Our Saviour's Lutheran Church
Congregation Council Meeting

Members Present: Gene Bebel, Pr. Jeff Martinson, Brenda Mueller, Allen Handlin, Eugene Bondioli, Ann Verdoorn, Kathy Gruett, Paul Wegener, Shirley Mitchell, Scott Severt
Members Excused: Kathryn Knutson (R), David Peterson (R), Rebekah Murphy

The meeting was called to order at 6:30 PM by President, Gene Bebel.

Devotions:
Pr. Jeff Martinson opened the meeting by leading the Council in prayer.

Secretary's Report:
The minutes of the December 10, 2009 Congregation Council meetings were reviewed. Corrections that are needed are as follows: Add Paul Wegener's name to Members Present.
A motion was made to approve the Secretary's Report. Motion passed.

Congregation Financial Report/ Treasure's Report:
The Financial Stewardship Team and Treasurer's Report minutes were reviewed. As of January 4, 2010, the Undesignated BC Ziegler Fund has a balance of $17,992.04 and the Designated BC Ziegler Memorial Money Market Fund has a balance of $15,596.91. As of January 4, 2010, the Designated Memorial Checking account had a balance of $18,533.82. The Loan balance as of December 31, 2009 was $16,337.61. Scrip profits year-to-date as of December 31, 2009 were $9,768.25.

Benevolence – Marlene will pay the balance of the benevolence, bringing our total to $24,000 given for 2009. **Church Credit Card** – We need to get a new credit card since the company our last card was through ended its business. We will check with Park City Credit Union. **Alter Flowers -** If funds are not donated for the alter flowers we will draw from the funds budgeted under Worship and Music (Alter/Candle). We do not anticipate using this very often if at all. **Call Pay** – Discussed the fact that the Pastors are paid ahead from the time they begin their call, this means Pastor Ted's last check will be less than normal. **Financial Secretary –** Scott confirmed that the Financial Secretary (Shirley Henkelman) will be a Volunteer position beginning January 2010. **BC Ziegler Account –** We would like to keep our BC Ziegler account balance where it is currently at. This means we will be looking for increased giving in order to avoid asking to draw from these funds in the future. **Call Committee 2010 Budget –** We recommend the Call Committee stays within the 2010 Budget when selecting a new Senior Pastor. **SCRIP –** We would like to set aside some SCRIP profits for additional costs due to the process of calling a new Pastor. A motion by Scott Severt and seconded by Paul Wegener to approve setting aside SCRIP funds - $2000.00 for additional costs for the Pr. Beth Macha. Motion passed. **Intentional Interim Ministry Covenant –** We discussed and documented expectations for the Interim Pastor on Appendix B of the Intentional Interim Ministry Covenant. **Compensation for Pr. Beth Macha –** Halena made a motion that the Suggested Compensation for Pr. Beth Macha be used with the exception that the Continuing Education, Theological Conference and books do not exceed the allowance set for Pastor Ted. Scott seconded the motion. A motion by Allen Handlin and seconded by Paul Wegener to approve the minutes with the exception for the suggested compensation for Pr. Beth Macha. **Office Administration** – We will continue to evaluate the Office Administration cost for 2010. Any suggestions or ideas are welcome. We are especially interested in what the Interim Pastor may advise.

2010 Financial Stewardship Team Goal Suggestions
1.To propose a budget in line with projected regular giving income, plus other revenue generating activities.
2.To market our need for time, talent and funding from non-involved membership.
3.To develop a monthly finance report to commensurate with actual "real" money income and expenditures outside of pass-through, estate, borrowed or other extraneous funds.
4.To make office, materials, staffing or other reductions in line with income to meet our budget.
5.To recommend such program enhancements in our budget as possible to improve our faith and learning opportunities.
Next meeting will be Tuesday, February 5, 2010 at 6:00 PM.
A motion by Allen Handlin and seconded by Paul Wegener to approve the minutes with the exception for the suggested compensation for Pr. Beth Macha. Motion passed.

