

Faith Evangelical Lutheran Church
Waconia, Minnesota
Church Council Meeting Minutes
Tuesday August 18, 2009

Mission: To learn, serve and share the Gospel by growing in our relationship with Jesus Christ, one another and those beyond our walls.

Vision: We will fulfill our mission through:

- *Unyielding faith in Jesus Christ*
- *Strong ministries that engage our members*
- *Active participation in our church and greater community*

CALL TO ORDER

John Roebke called the meeting to order at 6:30 pm.

Council Members	Present	Absent
John Roebke, President	X	
Mike Haugsby, Vice President	X	
Chuck Dueber, Treasurer	X	
Marcia Willmsen, Secretary	X	
Dan Pannier, Life, Growth, Mission	X	
Tom Kurtz, Building & Maintenance	X	
Cindy Roelefs, Faith Formation	X	
Keith Sjodin, Stewardship	X	
Brian Everett, Worship & Music	X	
Chuck Stevenson, Social Outreach	X	
Ann Marie Powers, Youth Representative	X	
Austin Stole, Youth Representative	X	
Whitney Vacek, Youth Representative	X	
Dale Peterson – Sr. Pastor	X	

Glendy Ose, Assistant to Bishop Craig Johnson from the ELCA Synod was also present.

Devotions – Chuck Dueber led us in devotions.

Prior Month Council Minutes: The minutes from the July 21, 2009 Council Meeting were approved via e-mail and were forwarded to Jean Krukowski to be posted at church and on Faith's website, and to Mike C. to be archived.

Synod Assistant to the Bishop - Glenndy Ose

- **How are we doing?**

Everyone is feeling a mix of emotions, including grief, anger, and pain. Many expressed thanks to Pastor Dale for an excellent service on Sunday August 9th. The overall feedback from the congregation, in light of the recent news of Jason's resignation, has been total support. The parents of our teenagers are very supportive and yet very concerned for the faith of our teens in the loss of both Kallie Stroh as Youth Director and Pastor Jason, who led our Confirmation program and who was very close to our teens.

Pastor Dale assured us that he is doing well in spite of the loss and changes. There is good support both here at Faith and apart from Faith. He is in good hands both at church and at home. Justin has been phenomenal in picking up the pieces of Sr. High Youth programming, as are all other staff members at Faith. All of them should be remembered in our prayers.

- **What to say?**

When we are asked questions about the events of Jason's resignation we should refer to the ELCA Synod policy, which states there is zero tolerance for an inappropriate relationship. The outcome is resignation of the Pastor. When we see Jason we should be honest with him about our feelings. We should support Maren through this time. What has happened does not negate Jason's good and faithful works here at Faith. We should be sure to share this with other Faith members.

How do we converse with our teenagers who were so close to Jason? We need to rally around them to ensure their faith is not shaken. Meetings will be held for Youth as a place to come together to support one another. Pastor Dale will lead the meetings and we are offered the help of a Youth Psychologist Dr. Davis, on staff with the Synod office.

- **Agenda for Bishop's Meeting August 24th at 7:00 pm in Fellowship Hall.**

The agenda for the Bishop's meeting will be based upon the letters we received from the Synod and Pastor Dale. Pastor Dale will open the meeting with devotions. The meeting will answer questions and concerns our members may have. We will also address what our plan is for staffing for Faith Lutheran over the next few months.

- **When should we schedule time with youth and their parents?**

Council Members along with our Youth Representatives to Council, felt it was very important that we schedule a meeting for our youth to come together to discuss the recent loss of Jason very soon. The meeting will be held Saturday August 22nd at 11:00 am with Pastor Dale. We will also schedule a meeting with a representative from the Synod, Dr. Davis, Pastor Dale, Confirmation Guides and Triple AAA Adults to help us learn how to converse with our youth and support our youth over the next months. There will be no cost to our church for Dr. Davis to meet with us.

- **Questions:**

1) What is our stance as a Council regarding Pastor Jason's resignation? In the event our council members are asked what the stance is of Council as a whole – we had brief discussion. Chuck Dueber made the motion that our stance is equal to the letters written by the Synod, which state their policy, in the event of an inappropriate relationship of a Pastor, is immediate resignation and removal from the Pastoral Roster. Keith Sjodin - second. No discussion. All members approved. Motion carried.

2) What are we doing for Pastor Jason's family?

The Bishop proposed that we continue to pay Jason a percentage of his salary and to continue his health insurance, until Maren can have the family moved to her health insurance plan. We would not pay into his pension plan. We asked if the Synod has a model to follow? Other churches have done any percentage of salary from zero up to three months. Jason's last day of employment was 8/4/09. Staff is paid twice per month, the 15th and last day of each month.

