

12:35pm Meeting opened by Board Chair Ingrid Sievers; led in prayer by Pastor Mike Von Behren Quorum noted: 71 voting members present

Ingrid: Presentation, via PowerPoint, provided the ‘**Results of Focus Groups...and Suggested Next Steps**’ (see highlights listed below).

During the presentation significant discussion, questions, and overall thoughts were shared. Both the November 2022 Voters’ Assembly ‘*Table Talk*’ discussions, and the March/April 2023 ‘*Focus Group*’ discussions lead to two separate potential staff possibilities: **Deaconess** and/or **Associate Pastor** positions.

Either position could enhance in a measurable manner the ministry, and out-reach desires for Holy Cross; in both current and future ministry goals. The significant difference between these two positions: a Deaconess would not be able to lead worship or preach. Seminary education is otherwise essentially the same for both. Four key themes noted in review of the data:

1. Intergenerational Ministry: mentor and involve people in church life and service:

- a. Youth & Children’s Ministry
- b. Young Family & Parent Support
- c. Young Adult & College Ministry
- d. Senior Ministry

2. Mission: serving community with the love of Christ:

- a. Organize local service projects *“Continue serving without expectation of return”*
- b. Coordinate short term mission & service teams
- c. Intentionally grow/mentor leaders
- d. Build community and identity of Holy Cross

Vision prior to 2020:

- a. Supporting Refugee Ministries
- b. Outreach Ministries (i.e. Cross My Art)
- c. Future Church Plant

3. Support for Lay Leadership & volunteers:

- a. Bible study support : Keep our strong identity of Word and sacrament *“Word and sacrament ministry are our backbone; we must continue to support it.”*
- b. Spiritual care teams
- c. Coordinate volunteers
- d. Worship experience: screens and bulletins, sound system, common cup...

4. Succession Planning: maintain/grow ministries through future leadership

- a. Create plan for future leadership of Holy Cross ministries *“You don’t hire a position; you hire a person. Who will be the person who is the right fit to further our ministries?”*
- b. Plan for future growth and changing staff needs *“Do less better, not just more” “Keep consistency in what we are doing. Support it, don’t change it”*
- c. Equip both staff & lay/congregation leaders

Pastor Mike offered a brief summary of his average weekly Time Schedule (“**Yellow highlights** indicate areas where I am not doing enough, **green highlight** indicates an area that will take more of my time if we add staff”)

Ministry
Sermon Prep
Bible Study Prep & Plan
Spiritual Care
Staff & Supervision
SonShine & SonShine Chapel
Worship Services
Weekday Bible Class
Event Plan
Youth & Confirmation
Circuit Meetings
District VP
Meetings & Meeting Prep

Office Misc & Computer Issues
Phone Call & E-Mail
Newsletter & Website
Weddings & Funerals
Worship Plan
Fellowship Activities
CYT Board
Community Partners
Cross My Art
NOW Start
Refugee Ministry
Finance & Budgets
Visitor & New Member

* These alone average greater than 50 hours a week

Staff Costs:

An additional Pastor's Salary & Benefit Package: low end **\$94,157** (\$52,730 Salary & \$35,544 Health Benefits & \$5,883 Retirement & Disability Benefits) for a first-year pastor/deaconess from the Seminary with no experience (\$83,000 first year DCE no experience) to **\$123,355** (\$79,648 Salary & \$35,544 Health Benefits & \$8163 Retirement & Disability Benefits) for a Pastor with 18 years' experience.

Ministries Needing Support from Mar. 2023 Focus Groups & Nov. 2022 Congregational Meeting:

Community Ministries (Parenting Classes, Service Projects)
Mission Trips (Regional, Overseas)
Family & Children's Ministries (Parenting Support, Family Activities, Mentoring, Kids Ministry)

Youth Ministry (Youth Activities, Youth Leadership, Mentorship)
Youth Adult Ministry (Initiating Youth Adult and College-Age Ministry)
Bible Class Large Leading & Small Group Organization (Support for Bible Classes)
Senior Care Ministry (Organize Rides for Church & Physician, Regular Lay-Visitation, Helping Ministries)

Ministries from 2020 Vision Needing Support (not mentioned above):

Refugee Ministry
Cross My Art Ministry
Church Planting Initiative
Additional Ministries Pastor Recognizes Need Support:
Spiritual Care Team Organization
Stephen Ministry
Ministry Leadership Team Administration
Lay Leadership Development
Member & New Member Visitation

Board of Directors Recommendation:

- Call an associate pastor with a heart for **intergenerational ministry** to equip and partner with lay volunteers to serve the community and grow connections within the Holy Cross family and position our church to be able to participate in a church plant in the future.
- Create a **succession plan** for the future of Holy Cross ministries.

Recommendation for near future (within 2 years):

- **Associate pastor +** either full-time *or* part-time **deaconess or youth and family staff** who could concentrate on specialty areas/needs of people within our church family, seeking to engage the community.

M/S/C to vote on the Board's recommendation: *"Call an associate pastor with a heart for intergenerational ministry to equip and partner with lay volunteers to serve the community and grow connections within the Holy Cross family and position our church to be able to participate in a church plant in the future. Create a succession plan for the future of Holy Cross ministries.*

Recommendation as presented by the Board of Directors **approved** by super majority (71 voting members).

Next Steps: Call committee appointed by Board of Directors; outlined in the constitution.*Section II. Calling; pg 4

1. Appoint a call committee:
 - a. Complete a congregational self-study
 - b. Create job description
 - c. Collect names for potential candidates
2. Names go forward to District President for review (2–3-month process)
3. Response from District President
4. Ask potential candidates if they will consider taking a call
5. Interview candidates, meet and greets
6. Congregational meeting: committee presents recommendation(s), members vote
7. Call extended to candidate, decision commences

Next Board of Directors meeting: Tuesday, June 13th, 2023

Meeting adjourned 1:40pm; closed in prayer by Ingrid

Respectfully submitted by Margie Indahl, Acting Board Secretary