

CHURCH COUNCIL MEETING

February 15, 2018

Called to order by President Stacy Macomber.

Attendance:

Stacy Macomber

Fred Reckling- Absent with Notification

Tim Kratz

Ann Ciske

Angie Chappell

Kathy Tofson

Cheri Dvorak

Robin Kvalo

Julie Krahn

Ed Rohrbacher- Absent with Notification

Tania Anderson

Welcome/Check in

Opening devotion/prayer

Approval of Agenda

Addition of church directory and the Bruce Burnside account and sabbaticals.

**Motion by Ann Ciske, second by Kathy Tofson to approve the agenda as amended. Motion Carried.**

**Motion by Cheri Dvorak, second by Tim Kratz to approve the minutes of the January Meeting. Motion Carried.**

**Election of Officers**

**Nomination by Ann Ciske of Tania Anderson for President, second by Robin Kvalo.**

**Nomination of Ed Rohrbacher for President, no second.**

No other nominations made.

**Nomination by Tania Anderson of Tim Kratz for Vice President, second by Kathy Tofson.**

No other nominations made.

**Nomination by Tim Kratz to nominate Angie Chappell, second by Kathy Tofson.**

No other nominations made.

**Paper ballots were distributed and all nominations were approved.**

### **Liaison to committees were discussed and the following were decided:**

- Christian Education- Ann
- Local & Global Ministries- Ann?
- Worship & Music- Robin
- Property- Ed

Finance, Personnel and Discipleship will be discussed at the March meeting.

### **Date of quarterly congregational meeting**

- Early April was discussed

**Motion by Ann Ciske, second by Robin Kvalo to have the quarterly meeting April 15, 2018 at 9:00 AM. Motion Carried.**

### **Pastor Resignation/Compensation package**

Stacy stated that Steve Kottke said the average compensation is 3 months of pay, or a 1 month for each year of service and Julie is in her 3<sup>rd</sup> year.

Cheri asked Pastor what brought her to her decision now as opposed to 6 months ago. She takes a call seriously, and has felt it has been hard to be here when not wanted and needs to heal. She took a week away and said that those she was with laughed with her and she realized she lost her humor here. She feels a sense of loss and thought this community had a need, but she is not the right person.

Tania asked if she feels that the sabbatical would work and pastor does not believe as the council is not willing to work with her.

Angie stated that she will not allow the council to continue to take the blame for things not working out. The council wanted nothing more than to make things work out and not put the church through another call process. Prior to the first listening session with the members (the one run by Barry Erath) the council begged Pastor Krahn to go into the meeting, admit her mistake, apologize, ask for forgiveness, promise it won't happen again and express strongly her desire to be our pastor. Instead she never spoke, stared at the floor and at the end of the meeting just said I am sorry, I am sorry, but I love Blaine. Council has had many meetings outside of the regular scheduled meetings that have lasted until 10:30-11:00 PM, have had more than 450 emails, have laid out suggestions and were continually told we are to change, not her. The council worked on a list of expectations from emails received and were yelled at by Bishop Mary and told we cannot micro manage the Pastor, that she is not accountable to us and if people do not like it, there are plenty of other ELCA churches they can attend.

Tania states that the council needs to take some responsibility. She talked about a lot division as people are losing what the purpose was. The vision statement was "God's family serving Christ with love" and then the vision was changed and, not wrong, but we were losing people. She believes the division happened before the lock in, and then when that happened we lost people.

Cheri stated she was part of the vision, and there was much discussion about who we were and then what the new vision was, she felt a loss of the old vision. Kathy stated that with her, in the classroom she has ideas she can't just say 'we are changing'; you have to work with them through the transition. She doesn't feel the transition was collaborative. Ann said there was a feeling of we are changing and get on board or fall behind.

**Motion by Robin Kvalo, second by Kathy Tofson to offer a compensation package of 3 months' pay and benefits on continued schedule pay until June 15, 2018.**

Tim asked about the last day and when the package would start. Last Sunday would be March 11, 2018 and last day in the office would be March 15, 2018. At that time the 3 month compensation would begin.

**Motion carried.**

**Resignation Letter**

The letter of resignation was presented. It was discussed that the council letter will go out with Pastor's letter. Cottage meeting will be April 8<sup>th</sup> with time to be determined and discussed at all committee night.

