

**Charity Lutheran Church**  
**Vision Council Special Meeting Minutes**  
**Tuesday January 24<sup>th</sup>, 2017 – 5:30 p.m.**

**Members Present**

Staff: Pastor Scott, Doug Leet

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

Special Guest(s):

Deb and the group introduced themselves. Pastor Scott and the group opened the meeting in prayer. The agenda was approved.

**New Business**

- a. Election of Officers for 2017 – Don spoke that he would not like to continue as President due to being gone south for an extended duration in the winter now that he is retired. A few people spoke that Matt would be a good choice as President. Matt agreed to the position if the Council felt he would be a good choice. Rob made a motion that Matt Kaldor be President of the Vision Council and seconded by Barb. Approved by all. Barb nominated Don to be Vice President of the VC. Seconded by Matt. Don mentioned that he would like the role. Approved by all. Connie nominated Aaron to be secretary, seconded by Barb. Approved by all.
- b. Portfolio Assignments – Doug handed out the current Portfolio assignments. Rob Bauer is moving to Special Projects. Don will go to Adult Ed/Outreach. Deb Uline will be Healing. Connie will stay with Worship & Music. Barb will stay with Youth. Aaron will stay with Administration.
- c. Vision Council Communication Liaison to the Congregation and Staff – Doug commented on the need for additional communication to the congregation and the staff. He mentioned that one option could be to have a specific Vision Council person assigned to each as a liaison. The congregational liaison could use the vision.council@charitylutheran.org e-mail address. The group discussed that Rob Bauer would be good in that position and it was placed under the Special Projects portfolio.
  - i. There was further discussion on how to properly communicate with the congregation. The group discussed having Vision Council meeting minutes on the website and a summary in the e-news, Facebook, and rolling announcements at the beginning of worship services. Announcements will be run this week on the new Vision Council appointments.
- d. Worship Services and Communication January 29<sup>th</sup> – Doug stated that there will be a sendoff for Randy on the 29<sup>th</sup> with cupcakes. There will be a book for people to write well wishes.
  - i. Doug mentioned that some people from the group who had called the special meeting would like a further group setting and alternative communication methods. Doug and Don will meet with Genny Dienstmann from the group.
- e. Protocol for Settling Matters Concerning Staff Leaving – Doug mentioned that Randy had spoken with him concerning accumulated vacation days and the payout upon resignation, and also about the possibility of purchasing the laptop he uses.
  - i. The group discussed Randy's resignation payout and decided that the policy in place should be adhered to and to pay out 120 vacation hours in accordance therewith.

- ii. Regarding the laptop, Doug indicated he made an offer of \$800 if Randy wished to purchase it. The accompanying external hard drive would need to be returned and certain site-licensed software would need to be removed.
- f. Staffing Issues – Pastor Scott has spoken with Sam recently about supporting each other going into the future. Sam has expressed the desire to have more responsibilities in the preaching and teaching role.
  - i. The group agreed that some staff and Vision Council representatives need to sit down with Sam, express their value of him and listen to Sam about where he sees his role going forward. Doug agreed that a group needs to meet with Sam sooner than later. Don, Matt and Rob will tentatively meet with Sam on Friday.
  - ii. Doug and Scott are meeting with Judy and Sue about some secretarial help tomorrow. They're thinking of part time, 25 hours a week. The council agreed. There are 4 or 5 people in the congregation that have expressed interest to Doug in the position. Doug will start to advertise externally.
  - iii. Scott and Doug stated that the staff meeting went well today. Sam's birthday was celebrated.
  - iv. Don asked if there was something that VC could provide to improve unity among the staff. Scott mentioned that it would be good to have Claudette Reno, certified counselor, come into a Vision Council meeting and determine how to help the church heal wounds that exist and are holding people back from feeling comfortable in Church and worship. Scott also thought that using LCMC as a resource may be good during this time of transition. The group decided to have Claudette Reno meet with the Vision Council to help with guidance on healing the church. Scott will talk with Claudette. Doug thought she will need guidance on what the VC would like to discuss. The items would be 1) How to deal with tough staff situations and 2) How to help the church heal over recent happenings. Doug will contact LCMC.
- g. Preaching Schedule – Scott is trying to determine the preaching schedule between himself, Sam and Pastor Bob. Claudette Reno, counselor, stated that Scott should have most of the preaching responsibilities. Scott was thinking he would preach twice a month, Bob once a month and Sam once a month.
  - i. The group discussed and decided that Scott should preach once a month, to allow him to continue to do justice to his existing ministry, Sam once a month and Pastor Bob or another guest pastor twice a month.
- h. Position and Qualifications of the Pastor That will be Called – The group discussed that a call committee may likely search for a Senior Pastor to act as head of staff and preaching though that has not been formally determined.
  - i. Pastor Scott had thoughts that he may or may not see himself in that Senior Pastor role. Scott thought that if the Senior Pastor was more of an executive role and involve hiring and firing, strategic planning and staff management, it may not be a good fit for him.
  - ii. Doug spoke about his role. He directs the office and the facilities. He could expand his role as an EDM. The EDM needs to be strategic, good at implementation of the vision. Aaron stated that Doug and an EDM would have overlapping roles and that he felt the EDM wouldn't be needed and perhaps the Council should expand Doug's role to include more EDM functionality.
  - iii. The group will pray and decide what the position is and the qualifications of the pastor that will be called.

- i. Identify Candidates to Serve on the Call Committee – A few congregational members have expressed interest in being on a call committee. The group decided to pray and formulate a list to bring to another meeting. Doug will ask assistance from LCMC on how to form and run a call committee. The call committee will be 5 to 7 people.
  - i. For reference Scott Bauman’s call committee included Brenda Whitman, Rob Peske, Brent Edison, and Bob Nelson.
- j. Set up a Plan to Work Towards “Policy Governance” – The group talked about establishing a committee concerning how to form policy governance, and a few members’ names were mentioned by the group on who could be potential candidates. Matt mentioned that they should learn first about our current governance, it’s pros and cons, before they decide if policy governance is right for Charity going forward.

The meeting ended at 10:00 p.m. There will be a VC/staff meeting February 7<sup>th</sup> at 5:30 p.m. The next VC meeting will be February 21<sup>st</sup> at 5:30 p.m.

Respectfully Submitted,  
Aaron Edland - Vision Council Secretary