

Congregational Meeting Minutes 1/19/20

Brunch: 10:00 a.m.

Litany: 10:20 a.m.

Meeting called to order at 10:30 a.m. by Council President, Fred Walls.

27 members in attendance, putting the meeting at quorum.

Attendees: Mary Stevens, Connie Hoffmann, Leslie Braun, Lois Lembcke, Bonnie Probelski, Fern Rathsack, Judith Olson, Philip Olson, Rachel Haggarty, David Haggarty, Robin Honish, Ruth Ylvesaker, Pat Bialzik, Gene Bialzik, Patti Cox, Neil Traxel, Jim Cox, Kathy Wiskow, Jerry Wiskow, Lori Hayes, Paul Hoffmann, Ron Voigt, Becki Hill, Lois Faldet, Fred Walls, Jan Nealy, Rev. Kelly Nieman Anderson

Call Process

- Upcoming call process is explained by Pastor Kelly and Fred Walls.
- Pastor Kelly's 3-year call is up in August 2020.
- Council met with a representative from Synod to go over what needs to be done from here. We as a church need to document what our mission is: What do we want to do as a church? How do we want to go about doing that? What are our strengths and weaknesses? There is a questionnaire to be completed.
- Council observed that a lot of the information on the questionnaire is already being collated by our Vision Committee, which is headed up by Paul Hoffmann.
- Council asked the members of the Vision Committee to produce the results of the questionnaire using the work they have already done and include any additional input they need. We also opened that committee to anyone who is interested in becoming a part of the process.
- The process is expected to be finished sometime late March/early April.
- Pastor Kelly also has questionnaire to complete asking similar questions of her personally.
- At the end of the process we will have two documents. There will be a meeting where we sit down, get together to see where we all are; do we have the same goals? Different goals? Essentially whether this church is a good match with Pastor Kelly.
- CTK does the call for Pastor Kelly. We share Pastor Kelly with Living Hope. Living Hope does not call Pastor Kelly. Living Hope has a contract with Pastor Kelly that says she provides pastoral services for them. But we still need to factor in Living Hope's input in this process.
- Council will then bring it to the congregation. Several options are open to us once the questionnaire is complete. We can extend another term call like what we did 3 years ago, or we can extend a permanent call.
- We do have the option of forgoing the questionnaire and just saying we want Pastor Kelly to stay. We have the power to do that and bypass this entire process. However, the Synod advised that we could get a lot of good insight by putting together these documents and understand more about who we are as a church, as well as who we are selecting as our pastor.

✚ Open Floor to Questions:

- Jan Nealy asks of the same form that we are filling out is the same form that Living Hope completes. Living Hope has a very similar form to what we are filling out (Pastor Kelly confirms it is the same form), so there will be three documents to compare.
- Jan asks if there will be a time when the two churches come together and look at all the information together. Fred confirms this and advised that we have been meeting with their council members on a regular basis (Council President & VP from both churches) to sit down to figure out how we can do this all better.
- Paul Hoffmann clarifies the MET (Mission Exploratory Team) process, which is the form that we are completing: Living Hope's form is complete. They did that 3 years ago when this whole process started and when Pastor Kelly was hired on. For several reasons, that never happened at CTK, so now we are catching up. We are working with Living Hope. The entire congregation has been a part of the process for a year and a half now without even realizing it through the Vision Committee and the activities they have been doing with the congregation. On 1/18/20, several members on the team attended Faithful Innovations which is a multi-synodical training to look at where innovation is and what is happening with the church to assist in better leading/guiding congregations. There will be more opportunities for input and questionnaires. Please, prayerful consideration and let the Spirit guide you in your input. Information will be shared once it is collected. Ask that if you cannot participate directly, please participate in the gathering of information. This is our family and together we need to figure out where we are, where we are going, and what we are doing.
- Jan Nealy asks if any other churches in our synod who are sharing a pastor. Pastor Kelly advised that yes, she is one of four pastors in the Greater Milwaukee Synod who are doing what she is. Eight congregations total doing what CTK is, where one pastor is shared between two parishes.
- Jim Cox asks if we should we expect to see questionnaires coming out and meetings. Paul Hoffmann confirms and advises the next Vision Committee meeting is scheduled for right after service on February 9th. Everyone is welcome to attend. There is a lot of going back and forth, but the one thing they are really concentrating on is feeling the spirit in this group & that is extremely important for this to work.
- Rachel Haggerty: As congregants, there a voting process at some point? Fred advised there will be another congregational meeting for a congregational vote, sometime this summer.
- Bonnie Probeliski asked if will make sure the congregation is fully informed. Fred confirmed, on moving pieces, yes, we will keep everyone informed. We are trying to avoid surprises. Pastor Kelly advised that pastors can only be called or contracted by a congregational vote.
- Pastor Kelly has made a promise to both congregations that if she files her paperwork with the Synod to be open to a call somewhere else, she will advise us first. At this point, she is a part of the process that is happening.
- No further questions/comments.

