

**Cross of Christ Lutheran Church  
Council Minutes  
October 11th, 2016**

	Present	Absent
Pastor Steve Berke Interim Senior Pastor	X	
Pastor Kathy Armstrong Associate Pastor	X	
Bill Strong –President		X
Sonja Wendt Vice President	X	
Ralph Dehnert Treasurer	X	
Debbie Finamore Secretary	X	
Kyle Miller council liaison Worship	X	
Scott Hofer council liaison Outreach	X	
Sarah Gilliogy council liaison Youth	X	
Julie Toepper council liaison Evangelism	X	
Kristen Shapiro council liaison Education	X	
Tim Jacobson council liaison Stewardship	X	
Eetung Rauh council liaison Preschool	X	
Chris Kassel council liaison Long range planning	X	

**Devotions:** presented by Eetung Rauh

**New Business:**

Confirmation students presented their Faith statements to council. After the Faith statements were read, Sonja motioned to approve the confirmation class be confirmed October 30<sup>th</sup>,2016. Kyle Miller 2<sup>nd</sup> and all of council approved.

**Standard Agenda Items:**

September minutes were approved as written with one change about the staff policy book.

### **Staff Reports:**

**Pastor Kathy:** Please see report in Google Docs

**Pastor Steve:** Pastor Steve talked to Sue Herrick about the insurance policy and CCLC has a \$5000.00 deductible. He thanked CCLC for the time he spent with us. Please see written report in Google Docs

**Treasurer's Report:** Ralph Dehnert presented the financial report. Giving in September was down. We are at 80% of the budget. We are about 7,200.00 off of budget. He just received information about the preschool offset and hasn't had time to study it. He will try to explain it to council at a later date. Sonja wanted to know what the budget process was. Each team will present what they would like for a budget and the Finance team designs a budget. Pastor Kathy would like to start next year with a different process. Teams will start thinking about the budget in the summer and council will be involved in the budget process. This would allow council to communicate better with members and goals can be presented to the congregation sooner.

**Team Minutes:** Please see the Team Minutes posted in the October folder of Google Docs.

### **Unfinished Business:**

**Transition Team:** Pastor Steve said all 3 subcommittees met. They are starting to pull all of the information they have received from the staff and the congregation together. Pastor Steve will lay out the process for the teams to stay on track.

**Fellowship Hall:** The committee is working on tables and chairs. They would like to have tables in November and chairs by December.

### **New Business:**

**Youth Director:** Cody Kuehl has asked to be part time. He has added responsibilities at home. He will be cutting back on his office hours and the number of hours he is at retreats. He will keep his full time health benefits and compensate CCLC for the difference. CCLC will reevaluate Cody's position in March and should have a decision on the part time position in May. Kyle Miller motioned to let Cody go part time. Kristen Shapiro 2<sup>nd</sup>. Motion was approved.

**Pastor Steve:** Pastor Kathy and Pastor Steve have been talking with the Bishop's office regarding Pastor Steve. They all feel that Pastor Steve can continue to consult remotely with the transition team. He envisions finishing up with the transition team. He would be willing to set guidelines for the call committee. Executive team will have to meet to work out a contract with him. Kyle Miller motioned to give Executive Team the authority to negotiate/make a contract with Pastor Steve regarding continuing to consult with the Transition Team. Scott Hofer 2<sup>nd</sup>. Scott Hofer 2<sup>nd</sup>. Motion approved.

**Part Time Pastor:** Pastor Kathy has been collaborating with Pastor Sarah at the Bishop's office and they have been talking to Pastor Deb Enquist. Pastor Deb wants to work part time. Pastor Kathy has been looking at what responsibilities she could let Pastor Deb take on. She thinks having Pastor Deb part time will be a great help to her. She also suggested adding hours to some staff positions to help out. Pastor Kathy wants council to meet Pastor Deb in the next week or so. Council will meet October 20<sup>th</sup>, 2016.

**Staff Benefits:** Council needed to decide on which benefits to offer to the staff. Most churches offer the Gold plan and CCLC has always offered the gold plan. Kyle Miller motioned to approve the Gold Plan. Scott Hofer 2<sup>nd</sup>. Motion was approved.

Council ended the meeting with the Lord's Prayer  
November Devotions: Ralph Dehnert  
Next Meeting November 8th, 2016

**ACTION PLAN**

	Action	Due Date
Sonja	Prioritize Capital Improvements List	On going
Council	Meet with Pastor Deb	By the end of October
Executive Team	Contracts for Pastor Steve/Pastor Deb	Beginning of November
Pastor Steve	Continue guiding transition team remotely	On going
Pastor Kathy and Debbie	Fellowship Hall renewal	December