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Council Minutes - August 9,
2022

Present: George Nederhoff, Bob Saathoff, Craig Blanchard, Maureen Hanson, Juanita Kimpston, Lisa Arenholz, Mike Christiason, Brian King, Danielle Terrell

Not Present: Troy Olson

Staff Present: Angie Rath (not present: Julia Voss)

Dinner/Fellowship: Council shared dinner and conversation together along with Sam Madson, Nathaniel Parrish, Mallory Jensen and Caleb Schreiber. Council appreciated hearing about their individual ministries.

Opening Devotion: Lisa Arenholz gave the devotion on Apostle Philip.

Call Meeting to Order: George Nederhoff called the meeting to order at 6:31 p.m.

Approval of Minutes: A motion was made by Blanchard and seconded by Saathoff to approve the minutes from the July 12, 2022 Council meeting. Motion carried. Approved.

Recommendations:

- A recommendation was made by the Personnel Committee to implement a lump sum disbursement from the Iowa Childcare Stabilization subgrant of \$2,000 to all 10 benefit-eligible employees plus the Director, Assistant Director and Compliance/Records Coordinator of Blessed Beginnings. A motion was made by Hanson and seconded by Kimpston to approve the recommendation. Motion carried. Approved.
- A motion was made (Christiason) and seconded (Blanchard) to pay Vantage Pro invoice for \$324,950.70. Motion carried. Approved.

Financial Update:

Craig Blanchard gave an update on the May and June Financials. Council will start getting the Shepherd Staff version of the financials every quarter. A motion was made by Saathoff and seconded by Christiason to put the May Financials on file. Motion carried. Approved. A motion was made by Hanson and seconded by Blanchard to put the June Financials on file. Motion carried. Approved.

Senior Pastor Report:

Pastor King referred to his report and gave an update on the By Laws Task Force. The By Laws Task Force is looking to update our By-Laws and make sure the language matches current practice, and where possible, streamline certain procedures and congregational actions.

The Global Leadership Summit was discussed.

The new sound system in the Worship Center is complete. Nazareth is currently in the hiring process for a new Worship and Technology Coordinator. Until someone is hired for this position, Dan Olsen has been contracted to help with the sound system and taping of the sermons.

The Welcome Home appeal update: Step 1 curbing is completed. Asphalt should be completed soon. Windows are set to be replaced in 2024.

Thrivent Financial has options to donate gifts of money depending on policies of investments. It was discussed how Thrivent Choice Dollars can be used.

The Call Process for an Associate Pastor will stay on hold until the connection to the ELCA is voted on. Until then, Pastor Brian has three potential Contract Pastors to reach out to during the interim.

Administrator Report: Angie Rath reviewed the Administrative Report.

Committee Reports: Minutes from the Committees were in the packet for Council to review.

Old Business/New Business:

Arenholz presented an example of a Faith Statement and inquired if it is something the Council could consider implementing with Council Members.

Julie Creeden asked for her report from the July meeting to be placed in the minutes as an addendum. A motion was made by Hanson and seconded by Blanchard to put the report on file but not in the minutes. Motion carried. Approved.

Discussion took place regarding concerns around our ELCA affiliation and recent comments from the Presiding Bishop.

The Council agreed to meet on August 23rd at 7 p.m. to talk specifically on the connection with the ELCA.

Adjourn: Motion was made by Hanson and seconded by Christiason to adjourn the meeting at 10:08 p.m.

Closing Prayer: The Council closed with The Lord's Prayer

Council Minutes - September
13, 2022

Present: George Nederhoff, Bob Saathoff, Craig Blanchard, Maureen Hanson, Lisa Arenholz, Mike Christiason, Troy Olson, Danielle Terrell, Brian King

Staff Present: Angie Rath, Julia Voss

Dinner/Fellowship: Council shared dinner and conversation together.

Staff Presentations: Council welcomed Andy Walser, Visitation Ministry; and the Blessed Beginnings staff: Kim Young-Kent, Director; Kaitlin Snyder, Assistant Director; and Phil Plourde, Associate Director. Each staff person described their duties at Nazareth and they thanked the Council for their work in leading us through these challenging times. Andy, Kim, Kaitlin, and Phil all expressed their passion for what they do; they shared their dreams and goals for their ministries and answered questions that the Council had. Pastor Brian prayed over each person and ministry. Council thanked them for attending and sharing openly.

