



*Rooted in God's grace, we joyfully witness and serve.*

**Core Values**

*Intimacy With God  
Inspiring Worship  
Intentional Faith Development  
Compassionate Outreach  
Caring Community*

**Church Council Meeting Minutes**

*July 18, 2023, 7:00 PM*

<b>2022 Elected Church Council Members</b>	<b>Executive Committee (Incoming)</b>	<b>Representatives (voting representatives)</b>
<ul style="list-style-type: none"> <li>● Barbara Cranfill</li> <li>● Chrissy O'Farrell</li> <li>● Brian Fisher</li> <li>● Allison Johnson</li> <li>● Susan Prosser</li> <li>● Rebecca Riley</li> <li>● Bill Stoll</li> <li>● Evonne Kuchera</li> <li>● Tom Neuhaus</li> <li>● Jim Dinges</li> <li>● Kristine Dawson</li> <li>● Rick Gardner</li> <li>● Tracy Blois</li> </ul>	<ul style="list-style-type: none"> <li>● Bill Stoll (President)</li> <li>● Tom Neuhaus (Vice President)</li> <li>● Chrissy O'Farrell (Secretary)</li> <li>● Rick Gardner (Treasurer)</li> <li>● Brian Fisher</li> <li>● Rebecca Riley</li> </ul>	<ul style="list-style-type: none"> <li>● Wendy McClary- Child Development Center</li> <li>● Caleb Clem and Tiana Stouch - Youth Group</li> </ul>

**Call to order**

The meeting was via Zoom. The meeting was called to order at 7:03 PM by President Bill Stoll.

**Council Members Present**

- |                      |                     |
|----------------------|---------------------|
| 1. Barbara Cranfill  | 8. Tom Neuhaus      |
| 2. Chrissy O'Farrell | 9. Jim Dinges       |
| 3. Brian Fisher      | 10. Kristine Dawson |
| 4. Allison Johnson   | 11. Rick Gardner    |
| 5. Susan Prosser     | 12. Tracy Blois     |
| 6. Bill Stoll        | 13. Rebecca Riley   |
| 7. Evonne Kuchera    |                     |

**Representatives Present**

0

**Staff Members Present**

1. Pastor Julie Morris
2. Joe Zimmerly



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### Determination of Quorum

(C12.06) majority of members of the council-majority is defined as one over one-half (7).

- 13 council members plus the Pastor and the Children, Youth and Family Director
- Number of council members present: 13 of 13
- Number of voting representatives present: 0

**Devotion:** Led by Allison

**Caring Conversation:** Name one thing that makes you smile.

### Approval of Minutes for June 20, 2023

Motion made by Brian: *"to approve the minutes from the June 20, 2023 meeting"*

- 2nd by Allison
- The minutes are approved

### Information

- Nursery, Luther Hall, PLC flooring (Bill)
  - Considering flooring replacements in other rooms to be completed simultaneously - obtaining quotes, will approach council with a motion shortly
- Committee reimagining Task Force update (Allison)
  - In order for clarity, to continue to align with the mission of the church, looking to categorize all committees into five baptismal promises: (1) to live Among God's Faithful People, (2) to hear the Word and Share the Lord's Supper, (3) to proclaim the Good News of God in Christ through Word and Deed, (4) to serve All People, following the example of Jesus, (5) to strive for Justice and Peace in all the Earth, (6) good Stewardship/Careful management of what God has entrusted to our care
- Flag (Bill)
- A second 100K donation from a generous donor (Julie)

### Discussion

Personnel Handbook language change (Tom)

- Proposed by the personnel committee to add: language "The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the church council".

### Motion



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Motion made by the Personnel Committee to approve the following:

*“This is the proposed revised Personnel Handbook Vacation leave language as drafted by the Personnel Committee and endorsed by the Executive Committee of Council (New language in BOLD):”*

“Vacation Leave. Mount Cross grants ten (10) days paid vacation to full-time employees working 1-5 years. After 5 years of employment, full-time employees will earn one additional day of paid vacation for each year of service up to a maximum of 15 days’ vacation. **The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the Church Council.** Mount Cross grants to any part-time employee who regularly works more than 30 hours per work week five (5) paid vacation days at their regular rate of pay for the number of hours that would normally have been worked. Vacation accrual begins upon employment in a position eligible for vacation benefits and is earned pro- rata from their start date. For example, an employee starting on July 1, would be eligible for one half the normal vacation time earned for their credited experience. Overtime hours are not included in the basis for calculating vacation accrual. Vacation must be scheduled at a time appropriate to the planning of the organization and approved in advance by the Senior Pastor.

