

**Charity Lutheran Church**  
**Vision Council Minutes**  
**Tuesday April 21, 2015 – 5:30 p.m.**

**Members Present**

Staff: Doug Leet, Pastor Sam, Rob Peske, Pastor Scott, Jen Skjod, Julie Dolbec

Vision Council: Don Nordquist, Cheryl Voll, Kent Farley, Aaron Edland, Barb Weaver, Rob Bauer, Nancy Jensen

Special Guests:

Don called the meeting to order. Individual group prayer requests were discussed. 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; for the tithes and offerings that enable us to be debt free and support our ministries and missions.*
- *Thanks for the new families and individuals joining us at Charity and for the many members who serve quietly and generously.*
- *Ask that God would guide and direct us in every decision made at Charity.*
- *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.*
- *Lift up new Charity disciples and pray for good stewardship in church growth.*
- *Offer congregational prayers for the changes in our State and communities concerning growth and transitions with the influx of people.*
- *Pray for enduring unity of our staff and continued growth for all our worship services.*
- *Pray that the current "Praxis" preaching series will be enlightening to all and that it will bring encouragement and conviction to our walk with the Lord.*
- *Praise for the success of the Life Long Learning small group courses completed in March.*
- *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 for the Long Range Planning Committee ...that the Holy Spirit would guide their discussion and decisions regarding Charity's future direction.*
- *Pray for the persecuted church around the world!*

## 2. Staff Reports

### a. Pastor Scott –

- i. Scott is starting to recruit new Stephens Ministers for a training class this fall.
- ii. The 13 week GriefShare program is winding up next week, with around 30 people in attendance, half being from Charity. Scott is working to find other churches to partner with in the community.
- iii. Sam and Scott are planning out the summer preaching series when Randy is on Sabbatical.
- iv. Another Alpha class will be held this fall.
- v. Scott has had feedback from people attending Traditions who feel discouraged that the service is discontinued in the summer. He plans to hold a special meeting on May 10th for people to express their thoughts about going to only two morning services in the summer.

### b. Pastor Randy – Randy was gone, but had a written report. Highlights include:

#### Worship:

- i. The feedback on the new sound system has been excellent. Overall, a big improvement in terms of sound quality throughout the sanctuary
- ii. WOW finale is tomorrow night. Planning has gone well and we expect a great end to an excellent year. Julie D is in the process of trying to book the Skit Guys for our Finale next April - the theme of which is Church Wars: Luther & the Small Catechism
- iii. The LLL team has approved the 2015-16 Sunday preaching series, Catechesis: Rediscover why Luther Mattered - and Still Does! Notice that both the WOW and Sunday curriculums are in sync so the whole church will be studying the same material together for the year.
- iv. I am putting the finishing touches on a four part preaching series on the end times in June entitled: Apocalypse: Four Things Every Christian Should Understand
- v. It is our hope that fundraising will be successful for the remainder of the staging project so that this summer the work can commence. The goal is to have the new stage up and functioning efficiently by Rally Sunday in September.
- vi. We will be meeting with the attendees of the Traditions worship service at 9:15, Sunday May 10 to discuss concerns about the summer worship schedule (9:00 am Blended worship, 10:30 NOVA)

#### Sabbatical

- i. I have been informed that funds are coming in well, and that it is anticipated all of the \$10,000 goal will be reached.
- ii. Don has encouraged me to start making plans and reservations, which I will start doing next week. I will make every effort to be frugal in my accommodations and travel expenses.
- iii. I have honed down my writing project scope to some specifics. In the process I have identified new ideas for the future! I would like to explore printing the book and having it available to people by next year's Easter service

#### Misc.

- i. Easter at Shiloh went very well on Charity's end. Kudos especially to Rob Peske for a marvelous job done as coordinator. There were some coordination issues with Surprise - and though they were not major, it has prompted us to consider an alternative location for next years' service. There is significant support among staff and volunteers to look into the availability of BHS - as this location offers some simplified logistics, more seating, and better parking.
- ii. The LLL adult Ed schedule is coming together for the fall thanks to great work by Sam and Shelley T.

