

CHRIST THE KING LUTHERAN CHURCH  
Council Meeting Minutes  
February 14, 2017 -

Membership Roll:

Present: LeeAnn Quinlan, Kirk Carlson, Meredy Hase, Pastor Jordan, Carol White, Shari Showers, Sue Ettmayer, Amy Bonesho, Joel Gerth, and Barb Hamman

Absent: Jon Kilmer (due to illness)

Sue called the meeting to order in bells room at 6:36 p.m.

Opening Prayer/Refreshments: Shari Showers

Acceptance of Meeting Agenda: Carol moved and Norb seconded to accept the agenda. Motion carried.

Acceptance of last month's council meeting minutes. Shari moved and Amy B. seconded to accept the minutes. Motion carried.

## **MONTHLY REPORTS**

### **Pastor's Report: Pastor Lindsay Jordan (see attached)**

#### **President's Report: Sue Ettmayer (see attached)**

Sue suggested that we have an annual budget review with the congregation in December and that we postpone the regular Annual Congregational Meeting to February.

Easter Breakfast (consisting of egg bakes and fruit) will be served in between 2 services on Sunday. We will use Sign-up Genius for people to sign up to bring food. Have a few volunteers, but still looking for someone to take the leadership role on this event.

Will have listening sessions on the parking lot design.

#### **Vice President's Report: Carol White (see attached)**

A/V listening session updates will be provided in the advocate and bulletins.

Motion to accept the reports and approve the actions of the Executive Committee made by Kirk and seconded by Norb.

#### **Treasurer's Report: Norb Steinbach (see attached)**

Made some presentation changes in the way memorials are separated out from operating expenses. Will also add a year to date column for future reports.

Motion to accept the treasurer's report and approve the actions of the treasurer by Carol and seconded by Kirk.

## **COUNCIL COMMITTEE REPORTS**

### **Personnel Committee: Meredy Hase (see attached)**

Newly created drafts of job descriptions for Faith Formation Coordinator and Music Ministry Coordinator were handed out.

### **Building & Grounds Committee: Kirk Carlson (see attached)**

Elevator broke. It was fixed with a minor repair. New LED lights need to be installed. He is helping on the pancake breakfast on Saturday.

### **Worship and Music Committee: Vicky Yaeger (see attached)**

### **Youth Report: Shari Showers (see attached)**

Youth lock-in is planned for 5<sup>th</sup> grade and above. Can register for it on website.

### **Fellowship Report: Bev Waltz (see attached)**

### **Education: Amy Bonesho (see attached)**

Milestone Ministry Handbook created by Teri. Will begin planning for VBS.

### **Stewardship Committee: Jon Kilmer (no report)**

**Motion for Acceptance of the Council Committee Reports and approve the actions of the committees by Shari and seconded by Norb.**

## **OLD Business:**

### **Bishop's Forum – February 25, 2017 - Pastor Jordan**

This is the second part of the series. (The first part was held previously at our church.) The second is at 9:00 am to noon on Saturday. A person needs to register in advance.

### **Council Retreat – Sue Ettmayer/Pastor Jordan & Carol White**

To be held on March 4, 2017 from 9:00 to 3:00. More details will be forthcoming.

### **A/V Update – Carol White**

Had a church service with a screen test and a congregational listening and feedback session afterwards. Will have A/V listening session updates in Advocate and bulletin.

## **NEW Business:**

### **Outreach as council position – Sue Ettmayer & Barb**

### **Appointment of Audit/Budget chairperson – Sue & Joel**

All welcomed Joel Gerth as the new chairman of the Audit and Budget Committee.

## **Closed personnel session – Meredy Hase**

### **Motion for Adjournment:**

Carol moved and Norb seconded. The meeting was adjourned at 9:15 pm.