COUNCIL GOALS FOR 2010:
1.To expand our outreach to non-involved members through activities, projects, assignments, which are designed to meet various needs and interests.
2.To develop a local mission pro-

ject to meet varying critical needs.
3.To market our church, programs, activities by enlisting a training service to assist individuals, staff and committees followed by implementation.
4.To revisit the SOS goals to update categories and amounts.
5.To develop concept of spiritual advisors to assist with various ministries – i.e. Youth, Family Ministries for the church.
6.To grow closer in caring for each other and to strengthen our fellowship for one another in the body of Christ in our church.
7.Set, measure and reach the set goals or team or person have good reason why goal was not or could not be reached. Have all committees have monthly evidence of meetings – we have fewer reports for the Council Meetings. Need to have follow-through from all committees.
8.Successful call for new pastor.
9.Evaluate our biblically based beliefs and decide if we can faithfully support the ELCA teachings or look for an alternate association for a common set of ministry standards (Example – LCMC).
10.Set up a Call Committee that prayerfully and successfully executes a call for the Senior Pastor.
11.Review Congregational Constitution and Bylaws from workshop on March 22, 2009.

Standing Team Reports:
Christian Education Team: The team met on December 22, 2009. **Sunday School Business** – Faith thanked everyone who helped with the Sunday School program held on Sunday, December 20, 2009. The Thrivent Stewardship Program has been set for February 7th for grades 1 – 5. The younger students will have regular classes or come to the lounge for a presentation on using the Church Library. Dean Hill will not be able to teach Grade 1 – Faith will continue to fill in for now. A subcommittee will choose new Sunday School materials for grades K – 2. **Confirmation Update** – A huddle group teacher is still needed to replace Dan Szulczewski. At present Pr. Jeff is filling in. **Mission Sunday -** Mission Sunday will be on January 11, 2010. JoAnn Opsahl will present a program on the Good News Project.
Next meeting will be Tuesday, January 26, 2010.

Christian Education – 2010 Goals
1.Help children and adults grow in Christian faith through Sunday School, Confirmation, Vacation Bible School and Adult Education offerings.
2.Increase attendance to Christian Education events.
3.Update activity bags for young children available in the narthex.
4.Hold at least three intergenerational events in Sunday School, including but not limited to the intergenerational third grade Bible milestone and Honoring Elders on Celebration Sunday.
5.Encourage parents to teach Sunday School and enable those who are called to teach to continue teaching.
6.To serve the community and world through at least three Christian education events, including but not limited to St. Vincent's Christmas gift tags, Food Pantry donations in Lent, and Mission Special Sunday.
7.To promote participation in ELCA Bible camps through camp Sunday.
8.To promote family devotions and service projects through four key handouts and devotion books.

Out Reach Team: No meeting notes available (Last meeting notes available July 9, 2009).

Property and Maintenance: No meeting notes available. **Floor Mats –** Issue was brought up regarding the floor mats by front and back doors. Needs to be looked at as they are beginning to become a tripping hazard.

Property and Maintenance Team Goals for 2010
1.Reseal both parking lots
2.Upgrade fluorescent lighting in the church.

Stewardship Team: The team met on December 7, 2009. **Teen Money Matters Program –** We reviewed the responses from the Teen Money Matters program, presented at the Confirmation Group orientation in August. The pre-dominate response was positive with reference to interest of presentation again in the future. Tina will hold the copies of the responses. **Fall Stewardship Program –** Most feed back received was very positive. Members enjoyed and learned from the presentations and there has been specific reference to the final DVD material. Primary concern is how to reach the 75% - 80% not at the services. The Commitment letter did attempt to touch on all the 4 modules presented, but without home visits (that would afford us an opportunity to discuss stewardship); we do not have the opportunity to follow-up on this. Results were tabulated and we received about 25% return participation based on approximately a 300 unit family basis (we received 65 responses); the commitment would support approximately 30% of the existing annual budget. **Kids Money Matters Program -** We continue to wait to hear from the Christian Ed on the presentation of the Kids Money Matters program. It was corrected that this program is a 1-part program and not a 2-part part program as we originally were informed. **Time & Talent Module -** At the next meeting, we will be viewing the Time & Talent module for the Effective Stewardship DVD. This will be the kick-off for developing an effective Time & Talent drive to take place in March 2010. We will need to set a

specific date for this event. **2010 Goals** – We will need to spend some time developing 2010 Goals at the January and February meeting.
Next meeting is set for Monday, January 11, 2010 at 6:00 PM.

