

April Servant Leadership Meeting

Agenda/Minutes taken and submitted by Jackie Owen

Date: 4/14//2021	Meeting Called to Order: 5:31 Meeting Adjourned: 7:55	
Present		
Pastor Dayne Zachrison	Dave Hanson	Aaron von Eshen
Jackie Owen	Lori Glaser	Rob Marshall
Mary Lee Nielsen	Derek Woehl	Dawn Thompson
Mike Watterson	Sherry Horsager	Anita Tulp
Agenda Item	Discussion/Decision Made	Follow-up/ Action Items
Devotions and Prayer (5:30)	Pastor Dayne--talked about options for worship in the fall. Courage; Soul Reset; Gospel Discipleship. Dayne is seeking guidance for where we go next.	All--review book options, consider, pray.
Conversation on Long-Term Vision (5:35) Canoeing the Mountains	Chapter is directed towards church leaders. Key pieces: Relationships--"you haven't succeeded until you've survived the sabotage." There will be loss, there will be grief. How we handle it determines whether or not we will be successful. Lewis & Clark held court martials for two members of their party, following army regulations. Dealt with sabotage without losing sight of the mission. Sabotage is part of every organization. Can't take it personally. Like Apollo 13, focus on the mission. Tough part is choosing principles over personal need. As people sabotage, ask what are they grieving? What do they stand to lose? Example: Monitors in sanctuary will change the front of the sanctuary forever. Can't dismiss the values of others. Have to acknowledge.	

Approval of minutes from February	Dave Hanson made a motion to approve minutes. Mike Watterson seconded. Motion carried.	n/a
Treasurer's Report	All received through email. Giving is about the same as it was last year. On point with giving. Push to pay apportionments at end of 2019 was noted. We do owe about \$3000 in apportionments to date, but will wait as we have in other years.	Mary Lee will make a recommendation when she feels it is time to pay apportionments. Recommendation will go to finance group first.
Old Business (5:55)		
F2F Worship Adjustments (Updates?)	No new information from restart group. Face to face attendance is up.	n/a
New Business (6:05)		
Notification Protocols (SLT Members)	How should we determine how to notify SLT members? Consensus is to use text or phone calls for subgroups--finance, trustees, pastor parish. For the whole SLT group, we will use emails unless it is an absolute emergency.	All will honor new procedure effective immediately.
Office Closure/Set office hours (Expense involved)	Question: What is the protocol for times when both Pastor Dayne and Anita are not here at the same time? Rule of thumb has been to ask "is this the time of year when people seek out the church office?" Paying an hourly wage for someone to come in could take a lot out of our budget. Typical office hours are 9-4 M-F. Anita usually works through her lunch hour. This works better than 8-4 with a lunch hour because people used to come in during Anita's lunch hour. It is difficult to predict how many people will come through the office each day/each week.	Dave Hanson will place this issue on the July agenda so we can revisit. Dayne and Anita will keep a tally mark calendar for the next few weeks to see what the patterns are and how busy the office is.

	<p>We will make sure that the office is staffed until 4:00, even if it means paying more. There is some money in the budget for this.</p>	
<p>Christian Education Director Oral Report</p>	<p>Dawn explained that in Sunday School she is trying to keep everything going and keep the kids engaged as best they can. We have had 4-9 kids each week. This Spring we did not purchase leader's guides. Dawn went online and ordered so we'll have a better plan going this week. Will split by age. Alyssa and Camille will help with older group. Alyssa and Camille are excited about leading. For long term, Dawn is looking at getting more Sunday School teachers for fall and having more of a "normal" program. Camp Sunday is this week end. 14 signed up for so far. VBS is June 14-18. Looking at what can be done inside, what will need to be outside, who will help staff. 5:30 supper. 6-8 VBS. Some of the indoor gathering and eating protocols will depend on CDC/restart guidelines, as well as participant numbers.</p> <p>Pews in the hallway need a permanent home before VBS and regular Sunday School.</p>	<p>Restart group needs to look at VBS and make recommendations by May 10. Recommendations may need to be fluid.</p> <p>Dave Hanson will contact Matt Neilson to have the restart group meet and discuss VBS.</p> <p>Dawn has begun recruiting VBS volunteers. Her goal is to be fully staffed by June 1.</p> <p>Dawn will contact Angie Williams about volunteers for VBS.</p> <p>Dayne and Mike will work together to place extra pews along walls of fellowship hall for now, to give us time to evaluate and decide what to do with them next.</p>
<p>Workgroup Reports (6:05)</p>		
<p>Finance</p>		

