

# Core Team

## Minutes Dec. 10, 2015

Love God, uplift people, inspire hope, and grow disciples of Jesus Christ  
in our community and everywhere we go!

Present: Paula Green, Krista Pascanik, Lynnette Dobberpuhl (Staff), Don Oram, Tina Chant, Chad Gilbertson (Pastor), Ottie Castriotta (Volunteer Coordinator), Karen Nau (Volunteer Coordinator)

### 1. Volunteer Coordination

Ottie will take lead role for first year, and Karen will take leadership in 2017. They are working on clearly defining the volunteer roles and leadership contacts to enable people to make informed decisions about signing up. **Ottie and Karen will meet with Core Team and the identified congregational leaders to fill in the gaps in information.** They have 81 respondents on the volunteer survey so far. **A letter from Core Chair can be sent out to all respondents** thanking them for their commitment and introducing the Volunteer Coordinators. Another **letter can go out to the people who haven't responded**, introducing the Coordinators and giving them another chance to fill out a form, and letting them know if we don't hear from them to expect to be contacted about the best ways they would like to contribute. **Ottie will update the yellow volunteer form** to capture more functions. Leaders need to be educated how the system will need to work (can't just slip names into a rotation without giving new volunteers an orientation, and clarify availability and willingness.) This will be accomplished primarily at a **Leadership workshop to be held early in 2016.** The lists of people who have signed up for various functions will be given to congregational leaders so they can begin with a letter introducing themselves and setting expectations.

### 2. Financial Info

Last year (2015) 91 people pledged \$228, 397.40; for 2016, 78 pledged \$201,186. Ten of those pledgers for 2016 are new, either newer members, or longer term members who haven't pledged in the past. Twenty-three people who have not yet pledged (responsible for \$53, 600 in 2014) will be getting a follow up letter and commitment card. Chad is confident that the total final pledges for 2016 will exceed the previous years'. The Building Fund summary shows that there is \$303,500 remaining in the two funds after the expenses of 2015 (as of November 30) however the math in the summary seems to reflect some other income, or that some expenses were taken from other accounts. **Paula will ask for clarification.** The **Core Team will request (through Ashley who is Finance liaison) a monthly Budget vs. Actual statement for the general fund, and a request that Jim and/or Kelly join the Core Team quarterly** for their report to educate Core Team (starting in March 2016).

### 3. Charge Conference Report

Pastoral compensation was approved at the Charge Conference. **Need to approve pastoral housing next meeting.** Five inactive members were removed from the rolls (inactive for 2+ years): Nancy & Lynn Danielson, Alex Gray, Jennifer and Kurt Zimmerman. Report of Lay Speakers: Carol Ottoson was approved for another year.

### 4. Worship Survey

Will go out on the 20<sup>th</sup> of December.

### 5. New Core Team Members

Paula, Lynnette and Chad met earlier in the week to talk about new Core Members to be added as Krista, Tina and Don roll off. Karen Erickson has agreed to join the team. Two others who have been invited have declined and secondary invitations have been sent out. Chad's goal is to have all three positions filled by the New Year. When they are full, the **first meeting in January will be to approve the new members and discuss our "bylaws" in development.**

### 6. Pastor Comments

"I want to thank all of the core team members, but especially those leaving. We have accomplished a lot. When I think back to John Laster using a picture of a ship on a sandbar to describe a church that is stuck, I can see we have really been trying to turn the ship. This takes a lot of effort. We have been working on changing existing systems and building new ones. We have stayed focused and the Core Team has brought skills, experience and passion to the process and has contributed significantly. Thank you to those leaving, and to those who remain to work with new people. The volunteer coordinators will be an exciting addition to the process.

The more active people are in the church, the more closeness to God grows, and I am looking forward to seeing that happen. I am looking forward to working with you in new paths of leadership, where your passions and interests are needed. Don't be quiet, let us know how you want to serve. I am looking forward to continuing in ministry with you for many years."

**Next Meeting Date:** 6:30 Thurs. January 7, 2016  
(proposed) 6:30 Tues. January 19, 2016