

**The Evangelical Lutheran Church of the Epiphany
Congregational Council Meeting Minutes
February 19, 2018**

 Brock X Darstein X Golden X Hardy
X Joines X CMiddleton X JMiddleton X Pressley
X Schultz X Shideler X Toborg X Pastor Kearney

Devotions: Ted

Orientation for New Council Members – Pastor Doug

Review of duties from the constitution – discussion

Discussion: What would have helped you/what do you need to know? One need: a practical orientation earlier. Suggestion: plan an orientation in October. What have you valued in your time on council? Perhaps share that during ministry moments when we are searching for nominees for next year.

Gathering

Approval of agenda Motion: Ted Second: Chris Carried: Yes

Stewardship for All Seasons proposal (Dan Meckley) Gave appreciation to council for its leadership; Purchase and use Stewardship for All Seasons – effective stewardship ministry for the entire year. People give to ministries not budgets. Evaluation and planning season, season of study (SS lessons, articles, etc.), season of giving (statement of intent). Cost: \$3150 Synod pays \$1000 toward the program. Sponsored by Synod – they expect congregations to contribute 10% of increase in pledges back to the Synod ministries and programs (at end of campaign, they get 10% of increase in what is pledged, e.g. as of December 31, 2018 vs. a year earlier). We'll work with an organization (7 led sessions – including one w/ council) some sessions will be held regionally as well, will professionally review materials we create/develop, **GSB Group** (2001-2002, we worked w/ this group; our increase was 14%), coaching throughout. Synod expects increase to be 10-15%, usually for those churches who have never had a stewardship campaign. Stewardship team needs council support. Team needs directions on how to pay for this program. There are two line items (\$1900), which leaves it short. How do we figure 10% growth? Use this year's pledge growth as a baseline. (Julianne) Have you talked to any churches who have used this? (Dan) No. Talked to someone from the Synod. (Marc) Additional cost expectations? (Dan) Printing of color brochure, etc. (right now, such costs comes out of Stewardship budget) (Doug) The program wants three initiatives - he suggested they look a lot like long range planning (Kathy) Why this program? (Dan) It provides resources and support over just giving you a plan (Schuyler) And with Synod backing. 12-18 months...how does this work? (Dan) After 18 months, we will have the program and put them into practice. On- time fee. It's a twelve-month program, we've added additional months to ensure the leaders can provide feedback. (Joe) This year April -Dec – not 12 months. (Dan) Next year we'll have more time, might not need the entire 12 months. (Lewis) What size churches have used this? (Dan) We can be paired with churches our size. We are unique with getting a new pastor. (Joe) Have you thought of other funding possibilities? (Dan) Not yet. The team is confident to go out and find the money. Timeline: (Dan) Decision tonight if possible; need to begin program before April (sign covenant in April) [Discussion continued later-see Offerings section.]

EECC Proposal for 2018 Joint Summer Program w/ Burkhead UMC (Jackie Pierson)

Alumni of the EECC program return during the summer. We usually use a small room here at the church. The program has grown to 25 students (first and second grade). \$165 per student.

Burkehead UMC has a new pastor and is interested in offering their former daycare space. They have a dedicated play area. The cost of camp pays for the teacher. Any monies left will be divided among both churches. We are asking for your blessing on the program, if it's here, we can't use the licensed EECC space. We have a need for storage space, can use Burkhead as an area to sort the things we have stored. We'll be able to look at what First Baptist is getting rid of and we'll have room to store it.

Motion: Schuyler Second: Julianne Carried: Yes

Thank you cards – passed around

Share celebrations and concerns

Approve minutes (Council 1/15/18; Annual Meeting 1/21/18; Council 2/5/18)

Motion: Ted Second: Kathy Carried: Yes

Pastor's Report – Doug Kearney

- Has two students in Confirmation, it will conclude in the Fall.
- Teaching Adult Encounter: Faith until the end of April.
- Working on a computer use policy
- Canceled and rescheduled meeting for Child Protection Policy

Treasurer's Report – Marc Shideler

(See financial reports)

Offerings

Call Process:

Timeline- meet and greet (March 3; 10:30-11:30) with cookies and pastries/fruit (Julianne and Michelle are planning). He will also meet with staff. What will happen? In the fellowship hall. Have a council member and call committee member up there to support; Introduction/A devotion by the candidate/ Q&A. Announcements will be in email, March Star, phone tree, post cards.

Special Congregational Meeting March 4 for written vote on the call and compensation package: Who will count? Call committee. Opportunity for discussion? No need for motion, but opportunity for discussion. Limits for discussion? 2 minutes? Need for parliamentarian? If Dave is there, sure.

Could make a suggestion for people to be mindful of time. Meet and greet is opportunity to ask questions. Pastor Russell will have 30 days to make his decision if call is extended and 30 days to give notice to current call, will have some time off. Expected start date: May 1 – May 15.

Compensation package - Total: \$117,290.00. Moving allowance: \$9000, maybe more. Kathy asked, what is the definition of moving cost? Joe: The Synod says 100% of cost. Provide congregation with 2018 budget before and after new pastor to show impact on budget.

Motion: Bert Second: Lewis Carried: Yes

Job Description – revised draft

Motion: Chris Second: Ted Carried: Yes

Executive committee minutes – See list of committee memberships; review Discipleship, Management, Outreach (change Janet to Lewis)

Motion: Ted Second: Chris Carried: Yes

Key Areas of Focus Updates:

- Strategic planning – no report

- Outreach – no report
- EECC – March 4- ministry moment with an EECC parent and EECC director, Lisa
- Rental Property work group – 5 people have been identified:
Schuyler Kathy Knecht Dan Brock Scott Lichtenhan Karl Florian
They will be meeting soon. Pensby House renter moving out. Scott and Karl will do a walk-through tomorrow.
- Discipleship – Ted: Wild Women Retreat successful; VBS will be July 15-19
- Stewardship – Discussed Dan Meckley's proposal (see notes on page one). Look at funding \$500-1,000; Julianne would like more information about the implementation of the program. \$2150 is due up front.

Motion: Schuyler (with Council commitment to find financial support)
Second: Carol Carried: Yes, with one opposed

- Management – Lewis: Finance Team Concerns: unfunded future maintenance projects; finances. We need to be able to address a problem before we can fix it.
- Technology/Property Concerns: There has been a suggestion to wire the fellowship hall with sound (to be able to hear the service)
- Outreach – Carol: Help needed at food pantry on Saturdays at Ibraham, and Samaritan Inn
- Parish Life – Schuyler: All good; met on January 23, 2018
- Worship – Kathy: No meeting; Kathy and Shelley will handle Altar Guild
- EECC – Bert: No report
- Endowment – No report; meets quarterly; Don Witte is not eligible for another term

Review Key Dates:

- February 25 is Bold Women Sunday (Women of the ELCA), Rev. Beth Kearney is preaching; Pastor Doug said, "If you haven't heard her, my wife preaches good".
- Reflections on Meeting and Review Action Items:
- Joe will follow up on: rental house work group, agenda for March 4 congregational meeting, update on Pensby house (there was a suggestion to offer the house for rent to Pastor Peek).
- Schuyler will coordinate the spaghetti meal for the Lenten Supper on Feb. 28 (Council providing meal).
- Ted will write a STAR article.
- Doug will invite EECC staff to the March 3 meet and greet and will invite the students to our Easter Egg Hunt.
- Chris will write an article. Julianne will coordinate food for meet and greet.
- Kathy will ask her circle about cookies for the meet and greet.

Respectfully submitted,
Denise Henry