

St. Paul Lutheran Church
CONGREGATION MEETING MINUTES • November 29, 2017

Call to Order: Vice President Jim Marshall called the meeting to order at 6:30 pm.

Opening Prayer: Pastor Tom Gudmundson

Secretary's Report - Minutes of August 1, 2017 Congregation Meeting: *A motion was made by Pete Strains and seconded by Paul W Ten Pas to approve the Secretary's Report from the August 1, 2017 Congregation Meeting. Motion carried unanimously.*

Treasurer's Report: Treasurer Donna Felch presented the financial report ending October 31, 2017. *A motion was made by Dave DePagter and seconded by Rick Leicht to approve the Financial Report as presented. Motion carried unanimously.*

HVAC System: Church Administrator Stefanie Trakel presented the need for a HVAC System upgrade. The system is over 20 years old, it needs frequent repairs and is the source of many complaints, based on a lot of restrictions with our current system. The upgrade would switch our controls from pneumatic to electronic. This will give us greater control over the system, including the ability to adjust the temperature based on the activities in the building and remotely. Dampers would also be placed into the 100 wing classrooms near the fellowship hall and in the church office to allow for better regulation of the temperature. This will not fix everything, as this is a large commercial building. There will be minor fluctuations in worship center temperature in spring and fall transitions from air conditioning to boilers. However this new system can better anticipate changes and automatically make adjustments. When room dividers are used, it changes the layout of the room so it will take a bit of time for the system to adjust. It should also be noted that everyone's body temperature is different, it is impossible to please everyone.

The Church Council would like to complete the project in two phases. The first phase to be completed in 2018, which will primarily be the 1995 portion of the facility, including the worship center, gathering area and church office in the amount of \$92,000. Phase two would be completed in 2019, which would be the classrooms and fellowship hall in the amount of \$70,000. The total cost of the project would be \$162,000 to be paid from the Capital Improvement Fund. It should also be noted that the Worship Center Air Conditioning Condenser will need to be replaced once it officially breaks, which could be at any time. That will be an additional \$23,000.

Discussion occurred. It was suggested to inform the rest of the Congregation during services of the importance of the Capital Improvement Fund and how we will now be using a significant portion of it. The Congregation should also be reminded that they can make changes to their Simply Giving designations at any time by contacting the Church Office. The Church Council will discuss this further.

A motion was made by Mark Buffington and seconded by Ron Kalk to approve the HVAC System Upgrade in the amount of \$165,000 to be paid from the Capital Improvement Fund. Motion carried unanimously.

Pastoral Search Update:

Pastor Tom shared the history thus far of our Pastoral search. Several years ago our Church Council recognized the need for our church to have 3 pastors. After that was presented to the congregation, the voter's assembly strongly voted to begin searching for a third pastor. For the first 2+ years, the focus had been on searching for a pastor who would serve as an associate pastor for a year or two. Then he and Pastor Tom would reverse rolls and Pastor Tom would remain on staff as an associate pastor until he retires. This approach worked very well 20 years ago.

However, after 5 Calls declined so far over the last couple of years, the decision from a joint meeting of the Church Council and Elders in September was to shift the focus and look to Concordia Seminary, St. Louis to see if we could find a Spring graduate who could serve well at our church. However, it has been learned that the number of candidates graduating this Spring is very low. Last year 60 requests from churches for a graduate went unfilled. Our District President has said that number may double this Spring. So, the Call Committee has resumed searching for a pastor from the field and will also apply for a graduate from the seminary. If we receive an acceptance of a Call from a pastor from another church before the end of April, we can withdraw from the seminary process.

Once we have an associate pastor installed here at St. Paul, we will evaluate when to begin the search for a senior pastor. It was pointed out that both of our current pastors are nearing retirement age. And so we pray for the Lord of the Church to help us find 3 new pastors over the next several years.

Congregation Concerns:

Should the Building Fund remain on the offering envelope since there are no current plans for building and there is a more immediate need for Capital Improvement funding?

The church council has discussed this in the past and will discuss it further at their next meeting.

Is there any discussion of building? Eventually we will need to expand the facility, but at this point the Church Council has decided to focus on our ability to financially cover the expense of the two new staff positions (Director of Worship Ministry & Third Pastor) first.

Has there been discussion of spreading out some of the duties of the Pastors to other staff or lay leaders to lighten their load, given the amount of time it is taking to acquire an additional Pastor? Yes, some duties have been passed to lay leaders, such as Private Communion Assistants and our Shut In Visitation Ministry. However there are some things that require a Pastor, so we must continue our search for a third.

Adjournment: *A motion was made by Shelly Johnson second by Bob Mehre to adjourn the Congregation Meeting at 7:15 pm. Motion carried unanimously.*

Closing Prayer: Past President Mark Buffington

Attendance: 34