

**ST. LUCAS UNITED CHURCH OF CHRIST
CHURCH COUNCIL MEETING MINUTES
JULY 23, 2019**

Attendees: Carol Stelmach, Russ Cottle, Don Lang, Mary Morgan, Cynthia Rosfeld, Gregg Heutel, Dave Johnston, Debbie Ball, Bill Linnenbringer, Jill Meyer, Barb Beck, Mike Bohn, Randy Jurgensen, Pastor Kelly Archer and Pastor Wayne Hoffman.

Absent: Bill Lowry and Donovan Larson.

Guests: Linda Hartmann, Jim Bundy, Adam Rustige, Bill Brinkhorst and Paul Litzsinger.

Opening Prayer by Rev. Wayne.

Consent Agenda: Don reported that the Stewardship Committee Report was entered into the Consent Agenda late, but was now available. The Council Action Items is included in the Consent Agenda file to make it easier for council members to access this tool, but is not included in the acceptance of the other committee reports. The reports were accepted as presented.

Member Time: Jim Bundy reported that the cost for 2 chancel handrails would be \$2447.11. Russ made a motion that the Memorial Committee pay for the cost of the 2 handrails. The motion was seconded by Bill Linnenbringer. The motion passed unanimously. A brief discussion was held about the ramp funding. No motions or decisions were made. The Memorial Financial Fund report showed \$16,594 in undesignated money. \$25,000 that had been given in memory of Bob Mayer's sister has now been moved to the Youth Mission Trip Fund to benefit youth in need. Jim made a motion that money from the Memorial Fund be used to purchase a keypad door lock for the Choir Room at a cost not to exceed \$350. The motion was seconded by Carol. The motion passed unanimously.

Debbie Ball reported that there is mold on the walls and water damage in rooms 22, 26 and 224. This was reported to Building and Grounds, who have a company that is working on mold abatement and fixing the damaged walls. They expect this project to be completed by August 19 when the preschool opens.

Paul Litzsinger stated that he feels very strongly that we need a person with experience in intentional interim ministry to guide us in healing and working

toward common goals. Paul has volunteered to lead an effort to raise funds to support that person. Randy said we would be looking for a Senior person very shortly and he would then contact Paul for help.

It was suggested that the congregation needs to be informed that if they wish to speak in Member Time, they need to inform a council member that they want to address the council. That announcement will be included in future council meeting announcements.

Clergy time: Rev. Kelly reported on all her activities this past month. She also shared her annotated time sheet as requested by council last month. A new program will be starting with the preschool students and their families called the “Pick-up Chapel”. Planning for a Bible Study for parents of young adults continue. A program for Sunday School on a weekday for UCC home schooled children is being developed and promoted. She also stated she would be joining St. Lucas as a member in August.

Rev. Wayne reported that he is getting acquainted with as many people as possible. He is also working on his sermon and the service for August 3 and 4.

Current Business:

Jill Meyer reported that the Events Committee has a big event scheduled for each month beginning this fall. Watch for announcements and information.

Town Hall Meeting - Feedback was received from various people. Some of the comments: the responses and questions were too long, two people responding to the same question was not always the most efficient use of time, it was helpful to hear different ideas and beliefs in our church, it was interesting to hear how the UCC relates to our church. Randy suggested that the ministers, Bill Linnenbringer and Miles Meyer decide on the next topic for a town hall meeting, which will be held in the near future at a date TBD.

Staffing Status - It was good to see John Gross at the organ again. Seth stated he may need some help from a pianist when Choir restarts. Discussion with the Finance Secretary, Music Director and John will be held to formulate a plan.

Temporary Personnel Committee - The committee currently consists of Debbie Ball, Dave Johnston, Donovan Larson, Randy Jurgensen and Barb Beck. The revised employee manual has been forwarded to all council members. All questions and suggestions for changes should be submitted to Randy. We hope to

finish this at the August meeting so it will be in effect on January 1, 2020.

Bill Linnenbringer suggested that all Lay Delegates be invited to the August council meeting to open a direct line of communication with Council.

Stewardship Campaign report - At this time we have received over \$24,595 in pledges. We all are encouraged to participate as we are able.

Governance Committee - No report at this time.

Nominating Committee--Russ Cottle, Cynthia Rosfeld, Gregg Heutel, Debbie Ball, Barb Beck are on the committee. Russ has developed a Nominating Committee Play Book to help ensure the Nominating Committee has a list of action items and steps needed to ensure new Church Council candidates are identified and vetted. Requests for people interested in serving on the Church Council will appear in the visitor and E-blast. We will also check with our ministers for ideas on potential candidates. We intend to have a list of candidates by September or October for council to consider.

NEW BUSINESS:

It was discovered this weekend that a Pastor Emergency Fund had no money. One of our pastors was asked for financial help. The need was met by private donations. Don Lang will meet with our ministers to determine funding options to restore the fund.

Personnel Issues:

The Co-Pastor job descriptions were presented to Eric and to Kelly separately. Kelly accepted the proposal, Eric did not.

Randy made a motion that the Temporary Personnel Committee shall finalize the call agreement draft for full time MOCL for Rev Kelly Archer, with a planned start date of August 1, 2019. Randy would initiate the process to investigate the process for making the Sexton house available for Kelly for fair market rent value. This information will be reported back to Council for approval. Carol seconded the motion and the motion passed unanimously.

Randy made a motion that Council direct the Temporary Personnel Committee to reply to Eric's counter offer in this manner:

*Refuse the request for the title change to Acting Senior Minister.

*Eric will remain Minister of Education and Mission at the same salary. He will be

given a one-time bonus of \$5,000, because of his hard work and diligence over the past 5 months.

*Announce Kelly's full-time employment as of August 1, 2019.

*Reiterate the determination of council to acquire a senior minister (interim or settled) ASAP.

Dave seconded the motion and the motion passed unanimously.

As is St. Lucas UCC tradition, the meeting was closed with the Lord's Prayer at 9:00 PM.

Respectfully Submitted,

Barb Beck