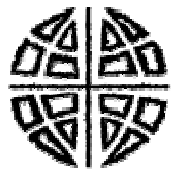


Agenda & Action Items



CLC Congregational Meeting
Sunday, January 31st 2010

Congregational Meeting Agenda

Annual Meeting of Canton Lutheran Church
Sunday, January 31st 2010

Call to Order

State of the Congregation: Pastor Tony Haglund

Approval of Minutes from 2009 Annual Meeting

Approval of Minutes from September 2009 Special Congregational Meeting

Presentation & Approval of Annual Report & Financial Report for 2009

Presentation & Adoption of Proposed Modified Leadership Structure

Election of Officers, Board Members & Committee Members

incoming President, Tracy Johnson assumes the gavel

thanks is given to outgoing President John Devick for his good & faithful leadership

Presentation & Adoption of 2010 Vision & Strategic Plan

Presentation of Ministry Priorities for 2010

Approval of transfer from Parsonage Fund to General Fund

Approval of Addition to Congregational Staff

Presentation & Adoption of the 2010 Proposed Budget

Other Business (as brought from the floor)

Lord's Prayer / Adjournment

Approval of Test Leadership Structure & Suspension of Leadership By-Laws

In anticipation of the adoption of **God's Work. Our Hands. A Vision and Strategic Plan for Connecting the Mission and Ministry of Canton Lutheran to the Mission and Ministry of the Kingdom of God**, it is proposed that we test a modified Leadership structure for the purpose of most efficiently implanting the strategic plan. It is our intent to test this new Leadership Structure for a one year period and then report back to the congregation at the Annual Congregational meeting in January of 2011.

A revised Leadership structure would provide the following advantages:

- A clear and easy to understand way to plan, direct and implement the proposed Vision and Strategic Plan
- A renewed focus on the work of planning and equipping the congregation for ministry as opposed to the Congregational Council doing the vast majority of ministry that otherwise could be shared by other members of the congregation.
- Provides a new model for considering all aspects of the ministry of the congregation rather than simply focusing only on what we did last year.

A motion and second would be required stating:

I move that we temporarily suspend Articles IV, V, VI & VII of our Church By-Laws and replace them with Articles IV, V, VI & VII as provided and labeled as Temporary Revisions to the By-Laws of Canton Lutheran Church and further described and presented in the chart, **Proposed Church Council Organizational Chart**. This temporary suspension of by-laws would be in effect until the next Annual Congregational Meeting in January of 2011.

Test Revisions Proposal to the By-Laws of Canton Lutheran Church

Article IV

Council & Boards

Section 1. There shall be three Boards: Welcome & Witness, Mission & Ministry and Stewardship of Resources; and a Council as hereinafter defined.

Section 2. Each of the three boards shall consist of six adult voting members and one high school voting member elected at the annual meeting of the congregation. One-third of adult members of each board shall be elect at each annual meeting of the congregation, each for a term of three years. Youth members of the boards shall serve one year terms. No member of a board shall serve more than two consecutive terms.

Section 3. A vacancy on any Board because of death, resignation, or otherwise, may be filled by action of the Council until filled by the Congregation at the next annual meeting of the members.

Section 4. The Council shall consist of all the members of the Board of Welcome & Witness, the Board of Mission & Ministry and the Board of the Stewardship of Resources together will all of the

officers of the congregation. All such members and officers shall be voting members of the Council with the exception of the President who shall be a non-voting member, except in the case of a tie, and then the President shall be authorized to cast the deciding vote.

Section 5. The President, President-elect and pastor(s) shall be advisors to the Boards and Councils with voice but no vote, except in the case of the President in situations as described in Section 4 of this Article.

Section 6. Each Board shall annually elect its own chair, vice-chair and secretary.

Section 7. The officers of the Congregation, along with the respective chairs of each ministry board shall make up an Executive Council of the congregation and shall have charge of the general management of all matters relating to legal, fiscal and corporate affairs of the congregation.

Section 8. The Boards and Councils may establish such committees and/or task forces from time to time as are deemed necessary to carry out its duties and functions.

