

**CHARITY LUTHERAN CHURCH  
VISION COUNCIL GENERAL SESSION  
MEETING MINUTES  
March 23, 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 and Mark Anderson

Treasurer: Dallas Sailer

Special Guests: None

- I. Call to Order
  - a. John opened the meeting in prayer.
- II. Treasurer's Report: Discussion regarding possible severance for Pastor Scott
  - a. Dallas provided information on the costs of Pastor Scott's salary, housing and benefits
    1. Salary, housing and benefits total \$10,585/month
  - b. General discussion was held regarding how a possible severance could be offered (ongoing monthly or lump sum) and the amount. For amount, the general thoughts around possible options included:
    1. 3 month benefits only
    2. 6 months benefits only
    3. 3 months salary, housing and benefits
    4. 6 months salary, housing and benefits
  - c. Some concerns and comments included:
    1. A severance could be viewed as a form of reward, however Pastor Scott has been a good Charity employee for many years and a severance would be for his family as well.
    2. As of April 1, following Pastor Scott's resignation, he won't be able to participate in the LCMC pension and he won't be able to remain on the health insurance plan. COBRA would be an option for health insurance.
  - d. Based on discussion, it was determined that severance in the form of a lump sum payment equivalent to 3 or 6 months salary, housing and benefits would be most appropriate for consideration by the congregation.
    1. The Vision Council will recommend severance in the form of a lump sum payment equivalent to 6 months salary, housing and benefits. If approved by congregation, this would total approximately \$63,510.
    2. Treasurer Dallas believes the budget could support this amount.
- III. Discussion related to April 11<sup>th</sup> voter's assembly meeting
  - a. The meeting will be following the 10:45 service
  - b. A quorum (10%) will be required.
  - c. Pursuant to the bylaws, the agenda must include:
    1. Call to order
    2. Prayer and scripture reading
    3. Appointment of parliamentarian
    4. New disciples
    5. Approval of prior meeting minutes

6. Treasurer's report
  7. New business
  8. Adjournment
- d. A motion can be entertained to exclude approval of minutes and treasurer's report.
  - e. During New Business, the meeting will focus on the consideration by the congregation of a severance package for Pastor Scott.
  - f. Postcards will be sent out this week informing Charity members about the April 11<sup>th</sup> Assembly Meeting for the purpose of consideration of a severance package for the senior pastor.
- IV. Closing Prayer
- a. Pastor Sam closed the meeting in prayer.
- V. Adjourn Meeting
- a. Meeting adjourned at 7:00 pm.

Respectfully submitted,

/s/Mark D. Anderson  
Secretary