Stated Meeting Minutes
The Presbytery of Northern Waters
Saturday, May 3, 2025
United Presbyterian Church of Superior, WI and Virtual via Zoom

Call to Order and Constituting Prayer — Chip Holt, Moderator

Chip Holt, Moderator, called the meeting to order with prayer at 10:05 am.

Declaration of a Quorum — Chip Holt, Moderator

Chip Holt, Moderator and Brad Carloss, Stated Clerk confirmed and declared a quorum.

Approval of the Docket — Chip Holt, Moderator

MSC- A motion to approve the docket, as amended, was carried by the Presbytery with discussion.

Discussion included amending the docket to accommodate Lawrence Lee needing to have his presentation completed by noon.

Report of the Stated Clerk — Brad Carloss, Stated Clerk

Standing Rules for the Meeting

The standing rules were provided in the meeting packet. Brad spoke regarding the chat option of Zoom and how the Presbytery requests that it not be unless a motion is made and the moderator requests that it be written out. There was no discussion or objection to the standing rules as written.

Acceptance of the standing rules was carried by consensus.

Appointment of Roll and Minutes Clerk

Amanda Keppers, Office Administrator, was appointed the Roll Clerk and Minutes Clerk for the Presbytery meeting. There was no discussion or objection. Chip Holt, Moderator, acknowledged Amanda as the Roll and Minutes Clerk.

Seating of Corresponding Members

MSC- A motion to seat Rev. David Ononogbu of the Nigeria Presbytery, as a Corresponding Member was made by Brad Carloss, seconded, and carried by the Presbytery, with no discussion.

Redress of Imbalance

Not addressed.

Special Announcements

Brad noted that Rev. Richard Blood was absent from today's meeting due to a medical condition and requested prayers.

Consent Agenda **Chip Holt, Moderator**

Chip asked the Presbytery to look over the Council portion of the Consent Agenda and asked for discussion. There was no discussion.

MSC- A motion to approve the Council protion of the Consent Agenda, as presented, was made,discussed, and carried by the Presbytery.

Chip asked the Presbytery to look over the Commission on Ministry (COM) portion of the Consent Agenda and asked for discussion. There was a clarification regarding Chip Holt's contract as the Consent Agenda did not specify responsibilities. Corey Larsen, co-chair COM, was granted the floor and clarified that the full contract approved did specify the responsibilities and was unanimously approved by COM.

MSC- A motion to approve the Commission on Ministry portion of the Consent Agenda, as presented, was made, discussed and carried by the Presbytery.

The consent agenda, as presented in the Presbytery Meeting Packet, and approved by Presbytery follows:

Consent Agenda

A. Items approved by the Council on behalf of the Presbytery (Consent Agenda):

1. *March 25, 2025*: Council approved, on behalf of the Presbytery, the Stated Presbytery Meeting Minutes of February 1, 2025, as written.
2. *March 25, 2025*: Council approved, on behalf of the Presbytery, the election of Douglas Workman to chair of Nominating Committee.
3. *March 25, 2025*: Council approved, on behalf of the Presbytery, the designation of Jim Deters as acting chair of Personnel and Kathryn Bell as acting chair of CPM, with the understanding that they will be vetted by Nominating Committee.
4. *April 22, 2025:* Council approved, on behalf of the Presbytery, the Special Presbytery Meeting Minutes of April 8, 2025, as written.
5. *April 22, 2025:* Council approved, on behalf of the Presbytery, the Church Vitality Grant for Hope Community Presbyterian Church of Virginia, MN for the amount of $7,000.00 to be used for music outreach ministry as endorsed by Program Strategy.
6. *April 22, 2025:* Council approved, on behalf of the Presbytery, the proposed docket for the May 3, 2025 Stated Presbytery Meeting in Superior, WI, as written

B. Items approved by the Commission on Ministry (COM) on behalf of the Presbytery (Consent Agenda):

1. *March 11, 2025*: COM approved, on behalf of the Presbytery, the Working Agreement for Henry "Chip" Holt, CRE and First Presbyterian Church of Bemidji, MN.

Working Agreement for Services of: Henry "Chip" H. Holt, CRE

Between: First Presbyterian Church of Bemidji, MN and
Commissioned Ruling Elder Henry H. Holt
Time Expectations:
110 hours/month
Part-Time
7 days per month free of any duties and responsibilities
Remuneration:
Compensation: $1,193.5.00/ month
Housing/Utilities: $2,216.50/ month
Combined: $3,410.00/ month
Mileage Reimbursement: IRS allowable rate
Vacation: 4 weeks paid/ year
Continuing Education allowance: $500.00/year
Continuing Education Time: 2 weeks
Matching Social Security payments will be made
Duration:
Duration of Contract: January 1, 2025 – December 31, 2025
Termination notice required: 30 days written notice by either party
Effective when signed by
Clerk of Session: signed January 21, 2025
Commissioned Ruling Elder: January 21, 2025
Approved and signed by COM: March 11, 2025

2. *March 11, 2025*: COM approved, on behalf of the Presbytery, the appointment of Brad Carloss to Moderator of the Rice Lake Congregational Meeting on May 4, 2025.

End of Consent Agenda

Synod Commissioners Report

Non-report.

Moderator Report **Chip Holt, Moderator**

Chip Holt, Moderator, reported that a large number of Administrative Commissions have been formed. Council requested that he work on creating an Administrative Commission for Pioneer Parish and Hibbing. Both are in process of being created.

Council Report **Dianna Bell, Chair**

Dianna Bell reported that Council has been at work and the individual subgroups will be reporting on their work. She thanked the subgroups for their work.

Committee of Council Reports **Overtures and Bylaws** **Arlin Talley, Chair**

Bylaws:

Arlin presented a motion to amend the Bylaws. The proposed amendment was presented in the meeting materials and read by Arlin to the Presbytery. This was the second reading of the motion to amend the Bylaws. An action required. The motion, as presented in the meeting materials follows.

> Motion to amend the Bylaws:
>
> To amend the Bylaws, section VI Officers of Presbytery/C. Stated Clerk adding the following text:
>
> > *The Stated Clerk shall be the legal signatory in all matters relating to the Presbytery of Northern Waters.*
>
> As required by the Bylaws, section XIV Amendment and Suspension of These Bylaws, this presentation is the second reading. Approval of this amendment would require a two-thirds vote.

