

Congregational Meeting 04.17.2011

Mark Lee called the meeting to order at 9:15 A.M.

Agenda for the meeting:

- Pastor Kent will discuss the Call Process
- Lisa Rowe-Peplinski and the Call Committee to introduce Kristi Kleinbeck and comments
- Ron Grundeen – Personnel will present salary package
- Questions and Discussions
- Vote
- Pastor Kent closing words

Pastor Kent – gave a detailed explanation of the Call Process to this point.

Lisa Rowe – Peplinski – Introduced Kristi Kleinbeck

- Concordia graduate
- Attended seminary at Yale
- Seminary internship at a Yale Hospital
- Completed one year of seminary work in Chicago, while their also worked for the ELCA
- Interned in Seattle
- Was placed on the Call List for So. Eastern Region for 1 year.
- Lives with her mother in Albert Lee MN.
- Best described as a very thoughtful, compassionate person.
- Her passion lies in Community Outreach and Young Adult Education.

Call Committee gave additional comments – the common theme was the great fit they all felt she would be at Grace and the talent she will bring to our ministries.

Motion was made by Lisa Rowe-Peplinski and seconded by Laura Haugen to call Kristi Kleinbeck to be Associate Pastor at Grace.

Ron Grundeen – Personnel – present Salary Package (attached)

- The Salary Package meets Synod guidelines.
- The Synod gave direction in this area.
- Salary will be prorated based on the number of days worked for this year.
- Add'l stipend highly recommended by the Bishop. Stipend to be \$5000 for college expenses and to be paid in 2 payouts, \$2500 this year, \$2500 next year. Is not considered part of compensation.

Congregational questions

- Is there no credit for internship shown on the base salary – No. Kristi is considered as a Seminary Grad.
- What is her level of education – Master of Divinity
- Why did we only choose to interview Seminary student – recommendation of the synod (Bishop) and fit into our budget. Kristi was chosen as the best, most talented person for our Church.
- Why is Kristi interested or attracted in us – Kristi was very well versed in our area and our economic drivers in the community. She did her homework and responded well to the close knit

group here. She is very comfortable working in a team, really enthused when she saw how many people get involved in ministries here!

- Does she play an instrument, is she a soprano or alto – She will bring her real gifts to us, and she plays guitar.
- When would she start – After receiving the Call Letter, Kristi has three weeks to accept the call. She has a very good work ethic, and is currently working three jobs and would need to give notice on all.
- Do we have a relocation package – we do pay some expenses of relocation.
- Is she married – single
- Has she seen the compensation package – Yes.
- A lot of us are taking cuts in pay and may lose jobs. Can we continue to pay this salary – Yes, thru the commitments, we have been putting money aside each month for the wage and benefits.
- Are we ahead on our mortgage – we are right where we should be.

Mark clarified that the vote to Call Kristi includes the package that was explained.

The vote was a paper vote. Ballots were counted immediately and the vote surpassed the 2/3 needed to place the Call. The count was 86 yes, and 4 no.

Pastor Kent – we will send Kristi a Call Letter. She will have three weeks to respond, and may want to come and visit us. If she accepts, the timeframe to come to Grace is negotiated. Thank you to the Call Committee for all of the work and their time they put into this process!

There is a transition team in place to help Kristi feel welcomed to Grace and our community.

Meeting adjourned.