Council members discussed at great length what is appropriate for this situation. Everyone agreed the concern is for continued health insurance coverage until the family can be transferred to Maren's health insurance plan. We understand the process of transferring them to Maren's company health insurance plan has been initiated. Our next question was whether to continue paying a percentage of Jason's salary, how much would that percentage be, and for how long would we continue paying. After much discussion of different options, Chuck Dueber made a motion to pay 80% of Jason's salary including health insurance coverage but without pension payments, through September 15, 2009. This would be a six-week continuation of salary with a start date of August 4, 2009. The motion was seconded but after lengthy discussion by council members, the motion was withdrawn and replaced with the following:

Chuck Dueber made the following motion: Starting with the last payment in August, we will pay Jason 75% of his base salary with health insurance coverage but without pension benefits, through October 31, 2009. If the family's health insurance coverage is transferred to Maren's health insurance plan prior to October 31, 2009, the church's health insurance coverage would terminate.

Keith Sjodin – second. Discussion – none. All approved. Motion carried.

NOTE: We will contact our insurance carrier regarding our personnel situation in order to be covered, if needed, in the future.

Reports

- **Pastors' Report**

John Roebke left the room for this portion of the council meeting. He returned after the vote regarding Elizabeth Roebke.

Pastor and Pastoral Associate changes.

We will need additional Pastoral help as we go through the next months. Dan Carlson will continue as Pastoral Assistant through December 31, 2009. Council gave approval in our July meeting, to add Elizabeth Roebke as an additional Pastoral Assistant as outlined below:

1) Pastoral Assistant – Elizabeth Roebke - Job Duties will include but not be limited to the following:

- 1) Worship leadership including planning and leading Thursday evening and Sunday morning services (preaching, assisting, and presiding).
- 2) Pastoral care. Assist Pastor Dale with hospital, nursing home and home visits.
- 3) Life Growth and Mission. Serve with Susie Watts as the staff person relating this ministry area. Especially visitor welcome, visitor follow up, new member orientation and new member assimilation.
- 4) Faith Formation. Work with Faith Formation staff and volunteers as needed to enhance success of programs.
- 5) Social Outreach. Serve as staff liaison to work with chair in coordinating and implementing Social Outreach.
- 6) Other duties as agreed upon in discussion with Senior Pastor
- 7) Reports to Senior Pastor

Elizabeth will not be a candidate for the Associate Pastor position. She will agree to assist thru mid November. If she has not received a call to a congregation by this date, we may have an option to have Elizabeth continue assisting Faith.

Keith Sjodin made the motion to extend the offer to Elizabeth Roebke as outlined by Pastor Dale with salary determined by Exec Committee. Chuck Dueber – second. Discussion - none. All members approved. Motion carried. Executive Committee approval of Elizabeth's salary will be done via e-mail.

2) Youth and Family Director Interim: At the July Council meeting, members gave approval to hire Sue Megrund for 20 hours per week at \$2900 per month. Sue's responsibilities will be focused on the Jr. and Sr. High Youth programs at Faith including the confirmation program. Sue was our Interim Youth Director after Leisha Tays resigned and prior to Kallie Stroh's hire. She is familiar with our church and our confirmation program.

- **Youth Representative – Report/Update** – postponed until September Council Meeting.
- **Report on Kallie exit interview** – postponed until September Council Meeting

- **Financial Report – Chuck Dueber - Treasurer**

Building Mortgage: 5 year ARM on a 25 yr amortization schedule.

At our July Council meeting, we asked the Finance Committee to discuss our existing mortgage and the option that we have to temporarily reduce our monthly payments, which is available to us since we are actually ahead of schedule on our mortgage. Due to the decreased income over the summer months, the current resignation of Jason and the need to add additional staff to help us through the end of 2009, the finance committee agreed this temporary reduction in monthly payment would be a good decision at this time. The hope is that cash flow will be available to pay the shortfall at the end of the year and thus still have paid into our mortgage equal to our current monthly payment of \$15,588.00.

Chuck Dueber, as Treasurer and member of the Finance Committee made a motion to Council to give approval to sign the First Allonge to Amend and Restate the Promissory Note Loan #200085920, thus reducing our monthly loan payments to \$12,257.00 per month effective 9/1/2009 and ending on 12/31/09. Brian Everett – second.

Discussion: The point was made that this could possibly extend the length of our mortgage. The answer is, our hope is that our contributions made through the end of this year will be enough to make additional payments to the mortgage at year-end. If we are able to do this and keep our payment equal to the current payment of \$15,588.00, we could possibly complete our loan prior to the due date. The point was made that at year-end, when our interest rate is due to reset, the rates may be higher due to the current economic condition. Right now Commercial Mortgage Interest Rates are higher than Residential Mortgage rates. This is out of our control. The Finance Committee will monitor and work with Thrivent to obtain the best rate available when our mortgage is due to reset on 12/31/09.

All members approved the motion made by Chuck. Motion carried.

- **Youth & Family Position** – postponed until September Council meeting.
- **Next Meeting – September 15, 2009 @ 6:30pm**
 - 1) Devotions will be led by Keith Sjodin
 - 2) Agenda item will be Confirmation Student interview by Council Members.
- **Closing** – The Lord’s Prayer

Meeting adjourned at 9:10.