

NEC Council Minutes February 26, 2009

Present: Dan Scoggins, Adelheid Koski, Lane Speake, Jon Hamlow, Amy Fields, Sandy Kortebein, Andrea Stelljes, Sue Traxler, Cathie Witzel, Pastor Craig Pederson, Pastor Evelyn Dahlke

Absent with regrets: Susan Mattson, Virginia Schnabel, Kathy Schadendorf

The meeting was called to order at 7:05 p.m. Jon Hamlow offered a devotion.

Retreat Review: Dan Scoggins reviewed the areas of focus from the February 7, 2009 Council retreat. A facility team has been formed and held its first meeting on February 19, 2009. A financial plan team has been formed and scheduled its first meeting for March 2, 2009. Additional teams focused on defining NECL's target market for new worshippers and on developing NECL's worship are not yet formed and require further discussion.

Facility Team: Dan Scoggins will contact the Facility team for information on their on having a chairperson and developing their timeline, and will also review issues of whether there are safety concerns with the structural deficits of the building and how to address them with the city government. The Council discussed the role of pastors on the focus area teams. The consensus was that while it is necessary and valuable for our pastors to participate in the teams, emphasis should be put on the importance of non-Council member participation and leadership.

Jon Hamlow explained plans to work on developing a Council News internet resource on the NEC website including focus area team progress. Initial goals will be to make council retreat notes and draft Council meeting minutes available on the website.

Target Market and Worship Teams: the Council discussed the currently unformed focus area teams. The conclusion was to initiate the Target Market team immediately, with decisions about forming the Worship Team to be considered at the next Council meeting. Adelheid Koski, Jon Hamlow and Sandy Kortebein will take charge of the initial formation of the Target Market group. Craig will contact consultant Cathy Townley regarding helping with these teams: the council group will work together on establishing a meeting date.

The Council agreed that teams should define recommendation and implementation phases for the teams and specific goals for their projects and assign ambitious goals but not, for the moment, hard deadlines. There is a concern of participants acquiring too many tasks and getting overloaded. The teams need to access the greater community of the congregation and more congregational participation in everyday worship and fellowship activities is needed.

Treasury report: Lane Speake reviewed several questions recently raised regarding finance issues. In response to a query she clarified that we are only billed for hours worked by our architect firm, with funds provided for in the approved capital fund budget. The Council requested a report on NEC's overall assets, and a detailed comparing budget to actual finances. Lane Speake noted that the church is transitioning to a new accountancy software system and she

will be providing more information as this is established. A member asked if money donated at fellowship is budgeted for fellowship costs or allocated to general fund. This is being reviewed.

Secretary's report : Minutes for the January 2009 Council meeting were submitted. A motion was made and seconded to approve the minutes and was carried unanimously.

Pastor's reports: the Council discussed the benefits of having our pastors prepare brief monthly reports highlighting their activities for subsequent Council meetings. It was agreed to try this for a few months and assess its value.

New issues: Pastor Craig Pederson and Pastor Evelyn Dahlke discussed their need to set their housing allowances for 2009. **PLEASE NOTE that these allowances are a bookkeeping requirement for tax issues and DO NOT affect the Pastors' overall compensation.**

A motion was made to set Pastor Evelyn Dahlke's housing allowance for \$30,000 for 2009. The motion was seconded and carried unanimously. Another motion was made to set Pastor Craig Pederson's housing allowance for \$27,000. The motion was seconded and carried unanimously.

Pastor Craig Pederson is organizing a New Member gathering for March 9 from 6:00 - 8:30 PM.

Personnel team: Lane Speake is confirming whether all other members of the existing Personnel team beside herself (Heather Fokken, Virginia Schnabel, and Frank Newman) are remain interested in serving in this capacity. Once confirmed the Council will vote on retaining the team.

Lane Speake moved that the council approve the finance committee's recommendation to secure credit cards for each pastor with a limit of \$3,000 and for the congregation administrator with a limit of \$1,000 for budgeted expenses to be approved by the treasurer. The motion was seconded and carried unanimously

Lane Speake reviewed that NEC is the beneficiary on a life insurance policy purchased by a former member. The Council discussed the costs and benefits of retaining or cashing in the policy. Lane Speake moved that the Council approve the finance committee's recommendation to cash in the life insurance policy. The motion was seconded and carried unanimously.

Lane Speake moved the Council approve the finance committee s recommendation that Heather Fokken and Amy Fields be authorized to sign NECLC checks. The motion was seconded and carried unanimously

Lane Speake moved that the council approve the finance and personnel committees recommendation that we approve a proposal from the pastors that in lieu of an increase in salary from 2009 they receive an additional week of vacation and two additional Sundays off. The motion was seconded and carried unanimously.

A motion to adjourn was seconded. The meeting was adjourned by voice vote at 9:15 p.m.