MSC - A motion to approve the amendment to the Presbytery of Northern Waters Bylaws, section VI Officers of Presbytery/C. Stated Clerk, to read "*The Stated Clerk shall be the legal signatory in all matters relating to the Presbytery of Northern Waters.*" was made by committee and carried. A two-thirds (2/3) vote declared the approval.

Manual of Operations:

Arlin Talley, chair, reported that the task group working on the manual of operations is at work and Council has stated it would be helpful for them to see the sections as completed as a matter of information not for action. Discussion regarding the change of General Presbyter to Mission Coordinator occurred. Thoughts and changes to the Manual of Operations are welcome. The documents were shared with the Presbytery in the meeting material and formally presented to the Presbytery. Discussion occurred.

General Assembly Proposed Amendments to the Book of Order:

Arlin Talley, chair, reported the Proposed Amendments to the Constitution And Episcopal-Presbyterian Agreement on Local Sharing of Ministries which were approved by the 226th General Assembly (2024) and recommended to the presbyterties for their vote. The proposed amendments were posted on the Presbytery of Northern Waters website and presented in the meeting materials. The Presbytery discussed and recommended individuals review and discern the proposed amendments at the February Stated Presbytery Meeting as votes would occur at the May Stated Presbytery meeting.

Arlin recommended that a majority of the amendments be voted on as an omnibus motion with 24-A and 24-C removed for further discussion. Arlin asked the Presbytery for recommendations of any other motions needing to be removed for further discussion. A question regarding 24-K occurred but was not removed for furthern discussion before a vote. No additional recommendations were made.

MSC- A motion to concur with Proposed Amendments 24-B, 24-D, 24-E, 24-F, 24-G, 24-H, 24-I, 24-J, 24-K, 24-L, and 24-M to the Constitution And Episcopal-Presbyterian Agreement on Local Sharing of Ministries as presented by the Office of General Assembly Presbyterian Church (USA) was made by committee, discussed and carried with a majority vote.

MSC- A motion to concur with Proposed Amendments 24-A to the Constitution And Episcopal-Presbyterian Agreement on Local Sharing of Ministries as presented by the Office of General Assembly Presbyterian Church (USA) was made by committee, discussed, and carried with a majority vote.

Arlin encourged the Presbytery vote in favor of the motion. Others present vocalized their support. Lawrence Lee stated he supports the motion. He was encouraged by the support of others and gave thanks.

MSF- A motion to concur with Proposed Amendments 24-C to the Constitution And Episcopal-Presbyterian Agreement on Local Sharing of Ministries as presented by the Office of General Assembly Presbyterian Church (USA) was made by committee, discussed, and failed with a simple majority against the motion. There was one absaintion.

Arlin recommended that the Presbytery not concur due to redundancy. Corey Larsen spoke against the motion.

Arlin requested the Stated Clerk report the Presbytery's votes on the proposed amendments to the General Assembly.

Committee of Council Reports Personnel Committee Jim Deters, Acting Chair

Jim Deters, Acting Chair reported. Since recently becoming acting chair, Jim interviewed the staff of Presbytery (Richard Blood, General Presbyter; Brad Carloss, Stated Clerk; Amanda Keppers, Administrative Assistant; and Jay Wilkinson, Treasurer). When thinking of staff, Acts 2:42-43 came to his mind: "42 They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread, and to prayers. 43 Everyone was filled with awe at the many wonders and signs performed by the …." Jim felt this passage applied to each staff member. Jim asked everyone two question, please share a report on job satisfaction and what can the Presbytery do to better support you. They each reported very favorable job satisfaction. They like what they do and who they work with, and feel they make a difference. The familiar refrain as to what the Presbytery can do to better support them, summarized, the Presbytery can better support them by putting ourselves in their shoes. Planning ahead and timely reports would not only help staff but also the Presbytery as a whole.

Committee of Council Reports Finance and Budget Doug Workman, Chair & Jay Wilkinson, Treasurer

Jay Wilkinson, Treasurer, submitted a written report to Presbytery. Paul Rigstad, member of Finance and Budget, reported on behalf of the Finance and Budget Committee's Chair and Treasurer as they were not able to attend the meeting. Jay's written report follows, as presented in the meeting material.

I regret that my schedule does not allow me to meet with you at this Spring Presbytery meeting, but I do want to make the following comments. If there are any questions at the meeting that I have not addressed here, please present those to the Stated Clerk to send to me or you can email me (j.jay.wilkinson@gmail.com).

Independent Accountants Review Report

I am pleased that even though our agreement with Bauman & Associates allows them to put off their review of our records until after the tax season, they have once again been able to do their review and make their report in time for the Presbytery Spring meeting. Keep in mind that largely due to the cost of a full audit, we have opted for a review instead. In this report is the statement "A review includes primarily applying analytical procedures to management's financial data and making inquiries of company management. A review is substantially less in scope than an audit" . . . Our Bylaws call for a full audit only when we have a change in the Treasurer position.

The most important statement is their conclusion at the top of the second page. "Based on our review, we are not aware of any material modifications that should be made. . . for them to be in accordance with accounting principles generally accepted in the United States of America."

I have asked that the Statement of Financial Position and the Statement of Activities be distributed to you at this time. Both reports agree with the financial statements I prepared earlier and presented to the Presbytery Council earlier this year. The Activities Statement that I presented separates the operating statement from the designated funds while the reports of the Outside Accountants merge those into one statement. The total assets of the Presbytery have decreased in 2024 primarily due to the grants that the Program Strategy Committee and the Presbytery have made from the Church Vitality Fund in 2024 to churches (approximately $123,000). The Operating Statement (included in the February Presbytery meeting) showed a surplus of just under $9,000 compared to the budgeted deficit of $26,940.

The Statement of Activities included for this meeting through March 31 shows a first quarter deficit of $18,700 compared to a surplus of $17,616 a year earlier. Our income in the first quarter has been the lowest in recent years for two reasons: 1) both per capita income and mission income from churches is down considerably from the first quarter in 2024 (down more than $16,000) and 2) investment income during this period in 2025 was a loss of a bit under $6,000 compared to gains of more than $16,000 last year. We had a wonderful stock market in the first quarter last year whereas the market has been down so far this year. Operating expenses in 2025 are down slightly due primarily to Ken Ribe's retirement.