Committee Reports

- Audit Committee – An audit was conducted of the financial books. They looked at the General Fund (business checking account), CTK Youth Fund – no activity, and the Memorial Fund. Everything was fine.
- Vision Committee – Members consist of Mary Stevens, Connie Hoffmann, Leslie Braun, Logan Walls, Bonnie Probeliski, Jenny Florio, Britny Lorge, and Paul Hoffmann. Their process has been to take the form and filling it out, looking at the neighborhood and asking what our job in the neighborhood is, has the neighborhood change, where is it today, where do we think it is going. Vision Committee members are concentrating on having the Spirit work with them through dwelling in the Word. They are in a process where they interview people asking where Christ and God are in their lives. Ask that people be open to the process and questions. Some questions may be outside of your comfort zone but let the Spirit work and provide what they need. Prayer is a huge part of this process. Please keep the Vision Committee in your prayers, keep *you* in your prayers, and keep our congregation in your prayers. There will be activities where they reach out to the public locally. After the February meeting they will start posting minutes. There will also be a map that they will be posting. They are looking to have on the map showing where you are, which has expanded immensely due to our live streaming.

Leadership Team/Council Structure

- Fred Walls explains that at last year's Congregational Meeting there was a ratification that occurred making changes to our constitution and bylaws allowing us to create a smaller council structure. As a council the thinking was to take advantage of this opportunity because, with all the different committee heads all being on council, there was a large percentage of attendees at council meetings, which is not a good way to run the church. With that said, one observation made was we do not have very good communications and keep losing people within the congregation to do things.
- The Leadership Team has been created to get the different church committees meeting on a monthly basis, discuss what they have going on and see where they can work together to fill the gaps on events and plans for the church.
- The Leadership Team is open to anyone who is a member of the congregation, but it is especially for those who are super dedicated leaders and volunteers in the church. Committee chairs are strongly encouraged to attend to get the various church committees more "wired together" a bit better. Anyone who shows up at these meetings can come and say what is on their mind. It is a better place to come and bring up new ideas, as they are meeting with the actual committees who can get those ideas moving or make necessary changes. Meetings will open with time of devotion and end with a time of prayer. There will be someone at each meeting to take notes, on a volunteer basis (not a standing position).
- Meeting already scheduled on the calendar for February 18th at 7:00 pm.
- Pastor Kelly & Fred will be at all Leadership Team meetings
- **Questions/Comments:**
 - Jerry Wiskow commented that it sounds like we are restructuring the Council. Fred explained full process (using a larger church as an example) and that this was already voted on at last year's Congregational Meeting. Creating the Leadership Team allows Council to concentrate more on budgeting issues. Pastor Kelly directs members to page 14 of the Annual Report that explains more background and that "Committee Liaisons are no longer elected to Council and are instead filled on a volunteer basis". Leadership Team is created to continue giving those committees a strong voice in the congregation. This new structure allows Committee Heads to no longer be subjected to term limits.

