for them to utilize the audio file of Nazareth's sermon for their radio broadcast when Pastor Boettger is preaching. Nazareth will be given credit for the recording during the CC program.	Julie	Kristina	Pass	Julie

Interim Pastors' Reports | *Mike Brost & Tim Boettger*

Mike: Staff will soon be setting goals for 2025 – Staffing goals are filling open positions for a youth director, permanent administrator, and food outreach ministry coordinator. Attendance goals will also be included and strived for. Mike continues to greet new people who are attending Nazareth every Sunday. Our Bible overview study will continue through Easter, and then we will be moving into either a study on discipleship or the book of Acts.

Tim: He is looking forward to going to the pastors' conference with Mike in a few weeks. He feels greatly encouraged by the number of visitors attending on Sunday mornings and is also encouraged by the general feel around Nazareth.

Interim Administrator's Report | *Kristin Swenson*

Kristin updated the Council that she is filing Nazareth's Biennial Business Report for the state of Iowa. She reported that Jordan is working with Facilities to prepare for the Annual Meeting. This includes table set-up as well as prepping the ballots and sign-in sheets ahead of time. Tellers will be needed to count the votes – Kristie will organize this group and reserve a room for them to work. She encouraged the Council officers and Nominating Committee Reps to look over the script and update as needed. All Council members have access to this script digitally.

Other Business

Council thought it best to give the new blended service concept a bit more time prior to review and evaluation as items in the service continue to be tweaked and improved. Because of this decision, the review and evaluation of the service has been tabled at this time.

The choosing of the date and time of the Council retreat will also be tabled for now to be determined in the near future.

Meeting adjourned at 9:31 p.m. | Next meeting: Tuesday, February 18th at 6:30 p.m. in Room 301. This will be the last Council meeting for Julie and Ron, and the three new Council members will also attend this meeting.

NELC Church Council Regularly Scheduled Meeting | Minutes

February 18th, 2025 | 6:30 p.m. - 9:40 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by:	President Wayne Jacobson	Attendees: Kristina McBurney, Ron Martin, Nate Greiner, Kristie Lehman, Cindy Wilson, Julie Creeden, Wayne Jacobson, Beth Harris, Erik Blanchard, Doug Witham, Russ Curtis, Mike Brost, Tim Boettger, Kristin Swenson
Secretary:	Julie Creeden	

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Wayne Jacobson

Prayer & Devotion

Wayne welcomed everyone and thanked us for attending. Pastor Mike shared Luke 22:32 with the Council. He encouraged the Council to strengthen each other like the Apostles did as we continue to move forward in service of the Kingdom. Wayne then facilitated introductions of all Council members. Pastor Mike opened the meeting with prayer.

Secretary’s Report | Julie Creeden

Action item	Moved	Seconded	Vote
Approve Council minutes from 1/14/25.	Kristie	Kristina	Pass

Minutes from the 2025 Annual Meeting will be approved by the congregation at the 2026 Annual Meeting.

President’s Report | Wayne Jacobson

Bylaws update:

Wayne reported that the Bylaws Committee has completed their work after making a few last edits. They have now shared a draft of their completely rewritten Bylaws and Articles of Incorporation with the Council. The Council will now review both of these drafts and make further edits, if necessary. At the upcoming Council retreat, the Bylaws committee will be present to answer any questions. It will be the Council’s role to approve a final draft and then determine how to present the final draft to the congregation for their approval. At this point, the draft will also be shared with the staff. Congregational approval will require a 2/3 majority of those members in attendance at the special meeting.

Since both Wayne and Russ were a part of the Bylaw Committee, they relayed to the Council the sentiments of the committee: The committee shares this draft as a celebration of the positive direction that Nazareth has taken, and the draft was carefully written so that people can find the Bible deeply embedded in our bylaws. The Council commended the committee on their efficient and thorough completion of these drafts, and specifically

praised the first few Bylaw Articles proclaiming our confession of faith which is extremely well done. The description of the sacraments is also very well written and could possibly be made into a pamphlet to share with new members and at the Baptism class.

Tax-Exempt status: Before we can begin the process of applying for independent tax-exempt status, our Bylaws and Articles of Incorporation must be approved and in place. Our current articles of incorporation mandate this to be done at two separate meetings. In order to expedite this process, both meetings will be held on the same day, one directly following the other.

Council Retreat: This will take place on March 6th from 5 pm - 10 pm. Agenda items will cover the bylaws, election of officers, and orientation for new members. The Council will still have a regular March meeting on March 25th at 6:30 due to Spring Break being the third Tuesday. Sunday following the retreat (March 9th) will be the commissioning of the new Council members during both services.

Treasurer's Report | *Cindy Wilson*

Cindy mentioned that giving was down in January. This was partially due to extremely high giving in December of 2024. We are doing very well in February, and the Finance Committee is not concerned about January giving. Cindy will be reaching out to Bill Kahler and John Lehman about conducting our Financial Year-End Review.

Action item	Moved	Seconded	Vote
Approve January Financials.	Cindy	Nate	Pass

Wayne passed the presidency to the current Council VP, Kristina, to finish presiding over this meeting as the new Council president. The Council expressed their deep gratitude to Wayne for his strong and faithful leadership throughout the past year, and they look forward to President McBurney's leadership in the coming year.

Interim Pastors' Reports | *Mike Brost & Tim Boettger*

Mike:

- The Lenten service schedule is currently being worked on. Mike will ask Dr. Amy Little from the NALC, if she would be interested and available to preach at Nazareth for the Maundy Thursday service this year. Tim, Andy, and Mike will each take two of the rest of the Lenten services.
- We will continue the current Bible overview series until Easter, and then we will study the book of Acts – probably through the end of the summer. Opportunities for small group studies in Acts will occur at the same time as this preaching series. In the fall, we will possibly align with the confirmation classes again and study Luther's Small Catechism and the Ten Commandments.
- VBS will take place June 8-12. Mike will be gone the first three days at a conference which the Council approved.
- Mike, Tim, Kristin, Kim, and Meg will be meeting next Tuesday to solidify the job description for the youth hire. They will also work to better define our youth partnership with Orchard Hill.

Tim:

Pastor Tim shared that what has taken place at Nazareth over the past 2 ½ years is nothing short of miraculous. The leadership of the Council has grown immensely. Now we're at an exciting but vulnerable time. He encouraged us to focus on evangelism and discipleship with intentionality in mission. The leadership of

calling people into the Great Commission should be a priority of the Council. This is no time to pull back on that intentionality. Pastor Tim encouraged the Council to allow the Lord to stir us along the lines of the mission of the scriptures.

