

## Leadership Council Minutes

11/28/16

Members Present: Jeff Buck, Sandy Dean, Jeff Fill, George Galyean, Vic Hasler, Paula Kopko, Marge Patton, Daryl Siedelmann, Sarah Taylor, Melissa Truelove, Mike Womack

1. Mike Womack opened with prayer.
2. Attendance Discussion
  - Attendance has been trending downward especially in September and October, but is up slightly in November.
  - Most of the decrease in attendance has been in the 2<sup>nd</sup> service.
  - One family that left the church did so because of the declining youth, lecture sermon style, and kids had soccer friends at another church.
  - The Tony Morgan article on church attendance suggests don't blame the people who leave for your problems. We must adjust to reach the people in our communities.
  - Suggestions to improve the contemporary service: Use Ben and Travis more to preach, have a surprise element to the service, offer more family oriented evening activities throughout the week, and be in the community.
3. Minutes
  - a. October 24, 2016 Minutes
    - Change the third bullet point under #3 to "unsure of the need for the timing of the plan" and under #2 change the word "forces" to "compels".
    - Sarah Taylor made a motion to approve the minutes with the change, and Paula Kopko seconded the motion.
  - b. November 2, 2016 Conference Call Minutes (No published version)
    - Add Jeff Fill and Sandy Dean to the list of those who emailed their vote prior to the meeting.
    - A motion was made by Marge Patton to approve the minutes with the changes and Sandy Dean seconded the motion.
  - c. November 20, 2016 Special Meeting Minutes
    - Add Jeff Fill as present to the meeting.
    - Between #4 and #5 add a new #5 that states, "Lengthy discussion on merits of long-term vs. short-term approach to part-time vs. full-time temporary plan. This will change the current #5 to #6.
    - A motion to approve the minutes was made by George Galyean with the change, seconded by Jeff Fill, and approved by the Council.
4. 2017 Budget Review
  - Ryan Core created a simpler, less detailed budget.

From time to time, confidential items which are still under discussion and/or analysis may be deleted from the public version of these minutes prior to posting them on the church website.

- The overall increase in the budget is coming from the increase in staff salaries.
  - The Council agreed to study the budget and wait for the final total of pledges that have come in and then review and approve it in January.
5. Staff Update
- a. New Positions
- Josh Gawarecki is hired on an as needed basis for IT needs. Pastor Jeff estimates his salary to be approximately \$7800 a year.
  - Sound/Tech Position not included in the budget. Pastor Jeff estimates this salary to be approximately \$12,000-\$15,000 a year.
  - Pastor Jeff has prepared both a full-time Worship Leader job description and a part-time Contemporary Worship Leader job description depending on the budget. Mike Womack will send out the job descriptions to the Council.
- b. Children's Ministry Update
- John Wortinger has updated the Children's Ministry job descriptions and has changed the names to Director of Children's Discipleship and Director of Children's Worship. The nursery coordinator position has been rolled into the Director of Children's Discipleship position.
  - John proposes to post the position as either part-time or full-time and see who applies so we don't eliminate a good full-time candidate.
  - The hours for each position has been increased from 15 hours a week to 20 hours a week.
  - A change was recommended in the description of the nursery coordinator on the Director of Discipleship Job Description. Under #10 change the word hire to obtain.
  - A motion to accept the revised job descriptions with the change in wording under #10 was made by Paula Kopko and Jeff Fill seconded the motion.
6. Pastor Jeff proposed the idea of having coffee or lunch times to talk between meetings to share ideas about specific topics.
7. Senior Pastor assessment
- The Council reviewed the Senior Pastor Assessment without Pastor Jeff in the room. The topics of sermons, mission field, and social witness were discussed due to a variation in responses to those topics and changes were made to the assessment.