

**Cross of Christ Lutheran Church  
Council Minutes  
September 11, 2018 at 7 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	

**Personal Faith Moment:** Wyatt Burton presented

**Growing an Engaged Church - Chapters 5 & 6**

- Measuring Engagement
  - Vibrant Congregation: Increase % Engagement and Increase % Spiritually Committed
- What Do I Get?
  - What are our expectations of members → fruit, behavior, involvement, attendance, small groups, financial
- What do I give?
  - Do what I do best → Focus on gifts
  - Recognition → how do WE do this?
  - Leaders Grace → Sincere, Individualized, Tell them consistent
  - Spiritual Encouragement →
    - Whose job?
    - What are your talents & strengths?
    - What do you love to do?
    - If \$ was no object
- Do I belong?
  - Do my opinions matter → Communications
  - Is my participation is important
    - This is driven by our Mission Statement - can I identify
  - Committed to Spiritual Growth
    - Expected to Grow

- Clear about mission
    - Follow up
  - Do I have a Best Friend at church?
- How Can We Grow?
  - Do we as a church follow up on Spiritual Growth
  - Do we as a church offer opportunities to Learn & Grow

### Consent Items

- August 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 / CCMA (Tina) - See Report
  - Stewardship (Kevin) - See Report
    - Pastor Kathy took approved budget, summarized and gave to Stewardship for them to determine 3 initiatives
  - Outreach (Jamie) - See Report
  - Youth (Connor) - See Report
  - Long Range Planning (Kathleen) - No Meeting
  - Evangelism (Gene) - See Report
  - Preschool (Wyatt) - No Meeting until October
  - CCMA (Tina) - See Report
  - Property (Vic) - See Report
  - Vice President (Sandy) - No Meeting
- SubTeam Reports
  - Finance Team - No Report
  - Safety Task Force - See Report - Action required.
  - 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
    - See VP Report, Draft version of the Employee Manual has been released to Executive Committee.
- Sandy motioned to accept all minutes and reports, Gene seconded
  - Discussion incurred for items in minutes and reports
- Kathleen motioned to close discussion, Chris seconded
  - All reports/minutes passed without dissent

### Ministry Action Items

- Worship Team / Choir Board Report:
  - Choir will not have staff singers, so all Choir King Soopers Gift Card funds will go to Music Ministry Gift Fund in statement of Financials
    - Tina motions for money from choir King Sooper Gift Card goes to Music Ministry Gift Fund
    - Passed without dissent
- Safety Committee Recommendations for Security System Operation.
  - Safety committee identified the south preschool door is left unlocked for approximately 5 hours for 2 to 3 days per week when music academy teachers are teaching lessons, which is a large safety concern for the students and teachers

- Gene motioned for council to accept recommendations from Safety Committee as laid out in the Safety and Security Team August 22nd minutes, Sandy Seconded
  - Passed without dissent
  - Vic will discuss these updates with Music Academy
- Meet & Greet with Pastor Will - need volunteers for set-up and clean-up.
  - Christen to create Sign up genius
    - Set-up
    - Food
    - Clean-up
- Request to approve \$4,000.00 Insurance Deductible payment for roof and steeple wind damage
  - Use Capital Improvements fund to cover this deductible
  - Vic offers motion to approve \$4000, Chris seconded
    - Passed without dissent

### **New Business**

- Dates to Mark on Calendar
  - Meet and Greet New Pastor - September 21, 2018, 6:00 - 8:00 p.m.
  - Congregational Meeting - September 23, 2018, 12:30 p.m.
  - Boulder Broomfield Better Together Summit - September 15 (9 am - Noon at Atonement in Boulder) - "Money & Church: For the Life of the World" - Need 2-3 people
    - Kathleen Briscoe
    - Alan Thompson
    - Pastor Kathy
    - Christen Brown
  - Leadership Strategic Planning - September 16 (12:30 - 3:30 p.m.)
    - Council members will be table captains
      - Council members will bring laptops/lpads

### **Treasurer's Report**

- YTD
  - \$50,000 down in total contributions
    - Split evenly between pledged and unpledged contributions
  - Expenses are approx \$8k less
- Pastor Kathy confirmed that summer attendance was low, and August giving was extremely low
- Pastor Kathy confirmed that a letter will go to the congregation asking for them to catch up on their pledges, and if they feel they can to donate a special offering

### **Adjournment and Closing Prayer**

- Sandy motioned to adjourn, Chris seconded

### **Upcoming Events:**

- Next council meeting is October 9, 2018 at 6:30 pm
  - Gene Anderson to offer Personal Faith Moment
  - Confirmation students to present Faith Statements to council
  - Strategic Planning Report
  - Stewardship Campaign Presentation
  - Nominating Committee

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

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

<b>Owner</b>	<b>Action</b>	<b>Due Date</b>
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