Article V

Board of Welcome & Witness

Section 1. There shall be a Board of Welcome & Witness whose duties and responsibilities shall be to plan, oversee, direct, equip and implement welcome and witness ministries at Canton Lutheran Church including focus on the areas of worship, music, evangelism, hospitality and congregational and community communications, working with the staff of CLC to guide the welcome and witness of the congregation.

Article VI

Board of Mission & Ministry

Section 1. There shall be a Board of Mission & Ministry whose duties and responsibilities shall be to plan, oversee, direct, equip and implement mission and ministry at Canton Lutheran Church including focus on the areas of education, youth and family ministry, discipleship, spirituality and mission support, working with the staff of CLC to guide the mission and ministry of the congregation.

Article VII

Board of Stewardship of Resources

Section 1. There shall be a Board of Stewardship of Resources whose duties and responsibilities shall be to plan, oversee, direct and provide education regarding the stewardship of resources at Canton Lutheran Church including focus on the areas of building upkeep, care of grounds, financial controls and stewardship programs working with the staff of CLC to guide and encourage the faithful stewardship of resources within the congregation.

Current Articles IV-VII of the Canton Lutheran Church By-Laws shall be attached to this document but not available in the online version.

Proposed Church Council Organizational Chart shall be attached to this document but available as a separate document in the online version.

Nominated for Election:

2010 Church Council & Board Members

President-Elect	Dave Amundson
Secretary	Julie Crawford
Treasurer	Shirley Temple
Deacons (3 yr term)	Judy Stearns
Deacons (3 yr term)	Sharon Lunder
Deacons (2 yr term)	Pete VanWhye
Deacons (1 yr term)	Teresa Nygaard
Deacons (youth rep)	Kiersten Pederson
Trustees (3 yr term)	Trent Weihe
Trustees (3 yr term)	Wade Myrabo
Trustees (2 yr term)	Ron Nygaard
Trustees (1 yr term)	Martha Johnson
Trustees (youth rep)	Blake Beard
Board of Ed (3 yr term)	Patty Kroger
Board of Ed (3 yr term)	Paula Keyman
Board of Ed (2 yr term)	Betsy Tiemann
Board of Ed (youth rep)	Tatum Larson
Endowment Committee	Craig Dittberner
Endowment Committee	Gary Johnson
Endowment Committee	Arne Anderson

Nominating Committee (person staying from current board) Caroline Deinema

Nominating Committee (from Council) LeAnn Anderson

Nominating Committee (from Council) John Devick

Nominating Committee (from congregation) Ronda Headrick

Nominating Committee (from congregation) Becky Heikkila

If the proposed revised Leadership Structure is adopted then Board members will be assigned to one of the new Boards at our 2010 Leadership Retreat scheduled for Saturday, Feb. 6th, 2010. First priority will be given to maintaining staggered terms of service among the boards.

An appropriate motion would be:

I move that nominations be closed and that the nominees presented by the Nominating Committee for officers, board and committee members be summarily approved.

Adoption of Vision & Strategic Plan

During 2009, seven members of Canton Lutheran Church worked to create a vision and strategic plan for ministry. Those members were; Keith Beachler, Connie Bogue, Curt Hepner, Mona Hohman, Mary Toso, Amy Nelson (non-member) and Jeff White. Curt Hepner resigned from the team in October of 2009 yet, his voice and hard work were integral to the creation of the document, even if now, he is no longer associated with the team.

God's Work. Our Hands. A Vision and Strategic Plan for Connecting the Mission and Ministry of Canton Lutheran to the Mission and Ministry of the Kingdom of God is the end result from the work of this team. It is presented to the congregation for adoption in the hopes that it might become a working document guiding the ministry of Canton Lutheran Church. This would include the work of the staff, the Church Council and Boards and other ministry groups connected with the congregation.

Adoption of this plan would provide a general framework and paradigm rather than specific tasks or charges. The hope is that this plan captures a vision for ministry that is already present within the congregation and then places a structure and common definition around that vision. The strategic plan lifts up areas to be celebrated, areas that are being developed and areas of opportunity. The strategic plan is by no means, all-inclusive and yet it does try to capture the heart of the ministry at CLC.

