

Council Meeting – Tuesday August 15, 2017 6:30pm

Present: Sheri Dunn, Michelle Ketter, Pastor Heidi Calhoun, Monty Euston and Rob Winchell

Absent: Joanne Hall and Gene Kneeland

Meeting called to order 6:40pm

3 Year catch up COLA increase explained

Pastor explained the Synods reasoning for re-examining the COLA increase standards. The Synod is proposing a 3 year plan to increase salaries to get the NW Pastors caught up with the standards. Year 1 is a close to 7% increase.

Proposed budget examined

- Last year's budget was \$436,000. Finance had proposed \$400,000 based on historical data. We will end right around \$400,000.
- This year's budget is at \$472,000.
- Small group ministry – Pastor asked if the small groups fund is a pass through account. **Sheri to clarify.**
- Office Supplies and property (janitorial and scheduled maintenance) have increased so it has been proposed that the preschool help offset this increase. They have a board meeting coming up so this is a good time to propose this. They currently pay \$5.00 per kid per month and that has not been raised in a long time. Sheri suggested that we work with the preschool to come up with an increased figure. **Pastor needs to look back at the bi-laws to determine who puts together the meeting and who the voters are.**
 - Council will make a recommendation to propose to them by Oct. 1
- Glass half full perspective –
 - We had the capacity for additional giving (intern fund, roof fund, etc.). How else can we drive discretionary giving?
 - We also had an exit of bigger givers during the transition time. 1/3 of our current givers are new member's which is a positive sign.
- Continuing education decrease –
 - Pastor looked back at Terry's contract and she has 2 weeks of continuing education. We cannot offer her the 2 weeks and no money. She asked that we are careful about cutting this. **Pastor is asking that we keep this at \$1500 and then take \$500 out of professional expenses 8160 and increase your continuing education 8180 to \$1700 (wash). Continue to keep the line item of conferences but rename 6555 as "Synod Assembly" or put that in parentheses with a notation that this occurs every other year.**
- Salary for Douglas
 - It went down to \$22,000 – **this needs to be changed.**

- General discussion around the Associate Pastor
- General budget discussion –
 - If we remove the associate pastor and add in the recommended Synod increase in salary, increase in pulpit supply and the above smaller changes we would be at a new budget total of approximately \$456,000.
- Pastor moved that we approve the budget as presented without the Associate Pastor to include the above adjustments discussed at a budget total of approximately \$457,000. MSP
 - Council strongly recommends that we invite the congregation into an intentional discussion to gain input at the congregational meeting regarding bringing on an Associate Pastor that would start in the year 2018. To be taken into account with the Personnel Committee. It was brought up as discussion that with the hope that at the congregational meeting that we invite the congregation into an intentional conversation about what it means of calling an Associate Pastor. Personnel to work with people identified at the congregational meeting. Council does recommend that we seriously look at a part time associate pastor that would start in the year 2018
- September 5th – constitution discussion only (Monty will be out).
- September 19th – regular council meeting (Sheri will be out).