

Minutes of the 2006 Annual Meeting of University Lutheran Church of Hope

February 4, 2007

After rousing music from a Gospel group from Judson Memorial Baptist Church, Pastor Craig Shirley started the meeting at 12:45pm by leading us in the opening devotions as printed inside the cover of the Annual Report.

President Garvin Davenport took over the podium, welcoming us to the annual meeting. We saluted Anna Bablitch and Pastor Kwanza Yu on today, their common birthday.

Garvin asked for a motion to approve the minutes of last year's annual meeting. This was moved, seconded, and carried.

We moved to the Treasurer's report; Treasurer Norris Waalen took over the microphone. He walked us through the 2006 figures and the proposed 2007 budget as well. 2007 plans require increases in revenues and decreases in selected expenditures at the same time. He demonstrated ways that small increases in percentage giving can be manageable for our members.

Treasurer Norris Waalen moved we accept the proposed balanced budget. This motion was seconded. During the following discussion, two speakers indicated their disappointment in the general level of giving in this congregation. One was sorry to see the Yellow Pages ads dropped. One speaker questioned the paucity of the increase from Pease Academy; it was explained that the increase here is substantial, but that the entire increase goes to the Room for Fresh Creations (capital) fund. One person indicated a desire to see more financial support for Youth activities. Kirsten Mebust proposed an amendment to the effect that we prioritize some of the cuts; that if we do find an increased level of giving, that (for instance) staff raises, which were to be held until mid-summer, be applied right away and be retroactive to the first of the year. She suggested staff raises be first priority and that we prioritize other now-cut expenses. She challenged us that, if every person with an envelope number puts in an additional dollar a week; or if several others are willing to put up an extra \$100 right now, we can do it. The proposed amendment is covering staff raises. Bob Moluf re-stated this and seconded it. Ann Beane asked if Audrey Keller, Youth Director, will be retained past her current expiry date at the end of May. Pastor Craig Shirley clarified that her contract says is through the end of May, 2007.

Sarah Wille asked that the Youth Director be the second priority. Bob Moluf said the reason he is supporting the amendment is that, historically, many congregations, including ours, have a way of tying mission goals too closely tied to budget goals. He hopes we can separate our budget from our goals, projecting a conservative budget based upon history, but basing goals on our dreams. Martha Swenson spoke in favor of the

amendment. The amendment is to revisit the entire budget in June, giving priority to retroactive staff raises if revenues support it. The amendment passed with a single dissenting vote.

Back to the original proposal. Verle Rhoades indicated her concern to adding 12 parking spaces, feeling we need plenty of parking for our own purposes. Leona Reylets spoke of devotional booklets, asking whether they will be there. Sharla Aaseng spoke to that, commenting that we're simply going to be reducing the orders. Administrator Craig Wiester clarified the parking lot situation, indicating that a proposed alteration of the west lot will add 9 spaces to our total available.

James Flaten asked about revenues, did we have increased revenues during 2006, or was most of the increase in the final push? Treasurer Norris Waalen clarified, from memory, that we were running pretty much on track for most of the year. December of 2006 was the biggest revenue month in our history. Ann Beane asked for clarification on the Youth and Family position. Pastor Craig Shirley replied that there is a separate report on this; he asked John Hustad to speak to it.

John Hustad indicated that a number of parents got together to raise some outside funds to continue Audrey Keller's position through the end of 2008. In the last couple of weeks they have raised about \$24,000 in cash and pledges. If they fail to garner the \$66,000 needed, any monies paid for this effort will be returned. Some of this money is from the Trust; it will continue available for Youth work in either case.

Returning to the main budget proposal, Jim Gamble offered his opinion that the main revenue portion is too low. Past President Joan Campbell reminded us that many of the gifts that arrived in December were one-time gifts. She also reminded us that the Baker's Dozen effort was set up with 3 giving times, allowing people to take a little extra time coming up with their 13th month.

President Garvin Davenport reminded us that we have already passed an amendment that we will revisit the budget in the summer, working for the best in the meantime. Tim Gustafson indicated his disappointment that we do not have a clear path to continue Audrey's work here. Linnea Pignatello spoke eloquently of the importance of keeping Audrey Keller here, considering the bonds Audrey has developed. Linnea asked us to help the Youth a little bit here. John Hustad, replying to a query from Eric Johnson, said they need \$66,000 to keep Audrey here through the end of 2008; they have raised \$24,000 by now. Karen Jorstad spoke of her desire to have the Youth Director a regular part of the general budget.

Pastor Craig Shirley spoke up, explaining the situation. He and Rebecca Tetlie entered into this Youth and Family Ministry program of Luther Seminary; they knew fully-well that they would have Audrey for 4 semesters, with the option of the summer in between as well. It has been known from the beginning that Audrey would graduate and be eligible for a call at the end of her term here. The idea of leadership in Youth Ministry is that, although the youth "fall in love" with the leader, the ministry should not be so

closely tied to that ministry that it cannot continue when the leader moves on. That's why the Dream Team was set up – to provide continuity once the leader leaves. We can have another intern in next fall after Audrey leaves.

James Hlavka spoke, echoing Pastor Craig Shirley's comments. James understands how much the seminary depends upon us, and other congregations, as a training site. Jack Dant, who works extensively with youth, spoke of the value brought to his life from youth work in churches. He supports very much the consistent youth ministry on staff. He asks, How can we go back after this? JoAnn Bablitch, a member for 31 years, a social worker working with adolescents, spoke of the need for continuity. By having Audrey continue, we are making a commitment to youth. Ann Beane spoke more about the need to continue Audrey, simply from the point of continuity.