- c. Pastor Sam –
  - i. Sam is planning summer events, which will have a focus on having smaller groups to increase interaction and connection with those involved.
  - ii. Preparations continue for the summer mission trips. There are two great teams of people going to Guatemala and Minneapolis.
- d. Lorri Mittelieder – Lorri is in recovery from knee surgery.
- e. Julie Dolbec –
  - i. The Minneapolis and Guatemala mission trips this year will have more attendees than any past trips. The preparation team is doing their best to accommodate the size of the groups and make them functional.
  - ii. The Senior high youth group is going very well, with 50 to 55 kids are showing up regularly to the meetings at Julie's house. They are focusing on a lot of relational and connecting themes.
  - iii. Along with relational meetings there will also be Bible Study options for the Senior High kids.
  - iv. Smaller or Mini-groups are a focus for this summer's events.
  - v. Julie has experienced high levels of need for counseling and visiting recently.
  - vi. Julie expressed the desire to have intern help and is planning to attend a conference to network for a candidate.
  - vii. Julie is looking into continuing educational opportunities.
  - viii. Julie expressed the desire to start a college age (18+) program. She has had feedback about the need from parents.
- f. Rob Peske –
  - i. The Easter service at Shiloh went well. The volunteer's numbers and time dedicated by them was great. There was a little miscommunication with Surprise Church, but it was a learning experience for next year.
  - ii. The new sound system was installed the Monday after Easter and sounds great.
  - iii. John Samuelson is going to buy the old sound system from Charity. They're exploring a price.
  - iv. Landon Schmeichel will take over as Quest worship leader, starting May 17<sup>th</sup> and will again serve as W.L. for WOW in the fall. Bob Peske will continue as worship leader for Shelter and Nova and Lorri handling Traditions.
  - v. Kudos to Bob Peske who has put in many extra hours this past month to keep the worship services running smoothly. Thanks!
  - vi. Rob is planning on doing an exploratory trip to another church to learn best practices that can be brought to Charity to enhance worship.
  - vii. Rob's office renovation is almost complete, just requiring painting.
- g. Jen Skjod –
  - i. Jen is working on the newsletter, which used to be 8 pages, but more often 12 pages recently. She's trying to get it back to an 8 page format.
  - ii. Jen is exploring ways to do a specialty children's newsletter apart from the regular newsletter.
  - iii. Tomorrow Jen and Doug are meeting with Armour Interactive and see if they can finalize the web based events sign up function on the Charity site.

### 3. Financial and Administrative Report

- a. Treasurer's Report: Dallas was gone, but Doug reported. March offerings were \$94,991.11. The Church is \$37,568.01 behind budget for the year. April is looking good for income. Vision Sunday in March, which dedicates monies to future Church growth, was roughly \$35,000.
- b. Administration: The Staffing Committee met concerning Kari Knudson's replacement and is planning on sending out the advertisement soon. Kari is working on VBS and so will work through June to help with the transition.

### 4. Old Business

- a. Approval of Minutes from the March 2015 Meeting: Approved by e-mail.
- b. Pastor Randy's Sabbatical: Additional details are in Randy's report in the Staffing section of the minutes, but Don reported that a letter campaign for fundraising was started. A communication was sent to thirty people along with exploring trust fund assistance. \$5,000 of the \$10,000 has been raised so far for Randy's Sabbatical.
- c. Staffing Committee Report: Doug and Nancy reported on securing Kari's replacement as elementary Children's Ministry Director. The job position ad has been prepared and Doug requested a vote by the Vision Council to send it out. The Pastors and Doug met to determine if Kari's position should just be replaced or revised in some manner, Children's Coordinator, etc. Doug wants the flexibility to extend the position from full time 10 months to full time 12 months. The cost difference would be 1,733 hours vs. 2,080 hours. \$29,000 as a 10 month salary or \$35,000 over 12 months. Doug also requested the flexibility to look at the applicant more as an administrator or coordinator. Barb proposed to allow for advertising the Children's Director Position as Doug requested with a salary range of \$28-\$38K and either 10 to 12 months. Seconded by Cheryl. Approved by all.  
Nancy also reported that the staffing committee is working on a comprehensive salary analysis to ensure that we're paying appropriately and can secure and keep a great talented group of staff.
- d. Stage Expansion Update: Rob and Don gave an update on the stage expansion. There will be a campaign to raise money for the balance of the project or \$12,000. \$35,000 is the total cost, with \$21,000 committed from the 2014 carryover and \$3,600 donated by individuals so far.
- e. Implementing a Staff Time Reporting System – Doug gave an update on the time reporting effort. He's looking into an app on computer or phone, Hours Keeper, which has functionality to report work hours, sick and annual leave. The challenge will be for reporting how time is spent. C-Net has the top time reporting 10 apps, which Doug will review.
- f. Audit Committee Update – Don has found 3 people to be on a Charity audit committee; Robert Nelson, Ryan Wrolstad and Wayne Levang. Mike Schmitz, who did the last audit in 2010, will also attend and provide background info for the group. April 29<sup>th</sup> will be the first meeting.
- g. Long Range Planning Committee – The appraisal has been ordered with Joe Ibach and is in the queue. The Realtor agreement has been signed with Chuck Huber. A few of the committee members met with Chuck last week to do follow up on some various property leads. The group is meeting again next week.

### 4. New Business

- a. Riverside Harvest: \$108,997 was distributed through the Benevolence in 2014, \$27,100 or 25% of that going to the Riverside Harvest Ministry. Doug Leet has met with the Pastors and other people associated with Riverside concerning the future of Riverside. The average cost per meal was \$500 in 2014. Sam Coleman stated that perhaps Small Groups can provide the help to

support that Mission in addition to bringing the youth groups back into the program. New energy needs to be reinvested into the program. There has been feedback that the program has very positive influence in the summer at Kiwanis Park in addition to the meals provided to the needy.

- b. Benevolence Committee: Doug presented the \$31,844 requested distribution by the Benevolence Committee for the first quarter 2015, now a 12% contribution of income. Kent motioned to approve, Nancy seconded, approved by all.

Pastor Scott ended the meeting in prayer at 7:30 p.m. Aaron will bring food to the next meeting. The next meeting will be May 19<sup>th</sup> at 5:30 p.m.

Respectfully Submitted,  
Aaron Edland - Vision Council Secretary