- Vacation may not be taken during your first six months of continuous employment. Vacation leave may not be taken until it is earned.
- The Church urges employees to take their vacation annually. Once an employee accrues 150% of the annual allotted vacation, accrual of vacation stops. For instance, an employee entitled to ten (10) days of vacation who accrues fifteen (15) days of vacation will cease accruing additional vacation until his or her vacation balance falls below the fifteen (15) day cap in years 1-5.

Upon termination of employment, employees will be paid for accrued vacation time and current unused vacation time prorated based upon the employee’s termination date.”

NOTE: In response to the Council Motion of June, the Personnel Committee is not recommending a change in Vacation Leave policy for full-time non-exempt staff at this time.

- Motion passed unanimously

## Reports

- Staff Report: Pastor Julie - report below
- Staff Report: Joe Zimmerly - report below



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- Treasurer's Report: Rick Gardner - report below
- CDC update and report were heard by council (Wendy McClary)
- Committee liaison updates were heard by council
- Listening post comments were heard by council

Went into Executive session at 8:24 PM for personnel matter

Emerged from Executive session at 8:40 PM

### Information

- Next Council meeting – [August 15 at 7:00pm via Zoom](#)
- Executive Committee meeting – [August 10 at 7:00pm via Zoom](#)

Meeting Adjourned at 8:54 PM

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The following motions were passed via email:

### Motion

**Wednesday, July 26th**

The Property Committee has sent its flooring recommendations to the Executive Council. We in turn, **MOVE** to accept their recommendation as follows:

*The Property Committee recommends the following course of action dependent on available funding:*

- 1) Proceed with new flooring for all three of the spaces listed in the display above.*
- 2) In light of the certainty of availability and the better quality of the Cali flooring, select the Cali Longboard line of flooring as specified for installation.*
- 3) Accept the bid from Flooring 101 in the amount of \$27,616 and authorize the Church Council President or other designee to sign the agreement on behalf of Mount Cross Lutheran Church.*
- 4) Identify sufficient funds for the Flooring Replacement Project and authorize the expenditure upon direction of the Property Committee Chair.*



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*5) Assign the Mount Cross Property Committee to oversee the satisfactory completion of the Flooring Replacement Project.*

*Further, we recommend that contracts for improvements or major maintenance to Mount Cross facilities be approved and administered by the PC from this point forward. We are happy to coordinate with the CDC and other groups on scope and timing of such projects. It is the PC's understanding that we are responsible for recommendations to the Church Council as to the scope, material, and implementation of projects.*

Motion passed unanimously

### **Motion Monday, July 24th**

The Personnel Committee has made a motion to approve the below modification of employee vacation leave accrual for Joe Zimmerly. The Council voted electronically via email.

#### "Modification of Employee Vacation Leave Accrual

On July 18, 2023, the Church Council of Mount Cross Lutheran Church added the following language to the Employee Handbook concerning vacation accrual:

"The vacation benefit for an exempt employee may be modified from the foregoing so long as the modification is in writing, signed by the employee and approved by the Church Council."

The basic Employee Handbook provision regarding vacation leave accrual is 2 weeks of vacation leave in the first 5 years of employment. Joe Zimmerly is employed as the Director of Children Youth and Family Ministries at Mount Cross, which is a full-time, exempt position. It is the desire of the Church Council to provide for 3 weeks of vacation leave (15 days) annually for Joe Zimmerly ("the Employee"), effective January 1, 2023. Thus, the vacation accrual rate for the Employee shall be 4.62 hours per pay period as of the first payroll period in January, 2023. Since the accrual rate for the Employee prior to the Council action on July 18 was 3.08 hours per pay period, there shall be an adjustment of 1.54 hours for each completed payroll period as of this date, and going forward the vacation accrual rate shall be 4.62 hours per pay period. All provisions of the Employee Handbook



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regarding vacation leave, other than the provisions regarding vacation accrual, shall remain in effect.”