Interim Administrator's Report | *Kristin Swenson*

- Kristin shared that the newly created job description for the church administrator will be posted very soon. The position of Food Outreach Ministry Coordinator is also still open.
- She reported that only 2/3 of members have picked up their envelopes. Ordering envelopes will happen soon for next year, and they will not order as many due to more people preferring to give online.
- Susan and Anne don't have job descriptions, and Kristin is currently working with them and writing those. She will also be meeting with Sam on Thursday to go over his job description. Her goal is to make sure all staff job descriptions are in alignment with each staff members' gifts and that each one is consistent in formatting.
- Prior to this year, Christmas Eve has been an "if" holiday for staff. This year it was changed, so instead of Christmas Eve, staff was given President's Day as a paid holiday. Kristin is currently consulting with the staff to see if they would like to keep the date on President's Day or possibly move it to MLK Day for 2026.

Committee Reports | *Council Reps*

Local Missions: Ron

- Alternatives – The baby bottle drive will be coming up again soon, and Nazareth will take part. Kim will be the point person for this.
- New Aldaya – The committee would like to ensure that the funding to New Aldaya go specifically for mission purposes. Wayne suggested that the mission committee appoint someone to be a point person who will have open communication with New Aldaya to ensure this, as well as coordinate other ways that Nazareth members help the residents at New Aldaya.
- Ron also requested that the Local Missions Committee obtain its own email. Kristin will take care of having that set up and send the sign-in information to Ron.

Action item	Moved	Seconded	Vote
Approve \$2,500 funding to New Aldaya from the Mission Fund.	Cindy	Nate	Pass

World Missions: Ron and Kristie

- Somehow the request of \$1,000 for scholarship assistance for members who would like to take the Perspectives course was omitted. Ron brought this request to the Council. This funding will provide \$100 assistance for up to ten Nazareth members who would like to take the class, to offset some of their tuition.
- The mission work with the UNI international students is going well. The gathering and sharing of winter gear was very well received.
- The committee is discussing the possibility of another trip to India in the late fall.

Action item	Moved	Seconded	Vote
Approve \$1,000 funding from the Mission Fund to go toward Perspectives Course tuition offsets for up to ten Nazareth members.	Ron	Julie	Pass

Stewardship: Julie

Julie shared that the stewardship committee met recently to evaluate this past year's stewardship emphasis. They made a list of things that went well and things they would like to change for next year. The stewardship committee plans on reconvening again in early August in order to begin planning for the 2025 stewardship emphasis.

Other Business |

Kristie would like to have a picture taken of the Council for members to be able to recognize who is currently serving on the Council. This photo can be placed somewhere in the church and can also be put on the naz.org website. Kristie will make the arrangements for the photo.

Beth brought up discussion about the possibility of inviting our local missions partners to come and make a short presentation to the congregation for information purposes. Ron felt the local missions committee would be open to that. These presentations could be either brief video submissions or live.

Discussion occurred on simplifying our stewardship model back to a simple "pie chart" type of giving. For example, instead of one envelope for the general fund, one for missions, and yet another for capital improvements, with members pledging separately to each area, there could be one envelope for all giving which was done at Nazareth several years ago. Using this "pie chart" method, for every dollar given to the church, 10 cents of every dollar goes to Missions, and a percentage to be determined goes to capital improvements, with the remainder going to the general fund. This will not only simplify and clarify the giving process, but it will save money on the ordering of envelopes. Certainly if any member still wants to designate a certain amount for general fund, missions, and/or capital improvements, this option will still be available. After discussion, the Council found consensus in moving Nazareth back to a simple pie chart model for 2026. Kristin will ask Anne to put a pie chart together that reflects 10% for missions and a determined amount based on past giving for capital improvements. This change will be shared with the congregation through the next stewardship emphasis in the fall of 2025. Julie will inform the Stewardship Committee of this change.

Kristina reiterated Tim's encouragement that everything the Council takes on as initiatives in the coming year must be run through the lens of evangelism and discipleship. The Council wholeheartedly agrees!

The discussion on the review of the blended worship service has been tabled in order to have more time for discussion. It will be brought up again at the next Council meeting.

Action item	Moved	Seconded	Vote
Adjourn meeting	Nate	Kristie	Pass

Meeting adjourned at 9:40 p.m. | Next meeting: Council Retreat on Thursday, March 6th at 5:00 p.m. in Room 301. There will be a light working-meal served at the beginning of the meeting. Due to spring break, the next regularly scheduled meeting will be moved to Tuesday, March 25th at 6:30 in room 301.

**NELC Church Council Regularly Scheduled Meeting |Minutes *March 25th, 2025* /
6:30 p.m. – 10:20 p.m. | Room 301, Nazareth Evangelical Lutheran Church**

Meeting called to order by: President Kristina McBurney

Council Attending:

- Kristina McBurney
- Beth Harris
- Cindy Wilson
- Doug Witham
- Kristie Lehman
- Erik Blanchard
- Wayne Jacobson
- Nathan Greiner

Staff Attending:

- Mike Brost
- Tim Boettger
- Kristin Swenson

Secretary: Nathan Greiner

AGENDA TOPICS:

Meeting Called to Order at 6:35 p.m.| Kristina McBurney

PRAYER AND DEVOTION

- Kristina opened the meeting with an update of Russ Curtis
- Mike Shared a Devotion and Challenge for discussion of “Who are you reaching a hand out to?”

COMMITTEE UPDATES:

Finance Committee:

Cindy Wilson shared the following highlights:

- February was a strong month making up ground from small January shortfall
- March is trending positively
- Expenses for February have come in under budget
- Overall Net Operating Surplus YTD
- Audit Review completed by Year End Finance Committee with positive results and no irregular discrepancies

Discussion of Finance Committee Report:

- Endowment funds account and purpose discussion
 - Action Items for Endowment Committee:
 - Review of Methodology and Criteria for how Funds are used and dispersed
 - Managing company seeking clarification on “How Naz wants funds managed in the market”
 - Need to appoint Council Rep to Endowment Committee
 - Kristina nominated Doug Witham who accepted the role on the Endowment Committee
- Motion to Approve Finance Report as presented made by Wayne and seconded by Erik
 - The Finance Committee Report was **Approved**

Local Missions Committee:

- Minutes reviewed as submitted
- Need to appoint council Rep to committee at future meeting

PASTORAL UPDATES:

Mike:

- Aug 6-8 NALC Convention seeking Clergy Rep and Congregational Rep to attend meeting in Pennsylvania
- Naz needs to evaluate how and or if to Financially support the larger church NALC Ministry.