It would be appropriate for the Presbytery to have a motion to receive both reports. Thank you.

Jay Wilkinson, Treasurer

Paul highlighted the Auditor's Report conclusion at the top of the second page. "Based on our review, we are not aware of any material modifications that should be made. . . for them to be in accordance with accounting principles generally accepted in the United States of America."

MSC- A motion to receive the Independent Accountant's Review Report completed by Bauman Associates as presented by Finance and Budget was made by committee and carried.

Paul noted that the end of March Statement of Financial Position showed a significant deficit compared to last year.

The reports presented by Finance and Budget, as presented in the meeting materials, follows:

Independent Accountants Review Report
Financial Position
Statement of Activities

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Independent Accountants Review Report

Bauman Associates Ltd.
Certified Public Accountants & Advisors

Independent Accountant's Review Report

Finance and Budget Committee
The Presbytery of Northern Waters
Superior, Wisconsin

We have reviewed the accompanying financial statements of The Presbytery of Northern Waters (a nonprofit organization), which comprise the statement of financial position as of December 31, 2024, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of company management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

We are required to be independent of The Presbytery of Northern Waters and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

We are required to be independent of The Presbytery of Northern Waters and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

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Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Baumann Associates, Ltd.

CERTIFIED PUBLIC ACCOUNTANTS

Eau Claire, Wisconsin
April 01, 2025

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THE PRESBYTERY OF NORTHERN WATERS
STATEMENT OF FINANCIAL POSITION
December 31, 2024

	2024
ASSETS	
Current Assets:	
Cash	$ 276,874
Investments	469,857
Accounts Receivable	2,600
Total Current Assets	749,331
Noncurrent Assets:	
Office Equipment	17,300
Less - Accumulated Depreciation	(15,836)
Net Property and Equipment	1,464
Investments	164,487
Total Noncurrent Assets	165,951
TOTAL ASSETS	$ 915,282
LIABILITIES AND NET ASSETS	
Current liabilities:	
Prepaid Per Capita/Mission-A/P Fund Payable	$ 4,281
General Assembly Unified Mission Fund Payable	1,684
General Assembly Designated Mission Fund Payable	2,169
Christmas Joy Offering Fund Payable	2,026
One Great Hour of Sharing Fund Payable	25
Peace & Global Witness Offer Fund Payable	1,082
Theological Education Fund Payable	200
Synod Unified Mission Fund Payable	504
Designated-Clearwater Forest Payable	2,648
Pentecost Offering Payable	51
Accounts Payable - Neighborhood Church	50,000
Accounts Payable-Other	3,885
Total Current Liabilities	68,555
Net Assets:	
Without Donor Restrictions	846,727
TOTAL LIABILITIES AND NET ASSETS	$ 915,282

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

THE PRESBYTERY OF NORTHERN WATERS
STATEMENT OF ACTIVITIES
Year Ended December 31, 2024

		2024
Support and Revenue:		
Per Capita	$	99,823
Presbytery Support		10,000
Mission Income		116,209
Other Income		632
Interest and Investment Income (Loss)		53,293
Total Support and Revenue		279,957
Expenses:		
Program services		
Mission		154,464
Local Church Support		92,662
General and Administrative Expense		84,639
Total Expenses		331,765
Change in Net Assets		(51,808)
NET ASSETS AT BEGINNING OF YEAR		898,535
NET ASSETS AT END OF YEAR	$	846,727

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

Financial Position

Presbytery of Northern Waters
Statement of Financial Position
March 31, 2025

Acct				Last Year
			ASSETS	
Current Assets				
1010	Nat'l Bank Commerce-Checking	$	16,597.79	45,358.83
1110	Nat'l Bank of Commerce-Savings		20,957.92	135,844.82
1200	NBoC CD 19495910 4.25%		151,500.00	151,500.00
1201	NBoC CD 19513613 4.45%		51,660.93	50,000.00
1300	Accounts Receivable		2,450.00	3,196.88
	Total Current Assets		**243,166.64**	**385,900.53**
Property and Equipment				
1600	Office Equipment		17,299.81	31,264.26
1650	Accum Depr-Office Equip		(15,836.12)	(28,824.78)
	Total Property and Equipment		**1,463.69**	**2,439.48**
Other Assets				
1410	Investments-Missions BI-NCF		77,880.15	73,759.34
1411	Investments-Missions Gth-NCF		109,599.47	103,474.46
1420	Investments-ChurchVitality-NCF		193,087.23	201,424.11
1430	Investments-Mission-PILP 1289		15,000.00	15,000.00
1431	Investments-Mission-PILP 1290		15,000.00	15,000.00
1432	Investments-Mission-PILP 8304		68,538.38	66,799.36
1433	Investments-Mission-PILP 8305		65,949.24	64,462.57
1450	Camping Fund-NCF		81,181.92	76,886.41
1460	Gabelli Growth Fund		0.00	49,562.92
	Total Other Assets		**626,236.39**	**666,369.17**
	Total Assets	**$**	**870,866.72**	**1,054,709.18**
			LIABILITIES	
Current Liabilities				
2001	GA Unified Mission	$	422.37	2,865.60
2002	GA Designated Mission		483.37	2,333.33
2003	Christmas Joy Offering		497.00	0.00
2021	Synod Unified Mission		65.00	1,266.80
2060	Designated-Clearwater Forest		2,648.00	0.00
2099	Accounts Payable Neighborhood		50,000.00	100,000.00
	Total Current Liabilities		**54,115.74**	**106,465.73**
Long-Term Liabilities				
	Total Long-Term Liabilities		**0.00**	**0.00**
	Total Liabilities		**54,115.74**	**106,465.73**
			FUND BALANCES	
Undesignated Fund Balances				
3000	Undesignated Net Assets	$	124,885.41	120,566.30
3005	Working Capital Reserve-4 mos		70,238.00	68,781.00
3010	Fixed Asset Reserves		1,463.69	2,439.48
Designated Fund Balances				
	Church Vitality		212,920.28	317,583.19
	Ironwood AC		0.00	0.00
	Leadership Schol/Speakers		15,518.11	16,968.11
	COM Care & Nurture		5,000.00	5,000.00

