

**Cross of Christ Lutheran Church  
Council Minutes  
May 8, 2018 at 7 pm**

<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	

**Personal Faith Moment:** Chris Dietz presented

**Book Review - Growing an Engaged Church Chapter 4 - Pastor Kathy**

- What is congregational engagement?
  - Drives spiritual health of congregation
    - Spiritual health = good soil = abundance
    - Engagement is key
- 3 types:
  - Engaged - loyal, spiritually committed, invite others, give more time and money
  - Not engaged - satisfied, but give and serve less, like church, invite less - waiting to engage
  - Actively Disengaged -
    - C & E (Christmas and Easter) and CAVE Dwellers
      - Should avoid placating to these people because nothing will satisfy them
- Belonging (engagement) leads to Believing (committing)
- Categories
  - Life Satisfaction
    - 61% of engaged say they are satisfied
    - 40% of not engaged say they are satisfied
    - 23% of disengaged say they are satisfied
  - Inviting

- 64% of engaged invite
    - 20% of not engaged invite
    - 6% of disengaged invite
  - Serving
    - Engaged - 2.5 hours in community
    - Not Engaged - 1 hour in community
    - Disengaged - 0 0 hours
  - Giving
    - 5% - Engaged
    - 3% - not engaged
    - 1.5% - disengaged
  - 2016 at CCLC
    - 38% gave 5% (\$2100) and above
    - 12% to 20% gave the 3%
    - 42% gave 1.5%
- How do we, at CCLC, move the not-engaged to the engaged?

### Consent Items

- April Minutes
  - Executive Minutes
  - VP Report
- Ministry Team Minutes
  - Faith Formation - (Chris) See Report
    - Sandy asked about the Backpack item and the comment from Trump
      - It was confirmed that due to Trump's policies on immigrants will this affect this need. The answer, right now, is no.
  - Worship / CCMA (Tina) - See Report
  - Stewardship (Kevin) -
  - Outreach (Jamie) - See Report
  - Youth (Connor) - See Report
  - Long Range Planning (Kathleen) - No Meeting
  - Evangelism (Gene) - See Report
    - Sandy wondered how are we planning on the objective to "Realize Measurable Growth"?
      - Pastor Kathy confirmed it is a big objective for a team and should be spread to multiple teams
  - Preschool (Wyatt) - See Report
  - CCMA (Tina) - No Meeting until June
  - Property (Vic) - See Report
- SubTeam Reports
  - Financial Team - No meeting until end of May
  - Safety Task Force - No Report
  - Gift Planning Team - No Report (Still in progress)
  - HR Team - See VP Report
  - Call Committee - See Pastor Kathy's Report
- Staff Reports
- Kathleen moved to approve minutes/reports, Connor seconded
  - Discussion of items noted above. 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

### New Business

- Team Ministry Night
  - May meeting could be the teams getting their 2019 budget, and then determine initiatives for the future
    - An email will go out when confirmed
- Liaisons
  - Need to bring action items to the council meeting when needed.
- Treasurer
  - Cathie Larson and family have determined they would like to return to the Catholic church.
  - Treasurer position is officially vacant
  - Council is working to fill
- Members of congregation approached council member with concerns about Andy's sabbatical, especially given current financial state of the church.
  - It was confirmed all council members should listen to these concerns and bring to council to discuss.

### **Unfinished Business**

- 2017 Review of Goals & 2018 Goals
  - Below is the initial ideas of goals for 2018. These items need to be brought back to the ministry teams (as indicated below) to start discussing and implementing.
    - Re-engage inactive youth and add new - Youth
      - Connor to bring back to Jen
    - ELCA funding - Youth
      - Connor to bring back to Jen
    - Continue to build 20's/30's, 35/45, 45/55, etc - Fellowship, Faith Formation, Evangelism
      - Increase engagement with small groups/support groups - this needs to include openness to bring in new members (shaking a group up)
        - Fellowship
        - Spiritual Growth
        - Serve
    - 2 full time pastors by end of August 2018 - Call Committee
    - Outreach - Outreach
      - To senior living centers opening up on Lowell
      - To Bradburn (south of 120th)
    - Volunteering - Evangelism
      - Increase volunteerism
      - Low risk, small time commitment items to start increasing volunteerism
      - Implement time/talent database
- Agreements for our Time Together
  - Discussed document that Pastor Kathy created.
    - Sandy confirmed finalized version should be shared with the congregation
    - This has always been a verbal agreement, but determined it should be in writing
    - Tina recommended that we bring it back to the mission statement
      - Pastor Kathy will work to update and get finalized version to council

### **Treasurer's Report**

- Pledged contributions at 99% YTD
- Under in giving, but due to items we can't control
  - Unpledged, loose offering, etc
- Expenditures are in red, but this is to be expected since we voted to be in the red
- Item to note:
  - On Average: Giving is significantly lower compared to last year at this time

### **Upcoming Events:**

- Next council meeting is June 12 at 7 pm
  - Kevin Dahl to offer Personal Faith Moment

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

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

Owner	Action	Due Date
All	Read Chapter 5 & 6 of "Growing an Engaged Church"	June 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	June 2018 council meeting
Pastor Kathy	Finalize Behavioral Covenant	June 2018 Council meeting
All Liaisons	Bring back 2018 goals discussion items to teams to start determining vision/mission	June 2018 Council meeting