

ERLC Council Meeting Minutes

Elk River Lutheran Church, Elk River, MN - ELCA

The ERLC Council held a regularly scheduled meeting on **Monday, January 12, 2026**.

Call to Order

President Jeff Schrock called the meeting to order at 6:30 pm. Devotion led by Pastor Nathan.

Roll Call: Name Highlighted Indicates Present

Δ Jeff Schrock - President	Δ Kent Larson - VP	Δ Julie Marie Haugen - Treasurer
Δ Pastor Nathan Mugaas	Δ Pastor Anne Schaefer	Δ Kelli Horner - Secretary
Δ Amy Anderson	Δ Zoey Day	Δ Sue Hales
Δ Justin Howland	Δ Conni Natwick	Δ Dan Nelson

ERLC Congregation Member Comments and Council Listening Session

At this time visitors to the meeting are welcome to present information of interest. The members of the ERLC Council will receive such input without comment and will not discuss or act relative to any items brought forth at the meeting. The ERLC Council may direct consideration of presented information at subsequent meetings.

- Nothing presented at this time.

Action Items in BOLD

December Council meeting minutes review and approval (Kelli Horner)

Motion to approve the minutes of the December 16, 2025, ERLC Council meeting made by Julie Marie Haugen and seconded by Dan Nelson. Approved. Motion carried.

Additional updates from Pastor Nathan and Pastor Anne

Pastor Anne:

- Currently, Pastor Anne is at the Quality of Call Leadership Summit in Alexandria with ERLC pastors in ND, SD, and MN. The summit a grant funded effort to look at ways to be more supportive of women pastors.

Pastor Nathan:

- Busy Christmas week – memorial service for Donna Mathison (Dec 19), Big Band Service & Blue Christmas (Pastor Anne took the lead on the service) (Dec 21), and all the Christmas Eve services (504 attended the four services)
- Trip to ND after Christmas; all the staff has been in and out – all will be back together next week
- Budgets and Annual reports are in progress
- Storytelling workshop on January 18, going to ask for storytellers during Lent. Would like to have some Council members participate to tell a story.

December 2025 Financials review and approval (Julie Marie Haugen)

Motion to approve the December 2025 Year-End Financials as presented made by Justin Howland and seconded by Sue Hales. Approved. Motion carried.

New & Continuing Business:

- 2026 Budget Review & Approval:
 - Approach Context: Income side – we kept any increases from 2025 moderate in terms of percentage. Expenses – ministry items were submitted by Pastor Anne, Taylor, Pastor Nathan, Office items submitted by Linda, Staff line item is for wage increases and continuing education monies. Benevolence includes a set amount to be given to the Synod (\$36,800) and any other giving to groups beyond our church.
 - Employee Retention credit balance at end of 2025 is ~\$28,000. There were ministry items requested that were in line with our strategic plan and caused our expenses to be higher than the income. We have earmarked \$8,000 the employee retention credit to cover the deficit.
 - Budget will be presented at the information meeting and annual meeting.

Motion to approve the 2026 Budget as presented made by Justin Howland and seconded by Amy Anderson. Approved. Motion carried.

- Fall Stewardship Drive – Update (Pastor Nathan):
 - Pledging to the general fund is at \$361,000 and is the highest pledge amount that we have ever received, which signals that we expect to have a strong income year.
- ERLC By-laws and Constitution (Kent/Pastor Nathan):
 - Still waiting on the Synod
- Annual Meeting discussion (Jeff):
 - Congregational Listening Session – January 18
 - Annual Meeting – January 25
 - Both at 9:30 AM
 - Budget summary similar to was shared in this Council meeting will be shared at the Annual Meeting. The questions at the listening session can somewhat inform what is asked at the annual meeting.
 - Annual Meeting: need people to count and to collect ballots – several council members will be there to help.
- Basement Door (Pastor Nathan):
 - Automatic opener is causing issues with the basement door. Greg Pouliot tried to fix it, and it was a real challenge. The time has come to have the opener replaced.
 - A commercial repair bid was received in December 2025 for \$3300 to purchase and install a new commercial opener. Follow-up will be done to contact the company who provided the bid to move forward with the repair.

Motion to approve up to \$3,500 for purchase and installation of a new commercial opener for the

basement door paid for by deferred maintenance monies made by Julie Marie Haugen and seconded by Conni Natwick. Approved. Motion carried.

- Council Members and Officers review & thank you
 - Thank you to Julie Marie for being the Treasurer for the past two years.
 - Thank you to Amy for stepping up to be the Treasurer for next year.
 - Thank you to Sue for being a valued member of the Council for many years!

Adjourn and Lord's Prayer

President Jeff Schrock adjourned the meeting at 7:31 pm and Conni Natwick led the council in The Lord's Prayer.

Next Meeting: Tuesday, February 17, 2026 6:30 pm

Respectfully submitted,

Kelli Horner, Secretary

Addendums – None