- Discussion amongst council how to approach that and where a gift or tithe might come from
- Annual Tithe for future years would consider 1-3% of annual budget
- Future years will look to add this to the budget
- Mike sees good positive momentum in both staff and congregation and is excited about the fruits that are happening and excited about the positive forward planning steps
- Mike reminded the council that he promised an announcement would be coming soon from the council

Tim:

- Encouraged by staff culture
- Easter is coming up and encouraged by the services leading up to Easter
 - Amy Little will be coming from NALC to preach at the Maundy Thursday Service
- Tim enjoyed a relaxing vacation and time away and coming back excited about Naz and where Naz is heading

Discussion:

Wayne motioned for Naz to give a one time gift \$5000 to NALC, seconded by Cindy

- Discussion:
 - Where would this money come from?

Motion Amended by Wayne to give a one time gift \$5000 to NALC with the Money gifted from the Welcome home 10% Fund, seconded by Cindy

- Discussion:
 - Tim comments about positive visit with the NALC and good about supporting the newer Denomination as they continue to grow
 - Naz is one of the largest NALC congregations
 - Does the NALC require a donation: Answer NO
 - Does the NALC require us to adopt their bylaws? Answer NO
 - Should we increase the gift amount?

- Mike mentions the NALC is staying true to core values and scripture and a gift or tithe is money going to a good place and they are responsible with the funds they do receive
- Motion to give a onetime gift \$5000 to NALC with the Money gifted from the Welcome home 10% Fund : **Approved**

INTERIM ADMINISTRATOR REPORT: Kristin Swenson

- Review of Emergency Preparedness and Safety Strategy
 - Presented options to hire Cedar Falls Police for Sunday services

Motioned to hire plain clothes Police officers on Sunday Mornings as presented, seconded by Erik

- Discussion
- Motion to hire plain clothes Police officers on Sunday Mornings as presented: **Approved**

Recent Highlights and Accomplishments:

- 2025 Budget Completed
- Initiated reviewing process for Financial Software Database options
- Annual Review of Payroll and Health Benefits
- Staff Reviewed their positions and roles at Naz in 1:1 meetings
- Staff Job Descriptions have been reviewed and reworked in collaboration with the staff members to align with NELC Values and current Job Duties
- Staff Anniversary records updated, and system created to maintain going forward
- Roadmap/cheat sheet for future staff/Administrator to continue the institutional knowledge

Things to “Keep it going”:

- How to use the remaining Welcome Home funds

- Windows bids are coming in
- Software needs
 - Church Database system
 - Financial Database system

REVIEW AND DISCUSSION of Church Structure and Bylaws

The council invites John Larson and Paul Creeden from the Bylaws committee to join

- Pastoral Model and Call Process Discussion
- Council Role and Responsibilities
- Committee Structure

9:31pm Council Entered Executive Session to Discuss Church Administrator Candidate

9:54pm Council Exited Executive Session

Motion made by Erik to affirm the Candidate Presented by Interviewing Committee, motion Seconded by Beth

Motion to affirm the Candidate Presented by Interviewing Committee was **AFFIRMED**

Motion to Adjourn Meeting made by Erik seconded by Cindy

Meeting Adjourned at 10:20pm

Next Regularly Scheduled Council Meeting April 15th, 2025 at 6:30 pm

NELC Church Council Special Meeting |Minutes *April 8th, 2025 / 6:30 p.m. –9:30 p.m. | Room 301, Nazareth Evangelical Lutheran Church*

Meeting called to order by: Secretary Nathan Greiner

Council Attending:

- Kristina McBurney
- Beth Harris
- Cindy Wilson
- Doug Witham
- Kristie Lehman
- Erik Blanchard
- Wayne Jacobson
- Nathan Greiner
- Russ Curtis

Staff Attending:

- Mike Brost
- Tim Boettger

Secretary: Nathan Greiner

AGENDA TOPICS:

Meeting Called to Order at 6:35 p.m.| Nathan Greiner

PRAYER AND DEVOTION

Council Changes and Elections:

- Kristina Submitted her resignation from Church Council due to her new appointments as Church administrator which she will begin in May. This leaves the Council President vacant as well as council a member short.
- A motion was made by Wayne and seconded by Cindy to elect Nathan Greiner to be the new Council President. This motion Carried.

- The Council held a discussion about who would be appropriate to fill the vacant council position for the remainder of the year as well as election of a new council secretary. The conversation will be taken up at the next regularly scheduled meeting 4/15/25.
- The Council spent the remaining night discussing the church bylaws, making significant progress in the review and editing. Further discussion and work will be done at the next regularly scheduled church council meeting on 4/15/25.

Meeting Adjourned at 9:30pm

Next Regularly Scheduled Council Meeting April 15th, 2025 at 6:30 pm

NELC Church Council Regularly Scheduled Meeting | Minutes

April 15th, 2025 | 6:30 p.m. - 9:40 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by: President Nate Greiner

Secretary: Julie Creeden

Attendees: Nate Greiner, Kristie Lehman, Cindy Wilson, Julie Creeden, Wayne Jacobson, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost

Absent: Erik Blanchard

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Mike shared Acts 20:33-35 and the Council reflected on the words of Jesus – “It is more blessed to give than to receive.”.

Action item	Moved	Seconded	Vote
Appoint Julie Creeden to fill the vacancy left on Council by Kristina McBurney's resignation	Russ	Cindy	Pass
Elect Julie as the secretary of the Council	Cindy	Beth	Pass

Secretary's Report | Julie Creeden

Action item	Moved	Seconded	Vote
Approve Council minutes from 2/18/25	Wayne	Russ	Pass
Approve Council minutes from 3/25/25	Wayne	Beth	Pass
Approve Council minutes from 4/8/25	Beth	Cindy	Pass

Treasurer's Report | Cindy Wilson

Cindy reported that the general fund is down for March, however, she said that Anne attributed this to the end-of-quarter timing when larger sums of money are sent out to missionaries. Current month envelope income was ahead. Program disbursements were under budget partly because we still have some vacant staff positions. Attendance on Palm Sunday was up. The Endowment Committee met on April 1 – Anne will now be attending all Endowment Committee meetings. 2024 financials have been reviewed by Bill Kahler and John

Lehman, but the report never came to the finance committee. They will request that information. Russ suggested that Marc come and enumerate what the capital projects are for this year to inform the Council of possible upcoming expenses.

