

MOUNT CROSS LUTHERAN CHURCH
CHURCH COUNCIL MINUTES JANUARY 17, 2023, 7:00 PM

2022 Elected Church Council Members: Barbara Cranfill (Stewardship), Kevin Churchill (Tech Committee), Brian Fisher (Endowment Committee), Allison Johnson (Worship & Music), Susan Prosser (Property), Rebecca Riley (President, Personnel Committee), Bill Stoll (Secretary, Learning), Evonne Kuchera (Care Team), Tom Neuhaus (Vice President, Service & Missions), Jim Dinges (Adult Education), Kristine Dawson (Fellowship & Welcome), Rick Gardner (Budget & Finance)

Executive Committee: Becky Riley (President), Tom Neuhaus (Vice President), Bill Stoll (Secretary), Rick Gardner (Treasurer)

Representatives: Wendy McClary- Child Development Center
~~Collin Edwards / Sophia Valencia – Youth Group~~

Call to order: The meeting was held at the home of Becky Riley after we were served a sumptuous feast (with precious little meat 😊). The meeting was called to order at 7:05 P.M. by President Becky Riley.

Council Members Present: ~~Barbara Cranfill~~, Brian Fisher, Kevin Churchill, Allison Johnson, Rebecca Riley, Bill Stoll, Evonne Kuchera, Tom Neuhaus, Jim Dinges, Kristine Dawson, Rick Gardner, ~~Susan Prosser~~

Representatives Present: Wendy McClary- Child Development Center

Staff Members Present: Pastor Julie Morris; Joe Zimmerly

Determination of Quorum- Six council members plus the Pastor

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

Number of council members' present: 10 of 12

Number of voting representatives present: 1

Devotions: Jim Dinges – “Corinthians 1;18”

Caring Conversation: If you were to pick one word to define your intentions for this coming year, what would it be?

Approval of Minutes for December 20, 2022; **Motion to approve the minutes** made by Tom; 2nd by Brian.
The minutes are approved.

Action: Motion from the Personnel Committee to amend the Employee Handbook The Personnel Committee moves to make the following change to the Employee Handbook to come into compliance with the new law: per letter below. **Passed.**

Information: Status of Reconciled in Christ program committee - Bill Stoll:

Action: Consider the request from Joan Brundage to add people to the Vanco account. **Motion** to Table made by Bill; 2nd by Tom; **Tabled.**

Reports: Reports from Staff, Pastor Julie, Joe Zimmerly; Written reports from Pastor Julie, Joe Zimmerly; see below.

Reports: Treasurer's Report – 1/17/2023

Budget Performance (through December/Year-End 2022):

Gross income for December was \$40,849 (111% of budget versus 99% last month).

Gross income for 2022 was \$466,304 (105% of budget).

Pledged giving for December was \$25,878 (100% of budget versus 100% last month).

Pledged giving for 2022 was \$334,089 (108% of budget).

Expenses for December were \$40,326 (99% of budget versus 105% last month).

Expenses for 2022 were \$497,529 (101.5 % of budget amount of \$490,347).

Net income for December was \$40,849 - \$40,326 = \$523 (compared to budget amount of - \$3,994).

Net income for 2022 was \$466,304 - \$497,529 = -\$31,225 (compared to budget amount of - \$47,927).

Calculated reserves in December/Year-End were \$134,655 compared to \$135,736 in November.

Analysis:

1. The financials finished strong in December, due to holiday giving.
2. For the year, pledged giving and income were well above budget. Expenses were \$7,000 higher than budget in 2022 (101.5%) due to higher insurance costs, unbudgeted payment of CDC incorporation fees, unplanned installation of a new HVAC system, and higher worship and music costs.
3. The annual loss for 2022 was \$31,225 compared to the budgeted loss of \$47,927. Reserves were down by over \$31,000 in keeping with the annual loss. Despite this loss, reserves continue to be in the healthy range above \$100,000.
4. The perpetual fund designated for property and capital improvements is now over \$32,000 due to a generous gift of \$15,000.

Respectfully,
Rick Gardner
Treasurer

Reports:

Reports: Committee Liaisons

Adult Ed – RIC on top of list

Care: Evonne – continuing education sessions, Red Cross presenting home safety/ free smoke detectors (1/22)

Property: Susan –

CDC Update: Wendy McClary- revamping website; 2 new students, more staying through 1:00; trying to get licensing for toddler program;

Endowment; Brian – meets next week

Worship & Music: Allison – meets tomorrow

Senior Ministry: Susan – Thursday service @ 2:00

Fellowship: Kris - Need fresh blood

Nominating Committee: Tom – Needs one additional member.

Reports: Listening Post: How do we post budget numbers?

Information: Finalize budget for notice to the congregation with Closed Session. Motion by Bill to approve budget with; 2nd by Passed

Motion by to extend to 9:30 by Bill; 2nd by Tom; **Passed**

Motion to move to executive session by Tom; 2nd by Brian; **Passed**; Pastor offered a prayer before leaving.

