

**WINDSOR HEIGHTS LUTHERAN CHURCH**  
**Congregation Council Meeting Minutes**  
**Tuesday, July 25, 2017**  
**Room 127**

**Present:** Jamie Charlton, Pastor Robin Coughenower, Duane Danielson, Amanda Franklin, Jill Hyda, Phil McIlrath, Liz Nelson, Pastor Chris Olkiewicz, Ken Popken, Bob Prigge, Randy Ratekin, Ann Rowland, Linda Russell, Marilyn Warling

**Absent:** Teresa Powers, Paul Rogness

**Visitors:** Quent Boyken

I. Call to Order – Prigge called the meeting to order at 6:32 PM.

***We Gather in God's Name***

Charlton shared devotions from Fr. Richard Rohr on “An Open and Growing Heart” with verse from Proverbs 3:5.

II. Approval of June 2017 Minutes

Popken moved to approve the June 2017 minutes. Seconded by Russell. Motion carried.

III. Treasurer's Report

- Danielson presented the report. June offering was down compared to previous years.

Nelson moved to approve the Treasurer's report. Seconded by McIlrath. Motion carried.

IV. Unfinished Business

- Sustainable Staffing – Meeting Analysis & Planning
  - The task force put forth two recommendations for consideration:
    - (1) Change Associate Pastor position from a full-time position to a half-time position
    - (2) Hire full-time non-rostered position focusing at least 50% on youth and family ministries and remaining duties related to communications and other duties as set out in the March 2016 Staffing Report.
  - Prigge described a concept called dynamic contraction based on a book, which looks at how to progress with fewer resources.
  - Four informational meetings were held with the congregation in July.
  - Notes gathered from each of the informational meetings were reviewed by Council. While congregational members that participated were not pleased about the recommendations and decisions being faced, most understood the need.

Popken moved to direct the pastors to bring a proposal of 1.5 pastor model to include time, compensation and delineation of responsibilities for WHLC for presentation to the Council in August. Rowland seconded. Discussion occurred on what this means to the call. Motion carried.

Warling moved to direct Pastor Chris to work with the Personnel Committee to develop a draft of a position description for a full-time, non-rostered Director of Youth and Family Ministry for presentation to the Council in August. Franklin seconded. Motion carried.

V. Consent Agenda

- None. All-Committee night was not held in July.

VI. Pastors' Reports & Teaching

- Pastor Robin described her continuing education time in Seattle. John Davis with Polk County Emergency Services visited with the pastors to review how everything went when WHLC hosted the victims of the apartment fire, comments on how can better handle in the future and if WHLC would be willing to host again in the future if the need arises.
- Pastor Chris reported that he will be on vacation the first week in August. He discussed the racial disparities in Polk County, and study results were shared with the Interfaith Alliance of Iowa. The study report is available at TDCdsm.org.

The teaching focused on a reflection from the week's gospel reading from Matthew 13.

VII. New Business

- Council Retreat
  - Goals created during the retreat were reviewed. Subgroups were created to develop framework to each goal. Subgroups will have at least an initial meeting prior to the August Council meeting with ongoing communication to the congregation on these goals.
    - Invite – Charlton, Popken, Ratekin, Rowland
    - Grow – Franklin, McIlrath, Prigge, Russell
    - Serve – Nelson, Powers, Rogness, Warling

VIII. Announcements, Correspondence & Assignments

- Executive Committee Meeting – August 8, 5:30 PM
- All-Committee Night – August 8, 6:30 PM, Popken - facilitator
- Council Meeting – August 22, 6:30 PM
- July Council Meeting Devotions & Refreshments – Ratekin
- Council Updates to Congregation
  - Saturday 5:30 PM Service – Nelson
  - Sunday 9:30 AM Service – Charlton

***We Close in Prayer & Send in Mission***

IX. Adjournment

Pastor Robin led us in a closing prayers.

Meeting adjourned at 9:11 PM.

Respectfully submitted,  
Jill Hyda  
WHLC Council Secretary  
July 25, 2017