- Jim Cox commented that he sees a lot of good coming out of that & people working together. Fred added that he has observed at council meeting where we have a section on the agenda for committee reports, but very infrequently do we receive committee reports.
- Lois Faldet asks if you can attend a meeting even if you don't join, but can attend meeting? YES! If you just want to sit in or have something to bring up, please attend.
- Judy Olsen noted that there is nothing listed for care of building. Who is responsible for that? In past we had a Property Management Committee, but we have not had anyone step forward since Ken passed. This ultimately falls on council to make sure maintenance is done.
- Jan Nealy asks if there is money in the budget to hire someone to do seasonal things, and mentioned Prime Horizon having someone to shovel snow. Yes, money has been set aside to hire someone, but we would save this money if we can get people to volunteer. Ultimately it must be done. Recently police were here because sidewalks on east and west sides of the building were not shoveled. Paul Hoffmann brought up that Prime Horizon does take care of the snow, but when the snow falls on a Friday night or over the weekend, it is our responsibility. Prime Horizon also only shovels the south sidewalks in front of the building. We will come back to this with the Treasurer's Report.

Nominating Committee Report

Council Officers:

- President: Committee nominates Fred Walls. Fred was elected in 2019 for a 1-year term and is willing to run again.
- Vice President: Committee nominates Paul Hoffmann. Robin Honish was elected in 2017 and has completed her term.
- Secretary: Committee nominates Becki Hill. Becki was elected in 2019 for a 1-year term and is willing to run again.
- Treasurer: Committee nominates Jim Cox. Kathy Wiskow was elected in 2017 and has completed her term.
- The 5th member of Council is the Pastor.

No discussion.

Ron Voigt moves to close the elections and cast a unanimous ballot. Fern Rathsack 2nds the motion. Clarification on Ron's motion to elect all four at once. All in favor, none opposed. Motion passes to elect Fred Walls as President, Paul Hoffmann as Vice President, Becki Hill as Secretary, and Jim Cox as Treasurer.

Treasurers Report by Kathy Wiskow

- 2019 Treasurer's Report is explained as it is printed in the Annual Report.
 - Ron Voigt moves to approve the 2019 Treasurers Report. Robin Honish 2nds the motion. All in favor; none opposed. 2019 Treasurer's Report passes.
- 2020 budget is explained as printed in the Annual Report.
 - Kathy does propose that instead of doing the annual chicken dinner, the congregation considers doing a fundraiser that doesn't require ticket sales, such as a brat & burger fry that can be done at the park and maybe do another at Piggly Wiggly. The profits are just not worth the time and effort that gets put into hosting one of these events, especially because we are always so short-handed.
 - We have a 2-year lease with Prime Horizon and share utilities costs with them.

- Capital Improvements: Roof, drainage issue on north end of sanctuary, flooring at front entry & down hallway.
- **Questions/Comments:**
 - Bonnie Probelski asked if the church can purchase a snowblower. Kathy Wiskow explained that the riding lawnmower is converted to snow blower in wintertime. Jim Cox explained that a walk-behind might be easier for some people to operate. We currently do not have a walk-behind snowblower. But we still need volunteers.
 - Question was asked who plows the parking lot. Dave's Excavating, but they do not do the sidewalks for us currently.
 - Connie Hoffmann offered to donate a Troy-Bilt snow blower. Just need someone to pick it up.
 - Patty Cox asked is the church fined if the snow is not removed. Becki Hill explained the city's ordinance to have snow removed from public sidewalks and potential for a citation and/or the city to come and clear the snow and bill us for the cost. Last snowstorm, we received a warning from police. Discussion on how to address the issue. Jim Cox and Bonnie Probelski will reach out to find solutions on having snow removal addressed.
 - Pastor Kelly asks if we pass budget as is, if drainage issue and flooring can be addressed for the amount below what is listed in the 2020 budget, do we need to hold another congregational vote? Kathy does not believe so, depending on how much additional we are talking about.

Robin Honish makes a motion to accept the 2020 budget as proposed. Neil Traxel 2nds the motion.

Question by Jan Nealy regarding funding that is set for special projects. Discussion on the memorial fund report. No further discussion.

All in favor to accept the 2020 budget; none opposed.

New Business

- Nominating Committee did not nominate Synod Assembly Delegates. Paul & Connie Hoffmann volunteer stating that they will be attending whether they are delegates or not and welcome anyone feel welcome to go. (Anyone under 30 is free!) May 29 – 30, 2020 Italian Community Center, Milwaukee.

Pastor Kelly moves to send Paul & Connie Hoffmann to Synod Assembly as delegates from CTK. Becki Hill 2nds the motion. No discussion. All in favor; none opposed.

Old Business

No old business

Installation of Incoming Council

Submitted by Becki Hill, Council Secretary