Presbytery of Northern Waters
Statement of Financial Position
March 31, 2025

Acct			Last Year
	Phillips Church Bldg Grant	0.00	0.00
	Seminary Debt Assistance Grants	56,321.40	56,321.40
	Office Equip Replacement	0.00	0.00
	Legal Fees	1,500.00	1,500.00
	Revolving Loans	80,000.00	80,000.00
	PNW Peacemaking	13,605.11	12,390.32
	Seminarian Scholarships	1,995.71	1,995.71
	DE RE Morris Memorial	1,041.04	628.53
	CA Oberg Memorial	1,401.02	1,244.33
	Camping Scholarships	5,289.52	8,049.52
	Restoring Creation Enabler	0.00	0.00
	SDOP	1,119.01	1,119.01
	Mission Trips	904.97	950.67
	Bicentenl CRE Training	0.00	0.00
	Youth Triennium	6,269.65	4,269.61
	Cornelius	0.00	0.00
	Camp Galilee	81,181.92	76,886.41
	Portugal Travel	618.03	618.03
	Argetsinger	2,678.22	1,815.29
	Office Sale	151,500.55	151,500.55
	Total Designated Funds	**638,864.54**	**738,840.68**
Restricted Fund Balances			
	Jalmer	0.00	0.00
	Total Fund Balances	**835,451.64**	**930,627.46**
	Current Year Operating	**(18,700.66)**	**17,615.99**
	Total Net Assets	**816,750.98**	**948,243.45**
	Total Liabilities & Fund Balances	**$ 870,866.72**	**1,054,709.18**

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Statement of Activities

Presbytery of Northern Waters
Statement of Activities
For the Three Months Ending March 31, 2025

		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
INCOME							
4001	Per Capita Apportionm	$ 7,658.00	18,049.61	$ 27,902	111,606	(93,556)	24,435
4002	Prior Year Per Capita	0.00	384.00	0	0	384	1,541
4050	CPS Staff Support	833.34	2,500.02	2,500	10,000	(7,500)	2,500
4101	Presbytery Mission Inc	1,050.70	2,836.40	11,250	45,000	(42,164)	13,294
4305	From Camp Galilee Fu	0.00	0.00	750	3,000	(3,000)	0
4401	Interest-Operating Fun	3.47	30.06	2,500	10,000	(9,970)	106
4402	Interest/Mission Fund	(5,724.28)	(5,724.28)	3,750	15,000	(20,724)	16,269
4410	Miscellaneous Revenue	0.00	1,250.00	62	250	1,000	500
	Total Income	3,821.23	19,325.81	48,714	194,856	(175,530	58,645
OPERATING EXPENSES							
Resource Person							
5010	Genl Presbyter Salary	2,272.68	6,818.04	6,818	27,272	20,454	6,818
5015	Genl Presbyter SECA/F	173.86	521.58	522	2,086	1,564	522
5020	Genl Presbyter Benefits	0.00	0.00	250	1,000	1,000	0
5050	Genl Presbyter Trav&E	0.00	424.59	1,250	5,000	4,575	46
	Total Resource Person	2,446.54	7,764.21	8,840	35,358	27,594	7,386
Stated Clerk							
5110	Stated Clerk Salary	1,262.68	3,788.04	3,788	15,152	11,364	3,788
5115	SC/MC SECA/FICA	96.60	289.79	290	1,159	869	290
5120	Stated Clerk Benefits	0.00	0.00	250	1,000	1,000	0
5150	Stated Clerk Travel	0.00	88.84	375	1,500	1,411	90
	Total Stated Clerk	1,359.28	4,166.67	4,703	18,811	14,644	4,168
Pastoral Care							
5310	Pastoral Care Salary	0.00	0.00	3,788	15,152	15,152	3,788
5315	Pastoral Care SECA/FI	0.00	0.00	290	1,159	1,159	290
5320	Pastoral Care Benefits	0.00	0.00	250	1,000	1,000	524
5350	Pastoral Care Travel &	0.00	36.22	625	2,500	2,464	86
	Total Pastoral Care	0.00	36.22	4,953	19,811	19,775	4,688
Office Manager							
5410	Office Manager Salary	1,846.34	5,539.02	5,539	22,156	16,617	4,914
5415	Office Mgr FICA	141.25	423.74	424	1,695	1,271	376
5420	Office Mgr Benefits	0.00	1,076.90	2,272	9,087	8,010	712
5450	Office Mgr Trav&Expe	0.00	0.00	100	400	400	0
	Total Admin Assistant	1,987.59	7,039.66	8,335	33,338	26,298	6,002
Treasurer							
5210	Bookkeeping	465.04	1,395.14	1,545	6,180	4,785	1,395
5250	Treasurer/Chair F&B T	0.00	0.00	75	300	300	81
5270	Audit Expense	0.00	0.00	1,000	4,000	4,000	0
	Total Treasurer	465.04	1,395.14	2,620	10,480	9,085	1,476
Insurance							
5510	Workers Compensation	353.00	353.00	375	1,500	1,147	719
5520	Property & Liab Insura	938.25	1,876.50	750	3,000	1,124	1,383
	Total Insurance	1,291.25	2,229.50	1,125	4,500	2,271	2,102
Presbytery Office Expenses							
5610	Office Rent	1,038.64	2,195.55	1,500	6,000	3,804	1,500
5620	Office Supplies	71.11	252.09	500	2,000	1,748	714
5630	Postage	19.99	71.72	125	500	428	40
5640	Telephone & ISP	247.70	247.70	250	1,000	752	158
5645	Website	0.00	26.13	75	300	274	27
5650	New Equipment	0.00	0.00	188	750	750	0

Presbytery of Northern Waters
Statement of Activities
For the Three Months Ending March 31, 2025