Voting on the 2007 budget as amended, the members present adopted the budget with some dissenting votes.

We moved on to a discussion of the Bylaws. President-Elect Karmi Mattson introduced the issue of the bylaws updates.

- Change one is the ability of the President to delegate signature authority. This was moved, seconded, and carried.
- Change two is to modify the title of President Elect, changing it to Vice President. This was moved, seconded, and carried.
- Change three is to eliminate references to the Conference of Commissions in our Bylaws. This has been moribund for several years. This was moved, seconded, and carried.

We went back to approve the Treasurer's Report. This was moved, seconded, and carried.

Mission Renewal Task Force. Lisa Morse took the microphone and reviewed the efforts of this group. She described the duties of the various sub-teams and introduced members. She called our attention to their report in the Annual Report and highlighted activities in the next few months. She asked for our support and prayers.

Mark Nelson spoke of appreciation for the Mission Renewal process and, looking at the painful budget discussion, indicated his support for our staff.

Leslie Frost led us through the Child Protection Policy discussion. She pointed out that Interim Youth Director Audrey Keller was concerned upon arriving here to find there was no child protection policy nor background checks on people working in close proximity to children. A task force was started in the fall of 2006; they used several examples of excellent policies available on the internet. She explained the needs for the policy, protecting children, protecting adults from unjust accusations, and protecting the church from litigation and mistrust. She also indicated the further purpose of deterring the bad guys. Jack Dant had some questions about the apparent prohibition on one-on-one – kids and adults. He feels it is important for the kids to have one-on-one discussions

with adults. Leslie Frost responded that, perhaps, a corner of a coffee shop or other relatively public space. She illustrated other ways these situations can be handled. James Hlavka spoke in favor of adoption of such a policy. Pastor Craig Shirley asked about rest room procedures; Leslie opined that an adult should not be alone with someone under 18 in a rest room ever. Responding to a query from Sarah Wille, Leslie indicated she herself is available at no cost to the church for training in this area. Jim Gamble asked about a written procedure to protect adults from identify theft when the register for background checks. This is not yet in place, but will be, Leslie said.

James Flaten encouraged everyone to look closely at the policy. He found the 1-year waiting period for new members to be unfriendly to new members. Leslie acknowledged this, but said our insurer recommends a 2-year wait. We have created exceptions, quite broad, and suitable. Recommendations from 2 current University Lutheran Church of Hope members, or students at Luther Seminary, or recommendations from rostered leaders at another church are valid for us.

Leslie asked us to consider the risk versus the reward; that the price of having a new member wait to volunteer is small considering the risk of opening this church to a predator. Tim Hopkins, a relatively new member, indicated that he had acted as a driver and chaperone for a group going to Chicago last summer, but that Craig Wiester, the Administrator, handled his requests for information professionally.

President Garvin Davenport moved on to recognize those who are stepping down as active members in our leadership; Valerie Sayre, Eric Ringham, and Diane Greve. He also singled out Past President Joan Campbell for her exemplary and selfless service. Garvin went on to introduce John Pignatello of the Nominating Committee.

John took the microphone; he called our attention to the slate of nominees for 2007. He asked us to delete Diane Greve's name from the Worship Commission. He introduced new Commissioners and asked for nominations from the floor for vacancies, none of which were forthcoming. John moved we adopt the slate. This was moved, seconded, and carried.

President Garvin Davenport introduced the new President Karmi Mattson.

Karmi took the podium and said lots of good things about outgoing President Garvin Davenport.

Eric Johnson took the floor. He spoke once again about youth ministry. He proposed a resolution authorizing the youth and their friends to continue an appeal to raise money for youth ministry. This was seconded. Pastor Craig Shirley asked if there is a time limit on this. He needs to know, as the Seminary must know by March or early April whether we will be wanting another intern next fall. Craig also pointed out that we need to know from Audrey whether or not she is interested in this. Bob Moluf offered a friendly amendment, assuming a more realistic approach that the time line be six weeks. James Flaten asked more about funding; Pastor Craig Shirley explained there is money from the

Trust Board. Merrill Morse mentioned that the Staff and Governance sub-team interviewed Audrey; should we also consider a shared-job with other neighboring congregations? Phoebe Worthington reminded us that we need to meet our obligations to our permanent staff. Sonja Peterson also reminded us that we can come up with lots of money in a short time; we proved it in December.

Karmi reminded us we have funding for Audrey through August and Trust money for another intern through the end of the year. She also said the resolution now is to fund Audrey specifically.

There being no second, Bob Moluf withdrew his 6-week amendment. Eric Johnson added “until the first Sunday in March, 2007” to his motion. Sarah Wille pointed out that we should fund a position, not a person. Karmi corrected herself to agree with Sarah.

This motion is to pay for a full-time position through the end of 2008. Eric Johnson reminded us that his motion is generic, raising money for Youth Ministry; that it is not necessarily tied to the person of Audrey Keller. Treasurer Norris Waalen, putting it into perspective, reminded us of a \$4,000 fund-raiser now in our budget, looking for contributions over and above regular giving. We cannot be in a position to “Rob Peter to Pay Paul”. He encouraged us not to redirect funds from general giving. Jo Schroeder asked about a possible commitment that we cannot meet if pledges don’t come in; Sonja replied about “at-will” employment. Rebecca Tetlie mentioned that they had encouraged people to seek outside funds, rather than our own.

We voted on the motion that we authorize parents to lead a congregation-wide fund-raising appeal for youth ministry for the next 30 days. The motion was carried by show of hands.

Karmi thanked Ann Beane and her crew for their service in preparing a meal for us.

A motion to adjourn was seconded and carried at 3:15pm.