

Special Congregational Meeting

Fellowship Hall

Sunday, May 15, 2011

The meeting was called to at 11:45 by President Rich Austring and opened in prayer by Pr. Art.

Quorum needed was 16 and there were 70+ members in attendance.

Nancy Moore, facilitator to the Nominating Committee introduced the members of the committee (Jenny Robinson, Louise Olsen, Steve Ross, Connie Figueira, Dale Sears) and presented the slate of names to be voted on. This slate included:

Clay Selby—3 years

Ann Meachan—7 months

John Stroup—7 months

Alternates: Hal Herzberger and Art Johnston

Nancy made the motion that PLC members accept and add the slate of candidates to the existing LT. This was seconded by Jon Ueland.

Rich opened the floor to discussion.

The questions included an explanation of the terms of each member, and how the names were brought forward which was done by the greater congregation. There was also some confusion as to what happened at last year's meeting and it was made clear that this is separate from the nominating committee that brought names to the annual meeting held in January.

Call to question. Vote was taken audibly and passed unanimously.

The meeting was closed by President Rich Austring at 12:05.

Respectfully submitted,

Julie Langer, Recording Secretary

Leadership Team Minute

Fireside Room

Thursday, May 12, 2011

Present: Rich Austring, Ron Coen, Wayne Olsen, Annabelle Milliron, Pr Miller

Guests: Kurt Grass, Sandy Hopson, Al Abbott (Carrot Stick)

The meeting was opened with a reading from Galatians 6:1-10 and devotion focused on doing good to the family of faith and keeping Christ at the center.

Marketing

- Al Abbott from Carrot Stick distributed logos (brands) he is working on for Peninsula Lutheran. The icons that will be used are the bell tower and stained glass. Ideas were discussed and they will be working along with Korsmo. Updates will continue on reclaiming PLC as a “Church of Grace and Mission”.

April 12 Minutes Approval

- The minutes from the last LT meeting had been distributed to all members via email. Ron made the motion to accept the minutes as written and amended. The amendment was clarifying the amount that Carrot Stick will be paid and that is a total of \$4000. This was seconded by Wayne and voted audibly and passed unanimously.

Financial Update

- According to Sandy, the cash reserve available for April was \$2686. At the time of the meeting, the total cash was \$12,288 and payroll due on May 15 which is \$13K. In response to the question that has been raised regarding if members of the “breakaway” church are contributing to the general fund to pay Pr. Paul’s severance, this is a minimal amount. Updates will be posted in the June Lights regarding financial standings, but the congregation should be commended for continuing to give as we are “on track”. Expenses are \$13,000 less than budgeted. A Capital Campaign will soon be proposed and more information will follow.

Timberland Bank

- Kurt Grass presented the information that was gathered for the construction loan and mortgage re-finance loan from Timberland bank. The construction loan would be for \$50,000 and the re-fi for \$150,000. The information will be passed on to the

congregation and a special meeting will be called to discuss this information and vote. It was decided the meeting and vote will be held on Sunday, May 29 immediately following the service. Information will be disseminated after service on Sunday and the meeting will be announced at the next two services.

Preschool contract

- The final touches on the contract between Harbor Covenant School and PLC for the lease are being made. The lease will take effect July 1.

Construction bids

- The bid from East Bay Construction for the house repairs was reviewed. Wayne made the motion to accept the bid pending final approval of the loan process by the congregation, this was seconded by Annabelle. Audible vote was taken and passed unanimously. Wayne is still working on bids for repair of the outside of the houses and also for seal-coating the parking lot.

Youth Director Job Description

- The JD for youth director was reviewed. There have been no applicants as of yet and is being advertised at many of the Lutheran colleges.

Old Business

- Copier—Rich is still trying to work it out with the company to be released from our contract. The amount of copies being made is less than 50% of what is contracted.
- VBS—Kris Bernard is working on revising the job description for Sharon Cantrill to reflect the additional duties of VBS.
- Harbor Christian School will take over the pre-K classes as well and will hire Miss Ebba as their employee
- Reminder for the congregational meeting on Sunday and the slate of names.

