

**Cross of Christ Lutheran Church
Council Minutes
August 14th, 2018 at 6:30 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	
Lance Zietlow, 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	

Call Committee Update: Nancy McNally

- Pastor Kathy and Vic Ramey (council president) were added to the Call Committee
- Nancy reviewed the process the committee went thru in looking for the Pastor of Congregational Ministries
- Nancy confirmed the Call Committee is unanimously presenting Pastor Will Johnson to council to become the Pastor of Congregational Ministries
- Call Committee was dismissed from council meeting

Council Vote on candidate for Pastor of Congregational Ministries and compensation package

- Council voted on Pastor Will Johnson for Pastor of Congregational Ministries
 - Council passed without dissent
- Council reviewed the following recommended financial package for the Pastor of Congregational Ministries
 - Based on Rocky Mountain Synod baseline compensation
 - \$51,852 (Salary/Cost of Living adjustment 4 years)
 - \$3,966 (Social Security Offset)
 - \$3,000 (Car Allowance)
 - **Total Take Home Package = \$58,818.00**
 - Additional Benefits:
 - \$1,500 (Continue Ed)
 - Retirement - 10% of Salary

- Health insurance
 - 4 weeks paid vacation (including 4 Sundays)
 - 2 weeks continuing ed
 - Every 5 years - eligible for 3 month Sabbatical
 - 6 weeks paternity leave - 100% paid
 - This would not include vacation
- Kathleen motioned to offer Pastor Will Johnson financial package above, Wyatt seconded
 - Additional Discussion:
 - Moving costs - what can CCLC offer?
 - Currently CCLC has approximately \$6,600 transition expenses that is to be used for call process for the Pastor of Congregational Ministries, which includes moving expense.
 - Due to some additional travel expenses that might be incurred the remainder of the call process this amount might be less than current value.
 - Amend above motion to include pay the balance of transition expense not to exceed \$6,500
 - Sandy motioned to include transition expense not to exceed \$6,500, Wyatt seconded
 - Passed without dissent
- Above Financial Package Passed without dissent

Vic confirmed the following are the next steps in the call process:

- Call committee will be dismissed
- Letter will go out to the congregation the week of August 19th
- Will do a congregational meet and greet with Pastor Will Johnson on a date TBD
- Congregational Meeting for formal presentation and vote
 - Tentatively set for September 9, 2018
- Once congregation votes, if passed:
 - Pastor Will has up to 30 days to sign official call/offer
 - If he accepts CCLC's call, Pastor Will gives his current congregation notice and then negotiate start date with CCLC

Personal Faith Moment: Council talked about God moments from the summer

Treasurer Report / Finance Committee Report - Lance Zietlow

- Lance reviewed the following overview for the 2019 Draft Financial Ministry Plan
 - The Current Ministry Proposal has all the requests for every team. This would be considered our "Dream Financial Plan".
 - This Dream Plan would require an increase in pledges by \$63,650 which would be an increase of 9.5%
 - The last two years we have increased our pledges by \$22,000 each year (2017 & 2018)
 - Our consultant advised us that to remain conservative we should plan for a 4 - 5% increase in our giving. (increase of 26,814 - 33,517)
 - Pastor Kathy's Recommendation would be to aim for \$30,000, which would be a 4.3% increase.
 - This would increase our pledges to \$700,353 (We use 94.1% in our budgeting which would equal \$659,032)
 - This requires a decrease to the current "Dream Plan" by \$31,558
 - The following are some, but not all items, Pastor Kathy recommended to decrease in the "Dream Plan" budget:
 - Keep Benevolence at 6% (as opposed to increasing to 7%)

- Keep Pastor's compensation at 95% of guidelines as opposed to increasing to 97%
 - Do not add new Associate Music Director position
 - Decrease camp scholarship funding
 - Called to More Fund
 - Add \$10,000 to Mortgage fund for 2019 and then reduce to \$0 for 2020
 - Council discussed Pastor Kathy's recommendations
 - Council agreed with Pastor Kathy's recommendations for cuts to Dream Plan
 - Lance offered the following option for the Called to More funding:
 - Move \$14,000 from Called to More to Mortgage fund for 2019
 - Move \$7,000 from Called to More to Mortgage fund for 2020
 - Use no funds from Called to More for Mortgage in 2021
 - Have a congregational vote to confirm how to use the remaining funds in Called to More on west wing for church
 - With the above recommendation, then only need to increase pledges by approximately \$26,000 for 2019
- Wyatt motioned to approve the 2019 draft ministry financial plan that includes an approximate \$26,000 pledge increase and \$14,000 from Called to More, Chris seconded.
 - Passed without dissent
- With the draft financial plan approved by council Pastor Kathy will lift up 3 initiatives to Stewardship to review for 2019 year

Consent Items

- **July 2018 Minutes**
- **Staff Reports**
 - Pr. Kathy
 - Pr. Phil
 - Director of Children's Ministry - Leslie Striegel
- **Ministry Team Minutes**
 - Faith Formation (Chris) - See Report
 - Worship/ Choir Board (Tina) - See Report (no choir board until Aug)
 - 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 until August/September
 - CCMA (Tina) - No meeting until August 27th
 - Property (Vic) - See Report
 - Vice-President - See Report
- **SubTeam Reports**
 - Finance Team - See Report
 - Safety Task Force - No Report
 - Gift Planning Team - No Report
 - HR Team - See VP Report
 - Call Committee - See Pastor Kathy's Report
- Wyatt Motioned to review all minutes and reports, Kathleen seconded
 - Discussion incurred for items in minutes and reports
 - All reports/minutes passed without dissent

Unfinished Business

- Agreements for our Time Together - Postpone to September

New Business

- Pastor Phil tendered his resignation
 - September 2, 2018 will be last day at CCLC
- Dates to Mark on Calendar
 - Meet and Greet New Pastor (TBD)
 - Congregational Meeting - Tentatively set for September 9
 - Boulder Broomfield Better Together Summit - September 15 (9 am - Noon at Atonement in Boulder) - "Money & Church: For the Life of the World" -
 - Need 4 - 6 people
 - Pastor Kathy and Kathleen will attend
 - Leadership Strategic Planning - September 16 (12:30 - 3:30 p.m.)

Book Review - Growing an Engaged Church - Tentative, may be delayed based on time available
Chapter 5 & 6 - Pr. Kathy

Sandy motioned to adjourn, Wyatt seconded

Upcoming Events:

- Next council meeting is September 11, 2018 at 7 pm
 - Wyatt Burton to offer Personal Faith Moment

Executive Minutes (decided outside of standard council meeting)

Date	Description of Task	Approved/Denied
	○	

ACTION PLAN

Owner	Action	Due Date
All	Read Chapter 5 & 6 of "Growing an Engaged Church"	September 2018 council meeting
All	Think about 2018 council goals - look at 2017 council goals found in Council Retreat folder as a starting point	Ongoing - the current Capital Improvements List and the Stewardship List from 2017 are being looked at by the Gift Planning Team to see how these items can be integrated into the Gift Process.

<p>Evangelism team</p>	<p>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</p>	<p>Ongoing</p>
<p>Human Resources Committee</p>	<p>For the CCMA and Preschool director need to determine draft proposal of: Job description approval Salary/Benefit offers Affirm candidates Employment agreement</p>	<p>Ongoing</p>
<p>All council members</p>	<p>Review Agreement for Our time together document in CCLC council drive</p>	<p>September council meeting</p>
<p>Pastor Kathy</p>	<p>Send 3 initiatives to Stewardship</p>	<p>September council meeting</p>