### **The Pastor led the council in a closing prayer.**

Respectfully Submitted,

LeeAnn Quinlan  
Council Secretary

**Next Meeting: March 14, 2017**

**Refreshments and Devotions: Kirk Carlson**

## **COUNCIL REPORTS**

### **Pastor's Report**

February 14, 2017

#### **Places of Pride**

- Sunday's Worship and Listening Session – In an order to communicate more clearly the vision for how the screen will be used, we led worship with a screen present. The aesthetics committee and I worked very hard to make things go smoothly. Thank yous are due that team and Rich Quinlin for his help on Sunday. We also thank the Grohs for their generosity that provided the screen for us. The listening session was an important time for us. We need to continue to lift up such gatherings – to keep people informed and to get feedback.
- The Sanctuary Choir – I have been very proud of the positive ways they are moving forward in this difficult time of transition. In spite of the transition, they are focusing on music and finding joy with each other. I got to sing with them this past week. Their energy was very refreshing for me.
- Discipleship Training Youth – They are a great group of kids who are studying the faith. They are completing their Guiding Word Projects
- Teri Bergendahl and the Education Committee – I am seeing beautiful life returning to our teachers and Sunday School program. I am thankful for the wonderful partnership they are developing.

#### **Guiding Word Project Celebration**

Wednesday night, February 22, our youth will be presenting their Guiding Word projects to the congregation, beginning at 6:30. Last year we only had one or two people, outside of parents, come to listen to their reports. I'd like to encourage you, as leaders to help build support for our youth. Come and be a part of their night. Invite others to join you. When our youth do something special, like this, we should surround them with love and excitement.

#### **Synod Cluster Assembly – February 25**

We are only a week and a half away from the Synod Cluster Assembly, which is a continuation of the cluster process begun January 30<sup>th</sup> at the cluster meeting held at CTK. We had about 55 people involved in the two meetings held here last month. Unfortunately, Teri and I were the only leaders

involved in this process from CTK. We missed out on an important event that provided opportunities for leadership in our synod and modeled ways of mission discernment for the congregation.

The cluster assembly is designed for leaders of the congregations of the Synod to be together again to think together about issues of vision and mission. There will be breakout session just for our cluster.

I don't want to be the only person representing CTK and learning from this process. For this reason, I sent an email over a month ago about it and included it in my last month's email. I hope all of the council will attend. You need to sign up on the synod's website to participate. Please do so. There is further information on the Synod Website.

### **Change to Change the World**

Teri and I have been in conversation about the Change to Change the world project. She raised a question of how to get the kids more engaged with the red cup project. It's been a wonderful conversation. I reminded her that when I started this ministry, my goal was to help CTK connect more with ministries of the ELCA. This continues to be the case.

C2CtW is an activity that helps us connect our hearts to the larger work of the church. Jesus says, where your treasure is, there your heart will be also. So, by investing in Reformation Lutheran World Hunger, we are directing our hearts to the work we do with the other churches of the ELCA, work with the poor, feeding the hungry, caring for the vulnerable. At the same time, we are learning about our connection to the larger church. I appreciate that the congregation has been supportive of this initiative. In three years, we've raised more than \$12,000 for direct ministry. I think I'm underestimating that amount.

I appreciate the pastoral latitude that has been giving me in starting and directing this special offering. I am committed to using that money outside our church, for the sake of efforts connected to our ministry, so that we grow in our connection to the larger Church as it exists in and through the ELCA.

Teri and I would like to strengthen kid's participation by inviting the kids to designate money raised for world hunger toward specific hunger-related projects of the ELCA World Hunger Fund. This would be accomplished through the ELCA's Good Gifts Catalog. The idea is to have the kids decide which project within the Hunger Fund's list, they will support with moneys raised for world hunger the previous week. This would be done by posting pigs, chickens, cows, etc, on the wall and letting kids decide which they want C2C money to purchase. In doing this, we continue to meet the objectives I've laid out in starting this ministry, while meeting the objectives Teri brings to the table. The kids will grow in their engagement, as a result, turning it from a nice thing they do, to an act of mission and ministry.

