

ST LUCAS UNITED CHURCH OF CHRIST
CHURCH COUNCIL MEETING MINUTES
NOVEMBER 26, 2019

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

Pastor: Rev. Kelly Archer

Guests: There were at least 25 guests, with 5 people requesting to speak.

The meeting was opened with a prayer by Rev. Kelly Archer.

CONSENT AGENDA: The October Council Minutes, Stewardship Minutes, Preschool Board meeting minutes, Memorial Committee Meeting Minutes were included in the Consent Agenda. Dave Johnston made a motion the Consent Agenda be accepted as presented. Carol Stelmach seconded the motion. The motion passed.

GUEST SPEAKERS: Steve Sobo expressed concern over the tone and content of many recent emails. He suggested we take a break from that form of communication and that we do more face to face communication. He offered to facilitate a structured conversation to encourage communication about who we are and what we want to be.

Mary James recommended that we hire an Intentional Interim Minister. She feels that Pastor Smutz would be very effective in settling the atmosphere, stem the tide of members leaving and get started in healing.

Jeff Wagoner feels that the outside influence is still active and the resulting conflict is a very poorly kept secret. He is currently employed at Eden Seminary, and they are recommending that we hire an Intentional Interim Minister as soon as possible.

Marty Schmidt stated he is beating the same drum. In all his years of medical practice, he has never had a parent suggest that treatment for a sick child be delayed for any reason. He stated that our church should not be delaying hiring an Intentional Interim Minister, this is the specialist that we need right now to begin the healing process.

Julie Finn told of feeling like her previous church had left her. As she was looking for a new church she came to St. Lucas and was impressed by the warmth and how welcome she felt. Now she is seeing people having difficulty speaking civilly to one another. She believes that an Intentional Minister will help us work together once again.

Pat Stephens reported that they served 150 people last Sunday at the November Community Meal.

CLERGY REPORT: Pastor Anna gave a report on her activities this past month. She stated that she is able and willing to conduct funerals and make pastoral care visits, but families have been requesting Kelly fill these needs. She hopes to have news to share regarding a call before too long.

Pastor Kelly reported on all her activities in the past month. Confirmation continues to go well with interesting activities. There are two families that routinely attend Pick-UP Chapel on Thursdays and Fridays. Thursday evening Bible Study is currently studying the Old Testament, and will focus on the New Testament in January. Planning for the Lenten season has begun. A Blue Christmas service will be held after the December Community meal. This service is for anyone who does not feel that this is the most wonderful time of the year. She and her sons have moved into the Sexton house.

MEMORIAL COMMITTEE REQUEST: They asked if there was an appropriate project the committee could fund or contribute to. Any ideas/requests should be reported to Jim Bundy.

CURRENT BUSINESS:

Recap of Financial Town Hall Meeting: Don Lang reported that the 1 1/2 hour meeting described how the budget was arrived at. It is recommended that we do this each year.

Recap of Annual Meeting. Russ Cottle reported that it was the first time he knew of that we had more members interested in serving on the council than open seats. The new council members that were elected by the attendees at the Annual Meeting were introduced.

Youth Coordinator Position Review and Approval: Dave Johnston made the following motion.

Request St. Lucas UCC Church Council approve the following restructuring of the Youth Ministry Department as follows:

1. Kit Norton to take a leave of absence from active leadership of the program. Kit has agreed to remain as an unpaid consultant on call to the new program leader.

2. Amy Bush be confirmed as the Leader of the Youth Ministry Department and its programs.

3. Amy Bush be authorized to increase her weekly hours from 20 to 29 with increased compensation commensurate with her current rate.

4. The Department be authorized to employ a second adult person to work a schedule of 6 to 10 hours per week or as required for a compensation of \$10,000 per annum. No benefits will be provided to this person. A position description detailing the requirements of the position will be developed and approved by the Church Council. The individual selected shall be presented to the Church Council for approval.

Bill Linnenbringer seconded the motion. During the discussion, it was reported this would go in effect the first of the year. Kit and Amy would like to be the ones to inform the youth and their families of this change. At the end of the discussion, a vote was taken which passed unanimously.

NEW BUSINESS:

New Council Member Orientation: Don Lang and Dave Johnston have been asked to help with orienting the new council members. An accurate list of their email and phone numbers will be gathered.

Office Reorganization Status and Approval: Debbie and Megan were each asked to redesign their job descriptions, adding tasks that were in Pam's job description. Red Hen is a temporary accounting /bookkeeping firm that has been hired on an hourly basis. They have informed us that our current accounting system will be obsolete shortly, so they are helping with setting up a new system. Debbie and Megan have each done a wonderful job of keeping the church functioning normally during this time of transition.

Donovan Larson and Debbie Ball from the TPC have been asked to finalize the office job descriptions, which will then be presented to council for approval.

Intentional Interim Minister Status, Discussion and Vote: A draft call agreement and draft salary was presented to council. After much discussion, Randy made a motion to authorize Council to finalize the call agreement and the salary with Rev Smutz, and to ask Rev Smutz to attend a special council meeting. Carol seconded the motion. There were 13 Yes votes, 0 NO votes, 2 Abstentions.

The motion passed.

At 8:15 Randy made a motion that the meeting be adjourned. The motion was seconded by Cynthia, and it passed. As is St. Lucas tradition, the meeting ended with the Lord's Prayer.

Respectfully submitted by
Barb Beck