

**ST. PHILIP'S LUTHERAN CHURCH  
6180 HIGHWAY 65 NE  
FRIDLEY, MINNESOTA 55432**

**Board of Administration Agenda  
November 26, 2013**

**Opening Prayer**

Almighty God, draw our hearts to you, guide our minds, fill our imaginations, control our wills, so that we may be wholly yours. Use us as you will, always to your glory and the welfare of your people; through our Lord and Savior Jesus Christ. Amen

**1. Devotions:** Norm Schultz. Share Joys and Concerns

Members Present: Pastor Jan, Pastor Joel, Matt Johnson, Ron Ackerman, Joel Young, Miriam Jensen, Deb Carroll, Arlene Retzer, Norm Schultz, Val Sperry

**2. Approve Agenda and Minutes** (approval of November Congregational meeting will take place at the February, 2014 Annual meeting) **M/S/C**

**3. New Member/transfers** (New Members: Rikard & Amy Nordlander, Andrietta; Clark & Kristine Poelzer; Tom Polta, Kyle; Mike & Amber Potts, Allie & Kasey; Dan & Katie Pritchard, Audrey & Hannah; Todd & Lyudmila Sandell & Grisha Anishchenko; Scarlett Strehlow, Dominic. **M/S/C**

**4. All Committee Reports** - Updated the work of the Nominating Committee as well. Dick Lekang is chairing the Nominating Committee.

**5. New Business**

A. Financial Report – Ron Ackerman – **M/S/C**

B. 2014 Budget Committee: (Pastor Joel, Dick Kruse, Nancy L-N, Ron Ackerman) Committee has met and will meet again in January. 4-5 Committees have individual budgets that need to be reviewed. (other committee budgets currently come from staff recommendations). Matt Johnson suggested sending each committee's budget to each Chair to review and submit. Ron Ackerman will follow through.

External Audit proposed – will address at December 17 meeting

C. All Committee Meeting, Tuesday, Dec. 10, 2013, 7:00 p.m. Topics to Cover:

1. Nominating Committee has contacted each Committee to determine their needs. Nominating Committee will be finding chairs and hopes to fill some of the committee member slots as well. In the past, each Chair was expected to find committee members as well. This places an unnecessary burden on the new Chairs. Bylaws state a term of 2 years for committee members – renewable one

time - as well as a limit of 8 members on each committee. Each committee can add sub-committee or task force if extra members are needed. It would be helpful to have an outline for each Committee Chair/Member term length officially kept by the Office Staff.

2. Arlene Retzer proposed a series of questions for consideration when projects are proposed. This would help in determining how all of our ministries fulfill our Vision and Mission.

3. Saturday Night Service information – Update (see 6 E)

4. NCD Update

5. Committee Chair updates

## **6. Old Business**

A. “Natural Church Development” program and process. Survey was administered to 29 random members (criteria: active members, part of a small group, variety of age groups, male/female, - representative of the congregation) Dec. 19 – Healthy Church Team (HCT) will meet to process results and determine the best way to communicate this information to the congregation. Focus group formation. January focus group schedule: 1/15 (2:00 p.m., 7:00 p.m.), 1/18 (10:00 a.m.), 1/21 (7:00 p.m.)

B. New Staff updates – Two new employees: Lori Peterson, Nursery Ministry Worker (hopes to job share). Katie Swenstad – part-time custodian.

C. Board Liaisons check with Committee Chairs and members regarding their 2014 intentions

D. Congregational Meeting (11/10/13) results (include in annual meeting for approval)

E. Saturday Night Service – 20 members attended 11/26/13 Board Meeting. The following is a brief description of each speaker’s concerns and opinions:

1. Petition outlined.
2. What are the criteria for the decision to discontinue Saturday Evening service? How does the decision meet the purpose of our Vision and Mission? Recommend rescinding decision for 6 months while consulting with the Saturday Evening Service participants as well as other members of the congregation
3. What is the decision going to do to prolong the future of St. Philip’s?
4. Children have 2<sup>nd</sup> family at Saturday Evening Service. Encouraged members to visit all services. Needed a voice during decision. Difficult to end service during the Christmas season.
5. Children felt comfortable participating in smaller services such as Saturday Evening

6. Older members find an evening service time more physically manageable. Need alternative to a Sunday morning.
7. Appreciated the peace/simplicity of Saturday Evening Service. During this member's term with the 2012 WMA committee, the discussion of the Saturday Evening Service continued to be tabled. No discussion took place at that time.
8. Lay co-leaders perspective outlined in letter. Saturday Evening participants were not included in 6 months of BOA minutes where the Saturday Evening service was discussed.
9. Wanted to return Saturday Evening Service information to signage.
10. Suggested using the chapel – more efficient use of space
11. Questioned the process and decision-making process of BOA. Encouraged BOA to consider the EFFECT of decision (not motive). Shock/anger felt. Trust has been lost in leadership. Apologies have helped.
12. Board has lost trust of this member.
13. Time allotment given at the 11/26/13 meeting was not necessary.
14. How will the notification of the decision be handled?
15. Open Board meeting? Yes (2 stayed)

F. BOA Discussion on Saturday Evening Service decision:

-The BOA acted on what it felt was in the best interest of the church and the staff when it made the decision to conclude the Saturday Evening Service. BOA acted in accordance with the proposal of the Worship Planning Team and are comfortable that they too, based this proposal on what they felt was in the best interest of the church. BOA acknowledged that we could have used a better process. The flawed process has caused some to be hurt and lacking trust, and on that basis, it was in the best interest of the church to rescind the decision to allow the time to adequately consider what alternatives might lie ahead. We are grateful for the opportunity to do this with the flexibility and support of those that attend the Saturday Evening Service.

-Is there a 3<sup>rd</sup> possibility? BOA heard options from Saturday Evening Participants (desire to be flexible; desire to participate in leadership, outreach, and future viability of Saturday Evening Service)

-How do we all translate discontent into action? Encourage Saturday Evening Participants to not only participate in service evaluation, but in the ongoing ministries of the church – i.e. Board/Committee membership

-Evaluation of all worship experiences utilizing congregational involvement.

-Consider increased staffing for Saturday Evening Worship Planning

-How do we restore healing and trust?

Motion to rescind the decision to discontinue Saturday evening service. Create a task force to review Saturday/alternative service formats. Present recommendations to the Board in May, 2014 for review. **M/S/C**

Future Healing Service to be scheduled.

**7. Upcoming Dates:**

A. All Committee Meeting, Dec. 10, 2013, 7:00 p.m.

**8. Next Meeting:** December 17, 2013, 6:45. Devotions – Val Sperry. Deb Carroll will be taking minutes (Miriam out of town)