Opening Devotion: Danielle Terrell gave the devotion and study on Apostle Bartholomew (Nathaniel). Council thanked Danielle for her thorough research on the Apostle.

Call Meeting to Order: George Nederhoff called the meeting to order at 6:46 p.m.

Approval of Minutes:

- A motion was made (Blanchard) and seconded (Christiason) to approve the minutes from the August 9, 2022 Council meeting. Motion carried. Approved.
- A motion was made (Saathoff) and seconded (Terrell) to approve the minutes from the Special Meeting on August 23, 2022. Motion carried. Approved.

Recommendations:

- A motion was made (Christiason) and seconded (Olson) to approve awarding \$3,000 each to Taylor King and Jackson Reynolds for the Spring 2023 semester. Motion carried. Approved.
- A motion was made (Hanson) and seconded (Olson) to approve the U.S./World Missions recommendation to purchase two ultrasound units and one-year service contract totaling \$7180.00 to be paid to George Faile Foundation re: Burton Adrian. This would be paid from the Mission Fund. Motion carried. Approved.

Congregation Input: Council received input regarding concerns about the ELCA issues from Kathy Oakland, Joyce Barbatti, Julie Creeden, Laurie Larsen; and also differing views from John Reynolds. Council thanked all presenters for their time and willingness to share their thoughts leading up to the Town Hall Forum on September 25. (not present: Dan Schofield and also James/Jennifer Hoelscher, who stated differing views; views were shared via email and/or through other printed statements). George Nederhoff will follow up with an email to each speaker with the Council's plans for "next steps". Danielle Terrell will send thank you notes to speakers.

Financial Update: Craig Blanchard updated the Council on the July Financials. The General Fund balance is \$192,229.11. We will play close attention to August/September receipts. A motion was made (Olson) and seconded (Christiason) to place the July Financials on file. Motion carried. Approved.

Pastor Brian requested that a congregational update on the Financials be made in early October, and that the August/September financials could be sent by email for Council approval beforehand if needed.

President Report: George opened up discussion on the topic of ELCA affiliation. Council discussed various topics and the format for the Town Hall Forum that will take place on September 25 at 6 p.m. in the Worship Center. Julia Voss and Danielle Terrell will take minutes at the Forum and the meeting will be recorded for transcript purposes. Congregation members ONLY are able to listen to or read the transcript if they were unable to attend the meeting. Pastor Brian will make oral announcements about the upcoming Forum upfront on the next two Sundays. George Nederhoff and Bob Saathoff will be the moderators for the meeting; and the entire Council is asked to be present. Each person will be allowed three minutes to speak. Members only will be allowed to speak on the issues.

Senior Pastor Report: Pastor Brian referred to his report. He reported that the Picnic on August 21 was a huge success and that the Fall Kick Off on September 11 was very well attended. Pastor Brian is excited about the ALPHA sermon series that has begun. He voiced his concerns on Nazareth engagement, navigating the ELCA issues, and the significant transitions we have at Naz this fall with open positions, making for low staff morale.

A motion was made (Saathoff) and seconded (Blanchard) to have the approved Council minutes uploaded on the Naz website each month. Julia Voss will talk to Sam Madson, Communications Director, about getting a notice put in the newsletter about this update and change.

Council also asked to have weekly/monthly attendance numbers sent to them. Julia Voss will talk to with Terri Packard, membership/office secretary and get these sent out.

Discussion took place about the By-Laws Task Force working on updating the Nazareth By-Laws. Questions were asked for clarification purposes and Maureen Hanson will have more to report at the October meeting with a possible draft for the Council to review. There was also discussion about having an external audit performed this year.

Administrator Report: Angie Rath referred to her report in the packet. They will begin a renewed search for a Blessed Beginnings Director at the first of the new year.

Committee Reports: Minutes from Committees were in the packet for Council to review.