Our hope is that this Vision and Strategic Plan would be a "living document", ever changing based on outcomes and opportunities and would be considered in some form each year, by the congregation, at its annual meeting for the sake of continuing revision and adoption.

A motion and second would be required stating:

I move that we adopt **God's Work. Our Hands. A Vision and Strategic Plan for Connecting the Mission and Ministry of Canton Lutheran to the Mission and Ministry of the Kingdom of God** and give thanks to the 2009 Vision and Strategic Planning Team for their work and this report.

The document, **God's Work. Our Hands.** will not be attached to this document but is available online as a separate document and as hard copies at various locations within the church building.

Ministry Priorities for 2010

Please rate the priority you would place on the following ministry opportunities for each Ministry Board. Rate them beginning at 1 with 1 being the highest priority. If you believe that a proposed opportunity should not be a priority at all, please assign it the number 5. You may choose to have numerous items that you rank a 5 indicating your belief that they should receive no priority. Please do not leave items blank or it will skew the tabulation results.

Welcome & Witness

_____ **PROJECTION MINISTRIES:** Create a proposal for installing a permanent projector and screen for the purpose of adding projection ministry to our worship services.

_____ **SANCTUARY MODIFICATIONS:** Create a proposal for modifying our sanctuary to create a permanent (and more built-in looking) location for bell tables and the WOW worship team.

_____ **WELCOME CENTER:** Create a proposal for the creation of a Welcome Center area within the church building for the sake of providing a more inviting atmosphere for the sake of welcoming guests and providing them with needed information such as location of restrooms and nurseries as well as information about becoming a part of our congregation.

Mission & Ministry

_____ **PASTORAL CARE LAITY PARTNERSHIP:** Recruit, equip and train a group of lay leaders for the sake of partnering with Pastor Tony in providing pastoral care to members who are sick or in the hospital, visitation to those in nursing homes and shut-ins and continuing to provide home-communion to those unable to join us for regular worship.

_____ **YOUTH & FAMILY VAN:** Begin a campaign to purchase and provide support for a van or people mover that could be used for the sake of youth and family ministry.

_____ **MEALS ON WEDNESDAYS:** Expand the ministries of Wednesday night by finding a way to provide regular meals each week prior to education and worship.

Stewardship of Resources

_____ **STEWARDSHIP CAMPAIGN:** Research various stewardship programs and implement the most appropriate one for our congregation.

_____ **SNOW, MOW & KEEP COSTS LOW:** Recruit, train and schedule volunteers to provide congregational maintenance such as lawn care, snow removal and general upkeep and maintenance for the sake of keeping congregational maintenance costs at a minimum.

_____ **UPDATE & REMODEL RESTROOMS:** Provide a plan for updating and modernizing our restrooms for the sake of providing a cleaner more inviting atmosphere at the church.

Please submit this in the box provided prior to leaving the Annual Meeting. If you would like to take more time to consider these options, please return them to the church offices no later than 9:00 am on Thursday, Feb. 4th. Responses received after that time will not be considered in the creation of this year's Ministry Priorities.

Approval of Transfer from Parsonage Fund to General Fund

At the 2009 Annual Meeting, the congregation voted to sell their two parsonages. This task was completed and the results are available in this year's Annual Report of the congregation.

In addition, the congregation voted to restrict the proceeds from the sale of the parsonages to an interest bearing restricted account for a minimum of two years or until the congregation voted at a congregational meeting to use some or all of a portion of those proceeds for a specified purpose.

2009 was an exceptionally difficult year in terms of securing the necessary financial gifts to meet our congregationally approved budget. The Church Council acted conservatively cutting spending where it could and in the end only spent, 89% of the approved amount. Unfortunately, giving came in at a level of only 82% of the congregation's pledged gifts, leaving a shortfall of nearly \$27,000.

In response, the Church Council is proposing a drastically smaller budget this year for adoption which we believe is reasonably achievable and consistent with the goals for ministry of the congregation. In order to administer this budget, we require two acts from the congregation regarding the restricted funds from the sale of the parsonages:

1. The west parsonage was sold on a contract for deed. The Church Council asks that in 2010, we might be able to use the interest received from the contract for deed payments to provide supplemental income for administer the church budget. The amount of interest scheduled to be received in 2010 is \$5,848. All principal payments from the sale of the west parsonage would continue to be placed in the restricted interest-bearing account as designated at the 2009 congregational meeting.
2. Our shortfalls in 2008 and 2009 have left our cash reserves seriously depleted. We ask that \$30,000 from the sale of the east parsonage be transferred to the General Fund to replenish our diminished working capital.

