

Elders Board Minutes – July 14, 2020

Elders present (Absent): Bob Hinze, Bobby Merritt, Brad Owens, Chuck Tomac, Gary Watkins, John Rondema, Hugh Bennett, Lee Lugibihl, Mike Sheets, Rolf Christensen; Pastor Mark

Growth Session: Pastor Mark led the session with the question: What can we do as a congregation that will best set up our next pastor for success?

A. Regular Business Items

- Approve minutes for last month: Approved via email
- Directors Board Elder Representatives: Hugh and Brad shared briefly on the following: Financial review looked good; the change in accounting firms has gone well (identified need for two signatures for fund approval); live streaming update; Directors Board recruitment; DB chose not to have a ministry plan for themselves (Brad shared rationale); Reopening Task Force
- **B. Information or Consent Agenda Items:**
- Approved by Consent:
 - Membership change recommendations by elders: Member has moved to Iowa – change status, COV: Regular Worshipper to NA: Former COV.
- **Information:**
 - DFM Search Committee Update: Narrowed LCMS DCE Certified 12 candidates to 6; The committee will contact them by email to see if they are open to being considered for a call. One non-LCMS candidate was nominated; will be in second round if we go past the first round.
 - Reopening Task Force Update – Mike
 - Ministry Budgets due to Michelle no later than July 31 - Michelle has sent 2019-20 budget info to the elder assigned to each ministry, with instructions to have the leaders for each ministry develop a proposed budget for next fiscal year
 - Record of Elder Flock Contact

Year	Quarter	# Family Units	# Family Units Contacted	% Contacted	% Range	Total Contacts
2019	Oct.-Dec.	185	179	97%	90%-100%	582
2020	Jan.-March	180	172	96%	89%-100%	595
2020	Apr-June	184	174	95%	80%-100%	521
2019 Comparison						
2019	Jan-June			85%	50%-100%	
Voice Contacts (PC, PM, PV, HV, etc., not L)						
2020	Apr-June	184	139	76%	11%-100%	

Does any of this point to possible goals for us for this coming quarter? This time of disconnection is a great time to make a phone call, at least attempt a **voice contact** with every flock member.

Prayer Time

C. Discussion/Action Items:

1. Exit plan and activities – Pastor Mark:

Pastor Mark has had or is having an exit meeting with office staff seeking their expectations at this time. Some raised a question about an opportunity for people to say goodbye to Pastor Mark and Carolyn.

Question raised: Is there a challenge with the female office staff being alone at the church? Maybe there should be a plan for checking in with them as elders. Brad was a point person prior to Pastor Mark's arrival; he would volunteer again. Maybe the elder on call for the week would stop by/check in. Michelle will check with Dale regarding having a panic button.

A request was made for an exit briefing with Pastor Mark; he thought a joint one with EB and DB would work. Chuck and Michelle will coordinate on setting up a join Zoom for this purpose.

2. Transition Period Planning - End of July to new pastor arrival:

An idea was shared to partner with another church, joining in their live stream in place of ours (for a short period). This would provide some relief for those who are currently involved in streaming worship; we need more volunteers to continue streaming worship support (and support when we go live as well) or there will be burnout. Some supported this partnering concept, while others shared a concern: if we are not having our own worship, we could lose some of our worship identity (unintended consequence).

If Pastor Kevin accepts the call, we should identify areas/meetings for which he can join us through Zoom. Pastor Mark shared a transition book that supports incremental connections for an incoming pastor (like Zooming, for example).

The board supported that if Pastor Kevin says yes to call, we can have him start doing sermons as needed and join us for other support such as meetings through Zoom, paying him accordingly.

3. Annual Elder Election Process – Candidate Affirmation:

The following candidate desired to continue moving toward re-election as elders; they all had the support of their elder mentors. The board affirmed the following candidates for moving ahead to re-election as elders:

Bob Hinze, Chuck Tomac, Lee Lugibihl, Mike Sheets, Rolf Christensen

4. Elder Ministry Plan Budget, 2020-21:

After discussion, especially regarding the amount for Denominational Support, the following budget proposal was approved unanimously by the board. Pastor Mark shared that \$7,000 for Denominational Support is very low for a congregation with our size of budget. Brad shared that an error was made years ago through which it was inadvertently reduced from \$14,000 to \$7,000. Because it was during a tight fiscal year, the Directors Board chose to leave it at the reduced rate; this has never been adjusted back up.

ELDERS - GENERAL		2019-20 Budgeted	Through May Expended	2019-20 Forecast	2020-21 Draft Request
6115-1	Denominational Support	\$7,000.00	\$100.00	\$7,100.00	\$14,000
6117-1	Stephen Ministries		\$100.70	\$100.70	N/A
6129-1	Preaching Honorarium	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000
6130-1	Elder Training		\$119.88	\$119.88	\$500
6132-1	Consulting Services				
6133-1	Portals of Prayer	\$880.00	\$439.80	\$880.00	\$880.0
	TOTALS	\$8,880.00	\$1,760.38	\$9,200.58	\$16,380.00

Note: Stephen Ministry is now under Congregational Care. Total expended there, \$362.80. (\$200 was budgeted). Brad will work with Kathy DiGregorio to identify this budget amount; elders pre-approved up to \$1,000.

Extra Notice: Elder need to contact those in their flock who were invited to in-person worship to notify them of the reduction to 10 allowed in worship; they should not plan on attending unless they make an appointment to do so.

Next Monthly Topics: Elders Board facilitator for coming year

Review membership changes considered in March (6 months ago)

Evangelism planning – continued

Review Budget disbursements - assign elder as authorization agent for EB