Motion by Bill to extend to 9:40; 2nd by Tom; **Passed**

Information: **Need volunteers for 2023 Devotions and Listening Post**

Information: Annual meeting and potluck **January 29, 10:45 for the potluck, 11:45 to begin the meeting.**

Information: Next meeting date – **February 11, 1:00 pm election of 2023 officers following the leadership retreat (9:00 -12:00)**

Information: Executive Committee meeting February 2 at 7:00 via **Zoom**

For the Good of the Order:

Motion to adjourn was made by at 9:40; 2nd by. **Motion passed.**

Adjourned with the Lord’s Prayer at 9:40 PM.

Looking ahead:

Next Executive Committee meeting: Feb 2, 2023 7:00 p.m. Zoom

Next Council Meeting: February 11, 2023 at 8:00 a.m.

* DEVOTIONS			
FEBRUARY	MARCH	APRIL	MAY
Becky	Bill	Susan	Tracy
JUNE	JULY	AUGUST	SEPTEMBER
Chrissy	Allison	Brian	Kristine
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Barbara	Evonne	Tom	Jim
** COUNCIL LISTENING POST (1 st Sunday of the Month (unless otherwise indicated), on the patio, between services)			
FEBRUARY	MARCH	APRIL	MAY
Brian	Susan	Tom	Jim
JUNE	JULY	AUGUST	SEPTEMBER
Bill	Becky	Tracy	Allison
OCTOBER	NOVEMBER	DECEMBER	JANUARY 2024
Wendy	Barbara	Kristine	Evonne

Letter from Personnel Committee

California law changed effective 1/1/23 to require that employers with at least 5 employees to provide at least 5 days off when a “Family Member” dies. AB1949

- The Personnel Committee moves to make the following change to the Employee Handbook to come into compliance with the new law:

Bereavement Leave

Employees who have been employed for at least 30 days before the start of leave are eligible for five (5) days of bereavement leave for the death of a family member, as defined below. Bereavement leave must be completed within three months of the family member's date of death, although the days do not need to be consecutive.

The first two (2) days of leave will be paid leave and any additional days shall be unpaid.

Employees may use accrued but unused vacation or sick leave to substitute for any unpaid bereavement leave or if additional time is granted. Additional unpaid time off may be granted at the discretion of the employee's supervisor on a case-by-case basis.

For purposes of this policy, a family member includes an employee's: Spouse or domestic partner; Parent, including a step-parent and parent-in-law; Child, including a step-child and child of a domestic partner; Sibling; Grandparent; Grandchild; Mother-, Father-, Sister-, Brother-, Son-, or Daughter-in-law. Parent and child relationships include step, foster, and adopted relationships, and relationships based on one individual's legal guardianship or *in loco parentis* relationship to another.

Employees are responsible for requesting bereavement leave from their supervisor as far in advance as possible. Mount Cross may require verification in the form of a death certificate, obituary, or other verifiable documentation of the need for bereavement leave.

If you have any questions about bereavement leave, please contact your supervisor or the Pastor.

Pastor's Report for January 2023 Council Meeting December 21, 2022 – January 17, 2023

- Thank you to all who helped make our Christmas season beautiful, special, and hospitable! We celebrated the Nativity of our Lord at 5 p.m. on Saturday, December 24; Christmas Sunday worship on December 25 at 9:30 a.m, Lessons and Carols with Holy Communion at 9:30 a.m. on the first Sunday of Christmas (Jan. 1), and Epiphany at 7 p.m. on Friday, January 6. It is always a joy to hear that people are touched by the grace of God through the Word and Sacrament, the music, and the welcoming community that they encounter at Mount Cross.
- Thank you to those who filled in for me while I was away Dec. 26 – January 4. Evonne Kuchera and Susan Prosser were first responders for urgent care needs. Pastor Lynn Enloe and The Rev. Kate Lewis were on call for pastoral emergencies. Carol Browning ensured smooth office operations.
- For the week of January 9 – 14, my time was dedicated to serving the Episcopal Diocese of Los Angeles as the pre-ordination retreat leader for new priests and as the preacher at their ordinations on January 14. You can see the festive occasion here <https://www.youtube.com/watch?v=pbiMq7IT1Lc> Many thanks to Carol, Joe, and Deacon Cecelia for making sure Mount Cross was well-served in my absence, including Deacon Cecelia's willingness to preach on January 15, knowing I would not have time to prepare a sermon.

- Since tonight is the last meeting of the 2022 Congregational Council, I want to sincerely thank each of you for your generous service to Mount Cross this year. We are blessed by your labor and grateful for your gifts! Special thanks to our Executive Committee, under the excellent leadership of President Becky Riley, for the many additional meetings and tasks they assumed over the year.
- There is much to look forward to in 2023, including our **Annual Meeting** on **Sunday, January 29**, the **Leadership Retreat** on **Saturday, February 11**, and **Baptisms** and the welcoming of new members on **Sunday, February 19**. Thank you for making a strong effort to be present at all these special events, as well as our weekly Sunday worship.

God bless you.