Old Business/New Business:

Lisa Arenholz referred to the Faith Doctrine/Statement of Faith that was discussed at the August meeting and would like Nazareth to have something that Council and Staff would sign. Pastor Brian and Angie Rath are working on a mutual accountability contract and will report back to Council in October.

A motion was made (Olson) and seconded (Blanchard) to regretfully accept Juanita Kimpston's resignation from the Church Council. The Council will keep Juanita in their prayers as she faces a challenging year in teaching. Council will send a card to Juanita via Danielle Terrell wishing her the best.

Reminders:

- Next Council meeting is October 11 with dinner at 5:45. Troy will speak on Apostle Matthew.
- Staff will present on their ministries at October 11 meeting: Facilities Team

Adjourn: A motion was made (Olson) and seconded (Blanchard) to adjourn the meeting at 9:17 p.m.

Closing Prayer: Pastor Brian closed in prayer.

Council Minutes - October

11, 2022

Present: George Nederhoff, Bob Saathoff, Craig Blanchard, Maureen Hanson, Lisa Arenholz, Mike Christiason, Troy Olson, Danielle Terrell, Brian King

Staff Present: Angie Rath, Julia Voss

Special Guests: Bishop Kevin Jones and Reverend Steve Brackett

Dinner/Fellowship: Council shared dinner together.

Opening Prayer: Troy Olson opened in prayer.

Presentation from Bishop Kevin and Reverend Steve from the Northeastern Iowa Synod: The Bishop thanked the Council for having him and Rev. Steve attend the meeting; he also thanked the kitchen staff (Peg) for the wonderful meal that was provided.

Bishop Kevin talked about the End of Call for Pastor Brian and explained that “a good exit paves the way for a good entrance”. He opened up the room for questions/concerns from the Council. The council voiced the following:

- A season of uncertainty for our staff and congregation
- Hard to grasp that Pastor Brian is leaving; we have had the luxury of having him as our leader for 12+ years
- Excited for Pastor Brian; but also grieving his departure

Bishop Kevin thanked the Council for their honesty. He talked to the Council about some of the emotions people are feeling and how the Synod works with churches who have lost a Senior Pastor:

- We need to find the next Senior Pastor; not replace Pastor Brian
- We need to grieve his departure; and take our time for a spirit-led and supported effort to find the new Pastor
- There is value in the process; you feel that it is God’s call if you take time to discern
- The business and ministry of the church needs to continue; there will be an extra load on staff and council and lay people. Nazareth is very fortunate to have such a committed, capable staff
- We need to focus on moving ministry forward
- Communicate each week; be transparent to the congregation
- A Council member standing up maybe once or twice a month in front of the congregation to give oral update on Sunday – 1 to 2 minutes
- Remind congregation that we are not leaderless; the Church Council is leading
- Synod office is here to help
- An exit interview and paperwork will be filled out by the Council and Synod
- Make sure your transition team have music/worship; communion; and the list of duties that Pastor Brian performed covered
- Closings/Farewell are important; Reception planned for October 30

Bishop Kevin went on to say that the Synod office is looking and getting the word out for an Interim Pastor for Nazareth. They need to have the experience to step in at a church the size of Nazareth. Any potential names would go to the Council and/or Call Committee for them to choose whether or not to interview. Council/Call Committee determines what gifts we are looking for and Synod can help with any pastoral language.

The ELCA affiliation would need to be decided on before going through the final Call Process. The Call process takes a while to do it right. God is involved and at the forefront of the process. The Interim can help listen to the congregation; gifts and skills take time.

The one thing that Bishop Kevin reinforced with Council – WE ARE ONE IN CHRIST. The Synod staff is here to help if and when we need them. As we get possible names for an interim pastor, we can work closely with the Synod for any assistance we may need.

The Council thanked Bishop Kevin and Rev. Steve for attending and their open/honest conversation during this time of transition for Nazareth.

Bishop Kevin thanked Pastor Brian for his ministry and service at Nazareth; he expressed how grateful he was for his work with the church and outlying organizations such as LSI (Lutheran Services of Iowa). Bishop Kevin said that Pastor Brian will be missed very much and he and the Synod are praying for Nazareth. Bishop Kevin ended his presentation in prayer.

