

**CROSS OF CHRIST LUTHERAN CHURCH**  
**Council Minutes**  
**March 13, 2018 7:00 P.M.**

**CCLC Mission Statement:**

*Cross of Christ Lutheran Church invites all to join in celebrating Christ's love as we  
Worship, Learn, and Serve.*

<b>Invitees</b>	<b>Present</b>	<b>Absent</b>
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	

**WELCOME** - Personal Faith Moment - Sandy

**Book Review & Mission Statement**

Introduction & Chapter One - Pr. Kathy

Question – Where is CCLC in this? Are we a “lukewarm church?”

Involved vs engaged – difference

Kathy's story – other church flyer – Easter experience

Vic example – Tuesday morning group, simply introduce themselves

Sandy – discretionary effort, 80%/20%

Tina – lots of ways to get involved, few people working to engage, gap in moving from being involved to taking ownership

Vic – need to move back to mission church, welcoming attitude

Kathy – added back to mission church is owning our mission, renew who we are and think about who we are

Hospitality/ Welcome/ Valued  
Expectation of members  
Emotions Matter

Read chapter 2 & 3 for next month

## Consent Items

February Minutes – Approve Sandy 1<sup>st</sup> , Wyatt 2<sup>nd</sup> All approved

### Ministry Team Minutes

Faith Formation - (Chris) See Report

- VBS filled in two weeks
- Subcommittee for adult education potential volunteers

Worship - (Tina) See Report:

- add Linda as Committee Chair

Stewardship (Kevin) - See Report

- highlighted Dave Ramsey class starting Sunday after Easter, Pastor Kathy already approved
- need direction on who makes decisions on team initiatives planning, spending plan in November, initial meeting was in June last year, should have been in April would have more planning time for all committees or a larger group of people to be involved in prioritizing, Sandy's recommendation was to do it again roughly the same structure as last year, difference would be having the initiatives from last year as a starting point and adjust list as needed. Who's driving? Sandy offered to facilitate again. Who makes decisions on the results: Council will lead the charge in conjunction with Long-range Planning.

Outreach (Jamie) - See Report

Youth (Connor) - See Report

- Vic appreciated the youth testimonials – nice job

Long Range Planning (Kathleen) - See Report

- Improving methods of communication – Kathy recommended they direct communication ideas to Evangelism team
- Stewardship & Long Range planning meeting next week Monday 19<sup>th</sup> at 6pm in room 20 with Evan (Stewardship of All Seasons) Package deal for next year - \$1800 for second year only + strategic planning = \$4000 for both / potential campaign to tie with 25<sup>th</sup> anniversary & tag with ministry piece
- 2 teams for anniversary: celebration team for the year & 2<sup>nd</sup> team campaign team – further conversation with Evan

Evangelism (Gene) - See Report

Preschool (Wyatt) - See Report

- Auction April 7<sup>th</sup> spread the word, informational meeting next week with details

CCMA (Tina) - No Meeting

Property (Vic) - See Report

### SubTeam Reports

Choir Board - See Report

Financial Team - See Report

Safety Task Force - See Report

Action Item: Worship Time Change

- More time between 8 and 9 am service – Pastor Kathy recommended to move 8M service back to 7:45am start in summer effective 1<sup>st</sup> Sunday in June
- Gene moved, Vic 1<sup>st</sup>, Sandy 2<sup>nd</sup>, all agreed
- Mission moments now are videos 1:30 minutes to help control time during services

#### Staff Reports

Approval of reports: Sandy moved, Connor 2<sup>nd</sup> , all approval

#### Ministry Action Items & Review Last Month's Action Items

(see next page for action items from February meeting)

#### UNFINISHED BUSINESS

Mission Statement, Part III

2017 Review of Goals & 2018 Goals

Gift Planning Team – Kathy met with Tina K. and put list together of prospective volunteers for team. Vic and Pastor Kathy will reach out to them.

#### NEW BUSINESS

Official designation of minister's housing allowance:

- A motion was duly made, seconded, and approved that the ministry compensation paid to Rev. Kathleen Armstrong during the year 2018 include a designated housing (or parsonage/manse/rectory) allowance in the amount of \$45,000. This amount shall remain in effect annually until amended or rescinded.
- A motion was duly made, seconded, and approved that the ministry compensation paid to Rev Phillip Kettering during the year 2018 include a designated housing (or parsonage/manse/rectory) allowance in the amount of \$15,000. This amount shall remain in effect annually until amended or rescinded.

Minister of Music Sabbatical Request - see document:

- Purpose rest, rejuvenation, renewal
- Kathy Pierce for Proclaim - requesting approval for \$1000 stipend
- Marilyn point for music
- Tom Littleton – acting ED for CCMA
- Motion – Chris, Wyatt 2<sup>nd</sup>
- Question about his contract – never re-signed when he became full time
- All approved - Will announce after Easter in newsletter

Call Committee Update – posted as of last Thursday, beginning of April possibly see names

#### Treasurer's Report – Cathie

- \$13k of 2018 pledges went into 2017 – be mindful that these 4 pledges that came in Feb were paid in full 2018 pledges, can't account for 2018 budget
- Be aware of 5K coming out for VBS will be getting money as registrations come in
- Other big cost is for women's retreat coming up

#### Recap of Next Month Action Item List

**Adjournment and Closing Prayer** -Kathleen motioned to adjourn, Wyatt 2nd

**Next Meeting - April 10, 2018, 7:00 p.m.**

**Action items from February 2018 meeting**

<b>Owner</b>	<b>Action</b>	<b>Due Date</b>
All	Read Chapter 2 and 3 of "Growing an Engaged Church"	April 2018 council meeting
All	Think about 2018 council goals - look at 2017 council goals found in Council Retreat folder as a starting point – Pastor Kathy passed around hard copies	April 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	April 2018 council meeting
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	April 2018 council meeting