

Creator Lutheran Church Council Minutes

June 11, 2015

The meeting was called to order by President Katrina Hinton-Davis at 7:03 p.m.

Council members attending were: Marcie Reid, Ron Noborikawa, Richard Heineman, Jan Shabro, Pastor Heidi Calhoun, Dan Totten, (recently appointed as Operations Chair) and Nicole Spenny.

Church committee members in attendance included: Judy Richardson, Sheri Dunn, Donna Lovin, Laurie Bruckbauer, and Mike Rutkosky.

Devotions: Marie Reid used Philippians 4:13 as her basis: "I can do all things through Christ who strengthens me."

The council minutes of the May 14th meeting were approved as corrected.

Marcie Reid gave an abbreviated treasurer's report because of some computer program problems was not able to give a full report. One will be offered at the June 28th Council Retreat.

Old Business:

Positions to be approved for congregational vote on June 14 were presented:

Nominating Committee: Cathy Coleman, Wendy Swanson, Mike Rutkosky and Judy Richardson.

Council positions: Director of Ops, Dan Totten, President- elected, Rich Heineman, Treasurer-Elect, Laurie Bruckbauer, Secretary-Elect, and Tammy Billings-Funk. A nominee for The Director of Ops-Elect remains unfilled at this time.

Other positions that were filled included Audit Position 1 (3 yrs.), Jeanne Anderson, Audit Position 2 (2 yrs.), Kevin Davis, Audit Position 3 (1 yr.), Steve Johnson.

People agreeing to serve on the Personnel Committee included: Position 1 - Sheri Dunn (chair); Position 2 – Judy Richardson, and Position 3, Donna Lovin.

Church & Society co-chairs will be Dave Anderson and Paula Eismann. Worship co-chairs will be Bryan Davis and Katrina Minton-Davis. Tony Winn has agreed to chair Stewardship.

Rich Heineman moved to accept the nominating committee's recommendations. Marcie Reid seconded the motions and it was approved unanimously.

New Business:

The Personnel committee reported and recommended the following motion. Council Approved: Terri Heckroth to be offered a two-month paid sabbatical to be completed during

the summer of 2016 or 17. With the support of Pastor Heidi Calhoun, Terri will arrange the time and plan for sabbatical renewal. She is welcome to utilize her continuing education budget for classes or renewal opportunities. At Terri's discretion, she may also include her annual four weeks of paid vacation to the beginning or end of this sabbatical.

Funds will begin to be set aside for coverage in her absence for this leave as soon as possible. Marcie Reid Council Treasurer will calculate and propose amount at our next meeting. The congregation will be expected to pray for Terri during this time, to fully support her renewal, and to fill in when asked during her absence. Terri agrees to remain in her position as Youth Director for a minimum period of 1 full calendar year after the completion of her sabbatical. Should Terri decide to leave employment with Creator at any time before the end of that calendar year, she will agree to repay to Creator Lutheran Church the full cost of the sabbatical leave.

Staffing:

Pastor Calhoun reported that staff had completed outlining their current job duties, etc. As a result gaps were identified and various staffing scenarios considered. Also, consideration was made regarding future needs based on staff reports and an analysis of their needs and strengths.

A conversation ensued regarding the church's future related to personnel needs and changes.

The personnel committee also proposed that some job descriptions/duties of current staff should be changed to better reflect the congregation's vision for the church. It recommended job descriptions be determined for future staff additions as well.

The Council approved a staffing model to be pursued by personnel Committee in the days ahead.

President Katrina Minton-Davis moved to adjourn the meeting at 9:23 p.m. Marcie Reid seconded the motion and it was unanimously approved.

Respectfully submitted,

Jan Shabro

Secretary-Elect