

## Christ Our Light Pastoral Council

### Minutes from Pastoral Council Meeting Tuesday, December 18, 2018

- Attendance:** Fr. Kevin Anderson, Chad Ruzek, Nancy Thielke, Greg Schoen, Sally Weddel, Lila Spencer, Don Schleper
- Not able to attend: Mark Barder, Dwayne Van Wyhe, John Koehler, Helen Sanford
- Opening prayer:** Fr. Kevin Anderson
- November Minutes:** Were approved prior to the December meeting through email
- Staff Update:** Sally announced that Paul Crawford, The Christ Our Light Parish Administrator resigned. Fr. Kevin stated that he resigned on Thursday, December 13<sup>th</sup>, 2018. Paul told Fr. Kevin that he did not think that he was a good fit for COL and COL was not a good fit for him long term. Members of the Pastoral Council concurred that Paul was not a good fit. Fr. Kevin said that there was not a set date for Paul's last day. Fr. Kevin stated that he had a few things that he would like Paul to clean up before he leaves. Fr. Kevin was asked what it was that he wanted Paul to complete. Fr. Kevin said Paul was working on getting the properties re-assessed and was making those contacts. The Pastoral Council thought that Paul could get that completed easily by the end of the year. Fr. Kevin said that Paul would be taking the week of Christmas off to be at home with his family in Iowa. It was a consensus of the Pastoral Council that Paul could complete that task and make Paul's final day December 31<sup>st</sup>, 2018. Fr. Kevin stated that the Human Resource Committee was meeting on Thursday, December 20<sup>th</sup>, 2018 to discuss options on staffing. A discussion regarding the current staff and Fr. Kevin taking parts of the Parish Administrators position and not hiring another staff person ensued. Not hiring will help the current budget issues. Tammy Creasey would like to take on more responsibilities and more hours. In addition, other staff job descriptions and positions could change This option would require Fr. Kevin to take on more administration (staff) responsibilities. Fr. Kevin and Greg Schoen are a part of the Human Resource Committee.
- Finance Dev Team:** Don Schleper brought up that he had signed some papers blindly as a new trustee and felt that having the Finance Development Team handpicked with financial professionals would be beneficial. In a previous Finance Development Team meeting, Paul Crawford had brought up that the Finance Development Team should be made up with members that are CPA's, actuaries, bankers, accountants and those that finance is a part of their professional jobs. Don also thought that the team would only have to meet quarterly. Fr. Kevin had a composed list of professionals already made up and passed the list of possible professionals that could be asked to be a part of the Finance Development Team. A discussion of what that meant for the present Finance Development

Team ensued. Don thought that perhaps it could be two different teams. There was opposition to that idea. Sally Weddel brought up that COL has always encouraged parishioners to be involved and has always been transparent in reporting. Hand picking a Finance Team seemed to Sally contradictory to who and what COL is. Fr. Kevin added that hand picking a team also looks like we are compiling a group of 'yes' people to the pastor. Lila Spencer added that she has experience with finances since she worked for Livonia Township and other positions, but it is not her professional job title. Lila said she had added to the Finance Development Team and would want to remain on the Finance Development Team. Fr. Kevin concurred that she was an asset to the team. No decisions were made.

**Added Discussion:** An email conversation happened after the Pastoral Council meeting regarding thoughts on the Finance Development Team. Don Schleper added to that conversation stating that he saw the Finance Development team remaining open to parishioners at large and in addition, some of the financial professionals would join that Finance Development Team quarterly to verify numbers and facts. Lila concurred with Don's statement.

**Next Meeting:** Tuesday January 15<sup>th</sup>, 2019.

**Closing Prayer:** Fr. Kevin Anderson