This will result in a little more work for the treasurer: 1) reporting amounts to the Teri, 2) receiving reports of designations of gifts from Teri, using the remittance form found in Good Gifts, 3) forwarding red cup giving as designated by the SS kids.

So, with this report, I'm looking for your continued blessing to keep doing this good work and to direct it in the ways written above.

### **Centering Word Initiative**

I'd like to re-invite all leaders to deepen their engagement with the Centering Word initiative – to move our centering word beyond worship, to the tables of leadership we are a part of. The Centering Word is a recitation of scripture aimed at helping us be more grounded in biblical passages important to the faith. The repetition of these verses will help us focus on and learn passages that are central to us as Christians.

The name of this initiative name reflects the role of Scripture in the life of faith. The Bible is central to our identity. Around the Word of God and the Sacraments we gather as God's people. As we gather in worship and spend time in daily devotions, God shapes us and strengthens us for ministry in the World. The role of Scripture is so central to our lives, that in teaching the third commandment, Martin Luther teaches us to remember that the command, "*Remember the Sabbath and keep it holy*" is

a call to *“Fear and love God so that we do not neglect God’s Word and the preaching of it, but regard it as holy and gladly hear and learn it.”*

This emphasis on Scripture is deeply needed. Many Lutherans/Christians have drifted away from regular study and reflection on Scripture. As a result, many of our people are hungering for a deeper connection with the Divine One who meets us in the reading, hearing and studying of scripture. When God’s people drift away from regular study and reflection on scripture, the Church struggles to find its mission and often is left floundering. *“The Centering Word”* seeks to give focus to our spiritual lives while teaching basics of the faith.

To help God’s Word deepen people’s relationships with God, I’m inviting you to call every group of which you are a part to engage *“The Centering Word.”* Begin your gatherings with a recitation of the Centering Word verse(s) and offer short reflections on it. Encourage each other to share what they hear on it and to learn it.

### **Coming up for PJ and CTK**

February 16-February 22 – PJ on vacation. I’ll be traveling to New York City to see Paul sing in a choir at Carnegie Hall. Of course, we’ll also wave at President Trump’s Westside skyscraper, while praying that he’ll be a good leader who cares for the most vulnerable among us, as Jesus calls us to do.

February 25 – Synod Cluster Assembly Event, Mt. Hope Lutheran Church (8633 W. Becher Street, West Allis) from 9:00 am until 12:00 noon

March 25 – April 1, 2017, PJ travels with CTK Volunteers on Waukesha Area Mission Trip for adults. Includes one Sunday and a Wednesday in Lent. Pastor Goodrich will fill in for me the one Sunday I’ll be gone.

May 15 – May 21 - PJ will be doing Continuing Education. I will attend, for the second year in a row, the festival of Homiletics in San Antonio. I will be gone one Sunday as part of this week of learning.

June 1-3, Synod Assembly at Country Springs

June 12-16, VBS

### **President’s Report February 2017**

The annual meeting of CTK was held on January 22. The meeting lasted approximately 2 hours with most of the focus on budget items and questions. After review by the Exec Committee, we are looking at holding a “reading of the budget” in December 2017 prior to the meeting to answer questions and take suggestions prior to final budget approval. It is felt that this will allow for more discussion before the annual meeting and shorten the length of the annual meeting. The request of moving to fund accounting made at the meeting is being pursued as well. Also, I am working with various people/committees to make changes as suggested in the annual audit review. A final summary of changes will be issued in March.

The Exec committee is recommending that CTK pursue an outside party to help deal with the ongoing issue of conflict resolution within our church. Conflict resolution has and will continue to hold us back from moving forward as a church. We are currently gathering names of those who may be able to lead us in these discussions. Exec team has agreed that people with

backgrounds in working with church groups and volunteers, rather than a business, should be pursued.

Exec team has agreed that Outreach, a very vital part of our church, should be represented on council and Barb Hamann is willing to be the chair if council approves this action.

