

Chisago Lake Lutheran Church

Council Meeting Minutes

December 16, 2025

Commenced: 7:04 p.m. Adjourned: 9:20 p.m.

Members present: Steve Grossmann, Missy Keller, Pastor Brian King, Chris Lundberg, Erica Paffel, Melissa Rambow, Lori Sampson, Anthony Weber, Michael Weiss

Members absent: Katie Schmidt

Staff member present: Stephanie Wendel, Church Accountant

Call to order: President Lori Sampson called the meeting to order at 7:04 p.m.

Opening scripture/prayer: Prayer and devotions were led by Pastor Brian King, reflecting on Isaiah 11:6 and how much our children and youth contribute and vitalize our congregation.

Approval of agenda: Anthony Weber moved to approve; Michael Weiss seconded; motion passed.

Communion/offering schedule: Lori Sampson circulated the schedule for January and the Christmas Eve services.

Approval of November 18, 2025 council minutes: Pastor Brian moved to approve; Melissa Rambow seconded; motion passed.

Treasurer's report: Chris Lundberg provided updated financial reports for July 2025-October 2025. November had total revenues of \$46,042.00 and total expenditures of \$33,806.00 with a net excess of \$12,236.00. Year-to-Date deficit is (\$18,155.00). Chris Lundberg made a motion to approve the Treasurer's report; Melissa Rambow seconded; motion passed.

Pastor's report: Pastor Brian King reported that attendance is strong. There have been many baptisms, a few funerals, and it has been a very busy and active month.

Committee reports:

- **Children, Youth & Family:** Erica Paffel provided the report. The lasagna dinner will be Saturday, February 14th. We need more volunteers but plan on offering to-go advance orders from 4:00 p.m. through 4:30 p.m. followed by in-house dinners from 4:30 p.m. through 6:00 p.m.

- Finance:** Chris Lundberg reported that some committees still need to turn in their budget packets.

General fund had a \$26,000.00 CD that matured, so with interest we renewed it at \$27,000.00 for 1 year.

Based on the Property Insurance Coverage Approval Summary there was discussion about a wind and hail deductible buy back insurance policy.

We have been working with Edward Jones on using a money market account we already have for the donation of stocks for the Capital Campaign Appeal.

There was discussion on if we needed funds soon for Capital Campaign projects or if we should transfer funds from our checking account to a money market account for higher return.
- Memorial, Mission & Ministry (3M):** Stephanie Wendel provided the unapproved report, as 3M Committee did not meet. There were donations totaling \$72,903.45, \$69,986.45 of which is for the Capital Campaign. Distributions were \$16,446.57, \$14,450.00 of which was for Indianhead Glass. There is a \$55,000.00 CD that is renewing for 14 months.
- Outreach:**
- Worship & Music:** Pastor Brian King reported that we have had quite a few technical difficulties with our AV system lately. We've had it repaired, but will likely need to replace it within the next 12 months. We are expecting to use 3M Outreach funds for this expense.
- Personnel:** Pastor Brian King reported that the Church Music Director position description is completed, with the intent of posting the position mid to late spring to target recent college graduates. Pastor Brian King made a motion to approve the Church Music Director position description for inclusion in the 2026 budget as proposed; Melissa Rambow seconded; motion non-unanimously passed.

Old business:

1. Bazaar and Concert weekend:

Chris Lundberg reported that the Christmas Bazaar went very well, with a revenue of \$7,287.24. Next year we will advertise for the babysitting service more and try to alleviate some of the parking stress. The pros and cons of having the historical room open during the bazaar were discussed. The Unexpected Company Chorale Winter Concert was amazing.

New business:

1. Building Use Requests:

- a. Sue Leaf is requesting use of the church for the Audubon Annual Christmas Bird Count group to meet on December 20th at 7:30 a.m. and ending with a 5:00 p.m. potluck. Melissa Rambow made a motion to approve the request with the stipulation they meet in the youth room and use the lower parking lot as we have a funeral and wedding that day as well; Chris Lundberg seconded; motion passed.
- b. Theresa Glenna is requesting use of the Fellowship Hall on February 8, 2026 for a baby shower from 2:00 p.m. to 5:00 p.m. Pastor Brian King made a motion to approve the request; Erica Paffel seconded; motion passed.

2. End of Year Personnel Items:

We will be giving gifts to our 3 full-time and 9 part-time staff members totaling up to \$700.00 for all. This amount was built into our budget. Personnel Committee recommend a 3% increase in salary for all staff members for 2026. Melissa Rambow made a motion to approve; Missy Keller seconded; motion passed. Performance reviews were discussed for all staff. The Personnel Committee recommends that we have a performance review for Pastor Brian King with the Personnel Committee and Council President. All other staff performance reviews will be conducted by Pastor Brian, along with either one member of the Personnel Committee or the Council President. Michael Weiss made a motion to approve; Erica Paffel seconded; motion passed.

Pastor Brian King made a motion to extend the meeting beyond 9:00 p.m.; Michael Weiss seconded; motion passed.

3. Capital Campaign:

There was discussion regarding thank you notes: handwritten vs. paragraph in the bulletin; for gifts given vs. including future pledges; how to maintain donor anonymity. Chris Lundberg made a motion to send handwritten thank you cards for gifts received; Michael Weiss seconded; motion non-unanimously passed. The Financial Secretary will send the thank you notes.

Adjournment & closing prayer:

At 9:20 p.m. Erica Paffel moved to adjourn; Michael Weiss seconded; motion passed.

The next meeting will be held January 20, 2025 at 7:00 p.m.

Respectfully submitted,

Erica Paffel, Council Secretary