

ERLC Council Meeting Minutes

Elk River Lutheran Church, Elk River, MN - ELCA

The ERLC Council held a regularly scheduled meeting on **Tuesday, October 21, 2025**.

Call to Order

President Jeff Schrock called the meeting to order at 6:33 pm. Devotion led by Conni Natwick.

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

September Council meeting minutes review and approval (Kelli Horner)

Motion to approve the minutes of the September 16, 2025, ERLC Council meeting made by Julie Marie Haugen and seconded by Justin Howland. Approved. Motion carried.

Additional updates from Pastor Nathan and Pastor Anne

Pastor Nathan:

- Started Confirmation (6-8 grades) and is going well
- Pastor Nathan and Pastor Anne attended all pastor conference with Bishop Jen Nagel. A lot of transition in the bishop's office over the past year and able to meet them.
- Daniel Goldschmidt was a guest speaker on Sunday, October 19. Focused on racial topics and it was a good presentation with record attendance in between services at the forum.
- Stewardship drive – hoping to get a mailing out this week and working with Nick on editing videos.

Pastor Anne:

- CYF Sunday – 18 students involved
- Club 45 – 12 students participated and it was action-filled.
- Kids Connect is going well; still have 7 open spots over the next couple of months.

- Age to Age leadership team met for the first time and will meet monthly going forward. Also meet with a coach
- Planning Christmas services – kid’s program and Blue Christmas. Taylor is partnering with music director at Union Church to plan and lead the music.
- Participating in a conference - How to be an activist and be grounded in faith - with people around the globe. Multiple faith traditions are represented. Perhaps may lead an adult forum.
- Launched a mission trip – Jamaica (rural) 2026. Six students are registered.
- This Sunday (Oct 26) is Confirmation Sunday – 11 students are confirming their faith.
- Trunk or Treat – short on candy and trunks. Spread the word.
- Working with hospitality on writing a job description with their group to define responsibilities. They are going to focus on set-up, serving and clean-up, but not providing food. Proposed new process for dinner church will be to have a hospitality representative, but different church teams will be responsible for set-up, serving, and clean-up. Food will still be a sign-up for the congregation. Council will be responsible for the soup supper on Ash Wednesday (February 18).
- Synod puts on an event called ‘Toolkit’ that gathers church leadership with the bishop and then 2 workshops (out of 6 options)]. On Saturday, November 8 9am – 12pm at Emmanuel Lutheran in Eden Prairie. Let Pastor Anne know if you are interested.

September 2025 Financials review and approval (Julie Marie Haugen)

- Likely will make a congregation update / ask in November; decision based on October financials.

Motion to approve the September 2025 Financials as presented made by Dan Nelson, seconded by Conni Natwick. Approved. Motion carried.

New & Continuing Business:

- Exterior Site Improvements Project – VAA Proposal (Jeff Schrock):
 - Jeff met with the task force and came up with a proposal from Jeff’s company on the design.
 - Similar process to get the architectural drawings for first building project.
- Furnace Updates and Bids (Pastor Nathan):
 - Building has multiple furnaces – e.g., Sanctuary is served by 3 different units, one of which does not work and has been turned off. A second furnace for the Sanctuary needs to be replaced (it cools but does not heat).
 - Getting bids from Elk River Heating and a few other companies for one new furnace to replace two broken units. First bid is ~\$21,000 and currently waiting on other bids.
 - Will plan on an electronic vote once the bids are received.
- Snow Removal (Pastor Nathan)
 - Plaisted’s is no longer doing snow removal.
 - Received 2 bids, but they are different than how Plaisted’s did their billing where each service was by hour.
 - Best Outdoor Service is a flat monthly rate regardless of how much snows; modeling this out for a year is about what we budget for annually (~\$4,600/year).
 - Jeremy’s Lawn Service provided a per time bid for the plow and for shoveling/hand

shoveling is ~\$300-\$400 per snow event.

Motion to approve the snow removal bid from Best Outdoor Services made by Jeff Schrock seconded by Justin Howland. Approved. Motion carried.

- Plans for Fall Stewardship Drive – Update (Pastor Nathan):
 - No updates at this time.
- Room Use Agreement Request:
 - Request by Warrior Notes Bible Study to use the building weekly on Saturdays 7am-12pm.
 - After much discussion, Council agreed that this group does not align with our core values.

Motion to deny the Warrior Notes Bible Study’s room use agreement request made by Justin Howland seconded by Julie Marie Haugen. Approved. Motion carried.

- ERLC By-laws and Constitution:
 - Deferred discussion to next meeting.
- 2026 Council Terms & Potential New Members (Pastor Nathan):
 - Deferred discussion to next meeting.
- ERLC Strategic Plan (Jeff/Pastor Nathan)
 - Deferred to next meeting to discuss next steps, key dates, and execution plan summary
- Benefits Discussion for Part-time employees:
 - Handbook indicates employees less than 1FTE and more than .5FTE may have benefits negotiated. Typically, the Council Officers handle personnel items.
 - Bringing up this topic to the Council as it sets a precedence for other employees, and may have a significant yearly budget impact at minimum ~\$10,000+
 - Initial proposal is to cover premium according to the FTE of the employee – for example, if employee is .75 FTE, then ERLC covers benefits premium at 75%. If employee elects family coverage (spouse and/or children), then ERLS covers benefits premium at 50%.

Adjourn and Lord’s Prayer

President Jeff Schrock adjourned the meeting at 8:18 pm and Conni Natwick led the council in The Lord’s Prayer.

Next Meeting: Tuesday, November 18 6:30 pm

Respectfully submitted,

Kelli Horner, Secretary

Addendums – None.