

**Redeemer Lutheran Church
Special Voters' Meeting – March 18, 2015**

Call to Order: 5:35 p.m. – Daryl Schulz, Church Council President

Opening Prayer – Pastor Jim Heining

Present: 143 voting members; Youth also in attendance

Staffing Team Committee Report and Recommendations – Paula Kuisle

Paula shared the following information: After three Thursdays, Feb. 5, Feb. 12, and Feb. 19th, of very intense work from the committee, I would like to recognize the following people for their prayerful work: Dauline M., Jay K., Donna M., Virginia M., Rich G., Terri Z., Ginger L., Bryce B., and Michael H.

Feb 5, Meeting - The group was asked to consider the current ministries and events at Redeemer. They were asked to look for ministries that needed to be added and also current ministries to enhance. The conversation was thoughtful and courageous. The committee was sent home with the task of ranking the **LEADERS** responsibility within each of the ministries using these designations:

L- Leadership, **O-** Outreach, **W-** Worship, **E-** Education, **S-** Service

Feb 12, Meeting - Upon return the committee organized their thoughts of LEADERS responsibilities. This led to a document that noted the largest need within the church. Of the areas noted there were approximately 26 labelled in LEADERSHIP and 17 labeled in EDUCATION. Keeping this in mind the committee was given the opportunity to study the job descriptions of possible church workers. The committee was then asked to rank the job descriptions of Youth Pastor, Deaconess, DCE, DCO, and DPM based on the group findings, the skills of each description, and the strengths of our current staff. It was decided that the DCE skill set best fit our current and future needs.

Feb 19, Meeting- The staff brought to the committee a Possible Ministry Breakout document that listed their passions in ministry both current and future, what duties could be shared, who would take the planning leads on each ministry, and finally which ministry responsibilities could possibly be shifted among staff.

RECOMMENDATIONS: Redeemer would benefit from calling a new staff member with the skill set of a **DCE**. The position would be titled the **Director of Youth and Education** based on the job responsibilities.

Note: With an additional called staff member the roles of staff members shift to better address the needs of ALL members based on staff's strengths. All roles will better support volunteers allowing them to establish ownership in areas of service. This shift enhances the opportunities for both staff and volunteers. Programs will be enhanced; duties will be shared and deepened.

General Breakdown of DCE Staff Roles

Michael –Director of Faith Development

Director of Youth and Education

- *Continued mentorship of established youth programs.
- *Enhance leadership within Redeemer at all age levels
- * Partner with Ministry Teams to help them lock onto their purpose and find joy in their roles
- *Develop a cohesive family ministry strategy
- * Be available for family faith coaching
- * Nurturing depth in people’s Christian faith at all age levels

- *Continue to grow current program and enhance programs that have been “paused”. (BRIGHT Night, GLOW)
- *Encourage growth with Birth to Preschool area.
- * Increase attention to and care of youth and educational ministries
- * Further develop and maintain quality adult education opportunities
- * Serve as another positive role model and caregiver for youth and children

Discussion followed. After discussion, a motion was made by Bernie Nessler to approve the Committee’s recommendations to form a Call Committee for a DCE. Sue Reinke Walch seconded the motion. Motion carried (135 yes, 8 no).

New Mission Consortium – Adam Koglin





The Consortium

We're looking for partners to make 4 year commitments of at least \$5,000 annually above and beyond current district giving.

**PARTNERSHIPS TOTALING 75k ANNUALLY SUPPORT
 A STEADY STREAM OF CHURCH PLANTERS.**



Motion made by Kay Fockler for Redeemer Lutheran Church to join the district on the new mission consortium at 5k per year for 4 years. Myrna Reinartz seconded the motion. Motion carried.

Closing Prayer – Pastor Jim Heining
Adjournment: 6:05 p.m.