Call Meeting to Order: George Nederhoff called the meeting to order at 7:06 p.m.

Approval of Minutes:

- A motion was made (Olson) and seconded (Christiason) to approve the minutes from the September 13, 2022 Council meeting. Motion carried. Approved.
- A motion was made (Olson) and seconded (Blanchard) to approve all the Zoom minutes from the special Council meetings on September 20, 21, and 29; and October 4. Motion carried. Approved.
All approved minutes will continue to be posted on our Nazareth website.

Recommendations:

- A motion was made (Olson) and seconded (Christiason) to approve the Seminary Committee Charter. Motion carried. Approved. Council thanked Maureen Hanson for all her hard work on this.
- A motion was made (Hanson) and seconded (Olson) to approve the grant for \$2340.00 to Love Inc. Motion carried. Approved.
- A motion was made (Hanson) and seconded (Blanchard) to budget for and request an External Audit for the 2022 NELC Financials in 2023. Motion carried. Approved.

Congregation Input: None

Financial Update: Craig Blanchard updated the Council on the August Financials. The General Fund balance is \$149,929.43. Nazareth is down approximately \$42,000 from July. We will pay close attention to September receipts. A motion was made (Olson) and seconded (Christiason) to place the August Financials on file. Motion carried. Approved. Angie Rath will work with Sam Madson about posting the approved monthly financial summary in the newsletter.

Craig Blanchard will give a Financial Update to the congregation on Sunday, October 23, 2022.

President Report: George opened up discussion on the topic of ELCA affiliation. He reiterated what Bishop Kevin had said in regard to the ELCA affiliation has be one of our first priorities. For the time being, we may have a few names for Supply Pastors to fill in. The Nazareth Teaching Team meets October 13 to discuss and finalize the teachings through Christmas. The preaching schedule will be shared with Council, staff and congregation as soon as that is finalized. Pastor Bob Ericson will do the Liturgy and Communion on the first Sunday of each month. Communion will only be served on the first Sunday of the month until further notice. Pastor Bob will also lead the Baptism classes on the second Sunday of the month.

Council discussed that communication from the Council will be shared each week in the newsletter along with slides when appropriate. These updates will be given to Sam Madson, Communications Director. Maureen Hanson will give the update to Sam by October 12 for the October 15 newsletter; Troy Olson will give the update to Sam on October 19 for the October 22 newsletter.

Our partnership with Orchard Hill is very important to Council and staff. Troy Olson and Angie Rath will meet with Orchard Hill leadership for clarity as we move forward with ELCA discussions.

Council discussed beginning the plans for Cottage Meetings to help educate the congregation on the ELCA.

Bob Saathoff, Vice President of Council, volunteered to be an advisor for Angie Rath upon Pastor Brian's resignation. Council thanked Bob for stepping up in this role

Council discussed the possibility of a council member or two attending upcoming Staff meetings on Mondays at 10 a.m. to give a brief update on the status of various topics and to answer any questions from staff and learn more about the responsibilities that staff have during this transition time. The Council will rotate attendance. Danielle Terrell and Troy Olson will attend the staff meeting on October 17 at 10 a.m. No council members are needed to attend on October 24 or October 31.

Discussion took place on Nazareth's contract with KWWL that ends in December of 2022. A recommendation was made (Olson) and seconded (Terrell) to not renew the contract at this time. Motion carried. Approved.

Maureen Hanson will work on an Excel document to share with Council on a timetable for everything that needs to be done during this transition time.

Pastor Brian and Angie Rath will meet before Pastor Brian's last day of October 31 to tie up any loose ends.

The Nazareth staff will meet on November 1 for a Strategic Planning session that will lay out the plans of what projects need to be done or postponed at this time. The planning will go through the end of January 2023.

