



# ZION Lutheran Church

1254 S. Union Street, Shawano, WI 54166-3461  
715-526-2017 zion@shawanozion.org www.shawanozion.org

REV. SCOTT LUDFORD  
Senior Pastor

Council President

## Zion Lutheran Church Council Meeting December 17, 2024 – 6PM at Zion

# DRAFT

**Call to Order:** President Bob Hass at 6:00 PM.

**Present:** Bob Hass, Pastor Scott, Joyce Phalen, Al Wichmann, Curt Preston, Keith Milner, Tom Laude, Michael Sleeper, Julie Effenberger and Judy Laude joined the meeting later.

**Absent:** Mike Eidahl

**Devotions:** Bob Hass

**Sound Off:** Pastor Scott spoke on Kristen Whitehorse's behalf regarding the social media analytics she included in our packets. She tracked how there was a spike in people visiting Zion's website, and also Zion's Church and Youth Facebook pages after hosting Zion's game night, the Thanksgiving meal and participating in the Christmas parade. This shows people are researching our church and our activities after our name is put out there in the community. Pastor Scott has had several people contact him that are showing interest in joining our church. He also made the council aware Christmas services are times people attend looking for a church to join. He asked committees to work with Kristen to update their pictures on our website to keep it current.

1. **Pastor's Report:** Pastor Scott reviewed the Church Growth Flywheel that he had handed out last month and tied that into Kristen's social media analytics. He also reminded us to be good representatives of our church, welcome new people and show them the spirit of God is alive in our church.
2. **Approval of Minutes:** Motion was made by Al, and seconded by Keith, to approve the minutes as printed for the November 19th, 2024, Council Meeting. *Motion carried.*
3. **Treasurer's Report**
  - a. **Accounting Fund Balance** – Mike Eidahl was absent so Michael Sleeper reviewed the report noting our General Balance is negative \$25,399.50. There was a lengthy discussion about money being pulled from the proper funds for bill payments. It was agreed the Treasurer's role has outgrown the capability and capacity for a simple volunteer to have the expertise and time to do it. They have received a proposal from one firm and are awaiting additional proposals to contract with an outside firm for help in the Treasurer's position. The Finance Committee will meet again January 7<sup>th</sup> and hope to have the information they need to make a recommendation to the council. Another issue is the software program we have, Power Church, has created many problems in the accounting areas. A motion was made by Al, and seconded by Joyce, to accept the Accounting Fund Balance Report as printed. *Motion carried.*
  - b. **Accounts Payable** – Michael Sleeper then reviewed the accounts payable and then a motion was made by Judy, and seconded by Curt, to approve the bills listed for payment as presented. *Motion carried.*
4. **Finance Committee:** Michael Sleeper reviewed the minutes from their last meeting and reported that the Personnel Committee met with all the Zion staff for their yearly review. Their recommendations for salary increases were listed in the packet from Mike Eidahl. Michael Sleeper made the motion, which was seconded by Julie, to accept the salary increases that the Personnel Committee recommends. Pastor Scott abstained from voting, *motion carried.*

Michael Sleeper noted that since there will be a change in Treasurer, the Finance Committee recommends having an audit done by an outside firm. He then reviewed the Investment Advisor Selection in our packets, stating interviews were done with Thrivent and Edward Jones to see how to best structure the investment accounts. Thrivent's proposal was selected, but Bob Hass wanted the record to show he wanted to retain some funds with Edward Jones also to get a comparison. There will be one fund for endowment and one for the remaining designated and undesignated funds. Thrivent is in the process of setting up these accounts and will be coming to their January 7<sup>th</sup> meeting to finalize the details.

