



St. Johns Lutheran Church
Board of Directors
Date: January 18, 2018

Present: Pastor Mike, Michele Arnold, Bill Clark, Lisa DeYoung, Dean Ehlen, Anne Goodrich, Danielle Irwin, Bob Klein, Judi Rock, Gail Vandeburgt

Guest: Joel Wahlers, Tim Kramer

Call to Order: 7pm

TOPIC	DISCUSSION	ACTION
Opening Prayer/Devotion	Pastor Mike opened the meeting with devotion and prayer based on Matthew 7.	Study/Prayer Thanksgiving
Agenda Review	Motion to approve tonight’s agenda – Michelle, Bill 2 nd .	Motion passes
Nov. 9, 2017 Minutes Review	Motion to approve the previous meeting minutes – Bob, Bill 2 nd .	Motion passes
Lead Pastor Report 1. <u>Replacing Retired Teachers</u> 2. <u>School tuition decision, discussion and approval</u> 3. <u>District funding issue</u> 4. <u>Restroom project funding</u> 5. <u>Marks of discipleship sharing</u> 6. <u>Generosity culture feedback</u> 7. <u>Director of Youth Ministry</u>	1. Discussed impact of upcoming retirements of 4 teachers. Joel and Tim explained 3 possible options to address cost of living challenge of attracting new teachers. More research needed. 2. The School Ministry & Budget Plan – FY18/19 was presented. In keeping with SJ Salary Guidelines, Pastor Mike recommends the school budget raise the salary base from 80% to 82.5% of NVUSD. Discussed feasibility of church’s ability to match increase on church side. Discussed impact of school tuition increase by reviewing local tuition comparison, enrollment and retention history & trends. Motion made to increase school tuition for next year by 4%. Dean, Bob 2 nd . 3. Discussed restoring District pledge from projected offering income surplus for FY17/18 – per approved 4-11-17 motion. Motion made to restore District pledge from 5% to 10%, effective retroactively from 7/1/17. Michele, Lisa 2 nd . Discussed possibility of also unfreezing church salaries for second half FY17/18. 4. Discussed funding options – Use and payback Reserve funds or cash basis. 5. Discussed ways of keeping Discipleship Pledge before congregation all year. 6. Discussed plans to share good news of kingdom work during “The Offering Moment” each week – Highlight a ministry, good ministry news or report, or a personal story of faith and blessing. 7. Discussed reconsidering Call process to search for an intern instead since our last 3 Calls were declined by DYM candidates. Would hear mid-April if we are selected for a placement.	1. Will return to BOD with recommendation(s) to mitigate financial challenge of attracting new teachers. 2. Motion passes. 3. Motion passes. Will determine feasibility of unfreezing church salaries and bring recommendation June 30 th . 4. Agreed to publicize need and begin construction when funds available. 5. Strongly encourage BOD and any members to share personal discipleship pledge. 6. Pastor Mike invites BOD to share faith stories! 7. Will search for intern and focus on increasing volunteer base.

TOPIC	DISCUSSION	ACTION
OLD BUSINESS 1. <u>Audit Committee Review</u>	More financial information is needed.	1. Will bring recommendation to next BOD meeting.
NEW BUSINESS 1. <u>Membership</u> 2. <u>ByLaw Review Update</u>	1. Discussed how current Bylaw membership definitions do not match well with reality nor adequately describe the full spectrum of involvement at St Johns. Discussed meaning of being a part of SJ community, and insights from book, "I am a Church Member" by Thom Rainer. Book's premise is of seeing membership more as I Cor 12, a serving relationship rather than a consumer paradigm. 2. Michele, Lisa, Judi and Gail will serve on ByLaw Review Committee.	1. Pastor Mike will update BOD at next meeting. 2. ByLaw Review Committee will bring recommendations to BOD in March.
FUTURE AGENDA ITEMS	<ul style="list-style-type: none"> • Contagious Generosity book discussion 	1. Tabled for next meeting.
Adjourn	Motion to adjourn. Danielle, Judi 2nd	1. Motion passes; next meeting Feb. 15, 2018

Closing Prayer: Pastor Mike

Meeting Adjourned: 9:15pm

Respectfully submitted by Gail Vandeburgt