Vice President Report: Bob Saathoff, along with Pastor Brian, Lisa Arenholz, and Maureen Hanson, shared the draft of the Letter of Dissent with Council. Discussion took place. A recommendation was made (Olson) and seconded (Christiason) to postpone the sending of the Letter of Dissent until a later date. Motion carried. Approved. (6 aye/3 nay)

By Laws Update: A separate Council meeting concerning the Nazareth By-Laws will take place on October 30 at 6 p.m. Council was asked to carefully review the changes that will be sent out and to be prepared to discuss in detail on October 30. Council thanked Maureen Hanson for her diligent work on the By-Laws Committee, along with other members: Brian King, John Larsen, Paul Creeden, Russ Curtis, and Mike Christiason.

Senior Pastor Report: Pastor Brian referred to his report in the packet. He presented his list of Pastoral duties to the Council and gave a summary of the ELCA affiliation with Nazareth, listing some of the benefits from being associated with such a large denomination.

Administrator Report: Angie Rath referred to her report in the packet.

Committee Reports: Minutes from Committees were in the packet for Council to review.

New Business: George Nederhoff passed around the letter to the congregation at Chisago Lake Lutheran Church which will be mailed to that Church. Council discussed the Exit Interview letter/form for review. This form will be filled out at the Council meeting on October 30.

Reminders:

- Next Special Council meeting regarding By Laws is October 30 at 6 p.m.
- The regular Council meeting will be Tuesday, November 8 at 5:45 p.m. with dinner. Troy Olson will speak on Apostle Thomas.

Special Presentation: Council presented Pastor Brian with a going away card and thanked him for his years of leadership and friendship. The Farewell Reception for Pastor Brian will be Sunday, October 30 between services at 10 a.m. to 10:45 a.m. in Bethel Hall; along with a special presentation by Council during both services.

Adjourn: A motion was made (Saathoff) and seconded (Terrell) to adjourn the meeting at 11:25 p.m.

Closing Prayer: Pastor Brian thanked the Church Council for everything over the years, and most recently for all the meetings, emails, and their love for Nazareth. He prayed that we will continue to love each other and put our relationship FIRST. He reminded Council that Satan would love nothing more than to destroy the Nazareth relationships. He reminded Council to keep the faith and pray – put GOD first.

Council Minutes - November

8, 2022

Present: George Nederhoff, Bob Saathoff, Craig Blanchard, Maureen Hanson, Lisa Arenholz, Mike Christiason (Zoom), Troy Olson, Danielle Terrell

Staff Present: Angie Rath, Julia Voss

Dinner/Fellowship: Council shared dinner together.

Opening Prayer: Council met in the Chapel. Troy Olson taught on the Apostle Matthew and ended in prayer. George Nederhoff read from Scripture before departing from Chapel.

Call Meeting to Order: George Nederhoff called the meeting to order at 6:23 p.m.

Council Opening: George Nederhoff asked council for any names/nominees to fill the open spot on the Church Council. Discussion took place. Julie Creeden was appointed by the council. Julie was contacted by George Nederhoff and joined the remainder of the meeting.

Approval of Minutes:

- A motion was made (Hanson) and seconded (Arenholz) to approve the minutes from the October 11, 2022 Council meeting. Motion carried. Approved.
- A motion was made (Blanchard) and seconded (Saathoff) to approve the minutes from the Special By-Law Council meeting on October 30, 2022. Motion carried. Approved.

Recommendations:

- A motion was made (Olson and seconded (Hanson) to approve the Local Missions recommendation to fund \$8,000 to the Wings of Refuge. Motion carried. Approved.
- A motion was made (Hanson) and seconded (Saathoff) to approve the U.S./World Missions recommendation to fund \$10,000 to SEND NORTH. Motion carried. Approved.

Financial Update: Craig Blanchard updated the Council on the September Financials. The General Fund was at \$82,461.08 the end of September. A special Finance Meeting will be held this week to review financials. A motion was made (Blanchard) and seconded (Olson) to place the September Financials on file. Motion carried. Approved.

Congregation Input: John Lehman from the Blessed Beginnings Committee presented an update on the financials from Blessed Beginnings. Discussion took place.

President Report: George Nederhoff gave an update on the Pastoral search. George has been in contact with Bishop Kevin Jones with the Northeastern Iowa Synod and one potential interim pastor has been identified and he is praying/discerning the opportunity.