New Business

- The “what we believe, preach, and teach” document is staying despite rumors that it may be gone. This document and the mission and vision statement will need to be looked at though as PLC is “**A Church of Grace and Mission.**”

- There is a Benevolence Committee that is looking at where our monies are going. They are asked to bring a proposal to LT and then a congregational meeting will be held to vote on the dispersements.
- An upcoming seminar entitled “Planned Giving Leaders Training” that focuses on endowments will be held at St Marks on May 26.
- Preschool minutes are unavailable at this time and will be emailed to all members for review.
- Don Cooper will be the property and grounds maintenance person.
- Upcoming events in the life of the parish...
 - Sunday, June 26 is PLU Sunday and we will welcome Dr Lee Kluth to worship.
 - July 3rd will be Pastor Art’s Annual Ice Cream Social after worship.
 - July 24 Pr Melanie Wallschlaeger, Director of Evangelism and Mission Outreach will be with us in worship.
 - October 2, Barbara Robertson will be at worship and that will be Global Outreach Sunday

The next meeting of the Leadership Team will be held Wednesday, June 15 at 7pm.

The meeting was closed in prayer by Pastor Lyle.

Respectfully submitted,

Julie Langer, Recording Secretary

Leadership Team Minutes

Fireside Room

Thursday, January 20, 2011

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Annabelle Milliron, Rich Austring, and Julie Langer.

Peter opened the meeting with a reading from Matthew 4: 12-23 followed by a devotion based on this reading.

Ron shared with LT a letter received by JoAnn Iverson with words of encouragement for LT and our church. It was discussed and decided upon to extend to JoAnn the opportunity to become an associate member. Ron will contact JoAnn regarding this.

Discussion was held regarding Pastor Paul's accrued vacation for 2011. The motion was made by Rich to pay Pr Paul 40 hours of vacation for 2011; this was seconded by Annabelle and followed by call to question. An audible vote was taken and passed.

Motion was made by Ron to amend Item G (f) on page 18 of the personnel manual by removing the table that is currently on the page and revising it to read "if employee leaves the church, any accrued vacation leave will be paid in the employee's final paycheck". This was seconded by Rich, call to question and an audible vote was taken which passed unanimously.

Congregational Annual Meeting update: will be held January 30, 2011 immediately following the service, in the sanctuary. Kathy will act as Congregational Secretary in Julie's absence. LT slate will only have one new name and will bring the number of LT members to six.

Peter, Sharon Grass and Julie met to review the current voting member roster. Names were removed of those members who sent a letter and clearly stated to have their names removed from the roster or to transfer their membership. The notes from the Lighthouse (every member visit) were reviewed also and any person who specifically requested their name be removed will be taken off. There were a few members who haven't been active in the life of the church and were unable to be contacted for the visit. Further attempts will be made to contact those members and may remove their names after that.

The budget was reviewed for distribution this weekend and vote at the annual meeting. The budget is currently projected at \$600K. It was discussed what will happen if we are lacking funds and it has been decided to create a work group of about three people to continually monitor the financial situation. If finances look to be falling short, this team (Financial Advisory Team) will activate and will bring to the LT ideas for how cuts will be made, adjust the budget

accordingly and then call a special meeting to amend the budget. This team will be formed and chartered with the upcoming leadership team. Kathy made a motion to accept the budget for presentation to the congregation at our annual meeting. This was seconded by Annabelle, voted on and passed.

Mark Hooper has submitted his resignation as Congregational Treasurer effective January 30. Names were proposed for potential successors and those people will be contacted. The role of Financial Secretary will also need to be filled.

Jordan Brooks will be expanding his role in youth ministries and Personnel Ministry Team is currently working on revising his job description to reflect his increased duties. Jordan is also hoping to continue to have Wednesday night dinners for the youth two times a month. Kathy made the motion to use monies from the Youth Restricted Fund to cover these meals. This was seconded by Ron; question was called and then voted on and passed unanimously.

