

St. Paul United Church of Christ
Minutes of a Special Council Meeting
Tuesday, August 26, 2025 – 7:00 pm

Council Members Physically Present: Toni Hill, Jeannette Wackro, Conrad Heidt, Fred Miller, Michael Isaacs, Jane Dykowski, Tim Ruffner, and Mark Ennis.

Council members on Call In: Dan Case, Wendy Warner, and Pam Lange

The meeting was called to order by President, Tim Ruffner, at 7:02 p.m. Tim Ruffner began with a prayer. After which, he explained that the agenda of the meeting was to review the compensation package offered to pastoral candidates

He emphasized that no candidate name/names were to be mentioned or recorded.

Discussion then followed regarding UCC guidelines for pastoral salaries. Dan Case pointed out that the chart being used is based on weekly worship attendance, not on membership numbers. Our books show membership of approximately 348. However, weekly worship attendance is approximately 60 – 70. Therefore, using the UCC guidelines, our current package is within the guideline range for experience and worship attendance.

There followed a lengthy discussion of the financial status of the church and our need to increase membership and contributions to support a settled pastor going forward.

The need for taking a “leap of fate” was expressed. In current church situations, the future is very unclear. There probably is an awareness of this by the candidates as they interview prospective churches too.

Dan Case related that at our current giving without an increase, we would be using our reserves very quickly.

Some type of merit compensation for candidates was discussed. This might be related to increased membership and increased giving during the tenure of a new pastor.

Ultimately, the group’s consensus was that there is a need for frank conversations with candidates regarding beginning compensation plus health care, housing, etc. that we are offering and why.

Michael Isaacs and the Trustees would be using ideas discussed with a specific candidate being considered and any other prospects.

Motion by Michael Isaacs, seconded by Conrad Heidt, to adjourn. Motion carried.

The meeting adjourned at 7:40 p.m.

Respectfully submitted,

Jane L. Dykowski,
Recording Secretary