Discussion took place by the Church Council on a Statement of Faith and a Staff Mutual Accountability Form. Maureen Hanson, George Nederhoff, and Lisa Arenholz will speak with Andy Walser and Pastor Bob Ericson for more guidance and input.

George Nederhoff gave an update from the Nominating Committee that he serves on with Bob Saathoff, Kyle Brown, Diane Curtis, and Kim Young-Kent. The Committee is discerning names and will interview three final candidates to be voted in by the Congregation at the Annual Meeting in January.

Council was invited to attend a special educational meeting on November 9th to learn more about Lutheran Congregations in Mission for Christ.

A motion was made (Olson) and seconded (Blanchard) to hold a Special Congregational Meeting on the Nazareth By-Laws on Sunday, December 11 at 12:30 p.m. Motion carried. Approved.

A motion was made (Olson) and seconded (Hanson) to schedule educational/table talks to give the Congregation a chance to ask questions regarding the By-Law proposed changes on December 4 between services in Bethel Hall and also on December 5 at 6:30 p.m. in Bethel Hall. Motion carried. Approved.

The council had discussion on prayer teams and are continuing to look for team leaders and members to pray for the church, the congregation, the Council, and the staff.

A motion was made (Creeden) and seconded (Arenholz) to recommend Nazareth leave the ELCA pending approval from the congregation. Motion failed 5 to 4.

Maureen Hanson will attend the November 14 staff meeting to review the By-Law changes with the staff. Bob Saathoff and Craig Blanchard will attend the December 12 staff meeting with any council updates.

Administrator Report: Angie Rath referred to her report in the packet. Angie reported that the staff held a 3-hour Strategic Planning meeting to talk about the health of the staff following the resignation of Pastor Brian. Angie explained how it was a healing process for the staff with feelings expressed freely, followed by Worship time and Bible study. Angie shared the Naz Organizational chart with the Council. Angie explained that at this time the position of Finance Manager would not be hired and they will proceed with Hogan Hansen Firm until further notice.

Angie presented a draft of the Agenda and Rules for the Special By-Laws meeting on December 11. A motion was made (Hanson) and seconded (Blanchard) to approve the agenda and rules. Motion carried. Approved.

Committee Reports: Minutes from Committees were in the packet for Council to review. George asked Julie Creeden, new council member, to discern which committee(s) she may want to serve on and to report back at the December meeting.

New Business: Council referred to the request from Kits/Quilts for more space and will reach out to Donna Kirschenmann to find out if this is still a need and allow 5-10 minutes at the next Council meeting to tour the Kits/Quilts area in the Underground.

Julie Creeden asked Council to discern and provide scripture at the next Council meeting regarding our ELCA affiliation. Discussion also took place that the Worship Team will be contacted by George Nederhoff and Julie Creeden for more information on the Nazareth Pulpit.

The Teaching Team has the names of fill-in speakers for any Nazareth sermons and will make decisions on any holes that need to be filled.

Letter of Dissent: A motion was made (Arenholz) and seconded (Creeden) to send the Letter of Dissent to the ELCA with monetary revisions made and a roll-call vote with names listed in the minutes.

Danielle Terrell: No

Maureen Hanson: Yes

George Nederhoff: Yes

Julie Creeden: Yes

Craig Blanchard: No

Troy Olson: No

Lisa Arenholz: Yes

Bob Saathoff: Yes

Motion carried. Approved.

Reminders:

- The regular Council meeting will be Tuesday, December 13 at 5:45 p.m. with dinner. Maureen Hanson will speak on the Apostle James the Less.
- In Gathering Sunday is this Sunday, November 13.
- By-Law Meeting for Congregational vote will be December 11 at 12:30 p.m.

Adjourn: A motion was made (Blanchard) and seconded (Terrell) to adjourn the meeting at 10:50 p.m. Motion carried. Approved.

Closing Prayer: The Council prayed The Lord's Prayer.

Council Minutes -December 20, 2022

Present: George Nederhoff, Bob Saathoff, Craig Blanchard, Maureen Hanson, Lisa Arenholz, Mike Christiason (Zoom), Danielle Terrell, Julie Creeden, Chris Hansen

Staff Present: Angie Rath, Julia Voss

Prayer: Ron and Teresa Martin prayed over Council prior to the meeting.

