

August Congregation Council Minutes

Date: August 18, 2026; **Time:** 6:30 PM; **Location:** OSLC Conference Room

Present: Pr. Leland Armbricht, Pr. Susie Modrow, Juli Ackerman, Kyle Bartholomay, Kerry Gustafson, Erin Hall, Lauri Pudwill, Matt Martien, Deb Morris, Sarah Ward

Remote:

Absent: Tyr Altman

Minutes

1. **Call to Order** By Deb at 6:31 PM
2. **Devotions**
 - Julie Ackerman
3. **Consent Agenda**
 - Review and approval of pre-distributed reports and routine items for efficiency.
 - i. [June Minutes](#)
 - ii. [July Minutes](#)
 - iii. [August Agenda](#)
 - iv. [Ministry Team Reports](#)
 - v. [Pastoral Reports](#)
 - Motion to approve: Kerry
 - Second: Matt
 - Approved: All in favor
4. **Consent Exceptions:**
 - Data to be used for InterServe
 - Sanctuary move timing/one worship service through October 11th
 - Endowment scholarships for Noah's Ark
 - Youth Ministry staffing
 - i. SALT, COW, Faith on Fridays in need of leadership to have fall programming
 - CYF attendance/sign-up
 - Insights around sharing Pastors during lent
5. **Financial Report**
 - **Prior Month Review:**
 - i. Financial Statements
 1. Motion to approve: Sarah
 2. Second:Lauri
 3. Approved: All in favor
 - **Loan or Other Financial Details:**
 - i. Payments begin in September
5. **Council Working Groups**
 - Beyond the Plate Conversations (Deb) - Paused.
 - Stewardship for all Seasons (PL)
 - i. Review: Motion made by Deb , second by Sarah via email (passed with 6 yes votes, 2 non votes)

1. A 3%; \$19,700 baseline increase would only cover inflation, salaries, and operating costs.
2. Whereas a 5%; \$34,000 increase, would cover the basics and allow for:
 - a. CYF ministry reimagining
 - b. Facility reserve funding
3. 5% increase in the number of households giving; 32 households

6. Old Business

- InterServe Contract
- Construction update
- Mid-year statements being prepped to be mailed
- HR Policy/Employee Handbook
 - i. Review: Motion made by Kerry, second by Matt via email (passed with 6 yes votes, 2 non votes)
 1. Add the following Separation of Employment paragraph to the existing PTO section to reflect desired treatment of PTO at separation and adding the below sentence under comp time as well
 - a. **Separation of Employment** Upon separation from employment, whether voluntary or involuntary, PTO payout will be calculated based on the employee's earned PTO balance as of their last day of employment, rather than their full annual allocation. Because PTO is granted in full at the start of each calendar year, an employee's earned balance will be pro-rated based on the number of full months worked in the calendar year as of their separation date, calculated as follows: $\text{Earned PTO} = (\text{Full Annual PTO Allocation}) \times (\text{Number of full months worked in the calendar year} \div 12)$. $\text{Payout} = \text{Earned PTO} - \text{PTO Already Used}$
 - i. If the result is positive, the employee will be paid out the remaining balance at their current rate of pay.
 - ii. If the employee has used more PTO than they have earned as of their separation date, no deduction will be made from their final paycheck - the overage will be forgiven.
 - iii. PTO payout, if any, will be included in the employee's final paycheck.
 - iv. Comp Time. Unused compensatory time is not paid out upon separation of employment, regardless of the reason for separation. PTO payout, if any, will be included in the employee's final paycheck.
- Council retreat - mission/vision, next steps, strategic planning
- Noah's Ark next steps
 - i. Deb to invite both boards to meet to discuss the agreement and options the last week of August
- Sunday Coffee Coordinator

- i. Still looking for a person to volunteer for this role

7. New Business

- o Rally Sunday needs
 - i. Sign-up to staff the bounce house
 - ii. Other council support needed
- o August 24th thank you dinner by the ELCA Synod
- o Council member to attend the first staff meeting following monthly council meeting at 10:30 AM
 - i. Matt is available August 25
 - ii. Juli is available Sept 22
 - iii. Kerry is available Oct 27

8. Congregation feedback

- o A mom of a confirmation-age child has been told by their child they will not come to confirmation without Nick
- o VBS may be missing children because that is the same timeframe (dates) that Centennial School District is offering targeted services for children

9. Affirmations

- o Thank you to those that helped clean up the Breeze accounts
- o Dwight and everyone who has helped in small and large ways to keep our remodeling project moving forward.
- o To Stacy, Pam, and Amber and all the other volunteers who made VBS a fun success.
- o Ellie, Mark, Vern, Chuck and others for their work in making our Worship in the Park a fun and festive day.
- o The Funeral Hospitality Team for their many hours of work providing care and compassion during the eight on-site funerals we had in June and July
- o The Yardners for keeping our property full of beautiful color this summer
- o Pr Susie, Sierra and Christine for taking on extra duties during staff transitions
- o Pam Timm, Amber Johnson, Stacy Hemming and all the VBS volunteers
- o Sierra for all the extra duties she's taken on in the middle of staff transitions
- o Cindy Ellenwood for suggesting and providing our summer movie selections
- o Lilly Robinson for offering childcare
- o Kelly Marquard for coordinating Rally Sunday
- o Erin Hall for coordinating nursery volunteers
- o Christine and Sierra for jumping in taking extra work while we backfilled Cassandra

10. Motion to End:

- o Motion to adjourn:Lauri
- o Second:Kyle

11. Lord's Prayer

Reference Docs

[Council Meetings and Devotion Schedule](#)

[Council Ministry Team Alignment](#)

[Parking Lot](#)