

Present: Moderator Anne Hoekstra, Jim Stevenson, Paul Greene, Craig Driver, Tim Ahrens, Bob Brock, Karen Jensen, John Mardis, Lauren Reisinger, via Zoom: Dave Allbaugh, Gina Greene, Diane Highnam, Cliff Highnam
Staff: Michelle Wolfe, Abbie Chronister, Luke Overton (Zoom)

Moderator Hoekstra called the meeting to order at 6:01 PM. She shared the following Announcements and Updates:

- Staff reviews have been completed
- Abbie has chosen to step down from the Youth Director position, but will be staying on as a church member
- We are approaching the last week of Advent. The youth will present a skit during the Mini-Message.
- Christmas Eve service prelude and bells will begin at 6:30 pm and service at 7:00 with Cathy Young
- Christmas Day service will offer songs, readings, and dialogue with John Mardis
- New Year's Day service will again be with Cathy Young
- Food Bank opportunity again on December 20th – let Diane Highnam know of your interest
- We are sad to report the passing of Nancy Showers last Sunday
- Trustees are encouraged to call, visit, or just send a card to those on the distributed Visitation List
- Reflect on the concept of having a visitation pastor as a permanent part-time position
It would be helpful to us now and also allow a new pastor to concentrate on community involvement
- Search & Call received two candidates today. One had shown interest previously and one is new.

Moderator Hoekstra shared the following Reflection:

Advent is a season of waiting ... waiting for Christmas ... waiting for a new pastor ... waiting for people to return. She shared excerpts from the book, "Can Our Church Live?" What is our future? What are our choices? Reaching out to the community more? Last Sunday was a good service with many familiar, but previously missing, faces. In a recent magazine article, Peter Marty responded to the question of, "Why aren't people coming back to church?" by suggesting that we don't worry about that. We should, rather, rejoice and celebrate the good things that are still happening.

Motion: To approve the minutes of the October 18, 2022, meeting. J. Mardis / J. Stevenson / Carried

Treasurer's Report: Treasurer Dave Allbaugh referenced the report included in the meeting packet.

- We are, generally, in good shape. The year is 92% over. Income is 82% and Expenses are at 84%. Current Pledges are at 91%.
- The -\$1233 reported for Non-Pledges in November represents dollars previously reported under Non-Pledges being moved to Pledges. The error occurred because of a submitted pledge check not being marked properly for intent or ownership.
- The Endowment Subsidy has not been needed and will not be withdrawn this year. The main missing expense for the year has been the senior minister's salary.
- Four of the six Shepherd's Staff payments will be made this year and the remaining two will be made in 2023.
- The MidAmerican line item is spent to 140% because utilities have risen dramatically.
- Capital Improvements collected \$172,000 from insurance. A quote of \$132,000 was received from Cardinal Construction for work in the tower, sanctuary, and South Street stairwell. A contract has been signed for that work. The work will be done between New Year's and Easter and will take 2-3 weeks. The organ console and pipes will have to be protected with plastic sheeting during maintenance work. Worship may have to be held elsewhere. The report was interrupted by a lack of bandwidth in our internet signal for Zoom.

Motion: To accept the Treasurer's Report. D. Allbaugh / T. Ahrens / Carried

Staff Reports: Staff reports were submitted with the meeting packet.

- Abbie confirmed her resignation. She also shared that she has been working on a Safety Policy for the church. She used the UCC 56 policy as a template and has edited it down to 31 pages. Abbie noted that we have been following most of the Safety Policy already, that no real changes would have to be made, but having the policy

would simply affirm our position. Anne added that the Trustees will be given the policy draft to review for a vote at the January meeting.

- Michelle added to her written report that Board and Committee Annual Reports are due in early January. She also encouraged Trustees to sign up for poinsettias. Forty poinsettias have been ordered by the church, but only eleven have been ordered by church members. The Trustees were reminded that ordered poinsettias do not have to be for anyone specifically. Leftover poinsettias will be taken to the retirement homes to be given to those who do not have Christmas flowers.
- Luke had nothing else to add to his submitted written report.

Board Reports: Written Board reports are attached.

- Spiritual Growth & Programs: Tim Ahrens shared the Bunger student lunches have returned. He participated in the last lunch on November 16th. The next one is January 18th. They have switched to an every-other-month schedule. John Mardis expressed an interest in participating in the Bunger lunches, if needed. Tim thanked everyone for their help shopping and wrapping presents for the three families in the Adopt-A-Family program. It went very well. There were many people helping to wrap the presents. They will be delivered on December 14th.
- Physical Resources: Cliff Highnam added to his report that two 50-gallon water heaters will be needed and a pressure relief valve (PRV) for the boiler has to be replaced. We will also be looking into replacing the two once-through water-cooling air conditioning units.

Committees:

- Search and Call: Anne shared during Announcements the two candidates received today ... encouraging.
- Endowment: Jim Stevenson, Endowment chair, shared that the market is slow and we should expect a long road to recovery.
- Grin & Grow: Karen Jensen reported that Trebion, Director of Education, has resigned after a two-year stay. Her children will still be enrolled at Grin & Grow. She has done an impressive job and is leaving under the best of terms by both sides. She has done good work and has nothing but good to say about Grin & Grow.
- Memorial Committee: Bob Brock reported the new, green paraments have arrived and will be used at the beginning of the year. Keith Jorgenson has offered maintenance on the smaller, stained glass windows as a memorial to Karla. Thank you to Keith for his generosity.

2023 Budget Review: The 2023 Budget DRAFT was included in the meeting packet. Dave Allbaugh explained the process:

- 1) The annual stewardship committee prepares and delivers the stewardship program
- 2) Dave, Michelle, and Craig make Line Item estimates in the budget
- 3) Boards each submit their annual budget request
- 4) The budget committee reviews and offers suggestions for the DRAFT budget
- 5) Tonight the Trustees review the DRAFT budget, receive the latest budget status, and offer suggestions
- 6) The budget will be fine-tuned and brought to the January Trustee meeting for approval
- 7) The congregation will vote on the budget at the annual meeting

Dave reviewed each piece of the DRAFT documents. Pledge comparisons were discussed and the DRAFT budget reviewed. Changes from last year's budget are duly noted on the DRAFT budget. Hearing no major objections and answering minor questions, Dave requested and received consensus from the Trustees to request the final deficit amount from the Endowment

New Business:

Anne reported she received a request from an individual wanting to use the church for Zumba classes. Participants would be encouraged to make a free will donation. The donations collected would be used to serve the homeless in our community. A discussion followed including suggestions to check with our insurance company for liability risk, ensuring security in the church while the class is in session, and having a method of future selections of who would and would not be able to use the church.

Meeting Adjourned.

Respectfully submitted, Paul Greene for Keith Jorgensen, Clerk