Joel Gerth has also agreed to represent Audit and Budget on the council. Thank you Joel.

The contract for the new visual system was signed in January. Thanks to all those who are serving on AV task forces. We held a listening session on February 12 regarding what the wall will look like and also how the system will be used. A total of 62 people attended the meeting. The discussion went well but there were too many questions unrelated to how it will be used and what it will look like.

Easter Breakfast will be held between services on Easter Sunday. We will use the genius signup sheet for egg casseroles and fruit. We have a couple people willing to help but need one person to be in charge of the kitchen that morning.

The ERFT committee will be holding a listening session in early April with a congregational vote to be held in the of April. We are trying to finalize dates. We are listening to what the congregation had to say regarding listening sessions before a vote for the AV project, so we will hold the listening session several weeks before a vote.

**Vice President’s Report  
Feb. Council Meeting**

- I attended the W&M Jan. committee meeting (minutes in drop box)
- I attended the joint W&M and Personnel committee meeting in Feb. to discuss the creation of a Music Director or coordinator (minutes in drop box)
- I attended two meetings of the Video team – aesthetic committee
- I attended the Feb. board meeting for All God’s Children and am working to schedule a meeting with Laurie Wilson
- On Sunday, Feb. 12 Pastor incorporated the use of video into worship. This served the Video Task Force well for the listening session that followed
  - The Task Force will be working to pull together a number of items requested at this meeting
  - Drawings will remain available in the upper sanctuary for congregation to offer feedback. What I have heard to this point is positive with respect to the drawings.
  - Next steps are for the wall construction team to meet

**CHRIST THE KING INCOME & EXPENSES SUMMARY 2017**

	<u>JANUARY</u>	<u>YTD 2017</u>	<u>ANNUAL BUDGET</u>	<u>NOTES</u>
<b>OPERATING INCOME</b>				
REGULAR CONTRIBUTIONS	33,050	33,050		about 925 more than last year

MISSION CONTRIBUTIONS	531	531		
DESIGNATED CTK	4,502	4,502		all Change to Change includes 3,000 for mortgage
YOUTH INCOME	706	706		
OTHER INCOME	2,032	2,032		includes 1,631 rent from AGC
<b>TOTAL</b>	<b>40,821</b>	<b>40,821</b>		
<b>EXPENDITURES</b>				
MISSION SUPPORT	2,115	2,115	32,800	2,000 to Synod
CAPITAL PROJECTS	0	0	22,000	
EDUCATION	673	673	8,750	
FELLOWSHIP	220	220	9,600	
INSURANCE	0	0	13,800	
MAINTENANCE	3,088	3,088	33,400	2,455 for snow removal
MEMBER MINISTRIES	364	364	6,300	
MISCELLANEOUS	90	90	1,645	
MORTGAGE PAYMENTS	4,068	4,068	48,816	
OFFICE	2,002	2,002	16,500	
SALARIES	12,577	12,577	158,973	
SALARY PASTOR	7,580	7,580	93,923	
PASTOR BENEFITS	2,359	2,359	49,828	
STEWARDSHIP	0	0	5,920	
UTILITIES	4,102	4,102	35,300	
WORSHIP	656	656	24,400	
YOUTH & FAMILY	101	101	12,500	
<b>OPERATING EXPENSES</b>	<b>39,995</b>	<b>39,995</b>	<b>574,455</b>	
<b>NET OPERATING INCOME VS EXPENSES</b>	<b>826</b>	<b>826</b>		
Exterior Renovation Fund Income	518	518		
Exterior Renovation Expenditures	0	0		-
<b>EXT REN FUND Balance</b>	<b>171,154</b>			
<b>Memorial Funds Summary</b>				
Undesignated Funds received	4,550			includes 4,500 from Hoffmann estate 104,611 from Jorgensen and 38,279 from Hoffmann for AV System
Approved funds dispersed	142,890			
Undispersed designated funds	77,340			
Balance of Undesignated Funds	58,652			
<b>Total Memorials in Check. Acct</b>	<b>135,992</b>			
<b>Checking Account Balance January 31, 2017</b>		<b>307,976</b>		
<b>Total Restricted/Designated Funds</b>		<b>330,633</b>		most of this is Memorials & Ext Renovation Funds an increase of 2,338 from year-end
<b>Current deficit</b>		<b>22,657</b>		
<b>Other Funds</b>				
Vanguard Account	79,509			increased 931 last month
ELCA Endowment	63,939			increased 1,434 last month

