

Charity Lutheran Church

Vision Council Minutes

Tuesday November 21st, 2017 – 5:30 p.m.

Members Present

Staff: Pastor Scott, Doug Leet, Jess Toman, Melissa Hill, Maggie Portra

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

Special Guest(s): Troy Bradley of the Call Committee, Shane Naslund and Al Knudson of the Governance Committee

Matt called the meeting to order, updated the agenda, the group talked about prayer requests, and Pastor Scott 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.*
- *Prayers for God's solutions to the difficulties and challenges facing Charity at this time and trusting that His Will be done.*
- *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 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.*
- *Prayers for continued growth of our worship services.*
- *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.*
- *Pray the Holy Spirit will guide the direction and all decisions regarding Charity's future. Prayers specifically for the Facilities Task Force and other Charity ministries.*
- *Prayer for the ministry of Life Long Learning and other activities.*
- *Pray for the persecuted church around the world!*

2. Bus Ministry – Melissa Hill handed out a Charity Outreach Bus Ministry informational paper and discussed her vision. The ministry is regularly bringing around 20 kids and several adults on Sunday nights via Charity Busing, to be in community and learn about Jesus. Doug commented that this is already a ministry but per Charity bylaws needs Vision Council approval to provide additional funding, volunteers, etc. Aaron questioned whether the funding would be from budget or benevolence. Doug mentioned most likely funding would be primarily from benevolence and some from the budget such as bus, fuel and Sunday WOW line items. The group agreed to let the ministry move forward.

3. Call Committee Update – Troy Bradley, chairperson, gave report. Charity is accepting applications for the associate pastor position and have decided that December 1 will be the final date for accepting those applications. The interview process will begin shortly after. The required education description has been changed after their meeting on November 3rd. There have been 3 applications submitted thus far, including Sam Coleman. The committee has discussed with Sam the call process, that they are allowing time for applications and interviews. Troy commented that Sam thought this was a good decision. A question was asked about interviewing an applicant from Texas. Troy stated it would probably be a phone interview initially. Aaron asked about timeline. Troy mentioned that they will do interviews the first week in December and then move forward shortly after. Rob asked if they had received sermon videos. Troy mentioned only one candidate from Fargo had sent one.

3. Governance Team Update – Shane Naslund and Al Knudson reported on the activities of the team. They are close to wrapping up their recommendations. There have been some concerns expressed among the team about the current Church organizational structure, specifically the associate pastor reporting to the Executive Director of Ministries (EDM) vs. the Senior Pastor. The Governance Team feels the EDM should supervise the administrative functions and the Senior Pastor preside over theology. Scott spoke to his view of the idea that he would like to be involved in the ministry aspect of the associate pastor, but likes the idea of all employees reporting to the EDM for administrative issues. Aaron asked the question of whether the groups investigation had determined that it is better functionally, with a policy governance, to have the associate pastor reporting directly to the Senior Pastor? Al said they had interviewed a Church in Iowa and that was the case. Matt and Dallas spoke that the decision of the Vision Council to have the associate pastor report to the EDM was to not bog down the Senior Pastor with administrative issues. Al stated that he feels the Vision Council and Governance Team are close in their ideas and commented that they will come back to VC with their recommendations report soon.

Matt asked whether the team will be providing specific policies. Al mentioned that they would but at a high level.

4. Staff Reports –

Pastor Scott

- a. Scott mentioned that they might revise the length of the WOW service. 45 minutes is a little short.
- b. He is looking at creating more distinctions between Shelter and Nova, so Shelter is a little more liturgical and with hymns and Nova more contemporary.
- c. Jess and Sam are working well together on WOW planning.
- d. Doug planned a recent retreat at the Heritage Center for staff. It was a great meeting and helped to solidify the mission to which Charity is called.

5. Financial Report - Dallas gave the report.

- a. October income was \$89,896, which is \$32,693 under budget and \$6,760 under actual expenses for the month. Attendance on Sundays was 2,189 people. October 2017 income was \$49,199 below October 2016 income.
- b. Annual income is \$894,046, which is \$186,459 under 2017 budget and \$123,287 below actual expenses for the year. 2017 yearly income is \$164,776 behind 2016 income.
- c. Dallas mentioned that there was savings from the prior 2 years to cover the shortage thus far.
- d. Dallas spoke to the Church's 2 new buses. One has been repaired and in perfect condition. The other is also in good shape but has minor body rust. Dallas recommended using the Chevy van for the in-town stuff and the busses for out of town driving.

Note: Charity Lutheran's monthly financial report is available for review, by members of the congregation, in the office. Please contact Doug or Judy to review.

6. Administrative Report – Doug gave the report.

- a. Doug spoke that he would like a combined staff and Vision Council retreat. He would like it scheduled for mid to late February. It would be good time to build team between Vision Council and staff. Doug mentioned that yearly goals can be created for both groups.
- b. Facility Upgrades – Door lock have been installed and cameras will be next. Swipe cards were distributed at the staff meeting today.
- c. Security Team – Doug commented that due to recent shooting at the Sutherland Springs TX Church, he would like to revisit having armed personnel onsite. A good candidate was mentioned.
- d. Judy has been working on updating the list of active members to determine voting numbers needed for a quorum at the annual meeting. She created 2 lists of those who will not be counted as active any more, 120 people moving to Inspire and another 50-70 generally inactive.
- e. There are 2 people being considered for the trust fund committee but have not accepted yet. Doug isn't aware of any recent Trust Fund team meetings for the disbursement of funds.

7. Old Business

- a. Approval of Minutes: October minutes will be e-mailed out.

8. New Business

- a. Budget Open Forums: There were 15 non-vision council attendees at the meeting at 10:45 a.m. on November 12th. No attendees were at the open forum on Wednesday November 15th and 6 people attended at the 9:15 a.m. meeting November 19th. There were comments from the attendees that the budget and expense shortfall should be discussed more openly to the congregation. The group discussed having Dallas make a video to communicate the budget shortfall and to ask congregational members to increase giving. Doug requested Dallas work with Sue to make the video.
- b. Budget Revision – The budget called for \$1.198MM funding. Doug met with the insurance provider recently and premiums increased 18.5% vs. the 4% as predicted. It increases the budget by \$16K to \$1.214MM. Connie asked if he had compared providers. He has and found nothing less for the same coverage.
Doug discussed the parameters of going to a different higher deductible policy to save on premiums. The options don't look good. Connie recommended considering MediShare.

- c. Budget Shortfall Communication -Dallas will work with Sue to create a video to communicate the budget shortfall with the Church and ask people to increase their giving. The video is set to start on December 3rd.
- d. Annual Meeting – The annual meeting is set for December 17th after the Nova services. Postcards have been sent for the notification. The trust fund, nominating committee, etc. nominees will be communicated via bulletin and video. Doug recommended all staff and Vision Council members recommend their families and friends to come to make quorum.

The regular meeting ended at 8:15 p.m. Scott closed the meeting in prayer. The next regular meeting will be December 12th at 5:30 p.m. The food will be potluck.

Respectfully Submitted,
Aaron Edland - Vision Council Secretary