Action item	Moved	Seconded	Vote
Approve March Financials	Cindy	Julie	Pass

Committee Reports | Council Reps

US & World Missions: Nate

Nate shared the request from World Missions (Ron Martin) to fund \$15,000 from the Mission fund for helping with a church plant in Colombia, a mission training center in Cuba, and training for churches in Spain.

Action item	Moved	Seconded	Vote
Approve \$15,000 from the Mission Fund for Josh Dilly with Storyline Latin America/Caribbean to aid in: 1. Establish church planting base in Cocó, Colombia, in partnership with Bogotá pastors and Puerto Rican mission leaders 2. Establish a mission training center in Trinidad, Cuba in partnership with our Puerto Rican team which will enable mission churches to be established both in Cuba and throughout the world 3. Offer training to the growing number of churches in Spain who are rapidly reproducing and seeking more mission training for outreach to Morocco	Wayne	Julie	Pass

Endowment committee: Doug

Doug shared the request of the Local Mission Committee for the Endowment Committee to fund \$10,000 for Lifewise (Sarah Buzynski). Lifewise requested \$50,000 over 5 years; and the Endowment Committee approved \$10,000 for this year. This now must be approved by the Council. Doug mentioned that the first school to take part in this ministry here Cedar Falls will be Southdale Elementary.

Mike also shared that Community Bank & Trust recommended that we review the policies of the Endowment Fund in the near future.

Action item	Moved	Seconded	Vote
Approve recommendation from Endowment Fund to disperse \$10,000 from the fund to the Lifewise Ministry to give the option for local public school children to experience one hour out of their day for Christian education.	Wayne	Doug	Pass

Russ suggested that periodically (once per year) we invite committees to come and report their recommendations for any policy changes within their committees to the Council. Wayne suggested including affected staff as well. The Council agreed that this would be beneficial in the near future.

Interim Pastors' Reports | *Mike Brost & Tim Boettger*

Mike:

- Pastor Amy Little from the NALC will be travelling to Cedar Falls this Thursday, April 17th, and will come straight to Nazareth. She will have lunch with the Council at 12:30 in rm 301. Nazareth is paying for her travel and also an honorarium for Amy for her preaching at our Maundy Thursday service.
- Mike visited with a couple who was in need of rent assistance and requested Council approval for this expenditure from the Good Samaritan Fund.

Action item	Moved	Seconded	Vote
Approve emergency rent assistance from the Good Samaritan Fund in the amount of \$895 for a couple in need who met with Pastor Mike	Wayne	Doug	Pass

- Mike shared his excitement for the upcoming Easter service and also for the upcoming sermon series on the book of Acts. It is his hope that each person who walks through our doors will read the entire book. He is also very anxious for our students' upcoming first communion.
- Jordan filled out our annual report and sent it in to the NALC.
- The NALC Convocation will be the first week in August – typically one lay person and one pastor attends.

Tim:

- Tim shared that he is very excited and ready for our upcoming Easter service this Sunday.
- There is still much to do – approval of bylaws, mission clarification, pastoral call, honest evaluation of our worship services. Council will need to set the direction. Do we consider one service? What are the staffing considerations?
- Aiden, who runs the sound booth, will be starting grad school in the fall and we will need to hire a replacement.

Other Business |

Last week we had our first plain-clothes police presence at both worship services. All went very well and he enjoyed being here at Nazareth. The new tornado/fire emergency protocols are in place Ushers have been trained in emergency procedures. Updating the congregation in these areas of security will be coming soon.

Nate will check with Marc to see if it is possible to include all emergency plans on the Naz.org website for the congregation to see.

Nate will prepare a communication update from the Council to be delivered the Sunday after Easter (4/27) for all that needs to be communicated. This update will also be placed on the Naz.org website.

Kristie informed the Council about the community garden that is maintained in the North Cedar area by some Nazareth members. Produce from this garden goes to the NE Iowa Food Bank and also to Nazareth's Food Pantry. They are requesting no funding from Nazareth, but they are wondering if they can expand their garden as a test plot to the old Blessed Beginnings playground area in order to involve more Nazareth families in this

ministry, as well as produce more food. Kristie has spoken with Marc and he approves. The Council also agrees that this will be beneficial.

The Council took a five-minute break and then reconvened to work on edits in the draft of the new bylaws.

Pastor Tim ended the meeting in prayer.

Action item	Moved	Seconded	Vote
Adjourn	Russ	Wayne	Pass

Meeting adjourned at 9:40 p.m. | Next meeting: Council will work on bylaw edits, Wednesday, April 23rd at 6:30 p.m. – Room to be determined.

NELC Church Council Specially Called Meeting | Minutes

April 23rd, 2025 | 6:30 p.m. - 10:10 p.m. | Bethel Hall, Nazareth Evangelical Lutheran Church

Meeting called by:	President Nate Greiner	Attendees: Nate Greiner, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost
Secretary:	Julie Creeden	Via Conference Call: Wayne Jacobson
		Guest: Nathaniel Parrish

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Mike shared Acts 1:1-11 and the Council reflected on living in the power of Jesus specifically found in his Word. Mike challenged the Council to have read the book of Acts prior to our next regularly scheduled meeting on May 20th. Mike opened with prayer.

The Council spent approximately 25 minutes discussing the worship and music program and where it is headed.

