

Christ Lutheran Church (CLC) Call Committee Minutes

Thursday, November 18, 2021 from 5:45pm-6:45pm

Call Committee Present: Sharon Ammerman, Chris Dubak, Julie Lange, Martin Morud, Karen Nork, Berit Strom, Paul Nasvik (alternate), Sarah Warren

Call Committee Absent: Kevin Noeldner

Meeting called to order at 5:52pm by chair, Martin Morud. Quorum not established with 6 of 9 present (alternate is non-voting). Sarah and Sharon joined at 6:00pm for a Quorum established with 8 of 9. Guest – Donnie Kern to discuss pastoral budget.

Donnie noted the budget passed in February 2021 (fiscal year Feb 2021-Jan 2022). A part time pastor annual cost is \$40,453/annual with benefits (2019 fiscal year). Refer to Kevin's finance sheet in your CLC binders for annual revenue.

- Unrestricted income Q1-Q3 2021 is \$70,265.
- Giving Q1-Q3 2021 is \$69,633 (59,469 + 10,164).
- Giving Q1-Q4 2020 was \$107,837.
- Designated funds (was 35, but currently 15 total) – established for people who want to give to the church for specific items; example of solar panel initiative by member.
- Endowment fund approx. at \$250,000.

Marty mentioned he's showing interest in our annual revenue because based on Pastor Randy's meeting, we can look at paying a pastor 50% of the annual revenue and even push it to 60-65% because we don't have a mortgage payment.

Staffing went down when we went to a part-time pastor and part-time administrator which was a cost savings.

In 2016, we were at 64% of annual revenue for our call of Pastor Scott Donnelly.

- Can we offer a 64% part-time pastor and add some from another fund to support?
- Can we hire a part-time pastor and part-time media/outreach/technology staff?
- Can we pay more to have them live in our community?
- Why are we here? We've had ebbs and flows over the years. We talked initially how we didn't want to just survive, but we wanted to thrive.

Original: 11/18/2021

Revised: N/A

Pastor Sandy has been energetic and really getting us involved, but with being part-time it limits any pastor's ability.

Donnie said this call committee has a visionary view and you want to thrive. Do you take a leap of faith? We lost ourselves, our time, our talents, and our people.

The average salary of an ELCA pastor. See [2020 Salary and Compensation Guidelines for the Saint Paul Area Synod](#).

If we average the FT pastor with 10 yrs of experience, we need \$100,000 with \$48,000 from the budget and need another \$52,000. We need a solid plan to demonstrate a commitment, but we need the congregation to commit to this too.

We have the funds for a part-time pastor, but 20 hours is not enough. Can we hire a part-time media specialist/virtual technology person? No, we think we need to focus on a 30hr pastor.

If we can get an offer of intent from a daycare, then the congregation can see we are bringing in another income source.

Marty left at 6:47pm.

The part time pastor didn't work so well, so we need to do something different this time. We need to dream. You could look at a part time pastor and a part time youth pastor. The problem with a youth pastor is there is turnover of 1.5yrs. With two people there is coverage.

A full-time pastor will become burnt out if we don't support them.

Can we have a pastor conduct a sermon during the interview process? Yes, and we can go watch them. We want to see Jesus in the sermon.

Julie made a motion to approve the October 21, 2021 minutes. Sarah made a second. All voted to approve.

Adjourn at 7:10pm.

Closing Prayer by Paul.

Respectfully submitted,

Julie Lange