

CROSS OF CHRIST LUTHERAN CHURCH COUNCIL MINUTES

Aug 10, 2021

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.

In attendance: Pastor Kathy, Dawn Miller, Lance Zietlow, Lauren Elvington, Julie Nunn, Paul Kunz, Ross Hoskins, Vijay Permeswaran, Bill Carlisle, Frank Carau, Amy Pallas, Alan Thompson, Kathy Pearson, Rebecca Pfaff, Katy Harder, Pastor Mandy Achterberg, Whitney Gillies via Zoom, Mary Peck via Zoom

Faith Moment - Lisa Dietz

Offering Collection Sign Up:

<https://docs.google.com/document/d/1zNCBLqesGXSCXoNwUEkVKVUrMAnENcT5sBfHu2InIGl/edit>

Approval of July Council Minutes

Frank made a motion and Vijay seconded to approve the July Council Minutes; motion passed.

Consent Items:

Frank made a motion and Bill seconded to approve consent items; motion passed.

Staff Reports

Pastor Kathy - See Report

Ministry Team Minutes

Faith Formation (Julie) - Did not meet

Worship (Bill) - **Worship Time Survey Results**

Stewardship (Frank) - See Report

Youth (Lauren) - See Pastor Kathy Report

Outreach (Vijay):

Long Range Planning (Paul) - See Report

Evangelism (Ross) - Whitney is working with this team to update narthex

Preschool (Katy) -

CCMA (Bill) - See Question Outline

Property (Dawn) - See Report

SubTeam Reports

Finance Team: See Treasurer Report

Re-Opening Task Force: We are fully open - suspended team.

- New doors signs with recommendations to wear masks but keeping it optional.
- Synod recommendation is to wear masks and no singing/corporate speaking - we are remaining with singing

Safety Task Force - No Meeting

HR Team - No team currently

Tech Team - Focus is on Website (updating, securing, and new host site)

Gift Policy Team - No Meeting

UNFINISHED BUSINESS

- CCMA Discussion - See Document (6:35 PM)
 - Alan Thompson & CCMA board presented [report](#) and asked if there is interest in keeping CCMA
 - Rebecca asked if new music director should lead CCMA, asked questions about how to deepen CCMA's relationship with the church
 - Lisa noted that Andy wanted CCMA to continue and that marketing was a challenge
 - It was suggested that Kathleen Briscoe could help with promotion/website
 - Pastor Kathy suggested need the church to have more vested in CCMA, as it is under the CCLC umbrella, and that it will take time and organization
- Interim Pastor Proposal: Pastor Mandy Achterberg, Transition Coach (7:30 PM)
 - Pastor Mandy said the Office of the Bishop would like to offer a 1 year term call rather than interim, as there is a current candidate who meets much of the criteria and brings a lot of experience. One year provides stability whereas an interim has the option to leave and cannot be called. A term call can be extended. The transition process continues during the 1 year term.
 - Board members asked questions/discussed the candidate that has been put forward; Katy feels she would be a good fit; Pastor Mandy noted that the candidate is very excited about CCLC; Whitney feels she would be a good fit
 - Dawn said it's important that the congregation hear from Pastor Mandy that this is the synod's offering and that courageous conversations are moving forward and congregation's voices are important
 - Pastor Kathy said this candidate meets our current needs so CCLC can focus on staff and the future, be intentional
 - Frank moved to move ahead with the one year call process with Aly Kohlmeyer, Paul seconded; motion passed. Next step is to interview the candidate.
 - It is council's job to present the candidate to the congregation
 - Congregation should not see full candidate profile (per Mandy) but can talk to council for more info
 - Proposed Schedule if Approved by Council:
 - Interview scheduled for August 18th @ 6pm
- Proposed/TBD Schedule if candidate is approved by Council
 - Meeting with Congregation about proposal with Pastor Mandy:

- Aug 25 / 7:00 pm
- Aug 29 / 10:45 am
- Meet and Greet: Sept 8 / 6 pm
- Congregational Vote: Sept 12 / 12:30 p.m.

NEW BUSINESS

- [Job Description Proposal](#) for Interim Staffing (7:00 PM)
 - Amy and Whitney have been working on defining enhanced roles for themselves at CCLA that use their gifts with Pastor Kathy and Tina Ramey
 - It was suggested that Amy's title be changed to Minister of Children's Ministry and increased from 22 to 25 hours; Julie asked if this is enough time for all the duties; Amy said it is with more help from volunteers
 - Amy noted that consistency is key and that she cares about CCLS's young families and is eager and excited to coordinate and work with others
 - Whitney shared her current duties and opportunities she sees for CCLC; she is interested in working with all of CCLC on best leadership practices and to develop outreach and metrics; she would like to coach, mentor and enhance communications
 - Proposal is to move from 15 to 25 hours/week and do fewer admin duties with the title Minister of Community and Culture
 - Ross said this proposal matches her qualifications well; Paul asked about her experience and expressed support
 - Pastor Kathy noted this is the kind of work we were considering paying a consultant to do
 - Pastor Kathy said these enhanced roles as well as Assoc. Pastor will help fill in and support youth ministry gaps
 - Julie asked about status of Office Administrator and Music Minister roles; Kathy said we'd be reviewing Office Admin job description
 - Pastor Kathy proposed salary increases for Amy and Whitney's positions and reviewed position descriptions
 - Pastor Kathy gave an overview of updated Office Administrator role and ensured council approved of moving it to a 4 day per week role
- Financial Position of CCLC for 2021 / 2022 (8:00 PM)
 - Lance walked through CCLC current financial position, expenses, and projections for the next two years; he is concerned about losses in 2022 if all items remain the same
 - Frank moved to approve the additional spending for the two interim salaries for 2021 outlined on the Contribution Income Analysis sheet effective Sept 1, 2021; Vijay seconded; motion passed.
 - Frank moved that the two interim job descriptions be approved with the word "Interim" in the title; Lance seconded; motion passed.
- Search Team for Music Staff
 - 7 people have applied to be on the search committee

- Paul asked that one person be selected as chair of the group
- Frank moved that all 7 people be approved for the search committee; Vijay seconded; motion passed
- **Courageous Conversations**
 - Dawn said we want to ensure confidentiality in the conversations so people feel safe to share their thoughts
 - Sessions will have enough small group facilitators to fit participant size, will end with going back to large group
 - Financial reports will be part of these so people know what is possible/realistic for staffing
 - Questions should be open ended
 - Whitney said setting the tone is important to create a safe space
 - Dawn asked if timeline is good and Lisa agreed it is, need to move quickly
 - Paul suggested conversations should be ongoing, not only one time
 - Suggested Dates
 - Sept 1 / 6pm
 - Sept 2 / ZOOM 7pm
 - Sept 11 / 9am
 - Sept 19 / 1pm
 - Need to publicize with at least 2 weeks notice
 - Facilitators - need to confirm
 - Questions: What information do we need to receive?
 - Sample Questions - The questions are open for further development; topics should be clear
 - What Opportunities do you see at Cross of Christ
 - What Challenges do you see at Cross of Christ
 - What excites you about our future
 - What concerns you about our future

Treasurer's Report: (Nikki on vacation)

- Monthly Mission, Ministry
- Pledge and Debt Metrics
- Statement of Financials
- Youth Account:
- Music Ministry Gift Fund:

Bill moved to accept the financial report; Frank seconded; motion passed

Recap of Next Month Action Item List

Adjournment and Closing Prayer

Next Meeting: **September 14 : 6:30 p.m.**

August Faith Moment: Vijay Permeswaran