**Motion by Tim Kratz, second by Angie Chappell to accept the Pastor's resignation letter.  
Motion Carried.**

**Leadership Training**

March 10<sup>th</sup>- Kathy, Angie, Tania are for sure going

**Meeting with Steve Kottke**

Meeting to discuss next steps and interim-tentative dates: 2/20-2/22-2/27-2/28

**Committee Reports**

**Christian Education**-Background checks need to get done. A computer can be set up at the Sunday school and confirmation so people can complete it. All processes need to be completed by March 11, 2018.

**Discipleship report** was submitted as follows:

The Discipleship committee is currently working on re-establishing the prayer chain at church. Several ideas are being discussed such as an email prayer chain/submission for prayer requests, a social media platform to reach the younger generations (open to all members), and a prayer board. We are discussing the various avenues to gather an approximate head count of our membership.

We will also be looking more closely at our cross-generational Stewardship and Evangelism goals for this calendar year so that we can bring in more volunteers to the Discipleship Committee based upon project needs. We may consider a Spring Ministry Fair to increase the number of volunteers available to our groups/committees.

**Finance Report**- Tuesday's for Finance Meetings. Lisa needs to pull the financial report prior to council meeting.

**Motion by Cheri Gessner, second by Tim Kratz to not pay the principal payment this month and use it for bills. Motion Carried.**

The employee raises were discussed, verbally in December it was stated the raises would be 3%, but in reality it was .3% per COLA. The budget does not reflect 3%, whoever at the annual meeting 3% was stated. In the budget all were correct at .3% with the exception of the Office Manager and organist. The council will leave current pay as is and take it back to the congregation on April 15<sup>th</sup>.

**Local and Global- Summary of Local and Global Committee meeting Jan. 22, 2018**

Ideas discussed:

1. Collecting items for River Haven

We decided not to do it at this time as a confirmation class will be doing it during Lent.

2. Checking into collecting food supplies for the Backpack Program at Rusch Elementary

I contacted the school. Liz Hansen is in charge. Enclosed is the list of needs from Liz.

3. Suggestion of taking a loose (noisy) offerings to buy items needed to our projects. Change would be put into a clear tube (provided by Tim Kratz) so everyone could watch the amount rising.

4. Possibly having a Super Bowl Challenge in the future, with area churches, to collect items for the food pantry, etc. (Idea was from Tim Kratz. Will have to get more info on this).

5. Possibly having a Soup Kitchen at the Phoenix or the new Human Service building for GWOH day. Jeannette is checking on the Human Service Building.

6. Continuing the lunch bag decorating, kit assembly and bandage rolling in the future.

(This week I was thinking about the bandage rolling and am wondering if we should bag up the torn sheets, add an instruction sheet and hand them out after services. Let me know what you think.)

7. Asking other committees to help with the planning and supervision of Earth Day and GWOH days so we don't get burned out.

**Personnel-** HR was discussed. In the past it was the Pastor with the support of the committee.

**Motion by Angie Chappell, second by Ann Ciske to postpone HR discussions until the next meeting with the current officers addressing the any issues prior to the meeting. Motion Carried.**

**Worship and Music-** Lent is prepared

**Pastor Report-** Many Hospital visits and baptisms

**Lenten supper (March 14<sup>th</sup>)**

Cheri- Soup

Kathy- Soup

Tania- Chili

Robin- Desert

Fred- Dessert

Angie- Sandwiches

Tim- Sandwiches

Ann- Beverages- Dessert

**Nominating Committee (synod assembly in May 5<sup>th</sup>- 6<sup>th</sup> Kalahari)**

There will be election of Bishop and other leaders. One man, one female and one under 30 can go from the congregation. It needs to be put out to the congregation.

**Church Directory-** Lisa is coming in on Friday to finish the rosters so it will be done.

**Burnside-** We are to cancel the check and wire money, instructions were sent. Cheri stated that we need to verify that this is not fraud. Pastor will follow up with Dr. Charlie Haddad to verify the legitimacy of the email. Lisa and/or Dan will check if original check has cleared.

Meeting adjourned at 9:42 PM.