

VISION COUNCIL MEETING AGENDA & MINUTES

Meeting Date: Jan 8, 2026 6:00-8:00 p.m.

In Attendance:

- ☒ Pastor Dianne Loufman
- ☒ Pastor Andrea Bonneville DeNaples
- ☒ President Diana Ream
- ☒ Vice President Beth Ann Johnson
- ☒ Past President Susanna Ojakangas
- ☒ Secretary Rachel Johnson
- ☒ Treasurer Bob Boman
- ☒ Amy Merchant
- ☒ Stephanie Lundorff
- ☐ Miranda Oliphant
- ☒ Jeff Karlgaard
- ☒ Tim Climis

Preparation for meeting: Please read through the last meeting's minutes (links sent in email) and this agenda. We will not take time during the meeting to read these documents. Click the Comments icon if you have suggestions while reading them.

Agenda Topic	Discussion Notes/Minutes	Follow-Up Actions
Devotions & Prayer	Led by Amy Merchant	
Adoption of Agenda	Motion to approve the agenda by Stephanie Lundorff Second by Susanna Ojakangas Motion passed	<i>Once adopted, attendees agree that no additional topics will be addressed.</i>
Approval of last month's minutes	Motion to adopt the minutes by Beth Ann Johnson Second by Stephanie Lundorff Motion passed	<i>Once approved, the secretary will make a pdf of the minutes and add it to the permanent church record.</i>
Pastor's Report	Care of staff: Let staff just come to worship without asking them work related questions. People should know the duties of the office staff so they can direct their questions to the appropriate person. People also need to acknowledge and respect their working hours. We should as leaders model and encourage respect and caring for these staff people as congregation members.	

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	Liaisons: When you hear concerns you will need to decide if this was something that needed to simply be heard or if it should be brought forward. College care packages: We got a meaningful response from a recipient of the college care package. Dinners for 8: Put the next round on hold. Pr. Dianne will be on vacation next week. New member session on Jan 25th: There are several people interested.	
Personnel Committee Update	Susanna Ojakangas, Bob Boman and the pastors need to meet to discuss salaries. The employee handbook says only 30 hours of PTO may carry over to the following year. At the pastor's discretion this can be adjusted. The group will decide the limit to the extra hours that can be carried over.	
Associate Pastor's Report	-Did her first baptism at FLC -Working on connecting with young adults -Getting introduced to the Local and Global team -Confirmation and middle school families are meeting on Sunday to discuss what 2026 should look like. Pizza is getting expensive. -Organizing care bags; perhaps put them together during the annual meeting on February 8 -Met with Ashley Begley to learn about FLC Kids. Ashley's main concern is safety. This needs to be a discussion. The team discussed the safety concerns.	Each room should have a fire evacuation plan posted. Pastor Andrea will move forward with defining policies and procedures dealing with risk management. This will include requirements for youth volunteers to have background checks and Healthy Boundaries training. Pastor Dianne will talk to ushers to find out what the plan is that

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	*We could post the fire escape plans. *Every youth volunteer has a background check done. *There is a Healthy Boundaries training offered that could be helpful for youth volunteers. *If we train the adults what to do in case of an emergency, they can lead the children. -For the First Call program she will be going to an overnight retreat.	was developed with the police.
Visioning Topic 1: Create teams	Communication: Stephanie Lundorff, Rachel Johnson, and Bob Boman (Ask Candy Madich, Jim Zastrow, and Sam Weston if they are interested in joining.) Community Meal: Pastor Dianne, Pastor Andrea, Susanna Ojakangas, and Diana Ream (Ask Richard Gehrke, Greg Jones, and Taylor Bonneville DeNaples if they are interested in joining.) Costa Rica: Jeff Karlgaard and Beth Ann Johnson (Ask Sunday school parents, Jen Fuchs, as well as Sally and Matt Goodman if they are interested in joining.) Adulting and adult confirmation: Tim Climis, Amy Merchant, and Miranda Oliphant (Ask Mark Boyce, Jason Aronson, and Blake Ricker if they are interested in joining.)	Before the February meeting each team will reach out to congregation members to gauge interest in joining, and hold a meeting to develop goals that will be discussed at the February Vision Council meeting and then presented to the congregation at the Annual Meeting.
Treasurer's Report - Bob Boman	We are predicting \$40,000 in the black because the report had not been finalized with all the credit card bills paid. Pledges for 2026: 152 pledge cards were received. The total is \$643,355, which is \$10,736 more than 2025. The pledge shortage for 2025 was 7.3%, which is down from previous	

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	years.	
Old Business Topic 1: Annual Meeting	The Annual Meeting will be February 8th between services in the fellowship hall. We will provide bagels, cream cheese and fruit to eat. Topics: Treasurers report Team reports Alleluia banner Create care packages Share goals	Liaisons should reach out to ministry teams for stories/photos. The deadline is January 16th.
Old Business Topic 2: Homeless encampment	Cameron from Safe Streets Duluth provided the number of Nathan Kesti. Nathan will stop to meet with the individuals in the encampment.	
Old Business Topic 3: Hospitality	Possibly we could invite people to bring a contribution to hospitality on their birthday month.	Pastor Dianne will meet with Stephanie Lundorff and Lynn Benfield to discuss details for a hospitality plan.
Old Business Topic 4: Lenten meals	Five groups to host: Vision Council on Feb 25 Youth on March 4th Ruth Circle/Women's Bible Studies on March 11th Monday Men's group and Choir will take the remaining Wednesdays Service at 6:00 Dinner at 6:30	
Old Business Topic 5: Information fair	Feb 15 Dawn Boman has reached out to liaisons to see if their groups would like to participate.	
New Business Topic 1: Synod and Lake Superior Conference	Lake Superior Conference is in the afternoon on Feb 15 and Synod Assembly is April 24-26.	Amy Merchant volunteered to be a delegate and Pastor Dianne will follow up with Sam Weston to see if he will be the other delegate.

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New Business Topic 2: Ministry team updates	Nothing additional shared	
New Business Topic 3: Ministry team budget	The budgets are in.	
New Business Topic 4: Parents night out/in	One idea is to have a parents night downstairs with kids upstairs. The other idea is to provide drop off child care so parents can go out. The group consensus is to continue with the Parents Night Out and continue to look for ideas of how to help parents connect.	
New Business Topic 5: Powers and Boundaries in Congregational Life Training	Powers and Boundaries in congregational life training will be Tuesday Feb 3 from 6-7. The cost is \$10 per congregation.	
Open Forum	ICE: If someone was threatened, the church offices are the only private space where they could be sheltered. The officials would need a judicial order to contact them.	
Next meeting: date, writer for prayers & Council Corner	February 5, 2026 at 6:00pm	Jeff Karlgaard Devotion on p 41-50 of Serviceberry
Reminders:		