

**CROSS OF CHRIST LUTHERAN CHURCH  
COUNCIL MEETING**

**January 14, 2020**

**6:30 PM**

**CCLC Mission Statement:**

*Cross of Christ Lutheran Church invites all to join in celebrating Christ's love as we  
Worship, Learn, and Serve.*

**\*\*January / February Offering Schedule Pass Around\*\***

**Faith Moment - Sarah Kassel**

**Discussion with Security Team re: Door Cameras**

Vic Ramey and Dennis presented details of the Legacy proposal for a camera and remote door lock for the office door. A decision will be made in Unfinished Business.

Discussion also occurred around items currently being considered by the Safety Team such as cameras throughout the building and an intercom system. The Safety team representatives were charged to have the team bring recommendations back to Council.

**Book Discussion:** Canoeing the Mountains (Chapters 14-15)

**Approval of December 2019 Minutes**

Ryan moved approval and Kathleen seconded. Motion passed.

**Consent Items:**

Kathleen moved approval and Kerri seconded. Motion passed.

**Pastor Call Outs**

Pastor Will encouraged everyone to come to Wednesday Connect.

Pastor Kathy commented on the difficulties for staff arising from 5 services on Christmas eve. The kitchen is being used more extensively; should we look to revamp to lower our energy consumption (carbon footprint). Staff is beginning to look at getting ready for Lent.

**Ministry Team Minutes**

Faith Formation (Kerri) - No meeting

Worship (Chris) - No Meeting

Choir Leadership Team -

Stewardship (Mary Ellen Steele) - See Pastor Kathy's report

Youth (Sarah) - No Meeting

Outreach (Gene) - Quick mention of the Community Meal; 6 or 7 persons attended and gave us ideas on how to get the word out.

Long Range Planning (Kathleen) -

Evangelism (Kay) - no meeting

Preschool (Kevin) -

CCMA (Chris) - Meeting on Sunday Afternoon (no report)

Property (Ryan) -

### **SubTeam Reports**

- Finance Team - See Pastor Kathy and Lance
- Safety Task Force - No Meeting
- HR Team - No Meeting
- Tech Team - No Meeting
- Nominating Team: All filled
  - Dawn Miller(VP)
  - At Large - Paul Kunz, Ross Hoskins, Frank Carau, Katy Harder
  - Lance Zietlow, Treasurer
  - Nathan Craft, Youth
  - Assembly: Rod / Sue Carter, Nathan Craft, Youth Rep
  - Nominating Team: Adam Dittmer, Katie Fauvelle

### **UNFINISHED BUSINESS**

1. HR Handbook - attached

Beginning in 2016, the HR team brought info from various companies (where team members worked) to form the handbook. A draft came to staff and council in 2018, legal input was received, and the final.

Ryan moved to add a revision page, Kathleen seconded. Amendment passed.

Kerri moved approval with a revision page added and Kevin seconded. Motion passed.

2. Video Intercom System (door cameras)

Kathleen moved and Kerri seconded approval to purchase and install a video security system for the office outside door. Motion defeated.

There was general support for installing such a system. Discussion focused on the need for a second bid per CCLC policy.

Rod moved to send back to Safety Committee for a second bid per CCLC policy and return with a proposal including this new information. Lance seconded. The motion passed.

3. Annual Meeting - February 2 (Sign up for refreshments); sign-in monitors; counters  
Council members volunteered for open slots.

4. VBS Director Contract

Natalie was approved last month. Council needs to set the wage during the budget discussion later this meeting.

## **NEW BUSINESS**

1. 2020 Budget

Kathleen moved to approve the draft budget to take to the congregational meeting on Feb. 2, 2020 and Chris seconded. Motion approved as amended below.

Discussion was held around the surplus in the 2020 budget. (\$1417). Pastor Kathy recommended adding a line in the budget "Council Initiatives" which could be used for things that come up that aren't in the budget.

Kathleen moved to amend the budget motion to give \$500 (of the 2020 budget surplus) to the VBS coordinator position. Will seconded. Motion to amend passed.<sup>7</sup>

Ryan moved to amend the motion to put the remaining \$917 surplus into a Council Initiatives line item under Council administration. Kerri seconded. Motion to amend passed.

Pastor Kathy discussed the \$54,000 that the 2019 budget was in the black. Expenses were under budget by \$34,000 while income was over by approximately \$20,000. This is not likely a trend so it is not appropriate to add this to the 2020 budget. Chris moved to amend the motion and Kay seconded to include a bonus to be given to each staff person as broken out on attached spreadsheet totalling \$6127.85; money to come from savings originating as 2019 budget surplus.

Lance reiterated that income will be listed differently in 2020 due to the Breeze software's way of categorizing the various income sources. Pastor and staff salaries are increased 1% for 2020. Worship budget will also be increased. Mortgage will reset on July 1, 2020 using the higher end of the rate range that was discussed with the congregation last fall. Most ministry areas were budgeted at about the same level as

2019, some higher, some slightly lower. This results in a minimal change in our mortgage payment. Overall, all this leads to \$1500 income over expenses for the budget year 2020.

Ryan moved and Kerri seconded that after the budget is approved by the congregation and if mortgage payment in July falls to below \$6500 with anticipated adjustment, then Council could revisit staff salaries to increase them to 2% over 2019, and 94% of ELCA averages for the pastors.

## **Treasurer's Report**

### 1. Financial Statement

Lance moved and Chris seconded to move \$14,000 from savings (came from the 2019 budget surplus) to Called to More because this amount of CTM funds was used in the 2019 budget but was not needed. This would be used as CTM funds to reduce mortgage debt as approved by the congregation.

After further discussion, Rod moved and Lance seconded to override the previous question and instead designate \$15,000 of the 2019 budget surplus which is in savings for debt reduction.

2. Capital Improvement
3. Average Giving / Attendance
4. Monthly Mission, Ministry,
5. Mortgage Report

## **Recap of Next Month Action Item List**

- Upcoming Dates:
  - Budget informational meeting - January 26 & February 2,
  - Annual Meeting February 2, 2020 12:30 p.m.
  - Council Retreat, February 9, 2020, 12:30 - 4:30 pm

## **Adjournment and Closing Prayer**

Next Meeting: **February 9** (retreat)

Faith Moment: Ryan Sevier