		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
5660	Equipment Maintenanc	0.00	70.39	62	250	180	0
5670	Miscelaneous	0.00	0.00	62	250	250	0
5695	Depreciation	0.00	0.00	250	1,000	1,000	0
	Total Pres Office Expe	1,377.44	2,863.58	3,012	12,050	9,186	2,439
Presbytery Judicatory							
5710	Presbytery Meeting	0.00	0.00	875	3,500	3,500	0
5720	Moderator/Commission	0.00	0.00	250	1,000	1,000	164
5730	Presbytery Leadership	0.00	0.00	250	1,000	1,000	0
	Total Presbytery Judica	0.00	0.00	1,375	5,500	5,500	164
Presbytery Committees/Programs							
	Total Pres Committees/	0.00	0.00	0	0	0	0
Other Expenses							
5930	Administrative Commi	0.00	0.00	125	500	500	0
	Total Other Expenses	0.00	0.00	125	500	500	0
Per Capita Apportionment							
5990	GA Per Capita Apporti	2,653.09	7,959.27	7,959	31,837	23,878	7,732
5995	Synod Per Capita Appo	1,346.12	4,038.36	4,039	16,154	12,116	4,340
	Total Per Capita Appor	3,999.21	11,997.63	11,998	47,991	35,993	12,072
	Total Operating Expens	12,926.35	37,492.61	47,086	188,339	150,846	40,497
PROGRAM & MISSION EXPENSES							
Committee on Ministry							
6010	Committee on Ministry	33.85	33.85	62	250	216	32
6060	Sexual Misconduct Res	0.00	0.00	25	100	100	0
6080	Care and Nurture	0.00	0.00	250	1,000	1,000	0
	Total COM	33.85	33.85	337	1,350	1,316	32
Committeeon Preparation for Ministry							
6130	Preparation for Ministr	0.00	0.00	25	100	100	0
6145	CPM/CRE	0.00	0.00	250	1,000	1,000	0
	Total CPM	0.00	0.00	275	1,100	1,100	0
Nominating Committee							
6110	Nominating Committee	0.00	0.00	25	100	100	0
	Total Nominating Com	0.00	0.00	25	100	100	0
Programs							
6170	Mission Resale Items	0.00	0.00	50	200	200	0
	Total Programs	0.00	0.00	50	200	200	0
Camping							
6430	Youth Triennium	166.67	500.01	500	2,000	1,500	500
6440	Camping Scholarships	0.00	0.00	2,000	8,000	8,000	0
6450	Clearwater Forest	0.00	0.00	2,000	8,000	8,000	0
	Total Camping	166.67	500.01	4,500	18,000	17,500	500
Program Strategy							
6210	Program Strategy Com	0.00	0.00	25	100	100	0
6220	Program Resources	0.00	0.00	125	500	500	0
	Total Program Strategy	0.00	0.00	150	600	600	0
Structure							

Presbytery of Northern Waters
Statement of Activities
For the Three Months Ending March 31, 2025

		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
	Total Structure	0.00	0.00	0	0	0	0
Council Programs & Committees							
6310	Overtures & Bylaws	0.00	0.00	13	50	50	0
6330	Council Meeting Expen	0.00	0.00	75	300	300	0
6340	Finance & Budget	0.00	0.00	19	75	75	0
6350	Personnel	0.00	0.00	25	100	100	0
	Total Council Program	0.00	0.00	132	525	525	0
6620	WhiteFish Cemetery M	0.00	0.00	125	500	500	0
	Total Program & Missi	200.52	533.86	5,594	22,375	21,841	532
	Total Expenses	13,126.87	38,026.47	52,680	210,714	172,688	41,029
	TOTAL OPERATING	$ (9,305.64)	(18,700.66)	$ (3,966)	(15,858)	(2,843)	17,616

Intentionally Blank

End of Finance and Budget report.

Committee on Preparation for Ministry **Kathryn Bell, Acting Chair**

Kathryn Bell, Acting Chair, provided a written report and gave a verbal report. The written report follows, as presented in the meeting materials.

I am the new Chair of the CPM committee and give Lon Weaver much thanks for his leadership over the last few years.

Right now I am in the process of checking in with candidates and new people wanting to come into the process. We do have one important item to bring forward to this meeting.

Lori Kansas-Olson has completed all of her requirements, and the CPM committee recommends her to the COM committee for Commissioning.

Respectfully submitted,
Kathryn Bell

Kathryn verbally reported that Lori Kangas-Olson has completed all requirements and recommends her to Commission on Ministry for her Commissioning.

Kathryn introduced Laura Foote, Director of Spiritual Formation at United Presbyterian Church of Superior, WI as inquirer. Laura introduced herself to the Presbytery.
MSC- A motion to accept Laura Foote as Inquirer was made by committee, discussed, and carried with one abstention.

Clearwater Forest Paul Rigstad, Representative

Paul Rigstad and Erin Anderson, Director, reported. Paul noted that two work groups from the Presbytery have gone to Clearwater Forest over the last couple of months to help with repairs. Erin spoke regarding FLAME. Faith, Leadership Development, Adventure, Mission (& Service), Environmental (Education).

Program Strategy Presentation on Music Ministry Grant at Bayfield Lawrence Lee, MWS

Lawrenece Lee and Ted Stocksdale of Bayfield Presbyterian Church presented. They thanked Program Strategy for the grant which provided them with funds for a new choir. They were granted $5,000 from the Church Vitatlity Grant. With these funds they were able to start the choir and hire a choir director and accompanist. They have become a community choir and have done caroling.

Break

A ten minute break was taken.

Program Strategy Brett Foote and Jason Schiller, Co-Chairs

Brett Foote, co-chair, reported. Jason Schiller, co-chair, provided a written report. Brett noted that Program Strategy continues to receive numerous grant requests. A reminder that the next meeting to review and approve grants will be in September so grant requests must be in by September. The written report follows, as presented in the meeting materials.

The Program Strategy Committee met on March 20 and April 14, 2025, planning programming and worship for the May presbytery meeting, considered Church Vitality Grants, and explored future programs.

