

IMMANUEL LUTHERAN CHURCH & SCHOOL
SPECIAL VOTERS' MEETING MINUTES
02/29/2016

Attendance: 88

This special meeting was called for voters to consider the following items:

- 1) To approve a constitutional amendment regarding organization/structure of the BOD (ballot required)
- 2) To discuss the calling of a third pastor or Director of Christian Education
- 3) To vote on security for services (vote to affirm)

Meeting was called to order by Kris Schuldt.

Pastor Auringer opened with a Scripture reading (Isaiah 12:1-6) and a prayer.

First Item on the Agenda: Vote on Constitutional Amendment

Justin Hurayt gave the following overview of the changes to the constitutional as a result of this amendment:

Change (1): Removes restriction limiting term of chair to one year

Change (2): Removes mandate requiring vice-chair to serve as chair the following year

Change (3): Removes restriction of only males serving as chair

Change (4): Removes restriction of only males serving as vice-chair

The following reflects a summary of the items discussed relating to this issue:

There will be one ballot to address all changes. All changes are included in one amendment. The chair and vice-chair are both elected by the BOD.

A question was raised concerning a female questioning the pastor on theological issues.

Answer provided by Pastor Auringer. The role of the chair has changed and no longer carries with it the same authority as did the role of the president of the congregation: therefore, the chair would bring the issue to the BOD for discussion and action. The chair is not in a position to rule the congregation and doesn't carry power as in the past.

Les Blalock made a motion to vote on the proposed amendment without further discussion. Darwin Zimmerman seconded and the motion carried.

Results of Vote

Amendment Passed: **76%**

Ballots Cast: **82**

For: **62**

Against: **20**

BALLOT

Feb. 29, 2016 Special Voters Meeting

An amendment to the constitution of Immanuel Lutheran Church,
Article VI Section B to amend the organization of the Board of Directors.

For the proposed amendment

Against the proposed amendment

Second Item on Agenda: Calling of Third Pastor or DCE

Pastor Auringer informed the stewards present at the meeting that Kirk Neugebauer requested his name be removed from consideration for a calling to serve as pastor for Immanuel due to a change in personal circumstances. Given this request, Pastor Auringer expressed his belief that Immanuel would be better served by calling a Director of Christian Education at this time. He and Pastor Liefer both feel the middle school and high school age groups are not receiving the attention needed for growth. It is their belief that Immanuel needs to enhance the youth program. Pastor then requested the voters to give permission for the BOD to research the possibility of calling a DCE to fill this need.

The following reflects a summary of the items discussed related to this request:

The duties of the DCE would include leading Children's Sunday School, VBS, Youth Bible Study, and Youth Fellowship/Social Time. The DCE might also teach Bible Class on Sunday mornings, develop connection ministries for new members, and establish a new member recruitment program with emphasis on children and youth as well as other assigned duties.

DCE is a called position. The difference between a first year DCE and a first year pastor ranges from \$37,600 to \$54,500. A DCE with ten years' experience, however, would be approximately

\$45,000. These figures do not include other benefits. A DCE intern would probably be around \$30,000, but there would also be additional costs involved such as travel to/from school, housing, etc.

So far, only names have been received and no interviews have been conducted. Pastor Liefer confirmed that a DCE would be of great help to him in that he feels he is not able to devote the time needed to grow the youth ministry at Immanuel. He expressed his concern that after confirmation Immanuel is losing many of the youth to other churches. Hopefully, the hiring of a DCE would help to build a vibrant and attractive youth program.

Allison Dolak explained the difference between the training and curriculum of a DCE and that of a teacher. The DCE student follows a five year program with some teaching and also has a concentration in another area such as music, art, etc. They also work one year at a church as a paid intern. A former DCE present at the meeting also explained that a DCE's curriculum also involves psychology classes with emphasis on the development of an individual from childhood to young adult. A DCE will often conduct parenting classes and is very involved with families. Many are not just developing youth ministries, but family ministries as well.

Dave Goebel made a motion to vote on the request to pursue candidate names for a DCE. Les Blalock seconded the motion. Motion carried by show of hands.

Third Item on the agenda: Service Security Issue

Kris Schuldt provided the following information on the topic:

BOD believed that it was prudent for Immanuel to establish a security policy and to have a plan in place in order to protect all stewards of the congregation. Therefore, a committee was formed to develop such a policy. The committee explored several options and the ballot reflects some of those options. The following members are on the committee: Kris Schuldt, Forrest Van Ness, Brandon Charter, Sharron Blalock, Roger Huslage and Amy Mueller.

The following reflects a summary of the items discussed relating to this issue:

Since Immanuel is not within the city limits of Wentzville, using Wentzville Police is not an option at this time. Kris Schuldt informed the stewards that he had signed a contract with St. Charles County Police which is non-binding and good for one year. It is in place if the stewards decide it is an option they wish to pursue. No decision has been made at the present as to where the officer might park. Their location would be decided after the hiring. The officer would be in uniform and in a police vehicle.

Concern was expressed as to the cost of this service. The cost for the service is listed on the ballot. As to the affordability of the service, no specific information could be provided at this

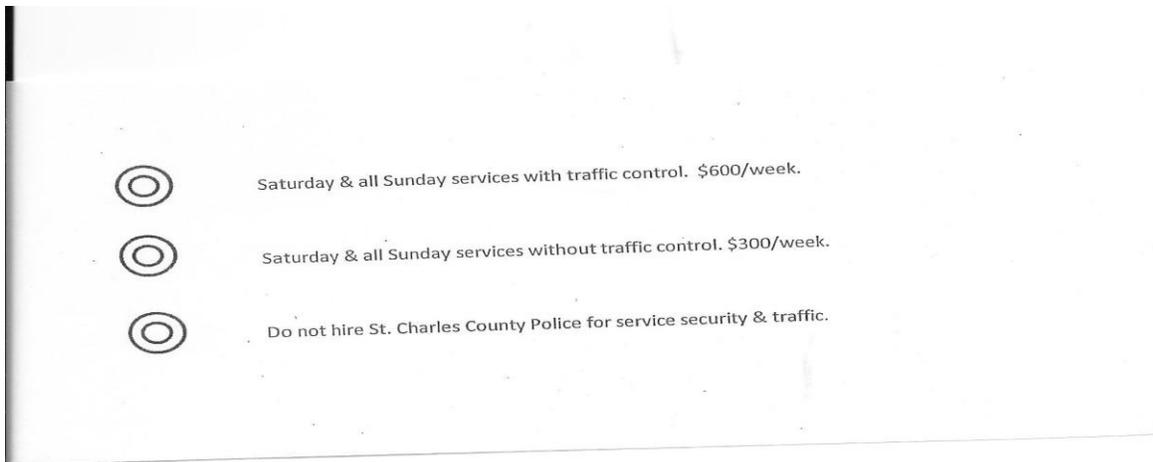
time. The issue was raised that stewards need to know other available options prior to voting on the hiring of a police officer for service security. Also, stewards indicated that there was more concern for building security to prevent theft and not necessarily for security during worship times.

Les Blalock made a motion to vote on the service security issue. Dave Goebel seconded the motion and the ballots were cast.

Results of Vote:

Ballots Cast: **74**

- 3** All Services (Saturday/Sunday) with traffic control \$600/week.
- 7** All Services (Saturday/Sunday) without traffic control \$300/week.
- 64** Do not hire St Charles County Police for service security & traffic



Les Blalock made a motion to dismiss the meeting. Roger Huslage seconded the motion. All were in favor. Meeting adjourned with a closing song.