

**Cross of Christ Lutheran Church  
Council Minutes  
November 13, 2018 at 7 pm**

<b>Invitees</b>	<b>Present</b>	<b>Absent</b>
Pastor Kathy Armstrong, Lead Pastor	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		
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:** Christen Brown presented

**Growing an Engaged Church - Chapter 7 & 8**

- What does an engaged church look like?
  - We should focus on outcomes → Focus on our Mission
    - Don't focus on the don'ts, focus on the do's
      - Why **do** people join, stay, serve?
  - Focus on what makes a difference in how we function as a church
    - Engagement drops with change in leadership
  - Don't do too much too fast
    - Clarify Expectations (members and church)
      - Not only what are the members going to do for the church, but what is the church going to do for them
        - Do a better job in the new member classes to address this
    - Discover what members do best
      - What are their strengths?
      - What do they love?
      - What would they do for God?
    - Create small groups → this leads to deeper relationships
      - Study
        - Ex. Men's bible study

- Talent
  - Ex. Faith Chests, Plarn and Knitting
- Accountability
  - Being there for each other as they are learning and growing
    - Ex. Financial classes
- Support
  - Prayer groups
  - Grief support groups
- Question from council, is CCLC doing too much too fast?
  - Are we hoping for too much given the resources we have?
  - This is a reasonable question, and something Strategic Planning is reviewing.
    - Based on the survey what do we start, stop, keep doing, and then based on this we determine our core values and how we move forward

**Consent Items:**

**October 2018 Minutes**

**Staff Reports**

Pr. Kathy - see report  
 Andy - not submitted  
 Jen - See Youth Report  
 Leslie - See Faith Formation

**Ministry Team Minutes**

Faith Formation (Chris) - See Report  
 Worship (Tina) - See Report  
 Stewardship (Kevin) - See Pastor Kathy Report  
 Outreach (Jamie) -  
 Youth (Connor) - See Report  
 Long Range Planning (Kathleen) - See Report  
 Evangelism (Gene) - See Report  
 Preschool (Wyatt) - See (2) Reports 10/7 and 11/6  
 CCMA (Tina) - Oct 22nd was cancelled, next one TBD  
 Property (Vic) - See Report  
 Vice-President (Sandy)

- Sandy to accept minutes as is Gene seconded
  - No Discussion
- All reports/minutes passed without dissent

**SubTeam Reports**

Finance Team - See Treasurer Report below

Safety Task Force - See Report

- Meeting with Broomfield Police went well. They were pleased with the work that we have done so far.
  - They would like to continue to work with us and help us know other items we can do

Gift Planning Team

- Draft Policy distributed to team members on August 8, 2018.
  - Update: Comments from team members incorporated and will be sent to Tina Kvitck for review prior to presentation to Council.

HR Team

- Meeting held on October 21 for final run through of Employee Handbook
- With Leslie retiring it has been determined to split her position into 2 positions:

- Director of children's ministry
    - This will be an hourly part time position
  - Vacation Bible School Coordinator
    - Contract stipend position
  - We will let folks take both positions if they want it
- Nominating Committee Update: Making contacts. Next meeting is 11/18  
 VP (Pending),  
 Secretary (Open),  
 At - Large (Mary Ellen Steele, 1 Open, 1 Pending),  
 Youth (Sarah Kassel)  
 Synod Delegates (Open)  
 Nomination Committee (3 open)

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

- Pastor Will Johnson - Relocation Offer
  - Using prior Estimate from a Billings Mover (\$10K), CCLC to offer a one-time payment of \$5K. Authorized in Special Congregational Meeting.
  - Expenses incurred by Pastor Will and Katie for the move (U-Haul - with documentation) to be split 50/50 with First Lutheran, Longmont. CCLC will charge to the Transition Budget Line.
  - Moving date : October 31 with CCLC help from Rod and Sue Carter, Bill Peterson, Gene Anderson, Ed Painz and Vic Ramey.
  - Start Date November 26. Installation is January 13 (4 pm)
    - Action Item: Reception hosted by Council
- Annual Reports from Ministry teams are due on January 1 2019

### **Unfinished Business**

- None

### **New Business**

- Question to council from staff: Are Staff Reports from program (music, youth, faith formation) needed/helpful
  - Council confirmed there is value
    - It could help set an understanding of what is happening with the church programs
    - Ideas from the council on what should be on the reports
      - Goals/achievements
    - Next steps: Executive council team to finalize expectations of this

### **Treasurer's Report** Written Submittal by Lance

- Gross profit year-to-date as of October 2018 was \$58,359.46 behind the budget
- Total expenses year-to-date as of October 2018 were \$30,758.54 below budget but doesn't offset the giving
- Mortgage Update
  - At the Finance Committee on November 6, 2018, the committee reviewed current mortgage rates. As of November 5, 2018, the current rate on a new 20-year fixed mortgage was 5.45%. The current rate on the Church's Adjustable rate mortgage is 3.5% through June 2020. As a result, the Committee determined it is best to remain with the current mortgage, and evaluate our options, as we get closer to the adjustment date (June 2020). Additionally, it may be worthwhile to consider a debt reduction campaign at some point in the future. I will give further details at a future meeting.

### Adjournment and Closing Prayer

- Kathleen moved to adjourn
  - Passed without dissent

### Upcoming Events:

- Next council meeting is December 11 at 7 pm
  - Jamie Murray 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 9 & 10 of "Growing an Engaged Church"	Dec 2018 council meeting
Executive team	Finalize expectations of the staff reports	Dec 2018 council meeting
All Liaisons bring this to ministry teams	Annual Reports from Ministry teams	Due on January 1, 2019