

Congregation Meeting Minutes

Meeting date: January 29th, 2017 12:30pm

Attendance: Meeting was held in the Great Room, attendance list is attached.

151 members were in attendance.

Preliminaries: **President Les Soltis** opened the meeting in prayer.

Business:

CALL FOR SENIOR PASTOR:

The meeting opened with a viewing of the video that was put together by the Call Team to present to pastors as they considered a call to St. Luke's.

President Les Soltis presented a motion to call Pastor Dan Weber as the Lead Pastor at St. Luke's. Robert Beckstrom seconded the motion. Les opened the floor for discussion and then invited Jerry Blessing to share some input from the Call Team.

Senior Pastor Call Process This is a calling, not a hiring process. God has to direct us to the person he wants and the same spirit is also calling the Senior Pastor someplace. In this, we pray. The Call Team thanked Jerry Neumann for guiding the Call Team, as well as the congregation, in daily prayers throughout this process.

Nominations came from members and local pastoral support

15 names were selected to be interviewed in greater detail; Dan Weber came through as best candidate at that time.

Call Team wanted to do their due diligence with this process; went from 15 names to just under 60 names seeking leadership skills, preaching skills, management skills. Dan Weber's name continued to come up as a good fit.

Dan Weber's first congregation was in Couer d'Alene, Idaho. He has experience with the Pacific NW. Dan is currently in Omaha, Nebraska at King of Kings Church, which is a church that is four times the size of St. Luke's. Due to some medical issues, he has now taken on some responsibilities as the Lead Pastor there.

He has experience in speaking at two National Youth Gatherings. He still wants to maintain some passion for the ministry with some ongoing relationships with youth gatherings in Finland and another in South Dakota.

Dan Weber was consistently the number one candidate for the Call Team throughout this call process, as well as several recommendations from other pastors.

Q&A from congregation:

Yes, if the call is not accepted, then the Call Team will continue to move forward with additional recommendations.

The call team listened to many of Dan Weber's sermons and they were consistently impressed.

Dan and his wife leave tomorrow on a ten day mission trip to Israel, so we may not get a response in the next ten days but he will be notified of the call by the end of the day.

Dave R. commented that he was really impressed with his demeanor during his visit with the congregation, level headed, and presented himself well.

Concerns were brought up about Weber's financial experience. President Les Soltis commented that the second part of the congregational meeting will review some upcoming information on financial updates for the congregation. ELT is open and willing to lead that change.

The 52 Catalyst is Omaha, Nebraska is Dan Weber and he works with other pastors to network together to learn from and to engage with other pastors in the region.

The Call Team is keeping in communication with other candidates and, if so moved, they will continue with the call process.

Ballots were completed and collected. The count was processed by: Rick Roppel, Amy Sato, and Ky Hopewell.

FINANCIAL REVIEW:

Dave Hoag reiterated the amazing time and effort put forward by the call team. He also appreciated that the team was led by prayer throughout the entire call process.

YTD (first half of FY15 to today): income down about \$60,000

Focus on Offering/Giving (down \$40,000 YTD) due to \$17,000 drop in Nov due to change in online giving withdrawal; all those people have been reminded to set up giving again and that has been corrected

Stewardship Campaign (blessing/impact from that started to come in Dec); increase of \$5000 over last year in Dec; 202 families responded with 2017 giving commitments; forecasted increase of \$268k (+38%)

Goal to increase facility usage (under bounds of IRS tax laws)

Tuition/Daycare; higher enrollment this year in daycare but schools enrollment is down

Fiscal YTD Summary: Church (\$66,000 net loss this year) and Schools (\$30,000 net gain this year)

Top Expenses: Payroll / Personnel Costs (75%); some changes that were made last year will not impact the budget until later this year; Salaries lower due to Dir Operations and Dr Music; Benefits lower due to reallocation of personnel; Additional decreases in benefit go into effect on Jan 1; Schools Benefits higher due to reallocation of personnel; Schools Salaries higher due to additional position; Daycare Salaries higher due to reallocation of personnel

Expense Reduction Efforts – take full effect in 2nd half

- Salary freeze continues
 - Staff benefits – change in plan took effect Jan 1, 2017
 - Pastor Salaries & Benefits (back to 2 total)
 - Music Director salary & severance (impacted 1st half results, fully removed from 2nd half)
 - Director of Operations – moved from full-time to part-time
- Overall goal: spend only what we have

18 Year History – Income vs Expense

- 2016 total income on-par with historic highs (only 6 of last 18 years higher)
- Debt Service as % of Income 10.86% vs 18 year average of 9.41%
- The Core of St. Luke's is STRONG.

SUMMARY OF BLESSINGS:

Finance Committee (Formed July 2016): Steven Percival, Jay Heilman, Steve Greiger

- Accountability

- Best practices GAAP
- Controls

Expense Reduction

Stewardship Campaign

Call Committee

Positive Staff Transition – Blessed by outstanding staff additions

- Operations Gerald Meyr
- Front Office “do it all” – Kim Jeroma
- Schools & Families – Stephanie Hagen & Noel Johnson

Increased Volunteer Commitment

- Music, Youth

YOUTH PROGRAM UPDATE:

Thank you to Interim Leadership: Rob Percival, Melika Mindemann, Pastor Chris

Youth Pastor Position

- Hope is that path would lead us a candidate by June
- Plan to interview seminarians this February
- Best guess is that we have a 70-90% chance of a Seminarian accepting a call by June
- ELT is also pursuing a possible DCE candidate
- Small team interviewing those candidates over the next 3-4 weeks
- Please continue to pray for this process.
- The trained but not ordained position could be a hired position, not a call.
- The ELT is working together to select their top four candidates to interview by Monday. The Call Team will then complete the interviews, including ELT members, Call Team members, and a Youth Leadership member. Congregational members expressed some need to include youth leadership as participants in the interview process.
- There was concern about making this decision without guidance from our incoming Lead Pastor. Candidate Dan Weber did provide some guidance
- 151 Votes to Approve the Call for Pastor Dan Weber; There was a vote to make the call unanimous from Michael Harrel and seconded by Lind Simonsen. This call offer will be moved on to Pastor Dan Weber.

ADDRESS FROM PASTOR REINKE:

- Intentional interim work is completed
- Due to Health Issues, Reinke is resigning from his current position
- Pastor Auggie Ristow will be called as an Intentional Interim replacement for Reinke to fill in Reinke's shoes during this transitional time period
- Reinke thanked the congregation for this journey together.
- God is with us always. ☺

Transition Timeline:

- David Reinke to depart February 28, 2017

Intentional Interim Replacement Candidate:

- February 11, 2017: Augie Ristow will visit St. Luke's to meet congregation and ELT
- February 19, 2017 – Congregational vote to call
- If Ristow call is approved – Early March start date
- If Ristow call is not approved – Immediate search for another Interim candidate will commence

Meeting was closed in a prayer of healing for Pastor David, led by Pastor Chris.

Meeting was adjourned at 1:53pm.

Respectfully submitted by,

Morgan Griffith

Secretary, ELT