Nathaniel joined us at 7:00 and shared a bit of history behind the “Second Sunday” concept that began in 2021, funded by two anonymous families at Nazareth. Nathaniel also shared his vision for worship and music for the remainder of this year. The Council was able to ask questions and better understand the amount of behind-the-scenes work that goes into making everything run smoothly on a Sunday morning. The Council thanked Nathaniel for his input, and Nathaniel thanked the Council for inviting him. After further discussion, the Council passed the following action item:

Action item	Moved	Seconded	Vote
Direct Pastor Tim to create a team consisting of Nathaniel Parrish (Director of Music), Kristina McBurney (Church Administrator), and Wayne Jacobson (Council Rep) to help facilitate a vision and execution for worship at Nazareth. This team will report back to the Council on a regular basis beginning with the next regularly scheduled Council meeting on May 20th. Pastor Tim is also given discretion to add additional members to this team if necessary.	Russ	Kristie	Pass

Kristin Swenson has done an incredible job as our Interim Church Administrator for the past several months. Our new administrator, Kristina McBurney, will be starting on May 1st, and Kristin requested that the Council approve her as signatory for several institutions with whom Nazareth does business. See action item below:

Action item	Moved	Seconded	Vote
Approve Kristina McBurney, Nazareth Church Administrator, to be added as a signatory for financial institutions, credit cards, and banking institutions effective May 1, 2025.	Russ	Wayne	Pass

After a five-minute break, the Council spent the remainder of the evening carefully working through the bylaws. Tim closed in prayer.

Action item	Moved	Seconded	Vote
Adjourn	Nate	Russ	Pass

Meeting adjourned at 10:10 p.m. | Next meeting: Council will work on bylaw edits, Thursday, April 24th at 6:30 p.m. – Room 301.

NELC Church Council Specially Called Meeting | Minutes

April 24th, 2025 | 6:30 p.m. - 9:30 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by:	President Nate Greiner	Attendees: Nate Greiner, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Wayne Jacobson, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost
Secretary:	Julie Creeden	
		Via Conference Call: Beth Harris

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Mike shared Acts 1:12-14. Individual Council members and pastors opened us in prayer.

Cindy Wilson has decided to resign as the Council treasurer. The Council thanked Cindy for her dedicated service to the Council and the church. The Council then nominated and approved Doug Witham as the new Council treasurer.

Action item	Moved	Seconded	Vote
Approve Doug Witham as the new Council treasurer	Julie	Wayne	Pass

The Council spent the remainder of the evening in a work session on the bylaws.

Action item	Moved	Seconded	Vote
Adjourn	Russ	Wayne	Pass

Meeting adjourned at 10:10 p.m. | Next meeting: May 20th at 6:30 p.m. – Room 301.

NELC Church Council Specially Called Meeting | Minutes

May 14th, 2025 | 6:30 p.m. - 10:10 p.m. | Bethel Hall, Nazareth Evangelical Lutheran Church

Meeting called by: President Nate Greiner

Secretary: Julie Creeden

Attendees: Nate Greiner, Wayne Jacobson, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost

Guests: John Larsen, Maureen Hanson, Paul Creeden (members of Bylaw Committee who are not on Council)

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending this special meeting in order to speak with the Bylaw Committee. Pastor Mike shared scripture with the Council: Matthew 16:18 "I will build my Church, and the gates of hell shall not prevail against it." James 1:19 "Everybody should be quick to listen, slow to speak and slow to become angry," Ephesians 3:20 "He is able to do far more than we ask or imagine" John 10:11 "I am the good shepherd." John 17:9,11,21 "I am praying for them..." "That they may be one..." "That they may all be one, just as you, father, are in me, and I in you, that they also may be in us, so that the world may believe that you have sent me."

Council Discussion

The Council spent approximately 40 minutes discussing what everyone hopes to hear from the Bylaw Committee and their thoughts on the editing process thus far..

Joined by the Bylaw Committee

The remainder of the Bylaw Committee who is not on Council joined the Council at 7:10. Mike shared the same scripture as mentioned above with our guests. Russ expressed the gratitude and respect from the entire Council for their very thorough work over the course of the past few years..

The Council shared their edits of the draft that had been given to them from the Bylaws Committee at the completion of their work in January. The Council was able to ask questions and hear the Bylaw Committee's thoughts regarding these edits to their original draft. The Council will consider these thoughts as they now continue working on the draft.

Council Discussion

The remainder of the time was spent continuing to discuss Bylaw edits by the Council. The Council ended in prayer.

Meeting adjourned at 10:10 p.m. | Next meeting: Council will continue to work on bylaw edits, Tuesday, May 20th at 5:30 p.m. – Room 301.

NELC Church Council Regularly Called Meeting | Minutes

May 20th, 2025 | 5:30 p.m. - 12:20 a.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by: President Nate Greiner

Secretary: Julie Creeden

Attendees: Nate Greiner, Wayne Jacobson, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost

AGENDA TOPICS:

Call to Order at 5:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Brost shared Psalm 119:45 and opened the Council meeting in prayer.

Secretary's Report | Julie Creeden

Action items	Moved	Seconded	Vote
Approve Council minutes from 4/15	Wayne	Kristie	Pass
Approve Council minutes from 4/23	Erik	Russ	Pass
Approve Council minutes from 4/24	Wayne	Russ	Pass
Approve Council minutes from 5/14	Russ	Erik	Pass

Committee Reports | Council Reps

Local Missions: Accepted recent 5/5/25 minutes from Committee and placed on file.

US & World Missions: Kristie shared two recommendations from the Committee – see action items below. Their minutes from 5/12/25 were also accepted and placed on file.

Action items	Moved	Seconded	Vote
Approve recommendation from US & World Missions Committee to fund Oliver Zia and family \$4,000 per his application with no stipulations attached from the Mission Fund.	Wayne	Russ	Pass
Approve amended recommendation from US & World Missions Committee to fund Shannon Sandquist \$4,000 per	Russ	Wayne	Pass

his application from the Mission Fund. (This motion was amended from an original \$2,500 request that will eventually come back to the Council in November.)			
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Treasurer's Report | *Doug Witham*

Doug reported that the general fund account containing \$413,553 was down \$16,641 from January 1, and down \$27,766 from the end of March. However the current month Program Disbursements of \$137,522 and YTD Program Disbursements of \$587,804 are under the YTD budget by \$38,177. The YTD net operating Deficit of \$29,775 is behind the YTD budget by \$8,438.

Action item	Moved	Seconded	Vote
Approve April Financials	Wayne	Erik	Pass

Interim Pastors' Reports | *Mike Brost & Tim Boettger***Mike:**

- Mike reported that Nazareth is now holding its membership class quarterly. Jordan will send the Council quarterly reports listing the names of new members. He recommended that the Council approve the most recent new-member requests. Mike also shared that we are beginning to receive more yellow "connect" cards each Sunday in the offering plates from people who are interested in becoming members of Nazareth. Doug noted that there are no yellow cards in the balcony pews, so Kristina will make sure to place some there.
- We will have 13 high school graduates and their families celebrating with us at Nazareth this coming Sunday.