Motion passed unanimously

DEVOTIONS			
<b>FEBRUARY</b> Becky	<b>MARCH</b> Bill	<b>APRIL</b> Susan	<b>MAY</b> Tracy
<b>JUNE</b> Chrissy	<b>JULY</b> Allison	<b>AUGUST</b> Kristine	<b>SEPTEMBER</b> Brian
<b>OCTOBER</b> Barbara	<b>NOVEMBER</b> Evonne	<b>DECEMBER</b> Tom	<b>JANUARY 2024</b> Jim
COUNCIL LISTENING POST 1st Sunday of the Month on the patio after service			
<b>FEBRUARY</b> Brian	<b>MARCH</b> Susan	<b>APRIL</b> Tom	<b>MAY</b> Jim
<b>JUNE</b> Bill	<b>JULY</b> Becky	<b>AUGUST</b> Tracy	<b>SEPTEMBER</b> Allison
<b>OCTOBER</b> Wendy	<b>NOVEMBER</b> Barbara	<b>DECEMBER</b> Kristine	<b>JANUARY 2024</b> Evonne

### Pastor's Report for March Church Council Meeting

Pastor's Report for July Council Meeting

June 21-July 18, 2023

Thanks be to God, we baptized two new members into the Body of Christ on Sunday,



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July 16! God bless Crew Eckman and Zoe Awe, and their families.

In services at Mount Cross, we commended Bob Winters (June 23) and Debra Kolibas (July 18) to the loving arms of God and extended our care and support to their families.

In addition to more need-based pastoral care, I am making a special effort this summer to have at least a few meetings each month just to get to know church members better or to connect with people who have not returned since COVID. Please let me know if there are particular people you would like me to meet with or call.

Knowing of Mount Cross' commitment to the community, Camarillo Chief of Police Eric Tennesen and Camarillo City Manager Greg Ramirez invited me to lunch to discuss homelessness in Camarillo on June 27. Gordon and Melissa Henry joined us for the conversation and share my sense of encouragement that city leaders want to include faith communities in helping those who are unhoused find permanent housing and the services they need. I expect Mount Cross will be invited to join in a city-wide effort to support people in need of housing. Please pray for this effort and Mount Cross' role in it.

Kevin and Chrissy O'Farrell and I are gathering a discipleship group together among newer church members and people with young children. The group will journey together from September '23 – May '24, with the intention of growing in faith and in connection to each other and the congregation. Please pray that this will be an experience that bears fruit in the lives of the participants and Mount Cross.

I've been meeting with the CCC (Church/CDC Committee) as they develop mutual understandings about our shared ministry to preschool students and their families, including a document detailing how we will share space and expenses. Bill Stoll and Rick Gardner represent Church Council on this committee, and Kate LaCalamita, Lisa Saner, Laura Ripley, and Wendy McClary (all church members) represent the CDC. Laura Ripley will be leaving the committee as she begins employment as a teacher at our CDC. We are glad she will be serving in that capacity in the new school year!

I heard from Pastor John Soyster. He will be visiting the area and plans to worship at Mount Cross on Sunday, Aug. 13. He declined my invitation to preach or lead worship in other ways, but he is happy to have an informal time for questions and conversation in the PLC following the service. It will be a blessing to have him with us!

Many thanks to The Rev. Susan Klein for preaching and presiding on July 2 in my absence. I was able to spend wonderful time with my family that week and am looking forward to doing more of that when I am away on vacation July 20-27. We are honored to welcome The Rev. Dr. Colleen Windham-Hughes, CLU Professor of Religion, to



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Mount Cross on July 23.

Ecumenical Connections: I represented the Episcopal Church at the funeral for Father Bill Lowe at Padre Serra Catholic Church on June 27. I met again with Pastors Elbert Kim (Camarillo UMC) and Mark Asman (St. Columba's Episcopal) on June 22 to continue planning our shared events. Please reserve the dates on your calendars for a symposium tentatively titled: "Is Religion Dying? The Future of Christianity and the Church" at 4 p.m. on Reformation Sunday, October 29 at Camarillo UMC; Nov. 23 Thanksgiving Eve Holden Evening Prayer and Pie Social at Mount Cross; and a "Blue Christmas" service on December 17 at 4 p.m. at St. Columba's.

