

SAINT LUCAS UNITED CHURCH OF CHRIST
CHURCH COUCIL MEETING MINUTES
7/26/2022

MEMBERS PRESENT: Joy Dressel, Kathy Herron, Donovan Larson, Marty Schmidt, Carol Stelmach, Violet Brooks, Ken Hamilton, Jack Laudenslager, Paul Simons, Juanita Wagner, Marsha Fey

MEMBERS ABSENT: Jenny Bell, Dave Johnston

STAFF PRESENT: Rev. Vicki Hampton and Rev. Carole Barner

The July 26, 2022, Council Meeting was called to order at 6:05 pm by President Joy Dressel.

OPENING PRAYER: Ken opened the meeting with a prayer that he had found in his wife's Bible, that was over 80 years old, and continued to encourage and bless us today.

Carol Stelmach said that she resurrected the Sunday School classes prayers for the day, and the prayer for today said that the best prayer is not one that we demand, but one that we report for service.

Joy began by inviting Seth Caruthers, Director of Music talk with us about our Church music ministry and worship services. He had provided a document that was titled St. Lucas UCC Music Ministry 2022 and Beyond.

Seth began by saying that he appreciated the information that the Transition Team had provided and was reminded from Vicki's sermon about the events of 2019. He gave his history with the church saying that he began in the fall of 2018 on an interim basis and took the position in whole in January of 2019. He served under three different senior ministers and one season of no senior leadership. He talked about the different shifts his job took regularly by external factors and the change in senior leadership. Our discussion may move to personnel discussions because John is leaving.

Now we have two interim ministers who will leave, and the music director is the person who will help the new pastor know what is expected, what is desired, what the church's goal is regarding worship and who the church is in that regard. How do we do it well? There is no formal feedback from the congregation about our weekly services.

First, we come to worship God, but our worship should reflect the personality and desires of the Church. This is our base tonight.

Regarding future opportunities, three key words: nimble, fresh, and quality - See document

Opportunities – what could be – see document

Recommendations:

- 1) A worship committee should be formed to assist with all facets of the worship experience including music
- 2) An evaluation of musical needs of St. Lucas should be conducted to ensure job expectations align with the current needs of the congregation.

Questions and Comments:

- Music always must accommodate the Scripture being used in worship
- Request to know Seth's thoughts. His reply: We are in a time that is very difficult time because we don't have the resources to do it. (Not money) Music people have five other hats they are wearing. Seth is not going to overtax them. The choir will be singing every couple of weeks. His dreams are for a short time. We have a clean slate to start on
- Are there untapped resources in the church? Yes. An example of that is Marty—
If you know people who want to be involved, give Seth the names, and he will contact them.

- This is a really important document that needs to be discussed at the congregational meetings because the Congregation needs to have a voice in it. Carrying this to the congregation in general was ok with Seth.
- We get to write something entirely new.
- Forming a worship committee would be a welcome thing in Seth's world.
- Using the gifts of the youth was suggested. Find out what kind of Church music the youth are interested in.
- Carole pointed out that choir practice with Seth is a spiritual experience. Seth includes prayer as part of the choir rehearsal time.
- Juanita enjoyed presentation by Carol and her husband—and would like the song that they sang to be sung at her funeral
- Think about being a part of the worship and music committee. Ask Lynn Fey to join the committee/recommend a youth to join the committee.
- Within the UCC context, the chair of the worship committee the chair of the committee would be a lay person, (And pastor and music director get two votes each.)
- The name of the committee is the Worship and Music Committee.

EXECUTIVE SESSION (OUT OF ORDER)

CONSENT AGENDA

Church Council Minutes, June, 2022

Executive Session Minutes—will not share the executive session with the rest of the congregation

Cemetery Board Minutes

AV Minutes

Mission and Outreach Minutes

Finance Meeting Minutes – July

Usher Responsibilities (updated 7-22)

The Consent Agenda was approved by a show of hands.

STAFF REPORTS: (Pastor Carole's and Pastor Vicki's reports were sent to the Council before the meeting).

Pastor Vicki

- Pastor Vicki said that the main topic is Megan's departure which will be discussed under New Business.
- Vicki said that she wanted to recognize
 - Michele's efforts in working outside the box to work with the situation of lack of volunteers and those daytime hours do not work for working mothers. Michele has pivoted.
 - Seth for his flexibility
 - Amy for her work on the mission trip.
 - Debbie for her good work in transferring the paychecks, transferring to Enterprise Bank and Trust, even though this has been a difficult time with her leg.
 - Jeff is working hard to understand ACS, and Vicki is working with him on reports, research on accounts, etc. He will start attending the Building and Ground meetings.
- Putting down in writing the Interim Project regarding what we have been doing and what we are planning to do during the rest of her interim time here.
- On-going projects
- Had covid and went on vacation.

Pastor Carole

- Saturday worship –
 - Attendance for the Saturday night service: 24 this last week, and the week before that there were 28.
 - Emailing those who have attended to let them know that Biff was going to sing this Saturday.
 - Gathering at a restaurant for dinner after the service continues to happen.

- Mike and Mary Kay Bohn contacted some members who were attending the Saturday evening service in the past and invited them back. The contacted members recently attended the Saturday evening service.
- We will want to consider this group in our discussion going forward.
- Carole thanked Marty for playing the piano at the Saturday service two times
- Michele is doing great things and looking forward to an educational event in November.
- Back to school will look a little different this year. She is looking at prayer partners and teachers and students of all kinds and how to invite people to be a part of it in a different way. Include people intergenerationally.
- Leaving at 4:00 on Sunday morning for the Mission Trip.

