

September Council Meeting Minutes
September 15th, 2025, at 6 pm; Hybrid (in person + Zoom)

Present: Pastor Steve, Amy Atkins, James Holden, Lynn Caldwell, Mike Seden, Eric Breitenstein, Jennifer Davis, Liz Peter, Jesse Lutabingwa, Kristie Evans

Absent: Jordan Burkhart, Jonathan Stamey

1. Call to Order – James at 6:01PM
2. Devotion – Kristie. Topic - The Power of Song. Discussed the impact Martin Luther had on integrating music with worship. There are over 400 mentions of singing in the Bible, and more than 50 commands to sing. The first reference to singing is Miriam’s Song after the Israelites fled Egypt (Exodus 15:1-21); that last, Revelation 15:3, references this same song. At the Last Supper, Jesus and his disciples would have sang the Hallel - Psalms 113 - 118.
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
 - Steve: As folks are learning about Sam and Nolan’s wedding, some folks are concerned.
 - Jesse: Commented on the good “problem” of our growing church.
5. Approval of August Council Meeting Minutes - Motion made by Jesse to approve the August council meeting minutes. Amy seconded the motion. The motion passed unanimously.
6. Strategic Visioning – James
 - A. Review Organizational Chart and Liaison Assignments
 - Review Pillars of Ministry. Changes are:
 - Faith Formation to Green
 - Intern Committee to “non-operational” (color TBD)
 - High Country Coalition to Yellow
 - Evangelism (Hospitality) to Red
 - Small Group Ministry to Green
 - Property Ministry to Green
 - Supporting
 - Jonathan to Property

- Jennifer has to move to Personnel as VP
- Lynn to Worship & Music
- Eric to Web/Tech

B. Council Goal-Setting Process

- Ideas:
 - Have a council retreat/workshop
 - Read a book
 - Deepening council relationships. Maybe meet in person periodically?
 - Identify where the church lacks (ex. ushers, continuation of Grace Builders, etc.). Identify what things can be taken from the staff's plate and distributed elsewhere.

7. Policy – James - subject to be removed in future meetings

A. Personnel Policy Update

8. Monitoring and Oversight

A. Reports:

1) Senior Pastor Report

1. The good “problem” of our growing church
2. Eric made a motion to allow Steve to move 3 unused vacation days to the next church year (to be used in Sept). Liz seconded the motion. The motion passed with Steve abstaining
3. Steve to sub-contract with GSB for 10 days over 5 months to assist Camp Agape in understanding their financials.

2) Campus Ministry Coordinator

3) Music Ministry Report

4) Office Manager Report

1. Sabena and Janice Koppenhaver built a better, intentional schedule for funneling money to our designated partners. Steve made a motion to approve special giving designations as presented by Sabena and Janice. Seconded by Amy. Motion was approved. Eric abstained.

5) Treasurer Report - financial books to be closed soon.

6) Facilities Report

B. Old Business

1) Pastor Steve's Big Property Idea – Extension of the parking lot

- a. Status of Municipal Engineering Plan
 - i. Town of Boone approved the plan
- b. AT&T - to be removed or taken over by a council member

2) Wilkes Property Update

- a. reconnect at the end of October/beginning of September (hunting season)
- b. Price change?

- i. We may lower the price to something around \$699,000.
- 3) Council House - LRDC/NovusWay use of for Hurricane recovery volunteers
 - a. Meeting scheduled for next week
- 4) Playground Project Update - no update
- 5) Preliminary 2026 Council goals - as per above
- C. New Business
 - 1) Facility Use Requests: Red Cross Blood Drive; previously approved by Executive Committee - Catholic Charities and Hunter Skills Team Parents Meeting
 - a) Motion made by Eric to approve the Red Cross Blood Drive. Jennifer Davis seconded the motion. The motion passed unanimously.
 - 2) 2024-25 Year-End Surplus Designation
 - a) \$4,000 expected.
 - b) Steve made a motion for 75% of the surplus to go to the NC Synod and 25% to go to operational cash reserve. Jesse seconded the motion. The motion passed unanimously.
 - 3) Part-Time Youth and Family Minister Transition
 - a) Liv will finish at the end of January 2026.
 - b) Do we want to replace her position?
 - c) OR do we want to think more strategically and think about staffing structure?
 - i) Ex. stop the intern program and use monies from this plus monies from the Youth and Family position and fund 1 staff position
 - ii) The internship program overall is changing (i.e., steady or declining, more 2nd career students - don't want to relocate). Seminaries are considering omitting the need for an internship.
 - d) Jennifer made a motion to post a job position for a new Youth and Family Minister. Jesse seconded the motion. The motion passed unanimously.
 - 4) Hope After Helene Events – September 26th-30th
 - a) Volunteer opportunities
 - b) Lots of activities
 - 5) Insurance Review and Update
 - a) Steve made a motion to renew our insurance but raise the deductible \$25K. Kristie seconded the motion. The motion passed unanimously.

9. Meeting adjourned with prayer – Kristie

Upcoming Devotion List:

Oct - Mike

Nov - Amy

Dec - James

Jan - Jesse

Feb - Lynn

Mar - Eric

Apr - Liz

May - Jennifer
June - Jonathan
July - P. Steve
Aug - Morgan