

**First Lutheran Church
Congregation Council Meeting Minutes
February 18, 2020 7:00 p.m.**

“Renewed by Christ in Word, water, bread and wine, we serve our community and the world”

Members Present: Carolyn Trnka, Gordon Long, Dave Ribar, Sue Gray, Intern Miranda, Laura Lindell, John Sylvester, Bill Kautt, Pastor Gwen Hermanson, Harry Hunt, Ryenne Pettis, Mary Thompson, Cindy Nadeau, Ken Westphal, Eleanor Winterfeldt

Members Absent: Shanon Nowell, Josh Drinkall

1. Call to Order: Bill Kautt at 7:02 p.m.

2. Gathering and Devotions: Laura Lindell

3. Approval of Agenda: Request to add comments by Dave Ribar to agenda - added as #5. Request to add update on visitation pastor and Prayer Buddies- added as letter K under new business. M/S/C

4. Approval of January 12, 2020 minutes: M/S/C

5. Dave Ribar: Dave requested to step down from his third year of council duty. M/S/C

6. Old Business:

- A. Funds Committee Member: Still looking for a person that is a non council member. Commitment- four meetings a year at the end of each quarter, review investments, next meeting is in April
- B. Committee Assignments: Laura Lindell- Worship and Arts, Eleanor Winterfeldt- Lifelong Learning, Ken Westphal-Finance, Harry Hunt- Funds Management
- C. Second Service Thoughts: Attendance last two Sundays- 21, 19. Positive feedback
- D. Fellowship Feb. 23- Shanon: Sign up was sent, all shifts and treats are covered

7. New Business:

- A. Approve New Members- Pastor Gwen: - Judie Berg, John Bipes, Aileen Bipes M/S/C
- B. Approve New Cemetery Committee Members - Paul Haukoos, Tom Nelson M/S/C
- C. Confirmation Service Project-Intern Miranda: tree planting- living snow fence along east and south lines of property. All trees are donated by Nicollet Soil and Water Conservation District. Endorsed by Building and Grounds Committee. Proposed planting date is April 25. M/S/C
- D. Synod Workshop- Pastor Gwen: Equipping Congregations- Feb. 29, 8:30-3:30 in Willmar.
- E. Committee Charters: Helpful for transitions in leadership, for council/committee communication. Charter ideas given to council reps to bring to committees for feedback Suggestion to add guidelines for committee membership and terms.
- F. Office Coordinator Replacement- John: Twenty-five applicants were narrowed down to 4 To interview. Mark is leaving on Feb. 27. **Motion:** Council will grant authority to Staff Support to offer a contract to office candidate if a hiring recommendation is made before the next council meeting. S/C

- G. Another Possible Council Retreat- Bill: More time to discuss ongoing issues. Sunday, March 15 3-6 p.m. Place TBD. M/S/C
- H. Model Staffing Possibilities- Bill: There is a need to take a realistic look at our budget and our need. Possibility of a second pastor- roll in visitation and Lifelong learning duties between two pastors. On-going costs need to be in the budget. Discuss at March retreat.
- I. Congregational Meeting Resolution- Bill: Need to identify conflict? Pastor Steve Cook has been appointed by the Synod to work with us to get a sense of what the needs are, and advise us of possible next steps. Invitation to congregation to share issues of conflict with Pastor Cook. Bill will be the point person to reach out. Small group will meet M/S/C
- J. Senior Pastor Compensation and Synod Guidelines- John: Staff Support has determined that our pastor is being paid less than Synod Guideline suggests based on years of experience. There is a feeling that we need to increase pay to the minimum level. Recommendation to increase pastor's pay by \$2,205.00. M/S/C *Pastor Gwen recused herself from this vote and all but the first few minutes of the discussion surrounding it.
- K. Update on visitation pastor and Prayer Buddies: Eighteen people are matched with Buddies. Twenty-five people are yet to be matched. Donna Green will be heading up a gathering of Prayer Buddies. Visitation pastor is part of discussion on staffing possibilities to be discussed at retreat.

8. Personnel and Committee Reports:

- A. Staff Support- working on job descriptions, handbook. Need another member to replace Shanon.
- B. Lifelong Learning- Committee asking council to prioritize a youth leader. We have a 9th grade group of very enthusiastic youth - we don't want to lose them after confirmation. Back to two Sunday School classrooms to offer older kids own space and activities.
- C. Finance- By the end of March we will have a good indication of where we are. Expenses are on track for budget.
- D. Green- Need update on telephone numbers- talk to Mark.
- E. Worship and Arts- Talking about charter. Confusion about information to newcomers, possibly job of another committee.

9. Council on Duty:

- A. Reports: People pleased with 11:15 service option
- B. Upcoming schedule: Gordon John, Bill, Mary

10. Good of the Order

- A. Good question, observation, or comment: Cindy will not be at the next council meeting, Gordon will take care of minutes. Council responsible for soup supper on April 1
- B. Devotions and refreshments for March: Gordon Long -devotions, Harry Hunt -refreshments

11. Lord's Prayer

12. Adjourn: Next meeting is scheduled for March 17, 2020