

**CHARITY LUTHERAN CHURCH
VISION COUNCIL GENERAL SESSION
MEETING MINUTES
April 20, 2021 at 5:30 p.m.**

Members Present:

Staff: Pastor Sam and Doug Leet

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

Treasurer: Dallas Sailer

Special Guests: None

- I. Call to Order
 - a. Pastor Sam opened the meeting in prayer.
- II. Staff Leadership Report
 - a. Pastor Sam updated the Vision Council on a recent staff meeting. A summary of the staff meeting discussion was handed out. The theme of the staff meeting was connections. Staff brainstormed how to create simple, clear ways for people to get connected at Charity. The handout summarizing the meeting was broken into:
 1. Be Encouraged
 2. Be Engaged
 3. Be Empowered
 - b. The Vision Council agreed there is a need for improving connections. The efforts to improve connections must be intentional. Considerable staff and volunteer support will be required.
 - c. Discussion ensued regarding a possible new position such as Connections Director/Coordinator. Pastor Sam and Doug will develop a job description for such a position along with estimated budget impacts. The possible need and position will be discussed at a later Vision Council meeting.
 - d. It was suggested that job descriptions for all staff positions should be reviewed and completed/updated. Doug will send out all existing job descriptions.
- III. Treasurer's Report
 - a. Dallas reported that March collections totaled \$95,388, which was \$692 less than budget. January actual expenses were \$110,032, which was \$13,041 higher than budget.
 - b. The approved severance payment to Pastor Scott will be made in April and will, accordingly, be reflected in April 2021 financials.
- IV. Administrator's Report
 - a. Doug indicated that his meeting items will be covered in New Business and Old Business.
- V. Approval of Meeting Minutes
 - a. Prior meeting minutes were approved via e-mail.
 - b. Future meeting minutes will be reviewed and approved at subsequent meetings. Doug will print draft meeting minutes for approval at subsequent scheduled Vision Council meetings.
- VI. Old Business
 - a. There was nothing available for an update on Ramsey+.

- b. Discussion was held on deferred maintenance needs. Doug will provide a list on deferred maintenance needs along with estimated costs and priorities at the May 2021 Vision Council meeting.
 - c. An update was provided on the severance package for Pastor Scott. A basic severance and release agreement was developed with the assistance of a legal expert. The release agreement was signed by Pastor Scott, and the severance payment has been issued.
 - d. Discussion was held on the formation of a Call Committee. The Call Committee needs to be made up of five to seven voting members of Charity. Possible Call Committee members were discussed. Calls to possible members will be made over the next one to two weeks. The Vision Council will work to have the Call Committee members identified for finalization during a planned Vision Council meeting on May 4, 2021.
- VII. New Business
- a. Discussion was held on core ministries. Handouts from 2012 core ministries along with proposed 2021 core ministries were provided by Doug. Vision Council needs to find a balance between engaging with staff and ministries and micro-managing. Further Vision Council and staff review will be required. The focus of Vision Council should be to maintain an awareness of the day to day activities of the staff and the various ministries. The Vision Council's core ministry roles and responsibilities need to be defined. The Vision Council members in attendance signed up for preliminary core ministry portfolios. Any possible gaps in core ministry areas need to be identified. One possible gap could include missions. Also, with the resignation of Pastor Scott, hospital visitations could be a gap.
 - b. Deb and Mike have been holding interviews with staff. One staff member along with Doug and Pastor Sam are left to be interviewed.
- VIII. The next staff meeting will be held on May 4, 2021 at 6:00 pm. The focus of the meeting will be on the call committee and core ministries. Food will not be provided.
- IX. Closing Prayer
- a. John closed the meeting in prayer.
- X. Adjourn Meeting
- a. Meeting adjourned at 9:21 pm.

Respectfully submitted,

/s/Mark D. Anderson
Secretary