



St. Paul Lutheran Church
CONGREGATION MEETING MINUTES • April 21, 2015

Call to Order: President Mark Buffington called the meeting to order at 6:30 pm.

Opening Prayer: Pastor Tom Gudmundson

Election of Council and Endowment Committee Positions: A written ballot was taken to elect these positions. Results are: Council President – Mark Buffington, Council Members-at-Large – Brad Vollbrecht, Shelly Johnson & Bart Behling, Endowment Committee – Carol Bimmel & John Garland.

Secretary's Report - Minutes of February 10, 2015 Congregation Meeting: *A motion was made by Dave Weinhold and second by Bob Mehre to approve the Secretary's Report from the February 10, 2015 Congregation Meeting. Motion carried unanimously.*

Treasurer's Report: Treasurer Donna Felch presented the Financial Report ending March 31, 2015. *A motion was made by Brad Vollbrecht second by Pat Pool to approve the Financial Report as presented. Motion carried unanimously.*

A Congregation Member requested a greater breakdown of wages and benefits. President Mark responded that this information is kept Confidential and just the Personnel Team reviews it, which has been the case for at least the last 35 years. Salaries are paid in accordance to the recommendations from the South Wisconsin District, based on experience, congregation size, education, etc. This information is kept private as it can create problems amongst the staff and even members of the church. It was suggested that in the future we at least breakout the benefits expense from the staff expense. It was reported that the 2014-15 year end the estimate is \$524,000 in salaries and \$165,000 in benefits. This is for 22 staff. The Early Childhood Center and The Gathering Place salaries and benefits are not included in this number, which is an additional 14 people.

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Third Pastor Discussion & Vote: Mark Buffington presented the feedback that has been received from the Congregation in regards to the Third Pastor. There has been a sense of overwhelming support. The number one concern has been financial. The new Pastor would be funding through surpluses we have had from previous years, including an estimated surplus for our current fiscal year. It will also need to be funded by our members. A rough estimate of salary and benefits is \$75,000 to \$100,000. We would put 6 months of a new Pastor into the budget for next year, as it will take some time to Call a new Pastor. Very preliminary numbers show an 8.9% increase in giving will be needed over what we are estimating will be given this fiscal year.

Congregation feedback also indicated that the following things need to be addressed: Connecting Groups, Member Involvement/Volunteers, Home Visits of Elderly/Terminally Ill, Sense of Community, Continuous Communion and Attendance.

New Pastor responsibilities will include: Pastoral Duties, Supervision of Family Ministry Directors, Faith@Home Ministry Lead, Connecting Group Ministry Lead, Member Services and Adult Bible Studies.

The goal is that this would be a permanent position. It was suggested that we look for a Worship Leader to coordinate music and services in the future.

Further discussion ensued and a written ballot vote was taken. Absentee ballots were not available as we are voting on a motion and individuals need to be present during the discussion.

A motion was made by Dave Weinhold second by Jim Albertin to approve Calling a third Pastor. A written ballot was taken and the motion passed 104 in favor to 7 opposed.

President Mark Buffington will put together a call committee for the third Pastor. Congregation members will be given the opportunity to submit names, which will then be submitted to our District. The District will also put together a list of names.

Congregation Concerns:

Has there been any feedback on the new Sunday School program? At first there was some hesitation to change, but it seems people are now adjusting. A couple parents gave testimony to their experience. Both like that they are able to worship with their children. They appreciate that the curriculum matches the worship service, which allows for common discussion points as a family. The kids love the program and enjoy the songs.

It was noted that for the summer we won't be having Sunday School, but instead will have a Children's Sermon during our last 2 Sunday services. This summer the Sermon Series will revolve around the stained glass windows throughout the church, which Pastor Hasse has chronicled.

President Mark Buffington ordered destruction of all ballots.

Adjournment: *A motion was made by Brad Vollbrecht second by Shelly Strains to adjourn the Congregation Meeting at 7:25 pm. Motion carried unanimously.*

Closing Prayer: Pastor Mark Janzen

Attendance: 111