

Leadership Team Meeting

Thursday, July 22, 2010

Fireside Room

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Monte Robinson, John Aune, Rich Austring, Julie Langer and James Wilborn via Skype.

Congregational members present: Damaris Caughlin, Dennis Nichols, Keven McClements, Alex Maslowski, Annie Brandt, Martha Karshner, Aase Running, Elias Nichols, Adam Plymale.

Peter addressed the members present and allowed time for questions and discussion. Many topics were discussed which touched on staffing, salaries, ELCA, finances, the mission and vision of PLC and upcoming forums.

Opening prayer was given by Peter and Monte read Psalm 40 as the opening devotion.

Fireside chat/congregational forum—slated for Sunday, July 25 though Peter will be out of town and call team members are unavailable to meet. It was decided that Rich would be available if there were questions regarding the staffing study and the information that is slated to be in the bulletin. The congregational letter regarding the ELCA will be mailed early in the week. It was decided we will have an open forum on Sunday, August 1 and questions can be addressed. Peter will check with the call team if they will be available for questions at that time also.

Pastor Art's last Sunday at PLC will be August 1 and final day will be August 4. Ron will check schedules with him for availability to have a congregational picnic/potluck.

The financial report was not available to all of LT for review. Due to Mark's work/travel schedule and inability to attend LT meetings, Monte will request that Mark provide a brief summary of financial status for all LT meetings in addition to the month end report.

The congregational letter to provide an update regarding the ELCA has been reviewed by all members via email and approved for dissemination. It will be given to office staff to mail early next week.

Pastor Paul will be coordinating a combined middle school/high school confirmation beginning in September. More will follow as it becomes available.

The Preschool Board met earlier in the week and enrollment numbers are down considerably. They will be advertising in local newspapers and looking at other ways of funding such as obtaining monies from MOT for scholarships or discussing with LT the possibility of using benevolence monies. They will meet again on August 23 to look at enrollment and funding.

The next LT meeting will be Thursday, August 19 at 7pm.

The meeting was closed in prayer by Peter at 9:32pm.

Respectfully submitted,
Julie Langer, Secretary

Leadership Team Meeting

Fireside Room

Thursday, July 8, 2010

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Monte Robinson, Julie Langer and Pr Paul.

Rich Austring and James Wilborn via Skype

Guests: Jerry Alexander Call Team

Alex Maslowski

Call process—Jerry brought the updated Ministry Site Profile to be reviewed by LT. Jerry asked that all LT members review and send suggestions, corrections or questions to the call team. The profile will be voted on at the next LT meeting July 22. Once LT approves the profile, it will be sent to the Synod office and also posted to the Call Team web page. Call team members will be available to talk with the congregation at the next 'fireside chat' on July 25 and to answer questions the congregation may have.

Monte shared a devotion from *Keeping God in the Small Stuff* devotional entitled "Challenges".

Peter than opened the meeting in prayer.

North American Lutheran Church convention update—August 24 27 in Ohio. A motion was made by Rich to send one LT member and one congregational member appointed by LT to the NALC convention (Pr Paul is unable to attend due to previously scheduled engagements). Monies will come from a restricted fund which LT is trustee of. This was seconded by Ron and voted audibly—passed unanimously. Ron will be representing LT and PLC at the convention and names were brought forward by all for a congregational member. Updates will follow as they become available and there will be a forum sometime after these members are back to share information with the congregation.

Draft of ELCA letter that was sent to LT members via email by James and Pr Paul was reviewed. Suggestions were offered and James and Pr Paul will continue to work on draft and send to LT for approval via email.

Stewardship update by Pr Paul—work in progress and updates to LT and congregation as they are available. Financial information that will be shared weekly in the bulletin will be kept to income, out go and year to date. Information will also be in the Lights re: finances on a monthly basis.

Special congregational meeting—LT members voted via email to schedule a congregational meeting with the sole purpose of allowing the congregation to decide if staff salaries should be made public. This has been brought up at many budget meetings and recently in light of the temporary salary reductions. This did pass via email voting. Ron made the motion to hold a special congregational meeting on Sunday, August 29 after the 9am service with the sole intent of allowing the congregation to decide if salaries should be made public or to continue with non disclosure. This was seconded by Kathy. Time for discussion was had, vote was taken and passed. This will be announced in the next couple of weeks.

The cost of the nametags was \$114.26. Several LT members had agreed to cover this expense and will not come out of the general fund.

