

Interim Pastor Committee

October 23, 2017 8:30 a.m.

Committee members present:

Denise Sobolik Cecelia Travick-Jackson
Herb Holler Tina Riley

Tina opened the meeting with a prayer.

The first order of business was to discuss the recent recommendation made by Pastor John that Reverend Julie Morris serve as our long-term supply pastor from November 6th through the end of the year. There was unanimous agreement that this was an ideal solution for Mt. Cross. When Pastor John spoke with her regarding this position, he only mentioned working on Sundays and Wednesday evenings. He supplied the committee and the council with an estimated salary for Julie based on “ala carte” or fee for services payments. The committee would like to see if Julie is available and agreeable to a more full-time position for that time frame. If she is agreeable, then we would need to look at paying her more of a salary for that time frame. The committee discussed a possible range of salaries based on the synod guidelines for rostered leaders. Denise will reach out to Julie and talk with her about her willingness to take on more work than Pastor John originally discussed with her. Until we have that information, we cannot move forward with a salary recommendation to the Personnel Committee, Budget & Finance or the council.

The next order of business was discussing a salary recommendation for Pastor Jim Bessey. Based on the synod guidelines for rostered leaders, Pastor Bessey’s extensive experience, and input from Pastor Bessey regarding his needs and expectations for a salary, the committee will send to following Bessey recommendation to the Personnel Committee and Budget & Finance Committee for review:

Base salary of \$130,000/year (housing allowance to be taken from this amount)

Health insurance allowance of \$4400/year

Continuing education allowance of \$650/year

Travel/mileage allowance of \$4000/year

Total salary/compensation package of \$139,050/year. This salary amount is comparable to Pastor John’s most recent total salary amount. He will also be allotted 4 weeks of vacation a year (including 4 Sundays) and 2 weeks of continuing education time a year.

The meeting was adjourned at 9:30 a.m.

Next meeting: TENTATIVELY set for Thursday October 26th, 9:00 a.m. at Tina Riley’s house

Submitted by Denise Sobolik

Interim Pastor Committee

October 11, 2017 8:30 a.m.

Committee members present:

Denise Sobolik Cecelia Travick-Jackson
Herb Holler Tina Riley

Also present:

Robert Jackson
Pastor Jim Bessey

Cecelia opened the meeting with a prayer.

The committee met for approximately 30 minutes prior to the arrival of Pastor Bessey to review what types of questions/topics we wanted to discuss with Pastor Bessey.

After the arrival of Pastor Bessey, the committee members all introduced themselves. Then Pastor Bessey gave a brief but detailed history of his work experience. The committee then spent approximately an hour talking with him about topics such as how he relates to children, doing children's sermons, our different styles of worship and how comfortable he feels with a contemporary style of worship. We also reviewed the different meetings, committees, educational opportunities and other items that we would expect the interim pastor to be involved with and he was open and willing to participate in all areas we outlined.

After our discussion, Denise took Pastor Jim on a tour of the church facility. The remaining members of the committee discussed their impressions of Pastor Jim and his suitability for Mt. Cross.

Subsequent to the meeting, we discussed our reactions to Pastor Bessey (in person, in phone calls and via emails). All reactions were favorable. Denise will inform Pastor Reg that we unanimously accept Pastor Bessey as our interim pastor. The committee will inform the church council that we are unanimously recommending Pastor Bessey for our interim pastor at their special council meeting on October 24th.

Our next meeting date will be set once we know what the next steps to be taken are. Pastor Reg will help us craft the Interim Pastor agreement and work with us to set the salary for the interim pastor. Pastor Reg will also give the committee information regarding the long-term supply pastor who will fill in at Mt. Cross from November 6, 2017 through January 1, 2018. The committee will make plans to meet and talk with that pastor as well.

The meeting was adjourned at 10:30 a.m.

Next meeting: TBD

Submitted by Denise Sobolik

Interim Pastor Committee

October 2, 2017 9:00 a.m.

Present:

Denise Sobolik

Cecelia Travick-Jackson

Robert Jackson

Herb Holler

Tina Riley

Denise opened the meeting with a prayer.

Denise began the meeting by informing the committee that Pastor Reg and the Bishop's office are recommending Pastor Jim Bessey for our interim pastor. Denise provided the committee with a brief overview of Pastor Jim's work history that was provided to her by Pastor Reg. He is retired and has done 2 other long term interim pastoral positions. In addition, he has connections to Mt. Cross and will be familiar to some in the congregation. She also informed the committee that after speaking to Pastor Reg on the phone, she learned that Pastor Jim will not be available to start as our interim pastor until January 1, 2018. The bishop's office would help us find a long-term supply pastor to fill the 7-8 week vacancy. Even with this delay, the bishop feels that Pastor Jim is the best fit for the needs and personality of Mt. Cross.

The committee discussed the issue of not having an interim pastor start immediately after Pastor John's retirement. It was decided to meet with Pastor Jim and get to know him before any decisions were made regarding the recommendation from the Bishop that he be our interim pastor.

Denise will contact Pastor Jim to set up a date and time for the committee to meet with him.

Tina will do an internet search to find more information on Pastor Jim and also search for podcasts of his preaching. She will forward any podcasts she finds to the other members of the committee.

Our next meeting will be determined once we have a date and time set to meet with Pastor Jim.

The meeting was adjourned at 9:45 a.m.

Next meeting: TBD

Submitted by Denise Sobolik

Interim Pastor Committee

September 21, 2017 9:00 a.m.