Norb Steinbach  
Treasurer

Report to Council Personnel Committee, February 12, 2017

- 1) Meredy opened the February 8, 2017 meeting with Lynn Hansen, Mary Hansen, Jayne Hinkens, Sue Seegert, Pr Lindsay Jordan (PJ), Meredy Hase (chair) attending. Pr Jordan led the committee in prayer.
- 2) Meetings Report and Review completed
  - a) January 25, 2017, PJ and Lynn Hansen met with Robert Stelter, Custodian.
  - b) January 25, 2017, PJ met with Jill Vento, Office Coordinator.
  - c) January 25, 2017, Meredy met with Mark Gould and signed an INDEPENDENT CONTRACTOR AGREEMENT as Temporary Sanctuary Choir Director and Temporary Organist in February 2017.
  - d) January 26, 2017, Meredy called Juanita Newman, Admin Assistant.
  - e) January 26, 2017, Meredy contacted and received from Paul Neumiller a key code for access for our temp Sanctuary Choir director, Mark Gould. Meredy also asked Paul for access to the electronic doors in/out report information; pending.
  - f) February 1, 2017, Meredy attended Sanctuary Choir practice directed by Mark Gould. PJ gave a key swipe and a set of keys to Mark Gould.
  - g) February 1, 2017, Meredy met with Lois Knutson and gave her an INDEPENDENT CONTRACTOR AGREEMENT as Temporary Bell Choir Director in February 2017. Lois revised and returned to Meredy.
  - h) February 2, 2017, PJ posted a brief job posting based on our Job Description draft, salary TBD, on the ELCA website. More posts pending.
  - i) February 6, 2017, Personnel Committee representatives PJ, Lynn Hansen, Sue Seegert attended a Worship and Music committee meeting, chaired by Vicky Jaeger. Vicky invited Sanctuary Choir and Handbell Choir members to attend. We thank Jeff Roth for suggesting the joint meeting and thank Vicky for leading the discussion.
- 3) The committee approved the Meetings Report and actions
- 4) Dropbox file for Personnel Committee - PJ to distribute invitation to members - pending.
- 5) Custodian – review and discussion
- 6) Faith Formation Coordinator – The committee selected Teri Bergendahl to fill the position of Faith Formation Coordinator (changed Job Description name from former Christian Growth Coordinator, at Teri's request and committee consent) and confirmed her interest and availability within the constraints of the 2017 budget. Meredy will advise the Council of her hire and the Job Description. The committee agreed the Faith Formation Coordinator Position Agreement would define the position as a part-time Level 1 Staff, without benefits but with paid holidays and two weeks paid vacation days following the completion of twelve months in accordance with the current Personnel Policy Manual.
- 7) Music Ministry Coordinator – We reviewed the minutes of the February 6 Worship & Music Committee meeting, chaired exceedingly well by Vicky Jaeger. The committee discussed the final, needs-based Job Description draft which Meredy will forward to Vicky and the Council. We discussed the interview format, agreeing stakeholders identified as representation from the Personnel committee (3) and Worship and Music committee (1), the Sanctuary choir (1) (selection as decided by W&M), the Handbell choir (1) (selection as decided by W&M), and the Pastor should be involved (7 total). The committee agreed the Music Ministry Coordinator Position Agreement would