The next meeting will be Thursday, July 22.

Meeting closed in prayer by Pr. Paul.

Respectfully submitted,

Julie Langer, Congregational Secretary

Leadership Team Minutes

Fireside Room

Thursday, June 24, 2010

Present: Peter Nielsen, Ron Coen, John Aune, Kathy Harsch, Julie Langer. Via Skype—Rich Austring, James Wilborn

Guests: Jerry Alexander Call Team, Nancy Moore and Hal Herzberger Lighthouse Ministry, Ginny Sims Stewardship Team, congregational members Joe Campbell, Annie Brandt, Alex and Amy Maslowski, Martha Karshner.

Jerry—Call Team Chairman—presented an update on the call process. The Ministry Site Profile (who we are, a snapshot in time) is 90% complete and was reviewed with team members present. It was asked of the LT to review the profile (it will be provided on line also for those members out of town) and was decided to get comments to the Call Team by July 4th. Jerry gave the goal of sending this off within the next 30 days. Nomination forms for call will be provided to congregational members after service on Sundays and also online.

Nancy and Hal gave a brief update on the Lighthouse ministry—joys, frustrations, and plans for the future. There will be a Lighthouse Part II and ideas are being generated with the launching of this endeavor. They ask that any visiting team member that may have green sheets in their possession to be return them to Hal or Nancy.

Peter opened with a devotion and reading from Acts 27: 27 44 and a prayer.

Ginny gave a brief update regarding the Stewardship Team and the formation of short term, mid term and long term goals. She and her team are continuing to work with Pastor Art to move forward with plans. More information will be provided as it becomes available.

The floor was then opened for questions and comments from the congregational members who attended. Many concerns were voiced regarding the recent decision by LT to temporarily decrease wages for the months of July and August. Questions were fielded by Peter and other LT members. The guests were invited to stay for the duration of the meeting.

James and Pr Paul have drafted a letter with an update regarding the ELCA—one year post vote. It was emailed to all members to review and will be discussed and approved via emails.

Financial reports for the month of May were dispersed for all to review.

Jordan Brooks' contract has come due and it has been proposed by Pastor Paul (via emails) that we extend the contract to Jordan for his hourly wage and those funds will be taken out of the Youth Ministry designated fund which Pastor Paul is the trustee of. The contract will run through September and will allow for Jordan to continue working and planning for VBS as well as Youth events and retreats over the summer. The motion was made by Rich that we accept

the proposal made by Pastor Paul to extend the Youth and Family Ministry Intern contract to Jordan Brooks and wages will be taken from the Youth Ministry designated fund instead of the general fund. This was seconded by Ron, called to question and voted on audibly—vote passed unanimously.

Next meeting will be Thursday, July 10.

Meeting closed in prayer by Peter Nielsen.

Leadership Team Meeting
Fireside Room
Thursday, June 10, 2010

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Monte Robinson, John Aune, Julie Langer, Rich Austring, Pr Paul Schroeder, Pr Art Sortland, James Wilborn via Skype.

Special guest for Stewardship Summit: Ginny Sims

Opening devotion was presented by Kathy and was a reflection on 2 Cor. 9:6-8 and what it means to "sow generously".

Finances—a group of Leadership Team (LT) members and a member from Personnel Ministry Team (PMT) met recently to discuss cost saving measures based on information from the Treasurer which states giving is down approximately \$23,000 from last year at this time. There was an option of withholding benevolence in order to meet payroll and bills. LT has decided this is not an option, this is God's money and we are to be good stewards with his money. The cost savings measures which were presented by the work group includes: staff will reduce spending in the office by \$2,000 for June, July and August. Cell phones will be provided for the pastors only and the Director of Operations will receive a pager for emergencies. These two measures were passed at a recent executive session of the LT. At that meeting a motion was made to be voted on tonight which states: there will be a 20% reduction of wages to all staff for the months of July and August. After further discussion this measure was voted on and passed 7 yeas, 1 nay. There will be a work group (LT and PMT members) that will look at our current staffing model will have further recommendations at the August 5 meeting.

Stewardship Summit—Pastor Art led this portion of the meeting and Ginny joined our time together. Focus is on having a short term, mid term and long term stewardship plan. Options were discussed such as encouraging small groups to read and study the book *Treasure Principle* by Randy Alcorn; a prayer to be read by various members of the church weekly during our prayers of the people time; possibly a sermon series on stewardship during the summer and other ideas were discussed. This will continue to be discussed and formulated and shared with the congregation.