Present:

Denise Sobolik Cecelia Travick-Jackson
Herb Holler Tina Riley

Cecelia opened the meeting with a prayer.

Denise reviewed her recent phone conversation with Pastor Reg. He outlined the process and gave a brief timeline for the process. He should have a name to give to the committee of a potential Interim Pastor within 1 week of us giving him our recommendations and requirements. He also advised Denise that since the final approval of the Interim Pastor will involve the B&F committee and the church council, getting all the details in place and approved may not take place before November 5th. We should look into having a supply pastor for 1-2 weeks after Pastor John retires. Denise will follow up with Pastor John and the W&M committee regarding that.

Herb Holler provided the salary recommendations created by Keith Selbrede and reviewed and approved by the rest of the B&F committee. The proposed salary is a breakdown of the current salary and benefits Pastor John is receiving. The proposal stipulates that it is a maximum compensation amount subject to negotiation and will be based on the Interim Pastor's previous service experience. Pastor Reg told Denise during the phone conversation that he would not share the specific details with the potential candidate but would tell them a salary range they could expect from Mt. Cross. He will then work with us to negotiate the details of the compensation package once we have approved an interim pastor.

The committee reviewed the recommendations and requirements that Denise wrote up using the various comments and information from previous meetings. A few minor changes and suggestions were made to the document. Denise will make the changes and then email the document and the salary proposal to Pastor Reg by Friday the 22nd.

Our next meeting will be after we have received a name from Pastor Reg for an Interim Pastor. We will need to meet and review the resume and set up a time to meet the candidate.

The meeting was adjourned at 9:45 a.m.

Next meeting: TBD

Submitted by Denise Sobolik

Interim Pastor Committee

September 18, 2017 8:45 a.m.

Present:

Denise Sobolik Cecelia Travick-Jackson
Herb Holler Tina Riley

Denise opened the meeting with inspirational words from Martin Luther on good qualities for a pastor.

We reviewed the progress of tasks assigned at the last meeting.

Herb: Herb has given the information on salary and benefits to the B&F committee. Keith is reviewing the numbers and will have a proposal for Herb tomorrow.

Tina: Tina met with Cathy Channels regarding CDC needs. It roughly corresponded to the email Denise had already received from Cathy. She did highlight a few dates that are already set. December 12th will be the CDC Christmas program at 6:30 in the evening. Cathy would like to have the pastor do a blessing when they have their CDC Thanksgiving feasts in November. The Kindergarten blessing will be on June 3rd at the 2nd service.

Tina also talked with Guy and Jayne about the music needs. They said that the Pastor picks the hymns for each Sunday but they choose any other music that is played. They would like to have a pastor that has some degree of musicality and can sing on tune.

Cecelia: Cecelia talked with members during her Adult Ed. Bible study and received some feedback from them. Some comments were that the pastor should support the concert series, not read the sermons when delivering them, be a good communicator, have a sense of humor/be personable, do children's sermons that connect the theme of the scripture readings to the adult worship service, have strong church leadership, help build church communication, and help with the transition/interim process.

Denise: Denise met with Meredith and got input from her. Her biggest priority is the Wednesday evening confirmation program. The pastor needs to be in attendance at that every week and teach it every other week.

Denise also met with Pastor John to get more information from him on things he does that we may not be aware of. Weekly staff meetings and monthly Conference meetings were added to the list of meetings a pastor will need to attend. Pastor John also noted that the interim pastor will not be expected to do services at Alma Via, Bible Studies at Leisure Village or participate in the Campus Interfaith organization.

Next Steps: Now that we have gathered a substantial amount of information, Denise will contact Pastor Reg and see if we are on the right track with what we have and to find out what type of format he would like the information in. Denise will also send an email to Devin to get input regarding needs from the Praise Band. We have set a "soft" date to get the information to Pastor Reg by September 22nd. Denise will compile the information gathered to date for review at our next meeting prior to sending it off to Pastor Reg.

The meeting was closed at 9:15 a.m.

Next meeting: Thursday September 21st, 9:00 a.m. at Tina Riley's house.

Submitted by Denise Sobolik

Interim Pastor Committee

September 13, 2017 9:00 a.m.

This is a newly formed committee tasked with determining the congregational needs for an interim pastor and working with the Bishops office to select an interim pastor. Once an interim pastor is selected and in place, the committee will be disbanded.

Committee members:

Denise Sobolik

Cecelia Travick-Jackson

Herb Holler

Tina Riley

Cecelia opened the meeting with a prayer.

Denise briefly reviewed the call process and the objectives of this committee.

The committee reviewed the Letter of Agreement for an Interim Pastor provided by the Bishop to begin outlining what information we would need to gather.

The committee brainstormed ideas and started to create a list of potential requirements for an interim pastor.

The committee will recommend to the Bishop that we have a Full Time interim pastor.

Denise reviewed emails she has already received from Cathy Channels and Sheri Groenveld with their ideas.

The following tasks were assigned:

- Herb will work with the Budget and Finance committee and the Personnel Committee to create the salary and benefits offer for the interim pastor.
- Cecelia will gather needs from the Adult Education Committee.
- Tina will talk with Cathy Channels regarding CDC needs. She will also talk to Jayne and Guy about music staff needs.
- Denise will meet with Pastor John to get his input on what we should be looking for in an interim pastor. She will also meet with Meredith to get her input. If additional information is needed beyond what Pastor John provides, she will contact the members of the Worship & Music committee for their input.

The meeting was closed with a prayer at 10:00 a.m.

Next meeting: Monday September 18th, 8:45 a.m.

Submitted by Denise Sobolik