

ST. PAUL UNITED CHURCH OF CHRIST  
COUNCIL MINUTES FROM MEETING OF  
Tuesday, March 14, 2023

**Council Members Present:** Aaron Johnson, Sue, Mrowka, Julius Enesey, Dan Case, Jane Dykowski, Fred Miller, Toni Hill, Marjorie Barnard, Jennifer Ruffner, Conrad Heidt, Jeannette Wackro, and Barbara Schultz.

**Excused:** Pat Staffeld

Also in attendance: Cindy Romas

**Guests:** The scheduled guests were not notified and therefore did not attend. (Church Building and Grounds / Security Ministries)

Meeting called to order by President, Aaron Johnson, at 7:00 p.m. followed by opening prayer led by Aaron Johnson.

At this time, Mark Ennis, Search Committee Chair, John Dykowski and Kari Cappello joined the meeting. Mark gave thanks for being added to the agenda for the purpose of presenting the committee's recommendation to call a senior pastor the Search Team had unanimously approved.

First a video was shown that emphasized finding "a plan for me." After which Mark reiterated the motto of P & P –Patience and Prayers. This was the "jest" of how they have worked through the tasks of the ministerial search.

After narrowing the search down to two candidates via telephone and zoom meetings, they unanimously agreed on one candidate. Each council member was given a copy of Pastor Jonathan Bangera's Profile. The Team feels he best lines up with the profile that Council and the Team developed prior to beginning the search.

Following that introduction, each Search Team member present gave their reasoning for supporting a call to him. (Those Team members present were: Mark Ennis, Aaron Johnson, John Dykowski, Barb Schultz, Margie Barnard, and Kari Cappello. Tim Ruffner provided a letter with his reasoning.)

After their comments, Council members were free to ask questions. Some of the questions were: ability to work with Pastor Schalm, baptizing non-members, confirmation, music modernization with a new organist, long-term ministry with us (Family holds green cards).

Following the give and take, there was a motion by Jennifer Ruffner, seconded by Fred Miller, to call Rev. Jonathan Bangera as our senior pastor. Motion carried by a unanimous vote.

Mark Ennis than began the discussion of the next steps. The procedure is that the candidate visits and leads a worship service which is immediately followed by a congregational meeting to vote on accepting the candidate.

Planning for this should include: 1. Oral announcement to the congregation, 2. Distribution of profile to congregation, 3. Date of presentation, April 15-16, 4. All church mailing, 5. Trustees to develop compensation package (He wants to live in the parsonage), 6. Termination agreement with Rev. Reed, 7. Meet and greet on Saturday, April 15 (West Room Availability), 8. Secret ballot or voice vote and Facebook live voting.

Additionally, the candidate wants to visit the area on the weekend of March 24-25 to meet with the Search Team. Motion by Conrad Heidt, seconded by Sue Mrowka, to pay expenses for this visit. Motion carried. The Team was thanked for its diligent work and the regular meeting resumed at 8:14 p.m.

After corrections and one typo were noted there was a motion by Jeannette Wackro, seconded by Toni Hill, to approve the minutes of the February 14, 2023 meeting. Motion carried. (The minutes were corrected prior to being forwarded to Gary Peters for publication.)

**Agenda Additions/Deletions:** There were none

### **REPORTS AND UPDATES**

**Treasurer's Report:** Dan Case reported that we are in a budget deficit every month this year. In February income is \$12,081 under budget and expenses are up. The new software installation has changed everything. Dan will be preparing regular awareness of budget condition for the congregation. Perhaps something in Bulletin and Tidings—happy face/sad face. Barb Schultz had a question about approval of spending from Music Fund. That committee approves those expenditures. Motion by Toni Hill, seconded by Jennifer Ruffner, to approve the Treasurer's report. Motion carried.

**Pastor Cheryl Schalm:** Written Report

**Rev. George Reed:** Written Report

**Trustees/Building and Grounds:** Fred Miller reported that he met with Julius Enesey and Charlie Barnard and reviewed the parsonage tasks. Margie Barnard reported that the plumbing and mouse problems seem to be resolved at the parsonage. There will be an article in the Tidings regarding the parsonage and pastor's office renovations, updates, and repairs.

**Deacons:** Jennifer Ruffner reported that February had strong attendance, but Ash Wednesday was poorly attended. There are 60 - 80 in attendance each week. Dan Case questioned 110 bulletins being printed. He felt fewer could be done-- perhaps 100.

**Elders:** Barb Schultz reported that attendance numbers and communicant numbers do not always agree; but, they are close. Also, members with zero giving would receive a stewardship letter when everyone else receives such letter. But, there will be an added message for their situation.

### **OLD BUSINESS**

The Pastoral office renovation was covered by the Trustees earlier in the meeting

### **NEW BUSINESS**

1. Special congregational meeting and pastoral call would be April 15-16 weekend.
2. Rev. Dr. Lillian Daniel is rescheduled for November 12, 2023. That may be installation of Senior Pastor assuming new senior pastor is in place.
3. Sally Sigman recognition is postponed until after Easter.
4. Kathy Williams recognition/celebration for Parish Nurse service will be determined when she returns from her travels.

5. The request for use of the sanctuary by Katelyn Rogers has been withdrawn.
6. Reinstatement of Performance Reviews: The Council packet contained a sample performance review previously used. Jeannette Wackro expressed concern with office secretary's job and the many interruptions that occur there. Aaron Johnson clarified the review as an alignment of expectations with feedback. Dan Case suggested who would be reviewed by whom. He also expressed a need for a paper trail should issues arise regarding an employee's position. Motion by Jeannette Wackro, seconded by Margie Barnard, that the review be named Alignment Review. Motion carried.
7. Organization Chart: Parish Nurse and Red Hats are removed. Bible Study adds Pastor led. Health Ministry will be under the Elders. Motion by Jeannette Wackro, seconded by Fred Miller, to accept the organization chart changes. Motion carried.
8. Approve Asset Depreciation Transfer: Motion by Dan Case, seconded by Toni Hill, to approve transfer of \$20,624.86 to the Asset Depreciation Fund. Motion carried.
9. Christnet mail: Since Christnet has its own building and address their mail should go there. Motion by Jeannette Wackro, seconded by Margie Barnard, to have Christnet mail forwarded to their address. Motion carried.
10. All church communications during worship services: The importance of radio communications being used during worship services was stressed. If an incident occurs in either area all should be aware. Candace Poet has upstairs radio and deacons should have access during service. Conrad Heidt noted the doors are locked 10 minutes after worship begins. If he sees someone known to the church come from the parking lot, he lets them in.
11. Incident Report: Dan Case expressed concern that whenever a fall, medical issue, etc. occurs at the church an incident report should be filed detailing the event, witnesses, resolution, etc. The location of the reports should be determined. For instance, Harold Fick should have one in his folder for events where he is required to be present. When completed, they should be filed with the office. Motion by Margie Barnard, seconded by Jeannette Wackro, to approve the Incident Report Form. Motion carried.

#### ROUNDTABLE

Although discussed earlier, the placement of the Easter Cross is where it is because it can be seen on Facebook Live. It will be in a different location on Easter Sunday. Next month's guests will be Christian Education Ministry along with Church Building and Grounds/ Security Ministries.

Barb Schultz related that for Council coffee hour she would order the donuts and Toni Hill would pick them up. Fred Miller volunteered to help each week.

Motion to adjourn by Toni Hill, seconded by Fred Miller. Motion Carried.

The meeting adjourned at 9:11 p.m. followed by the Lord's Prayer in unison.

Respectfully submitted,

Jane L. Dykowski, Recording Secretary.