North American Lutheran Church (NALC)—The convention for NALC will be held in Ohio this August. It was decided that at least one member—possibly two—of LT will attend. Further updates as they become available.

Security systems—Rich has two bids for extending the security system to include the sanctuary and the fireside room. There is also a bid for the Fellowship Hall and the Parish House but this will not be moved on at this time. It was decided that we will extend the existing security system that is in the office to the sanctuary and fireside room. The funds for this will be taken from the property maintenance restricted fund. This was voted on and approved unanimously. There will not be an increase in the monthly rates.

Next meeting will be held Thursday, June 24 at 7pm.

Meeting was closed in prayer by Peter.

Respectfully submitted,
Julie Langer, Secretary

Leadership Team Minutes
Fireside Room
Wednesday, May 19, 2010

Present: Ron Coen (presiding), Kathy Harsch, Monte Robinson, John Aune, Julie Langer, Pr Paul Schroeder, James Wilborn via teleconference

Special guest to the meeting was Ginny Sims from the Stewardship Team as part of an annual “report out” to the LT as described in the by-laws. Ginny brought to the meeting several brainstorming ideas for developing the stewardship plans for the upcoming year. Ginny has met with Pastor Art to begin developing a plan. LT’s next meeting will be devoted to working on Stewardship also. We are in trying financial times at present and stewardship needs to be on the front burner and talked about. Ginny reminded all members present that we also need to bathe this in prayer and put this in front of the “prayer warriors” of our congregation—nothing is too big for God. Ginny will continue to meet with Pr Art in conjunction with LT.

Devotions and opening prayer was by Ron with a reading from *The Cost of Discipleship* by Dietrich Bonhoeffer followed by a brief discussion.

Finances—with the current giving situation, we will not meet bills this month and are projected to be \$5,000 short. There was much discussion on what we should do next. It was decided we will defer benevolence and pay bills and wages first. Monies left over will go to benevolence but this is not the way it should be done. As in tithing, first fruits go to God and it is not the right message to withhold those funds. A letter will be sent to the congregation from LT describing our situation. LT will also have temple talks at both services on May 30 and June 6. We will ask for a special donation, with the goal of \$50,000, to carry us through the summer months when giving is generally down. A small subgroup of LT members will review all expenditures and give recommendations for cutting costs. LT will devote the next meeting to the ‘Stewardship Summit’ and will develop a short term (4 months), midterm (5-8 month) and long term (9-12 month) stewardship plan to be carried out in conjunction with the Stewardship Team.

Ron gave a brief report regarding the Call Committee—they have been meeting weekly and are currently working on the congregational profile. They are asking for prayers for the team, the process and the person out there who will be called. Updates will be made to LT as well as the congregation periodically.

Howard Polen—financial secretary—will craft a job description as well as a procedure for counting. A written counting/drop procedure is needed for insurance and liability purposes. The policy will then be forwarded to LT for approval.

Kathy will send a letter to select members for participation in the NCD survey. Date has yet to be set for the survey; updates to follow as they become available.

Pr Paul and Ron gave a brief overview regarding the Synod Assembly which was held in Vancouver, WA on May 14 & 15. There were no resolutions brought forth to be voted on and attendance was down.

Worship schedule for this summer will be one service beginning at 9am. Updates will follow as they become available.

The meeting was closed in prayer by John.

Next meeting will be the 'Stewardship Summit' on Thursday, June 10 at 7pm.

Respectfully submitted,
Julie Langer, Secretary

Leadership Team Minutes
Fireside Room
Thursday, May 6, 2010

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Monte Robinson, Rich Austring, John Aune, Julie Langer, Pastor Paul Schroeder, Pastor Art Sortland.

Special guests Annie Brandt and Matt Sievert from the Go. Do. Likewise Sunday team were present to give an overview of what was involved to get this project up and running. There is great excitement and energy around the whole concept. They want 100% involvement of congregational members. Another letter is going out to encourage those who haven't signed up yet to do so. Members who have not signed up will soon be getting phone calls with reminders also. The PLC website has a link and is also a means to sign up.

Opening devotion was read by John which focused on John 5:21-23.