define the position as a part-time Level 1 Staff, without benefits but with paid holidays and two weeks paid vacation days following the completion of twelve months in accordance with the current Personnel Policy Manual. We formulated a proposed annual budget and salary of \$27,000 for 20hr/week position based on our review of Bureau of Labor Statistics 2015 Religious Organizations surveys, Assoc of Lutheran Church Musicians 2012, and American Guild of Organists 2015 Salary Guide for Musicians in Religious Institutions plus Music Dir & Organist time requirements worksheet for an experienced candidate, and the 2017 Budget. A proposed budget shift using 2017 budgeted Staff Salaries line items at \$21.5K plus one-half (or less) of the budgeted expenses from Worship and Music SPECIAL GROUPS budget of \$4,000 and one-half of the Special Music for Worship 6xper year budget of \$4,000 plus other budgeted monies potentially redistributed from the 2017 NEEDS & PLANS budget such as Lights for Choir Loft \$2K, SIGNS WITH NEW LOGOS \$2K, or the Furnace for Vestry \$5K was discussed. Meredy will contact Vicky Jaeger for discussion and take the proposed budget changes to Council.

- 8) Approved the actions of the Committee, closed with the Lord's Prayer, and Adjourned
- 9) February 9, 2017, Lois Knutson called Meredy with practice and ring dates for the Handbell Choir in March 2017. Meredy confirmed with PJ and with send a second INDEPENDENT CONTRACTOR AGREEMENT as Temporary Bell Choir Director for March 2017.
- 10) February 11, 2017, Meredy called Vicky Jaeger, Worship and Music Committee chair, requesting a final review of the Music Ministry Coordinator Job Description and of the recommended diversion of \$3,500 budgeted money from W&M to Personnel, Staff Salaries, Music Ministry Coordinator. The Personnel Committee consented via email that Council be asked to redistribute from the 2017 NEEDS & PLANS budget the \$2,000 for Lights for Choir Loft to Personnel, Staff Salaries, Music Ministry Coordinator.

Respectfully submitted, Meredy Hase, Personnel Committee chairperson, February 12, 2017

## Property and Grounds Report February 2017

The Lights in the Sanctuary need replacing. Almost half of the lights have now burned out. The last time we replaced bulbs in the Sanctuary was March 2013. We have put this off for about 6 months so the number of bulbs that are now out is past the point of just being noticeable, we need lights! Since we haven't done this for 4 years, let me refresh memories and explain the situation for those that weren't around.

There are 18 - 500 watt quartz/halogen bulbs 40 feet above the pews in the peak of the sanctuary. There are also 2 spotlights that light the pulpit from 2 angles. Finally, there is one light that shines upward to light our glass spire at night.

It is no easy task to get someone 40 feet up in our Sanctuary to change the bulbs. The Sanctuary is serviced by steps, going down from the upper sanctuary. Portable lifts need a ramp. The only way to bring lifting equipment in, is to use the ramp on the east side of the Sanctuary which is very narrow and has a tight turn. We have only found one lift, made by the Genie Lift Company, that will make it down the ramp and be able to raise a man 40 feet up. The lift rental is \$250. We ruined the tailgate on Charley Richards' pickup in 2010 trying to load this 1000-pound lift onto his truck. To avoid the risk, we paid the rental company \$300 for them to deliver and return it in 2013. The cost of the bulbs is about \$300. We need a crew of volunteers to bring the lift in, move the pews out of the way and reposition the lift 20 times to go

up to each light. Be sure that we know that the smart thing is to replace ALL the lights, not just the dead ones.

The AV project will need to rent at least one lift to build the screen structure. We will meet with them to see if we can use the same lift to do the lights.

Someday we will replace all these lights with LEDs. This was researched thoroughly in 2013. All of the existing fixtures would have to come down and replaced with new LED fixtures. This involves significant work including wiring the new fixtures. The type of lift described above only lifts one man at a time. Fixture replacements can't be done by only one person, when working this high in the air. We would have to bring in scaffolding and hire professional lighting electricians. Estimate: \$15,000 -\$25,000.