Action item	Moved	Seconded	Vote
Approve six new members who recently went through the Belong Class and wish to join Nazareth Church.	Julie	Nate	Pass

Tim:

- Tim reported that the Worship and Praise creative team appointed by the Council will be helping to evaluate our blended services at their next meeting on May 28th. All Council members have been invited to attend. Tim shared that since we chose to go to one common worship service style last fall at both the 9:00 and 10:45 worship services, we have now lived into that change for almost one year and feel it is time to proceed with our evaluation of this approach. He noted that no major decisions will be made at this meeting, but honest feedback will be sought, in addition to input and discussion. The goal of this meeting is to listen to what is being said as the W&P creative team continues to pray about and lean into God's distinct plan for the worshipping community here at Nazareth.
- Tim also shared that after a few meetings with the Core Team and discussion with staff over the last two weeks regarding the time of our worship services during the summer, they are making the recommendation to move from two worship service times to one **for the summer months only**. They are requesting that this would begin on June 15th of this year and end September 7th. They are suggesting that the summer worship time be 10:00 am. **The hope would be that coming together at one time for worship in the summer will be good, encouraging, edifying, and unifying for our body. They also hope that it will help with the feel in the room of a critical mass of attenders as attendance has a tendency to drop at times during the summer months.** It will also help with the

requests of summer volunteers involved in worship services and their time commitments since the volunteer pool also shrinks during the summer months. Tim made it clear that this committee is not making this request because Nazareth's attendance is still declining – it is not. In fact, the opposite is happening. **The attendance trend continues to INCREASE at Nazareth.**

- Kristie suggested that for our fall kick-off in September when we return to two services, that we create a Nazareth t-shirt and make it available for members to purchase and wear at the event. Kristina will look into this possibility.

Action item	Moved	Seconded	Vote
Approve the merging of both services into one for the summer months only beginning on June 15th, 2025 and ending on September 7th, 2025. This will be announced to the congregation by Tim on June 1st.	Wayne	Russ	Pass

Administrator's Report | *Kristina McBurney*

Kristina shared that she has officially been on the job for just over two weeks, and she has received a very warm welcome from both members and staff for which she is very appreciative. She has been observing how things operate and has begun to meet with the staff one-on-one for the purpose of learning how they're doing spiritually, and whether or not they have the technology they need. Once she has accomplished this work, she will then prioritize and share her findings with the Council. She shared that she will also be working to learn existing processes and protocols as well as establish new ones that will help streamline day-to-day operations. She has learned much in a very little time from Marc Rath about our facilities. She plans to collaborate with Marc to intentionally plan for the future upkeep of our building and grounds by establishing essential lists of tasks to be prioritized and planned for. She requested two action items from the Council to ensure current Church Handbook policies are being followed.

Action items	Moved	Seconded	Vote
Approve request from Kristina for the closure of Nazareth's Repurchase Bank Account and transfer funds to Nazareth's money market savings account at Banklowa.	Erik	Julie	Pass
Approve the transfer of funds for specific purposes from the Memorial Fund for the following amounts: \$319.93 for the planting of a tree in memory of a Nazareth family's loved one, and \$180 for the Endowment Fund at a family's request.	Kristie	Doug	Pass

The Council took a five-minute break and then reconvened in Executive Session to continue careful work on the Bylaw draft.

Nate ended the meeting in prayer.

Meeting adjourned at 12:20 a.m. | Next meeting: Tuesday, June 17th at 6:30 p.m., in Room 301.

NELC Church Council Regularly Called Meeting | Minutes

June 17th, 2025 | 6:30 p.m. - 10:42 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by:	President Nate Greiner	Attendees: Nate Greiner, Wayne Jacobson, Kristie Lehman, Cindy Wilson, Julie Creeden, Beth Harris, Russ Curtis, Mike Brost
Secretary:	Julie Creeden	Absent: Erik Blanchard, Doug Witham, Tim Boettger, Kristina McBurney
		Guest: Marc Rath

AGENDA TOPICS:

Call to Order at 5:30 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Brost shared Psalm 133 and opened the Council meeting in prayer.

Secretary’s Report | Julie Creeden

Action item	Moved	Seconded	Vote
Approve Council minutes from 5/20	Wayne	Beth	Pass

Committee Reports | Council Reps

Stewardship: Julie will be emailing the committee soon to begin their work for this fall’s stewardship emphasis since it will be happening a few weeks earlier this year to give sufficient time to the finance staff to work on the budget prior to the 2026 Annual Meeting..

Worship & Music: Wayne shared that they have been meeting weekly for the past 6 weeks. They are making good progress and will have more to share in a month or so.

President’s Report | Nate Greiner

Action item	Moved	Seconded	Vote
Enter executive session at 6:50 – end at 7:12	Kristie	Wayne	Pass

Guest: Marc Rath
Projects for this summer

- Reseal the east parking lot – Marc obtained a couple of bids from Max Asphalt and Weichert Contracting – \$26,637 – to clean, fill cracks, sealing coats over top, re-stripe – funding to come from the capital improvement fund.
- Windows – Marc got bids from 3 different companies – a wide range of costs – will look at all options and make a recommendation to the Council to move forward.

Question – plans for empty buildings? Any problems or issues? Marc checks on them every two weeks. Sold all vans except for the oldest – Marc is still working on selling that one. We are currently using two vans. Windows need to be a top priority moving forward. Ask Kristina to follow-up with Marc.

Action item	Moved	Seconded	Vote
Approve Weichert Contracting to work on the east parking lot per bid for \$26,637	Wayne	Julie	Pass

Treasurer's Report | *In Doug's absence, Nate shared report from Finance Committee*

Action items	Moved	Seconded	Vote
Approve recommendation from finance committee to close repurchase account	Kristie	Wayne	Pass
Approve recommendation from finance committee to instigate "Positive Pay" check fraud feature from Bank Iowa	Julie	Beth	Pass
Approve May financials as submitted by the finance committee	Russ	Kristie	Pass

Pastor's Report | *Mike Brost*

1. Denomination – NALC annual gathering is August 6-8 in Pennsylvania – registration was made for two people at Naz to attend at a cost of \$300 each – will be looking for one Naz member to attend with Mike. Mike will reach out to members to see who is interested.
2. Kristina has been working on identity work with the staff – will be having a staff retreat next week to continue those conversations. Hope to clarify the current reality at Nazareth (demographics, beliefs, etc.) to get a clear picture of who the church is. The hope is to gather an initial articulation of a 5-10 year vision and find the best pastoral candidate to match those two pieces. Meg is drafting a discipleship pathway 2025 that will be shared with the *Gather and Grow* group as well as the entire congregation.
 - a. Step 1 – Know/be transformed by God: Sunday morning corporate worship
 - b. Step 2 – Grow deeper: find connection, accountability and grow in your relationship with God while being in community in a small group
 - c. Step 3 – Go lead/serve: be involved in a leadership or volunteering role
3. Planning for fall – preaching emphasis for fall – Ten Commandments to again follow the confirmation curriculum – great synergy for powerful Sunday morning worship experiences.

