

ST MARK'S LUTHERAN CHURCH
Church Council Minutes
August 17, 2009

Members Present: Chris Lindell, Von Cary, Jan Rushford, Sue Pearson, Jeff McGuire, Dave Evans, Jane Lindell, Kurt Beenen, Pauline Pristash, Pastor Hagstrom

Members Excused: Dave Brauhn

Guests: Wayne Anderson (to take pictures of council members for the website) and Dave Morton (for a discussion about a plan to communicate and engage with both our community and congregation)

Opening Prayer & Devotion:

President Chris opened the council meeting with prayer.

Von Cary led devotion and shared her faith story. Von's devotion was inspired by Matthew 28: 19-20 and the recent sermon series "Just Walk Across the Room."

Review & Approval of Minutes:

Minutes of the July 27, 2009 meeting were distributed with the council packet and with no revisions or corrections, stood as approved.

Financial Report:

Jeff McGuire led a review of the financial reports. It was noted that year-to-date general fund expenses exceed year-to-date general fund revenues by \$24,093.46. This contrasts with the same period last year where revenues exceeded expenses by \$8,271.98 but the 2009 situation is ahead of the projected 2009 YTD budget of expenses exceeding revenues by \$63,233.13. CFO, Dave Evans and Business Administrator, Jane Lindell answered questions. The financial reports as presented were accepted by council.

Strategic Plan Discussion:

Dave Morton arrived and discussed bold step #5 from St. Mark's strategic plan. He provided council with a handout entitled "Discovering the Brand, Work Session Results, November 19, 2008." The positioning statement the team has developed is "St. Mark's Lutheran Church is one of the largest worshipping churches in the metro area. Our variety of worship styles, high standard of excellence, and leading edge programming offer a relevant, highly impactful worship and discipleship experience, targeted to reach a wide audience. For people who believe in God, (are seeking God) and want to take their belief further (grow in faith), St. Mark's innovative approach gets, and keeps them fully engaged in their faith walk. Their relationship with Christ develops and grows. They feel: Connected – part of something significant, Peaceful & Secure – confident in their relationship with God and Joy and Passion – eager to reach out. Council asked how they could further the work of better communicating and engaging with our community and congregation. Dave said a benchmark of 10% of budget for outreach should be considered with half of that being for staffing and half for advertising. Council thanked Dave and the team for the great work.

Dave Evans then gave an update on financing process for construction. Dave provided a handout entitled "Status of Debt for Expansion." Dave noted that approximately \$900,000 is on hand however, when financing is arranged, the bank will require most cash on hand to be paid. Dave indicated that meetings will be taking place over the next couple weeks with banks to discuss financing possibilities.

Policy Update:

Jan Rushford gave Council an update on Policies and provided a handout entitled St. Marks Policy and Procedure Manual Report Out. Jan said she met with Church Business Administrator, Jane Lindell, to review what St. Mark's has for policies. Jan was pleased to report to Council that most expected policies are in place. There was some discussion on the difference between Standard Operating Procedures (SOP) and Policies and it was noted that some of the current policies are probably SOP's. Jane explained the role of Merritt Resources which co-employs all employees except the pastors. Merritt provides human resource processes and also provides St. Mark's employees access to benefits.

Jan said she would develop and distribute to Council some performance appraisals, e.g. staying reviews/interviews and exit interviews. Council thanked Jan and Jane for all the work that has been done.

ELCA Discussion:

President Chris then led a discussion on the outcomes and necessary next steps after SE Iowa Synod Bishop Burk's recent forums at St. Mark's. Council indicated there had not been much feedback from the forums. It was noted that Aug 17 is the first day of the ELCA assembly where the sexual social statement and possible changes in policy would be discussed and voted on. It was agreed that Chris and Pastor Hagstrom would develop talking points for all council and staff on church's reaction to ELCA actions and that the talking points would be emailed to all council members. The question that will be in many members' minds, "What does the ELCA decision mean for St. Mark's?"

Pastors' Reports:

It was noted that the Pastors' reports and statistical report were included in the Council packet.

As discussed in the July meeting to encourage greater access to Council, St. Mark's name badges were provided to every Council member as well as Wayne Anderson taking Council members pictures. The pictures will be used on the web site and various publications. Being no further business, the Council meeting was concluded with the Lord's Prayer.

Please note, September's meeting will be held at the church on September 21, 4 pm. Council agreed to hold some council meetings at the church to provide greater access to the congregation.

Meeting Adjourned

Respectfully submitted,
Chris Lindell, President