



St Luke Lutheran Church

Church Council Meeting Minutes – Monday, March 25, 2019 @ 6:30pm

Invited Attendees:

| | | | | | |
|----------------------|----------|-----------------------|----------|--------------------------------|----------|
| Bette Bastian | X | Chris Ojstrsek | X | Pr. Joy Mortensen-Wiebe | X |
| Torey Bringa | X | Nancy Ryan | | Marie Leafblad | |
| Carolyn Byrd | X | Rob Rueth | X | Michelle Kiekaefer | |
| Scott Koerner | X | Kathy Schwai | X | Shelly Schulteis | |
| Bonnie Monroe | X | | | Stephanie Bill | |

1. Leadership Minute/Opening Devotion: Congregational Sabbatical (Pastor Joy)

Take back the “sabbatical” word, make it a positive (not the negative it currently is)
 Many of our people are worn out. Previous active members have said they avoid Sundays for fear of volunteer ambush
 Ministry teams take a break
 Start communication at Easter
 Change the focus of the work, recharge, energize, do it different, have fun
 Discussion: Jesus went off by himself to take the time he needed – why can’t we? The definition of Sabbatical is Rest. After 5 years of craziness (major building project, transitional period including an interim pastor and the call process) we need to take time to rejuvenate, renew and refocus. During this time, we will continue to have worship but most of the regular programming will shift toward prayer centered activities. The council will continue to meet monthly, but with a different focus. We need to communicate positively to the parishioners what it means for them and what they would do over the summer. In fall, when we Rally back, we will discuss what did we miss? Where do we see God calling us?
 Decision was made to gently introduce the “S” word with teasers as council updates. The council will help communicate in a strong and pumped manner that we need to understand where God is calling us and this process will accomplish that.
 Carolyn made a motion to accept the Sabbatical Plan, which was seconded by Rob. Discussion followed. Scott, Carolyn, Stephanie and Pastor Joy will form a communication sub-committee. We will begin informing the congregation this Sunday. Will develop talking points so we are all informed. There will be a weekly congregational update leading up to announcing the word “Sabbatical”, with a push for Easter due to increased attendance and the opportunity to reach the most people. Will consider Fireside Chats or Town Hall meetings. Suggest electronic giving.

2. Election of Officers of the Church Council (continued from February)

Kathey Schwai has accepted the nomination of the open Vice President position for 2019. The election of officers must be by written ballot. The election results were unanimously in favor. Congratulations to Kathey!

3. Old Business

a. Approval of Minutes

Minutes of the last meeting were emailed to the council. Scott to make some minor changes and submit the final copy. Motion to accept the minutes made by Pr. Joy, accepted by Torey.

b. Update on hiring process

1) Crossroads Worship

See Personnel Committee recommendation below regarding keyboardist
 Scott will work on putting together a worship evaluation team.



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2) Building Maintenance

See Personnel Committee recommendation below regarding Jerry

Personnel Committee Recommendations were reviewed by the Executive Council committee:

1). Crossroads Worship Keyboardist

Personnel Committee recommends we stop paying Karen, as we now have a willing volunteer (Lori Pedrick) beginning May 1.

Carolyn made a motion to accept the recommendation by the Personnel Team that we would end Karen's temporary keyboarding position with the Crossroads band effective April 15, following the service on April 14. Kathey seconded the motion. Discussion: Personnel committee to communicate with Karen that there is a plan in place. Decision to finalize her time as April 15 rather than end of the month based on compensation. Motion carried, with Scott abstaining from the vote.

2). Building Coordinator

Personnel Committee recommends that we need to communicate to Jerry an end date for his services and we need to communicate to staff who will take over. Recommend end of next pay period.

We will communicate with Jerry that we are honoring his resignation effective now, with a final pay date of March 31. Recommendation from Personnel Committee to use volunteers, at least in the short term, was accepted by the council. Shelley will gather a list of possible contacts, and will get the Property Team involved. No motion was necessary as Jerry has already resigned.

3). Staff hours

Personnel Committee recommends there be no increase or decrease in hours worked by staff members based on data from January and February.

4). Discuss raise or no raise for paid Staff, based on \$ amount from Scott:

Recommendation from Personnel Committee that there would be no increase in salary at this time due to financial concerns. Both hours and salary to be re-evaluated on a quarterly basis. Kathey made a motion to accept the Personnel Committee's recommendations regarding staff hours and compensation. Bette 2nd the motion. Discussion ensued and motion carried.

4. New Business

a. Financial Secretary / Treasurer Report

Scott shared the updated financial statement and Treasurer's Report. Chris made a motion to accept the report, 2nd by Carolyn. Discussion and clarification of several line items. Motion carried.

b. Executive Council Committee Purpose

The purpose is to share the leadership load, plan the next full Council agenda, pool our ideas to minimize full Council meeting length. All members are welcome.

c. Future Meeting Nights and Location

Executive Committee discussed and recommends 2nd Monday of the month for Executive Committee meeting, 3rd Monday of each month for Full Council. For full Council meeting we want to be respectful of other Monday night groups, thus we need to find alternative location. Chris has an action to reach out to Daren Sievers regarding Slinger schools, Scott has an action to check on Slinger Library. Other idea would be the 1st National Bank of Hartford in Slinger.



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5. Miscellaneous

a. "Comments" email from Michelle...

Arnold Zoesch passed away this past week, his funeral was on Friday. His daughter Dianne Loudon (member) said she belonged to a church prior to moving here for 30 years and the two years she has been here have meant more to her. She couldn't say enough nice things.

Last Sunday some random guy was here visiting from California and he was very impressed by our church. He said they do not have churches like this out there. He too couldn't say enough.

It is always nice to hear such comments.

6. Housekeeping (10 minutes)

a. Next Council meeting

- 1) April 15, 6:30 at 1st National Bank of Hartford, Slinger office

b. Council Updates to the Congregation

- 1) Key Updates:

* We made a budget conscious decision to not move forward with the hiring of a Property Coordinator. This will be a volunteer position at this time.

* Good news – our attendance numbers have been up in both January and February!

* The Sabbatical Teaser – The church council has heard that many of our leaders are tired. We also have heard that many of you are desiring new energy and passion for the ministry of our congregation. We are excited to announce that we have a plan! We are confident that this plan will help us all to rest, refocus and to rejuvenate. This plan will involve the whole congregation. You will be hearing more details about this in the weeks to come. We hope that you will join in our excitement as we move forward!

- 2) When? Who?

➤ Sunday, March 31 @ 8am service: Bette

➤ Sunday, March 31 @ 10:30am service: Scott

c. Closing Prayer at upcoming Council Meetings

- 1) March 25 - Torey

- 2) April 15 - Bette

d. Welcome Center Volunteers (between 8 and 10:30 services)

No one is scheduled, but all Council members should keep an eye out.

7. Closing Prayer - Torey

Council Meeting Minutes respectfully submitted by Bonnie Monroe, Council Secretary

CC: Pastor Joy Mortensen-Wiebe

Council Members

Michelle Kiekhaefer

Marie Leafblad

Shelly Schulteis

Stephanie Bill