

November Council Meeting Minutes
November 17th, 2025, at 6 pm; Hybrid (in person + Zoom)

Present: Pastor Steve, Amy Atkins, James Holden, Lynn Caldwell, Eric Breitenstein, Jennifer Davis, Liz Peter, Kristie Evans, Jonathan Stamey, Morgan Wright, Mike Seden

Absent: Kristie Evans

1. Call to Order – James at 6:01 PM
2. Devotion – Amy - November, Thanksgiving approaching:
 - Reading Psalm 95: 1 - 6
 - Take time to be thankful, share our thanks with others, and to be a joyful presence for everyone.
 - Reminder to be thankful for everything we have.
3. Ground Rules – Reviewed by James
 - Please raise your hand to indicate that you would like to speak.
 - Please give your name and state your views on the matter under discussion, including any questions or concerns you may have.
 - In order to allow others ample opportunity to join in the conversation, please keep any subsequent comments by you on the issue/motion succinct and to the point.
 - Please remain quiet when others have the floor so everyone can hear.
 - Please be respectful of those voicing differing opinions.
4. Congregational Input
 - A. Liz: Form a system to help with security, especially during service. Offered to have her husband Alex join during a council meeting to help navigate situations. How do we keep safe without seeming unwelcome? How do we handle these situations?
 - a. What is the current security plan? After the doors are locked, they need a code to enter; a security person sits in the back pew and also keeps an eye on the door. Be a resource for the ushers. Keep the choir door closed.
 - b. We need a few volunteers for security persons, including Jonathan Stamey. Harley Atkins and David Holden offered to help provide mental health help.
 - c. Need a rotation for the security person and reformalize the security group with the ushers.
5. Approval of October Council Meeting Minutes
 - A. Amendment to add Morgan Wright to the October meeting minutes. Lynn made a motion to approve the October Council Meeting Minutes with the above amendment. Motion was seconded by Morgan. The motion was approved unanimously.
6. Strategic Visioning – James
 - A. Review Organizational Chart and Liaison Assignments

B. Council Goal-Setting Process

C. Pastor presents on the book - rescheduled for next month

Read chapters 1 - 3 of "Raising the Roof" book for November's meeting.

- Summary of Chapters 1-2
- Disconnection of context - stay engaged in..., rise in anxiety, language of avoidance,
 - Pg 6 - 7- lay out sizes of congregations,
 - Discussion of a Pastoral-sized church (a coalition of 2-3 families) and Program-sized churches
 - Feels like our church feels like a mix between Pastoral and Program size.
 - Often, the larger the church, the smaller the council; the larger the council, the smaller the church. We don't always have the volunteer support needed to make some initiatives happen.
 - Attendance vs. engagement, trying to be a program-sized church.
 - Around 32 members watch the service on YouTube. Uses minutes watched - that is about 75% of the service watched.
 - Chapter 1 - physical barrier, parking issue, wonder about space in the sanctuary. What feels comfortably full? What parts of the sanctuary feel full? Discussion of capacity.
 - See page 13. Covid moved us backwards from Programming to Pastoral

Chapter 2 - Barriers of Growth

- Vacationer aspect
- Barrier #4 - Not staffed for growth
 - When hiring staff, we look for people we know; however, this can change their relationship with the congregation and church.
 - We cannot employ for every position that needs to be filled; we need to have the congregation more engaged.
 - See page 28 - building a "wedge" of ministry
 - Growth trajectory for the future.
 - Celebration of accomplishments

7. Policy – No updates

8. Monitoring and Oversight

A. Reports:

- 1) Senior Pastor Report
- 2) Campus Ministry Coordinator
- 3) Music Ministry Report
- 4) Office Manager Report
- 5) Treasurer Report

- a. Report from Mike: From the summary report, the transfer will increase the amount in checking to payout.

6) Facilities Report

B. Old Business

- 1) Pastor Steve's Big Property Idea – Extension of the parking lot
 - a. Have two bids: \$177K from Greer is recommended; \$182K from Josh K. Greer Brothers is a larger company and would be able to complete the work at one time.
 - b. Will add about 30 spots, adds \$\$, will take about 7 years to pay off. Use the profit from the Wilkes County property sale?
 - c. See page 24 of the reports for project priorities ahead of the parking lot extension. Discussion of these projects/priorities.
 - d. Without a funding path, we are unsure how to move forward with the parking lot paving.
 - e. December item for the agenda.
- 2) Wilkes Property Update
 - a. Due diligence ends on December 17th. Closing would be Dec 22nd.
 - b. Title issue being addressed.
- 3) Playground Project Update - See bids in the report. Funding to come from the sale of the Wilkes property.
- 4) Part-Time Youth and Family Minister job post status
 - i. Director of Congregation Life job description
 - ii. Include the housing stipend amount in the job description and include utilities.
 1. Full cash salary or salary with housing.
 - iii. Discussion of job responsibilities
 1. Update to collaborate with the role and not the individual Pastor and Deacon
 2. Include the number of days off per week.

C. New Business

- 1) Facility Use Requests: Friday Night Friends, Susan Frank - Piano Lesson, University Village POA Association, Lutheran Campus Ministry at UCN
 - a. Eric and Jesse motioned to approve the above slate of requests. The motion passed unanimously.
- 2) Establishing a prudent financial reserve
 - a. The Treasurer would like to have 3 months of expenses in checking (90K).
 - b. Have the CD money to move at any time. Can the bank pull money out during the month to cover expenses?
 - c. Move funds into the checking account and add to the reserve with the Wilkes County property sale.

9. Meeting adjourned with prayer – Amy

Upcoming Devotion List:

Dec - James

Jan - Jesse

Feb - Lynn

Mar - Eric

Apr - Liz

May - Jennifer

June - Jonathan

July - P. Steve

Aug - Morgan