

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

Invitees	Present	Absent
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	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	

Opening Prayer

Strategic Planning Report - Evan

- Evan from GBS offered a high level overview of the results from the congregational survey.
 - The Long Range Planning team will work with Evan on a more in depth review

Personal Faith Moment - Gene Anderson

Confirmation Faith Statements

- Kathleen motioned to accept the affirmation of baptism of the 9th grade class, Sandy seconded
- Passed without dissent

Growing an Engaged Church - Chapter 7 & 8 (Postpone until November)

Consent Items:

September 2018 Minutes

Staff Reports

Pr. Kathy

Andy - See Worship Team, CCMA, and Choir Report

Jen - See Youth Report

Leslie - See Faith Formation

Ministry Team Minutes

Faith Formation (Chris) - See Report

Worship / Choir Board (Tina) - See Report

Stewardship (Kevin) - Working on Campaign

Outreach (Jamie) - See Report
Youth (Connor) - See Report
Long Range Planning (Kathleen) - Working on Strategic Planning
Evangelism (Gene) - See Report
Preschool (Wyatt) - No meeting until October
CCMA (Tina) - next meeting is Oct 22nd
Property (Vic) - See Report
Vice-President (Sandy) - See Report

SubTeam Reports

- Finance Team - No Report
- Safety Task Force - See Report
- Gift Planning Team - Draft Policy distributed to team members on August 8, 2018.
Update: Received comments from three (3) of the four (4) members, will be reviewed.
- HR Team - Meeting on October 21 for final run through of Employee Handbook
- Gene Motion to accept minutes as is Wyatt seconded
 - Discussion
 - Stewardship campaign kicking into gear.
 - Materials are in, Kevin passed out pamphlets that will be passed out the next month to the congregation
 - Outreach Ministry Minutes
 - Growing Home will more than likely not be held at the Lutheran Center anymore
 - Adams county people are refusing to meet with Growing Home to resolve any concerns
 - Outreach will probably be reaching out to council to see if there are ways the church can help with this.
 - Pastor Kathy wondered if we can move our hosting dates to the summer since we can open the church then since Preschool is not in session.
 - Motion to accept minutes:
 - Passed without dissent

Ministry Action Items & Review Last Month's Action Items

- Portico Insurance for 2019
 - Pastor Kathy reviewed document outlining options for insurance for the full time church staff for 2019
 - Wyatt motioned to accept 2019 Gold+ benefits as presented, Lance seconded
 - Passed without dissent
- Pastor Will Johnson - Relocation Options
 - Original plan was to have commercial movers move Pastor Will and Katie from Montana to Colorado, due to the time of year, commercial movers now will not serve the Town of Terry.
 - Ideas for relocation options:
 - Pastor Will and Katie handle the move themselves.
 - Expenses incurred by Pastor Will and Katie for the move (with documentation) to be split 50/50 with First Lutheran, Longmont.
 - CCLC would charge to the Transition Budget Line.
 - Chris Dietz Option: Use company furnished truck and trailer to help.
 - This could add additional costs for rooms, meals and gas for which we would ask First Lutheran in Longmont to share.
 - Need to know insurance expectations before we go with this option
 - Vic will ask Chris about this.

- Offer put on table by council: Pay 50% of moving costs (First Lutheran in Longmont to pay other 50%) + \$5,000 transition expense paid to Pastor Will. Total not to exceed \$10,000. Will require receipts for reimbursements.
 - Passed without dissent
- Moving dates (tentative: October 31 or November 1) - Working with Pastor Will on weekend dates if a better possibility for helpers.

New Business

- Nominating Committee: Need two outgoing council members to volunteer (Christen, Tina, Jamie, Wyatt or Vic). - meeting on October 16 at 7:00 p.m.
 - Tina and Jamie volunteered
- November 5th at 8:45 am, Broomfield Police doing a walk thru of the church to offer recommendations for safety.
 - Any council members that are available are recommended to attend.

Treasurer's Report

- Expenses, down for the year
- Income down approx \$63,000 thru September 2018
 - Based on the numbers, if we do not see an increase in funds the first large cut will more than likely be CCLC church staff
- In comparison, CCLC was down \$5K at this point in 2017, this year we are down \$59K

Upcoming Events:

- Next council meeting is November 13th, at 7:00 pm
 - Jamie Murray to offer Personal Faith Moment

Adjournment and Closing Prayer

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 7 & 8 of "Growing an Engaged Church"	Nov 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	Ongoing