## 5. Old Business

- a. **By-Laws:** Al stated nothing to report.
- b. **Brotherhood Mutual Insurance:** Al stated nothing to report at this time.
- c. **Need A Computer/IT Consultant/Technology Committee:** Keith had nothing new to report, but Curt suggested we have this on the Agenda for the Annual Meeting to stay on top of it.
- d. **Worship & Music:** Bob Hass is this month's rotating representative.
- e. **Council Treasurer/Secretary Replacements Planning:** A discussion was held earlier regarding the treasurer position and waiting for more information concerning that. Julie has asked Vicki Heling and she has agreed to be the new council secretary.
- f. **Purchase of Church Van:** Information was included in our packets that we will discuss in January's meeting.
- g. **Thanksgiving Meal:** Joyce reported that things ran smoothly, she ended up receiving more help than anticipated and collected \$2,032.
- h. **Stephens Ministries:** Pastor Scott advised earlier in the month he installed 3 Stephen Leaders, Judy Laude, Nancy Schultz and Kristen Whitehorse. Judy noted that they have been doing some outreach and already have a couple of people that are interested in the ministry.
- i. **Emergency Plan Review:** Al reported that he talked with Ginny Vraney and they will get together after Christmas and maybe consult with the Fire Department to update the plans.
- j. **Youth Volunteer Policy:** Vicki Heling had previously worked on this and hopefully she can help update this again in 2025.

## 6. New Business

- a. **Youth Members to Council:** Curt advised that no one has replaced Aiden Preston since he has gone to college and Kristen is going to approach a few people in the Youth Group and hope to vote one or possibly two in at the annual meeting.
- b. **Move January Council Meeting to January 14:** Julie made the motion, which was seconded by Al, to move January's council meeting up one week to January 14<sup>th</sup>, 2025. *Motion carried.*
- c. **Congregational Annual Meeting Agenda:** A draft of the Annual Meeting Agenda was included in our packets and Bob asked everyone to review and we will discuss at our January meeting.
- d. **Member Transfer to Zion:** Julie made the motion, which was seconded by Tom, to accept the application for membership of Glenn and Karen Fischer from The Church on the Hill-United Methodist Church of Shawano. *Motion carried.*

**Committee Reports.** Refer to printed reports as available.

- **Church In Society** –
- **Education** – Minutes attached.
- **Health Ministry** – Minutes attached along with notes from Nancy Schultz.
- **Life & Growth** – Minutes attached. Al is waiting for a return call for the banners at the baseball fields and unfortunately there is not enough time to complete the Paul Oman mural before Holy Week. Mortell Photography will be doing pictures for the church directory between Easter and Memorial Day.
- **Property** – Minutes attached. Tom stated Security Luebke will be coming tomorrow to fix the roof and should be there 2 days. He has one more price to get on the sewer, then he will have Torborgs

come look at the flooring and he's thinking the price will be somewhere in the \$20,000 range to fix and update the sewer. They would like to do this project in the winter, probably in February and he should have more information and cost at our meeting in January. He would like to put on the Annual Meeting Agenda to proceed with hiring an architect to draw up plans and a projected cost of a new gym/fellowship area.

- **Stewardship** – Minutes attached. Keith handed out information from the Time and Talent Sheets to the proper committee members. He also advised that the same number of pledges came in, but the pledge amount increased from \$124,000 to \$161,000.
- **Worship & Music** – Minutes attached. Al & Marge Wickmann have volunteered to take the Lectern Bible to Nelson, WI to have it refurbished.
- **Youth** – Minutes attached. Curt noted there was a spike in people checking out Zion's website after the Christmas Parade.

Bob read a thank you from Lutheran World Relief for our gift of \$5,000 for hurricane relief efforts. Pastor Scott read a letter from people who live in Appleton but have a cottage in Shawano and attend Zion's services when possible and donated \$500 as they appreciate Pastor Scott and Zion's ministry. Motion to accept all committee reports, including the Finance Committee, as presented was made by Al and seconded by Joyce. *Motion carried.*

Bob reviewed the calendar with the council and adjustments were made. Motion to adjourn the meeting was made by Tom, and seconded by Al. *Motion carried.* Meeting adjourned at 8:27PM.

**Closing Prayer:** The Lord's Prayer by All

**Next Meeting Date:** January 14, 2025 6:00PM

**Meeting Opening Devotion:** Tom Laude

Respectfully submitted by:

*Julie Effenberger,  
Council Secretary*

Draft