

**Cross of Christ Lutheran Church
Council Minutes
April 10, 2018 at 7 pm**

Invitees	Present	Absent
Pastor Kathy Armstrong, Lead Pastor	x	
Pastor Phil Kettering, Bridge Pastor	x	
Vic Ramey, President	x	
Sandy Elvington, Vice President		x
Cathie Larson, Treasurer		x
Christen Brown, Secretary	x	
Tina Ramey, Council liaison Worship Ministry/Music Academy	x	
Jamie Murray, Council liaison Outreach	x	
Connor Harlow, Council liaison Youth	x	
Gene Anderson, Council liaison Evangelism		x
Chris Dietz, Council liaison Faith Formation		x
Kevin Dahl, Council liaison Stewardship	x	
Wyatt Burton, Council liaison Preschool	x	
Kathleen Briscoe, Council liaison Long Range Planning	x	

Personal Faith Moment: Tina Ramey presented

Book Review - Growing an Engaged Church - Chapters 2 & 3 - Pr. Kathy

- Spiritual Health
 - How do we measure this?
 - General measures
 - Membership
 - How do we count members?
 - What about inactive members?
 - What about spiritual health?
 - Surrounding neighborhood
 - Attendance
 - Who shows up?
 - Committed and engage show up more
 - Giving - most helpful
 - Spiritual health linked to amount
 - Most relevant outcomes
 - Life satisfaction
 - By invitation
 - Makes it more personal

- People invite when they have positive outcome/feeling about the congregation
 - Serving
 - About 2.5 per week into church
 - Giving
 - Median is 5% of their income
 - Focus on causes not outcomes
 - Causes are
 - Spiritual commitment
 - Make a difference in the world
 - Congregational engagement
 - 9 pillars of spiritual engagement - Go Beyond Belief - our church has to the place that people can get this.
 - My faith involved in EVERY aspect of life
 - Inner peace
 - Spiritually committed
 - Worship and prayer
 - Forgiveness
 - Given strengths/talents
 - Willingness to defend your faith
 - Words of kindness
 - What does a spiritually committed person look like?
 - **More** likely to be
 - Older
 - Female
 - African American
 - Lower on education scale
 - Lower on income scale
 - Widow
- Questions:
 - What does CCLC focus on?
 - Does everything we do enhance the mission statement?
 - What is engaging for me is not necessarily going to engage another person
 - Engagement is emotional and personal
 - Might build super engaging congregation for one type of folks, how do we engage everyone? Are we supposed to engage everyone?
 - This is something that will be addressed further in the book.
 - What do we focus on?
 - Youth
 - Family
 - Multi-generational
 - Community service
 - Traditional path of worship
 - What actions can we take to make the most impact in leading to spiritual commitment?
 - Spiritual commitment leads to congregational engagement which leads to life satisfaction, inviting, serving, and giving
 - How do you start the conversation?
 - If you make your faith part of your daily conversation, when talking about your life, then somehow it just becomes

Consent Items

- March Minutes
 - Kathleen motioned to approve, Wyatt seconded, passed without dissent
- Ministry Team Minutes
 - Faith Formation - (Chris) See Report
 - Worship / CCMA (Tina) - No Worship Team Mtg, See Choir Report
 - Stewardship (Kevin) - See Report
 - Outreach (Jamie) - See Report
 - Youth (Connor) - See Report
 - Long Range Planning (Kathleen) - See Report
 - Evangelism (Gene) - See Report
 - Preschool (Wyatt) - No Meeting
 - CCMA (Tina) - See Report
 - Property (Vic) - See Report
- SubTeam Reports
 - Financial Team - See Reports
 - Safety Task Force - No Report
- Staff Reports
- Wyatt motioned to approve, Connor seconded
 - All reports/minutes passed without dissent

Ministry Action Items

- Review Last Month's Action Items
 - Moved items that are still in progress to Action Items on May minutes

Unfinished Business

- 2017 Review of Goals & 2018 Goals
 - Council has not had time to review these
 - Vic will take this away to think about best way to review these
- Gift Planning Team
 - Members identified, organizational meeting scheduled for April 23rd, at 5 pm
 - Robbie Flowers
 - Rob Dittmer
 - Charlie Wilbur
 - Jerry Jager

New Business

- Call Committee Update
 - Pastor Kathy has started receiving paperwork for 1st call candidates, and is passing these to the call committee to review.
- Effective Congregational Council Leadership - handout
 - Discusses difference between council/board and staff
 - Council
 - Vision
 - Mission
 - Strategic Priorities
 - Staff
 - Goals
 - Operations
 - How to be a board member
 - Four things councils should do
 - Best practices for councils
 - Questions to ask after a council meeting

- Some councils have behavioral covenant for how we treat one another in and outside of our time together
 - Christen to come up with initial draft of covenant
- Long Range Planning
 - Kathleen motioned to approve \$2100 for Strategic Planning with GSB - Wyatt seconded
 - Money will go to 4 in person meetings
 - Passed without dissent

Treasurer's Report

- Pastor of Congregational Ministries - Additional Compensation
 - Ideas for ways to entice them:
 - Signing bonus
 - Promissory note
- There is nothing out of the ordinary for the report

Upcoming Events:

- Next council meeting is May 8, 2018 at 7 pm
 - Chris Dietz to offer Personal Faith Moment

Meeting adjourned at 9 pm

ACTION PLAN

Owner	Action	Due Date
All	Read Chapter 4 & 5 of "Growing an Engaged Church"	May 2018 council meeting
Vic	Think about 2018 council goals -how should we address this?	May 2018 council meeting
Evangelism team	Research adequate time and talent database New Liaison member will work with Krista to understand the process and her next steps and when is the next best reasonable due date	Ongoing
Human Resources Committee	For the CCMA and Preschool director need to determine draft proposal of: Job description approval Salary/Benefit offers Affirm candidates Employment agreement	May 2018 council meeting
Christen	Initial Draft of covenant	May 2018 Council meeting