

**Shepherd of the Hills Lutheran Church  
Governing Board (GB) Meeting Minutes  
Associate Pastor Minutes from Several Meetings**

Minutes were kept for the Governing Board's discussion of the possibility of adding an Associate Pastor. Until and if a decision was made to proceed there was no value in premature disclosure, so these minutes would not be released until the members were informed.

**February 13, 2018**

Pastor's Report

- Pastor Renee disclosed that she had been approached by a member who would like to donate money to the church to pay for an Associate Pastor for one year.
  - The gift would cover the difference in cost for an Associate Pastor and an Intern Pastor.
  - The Board discussed the pros and the cons of this possibility.
    - Pros
      - Ability to do new things / Share the work load
      - A church that isn't growing is shrinking
      - Moves the mission forward
      - Could offer a more robust worship experience
    - Cons
      - What if we cannot sustain this FT position?
      - What message does it send if we can't?
      - If we say no to an intern and then this doesn't happen, will that overburden Renee and Tashina?
  - Questions arose about the terms of the gift. Pastor Renee will follow up with the donor.
  - We need to let Luther Seminary know soon if we will not be needing an intern next year.
  - A follow up meeting was scheduled for Sunday, March 4, after the church service.

**March 4, 2018**

Special meeting to continue our discussion of the potential gift to allow us to hire an Associate Pastor

- Opening Prayer by Pastor Renee
- Pastor Renee's report on the gift.
  - Recapped pros and cons from last meeting.
  - Answers to questions to the donor about the gift.
  - Renee needs to inform the seminary on Monday if we are going to have an intern next year or not.

- Each Board member gave their thoughts, including absent members who had given their thoughts to Pastor Renee before the meeting.
- Decision was to go forward with calling an Associate Pastor.
- Process going forward
  - April work will begin on a job description for an Associate Pastor.
  - The job description will be based on Shepherd's needs and not based on a specific person.

### **April 10, 2018**

#### **Pastor's Report**

- Since the conversations will overlap Pastor Renee would like to combine the Year of Renewal discussions with the Associate Pastor discussions. These will be called Shaping Shepherd Conversations.
  - A list of conversation dates was given.
  - We will try to have a Governing Board member present at each meeting.
  - Feedback from the congregation will help determine the job description.
- Announcement will be made during the service on April 29 for our Day of Service.
- Justin Grimm at the Saint Paul Area Synod is working with us in this process.
- Plan is to have a job description in July.