

St. Paul Lutheran Church - Church Council Meeting - Minutes

Monday, August 15, 2016 @ 7:00pm

~ **Make Disciples, Live Faithfully, Serve Others** ~

Present: Gretchen Zody, Amy Drake, Ryan Rackley, Andy Schall, Karla Kruse, Lisa Michaels, Phil Baden, Bil Lyons, Pastor Jon

Excused: Peg Kennedy

Call to Order – 7:03pm (Ryan)

Devotions - Karla

Guests/Visitors

Personnel Committee – Tom Wilkinson and Beth Bickford present

Review of the Employee Handbook – Started with the 2008 handbook that had been previously worked on; used the handbook from Pastor Jon's previous church as well as other examples for guidance; Wanted to consider current practice (that wasn't previously written down); Goal is to have this as a working document moving forward; To be reviewed and revised at least once a year with Council – critical considerations and changes would be brought to Council more frequently as needed

Process yet to be determined for reviews of Rostered Leaders – Will happen once associate pastor is on board

Council suggestions:

- Include an organizational chart showing current positions and hierarchy
- Potential further detail about process of termination (i.e. who has final say?)
- Consider secondary document to lay out rules and guidelines for independent contractors, volunteers, etc. who are using church asset (computers, equipment, etc.)
- Bil provided an example of a chart that could be used in lieu of narrative explaining Vacation and Holiday allowances (page 19)

To be brought back to Council once revisions are made.

Kudos to Personnel Committee for their hard work!

Administrative Reports

Secretary's Report - Minutes - Karla Kruse

- Electronically submitted by Ryan Rackley

- Motion to accept the minutes as corrected (month corrected for Devotions) – Bil moved, Phil 2nd, motion unanimously carried

Treasurer's Report - Bil Lyons / Andy Schall / Dan Shively

- Electronically submitted
- YTD giving considerably better than last year, Expenses are down
- Bil to send out new Operating Summary and Treasurer's Report with correction on Total vs Pledged giving (all placed under Total in error) – does not affect overall numbers
- Motion to accept the Treasurer's report – Gretchen moved, Lisa 2nd, motion unanimously carried
- Karen Kruse requested to transfer \$100 from Rummage Sale to Star House to cover cost of meals – Bil moved, Phil 2nd, motion unanimously carried

Pastor's Report/Call Committee Status If Available - Pastor Bull

- Electronically submitted
- LOMO Taskforce minutes also submitted
 - Penny clarified LOMO would be paying for all construction on their side of the unfinished basement
- Call Committee Status – received 2 Rostered Leader Profiles, 1 person chose a different path, Interview set up with other candidate
- Youth Ambassador Program (YAP) –
 - Through Southern Ohio Synod, to start in January 2017
 - Designed for High School age youth to learn more about the three expressions of the church: Congregation, Synod, Churchwide.
 - To be accepted in this program requires Council approval.
 - No “cost” to the congregation as the only fee will be for one meal. We can choose to pay for the meal for our youth.
 - The following young adults have expressed an interest in being part of YAP: Hannah Shively, Audrey Bonds, Trevor Long, Matthew McFarling.
 - Motion to approve St. Paul youth participation in YAP - Lisa moved, Andy 2nd, motion unanimously carried

Committee Reports

Education - Phil Baden

- Did not meet

Youth Report - Lisa Michaels

- Gretchen will be liaison moving forward
- Updates included in Pastor's report

Inreach/Outreach - Lisa Michaels

- Electronically submitted
- God's Work, Our Hands and Ministry Fair coming up in September

Scholarship - Lisa Michaels

- Met with 2 of 3 applicants and awarded scholarships to Brian Schindehette and Gretchen Michaels. Third applicant still pending due to availability.

Property/Cemetery/Interior Design - Amy Drake

- Electronically submitted

Technology - Ryan Rackley

- Electronically submitted

Worship & Music - Gretchen Zody

- Did not meet

Personnel & Administration - Peg Kennedy

- Electronically submitted

Stewardship & Finance - Andy Schall

- Electronically submitted
- Fall Stewardship Campaign –“Investing for Time and Eternity”
 - Oct 16th through Nov 6th (4 weeks)
 - Same format as previous years

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Old Business/Action Item Follow-Up

Strategic Plan Feedback from Council

- Kudos to the committee for creating a great letter!
- Motion to approve the Strategic Plan as presented – Andy moved, Phil 2nd, motion unanimously carried
- To be available on the Council table at the Ministry Fair
- To be reviewed annually at the Council Retreat

Key For Amy/Andy - complete

New Business

Pulse Check - What Are You Hearing, Seeing, Experiencing?

- Karla suggested making plans to get all committees together and develop goals and missions within each committee; determine how each committee can support the Strategic Plan
- Lisa pointed out number of volunteers has been low, maybe it was due to summer, need to encourage people not already involved
- Discussion of attendance being down over the summer – will need to see if it increases in the fall
- People leaving the 9:30 service not feeling fulfilled – more than one person has heard this – discussion of what could be causing this – potentially survey congregation on likes/dislikes (Karla to work with Worship and Music committee to present something after the Strategic Plan has been introduced)
- Youth Sundays – noticed that involvement of the youth is much more expansive that Sunday – could there be more participation on other Sundays?

Devotions For September - Lisa

Next Meeting - September 12th, 2016 at 7pm

Adjournment - Lord's Prayer- Motion to adjourn – Phil moved, Andy 2nd, motion unanimously carried – 9:18pm