**BIC Council Minutes – December 3, 2023**

Present: Megan Freudenberg, Michaela Prihracki, Peter Laursen, Pastor Aaron Fuller. (Absent: James Shepperd, Ivan Belanji)

* Advent and Christmas Worship Times are Scheduled with Pr. Erika (Thanks Ivan!)
	+ Tuesday Evenings, 1830. (5, 12, 19 December) Holden Evening Prayer w/Lectio Divina on Advent readings
	+ Christmas Eve: 24 December, 1700. Worship with Communion and Candlelight Singing at end.
	+ Christmas Day: 25 December, 1000.
	+ **Ivana will inform the sacristans of the schedule to ensure the Maly Kostol is open.**
* Finances:
	+ Sacristans: Opening Maly Kostol for 3 Tuesdays in December and Worship Christmas Day. (15 Euro/per worship service)
	+ Advent Wreath (110 Euro)
	+ **Peter will pay sacristans upon receipt of an invoice or note of what to pay.**
	+ BIC is currently 1780 Euro behind as of the beginning of December. We need approximately 4,000 Euro to meet our expenses. We do have a 28,000 Euro reserve in our Bank Account. **Pastor Aaron will send out notifications in the newsletter and make announcements in worship this month.**
	+ Pastor Aaron presented the idea of setting up a Wise or Revolut account in order for BIC to receive donations from past BIC members and others who would like to support our ministry. This would allow people outside the EU to transfer money without paying large bank fees. **Council authorized Pastor Aaron to set up the account, and he will provide account access information to Peter for accountability and management.**
* Engaging members: Pastor Aaron would like to put together a 2-3 page report of BIC’s ministry for 2023, and hold listening sessions after worship in January/February. This would allow people to get updates on the congregation, allow people to ask questions, and get an idea of other ministry the congregation would like to carry out. Pastor Aaron and any council members available would lead these sessions.
* Pastor Aaron will be taking vacation 26 December through 2 January.
	+ **For worship on 31 December, Michaela will check with Ivan and Pavel to see if one of the three of them would be able to lead worship that day. They will get back to Pastor Aaron.**
* Financial Compensation for Cantor. Pastor Aaron provided the following considerations and proposals (see other side of page). Discussion focused on the current Cantor, Ivana Jelen, and her skills, expertise, and performance in the role as Cantor.
* **Council acknowledges the fact Ivana has not received a raise in compensation since 2015, and that needs to be addressed. Further discussion and decision will continue in follow on meetings in 2024.**