Administrator's Report | *Kristina was absent due to illness – see Mike's report above.*

Other Business |

Nate suggested that we have pictures and bios of Council members underneath the staff on the naz.org website. Possibly also retake the group photo of Council and staff for the wall just inside of Door 1. All Council members should come dressed nicely for the next Council meeting.

On the agenda for the next meeting will be the By-law final review and approval.

Next Steps: Congregational Meeting to approve Bylaws and elect Call Committee. We will meet to approve this final Bylaw draft at the July 15th Council Meeting. Mailing of final draft to go out to congregation shortly after. Staff will be allowed to take a copy of the draft as the mailing goes out. Council will assemble a recommended slate of members for the call committee at the August Council meeting. A Special Congregational Meeting will be called for the congregation to vote on Bylaws and Call Committee on September 7th shortly after the morning worship service.

Nate ended the meeting in prayer.

Action item	Moved	Seconded	Vote
Adjourn at 10:42 p.m.	Kristie	Wayne	Pass

Meeting adjourned at 10:42 p.m. | Next meeting: Tuesday, July 15th at 6:30 p.m., in Room 301.

NELC Church Council Regularly Called Meeting | Minutes

July 15th, 2025 | 6:30 p.m. - 10:51 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by: President Nate Greiner

Secretary: Julie Creeden

Attendees: Nate Greiner, Wayne Jacobson, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost

AGENDA TOPICS:

Call to Order at 6:44 p.m. | Nate Greiner

Prayer & Devotion

Nate welcomed everyone and thanked us for attending. Pastor Brost shared Psalm 119:54 and opened the Council meeting in prayer.

Secretary's Report | Julie Creeden

Action item	Moved	Seconded	Vote
Approve Council minutes from 6/17	Wayne	Beth	Pass

Treasurer's Report | Doug Witham

Doug shared the Finance Committee Minutes with the Council. The General Fund account is \$428,849, which is down \$1,345 from January 1, but up \$15,296 from the end of April. Total fund balance is \$2,869,727, which is up \$9,642 from January 1, and also up \$21,338 from the end of April.

Discussion occurred on tech support and the phone system within Nazareth. Kristina will continue to update protocols and systems to save money. She was able to save the church \$1,000 per month by updating the copy machine contract. New computers were also ordered by Marc Rath – Kristina will continue to monitor this purchasing process as internal policies were not followed for this most recent computer order.

Action items	Moved	Seconded	Vote
Approve payment of the RSM invoice for new office computers	Russ	Wayne	Pass
Approve June financials	Kristie	Erik	Pass

Committee Reports | Council Reps

US & World Missions: Kristie reminded the Council that Nazareth missionaries from Alaska, the Stamburgs, will be in church on Sunday, and will share a presentation for interested members in Bethel Hall following the service. Unfortunately, Oliver Zia's family's visas were not approved, but extended family in France can come to the U.S. Travel money from Nazareth will be used by Oliver for day to day ministry/living costs, which was the intent of the gift.

Stewardship: Julie shared that the stewardship committee will be meeting on July 31st.

Guests | Jordan Keating-Venghaus & Meg Husted

Jordan and Meg requested that staff be given an update on the draft of the Restated Bylaws, which Nate will do at the next staff meeting.

Administrator's Report | Kristina McBurney

Kristina updated the Council on the following items:

- **Staff Continuing Education:**

RightNow Media Video Series, Pastors+
A Multiplying Church, J.D. Greear

- **Course Description**

We all want to find a biblical model for healthy growth that impacts not just our churches, but the world. Growth that lasts happens when each member of your church is equipped and empowered to personally fulfill the Great Commission. A multiplying church enlists every disciple to make disciples. But how can your church become a multiplying church? Whether you're part of an energized church or your church has fallen on lean times, you can equip your people to make disciples and experience transformational growth.

Session 1: The First Three Steps of a Multiplying Church

Session 2: Five Obstacles that Sabotage Multiplication

Session 3: Faithful Churches Grow Wide

Session 4: Faithful Churches Grow Deep

Session 5: Funding Multiplication, Why and How to Preach on Generosity

- **Staff Retreat, June 25 and 26, 2025**

Day 1: Identify our mission field and reclaim the mission of the church

Shift from "doing church" to reaching people for Jesus.

Move from maintaining to sustained, healthy growth

Day 2: Vision & Strategy

Discipleship Pathway team: Meg

Database team: Jordan

Guest Services team: Andy

- **Staffing Updates:**

Caleb Schreiber, Student Ministry Director, started Jun 25, 2025

Hiring: Worship & Technology Coordinator, Communications Director, Food & Pantry Coordinator

- **Administrative Updates:**

Gordon and Flesch, new printing contract (\$1,000 monthly savings w/ new contract)

Churchwide computer update: new computers for Windows 11 update

Evaluating phone lines, phone system, tech support needs

Worship Center Windows project
Donna Thompson estate gift
OHC/Naz Partnership Update

Action item	Moved	Seconded	Vote
WHEREAS, the Church Council has carefully reviewed Paragraph 6.H. of the Revocable Trust Agreement of Donna Thompson which provides for Nazareth to receive ten percent (10%) of the residue of her trust estate, after payment of final expenses, costs of administration, and specific bequests, “to be used for the Music Fund, especially for the organ and its maintenance, and for Blessed Beginnings”; and WHEREAS, while the Blessed Beginnings ministry is no longer in existence at Nazareth, in addition to its music ministry, Nazareth also has a children’s ministry which has a mission comparable to the mission of Blessed Beginnings; NOW, THEREFORE, BE IT RESOLVED, that Nazareth gratefully accepts the bequest from the Donna Thompson Revocable Trust and agrees that the bequest will be used for the music ministry of the congregation, including payment of maintenance and other expenses relating to the organ, and for the children’s ministry of the congregation, and for no other purpose; and BE IT FURTHER RESOLVED, that Nathan Greiner, as President of the Church Council, and Kristina McBurney, as Administrator, are hereby authorized to execute a sworn statement on behalf of the Church Council in the form attached hereto, to be delivered to the Trustee of the Donna Thompson Revocable Trust pursuant to this Resolution.	Wayne	Russ	Pass