The following Church Vitality Grants were submitted:

First Presbyterian Church (Duluth, MN)-

Request for $1000 to continue a haircutting clinic for people living in the Central Hillside neighborhood. This is the second grant for this program. Program strategy increased the grant amount to $2500 with the understanding that this program is not eligible for future grant consideration. A*pproved*

Request for $5000 to serve bimonthly meals and provide fellowship for the neighbors. *Approved*

Pioneer Parish (Superior, WI) –

Request for $1375 to purchase multimedia equipment to facilitate online meetings and worship. *Approved*

Request for $3125 to plan and provide training to members and Ruling Elders to serve and advocate in the communities. $600 in the request for boundary training was not approved. The committee pointed Pioneer Parish to free resources available through the Synod. *Approved*

Hope Community Presbyterian Church (Virginia, MN) –

Request for $7,000 to begin their music outreach ministry *Endorsed and Sent to General Council*

United Presbyterian Church (Superior, WI) –

Request for $12,250 to upgrade multimedia equipment in the sanctuary and project liturgy and music lyrics during worship. There was lengthy discussion about this request and it was agreed that UPC should fund this project with a capital campaign through congregational support. *Not Endorsed*

Program Strategy continues to consider and vote on Church Vitality Grant applications. The committee is empowered to approve grants up to $5,000. Church Vitality Fund grants are available for congregations to try new and creative missions, ministries, and community outreach. Think creatively! We highly encourage congregations to apply!

Grants will next be considered at the August committee meeting.

Submitted,

Rev. Jason Schiller, Co-Chair

Program Strategy Who's Your Neighbor? Brett Foote

Brett Foote, co-chair, requested those attending the meeting to discuss with those near them who their church's neighbors are and how the church can work with and help them.

Program Strategy Ashville, NC Mission Trip Richard Blood

Richard Blood was excused. Paul Rigstad, Cindy Martinson, and Gretchen Schiek reported. Images from their Mission Trip were viewed. The workers focus was helping to repair hurricane damage done by Hurricane Helene on September 27, 2024. Paul and Cindy reminded the Presbytery that volunteers and funds are welcome for future mission trips.

Lunch

A prayer for the meal was led by Karen Schuder. The moderator noted the meeting would commence at 1:25 following the meal.

Commission on Ministry Corey Larsen and Robyn Weaver, Co-Chairs

Corey Larsen reported on behalf of the committee. The committee gave thanks for the leadership and ministry of those in the Presbytery. Corey noted that Boundary Training occurred at the Presbytery office on February 25, 2025 from 1:00pm – 3:00pm. This training is required every three years. Corey reminded the Presbytery that Sessions are required to complete Boundary Training as well. Resources for the training can be found on the Presbytery and Synod websites. The commission scheduled a Session Minutes Review on Saturday, May 31, 2025 at 1:00 pm at the Presbytery office. The written report follows, as presented in the meeting materials.

> The Commission on Ministry continues its work with care, collaboration, and a deep commitment to the well-being of our congregations and pastoral leaders.
>
> In addition to the actions presented in the consent agenda, we celebrate the recent installation of Rev. Joanne (JoJo) Coffin-Langdon, a United Methodist pastor, at United Church of Two Harbors. We also hold our siblings in Christ at United Presbyterian Church of Rice Lake in prayer as they discern future pastoral leadership during a candidating service this Sunday.
>
> Throughout the Presbytery, COM has remained actively engaged in resourcing churches—especially during times of transition and discernment. We've been checking in with sessions, supporting pastoral leadership development, and encouraging bold and creative expressions of worship and community ministry.
>
> At the same time, we want to acknowledge the significant moment we're in: our Presbytery is currently working with an unprecedented number of Administrative Commissions. This reflects not only the level of transition many churches are navigating, but also the extraordinary dedication of COM members and volunteers who are showing up again and again with time, wisdom, and heart. We are deeply grateful.

And in the midst of it all, we want to pause and say thank you.

To our pastoral leaders across the Presbytery: you are doing sacred work. You're finding fresh ways to be the church—experimenting with new worship styles, offering steady presence and deep care, and leaning into ministries that bring healing, hope, and joy. You are seen. You are valued. And what you're doing matters.

Let's continue to support one another, trust one another, and believe together that the Spirit is still on the move — bringing new life in both expected and surprising ways this Easter season.

With gratitude,
Rev. Corey Larsen & Rev. Robyn Weaver
Co-Chairs, Commission on Ministry

Five actions were taken.

3. **MSC- A motion to approve the formation of an Administrative Commission with the purpose of walking with the Pioneer Parish churches (First Presbyterian, Brule Presbyterian, Brule, Country Peace Presbyterian, Superior, and St. Croix, Gordon) and discovering what the future together holds was made by committee, endorsed by Council, discussed, and carried by Presbytery.**
4. **MSC- A motion to create an Administrative Commission for First Presbyterian Church of Hibbing, MN with the purpose of aiding in the dissolution of the congregation and its property was made by COM, discussed, and carried by Presbytery.**
5. **MSC- A motion to accept the retirement of Rev. Robyn Weaver, with gratitude, as of June 1, 2025, was made by Corey Larsen, seconded by Sue Hendrickson, discussed, and carried by Presbytery.**

   Corey recognized that Robyn has served as pastor of Glen Avon Presbyterian Church of Duluth, MN for 24 years. She has also served on COM for 18 of those years.
6. **MSC- A motion to approve the commissioning of Lori Kangas-Olson to the Presbyterian Church of Cloquet and Round Lake Presbyterian Church of McGregor was made by committee, discussed, and carried by Presbytery.**
7. **MSC- A motion to allow Lakeside to apply to Presbyterian Investment Loan Program was made by Corey, seconded by Kathryn, discussed, and carried by Presbytery.**

Commission on Ministry Administrative Commission- Calumet

The purpose of the Calumet Administrative Commission is the dissolution of the church. An Administrative Commission was established.
Dorothy Duquette reported that the transfer of memberships is complete and they are working on listing the property for sale with a realtor.

MSC- A motion to approve the dissolution the congregation of the Calumet Community Presbyterian Church was made by Dorothy Duquette, seconded by Eric Peterson, discussed, and carried by Presbytery.

Commission on Ministry Administrative Commission- First, Duluth
Richard Blood and Brad Carloss, Co-Chairs

No report.

Commission on Ministry Administrative Commission- North, Eau Claire

The purpose of the North, Eau Claire Administrative Commission (AC) is original jurisdiction. The AC has been created and is beginning their work.

