

**Immanuel Lutheran Church**  
**CLT Meeting**  
January 21, 2019

**Attendance**

Present: Travis Lamb, Gail Blackman, Paul Niewald, Dave McCollister, Tony Bradley,  
Erik Burgdorf, John Breite, Michelle Wiegmann, Brian Becker

Business Manager: Craig Sanguinet

Senior Pastor: Pr. Schmieding

**Minutes**

- Meeting called to order at 6:31
- Devotion and Prayer – Craig Sanguinet
  - Mat 24:26 - Blessed is the servant doing what the master wants when he returns
  - Servant does what the master orders
  - Master is the one with the vision
  - Fulfillment comes from serving the Master
- Approval of Agenda
  - Changed “nominating committee” to “call committees” in old business
  - M/S/A
- Review and Approval of December 2018 CLT Minutes
  - extra tuition will be substantially lower than 2k
  - strategic planning Feb 23
  - Town hall Feb 17
  - M/S/A as amended.
- Business Manager
  - Craig Sanguinet retiring at the end of the month.
  - Erik Burgdorf has accepted the open Business Manager position and is working with Craig during the transition period.
- CLT Self Evaluation
  - Effectiveness
    - Doing better at being more prescriptive.
    - Need to ensure the right topics are being covered in meetings.
    - Owner’s dialog sessions have been good but also need to hear from other ministries. Suggest small groups of CLT members could attend a meetings of these ministries and report back.
    - Should we review Policy Manual for a more fundamental rework based on hindsight.
    - Have difficulty sometimes turning discussions into actions.
    - Should we invest in training/orientation of new CLT members and/or candidates? There is some money designated for governance that could be used for this.
    - Should look to make meetings more efficient. Suggestions include reading reports ahead of time and only discussing items as needed. Time box sections in the Agenda.
  - Communications
    - Need to ensure members know how to communicate with CLT.
    - Publish names/pics of CLT members in Connections regularly. Suggest 1/mo.
    - Create a CLT email.
    - Allow questions to be posted to website and/or suggestion box and periodically publish responses in Connections.
    - Should improve communications with school leadership team, property board, etc.
- Chairperson’s Report
  - Town Hall
    - Scheduled for 12PM, Feb 17th.
    - Reviewed Paul’s draft agenda
  - Strategic Planning
    - Feb 23 with Dave Leezer.
    - Invitees: CLT, Bus Mgr (Erik Burgdorf), Craig Sanguinet, Pr. Scheiding, Pr. Schade, Scott Huster., Diana Meers, Andrew Schempf, Lee Wagner

- Start time: 9AM. Out 3 or 4.
- Business Manager Report
  - Reviewed written report.
  - Lagging in weekly giving. Possibly due to sanctuary donations.
  - Financially strong overall
  - Should look at restrictions in bylaws on borrowing. These may be too restrictive if opportunity arises that we need to move quickly on.. Motion was passed previously requiring approval from majority of *congregation*. Need to be agile enough move on opportunities that align with strategic plan. Laying out strategic plan will help drive appropriate change.
  - Erik - will go through minutes of previous meetings to see when motion was made that put restrictions in place to get details.
  - Proposal from Craig to put money designated for debt reduction in fund for debt avoidance.
  - Should note Lower Level work will be done without taking on more debt.
  - Note we are debt free, but we do owe ourselves some money in some cases.
  - Amy Lee trust fund determined beneficiaries were owed money. 79,500 to us for organ fund.
- Senior Pastor Report
  - Reviewed written report
  - Approval for membership changes
    - M/S/A
  - Discussed nominations for LCMS president, 1st vice president, regional vice-president
    - Seeking approval as presented.
      - M/S/A
  - Will need to address Erik's CLT vacancy as he takes Bus Mgr role.
    - Policy Manual states can be filled by appointment.
    - Also need to appoint new vice-chairman.
    - Think about possible names for us. Plan to discuss next meeting.
  - Recommending adding 9:30 service back after sanctuary is finished and associate pastor has been hired.
    - Bible study is up but worship attendance is down without 9:30 service.
    - Numbers may be down because some don't like to worship in FH.
    - Recommend trying 9:30 service for a year and re-evaluating. CLT supportive but cautious.
  - Reviewed written DCE report.
  - Reviewed written school report.
- Old Business
  - Report of Call Committees
    - Assistant Music Director call committee in progress
    - Assistant Pastor call committee.
      - In processing of contacting 5 candidates.
      - Drafted interview questions.
      - Phone screens, then possible in person interviews depending on results of phone screens.
      - Summary of candidates information is available in church office on request.
      - Erik will get another connections update published.
- New Business
  - Calendar:
    - Town Hall – February 17
    - Next CLT Meeting – February 18
      - Feb Devotions – Gail Blackman
    - Strategic Planning – February 23
- Feb devotions
  - Paul will take devotions in Feb.
  - Gail will take Paul's spot in March.
- Adjournment and Prayer
  - Adjourned in prayer at 9:06