The Church Council of CLC believes these would be prudent and wise moves for the following reasons:

1. The events within the congregation of 2009 were exceptional and extraordinary. Although we do not yet fully know the full impact of our September congregational vote, it seems unlikely that an event of similar magnitude will happen anytime in the near future.
2. Although we believe it is appropriate to respond to the loss of members and financial giving, we also believe it is important, not to overreact. Using these monies, for this short-term emergency allows us to prayerfully discern what the next chapter of ministry will look like in the congregation without prematurely ending ministries or hastily cutting staff.
3. In addition to the congregational events of 2009, we are in the midst of a severe economic recession. As our country emerges from that recession, we will also get a more accurate picture of what ministry we are going to be able to accomplish.
4. In 2008, nearly \$27,000 was paid out of General Fund reserves in order to fund Preservation Fund projects. This was done because it seemed we had an excess in General Fund reserves. However, that decision, in part, has now left us unable to effectively manage the cash flow needs of our congregational budget in a timely manner.

For these reasons, the Church Council proposes the following motion and asks for a second from the floor:

Be it moved that the interest from the contract for deed sale of the east parsonage be used to assist in funding the ministry expenses of CLC in 2010 and that \$30,000 be transferred from the funds of the sale of the east parsonage and be placed in the general fund reserves of the congregation.

Congregational Staffing Decision

Upon Pastor Jan's retirement, it is prudent to ask ourselves; "what shall be our next course of action regarding staffing?" Three options present themselves:

1. Call another associate pastor to replace Pastor Jan
2. Choose not to call another associate pastor; or
3. Hire a lay person to direct and implement Pastor Jan's ministry areas.

Currently, the leadership of CLC believes the timing is not right to call a replacement associate pastor for two primary reasons:

1. CLC is in a significant state of flux due to strong negative reaction from our September special congregational meeting.
2. Our current giving levels would not seem to support the calling of a 2nd pastor apart from the elimination of other current staff.

The leadership of CLC also believes that it would make it very difficult (if not impossible) to simply choose not to call another pastor while still expecting the same level of programming and pastoral care ministry.

As a result, the leadership of CLC, believes it would be prudent to consider hiring a lay person to help direct and implement Pastor Jan's ministry areas for a time of 12-18 months, at which time, the congregation could again re-evaluate our current staffing needs as well as, the current state of the congregation and then be in a better position to decide when and if, would be the appropriate time to call an associate pastor.

The proposal being presented before the congregation would be to hire Rhonda Haglund for a 12-18 month period and then re-evaluate staffing needs and opportunities at the end of that time. This would provide several advantages including:

1. Rhonda brings an impressive resume and many years of experience working in ministry from being employed at Wartburg seminary to 7+ years of experience as the Director of Campus Ministry at Northern State University.
2. Rhonda's full-time salary would be affordable at \$2,000 a month plus we would not need to provide any additional benefits as these are already being provided to Pastor Tony and his family.
3. Rhonda is willing to work for a 12-18 month transition period, recognizing that it is very possible that we may decide to call a 2nd pastor at that time and end our ministry contract with her.
4. Rhonda knows the ministry and staff of CLC very well and will be able to hit the ground running on day one.

Rhonda's title would be ***Ministry Director: Worship, Hospitality & Pastoral Care***. She would be responsible to:

- Plan and implement worship services
- Direct prayer & pastoral care ministries
- Organize special music, concerts and dramas
- Direct evangelism and hospitality ministries
- Oversee college care and military connection ministries
- Plan and implement small group ministries
- Direct new member orientation and integration
- Oversee congregational and community communications
- Assist in implementation of Mission of the Month ministries

A motion and second would be required stating:

I move that we hire Rhonda Haglund as ***Ministry Director of Worship, Hospitality & Pastoral Care***.