

**Cross of Christ Lutheran Church  
Council Minutes  
December 11, 2018 at 7 pm**

<b>Invitees</b>	<b>Present</b>	<b>Absent</b>
Pastor Kathy Armstrong, Lead Pastor	x	
Pastor Will Johnson, Pastor of Congregational Ministries	x	
Vic Ramey, President	x	
Sandy Elvington, Vice President	x	
Lance Zeittlow, 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:** Jamie Murray presented

**Growing an Engaged Church - Chapter 9 & 10 - Pastor Kathy**

- What's important to members? The following are the questions they ask themselves.
  - What do I get?
  - What do I give?
  - Do I Belong?
  - How can we grow?
- From council, what is the order of importance of these questions for us to focus us on to engage/re-engage members?
- Reasons of Disengagement:
  - Members lose opportunity to do what they do best
    - Should recruit members based on passions - bear fruit
  - Major Changes in...
    - We can lessen impact of change by:
      - Clarify Expectations
      - Communications
- Council asked, Is there a way to measure engagement?
  - Most churches use number of attendance and giving, but first book of chapter confirms this is not the best measure for engagement.

- Can we use the survey to help measure this?
  - If someone is really engaged they will talk about the church to other people
- From council: What action items will come from this:
  - Long Range Planning and Stewardship will work on these

### Consent Items

- November 2018 Minutes
- Staff Reports
  - Pastor Kathy - See Report
  - Pastor Will - No Report
  - Jen - See Youth Report
  - Leslie - See Report
- Ministry Team Minutes
  - Faith Formation - (Chris) See Report
  - Worship (Tina) - No Meeting
  - Stewardship (Kevin) - See Pastor Kathy's Report
  - Outreach (Jamie) - See Report
  - Youth (Connor) - See Report
  - Long Range Planning (Kathleen) - See Report
  - Evangelism (Gene) - See Report
  - Preschool (Wyatt) - No Report
  - CCMA (Tina) - No Meeting
  - Property (Vic) - See Report
  - Human Resources (Sandy) -

### Sub Team Reports

- Finance Team - See Report
- Safety Task Force - See Pastor Kathy Report
- Gift Planning Team - Draft Policy distributed to Executive team members on December 8th, no responses
- HR Team - Met on October 21 for run through of Employee Handbook
- Hiring Committee for Director of Children's Ministry and VBS Coordinator
  - See Pastor Kathy's Report
- Nominating Committee Update: All spots filled.
  - Vice President - Ryan Sevier
  - Secretary - Rod Carter
  - At - Large - Mary Ellen Steele, Kay Landers, Kerri Kraft
  - Youth- Sarah Kassel
  - Synod Delegates: Kathleen Briscoe & Alan Thompson
  - Nomination Committee:
    - Dennis Bauer (1 year to fill in for Nick Streigel)
    - Natalie Flowers & Dave Scheele (2 year term)
- Jamie motioned to approve minutes as is Kathleen seconded
  - No Discussion
- All reports/minutes passed without dissent

### Ministry Action Items

- Pastor Will Johnson Installation
  - Installation is January 13, 2019 at 4 pm
    - Action Item: Dinner Reception hosted by Council/Call Committee
      - Kathleen to create Sign up Genius for food
      - Kathleen will talk to Sonja Wendt about invitations etc.
- Annual Reports due on January 1, 2019

**New Business**

- Treasurer's Report
  - Year to Date giving at the End of November compared to budget
    - Under about \$60,000 where we should be at end of November
    - Finance Team anticipates we will be \$60,000 by end of December
      - Under \$40,000 in pledge and \$18,000 in unpledged
- Budget for 2019 - revisions
  - Pastor Kathy reviewed the draft 2019 budget and recommendations from Finance Team
    - Council to think about recommendations so they can determine budget that will be presented to the congregation
  - Vic will work on starting letter to congregation to discuss 2018 finances and 2019 budget

**Adjournment and Closing Prayer**

**Upcoming Events:**

- Next council meeting is January 8, 2018 at 6:00 pm - Bring Soup & Salads for final dinner together as a council
  - Kathleen Briscoe to offer Personal Faith Moment

**Decision made outside of standard council meeting**

Date	Description of Task	Approved/Denied
12/28/18	Approval of Amy Pallas for Director of Children’s Ministry	Approved

**ACTION PLAN**

Owner	Action	Due Date
Vic Ramey	Start letter for congregation to review 2018 and 2019 budgets	As soon as possible (needs to be mailed before end of 2018)
Kathleen Briscoe	Pastor Will’s Installation Dinner <ul style="list-style-type: none"> <li>● Sign up genius for dinner</li> <li>● Talk to Sonja Wendt about items from Pastor Kathy’s</li> </ul>	As soon as possible
Vic Ramey	January Meeting dinner sign up	As soon as possible
Christen Brown	Create sign up genius for Annual Congregational Meeting appetizers	January 2019 council meeting
All council members	Think and pray on Finance Team’s 2019 budget recommendations	January 2019 council meeting