Opening Devotion: Maureen Hanson taught on the Apostle "James the Just" and ended in prayer.

Council Basics: Maureen shared a PowerPoint with Council that Pastor Brian had used at the Council Orientation last March. This was a good reminder to the present Council and also to the new Council members. It was mentioned that this is a good reminder to give all new Council members as they come on Council if they miss the March Orientation. Council thanked Maureen for sharing.

Call Meeting to Order: George Nederhoff called the meeting to order at 6:24 p.m.

Approval of Minutes:

- A motion was made (Christiason) and seconded (M. Hanson) to approve the minutes from the November 8, 2022 Council meeting. Motion carried. Approved.
- A motion was made (Saathoff) and seconded (C. Hansen) to approve the minutes from the special Council meetings on November 14 and November 22. Motion carried. Approved.
- A motion was made (C.Hansen) and seconded (M.Hanson) to approve the minutes from the special Council meeting on December 5 and the Special Congregational By-Laws minutes from December 11. Motion carried. Approved.

Recommendations:

- A motion was made (Saathoff) and seconded (M.Hanson) to approve Anne Carlson be appointed to fill the vacant seat on the Nazareth Personnel Committee. Motion carried. Approved.
- A motion was made (M. Hanson) and seconded (Christiason) to authorize the Financial Secretary to pay the regular monthly and quarterly bills that are over \$10,000 including the following for 2023: Salaries, Cedar Falls Utilities, Portico (employee benefits), Professional Lawn Care (grounds maintenance), U.S. Bank Credit Card, and all reimbursements and insurance. Motion carried. Approved.

Questions were raised about the confidentiality of salaries and sharing this information with the Council. Angie Rath explained that according to the Church Policy Handbook this information is not shared with the Council or the Congregation.

Financial Update: John Lehman gave a Financial update on current finances and pledges for 2023. We have a shortfall of over \$800,000 for the 2023 budget. He reported we are still hopeful but cautious that pledges continue to come in by the 1st week in January so that a budget can be presented at the Annual Meeting.

He reported that the pledges have been decreasing every year since 2020. He reported that tough decisions by Finance and Personnel may be forth-coming in January. Council thanked John for his update.

Craig Blanchard gave an update on the October Financials. A motion was made (Blanchard) and seconded (Terrell) to place the October Financials on file. Motion carried. Approved. November and December Financials will be discussed and approved in January.

Congregation Input: Ken Lockard and Wayne Jacobson, members of Nazareth, talked to the Council about the urgency of finding an Interim and then a Senior Pastor for Nazareth. They reiterated that the Council has the authority to call an Interim Pastor immediately. Jacobson and Lockard both were in strong favor of disaffiliating with the ELCA because of the following symptoms: budget shortfall, attendance declines, lack of unity. Lockard and Jacobson both recommended that Informational Sessions on the ELCA affiliation be held in January; they asked that Danielle Terrell recuse herself from any ELCA vote among Council due to a conflict of interest. They would like printed in the Naz News the upcoming preaching schedule – 6 Sundays out. They reiterated that “preaching” is our single most important issue right now. They encouraged Council to make the tough decisions now – not wait until after this school year. Ken and Wayne thanked Council for letting them speak.

Council thanked Ken Lockard and Wayne Jacobson and their ongoing support of Nazareth.

President Report: George Nederhoff gave an update on the Pastoral search. He reported that the pastoral candidate name given to us by Bishop Kevin Jones last month has already accepted another call. George is waiting on a call from the Bishop about another possible name. Chris Hansen has been in contact with Hope Lutheran in Des Moines and they are open to helping us if at all possible.

Other names were discussed regarding sermons on Sunday mornings. It was stated that we need seasoned speakers up front on Sunday morning until an Interim Pastor is hired. The teaching schedule through the first part of March was shared with Council. George Nederhoff and Julie Creeden will talk to the Teaching Team (Pastor Bob, Andy Walser, Derrick Akers, and Kristin Sauerbrei) as soon as possible regarding other names for the sermons to help relieve current staff from this responsibility. The Council is very thankful of the extra work the Teaching Team has been doing to get over this hump with no Senior Pastor, along with doing their regular jobs at Nazareth. They would like to have new names discussed: Matt Reisetter, Enrique Ochoa, Tim Boettger, and Steve Kramer on the teaching schedule to fill in as supply pastors until an Interim is found.