P&G wants the focus of the Congregation's fundraisers to be on the parking lot right now. We recommend replacing the lights with conventional bulbs at this point and then look at LED's 3 years down the road.

On Sunday February 12, the elevator broke down. Braun ThyssenKrupp has been notified and will come out on Monday to either repair or make recommendations.

Kirk Carlson  
Chair P&G

## CTK WORSHIP AND MUSIC COMMITTEE MINUTES

February 6, 2017

Present: **W & M Committee:** Vicky Jaeger (chair), Carmen Brammeier, Pr Gerald Goodrich, Pr Lindsay Jordan, Jeff Roth, Carol White. **Personnel Committee:** Lynn Hansen, Lee Ann Quinlan, Sue Seegert. **Others:** Sue Braunschweig, Linda Neumiller, Paul Neumiller (the latter two for approx. 10 minutes)

The meeting was called to order at 6:33 p.m. Pastor Jordan led us in devotions, with singing "Precious Lord, Take My Hand" and prayer.

Minutes of the Jan. 9 meeting were approved.

Vicky stated that the purpose of the meeting was to give the Worship and Music Committee an opportunity to share comments with the Personnel Committee, as we look to the hiring of a new staff person for music ministry. Pastor Jordan thanked Jeff for his email which gave the impetus for this meeting.

Pastor J. explained that a broad description of the position has been posted on the Synod ListServe. Once the job description has been finalized it will be posted with the American Guild of Organists and the Association of Lutheran Church Musicians.

The goal was stated to have one person be the co-ordinator for all aspects of music ministry at CTK, including directing the Bell and Sanctuary Choirs, co-ordinating special music when the choirs are not singing/playing, serving as organist/accompanist, and involving all ages in the music ministry.

There was concern expressed that the person especially have skill at the organ, considering that we have a very good instrument, and that person work with Roland in the maintenance of the organ.

The question was raised as to why we have to deal with this position at this time. It was explained that Art and Betsy had bought a home in Florida and expect to spend more of their retirement time there. Vicky reiterated that the purpose of the meeting was to provide input for the future of the music ministry, not to deal with past personnel issues.

Concern was expressed whether one person would be stretched “too thin” by being both choir director and organist/accompanist. It was explained that several musicians prefer this arrangement, and it would be very doable in a 20-25 hour per week position.

Concern was raised about financing the position. Suggestion was made that we could pull out some of the money budgeted for special music if necessary.

Discussion was held about the interview process. The concern was raised that too many people doing the interviews could be overwhelming. However, it was expressed that all stakeholders should have a part in all the interviews. This includes members of the Personnel Committee, representative from the Sanctuary Choir (not a problem since four members of the Committee are choir members), a representative from the Bell Choir, and a non-choir member from the Worship and Music Committee. It was suggested that if it is felt that this is too large a number, perhaps not all the Personnel Committee would need to be involved in the initial interviews.

Concern was expressed that faith formation be part of choir rehearsals, and not just preparing music for a performance.

The question was raised about the necessity of two anthems per service. Most churches have only one. Consensus seemed to be that an anthem during the offering might be dropped, when Change to Change the World is received, and the noise of coins clanking is disruptive to the performers, especially when there are soloists. Since the purpose of the choir is to lead the music in worship, the time spent preparing a second anthem might be used to practice the hymns and the liturgy so the choir can be effective leaders in all aspects of the music in worship.

Sue Seegert read the main parts of the draft job description which has been prepared. After the Personnel Committee meets to finalize the job description, it will be forwarded to Vicky to distribute to the W & M Committee for review.

The meeting was adjourned at 7:58 p.m. following the praying of the Jesus Prayer.

