

To know Him and to make Him known.



**HEBRON LUTHERAN CHURCH
COUNCIL MEETING MINUTES
Nov. 4, 2025**

Type of meeting: Call to order at 6:30 PM

Present: David Eichenberg, Anthony Habib, Butch Whitefoot, Randy Graves, Roben Dixon, Pastor Stoops, Debbie Kloos, Connie Crowder, Toby Cook, Verna Noel, Katie Saunders, Randy Long

Absent: Jim Wakefield

Devotion and Prayer: Toby Cook spoke on following and listening to Jesus. Toby mentioned Matthew 8:18. We should listen to where He is leading us.

Birthdays/Anniversaries: Butch Whitefoot Nov 12th birthday

Guest(s) : none

Approval of Agendas and Reports: Debbie Kloos made the motion to approve the minutes, and Connie Crowder seconded. The motion passed.

Ongoing Business

1. Calendar:

- a. Upcoming Dates
 - i. Nov. 7- Staff (and Council?) Day at Master Provisions.
 - ii Nov 9- Annual Congregational Meeting
 - iii. Dec. 2- Giving Tuesday

2. Operations Review (David Eichenberg)

- a. Brief Financial Overview YTD 2025
 - i. David E. went over the summary report he passed out to the council. He noted that the money markets were up from last year. He then went over the Generosity Fund and Rental Properties handouts he presented.
- b. Nominations for Stewardship and Finance Team:
 - i. Katie and Randy G. will reach out to specific congregation members and will update the council at the December meeting if the members are committed to volunteering to be a part of the SFT.

c. Mission Fund Recommendation Update:

i. David met twice with a small group of council members to make recommendations about the Mission Fund. One recommendation was to focus the Mission Fund on international, national, and regional missions, while using the Generosity Fund for local opportunities. The Community Assistance Fund will continue to offer local support for people in need.

ii. Council discussed no longer sending/wiring mission funds to an individual's bank account. Connie Crowder made a motion that starting in 2026 we will no longer send/wire mission funds to personal bank accounts. and Roben Dixon 2nd. After more discussion, the motion passed. As of 2026 monies should be disbursed to a designated organization supporting mission work.

d. HR Team Guidelines-Update.

i. Katie updated the Council on her ongoing communication with Brenda Hopperton regarding the HR Team guidelines. The HR Team plans to add a new member in January, though it is unclear whether this represents a transition or an expansion. Council reaffirmed its hope to work with the HR Team for the long-term health of the team and church. Katie will follow up with the HR Team to seek further clarification, specifically regarding terms of service and staggered terms.

3. AC Maintenance and Repair (David Eichenberg):

i. Anthony Habib and David met with DeBra-Kuempel to discuss the possibility of lowering their costs. They provided them with a Preventive Maintenance Agreement which did have costs broken down for the next five years of the agreement. The first year was less because only the AC unit installed in the fall of 2023 will be serviced in the spring of 2026. The rest of the units, including the one serviced in the spring of 2026, will be serviced in the fall of 2026. Prices will increase each year as the units age. Council gave David the authority to sign the Preventive Maintenance Agreement with DeBra-Kuempel.

Ongoing Priorities

1. Capital Priority : Roof

i. No updates at this time.

2. Process Priority: Engagement Pathway:

i. No updates at this time.

New Business:

1. Annual Congregational Meeting Outline:

i. Pastor Stoops passed out an outline for the meeting.

ii. Designated vote counters for council ballots will be Toby, Ray, and Debbie.

2. Security Assessment with Sheriff's Department:

i. Connie Crowder, Pr. Stoops and Boone County Deputies went through the church and assessed the safety and security of our church. The deputies were overall satisfied with our arrangement. One mention was to make sure the wooden doors at the north entrance of the sanctuary were operational.

3. Giving Tuesday:

i. Council chose to use the Community Assistance Fund as the focus this year. The Generosity Fund will match up to \$2,500.00 given on Giving Tuesday.

4. Retreat Dates for January 2026:

i. No dates were chosen yet, but it was decided that the two day sessions should be used again as that format worked well for 2025.

5. December Meeting/Christmas Celebration:

i. The gift exchange was discussed as well as bringing snacks and inviting the newly elected council members.

Motion to Adjourn: Motion made by Connie C. and 2nd by Randy G. Motion passed.