Rich updated the team on the security and repairs of the conference center buildings. He received a bid for the security system to be installed in the 2 buildings and garage from Custom Security Systems. It was decided by the team to go ahead with this bid as they are the security company already on site for the office. The funds for this installation will come from restricted maintenance funds. Ron made the motion and Rich seconded it, followed by the vote by LT members to approve, which passed.

Larry Martin and Rich have worked together to secure the buildings with boards over the windows and the only entrance available is through the front doors. Reimbursement for the supplies that they bought to do this will be taken from the maintenance fund (restricted). This was agreed upon by all members present.

A bid was obtained from Lakewood Restoration for the outside repairs to the buildings and the garage. This was reviewed by LT members. A motion was made and seconded to accept this bid. The motion was passed by majority. The insurance money we will receive should cover the repairs but not the new garage door that will need to be placed. The monies for that will come from the maintenance fund. The motion was made and seconded to approve this which was done by audible vote.

Pastor Art was present to discuss Stewardship and how we shall proceed. "With the Lord's guidance we will be successful in implementing and carrying out a plan." 2010 will need to be a pivotal year and we need to trust in the Lord to guide us all. The LT meeting on June 10 will be solely devoted to developing a Stewardship plan. Members are encouraged to watch for updates as they come available.

It was decided that since the property loan we have is not due until 2012, we will forgo looking to refinance at this time.

The next meeting will be Wednesday, May 19.

Respectfully submitted,
Julie Langer, Secretary

Leadership Team Minutes
Fireside Room
Thursday, April 8, 2010

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Rich Austring, John Aune, Monte Robinson, Julie Langer, Pr Paul Schroeder and James Wilborn via conference call.

The devotion and opening prayer was led by Rich Austring who discussed the relevance of Psalm 50:15...*call on me in the day of trouble, I will deliver you and you will honor me.*

Monte gave a brief update on the request for proposal which is currently being filled out. It was decided to look at 3 financial establishments for the best deal for re-financing the mortgage and to look at all options available. At this time we would not be looking to borrow any additional funds but for the mortgage. This will need to be done prior to next April when the balloon payment is due. As more information comes available, LT will be having a fireside chat to discuss this with the congregation.

Monte will be meeting with the Stewardship Ministry to discuss plans for Manna ministry funding also. The goal would be to increase the weekly overall giving of our members and this would benefit not only manna ministry but the general fund and all benevolence. This topic will continue to be on the forefront throughout the year.

The position description for the *Faith Formation Pastor* was reviewed and edited. This will be available on Sunday for the congregation to review prior to the Special Meeting of the congregation on Sunday, April 18 for nominating the call committee.

Topics for fireside chats were discussed along with possible dates. The plan will be to try to have a fireside chat on this Sunday (between services) in the Fellowship Hall to make available and discuss the position description of the new pastor. Pr Paul was asked to list the names of the call committee at all services and Rich will put information up on the bulletin board also.

There has been another break-in of the mother-in-law apartment and there was extensive damage done also. This happened between Good Friday after services and Easter Sunday. People know these buildings are vacant and this leads to the increased vandalism. This will need to be a project to get them habitable again. In the meantime, all the windows and doors will be boarded up to minimize entry. Options for security monitoring were discussed and John will look in to this further and report back to the team.

NCD update—it has been decided it will be best to take the survey again since it's been 2 years since the last one was done. We will need 30 members to take the survey and this time LT members will not be part of the survey. Criteria for consideration: regular attendance at worship, involved in ministry at church and a member of a bible study or small group. Each LT member will submit 5 names to Kathy H and she will compile those names and bring the list to the next LT meeting for consideration.

The CORE convention will be held in Ohio this coming August. Motion was made by John to send an LT member to this meeting as well as send Pastor Paul to the Lutheran Core Theological Meeting (if his schedule allows) which will be held 2 days prior to the convention. This was seconded by Rich and passed unanimously by audible vote. LT will sponsor fireside chats to update members as they come available.

Synod assembly update—James and Susan Wilborn will be unable to attend. Discussion was held for replacements—will also need to confirm with Sharon and Kurt Grass that they will still be able to attend. Update at the next meeting.

Next meeting will be April 21 at 7pm.

Meeting was closed in prayer by Peter.

Respectfully submitted,

Julie Langer, Secretary

**Leadership Team Minutes
Fireside Room
Thursday, March 25, 2010**

Present: Peter Nielsen, Ron Coen, Rich Austring, Monte Robinson, John Aune, Julie Langer and James Wilborn via conference call.

