

**ST LUCAS UNITED CHURCH OF CHRIST  
CHURCH COUNCIL MEETING MINUTES  
SEPTEMBER 24, 2019**

Attendees: Bill Linnenbringer, Jill Meyer, Debbie Ball, Mike Bohn, Don Lang, Dave Johnston, Donovan Larson, Randy Jurgensen, Barb Beck, Bill Lowry, Gregg Heutel, Carol Stelmach, Mary Morgan, and Cynthia Rosfeld.

Absent: Russ Cottle.

Pastor: Rev. Kelly Archer.

Guests: There were about 20 guests.

The meeting was opened at 6 PM by Randy. Our guests were welcomed and informed of the normal protocol to be followed.

Pastor Kelly gave the opening prayer.

**Consent Agenda:** Dave made a motion that all items on the Consent Agenda be accepted as presented. Carol seconded the motion. No objections, and the motion passed.

**Member Time:** Dan Herron expressed concern about the lack of diversity in the Governance Committee. Two women asked to join the committee and were rejected. Dan suggested two options: the current governance committee be disbanded and the president of the council appoint a more diverse committee, or the committee allow the two women who requested to be on the committee to join. He also suggested that after a more diverse committee has reviewed/revised our current governance plan that a town hall meeting be called, a hard copy of the new plan be given to each congregant, and the plan thoroughly explained. Sunday morning council meetings could be used to answer more questions. The Council would then present this to the congregation for a vote after an Interim is in place and ready to move us forward.

Joy Dressel reminded people who are on search committees to remember when Rev. Hale was here, he refused to allow his sermons to be posted online. He stated that each sermon was written for a particular group of people at a particular time in the life of that congregation. She also discussed the issue of virgin birth, and how the original Greek word referred to a young woman, but when translated to the

Latin vulgate the word virgin was chosen. St. Lucas has always been more about WHY Jesus was born, not how. Joy also shared an admonition to church councils that she had read in Hotchkiss' book.

Paul Litzsinger stated that he had visited with Judith Youngman. He was wondering why she was rejected for the bridge position. Randy answered. The 3 main reasons were her sexual orientation, some felt she was too progressive, and a perceived hostility towards Kelly. She did not want to come to St. Lucas if she didn't have a 90% approval.

Barb Smith asked about audits. Don reported than an internal audit had been done about 1 month ago. It has been about 15 or more years since an outside audit has been done. She requested that consideration be given to having an independent audit be done. Barb also reminded Council our constitution can only be changed by a 2/3 vote of all members present at a regularly scheduled Congregational Meeting, and all members have had the change(s) in writing 2 weeks prior to the meeting. She also reminded the council, according to the bylaws the aim of the Pastors and Church Council is to keep all members in a state of vital relationship to the Church and in a spirit of harmony within the Church

Bill Brinkhorst questioned how council responds to "special interest" groups. He prays that we rise above divisive comments and get our act together to work for the good of the entire church.

**Pastor Report:** Pastor Kelly reported on all her activities this past month. She shared her annotated time sheet, which included 9 funerals this past month. Sermon CDs are currently available from the church office for the homebound. Small lay-led grief groups are under development. This year's Confirmation Class consists of 17 people (3 sets of twins). Thursday night Bible Study for parents of young people has begun. Preschool chapel has also been launched.

**Current Business:** Membership and Evangelism Committee. Pat Stephens stated that the committee is methodically contacting church members and engaging them in a conversation to find out how they are engaged in St. Lucas, how they wish to receive information from St. Lucas, and update their contact information. They are also presenting information to people about opportunities to be involved at St. Lucas.

Bill Linnenbringer and Jacky Zeitingger are working on updating the directory to find appropriate addresses for young adults, age 21 and greater who may have

previously been identified as living with parents.

Employee Manual. Several change suggestions were made. Randy asked Donovan to make those changes, so the manual is ready to be approved in October.

Nominating Committee. The council has 5 three-year terms, 2 two-year terms and 1 one-year term to fill for the coming year. Bill Linnenbringer announced he will resign at the end of this year because of health setbacks. He has one year left to fill. We currently have 9 members who are interested in serving on council next year, and there may be a few more who are interested.

Russ will confirm with the Cemetery Board, Pre-School Board, Lay Delegates and Perpetual Endowment Trust who they are considering for positions next year.

Governance Committee. This Governance report was prepared and submitted by Dave Johnston.

To do the job requires time, it is not an instant gratification task. Here is the status of our work.

We are following the model Miles Meyer presented to the Council. We have each acquired an extremely excellent resource book called “Governance and Ministry” by Dan Hotchkiss. The book explains the various facets of Church Governance and provides a model for preparing a governance document. We have chosen to use this model for our work. There are four (4) sections to a properly developed Board Policy Book.

They are:

**I. BOARD GOVERNANCE**

- 1.1 Role of the Board
- 1.2 Board Officers
- 1.3 Board Committees
- 1.4 Expectations of Board Members
- 1.5 Auxiliary Organizations
- 1.6 Endowment Funds

**II. DELEGATION TO THE STAFF**

- 2.1 Global Delegation to the Head of Staff
- 2.2 Senior Staff Team

- 2.3 Church Administrator
- 2.4 Staff Accountability

### **III. GUIDANCE AND LIMITATIONS**

- 3.1 Personnel Decisions
- 3.2 Care for Paid Staff
- 3.3 Care for Members and Guests
- 3.4 Care for Material Resources

### **IV. BOARD OVERSIGHT**

- 4.1 Mission Focus
- 4.2 Monitoring
- 4.3 Evaluation

We are now developing section one BOARD GOVERNANCE. Each member of the team is writing their draft for each of the sections, 1.1 thru 1.6.

Their drafts will be collected, the ones best suited to St. Lucas will be compiled and the TEAM will review, discuss and edit for a final document that can be submitted to the President and ultimately to the Council for consideration and adoption.

The plan is to develop the total document systematically, section by section. As each section is completed it will be submitted as stated above. Our goal is to have Section 1 completed as soon as possible.

Approximately 30% of the first phase has been completed.

The review of a motion to limit presidential appointments was tabled for further discussion next month.

The 2019 Annual Congregational Meeting has been scheduled for November 10, 2019 at 10:30 AM.

Don Lang reported that the All Hands on Deck Campaign has had 31 people pledge a total of \$66,895.00. \$45,203 has been received, leaving a balance of \$21,692 to be received.

Don also reported the offering envelopes are being changed. There will be no

more yellow Monthly Missions Support envelopes. The design on the envelope is also changing.

Don presented a General Fund budget for 2020 of \$1,026,872.44. After a discussion, Carol made a motion to accept the budget, Randy seconded the motion. The motion passed.

**New Business:**

Bill Lowry informed us there is no janitorial help for a funeral on Saturday. Pam wrote a memo detailing the duties that need to be performed for the funeral, as well as preparing the church for services on Saturday evening and Sunday. Volunteers are being solicited.

Mike Bohn reported that he has been hearing many positive comments about how nice the parking lots look.

Kelly has had several homebound members express concern about being unable to vote at the Annual and Semi-Annual Meetings. She requested several council members work with her to determine a way to accommodate these members.

The Council will be meeting with staff from the Association on Monday at 7 PM for an exit interview for Eric.

Randy made a motion to adjourn the meeting at 9 PM, the motion was seconded by Bill Lowry. In St. Lucas tradition, we closed with the Lord's Prayer.

Respectfully Submitted,

Barb Beck