

**Martin Luther Lutheran Church
Council Minutes
January 17, 2008**

Attendees:

Council Attendees: Bob Crance, Pastor Launer, Rick Drake , Ralph Dawley, Melissa LaGue, Ramona Miller, Peter Soukup, Jane Henderson

Absent: Craig Bonne

Minutes taken by: Celia Jones

The meeting was called to order at 7:10 p.m. by Bob. Bob gave a devotional and the a prayer was given. Bob Welcomed Jane to the council. Bob took a minute to invite everyone to Alpha which will be starting another session soon. December's minutes were approved.

1. Pastoral Transition Process – Bob started this discussion by handing out a packet of information to the council regarding the call process and what to expect. We had a quick walk through of the packet . Noting that there where two forms that would have to be completed before Synod would allow the church to call another pastor. The first being a parish records form requiring all the parish records to be current. The second being that the financial obligation to the pastor has been settled. There is also an exit interview. Bob believes that the interview will be very helpful in the future.

Bob is working on setting up a meeting with Pastor Kibler within the next 2 weeks. There was some discussion regarding which days were better for the entire council to be there . It was decided that we would try to set up a time on Friday the 25th or on Monday the 27th. We are hoping to get some clarification regarding the call process and if we can speed up the time table. Ramona is very concerned about going possibly a year and half without having this settled.

Bob also asked that the council think about who they would like to have on the Call Committee. He would prefer that the council not be on it. His concerned that we will get wrapped up with that and let regular business drop. We will move forward with this after the meeting with Pastor Kibler. ****UPDATE** – Meeting date is set for Friday the 25th at 7:00 pm.

2. Pastor's Vacation Request – We started this discussion with a report on the vacation used in 2007. Pastor used 7 of his 20 days allotted. His also used none of his 'furthering education' hours. Pastor stated that there was no clear cut policy on vacation time. Whether it rolls over from year to year or if it is use it or lose it. He also stated that any compensation for this would be a kindness on the part of the church. Pastor gave his pastoral report (see Below) and then excused himself during the rest of this meeting. Based no the amount of vacation given yearly pastor will have earn one week before he retires. His base pay is \$800/week. The council agreed that some compensation was a good idea. There was discussion regarding how much and over what period should it be paid out. The decision was made to table this until after council has discussed things with Pastor Kibler.

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3. Rumors – Bob had someone approach him to clear up rumors that were going around the church. Bob believes this is a very positive step. He asked council to address the rumors. So here they are:
 - a. There has been some discussion regarding the Giving listed in the weekly bulletins. Celia confessed this was do to a typo. There has been no real changes
 - b. We haven't band more since asking them to play more. This is untrue we paid them for every performance and are current with them. Also the band donated 2 weeks pay, during the month of December, back to the church.
 - c. Council required Shannon to be present at all Services. This we believe stems from the observation the some people never saw the choir at 2nd service. The council has never required Shannon to attend services.

Committee Reports – Welcome Jane. She agreed to act as liaison for the Caring ministries and will try to touch base with everyone before the next meeting. Bob also decided on a group. He will start working with fellowship.

1. Christian Education – See Report. Christian Education asked council opinion on having adult classes on Easter Sunday. There was some discussion regarding it. Council recommended that adult classes be canceled. Christian Education has done so.
2. Worship & Music – See Report. Via e-mail the committee asked to approve the continuation of the choir program contingent on successful contract negotiations. The council so approved. There was discussion regarding fellowship dinners before the Lenten services. It was agreed to have them. Council will take the 1st meal. The 'Bad Girls of Bible' Study group will take the second. Bob challenged the rest of council to find groups to host the remaining three meals. Also Altar Guild gave a list of needed items Bob Crance to bring before the council for budget approval. It was approved.
3. Outreach – See Report. Ramona stated that the one thing that stood out during her meetings is that all of these group really need volunteers. She thinks that maybe starting a volunteer hotline would be helpful. Bob also asked her to see if there was any opportunity to Adopt/Sponsor One Good Meal. Ramona said she would look into it.
4. Financial – * \$1350.00 went to Heifer International to help assist our world's poor in maintaining livestock as a steady food or income source.
 - * \$838.60 was collected for World Hunger. We could easily get that to increase. Once a quarter, donate what your family would spend at a nice restaurant, and we could easily triple this figure.
 - * \$275 went to One Good Meal and probably more from direct contributions, not to mention the many hours of volunteer time.

