

Charity Lutheran Church
Vision Council Minutes
Tuesday October 18, 2016 – 5:30 p.m.

Members Present

Staff: Pastor Scott, Doug Leet, Pastor Sam, Pastor Randy

Vision Council: Don Nordquist, Aaron Edland, Dallas Sailer, Connie Geiger, Matt Kaldor, Barb Weaver, Rob Bauer

Special Guest(s):

Don called the meeting to order and opened the meeting in prayer. The meeting agenda was approved.

1. Prayer Requests

The following existing bulletin prayer list was approved:

- *Thank and praise God for His generous outpouring of love on His people of Charity...for making Himself known through His son Jesus; for the provision of our wonderful pastors and staff.*
- *Thanks for the new families and individuals joining us at Charity and for the many members who serve quietly and generously.*
- *Ask the Holy Spirit to guide and direct us in every decision made at Charity including the development and implementation of a Vision that places Charity on the road whose course is set by our Lord.*
- *Holy Spirit, we welcome you. Make us into the Church you want us to be so that all may know Jesus and His love.*
- *Thanksgiving for safety during Charity's youth trips and events.*
- *Pray for the success of ongoing congregational and youth events/ministries.*
- *Lift up new Charity disciples and pray for good stewardship in church growth.*
- *Offer congregational prayers for the changes in our State and communities as they address changes occurring within its jurisdictions.*
- *Pray for our awesome staff and the good work they do. Prayers for unity and working together as a team.*
- *Pray for guidance for the congregation and our leadership as we submit to the Great Commission in all ways including ministry support, community outreach and continued assistance for Surprise.*
- *Prayers that we properly address the Living Stones Associates consultation recommendations. May the Holy Spirit guide the direction and all decisions regarding Charity's future. Prayers specifically for the Church Health Team and the Facilities Task Force.*
- *Prayer for the Fall schedule of worship services, Life Long Learning and other activities.*
- *Pray for the persecuted church around the world!*

2. Staff Reports

- a. Pastor Scott –
 - i. Scott discussed the coaching sessions that he and Randy have had with Living Stones. He feels that the sessions have caused issues among staff and expressed concern about the current situation.
- b. Pastor Randy –
 - i. Randy read a letter addressing the experience he's had over the past 4 months through the LSA coaching sessions, which have been tough. He also handed out a "Charity Lutheran Church Vision & Growth Process: Proposed Changes for Consideration", a proposal for changes with Charity's relationship with Living Stones and other items.

3. Financial Report - Dallas gave the report.

- a. September income was \$96,505, which is \$5,539 under budget and \$4,952 under expenses for the month. Attendance on Sundays was 2,078 people. September 2016 income was \$7,520 below September 2015 income.
- b. 2016 total income is \$919,728, \$75,206 under budget and \$3,221 above actual expenses for the year. 2016 total income thus far is \$108,520 over 2015 total income.

4. Administrative Report

- a. Doug discussed the 2017 draft budget in the new business section.

5. Old Business

- a. Approval of Minutes from the September 2016 Meeting: Approved by all.
- b. Living Stone Consultation Update:
 - i. Shelley Traynor from the Church Health Team was present. She noted that the CHT had received a report on a visit to Riverside Church that assessed the facility, the Sunday morning operation and included a meeting with their Executive Director of Ministries (EDM), Skip. The Church Health Team is discussing the hiring of an EDM and are recommending the implementation of Policy Governance as soon as practical, per Living Stones consultation recommendations.
 - i. Barb commented that she would like to see more information on the EDM position at the congregational presentation vs. focusing heavily on the Riverside Facility.
 - ii. Doug commented that the staff agreed on the Living Stones recommendation to hire a secretary and hiring a consultant to help implement the Policy Governance.

5. New Business

- a. 2017 Budget – Doug gave an update on potential new items being added to the draft 2017 budget including a governance consultant, secretary, executive director of ministry, loan costs, loan payment, new van purchase, etc. Doug currently updating the staff budget.
 - i. Doug mentioned another potential impact to the budget, which is a final ruling from the Department of Labor concerning exempt employees (exempt from overtime). The DOL has ruled that anyone salaried at less than the minimum salary, \$47,000, for that exempt status is now allowed overtime. This would probably impact a couple employees at Charity.
- b. Budget Open Forums – The open budget forms will be November 27th, December 4th and 7th. Voters assembly will be December 18th.

Pastor Scott closed the meeting in prayer. The regular meeting ended at 8:35 p.m. The next regular meeting will be November 22nd at 5:30 p.m. The food assignment will be Matt.

Respectfully Submitted,
Aaron Edland - Vision Council Secretary