

**Cross of Christ Lutheran Church  
Council Minutes  
January 9, 2018 at 6:30 pm**

<b>Invitees</b>	<b>Present</b>	<b>Absent</b>
Pastor Kathy Armstrong, Lead Pastor	x	
Pastor Deb Engquist, Bridge Pastor	x	
Sonja Wendt, President	x	
Vic Ramey, Vice President	x	
Ralph Dehnert, Treasurer	x	
Christen Brown, Secretary	x	
Tina Ramey Council liaison Worship Ministry/Music Academy	x	
Jamie Murray Council liaison Outreach	x	
Julia Thompson, council liaison Youth	x	
Julie Toepper council liaison Evangelism	x	
Kristen Shapiro council liaison Faith Formation	x	
Scott Hofer Council liaison Stewardship		x
Wyatt Burton Council liaison Preschool	x	
Chris Kassel council liaison Long Range Planning	x	

**Personal Faith Moment:** Kristen Shapiro presented

**Consent Items**

- December Minutes
  - Executive Minutes
  - VP Report
- Ministry Team Minutes
  - Faith Formation (Kristen) - No Meeting
  - Worship (Tina) - No meeting since last council mtg (Jan 14 next mtg)
  - Stewardship (Scott)
  - Outreach (Jamie) - No Meeting
  - Youth (Julia)
  - Long Range Planning (Chris) - See Report
  - Evangelism (Julie) - No Meeting
  - Preschool (Wyatt) - No Meeting
  - CCMA (Tina) - No meeting since last council mtg (Feb 5 next mtg)
- Staff Reports
- All reports/minutes passed without dissent

## Ministry Action Items

- Review Last Month's Action Items
  - One update from the Capital improvement list - the Handicap Door has been installed. This and the security system will be activated on 1/29/18
  - Start working on creating a Safety Task force
    - There are 4 gentleman that have agreed to be on the task force
    - Still working on finalizing time for initial meeting
  - Moved other items that are still in progress to Action Items on January minutes

## Treasurer's Report - Ralph

- Ended 2017 in the black
  - Income rallied in December
- No changes in expenses

## New Business

- Exit Discussion with Pr. Deb January 15 at 7:00 in Fellowship Hall
- Meet New Bridge Pastor January 15 at 6:00 in Together in Faith
- Pastor Kathy Installation on January 28 at 4:00 PM
- Annual Congregational Meeting on Feb. 4 at 12:30

## Unfinished Business

- Balance 2018 Budget
  - Discussion
    - When Finance committee started reviewing the budget last month it was \$160,000 in the red
    - Thru multiple reviews the finance committee found many items to remove items, and got the budget to be approximately \$12,000 in the red.
    - This is the Budget that the Finance committee presented to the council.
      - This items removed from or reduced in the budget included, but is not limited to the following:
        - Removing the proposed increase in hours for the Children's Ministry coordinator and Volunteer Coordinator
        - Reducing ELCA Benevolence from 7% to 6%
        - Reduce pay increase for Non-Pastoral staff from 3% to 2%
        - Reduce Lead Pastoral Salary from 100% to 95%
        - Increase Called to More planned draw down from \$14,000 to \$20,000
  - Council Suggestions
    - Add Children's Ministry pay increase back into the budget and present the deficit budget of \$16,000 to the congregation
    - A letter needs to come from council confirming our current financial state, ask to come to the budget forum's on January 28th and February 4th, and prayerfully think about pledging for 2018 or increase your 2018 pledge.
  - Council decisions
    - Wyatt motions to add Children's Ministry back into budget, Jamie's seconded
      - Passed without dissent
    - Jamie motions to put forth deficit budget approx \$16K, Wyatt seconded
      - Passed without dissent
    - Tina and Pastor Kathy will start working on drafting the letter to send to the congregation
- Next Chapter at CCLC discussion - Pastor Kathy and Pastor Deb presented
  - Discussed starting the Healthy Start program from the synod, but determined that the best course of action is to wait until the associate pastor is on staff, so that the whole staff is part of the process

- In the meantime, Pastor Kathy will work with Long Range Planning to start looking at the vision of the church.
- Sonja recommended that Pastor Kathy communicate information to congregation about initial plan/first step
- New Bridge Pastor and Associate Pastor update - Pastor Kathy presented
  - Pastor Deb's last day is on January 21st
  - Pastor Kathy is looking to have a new bridge by council retreat (to be held February 9 and 10)
  - In order for the Call Committee to start getting applications for the Associate Pastor the following needs to occur:
    - Call Committee to begin meeting in February to:
      - Update/finish MSP for new requirements for associate pastor
      - Submit updated MSP to council to approve,
      - Once Council approves updated MSP, council president submits to synod.

**Upcoming Events:**

- Next council meeting is council retreat on February 9th and 10th

**Executive Minutes (decided outside of standard council meeting)**

Date	Description of Task	Approved/Denied
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**ACTION PLAN**

Owner	Action	Due Date
Long Range Planning and Evangelism	Start looking at attendance numbers	Continual
Evangelism team r	Research adequate time and talent database	February 2018 council meeting
Vic	Prioritize capital improvements list	Continual
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	February 2018 council meeting
CCMA	Employment agreement for CCMA	February 2018 council meeting
Christen	Write up a policy document for music donations from outside teams using CCLC facilities	February 2018 council meeting

Vic	Start working on creating a Safety Task force	Continual
Pastor Deb	Reach out Call Committee to get Lessons Learned from Senior Pastor Call process and Milestone Celebration	Lessons Learned sessions on January 14 and also January 18th if needed
Tina and Pastor Kathy	Create letter acknowledging successes and referencing the current deficit	Before January 21st