It is important that Church Council members attend both of the upcoming Reconciling in Christ (RIC) forums. I am encouraged by the prayerful and caring ways the RIC Committee is engaging their work of inviting the whole congregation to discern an inclusive and affirming welcome to people who identify as LGBTQ+. Their initial survey of Mount Cross members indicates strong support for becoming an RIC congregation. Below is the RIC Committee's July announcement.

### Reconciling in Christ (RIC) Survey Response

The RIC team received 75 responses to the survey on the sample RIC welcome statement. We found that many were wholeheartedly supportive of this statement. The survey also identified the need for more scriptural and/or educational engagement. The breakdown of responses is included below.

50	YES, wholeheartedly
10	YES, need either more scriptural or educational engagement or both
2	NO, need more scriptural engagement
13	NO

In response to these needs we encourage you to attend the two upcoming RIC forums announced. We appreciate and thank all who submitted surveys, commented and/or participated in congregational forums.

#### Upcoming Events:

**Sunday, July 30, 11:00 a.m.** - conversations on scriptural engagement on LGBTQ+ inclusion based on the following Matthew Vines video:

["For the Bible Tells Me So: Hermeneutics and the Debate about LGBTQ Inclusion"](#)

**Monday, August 14, 6:00 p.m.** - "Seeking Understanding: A Deep Scriptural Dive into





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Same Sex Relations”; with Father Patrick Mullen, biblical scholar and pastor of Padre Serra Catholic Parish in Camarillo.

### Joe Zimmerly

July 2023 - Council Report

On June 26th, I took two of our high schoolers on a tour at Cal Lutheran. We were there for a few hours and even had their parents attend too. It is so important that our kids know about our Lutheran colleges, especially if they happen to be twenty minutes away.

I was away at the Western States Youth Gathering from July 3-9 serving as the Night Life & Community Life Coordinator. On July 6, our two high schoolers arrived, as well as our chaperone for the weekend. I can say that our kids left feeling Revived, Reunited, and Rejoiced. Did I mention we had a foam party too?

On July 24th, our middle and high school youth have been invited to join Holy Trinity Lutheran Church for a day at Six Flags!

Our first Sunday selling Lemonade was a success! We raised \$289 towards Children's Hospital Los Angeles. We will continue raising money by selling Lemonade for two more Sundays. Jennifer Moraga talked to our kids explaining what the money could go towards at the hospital. For perspective, we raised enough money to feed over 50 people at the hospital.

### Treasurer's Report

Treasurer's Report – 7/18/2023

Budget Performance (through June 2023):

- Gross income for June was \$40,863 (98% of budget versus 82% last month).
- Gross income YTD was \$238,074 (95% of budget versus 95% last month).
- Pledged giving for June was \$25,127 (84% of budget versus 87% last month).
- Pledged giving YTD was \$179,540 (101% of budget versus 104% last month).
- Expenses for June were \$37,757 (89% of budget versus 117% last month).
- Expenses YTD were \$258,751 (101% of budget versus 104% last month).
- Net income for June was \$40,863 - \$37,757 = \$3,106 (compared to budget amount of -\$967).



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- Net income YTD was \$238,074 - \$258,751 = -\$20,677 (compared to budget amount of -\$5,805).
- Calculated reserves were \$111,492 compared to \$108,400 in May.

### **Analysis:**

1. Our finances in June out-performed the usual summer swoon with a gross income close to budget and expenses under budget. The decrease in expenses was primarily due to a two-paycheck month for staff. The result was a net income of \$3,106 for the month and a corresponding increase in reserves to \$111,492. Nevertheless, we still appear on track to drop below our desired reserves of \$100,000 by late summer or early autumn.

2. We have been blessed by the generosity of church members over the past couple of months. We have received \$110,000 in gifts with another \$100,000 due this week. The donors have provided no stipulations as to the use of the funds other than to put it to the best use for the church.

Respectfully,  
Rick Gardner  
Treasurer