The giving amount in the calendar year of '07 was... \$154,525.00 with an outflow of \$161,018.00 leaving us with a shortfall of roughly \$6500.00

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5. New Member – Melissa reports that there is a meeting scheduled for next Wednesday. She will have more information at the next meeting. She also talked about the visitor books and whether or not we should continue them as the pads are running out. She also noted that the pads cost about \$200 to replace. There was some discussion regarding the usefulness of the books. It was decided to continue with them. Also the council thinks that the New Member Committee might talking to the Worship & Music Committee about working some time into the service for filling out the books.
6. Building & Grounds – Rick reported that he was able to talk to Darrell Stone about what the current issues are. He also asked council if they knew of any. The two things that are needing to be done is the water damage in the sacristy and the water that comes in also the wall in the sanctuary. He will began looking into it.
7. Pastors report – Pastor reported that he has begun the process of getting things and people ready for his departure. council expressed concerns that he is continuing house calls on the people who are homebound. He reassured council that he was. Pastor also asked council to try to steer people away from trying to get him to come after he has left.

There for the next council meeting will be February 21st at 7:00 pm. Council ended approximately at 9:15 pm.

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Education report 1/17

Here is my list of (some) of the events for the coming year:

- 1) Suzanne Bartling from MLM, will be here on Jan.20 to tell us of the programs and projects we can get involved in.
- 2) Jan. 27, new faith lesson starts. Death and Resurrection of the Messiah.(10 week sessions), however, may have to double up on a few sessions to finish by Easter.
- 3)Easter Hunt will be on March 16th, (at the normal time for Sunday School).
No Sunday School on Easter: March 23-- for the children-- for the adults, to be discussed at the meeting Thursday night.
More than likely No.
- 4) Summer: 2008, No Children Sunday school or Adult Ed. starting May 25th. (unless council and new pastor(?) want it and we can find the additional money for the school materials, about another \$300.00 for Children and about \$250.00 for the adults (amount not in budget) and teachers to help.
- 5) VBS: **Temporary** planning dated July 14th-18th. (In Budget: about \$350 to \$400).
- 6) Sunday school and adult Education: Will re-start on Sept. 7th.
- 7) No Sunday School on Nov. 30th or Dec. 28th.

Submitted by:
Ralph Dawley.

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Worship & Music report 1/17/2008

Greetings, all.

Despite attempts to arrange my health otherwise, I will not be able to attend this evening. New medication renders me incapable at best, unconscious the rest of the time.

Two items, though, need urgent attention:

- 1) 90-day review of the Choir Program, Choir Director position, and Choir Accompanist position. Recommendation: Conditionally approve contingent upon successful contract negotiation.
- 2) Establish contract position guidelines and formalize job descriptions to establish clear expectations/accountability paths. Recommendation: Worship & Music and Staff Support work together to customize new contracts effective no later than March 1, 2008.

Service times for Wednesdays are 7:00 pm beginning Feb 6 (Ash Wednesday)... Themes to be announced.

Passion Sunday (Palm Sunday) 8:30 am & 11:00 am.

Still planning on Holy Week Services-

NO service Wednesday, March 19th

7:00 pm service Thursday, March 20th (Maundy Thursday)

7:00 pm service Friday (Good Friday, stripping the Altar & draping w/black)

8:30 am & 11:00 am Sunday, March 23rd (Easter)

That should cover the calendar 'til after Easter.

If you have any further thoughts or concerns, the best method to contact me is through e-mail.

My thoughts and prayers are with you.

Craig E. Bonne

Community Outreach

January 10, 2008

I met with Dennis Fuhrman & Janice Crance on Thursday, Jan 10.2008. Debbie Heineman was unable to meet with us but e-mail me the information about Compassion International & Hope House that she is involved with. I have now met with all the members of the various ministries involved with this Community Outreach group, as well as Gary Wesselschmidt the outgoing committee Chair.

I am frankly not sure which way to go with this group except to say that these meetings have made me aware of the continuing , ongoing, always nee for volunteers. I have become involved with the Greeters Group, am now delivering food for One Good Meal and planned to volunteer at MLM's Christmas Store until the weather changed my mind. The needs are great and so very many of our members are involved in more than one organization.

I'm thinking there is a need for a person(s) just to make phone calls to fill various needs(i.e. One Good Meal needs 3 drivers at week & backups as well.

Respectfully Submitted,

Ramona Miller