Special Guest: Richard Pifer from Timberland Bank

Meeting began at 7pm with a brief presentation from Richard Pifer regarding loan options. The balloon payment on our mortgage will come due next year and LT is exploring options for refinancing and loans. It was proposed by Ron and seconded by Rich to submit RFP's (request for proposal) to 3 different banks for best rates and plans available. This was audibly voted on and passed by those present. Discussions will continue regarding this and the congregation will be updated accordingly.

Devotions and opening prayer was shared by James with a reading and discussion of Mark 4:35-41

Monte briefly reviewed the financials for the year. March is almost over and PLC is already \$8,000 in the red for the year. Stewardship will remain on the forefront throughout the year. Pastor Art is currently working with the Stewardship team to formulate and plan ideas for visibility. Manna ministry will also start sharing stories which have been "de-identified". If we are to hire another pastor, giving must improve.

Funding for Manna Ministry continues to be a struggle. It was voted on by LT members that the benevolence funds which were going to LCMC will be reallocated to Manna Ministry bringing their amount up to 2.5%. All other allocations will remain the same. This was done due to the increasing demands for help within our congregation and community.

John presented his draft for the Property Management Charter. He is currently assembling his team. His charter was reviewed and suggestions were made and discussed. His first order of business would be upgrades to the campus if we were to secure a loan for \$50,000 at the time of refinancing. He will report back to us in May after his team has been assembled and they have met.

The selection team has completed their interview process of candidates for the call committee and have their list of 10 names which will include 7 members and 3 alternates. This list will be made available to LT for publication to the congregation. The special congregational meeting will be held on Sunday, April 18 immediately following the 10:30 service.

Discussion was briefly held on the NCD (Natural Church Development) plan. The initial survey was done almost 2 years ago. LT members feel this would be beneficial to continue to pursue but since it has been so long since the last survey was done, it would be best to complete the survey again. The survey will be of 30 members (not husband and wife or LT members) along with the pastors. LT members are asked to submit names of 4 or 5 members, who attend church regularly, are involved in the life of the church and attend a small group/bible study. This will give a clearer picture of where we are today and based on those results, a team will be developed to study and follow up accordingly. Further information will be provided as it becomes available.

The next meeting is scheduled for Thursday, April 8 at 7pm.

The meeting was adjourned by Peter.

Respectfully submitted,

Julie Langer, Secretary

Leadership Team Meeting
3-11-2010
Meeting started at 7:20 pm

Present: John Aune, Rich Austring, Monte Robinson, Kathy Harsch, Ron Coen, Peter Nielsen, Pr Schroeder, James Wilborn by telecommute

Go Sunday Presentation

Guest team members of Go Sunday present were Annie Brandt and Matt Misterek
The team began meeting in January and have researched other church's that have done a Go Sunday project. They are using this information to develop PLC Go Sunday. The project was positively received at other churches. The team was asked to consider how to obtain objective measures of the effectiveness of the project

Manna Ministry Presentation

Guest team members present were Fred Simon and Matt Misterek.
They reported the ministry is very successful and have broken down walls between PLC and the community. They collaborate with Chapel Hill and St Nick's in providing financial resources. At present the need is very high and current financial resources can not keep pace with needs. Possible ways to increase funding for Manna Ministry were discussed. Monte will email Manna Ministry data to help make a decision to re designate benevolence distribution. Rich will co-late ideas for re distribution

Stewardship Ministry

Pr Art discussed using PLC media to provide visuals and scripture at Sunday services for an ongoing stewardship program. Other ideas were monthly testimonials- the first being Manna Ministry, listing monthly how we are spending God's money and have a celebration picnic of PLC's presence every summer.
LT members will email to Pr Art and Ginny Sims ideas for ongoing stewardship

Fianance

Pr Paul reported the organist position was filled
Peter discussed staffing for success and PLC ability to fund a second pastor. He asked Lt the question, "Do we have the right number of paid staff for our current strategy?" Lt will continue this discussion. Peter will follow up with personnel ministry regarding employment benefit package
Monte discussed having an property appraisal completed for refinance due to our upcoming balloon payment and obtain a lower interest rate. Monte will arrange for a loan officer to come to a LT meeting

MOT Ministry

MOT has requested to use \$2,000 of their budget to purchase a second seed mill. Ron made the motion and John second. Vote passed.

