

First Lutheran Church Council Meeting
Tuesday, February 21, 2017 – 5:30 p.m.
Minutes

Attendance: Council- Dave Rogness, Jane Nelson, Kathy Helming, Loren Stahl, John Bennett, Gary Inman; Staff – Pastor Corey Bjertness, Pastor Laurie Neill, Pastor Bill Ahlfeldt, Rollie Johnson, Christy Schilling, Daniel Damico.

President Gary Inman called the meeting to order. The Mission and Vision statements were read.

Devotion and Opening Prayer – Pastor Corey led opening devotions and prayer.

Consent Agenda

- **Minutes from last meeting**
- **Administrator’s Report** – Daniel shared more information about the special assessment letter received for streetlights.
- **Committee Reports**
- **Task Force Reports**
- **Pastor’s Reports.**
- **Board Governance Review**
- **Correspondence**

The consent agenda was reviewed. Loren Stahl motioned to approve. John Bennett seconded. Motion carried.

Regular Agenda:

- **Financial Report** – Christy Schilling reviewed key points of the financials.
- **Old Business**
 - **Employment Update** - Efforts continue to fill open staff positions. Competition in the job market impacts ability to attract and hire qualified staff.
 - **Continuing Ed Expense** – Loren Stahl shared progress of discussions.
 - **Generations of Generosity Campaign** – A mailing was sent to members with information for giving.

Special Focus – Pastor Laurie presented information on Empowering Women in Agriculture: Women-led Vegetable Farming Project in India. A very informative video shared how the program works and its impact to the people. Lutheran World Relief is partnering in this work. This will be our Lenten project to support.

New Business

Filling Non-Pastor Positions: A significant amount of time by staff and pastors is consumed in the recruitment and hiring of open positions. Certain positions require searches outside of the state. Discussion supported the recommendation that staff will use search firms to fill vacancies when the budget allows and necessity requires.

Increase Staff: Council was asked to share what they have seen as the greatest needs in the area of staffing. Discussion around operational needs and resources to support the people and work of the church led to the motion that the staff are authorized to use \$100,000 of the reserve account to increase staffing positions, to be transferred as needed; which is under the constitutional 5% maximum budget increase. Gary Inman motioned to approve. Dave Rogness seconded. Motion carried.

Per diem Expenses: Professional staff are being required to meet members for meals/coffee/etc. and often paying out of their pocket. It was recommended that budget dollars should be allocated to support these activities. Staff will review.

Other: Proposed dates for the Annual Meeting are July 30th or August 6th.

Sending prayer – Pastor Laurie offered the closing prayer.

Executive Session

Meeting Adjourned.

Next meeting scheduled for Tuesday, March 21, 2017 at 5:30 p.m. Meal provided.

Respectfully submitted,
Kathy Helming, Secretary