Submitted by:

Gerald V. Goodrich, Secretary

Youth Meeting February 6, 2017

Shari, Pastor and Katie McCarley were in attendance

We discussed the Youth lock in happening February 24-25<sup>th</sup>

- \$25 for 7-12<sup>th</sup> grade
- \$18 for 5-6<sup>th</sup> grade to only attend the water park

We will begin having the kids dropped off at the church on Friday 2-24 at 5pm, feed them. We will go to Country Springs for some fun at the water park. Then we will go back to the church for some chopped fun, making pizzas with all different ingredients.

Movies to be watched. Will discuss with Paul Neumiller on how to set up and where.

Breakfast for the kids at 7am, and picked up by parents around 8:30.  
Shari Showers Youth committee member

## **Fellowship Report - February 2017**

Attendees: Cheryl Steinbach, Bev Waltz, Robin Weiss, Laurie Wilson

### MONDAY MAVENS

Ten participants joined our January Monday Mavens meeting to play spoons and plan the year. A draft of monthly activities is listed below. Snowy weather could have affected attendance.

February - Soul Fire Art Studio  
March - Sugar Easter Eggs at CTK  
April - Wine Tasting at Jaeger's Home  
May - Manicures & Pedicures  
June - Ten Chimney's  
July - Boating  
August - Yoga  
September - BUNCO at CTK  
October - Pumpkin Zentagle at CTK  
November - Nativity Tour & Meal  
December - Christmas Tea

### LENTEN MEALS

Pam has set up the Lenten meals as follows:

March 8th - Men's Bible Study  
March 15th - All God's Children (Hot Dogs)  
March 22nd - Choir (Sloppy Joe's)  
March 29th - Education Committee (Mexican)  
April 5th - Membership Committee

### SWEETIE PIE LUNCHEON

Due to a lack of interest, the Sweetie Pie luncheon was cancelled. Feedback was that the time was too late after the service. Timing had been delayed to allow for the AV meeting.

Respectfully Submitted, Beverly Waltz, Fellowship

## Education Committee Meeting – February 8, 2017

In attendance: Teri Bergendahl, Ruth Beiler, Sherie Trafton, Mary Hollister, Amy Bonesho

Teri has put together some things to enhance the Sunday school program. To enrich the family worship Sundays (first Sunday of the month when there is no scheduled class time), Teri will be handing out "Take Faith Home" cards. The cards will be based on the gospel lesson. Families are then encouraged to take the cards home and discuss the message.

Teri has also created the Milestone Ministry Handbook. This is a great addition to Sunday school. This outlines learning goals for all children beginning with Pre-K. For example, the Pre-K goals will include learning table and bedtime prayers, grades 1 & 2 will learn The Lord's Prayer, grades 3 & 4 will learn the Ten Commandments, grades 5 & 6 will learn The Apostles' Creed. The children will present what they learned to the congregation. We are beginning to work on these goals immediately. Sunday school rooms will include some decorations to support these milestones. Ruth Beiler will be working on that.

We will again have a teacher/staff appreciation brunch in May. All God's Children will be included. Mary Hollister will help with this.

Teri met with Shelly Fuller to discuss how education can support Family Promise. Teri will be making prayer table tents for them. The table tents will include meal time and bed time prayers. The storage room is also ready to be used by Family Promise if needed. Special thanks to Sherie Trafton for all of her hard work getting the room organized.

We continued discussions about Vacation Bible School. We will be offering extended care after VBS. This will be more than just childcare. The extended care will be a music workshop and will include instruction on things such as playing the chimes, African drumming, poetry, etc. Also, Teri will be checking with other ELCA churches about the curriculum they are using for VBS. We would like to find out if others have or are planning to use the same curriculum as we are and maybe we could share resources.

On January 29<sup>th</sup>, the Discipleship Training students lead the church service. The students were responsible for all aspects of the service, including the sermon and serving communion. There was much positive feedback from the congregation.

Respectfully submitted by: Amy Bonesho

END OF COUNCIL REPORTS