

**Lake Edge Lutheran Church  
Church Council Meeting Minutes  
Monday, May 21, 2018**

**Council Members Present:** Pastor Katya Ouchakof, Pastor Stephen Marsh, George Swamp, Nancy Pike, Mark Taylor, Jon Fadness, Ron Siggelkow, Sharon Kreul, Linda Newman, Jim Ahearn, Karen Cook, Jonathan Pike

**Call to Order by President George Swamp at 6:48 p.m.**

**Prayer:** Pastor Katya Ouchakof presented.

**Business**

**Approval of Church Council Meeting Minutes from April 16, 2018.** With two corrections to read “Closing Prayer - Pastor Stephen Marsh” and “Pastor Katya Ouchakof participated in the Bishop Election Forum recently”, a motion made by Pastor Stephen Marsh and seconded by Linda Newman to approve the revised minutes. Passed by voice vote.

Financial Dashboard report through April 30, 2018 was presented by Jim Ahearn.

**Pastor’s Report**

Both Pastor Stephen Marsh and Pastor Katya Ouchakof expressed great disappointment when asked to leave during part of the Congregational Meeting on Sunday, May 20, 2018. Both had the opinion that Robert’s Rules of Order had not been followed concerning the discussion on the motion affecting the Youth Ministry Coordinator position.

Pastor Katya Ouchakof will be at continuing education from May 28 through June 1, 2018. Also, it was noted that Pastor Katya Ouchakof came in third in the balloting for bishop.

**Mission Reports**

**Church and Family Fellowship** – Nancy Pike indicated the “Meet, Greet, and Eat” had 15 new members and 26 existing members sign up for the June 3, 2018 event. Breakfast food items are planned for this social activity following the single church service and all are welcome.

**Education** – Mark Taylor had nothing to present at this time.

**Finance and Property** – Jon Fadness stated three trees will be cut down on Saturday, June 9, 2018. Also, a meeting is scheduled with Sustainable Engineering Group (SEG) to review their revised \$3,500 HVAC proposal to determine what changed with respect to their original \$6,500 proposal. Road repairs affecting the church will begin on Hegg Avenue July 1, 2018. Jon will check with MG&E on the possibility of a gas interruption impacting the church.

**Membership Support** – Karen Cook noted Jean Berg’s support of Christ the Solid Rock recently. The new church directory materials have been received from the printer and a \$5.00 contribution to defray the cost of printing is suggested.

**Ministry Support** – Ron Siggelkow planned to follow up with Lindsay Christians on the Jazz concert planned for this summer.

**Peace and Justice** – Sharon Kreul said a banquet was scheduled for May 30, 2018 in recognition of the Schenk School program. Luke House is June 7, 2018. Two Madison schools, Leopold and Mendota, are available to offer services to parents in the evening that cannot be there during the day.

**Worship** – Linda Newman commented on stuffed animal Sunday, the red, white, and blue dress up Sunday, and the joint Lake Edge Lutheran/ Christ the Solid Rock Baptist 75 year and older event.

### **President / President-Elect Topics**

President George Swamp reminded the council of the revised HVAC proposal from SEG for \$3,500 and the commitment by the Gifts Committee to pay for half of the SEG bill. Pastor Katya Ouchakof made a motion to pay one half of the resulting SEG bill using the Noah Building Fund. Seconded by Ron Siggelkow. Passed by voice vote.

The annual pastor's housing allowance was presented to the council based on current information available from outside sources. The low end of the range was \$27,600, the average of the range was \$30,300, while the upper end of the range was \$33,400. Pastor Katya Ouchakof's housing allowance is \$27,600 and Pastor Stephen Marsh's housing allowance is \$30,000. A motion was made by Jim Ahearn to accept the housing allowance amounts for the pastors. Seconded by Linda Newman. Passed by voice vote.

A discussion was held about assembling a special committee to assess the church property and other church mission needs and costs, the funding options for the necessary equipment, repairs, etc., and how to establish a capital campaign to benefit the church. A motion was tabled until the June 2018 council meeting.

After some discussion, a decision was made to omit all discussion on the motion regarding the Youth Ministry Coordinator position at the May 20th congregational meeting. Most of the discussion was out of order according to Roberts Rules of Order because it was not directly relevant to the motion on the floor.

A motion was made by Mark Taylor, of the Education Mission, to extend the current interim Youth Ministry Coordinator's employment through the end of the month in which the next congregational meeting is held. Seconded by Linda Newman. Passed by voice vote. \*

A motion was made by Pastor Katya Ouchakof to express our gratitude toward Samantha Lee for her hard work as the Youth Ministry Coordinator. Seconded by Mark Taylor. Passed by voice vote.

The church council also noted that church member Kay Simmons is to be honored by the "Y" at a Moxie luncheon on May 31, 2018 at Monona Terrace.

## **Reminders**

May Dialogue Articles Due: Sunday, May 27, 2018.

Next Mission Meeting: Monday, June 11, 2018 at 6:45 p.m.

Next Council Meeting: Monday, June 18, 2018 at 6:45 p.m.

Recap of Follow-up Items: Snacks for next month's mission meeting provided by the Education Mission.

Visioning – Pastor Katya Ouchakof and Pastor Stephen Marsh expressed their thanks to the council for their support.

**Closing Prayer** – Pastor Stephen Marsh

Adjourn – Motion to adjourn at 9:12 p.m. made by Linda Newman and seconded by Sharon Kreul.  
Motion carried.

**Respectfully Submitted, Jonathan Pike, President - Elect**

\*Note of Explanation:

This decision was made out of concern for the continued care and education of our teens. It was based on prior action of the congregation. At the April 23, 2017 Congregational Meeting, the position of Youth Pastor was approved by vote of the congregation. At the December 17, 2017, congregational meeting, a budget was passed for the calendar year 2018. That budget includes a line for Youth Pastor salary (5005), at an amount that assumes the position is filled for the entire calendar year. It is the Council's understanding that, since Christa Fisher's resignation, we have a vacant staff position, one that is funded and congregationally approved through the end of 2018. The proposal for a permanent Youth Ministry Coordinator position was to be effective at the first of the year, 2019. The Youth Ministry Coordinator position needed the approval of the congregation because of a change in title and job description from the original Youth Pastor position created on April 23, 2017. Additionally, salary support from the Gifts Committee continues through the end of 2018, but the entire salary amount would need to be covered by the church budget starting in 2019.

If the Youth Ministry Coordinator position had passed, the intention was to open a hiring process to fill the position on a permanent basis. Since it did not pass, and the Council wishes to have the vacant Youth Pastor position filled until the question of a permanent position is resolved, Council took action to extend the interim contract of Samantha Lee, who has been serving in that role since February 1, 2018. The May 20, 2018, congregational meeting did not undo any prior actions of the congregation, and since the congregation had previously approved a Youth Pastor position and filling this position for the calendar year 2018, Council believes that this action was in order and consistent with the official motions and actions of the congregation.