Kathy asked for information about Christian education for those attending high school. Discussion included:

- Carole said it is not a weekly event. Amy and Lynn had put together a once-a-month conversation session, and then the focus was on the mission trip because the same people having the conversations were also going to the mission trip.
- All churches (not just St. Lucas) need to explore, teach and walk with youth in their faith.
- Historically, Jack taught the high schoolers for many years and classes were well attended. But times were different. Parents were involved and the children grew up in the church. They wanted to be with their friends.
- Think about how things have changed: High schoolers do Zoom and other internet programs. Our connection needs to be a safe place for our youth online. It is important that time and money be directed to AV so that we can keep up with life.

OLD BUSINESS

Finance Report

Donovan reported that we have a new set of bookkeepers from the same company but different personnel. They have promised us more accurate and timely work. What is needed is two or three days to review the monthly reports before we have our meetings. The committee went over the monthly reports last week and Donovan passed on what our concerns were.

It was already mentioned that we moved to Paychex and Enterprise Bank and Trust.

Donovan said that he thinks the question concerning the minimum job size that requires bids is settled. He is having a meeting with Building and Grounds next week so he will know how smooth that transition will be. Finance Committee meets this Thursday.

Letters will be going to committees to ask for their 2023 budget.

Ken said that we have about 100 people who watch the service on-line. Ken's son had mentioned in conversation with Ken that there could be posted a request for contributions, and that Cash App and Venmo were possible apps.

Vicki said that the Church had previously used Venmo, but we were using it illegitimately because we are a non-profit and they are not set up for non-profits. Presently, Finance is looking at the Tipli App (set up for nonprofits) and PayPal (expensive) and will now also research Cash App.

Transition Team Report

Vicki said that the Transition Committee is meeting on Wednesday and Congregational Conversations will be the main topic of the meeting. They will be setting up dates and determine how they are going to set them up.

Specific topics that will be discussed are:

- What are the congregation's spiritual gifts, core values?
- How do those fit with what your expectations are with your next settled pastor?
- How do we think of the future –with hope –looking forward to what gives us hope?

- How do we create a church culture that listens for God's message as opposed to thinking that we know what we are doing?

The plan for where and when to have the meetings: One after service on Sunday. One on a weekday evening, One someplace other than the church. There are three different topics and three different meetings

Then the committee will start the beginning work on the church profile, and then hand it over to the search committee.

Stewardship Committee

People on this committee are: Jim Kaiser, Ken Fey, Julie Murphy, Katie Forand, Pastor Vicki and Joy Dressel. Committee plans to meet next week, and date is almost settled.

NEW BUSINESS

Megan's Departure

Megan has turned in her resignation, and one person has submitted their resume. The personnel committee will be meeting tomorrow night to talk about that and also about 2023 budgeting for personnel.

Vicki said that Megan's leaving is a loss, and the personnel committee will be talking about the reasons for her leaving.

Annual Meeting

November 13, 2022, at 11:00 am is the possible date and time for the next annual meeting. After discussion it was decided to lock in the date. The time will be adjusted according to our situation at that time.

In addition to approving the budget, there will be elections for new council members. Be thinking about who you may want to nominate for the church council and if you may want to be on the nominating committee.

Church Council members may not also be on the search committee. Think about that when you think about who to nominate for the search committee, and where their talents would be used best.

Persons can be on the worship and music committee and the council or the worship and music committee and the search committee.

Marty expressed the need to have a discussion at some point whether we need to amend the by-laws as to the number of people needed to be on the Council. Maybe we need to codify that in the by-laws to make a minimum and maximum number instead of a number.

Juanita said that persons on the search committee should have knowledge of the survey so that they know what the church wants in a pastor.

Process of Forming a Search Committee—

After discussion:

Marty moved and Jack seconded

To ask the Congregation to nominate two or three other members (not themselves) for the Search Committee

To let the Congregation know that being on a search committee is a big job, is time consuming, and is critically important.

That the exclusions for the nominations are Council members and Transition Team members.

The motion was passed unanimously by a show of hands.

Joy and Vicki will put together the article to the Congregation.

Evaluate Progress on Goals of Interim Period and Determine Next Steps/Client Agreement

The Client Agreement was sent to the Council before the meeting.

Purpose: Formalizing what Vicki is doing in relationship with the Interim Minister Network because the training she had with the Presbyterian Church USA did not include a field work element and the Interim Network does provide a field work element. Field work in her mind is just as important as the class work. And gives her access to a facilitator that has decades of experience and has written on the topic, three colleagues who also are in interim ministry and the resources of the interim network.

Jack proposed that we support the Client Agreement. Marty seconded
Joy asked if all were in agreement of the Client Agreement being supported.
The motion passed unanimously by a show of hands.

Homecoming Celebration

Marsha said that she and Michele have met a couple of times and are moving forward the Homecoming on September 11 from 3-6 PM in the Pavilion area.

Plans for the event include a petting zoo, live music, corn hole contest, and bingo. There will be a mission component—supplies to go to Unleashing Potential or Isaiah 58. Root beer floats and hot dogs will be served. (Marsha will call Noel Knobloch regarding hot dogs) No tickets will be sold. There will be porta potties in that area.

Paul moved and Ken seconded that the meeting be adjourned. The motion passed unanimously.

The meeting closed with the Lord's prayer at 8:00 pm

Respectfully submitted,
Kathy Herron, Secretary