

Congregational Meeting
01/28/2024
Minutes

I. **CALL TO ORDER:** quorum verified, meeting called to order @ 11:46am - *House*

II. **OPENING REMARKS:**

1. Meeting agenda & slides explained - *House*
2. Financial Update - *Hansen*
 - A. End of FY2023 surplus is due to bequeathed money received later in the year
(*See attached slide*)
 - B. 2024 pledged monies below needed to fund the Ministry Plan; pledge cards are still accepted
3. Debt Reduction - *House*
 - A. Special envelopes labeled “Debt Reduction” are in the narthex. Please notate any gifts given for debt reduction as the same. Additional giving will be applied towards the mortgage principal before the rate resets 10/2024.
 - B. Council is currently looking for opportunities to rent our spaces to nonprofits who may be looking for space.
4. Volunteer Property Manager - *House*: We currently are in need of volunteers to help with the management of our facility. Some duties include being point of contact for outside groups and vendors & notifying the Property Committee of any repairs needing to be done. Thank you to Bob & Carol Willis for volunteering!

III. **PARISH BUSINESS MEETING**

1. On the motion made and seconded to revise bylaw C13.02.01 to the following language:
Nominating Committee: *Committee of three (3) voting members of this congregation whom shall be appointed by Congregation Council for a term of one (1) year.*

A. Appointments and Composition:

- a) *The Nominating Committee shall be composed of three (3) voting members of this congregation.*
- b) *The Chair of the Nominating Committee shall be the Congregation Council Vice President.*

B. Responsibilities:

- a) *The Nominating Committee shall provide candidates who meet the membership qualifications as stipulated in the constitution.*
- b) *The nominations must be made to allow time for preparation of ballots for the November election of council members.*

Floor opened for discussion. Paper ballots handed out/collected. MOTION PASSES

2. On the motion made and seconded to revise bylaw C13.04.01 to the following language:
Mutual Ministry Committee: *The Mutual Ministry Committee shall be composed of six (6) voting members of this congregation whom shall be appointed by the Pastor of this congregation and the President of Congregation Council for a term limit of two (2) years. The committee serves as a vehicle for communication between the Pastor and the congregation; and it sheds light on what aspects of the church are progressing well and what aspects may require attention.*

A. Appointments and Composition:

- a) *Voting members are appointed by the Pastor and the council president.*
- b) *Term limits are two (2) years with three (3) members to be appointed each successive year.*
- c) *Six (6) members, along with the Pastor, shall make up the committee. No member of the Church council shall sit on this committee.*

B. Responsibilities:

- a) *Support dialogue about perceptions, praise, and concerns in the congregation.*
- b) *Share observations with the council.*
- c) *Seek ways for the Pastor and other leaders in the congregation to work together for the sake of the Gospel and the congregation.*
- d) *Address conflicts among members of the congregation, as well as between members of the congregation and Pastor or other leaders.*
- e) *Maintain strict confidentiality, dignity, and respect.*
- f) *Support the Pastor's and other leaders' need for self-care, spiritual development, and continued education.*

Floor opened for discussion. Paper ballots handed out/collected. MOTION PASSES

3. On the motion made and seconded to revise bylaw C13.06.01 to the following language:
Professional Leadership: *Professional Leadership Committee of three (3) voting members of this congregation whom shall be appointed by the full congregation council for a term not to exceed two (2) years. The committee shall serve as a resource for church staff members, to identify and recommend the fair balance of responsibilities, appropriate working hours and facilitate a safe, respectful, productive working environment.*

A. Appointments and Composition:

- a) *The Professional Leadership Committee shall be composed of three (3) voting members of this congregation.*
- b) *The Pastor of this congregation shall be a non-voting member of the Committee.*

B. Responsibilities:

- a) *Recommend written personnel policies and practices.*
- b) *Recommend to the Congregation Council the salaries and fringe benefits together with basic work and vacation policies for established clergy and lay employees.*
- c) *Recommend with the approval of congregation council, the written job descriptions of all paid personnel, as well as interview, hire, and **terminate** for all positions.*
- d) *Conduct annual evaluations of all personnel in the areas of: performance, attitude, meeting job description guidelines, and carrying out their specific and/or professional roles.*
- e) *Submit an annual report to the congregation*
- f) *Review and authorize relevant expenditures*

Floor opened for discussion. Amendment offered with proper motion and second. Paper ballots handed out/collected. MOTION PASSES

4. On the motion made and seconded to revise Constitution Amendment C.12.01 to the following language:

Congregation Council

- A. *Composition:*** *The voting membership of the Congregation Council shall consist of the pastor(s), and eight (8) voting members of the congregation. Any voting member of the congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office.*

Floor opened for discussion. Paper ballots handed out/collected. MOTION PASSES

5. On the motion made and seconded to elect Bridget Radford and Thomas Aben to represent STLC at the 2024 Southeastern Synod Assembly. By voice affirmation MOTION PASSES.

6. On the motion made and seconded to accept the 2023 Annual Reports. By voice affirmation MOTION PASSES.

IV. ADJOURNMENT: @ 12:45 - *House*

V. SENDING PRAYER: *Pr. Jennifer Michael*