

**Peace Lutheran Church Council
Meeting Minutes
5-26-16**

The meeting was convened with a prayer by Council President Don Zimmer at 6:30pm. In attendance were, Don Zimmer, Wendell Anderson, Heidi Ortolano, Ginny Wolford, Lori Arguelles, Bradley Oliver, Torey Draughn, Jeff Preston, Mary Oliver and Craig Endicott. Becky Conrad was also present. Elizabeth Constantine and Dale Hupp were absent.

April Meeting Minutes

A motion to approve the April Meeting Minutes was made and seconded, and passed with unanimous approval.

Pastoral Transition Planning

Mr. Zimmer opened the discussion by asking for thoughts on the Audit and proposed Scope of Work from Jim Pence. In order to provide adequate time to engage congregation members, it was determined that the first meeting with Dr. Pence would take place in early July, with a follow up meeting in August. Mrs. Wolford asked for job descriptions for the Transition Team, Call Committee and Start Up Team. There was emphasis on the need to clearly and consistently communicate the invitation for members of the congregation to participate in these endeavors. Suggestions included items in the weekly newsletter, announcements in services and bulletins and opportunities for interested individuals to sign up online or by putting a response device in the weekly offering plate. There was also discussion of the need to identify a Chair for each of the three committees. It was agreed that a separate meeting to further discuss the logistics would take place within the next week or so.

Stewardship Update

Mrs. Ortolano reported that the Stewardship Committee is pursuing a different approach to giving this year—moving to a small group and one-on-one conversations. She asked the council and committee chairs to begin thinking about specific items/goals that could be funded, including new things that could be done with additional funds. Examples included cost for needed staff positions and increase in Peace contributions to the Synod's Benevolence fund.

Youth and Family Ministry

Mr. Zimmer reported that an email invitation has been issued to members, in follow up to recent discussions at Town Meetings, to encourage participation in a brainstorming discussion about the future of this ministry at Peace. Sunday mornings between services in June has been identified as the timeframe. It was suggested that a leader for the discussion be identified. It was recommended that this opportunity be advertised broadly and, among other things, include more clarity on the future of the Youth Director position.

2013 Audit

Mr. Anderson reported the Finance Committee has reviewed the 2013 Audit, indicating that the key issues identified, including access to the safe, were being addressed by the Finance Committee. Ms. Arguelles moved to accept the audit report and Mr. Draughn seconded the motion, which was unanimously approved.

Conversation on Race/ Doctrine of Discovery Resolution

~~PG-Pastor Craig~~ reported that the Minneapolis Area Synod recently passed a resolution repudiating the Doctrine of Discovery, ~~(if you're not European—we can take whatever you want)~~ which was passed in 1493. ~~This doctrine was used by Europeans as the justification for seizing land from native peoples around the world~~

Commented [LA1]: I have some trouble understanding how best to capture these discussions and would welcome your additional thoughts on what could/should be included here.

Other Business

Mr. Zimmer noted that Lori Arguelles has offered her resignation as Council Secretary due to other commitments and thanked her for her service. He indicated that nobody has yet been identified to fill that role.

Mr. Zimmer reported that documents are signed with Solar City for the installation of solar panels on the roof of the new building. A start date for work was not yet known.

Mr. Zimmer indicated that Committee Charters are still a work in progress and that he anticipates further work to be done in advance of the June Council meeting.

Mr. Anderson provided a brief update on financial support indicating that May was better than previous months, but that contributions are still lagging behind what is needed.

Mr. Preston reported that work on filling the ditch has been complicated by a number of factors but should begin soon.

There as discussion of the need to identify a backup for nursery services and Mrs. Wolford indicated that the Worship and Ministry Committee will look into it and report back at the next meeting.

Mrs. Conrad -wondered about how job negotiations are handled, and why there isn't more discussion about them. ~~DZ-Mr. Zimmer noted the confidentiality of many of these discussions and that it is clarifies that Executive Committee's responsibility to handle personnel matter:them sensitively while keeping Council informed.s~~

Commented [LA2]: Do you want this left in? If so, I'd appreciate you inserting the language you'd like to use to capture it.

~~Concerns that there needs to be enhanced involvement from Council in decisions.~~

The meeting was adjourned, with prayer, at 8:00pm.

~~The Transition and Call Process Steps~~

Commented [LA3]: I can insert this as an addendum, but it seems so much of it has changed that I'm not sure how useful it is.

~~In an attempt to be transparent in the transition process, here are the steps that we intend to take during the transition. The dates included are projections.~~

- ~~1. Pastor's retirement announcement January 2016 Congregational Annual Meeting (expected departure date, January 31, 2017)~~
- ~~2. Church Council meets with Assistant to the Bishop, Pr. Amy Sevimli March 2016— Review of options and process for transition and call. Council approves engaging consultant, Jim Pence~~
- ~~3. Consultation Process May 2016 through September 2016~~
- ~~° Site visit for Audit and Process Design May 2016- consultant interviews leaders, meets with Council and~~

~~° Consultant generates report of site visit~~

~~° Transition Team, Call Committee, and Start-Up Team selected May 2016~~

~~° Site Visit 2 June 14/15, 2016 – Foundations Retreat (trains Transition Team, Call Committee, Start-Up Team, Council, and Staff (plus others) for succession process)~~

~~° Congregational Survey June/July 2016 – Administered by Transition Team~~

~~° Site Visit 3 – July '5/'6, 10'6 – Findings and Profile Retreat (Report of results from survey, first draft of Ministry Site Profile (MSP))~~

~~° Transition Team report to Church Council August 2016 – MSP Final Draft approved by Council –~~

~~° MSP submitted to Synod Office – September 2016 (Pr. Amy Sevimli)~~

~~4. Bishop's Office Provides Names / Call Committee begins interviews of pastoral candidates October 2016~~

~~5. Call Committee Recommends Candidate to Council November 2016~~

~~6. Compensation Package Developed by Finance Committee, submitted to Exec. Committee December 2016~~

~~7. Congregation Votes on Candidate December 2016~~

~~° If "Yes," President of congregation informs Bishop of decision and extends call. "Letter of Call" includes compensation package, support system(s), etc., (e.g., National Guard duties, counseling private practice, advance leave)~~

~~° If "No," request Bishop's office to supply names (back to Step 5). [Should this happen, consideration should be given to forming a new Call Committee]~~

~~8. Call Extended to candidate (with deadline for response) December 2016~~

~~° If "Yes," Start-Up Team assumes responsibility for Bishop's approval, moving, arrival, starting week/day, installation date/service (in consultation with Worship & Music, Council, and Bishop's Office.~~

~~° If "No," request Bishop's office to supply names (return to Step 5)~~

~~9. New Pastor arrives, begins, and is installed. Old pastor breathes sigh of relief from bar/golf course.~~

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