

**CHARITY LUTHERAN CHURCH  
VISION COUNCIL GENERAL SESSION  
MEETING MINUTES  
April 6, 2021 at 6:00 p.m.**

**Members Present:**

Staff: Pastor Sam and Doug Leet

Vision Council: Deb Uline, Carlo Marrufo, Matt Kaldor, Craig Lohstreter, John Seedorf, Mike Fluharty and Mark Anderson

Treasurer: Not present

Special Guests: None

- I. Approval of agenda
  - a. The agenda was approved
- II. Prayer Requests
  - a. Prayer requests were received, and John opened the meeting in prayer.
- III. April 11<sup>th</sup> Voters Assembly Meeting
  - a. General discussion regarding assembly meeting
    1. VC members have received feedback from members of congregation that vote(s) regarding severance should be anonymous.
    2. Ballots should be printed for written voting.
    3. Questions and discussion regarding how motion(s) would work.
    4. John discussed some e-mails he has received from members of the congregation.
    5. VC discussed whether legal counsel should be consulted and if there should be conditions to severance for Scott. Consensus was that there should be no conditions tied to severance other than indemnification Charity. John will contact Charlie Whitman.
    6. A simple majority will be required for any assembly meeting votes.
    7. Discussion regarding rationale for VC's recommendation of six months of severance (dollar equivalent lump sum) for Scott.
      - Scott has been a valued Charity staff member for 22 years.
      - Severance will assist with transition for Scott and his family.
      - Severance would be a form of grace.
    8. Doug commented that Scott is in agreement with resignation and wants the congregation to know that.
    9. It was suggested that a motion for six months severance be requested. If the motion is not received and/or seconded, a motion for three months severance will be requested. The first motion to be received and seconded, will be voted on by anonymous written ballot.
    10. Mike and Deb will count "no" votes and Craig and Matt will count "yes" votes. Carlo will verify. John will be coordinating the meeting, Mark will be taking notes/minutes and Al Jaeger will be parliamentarian.
    11. Limited details regarding Scott's addiction can/will be shared. Copies of VC letter and Scott's letter will be available. Limited, written Q&A may be available.
  - b. Sam informed VC that Scott has been meeting with three couples for premarital counseling and was planning to officiate their weddings. Sam is not available to

perform the weddings. It was determined that Scott can officiate the weddings at Charity as guest pastor, similar to any guest pastor, if the couples so choose. Couples will need to request Scott as guest pastor for their weddings for approval by Charity. Premarital counseling will be between Scott and couples outside of Charity.

- IV. Call Committee Discussion
  - a. Doug handed out Senior Pastor job description for review.
  - b. Discussion
    - 1. Interim pastor should be considered so Pastor Sam doesn't get burned out. Call committee or VC can address interim pastor decision and process.
  - c. Sam shared ideas for guest pastors/support for Sunday services, Wednesday services and counseling. Sam thinks he can handle preaching, with help, but may need additional support for one on one counseling.
  - d. Pastor Sam received feedback from someone who indicated a congregations often start to grieve 4 – 8 weeks following traumatic event.
  - e. Needs and role for interim pastor need to be defined.
  - f. LCMC may have resources and pool of interim pastors. John will contact LCMC.
  - g. Doug and Pastor Sam will discuss gaps and need for assistance.
    - 1. Will likely need help with home and hospital visits, which can require immediate attention.
    - 2. John to discuss support options with Stephen ministers.
  - h. Call committee should be made up of diverse people (age, sex, etc.)
  - i. Various potential call committee members were discussed.
  - j. VC will pray over possible call committee members.
- V. VC will meet again Tuesday April 20<sup>th</sup> at 5:30 pm. Mark will bring food.
- VI. Adjourn General Session Meeting
  - a. Meeting adjourned at 8:12 pm.

Respectfully submitted,

/s/Mark D. Anderson  
Secretary