Commission on Ministry Administrative Commission- Ely, MN

The purpose of the Ely Administrative Commission is to sell Ely's manse property. A wrtten report was provided. The written report follows, as presented in the meeting materials.

> The Administrative Commission for the First Presbyterian Church of Ely, MN completed their final work through email correspondence and electronic voting.
>
> The following members of the commission voted and contributed.
>
> Moderator: Rev. Dianna Bell
>
> Ministers: Rev. Corey Larsen and Rev. Doug Workman
>
> Elders: Candy Deal, Chris Hartman and Phil Hyde
>
> Members of the First Presbyterian Church in Ely Minnesota voted to sell the church manse at a duly called a special meeting of the congregation on September 29, 2024. A floor was established at $230,000. The meeting was held in accordance with the bylaws of the congregation, with proper notice given at more than two consecutive Sundays.
>
> The property was sold to Kansas Real Estate LLC for $230,000. The purchase agreement and contingency were approved by both the session of First Presbyterian Church in Ely and the Administrative Commission. After commissions, title fees, fuel credits, and survey costs, First Presbyterian Church received $214,264.65. Those funds have been deposited in full into a managed investment account for future clergy housing needs or the purchase of a future manse.

The commission has received the following documents:

- Purchase agreement
- A survey of the property and legal description of the manse
- Minutes of the congregational meeting approving the action
- A brochure including plans for the proceeds of the sale

The commission reviewed and approved these plans.

Having completed our work, the Commission requests that it be dissolved after the Presbytery received report.

Respectfully Submitted

Rev. Corey Larsen

MSC- A motion to approve the request for a dissolution of the Ely Administrative Commission, with thanks, was made by COM, seconded by Council, discussed, and carried by Presbytery.

Commission on Ministry — Administrative Commission- Hope, Virginia

The purpose of the Virginia Administrative Commission (AC) is to sell the christian education building property. The AC reported that the sale of the property has closed and their work is complete. A dissolution of the AC was requested.

MSC- A motion to approve the request for a dissolution of the Virginia Administrative Commission, with thanks, was made by Corey Larsen, seconded by Jim Deters, discussed, and carried by Presbytery.

Commission on Ministry — Administrative Commission- Willow River

The purpose of the Willow River Administrative Commission is to help them discern the future of the church. The work is ongoing. No further report.

Nominating Committee — Douglas Workman, Chair

No report.

Presbyterian Women — Hope Dougherty, Chair

Hope Dougherty provided a written report. The report follows, as presented in the meeting materials.

****Northern Waters PW Presbytery Board appreciates and welcomes all of your help getting information out and spreading the word that our PW groups are actively working with communities, locally, nationally and globally. Thank you all!**

The Presbytery PW Annual gathering will be May 16-17 in Eau Claire. Our board decided having a Friday nite pizza party and fellowship was fun when we incorporated it into our last Annual Gathering, so we have added it for our future gatherings.

Our PWC has reorganized the churches into smaller clusters of 3-4 churches close to each other in both Wisconsin & Minnesota. We sent letters to all, with the prayer that they will communicate with each other and select a group leader for their cluster and come to our 2025 PW Annual Spring Gathering and be installed.

We are staying positive that we can regroup and grow again into a strong Presbytery PW.

Please keep us in your prayers.
Peace and blessings,

Hope Dougherty, PW Moderator, Northern Waters

Break

A ten minute break was taken.

Worship — Chip Holt, Moderator

Worship leaders were Brett Foote, Corey Larsen, Jocelyn Langholz, and Lindsay Biddle. Corey provided the sermon. Worship consisted of communion and the Commissioning Service of Lori Kangas-Olson to the Presbyterian Church of Cloquet, MN and Round Lake Presbyterian Church of McGregor, MN. Communion was given by Brett Foote and Lindsay Biddle. The Commissioning Service was led by Chip Holt. Prayers were lifted for: Richard Blood (eye issue and safe travels), Jan Letsos (leg injury), Karen Schuder (safe travel to Honduras and God to walk through her), Kari Jutilla (surgery recovery), Robyn Weaver (transitioning to PA), Laura Foote (beginning journey as inquirer), Lori Kangas-Olson (her commissioned service journey), the nation, war torn countries, and immigrants in our country.

Unfinished Business — Chip Holt, Moderator

There was no unfinished business to address.

New Business — Chip Holt, Moderator

There was no new business to address.

Report of Roll — Brad Carloss, Stated Clerk

Brad Carloss reported the roll as compiled by Amanda Keppers, Roll Clerk. The report of roll follows:

	In-Person	Zoom
Ministers of Word and Sacrament	15	0
Ruling Elders	8	7
Commissioned Ruling Elder	3	1
Council Members		1
Inquirers/Candidates	2	
Corresponding Members	1	
Staff	2	
Visitors/Observers	5	
Total	36	9
	45	

Attendance follows:

Minister of Word and Sacrament		
Name	**Status**	**Present/Absent/Excused**
Arneson, Matthew	Retired	Absent
Aslyn, H. Duane	Retired	Absent
Bell, Dianna	Retired	Present In-Person
Bell, Kathryn	Chaplain, St. Louis County Jail	Present In-Person
Biddle, Lindsay	Pioneer Parish	Present In-Person
Blood, Richard	Retired, Staff – General Presbyter	Excused
Boyer, Barry	Retired	Excused
Bump, Don	Retired	Absent
Calbreath, C. Bruce	Retired	Absent
Christianson, Wendy	At-Large	Absent
Cooper, Peggy	Retired	Absent
Davis, Frank	Retired	Absent
Deever, Nancy	Retired	Present In-Person
Deters, James	Ashland, WI	Present In-Person
Duquette, Dorothy	Bovey, Calumet, Coleraine, MN	Present In-Person
Foote, Brett	UPC Superior, WI	Present In-Person
Gibbs, John	Retired	Excused
Goodin, Robert	Retired	Excused
Goodin, Susan	Retired	Excused
Guthrie, David	Retired	Absent
Harrison, Janelle	Retired	Absent
Henely, Ron	Retired	Excused
Hickman, Robert	Retired	Excused
House, Charles	Retired	Absent
Huenemann, Joel	Retired	Absent
Johnson, Sharon	Retired	Excused
Jutila, Kari	Lakeside – Duluth, MN	Excused