Worship and Music Team: The team met on Thursday, December 17, 2009. **Service Participants** Dan Szulczewski is calling for service participants – Readers and Communion Helpers. He is finding that he has to call quite a number of people before being successful. Is there another idea that may work better? The sign-up sheet in the hall has not worked. We are also having difficulty getting people for the Christmas services. Finding ushers for the 10:30 service continues to be a problem. Emily would like to see the names of the service participants included in the bulletin. **Decorations –** Joy Sorenson took charge of getting decorations out of storage and having them ready for those who came to help decorate the church. This made the process go more smoothly. We still need more people to participate in this event. The decorations will be taken down on January 9, 2010. **Upcoming Dates** – Ash Wednesday – February 17; Easter – April 4; Confirmation – April 25.
Next meeting is set for Thursday, January 21, 2010 at 6:30 PM.

Youth & Family: No meeting notes available.
A motion was made by Eugene Bondioli and seconded by Paul Wegener to accept the Standing Team Reports. Motion carried.

Council Questions and Concerns:
SOS Funds – Concerns from the Congregation were brought to the table regarding the inactive SOS Funds and the title change to Mission Projects. If all money is rolled from each account of the SOS projects (Van, Elderly Ministry, Parks, Pine Ridge and South Africa) into one account (Mission Projects) they were not going to give anymore. For accounting purposes only, all these projects are still available and can be labeled as such.
A motion was made by Paul Wegener and seconded by Eugene Bondioli to still maintain financial accounts for each of the SOS funds but keeping it under one title – Mission Projects for accounting purposes. Motion passed.

Pastor and Staff Report:
The Pastors' written report was reviewed. The Council was informed of planned staff absences and dates of note:
Transfers In:
Transfers Out: Jeremy Slavinsky and Rachelle Slavinsky transfer to Responsibility List – No longer in area.

Serve Our Savior Update –A meeting was held on December 14, 2009. Brenda Mueller will have the details on the goals that were recommended to the Council. **Dessert Feast -** We are rescheduling the Dessert Feast for late January or early February. **First Communion and Anniversary of Baptism Milestones -** The First Communion Milestone and an Anniversary of Baptism Milestone will be held after the first of the year. **Mission Trips -** We are working on plans for next year which involve a mission trip to St. Louis, MO for the high school kids and a weekend one, probably to Milwaukee or Minneapolis for the middle school kids. **Support Staff** – The support staff are working on their job descriptions and emergency job descriptions so we can format them in similar ways. We hope they will be ready and in the files soon. **Congregation's Future Mission -** It would behoove all the members of the Council as they prayerfully consider our congregation's future mission to check out the following websites: www.elca.org, www.lutherancore.org, and www.lcmc.net. **Annual Reports –** Please encourage your teams to get their annual reports to Jean as soon as possible. They are due on December 5. **Work Loads –** Since Pr. Jeff will continue to serve this church half-time during the interim before the interim, he and Jamie will work to cover what needs to be covered as best they can. Be advised that some things may not happen due to constraints on Pr. Jeff's time and Jamie's work load. **Interim Start Date –** Pr. Beth Macha start date will be February 1, 2010. **Youth and Family Coaching –** The last contract to continue the Hand in Hand coaching was paid for out of funds remaining in the initial grant that began the program. It was a six month contract which expires in April 2010. To be able to finish the initially planned coaching, we would need to come up with $1500.00 for the remaining six months. The coaching has been very helpful, and to help bring Pr. Macha up to speed as to what we are trying to do and to help keep Pr. Jeff and Jamie headed in the right direction, I recommend that we find a way to pay for the final portion for the coaching. **Note for Pr. Ted –** It has been my privilege to work with you. I believe we have accomplished a lot in the last 6 years, but more is yet to be accomplished. Each of you, the Council as a whole, and the whole congregation will continue to be in my thoughts and prayers in the years ahead. God will lead this congregation where He wishes it to go, only prayerfully listen to His Spirit for guidance and mercy. God bless and keep you all, now and always!!

