

**First English Lutheran Church
Congregation Council Meeting
North Site – September 22, 2009**

Present: Mike Lokensgard, Ellen Evensen, Jeff Picken, Amy Henderson, Jeff Diehl, Kathy Larson, Dong Pham, Gordy Jeppson, Dan Baumbach, Dana Olson, Mark DesRochers, Pastor Bauer and Pastor Dismer

Excused: John Zweig, Dean Haas, Steve Uslabar

Guests: Brenda Smongeski, Dan Grawe, Lori Hartz, Carol Diehl, Lance Schmidt, Kathy & Doug Freeman, Rich Flamang

I. Devotions: Dana Olson

II. Approval of Minutes. A motion was made and seconded to approve the minutes of the August 25, 2009 Congregation Council meeting. Motion passed unanimously.

III. Ministry Team Reports. A motion was made and seconded to accept the Ministry Team Reports as printed. One observation was made that Council should monitor the Ministry Teams to see that they are working toward their objectives. If the written reports are not providing enough specific information, more information should be sought. Congregational Growth does not currently have Council member representation on the ministry team. Motion carried.

IV. Treasurer's Report. A motion was made and seconded to accept the treasurer's report as written. Questions were asked about specific expense accounts that were at 100% or higher. Each of these accounts has compensating income that is reported out in the Income section of the report. A question was asked about how to make up the gap in our current budget. It was suggested that we communicate where we are with giving and point out that our alternatives are to cut staff and/or programming. This was communicated at the September 14, 2009 meeting and will continue to be communicated in the newsletter. We need to be better about communicating the consequences of a shortfall in our budget and outlining a plan. It was suggested that when we cut staff, we cut programming by default and that we will need to look for more ways to recruit and use volunteers. Budget process for next year will soon be started. Ministry Teams will submit requests and the Finance Committee of the Support Ministry Team will monitor and refine those requests. Motion carried.

V. Executive Committee Report. No meeting was held.

VI. Pastors' Reports. Pastors Bauer submitted a written report.

VII. Old Business.

A. Report/Update on ongoing issues.

1. Personnel Matters. The Council must endorse the need for program directors, pastors and ministry teams to monitor their personnel costs and

where changes in program or commitments will affect personnel costs above the approved budget, the ministry team and/or program directors must request a modification for Council approval. The Council needs to review the staff report submitted by John Zweig for future discussions. The Personnel Sub-Group will complete its review of the staff handbook, work issues related to benefits and begin revising job descriptions into the new format to match the reality of their job responsibilities.

2. Sexuality Resolutions. Meetings were held at each site on Sunday, September 20, 2009 allowing participants to discuss the resolutions approved at the Churchwide Assembly. Other meetings will be scheduled to allow the discussion to continue.

B. Task Force Updates.

1. The meeting on Monday, September 14, provided the update on the work completed.

C. Capital Campaign follow-up.

1. Work in progress.

D. Council officer nominations and elections.

1. Work in progress.

E. Nominating Committee Follow-up.

1. Work in progress.

VIII. New Business.

- A. Call Committee. A motion was made and seconded to establish a call committee and accept nominations from congregational members. The nominations must be received by the Council by Thursday, October 15, 2009 in order for a Call Committee to be selected by the end of October. A form will be created explaining the expectations and charge for the call committee and will be available at each Site Sunday, September 27. This will also be included in the October newsletter. Motion carried.

- B. Official Acts. A motion was made and seconded to approve the August 2009 Official Acts. Motion passed unanimously.

IX. Adjourn: A motion was made and seconded to adjourn the meeting. Motion passed unanimously.

Closing Prayer: The Lord's Prayer

Submitted by: Amy Henderson