Property management

John provided a list of repairs and improvements to the parish house. Lt agreed Property management team can spend up to \$1,000 of the property management fund for property needs without LT pre approval. He is still seeking names to be on the new property management team.

Ron is working on dates for the sign dedication with the Hultgren family

Light House project

Light House charter was reviewed. Motion by Peter to approve, second by Monte and approved.

Rich reports Light House is recruiting for visitation teams

Peter discussed follow up procedure for completed Light House visits

Annual Ministry updates to LT

Peter is working on an annual schedule for designated ministry's to meet with LT per our constitution. LT will provide Peter with ministries which should be included

Pr Paul did devotions from the Lenten book. The verse was I Cr 3:16, "Do you not know that you are God's temple and that God's Spirit dwells in you?" written by Matt Misterek.

Pr Paul closed in prayer

Meeting adjourned at 10:20 pm

**Leadership Team Minutes
Fireside Room
Thursday, February 11, 2010**

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Monte Robinson, Rich Austring, John Aune, Julie Langer, Pr Paul Schroeder.

Leadership Team had an executive meeting from 7pm – 8pm.

The meeting was opened at 8pm in prayer by Pr Paul followed with devotions by Monte Robinson. He read a selection entitled “The Age of Stress” from *Walking With Jesus: The Gospel of John* by Greg Laurie. This focused on not needing to worry and trusting in God that our lives are in the hands of an awesome God who overcame evil and death.

Ron and Julie presented the selection team charter and gave an update. Originally Wayne was called to head this up but decided he would like to be considered to serve on the call team which makes him ineligible for the selection team. The executive team of LT contacted members who would be interested in serving on the selection team and those members are: Sharon Grass, Nancy Moore and Mike Hettick. A motion was made by Ron to approve the Selection Team charter as presented and Kathy seconded this. The motion was approved unanimously. A motion was then made by Monte to approve the names presented for the Selection Team, seconded by Ron and approved unanimously.

LT along with the pastors will draft a job description for the new pastor. This work will begin at the upcoming LT retreat.

Project Lighthouse Follow-up: Questions raised as to what happens next. Data will be reviewed prior to the LT retreat so we can discuss further and come to the meeting with ideas. Update will be given after retreat.

Retreat action items were discussed and Peter will finalize the agenda for the retreat which will be held February 19 and 20 at Peter’s house.

Manna ministry update from Monte—January was a busy month and saw \$6700 dispersed. They currently have \$7700 left but would like to keep at least \$4000 for members’ needs. Discussion was held on ideas to continue funding this ministry. Julie made the motion that the mid-week Lenten offerings go to the Manna Ministry. This was seconded by Kathy and passed unanimously—Monte abstained from the vote as he is a member of the MM team.

Meeting was closed at 10pm by Peter in prayer.

Respectfully submitted,

Julie Langer, Congregational Secretary.

**Leadership Team Meeting
Fireside Room
Sunday, January 24, 2010**

Present: Ron Coen, Kathy Harsch, Rich Austring, James Wilborn, Peter Nielsen, Monte Robinson, John Aune, Julie Langer, Pr Art Sortland, Pr Paul Schroeder

The meeting was called to order by Ron Coen with the intent of electing officers for the 2010 Leadership Team and opened in prayer by Pr Paul.

Election of officers was held by ecclesiastical ballot. The officers for 2010 are as follows:

President: Peter Nielsen
Vice President: Ron Coen
Secretary: Julie Langer

A motion was made for Howard Polen to be appointed Financial Secretary—seconded by Kathy and approved unanimously. Another motion was made by James to appoint Mark Hooper to continue to serve at Congregational Treasurer—seconded by Peter and approved unanimously.

The next LT meeting is scheduled for Thursday, February 11 and at that time further meetings for the year will be set.

Meeting was closed in prayer by Pastor Paul.

Respectfully submitted,

Julie Langer, Secretary

Leadership Team Minutes
Fireside Room
Thursday, January 21

Present: Ron Coen, John Aune, Kathy Harsch, Wayne Olsen, Pr Paul Schroeder, Monte Robinson, James Wilborn, Peter Nielsen, Julie Langer

The meeting was opened in prayer by Kathy followed with devotions by Wayne entitled "Chief Shepherd". This spoke of Jesus as the Chief Shepherd but we are the "under shepherds". He closed with a quote by John Maxwell which stated "*we teach what we know, but reproduce what we are.*"

Kathy gave an update on the Natural Church Development team. She and her team had met with Pr Valinda Morse in December. Since that time several members of the team have resigned. Current members include Jerry Alexander, Donna Doherty and Kathy as LT Liaison. After discussion it was decided that this is important and the process should continue. Kathy will recruit new members and will continue on. Will give update at next meeting.