<p>Audit Report</p>	<p>Most of the audit is finished. Paperwork came in today for the last one. Everything went well. Only 2020 was completed. 2019 was not completed due to covid, and because no issues were found in 2020.</p>	
<p>Financial Archives Plan</p>	<p>One issue with thumb drive that Avis had. Lori purchased new thumb drives and Avis is downloading information and making sure everything is working. We discussed keeping multiple copies, including some on hard copies and some on the church's google drive.</p>	<p>Finance committee will meet with Mary Lee and Lori to go over financial protocols.</p>
<p>Capital Campaign</p>	<p>Usually held in the fall.</p>	<p>Finance group will discuss in future meetings.</p>
<p>Current Financial Needs</p>	<p>No other discussion at this time.</p>	
<p>Trustees</p>		
<p>Parsonage Discussion</p>	<p>Accessibility audit has been finished and handed in. Memorial list is in progress. Aaron will head projection group. Gravel at parsonage is good. Nielsen family will continue to mow this summer. Air conditioning can be turned on with the flick of a switch.</p> <p>We have an offer on the parsonage. Original price \$239K \$205K offer. Counter of \$219K with 30 days to find place for pastor. Likely will clear \$203-203.9K after costs. Work group has looked at 9 homes. Parsonage task force will ask SLT to approve an offer. "Shepherd house." Built in 1950. Has been on market for 2 months. Has been renovated upstairs. Might need new garage doors at \$1200 total. Fence is falling apart. New fence could cost \$3500 to \$5000. Basement wall on south side bowed. Company has put wall anchors in, anchored into yard on south side of house.</p> <p>Basement would need to be redone in about a year and a half.</p>	<p>Mike will contact the realtor about extending the contract for an additional 15 days.</p>

	<p>Discuss pros and cons of house. The house is structurally sound, but the location is not currently “kid-friendly” though there is a park within walking distance. There are nice features, including two fireplaces and a sun room. The basement needs to be renovated, and will not add much space. An egress window is not feasible. The kitchen is a “time warp” and could need complete renovation in the future. Several pointed out that it is not a family friendly house.</p> <p>Mike Watterson made a motion that we put an offer on the “Shepherd” house. The motion was not seconded and therefore did not go to a vote.</p> <p>Derek Woehl made the motion to sell the current parsonage. Mike Watterson seconded it.</p> <p>We discussed the pros and cons of selling without having another house on which to put an offer.</p> <p>Rob--sell Anita--sell MaryLee--don't sel. Lori--sell Sherry--sell Dave--sell Derek--sell Mike--sell</p> <p>Jackie--sell</p> <p>Motion to sell carries.</p> <p>Consensus was to ask buyers to extend timeline for another 15 days to give us more time to relocate the pastor.</p>	
Current Property Needs	No discussion.	n/a
Pastor Parish		

Pastor Growth Plan	Dave noted issues with our prayer list and with Sunday School. The pastor is helping facilitate some changes with Sunday School. Dave asked for any other comments to be sent to him.	Dave will send report to DS in the next few days.
Update Staff Job Descriptions	Compensation listed in attachments are for current year. Staff will make compensation recommendations during next evaluation cycle.	n/a
Youth Director Hiring Update	The position is being advertised in multiple venues. Paul and Brenda Lint are seriously considering the opening. We would like to have someone in place by May, to begin in fall. We may not meet the timeline, but feel we will be close.	n/a
2021 CLERGY-CHURCH ANNUAL ASSESSMENT (Due June 15th)	Dave negotiated with the DS to turn in the assessment on the 16th. This assessment involves both the pastor's reflection and the church as a whole.	Dave will begin immediately meeting with staff and getting necessary information. Pastor parish work group will go through information, submit reports to SLT for Approval by June 16.
Current Pastor-Parish Needs	Always looking for staff 16 and over.	
Ongoing Signature Ministries (6:35)		
Epworth Holy Grounds		
Great Plains Food Bank	Next food distribution is June 24, 12:15 -2:00 pm. Last food distribution fed more than 1300 individuals, or more than 13% of Barnes County. We are looking at putting a banner up in front of the church the week before each food bank.	Dayne will work on getting a banner.
Open Table	We will be asking Smart Restart team if we can start feeding face to face again.	Dave will ask Matt Neilson when he contacts him for other issues.

<p>Current Mission Project</p>	<p>Conference--food--awareness. More to follow.</p> <p>Possibilities for helping Spirit Lake ministry with new building.</p>	
<p>We Love Washington School</p>	<p>Next fall we will go back to providing at least one meal for Washington School.</p>	
<p>Congregational Spiritual Development (6:40)</p>	<p>Dayne chatted with Bonnie Ranum for her prayer group to take up prayer causes from bulletin and from church. Some churches drop a card to the people. This is in discussion.</p>	<p>Dayne and Bonnie will work out a plan.</p>
<p>New Thoughts and Potential Ministries (6:45)</p>		
<p>Prayer and Adjournment (7:00)</p>		