Business:
Continuing Resolutions – Questions regarding the church property

being recorded that need value for insurance purposes. Mike Jirovec has volunteered to help with recording of the church property, but it is more than a one person job. Will need to find someone to help Mike to get this completed. **Policy Handbook Task Force Update –** The Policy Handbook Task Force will meet next week to make the final draft of the Policy Handbook for review at the next Council meeting.

Other:

Resignation – Effective 12/30/2009, Kathryn Knutson has resigned her position on the Church Council for personal reasons. This position will be left vacant until the Annual Meeting and will be to fill in for the remaining two years.

Pr. Jeff's Hours – Pr. Jeff has been working 30 plus hours per week. A motion made by Shirley Mitchell and seconded by Eugene Bondioli to pay Pr. Jeff for full time salary for the month of January. Much discussion followed. Eugene Bondioli withdrew his motion so the motion dies for lack of a second. A motion made by Paul Wegener and seconded by Gene Bebel to change Pr. Jeff's part-time status to full time status pay for the last pay period in January only. Then Pr. Jeff will go back to part-time status the first week of February as Pr. Beth will be here. Council voted – 9 approved; 1 voted nay.

Pr. Beth Macha Salary Guidelines – The Council reviewed the letter from the Bishop regarding the Salary & Benefit Calculation 2010 Guidelines and Benefit Costs as well as the Intentional Interim Ministry Covenant Appendix 'B'. Much discussion followed. A motion by Paul Wegener and seconded by Eugene Bondioli to approve and accept Appendix B for the Interim Pastor. Motion passed. Brenda Mueller looked into the IRS rate for mileage and that rate is now 50 cents per mile. A motion made by Paul Wegener and seconded by Brenda Mueller to approve the Intentional Interim Covenant with the exception that the mileage rate to be at 50 cents per mile and also the exception of the Schedule under Continuing Education, Theology Conference, Housing Equity and Books and Publications be the same as Pr. Ted's allowance. Total cost would be $80,363.60. Motion passed.

Annual Meeting – Allen Handlin volunteered to assist Pr. Jeff with the food for the Annual Meeting.

Send Off Meal for Pr. Ted and Anna – The Council discussed having a send-off meal for Pr. Ted and Anna. Much discussion followed regarding the timeframe or having it prior to the Annual Meeting. With everyone's schedule to set-up a different date, the Council felt that in order to have the most people be able to attend this function, most people would be at the Annual Meeting so it would be a perfect time to do it then. Brenda Mueller will invite Pr. Ted and Anna for the meal only at the Annual Meeting. Kathy Gruett will send a plant for Pr. Ted at Zion Lutheran Church.

SOS Goals – Brenda Mueller attended the SOS Committee to review the Goals. One possible goal would be a community program to log volunteer hours for a goal of 1000 hours. This could be given at temple talks as well as through the bulletin and Network News. Also to continue and expand the Milestone Ministry, Pine Ridge, South Africa, Mission with the Elderly. Gene Bebel also brought up that a ministry used to go to the jail. This would be a good opportunity to expand our mission locally. Brenda will take these suggestions back to the SOS Team for possible revisions. We need to revitalize new teams and goals but the major implementation would be that we need involvement/volunteers from our congregation.

Transition Team – Ann Verdoorn has contacted Pr. Beth clarifying some specific tasks regarding the Transition Team. We should have a Transition Team together if possible prior to Pr. Beth Macha arrival. Please note that a Transition Team and Call Committee are two different groups of people. Ann Verdoorn will put a notice in the bulletin as to the description of specific tasks that the Transition Team needs to be as well as the type of people that need to be on this team.

A motion was made to approve the Business Report. Motion passed.

Adjournment:

Pr. Jeff led the Council in praying the Lord's Prayer. Our next regular meeting is scheduled for Thursday, February 11, 2010 at 6:30 PM.

Respectfully submitted,
Kathy Gruett
Congregation Council Secretary