Synod Assembly is May 14 and 15 in Vancouver, WA. It is recommended that registration be done as soon as possible. Deadline for resolutions will be February 13. The delegation will be presented and voted in at the Annual Meeting and then Cheri will register the group ASAP after that.

Annual meeting agenda and flow was reviewed for Sunday's meeting.

Discussion was held on the formation of a Call Team. Wayne will head a team which will be formed in part from members of the recent Nomination Team. This team will be responsible to bring forth a Call Team which will then be voted on at a Special Meeting of the Congregation to be held in March. Wayne will keep LT updated on progress.

Staff evaluation process for February is in progress. Arlie Rue from Personnel Ministry Team met with staff at a recent staff meeting. Once evaluations are done, they will be kept in each employee's personnel file which is kept in a secure location.

Visitation sheets from Project Lighthouse continue to be compiled and will be dispersed to LT. Discussion was held on where to go from here and do we develop a new ministry team to move forward with this and relieve the Stewardship Team of this so they can move back to their work? This will be a work in progress and will need further discussion at upcoming meetings.

Monte dispersed the financial report for December which showed the month ended with a surplus of \$3,420. There was a brief review of the "restricted funds" and the importance of the Endowment fund. The Endowment fund has been

stagnant for over a year. The fund is designed so that when the total amount reaches \$50,000 it can then be utilized. Peter Nielsen will discuss strategies with Ron Parrish to promote the fund more.

The general LT meeting was adjourned and then reconvened for a special Executive Session.

Respectfully submitted,

Julie Langer, Secretary

Special LT Meeting
Saturday, January 16, 2010

Mission Outreach Team has requested special funds be sent in the amount of \$5,000 to Lutheran World Relief and \$2,000 to Children of the Promise Orphanage for earthquake relief.

This was agreed upon by unanimously. Members included: Ron Coen, John Aune, Wayne Olsen, Kathy Harsch, James Wilborn, Peter Nielsen, Julie Langer and Monte Robinson.

Respectfully submitted,

Julie Langer, Secretary

**Leadership Team Minutes
Fireside Room
Thursday, January 7, 2010**

Present: Ron Coen, John Aune, Kathy Harsch, Wayne Olsen, Julie Langer, Monte Robinson, Peter Nielsen, Pr Paul Schroeder.

Guest: Ginny Sims from the Stewardship Team.

The meeting was opened with a brief prayer by Ginny followed by a review of comments that were gathered as a result of the recent Project Lighthouse home visits. Ginny will compile them for LT so we can follow up accordingly.

Devotions followed which were done by Peter and centered on Matthew 2:1-12 and the importance of the Epiphany and the epiphanies in our lives.

The position of Financial Secretary has not been filled yet. There is no job description for this position either. It was suggested that Mark Hooper and Ann White develop a description that can be on record. Also, the book keeper position is not yet filled but advertising is being done in the Gateway.

Call team will be formed in the near future and discussion was held around that and will continue to be a topic at the next meeting. A charter for the call team will need to be developed also. Wayne Olsen will help with the formation of this team. Updates will appear as they become available.

Update given by Julie on the Nestingen weekend scheduled for January 16 and 17. There are approximately 100 signed up and the sign up date has been extended to January 12. Flyers went to Chapel Hill today as they expressed interest in this. Pastors will be announcing it in the local churches this weekend also.

The mission outreach team has requested to allocate \$2,000 for a seed mill in Morogoro—this is where our missionary Barbara Robertsen is serving. This was approved by the members present.

Monte and Peter will be meeting with the Stewardship team as they move forward after the resignation of Pat Gillman and Ann White.

The annual meeting is scheduled for January 24 and the agenda for the meeting was reviewed. The annual report is missing a few reports but will go out this weekend as per our by-laws. As the final reports come in, there will be copies available to complete the report.

Next meeting will Thursday, January 21, 2010.

Meeting was adjourned at 10pm and closed in prayer by Pr. Paul.

Respectfully submitted,

Julie Langer, Secretary