A recommendation was made (Arenholz) and seconded (Creeden) to begin a search for an Interim pastor within the LCMC. Motion carried. Approved. (8 aye; 1 opposed)

A motion was made (Arenholz) and seconded (Creeden) to add Tim Boettger, Matt Reisetter, Steve Kramer, and Enrique Ochoa to the Teaching Team by January 22 pending availability. Motion carried. Approved.

Julie Creeden will contact Steve Kramer and Matt Reisetter. George Nederhoff will contact Enrique Ochoa; Lisa Arenholz will contact Tim Boettger. George and Julie will contact the current teaching team to inform them about these upcoming changes in the preaching schedule. The council will create a new preaching schedule and share it with the congregation through the Naz News so that they know who will be preaching when, and the preaching topic for each Sunday through the next couple of months.

Julie Creeden read 2nd Corinthians 6:14-18.

Discussion took place on the planning sessions to prepare for the Informational ELCA Meeting on Sunday, January 8. The planning sessions will be January 3 and January 5 at 5:30 p.m. Maureen will start preparing slides with Council input on ELCA facts with Julie Creeden doing the Nazareth history with ELCA. This will be discussed and finalized on January 3 and January 5.

Administrator Report: Angie reminded Council of the Annual Meeting January 29 at 12:30 p.m.; she and Julia Voss are gathering reports this week to put in the final Annual Report.

Committee Reports: Minutes from Committees were in the packet for Council to review. Chris Hansen offered to fill the Council spot on the Personnel Committee and Julie Creeden offered to fill the Council spot on the Worship and Music Committee. Julia Voss will notify the chairs of each committee to let them know Chris and Julie filled the Council openings on their committees.

Old Business: George read the recap of the staff meeting with Craig Blanchard and Maureen Hanson and went over the list of staff concerns.

George Nederhoff will contact Bishop Kevin regarding the Letter of Dissent and ask if he would like to attend a Council meeting to discuss the letter that was sent by Council.

New Business: A motion was made (Nederhoff) and seconded (Creeden) to not approve the Worship Planning Team's recommendation to give a 2022 celebration highlight and 2023 pledge update on Christmas Eve. Motion carried. Approved.

George Nederhoff read an email and shared with all Council a list of grievances from a staff member. Discussion took place.

A recommendation was made (M. Hanson) and seconded (Creeden) to bring to the Congregational Annual Meeting on January 29, 2023 the revision of Article 8 & 9 in the By Laws and replace Article 8 and add Article 16, revising #1. Motion carried. Approved.

Reminders:

- The planning meetings for the ELCA informational sessions will be January 3 and January 5 at 5:30 p.m.
- The first of two informational meetings for the congregation regarding our ELCA affiliation will be Sunday, January 8 from 3 p.m. to 5 p.m. in Bethel Hall. The first two meetings will be INFORMATIONAL PRESENTATIONS ONLY and will be identical in content. Members need only to attend ONE of the two meetings. Topics will include a brief history of Nazareth's affiliation with the ELCA, concerns with the ELCA that have prompted discussions to disaffiliate, and a list of ELCA strengths prepared by Pastor Brian King prior to his departure from Nazareth.
- The informational presentations will be followed by TWO OPEN FORUM Q & A sessions to allow members ample time to ask questions and share concerns.
- The next regular Council meeting will be Tuesday, January 10 at 6 p.m. in Room 160. Craig Blanchard will speak on Apostle Simon the Zealot.
- The Annual Meeting is Sunday, January 29 at 12:30 p.m. in the Worship Center.

Adjourn: A motion was made (Blanchard) and seconded (Saathoff) to adjourn the meeting at 10:52 p.m. Motion carried. Approved.

Closing Prayer: The Council prayed The Lord's Prayer.