Pastors’ Reports | *Mike Brost & Tim Boettger*

Mike:

Mike updated the Council on the following items:

- **Iowa Mission District of the NALC Convocation** – Saturday Sept. 20th, 2025 in Lamars IA. Bishop Selbo keynote speaker. Eric Lukens and Mike will be attending.
- **New member class dates** – Aug. 17, Nov. 16, 2025 – Council is invited to come to the lunch
- **New Member transfers** – Mike requested that Council approve letter of transfer for Lee and Jeanne Fritts and Dennis and Anita Kabele

Action item	Moved	Seconded	Vote
Approve membership transfer for Lee and Jeanne Fritts and Dennis and Anita Kabele	Russ	Wayne	Pass

Tim:

Tim updated the Council on the following items:

- **Worship committee meeting on Thursdays** – one service for summer – will go back to two services on September 14th. Looking for a strategy moving forward. There are some tech challenges with Aiden leaving.
- **September Getty Conference** – Nathaniel and a few other staff members will attend.
- **Men's Bible study on Wednesday morning** – studying Acts to work on evangelism.

President's Report | *Nate Greiner*

- Final Review and approval of Bylaw draft
- Communication Strategy –
 - Nate and Julie will work on letter together and bring back to the Council for their approval
 - Nate meet with staff on the 22nd
 - Mailing to take place the end of next week (July 25th) Sending earlier using bulk mail will save a significant amount of money
 - Follow-up congregational update by Nate the Sunday after
- Congregational Meeting Planning
- Call Committee Planning
 - Will need to know which Council members are willing to serve for the 2 council reps. So far Russ Curtis is willing.

Action item	Moved	Seconded	Vote
Approve the proposed June 17, 2025 draft of the bylaws to be submitted to the congregation with recommendation for approval at a duly called special congregational meeting.	Russ	Erik	Pass

- Fall Plans:
 - Stewardship Committee & Worship Center Window Campaign Needs
 - Future Committee Planning and Accountability

Action item	Moved	Seconded	Vote
Move to adjourn	Kristie	Cindy	Pass

Meeting adjourned at 10:51 p.m. | Next meeting: Tuesday, August 19th at 6:30 p.m., in Room 301.

**STATEMENT OF NATHAN GREINER AND KRISTINA McBURNEY
ON BEHALF OF
NAZARETH EVANGELICAL LUTHERAN CHURCH, CEDAR FALLS, IOWA,
REGARDING THE BEQUEST FROM THE
DONNA THOMPSON REVOCABLE TRUST**

The undersigned, Nathan Greiner and Kristina McBurney, on behalf of Nazareth Evangelical Lutheran Church, Cedar Falls, Iowa, (hereinafter “Nazareth”) state as follows:

1. The undersigned, Nathan Greiner, is currently the President of the Church Council of Nazareth.
2. The undersigned, Kristina McBurney, is currently the Administrator of Nazareth.
3. The Church Council carefully reviewed Paragraph 6.H. of the Revocable Trust Agreement of Donna Thompson which provides for Nazareth to receive ten percent (10%) of the rest, residue and remainder of the trust estate, after payment of final expenses, costs of administration, and specific bequests, “to be used for the Music Fund, especially for the organ and its maintenance, and for Blessed Beginnings.”
4. While the Blessed Beginnings ministry is no longer in existence at Nazareth, in addition to its music ministry, Nazareth also has a children’s ministry which has a mission comparable to the mission of Blessed Beginnings.
5. Nazareth gratefully accepts this bequest from the Donna Thompson Revocable Trust and agrees that the bequest will be used for the music ministry of the church, including payment of maintenance and other expenses relating to the organ, and for the children’s ministry of the church, and for no other purpose.
6. This sworn statement is signed by the undersigned as authorized in a resolution adopted by the Church Council of Nazareth at its meeting on July 15, 2025.

We, the undersigned, declare that we have reviewed this statement, and it is true and correct, and we are authorized to execute this statement on behalf of Nazareth Evangelical Lutheran Church.

By: _____
Nathan Greiner, President

By: _____
Kristina McBurney, Administrator

NELC Church Council Specially Called Meeting | Minutes

July 28th, 2025 | 6:30 p.m. - 10:51 p.m. | Room 301, Nazareth Evangelical Lutheran Church

Meeting called by:	President Nate Greiner	Attendees: Nate Greiner, Wayne Jacobson, Kristie Lehman, Cindy Wilson, Julie Creeden, Erik Blanchard, Beth Harris, Doug Witham, Russ Curtis, Tim Boettger, Mike Brost
Secretary:	Julie Creeden	Guest: Luke Zahari, parliamentarian for the Council

AGENDA TOPICS:

Call to Order at 6:30 p.m. | Nate Greiner

Prayer

Russ opened the meeting in prayer.

Discussion occurred on the draft of the congregational letter written by Nate and Julie for Council approval. Consensus on the approval of the letter was quickly reached with the following detail added:

- **Set meeting date and time** – Wednesday, September 10th, 2025, 7:00 p.m. in the Worship Center. Check in to begin at 6:15 p.m.

The parliamentarian, Luke Zahari, explained the proper procedure for the meeting with the Council.

Luke also explained the Iowa non-profit corporation statute, which requires the intention of amending said articles to be sent to our members not more than 60 days in advance, and not less than 10 days in advance. Luke commented that the general rule is for the congregation to receive the draft and notification approximately 30 days prior to the meeting. This also aligns with our current Bylaws.

Mailing will need to go out no later than August 8, 2025. The Council has chosen to utilize bulk mail in order to save significant mailing costs. This is the reason for the earlier mailing since bulk mail typically takes longer than first class.

At our next regular Council meeting, we will need to obtain tellers for the meeting.

Action item	Moved	Seconded	Vote
Move to adjourn	Kristie	Wayne	Pass

Meeting adjourned at 7:43 p.m. | Next meeting: Tuesday, August 19th at 6:30 p.m., in Room 301.