Worship and Music update: Annabelle gave a brief update on the first meeting the worship and music team had on Tuesday evening along with upcoming plans. This team will need to be chartered also. Dave Langer sent an email to LT requesting purchase of a subscription to "Sundays and Seasons" for planning of the liturgies as recommended by Pastor Miller. This will be paid for out of the worship and music restricted fund. This was voted on and passed. A motion was made by Ron to appoint Nate Sears as the trustee for the Worship and Music restricted fund. This was seconded by Rich followed by the call to question, voted on and passed.

Ron gave an update regarding the flood damage to the basement of the fellowship hall. The office staff has been doing an exceptional job of helping out as well as the numbers of volunteers who have shown up to help also. Ron will give an update to the congregation on Sunday of what happened, what's being done, and what's next. The evening was rounded out with a tour of the basement.

The next meeting will be the Annual Meeting with election of officers on January 30, 2011.

Respectfully submitted,

Julie Langer, Secretary

Leadership Team Minutes

Wednesday, January 5, 2011

Fireside Room

Present: Peter Nielsen, Ron Coen, Kathy Harsch, Annabelle Milliron, Rich Austring, Julie Langer and James Wilborn via conference call.

Special guest: Pastor Lyle Miller

The meeting was opened in prayer by Peter followed by introduction of LT to Pastor Miller as possible interim pastor. He introduced himself and a brief history of schooling and previous calls as Pastor and Bishop. Time was allotted for question and answers for both LT and Pr Miller. Pastor Miller is available to fill in as interim on a part-time basis—3 days a week plus Sundays.

Staffing Needs:

A motion was made by Rich to offer Pastor Miller the position as interim pastor. This was seconded by Ron. Discussion was held and call to question. This was voted on audibly and passed unanimously.

Peter will contact the Bishop on Friday to discuss this and the need for another part-time interim to bring the staffing to one FTE.

Lisa Herzberger will work 35 hours a week through the month of January then return to her normal schedule of 20 hours/week.

Sharon Grass has interviewed and is being recommended for temporary office help at 35 hours per week.

The motion was made to authorize increasing Lisa's hours to 35/week for the month of January as she had requested, to hire Sharon Grass temporarily 35 hours/week to work in the office (retroactive January 3, 2011), and to authorize another temporary 20 hour/week position for the office. This motion was made by Rich and seconded by Annabelle. Discussion was held and call to question. This was voted on audibly and passed unanimously.

Additionally, it the motion was made by Kathy to increase Nate Sears' an additional five hours/week for worship and music. This was seconded by Annabelle. Discussion was held and call to question. This was voted on audibly and passed unanimously.

Kathy made the motion to increase Dave Langer an additional five hours/week for multi-media and preparation of services. This was seconded by Annabelle. Discussion and call to question. The vote was: yea-6, nay-0, abstain-1.

Kathy met with members of the Children's Ministry and listened to their concerns. Two of the leaders have stepped down and four members are left and willing to work to keep the program running. Ideas

were shared for covering classes with two staff per age group. This will continue to be monitored and updates will be given.

Kathy met with Jordan Brooks and he is willing to help with the High School program also. He does have a volunteer parent willing to help on Sunday mornings, but no other high school leaders at this point. He would like to have his hours increased to 25 hours/week, a title change to reflect the coverage of both middle school and high school and an increase in wages. Rich and Ron will discuss with Personnel Ministry Team for these matters as well as changing his job description.

A fireside chat will be held on Sunday, January 16, 2011, immediately following the 10am service. Pastor Miller will be officiating that day and it would be a good time to have open dialogue with the church family. Peter will check with Pastor Phil Strufert from Consult to Clergy if he would be available that day also for our forum.

The budget continues to be worked on via email with Mark Hooper for the upcoming annual meeting.

Next LT meeting will be Thursday, January 20 at 7pm.

The Annual Congregational Meeting will be Sunday, January 30 immediately following services.

The meeting was adjourned by Peter.

Respectfully submitted,

Julie Langer, Secretary