

December Council Meeting Minutes
December 15th, 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, Morgan Wright, Mike Seden, Jonathan Stamey, Kristie Evans

Absent: N/A

1. Call to Order – Made by James @ 6:02 PM.
2. Devotion – James: Handel’s Messiah has familiar Bible verses and others more obscure. A famous chorus is “Great was the company of preachers” from Psalm 68:11 (KJV). In NRSV, “The Lord gives the command, great is the company of those who bore the tidings.” He also compared the NRSV version of Psalm 68:4 - 6 to the NIV version (i.e., “a father to the fatherless, a defender of widows,...he leads out the prisoner with singing...”). He talked about how we are participants in God’s work (ex., WeCAN focus this past Sunday).
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
Cantata:
 - P. Steve heard positive things about it
 - Mike did security
 - Attendance - 174. Easter 2025 - 210
 - Lynn - mix up on communion with choir
5. Approval of November Council Meeting Minutes - A motion to approve the November minutes was made by Jesse. Liz seconded the motion. The motion passed unanimously.
6. Strategic Visioning – James
 - A. Review Organizational Chart and Liaison Assignments
 - B. Council Goal-Setting Process
 - C. “Raising the Roof” book chapters’ review
 - pg 37. 4 types of churches: activist, civic, evangelistic, and sanctuary. Most of the council feels Grace is a civic church. Sanctuary was second.

- Jesse, Eric, Kristie and James felt we were civic. However, James feels that a bulk of our congregation attends more for the sanctuary aspect (opportunity to reflect on God's life in our presence).
- Lynn - pieces of all of these are in our church
- Idea: What type of church does the congregation think we are (what is their vote?) How would we use that data?
 - Possibly do a sermon and hand out anonymous votes?
 - Retreat item

7. Policy – James

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 - good spot. Finances as they should be.
- 6) Facilities Report

B. Old Business

- 1) Pastor Steve's Big Property Idea – Extension of the parking lot
 - a. Parking lot paving project discussion
 - Lacking funding for now. Bids are in. We will go with Greer Brothers Enterprises.
- 2) Wilkes Property Update
 - a. Discovered there were 2 active titles for property. Oversight from many years ago. Working on resolving the deed issue. Buyers still want the property.
 - b. Distribution of funds (>\$630K):
 - i. Main Building roof (\$100K)
 - ii. Prudent Operational Cash reserve establishment (\$80K)
 - iii. Playground (\$50K)
 - iv. Endowment (remainder of monies)
- 3) Playground Project Update
 - a. Quote in report (\$30K).
 - b. This smaller system is preferred.
 - c. Discussion on longevity of “rubber” mulch
- 4) Part-Time Youth and Family Minister job post status - no interest
 - a. Liv - last Sunday is Jan 11th
 - b. Stacey willing to cover Youth and Family for Spring (via contract work)
- 5) Full-Time Director of Congregational Life Position
 - a. Grace Place - how much is housing worth (for job description)? The house is in a B3 zone (mixed use - housing for anyone). The job description now says a salary of \$35K plus housing OR \$60K for salary without housing.

- i. A motion to approve the job description was made by Jennifer, seconded by Amy. Eric suggested moving the other benefits in the description to the next line. A motion to adopt the change proposed by Eric was made by Kristie, seconded by Jennifer. The motion was approved unanimously.

C. New Business

- 1) Facility Requests: Daniel Boone DAR, Delta Tau Alpha, Wedding
 - a) DAR - A motion to approve the DAR facility request was made by Jesse. Amy seconded the motion. The motion was approved unanimously.
 - b) DTA - unrecommended by staff. Also a bad time of day. No motion made to approve.
 - c) Wedding - applicants have Lutheran history. Steve made a motion to approve the request. Amy seconded the motion. The motion was approved unanimously.
- 2) Capital Campaign size, timing, and theme - pg 35 of reports
 - a) P. Steve described desired improvement projects, "priority", and desire to have a capital campaign to match funds provided by property sale.
 - b) It's to be a \$300K blitz capital campaign (18 months). 10% to go to a ministry (first \$30K)
 - c) Projects would be completed as money comes in (i.e., tiered approach)
 - d) Lynn - how will the capital campaign be structured? Run in-house, no external entities involved.
 - e) Video to be created showing issues, needs for update.
 - f) The desired projects are not so much about ourselves but also for the community.
 - g) The various projects help make the church sustainable (ex., monies from additional parking)
 - h) Eric - what is the best time regarding timing? P. Steve and past Treasurer - no specific time.
 - i) P. Steve - to fine tune the messaging (ex. sale of Wilkes property - match dollar for dollar).
 - j) Amy - live streaming - concerns about privacy and feeling of sanctuary
 - k) Campaign name??

9. Meeting adjourned with prayer – James

Upcoming Devotion List:

Jan - Jesse
Feb - Lynn
Mar - Eric
Apr - Liz
May - Jennifer
June - Jonathan
July - P. Steve
Aug - Morgan