Kolmodin, Kate	Chaplain	Absent
Larsen, Corey	Ely, MN	Present In-Person
Lee, Lawrence	Bayfield, WI	Present In-Person
Liebenstein, Elizabeth	Chaplain	Excused
Light, Robert	Retired	Absent
Mann, John	Retired, Calvary, McGrath, Wahkon	Present In-Person
Muck, Terry	Retired	Absent
Nielsen, Eric	Retired	Absent
Paulson, Chips	Retired	Absent
Peterson, Eric	Manitowish Waters, WI	Present In-Person
Ribe, Ken	Retired	Excused
Robertson, Darrel	Retired	Excused
Talley, C. Arlin	Retired	Present In-Person
Schiller, Jason	Grand Rapids, MN	Present In-Person
Schuder, Karen	Member-At-Large	Present In-Person
Smith, Kathryn C.	Retired	Excused
Stangl, Kate	Retired	Present In-Person
Waid, Roger	Retired	Excused
Walker, Kathryn Reid	Eau Claire, WI	Excused
Weaver, Robyn	Glen Avon- Duluth, MN	Excused
Workman, Douglas	Retired	Excused
Yingling, John	Blackduck, MN	Absent
		15
Ministers of Word and Sacrament Temporary Relationships		
Name	**Status**	**Present/Absent/Excused**
Cole, Ray	First- Bigfork, MN	Absent
Johnson, Dewey	Rice Lake, WI	Absent
Lofgren, Aaron	Keewatin, MN	Absent
Nickolson, Don UMC SS	Hurley, WI	Absent
Wynands, Seth ELCA	Carlton, MN	Absent
Commissioned Ruling Elders		
Name	**Status**	**Present/Absent/Excused**
Holt, Chip	Bemidji, MN	Present In-Person
Kangas-Olson, Lori	Cloquet, McGregor, MN	Present In-Person
Larson, Katie	Hibbing, MN	Absent
Lewis, Sharron (ELCA)	Bigfork-Bowstring, MN	Absent
MacGregor, Andrew	Tamarack Health, WI	Present In-Person
Thompson, Bev	Maplewood Parish	Absent
Williams, Ed	Chippewa Falls, WI	Present Zoom
Candidates & Inquirers		
Name	**Status**	**Present/Absent/Excused**
Langholtz, Jocelyn	Candidate Ashland	Present In-Person
Van Uytven, Michael	Inquirer Ashland	Excused

Foote, Laura	Inquirer United, Superior	Present In-Person
Presbytery Staff		
Name	**Status**	**Present/Absent/Excused**
Carloss, Brad	Stated Clerk	Present In Person
Keppers, Amanda	Office Admin, Minutes & Roll Clerk	Present In Person
Wilkinson, Jay	Treasurer	Excused
Council Members/ Other Representatives		
Dougherty, Hope	Presbyterian Women	Present Zoom
Rigstad, Paul	Clearwater Forest Rep.	Present-Visitor
Corresponding Member		
Ononogbu, David	Nigeria Presbytery	Present In Person
Visitor Other		
Anderson, Erin	Clearwater Forest Director	Present In Person
Carloss, Sheryl		Present In Person

Church	**Commissioners (Ruling Elders)**	**Visitors/Observers**
Ashland United Presbyterian-Congregational		
Babbit Woodland Presbyterian		
Bayfield Bayfield Presbyterian	Ted Stocksdale Preset In Person	
Bemidji First Presbyterian	Ruth Anderson Present Zoom	
Bigfork-Bowstring Bowstring Chapel Presbyterian		
Blackduck First Presbyterian		
Bovey Lawron Presbyterian	Peggy Smith Present Zoom	
Brule Brule Presbyterian	Leslie Anderson Present In Person	Jan Meller Present In Person
Carlton River's Edge		
Chippewa Falls First Presbyterian	Barbara Shorrel Present Zoom	
Cloquet Presbyterian Church of Cloquet		
Coleraine First United Church - Coleraine & Bovey	Candy Deal Present Zoom	
Cornell First Presbyterian		

Duluth First Presbyterian	Elizabeth Sola Absent	
Duluth *Glen Avon Presbyterian*		
Duluth Lakeside Presbyterian	Cindy Martinson; Becky Strand Present In Person	
Duluth Pike Lake Presbyterian	Peggy Lundeen Excused	
Eau Claire First Presbyterian	Paula Tibbs Present Zoom	
Eau Claire North Presbyterian		
Ely First Presbyterian	Brad Dekkers Present In Person	
Gordon St. Croix Presbyterian		
Grand Rapids Community Presbyterian		
Hannibal New Hope Presbyterian		
Hibbing First Presbyterian		
Hurley First Presbyterian		
Keewatin Congregation of the Good Shepherd		
Lac du Flambeau Community Presbyterian		
Manitowish Waters Community Presbyterian		
McGrath Calvary Presbyterian		
McGregor Round Lake Presbyterian		
Phillips First Presbyterian	John Mess Present Zoom	
Rice Lake United Presbyterian	Janekk Barbe-Poppe Present In Person	Amy Martwick Present In Person
Silver Bay United Protestant		
Superior Country Peace Presbyterian	Sue Hendrickson Present In Person	
Superior United Presbyterian	Mac Burriss (also tech support Present In Person	Vivian Markley, musician Present in Person
Tamarack First Presbyterian		

Two Harbors United Church of Two Harbors		
Virginia Hope Community Presbyterian	Dawn Trexel Present Zoom	
Wahkon Wahkon Presbyterian		
Willow River First United Presbyterian		
Winter First Presbyterian		
	8 In Person 7 Zoom	2 In Person

Closing Prayer and Adjournment Chip Holt, Moderator

MSC- A motion to adjourn the meeting with prayer was made by Cindy Martinson, seconded by Jason Schiller and carried by Presbytery.

Chip Holt, Moderator closed the meeting with prayer at 3:05pm.

Minutes Respectfully Submitted by

Amanda Keppers
Minutes and Roll Clerk

Approved by Council June 24, 2025